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Duluth

Public Schools

Every Student. Every Day.

Superintendent's Report

June 17, 2025



OUR MISSION

Every student, every day will be empowered with learning opportunities for growth, creativity and curiosity, in preparation for their future in a global community.

OUR VISION

Duluth Public Schools provides an academically engaging, safe and inclusive environment with high expectations and responsible use of resources.

OUR CORE VALUES

Learning



Developing a love of learning through life-long inquiry.

Excellence



Having high standards for all through accountability, integrity and authenticity.

Equity



Creating conditions of justice, fairness and inclusion so all students have access to the opportunities to learn and develop to their fullest potential.

Collaboration



Working in partnership with staff, families, students and community.

Belonging



Providing a welcoming and accessible environment where everyone feels safe, seen and heard.

Topics

- Student Representative Reports
 - My'Aiana Taylor - ALC
 - Latasaija Garner - Denfeld
 - Kate Dean - East
- Administrative Work Session Update
- Legislative Updates
- Other

Administrative Work Session Update

What have we accomplished?



Celebration of 2024-25

- Celebration Posters
 - 2024-25 Accomplishments
- Reflection: School & Departmental Progress
- Calling Out Highlights & Learnings

What do we need to do?



- Strategic Roadmap
- 3 Year Operational Plan

What do we need to do?



*Action Card Highlights
&
Application of Our Shared Work*

Supporting Every Student



North Star Focus: *1B Knowing & Valuing Students*

- Focus: Component 1B of new teacher development & evaluation tool

Elementary Priorities

Focus: Literacy

- Frameworks; Standards; LETRS

Focus: Teacher Clarity

- Success Criteria; Assessment

Focus: Social Studies

- Standards Spring '26

Focus: Morning Meeting

- Community Building; PBIS

Focus: Educlimber

- Commitment: Entering Minors

Secondary Priorities

Focus: Content Specific

- LETRS Phase 2; ELA Adoption
- Content Area Department work

Focus: Teacher Clarity

- Assessment; Grading

Focus: Targeting Supports

- Early Warning System (EWS)
- Secondary Schedules
- Credit Recovery efforts
 - Fix It and Finish It
 - New modules

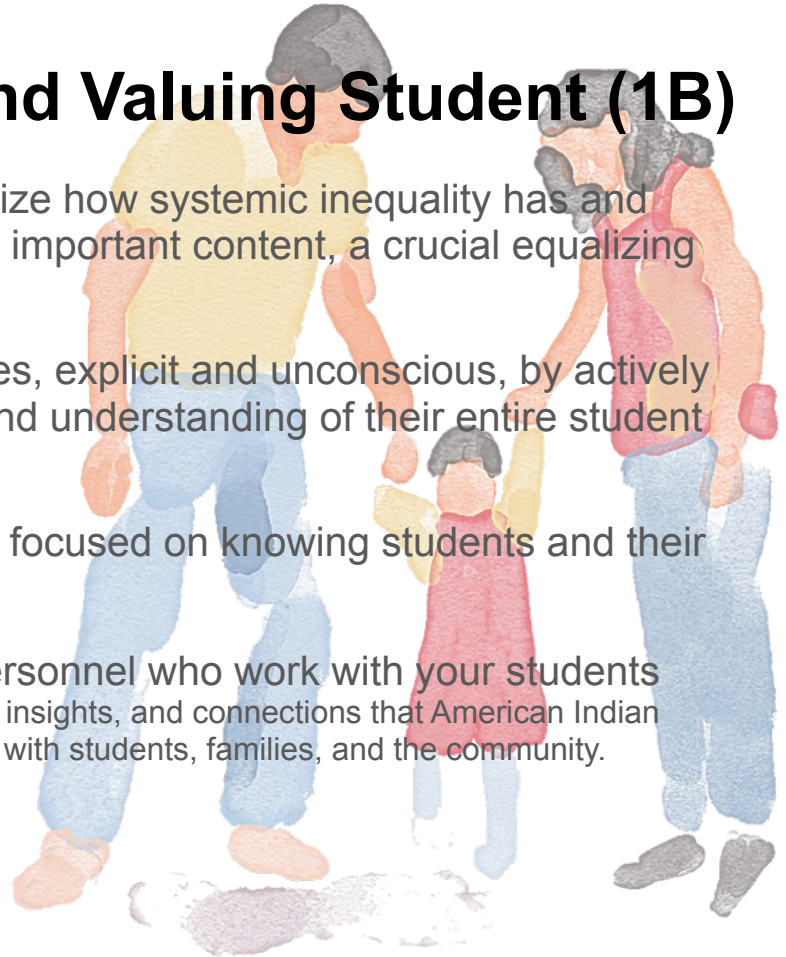
Advancing Equity- Knowing and Valuing Student (1B)

Educators who know and value their students recognize how systemic inequality has and continues to influence whether all learners are taught important content, a crucial equalizing step that is often undervalued and overlooked.

It is educators' task to unearth and unlearn their biases, explicit and unconscious, by actively developing a deep and meaningful appreciation for and understanding of their entire student population.

- Provide professional development opportunities focused on knowing students and their families
 -
- Build and maintain relationships with support personnel who work with your students
 - For example, positioning and leveraging the expertise, insights, and connections that American Indian Homeschool Liaisons and Integration Specialists have with students, families, and the community.

Source: [Framework For Teaching \(p. 10-12\)](#)



Advancing Equity - Family and Community Engagement

- **Parent Academy Sessions**

- Developing parenting education classes for the 2025-2026 school year (Ex. Attendance, Literacy, Discipline).

- **Monthly/National Day/Month Celebration Event Opportunities**

- Creating meaningful events around different national holidays with a big focus on working with students to help drive attention. (Ex. National Bus Safety Week, National Family Engagement Month, etc.)

- **Family Engagement x PTA**

- Building strong relationships with the school PTA and working to explore more collaboration around family and school engagement.

Improving Systems

Business Services Updates & FY26 Goals

- Continue to improve financial targets and budget forecasting
- Continue to improve/develop the enrollment center process
- Improve and outline the grant process
- Implement the P- Card Skyward process
- Implement field trip software through Transportation

Improving Systems

Human Resources Updates & Goals for FY26

- Implement Comprehensive Recruitment & Retention Plan
- Implement a "Full-Circle" Integrated Onboarding Program
- Develop a Comprehensive Job Description Review Cycle
- Establish Pilot Phase of NXTGEN Teacher Apprenticeship Program
- Transition to and Implement a New Employee Evaluation Platform

Improving Systems

Facilities Updates & Goals for FY26

- Develop and implement a comprehensive training program to support staff in obtaining or advancing their Boiler Engineer license.
- Provide leadership training for all department supervisors to enhance their leadership skills.
- Develop a plan for updating necessary equipment.
- Improve communication between the Facilities and Maintenance Department and school buildings regarding upcoming projects.

Improving Systems

Safety Updates & Goals for FY26

- Continue with Safe at Work Survey
 - a. Increase participation to 50% of employees.
 - b. Increase the survey response to "I believe ISD709 prioritizes my safety" by 10%.
- Create new-hire orientation checklists for all job "groups" (paras, teachers, principals, facilities, trades, administration).

Legislative Updates

Education Finance and Policy Bill

Fiscal Impact: \$420M reduction by FY28-29; formula inflator intact; no new mandates.

Special Education: Establishes a Blue Ribbon Commission to find \$250M in savings or face aid reductions. Special education transportation reimbursement reduced (to 95% FY26, 90% FY27+; homeless/highly mobile remain at 100%).

Compensatory Revenue: FY26 base year option (FY26 or FY24 actuals), \$55M appropriated; district-wide allocation limited to 40% (FY26-27); task force established.

Funding Adjustments & Reductions:

- **Student Support Personnel Aid:** Reduced per-pupil allocation; expanded uses (training, coaching, travel); allows declining enrollment districts to maintain staff.
- **School Lunch:** Lowered state funding (from \$0.125 to \$0.0625 per meal from FY28); second meal purchase allowed.
- **School Library Aid:** Reduced per-pupil aid and minimum amounts; removed certain tech equipment from eligible uses.
- **Telecommunications Access Aid:** Program repealed.

Legislative Updates

Program & Policy Updates:

- **Read Act:** Extends literacy intervention deadline (to 2026-2027); clarifies training requirements for special education teachers and new/newly licensed educators; allows instruction hour reduction (2025-2026); expands screener use.
- **Literacy Incentive Aid:** Renamed "Literacy Aid," broader use for district literacy plans.
- **Facilities & Operations:** Long-term facilities maintenance now includes roof repair (\$100K+); clarifies food service fund use for building improvements; temporary school start date flexibility (Sept 1 or later for 2026-27, 2027-28); permanent short-call substitute program.
- **Consolidation Aid:** Increased per-pupil rates.
- **Achievement & Integration:** Increased MDE administrative retention.
- **Ice Arena Levy:** Allows cost apportionment for jointly operated arenas.

Questions