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Duluth

Public Schools

Every Student. Every Day.

Superintendent's Report

November 18, 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
- Human Resources Update
- Board Work Session Update
- Legislative Update
- Superintendent Goals Update
- First Street Buildout Update
- Other

Human Resources Updates

Human Resources Updates

- Theresa Severance's final day was on October 10th.
- I am serving as the interim Director of Human Resources for the time being.
- Our position will be closing later this week. We hope to have a broader pool of applicants for this key position and hope to interview for the position during the first week in December.

Board Work Session Update

Board Work Session Update

We will be holding our next board work session from 4-7 PM on Thursday. We will be focusing on the following topics:

1. Legislative Platform - 40 min
2. Book Study - 40 min
3. Growth and Capacity
4. Superintendent Goals

In preparation for the book study, board members are reading Chapters 5 and 6 of our book, "The School Board Member's Guidebook: Becoming a Difference Maker for Your District".

Legislative Update

Legislative Updates

- Board members are completing a survey sent from Jeff Anderson regarding our legislative platform in preparation for Thursday night's board work session.
- We will be using this information to finalize our platform ideas so that we can vote on the platform in December and meet with our local legislative representatives in January, prior to the session beginning.
- Also, I will be leading the MASA finalization of our state legislative platform on Friday.

Superintendent Goals Update

Superintendent Goals Update

As mentioned, the board will be meeting on Thursday to discuss the finalization of my superintendent goals for 2025-26. I am very open to other options, but would like to propose the following goals from the [MSBA Superintendent Evaluation Tool](#) for the board's consideration.

- **Standard 3. Communications and Community Relationships - Element 3.d. Advocacy**
- **Standard 6. Teaching and Learning - Element 6.b. School Improvement (REPEATING)**
- **Standard 7. Student Support - Element 7.f. School Safety and Security**

First Street Building Update

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Our work on the First Street building has continued. We are meeting with all leaders on a regular basis to discuss questions, concerns and planning next steps. Now that things are moving further along, we are holding our leadership meetings in person, including all administrators, principals and district office leaders that have programming in the facility. We are also available to conduct tours for board members and school and department leaders.

Questions