



"Creating a Collaborative and Caring Community for all"

BOARD BRIEFING

JANUARY 12, 2020

DATES TO BE AWARE OF

JANUARY 13 6-7:30 PM STRATEGIC PLANNING COMMITTEE

JANUARY 14 8:15-10 AM BOARD POLICY MEETING-WE CAN GET IT DONE IN 45

MINUTES IF WE START AT 8:15 - NO NEW POLICIES

JANUARY 14 9 AM- REM MEDIATION

JANUARY 27 6 PM REGULAR BOARD MEETING

1. BOARD CALENDAR

I have attached the Board Calendar with this mailing. A few things to be cognizant of:

- We have not approved the School Calendar for the 2020-21 School Year - we may have to make more adjustments to the Board Calendar. Anything for the 2020-21 School Year may need to change.
- Our Regular Board Meetings are the 4th Monday of the month. 2 times during the school year we will not meet on the 4th Monday.
 - May 18th is the 3rd Monday of the Month, the 4th Monday is Memorial Day
 - You selected the 2nd Monday of the Month, in December. The fourth is during winter break. The 3rd is the Monday before Winter Break, a very busy time of the month, the week of Christmas.
- There maybe other conflicts we will need to deal with especially after we set the School Calendar.
- Committee Meetings and their members that meet regularly need to decide if they will stay on the same schedule as this past year.

2. MEDIATION WITH REM

Mediation is closed to the public meeting with the public not being able to attend. It is a Negotiations/Mediation which allows us to have a quorum at the meeting. If any other board members wish to attend, that is not a problem.

3. RANDY IS ASKING

This past week Randy and I met to discuss some of the ideas he had for this next years board meetings. He also had me give my vision of where we were going. Randy is asking you to think of what your Vision is for this next year so we can discuss it at our next Regular Board Meeting

January 27th. It would be very nice if I could receive those the week before the meeting to have them printed out for everyone. It would help us be more focused and prepared to speak to those visions. I will put out a Google “Doc” or similar online process to pass onto me to comprise the list. You could also just email them to me.

4. MEETING STARTING TIME

At our meeting last Monday we had my renewal meeting set for 7:00 following the Organizational Meeting never expecting us to finish before 7. Last year the meeting ended after 8. As we adjourned one meeting around 7:40 there were a few comments of when are we going to start the next meeting. None of these types of meetings have been attended by people other than the board and the “Record” reporter. Randy asked how much time we needed before we started the next meeting not wanting 20 minutes before the start. I know Randy, several board members, Dawn, and I had some reservations but nobody had been attending. With that we took a 10 minute break and got started early.

We started the board and were in a very strong discussion just before 7, 3 individuals walked in. The discussion between the board continued and the vote was taken without the input of the 3 individuals. Reflecting Randy realized the mistake along with others, the 3 individuals should have had an opportunity to discuss the matter. We should not have started before the published time, that is a State Statute. It is amazing how good of a vision you have after the fact.

Randy has asked me to self report the mistake to the state as we should. He will be saying something to everyone at the beginning of our next meeting.

5. COMMITTEE MEMBERS

Please let me know if I have made any mistakes. Thank You

- Policy - Randy Hackett, Mary Lange, Noel Guerard
- Strategic Planning/Curriculum Advisory - Noel Guerard, Randy Hackett, Ellie Holm
- Facilities - Mark Petron, Ellie Holm
- Legislative Liaison - Randy Hackett, Mary Lange
- Finance - Mark Hackett, Noel Guerard, Ellie Holm
- Mid-State - Ellie Holm, alternate Noel Guerard
- Minnesota State High School League - Mark Petron, alternate Ellie Holm
- Schools for Equity in Education - Randy Hackett, alternate Noel Guerard
- Meet and Confer - Ellie Holm, alternate Mary Lange
- Absentee Committee - Noel Guerard, alternate Mary Lange
- Non-Union Negotiation - Noel Guerard, Randy Hackett, Ellie Holm
- Principal Negotiation - Ellie Holm, Mary Lange, Noel Guerard
- Superintendent Negotiation - Mark Petron, Noel Guerard, Mary Lange

6. TUESDAY NIGHT WHAT A WONDERFUL EVENING FOR ACTIVITIES

Tuesday night we were really full up with so many activities going on at the secondary school.



We had boys and girls basketball in the south and middle gym. Both had highly ranked teams coming in, Osakis for the boys and Holdingford for the girls. There were C games, JV games, and varsity for both teams. That by itself is a great atmosphere and crowd. The girls team was competition between the 11 & 0 Holdingford Huskers and our 9 & 1 Royals. The game was as intense as I have ever seen a game. From the opening tip we maintained the lead with aggressive, hard play by both sides. Holdingford had several surges but never seemed to be able to finally close the gap. The boys were less fortunate.

That was not just what made the night so wonderful. This was the first night of youth wrestling, with both wrestling rooms fully used. If you walked past both gyms from the wrestling room you would have seen a dozen or more individuals in the Weight Room. A little farther in the Aerobic Room was our first very young "Tiny Twirlers Dance" which was packed followed by "Little Kicks Dance" for a group that was just a little older.

A little farther down towards door 2, was our "Early Childhood" class for parents and their pre-K 4 children. Busy night, outstanding night with all the activity. It is how our schools need to be, well used by our district families. Both the Dance and Early Childhood are through Community Education. The Dance classes were set up by Ted Hanson, Community Ed Director, he made lemonade out of a lemon. Originally we were going to start secondary dance with the possibility of moving into a dance team as was requested by the community. When we only had one individual signup, Ted through collaboration started the youth program. There are no failures just new opportunities.

To me the tremendous use of our building after school hours and the opportunity that was taken advantage of by Ted with a dance teacher lined up.

6. HIGHLY RELIABILITY LEADERSHIP

This past Thursday the principals, two teachers from each school, and myself went to Sourcewell joining 6 other schools including Pierz and Upsala. Dr. Phil Warrick, coauthor of several books we use, highly successful superintendent, HRS coach, and evaluator for Highly Reliable School lead our Professional Development. He went through each of the first 3 Levels one at a time looking at what we should be doing and seeing in our own schools as we move forward constantly making sure we are keeping the focus on each component part.

After giving examples at each sublevel (1.1 Faculty and staff perceive the school environment, 1.2 Student, parents etc.....) he had each school team reflect on how they were doing using proficiency scales helping them find where they were and then beginning to work a plan to move them up the proficiency scale. We were fortunate because we had so much excellent support from our 2 Sourcewell furnished coaches. The discussions that I heard between teachers and principals were extraordinary, extended with the coaches asking probing and deepening questions.



It was one of the finest learning sessions I have ever been a part of. I really am thankful for the teachers, principals, and coaches that participate. I wish we could have had more of our teachers attend. I have no doubt that any number of our teachers would have participated and learned from this well taught lesson. The proficiency scales really helped the learning and a great example of how they can improve learning.

I have attached one of the packets and a HRS Leadership Strategic Matrix to give you a better picture of the targets and proficiency scales.