



ADMINISTRATION REPORTS MARCH 2025

ADMINISTRATIVE SERVICES & HUMAN RESOURCES

by: Shawn Kirkeide

Bluejacket Celebration

There are some exciting updates for the 2025 Bluejacket Celebration: In response to valuable employee feedback, we've made small, but impactful changes! First off, we've added a brand-new award to recognize and celebrate exceptional leadership. We've also streamlined the nomination process with an improved form for easier submissions. Additionally, we've invited our Woods Class students to design and create the awards for the celebration, ensuring a meaningful student presence at the ceremony. Nominations have already started to pour in and we're so excited to join everyone for our annual award ceremony on May 28th.

Benefits Open Enrollment

As spring approaches, Bluejacket staff can look forward to the annual benefits Open Enrollment period. For the July 1, 2025-June 30, 2026 plan year, Open Enrollment will begin on April 21, 2025, and conclude on May 2, 2025. During this time, benefit-eligible employees will have the opportunity to review their current benefits and make any necessary changes to their coverage.

As in previous years, we will offer free, appointment-based benefit enrollment assistance during Open Enrollment. This year, we're excited to introduce a virtual benefits Q&A session on April 21, 2025, from 1:00 PM to 3:00 PM. Staff members can log in to ask questions about their benefits. Additionally, an Open Enrollment Open House will take place at the Education Services Center on Tuesday, April 22, 2025, from 3:00 PM to 6:00 PM. Benefit counselors and HR representatives will be on hand to answer questions and assist with completing the enrollment process.

In the weeks leading up to Open Enrollment, the Bluejacket Benefits Buzz will host a series of virtual events featuring presentations from Aviben, Health Joy, and other benefit providers. Each event will include a brief overview, followed by a Q&A session.

Stay tuned for more details and email updates about open enrollment and the Bluejacket Benefits Buzz in the coming weeks.

FINANCE AND OPERATIONS

by: Christopher Kampa, CFA

Finance

The revised FY2025 budget will be presented to the School Board for approval this month. The final budget reflects a lower bottom line compared to the preliminary version due to increased labor costs and fixed expenses that were initially expected to be recorded last year. While deficit spending is anticipated, there are no plans to reduce staffing levels for the upcoming year. Unlike many other school districts that are preparing for budget cuts, the district's strong financial position allows for the maintenance of current staffing levels and student support services. However, if the legislature does not address the ongoing inequities in school district funding, similar cost-saving measures may become necessary in the future.

Transportation

Several key updates have been made in transportation services. A few new drivers have been hired, and the trailer training program is being revamped to improve efficiency and effectiveness. Significant changes are underway in bus purchasing, reflecting a strategic shift in approach. Plans are in place to conduct evacuation drills following spring break to ensure preparedness and safety. Additionally, new camera systems are being evaluated to enhance security and monitoring capabilities. All drivers have successfully completed their annual 8-hour certification during the last in-service session.

Food Service

National School Breakfast Week was successfully celebrated during the first week of March. Since the launch of the MN Free Meals for All program, breakfast participation has doubled across all buildings. While managing the increased demand has presented logistical challenges, the positive impact on students has been significant. Research consistently shows that students who regularly eat breakfast achieve higher levels of performance in reading and math, score better on standardized tests, demonstrate improved concentration and memory, and are better able to maintain a healthy weight. Appreciation is extended to all staff and building teams for their dedication and hard work in expanding and supporting the breakfast program.

Building & Grounds

We have begun preparing the spring sports fields and grass areas around the schools to ensure they are in optimal condition for the upcoming season. We have also begun meetings with our roofing supplier to address ongoing roof leaks and proposed repair plans. A review with Nexus was also conducted to assess the condition of the parking lots and striping completed last fall. With the winter season now mostly behind us, any emerging issues will be addressed to maintain safety and functionality.

Technology

Over the past month, James Klimek collaborated with ECMECC to conduct the district's annual cybersecurity risk assessment. The results of this assessment are used each year to evaluate and adjust practices and procedures to strengthen the district's cybersecurity posture. Additionally, several ERATE projects are being prepared for submission. One project, a Category 2 switch replacement, will upgrade all network switches across the district, creating a unified platform for managing both wired and wireless internet connections. The second project, a Category 1 Fiber Locates contract, will provide services to locate district-owned underground fiber during

construction or excavation projects, ensuring the protection and integrity of the district's network infrastructure.

COMMUNITY EDUCATION

by: Christina Thayer Anderson

Spring & Summer Registration is Open!

The summer months provide an incredible opportunity for all ages to continue learning, stay active, and build meaningful connections. From youth enrichment classes, sports camps, and outdoor adventures to adult fitness programs, day trips, and lifelong learning opportunities, our programming promotes creativity, curiosity, and a healthy lifestyle. We encourage everyone to explore the exciting opportunities available and register now for spring and summer programs! Click [here](#) to visit our registration webpage for all programs and classes or view our online brochure by visiting our [website](#).

Pyramid Model Implementation Update

Now in our fifth year of implementing the Pyramid Model, we have developed a sustainability plan to ensure the program continues beyond the federal grant cycle. This early childhood framework, aligned with Positive Behavioral Intervention and Supports (PBIS), promotes the healthy social and emotional development of our youngest Bluejackets. A key feature of our sustainability plan is the Maintainer Model, where teachers who have reached maintaining status of implementation observe each another. . In the spring, maintainers present a celebration of their work, fostering a collaborative environment where all preschool teachers continue to strengthen and refine their skills. This model ensures long-term success while recognizing and supporting our outstanding educators.

TEACHING & LEARNING

by: Dr. Jason Bodey

Professional Learning

As we plan for the next school year, we are working to develop a comprehensive professional learning calendar that continues to align with our district's strategic priorities. Our goal is to provide all of our staff with the time and resources they need to grow professionally while also ensuring they have opportunities to apply what they've learned in meaningful ways.

A significant focus next year will be on continuing to implement Catalyst strategies in both classrooms and schoolwide procedures. We will also spend time reviewing and updating our curriculum scope and sequence across K-12, ensuring alignment and consistency across grade levels and subjects. This work will help us maintain strong, high-quality instructional practices that support student learning.

Another key priority is ensuring our staff has time to put new learning into practice. Over the past year, our educators have engaged in extensive professional development, including the adoption of a new literacy curriculum, structured literacy training, Catalyst classroom strategies, and a new science curriculum. Next year's professional learning plan will provide dedicated time for teachers to implement these changes effectively. In addition, we will continue to strengthen our understanding and use of student data, including how we utilize FastBridge assessments and our data warehouse, eduClimber, to drive instruction and support student growth.

We are also making student mental health a central focus. We are currently partnering with Isanti County and the Northstar Advocacy Center to provide training to our staff in recognizing signs and symptoms of mental health concerns and to understand clear processes to support students in need. Ensuring that our educators feel prepared to address these challenges is essential in creating a supportive and responsive learning environment.

One of the most important considerations in this planning process has been finding the right balance between learning and implementation. Professional learning is most effective when educators have time not only to acquire new knowledge but also to apply, refine, and plan for it. The calendar you approved, which includes two additional professional learning days, helps ensure we can provide this critical balance. While it does slightly reduce student contact time, it reflects our shared commitment to investing in high-quality teaching, student success, and the long-term growth of our schools.

Thank you for your continued support of professional learning in our district. Your leadership in prioritizing this work allows us to build on our successes and keep moving forward in meaningful ways. I appreciate your commitment to providing the time and space for educators to grow, and I look forward to sharing updates as we continue this important work.

SUPERINTENDENT'S REPORT

by: Dr. Nate Rudolph

As we wrap up the second trimester, I want to commend our students and staff for their dedication and achievements. Their resilience and hard work continue to inspire us all. As we transition into the final trimester, our commitment remains steadfast in providing enriching educational experiences tailored to the diverse needs of our learners.

Our administrative team is diligently revising the current year's budget to ensure fiscal responsibility and alignment with our district's goals. Simultaneously, we're crafting budgets and plans for the upcoming academic year, guided by our district's strategic plan. This proactive approach ensures that our resources are allocated effectively to support initiatives and direction provided by our community members who designed the plan.

Recognizing the profound impact of state legislation on our educational system, we are also actively engaging with legislators to inform and educate them about the immediate and significant effects their decisions have on our schools. By fostering these relationships, we aim to advocate for policies that support our mission and address the unique challenges we face as a school district and as a community.

I'm also excited to share that we've assembled a facility task force comprising 59 community volunteers who bring diverse perspectives and experiences related to our school district. This dedicated group is working collaboratively to develop a long-term plan for our district facilities, ensuring they meet the evolving needs of our students and community. Their commitment

exemplifies the strength of our community partnerships and our collective dedication to providing optimal learning environments. Most recently, we posted a [Comprehensive Facility Plan Website](#) found on our district website that outlines the progress of the task force and provides important information about our school district facilities. I would encourage all to check it out!

These initiatives are just a glimpse into the ongoing efforts within our district. I extend my heartfelt gratitude to all who contribute to our shared mission;

“in partnership with our community, is to EDUCATE, EMPOWER and INSPIRE - EVERY STUDENT, EVERY DAY to achieve their full potential.”