

# Red Wing Public Schools Decision-Making Framework

DRAFT November 1, 2021

1. **What is the issue?**
  - Why is this an issue?
  - What were the causes?
  - What are the desired results?
2. **What is the proposed decision?**
  - Why is this decision being considered?
  - How did we arrive at it?
  - What are the alternatives? Are there any?
3. **What is the intended impact?**
  - Who will benefit and who will be burdened?
  - Does the proposed decision ignore, worsen, or improve existing disparities?
  - What are the unintended consequences?
  - What strategies may minimize negative and/or unintended consequences?
4. **What data is being considered?**
  - What data is available and relevant?
  - Are there any identified benchmarks?
  - How can missing gaps in data be addressed?
  - What information supports this decision as a best practice?
5. **What feedback has been gathered?**
  - Who is most likely impacted by the issue or proposed decision?
  - How have different stakeholders been engaged?
  - What was their feedback?
  - How can we expand feedback loops so all voices are heard?
6. **What does this data and feedback tell us about our proposed decision?**
7. **What course of action are we taking?**
  - When do we take it?
  - How do we announce it?
  - Who will respond to questions and what will they say?
8. **Have we achieved our goal?**
  - Who ultimately was impacted?
  - Who benefited?
  - Who was burdened?
  - Did our action ignore, worsen, or improve the issue?
  - Did we create unintended consequences that we failed to anticipate?
  - What new strategies might minimize negative and/or unintended consequences?

This Decision-Making Framework was adopted from the following...:

Northeast Metro 916 Intermediate School District: Webpage  
City of Red Wing, Minnesota: HEEAP Sheet  
Louisville, Kentucky: Racial Equity Analysis Protocol

# Feedback Loops

## Student Groups (School-Sponsored)

Black Student Union  
Native American Student Association  
RWHS Student Council  
Student School Board Members

Jason Kjos  
Jason Kjos  
Nikki Roschen  
Anna Ostendorf

## Employees: Bargaining Groups

Cooks  
Custodians  
District Directors  
Principals  
Support Personnel  
Teachers

Donna Latuff-Langhorns & Leeanne Anderson  
Mark Bloom, Jeff Meyer, & Steve Enevold  
Dawn Wettern  
Mike Pagel & Chris Palmatier  
Lori Mitchell  
Kirby Hanson

## Employees/Contractors: Departments

Buildings and Grounds  
Communications  
Community Education and Recreation  
Food Service  
Human Resources  
Special Education  
Teaching and Learning  
Technology  
Transportation

Alan Gaylor  
Anne Robertson  
Dawn Wettern  
Brent Lexvold  
Amy French  
Marcia Walker  
Jess Whitcomb  
Kevin Johnson & Tony Caschi  
Terry Johnson & Sara Houle

## Governmental Entities

City of Red Wing  
  
Goodhue County  
Goodhue County--Health and Human Services  
Prairie Island Indian Community  
Public Library

Mike Wilson, Mayor  
Kay Kuhlmann, City Administrator  
Scott Arneson  
Nina Arneson  
Paul Dressen, Education Director

## Educational Institutions

Minnesota State College--Southeast  
Goodhue County Education Cooperative  
Red Cottage Montessori School  
St. John's Lutheran School

Marsha Danielson, President  
Cherie Johnson, Executive Director  
Kai Rogers

## Parent Groups

Growing Red Wing's Voice  
Native American Parent Committee  
Parents Have the Power

Min Martin Oakes  
Brooke Magill / Phil White  
Temeka Wirkkala, Community Organizer for Parent Engagement

## Community Partners

Environmental Learning Center  
Girls on the Run  
Hispanic Outreach  
HOPE Coalition  
Mayo Clinic Health System  
  
Red Wing Ministerial Association  
Red Wing Area Manufacturers Association  
United Way  
Xcel Energy  
YMCA  
Youth Outreach

Jason Jech  
  
Lucy Richardson, Executive Director  
Sara Kern, Executive Director  
Prathibha Varkey, President  
Mary Jo Williamson, CAO  
Unknown  
Sharon McCord, Secretary/Treasurer  
Maureen Nelson, Executive Director  
Ross Lexvold, Customer Relations  
Bryan Soper, Executive Director  
Mandy Arden

Arts Organizations

Anderson Center  
ArtReach  
Red Wing Arts  
Sheldon Theater

Stephanie Rogers  
Anna Ostendorf  
Emily Guida Foos, Executive Director  
Jeff Larson, Executive Director

Local Foundations

Albrecht / Poss Family Foundation  
Duff Foundation  
Jones Family Foundation  
Red Wing Public Schools Foundation  
Red Wing Area Fund  
Red Wing Shoe Foundation  
Wings Foundation

Becky Poss  
Carol Duff / Anne Robertson  
Dan Massett  
Jill Mehrkens  
Suzanne Blue  
Suzanne Blue  
Curt Gruhl

Community Service Groups

Kiwanis Club--Noontime  
Rotary Club  
Lions Club

Paul Karlen  
Paige Anderson  
Stan Neurhagen

Other Engagement Methods

Open forums  
Public hearings  
Email messages