



Special Meeting Agenda

Diamondhead Education Center
200 W. Burnsville Parkway
Burnsville, MN 55337
December 12, 2023
5:00 PM

Strategic Directions:

- Creating space and opportunity for each and every voice to be heard
- Actively leading by developing and sustaining a diverse and equitable education system
- Supporting and leveraging innovation to improve student outcomes and district culture
- Engaging our community to ensure common understanding of our Strategic Roadmap and the district work to support it

I. Welcome, Introductions, Overview and Objectives

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Speaker(s): Christine Wroblewski, Senior Consultant at TeamWorks

Description: Materials: agenda packet

Welcome and inclusion activity

II. Review of ELS: Excellence in Governance and Management

Speaker(s): Christine Wroblewski, Senior Consultant at TeamWorks

Description: Activity: Assessing where the partnership between the School Board and Executive Leadership Team is effective and where there are opportunities for improvement

Activity: What pulls or pushes you out of your roles?

Common Communication Challenges for School Board Members and Ideas to Address Them

Review of ELS: Excellence in Governance and Management

III. Learning and applying Excellence in Governance and Management frameworks together

Speaker(s): Christine Wroblewski, Senior Consultant at TeamWorks

Description: Leading in the Public Square

IV. Shared Messages

District 191 welcomes members of the public to attend Board of Education meetings, work sessions and other public gatherings. However, public participation is allowed only during listening sessions, which are held before regular board meetings. Community members who wish to share their thoughts and opinions on meeting topics should contact the Superintendent's office at 952-707-2005 to schedule a meeting with the Superintendent or member of her leadership team.

Speaker(s): Christine Wroblewski, Senior Consultant at TeamWorks

V. Closing Activity

Speaker(s): Christine Wroblewski, Senior Consultant at TeamWorks

VI. Adjourn

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School District 191:
School Board
Professional
Development Session
December 12, 2023



Agenda

- Welcome, Introductions, Overview and Objectives
 - Materials: agenda packet
 - Welcome and inclusion activity
- Review of ELS: Excellence in Governance and Management
 - Activity: Assessing where the partnership between the School Board and ELT is effective and where there are opportunities for improvement
 - Activity: What pulls or pushes you out of your roles?
 - Common Communication Challenges for School Board Members and Ideas to Address Them
- Learning and applying Excellence in Governance & Management frameworks together
 - Leading in the Public Square
- Shared Messages
- Closing Activity

Welcome & Inclusion Activity: What is this? ⁵

Improving Team Dynamics and Cognitive Flexibility

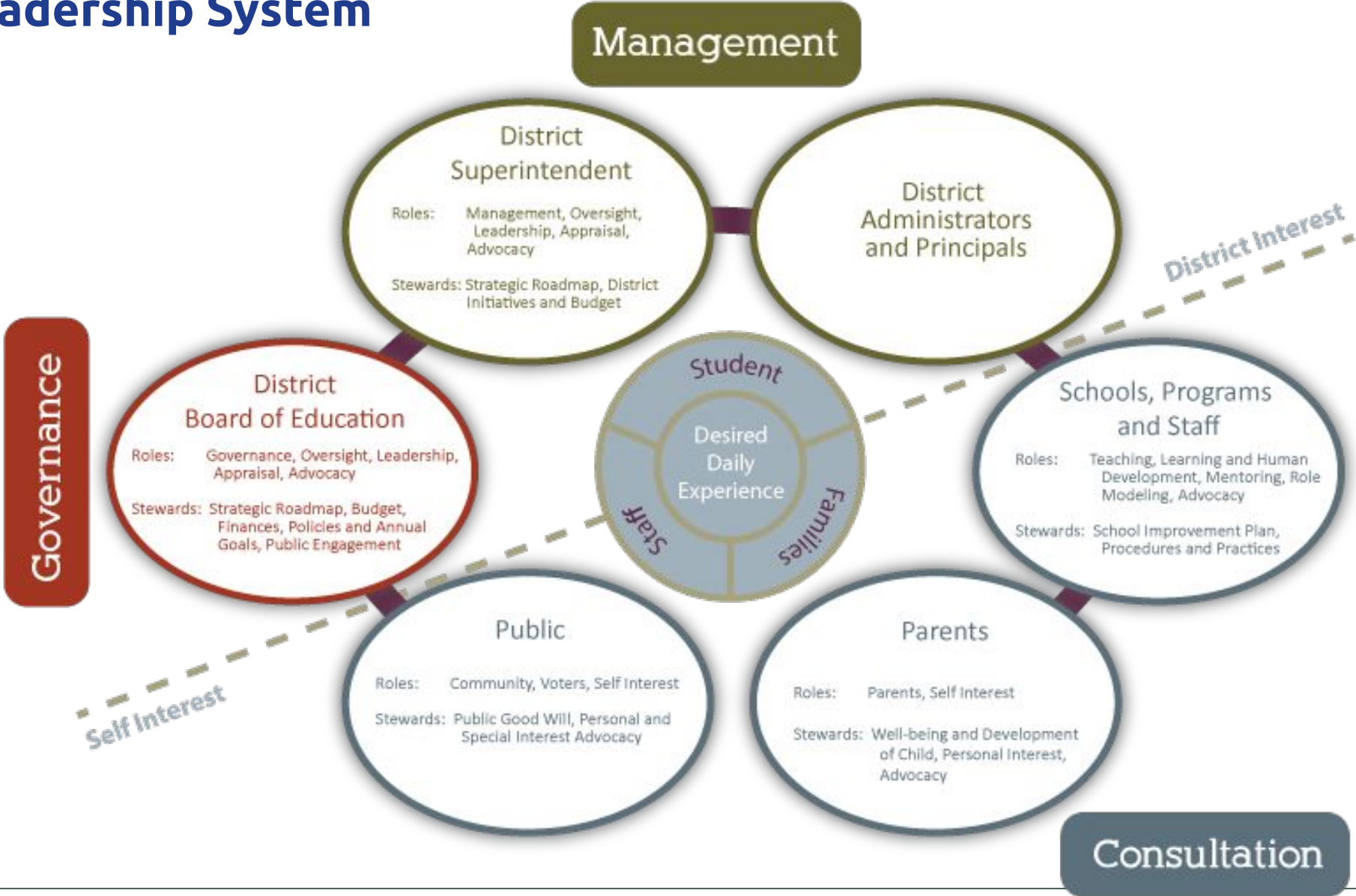
- In teams of 3, within the allotted time, identify as many things that your designated item could be. (Write them on Post its as quickly as you identify them.)
- Show your item, share out the # of things you identified and some examples of what your group identified.



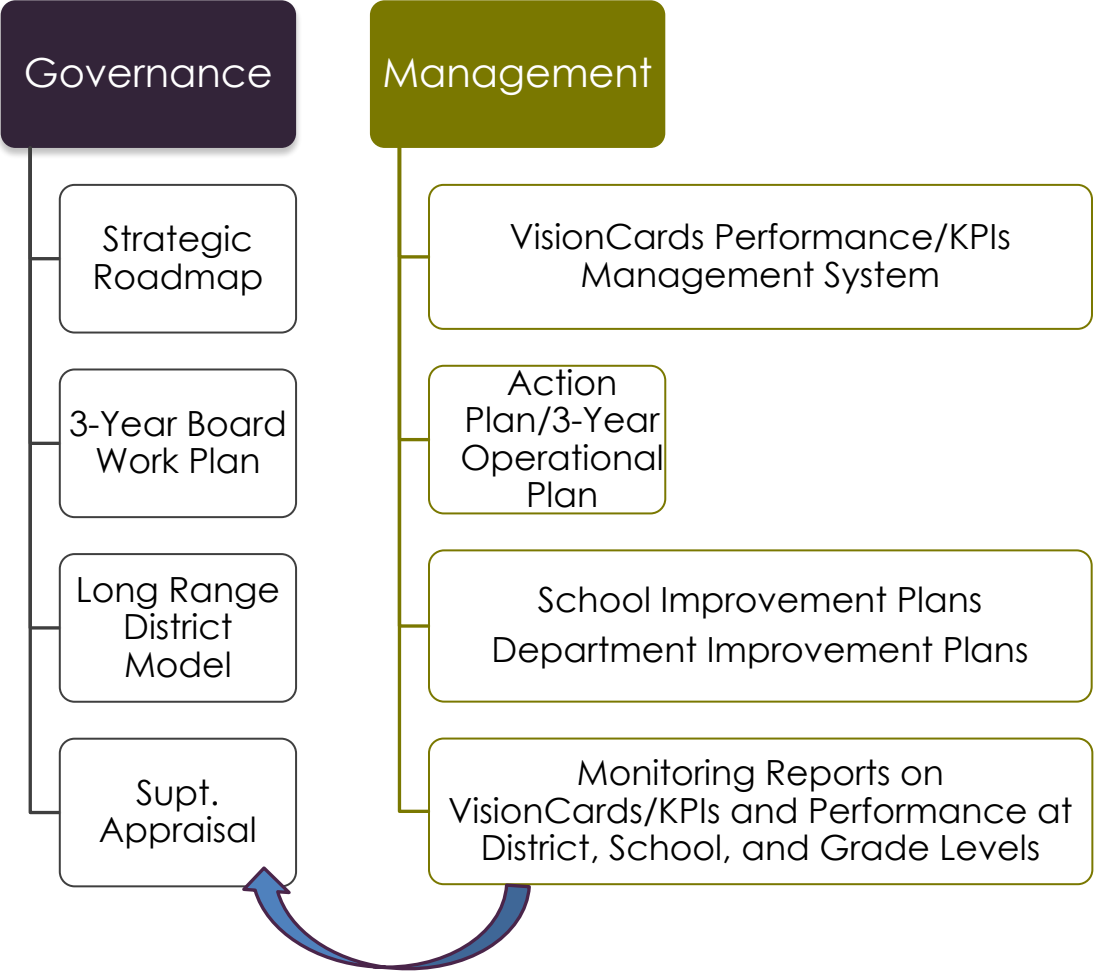
Review of ELS: Excellence in Governance & Management



Education Leadership System



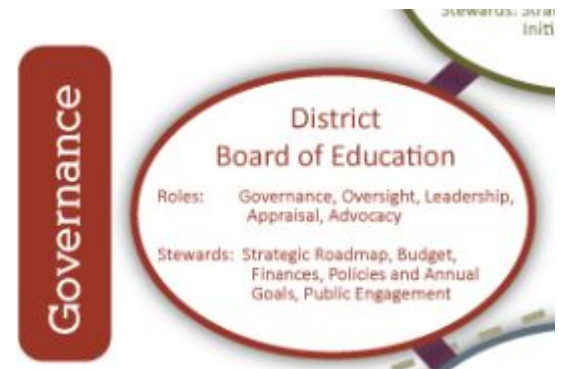
Strategic Plan Structure and Elements



Authority of Governance

The board has five primary responsibilities:

- District policy
- Operational oversight and organizational direction
- Board Self Governance (governance policy and practices)
- Superintendent relations
- Public engagement, community relations and advocacy of public education



Authority of Management

The administration has six primary responsibilities:

- Resource management: financial, human and physical
- Instructional leadership at the principal level
- Performance management and professional development
- Continuous improvement
- Procedures and practices aligned with district policy
- Staff, parent and community relations



Four primary responsibilities:

- Voice of self and collective interest
- Assessing risks and merits of various options as part of decision-making processes and/or the daily operations of the district
- Responsibly resist or oppose change
- Provide input and feedback to Management and Governance



Governance and Management Check-In

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Independently for 5 minutes, then in 3 groups of 5 (a mix of board & ELT members) identify the following:

- A. Examples or areas where the partnership between the Board & ELT is effective/strong
- B. Areas where the partnership is making progress
- C. Opportunities for improvement
- D. Outstanding questions/wonderings

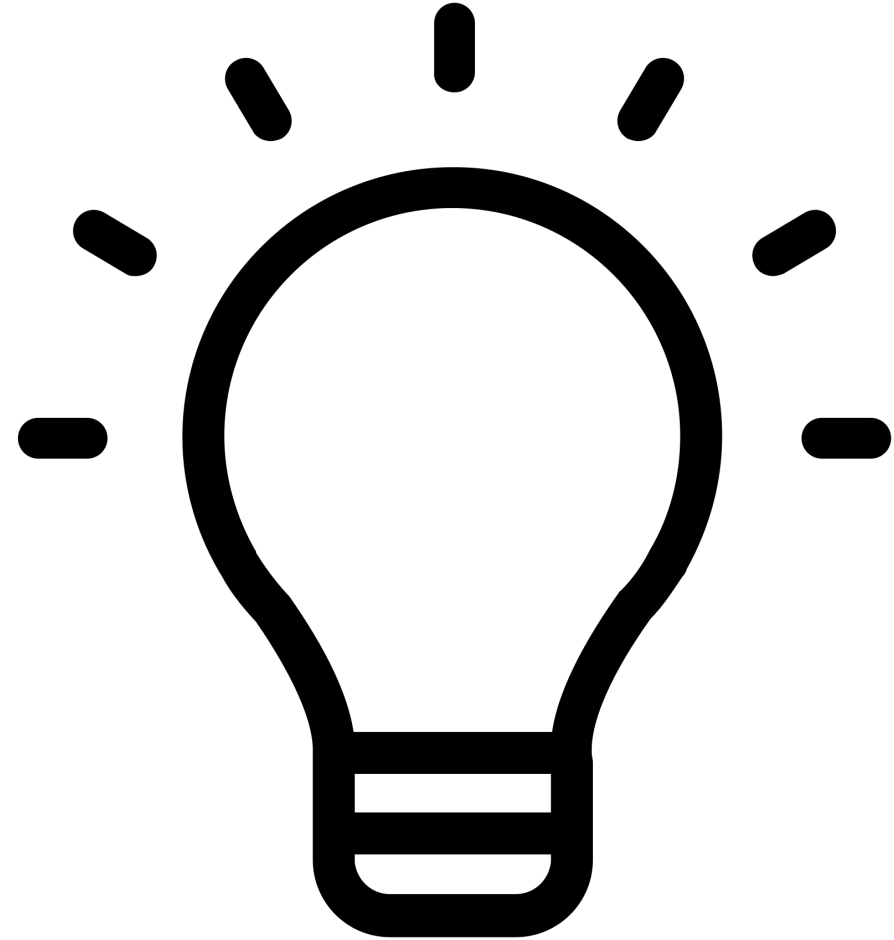


Common Communication Challenges for Board Members



- Wanting to respond to each communication directly and personally, particularly if they have a relationship with the person contacting them.
- Concerned that the request/complaint will fall through the cracks if passed onto the Superintendent or Board Chair.
- Balancing role as Board Member & parent.
- Not clear about protocols/practices.
- Has expertise in work life & expects that expertise to carry over to the Board table.
- Hesitant to ask for help.

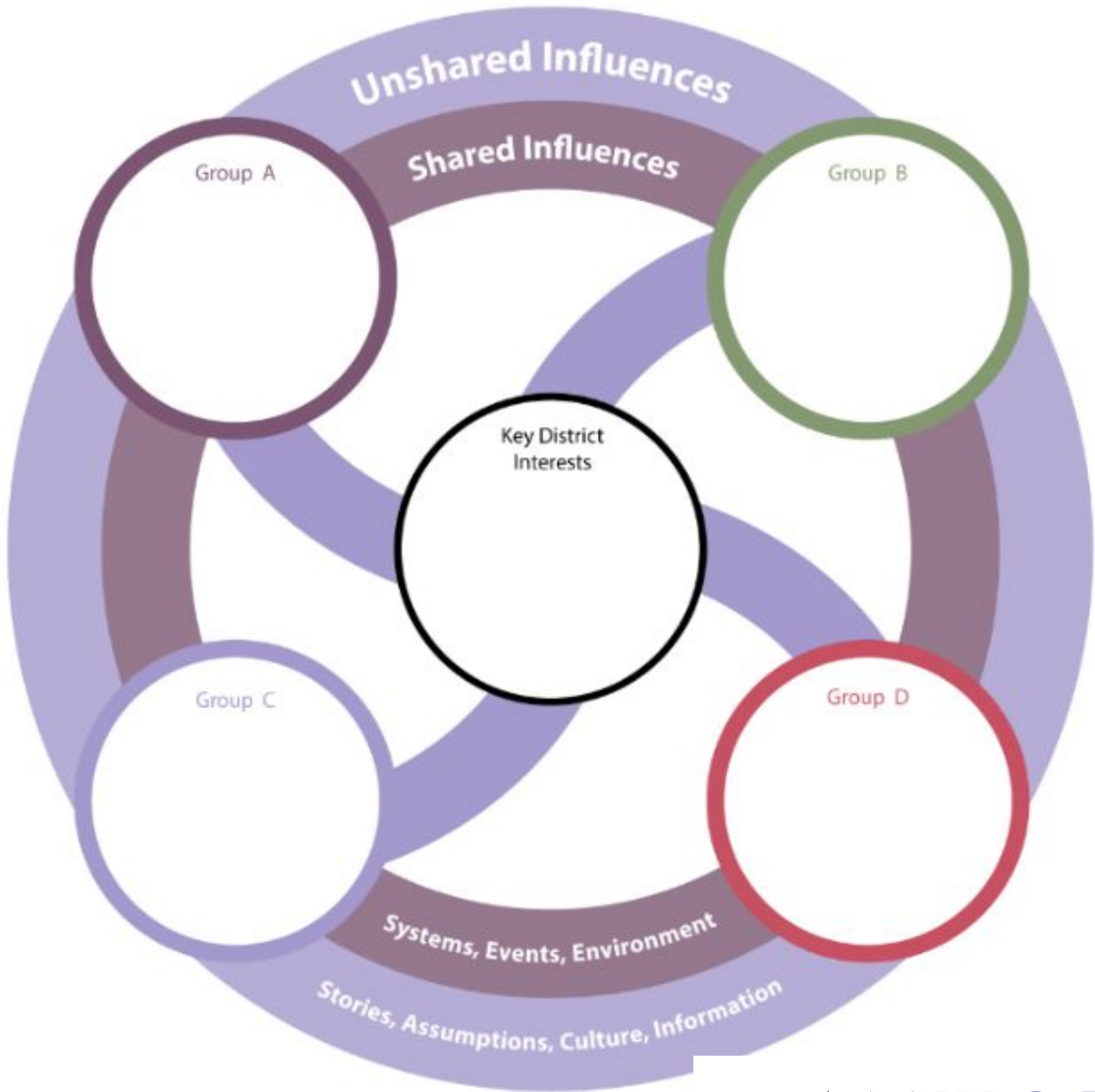
Ideas to Address Challenges



Excellence in Governance & Management Framework Practice

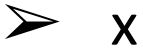


Dealing with Issues in the Public Arena



- Identify the Issue
- Describe differing groups of people based on similar viewpoints or interests of the issue
- In serving as school board member, superintendent, or administrator consider:
 - Does a personal interest/opinion cause you to be on a curb?
 - Are you willing and able to see/hear from the center?
 - Are you willing and able to hear and respect the differing opinions and people who hold them? Why or why not?
- In standing “At the Center” what statements of district interests regarding this issue?

Shared Messages





I LIKE ...

I WISH ...

I WONDER ...