

MSAD Committee Meeting

Wednesday, November 5, 2025 2:00 PM

Faribault MN, 615 Olof Hanson Drive, Faribault, MN 55021

1. **Welcome and Roll Call**

2. **Approval of Previous Meeting Minutes**

3. **Old Business**

4. **New Business**

4.A. Accreditation

4.B. 2026-2029 Strategic Plan

4.C. 2026-2029 School Goals

4.D. Student Activities and Sports

4.E. Board Committee Structure and Stakeholder
Involvement

4.F. Board Conduct and Effectiveness

4.G. School Accountability Committee: Comprehensive
Achievement & Civic Readiness (CACR) Annual
Report

5. **Policy and Procedure Review**

6. **Review Written Reports – Comments/Questions**
(Terry, Britt, Justin, Jason, Lee, Lance S-H,
Ryan S-H, Board Rep, SBG, PBIS, Wellness
Committee, Site Council Chair, etc.)

6.A. Director of Community Engagement Report, Lance
Sever-Hall

6.B. Director of Curriculum & Educational Programs
Report, Justin Cyboron

6.C. MSAD Site Council Vice Chair and Ex-Officio
Member of the Minnesota State Academies Board

7. **Announcements**

8. **Adjournment**

New Business

1. Accreditation
2. 2026-2029 Strategic Plan
3. 2026-2029 School Goals
4. Student Activities and Sports
5. Board Committee Structure and Stakeholder Involvement
6. Board Conduct and Effectiveness

Winter season start dates-

Nov 10- girls BB

Nov 17- boys BB

Cheer- currently in transition from fall season to winter season, hosting cheer camp on November 7-9

Battle of the Books- Preliminary matches occurred November 4th, waiting to hear back from Gallaudet on results (top 8 schools enter playoffs)

Math Competition- starting season soon

Academic Bowl- completed screening test for regionals, finishing up GPSD virtual league this week, playoffs start next week

Out of state trips:

BB teams- Illinois S/D (Tiger Tip Off), Neesam Classic (Wisconsin) & GPSD (Kansas)

Cheer- Neesam Classic (Wisconsin), GPSD (Kansas) & NDCC (Iowa)

Academic Bowl- TBD based on screening test

Robotics- Colorado School for the Deaf & Blind

Math Competition- Rocky Mountain Deaf School

Lance – Director of Community Engagement: May–October Recap

Family Learning Weekend (June) Seven families registered, and five attended this year's event. Families enjoyed campus tours, inspiring speakers, parent panels, and access to valuable resources. After testing different times of the year, we found that spring yields the strongest participation, so Family Learning Weekend will now officially be held every spring.

Midwest Conference on Deaf Education Represented MSAD at a booth in Sioux Falls, South Dakota, connecting with attendees from **five states**: Iowa, Minnesota, Nebraska, North Dakota, and South Dakota. The event provided excellent networking and outreach opportunities across the region.

Deaf Equity Gathering Supported the **Deaf Equity Gathering**, where funds were raised to benefit the MSAD youth program. The event also fostered meaningful reconnections among staff, alumni, and students.

GUA Minnesota Celebration Proudly represented MSAD at the **GUA Minnesota Celebration** in August, strengthening ties within the broader Deaf community and alumni network.

Hands & Voices Annual Gathering Collaborated with **Justin and Terry** to volunteer at this family-centered event. Together, we handed out Dairy Queen Dilly Bars and managed the prize table for over **150 attendees**, helping to create a fun, inclusive atmosphere for all families.

School Website Work After feedback from both site councils, **main parent contacts** for both schools have now been added to the website.

- Ongoing: updating older photos with new images. removing outdated information, updating new information.
- Collaborating with **Ryan Smith-Hastings and Aimee Sever-Hall** to **revamp the MSAD athletics website**.
- Working with **Charles** to develop the **MSAB athletics page** from the ground up.
- Once both athletics pages are launched, the next focus will be on **revamping the Elementary Department pages** for both campuses.

Parental Leave Took **parental leave** from the first week of August through the second week of September to spend quality time with our baby, **Luna**. Social media posting for both campuses continued during this period to maintain community engagement (Thank you Justin!!).

University of Minnesota Deaf Studies Visit Hosted **University of Minnesota Deaf Studies students and staff** for a two-day immersion experience at Wilkins Hall. Alongside **Justine**, provided campus tours and insight into Deaf school environments and student life.

Community Involvement Participated in the **MSAD Student Life Trunk or Treat** event, engaging with families and supporting student activities.



BOARD REPORT

Department of Curriculum & Educational Programs
November 2025

Overview

In June, new director, Justin Cyboron, joined the MSA Department of Curriculum and Educational Programs (CEP). Since then, he has been working to evaluate the effectiveness and efficiency of the practices within the department. The staff within Curriculum and Educational Programs have been working to provide the department with increased visibility in the schools, a more consistent and stable structure, and a greater awareness of the resources we have to offer across the state. In August, Library Services and the Minnesota Resource Library were moved under the CEP department. So far this semester, the CEP department has experienced success in several areas.

Current Status

Outreach

Literacy Nights - MSAD has been hosting monthly Literacy Nights for several years now. So far this year, we have hosted one in September and one in October. As a department, we discussed our purpose and target audience for these events. This led us to slightly change our format and focus. We want our event to both improve reading skills in ASL and English for DHH children and also assist families in developing the skills to provide best practice strategies for reading to their children at home. In October, we did have several new ASL college students join us from different parts of the state.



September

Children (ECE-5th grade): 14

Total participants: 24

October

Children (ECE-5th grade): 20

Total participants: 40



Short Course Programming - Last year, MSAB hosted three Short Course Programming sessions that focused on providing instruction to students on the skills outlined in the Minnesota Expanded Core Curriculum for the Blind and Visually Impaired. Last year's programs hosted 1-2 students. Our first program this year was held in early November. With increased promotion, our November session had 3 participants. We already have students signed up for our March and April sessions.

Minnesota Resource Library - So far this year, we have been able to support many students, families, professionals, and school districts through the Minnesota Resource Library. Resources from the Blind library include mostly assistive technology and materials. The Deaf library is mostly compiled of print media.

Blind Resources:

Total number of items requested - (TBD)
Number of individuals/districts requesting materials - (TBD)

Deaf Resources:

Total number of items requested - (TBD)
Number of individuals/districts requesting materials - (TBD)

Online Academy - The MSAD Online Academy began last year with one student. We were able to offer our second course this fall. Very little promotion has been done of this program since it was in the beginning stages. The first two courses helped us in working out some of the kinks. We will be increasing our promotion of the Online Academy for the second semester and hope to have larger numbers of students to participate. Last year's course was Self-Advocacy. This year's course is Deaf Studies.



DHH Direct Services - This year, we have been piloting a direct services approach for two school districts. One of our outreach specialists has been providing instruction for several students related to their IEP goals and consultation for their IEP teams. We will be evaluating this service after the first of the year to determine if this is a program that we will continue.

Roadtrips - Last year, MSA started hosting Roadtrips across the state as a way to connect with families and professionals that would be interested in learning more about the services that we offer. We currently have two roadtrips scheduled for Saturday, January 31, in Winona and Red Wing. We are working on securing locations in Golden Valley and St. Cloud for later in the year.



Enrollment -

MSAD currently has 85 students enrolled. We have had 10 new students join since the start of the school year. Last year, we had 98 students at the end of the school year. It is pretty typical for us to enter the school year with lower enrollment as we have several students enroll as the year progresses. We have had 12 districts or families reach out since school has started to ask questions about enrollment or request a tour.

MSAB currently has 50 students enrolled, which is typical for their student body. We have had 9 new students join since the start of the school year. The School Director takes care of enrollment at MSAB so I do not have any data to report about potential students or tour requests.



Professional Development - Since July, MSA has sent staff to 24 different professional development opportunities. These have impacted 43 staff members and have touched upon a variety of topics. At the beginning of the school year, MSA hosted orientation for new staff members and provided training in CPR and Crisis Prevention and Intervention (CPI). We have also provided CPR and CPI this month for new staff members and those that missed the trainings in August. On-campus training for the next few months will be focused on mental health and will be provided by Volunteers of America (VOA).

Accreditation - We have set April 28, 2026 as our site visit for Cognia Accreditation. We also received some clarification from Cognia that moving forward, we will no longer need to get Institutional Accreditation from them for MSAB. The process we are going through now is called Systems Accreditation. Systems Accreditation will cover both MSAB and MSAD, hence the reason we will no longer need Institutional Accreditation. Moving forward, we will need to complete a small self-analysis annually for our own benefit. During year four, we will need to complete and submit our Mid-Cycle Review to Cognia. Year six, we should be starting this process over again and should complete our accreditation during the next year one. Our next full accreditation will need to take place during the 2031-2032 school year.

School Accountability - Since the passing of the Board Policy related to establishing a School Accountability Committee, the team has now met two times. The first was to discuss the logistics of the team and select faculty member representation. During our November meeting, the committee worked on developing the Comprehensive Achievement and Civic Readiness Report. Our first two goals to focus on this year are accreditation and the development of a course catalog, including a procedure for approving new courses.



Day Treatment Program - Since the beginning of this program last spring in April, we have had three students in the Day Treatment Program. This program is still in its early stages. MSAD provides an instructional program for students in the morning based on the students required core classes. In the afternoon, the trained therapists through Volunteers of America (VOA) come and provide the treatment program services. The VOA staff collaborate with the dormitory program, the teacher and paraprofessional, and the student support services staff, to provide the best services possible for the students in the program. MSA has been working with VOA to increase the promotion of the program through our social media, booths, open houses, and workshops.

Communications - This semester, the CEP department has been working to heighten visibility and awareness of MSA and its programs. We have increased the number of social media posts per week. We are working on communicating information earlier and more often on the events that we are hosting. And lastly, we are taking the steps to create a more visually appealing, relevant, and up-to-date website.

Respectfully submitted,



Justin Cyboron, Director of Curriculum & Educational Programs



Report from MSA Board Meeting — October 22, 2025

As vice chair of the MSAD Site Council and ex-officio representative to the MSA Board, I am providing a recap of the MSA Board meeting held Wednesday, October 22, 2025 at the Minnesota State Academy for the Deaf.

Board Chair Annette Freiheit attended in person; all other board members participated via Zoom. The MSAB ex-officio member was absent.

Consent Agenda

The board unanimously passed the consent agenda. I was not called upon to speak. I had intended to note a misspelling in the donations report and to ask how a large unrestricted donation would be allocated. The donation was in the amount of \$66,569.79 from Landis Forster (MSAD Class of 1971). After adjournment, I followed up directly with staff and shared the obituary link the next day. I was informed there are no stipulations, and allocation decisions have not yet been made. Superintendent Wilding did not elaborate further.

<https://www.mvfh.org/obituary/landis-forster>

Open Forum & Public Comment

New MSAD leadership team members introduced themselves. No board questions were asked. There was no public comment.

Policies & Appointments

All policies up for reauthorization passed unanimously. The board unanimously accepted the appointment of Stephanie Franek as Shared Services representative to the MSAB Site Council. With this addition, MSAB Site Council should be able to meet quorum going forward, which should allow the election of a vice chair and thereby restore an ex-officio presence on the board.

Superintendent Evaluation Summary (Information Item)

The Chair did not open this item for discussion. I had prepared questions for clarification. Separately, I confirmed with the Minnesota Data Practices Office that the board did not follow statutory obligations related to public summaries of superintendent evaluations. The lack of discussion on this item reflects limited transparency and accountability to students, families, staff, and the broader community.

Reports

The Superintendent's report and the Directors' reports were presented with no questions from board members.

Work Session

There were no substantive developments. Board members did not propose or construct goals; instead, Superintendent Wilding was asked to draft language himself and he recommended retaining the same goals. I reiterated that I had requested a special Site Council meeting to provide input on goal development but that a meeting could not be scheduled. The Site Council should be included in the development of school and superintendent goals before they are brought to the board.

Board Committee Reports — Site Council

The Chair nearly moved past this item even though I was present. I reported that:

- The Site Council minutes are poorly organized;
- A disproportionate share of the content reflects ex-officio comments rather than Site Council member input;
- The September Joint Site Council minutes are missing.

I noted that the Site Council's role appears under-utilized and under-valued. The Chair responded, though it did not appear she understood the concern.