

Policy Committee

Monday, June 27, 2022 6:00 PM

Waconia City Hall, 201 S Vine Street, Waconia, MN 55387

1. Discussion

1.A. Policy & Advocacy Calendar

1.B. Member Attendance at Board Meetings (Continued)

1.C. FYI: MSBA Updated Policies FEB. 2022

- the following polices have been updated by MSBA, these are being added to agendas when the specified series is up for review

1.D. 302 Superintendent

Adopted: _____

MSBA/MASA Model Policy 302

Orig. 1995

Revised: _____

Rev. 20~~22~~11

302 SUPERINTENDENT

I. PURPOSE

The purpose of this policy is to recognize the importance of the role of the superintendent and the overall responsibility of that position within the school district.

II. GENERAL STATEMENT OF POLICY

The school board shall employ a superintendent who shall serve as an ex officio, nonvoting member of the school board and as chief executive officer of the school system.

III. GENERAL RESPONSIBILITIES

- A. The superintendent is responsible for the management of the schools, the administration of all school district policies, and is directly accountable to the school board.
- B. The superintendent shall annually evaluate each principal assigned responsibility for supervising a school building in the district.
- C. The superintendent may delegate responsibilities to other school district personnel, but shall continue to be accountable for actions taken under such delegation.
- D. Where responsibilities are not specifically prescribed, nor school board policy applicable, the superintendent shall use personal and professional judgment, subject to review by the school board.

Legal References: Minn. Stat. § 123B.143 (Superintendent)

Cross References: MSBA/MASA Model Policy 202 (School Board Officers)
MSBA/MASA Model Policy 208 (Development, Adoption, and Implementation of Policies)
MSBA/MASA Model Policy 214 (Out-of-State Travel by School Board Members)
MSBA/MASA Model Policy 301 (School District Administration)
MSBA/MASA Model Policy 303 (Superintendent Selection)
MSBA/MASA Model Policy 304 (Superintendent Contract, Duties, and Evaluation)
MSBA/MASA Model Policy 305 (Policy Implementation)
MSBA/MASA Model Policy 306 (Administrator Code of Ethics)

MSBA/MASA Model Policy 412 (Expense Reimbursement)
MSBA/MASA Model Policy 510 (School Activities)
MSBA/MASA Model Policy 511 (Student Fundraising)
MSBA/MASA Model Policy 513 (Student Promotion, Retention, and
Program Design)
MSBA/MASA Model Policy 602 (Organization of School Calendar and
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MSBA/MASA Model Policy 701 (Establishment and Adoption of School
District Budget)
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Inventory of Fixed Assets and a Fixed Asset Accounting System)
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Material)
MSBA/MASA Model Policy 903 (Visitors to School District Buildings
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MSBA/MASA Model Policy 905 (Advertising)
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~~MSBA Service Manual, Chapter 3, Superintendent of Schools~~

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MSBA Service Manual, Chapter 3, Superintendent of Schools

Policy Adopted: May 12, 1997 / February 11, 2002 / November 2007 / November 2012 /
December 2017
Independent School District No. 110
Waconia, Minnesota 55387

1.E. 303 Superintendent Selection

Adopted: _____

MSBA/MASA Model Policy 303

Orig. 1995

Revised: _____

Rev. 202216

303 SUPERINTENDENT SELECTION

I. PURPOSE

The purpose of this policy is to convey to the school community that the authority to select and employ a superintendent is vested in the school board.

II. GENERAL STATEMENT OF POLICY

The school board shall employ a superintendent to serve as the chief executive officer of the school district and to conduct the daily operations of the school district.

III. QUALIFICATIONS

- A. The school board shall consider applicants who meet or exceed the licensing standards set by the Minnesota Board of School Administrators and qualifications established in the job description for the superintendent position. State and federal equal employment and nondiscrimination requirements shall be observed throughout the recruitment and selection process.
- B. The school board will consider professional preparation, experience, skill, and demonstrated competence of qualified applicants in making a final decision.

IV. SELECTION

- A. A process for recruitment, screening, and interviewing of candidates shall be developed by the school board.
- B. The school board may contract for assistance in the search for a superintendent.
- C. The school board shall provide the contract for the superintendent and specifically identify all conditions of employment mutually agreed upon with the superintendent. In so doing, the school board shall observe all requirements of state and federal law and school board policy.

Legal References: Minn. Stat. § 123B.143 (Superintendent)
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Legal References: Minn. Stat. § 123B.143 (Superintendent)
Minn. Rules, Chapter 3512

Cross References: MSBA Service Manual, Chapter 3, Superintendent

Policy Adopted: May 12, 1997 / Amended February 11, 2002 / November 2007

Policy Reviewed: September 2017

Independent School District No. 110

Waconia, MN

1.F. 304 Superintendent's Contract, Duties, and
Evaluation

Adopted: _____

MSBA/MASA Model Policy 304

Orig. 1995

Revised: _____

Rev. ~~2022~~1999

304 SUPERINTENDENT CONTRACT, DUTIES, AND EVALUATION

I. PURPOSE

The purpose of this policy is to provide for the use of an employment contract with the superintendent, a position description, and the use of an approved instrument to evaluate performance.

II. GENERAL STATEMENT OF POLICY

- A. The superintendent's contract shall be used to formalize the employment relationship and to specifically identify and clarify all conditions of employment with the superintendent.
- B. The specific duties for which the superintendent is accountable shall be set forth in a position description for the superintendent and shall be measured by a performance appraisal instrument approved by the school board in consultation with the superintendent. The school board shall use this instrument to periodically evaluate the performance of the superintendent.
- C. The school board may use the model contract approved by the boards of the Minnesota School Boards Association and the Minnesota Association of School Administrators as a model instrument.

Legal References: Minn. Stat. § 123B.143 (Superintendent)

Cross References: ~~None MSBA Service Manual, Chapter 3, Superintendent of Schools (See Model Contract, Sample Performance Appraisals, and Model Job Description)~~

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Legal References: Minn. Stat. § 123B.143 (Superintendent)

Cross References: MSBA Service Manual, Chapter 3, Superintendent of Schools (See Model Contract, Sample Performance Appraisals, and Model Job Description)

Policy Adopted: September 2017
Independent School District No. 110
Waconia, MN

1.G. 305 Policy Implementation

Adopted: _____

MSBA/MASA Model Policy 305

Orig. 1995

Revised: _____

Rev. ~~2022~~1999

305 POLICY IMPLEMENTATION

I. PURPOSE

The purpose of this policy is to clarify the responsibility of the school administration for implementation of school ~~board~~ district policy.

II. GENERAL STATEMENT OF POLICY

- A. It shall be the responsibility of the superintendent to implement school board policy and to recommend additions or modifications thereto. The administration is authorized to develop procedures, guidelines, and directives to effectuate the implementation of school board policies. These procedures, guidelines, and directives shall not be inconsistent with said policies. At least annually, these written procedures, guidelines, and directives shall be presented to the school board for review.
- B. Employee and student handbooks shall be subject to annual review and approval by the school board.
- C. School principals and other administrators who have handbook responsibilities shall present recommended changes necessary to reflect new or modified policies. Changes of substance within handbooks shall be reviewed by the superintendent to assure compliance with school board policy and shall be approved by the school board.

Legal References: Minn. Stat. § 123B.143 (Superintendent)

Cross References: MSBA/MASA Model Policy 208 (Development, Adoption, and Implementation of Policies)

School District 110 recognizes the importance of implementing school district policy in an effective, efficient, and consistent manner. The administration is responsible for implementing and monitoring all school district policies approved by the school board.

I. PROCESS FOR IMPLEMENTING POLICY

- A. It shall be the responsibility of the superintendent to implement school board policy and to recommend additions or modifications thereto. The administration is authorized to develop guidelines and directives to effectuate the implementation of school board policies. These guidelines and directives shall not be inconsistent with said policies. At least annually, these written procedures shall be presented to the school board for review.
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Legal References: Minn. Stat. § 123.34, Subd. 9 (Superintendent)

Cross References: School District Policy 209 (Development, Adoption and Implementation of Policies)

Policy Adopted: May 12, 1997 / February 11, 2002 / November 2007
Policy Reviewed: September 2017
Independent School District No. 110
Waconia, Minnesota 55387

2. Carryover from March 28 Policy Committee Agenda

2.A. Series 100 School District

2.A.1. 105 Public Relations and School
Communications (Dec. 2018)

105 SCHOOL DISTRICT PUBLIC RELATIONS AND SCHOOL COMMUNICATIONS

I. PURPOSE

This policy ensures that Waconia Independent School District 110 maintains regular and ongoing communications throughout the community.

II. GENERAL STATEMENT OF POLICY

Waconia Independent School District 110 is committed to partnering the community, families, students and employees. District 110 will coordinate and share regular and ongoing communications through a variety of means, including: e-newsletters, videos, website, social media, e-mail, printed materials and face-to-face communications. At the direction of the Superintendent, the Director of Communications will manage communications with all audiences and oversee interactions with media at all levels.

III. INFORMATION SHARING

A. Coordination of Communications

The Director of Communications preserves, manages, and promotes the image and brand of District 110. Decisions are guided by the Strategic Roadmap, Communications Plan and Brand Guidelines.

Objectives of the Communications Plan

1. Provide consistent, relevant and engaging communications to all key audiences.
2. Increase awareness and trust by delivering communications in convenient, user-friendly platforms.
3. Develop a network of internal and external storytellers.
4. Increase story frequency on all platforms.
5. Create district-wide storytelling culture based on honesty, authenticity and transparency.

Target Audiences

1. Parents

Internal Communication

Classroom Level – teacher/school/parents

External Communication

Marketing and Public Relations – teacher/school/community

2. Community

This broad audience includes everyone regardless of whether they currently have or previously had children in the district.

3. Students

Student pride deepens and confidence grows when they see the accomplishments of their school, teachers and classmates being celebrated in the community on a regular basis.

4. Staff

Teachers and staff are among the frontline ambassadors of our brand.

5. Online Community

Social media includes all of the above stakeholders.

B. Building Level and Program Specific Communications

1. Individual school sites and specific district-sponsored programs will provide regular communications to their stakeholders by sharing information about their activities, events, curriculum, assessments and goals as needed. The preferred method of communication is a branded and formatted weekly e-newsletter.

2. The primary source of regular communications will be web/email based with the recognition that District 110, individual school sites, education programs, and extra-curricular activities will ensure that families, community members and employees who do not have access to electronic sources will receive shared communications.

C. Communication Standards

The Director of Communications, at the direction of the Superintendent, establishes communication standards for employees.

IV. DISTRICT 110 SPOKESPERSON AND KEY CONTACTS FOR MEDIA

A. Official Spokesperson

The Director of Communications, working in conjunction with the Superintendent, is the main initial contact for all media. The Director of Communications is responsible for developing and maintaining relationships with media. The Superintendent is always the main spokesperson for the District unless otherwise directed by the Superintendent.

In collaboration with the Superintendent, the Director of Communications is responsible for working with staff and community partners to identify, develop, produce, write and then publish/post/upload stories about District 110.

District 110 employees must receive approval from the Director of Communications prior to contacting the media.

Regarding ongoing activities – such as a sports season or band related activities – one approval will cover the season.

B. Crisis or Emergency Situation

The District 110 Crisis Communications Plan dictates the processes and protocols during an emergency situation, including the spokesperson for District 110.

V. MEDIA COMMUNICATIONS WITH STUDENTS

Media may not contact or interview students on any of the school campuses or at school-related events without permission from one of the following:

1. Director of Communications
2. Leadership at the school level (principal, assistant principal)
3. Program Leader (Activities Director, coach, Director of Community Education)

Even with permission, parent/guardian permission may still be required.

Cross References: District 110 Policy 406 (Public & Private Personnel Data)
District 110 Policy 423 (Employee-Student Relationships)
District 110 Policy 434 (Teacher Evaluation)
District 110 Policy 515 (Protection & Privacy of Pupil Records)
District 110 Policy 519 (Interviews of Students by Outside Agencies)
District 110 Policy 524 (Internet Acceptable Use and Safety)
District 110 Policy 806 (Crisis Management Policy)

Policy Adopted: March 10, 1997
Policy Amended: July 9, 2001 / July 2007
Policy Revised: August 2014, December 2018
Independent School District No. 110
Waconia, MN

3. **Series 300 Administration (carryover from 5/23 meeting)**

3.A. 302 Superintendent

Adopted: _____

MSBA/MASA Model Policy 302

Orig. 1995

Revised: _____

Rev. 20~~22~~24

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December 2017
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3.B. 303 Superintendent Selection

Adopted: _____

MSBA/MASA Model Policy 303

Orig. 1995

Revised: _____

Rev. 202216

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Policy Adopted: May 12, 1997 / Amended February 11, 2002 / November 2007

Policy Reviewed: September 2017

Independent School District No. 110

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3.C.304 Superintendent's Contract, Duties, and
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MSBA/MASA Model Policy 304

Orig. 1995

Revised: _____

Rev. ~~2022~~1999

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Policy Adopted: September 2017
Independent School District No. 110
Waconia, MN

3.D. 305 Policy Implementation

Adopted: _____

MSBA/MASA Model Policy 305

Orig. 1995

Revised: _____

Rev. ~~2022~~1999

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