



**Board of Education
Big Lake School District #727
Work Session**

Mission Statement

Our mission is to challenge, educate, & inspire all students to reach their highest level of achievement in academics, athletics, & the arts.

**Monday, June 3, 2024
6:30 PM
Middle School Student Center
601 Minnesota Ave
Big Lake, MN 55309**

I. Call to Order

Chair, Tonya Reasoner

II. Roll Call

Chair, Tonya Reasoner

III. Principal Year in Review

Principals

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IV. Referendum Discussion

Superintendent, Tim Truebenbach

V. Policy 209 Discussion

Superintendent, Tim Truebenbach

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VI. Adjournment

Chair, Tonya Reasoner

Strategic Plan Focus Areas

Student Support

Staff Support

Family & Community Engagement

Big Lake Schools Year in Review 2023-2024

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May 2024



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District Goals

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District Goals: World's Best Workforce

All children ready for school:

- **Goal:** The percentage of four year olds (K-eligible Fall 2024) enrolled for over 20 weeks, who earn an achievement level of “Meets” the Widely Held Expectations or “Exceeds” the Widely Held Expectations in the literacy domain as measured by Teaching Strategies GOLD will reach 75% by Spring of 2024.
- **Goal:** The percentage of children age 4 years olds (K-eligible Fall 2024) who have attended Little Learners preschool for over 20 weeks, who earn an achievement level of “Meets” the Widely Held Expectations or “Exceeds” the Widely Held Expectations in the social emotional domain as measured by Teaching Strategies GOLD will reach 75% proficient by Spring of 2024.

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District Goals: World's Best Workforce

All third graders can read at grade level: (legislative change to every grade level)

- **Goal:** MCA reading scores will increase from 42.8% of third grade students scoring proficient in Spring 2023 to at or above the state average with a minimum of 50% of third grade students scoring proficient in Spring 2024.



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District Goals: World's Best Workforce

All racial and economic achievement gaps between students are closed:

- **Goal:** By the end of 2023-2024, BLS will reduce the achievement gap on MCA reading, math, and science assessments for all student groups while increasing the score for all students. Note: Data will be disaggregated by race, gender, English Learners, Special Education, and Free/Reduced.



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District Goals: World's Best Workforce

All students are ready for career and college: (emailed HS academic counselors)

- **Goal:** 90% of BLHS 9th and 10th grade students will complete a personalized learning plan for college and career readiness by Spring 2024.



District Goals: World's Best Workforce

All students graduate from high school:

- **Goal:** Big Lake High School four-year adjusted cohort graduation rate will remain above 90% in 2023, with no student group below 85%.

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District Goals: Staff Support & Culture

Big Lake faculty and staff will show statistically significant improvement between pre- (August 2023) and post- (April 2024) survey metrics in the Team Clock online assessment of workplace culture.

Investment, trust, innovation, and distancing were measured at each building and the district office. Data was shared and analyzed at each location (with mixed results throughout the district). The process allowed our district to adopt common language and protocols to continue to engage in conversations about growing culture at Big Lake Schools.



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District Goals: Community & Family Engagement

Big Lake Schools will provide strategic, methodical, and transparent communication throughout the school year by use of aligned universal strategies to communicate with families.

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Big Lake Schools implemented aligned newsletters from each building as well as from the district.



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District Highlights:

- Curriculum:
 - Curriculum Cycle (Elementary ELA and Health)
- MTSS: Implementation of district-wide system
 - Infrastructure Supporting continuous Improvement
 - Family & Community Engagement
 - Multi-Layered Practices and Supports
 - Assessment
 - Data-Based Decision Making
- Website



Liberty Elementary

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Liberty: Building Goals

STUDENT ACHIEVEMENT GOAL	STAFF SUPPORT GOAL	FAMILY ENGAGEMENT GOAL
<p>By Spring 2024, all Liberty students will improve on their district literacy assessment:</p> <p>EC: TS Gold-From 75%-75%</p> <p>K: Fast earlyReading - from 40.8%-43.8%</p> <p>1: Fast earlyReading - from 39.3%-42.3%</p> <p>2: Fast aReading - from 51.8%-54.8%</p>	<p>Liberty will show an improvement in our ability to have productive conflict and delicate conversations, as show by our 23-24 Team Clock post-survey by an increase in the trust category (3.579 in the fall).</p>	<p>100% of teachers will connect with families of all students during the year, as indicated on Seesaw.</p>
<p>EC, K & 2ND MET; 1ST-DID NOT MEET</p>	<p>DID NOT MEET</p>	<p>MET</p>

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Q Comp Building Goal:

The percentage of 2nd grade Liberty students who are in the "at/above benchmark" category on the FAST CBMR assessment will increase from 40.8% (2023 spring of 1st grade year, same students) to **42.8%** (second grade students) in the spring of 2024.

48% of second grade students are in the "at/above benchmark" category on the Fast CBMReading assessment.
MET!

Liberty Highlights

STUDENT ACHIEVEMENT GOAL

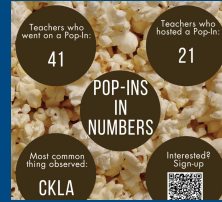
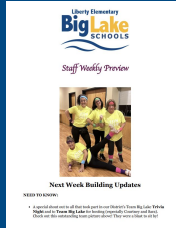
Minnesota Department of Education
 Commissioner Willie Jett visited Big Lake Schools this week to tour elementary school classrooms, including stopping by classrooms focusing on phonics and structured literacy, and met with school leaders and school board members.
 #MDESchoolVisits #MDECommissioner



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STAFF SUPPORT GOAL



FAMILY ENGAGEMENT GOAL



INCREASED PBIS EFFORTS

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Independence Elementary STEM ¹⁵



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Indy: Building Goals

STUDENT SUPPORT GOAL	STAFF SUPPORT GOAL	FAMILY ENGAGEMENT GOAL
<ol style="list-style-type: none"> Teachers will build on their current toolbox and increase their use of the Engineering Design Process by integrating EDP lessons at least monthly. In addition, teachers will increase their implementation of Performance Tasks/Assessments by integrating at least six Performance Tasks/Assessments (two per trimester). MCA reading scores for all grades will increase their proficiency from the Spring 2023 and be at or above the state average with a minimum of 50% of the students scoring proficient in Spring 2024. 	<p>Independence will show improved pre/post-survey culture scores in the area where we show the highest need based on our pre-survey results.</p>	<p>Every teacher and teacher pair will prepare a communication plan for how frequently they plan to communicate to families via Seesaw, and will ensure families are notified ahead of time of special events or changes to schedule.</p> <p style="text-align: right;">16</p>
<p style="text-align: center;">GOAL #1: MET GOAL #2: DID NOT MEET</p>	<p style="text-align: center;">PARTIALLY MET</p> <p>Overall 3 out of the 4 categories went up. Confronting staff behaviors went down from 2.96 -> 2.90.</p>	<p style="text-align: center;">MET</p> <p>12,894 Seesaw messages sent by teachers. 99,751 Family member visits to posts.</p>



Indy Highlights

- Successfully finished our 5-year STEM Implementation Plan.
- Received the national ITEEA STEM School of Excellence Award for the second year (3rd STEM award).
- Recognized as a PBIS Sustaining Exemplar Recognition for the second year.
- Implemented our new literacy curriculum: CKLA.



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CKLA: Teacher Quotes

- *“The idea that background knowledge is the velcro to all new knowledge has had the most significant impact on my teaching this year. Something CKLA does so well is lay the foundation of knowledge for students, then once the knowledge is in place, students are then asked to apply that knowledge to another skill, such as writing a paragraph. With this background knowledge, I am able to get my students to produce much, much more than I ever have before and at a better quality.”*
- *“It was so fun to see how excited students got about the different units that we learned about this year and to hear their parents say that this is the most their kids have ever talked about what they are doing at school. Students were so interested in some of the topics that they went home and made up their own projects at home to do.”*
- *“Having a new curriculum has really helped me in realizing my students are more capable than I was giving them credit. I like the rigor of the curriculum and I am excited to continue using it going forward. I also think it is forcing me to think more about the STEM strategies because many of them are already incorporated into the lesson. My students have also shown tremendous growth in their Fastbridge reading scores.”*



Big Lake Middle School

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Middle School: Building Goals

Student Achievement	Staff Support	Family Engagement
<p>BLMS will see a combined 4.5% (3%\times1.5) increase in students scoring at or above the published grade level benchmark on the Fastbridge aReading assessment. The overall percentage will go from 68.32% in the fall of 2023 to 72.82% in the spring of 2024</p>	<p>Our building culture will show improved pre/post-survey culture scores in the areas of district mission/values/vision alignment, conflict resolution, respect, accountability, innovation, and change management.</p>	<p>By Spring of 2024, all certified BLMS staff will engage in a minimum of 7 hours (3.5\times2) of direct, interactive communication over the course of the school year with student families.</p>
<p>Did Not Meet - 67.92</p>	<p>Met -Improved mean scores on the F to S culture survey in all areas.</p>	<p>Met -All staff have a minimum of 7 hours of documented time</p>

Middle School Highlights

- 6th grade only day
- Blue vs Gold school challenges (The ROCK)
- The Amazing Race
- Winter Dance
- Enrollment
- Increase in Student Intervention
- Service Learning Projects

- History Day
- Lions Quest
- Musical (several starring MS students)
- What's Buzz'n
- Increased Online Students
- Harlem Wizards assembly
- Prioritized Staff Sunshine for Wellbeing/Retention
- Constant Contact
- SMORE

Things That Make You Go Hmmm...

- Fast S to S shows growth (same cohort)
 - 6th = 56th to 65th -9% 21
 - 7th = 67th to 71st -4%
 - 8th = 63rd to 67th -4%
-
- 2024-2025 look at % of all growth vs bubble growth

A Picture is Worth a 1000 Words



Big Lake High School

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High School: Building Goals

STUDENT ACHIEVEMENT GOAL	STAFF SUPPORT GOAL	FAMILY ENGAGEMENT GOAL
<p>1. <i>BLHS' graduation rate will increase from 91.25% in June of 2023 to 92% or higher by June 2024</i> 91.25% to 92.9%</p> <p>2. <i>By May 2024 90% of 9th and 10th graders at BLHS will complete a Personalized Learning Plan.</i> 88.6% 9th Graders 92.6% 10 Graders</p>	<p><i>High School teachers will show statistically significant improvement between pre- (August 2023) and post- (April 2024) survey metrics in the Team Clock online assessment of workplace culture.</i> Continued improvement in all areas of culture. We will continue working on growth as a team. We strive to have clear understanding of our collective goals, responsibilities, and roles.</p>	<p><i>All certified staff will make a meaningful connection (such as email, phone call, upcoming curriculum notices, etc.) with 100% of the families on their class rosters during each trimester and document in their communication logs.</i> 5,837 documented communications with parents and guardians by certified staff</p>
<p>PARTIALLY MET</p>	<p>MET</p>	<p>MET</p>



High School Highlights

- 9th grade only day
- Career Fair
- Evening of Fine Arts
- Corey Greenwood - Mental Health
- Curricular Work:
 - Science Department
 - Spanish Department
- Veterans Program
- Hornet Wall of Honor
- Collaborative Center/ Exploration & Innovation Labs
- Increased Online Students
- Blood Drives with American Red Cross
- You Matter Day
- Graduation

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Thank you!

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Big Lake Schools Administration Team

June 2024



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CODE OF ETHICS

I. PURPOSE

The purpose of this policy is to assist the individual school board member in understanding his or her role as part of a school board and in recognizing the contribution that each member must make to develop an effective and responsible school board.

II. GENERAL STATEMENT OF POLICY

Each school board member shall follow the code of ethics stated in this policy.

A. AS A MEMBER OF THE SCHOOL BOARD, I WILL:

1. Attend school board meetings.
2. Come to the meetings prepared for discussion of the agenda items.
3. Listen to the opinions and views of others (including, but not limited to, other school board members, administration, staff, students, and community members).
4. Vote my conscience after informed discussion, unless I abstain because a conflict of interest exists.
5. ~~Support~~ **Respect** the decision of the school board, even if my position concerning the issue was different.
6. Recognize the integrity of my predecessors and associates and appreciate their work.
7. Be primarily motivated by a desire to provide the best possible education for the students of my school district.
8. Inform myself about the proper duties and functions of a school board member.

B. IN PERFORMING THE **PROPER** FUNCTIONS OF A SCHOOL BOARD MEMBER, I WILL:

1. Focus on education policy as much as possible.
2. Remember my responsibility is to set policy – not to implement policy.
3. Consider myself a trustee of public education and do my best to protect, conserve, and advance its progress.
4. Recognize that my responsibility, exercised through the actions of the school board as a whole, is to see that the schools are properly run – not to run them myself.
5. Work through the superintendent – not over or around the superintendent.
6. Delegate the implementation of school board decisions to the superintendent.

C. TO MAINTAIN RELATIONS WITH OTHER MEMBERS OF THE SCHOOL BOARD, I WILL:

1. Respect the rights of others to have and express opinions.
2. Recognize that authority rests with the school board in legal session – not with the individual members of the school board except as authorized by law.
3. Make no disparaging remarks, in or out of school board meetings, about other members of the school board or their opinions.
4. Keep an open mind about how I will vote on any proposition until the board has met and fully discussed the issue.
5. Make decisions by voting in school board meetings after all sides of debatable questions have been presented.
6. Insist that committees be appointed to serve only in an advisory capacity to the school board.

- D. IN MEETING MY RESPONSIBILITIES TO MY COMMUNITY, I WILL:
1. Attempt to appraise and plan for both the present and future educational needs of the school district and community.
 2. Attempt to obtain adequate financial support for the school district's programs.
 3. Insist that business transactions of the school district be ethical and open.
 4. Strive to uphold my responsibilities and accountability to the taxpayers in my school district.
- E. IN WORKING WITH THE SUPERINTENDENT OF SCHOOLS AND STAFF, I WILL:
1. Hold the superintendent responsible for the administration of the school district.
 2. Give the superintendent authority commensurate with his or her responsibilities.
 3. Assure that the school district will be administered by the best professional personnel available.
 4. Consider the recommendation of the superintendent in hiring all employees.
 5. Participate in school board action after considering the recommendation of the superintendent and only after the superintendent has furnished adequate information supporting the recommendation.
 6. Insist the superintendent keep the school board adequately informed at all times.
 7. Offer the superintendent counsel and advice.
 8. Recognize the status of the superintendent as the chief executive officer and a non-voting, ex officio member of the school board.
 9. Refer ~~all~~ complaints to the ~~proper administrative officer~~ Superintendent or ~~insist~~ recommend that they be presented in writing to the whole school board for proper referral according to the chain of command.
 10. Present any personal criticisms of employees to the superintendent.
 11. Provide support for the superintendent and employees of the school district so they may perform their proper functions on a professional level.
- F. IN FULFILLING MY LEGAL OBLIGATIONS AS A SCHOOL BOARD MEMBER, I WILL:
1. Comply with all federal, state, and local laws relating to my work as a school board member.
 2. Comply with all school district policies as adopted by the school board.
 3. Abide by all rules and regulations as promulgated by the Minnesota Department of Education and other state and federal agencies with jurisdiction over school districts.
 4. Recognize that school district business may be legally transacted only in an open meeting of the school board.
 5. Avoid conflicts of interest and refrain from using my school board position for personal gain.
 6. Take no private action that will compromise the school board or administration.
 7. Guard the confidentiality of information that is protected under applicable law.

Legal References: Minn. Stat. § 123B.02, Subd. 1 (General Powers of Independent School Districts)
Minn. Stat. § 123B.09 (Boards of Independent School Districts)
Minn. Stat. § 123B.143, Subd. 1 (Superintendent)

Cross References: None