

Agenda Independent School District 279 School Board	Regular Business Meeting Educational Service Center - Board Room 11200 93rd Ave N Maple Grove, MN 55369 Tuesday, August 15, 2023 6:00 PM
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Our mission is to inspire and prepare each and every scholar with the confidence, courage and competence to achieve their dreams; contribute to community; and engage in a lifetime of learning.

This regular meeting of the Osseo School Board is being conducted the Board Room of the Educational Service Center, and is open to the public. The meeting can be monitored electronically by streaming online at district279.org/info-center/school-board (Watch Livestream). An archived recording will also be available on the district website.

Agenda Items

1. 6:00 p.m. Welcome and purpose
Tanya Simons, Board Vice Chair
2. 6:00 p.m. Check in
Dr. Kim Hiel, Superintendent
3. 6:05-7:00 p.m. Report on LGBTQIA+ Resolution 2
Dr. Bryan Bass, Assistant Superintendent of Equity and Achievement; Amy Moore, General Counsel; Duane Wardally, Director of Educational Equity; Robin Gunsolus, Director of Learning and Achievement; and Audrianna Dodge, Park Center Senior High Scholar
4. 7:00-8:15 p.m. Strategic Priorities 30
Dr. Kim Hiel, Superintendent and Christine Wroblewski and Ray Queener, TeamWorks International
5. 8:15-9:00 p.m. School Board 1-year through 3-year Governance Work Plans 31
Dr. Kim Hiel, Superintendent and Christine Wroblewski and Ray Queener, TeamWorks International
6. 9:00 p.m. Adjournment
Tanya Simons, Board Vice Chair

To accommodate individuals with disabilities, this material will be made available in alternative formats upon request. Individuals with disabilities are invited to request reasonable accommodations to participate in or attend a district activity, call your local school or the school district at least seventy-two (72) hours in advance (two-week notice preferred). Members of the public can view and download School Board meeting notices and regular meeting agendas and materials from the district website www.district279.org, under "Info Center > School Board."

Board approves LGBTQIA+ History and Culture Resolution

Jun 21 2022

LGBTQIA+ History and Culture Resolution June 21, 2022 A RESOLUTION of the Osseo Area School District Board of Education to acknowledge the value of the lives of our trans, lesbian, gay, bi-sexual, queer, intersex, two-spirit, asexual, nonbinary, and gender-expansive scholars and staff

WHEREAS, by recognizing Pride Month, the District supports, models, and advocates for policies, practices, and curricula that honor and respect LGBTQIA+ students, staff, and their families; and

WHEREAS we are committed to creating environments for our transgender, nonbinary, and gender-expansive youth to not experience trauma and harm and to show up as their full authentic selves as stated in our district vision “to unleash and enhance the brilliance of our scholars to thrive and change the world;” and

WHEREAS ISD 279-Osseo Area Schools is the fifth-largest school district in the state and serves a self-reporting population of 2.7% (1) of students who are transgender, nonbinary, and gender-expansive, and 20% (2) of students who identify as LGBTQIA+; and

WHEREAS the month of June has become a symbolic month in which lesbians, gay, bisexual people, transgender, and supporters come together in various celebrations of Pride; and

WHEREAS School Board Policy 508 states that all school district students, including transgender and gender diverse students, deserve respectful and inclusive learning environments that value students’ gender identity and gender expression. The school district strives to provide programming and facilities where all students feel safe and supported; and

WHEREAS School Board Policy 102 prohibits discrimination and harassment based on a person’s protected status which includes the following: race, color, creed, religion, national origin, sex, marital status, status with regard to public assistance, disability, sexual orientation, including gender identity or expression, age, family care leave status, or veteran status. The school district also makes reasonable accommodations for disabled persons; and

English

WHEREAS sexual orientation and gender expression-biased bullying are among the most common forms of harassment in schools, and scholars who are gender-expansive are more likely to be targets of harassment, bullying, and violence; as “The majority of LGBTQ youth (52%) who were enrolled in middle or high school reported being bullied either in person or electronically in the past year.” (3) and

WHEREAS Osseo Area Schools seeks to eliminate transphobia and homophobia in any form and is committed to examining our own practices, procedures, and policies to identify structural barriers that are embedded and perpetuated in the educational system; and

WHEREAS the problems of society are mirrored in schools, and these problems can only be fully addressed with a united effort of community and school coming together for the betterment of our student's future; and

WHEREAS, in 1993, Minnesota amended its Human Rights Act to prohibit discrimination based on one’s sexual orientation and/or gender identity in employment, housing, education, and public accommodations; and

WHEREAS Osseo School Board’s Strategic Directions include the expressed goals to “create safe, welcoming, and inclusive learning environments that foster global curiosity, belonging, innovation and engagement;” and “address, acknowledge, and reduce systemic disparities, barriers, and inequities as we lead, develop and align our district toward continuous improvement”; and NOW,

THEREFORE, BE IT RESOLVED that the Independent School District 279 School Board supports the following district and department operational plans that value and support the lives of our Lesbian, Gay, Bisexual, Transgender, Queer, Nonbinary, and Gender-expansive scholars.

1. Declaration of June as Pride Month. Osseo Area School Board declares June as Pride Month and directs the Superintendent and all District staff to support policies, practices, and curricula that respect LGBTQIA+ students and their families in June and throughout the school year.
2. We re-commit to practices within the Osseo School District that protect and affirm our transgender, nonbinary, and gender-expansive scholars. This includes the full implementation of our Gender Inclusion Policy, support for Gender Sexuality Alliances (GSAs) and Queer Straight Alliances (QSAs) in our schools, professional development for all school staff, and gender-affirming curriculum and pedagogical practices.
3. Elevate the voices of LGBTQIA+ scholars and staff to help dismantle systemic barriers in our school district by establishing an LGBTQIA+ employee affinity group and establishing an LGBTQIA+ scholar/parent/caregiver/ally advisory group. This committee will advise our district administration and

school board on structural barriers, inequities, and the lived experience of LGBTQIA+ scholars and their families.

4. Ensure there is adequate initial and ongoing support for the Assistant Superintendent of Equity and Achievement, and the Equity Department to implement an intersectional approach to systemic barriers to equity of all forms.

5. Require system leaders to measure disparities and track district performance to inform progress LGBTQIA+ disparities through policy, practice, and pedagogy.

6. Ensure that all facility design standards include increased privacy and greater student choice in restrooms and locker rooms.

7. Establish a full month before June during each academic year to observe LGBTQIA+ History and Culture Month because it is essential for our education system to teach the experiences, honor the history, and highlight the contributions of transgender, gender expansive and non-binary people; and

8. Provide resources for families/caregivers in the district to understand and talk with their scholars about LGBTQIA+ identities.

9. In recognition of LGBTQIA+ in June each calendar, the Osseo School Board invites the community to join in the celebration by raising the LGBTQIA+ Progress Pride flag on June 1st at all district buildings and in the school board room as a symbol of support to our LGBTQIA+ students, staff, and their families.

10. Report the progress of this resolution annually to the Osseo School Board during the month of June.

(1) 2016 State Grade 11 demographics <https://public.education.mn.gov/MDEAnalytics/DataTopic.jsp?TOPICID=242>

(2) 2019 State Grade 11 Demographics <https://public.education.mn.gov/MDEAnalytics/DataTopic.jsp?TOPICID=242>

(3) <https://www.thetrevorproject.org/research-briefs/bullying-and-suicide-risk-among-lgbtq-youth>

OSSEO AREA SCHOOLS

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LGBTQIA+ History and Culture Resolution

August 15, 2023

Outcomes of Presentation

- ▶ Communicate the alignment between the Minnesota Human Rights Act, Policy 508 and the LGBTQIA+ History & Culture Resolution;
- ▶ Provide a progress update on the implementation of the LGBTQIA+ History and Culture Resolution,
- ▶ Share next steps for in-progress work.

2023-2024 Strategic Priorities

MISSION

Our mission is to inspire and prepare each and every scholar with the confidence, courage and competence to achieve their dreams; contribute to community; and engage in a lifetime of learning.

VISION

Unleash and enhance the brilliance of our scholars to thrive and change the world.

Learning Work Initiatives

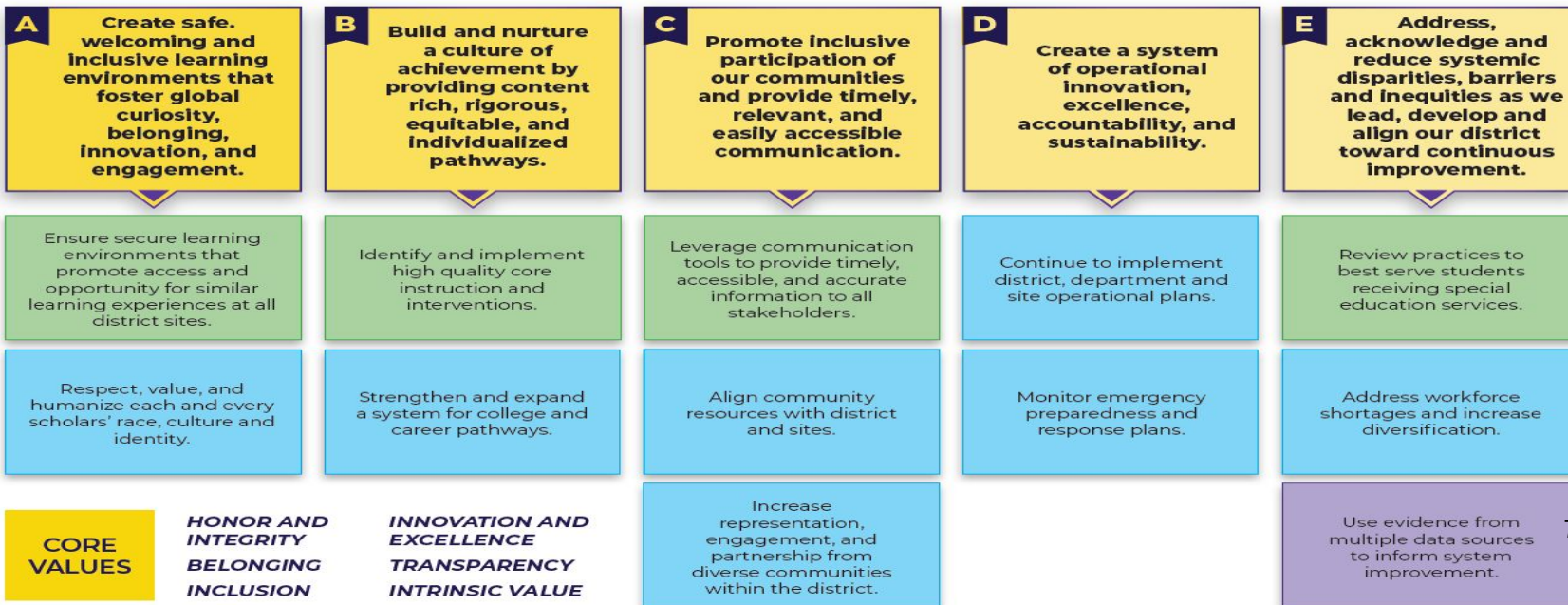
Research, testing and development of possible initiatives

Implementation Work Initiatives

Securing resources, creating processes and procedures, providing PD, developing evaluation metrics to ensure successful implementation

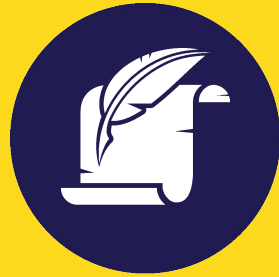
Standard Work Initiatives

Established, with at least 80% applying effectively



Minnesota State Law & District Policies

MN State Law - Gender Discrimination



Chronology of State Law

1950-2014



Parallel District Policies

1985-2021

Chronology of State Law

1950s: Discrimination based on people's identities prohibited.

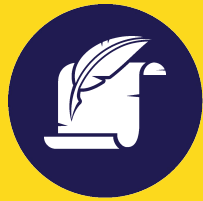
1960s: Minnesota State Act Against Discrimination, becomes MHRA

1970s: MHRA clarified to prohibit denial of credit based on sex

1980s: MHRA clarified pay discrimination was prohibited

1993: MHRA clarified that discrimination based on sex, sexual orientation and gender identity or gender expression is prohibited

2014: Minnesota enacted the Safe and Supportive Schools Act.



**Chronology
of State
Law**

Parallel District Policies

1985: Policy 8410 Equal Educational and Employment Opportunity adopted, in compliance with Minnesota law prohibits discrimination based on sex

1994: Policy 8410 updated, likely revision included sexual orientation reflecting the 1993 MHRA update

2000: Policy 8410 revised to become Policy 102: Equal Educational and Employment Opportunity



**Parallel
District
Policies**

Parallel District Policies (Cont'd.)

2006: Policy 514 Students – Bullying & Hazing Prohibition adopted prohibiting bullying based on sex and sexual orientation

2010s: Policy 102 renamed to Policy 102: Prohibition Against Discrimination, Harassment and Violence

2021: Policy 102 updated to prohibit discrimination, harassment and violence based on sex gender identity or expression

2021: Policy 508 Gender Inclusion, adopted by the Board, prohibits discrimination based on gender identity and expression



**Parallel
District
Policies**

Policy 508 - Gender Inclusion

Policy 508 - Gender Inclusion



**Establishes
common
language &
understanding**



**Provides
education &
expectations**



**Requires
consultation &
accountability**

Common Language & Understanding



Establishes
common
language &
understanding

- July 2021
- Definitions of gender
- Compliance with MHRA and Board Policies - protection against discrimination, harassment, and violence

Education & Expectations



Provides
education &
expectations

- Defines *expectations* such as:
 - respecting all regardless of gender identity or expression,
 - use of aligned names and pronouns,
 - use of aligned restrooms, and
 - participation on co-curricular and extracurricular activities
- Every expectation aligns with mandates against discrimination, harassment and violence

Consultation & Accountability



**Requires
consultation &
accountability**

- Directs the District to consult with students, parents and/or guardians in the implementation and resulting accountability.
- The outcome of that consultation is reflected in the June 2021 LGBTQIA+ History and Culture Board Resolution which provides Board approved direction on the implementation of Policy 508

LGBTQIA+ History and Culture Resolution

Resolution Action Items (A1 - A2)

- ▶ 1. Declaration of June as Pride Month. Osseo Area School Board declares June as Pride Month and directs the Superintendent and all District staff to support policies, practices, and curricula that respect LGBTQIA+ students and their families in June and throughout the school year.
- ▶ 2. We re-commit to practices within the Osseo School District that protect and affirm our transgender, nonbinary, and gender-expansive scholars. This includes the full implementation of our Gender Inclusion Policy, support for Gender Sexuality Alliances (GSAs) and Queer Straight Alliances (QSAs) in our schools, professional development for all school staff, and gender-affirming curriculum and pedagogical practices



Resolution Action Items (A3-A4)

- ▶ 3. Elevate the voices of LGBTQIA+ scholars and staff to help dismantle systemic barriers in our school district by establishing an LGBTQIA+ employee affinity group and establishing an LGBTQIA+ scholar/parent/caregiver/ally advisory group. This committee will advise our district administration and school board on structural barriers, inequities, and the lived experience of LGBTQIA+ scholars and their families.
- ▶ 4. Ensure there is adequate initial and ongoing support for the Assistant Superintendent of Equity and Achievement, and the Equity Department to implement an intersectional approach to systemic barriers to equity of all forms.



Resolution Action Items (A5-A6)

- ▶ 5. Require system leaders to measure disparities and track district performance to inform progress LGBTQIA+ disparities through policy, practice, and pedagogy.
- ▶ 6. Ensure that all facility design standards include increased privacy and greater student choice in restrooms and locker rooms.



Resolution Action Items (A7-A8)

- ▶ 7. Establish a full month before June during each academic year to observe LGBTQIA+ History and Culture Month because it is essential for our education system to teach the experiences, honor the history, and highlight the contributions of transgender, gender expansive and non-binary people; and
- ▶ 8. Provide resources for families/caregivers in the district to understand and talk with their scholars about LGBTQIA+ identities.



Resolution Action Items (A9-A10)

- ▶ 9. In recognition of LGBTQIA+ in June each calendar, the Osseo School Board invites the community to join in the celebration by raising the LGBTQIA+ Progress Pride flag on June 1st at all district buildings and in the school board room as a symbol of support to our LGBTQIA+ students, staff, and their families.
- ▶ 10. Report the progress of this resolution annually to the Osseo School Board during the month of June.



June 21, 2022

LGBTQIA+ History and Culture Resolution passes at the Board in a 4-2 vote.



September 22, 2022

All Learning Leaders learn about the district **implementation** steps for a 2022-23 LGBTQIA+ History and Culture Resolution timeline



February 22, 2023

Virtual LGBTQIA+ Advisory Group meeting at District 279: discussion on instructional resources for 2022-23 School Year



May 1 and May 25, 2023

Final two LGBTQIA+ Advisory Meeting for 2022-23



April 18, 2023

Gender Inclusive Schools Foundational Module for Site Leaders and DLTL Department Leads



March 7, 2023

In-person LGBTQIA+ Advisory group meeting at District 279

June 21, 2022

LGBTQIA+ History and Culture Resolution passes at the Board in a 4-2 vote.



September 22, 2022

All Learning Leaders learn about the district **implementation** steps for a 2022-23 LGBTQIA+ History and Culture Resolution timeline



March 13, 2023

First LGBTQIA+ Affinity Group meeting



May 30, 2023

Final LGBTQIA+ Affinity Group meeting



April 24, 2023

LGBTQIA+ Affinity Group meeting at district 279 during Systems Day







April 18, 2023

Second LGBTQIA+ Affinity Group meeting





LGBTQIA+ RESOLUTION

Progress Map

COMPLETED WORK	
 INSTRUCTIONAL RESOURCES	<p>Built awareness of the definitions for gender with site leaders (A2)</p> <p>Facilitated "Leading in the Public Square" to unpack perspectives related to the resolution (A2)</p> <p>Modified rollout to emphasize professional learning and awareness building for site leaders (A2)</p>
 DISTRICT STAKEHOLDERS	<p>Created a LGBTQIA+ District Advisory Group (A3)</p> <p>Created a LGBTQIA+ Staff Affinity Group (A3)</p>
 STAFF DEVELOPMENT	<p>Partnered with Gender Inclusive Schools to build awareness through customization of its equity modules for Osseo Area Schools (A2)</p>
 SOCIAL-EMOTIONAL SUPPORT	<p>Created intentional identity-based harm protocol, which is inclusive of LGBTQIA+ community (A1)</p> <p>Displayed progress pride flags at all district sites (A9)</p> <p>Student-led LGBTQIA+ affinity groups across secondary school sites, connected to inclusion and positive climate (A3)</p>

LGBTQIA+ RESOLUTION

Progress Map

IN PROGRESS WORK	
 INSTRUCTIONAL RESOURCES	<p>Building consciousness for 2023-24 lesson rollout across Osseo Area School system (A2)</p> <p>Research and pilot instructional resources for secondary sites (A2)</p>
 DISTRICT STAKEHOLDERS	<p>Continue the facilitation of the LGBTQIA+ Advisory Group (A3)</p> <p>Provide annual school board update (A10)</p> <p>Continue to facilitate LGBTQIA+ Affinity Group (A3)</p>
 STAFF DEVELOPMENT	<p>Continue partnering with Gender Inclusive Schools to build awareness and deepen staff capacity to integrate instructional resources (A2)</p> <p>Partnering in MDE cohort for rural, suburban, and urban districts (A4)</p>
 SOCIAL-EMOTIONAL SUPPORT	<p>Implementation of identity-based harm protocol, which is inclusive of LGBTQIA+ community (A1)</p> <p>Continue student-led LGBTQIA+ affinity groups across secondary school sites, connected to inclusion and positive climate (A3)</p>

District Experience (2022-23)

“The Igbtqia+ class and the [GSA] club have made a huge difference for me on terms of support. Because of these two things I know who I can go to when I need help.” – OAS scholar



“[I like it when staff use] preferred names and pronouns” – OAS scholar



OSSEO AREA SCHOOLS

ISD  279

Thank You!

**One Community for All...
all valued and heard**

STRATEGIC PRIORITIES 2023-24

MISSION

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VISION

Unleash and enhance the brilliance of our scholars to thrive and change the world.

Learning Work Initiatives
Research, testing and development of possible initiatives

Implementation Work Initiatives
Securing resources, creating processes and procedures, providing PD, developing evaluation metrics to ensure successful implementation

Standard Work Initiatives
Established, with at least 80% applying effectively

A **Create safe, welcoming and inclusive learning environments that foster global curiosity, belonging, innovation, and engagement.**

Ensure secure learning environments that promote access and opportunity for similar learning experiences at all district sites.

Respect, value, and humanize each and every scholar's race, culture and identity.

B **Build and nurture a culture of achievement by providing content rich, rigorous, equitable, and individualized pathways.**

Identify and implement high quality core instruction and interventions.

Strengthen and expand a system for college and career pathways.

C **Promote inclusive participation of our communities and provide timely, relevant, and easily accessible communication.**

Leverage communication tools to provide timely, accessible, and accurate information to all stakeholders.

Align community resources with district and sites.

Increase representation, engagement, and partnership from diverse communities within the district.

D **Create a system of operational innovation, excellence, accountability, and sustainability.**

Continue to implement district, department and site operational plans.

Monitor emergency preparedness and response plans.

E **Address, acknowledge and reduce systemic disparities, barriers and inequities as we lead, develop and align our district toward continuous improvement.**

Review practices to best serve students receiving special education services.

Address workforce shortages and increase diversification.

Use evidence from multiple data sources to inform system improvement.

CORE VALUES

HONOR AND INTEGRITY
BELONGING
INCLUSION

INNOVATION AND EXCELLENCE
TRANSPARENCY
INTRINSIC VALUE

Osseo Area Schools:

**School Board Work
Session: 1- and 3-Year
Board Plans**

August 15, 2023



Agenda

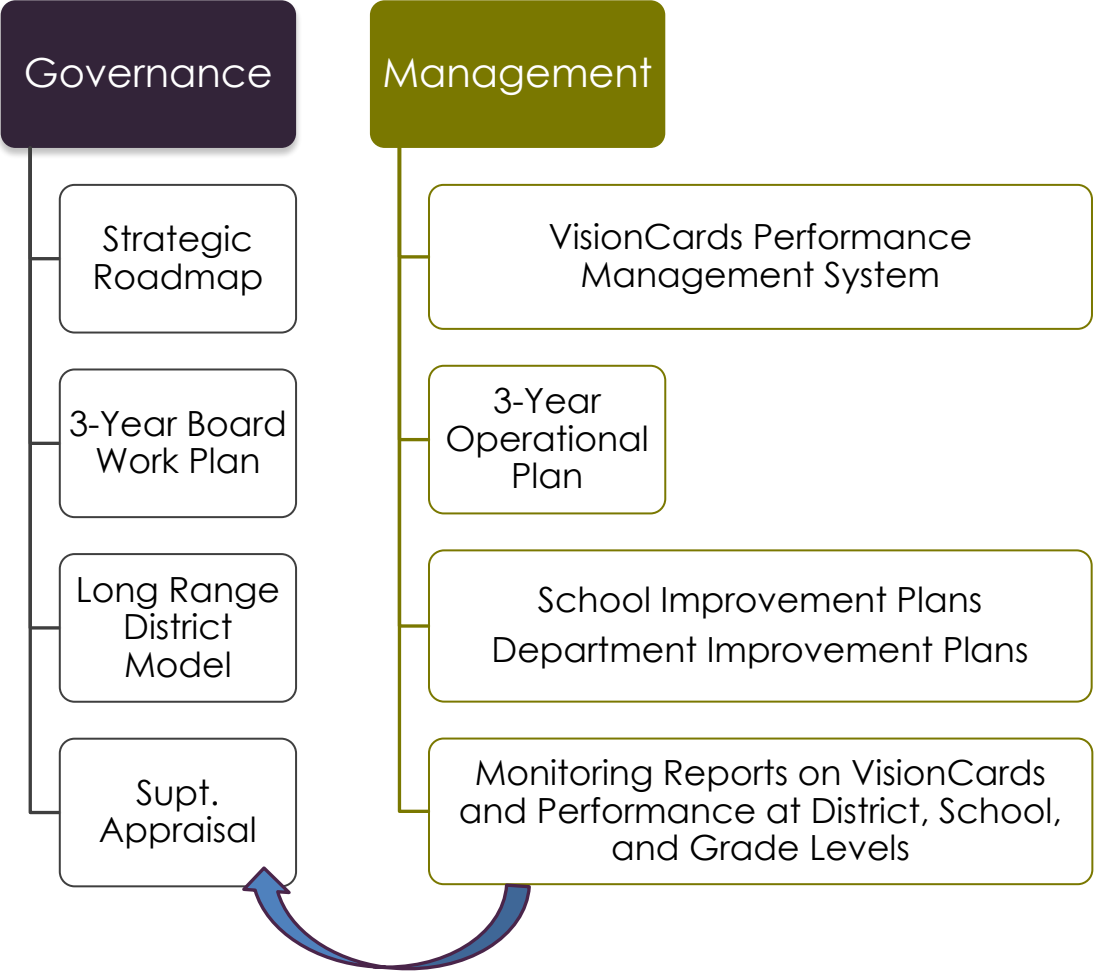
- Overview
 - Welcome Activity
- Review draft of 1-Year Board Governance Plan
- Discuss and draft 3-year Board Governance Plan
- Next Steps
- Shared Messages

Welcome and Inclusion Activity: Color-ful Stories

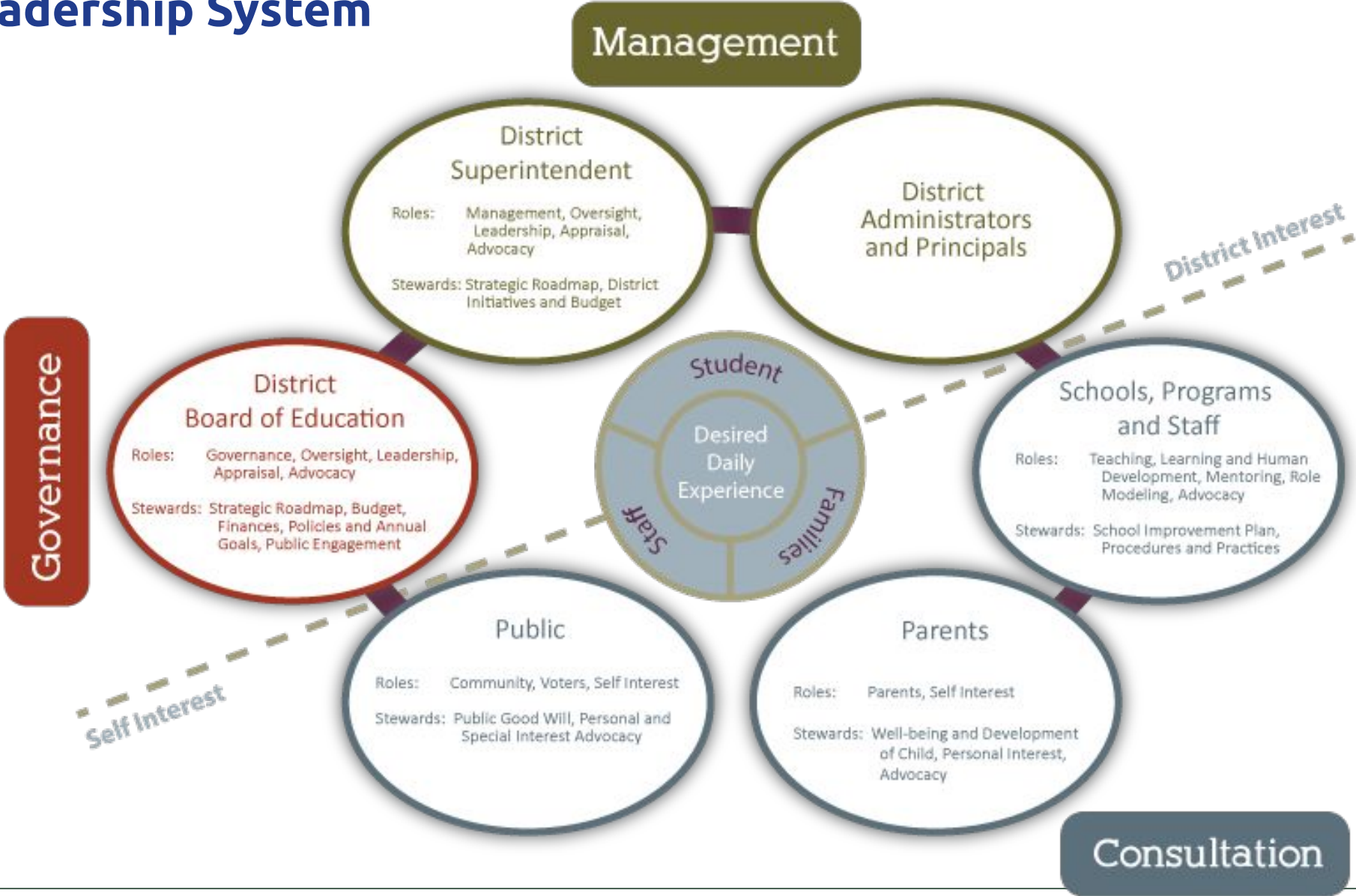
Without looking, select a piece of candy from the bag. For the color you selected, share a story about...

- **Pink/Fuchsia** - A boss you respected and why
- **Yellow** - A reason why you are proud to belong to this organization
- **Orange** - An embarrassing moment at work (as it relates you district work)
- **Red** - Your biggest success in this district
- **Blue** - The funniest moment at work

Strategic Plan Structure and Elements



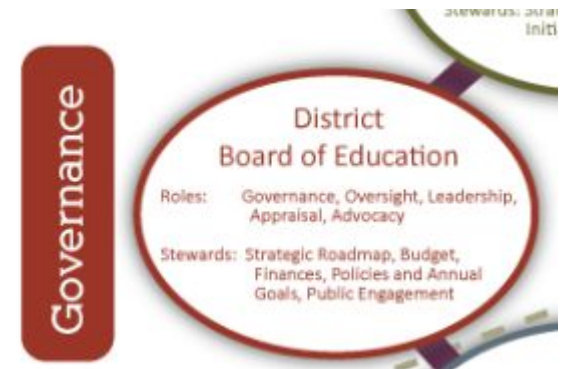
Education Leadership System



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



Staff, Students, Parent and Public —The Authority of Consultation

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



The Five Board Responsibilities:

District Governance and Policy

- Ends Policy defining what (results) is to be provided to whom (stakeholders) at what cost (budget and capital)
- Limitations Policy (unacceptable means) to attaining the results
- Monitoring Reports (data-informed analysis that describes how effectively the results have been achieved and the unacceptable means have been avoided). Monitoring Reports are tools that communicate high quality data and analysis from the administration to the board. They are based on the district's performance on VisionCards and district goals. The reports explain the performance of the district and implementation of district policy, identify emerging governance and management issues, and recommend processes/programs for refinement. Monitoring Reports are also a key element in the superintendent's annual evaluation.

Operational Oversight

- Strategic Roadmap articulating the district's Mission (purpose), Core Values (drivers of words and actions), Vision (the desired state in the short term), Strategic Directions (focus of time and resources)
- Oversight of operational issues, challenges, and opportunities
- Partnership through board Excellence in Governance and the superintendent's Excellence in Management to address the dynamic and unpredictable realities of public education

The Five Board Responsibilities (Cont.):

Self-Governance/Board Governance Policy

- Governance policy and practices
- Structures and systems of governance, partnership, and consultation
- Board self-management and appraisal

Superintendent Relations

- Superintendent relations policy and practices Partnership relationship and communications
- Recruitment, hiring, appraisal, retention, development, and discipline of the superintendent

Public Engagement

- On issues of policy development
- On issues of education, public need, and critical systemic decisions
- Advocacy for public education at the local, regional, and state level

Sample 3-Year Board Plan

DRAFT Board of Education 3-Year Work Plan/SAMPLE			
Key Roles of the Board	2023-2024 SY Proposed	2024-2025 Proposed	2025-2026 Proposed
District Policy	<ul style="list-style-type: none"> 1/3 policy manual review Discipline Policy Review 	<ul style="list-style-type: none"> 1/3 policy manual review Discipline Policy Review 	<ul style="list-style-type: none"> 1/3 policy manual review Discipline Policy Review
Operational Oversight	<ul style="list-style-type: none"> Annual budget Review and adjust Strategic Roadmap State required decisions Contract negotiations (except teachers) Long term facility maintenance plans 5-year financial projection model Board finance committee World's Best Workforce report 	<ul style="list-style-type: none"> Annual budget Review and adjust Strategic Roadmap State required decisions Contract negotiations (Teachers) Long term facility maintenance plan 5-year financial projection model Board finance committee World's Best Workforce report 	<ul style="list-style-type: none"> Annual budget Review and adjust Strategic Roadmap State required decisions Contract negotiations Long term facility maintenance plan 5-year financial projection model Board finance committee World's Best Workforce report
Self-Governance	<ul style="list-style-type: none"> New member orientation MSBA phase training MSBA Leadership Conference ? Open Seats New member orientation and TeamWorks review Consider board structures, processes and workflow review Board Retreats (dates or months) Board evaluation tool development 	<ul style="list-style-type: none"> MSBA phase training MSBA Leadership Conference BoE Annual Evaluation TeamWorks Annual training Board candidate training 	<ul style="list-style-type: none"> BoE Annual Evaluation MSBA Leadership Conference Annual Work plan across all meetings MSBA phase training ? Open seats TeamWorks Annual training
Superintendent Relations	<ul style="list-style-type: none"> Annual evaluation Monthly board member and superintendent meetings 	<ul style="list-style-type: none"> Annual evaluation Superintendent Contract Negotiations Monthly board member and superintendent meetings 	<ul style="list-style-type: none"> Annual Evaluation Monthly board member and superintendent meetings New contract for superintendent
Public Engagement	<ul style="list-style-type: none"> Visibility, board members' access to community and at school and community events Open mic - engage administration and board Strategic public engagement forums with large district initiatives (boundaries, etc.) Board visits to schools 	<ul style="list-style-type: none"> Visibility, board members' access to community and at school and community events Open mic - engage administration and board Strategic public engagement forums with large district initiatives (boundaries, etc.) Board visits to schools Public awareness of board work 	<ul style="list-style-type: none"> Visibility, board members' access to community and at school and community events Open mic - engage administration and board Strategic public engagement forums with large district initiatives (boundaries, etc.) Board visits to schools Public awareness of board work

Osseo 1-Year Board Plan

Osseo Area Schools						
DRAFT Proposed Board of Education July-December 2023 Agenda/Calendar						
	July	August	September	October	November	December
District Policy				<ul style="list-style-type: none"> Policy Committee Mtg (10/10/2023) 		<ul style="list-style-type: none"> Policy Committee Mtg (12/5/2023)
Op Oversight	Regular Meeting (7/25/23) <ul style="list-style-type: none"> Superintendent's Report Gifts to the district 	Work Session (8/15/23) <ul style="list-style-type: none"> LGBTQIA+ resolution update School Board 1-year through 3-year Governance Work Plans Strategic Priorities Regular Mtg (8/29/23) <ul style="list-style-type: none"> Superintendent's Report Non-public contracts for Student Services LTFM Board Approval Joint Powers Agreement with City of Brooklyn Park (bond referendum election) Negotiation Strat Mtg (closed) ESP contract approval 	Work Session (9/12/23) <ul style="list-style-type: none"> 2022-2023 District Stakeholder Survey Results Legislative Updates CAREI district audit findings Process for selecting books Committees, roles and responsibilities Regular Mtg (9/26/23) <ul style="list-style-type: none"> Introduction of Student Board Representatives Superintendent's Report Preliminary Levy Preliminary FY 2023 Financial Report General Liability Insurance Renewal Contract ratifications Negotiation Strat Mtg (closed) 	Work Session (10/10/23) <ul style="list-style-type: none"> 2023-2024 Start of School Update Monitoring Report: Strategic Direction E Initiatives Regular Mtg (10/24/23) <ul style="list-style-type: none"> Student Board Representatives Report Superintendent's Report Monitoring Report: Strategic Direction E Initiatives Contract ratifications Lobbyist contract approval Negotiation Strategies Meeting (closed session) 	Special Mtg – Election Canvassing (11/14/23) followed by Work Session <ul style="list-style-type: none"> World's Best Workforce Results LRFP Budget Parameters LTFM Update Regular Mtg (11/21/23) <ul style="list-style-type: none"> Student Board Representatives Report Superintendent's Report FY23 Financial Audit Results presentation by MMKR Building a Better Future referendum results and communication plan summary Contract ratifications Negotiation Strategies Meeting (closed session) 	Work Session (12/5/23) <ul style="list-style-type: none"> Legislative Platform Monitoring Report: Strategic Direction D Initiatives Enrollment Update Regular Mtg (12/12/23) <ul style="list-style-type: none"> Student Board Representatives Report (possible) Retiree recognitions Superintendent's Report Monitoring Report: Strategic Direction D Initiatives LTFM bid awards Legislative Platform Final Levy/Truth in Taxation Contract ratifications
Board Gov./ Self Gov.	<ul style="list-style-type: none"> Board PD Session Cabinet PD Session 	Work Session <ul style="list-style-type: none"> Standing item: Board calendar review (15 min) 	Work Session <ul style="list-style-type: none"> Standing item: Board calendar review (15 min) Board PD Session TBD 	Work Session <ul style="list-style-type: none"> Standing item: Board calendar review (15 min) 	Work Session <ul style="list-style-type: none"> Standing item: Board calendar review (15 min) 	Work Session <ul style="list-style-type: none"> Standing item: Board calendar review (15 min)
Sup Relations						<ul style="list-style-type: none">
Public Engagement		<ul style="list-style-type: none"> Community informational meeting on safety and risk management 	<ul style="list-style-type: none"> Community informational meeting on referendum Listening Session 	<ul style="list-style-type: none"> Community informational meeting on referendum 		

Steps for the 1-Year Work Plan

- 1. Individual Reflection of all areas**
 - a. Review and identify questions and suggested changes.
- 2. Large group discussion of the proposed content for all five areas.**

Steps for Drafting the 3-Year Work Plan

For the District Policy, Superintendent Relations, and Operational Oversight areas:

- Individual reflection (using worksheets)
- Then full group discussion of the proposed content for each year

For the remaining two areas (Self-Governance and Public Engagement), you will work in two small groups to develop the proposed work plan for your assigned area of responsibility. Take into account the administration's suggestions.

- What does the board need to consider, review, act on in the coming 3 years? (Policies, planning, engagement regarding upcoming decisions)
- Use your worksheets to individually identify possible items for each of the three years of the plan.
- Discuss in your groups.
- We'll report out to the large group discuss as a large group and enter proposed items for each area and year.

Shared Messages

Excellence in Governance in Public Education

The key purpose of a board is to serve as a single governing body. The role represents the public interest and provides oversight for the institution of public education.

District Governance and Policy

- Ends Policy defining what (results) is to be provided to whom (stakeholders) at what cost (budget and capital)
- Limitations Policy (unacceptable means) to attaining the results
- Monitoring Reports (data-informed analysis that describes how effectively the results have been achieved and the unacceptable means have been avoided). Monitoring Reports are tools that communicate high quality data and analysis from the administration to the board. They are based on the district's performance on VisionCards and district goals. The reports explain the performance of the district and implementation of district policy, identify emerging governance and management issues, and recommend processes/programs for refinement. Monitoring Reports are also a key element in the superintendent's annual evaluation.

Operational Oversight

- Strategic Roadmap articulating the district's Mission (purpose), Core Values (drivers of words and actions), Vision (the desired state in the short term), Strategic Directions (focus of time and resources)
- Oversight of operational issues, challenges, and opportunities
- Partnership through board Excellence in Governance and the superintendent's Excellence in Management to address the dynamic and unpredictable realities of public education

Self-Governance/Board Governance Policy

- Governance policy and practices
- Structures and systems of governance, partnership, and consultation
- Board self-management and appraisal

Superintendent Relations

- Superintendent relations policy and practices Partnership relationship and communications
- Recruitment, hiring, appraisal, retention, development, and discipline of the superintendent

Public Engagement

- On issues of policy development
- On issues of education, public need, and critical systemic decisions
- Advocacy for public education at the local, regional, and state level

DRAFT Board of Education 3-Year Work Plan/SAMPLE

Key Roles of the Board	2023-2024 SY Proposed	2024-2025 Proposed	2025-2026 Proposed
District Policy	<ul style="list-style-type: none"> ● 1/3 policy manual review ● Discipline Policy Review 	<ul style="list-style-type: none"> ● 1/3 policy manual review ● Discipline Policy Review 	<ul style="list-style-type: none"> ● 1/3 policy manual review ● Discipline Policy Review
Operational Oversight	<ul style="list-style-type: none"> ● Annual budget ● Review and adjust Strategic Roadmap ● State required decisions ● Contract negotiations (except teachers) ● Long term facility maintenance plans ● 5-year financial projection model ● Board finance committee ● World's Best Workforce report 	<ul style="list-style-type: none"> ● Annual budget ● Review and adjust Strategic Roadmap ● State required decisions ● Contract negotiations (Teachers) ● Long term facility maintenance plan ● 5-year financial projection model ● Board finance committee ● World's Best Workforce report 	<ul style="list-style-type: none"> ● Annual budget ● Review and adjust Strategic Roadmap ● State required decisions ● Contract negotiations ● Long term facility maintenance plan ● 5-year financial projection model ● Board finance committee ● World's Best Workforce report
Self-Governance	<ul style="list-style-type: none"> ● New member orientation ● MSBA phase training ● MSBA Leadership Conference ● ? Open Seats ● New member orientation and TeamWorks review ● Consider board structures, processes and workflow review ● Board Retreats (dates or months) ● Board evaluation tool development 	<ul style="list-style-type: none"> ● MSBA phase training ● MSBA Leadership Conference ● BoE Annual Evaluation ● TeamWorks Annual training ● Board candidate training 	<ul style="list-style-type: none"> ● BoE Annual Evaluation ● MSBA Leadership Conference ● Annual Work plan across all meetings ● MSBA phase training ● ? Open seats ● TeamWorks Annual training
Superintendent Relations	<ul style="list-style-type: none"> ● Annual evaluation ● Monthly board member and superintendent meetings 	<ul style="list-style-type: none"> ● Annual evaluation ● Superintendent Contract Negotiations ● Monthly board member and superintendent meetings 	<ul style="list-style-type: none"> ● Annual Evaluation ● Monthly board member and superintendent meetings ● New contract for superintendent
Public Engagement	<ul style="list-style-type: none"> ● Visibility, board members' access to community and at school and community events ● Open mic - engage administration and board ● Strategic public engagement forums with large district initiatives (boundaries, etc.) ● Board visits to schools 	<ul style="list-style-type: none"> ● Visibility, board members' access to community and at school and community events ● Open mic - engage administration and board ● Strategic public engagement forums with large district initiatives (boundaries, etc.) ● Board visits to schools ● Public awareness of board work 	<ul style="list-style-type: none"> ● Visibility, board members' access to community and at school and community events ● Open mic - engage administration and board ● Strategic public engagement forums with large district initiatives (boundaries, etc.) ● Board visits to schools ● Public awareness of board work

DRAFT Board of Education 3-Year Worksheet for Board Members			
Key Roles of the Board	2023-2024 SY Proposed Changes from draft	2024-2025 Proposed	2025-2026 Proposed
District Policy			
Operational Oversight			
Self-Governance			

DRAFT Board of Education 3-Year Worksheet for Board Members

Key Roles of the Board	2023-2024 SY Proposed Changes from draft	2024-2025 Proposed	2025-2026 Proposed
Superintendent Relations			
Public Engagement			