

Special Meeting

Thursday, December 8, 2022 6:30 PM

Oak Park Building, 6355 Osman Avenue North, Stillwater, MN 55082

I. Call to Order	Speaker (s) : Ms. Alison Sherman, School Board Chair
II. Roll Call	Speaker (s) : Ms. Alison Sherman, School Board Chair
III. Pledge of Allegiance	Speaker (s) : Ms. Alison Sherman, School Board Chair
IV. Truth in Taxation Report Public Input	Speaker (s) : Ms. Julie Cink, Interim Director of Finance
V. Study Session	
VI. Approval of Agenda	Speaker (s) : Ms. Alison Sherman, School Board Chair
VII. Consent Agenda	
VII.A. Payment of Invoices - November 24, 2022 - December 9, 2022	Speaker (s) : Ms. Marie Schrul, Exec Director of Finance
VIII. Action Item	
VIII.A. Audit Presentation/Approval	Speaker (s) : Ms. Marie Schrul, Executive Director of Finance; Ms. Julie Cink, Interim Director of Finance; CLA
IX. Reports	
IX.A. Combined World's Best Workforce and Achievement & Integration Annual Report Public Input	Speaker (s) : Dr. Caleb Drexler Booth , Director of Teaching and Learning and Ms. Dawn Waller Lueck- Director of Schools
IX.B. Dual Language Immersion at the Middle School	Speaker (s) : Dr. Caleb Drexler Booth , Director of Teaching and Learning and Dawn Waller Lueck- Director of Schools
X. Closed Session	Speaker (s) : Ms. Alison Sherman, School Board Chair
X.A. Closed Session - Litigation	Speaker (s) : Ms. Alison Sherman, School Board Chair
X.B. Closed Session - Negotiations	Speaker (s) : Ms. Alison Sherman,

XI. **Adjournment**

School Board Chair

Speaker (s): Ms.

Alison Sherman,

School Board Chair



Truth in Taxation

2022 Levy Payable 2023

Presented to the School Board
December 8, 2022

Curiosity Thrives Here

Authority for School Levies

A School District Tax Levy May Be Either:

Set by State Formula

or

Voter Approved



Stillwater
AREA PUBLIC SCHOOLS

Curiosity Thrives Here



What Variables May Cause Property Tax Increases and Decreases

Washington County Department of Property Records and Taxpayer Services
 14949 62nd Street North • PO Box 6
 Stillwater, MN 55082-0006
 651-430-6175
 www.co.washington.mn.us

TAX STATEMENT

PROPERTY INFORMATION:

PIN: _____ Property Address: _____
 Property Description: _____

PROPOSED TAXES		
THIS IS NOT A BILL - DO NOT PAY		
VALUES AND CLASSIFICATION		
Taxes Payable Year		
Step 1	Estimated Market Value:	224,500 230,500
	Homestead Exclusion:	17,000 16,500
	Other Exclusion/Deferral:	
	Taxable Market Value:	207,500 214,000
	Class:	Res Hom Res Hom
Step 2	PROPOSED TAX	
		\$2,638.00
Step 3	PROPERTY TAX STATEMENT	
	Coming in March, 2016	
The time to provide feedback on PROPOSED LEVIES is NOW It is too late to appeal your value without going to Tax Court		

Proposed Property Taxes and Meetings by Jurisdiction for Your Property				
Contact Information	Meeting Information	Actual	Proposed	% Chg
State General Tax	No Public Meeting	\$ 0.00	\$ 0.00	
WASHINGTON COUNTY 14949 62ND ST N PO BOX 6 STILLWATER MN 55082 651-430-6175 www.co.washington.mn.us	DECEMBER COUNTY BOARDROOM GOVERNMENT CENTER	640.75	668.76	
CITY OF LAKE ST CROIX BEACH 16455 20TH ST S LAKE ST CROIX BEACH MN 55043 651-436-7031 http://lucb.govoffice.com	DECEMBER CITY HALL 16455 20TH ST S	996.81	1,006.42	
ISD #34 STILLWATER 1875 GREELEY ST S STILLWATER MN 55082 651-351-8321 www.stillwater.k12.mn.us	DECEMBER STILLWATER CITY HALL 216 4TH ST N	Voter approved Levies 339.57 Other Local Levies 547.63	366.08 533.68	
Metro Special Taxing Districts 390 ROBERT ST N SAINT PAUL MN 55101 651-602-1446 www.metrocouncil.org	DECEMBER METROPOLITAN COUNCIL CHAMBERS 390 ROBERT ST N	29.73	30.36	
Other Special Taxing Districts	No Public Meeting	24.51	32.70	
Tax Increment Tax	No Public Meeting	0.00	0.00	
Fiscal Disparity Tax	No Public Meeting	0.00	0.00	
TOTAL Excluding Special Assessments		\$ 2,579.00	\$ 2,638.00	2.3%

1. Changes in market values
2. Changes in class rates/history
3. Market value credit
4. Voter approved referendums
5. State adjustments

School District Budget

Current School Year

2022-23



2022-2023 Preliminary Budget

<u>Revenue</u>	<u>Actual 2021-22</u>	<u>Preliminary 2022-23</u>	<u>% Difference</u>	<u>% of Total</u>
General Fund				
Ley	\$ 30,197,880	\$ 37,272,131	23.4%	29.6%
State Aid	78,699,951	81,698,572	3.8%	64.9%
Federal	4,576,524	3,449,297	-24.6%	2.7%
Other Local Revenue	3,513,127	3,530,000	0.5%	2.8%
General Fund	<u>\$ 116,987,482</u>	<u>\$ 125,950,000</u>	7.7%	100.0%
Food Service Fund	\$ 6,499,094	\$ 4,806,085	-26.0%	
Community Service Fund	7,554,413	7,231,778	-4.3%	
Building Construction Fund	109,562	2,000	-98.2%	
Debt Service Fund	<u>9,151,821</u>	<u>9,704,495</u>	6.0%	
Total Revenues	<u>\$ 140,302,372</u>	<u>\$ 147,694,358</u>	5.3%	

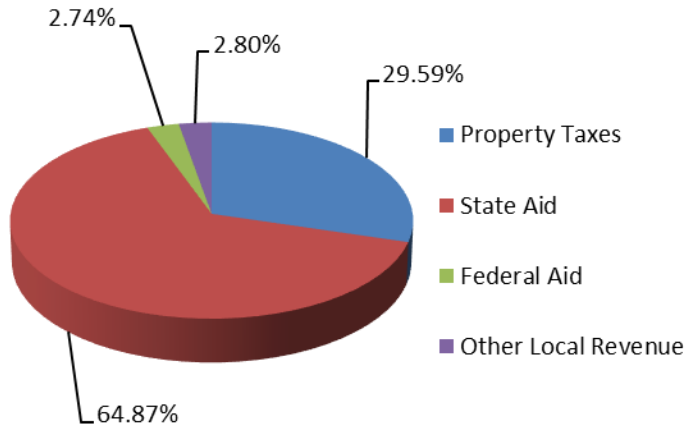
2022-2023 Preliminary Budget

<u>Expenditures</u>	<u>Actual 2021-22</u>	<u>Preliminary 2022-23</u>	<u>% Difference</u>	<u>% of Total</u>
General Fund				
District & School Administration	\$ 3,622,133	\$ 3,652,383	0.8%	3.0%
District Support Services	4,149,920	5,742,774	38.4%	4.6%
Licensed Instructional	74,894,907	72,443,695	-3.3%	58.6%
Instructional Support Services	6,947,450	8,184,911	17.8%	6.6%
Pupil Support Services	12,992,662	14,798,654	13.9%	12.0%
Operations and Maintenance	15,862,765	18,225,000	14.9%	14.8%
Fiscal and Other Fixed Costs	484,668	481,000	-0.8%	0.4%
General Fund	<u>\$ 118,954,505</u>	<u>\$ 123,528,417</u>	3.8%	100.0%
Food Service Fund	\$ 4,748,397	\$ 4,864,842	2.5%	
Community Service Fund	7,517,476	7,372,606	-1.9%	
Building Construction Fund	6,078,733	1,800,000	-70.4%	
Debt Service Fund	10,395,896	9,691,675	-6.8%	
Total Expenditures	<u>\$ 147,695,007</u>	<u>\$ 147,257,540</u>	-0.3%	

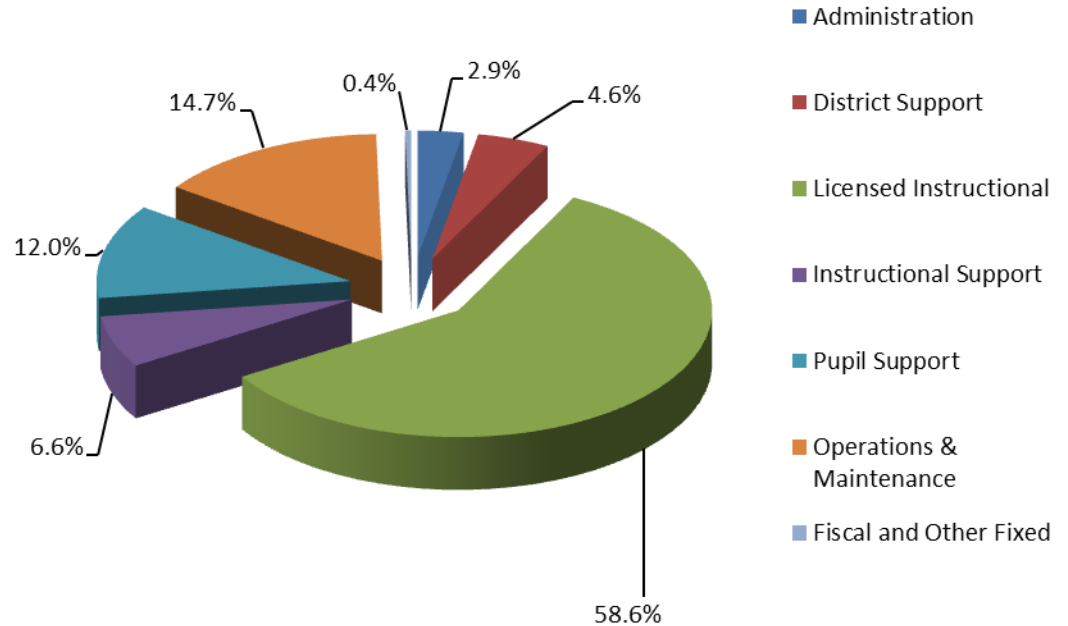


General Fund Budget

Revenue by Source

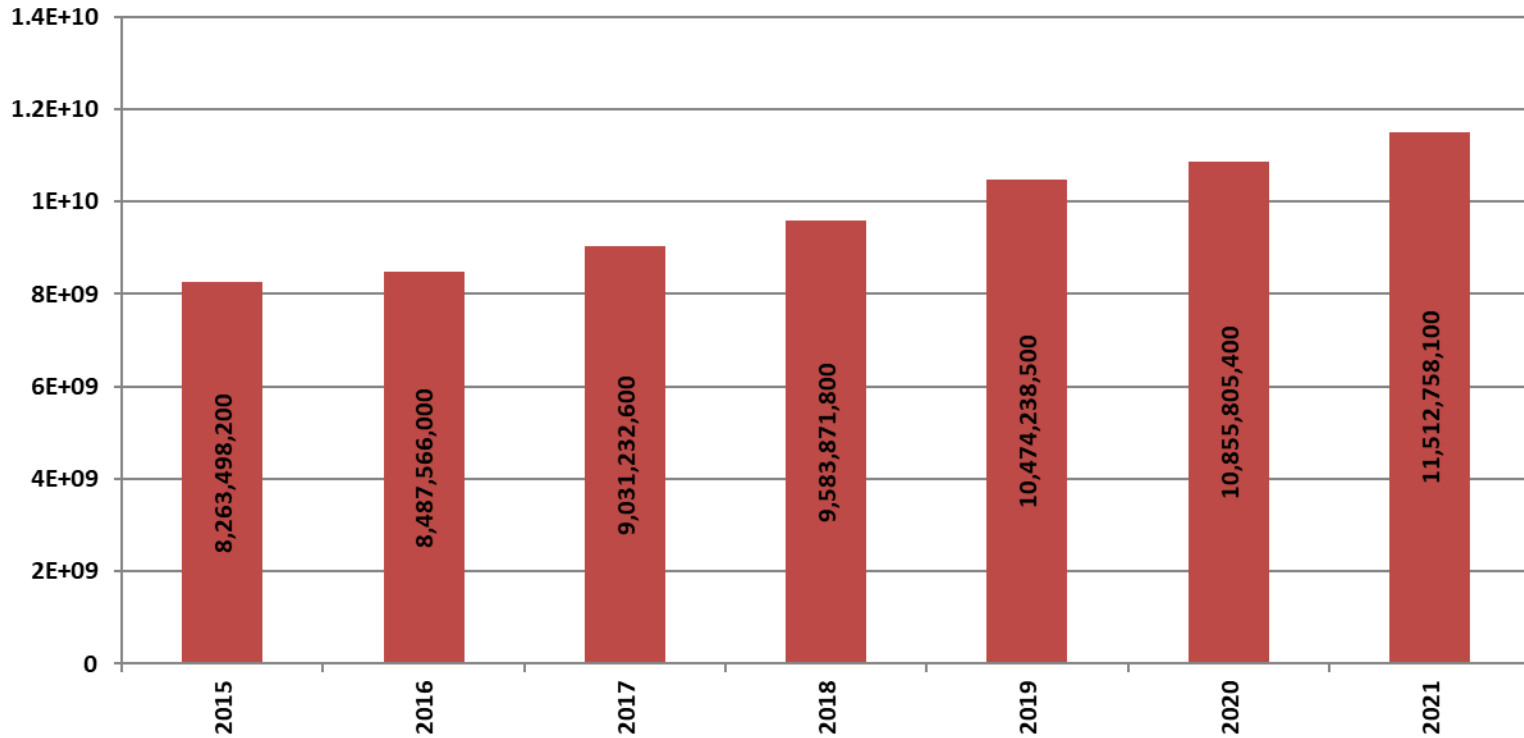


Expenditure by Program Area

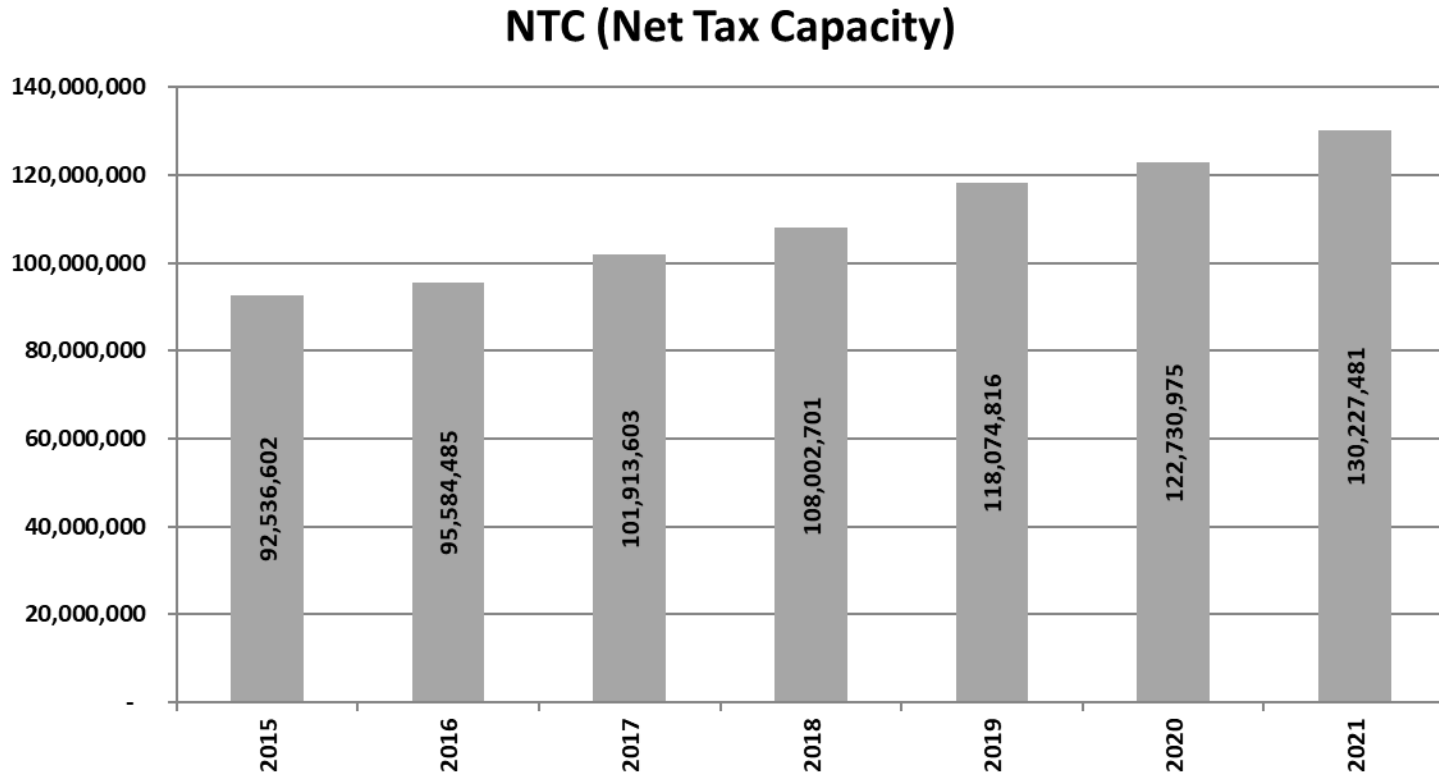


Referendum Market Value

RMV (Referendum Market Value)



Net Tax Capacity





General Fund Levies

	Pay 2022 RMV Information	Pay 2022 NTC Information	Total	Est. Pay 2023 RMV Information	Est. Pay 2023 NTC Information	Total	Potential Levy Change
GENERAL FUND							
Operating Referendum - Voter Approved	15,349,408.84		15,349,408.84	15,814,576.80		15,814,576.80	465,167.96
Prior Years Adjustments	8,956.20		8,956.20	(352,191.24)		(352,191.24)	(361,147.44)
Sub Total	15,358,365.04	0.00	15,358,365.04	15,462,385.56	0.00	15,462,385.56	104,020.52
Equity	709,799.02		709,799.02	859,400.51		859,400.51	149,601.49
Local Optional	6,484,744.61		6,484,744.61	6,533,831.81		6,533,831.81	49,087.20
Transition	27,726.39		27,726.39	27,934.55		27,934.55	208.16
1st Tier Board Approved Referendum	0.00		0.00	0.00		0.00	0.00
Prior Years Adjustments	(45,361.86)		(45,361.86)	(268,345.92)		(268,345.92)	(222,984.06)
Sub Total	7,176,908.16	0.00	7,176,908.16	7,152,820.95	0.00	7,152,820.95	(24,087.21)
Capital Projects Referendum		4,700,000.00	4,700,000.00		5,210,401.51	5,210,401.51	510,401.51
Operating Capital		1,247,264.89	1,247,264.89		1,353,547.93	1,353,547.93	106,283.04
Alt Teacher Comp (QCOMP)		794,460.81	794,460.81		777,671.11	777,671.11	(16,789.70)
Achievement & Integration		343,580.14	343,580.14		347,745.38	347,745.38	4,165.24
Reemployment Ins		50,000.00	50,000.00		75,000.00	75,000.00	25,000.00
Safe Schools		326,498.40	326,498.40		328,125.60	328,125.60	1,627.20
Safe Schools Intermediate		136,041.00	136,041.00		136,719.00	136,719.00	678.00
Career and Technical		312,871.68	312,871.68		350,179.17	350,179.17	37,307.49
Annual OPEB		800,000.00	800,000.00		879,347.00	879,347.00	79,347.00
Long Term Facilities Maintenance		7,038,734.82	7,038,734.82		7,116,990.00	7,116,990.00	78,255.18
Building / Land Lease		1,830,331.00	1,830,331.00		1,927,981.00	1,927,981.00	97,650.00
Prior Years Adjustments		(2,965,925.23)	(2,965,925.23)		(2,041,867.69)	(2,041,867.69)	924,057.54
Sub Total	0.00	9,913,857.51	9,913,857.51	0.00	11,251,438.50	11,251,438.50	1,337,580.99
Total General	22,535,273.20	14,613,857.51	37,149,130.71	22,615,206.51	16,461,840.01	39,077,046.52	

Community Service Levies

	Pay 2022 RMV Information	Pay 2022 NTC Information	Total	Est. Pay 2023 RMV Information	Est. Pay 2023 NTC Information	Total	Potential Levy Change
COMMUNITY ED							
Basic Community Education		470,601.80	470,601.80		482,445.45	482,445.45	11,843.65
Early Child Family		315,236.33	315,236.33		339,331.45	339,331.45	24,095.12
Home Visiting		8,819.31	8,819.31		9,452.00	9,452.00	632.69
Adults w/ Disabilities		2,000.00	2,000.00		2,000.00	2,000.00	0.00
School Age Care		170,000.00	170,000.00		200,000.00	200,000.00	30,000.00
Prior Years Adjustments		27,791.84	27,791.84		23,974.91	23,974.91	(3,816.93)
Total Comm Service	0.00	994,449.28	994,449.28	0.00	1,057,203.81	1,057,203.81	62,754.53





Debt Service Levies

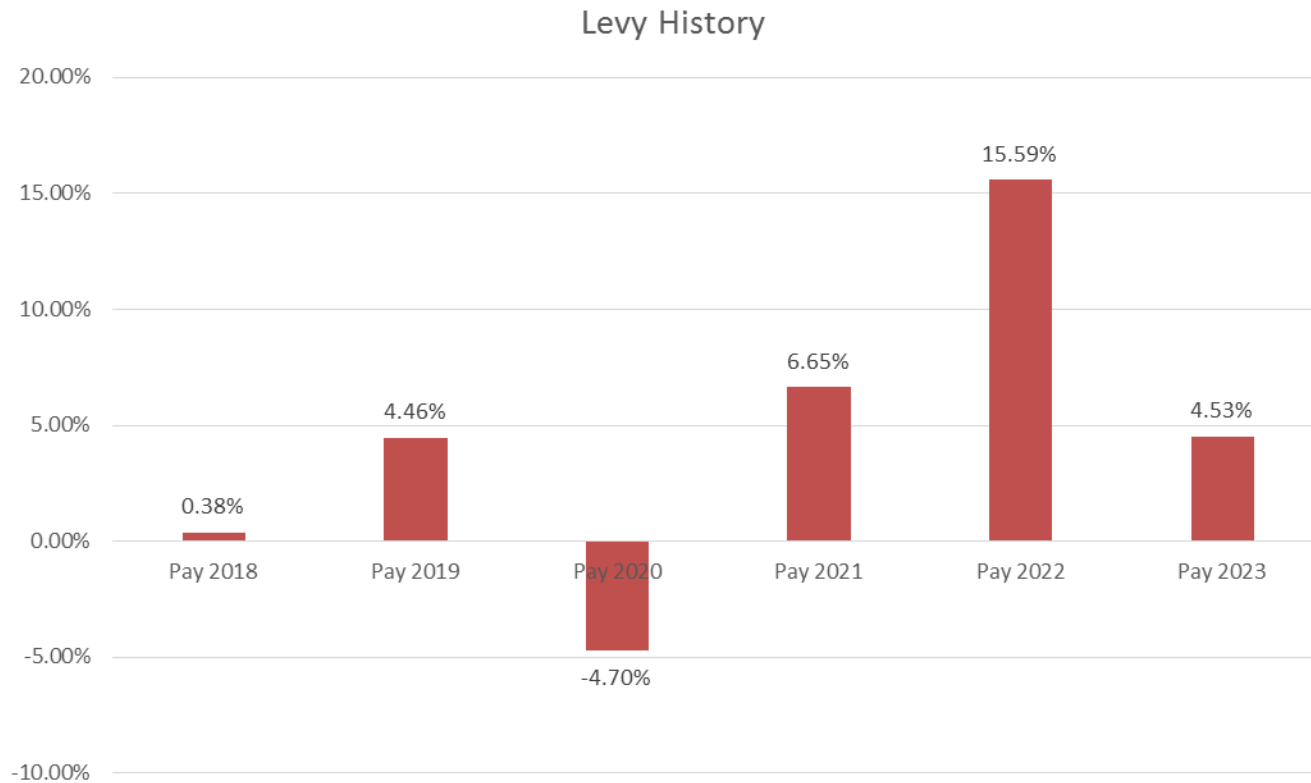
	Pay 2022 RMV Information	Pay 2022 NTC Information	Total	Est. Pay 2023 RMV Information	Est. Pay 2023 NTC Information	Total	Potential Levy Change
DEBT SERVICE							
Debt Service Voter-Approved		10,173,634.00	10,173,634.00		10,171,272.00	10,171,272.00	(2,362.00)
Debt Excess		(593,520.96)	(593,520.96)		(654,013.40)	(654,013.40)	(60,492.44)
Prior Years Adjustments		11,381.53	11,381.53		8,035.49	8,035.49	(3,346.04)
Sub Total	0.00	9,591,494.57	9,591,494.57	0.00	9,525,294.09	9,525,294.09	(66,200.48)
Debt Service Other		0.00	0.00		252,810.00	252,810.00	252,810.00
Debt Excess					(16,255.73)	(16,255.73)	(16,255.73)
Prior Years Adjustments		0.00	0.00		0.00	0.00	0.00
Sub Total	0.00	0.00	0.00	0.00	236,554.27	236,554.27	236,554.27
Total Debt Service	0.00	9,591,494.57	9,591,494.57	0.00	9,761,848.36	9,761,848.36	170,353.79

Totals

Levy Description of Categoricals	Pay 2022			Est. Pay 2023			Potential Levy Change
	RMV Information	Pay 2022 NTC Information	Total	RMV Information	Est. Pay 2023 NTC Information	Total	
General	22,535,273.20	14,613,857.51	37,149,130.71	22,615,206.51	16,461,840.01	39,077,046.52	1,927,915.81
Community Service	0.00	994,449.28	994,449.28	0.00	1,057,203.81	1,057,203.81	62,754.53
Debt Service	0.00	9,591,494.57	9,591,494.57	0.00	9,761,848.36	9,761,848.36	170,353.79
Total	22,535,273.20	25,199,801.36	<u>47,735,074.56</u>	22,615,206.51	27,280,892.18	<u>49,896,098.69</u>	2,161,024.13



Levy History



Estimated Impact on Property Values

Stillwater Area Public Schools No. 834

October 31, 2022

Preliminary Comparison of School District Taxes Payable in 2022 and 2023

		Actual Taxes Payable in 2022	Proposed Taxes Payable in 2023	Estimated Change in Annual Taxes	Estimated % Change
Type of Property	Estimated Market Value	Estimated Annual School District Property Taxes			
Residential Homestead	\$200,000	\$720	\$611	-\$109	-15.1%
	250,000	918	779	-139	-15.1%
	300,000	1,116	948	-168	-15.1%
	350,000	1,314	1,116	-198	-15.1%
	400,000	1,512	1,285	-227	-15.0%
	450,000	1,704	1,448	-256	-15.0%
	500,000	1,893	1,608	-285	-15.1%
	600,000	2,320	1,973	-347	-15.0%
	750,000	2,962	2,519	-443	-15.0%
	1,000,000	4,030	3,430	-600	-14.9%
Commercial/ Industrial *	\$250,000	\$992	\$824	-\$168	-16.9%
	500,000	2,078	1,727	-351	-16.9%
	1,000,000	4,250	3,532	-718	-16.9%
	2,000,000	8,594	7,143	-1,451	-16.9%
Apartments	\$250,000	\$1,068	\$911	-\$157	-14.7%
	500,000	2,137	1,822	-315	-14.7%
	1,000,000	4,274	3,643	-631	-14.8%
	2,000,000	8,548	7,287	-1,261	-14.8%

Key Assumptions:

1. Pay 2023 Referendum Market Value increased 21.3% and Net Tax Capacity value increased 23.7% as compared to final values for taxes payable in 2022, based on information provided by Washington County (and used in the calculations for Pay 2023 proposed tax statements).
 2. Assumes no change in the value of individual parcels of property from 2022 to 2023 taxes. If the value of a parcel increased, the change in taxes will vary from the amount shown above.
 3. Taxes payable in 2023 are based on latest estimates of the District's proposed levy, as of 10/13/2022.
- * For commercial-industrial property, the estimates above are for property in the City of Stillwater. The tax impact for commercial industrial property in other municipalities in the school district may be slightly different due to the varying impact of the Twin Cities Fiscal Disparities program.

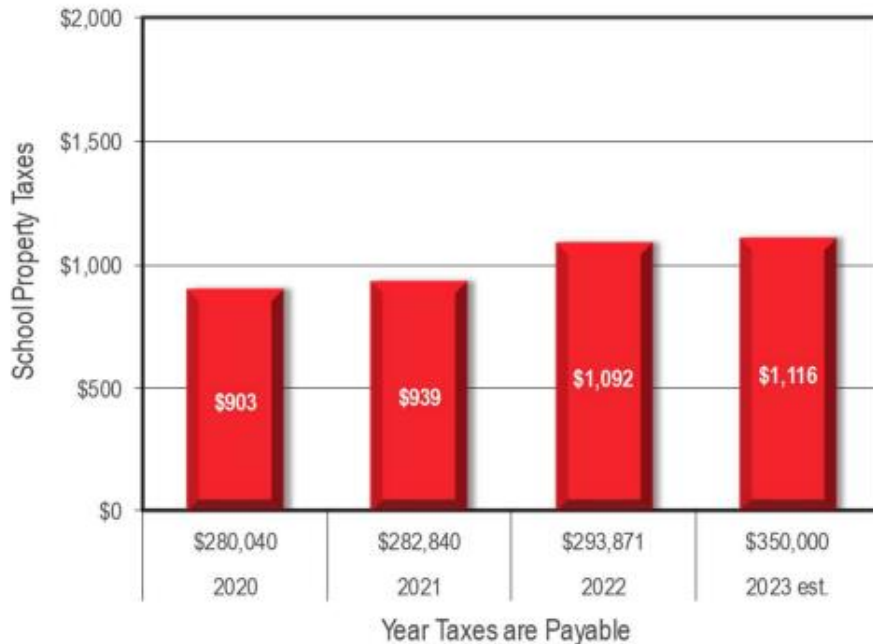
Estimated Impact on Property Values

Stillwater Area Public Schools

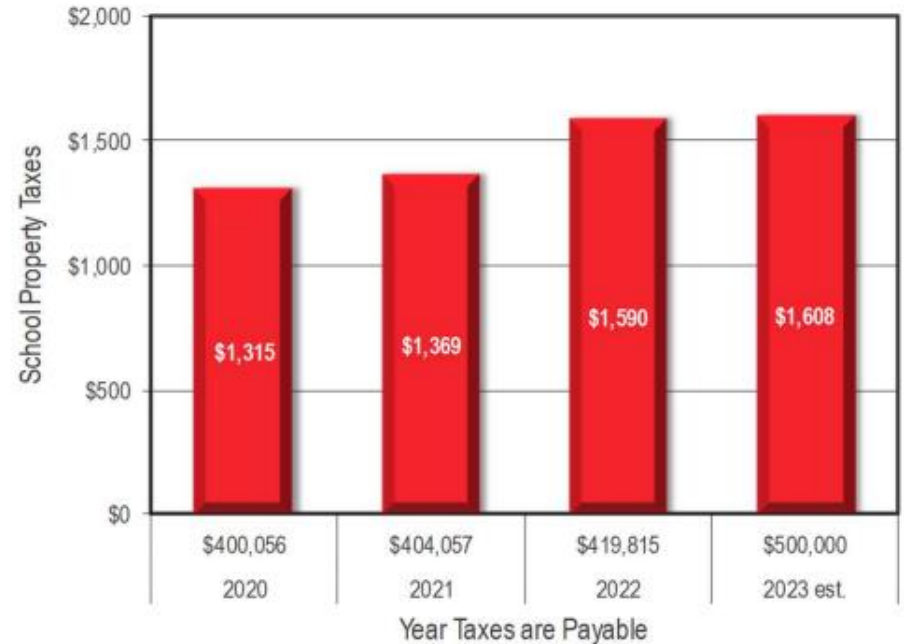
Estimated Changes in School Property Taxes, 2020 to 2023

Based on 25.0% Cumulative Changes in Property Value from 2020 to 2023 Taxes

Example 1: \$350,000* Residential Homestead Property



Example 2: \$500,000* Residential Homestead Property



* Estimated market value for taxes payable in 2023. Taxes are calculated based on changes in market value of 1.0% from 2020 to 2021 taxes, 3.9% from 2021 to 2022, and 19.1% from 2022 to 2023



Comments or
Questions?



We'll get you there.

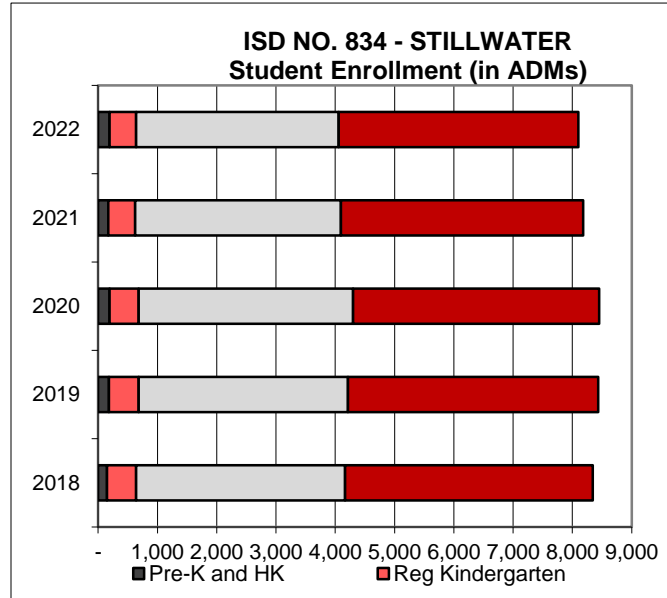
Executive Audit Summary for Stillwater Area Public Schools (ISD #834)

Presented by:
CliftonLarsonAllen
Michelle Hoffman, Principal
Lance Lauinger, Director

CPAs | CONSULTANTS | WEALTH ADVISORS

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Student Enrollment – in ADMs

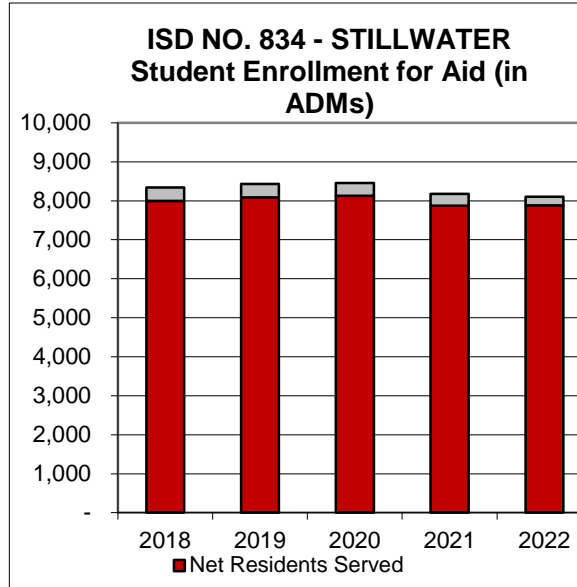


	2018	2019	2020	2021	2022
Pre-K and HK	146.66	178.37	193.80	171.94	191.43
Reg Kindergarten	493.72	506.73	487.48	450.98	449.13
Elementary	3,522.57	3,530.51	3,619.35	3,470.90	3,416.09
Secondary	4,179.34	4,217.63	4,150.19	4,086.91	4,045.18
Net ADM Served	<u>8,342.29</u>	<u>8,433.24</u>	<u>8,450.82</u>	<u>8,180.73</u>	<u>8,101.83</u>

Percent Change	-1.27%	1.09%	0.21%	-3.20%	-0.96%
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Student Enrollment – in ADMs

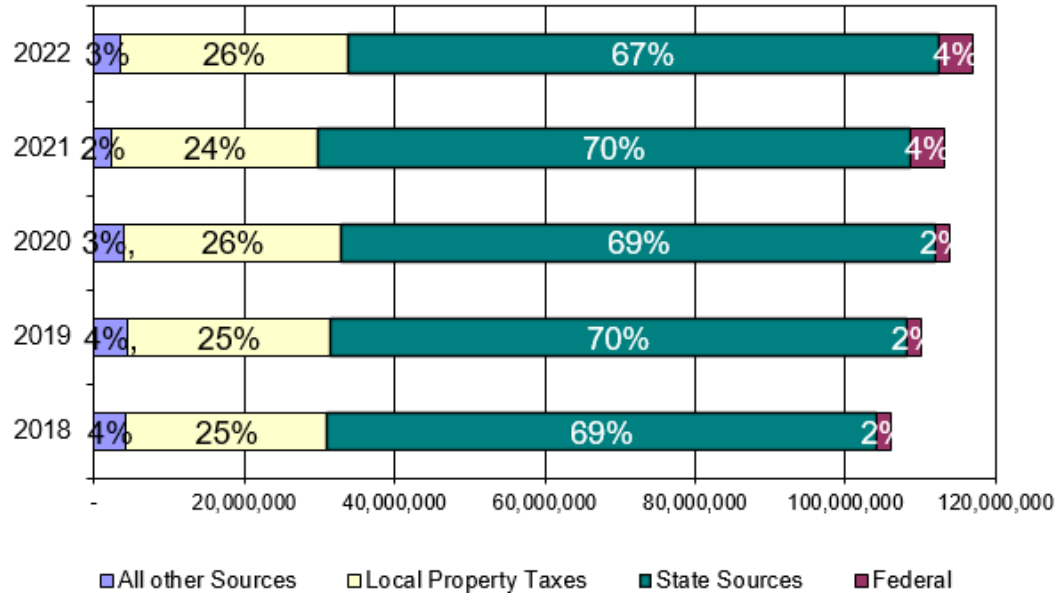


	2018	2019	2020	2021	2022
Total Residents	9,790.24	9,952.06	9,976.35	9,778.17	9,866.06
Open Enrollment Out*	(1,797.03)	(1,863.02)	(1,850.23)	(1,901.88)	(1,986.89)
Net Residents Served	7,993.21	8,089.04	8,126.12	7,876.29	7,879.17
Open Enrollment In	349.08	344.20	326.97	304.44	222.66
Net ADM Served	<u>8,342.29</u>	<u>8,433.24</u>	<u>8,453.09</u>	<u>8,180.73</u>	<u>8,101.83</u>
* including charter schools					
Net Pupil Units Served	<u>9,178.17</u>	<u>9,276.77</u>	<u>9,283.07</u>	<u>8,998.12</u>	<u>8,906.58</u>

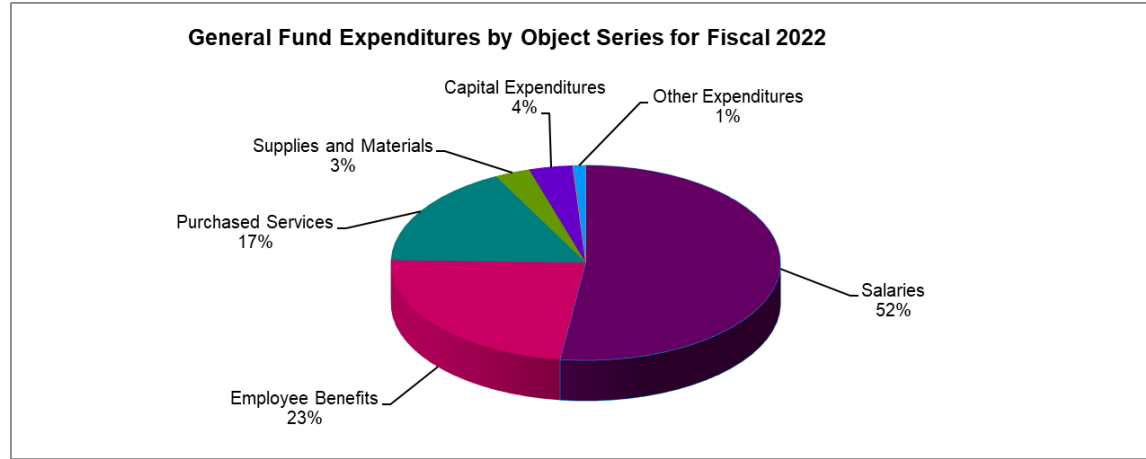


General Fund – Revenue Sources

ISD NO. 834 - STILLWATER
General Fund
Revenue Sources



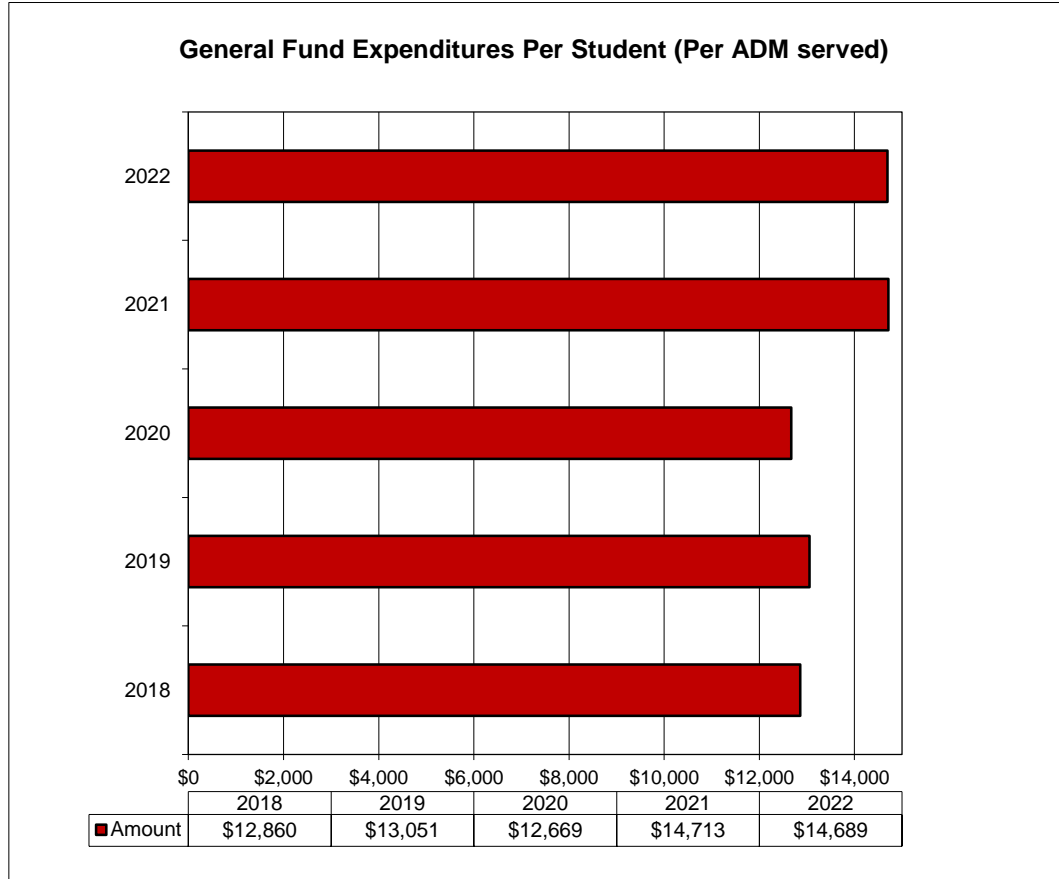
General Fund – Expenditures by Object



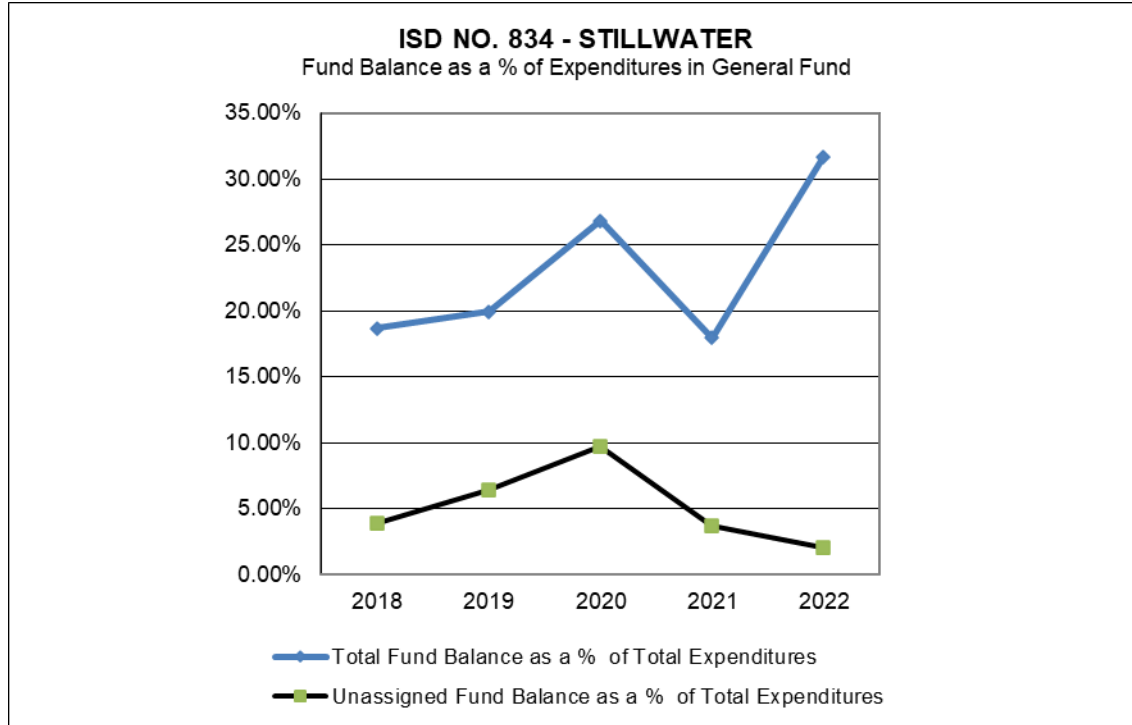
	2022		Over (Under)	%	2021	2020	Change
	Final Amended Budget	Actual			Actual	Actual	
	Salaries	\$ 58,759,999			\$ 61,964,972	\$ 3,204,973	
Employee Benefits	27,449,689	27,733,856	284,167	1.0%	27,990,587	25,027,422	2,706,434
Purchased Services	20,395,917	20,149,512	(246,405)	-1.2%	19,375,921	17,366,091	2,783,421
Supplies and Materials	3,605,768	3,508,235	(97,533)	-2.7%	5,669,761	3,424,780	83,455
Capital Expenditures	7,701,900	4,326,532	(3,375,368)	-43.8%	4,166,712	4,103,614	222,918
Other Expenditures	1,646,529	1,271,398	(375,131)	-22.8%	1,247,188	1,365,806	(94,408)
Total Expenditures	\$ 119,559,802	\$ 118,954,505	\$ (605,297)	-0.5%	\$ 120,366,394	\$ 107,091,815	\$ 11,862,690



General Fund – Expenditures Per ADM



Fund Balances of the General Fund



ISD NO. 834 - STILLWATER

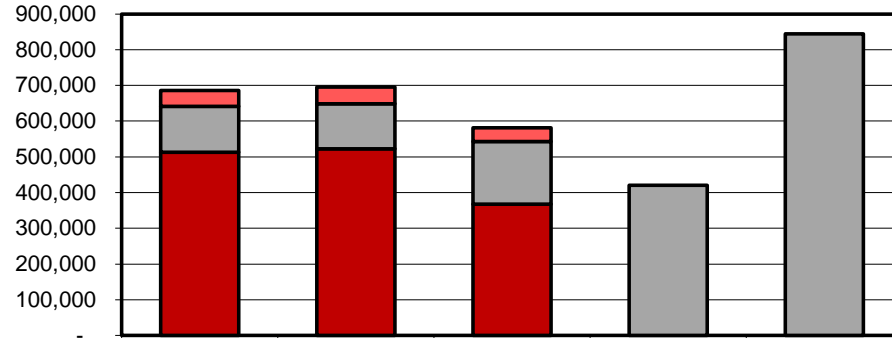
AUDITED FUND BALANCES THROUGH JUNE 30, 2022

FUND DESCRIPTION	6/30/21 AUDITED BALANCE	2021-22 AUDITED REVENUES	TRANSFERS INTO FUNDS	2021-22 AUDITED EXPENDITURES	TRANSFERS OUT OF FUNDS	6/30/22 AUDITED BALANCE
GENERAL FUND						
A. UNASSIGNED - OPERATING	\$ 4,426,645	\$ 98,788,173	\$ (2,105,873)	\$ 98,645,783	\$ -	\$ 2,463,162
As a percentage of current year operating expenditures	3.68%					2.07%
B. NONSPENDABLE FOR						
PREPAID ITEMS	\$ 59,842	\$ 148,874	\$ -	\$ 59,842	\$ -	\$ 148,874
C. RESTRICTED FOR						
LEARNING AND DEVELOPMENT	\$ -	\$ 1,702,832	\$ 508,149	\$ 2,210,981		\$ -
STUDENT ACTIVITIES	54,917	103,919		82,055		76,781
SCHOLARSHIPS	276,949	18,704		21,600		274,053
ACHIEVEMENT AND INTEGRATION	210,594	973,027		1,183,621		-
MEDICAL ASSISTANCE	248,552	310,832		251,244		308,140
GIFTED AND TALENTED	-	115,866	9,972	125,838		-
BASIC SKILLS	-	747,531	651,909	1,399,440		-
SAFE SCHOOLS	259,243	494,303		494,303		259,243
COOPERATIVE PROGRAMS	-	450,498	546,243	996,741		-
STAFF DEVELOPMENT	-	1,199,300	389,600	1,588,900		-
LTFM	6,703,982	7,309,623		5,752,281		8,261,324
OPERATING CAPITAL	6,478,031	4,664,055		4,011,000		7,131,086
TOTAL RESTRICTED	\$ 14,232,268	\$ 18,090,490	\$ 2,105,873	\$ 18,118,004	\$ -	\$ 16,310,627
D. COMMITTED FOR						
E. ASSIGNED FOR						
SEVERANCE BENEFITS	\$ 660,000	\$ 115,000		-		\$ 775,000
FACILITY USE IMPROVEMENTS	476,706	78,921		-		555,627
ALTERNATIVE COMPENSATION Q-COMP	210,966	1,399,685		1,602,144		8,507
SUBSEQUENT YEAR'S BUDGET	528,732	-		528,732		-
GRANTS	445,167	45,398		-		490,565
DONATIONS	523,740	118,302		-		642,042
TOTAL ASSIGNED	\$ 2,845,311	\$ 1,757,306	\$ -	\$ 2,130,876	\$ -	\$ 2,471,741
BUDGET		\$119,751,137		\$119,559,802		\$ 21,755,401
TOTAL GENERAL FUND	\$ 21,564,066	\$ 118,784,843	\$ -	\$ 118,954,505	\$ -	\$ 21,394,404
DIFFERENCE		(\$966,294)		(\$605,297)	\$ -	(\$360,997)
% VARIANCE		-0.81%		-0.51%		



Food Service Fund – Meals Served

MEALS SERVED TO STUDENTS

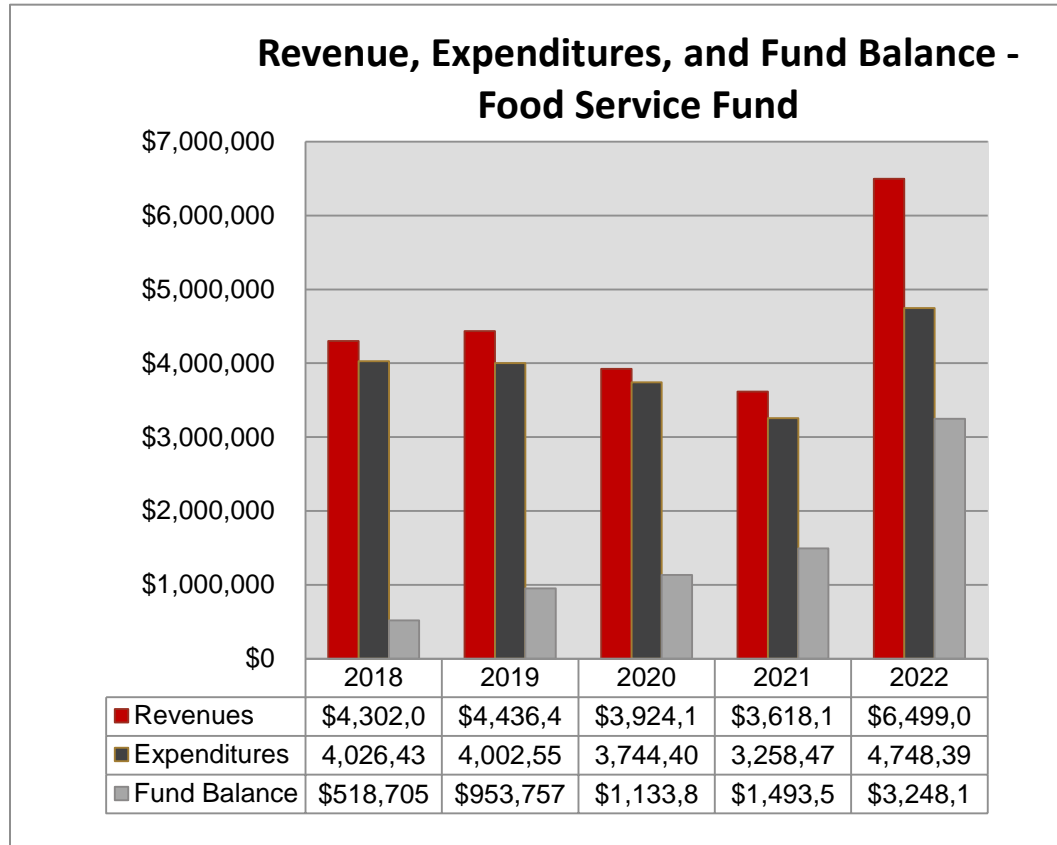


	2018	2019	2020	2021	2022
Reduced Meals	43,997	46,955	38,819	-	-
Free Meals	128,479	125,912	174,770	419,805	844,675
Full-Price Meals	513,140	523,012	367,661	-	-
Total meals served	685,616	695,879	581,250	419,805	844,675

■ Full-Price Meals
 ■ Free Meals
 ■ Reduced Meals

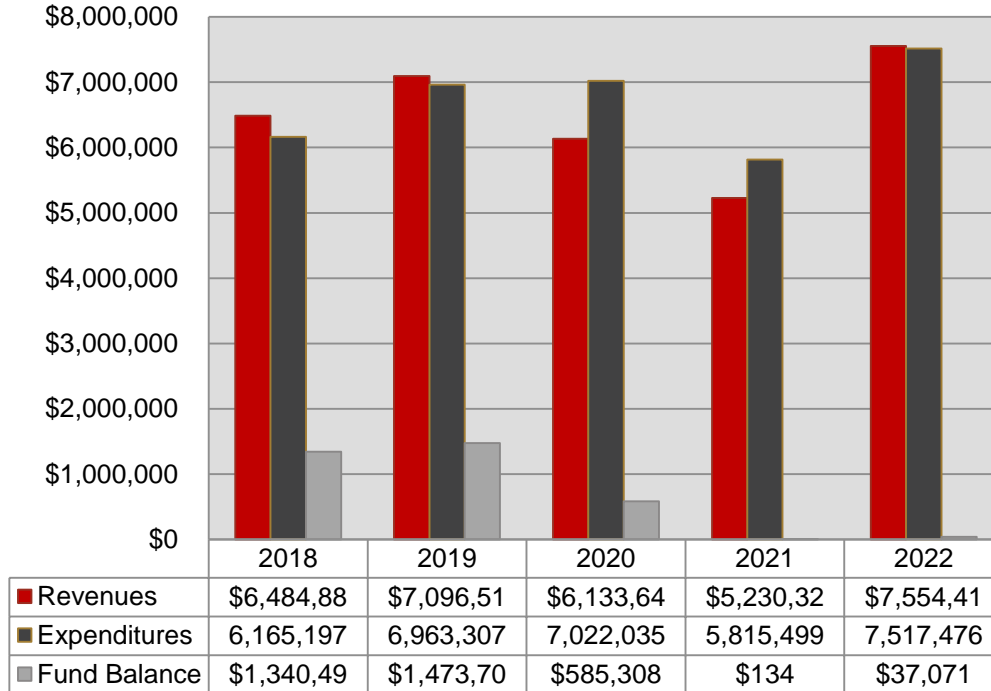


Food Service Fund – Operating Results



Community Service Fund – Operating Results

**Revenue, Expenditures, and Fund Balance -
Community Service Fund**



Audit Results Year Ended 6/30/22

- Audit Opinion – The financial statements are fairly stated. We issued what is known as a “clean” or unmodified audit report.
- Yellow Book Compliance Findings – No compliance issues were noted in our review of laws, regulations, contracts and grants that could have significant financial implications to the District.
- Internal Controls – One Material Weakness in internal controls related to the segregation of duties between the payroll and HR departments
- Single Audit – As part of the Single Audit we tested the District’s compliance with requirements of the Education Stabilization Fund, Special Education Program, and Child Nutrition Program. We reported two material weakness, both related to the Special Education and Child Nutrition programs.



Audit Results Year Ended 6/30/22

- MN Legal Compliance – No compliance findings reported with respect to Minnesota Statutes.
- New Accounting Standards – GASB 87, *Leases*
 - Resulted in the District recognizing long-term receivables and offsetting deferred inflows for all leases longer than one year in which the District is the lessor
 - Resulted in the District recognizing long-term liabilities and related capitalized assets for all leases longer than one year in which the District is the lessee
- No disagreements with management.



Questions and Feedback

- We welcome any questions pertaining to the audit, Governance Communication Letter, Internal Control Communication or other matters related to the engagement.
- We appreciate the opportunity to serve as the auditors for Stillwater Area Public Schools and welcome any feedback relative to our performance.



THANK YOU!

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Director

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2021–22 Combined World’s Best Workforce (WBWF) Summary and Achievement and Integration (A&I) Progress Report

Please use this template as an internal tool to gather information. Responses should be submitted electronically in the [Combined 2021–22 WBWF and A&I Annual Summary & Progress Report](#). You can copy your responses from this template into the electronic form.

District or Charter Name: Stillwater Area Public Schools

WBWF Contact: Caleb Drexler Booth

A&I Contact: Eric Anderson

Title: Director of Teaching & Learning

Title: Achievement & Integration Coordinator

Phone: 651-351-8317

Phone: 651-351-8389

Email: drexlerboothc@stillwaterschools.org

Email: andersone@stillwaterschools.org

Did you have a Minnesota Department of Education (MDE) approved A&I plan implemented in the 2020–21 school year (SY)?

Yes No

What year of your Achievement & Integration plan are you reporting on?

Year 3 (3-year plan spans 2020–22 SY)

Year 2 (3-year plan spans 2021–23 SY)

Did you have a Racially Identifiable School (RIS) in the 2021–22 SY?

Yes No

This report has three parts:

1. **WBWF:** Required for all districts/charters.
2. **A&I:** Required for districts that were implementing an MDE approved A&I plan during the 2020–21 SY. No charter schools should complete this section.
3. **Racially Identifiable School:** Required for districts that were implementing an MDE approved A&I plan for Racially Identifiable Schools during the 2020–21 SY. No charter schools should complete this section.

Please ensure the WBWF leadership and A&I leadership collaborate within your district when completing this report.

World's Best Workforce

Annual Report

WBWF Requirement: For each school year, the school board must publish a report in the local newspaper, by mail or by electronic means on the district website.

A&I Requirement: Districts must post a copy of their A&I plan, a preliminary analysis on goal progress, and related data on student achievement on their website 30 days prior to the annual public meeting.

Provide the direct website link to the district's WBWF annual report. If a link is not available, describe how the district disseminates the report to stakeholders: <https://www.stillwaterschools.org/our-district/strategic-plan>

Provide the direct website link to the A&I materials: <https://www.stillwaterschools.org/our-district/strategic-plan>

Annual Public Meeting

These annual public meetings were to be held in the fall of each school year. Report on this measure for the 2021–22 SY.

WBWF Requirement: School boards are to hold an annual public meeting to communicate plans for the upcoming school year based on a review of goals, outcomes and strategies from the previous year. Stakeholders should be meaningfully involved, and this meeting is to occur separately from a regularly scheduled school board meeting.

A&I Requirement: The public meeting for A&I is to be held at the same time as the WBWF annual public meeting.

Provide the date of the school board annual public meeting to review progress on the WBWF plan and Achievement and Integration plan for the 2020–21 SY: [December 8, 2022](#)

Goals and Results

All Students Ready for School

Does your district/charter enroll students in Kindergarten? If no, please skip to the next goal.

Goal	Result	Goal Status
<p>Provide the established SMART goal for the 2021–22 SY.</p> <p>All students are ready for school</p>	<p>Provide the result for the 2021–22 SY that directly ties back to the established goal.</p> <p>The Stillwater Area School District provided Early Childhood Screening to 662 children during the 2021-2022 school year.</p> <p>Data was collected on incoming Kindergarten students who attended preschool prior to the start of the school year, and of the 567 families that answered the question, 479 indicated that their child had attended a preschool (84%).</p> <p>71% of kindergarten students received a benchmark score at/above the national 40th percentile on the Fastbridge early reading composite.</p>	<p>Check one of the following:</p> <p><input checked="" type="checkbox"/> On Track (multi-year goal)</p> <p><input type="checkbox"/> Not On Track (multi-year goal)</p> <p><input type="checkbox"/> Goal Met (one-year goal)</p> <p><input type="checkbox"/> Goal Not Met (one-year goal)</p> <p><input type="checkbox"/> Met All (multiple goals)</p> <p><input type="checkbox"/> Met Some (multiple goals)</p> <p><input type="checkbox"/> Met None (multiple goals)</p>

Repeat table for additional school readiness goals as appropriate.

All Students in Third Grade Achieving Grade-Level Literacy

Goal	Result	Goal Status
<p>Provide the established SMART goal for the 2021–22 SY.</p> <p>All third grade students will meet grade level reading proficiency.</p>	<p>Provide the result for the 2021–22 SY that directly ties back to the established goal.</p> <p>51.5% of third grade students met proficiency expectations in spring of 2022. This was a reduction of 0.4% from 2021.</p> <p>% of K-2 Student Meeting Grade Level Proficiency:</p>	<p>Check one of the following:</p> <p><input checked="" type="checkbox"/> On Track (multi-year goal)</p> <p><input type="checkbox"/> Not On Track (multi-year goal)</p> <p><input type="checkbox"/> Goal Met (one-year goal)</p> <p><input type="checkbox"/> Goal Not Met (one-year goal)</p>

Goal	Result	Goal Status
	<ul style="list-style-type: none"> • K (earlyReading Composite) – 63%. This is a 5-year high, up from 46% last year. • 1st (earlyReading Composite) – 60%. This is on par with pre-pandemic levels, up from 48% last year. • 2nd (aReading) – 70%. Up from 65% last year. 	<input type="checkbox"/> Met All (multiple goals) <input type="checkbox"/> Met Some (multiple goals) <input type="checkbox"/> Met None (multiple goals)

Repeat table for additional third-grade literacy goals as appropriate.

Close the Achievement Gap(s) Between Student Groups

Goal	Result	Goal Status
<p>Provide the established SMART goal for the 2021–22 SY.</p> <p>Achievement gaps between student groups will close.</p>	<p>Provide the result for the 2021–22 SY that directly ties back to the established goal.</p> <p>Reading Gaps to White Cohort:</p> <ul style="list-style-type: none"> • Asian – increased to 13.6 • Black – increased to 23.0 • Latinx – increased to 28.7 • 2 or More – decreased to 3.7 <p>Math Gaps to White Cohort:</p> <ul style="list-style-type: none"> • Asian – increased to 9.6 • Black – increased to 31.3 • Latinx – decreased to 26.5 • 2 or More – increased to 13.1 <p>Science Gaps to White Cohort:</p> <ul style="list-style-type: none"> • Asian – decreased to 11.2 • Black – increased to 30.5 • Latinx – increased to 31.2 • 2 or More – decreased to 7.0 	<p><i>Check one of the following:</i></p> <input type="checkbox"/> On Track (multi-year goal) <input checked="" type="checkbox"/> Not On Track (multi-year goal) <input type="checkbox"/> Goal Met (one-year goal) <input type="checkbox"/> Goal Not Met (one-year goal) <input type="checkbox"/> Met All (multiple goals) <input type="checkbox"/> Met Some (multiple goals) <input type="checkbox"/> Met None (multiple goals)

Repeat table for additional achievement gap goals as appropriate.

All Students Career and College-Ready by Graduation

Goal	Result	Goal Status
Provide the established SMART goal for the 2021–22 SY. All students are career and college-ready by graduation.	Provide the result for the 2021–22 SY that directly ties back to the established goal. The average ACT in 2021-2022 was 24.1 71.5% of AP tests scored at a 3 or higher.	Check one of the following: <input checked="" type="checkbox"/> On Track (multi-year goal) <input type="checkbox"/> Not On Track (multi-year goal) <input type="checkbox"/> Goal Met (one-year goal) <input type="checkbox"/> Goal Not Met (one-year goal) <input type="checkbox"/> Met All (multiple goals) <input type="checkbox"/> Met Some (multiple goals) <input type="checkbox"/> Met None (multiple goals)

Repeat table for additional career and college readiness goals as appropriate.

All Students Graduate

Goal	Result	Goal Status
Provide the established SMART goal for the 2021–22 SY. All students will graduate.	Provide the result for the 2021–22 SY that directly ties back to the established goal. 91.1% of students from the class of 2021 graduated in four years. This is a decrease from the previous year of 93.5%. <ul style="list-style-type: none"> 94.9% at Stillwater High School. 42% at St. Croix Valley ALC 	Check one of the following: <input type="checkbox"/> On Track (multi-year goal) <input checked="" type="checkbox"/> Not On Track (multi-year goal) <input type="checkbox"/> Goal Met (one-year goal) <input type="checkbox"/> Goal Not Met (one-year goal) <input type="checkbox"/> Met All (multiple goals) <input type="checkbox"/> Met Some (multiple goals) <input type="checkbox"/> Met None (multiple goals)

Repeat table for additional graduation goals as necessary.

Complete the tables below if you are reporting on year 2 of your 3-year plan (July 1, 2020–June 30, 2023).

Achievement and Integration Goal 1

Goal Statement	Achievement, Integration, or Teacher Equity Goal?	Baseline	Actual Result (2021–22 SY)	On Track?
<p>Increase by 2% each year from 2021-2023 the number of Hispanic and Black students who demonstrate college readiness through the College Readiness Indicator composite score and who are enrolled in the AVID Elective:</p> <ul style="list-style-type: none"> • Baseline Data: 10th Grade PreACT Interpretive Guide Metric • Demonstrate college readiness through the college readiness benchmarks <p>15 Composite or Higher</p>	<p>Check one of the following:</p> <p><input checked="" type="checkbox"/> Achievement Goal</p> <p><input type="checkbox"/> Integration Goal</p> <p><input type="checkbox"/> Teacher Equity</p>	<p>All Students Taking the Pre-ACT: 2020-2021: 458</p> <ul style="list-style-type: none"> • Platinum: Score 25-35 (94) 20.5% • Gold: Score 20-24 (161) 35% • Silver: Score 15-19 (154) 33.5% • Bronze: Score 10-14 (49) 11% • Below Bronze: 1-9 (0) 0% <p>AVID Students Taking the Pre-Act 2020-2021</p> <ul style="list-style-type: none"> • Platinum: Score 25-35 = 0 • Gold: Score 20-24 = 6 • Silver: Score 15-19 = 10 • Bronze: Score 10-14 = 4 • Below Bronze: 1-9 = 0 	<p>All Students Taking the Pre-ACT: 2021-2022: 484</p> <ul style="list-style-type: none"> • Platinum:(47) 10% • Gold: (124) 26% • Silver: (206) 42.5% • Bronze: (104) 21.5% • Below Bronze: (3) 0% <p>AVID Students Taking the Pre-Act 2021-2022 (32 valid pre ACT scores)</p> <ul style="list-style-type: none"> • Platinum: 0 • Gold: 3 • Silver: 19 • Bronze: = 10 • Below Bronze: 0 <p>2021-2022 All 10th grade Pre ACT: (377)</p> <ul style="list-style-type: none"> • Average: 18.21 • 21-22 AVID student Pre ACT average: 15.5 • 21-22 Pre ACT by ethnicity: • Hispanic Subgroup Avg: 15 • Black Subgroup Avg: 15.1 	<p>Check one of the following:</p> <p><input checked="" type="checkbox"/> On Track</p> <p><input type="checkbox"/> Not on Track</p> <p><input type="checkbox"/> Goal Met</p>

Achievement and Integration Goal 2

Goal Statement	Achievement, Integration, or Teacher Equity Goal?	Baseline	Actual Result (2021-22 SY)	On Track?
<p>We will reduce the number of course failures for Hispanic and Black students by 2% annually from 2021-2023 at Stillwater Area High School</p> <p>Failure Rates: Percent of students failing 1 or more courses</p>	<p>Check one of the following:</p> <p><input checked="" type="checkbox"/> Achievement Goal</p> <p><input type="checkbox"/> Integration Goal</p> <p><input type="checkbox"/> Teacher Equity</p>	<p>Student Failure Rates 2020-2021</p> <p>Semester 1 Hispanic students (133)</p> <ul style="list-style-type: none"> • 35 course failures; failure rate 4.4% <p>Semester 2 Hispanic Students (132)</p> <ul style="list-style-type: none"> • 25 total failure rate 3.2% <p>Semester 1 Black students (189)</p> <ul style="list-style-type: none"> • 32 total course failures 2.8% <p>Semester 2 Black Students (188)</p> <ul style="list-style-type: none"> • 30 total course failures 2.7% 	<p>Student Failure Rates 2021-2022</p> <p>Semester 1 Hispanic students (169)</p> <ul style="list-style-type: none"> • 47 total course failures 4.6% <p>Semester 2 Hispanic Students (163)</p> <ul style="list-style-type: none"> • 74 total course failures 7.5% <p>Semester 1 Black students (186)</p> <ul style="list-style-type: none"> • 33 total course failures 3.0% <p>Semester 2 Black Students (190)</p> <p>52 total course failures 4.6%</p>	<p>Check one of the following:</p> <p><input type="checkbox"/> On Track</p> <p><input checked="" type="checkbox"/> Not on Track</p> <p><input type="checkbox"/> Goal Met</p>

Achievement and Integration Goal 3

Goal Statement	Achievement, Integration, or Teacher Equity Goal?	Baseline	Actual Result (2021-22 SY)	On Track?
<p>As measured by the Evaluative Dashboard (https://docs.google.com/document/d/1tVnJdH-ps2vZTB-E0nxIRResgXOGj0nJUEXZoAUr0Pc/edit?usp=sharing), we will increase by 5% each year from 2021-2023 the number of participating students who will indicate that they strongly agree or agree that the experiences with interactive cross-district programming increased their awareness and knowledge of cultures.</p>	<p>Check one of the following:</p> <p><input type="checkbox"/> Achievement Goal</p> <p><input checked="" type="checkbox"/> Integration Goal</p> <p><input type="checkbox"/> Teacher Equity</p>	<p>Summer 2020:</p> <ul style="list-style-type: none"> • Strongly Agree 83% • Agree 17% <p>Summer 2021:</p> <ul style="list-style-type: none"> • Strongly Agree 72% • Agree 28% 	<p>Summer 2022:</p> <ul style="list-style-type: none"> • Strongly Agree 90% • Agree 10% 	<p>Check one of the following:</p> <p><input checked="" type="checkbox"/> On Track</p> <p><input type="checkbox"/> Not on Track</p> <p><input type="checkbox"/> Goal Met</p>

Achievement and Integration Goal 4

Goal Statement	Achievement, Integration, or Teacher Equity Goal?	Baseline	Actual Result (2021-22 SY)	On Track?
<p>To create and retain a racially diverse teacher workforce so that students and their communities are reflected in their classrooms, we will increase the districts TOCAIT (Teachers of Color & American Indian Teachers) from 3.2% to 4.0% by 2023</p>	<p>Check one of the following: ___ Achievement Goal ___ Integration Goal <u>X</u> Teacher Equity</p>	<p>Data for FY 21 shows that 3.5% of our current teaching staff meet this criteria</p> <ul style="list-style-type: none"> • 574 teachers / 20 TOCAIT (Teachers of Color & American Indian Teachers) • 99.9 % of our teachers teach in their field • 82.5% (474) of our 574 teachers hold a Master’s Degree or higher • 99.9% of our teachers are deemed effective based on our TDEP (Teacher Development and Evaluation) results 	<p>Data for FY 22 shows that 3.7% of our current teaching staff meet this criteria</p> <ul style="list-style-type: none"> • 592 teachers / 22 TOCAIT (Teachers of Color & American Indian Teachers) • 99.9 % of our teachers teach in their field • 78% (462) of our 592 teachers hold a Master’s Degree or higher <p>99.9% of our teachers are deemed effective based on our TDEP (Teacher Development and Evaluation) results</p>	<p>Check one of the following: <u>X</u> On Track ___ Not on Track ___ Goal Met</p>

Please note: If you have more than three goals, copy and paste additional A&I Goal tables below.

Integration

Narrative is required. 200-word limit.

Please summarize the impact of the integration strategies you implemented with the A&I districts you partnered with during the 2021–22 SY. Also, consider ways that your A&I plan strategies have increased integration within your district.

AVID WICOR strategies were embedded into classrooms as well as the Instructional Coaching Playbook to support PD and schoolwide implementation. AVID also strengthened relationships by utilizing a comprehensive SEL framework.

BARR allowed staff to better build upon students’ strengths. The systems approach proactively addressed non-academic reasons why students fall behind and identified resources and next steps to thrive.

Huntington Learning Center improved reading skills through lessons finding main idea, facts, and details, and utilizing context to navigate complex academic language. Students transferred these skills across all core content areas.

Students participated in storytelling, podcast, film, and creative writing camps. These camps utilized the creative process to provide an arts experience for all students including traditionally underrepresented voices to remove barriers that keep absent narratives from being heard. Students reflected on their own cultural identity and how it creates a lens through which they view the world, and they explored intercultural competencies that facilitate lifelong learning.

High school students served alongside classroom teachers during Summer Success programming and participated in curriculum writing and PD. These student leaders also enrolled in a concurrent enrollment course titled An Introduction to the Teaching Profession for which they receive college credit from Century College.

Racially Identifiable Schools

If your district’s A&I plan includes goals and strategies for one or more racially identifiable schools, please complete this section of the report. This section is only required for districts with one or more racially identifiable schools.

Provide the information requested below for each of the racially identifiable schools in your district.

School Name:

Achievement and Integration RIS Goal 1

Goal Statement	Achievement, Integration, or Teacher Equity Goal?	Baseline	Actual Result (2021-22 SY)	On Track?
Copy the SMART goal statement from your plan implemented in the 2021–22 SY.	Check one of the following: <input type="checkbox"/> Achievement Goal <input type="checkbox"/> Integration Goal <input type="checkbox"/> Teacher Equity	Copy the baseline starting point from your plan implemented in the 2021–22 SY.	Provide the result for the 2021–22 SY that directly ties back to the established goal.	Check one of the following: <input type="checkbox"/> On Track <input type="checkbox"/> Not on Track <input type="checkbox"/> Goal Met

Achievement and Integration RIS Goal 2

Goal Statement	Achievement, Integration, or Teacher Equity Goal?	Baseline	Actual Result (2021-22 SY)	On Track?
Copy the SMART goal statement from your plan implemented in the 2021–22 SY.	Check one of the following: <input type="checkbox"/> Achievement Goal <input type="checkbox"/> Integration Goal <input type="checkbox"/> Teacher Equity	Copy the baseline starting point from your plan implemented in the 2021–22 SY.	Provide the result for the 2021–22 SY that directly ties back to the established goal.	Check one of the following: <input type="checkbox"/> On Track <input type="checkbox"/> Not on Track <input type="checkbox"/> Goal Met

Achievement and Integration RIS Goal 3

Goal Statement	Achievement, Integration, or Teacher Equity Goal?	Baseline	Actual Result (2021-22 SY)	On Track?
Copy the SMART goal statement from your plan implemented in the 2021–22 SY.	Check one of the following: <input type="checkbox"/> Achievement Goal <input type="checkbox"/> Integration Goal <input type="checkbox"/> Teacher Equity	Copy the baseline starting point from your plan implemented in the 2021–22 SY.	Provide the result for the 2021–22 SY that directly ties back to the established goal.	Check one of the following: <input type="checkbox"/> On Track <input type="checkbox"/> Not on Track <input type="checkbox"/> Goal Met

Please note: If you have more than three goals for this RIS, copy and paste additional A&I Goal tables below.



Amigos Unidos

Dual Language Immersion at the Middle School

Presented to the School Board - December 8, 2022

Expanding Amigos Unidos to Middle School

Objectives:

- Align services with Amigos Unidos (K-5) at Lake Elmo Elementary
- Integrate immersion students into middle school teams and electives
- Provide 1-2 language immersion experiences to students each day
- Incorporate immersion program into the middle school model (limit disruptions)



Middle School Immersion Course Offerings

Grade 6: Language Arts; Social Studies in Spanish

- Additional language immersion during daily Pony Time with immersion teacher
- Advisory with immersion teacher

Grade 7: Language Arts in Spanish

- Additional language immersion during daily Pony Time with immersion teacher

Grade 8: Language Arts in Spanish and possible

Advanced Spanish Elective

- Additional language immersion during daily Pony Time with immersion teacher

2023-2024

Projected Costs:

- 1 FTE & intern: = \$135,000 (salary/benefits)
- Curriculum development = \$30,000

Immersion teachers use open periods to:

- Coordinate immersion programming
- Provide intervention/academic support

Estimated Future Middle School Costs



Ongoing Costs: Staffing

- 2.2 Teacher FTE (by 2025-2026) = \$300,000
- Cultural Liaison/Office Staff = \$50,000
- Amity Interns = \$10,000

One-Time Costs: Curriculum Development

- Grade 6 Social Studies: \$5,000
- Grade 6-8 English Language Arts: \$75,000
- Pony Time: \$5,000
- Advanced Spanish Elective: \$12,000

Added Benefits to OMS

- Preserve middle school model
- Intervention periods taught by 6-8 English Language Arts and 6th grade Social Studies teachers (or smaller class sizes in 6-8 English Language Arts)
- Increased support for Spanish speaking families



Supporting K-8 Immersion

Future Considerations:

- Provide district-wide transportation
- Offer additional sections in elementary program
- Identify program space/location
- Provide dedicated administrative and cultural liaison support





Questions
