



A – Request decision – closure required
B – Update/status report
C – Discussion and input – final decision at a subsequent meeting

School Board Work Session
Monday, April 8, 2024
AGENDA

1. **Call to Order (1 minute)**
2. **Approve Board Agenda (1 minute) - A**
3. **Consent Agenda (5 minutes)**
 - 3.A. Minutes from March 25 School Board meeting - A
Jeff Simon, Board Clerk

Appendix A 3
 - 3.B. Retirements, Resignations, Terminations, Layoffs and Recalls, Leaves & Modified Leaves of Absence, Appointments - A
Matt Brain, Director Employee Services

Appendix B 19
 - 3.C. Award Rescind Bid #24019B MSFBG Food & Non-Food Items - A
Tiffany Audette, Director of Purchasing

Appendix C 23
 - 3.D. Immunization Exclusions as required by Statute 121a.15 - A
Cindy Hiltz, Asst. Director of Student Services, Health Services
4. **Work Session (160 minutes)**
 - Board Work Session Presentation 24
 - 4.A. **Read Act Update (60 minutes) - B**
Dr. Mary Wolverton, Associate Superintendent; Becky Brodeur, Associate Superintendent; Dr. Josh Delich, Associate Superintendent; Ann Sangster, Director of Elem. Curriculum; & Dr. Nichole Rens, Director of Sec. Curriculum

Appendix D 65
 - 4.B. **2023-24 Strategic Priorities (45 minutes) - B**
Cory McIntyre, Superintendent; Cabinet Members

Appendix E 77
 - 4.C. **2024-25 Strategic Priorities (20 minutes) - B**
Cory McIntyre, Superintendent; Cabinet Members

Appendix F 78
 - 4.D. **Facilities Update (15 minutes) - B**
Greg Cole, Chief Operations Officer

Appendix G	81
4.E. 2024 Property, Liability, and Cyber Insurance Renewal Proposal (10 minutes) - B Greg Cole, Chief Operations Officer	
Appendix H	89
4.F. Board One Year Calendar (10 minutes) - B Cory McIntyre, Superintendent	
Appendix I	91
5. Board Correspondence & Communication	
6. Executive Session (15 minutes)	
6.A. Labor Negotiations (15 minutes) Dr. Jennifer Cherry, Executive Director of Human Resources	
7. Adjourn	

**MINUTES OF MEETING
SCHOOL BOARD OF INDEPENDENT SCHOOL DISTRICT NO. 11
(Anoka-Hennepin School District)
STATE OF MINNESOTA**

The School Board of Anoka-Hennepin Independent School District No. 11 held a meeting on **Monday, March 25, 2024**, at Sandburg Education Center, Anoka, Minnesota.

Co-Chair Zach Arco called the meeting to order and led the **pledge of allegiance**.

The following members were present: Zach Arco, Matt Audette, Kacy Deschene, Linda Hoekman, Dr. Michelle Langenfeld and Jeff Simon.

Co-Chair Kacy Deschene motioned to approve the Board Agenda as presented. Jeff Simon seconded. Motion passed.

CONSENT AGENDA

Matt Audette moved and Michelle Langenfeld seconded the motion to approve the following **consent agenda** items:

a. Minutes from the March 4, 2024, School Board work session.

b. Personnel items as follows:

RETIREMENTS

Name	Current or Most Recent Position	Last Date Employed
Jay Grabowska	Rum River Elementary, B/G Building Supervisor	08/15/2024
Neoma Haugan	Jackson Middle, Child Nutrition Assistant PT	06/06/2024
Cynthia Hiltz	ESC, AsstDir StuServ HealthServices	08/18/2024
Marina Hrab	Jackson Middle, Child Nutrition Assistant FT	06/06/2024
Sandra Johnson	ESC, Educ Office Prof	06/28/2024
Denise Olson	Ramsey, ParaEducator Spec Ed Cntr Base	06/06/2024
Therese Richards	ESC, Communications Tech Asst	06/03/2024
Maria Roberts	Coon Rapids High, Educ Office Prof	06/14/2024

RESIGNATIONS, TERMINATIONS

Full Name (FL)	Current or Most Recent Position	Last Date Employed
Kimberly Davis	University Avenue, Asst Principal Elem 10 Month	06/30/2024
Leah Fread	Dayton, Teacher Grade 1	06/07/2024
Erin Hart	Sand Creek, Teacher Speech Clinician	06/07/2024
Diane Hasner	CED - ABE - Blaine, ABE Teacher-Full Time Benefits	03/15/2024
Jeffrey Hedlund	Champlin Park High, Teacher Social Studies	06/30/2024
Tiffany Johnson	Leave Of Absence, ParaEducator Spec Ed Cntr Base	03/30/2024
Rachel Jorgensen	Anoka High, Teacher Work Exp Handicapped	03/18/2024
Nicole Kronzer	Champlin Park High, Teacher English	06/07/2024
Rene Martinez	Andover High, Teacher American Sign Language	06/07/2024
Callie Neumann	ESC, Asst Director Child Nutrition	04/05/2024
Brittany Ridout	Oak View Middle, Teacher Special Educ Lead	06/30/2024
Kathryn Shinn	Blaine High, Teacher English	06/07/2024
Bruce Swanson	Anoka High, B/G Custodian	03/11/2024
Joanne Taylor	McKinley, ParaEducator Special Education	02/22/2024
Jeffrey Wall	Anoka High, Teacher Phys Ed Secondar	06/07/2024

LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
Nathaniel Albrecht	Northdale Middle, Teacher Phys Ed Secondar	03/19/2024	04/12/2024
Amanda Anderson	Oak View Middle, ParaEducator Secondary	02/14/2024	03/29/2024
Adolphus Bates	Andover DC-Bridges, ParaEducator Spec Ed Cntr Base	03/22/2024	04/22/2024
Taylor Becker	ChamplinBrklynPk Academy, Teacher Grade K	03/18/2024	06/07/2024
David Bestul	Blaine High, Teacher Social Studies	03/26/2024	04/02/2024
Jennifer Bowman	Coon Rapids Middle, Teacher Science	03/05/2024	04/17/2024
Michael Bown	Hamilton, B/G Building Supervisor	03/18/2024	06/07/2024
Michael Bown	Hamilton, B/G Building Supervisor	02/28/2024	03/05/2024
Kathryn Bussey	ESC, Teacher SA-Tech Facilitator	02/01/2024	03/08/2024
Janet Cullen	Northdale Middle, ParaEducator Spec Ed Cntr Base	02/28/2024	04/05/2024
Emily Dittel	Brookside, Teacher ASD (AutismSpectrum)	03/04/2024	05/10/2024
Nicole Gross	Monroe, Teacher Academic Support	01/10/2024	06/07/2024
Maureen Haley	ESC - Transportation, ParaEducator Bus	02/08/2024	03/05/2024
Kristin Hovdet	Jackson Middle, Teacher Math	03/18/2024	06/07/2024
Gina Jaring	Crooked Lake, Child Nutrition Assistant PT	03/04/2024	04/02/2024
Sara Johansen Dexter	ESC-Special Ed, Educ Office Prof Data Mgmt	03/18/2024	04/08/2024
Jessica Johnson	Johnsville, Teacher SLD	03/20/2024	06/07/2024
Madeline Knutson	ChamplinBrklynPk Academy, Teacher Grade 3	03/18/2024	05/17/2024
Amy Lindh	Riverview ECC, Preschool Inst-Full Time Bene	03/25/2024	06/20/2024
Robert Miller	Coon Rapids High, Teacher Industrial Tech	02/29/2024	03/27/2024
Jessica Mills	Champlin Park High, Teacher Science	03/18/2024	06/07/2024
Karan Murphy	Champlin Park High, ParaEducator Spec Ed Cntr Base	02/29/2024	03/22/2024
Ryan Nesvold	Andover High, Teacher ABS (AcadBehav)	04/29/2024	05/03/2024
Katarzyna Niles	Blaine High, Teacher ABS (AcadBehav)	04/30/2024	06/07/2024
Asia Paulus	Northdale Middle, Teacher Grade 6	03/18/2024	05/24/2024
Mary Protas	Coon Rapids Middle, Educ Office Prof	03/05/2024	03/25/2024
Meghan Schneider	Johnsville, Teacher Grade 3	07/01/2024	06/30/2025
Crystal Scott	S.T.E.P., Teacher Career-Technical	12/04/2023	12/22/2023
Crystal Scott	S.T.E.P., Teacher Career-Technical	02/05/2024	02/14/2024
Joshua Stevens	Ramsey, ParaEducator Elem BehavRm	03/06/2024	03/21/2024
Alyssa Wiczek	Evergreen Park, Teacher SA-Coach Literacy Spec	03/01/2024	05/31/2024
Marni Williams	Wilson, ParaEducator Spec Ed Cntr Base	02/26/2024	03/08/2024
Dziyana Yarmolik	Andover, Teacher ESL	03/18/2024	04/23/2024

MODIFIED LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
Thomas Ament	Roosevelt Middle, B/G Custodian	01/29/2024	03/25/2024
Tracy Burman	Andover DC-Bridges, Para Health	02/23/2024	03/19/2024
Robert Cich	ESC, B/G Driver	08/19/2022	05/01/2024

MODIFIED LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
Lisa Ann-Caverl Duhamel	Hoover, ParaEducator Special Education	02/05/2024	03/18/2024
Linda Groebner	Roosevelt Middle, Asst Principal Middle School	12/27/2023	05/01/2024
Laurie Hale	Hoover, Teacher E/BD	01/17/2024	06/07/2024
Diane Hasner	CED - ABE - Blaine, ABE Teacher-Full Time Benefits	10/27/2023	03/15/2024
Susan Huemann	Dayton, Teacher Music Elementary	02/07/2024	04/18/2024
Angela Koos	Blaine High, Child Nutrition Site Supv	02/20/2024	03/18/2024
Sherrill Martens	Crooked Lake, ParaEducator Special Education	02/05/2024	05/03/2024
Chris Mertesdorf	ESC, B/G Maintenance Spec Maint	10/13/2023	04/08/2024
Debra Nelson	Coon Rapids High, ParaEducator Spec Ed Cntr Base	09/25/2023	03/25/2024
Lori Onstad	ChamplinBrklynPk Academy, Preschool Inst-Pro Rated Bene	02/09/2024	04/05/2024
Sean Peterson	ESC, B/G Grounds	01/25/2024	04/17/2024
Salvador Rodriguez	Evergreen Park, B/G Custodian	11/27/2023	03/04/2024
Kimberly Simshauser	Verndale, Teacher Blind or Visually Imp	02/05/2024	03/08/2024
Jacob Southmayd	Dayton, Teacher ASD (AutismSpectrum)	02/12/2024	06/07/2024
Joanne Taylor	McKinley, ParaEducator Special Education	09/13/2023	02/22/2024
Becky Thronson	Oak View Middle, Teacher English	08/28/2023	05/24/2024
Tori Volk	Lincoln, ParaEducator Spec Ed Cntr Base	12/02/2022	12/02/2024

SABBATICALS

Full Name	Current or Most Recent Position	LOA Start	LOA End Date
Morley, Anna C	Blaine High, Teacher Math	07/01/2024	06/30/2025
Wisniak, Melissa D	Andover, Teacher K5 Core Inst Support	07/01/2024	06/30/2025

APPOINTMENTS

20240325

1

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Elementary					
Kelsey Bryngelson	ChamplinBrklynPk Academy, Teacher Grade 1 LTS	02/20/2024	Bachelors/1	0.2888	\$13,844
Barbara Fenton	ChamplinBrklynPk Academy, Teacher Grade K LTS	03/19/2024	Masters+60/1	0.3102	\$19,259

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Secondary					
Jenna Adams	Anoka High, Tier 1 Teacher English LTS	02/23/2024	Bachelors+30/3	0.3797	\$19,841
Dylan Chiabotti	Coon Rapids High, Teacher Science LTS	01/16/2024	Bachelors/1	0.4866	\$23,330
Angela Lyman	S.T.E.P., TIER I-Career and Technical	08/28/2023	Bachelors/14	0.6578	\$44,647
Christopher Schiferli	Anoka Middle - WA, Teacher Grade 6	02/01/2024	Bachelors+15/5	0.4652	\$24,457
Jill Waskosky	Northdale Middle, Teacher Grade 6 LTS	03/18/2024	Masters+30/24	0.2727	\$24,079

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Special Education					
Billie Bishop	Brookside, TIER I-ASD (Autism Spectrum)	03/04/2024	Masters/1	0.2406	\$13,462
Kathryn A Deprez	Coon Rapids High, Teacher Social Worker	03/21/2024	Bachelors/9	0.3048	\$18,335
Nancy Hofschulte	ChamplinBrklynPk Academy, Teacher MMH	02/21/2024	Bachelors/20	0.1925	\$13,751
Cynthia Lavall	Hamilton, Teacher ABS (AcadBehav) LTS	01/31/2024	Bachelors/1	0.2406	\$10,852
Mary Karen Noreen	Sorteberg ECC, Teacher EC/SE	01/31/2024	Masters/24	0.1313	\$11,051
Shawn Rodbourne	Blaine ECC, TIER I-Teacher EC/SE	02/29/2024	Bachelors/1	0.3529	\$16,920
Patricia Stay	Andover, TIER I-ABS (AcadBehav) - LTS	02/22/2024	Bachelors/1	0.1551	\$7,435
Mai Lee Yang	Monroe, Teacher ESL	03/21/2024	Bachelors/1	0.2995	\$14,357

Name	Current or Most Recent Position	Effective Date	Days	Salary
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Administrative

This section returned no records

c. Cash Disbursements Report

Fund No.	Description	Amount
	Checks	\$ 4,411,640.53
01	General	4,130,446.51
02	Food Service	89,238.74
04	Community Service	109,865.13
06	Building Construction	81,145.23
07	Bond & Interest K-12	-
20	Health-Self Insurance	944.92
21	Dental-Self Insurance	-
22	Work. Comp.-Self Insurance	-
47	OPEB Debt Service	-
	Electronic Payments	\$ 22,164,801.74
01	General	14,951,910.54
02	Food Service	310,242.60
04	Community Service	586,302.29
06	Building Construction	-
07	Bond & Interest K-12	-
20	Health-Self Insurance	5,901,635.22

21	Dental-Self Insurance	321,868.50
22	Work. Comp.-Self Insurance	92,842.59
47	OPEB Debt Service	-
	ACH Payments	\$ 6,542,642.51
01	General	4,732,411.69
02	Food Service	1,259,543.46
04	Community Service	69,460.28
06	Building Construction	307,498.23
07	Bond & Interest K-12	-
20	Health-Self Insurance	161,385.87
22	Work. Comp.-Self Insurance	12,342.98
	P-Card	\$ 110,207.86
01	General	90,419.79
02	Food Service	1,899.54
04	Community Service	13,507.46
06	Building Construction	-
20	Health-Self Insurance	4,381.07
	TOTAL DISTRICT	\$ 33,229,292.64

d. Cash Balance Report

**ANOKA HENNEPIN DISTRICT NO. 11
MONTHLY CASH BALANCES - FY24**

	GENERAL 01-101	FOOD SERVICE 02-101	COMMUNITY SERVICE 04-101	BUILDING CONSTRUCTION 06-101 ¹	DEBT SERVICE 07-101	EMP BENE HEALTH 20-101	EMP BENE DENTAL 21-101	EMP BENE WORK COMP 22-101	OPEB DEBT SERVICE 47-101	TOTAL CASH	CASH INVESTMENTS	BUILDING CONSTRUCTION INVESTMENT	SCHOLARSHIP INVESTMENT	TOTAL ALL BALANCES	FY23 Total All Balances (1 year ago comparison)
07/01/23	167,625,306	9,661,551	12,168,757	(2,844,745)	9,201,166	24,002,428	3,225,038	2,287,027	1,304,644	226,631,172	10,000,000	16,854,844	712,365	254,198,381	273,086,188
07/31/23	137,645,718	9,351,636	11,562,339	(619,251)	6,724,711	17,724,437	2,897,721	2,104,797	1,381,049	188,773,157	10,000,000	13,071,820	688,427	212,533,404	241,851,628
08/31/23	168,372,920	9,385,665	11,533,868	(2,681,823)	6,325,755	14,225,288	2,294,219	2,066,908	1,358,476	212,881,277	10,000,000	13,124,816	509,804	236,515,897	271,684,755
09/30/23	185,170,574	8,882,238	13,083,758	(4,131,880)	6,329,633	14,920,089	2,548,666	2,067,015	1,358,523	230,228,616	10,000,000	13,131,309	464,430	253,824,355	276,894,445
10/31/23	184,238,524	8,296,287	12,969,484	(7,425,653)	9,023,567	17,058,314	2,435,497	2,094,463	1,748,359	230,438,843	10,000,000	13,131,309	446,296	254,016,449	275,084,581
11/30/23	164,478,148	10,589,218	13,327,202	(7,902,901)	11,970,274	20,202,785	2,693,195	2,013,482	2,174,822	219,546,225	10,000,000	13,196,500	429,633	243,172,357	257,537,703
12/31/23	161,912,058	11,108,168	13,971,533	(73,950)	13,038,557	22,773,895	2,978,750	2,002,416	2,328,601	230,040,028	0	5,348,208	408,720	235,796,957	252,577,026
01/31/24	162,017,498	11,260,191	13,564,667	(150,818)	3,699,494	24,468,681	2,837,702	1,644,399	522,283	219,864,096	0	5,373,138	438,147	225,675,381	234,692,903
02/28/24	179,211,191	11,007,575	12,553,732	(130,841)	3,699,494	25,203,732	2,997,432	1,539,213	522,283	236,603,810	0	4,982,259	480,389	242,066,458	235,614,483
03/31/24										0				0	
04/30/24										0				0	
05/31/24										0				0	
06/30/24										0				0	

¹ Building Construction Fund is negative because funds are transferred from the Building Construction investment account on a reimbursement basis.

e. Donations & Scholarship Report.

DATE	DONOR	DONEE	PURPOSE	TYPE	AMOUNT
02/12/24	AGHS Hockey Booster Club	Andover HS	Coach bus for girls hockey program use	General	1,925.00
02/26/24	American Online Giving Foundation	Dayton Elem	School/Student supplies & materials	General	48.55
02/26/24	American Online Giving Foundation	Madison Elem	Student Support	General	19.44
02/26/24	American Online Giving Foundation	Hamilton Elem	General Supplies	General	87.48
02/26/24	Andover Football Association	Andover HS	Benches for Husky Stadium	General	6,000.00
02/20/24	Andover HS Swimming&Diving Boosters	Andover HS	Coach bus	General	3,236.55
02/12/24	BHS Girls Hockey Boosters	Blaine HS	Cover bussing for Duluth game	General	1,575.00
02/20/24	Blaine Band Boosters	BHS	Marching Bank Uniforms	General	16,967.38
02/26/24	Blaine Basketball Volunteers	Blaine HS	Contribution for shot clock table for fieldhouse	General	1,300.00
02/26/24	Blaine Basketball Volunteers	Blaine HS	Contribution for shot clock table for fieldhouse	General	2,000.00
02/12/24	Blaine High School Gymnastics Team	Blaine HS	Bus cost for Moorhead trip	General	2,917.00
02/12/24	Blaine Swimming & Diving Boosters	Blaine HS	Towards purchase of a new scoreboard NMS Pool	General	2,345.83
02/12/24	CAF America, C/O Cyber Grants LLC	Jackson MS	Student Materials	General	12.00
02/20/24	Champlin Dayton Athletic Association	Champlin Park HS	Indian Ed Speaker for Eng class	General	700.00
02/20/24	Champlin Park Baseball Association	Champlin Park HS	Indian Ed Speaker for Eng class	General	700.00
02/12/24	Charities Aid Foundation America C/O CyberGrants LLC	Blaine HS	ASL Club	General	66.00
02/12/24	Charities Aid Foundation America	Eisenhower Elem	Student Incentives	General	10.00
02/12/24	Charities Aid Foundation America	Rum River Elem	Student/General Supplies	General	10.00
02/12/24	Charities Aid Foundation America	Anoka MS	Non instructional supplies	General	20.00

02/20/24	Charities Aid Foundation America	Andover Elem	Classroom Supplies	General	20.00
02/20/24	Charities Aid Foundation America	BHS	General Supplies	General	40.00
02/26/24	Coon Rapids Lions Club	CRHS	Leo Club activities and events for students	General	1,700.00
02/26/24	Coon Rapids Lions Club	CRHS	Youth Frontier Conference Costs	General	500.00
02/20/24	Coon Rapids Swim & Dive Boosters	CRHS	Northdale Pool Scoreboard	General	4,345.83
02/20/24	Coon Rapids Swim & Dive Boosters	CRHS	Forgo Bus	General	2,400.00
02/12/24	Crooked Lake PTO	Crooked Lake Elem	4th grade kindness retreat	General	1,655.68
02/12/24	Crooked PTO	Crooked Lake Elem	5th grade Long Lake field trip	General	1,862.00
02/12/24	Dayton Elementary PTO	Dayton Elem	5th Grade field trip	General	200.00
02/12/24	ECFE/Preschool Parent Advisory Council	AH ECFE Program	Curriculum materials for each ECFE site	General	1,509.00
02/12/24	ECFE/Preschool Parent Advisory Council	AH Preschool	Curriculum Materials for each preschool classroom	General	6,335.00
02/26/24	Edward B Cutter Post No. 102, INC	Anoka MS	Arts for Youth	General	100.00
02/26/24	First	Andover HS	Materials for Robotics Program	General	1,000.00
02/26/24	Fraisa USA, INC	Andover HS	Materials for the Robotics Program	General	500.00
02/20/24	Front Stream SPV LLC	BHS	General Supplies-Front Stream SPV LLC	General	96.00
02/12/24	Jane E Korpella	STEP Automotive	Classroom instruction/Car maintenance	General	266.54
02/12/24	Kopp Family Foundation	STEP	Students in need, school supplies, testing fees	General	500.00
02/26/24	Madison PTO	Madison Elem	Gr 1 transportation to Como	General	474.00
02/26/24	Madison PTO	Madison Elem	VSC Sponsor Payment	General	6,480.00
02/20/24	MN School Social Workers Assoc	ISD#11	SEL Resources for Secondary Students	General	500.00
02/20/24	Oxbow Creek PTO	Oxbow Creek Elem	Chromebook Purchase	General	15,570.00
02/12/24	The Blackbaud Giving Fund	Champlin Park HS	Student Recognition	General	108.00
02/12/24	The Blackbaud Giving Fund	CBPA	Supplies for School	General	250.00
02/12/24	The Blackbaud Giving Fund	CBPA	Supplies for School	General	20.00
02/12/24	The Blackbaud Giving Fund by its agent, Your Cause	Andover HS	General Instruct Supplies Usage	General	20.00
02/12/24	The Blackbaud Giving Fund by its agent, Your Cause	Oxbow Creek Elem	School Supplies	General	10.00
02/20/24	The Blackbaud Giving Fund by its agent, Your Cause	Andover Elem	Classroom Supplies	General	25.00
02/20/24	The Blackbaud Giving Fund by its agent, Your Cause	Champlin Park HS	Student Recognition	General	50.00
02/20/24	The Blackbaud Giving Fund by its agent, Your Cause	Andover Elem	Classroom Supplies	General	22.40
02/26/24	The Blackbaud Giving Fund by its agent, Your Cause	Sand Creek Elem	Classroom/Student Supplies	General	420.00
02/26/24	University Ave Elem PTO	University Elem	VSC Sponsor Payment	General	4,000.00

*MATERIAL, EQUIPMENT , OR LABOR DONATION

TOTAL

\$ 90,919.68

SCHOLARSHIP DONATIONS

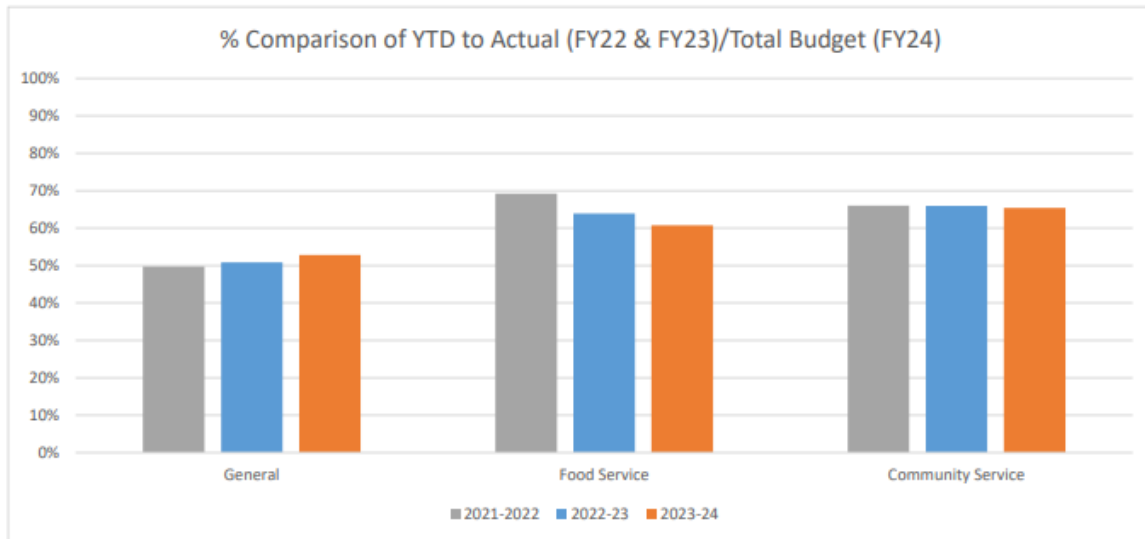
DATE	DONOR	DONEE	PURPOSE	TYPE	AMOUNT
02/14/24	Anoka HS Softball Booster	Anoka High School	Anoka HS Girls Softball Scholarship	Scholarship	1,000.00
02/14/24	Anoka Lions Club Scholarship	Anoka High School	Anoka Lions Club Scholarship	Scholarship	6,000.00
02/14/24	Anoka-Hennepin Education MN	Anoka High School	Anoka-Hennepin Education MN Scholarship	Scholarship	500.00
02/14/24	Champlin Park HS Dugout Club	Champlin Park HS	Champlin Park Community Baseball Scholarship	Scholarship	3,000.00
02/28/24	Coon Rapids Veterans	Andover High School	Coon Rapids Veterans	Scholarship	500.00
02/14/24	Corbey, K & Pariana, J	Anoka High School	Anna Arnold Hedgeman Scholarship	Scholarship	1,040.00
02/14/24	Davenport, Edward	Anoka High School	Kenneth Davenport Memorial Scholarship	Scholarship	800.00
02/28/24	Davenport, Edward & Janet	Anoka High School	Class of '63 Scholarship	Scholarship	100.00

02/28/24	Edward B Cutter Post #102	Anoka High School	American Legion Scholarships	Scholarship	10,000.00
02/14/24	Ginny Karbowski - TruStage	STEP	Ginny Karbowski Scholarship	Scholarship	1,000.00
02/14/24	Hennek, Gail	Anoka High School	Hennek Chemistry Scholarship	Scholarship	1,000.00
02/28/24	Hoernemann, Thomas	Andover High School	Major Jeffrey Hoernemann Memorial Scholarship	Scholarship	1,500.00
02/28/24	Kaufenberg, Joseph	Andover High School	Justin Kaufenberg Memorial Football & Swimming Scholarship	Scholarship	2,000.00
02/14/24	Mercy Medical Staff	Anoka High School	Mercy Hospital Physician Scholarship	Scholarship	600.00
02/28/24	Mercy Medical Staff	Andover High School	Mercy Hospital Medical Staff Scholarship	Scholarship	600.00
02/28/24	Neumann, Mary & Scott	Anoka High School	Neumann Family Engineering Scholarship	Scholarship	2,000.00
02/28/24	Northeast Bank	Andover High School	Northeast Bank Scholarship	Scholarship	500.00
02/28/24	Northern Starz Theatre Company	Andover High School	Starz Scholarship	Scholarship	250.00
02/28/24	Orr, Karen & Sam	Anoka High School	Class of '61 Scholarship	Scholarship	1,000.00
02/28/24	Oswell, Larry & Casandra	Andover High School	Vocational Training Scholarship	Scholarship	1,000.00
02/14/24	Sons of American Legion Scholarship- Edward B Cutter Post 102	Anoka High School	Sons of American Legion Scholarship	Scholarship	1,000.00
02/28/24	Toys for Joy, Inc.	Andover High School	Toys for Joy Giving Back to the Community Scholarship	Scholarship	1,000.00
02/14/24	Verkuilen, James or Jennifer	Anoka High School	Stepping Up Scholarship	Scholarship	1,000.00
				SCHOLARSHIP TOTALS	<u>\$ 37,390.00</u>
				TOTAL DONATIONS	<u><u>\$ 128,309.68</u></u>

f. Monthly Revenue & Expenditures.

**Anoka-Hennepin ISD #11
Statement of Revenues
For the month ended February 29, 2024**

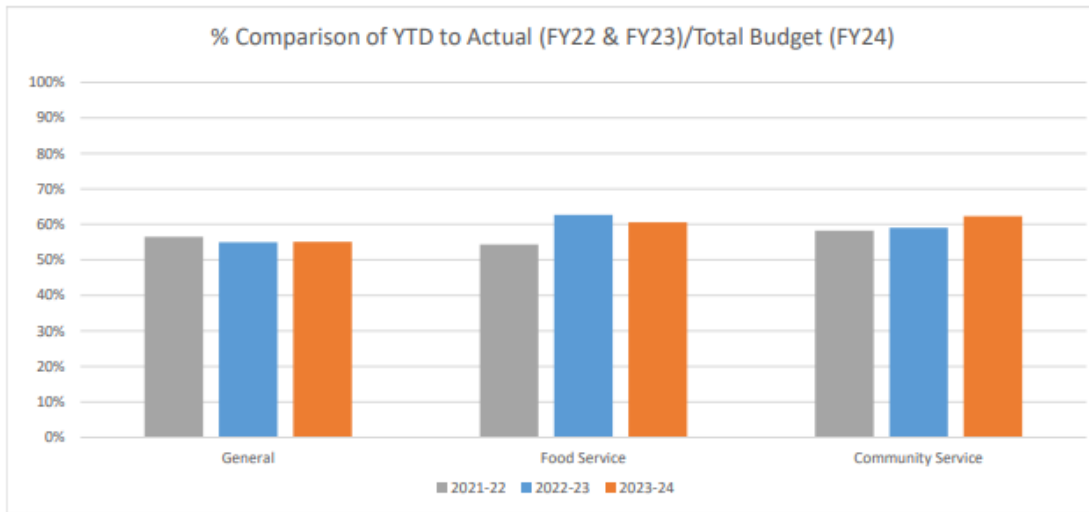
Fund	Month to Date	Year to Date	Budget	FY23 YTD is % of Budget FY21 & FY22 YTD is % of Actual		
				2023-24	2022-23	2021-2022
General	63,775,530	326,292,438	617,825,830	53%	51%	50%
Food Service	3,112,183	16,290,532	26,803,221	61%	64%	69%
Community Service	1,165,024	18,125,405	27,718,687	65%	66%	66%
Building Construction ¹	22,334	344,532	20,000	1723%	38087%	-36%
Debt Service	-	9,580,022	15,394,194	62%	64%	58%
Trust	-	-	750,000	0%	0%	0%
Total All Funds	\$ 68,075,071	\$ 370,632,929	\$ 688,511,932	54%	52%	51%



¹Conservative budgeting

**Anoka-Hennepin ISD #11
Statement of Expenditures
For the month ended February 29, 2024**

Fund	Month to Date	Year to Date	Budget	FY23 YTD is % of Budget		
				FY21 & FY22 YTD is % of Actual		
				2023-24	2022-23	2021-22
General						
Salaries & Benefits	38,195,972	260,428,014	498,124,467	52%	54%	54%
Purchased Services	5,142,270	35,404,178	57,920,406	61%	59%	56%
Supplies	634,930	14,724,635	25,741,355	57%	66%	74%
Capital Expenditures	2,758,334	24,766,623	25,118,614	99%	63%	105%
Other Exp & Transfers	64,123	1,063,299	4,058,066	26%	27%	31%
Total General Fund	\$ 46,795,629	\$ 336,386,749	\$ 610,962,908	55%	55%	57%
Food Service						
Food Service	3,361,692	14,794,897	24,429,676	61%	63%	54%
Community Service						
Community Service	2,109,068	17,084,495	27,419,770	62%	59%	58%
Building Construction	393,235	8,289,473	8,850,000	94%	50%	62%
Debt Service	-	15,441,703	15,444,303	100%	100%	100%
Trust	-	-	750,000	0%	0%	0%
Total All Funds	\$ 52,659,624	\$ 391,997,317	\$ 687,856,657	57%	56%	58%



- g.** Approved Policy 406.0 Public and Private Personnel Data-Amended.
 - h.** Approved Policy 515.2 Protection and Privacy of Student Records-Amended.
 - i.** Approved Bid #24037B-Anoka High School Library Renovations.
 - j.** Approved Bid #24036B-Coon Rapids Middle School & Coon Rapids High School Library Renovations.
 - k.** Approved Joint Purchasing Agreement with Dawson-Boyd Public School District #378.
 - l.** Approved Bid #23038B-Champlin Park HS Media Center Renovation.
 - m.** Approved Appointments by Chair-Amended.
 - n.** Immunization Exclusions—names and specifics are not included because of data privacy.
- Motion passed.

The School Board did not receive testimony from the public or staff.

Superintendent McIntyre gave a report to the Board and reviewed the Board calendar. Anoka-Hennepin recently received a Special Education Pipeline grant from the Minnesota Department of Education to support the recruitment and retention of special education teachers in the district. The program will support Anoka-Hennepin teachers with a Tier 1 or Tier 2 license, or a paraprofessional or other unlicensed staff, and who demonstrate a willingness to be a special education teacher upon completion of the program. The district is hosting an Education Partner Resource Fair on Monday, April 15 at the Educational Service Center for staff to make connections with local colleges and universities to learn more about their programs. Minnesota High School League winter state tournaments have concluded with strong success for student athletes and programs in our district. The top results from A-H Schools include individuals competing in the State Wrestling Championships. Anoka’s Ali Artlinger placed second in the 142 lb. Girls bracket and Andover’s Brandon Board placed fourth at 121 lbs. A-H was represented by 13 students from our five high schools at

this year's Swim & Dive State Championships. Coon Rapids High School was the proud host of the 2024 Minnesota State High School League adapted floor hockey tournaments held March 8-9. Although Anoka-Hennepin did not have a team participate in this year's state tournament, 16 teams from across the state visited Coon Rapids High School with state champions being crowned in both the physical and cognitive impairment divisions. John Downs, a junior at Andover High School, and Taison Scofield, a freshman at Blaine High School, represented Anoka-Hennepin at this year's Minnesota State High School Mathematics League tournament held March 11 at Spring Lake Park High School. Downs was the number one overall finisher in the North Suburban Division earning himself a spot in the state competition. Scofield placed third overall in the division and section competition to advance to state. Congratulations to Andover High School for a fourth place finish in Girls Hockey and also to Andover Girls Basketball and Coon Rapids Boys Basketball for advancing to state. For the Cardinals basketball team, it was their first appearance at state in 41 years. Our district staff work to make an impact in our schools each day, and the tradition of the Above and Beyond award program is one of the ways that the district works to highlight some of the great work that happens in our schools each day and all year round. The efforts to recognize staff members is a joint effort by the district and the Anoka-Hennepin Education Foundation. This year, over 150 staff members were nominated and the district will honor 15 of them with Above and Beyond Awards at an event next Wednesday. The program will begin at 5:30 p.m. and will be live streamed on the district website at ahschools.us. The fieldhouse at Champlin Park High School is the place to be on Saturday, April 13 as Anoka-Hennepin's Indian Education program hosts a pow wow in partnership with neighboring districts. The event is free and open to the public. Doors open at 11 a.m. with the grand entry at 1 p.m. and a community feast at 5 p.m. The final Parent Engage 360 event of the 2023-24 school year will be held on Monday, April 1 at 6:30 p.m. at the Andover High School auditorium. The featured guest speaker will be Claire Weiss, Youth Programs Coordinator with myHealth for Teens and Young Adults. Deena Bayer, social studies teacher at Blaine High School, and Tom Powers, first grade teacher at Rum River Elementary School, are among 27 semifinalists for the Minnesota Teacher of the Year Award. The district was fortunate to have seven teachers nominated for the statewide honor this year.

The School Board took actions regarding employees and positions in the district in relation to a reporting timeline needed to comply with contracts and state requirements. Dr. Jennifer Cherry, Executive Director of Human Resources, presented the following items for approval. The School Board approved the following resolution that adjusts full-time equivalent positions due to enrollment, student registration and staffing efficiencies on a 6-0 vote.

RESOLUTION DISCONTINUING AND REDUCING EDUCATIONAL PROGRAMS AND POSITIONS

Member Zach Arco introduced the resolution and moved its adoption:

WHEREAS, the School Board of Anoka-Hennepin Schools has directed the administration to make recommendations for reductions in programs and/or positions, and

WHEREAS, said recommendations have been received and considered by the School Board,

BE IT RESOLVED by the School Board of Anoka-Hennepin Schools as follows:

That the following positions be discontinued effective at the close of the current 2023-2024 school year.

<u><i>Licensed Positions - Elementary</i></u>	<u><i>FTE</i></u>	<u><i>Licensed Positions – K-12</i></u>	<u><i>FTE</i></u>
Gr K-6 & Explorations	-45.60	Curr Integrator	-1.00
Art Elementary	-2.12	Dance	-0.11
K-5 Core	-0.90	LIT/MIT	-21.78
Media	-1.00	Media	-1.00
Music-Elementary	-1.97	MMH	-1.32
Phy Ed-Elementary	-2.35	SA-TALS	-1.93
TD	-1.30	SA-Academic Supp	-11.14
		SA – Achievement Coor	-5.00
		SA-Student Support	-4.19
		Support Services	-0.47
		Tech Coordinator	-0.66
		Tech Facilitator	-0.75
		Tier 1	-32.29

<u>Licensed Positions - Secondary</u>	<u>FTE</u>	<u>Licensed Positions – Special Ed</u>	<u>FTE</u>
Art	-1.12	ABS	-8.67
Career Tech	-0.97	Adapt PhyEd	-.048
English	-0.72	Counselor	-1.73
Industrial Tech	-0.86	ECSE	-2.03
Math	-2.83	MSH	-0.36
Music-Secondary	-0.86	Qcomp	-3.00
Science	-0.99	Work Experience	-0.59
Social Studies	-1.76		
World Language	-1.64		

BE IT FURTHER RESOLVED that written notice be sent to said teachers regarding termination and nonrenewal of their contracts, as provided by law. That the motion for the adoption of the foregoing resolution was duly seconded by Board Member Simon and upon vote being taken thereon, the following voted in favor, Arco, Audette, Deschene, Hoekman, Langenfeld & Simon, and the following voted against, None, whereupon said resolution was declared duly passed and adopted.

Jeff Simon

Clerk of the Board

The School Board approved the following resolution in compliance with Minnesota Statute 122A.40, sub. 5 on unanimous 6-0 vote. The action is considered a routine matter conducted annually by the board.

RESOLUTION RELATING TO THE TERMINATION AND NON-RENEWAL OF TEACHING CONTRACTS OF PROBATIONARY TEACHERS

Member Zach Arco introduced the resolution and moved its adoption.

WHEREAS, the following persons are probationary teachers in Anoka-Hennepin Independent Schools,

WHEREAS, the financial condition of the school district dictates that the school board must reduce expenditures immediately, and

WHEREAS, there has been a reduction in student enrollment and,

WHEREAS, said recommendations have been received and considered by the School Board,

Albertus, Heather E	RECC	Berglund, Stephanie A	Sand Creek
Algaard, Julie A	CRMS	Bergstrom, Christine M	ESC-SpEd
Alnabi, Saja Z	CRMS/JMS	Beyer, Natalie A	Oxbow Creek
Anfang, Sara	Monroe	Binstock, Jennifer W	RRE
Armstrong, Elizabeth M	CRMS	Blatchley, Megan E	SECC
Balkus, Brenna C	Hamilton	Bloomer, Cody J	CRMS
Ballou, Kyle M	Wilson/Ramsey	Bobbe, John M	AndHS
Barber, Ashley N	CPHS	Bode, Heather L	Andover
Barrett, Nicholas R	Adams	Borg, Katharine A	Oxbow Creek
Beckermann, Hallie E	Oxbow Creek	Bradley, Verlana S	Jefferson/Dayton
Becklund, Leah K	CBPA	Brinton, Elizabeth A	ECFE - CR Family Pl
Beranek, Megan N	CBPA	Brody, Tyler S	AHS
Beretta, Josiah D	Adams	Brown, Kristine A	RRE

Brynteson, April M	OVMS	Gbakoyah, Serina G	OVMS
Buelow, Hilary A	Hamilton/McKinley/SC	Goar, Sarah C	Ramsey
Bukovich, Katherine N	BECC	Grapevine, Kathryn L	RMS
Burnette, Erin E	AndHS	Grewe, Maeghan M	Brookside
Burns, Chierstan D	University Avenue	Griffin, LaDeva T	Morris Bye
Burow, Janeen K	Morris Bye	Gromek, Janet M	Madison
Burton, Amy K	AMSFM	Gronski, Brian J	CPHS
Buscher, Brett A	Mississippi	Hagberg, Melissa D	BHS
Caracena, Nicole D	CBPA	Hale, Timothy C	AHS
Cardinal, Courtney	OVMS	Hanks, Elizabeth M	Sunrise
Carlson, Carla M	Brookside	Haseltine, Johanna J	Ramsey
Carlson, Sylvia T	Evergreen Park	Hassan, Norhan S	Mississippi
Charlesworth, Stacey I	ESC	Hatch, Catherine R	Adams
Charon, Arianna A	CPHS	Hauck, Kaitlyn A	RMS
Chesser, Kyla J	Evergreen Park	Haugen, Sarah O	Ramsey
Christenson, Nancy S	Ramsey	Hazelwood, Kelly J	Brookside
Cole, Amy L	CBPA	Hemmerich, Jessica K	S.T.E.P.
Collins, Allison L	AHS	Hemmerich, Kyle R	S.T.E.P.
Cook, Tiffany P	CRHS/AndHS	Hemmingsen, Katelyn A	Andover
Cotter, Rachel N	Ramsey	Henry, Heather L	S.T.E.P.
Culliton, Nicholas J	University Avenue	Herdine, Hailey M	Evergreen Park
Cunningham, Patricia N	Wilson	Hersch, Brandon C	AndHS
Dale, Jennifer A	Monroe/RRE/CBPA	Hibbard, Jade E	Adams
Dalen, Stephanie L	Mc Kinley	Higby, Nicole	Andover
Dascalos, Zoe	CRHS	Higgins, Jessica L	Adams
Davis, Lynsey N	Wilson/Andover	Hill, Kaitlin E	CPHS
DeLion, Kristina R	CBPA	Hosey, Christopher A	Monroe
Dornseif, Erick D	AMSFM	Howman, Ashley C	Lincoln
Downey, Kenneth P, II	BHS	Irmiter, Leah D	Wilson
Drews, Megan M	Madison	Jacobs, Grace M	Adams
Driessen, Peter J	Brookside	Jensen, Christina R	ESC-SpEd
Dunleavy, Jody D	Hamilton	Johnson, Danielle K	Madison
Eakins, Voni J	Ramsey	Johnson, Mackenzie L	Adams
Eckart, Darla M	NMS	Johnson, Tara L	ESC-SpEd
Eckton, Dana	Compass/Alex House	Kaplan, Lori M	ESC-SpEd
Evans, Elizabeth Artiera	Mississippi	Karpicke, Alex J	ESC-SpEd
Faust, Mikayla M	RRE	Karrow, Katelyn L	Monroe/SC/RRE/CBPA
Ferguson, Alexandra B	CRMS	Kauffman, Isaac J	CRMS
Fierro Westberg, Melinda A	AHS/CPHS	Keating, Maya K	RRE
Fitzgerald, Mark T	ESC-SpEd	Kim, So Ryung	Mississippi
Fleischman, Sydney K	CRMS	Kittelson, Jeffrey A	CPHS
Fluto, Heidi J	Hamilton	Koland, Kimberly A	Madison
Flynn, Kaylee M	CBPA	Kucksdorf, Alyssa R	CRHS
Friesen, Emma M	Johnsville	Lance, David D	Sunrise
Frigerio, Patrick A	CRMS	Landes, Kathy J	CRHS
Fritz, Caitlin J	Hamilton	Landsverk, Lauren M	Ramsey
Fuhs, Amy L	Sand Creek		
Fuller, Elizabeth R	Crooked Lake	Lehn, Melissa M	CRMS

Lenart, Melissa A	University Avenue	Riccio, Matthew T	CRMS
Leonard, Samantha A	Sunrise	Roehl, Holly M	Hoover
Limp, Jason A	Sandburg Regional HS	Rotondo, Ann M	Compass Programs
Lindgren, Brendan C	JMS	Rowe, Gregory A	AndHS
Lindstrom, Melissa M	Mc Kinley	Rupprecht, Dustin	AHS
Ludwig, Adam J	AndHS	Sacks, Anna C	AMSFM
Lukan, Madeline J	Sunrise	Salmonson, Amanda K	AMSFM/JMS
Lyons, Joelle N	Madison	Sand, Kylie A	Hoover
Malchow, Jennifer L	CPHS	Sargent, Rachel L	Brookside
Malewicki, Alicia M	CRMS	Scanlon, Catherine A	AHS
Mariskanish, Heather L	Crooked Lake	Scheetz, Mary E	RRE
Marks, Kimberly J	CRMS	Schiferli, Christopher W	AMSWA
Maroushek, Tamra L	Madison	Schmitt, Jayna M	Mc Kinley
Martinson, Erin K	ECFE	Schneck, Sarah M	Mississippi
McDonald, Jessica L	CRMS	Schultz, Diane K	Eisenhower
McDowell, Brenna L	Ramsey	Schultz, Trina C	Eisenhower
McHugh, Robert H	Hamilton	Seevers, Eric	CPHS
Metzler, Amanda R	RMS/JMS	Seifert, Taylor L	Mississippi
Meyer, Dawn M	CBPA	Sherman, Andrea J	CRMS
Miller, Ashley N	Ramsey	Sisterman, Carly A	Mississippi
Miller-Homan, Mariah N	Eisenhower	Skelly, Lynnea M	Monroe
Minshull, Rachel E	University Avenue	Skirka, Andrew D	Oxbow Creek
Moretter, Jessica L	JMS	Skubitz, Christina A	BECC
Mosha, Angela P	Oxbow Creek	Smith, Caitlin L	SECC
Nelson, Ronald C	S.T.E.P.	Smith, Colby M	Eisenhower
Nygren, Rebecca M	Oxbow Creek	Smith, Kelly J	Compass Programs
Okom, Ogbiji V	Evergreen Park	Smithwick, Jennifer A	AMSFM
Ollanketo, Camille R	Mc Kinley	Sorenson, Nannette J	Hamilton
Olsen, Gabrielle A	Ramsey	Stanke, Alison R	Eisenhower
Olson, Brian K	Adams	Stark, Sonia M	Madison
Olson, Peggy L	Andover	Stokes, Elisabeth A	Lincoln
Olson, Rebecca J	RRE	Swanson, Michaela N	Ramsey
Orvis, Collin B	RMS	Swanson, Peggy L	Mc Kinley
Parkhurst, Josie L	Oxbow Creek	Tembreull, Erica M	Andover
Pataconi, Joanna M	CRMS	Teshome, Tsion	Eisenhower
Peluf, Sydney R	Johnsville/McKinley/SC	Thayer, Haley S	Mc Kinley
Peters, Amanda N	Hoover	Theisen, Giovanna V	RTL
Peterson, Dianne M	ESC	Thompson, Emily A	Ramsey
Peterson, Meranda C	Johnsville	Thomsen, Shelley L	Mc Kinley
Peterson, Paige E	Hamilton	Tiegs, Holly J	Ramsey
Phillips, Meagan M	Mississippi	Torvik, Josiah J	Lincoln/Brookside
Pipes, Emily C	Oxbow Creek	Traun, Pamela B	AHS
Polster, Travis M	Adams		
Potter, Christa A	Johnsville	Turner, Kayela J	Jefferson
		VanLith, Bridget L	Jefferson
Przetycki, Rebecca A	RRE	Varley, Ryan T	Compass Programs
Rasmussen, Justin D	CBPA	Vee, Savanah R	Evergreen Park
Reichert, Kellie A	AMSFM	Vesaas, Amanda L	Evergreen Park

Wacker, Kelli R	Oxbow Creek	Drow, Stephanie K	BHS
Walker, Kristin C	Hoover	Dukowitz, Diane M	Adams
Walters, Angela M	Adams	Freitag, Erin L	CRHS
Walton, Margarita R	Evergreen Park	Gronau, Kyla J	CRHS
Warner, Grant E	AMSFM/CRMS	Hoff, Riza Mae	RTLCL
Webster, Olivia K	CBPA	Karsnia, Katelyn A	Lincoln
Wedell, Julie A	RRE	Makvandi, Ishabor S	CPHS
West, Holly M	Morris Bye	Mastro, Brooke M	Hoover
Wheeler, Erica L	Morris Bye	Mathews, Troy J	CBPA
White, Andrew J	Hoover	Montgomery, Melissa A	Sunrise
White, Morgan E	Oxbow Creek	Olson, Anna C	RMS
White, Roshonda N	CPHS	Olson, Samantha L	Hamilton
Wilson, Gabrielle A	Eisenhower	Richardson, James K	ESC
Woods, Samuel Y	NMS	Roberts, Martha E	Hamilton
Wurdeman, Sarah B	CRMS	Soucy, Theresa E	RTLCL
Wymore, Kirstin M	Compass Programs	Stueber, Alison A	Ramsey
Ylvisaker, Emily S	Johnsville	Vankrevelen, Samantha J	CPHS
Zabel, Taylor N	Hamilton	Weber, Rachel B	Miss/Adams
Zgutowicz, Sydney L	Monroe/RRE/CBPA		
Beadle, James F	CRHS		
Deyo, Kim G	JMS		

BE IT RESOLVED by the School Board of Anoka Hennepin Schools that pursuant to Minnesota Statute That the motion for the adoption of the foregoing resolution was duly seconded by

Board Member Simon and upon vote being taken thereon, the following voted in favor: Arco, Audette, Deschene, Hoekman, Langenfeld, and Simon the following voted against: None.

Whereupon said resolution was declared duly passed and adopted.

Jeff Simon

Clerk of the Board

The School Board took action to approve the following resolution on a unanimous 6-0 vote. The action is considered a routine matter conducted annually by the board.

RESOLUTION RELATING TO THE TERMINATION AND NON-RENEWAL OF PRINCIPAL CONTRACTS OF PROBATIONARY PRINCIPALS

Member Zach Arco introduced the resolution and moved its adoption.

WHEREAS, the following persons are probationary Principals in Anoka-Hennepin Independent School District No. 11,

WHEREAS, the financial condition of the school district dictates that the school board must reduce expenditures immediately, and

WHEREAS, there has been a reduction in student enrollment and,

WHEREAS, said recommendations have been received and considered by the School Board,

Agosto, Erin	Coon Rapids Middle
Plank, Ashley	Blaine High School
Stodola, Thomas	Morris Bye

BE IT RESOLVED by the School Board of Anoka-Hennepin Independent School District No. 11 that pursuant to Minnesota Statute §122A.40, Subdivision 5, the principal contracts of the following probationary Principals in Anoka-Hennepin Independent School District No. 11 are hereby terminated at the close of the current 2023-24 school year.

BE IT FURTHER RESOLVED that written notice be sent to said Principals regarding termination and nonrenewal of their contracts, as provided by law. That the motion for the adoption of the foregoing resolution was duly seconded by Board Member Simon and upon vote being taken thereon, the following voted in favor: Arco, Audette, Deschene, Hoekman, Langenfeld and Simon and the following refrained from voting: None. Whereupon said resolution was declared duly passed and adopted.

Jeff Simon

Clerk of the Board

Michelle Vargas, chief financial officer, introduced Jill Urdahl and Noel Johnson from USI Consulting group who presented an Other Post Employment Benefits (OPEB) actuary liability update to the School Board. This fund provides financial resources to fulfill district obligations for post-retirement medical and dental benefits.

Michelle Vargas, chief financial officer, presented an amended budget for the current school year for School Board consideration. This is considered a routine business action and a necessary step for stewardship in financial management. The mid-year adjustment updates student enrollment and updates revenues and expenditures based on prior year actuals and current year trends. The recommendation adjusts general fund revenue by \$21,671,231 or 3.5% and increases revenue by \$34,839,646 or 4.0%. The unassigned fund balance is projected at 10.1% of expenditures, within school board policy guidelines. The School Board will consider approval at a future meeting.

Greg Cole, chief operations officer, and Tim Fournier, manager and security and emergency operations presented an update to the School Board regarding the school resource officers (SROs) contracts. The district is working through contractual language with the six law enforcement agencies that provide service as officers return to service in the schools. The update is in response to recently updated legislation which allows city and county law enforcement to return to service as an SRO without liability risk.

Tim Palmatier, general counsel, provided a first read of Policy 528.0 for board consideration following a review by the board's policy committee. The policy will be considered for approval at a future meeting.

Dr. Jennifer Cherry, executive director of human resources, provided an overview and presented for approval the 2025-26 district calendar and highlighted the process for approval with the district's calendar committee. Jeff Simon motioned to approve the District Calendar 2025-2026 as presented. Michelle Langenfeld seconded. Motion passed on a 6-0 vote.

Dr. Jennifer Cherry, executive director of human resources, presented to the School Board the Anoka-Hennepin Elementary school service employee 2023-25 master agreement for approval. The agreement includes custodial, maintenance and warehouse employees who serve district schools. The agreement provides clarity in the wage schedule and increases in pay at a minimum of 6% with entry-level pay at \$20 per hour and a maximum pay of \$42 per hour. Co-Chair Deschene motioned to approve the Anoka-Hennepin School Service Employee 2023-2025 Master Agreement as presented. Jeff Simon seconded. Motion passed on a 6-0 vote.

Dr. Jennifer Cherry, executive director of human resources, presented to the School Board the Anoka-Hennepin school office supervisor 2023-25 master agreement for approval. The agreement includes a 3% salary schedule increase in both years along with additional stipends, retirement match pay and medical insurance contributions. Dr. Michelle Langenfeld

motioned to approve the Anoka-Hennepin school office supervisor 2023-25 master agreement as presented. Co-Chair Deschene seconded. Motion passed on a 6-0 vote.

Dr. Jennifer Cherry, executive director of human resources, presented to the School Board the Anoka-Hennepin technical specialist 2023-25 master agreement for approval. These are employees who serve in the district's print and design services department. The agreement includes a 3% salary schedule increase in both years along with additional stipends, retirement match pay and medical insurance contributions. Jeff Simon motioned to approve the Technical Specialist 2023-25 master agreement as presented. Co-Chair Deschene seconded. Motion passed on a 6-0 vote.

Dr. Jennifer Cherry, executive director of human resources, provided the School Board with an update on the status of negotiations for employee groups consistent with Board Policy 209, Negotiations Code of Ethics. The presentation included an overview of the status of negotiations with the district's bargaining groups and policy groups.

Dr. Michelle Langenfeld shared a highlight of her visit along with Kacy Deschene to Champlin Park High School's IB Program review. Shoutout to Ashley Brown and Georgia Larson, Champlin Park's IB Coordinators for their work with this amazing program. Director Langenfeld attended the Curriculum Review night at ESC and was very pleased to see the hands-on opportunities for our students with the ability to investigate and reflect on their work. She highlighted the MSBA/MASA Day at the Capitol and was honored to hear Superintendent McIntyre and Kacy Deschene testify that afternoon. Linda Hoekman shared her visit to STEP with Jessica Lipa and also highlighted her visit with Principal Farley at Anoka High School last week. She gave a shoutout to both buildings for a job well done.

Co-Chair Kacy Deschene recessed the meeting at 8:34 p.m. Matt Audette moved and Michelle Langenfeld seconded the motion to adjourn the meeting. Motion passed.

Jeff Simon, Clerk
Anoka-Hennepin Independent School District No. 11

Co-Chair Zach Arco

Prepared by: Debbie Koffski, CPS
Recorder

Approved: _____

APPENDIX B

20240408

1

Moved that the Board accepts the personnel recommendations and authorizes the appropriate Board officer(s) or School District administrator(s) to sign all documents necessary to effectuate these agreements.

RETIREMENTS

Name	Current or Most Recent Position	Last Date Employed
Scott Emmans	ESC, B/G Grounds	07/16/2024
Jonelle Gorman	Coon Rapids Middle, Teacher ABS (AcadBehav)	06/07/2024

RESIGNATIONS, TERMINATIONS

Full Name (FL)	Current or Most Recent Position	Last Date Employed
Caleb Birkliid	Anoka High, Teacher English	06/07/2024
Whitney Buchan	Sand Creek, Teacher Grade 2	06/07/2024
Theresa Burnett	Sandburg Education Ctr, Teacher EC/SE Stretch Calendar	03/31/2024
Benjamin Geisler	Sandburg Regional High School, Teacher Science	06/07/2024
Laurie Hale	Hoover, Teacher E/BD	06/07/2024
Elisabeth Howard	Sunrise, Teacher E/BD	06/07/2024
Alex Karpicke	ESC-Special Ed, Teacher Psychologist	06/07/2024
Dax Larson	ESC, Communications Specialist	04/10/2024
Lori Olson	Coon Rapids High, Teacher E/BD	06/07/2024
Lia Orozco	Champlin Park High, Teacher Math	06/07/2024
Amy Reed	Ramsey, Principal Elementary School	06/28/2024
Casey Rogde	Champlin Park High, Teacher Math	06/07/2024
Jacob Southmayd	Dayton, Teacher ASD (AutismSpectrum)	06/07/2024
Jami Wilking	ESC-Special Ed, Teacher BIS (Behavior Int Sp)	06/07/2024
Kelly Wuollet	Sorteberg ECC, Teacher EC/SE	06/07/2024

APPENDIX B

20240408

1

Moved that the Board accepts the personnel recommendations and authorizes the appropriate Board officer(s) or School District administrator(s) to sign all documents necessary to effectuate these agreements.

LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
Amy Anderson	Andover, Teacher Grade 4	10/27/2023	04/05/2024
Stephanie Anderson	Jefferson, Teacher Grade 5	03/25/2024	04/05/2024
Stephanie Anderson	Jefferson, Teacher Grade 5	04/08/2024	05/03/2024
Rachel Belting	Blaine High, Teacher Math	07/01/2024	06/30/2025
Tracy Bengtson	Sandburg Regional High School, Teacher Art Secondary	03/22/2024	05/03/2024
Christopher Bonde	Champlin Park High, Teacher Math	03/27/2024	04/16/2024
Tracy Burman	Andover DC-Bridges, Para Health	03/28/2024	04/11/2024
Daniel Burnett	Anoka High, Teacher Social Studies	03/19/2024	04/05/2024
Hannah Corsi	Ramsey, Teacher Grade 3	03/26/2024	05/12/2024
Catherine Davis	Sunrise, ParaEducator Spec Ed Cntr Base	03/20/2024	04/19/2024
Moriah Disanto	Andover, Child Nutrition Assistant PT	02/26/2024	05/03/2024
Amy Elder	Monroe, Teacher Social Worker	01/25/2024	04/24/2024
Terry Fisher	ESC, Educ Office Prof	03/26/2024	04/11/2024
Elizabeth Gossen	Roosevelt Middle, Teacher DD	03/26/2024	06/07/2024
Riza Mae Hoff	RiverTrail Learning Ctr, Teacher ABS (AcadBehav)	04/02/2024	04/26/2024
Kyle Iverson	Coon Rapids Middle, Teacher Social Studies	03/19/2024	04/05/2024
Gina Jaring	Crooked Lake, Child Nutrition Assistant PT	03/04/2024	04/15/2024
Katie Johnston	Wilson, Teacher Grade 1	07/01/2024	06/30/2025
Zachary Kam	Andover High, B/G Custodian Lead	03/06/2024	04/05/2024
Sandra LaChance	ESC, Emp Data Sys Integration Spec	03/18/2024	04/12/2024
Jennifer Larson	Madison, ParaEducator Special Education	03/19/2024	09/13/2024
Meagan Loken	Verndale, Teacher EC/SE Stretch Calendar	03/04/2024	03/20/2024
Susan Lovik	Monroe, ParaEducator Special Education	03/19/2024	04/29/2024
Stephanie Mantini	Verndale, Teacher Speech Clinician StrCa	03/25/2024	06/20/2024
Amber Peterson	Dayton, ParaEducator Special Education	04/01/2024	05/09/2024
Sarah Reisdorf	Blaine High, Teacher Academic Support	03/27/2024	06/07/2024
Brittany Ridout	Oak View Middle, Teacher Special Educ Lead	04/01/2024	06/07/2024
Mubera Salihbasic	Morris Bye, ParaEducator Special Education	04/05/2024	04/25/2024
Hannah Schrempf	Oak View Middle, Teacher Grade 6	03/26/2024	06/30/2024
Kim Wilson	ChamplinBrklynPk Academy, Child Nutrition Site Supv	04/09/2024	05/21/2024

MODIFIED LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
Thomas Ament	Roosevelt Middle, B/G Custodian	01/29/2024	04/08/2024
James Bordewick	Hamilton, Teacher ESL	03/04/2024	03/29/2024
Rachel Brisbin	Hamilton, Teacher ESL	02/21/2024	03/27/2024
Tracy Burman	Andover DC-Bridges, Para Health	02/23/2024	03/20/2024
Samantha Cheng	Sand Creek, Teacher ESL	03/08/2024	04/12/2024
Michael Comer	ESC, Teacher SA-QComp Peer Eval	01/25/2024	03/22/2024

APPENDIX B

20240408

2

Moved that the Board accepts the personnel recommendations and authorizes the appropriate Board officer(s) or School District administrator(s) to sign all documents necessary to effectuate these agreements.

MODIFIED LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
Heather Isenor	ESC - Transportation, ParaEducator Bus	02/05/2024	03/29/2024
Janice Langfeld	Eisenhower, A+ PT CCA - Ln 1	11/06/2023	06/11/2024
Holly Levercom	Northdale Middle, Child Nutrition Assistant PT	01/11/2024	03/29/2024
Chris Mertesdorf	ESC, B/G Maintenance Spec Maint	10/13/2023	05/16/2024
Brianna Mueller	Jefferson, A+ Site Leader full year	01/26/2024	04/26/2024
Karan Murphy	Champlin Park High, ParaEducator Spec Ed Cntr Base	02/29/2024	04/19/2024
Lynnsey Plaisance	Anoka High, Teacher ESL	10/30/2023	04/30/2024
Brandon Schaa	Anoka Middle - FM, Teacher Science	03/19/2024	04/05/2024
Kevin Stimpson	Morris Bye, B/G Custodian	02/02/2024	04/01/2024
Dziyana Yarmolik	Andover, Teacher ESL	03/18/2024	04/30/2024

SABBATICALS

Full Name	Current or Most Recent Position	LOA Start	LOA End Date
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This section returned no records

APPOINTMENTS

20240408

1

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Elementary					
Zoe Awcock	Mississippi, Teacher Literacy Intervention	04/01/2024	Bachelors/1	0.0786	\$3,769

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Secondary					
Dennis L Gable	Jackson Middle, Teacher Math LTS	03/25/2024	Masters+60/23	0.2941	\$29,769
Pamela Leindecker	Blaine High, Teacher Academic Support LTS	03/27/2024	Masters+60/24	0.2808	\$24,541
Jerry Willour	Champlin Park High, TIER I-Science LTS	03/18/2024	Bachelors+15/1	0.3209	\$15,836
Anna Wirtz	Oak View Middle,	03/22/2024	Bachelors/1	0.2968	\$14,228

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Special Education					
Ashley Beebe	Monroe, Teacher E/BD	04/01/2024	Masters/9	0.2620	\$18,970
Christopher Blasko	RiverTrail Learning Ctr, TIER 1-EBD Teacher	03/06/2024	Masters/1	0.3369	\$18,847
Maya Sutton	Mississippi, Teacher ABS (AcadBehav) LTS	02/27/2024	Masters/14	0.1818	\$14,847
Kristine Svedberg	Hoover, Teacher ABS (AcadBehav) LTS	04/01/2024	Bachelors/2	0.2620	\$12,562
Valerie Weaver	Roosevelt Middle, Teacher DD LTS	03/26/2024	Masters+60/24	0.2888	\$26,722

Name	Current or Most Recent Position	Effective Date	Days	Salary
Administrative				
This section returned no records				



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April 02, 2024

To: School Board Members and Superintendent Cory McIntyre

From: Tiffany Audette, CPPB, Director of Purchasing

Re: **Award Rescind**

Bid # 24019B MSFBG Food and Non-Food Items

Opened on Thursday, January 04, 2024, at 1:00 p.m. LT

The item listed below was awarded to Basic American Foods, Inc. at the February 26, 2024 school board meeting. Due to a discrepancy in the pack size provided, the school board recommendation for the award was calculated incorrectly. We apologize for any inconvenience and hereby retract the previous decision. The award has been re-evaluated and the recommendation is to be re-awarded accordingly to Idahoan Foods, LLC.

Rescind

MSFBG #	Description	Product Manufacturer	Manufacturer Code	Pack Size	Awarded Case Price
16-1650-18	Potatoes. Mashed, dehydrated, no gluten containing ingredients, no added trans-fat, sodium not to exceed 350 mg per 1/2 c. serving, one step prep, add water and stir, box or bag, no cans, dry, shelf stable. Manufacturer must provide documentation that product does not contain ingredient(s) containing gluten.	Basic American Foods, Inc.	76468	12/28 oz	\$54.79

Award

MSFBG #	Description	Product Manufacturer	Manufacturer Code	Pack Size	Awarded Case Price
16-1650-18	Potatoes. Mashed, dehydrated, no gluten containing ingredients, no added trans-fat, sodium not to exceed 350 mg per 1/2 c. serving, one step prep, add water and stir, box or bag, no cans, dry, shelf stable. Manufacturer must provide documentation that product does not contain ingredient(s) containing gluten.	Idahoan Foods, LLC.	2970000313	12/26 oz	\$51.88

School Board Work Session

April 8, 2024



ANOKA-HENNEPIN
SCHOOLS
A future without limit



Gathering

Agenda

- Read Act Update
- 2023-24 Strategic Priorities
- 2024-25 Strategic Priorities
- Facilities Update
- Property, Liability, and Cyber Insurance Renewal Proposal

Read Act Update

- [Read Act Update](#)

Part of the FrameWorks Series

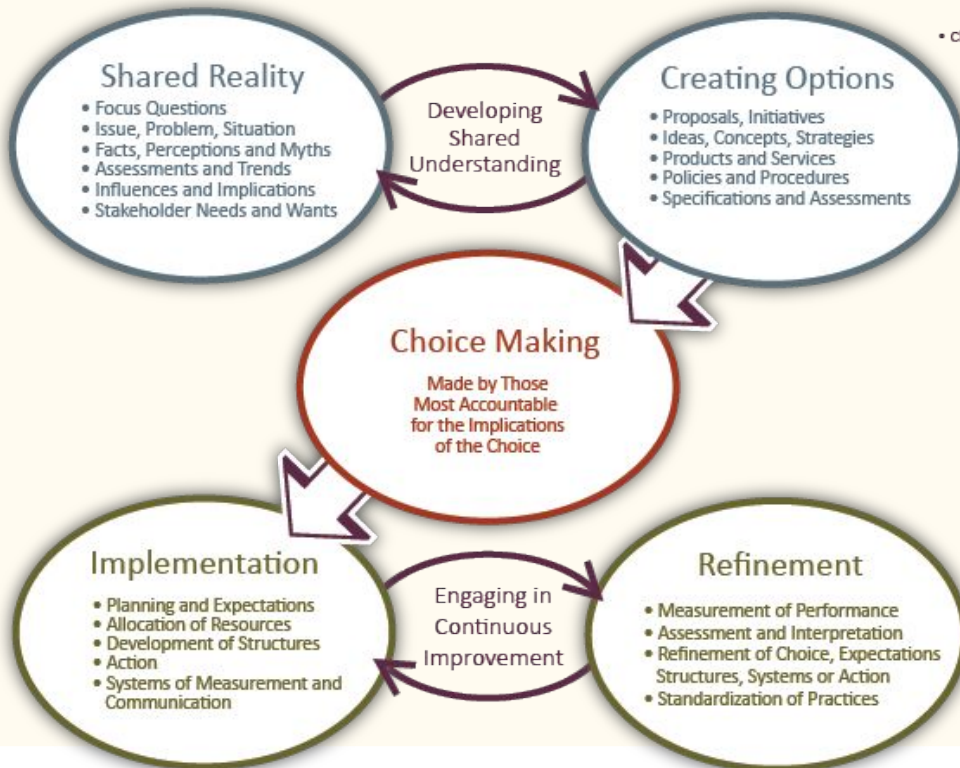
Used For:

- Choice Making
- Managing Participant's Time and Roles
- Clarification of Authority

Consultation

Governance

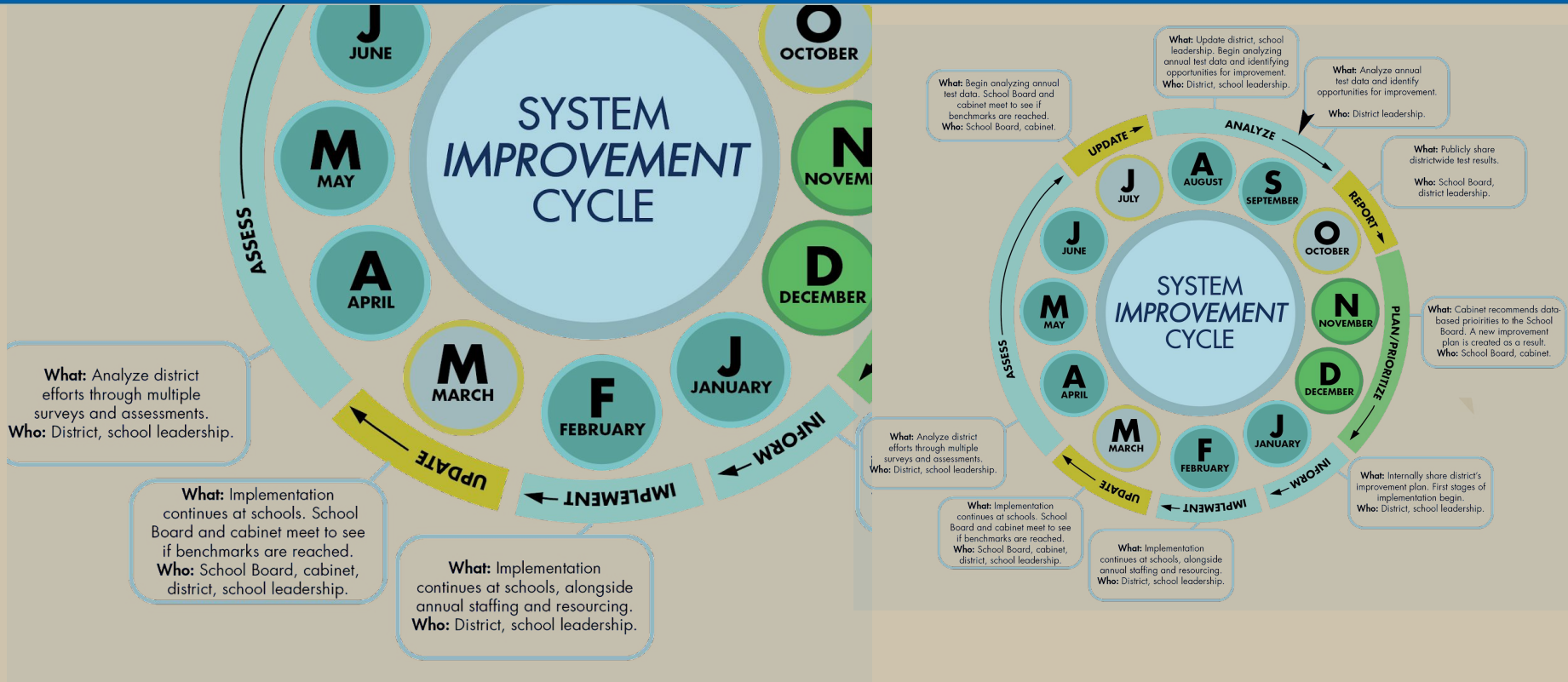
Management





Continuous improvement process

A system improvement cycle to guide decision making





Continuous improvement

Systems alignment

Superintendent's Strategic Priorities Scorecard

Strategic Priority	Objective	2023-24	2022-23	2021-22	2020-21	2019-20	2018-19	2017-18	2016-17	2015-16	2014-15	2013-14	2012-13	2011-12	2010-11	2009-10	2008-09	2007-08	2006-07	2005-06	2004-05	2003-04	2002-03	2001-02	2000-01
Strategic Priority 1: Student Achievement	Objective 1.1: Increase student achievement in reading and math	95%	92%	90%	88%	85%	83%	81%	79%	77%	75%	73%	71%	69%	67%	65%	63%	61%	59%	57%	55%	53%	51%	49%	47%
	Objective 1.2: Increase student achievement in science	85%	82%	80%	78%	75%	73%	71%	69%	67%	65%	63%	61%	59%	57%	55%	53%	51%	49%	47%	45%	43%	41%	39%	37%

Director's Strategic Priorities Scorecard

Strategic Priority	Objective	2023-24	2022-23	2021-22	2020-21	2019-20	2018-19	2017-18	2016-17	2015-16	2014-15	2013-14	2012-13	2011-12	2010-11	2009-10	2008-09	2007-08	2006-07	2005-06	2004-05	2003-04	2002-03	2001-02	2000-01
Strategic Priority 1: Student Achievement	Objective 1.1: Increase student achievement in reading and math	95%	92%	90%	88%	85%	83%	81%	79%	77%	75%	73%	71%	69%	67%	65%	63%	61%	59%	57%	55%	53%	51%	49%	47%
	Objective 1.2: Increase student achievement in science	85%	82%	80%	78%	75%	73%	71%	69%	67%	65%	63%	61%	59%	57%	55%	53%	51%	49%	47%	45%	43%	41%	39%	37%



ANOKA-HENNEPIN SCHOOLS STRATEGIC PRIORITIES

2023-24 STRATEGIC PRIORITIES

MISSION: To effectively educate each of our students for success.

VISION: To be a public school system of excellence, with high quality and well-planned for the future.

EQUITY COMMITMENT: Anoka-Hennepin School District is committed to creating equitable learning environments which provide access, representation, meaningful participation and highly positive outcomes for all students.

IMPLEMENTATION: Changes that are happening during this short-term. Changing the way we do things.

MEASUREMENT AND PLANNING FOR FUTURE, LONG-TERM: Looking for trends, measuring progress and planning for the future.

CHALLENGES AND OPPORTUNITIES: Areas that are challenging or highly positive outcomes for all students.

SAFE AND WELCOMING ENVIRONMENT	INCREASED STUDENT ACHIEVEMENT	EFFECTIVE ORGANIZATIONAL SUPPORT
<p>1.1 Ensure systemic efforts to support student social, emotional and behavioral needs.</p>	<p>2.1 Provide academic programming to support K-12 students impacted by the effects of the COVID-19 pandemic.</p> <p>2.2 Improve identification and comprehension at the secondary level.</p> <p>2.3 Improve third grade literacy.</p> <p>2.4 Prepare students to enter the workforce of the Future through a Graduate.</p>	<p>3.1 Increase employee recruitment and retention.</p> <p>3.2 Analyze district student enrollment trends.</p> <p>3.3 Continue innovation and facility improvements.</p>

Superintendent's goals

Cabinets' goals

Principal and central administrator's goals

School improvement and departmental goals

Quality compensation teacher goals / Classroom and student goals

The district scorecard informs strategic priorities, which then guide annual performance goals that flow from the superintendent and cascade throughout the system.



District and school scorecards

History

- Implemented initially in August, 2011 at the request of the School Board
 - Created school scorecards for the first time in October, 2019 to monitor individual school performance incorporating multiple data points over time and better align school and district improvement planning
- Adapted from a Teamworks International tool.
- Performance ranges for each indicator set by a cross-representation of stakeholders
- Modifications to the format, indicators and some of the levels occurred during the 2016-17 school year to more closely align to World's Best Workforce legislation



District and school scorecards

Purpose

- Annual monitoring and reporting tool used for district, school, and department improvement planning and goal setting
- Informs district strategic priorities
- Populated annually for the district overall, by level (elementary, middle and high schools), and by school

District Scorecard A: Maximizing student learning and minimizing the achievement gap												
Indicators	Descriptions	Levels				Trend						
		Intervene	Concern	Baseline	Progress	2018-19	2019-20*	2020-21*	2021-22	2022-23	Desired Trend	
A1.1: Early Learning Achievement Benchmark	Percent of all students who meet/exceed expected benchmarks	≤ 5%	60-69%									
A1.2: early/Reading Kindergarten Readiness Reading Benchmark	Percent of all students who meet/exceed expected benchmarks	≤ 5%	60-69%									
A1.3: Maximum gap in early/Reading proficiency between F/R and ethnic student groups	Percent difference between highest and lowest performing student groups	> 30%	24-30%									
A1.4: MCA-III Reading Proficiency	Percent of all students who meet/exceed expected proficiency	≤ 7%	80-84%									
A1.5: Maximum gap in MCA-III Reading proficiency between F/R and ethnic student groups	Percent difference between highest and lowest performing student groups	> 20%	15-19%									
A1.6: MCA-III Reading Growth	Percent of all students who meet medium or high growth	≤ 5%	60-69%									
A1.7: CoM Kindergarten Readiness Math Benchmark	Percent of all students who meet/exceed expected benchmarks	≤ 5%	60-69%									
A1.8: Maximum gap in CoM proficiency between F/R and ethnic student groups	Percent difference between highest and lowest performing student groups	> 30%	24-30%									
A1.9: MCA-III Math Proficiency	Percent of all students who meet/exceed expected proficiency	≤ 7%	80-84%									
A1.10: Maximum gap in MCA-III Math proficiency between F/R and ethnic student groups	Percent difference between highest and lowest performing student groups	> 20%	15-19%									
A1.11: MCA-III Math Growth	Percent of all students who meet medium or high growth	≤ 5%	60-69%									
A1.12: MCA-III Science Proficiency	Percent of all students who meet/exceed expected proficiency	≤ 7%	80-84%									
A1.13: Maximum gap in MCA-III Science proficiency between F/R and ethnic student groups	Percent difference between highest and lowest performing student groups	> 20%	15-19%									
A1.14: MCA-III Reading School Comparison	Percent of schools in the top quartile of their F/R decline range on MCA Reading	≤ 3%	40-54%									
A1.15: MCA-III Math School Comparison	Percent of schools in the top quartile of their F/R decline range on MCA Math	≤ 3%	40-54%	55-69%	70-84%	≥ 85%	82.9%	48.6%	55.0%	57.9%	↑	
A1.16: MCA-III Science School Comparison	Percent of schools in the top quartile of their F/R decline range on MCA Science	≤ 3%	40-54%	55-69%	70-84%	≥ 85%	82.9%	43.2%	35.0%	38.8%	↑	

District Scorecard A: Maximizing student learning and minimizing the achievement gap												
Indicators	Descriptions	Levels				Trend						
		Intervene	Concern	Baseline	Progress	2018-19	2019-20*	2020-21*	2021-22	2022-23	Desired Trend	
A2.1: 3 rd Grade MCA-III Reading Proficiency	Percent of all students who meet/exceed expected proficiency	≤ 7%	80-84%	85-89%	90-94%							
A2.2: 8 th Grade MCA-III Math Proficiency	Percent of all students who meet/exceed expected proficiency	≤ 7%	80-84%	85-89%	90-94%							
A2.3: ACT Participation of graduating class	Percent of students who participate in ACT	≤ 74%	75-79%	80-84%	85-90%							
A2.4: ACT composite score of graduating class	Average composite score of students taking the ACT	20 or below	>20 and ≤21	>21 and ≤23	>23 and ≤24							
A2.5: ACT College Readiness Benchmarks of graduating class	Percent of all students tested who meet or exceed all four ACT benchmarks	≤ 29%	30-39%	40-49%	50-60%							
A2.6: 4-Year Graduation Rate (9 – 12 cohort)	Graduation rate percent	≤ 89%	90-92%	93-95%	96-98%							
A2.7: Participation in potential college-credit earning courses: percent of seniors taking at least one while in high school	Percent of senior students who participated in at least one potential college-credit earning course during four years in high school	< 50%	50-64%	65-79%	80-94%							
A2.8: Participation in potential college-credit earning courses: percent of seniors taking at least one while in high school	Percent difference between highest and lowest participating student groups	>25%	21-25%	16-20%	10-15%							

District Scorecard B: Implementing "best in class" leadership and management practices												
Indicators	Descriptions	Levels				Trend					Desired Trend	
		Intervene	Concern	Baseline	Progress	2018-19	2019-20*	2020-21*	2021-22	2022-23		
B1: Employee engagement	Percent of overall employee engagement	≤ 7%	76-81%	82-87%	88-94%	≥ 95%	88.8%	84.2%	87.0%	87.7%	84.4%	↑
B2: Supervisor support	Percent of employees who report overall supervisor support	≤ 7%	76-81%	82-87%	88-94%	≥ 95%	88.4%	81.8%	84.5%	79.4%	82.0%	↑
B3: Achievement of School Improvement Goals (math and reading)	Percent of School Improvement Goals that go met	≤ 74%	75-79%	80-84%	85-89%	≥ 90%	82.2%	75.2%	81.2%	81.9%	81.9%	↑
B4: Employee PAS completion	Percent of staff who complete PAS within the timeframes defined cycle	≤ 88%	85-89%	90-94%	95-97%	≥ 98%	90.2%	77.3%	82.8%	91.7%	89.3%	↑

District Scorecard C: Expanding professionalism for all administration and staff												
Indicators	Descriptions	Levels				Trend					Desired Trend	
		Intervene	Concern	Baseline	Progress	2018-19	2019-20*	2020-21*	2021-22	2022-23		
		≤ 8%	9-14%	15-19%	20-24%	≥ 25%	90.0%	90.2%	96.1%	94.9%	94.2%	↑

District Scorecard A: Maximizing student learning and minimizing the achievement gap												
Indicators	Descriptions	Levels				Trend					Desired Trend	
		Intervene	Concern	Baseline	Progress	2018-19	2019-20*	2020-21*	2021-22	2022-23		
A3.1: Student engagement (e.g. performance feedback, safety, welcoming, belonging)	Percent overall student engagement	≤ 75%	76-81%	82-87%	88-94%	≥ 95%	86.2%	84.6%	88.8%	85.0%	86.3%	↑
A3.2: Greatest difference in student engagement across ethnic groups	Percent difference	> 20%	9-10%	7-8%	5-6%	< 5%	3.7%	6.0%	4.3%	3.7%	4.3%	↓
A3.3: Percent of students with no out of school suspensions or SpEd dismissals	Percent of students who do not have an out of school suspensions or SpEd dismissals	≤ 75%	76-81%	82-87%	88-94%	≥ 95%	94.8%	95.7%	98.6%	93.6%	95.1%	↑
A3.4: Suspension/spEd dismissal referrals: greatest percentage gap among all student groups	Percent difference	> 20%	9-10%	7-8%	5-6%	< 5%	11.4%	8.9%	3.7%	13.3%	11.2%	↓
A3.5: Expulsion referrals: greatest percentage gap among all student groups	Percent difference	> 10	9-10%	7-8%	5-6%	< 5%	0.6%	0.6%	0.3%	NA	NA	↓
A3.6: Overall attendance rate	Average attendance rate	≤ 88%	89-91%	92-94%	95-97%	≥ 98%	94.9%	94.9%	NA	NA	92.0%	↑
A3.7: Attendance rate: greatest percentage gap among all student groups	Percent difference	> 20%	9-10%	7-8%	5-6%	< 5%	4.9%	4.0%	NA	NA	5.8%	↓
A3.8: Overall consistent attendance rate	Percent of students in consistent attendance (> 90% attendance rate)	≤ 88%	89-91%	92-94%	95-97%	≥ 98%	86.5%	87.3%	NA	NA	74.6%	↑
A3.9: Consistent attendance rate: greatest percentage gap among all student groups	Percent difference	> 20%	9-10%	7-8%	5-6%	< 5%	21.4%	18.9%	NA	NA	22.6%	↓
A3.10: Participation in extra-curricular activities (H.S. only)	Percent of students participating in extra-curricular activities	≤ 39%	40-50%	51-63%	64-74%	≥ 75%	49.2%	49.1%	44.1%	54.2%	44.5%	↑
A3.11: Participation in extra-curricular activities: greatest percentage gap among all student groups (H.S. only)	Percent difference	> 25%	21-25%	16-20%	10-15%	< 10%	27.3%	26.4%	24.3%	24.9%	27.8%	↓

educational excellence												
Indicators	Descriptions	Levels				Trend					Desired Trend	
		Intervene	Concern	Baseline	Progress	2018-19	2019-20*	2020-21*	2021-22	2022-23		
		≤ 8%	9-14%	15-19%	20-24%	≥ 25%	88%	86%	87%	82%	82%	↑
		≤ 8%	9-14%	15-19%	20-24%	≥ 25%	88%	86%	87%	82%	82%	↑
		≤ 8%	9-14%	15-19%	20-24%	≥ 25%	88%	86%	87%	82%	82%	↑
		≤ 8%	9-14%	15-19%	20-24%	≥ 25%	88%	86%	87%	82%	82%	↑
		≤ 8%	9-14%	15-19%	20-24%	≥ 25%	88%	86%	87%	82%	82%	↑



District and school scorecards

Organization

- Broken down into 4 strategic directions
 - Maximizing student learning and minimizing the achievement gap
 - Proficiency and growth
 - Post-secondary readiness
 - Welcoming and engaging schools
 - Implementing “best in class” leadership and management practices
 - Expanding professionalism for administration and staff
 - Engaging and collaborating with stakeholders for educational excellence
- District scorecard indicators have a blue background
- School scorecard indicators have a beige background



District and school scorecards

Key performance indicators

- Key performance indicators are listed on the left of the document and include:
 - Indicators aligned to World's Best Workforce (WBWF) state legislation
 - Every Student Succeeds Act (ESSA) federal legislation
 - School Board, district, and community priorities

Indicators	Descriptions	Levels					Trend					Desired Trend
		Intervene	Concern	Baseline	Progress	Vision	2018-19	2019-20*	2020-21*	2021-22	2022-23	
A1.1: Early Learning Achievement Benchmark	Percent of all students who meet/exceed expected benchmark	≤ 59%	60-69%	70-79%	80-89%	≥ 90%	92.5%		59.7%	65.6%	68.7%	↑
A1.2: earlyReading Kindergarten Readiness Reading Benchmark	Percent of all students who meet/exceed expected benchmark	≤ 59%	60-69%	70-79%	80-89%	≥ 90%	39.0%	38.2%	34.8%	33.2%	36.5%	↑
A1.3: Maximum gap in earlyReading proficiency between F/R and ethnic student groups	Percent difference between highest and lowest performing student groups	> 30%	24-30%	17-23%	10-16%	< 10%	27.8%	24.6%	20.9%	27.2%	15.7%	↓
A1.4: MCA-III Reading Proficiency	Percent of all students who meet/exceed expected proficiency	≤ 79%	80-84%	85-89%	90-94%	≥ 95%	65.1%		55.5%	54.9%	52.7%	↑
A1.5: Maximum gap in MCA-III Reading proficiency between F/R and ethnic student groups	Percent difference between highest and lowest performing student groups	≥ 20%	15-19%	10-14%	5-9%	< 5%	24.3%		27.9%	24.7%	26.6%	↓



District and school scorecards

Indicator descriptions

- Descriptions of each measure are in the second column from the left
 - Describes what is being measured or compared and the meaning of the values displayed

District Scorecard A: Maximizing student learning and minimizing the achievement gap												
Indicators	Descriptions	Levels					Trend					
		Intervene	Concern	Baseline	Progress	Vision	2018-19	2019-20*	2020-21*	2021-22	2022-23	Desired Trend
A1.1: Early Learning Achievement Benchmark	Percent of all students who meet/exceed expected benchmark	≤ 5%	60-69%	70-79%	80-89%	≥ 90%	92.5%		59.7%	65.6%	68.7%	↑
A1.2: earlyReading Kindergarten Reading Benchmark	Percent of all students who meet/exceed expected benchmark	≤ 5%	60-69%	70-79%	80-89%	≥ 90%	39.0%	38.2%	34.8%	33.2%	36.5%	↑
A1.3: Maximum gap in earlyReading proficiency between F/R and ethnic groups	Percent difference between highest and lowest performing student groups	> 30%	24-30%	17-23%	10-16%	< 10%	27.8%	24.6%	20.9%	27.2%	15.7%	↓
A1.4: MCA-III Reading Proficiency	Percent of all students who meet/exceed expected proficiency	≤ 5%	80-84%	85-89%	90-94%	≥ 95%	65.1%		55.5%	54.9%	52.7%	↑
A1.5: Maximum gap in MCA-III Reading proficiency between F/R and ethnic student groups	Percent difference between highest and lowest performing student groups	≥ 20%	15-19%	10-14%	5-9%	< 5%	24.3%		27.9%	24.7%	26.6%	↓



District and school scorecards

Performance levels

- Ranges of performance are listed in the center columns, spanning from “intervene” to “vision”
 - The “baseline” level on this tool indicates the bottom line of acceptable performance, not the starting point of when the indicator was initially measured
 - Ranges were set based on philosophical ideals, discussion, and contextual and cultural values of Anoka-Hennepin stakeholders and community

District Scorecard A: Maximizing student learning and minimizing the achievement gap												
Indicators	Descriptions	Levels					Trend					
		Intervene	Concern	Baseline	Progress	Vision	2018-19	2019-20*	2020-21*	2021-22	2022-23	Desired Trend
A1.1: Early Learning Achievement Benchmark	Percent of all students who meet/exceed expected benchmark	≤ 59%	60-69%	70-79%	80-89%	≥ 90%	92.5%		59.7%	65.6%	68.7%	↑
A1.2: earlyReading Kindergarten Readiness Reading Benchmark	Percent of all students who meet/exceed expected benchmark	≤ 59%	60-69%	70-79%	80-89%	≥ 90%	39.0%	38.2%	34.8%	33.2%	36.5%	↑
A1.3: Maximum gap in earlyReading proficiency between F/R and ethnic student groups	Percent difference between highest and lowest performing student groups	> 30%	24-30%	17-23%	10-16%	< 10%	27.8%	24.6%	20.9%	27.2%	15.7%	↓
A1.4: MCA-III Reading Proficiency	Percent of all students who meet/exceed expected proficiency	≤ 79%	80-84%	85-89%	90-94%	≥ 95%	65%		55.5%	54.9%	52.7%	↑
A1.5: Maximum gap in MCA-III Reading proficiency between F/R and ethnic student groups	Percent difference between highest and lowest performing student groups	> 30%	15-19%	10-14%	5-9%	< 5%	24.3%		27.9%	24.7%	26.6%	↓



District and school scorecards

Trend data

- Score trends are located on the right side of the document with an arrow indicating the desired direction of the trend
 - (1) Bolded text and boxes around a score indicates improvement from the previous year
 - (2) Underlined scores indicate the first time the indicator was measured or a change in the assessment/measure
 - (3) Each score is color-coded corresponding to the range level achieved

District Scorecard A: Maximizing student learning and minimizing the achievement gap												
Indicators	Descriptions	Levels					Trend					Desired Trend
		Intervene	Concern	Baseline	Progress	Visible	2018-19	2019-20*	2020-21*	2021-22	2022-23	
A1.1: Early Learning Achievement Benchmark	Percent of all students who meet/exceed expected benchmark	≤ 59%	60-69%	70-79%	80-89%	≥ 90%	92.5%		<u>59.7%</u>	65.6%	68.7%	↑
A1.2: earlyReading Kindergarten Readiness Reading Benchmark	Percent of all students who meet/exceed expected benchmark	≤ 59%	60-69%	70-79%	80-89%	≥ 90%	39.0%	38.2%	34.8%	33.2%	36.5%	↑
A1.3: Maximum gap in earlyReading proficiency between F/R and ethnic student groups	Percent difference between highest and lowest performing student groups	> 30%	24-30%	17-23%	10-16%	≤ 10%	27.8%	<u>24.6%</u>	<u>20.9%</u>	27.2%	15.7%	↓
A1.4: MCA-III Reading Proficiency	Percent of all students who meet/exceed expected proficiency	≤ 79%	80-84%	85-89%	90-94%	≥ 95%	65.1%		55.5%	54.9%	52.7%	↑
A1.5: Maximum gap in MCA-III Reading proficiency between F/R and ethnic student groups	Percent difference between highest and lowest performing student groups	≥ 20%	15-19%	10-14%	5-9%	< 5%	27.8%		27.9%	24.7%	26.6%	↓

achievement gap					
Trend					
2018-19	2019-20*	2020-21*	2021-22	2022-23	Desired Trend
92.5%		<u>59.7%</u>	65.6%	68.7%	↑
39.0%	38.2%	34.8%	33.2%	36.5%	↑
27.8%	24.6%	<u>20.9%</u>			↓
65.1%		55.5%	54.9%	52.7%	↑

(1)

(2)

(3) color-coded for "baseline" level

2023-24 Strategic priorities

ANOKA-HENNEPIN SCHOOLS 2023-24 STRATEGIC PRIORITIES

2023-24 STRATEGIC PRIORITIES

MISSION: To effectively educate each of our students for success.

VISION: To be a public school system of excellence, with high quality staff and programs and successful graduates.

EQUITY COMMITMENT: Anoka-Hennepin School District is committed to creating equitable learning environments which provide access, representation, meaningful participation, and highly positive outcomes for each student.

IMPLEMENTING: Changes that are happening during this school year. Changes may take multiple years to complete.

REVIEWING AND PLANNING FOR POTENTIAL IMPLEMENTATION: Studying our current program for possible improvements and making plans for potential implementation. Some of these items may move to implementation immediately while others may not lead to action.

MONITORING AND CONSIDERING: Items in this area fall into one of two categories. Some initiatives were recently implemented and are continuing to be monitored to ensure they are meeting intended outcomes (M). Others are potential areas of need that haven't risen to the level of review yet (C).

SAFE AND WELCOMING ENVIRONMENT

- 2.1 Ensure systemic efforts to support students' social, emotional and behavioral needs.

INCREASED STUDENT ACHIEVEMENT

- 2.1 Provide academic programming to support K-12 students impacted by the effects of the COVID-19 pandemic.
- 2.2 Improve instruction and comprehension at the secondary level.
- 2.3 Improve third grade literacy.
- 2.4 Prepare students to enter the workforce of the future: Portrait of a Graduate.

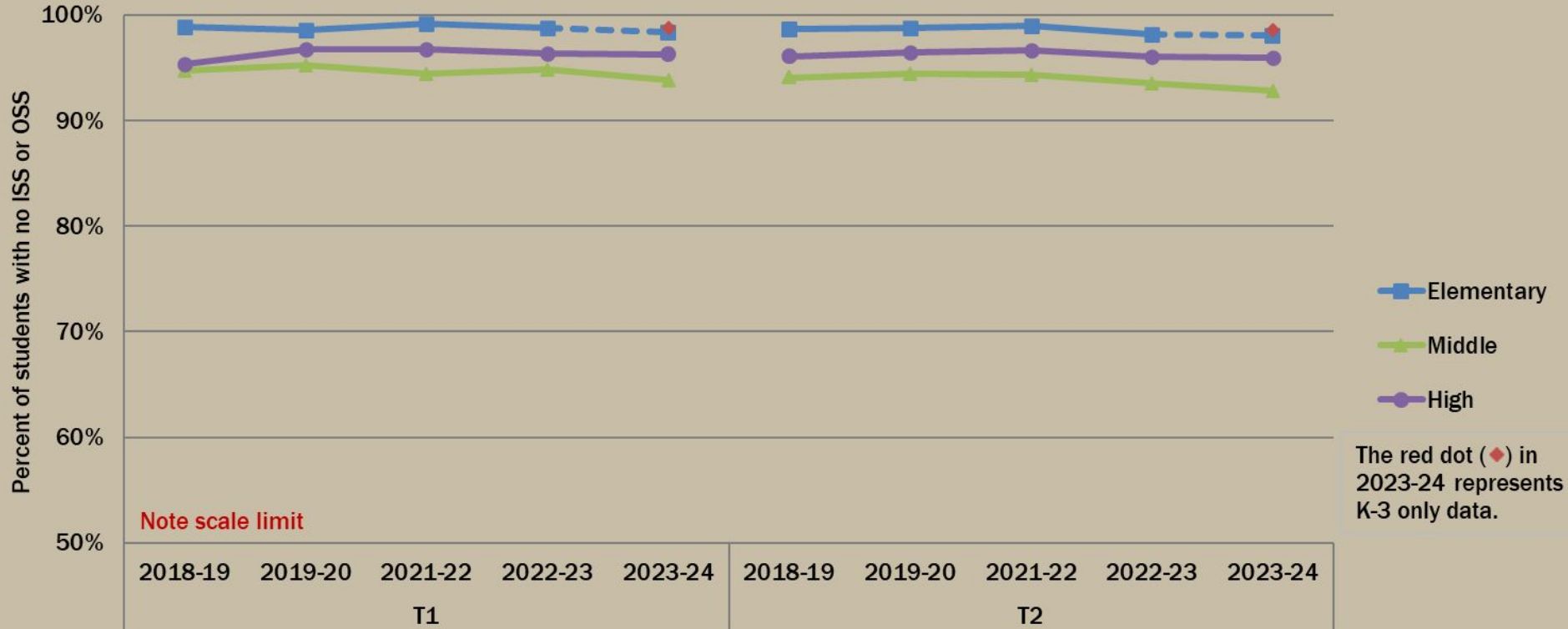
EFFECTIVE ORGANIZATIONAL SUPPORT

- 3.1 Increase employee recruitment and retention.
- 3.2 Analyze district student enrollment trends.
- 3.3 Continue construction and facilities improvements.



Strategic priority 1.1

Students without in school or out of school suspensions

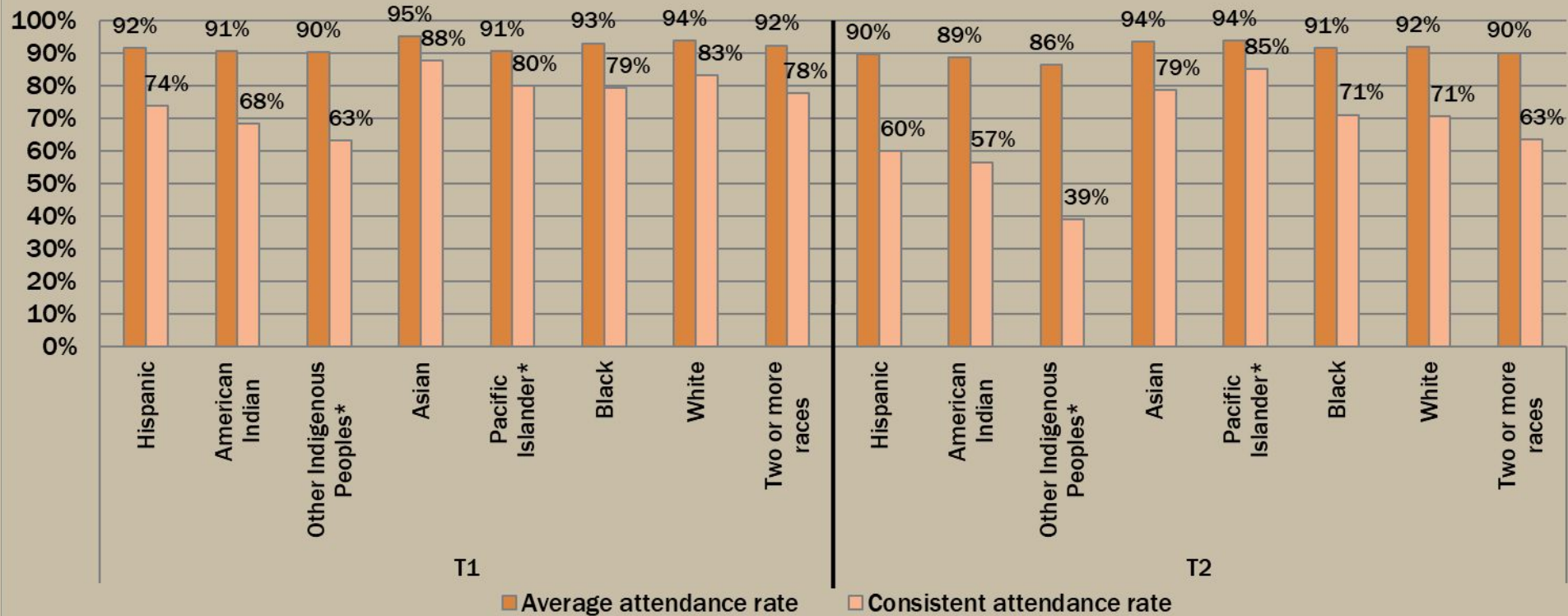


Note: The dotted line indicates a change in discipline exclusionary practices at the elementary level. 2020-21 data were not recorded due to varying learning models.



Strategic priority 1.1

Student attendance by race/ethnicity

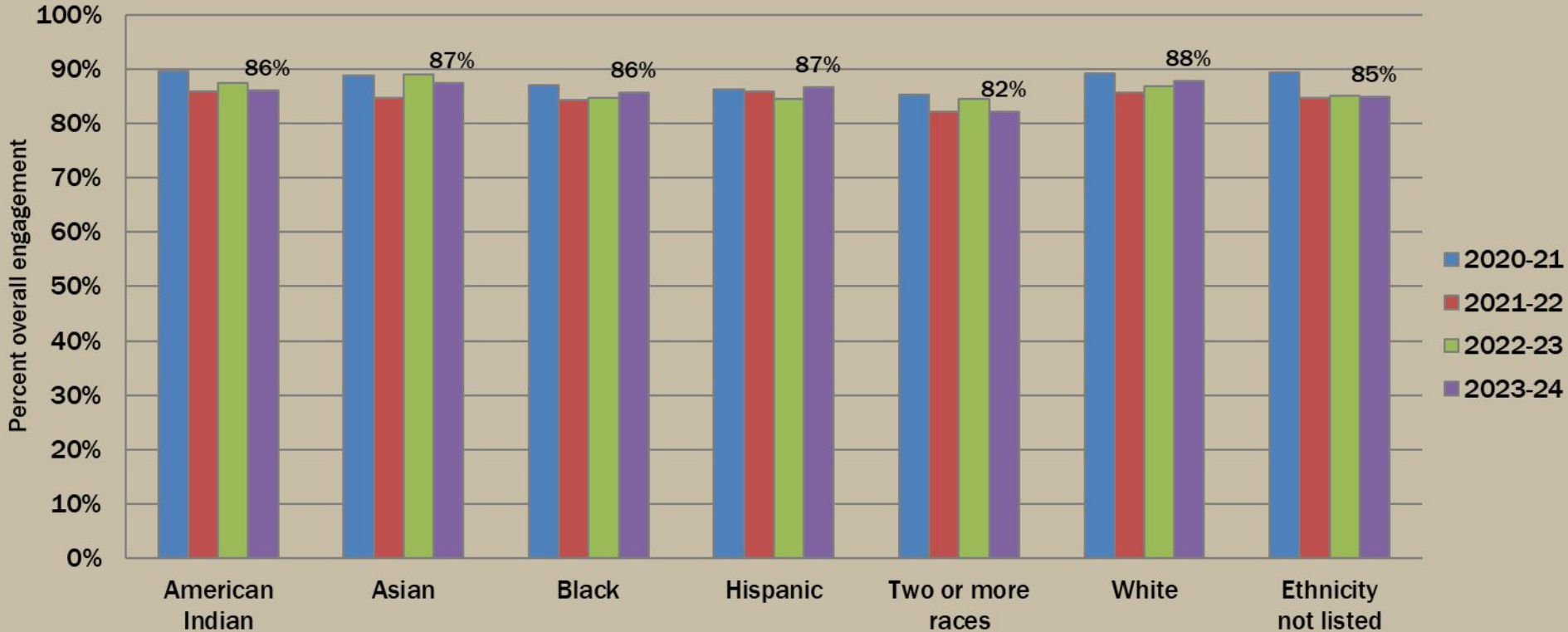


Note: Consistent attendance is defined as an attendance rate of 90% or greater. *Data for students identified as Other Indigenous Peoples or Pacific Islander should be interpreted with caution due to low cell sizes of these student groups.



Strategic priority 1.1

Student engagement by race/ethnicity

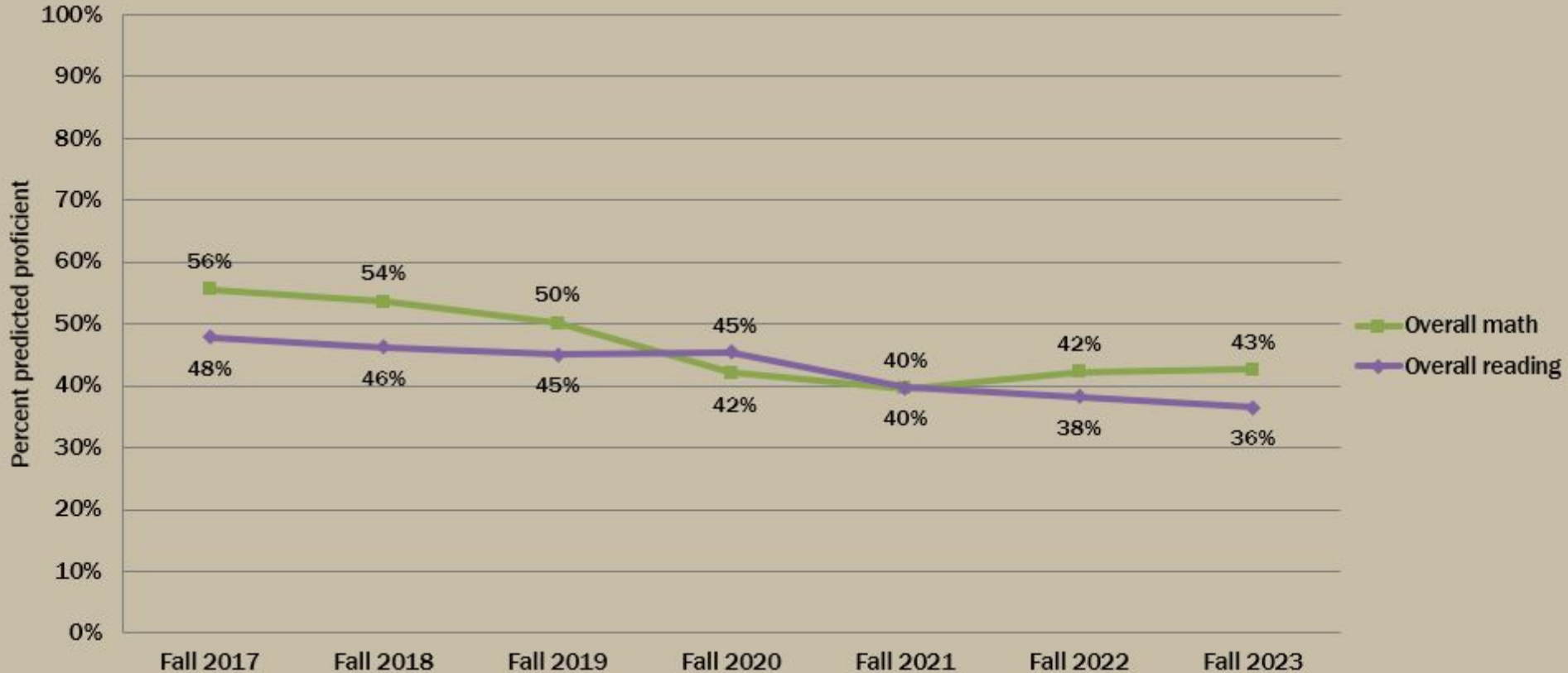


Note: The data labels represent current year data.



Strategic priority 2.1

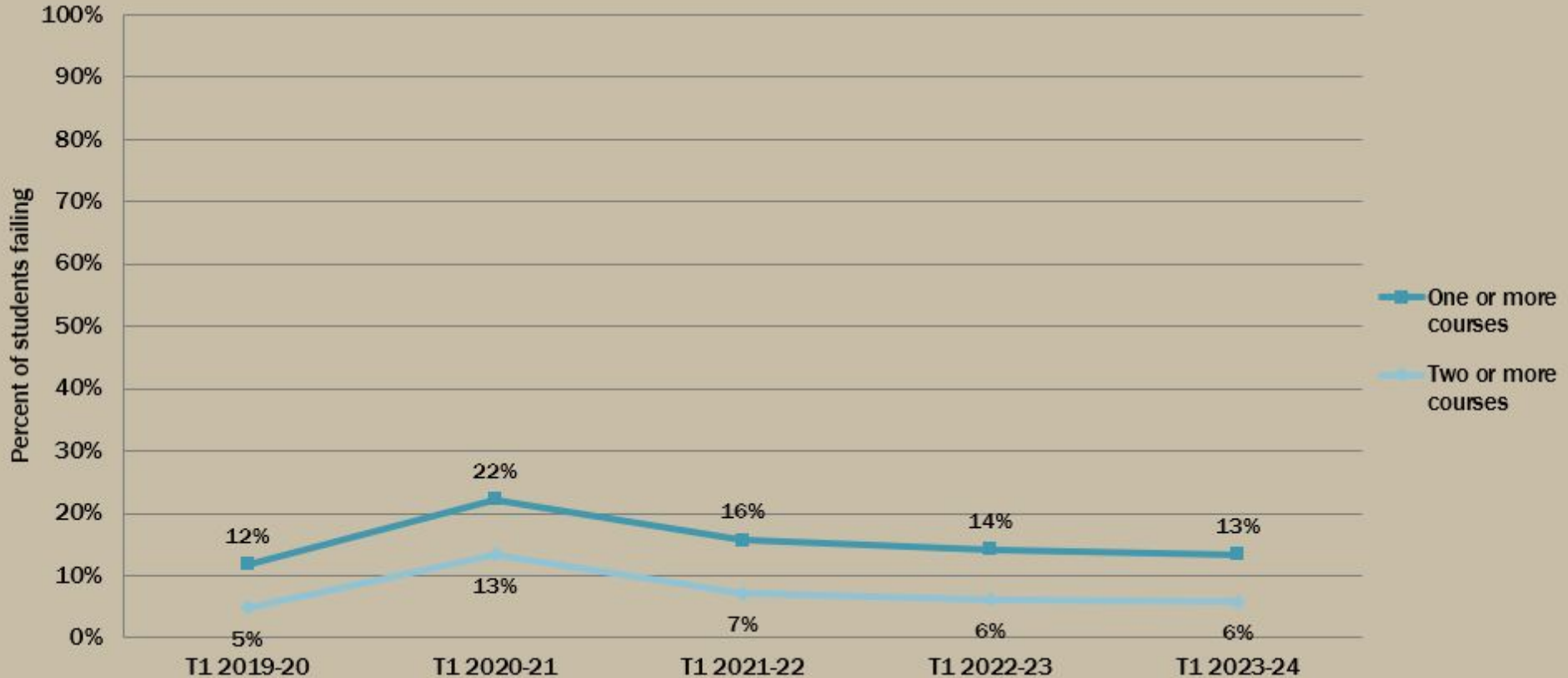
Students predicted proficient on MCA based on MAP





Strategic priority 2.1

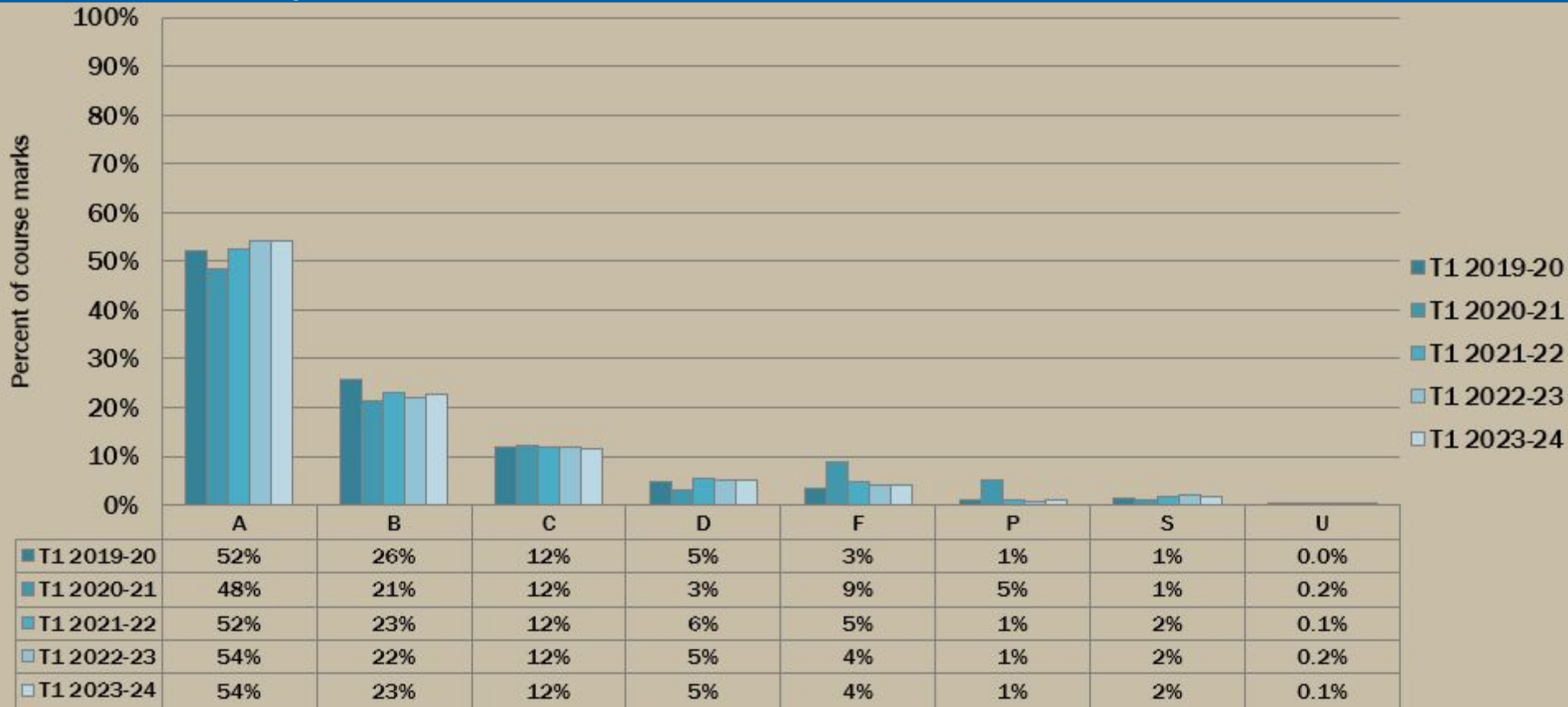
Secondary students failing one and two or more tri 1 (T1) courses





Strategic priority 2.2

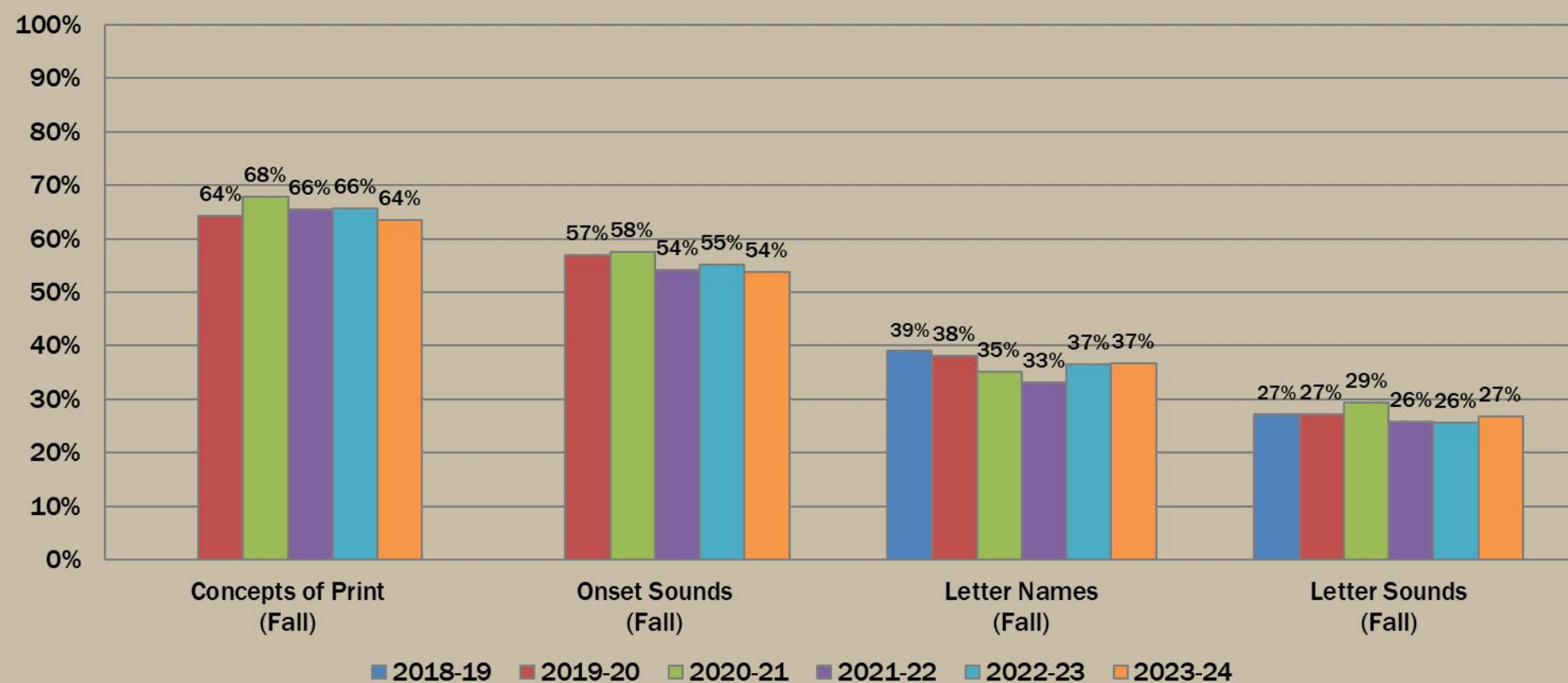
Secondary tri 1 (T1) course mark distribution





Strategic priority 2.3

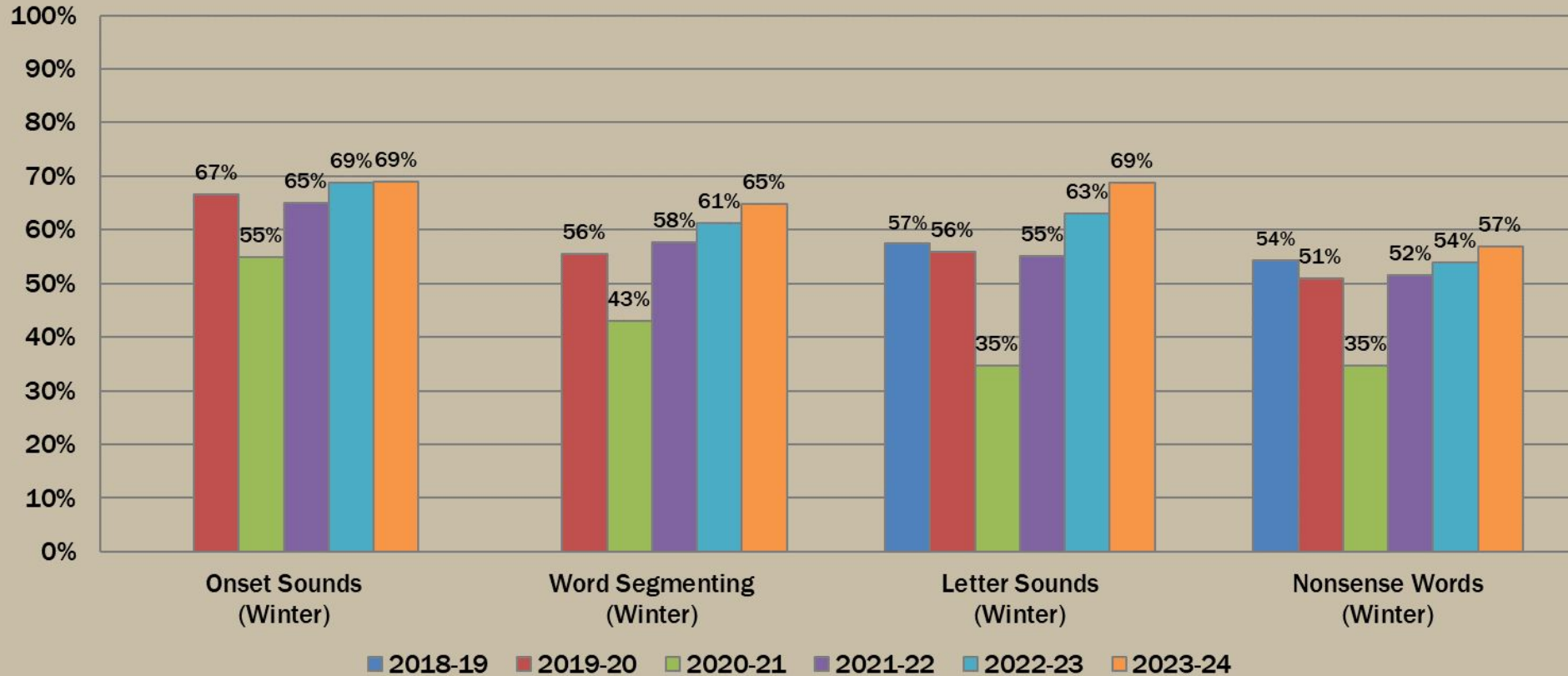
Kindergarten students meeting fall FAST benchmarks





Strategic priority 2.3

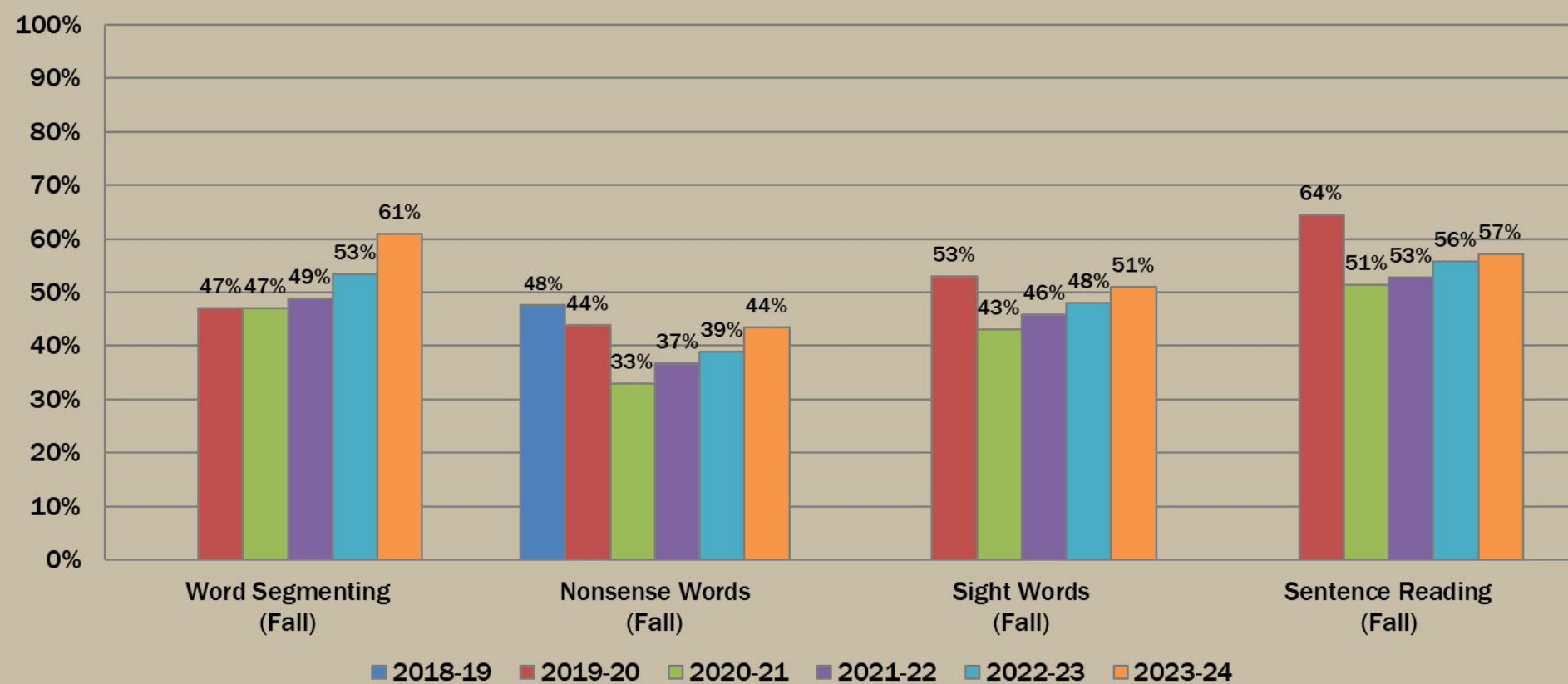
Kindergarten students meeting winter FAST benchmarks





Strategic priority 2.3

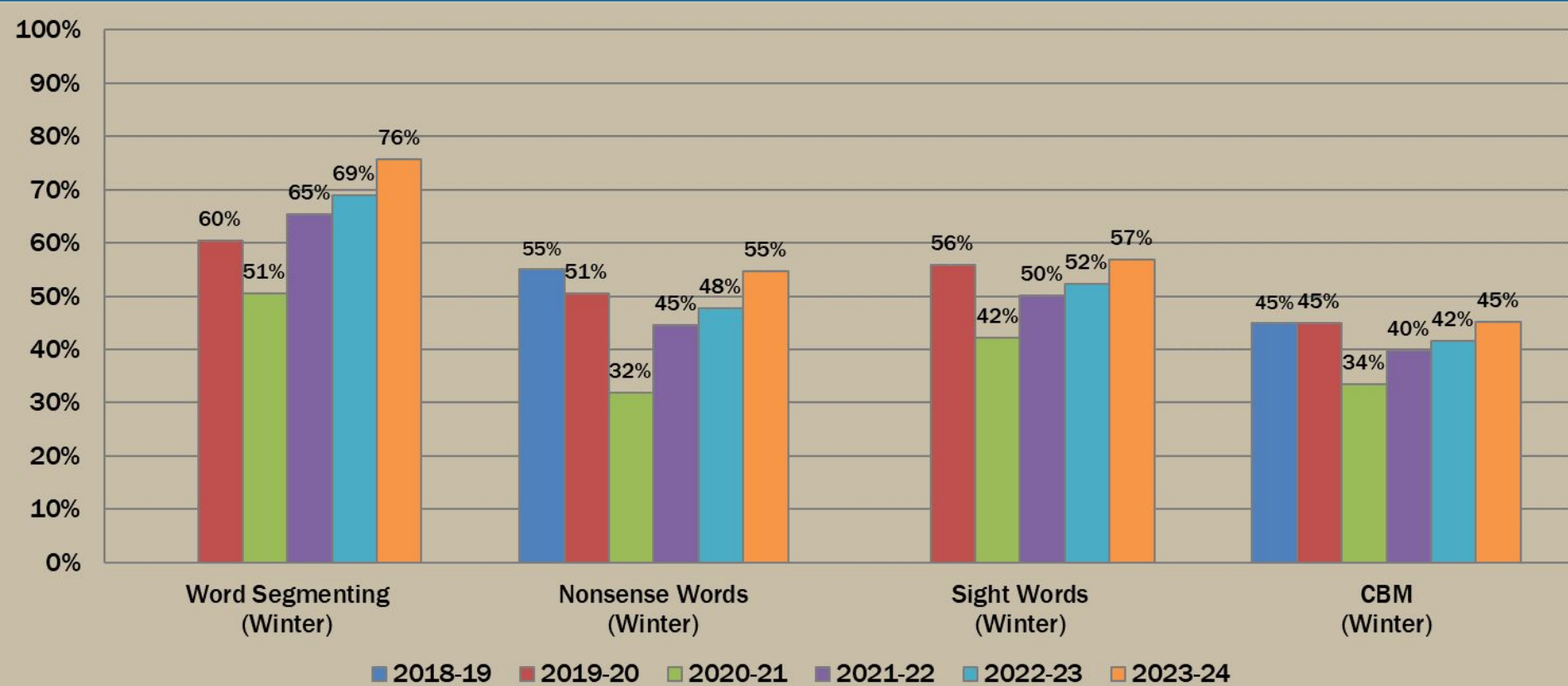
Grade 1 students meeting fall FAST benchmarks





Strategic priority 2.3

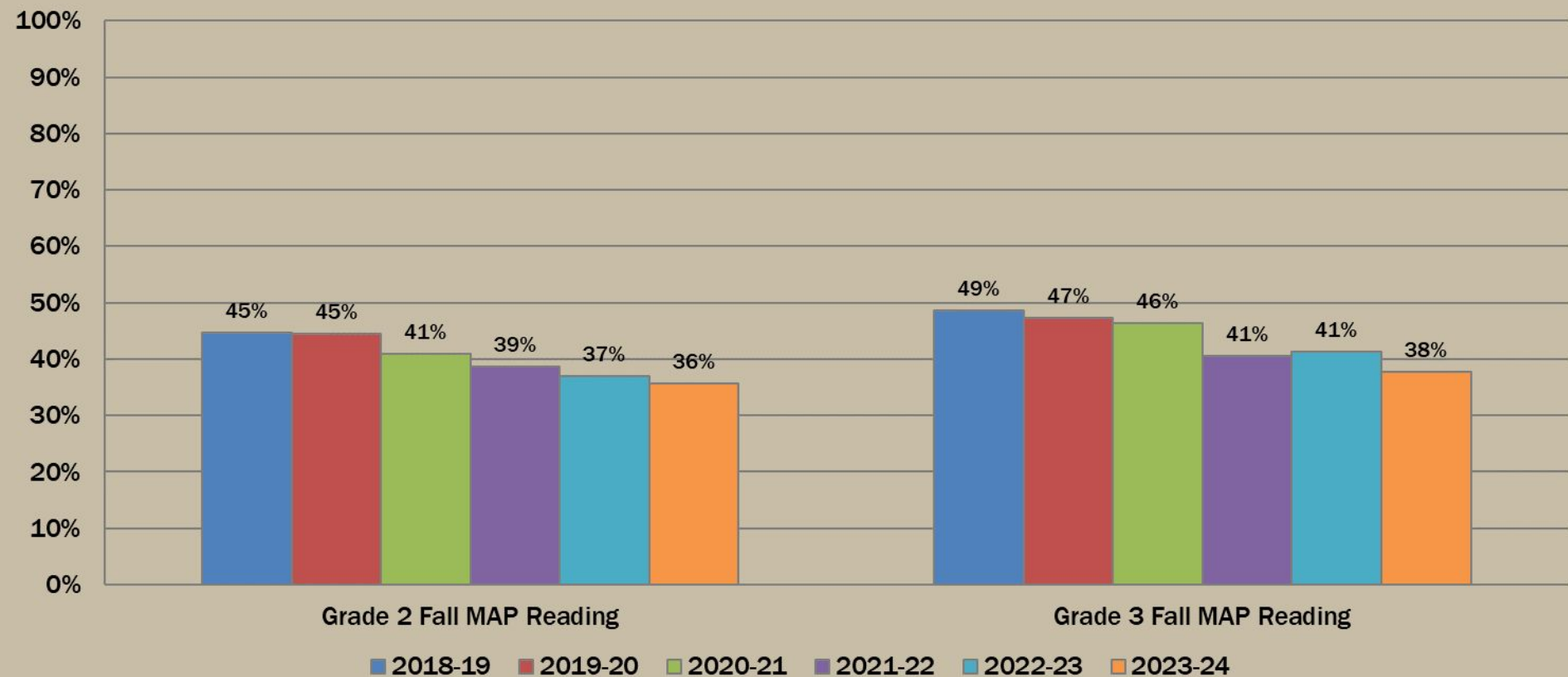
Grade 1 students meeting winter FAST benchmarks





Strategic priority 2.3

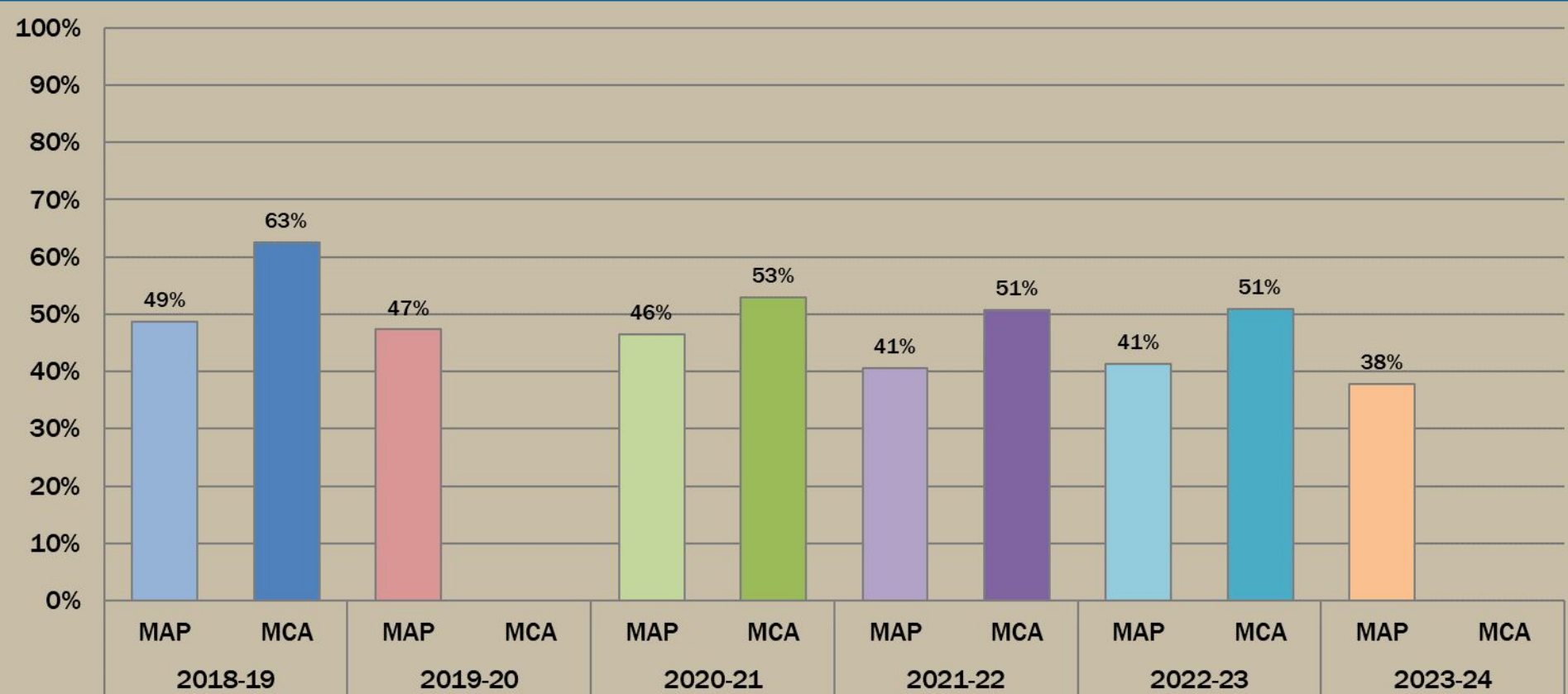
Grade 2 & 3 students predicted proficient on MCA based on MAP





Strategic priority 2.3

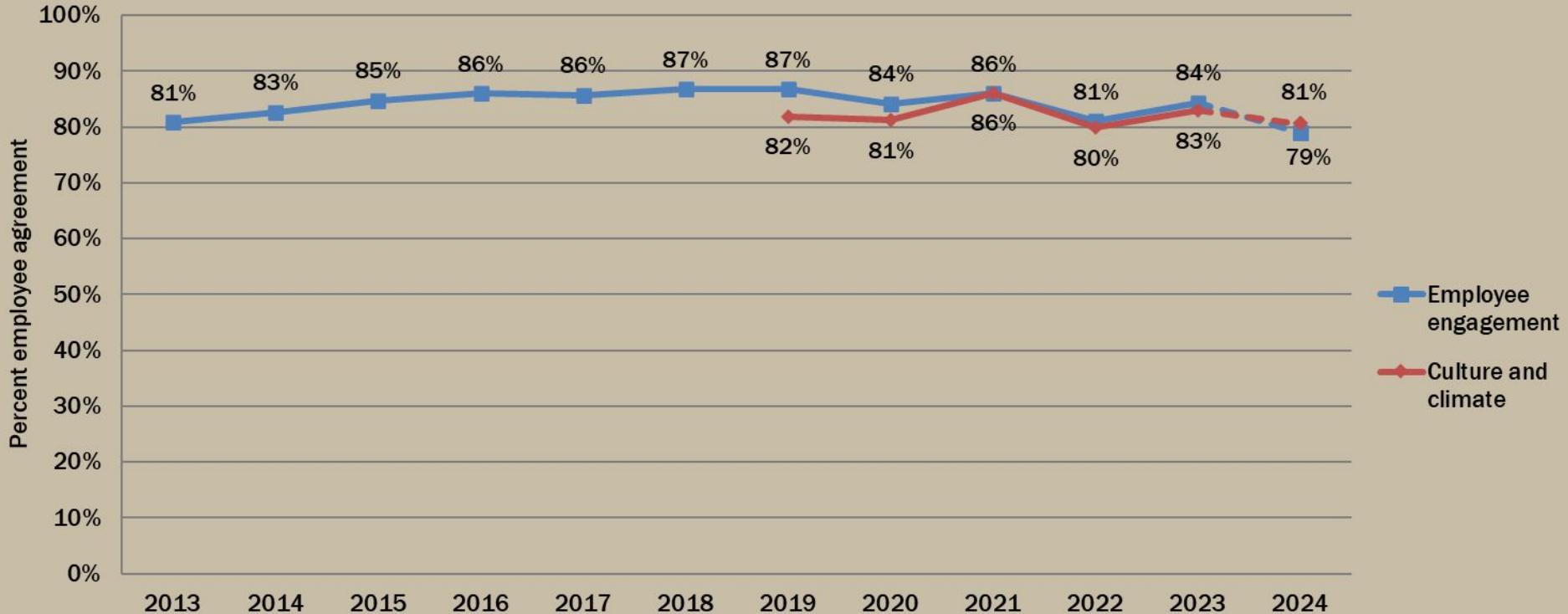
Grade 3 students predicted proficient on fall MAP and proficiency on MCA





Strategic priority 3.1

Overall employee engagement and positive culture and climate ratings

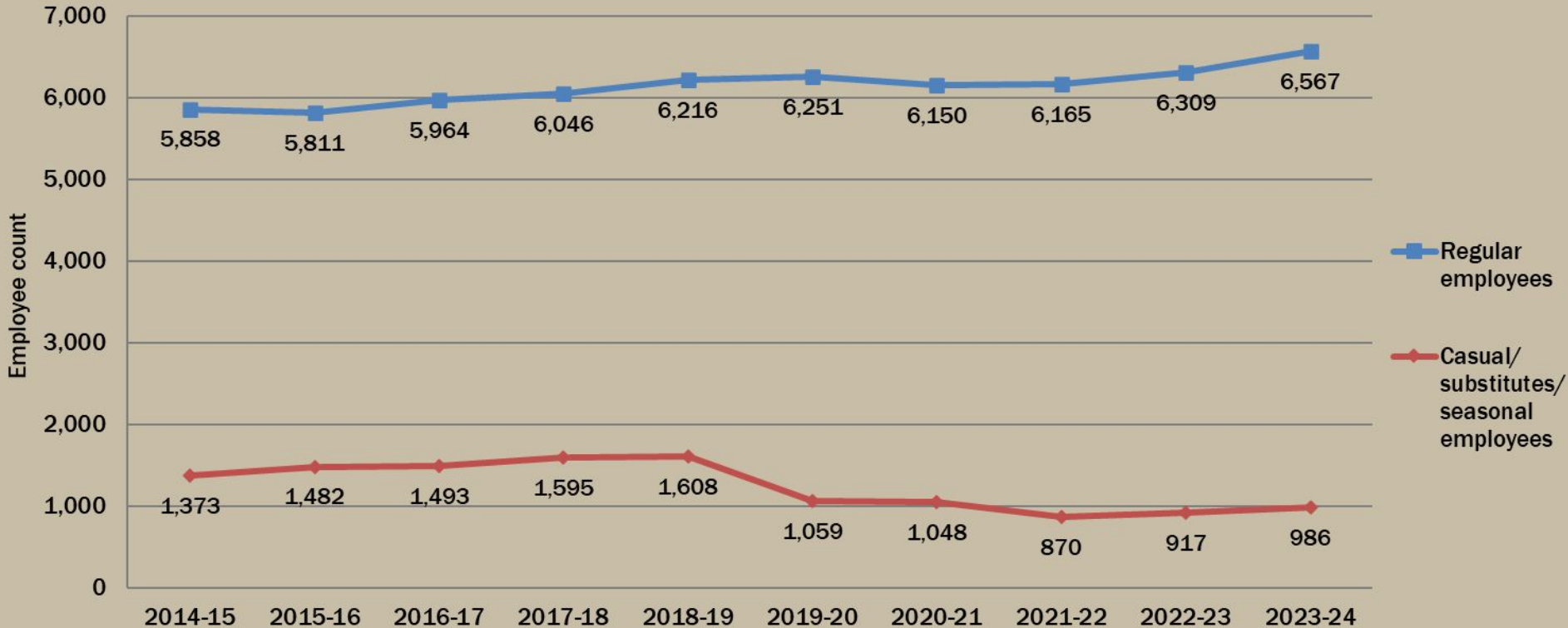


Note: The Culture and Climate Survey was first administered in 2019. The dotted line indicates a shift in the items included, with additional items related to equity added in 2024.



Strategic priority 3.1

Employee count ten-year trend

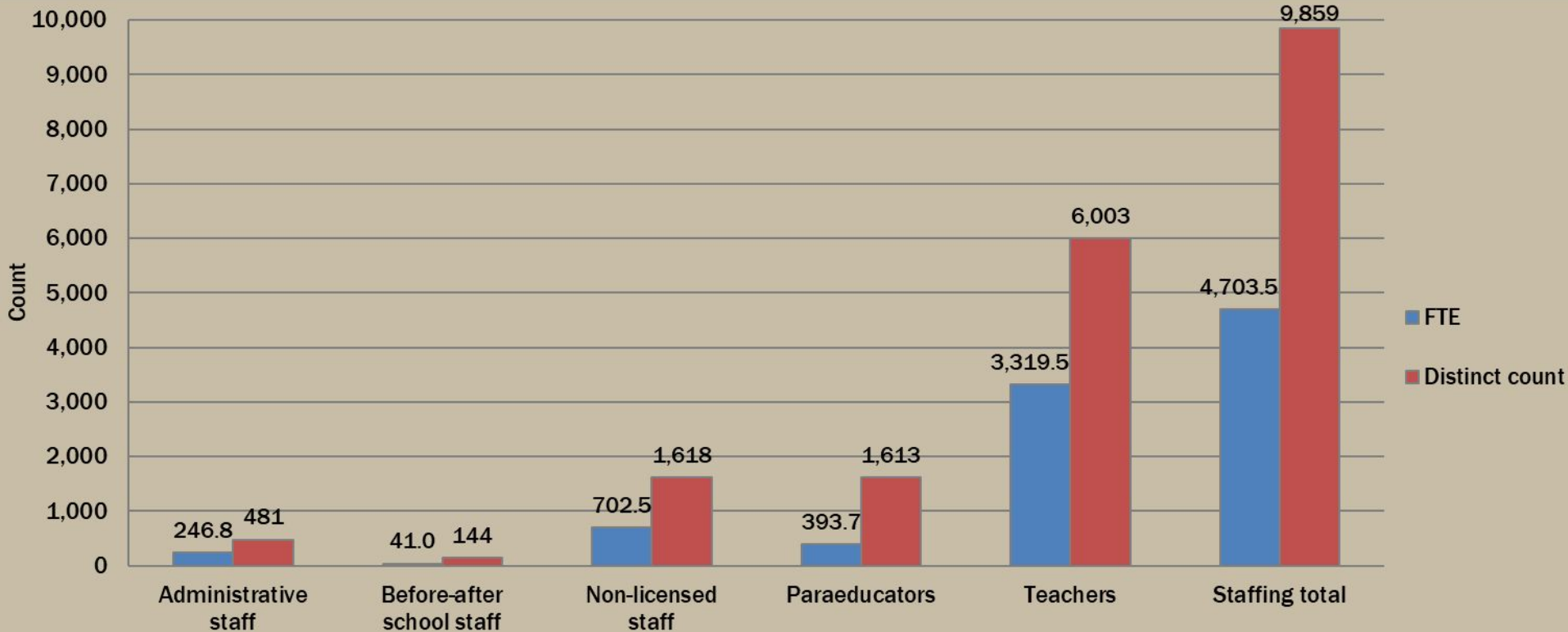


Note: These data reflect October 1 employee counts aligned with each school year. Data from LRB as recorded in Skyward.



Strategic priority 3.1

Assignment type counts



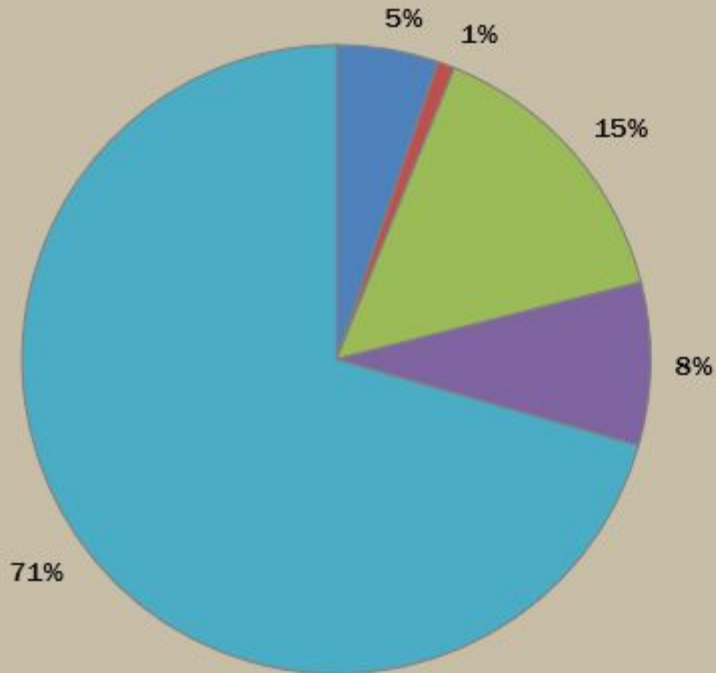
Note: Data from LRB as recorded in Skyward.



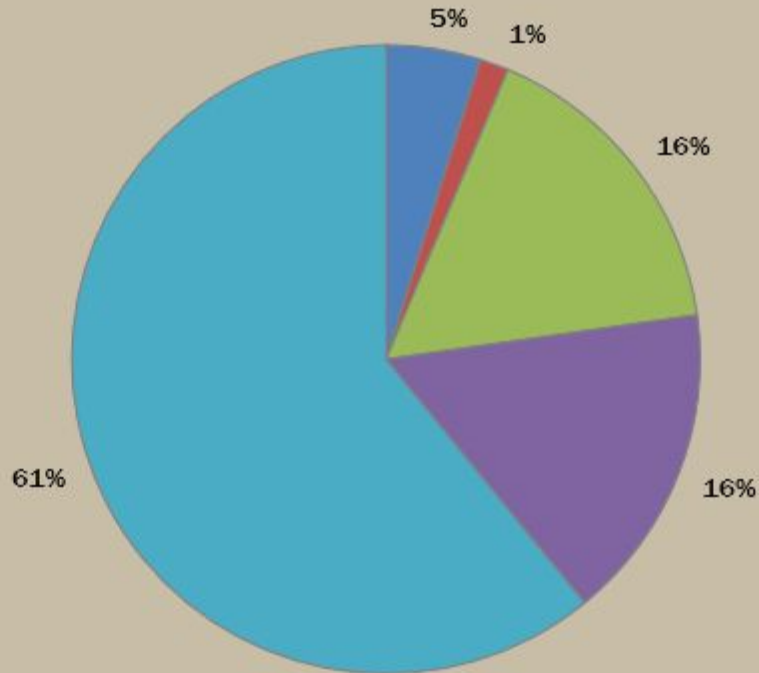
Strategic priority 3.1

Assignment type proportions

Full-time equivalents (FTE)



Distinct count

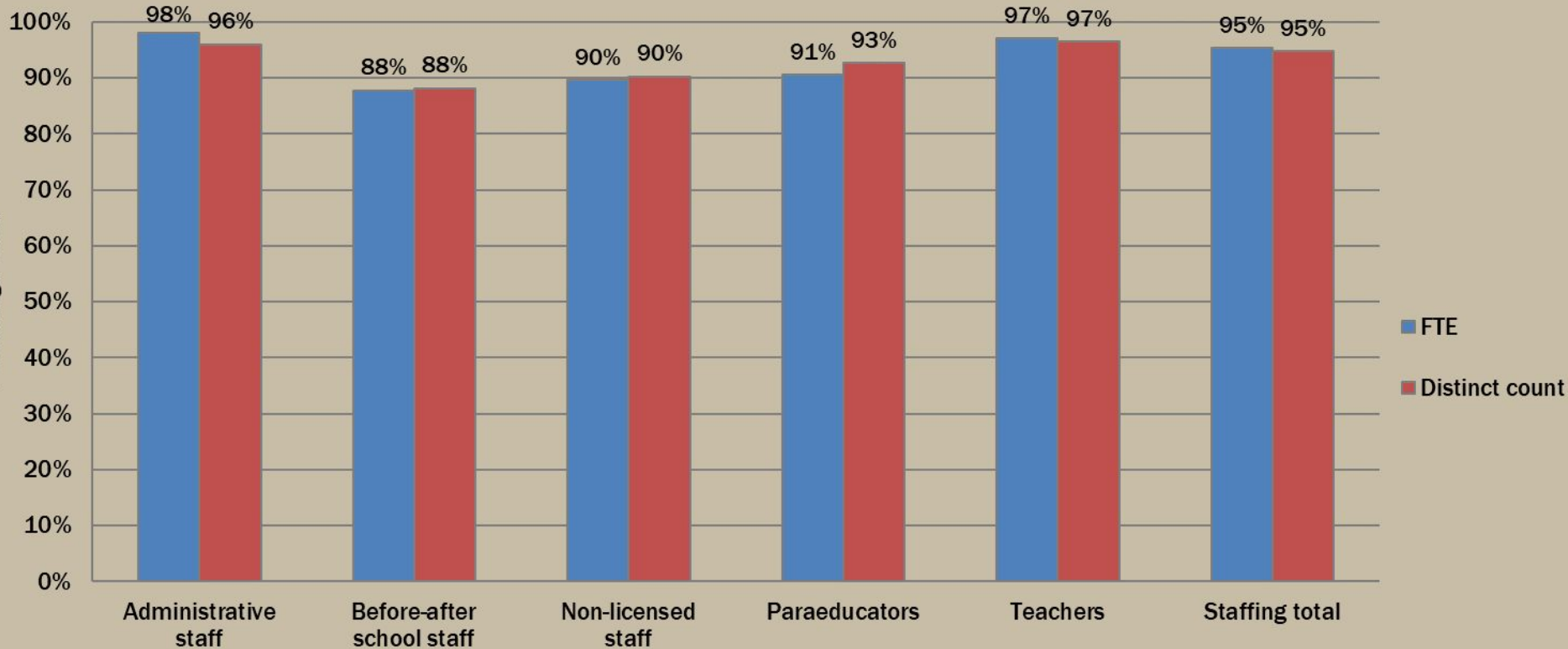


- Administrative staff
- Before-after school staff
- Non-licensed staff
- Paraeducators
- Teachers



Strategic priority 3.1

Assignment type fill rates

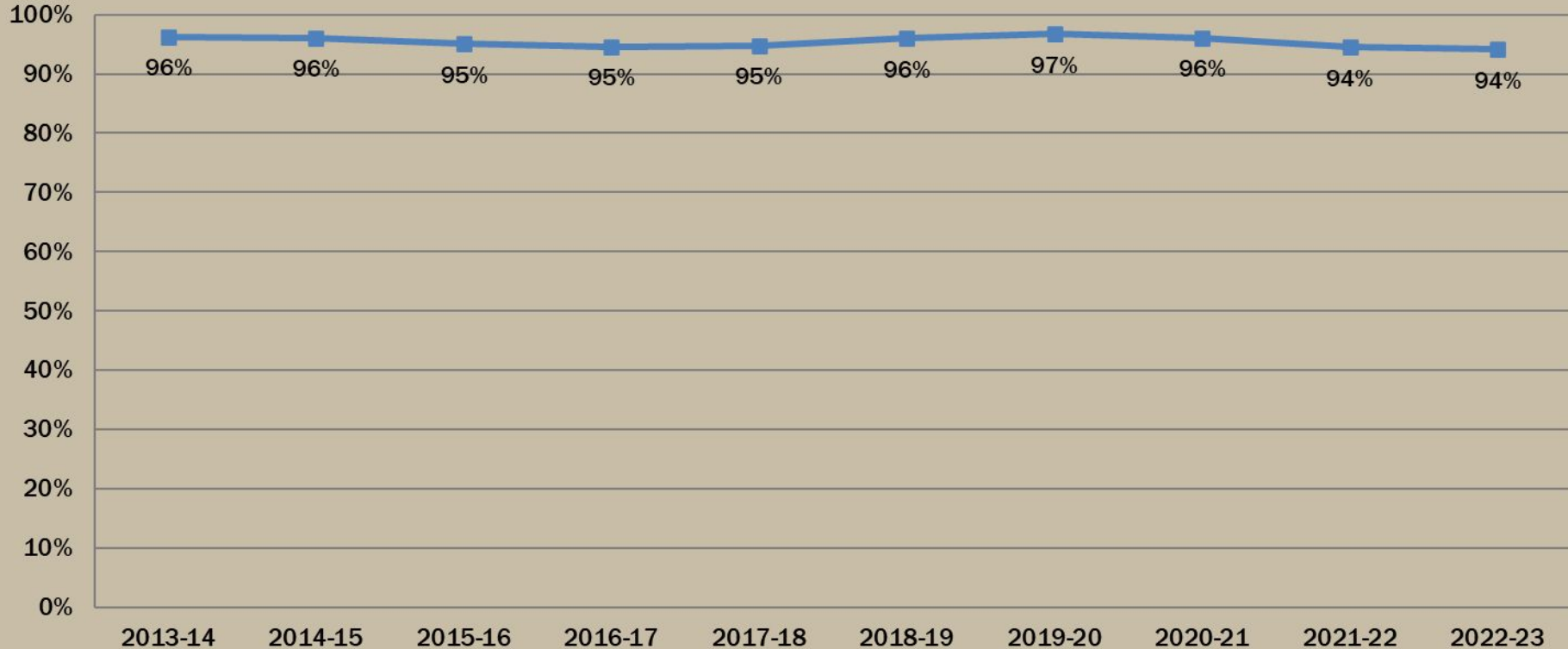


Note: Data from LRB as recorded in Skyward.



Strategic priority 3.1

Average overall employee attendance rate ten-year trend



Note: Data from LRB as recorded in Skyward.



Strategic priority 3.2

District student enrollment trends

- Survey of students choosing education options outside Anoka-Hennepin presented at March 6, 2023 Work Session.
- Demographic study completed and presented at November 27, 2023 School Board meeting.
- Key takeaways from this work:
 - District enrollment most likely to change little overall
 - Enrollment options will likely continue to impact our overall enrollment
 - For families enrolled elsewhere, no clear incentive to enroll here
 - New housing developments of single family homes are drivers for increasing enrollment



Questions

Questions/Discussion

24-25 Strategic priorities

ANOKA-HENNEPIN SCHOOLS 2024-25 STRATEGIC PRIORITIES

2024-25 STRATEGIC PRIORITIES

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SAFE AND WELCOMING ENVIRONMENT

BEHAVIOR

- 1.1 Improve student engagement, connection and behavior

INCREASED STUDENT ACHIEVEMENT

LITERACY

- 2.1 Improve literacy at all grades
- 2.2 Prepare students to enter the workforce of the future: Portrait of a Graduate
- 2.3 Provide academic programming to support K-12 students impacted by the effects of the COVID-19 pandemic
- 2.4 Improve instruction and comprehension at the secondary level

EFFECTIVE ORGANIZATIONAL SUPPORT

WORKFORCE

- 3.1 Improve employee recruitment and retention
- 3.2 Analyze district student enrollment trends
- 3.3 Continue construction and facilities improvements

24-25 Strategic priorities

Priority 1.1 Improve student engagement, connection and behavior

ANOKA-HENNEPIN SCHOOLS 2024-25 STRATEGIC PRIORITIES

Listed are anticipated action steps to address the priorities during the 2024-25 school year. These items are in addition to any other strategies currently in place or under development.

IMPLEMENTING: Changes that are happening during this school year. Changes may take multiple years to complete.

SAFE AND WELCOMING ENVIRONMENT

1.1 Improve student engagement, connection and behavior

1.1 Rationale: Students learn better when they are in a safe and supportive learning environment. Feedback from teachers, parents/guardians and students suggests that there are students needing additional support on a daily basis. Discipline data also shows disproportionately between student demographic groups.

Pre-Kindergarten (PreK)

- Enhance the classroom environment and improve the social emotional learning climate in preschool classrooms by implementing year 5 activities of the preK social and emotional learning framework that promotes young children's healthy development, and promotes positive behaviors in the preschool classroom. Seek input, feedback and recommendations from the PreK-K Committee to support the transitions and structures for student emotional and behavioral needs.

Elementary

- Review of iTeam referrals including processes, protocols, and systems to support interventions, Tier I and Tier II.
- Establish committees to gather input, feedback and recommendations to support the transitions and structures for student emotional and behavioral needs:
 - PreK-K committee.
 - Special Education.
 - K-3 non-exclusionary discipline legislation committee.

Secondary

- Maintain additional school guidance counselors and social worker support.
- Continued implementation of multi-tiered systems of support (MTSS).
 - Social emotional learning activities during middle school advisory.
 - Review and update school-wide behavior intervention plans and reset rooms at each school annually.
 - Monitor student intervention team referral process, protocols and evidence based interventions.
 - Implement MTSS intervention plan platform in Synergy to streamline intervention processes in a systemic effort to support students' social, emotional, and behavioral needs.
 - Increase communication with classroom teachers regarding student intervention plans and data collection.
 - Strengthen individualized student intervention plans to address academic and behavioral tier II and III needs.

24-25 Strategic priorities

Priority 2.1 Improve literacy at all grades

ANOKA-HENNEPIN SCHOOLS 2024-25 STRATEGIC PRIORITIES

Listed are anticipated action steps to address the priorities during the 2024-25 school year. These items are in addition to any other strategies currently in place or under development.

IMPLEMENTING: Changes that are happening during this school year. Changes may take multiple years to complete.

INCREASED STUDENT ACHIEVEMENT

2.1 Improve literacy at all grades

2.1 Rationale: Reading is an essential skill for students to be successful in every curricular area and a strong predictor for high school graduation and post-secondary enrollment, as well as a skill essential for success in life. Recent assessment data shows that 52.7% of Anoka-Hennepin students in grades 3-8 and 10 demonstrated grade level reading proficiency in 2023. This data also shows gaps in opportunity and achievement between student groups, which has persisted over time.

Pre-Kindergarten (PreK)

- Continue implementing Heggerty PreK Phonemic Awareness Curriculum in all PreK classrooms
- Train 75 more PreK teachers and one more Curriculum Director in LETRS

Elementary

- Utilize professional learning communities (PLC) for data analysis of diagnostic assessments.
- Maintain support for LETRS professional development.
- Bridge2Read pilot, grades K-2. Some sites grade 3.
- LETRS for Administrators.
- Integration of instructional practices (LETRS), (Bridge2Read pilot).
- READ Act committee.
- ELA study committee.

Secondary

- Develop implementation plans for Phase 1 professional development.
- Continue monitoring MDE for new information related to the READ Act at the secondary level.
- Carry out the levels of professional development.
 - Phase 1 completed by July 1, 2025.
 - Reading Intervention teachers.
 - Special Education teachers.
 - Phase 2 completed by July 1, 2027.
 - Classroom teacher responsible for reading instruction.
 - Teachers who work with English learners.
 - Teachers who work with students who qualify for the graduation incentives program under section 124D.68.
 - Instructional support staff who provide reading support.
 - Curriculum directors.
 - Employees who select literacy instructional materials for a district.

24-25 Strategic priorities

Priority 3.1 Improve employee recruitment and retention

ANOKA-HENNEPIN SCHOOLS 2024-25 STRATEGIC PRIORITIES

Listed are anticipated action steps to address the priorities during the 2024-25 school year. These items are in addition to any other strategies currently in place or under development.

IMPLEMENTING: Changes that are happening during this school year. Changes may take multiple years to complete.

EFFECTIVE ORGANIZATIONAL SUPPORT

3.1 Improve employee recruitment and retention

3.1 Rationale: Current data on open positions, as well as surveys from staff, demonstrate that unfilled positions are creating challenges in programming as well as operations across the system. In addition, there is an increasing discrepancy between the demographic makeup of the labor force within our system and the surrounding community, indicating that we are not attracting our community members to work in our system at consistent rates across demographic groupings.

- Update substitute management system to effectively communicate internal and external needs.
- Implement electronic employee data form to improve employee onboarding experience.
- Expand Grow Your Own program offerings.
- Develop Stay Interview Cycle to inform employee retention initiatives.
- Revise job postings to include updated job descriptions.
- Revise employee applications tailored to specific job types.
- Reboot employee Performance Appraisal System to support performance growth for all employees.



Facilities

- Spring 2024 update



Next steps

- Monday, April 22, 2024: Preliminary FY25 Budget (General funds)
- Monday, May 20, 2024: Preliminary FY25 Budget (ALL funds)
- Monday, June 24, 2024: Final approval FY25 budget at regular School Board meeting
- Thursday, July 18, 2024: Board/Cabinet work session
 - Begin conversations about process for reductions for FY25 (school year 25-26)
 - Consider scorecard updates for future reporting



Questions

Questions/Discussion

Minnesota READ Act

April 4, 2024



ANOKA-HENNEPIN
SCHOOLS
A future without limit

Goal and purpose

- Provide information on current and past literacy practices.
- Provide an update on the READ Act.
- Current status of implementation in Anoka-Hennepin schools.
- Future READ Act work.



Elementary literacy

Current and past practices

Timeline:

- Balanced Literacy (2003-2016).
- Shift in standards, focus on 3rd grade literacy proficiency in the World's Best Workforce.
- Third grade MCA scores (2015).
- Adopted Reading Wonders (2016-present).



Elementary literacy

Current and past practices

Bridge2Read Pilot and Expansion

- 2021-22: Monroe Elementary
- 2022-23: Evergreen Park and Oxbow Creek
- 2023-24: Expanded to all sites

Secondary literacy

Current and past practices

- 2010 - ELA Standards included literacy in science, social studies, and technical subjects.
- 2018 - Literacy coaching, SRCL Grant.
- 2018 - Reading intervention shifts.
- 2021 - Professional development in age-appropriate decoding based on SOR.
- 2022 - ELA courses based on the new MN ELA Standards.
- 2023 - LETRS training.
- 2024 - OL&LA training.

READ Act legislation

The goal of this legislation is to have every Minnesota child reading at or above grade level every year, beginning in kindergarten, and to support multilingual learner and students receiving special education services in achieving their individualized reading goals. The READ Act replaces Read Well by Third Grade (RWBTG) and is in effect as of July, 1, 2023.

What is the READ Act?

- The Reading to Enure Academic Development Act is part of the K-12 Omnibus Education Finance Bill, which was adopted by conference committee on May 15, 2023 and signed into law by Governor Walz.
 - The READ Act has provisions for PreK-12 staff and for supporting our ML and special education students
- The implementation of the READ Act began July 2023 and will be ongoing with specific timelines for each component. MDE continues to provide updates regarding the specifics of the READ Act.

READ Act

READ Act Components

- Professional development.
- Universal screening and progress monitoring.
- Evidence-based curriculum resource.
- Local literacy plan.
- Literacy lead.

READ Act: Professional development

To meet READ Act legislative professional development requirements:

MDE has identified three approved programs.

- LETRS-Language Essentials for Teachers of Reading and Spelling.
- CAREIALL-Advancing Language and Literacy.
- OL&LA-Online Language and Literacy Academy.

At this time Anoka-Hennepin has chosen to implement LETRS and OL&LA.

READ Act: PD requirements

Phase 1 Completed by July 1, 2025

Pre K	Classroom educators
K-3	Classroom educators
K-12	Reading Intervention teachers
PreK-12	Special Education teacher responsible for teaching reading
PreK-5	Curriculum directors
PreK-5	Instructional support staff who provide reading support
PreK-5	Employees who select literacy instructional materials

Phase 2 Completed by July 1, 2027

Gr 4-12	Classroom educators responsible for reading instruction
PreK-12	Educators who work with English learners
K-age 21	Educators who work in alternative settings (sec 124D.68)
Gr 6-12	Instructional support staff who provide reading support
Gr 6-12	Curriculum directors
Gr 6-12	Employees who select literacy instructional materials



READ Act: Elementary level PD

Phase 1 requirements

Phase 1 elementary level

- 83 Pre-K Teachers.
- 569 K-3 Classroom teachers including ML teachers.
- 151 Reading Intervention teachers.
- 174 Special Education teachers.
- 1 Curriculum Director.

LETRS professional development completed

- 229 teachers.
- An additional 174 teachers will be completed by May 2024.

LETRS professional development currently in process

- 254 teachers.



READ Act: Elementary Level PD

Phase 1 requirements

Professional Development beginning in August 2024

- 120 K-3 teachers and Reading Intervention teachers.
- 111 Special Education teachers.
- 75 Pre-K teachers.



READ Act: Secondary level PD

Phase 1 requirements

Phase 1 Secondary Level

- 30 Reading specialists.
- 300 Special Education teachers.

Professional development completed

- 13 Reading specialists.
- 1 Special Education teacher.

Professional development currently in process with MDE Grant

- 11 Reading specialists.
- 46 Special Education teachers.
- 22 Multilingual learner teachers.
- 13 ELA teachers.
- 1 Admin.



CLSD Grant

Comprehensive Literacy State Development Grant

Grant purpose: to continue increasing the literacy skills of all Minnesota students, especially those who are consistently underserved, by building educator and leader capacity to implement evidence-based Structured Literacy practices.

Our identified target audience:

- Middle and high school ML teachers.
- Middle and high school co-teachers–SpEd and ELA.
- Middle and high school reading specialists.
- Literacy leaders: TaLS, curriculum director.



READ Act and Anoka-Hennepin building principals

Elementary

Science of Reading Training:
Literacy Learning for Leaders (University of Minnesota).
LETRS for Administrator.s.
READ Act committee

Secondary

Science of Reading Training:
Literacy professional development by TaLS
CLSD Grant Literacy Leadership Team



READ Act: Universal screeners and progress monitoring

Districts must screen every student in grade K-3 (including multilingual learners and students receiving special education services) for mastery of foundational reading skills AND for characteristics of dyslexia using a screening tool recommended by MDE.

Results must be reported to parents.

Students in grades 4-12 not mastering foundational reading skills must have skill development progress monitored and continue to receive evidence-based instruction until grade level proficiency is reached.

Grade level reading is the goal for every student!



READ Act: Universal screeners and progress monitoring

MDE approved literacy screening tools for K-3:

- mClass with DIBELS 8th Edition
- FastBridge earlyReading (K-1) & CBMReading (grades 1-3)

Anoka-Hennepin grades K-3 will use the FastBridge literacy early reading and CBM for grades 1-3.

- State required implementation date: September 2024
- Waiting for guidance from the state on approved list of screeners for grades 4-12.



READ Act: Evidence-based curriculum resources

MDE and CAREI released a list of approved curriculum resources in January 2024. The reconsideration list will be finalized by May 2024.

School districts who adopt one of the evidence-based curricular and supporting curricula resources will be eligible for some level of reimbursement.



READ Act: Evidence-based curriculum resources

Elementary ELA study committee

Elementary ELA study committee will complete the first phase of the Anoka-Hennepin four phase curriculum adoption process.

November 2023:

- Received a broad overview of the READ Act
- Researched evidence-based practices for elementary ELA instruction

December 2023 and January 2024

- Reviewed current structure, resource, data and standards to determine the effectiveness of current teaching and learning practices.



READ Act: Evidence-based curriculum resources

Elementary ELA study committee

March and April 2024

- Review potential pilot materials.
- Publisher presentations.

24-25 School Year

ELA curriculum pilot beginning in September 2024 at selected sites based on interest and school demographics.

- All other teachers will continue to use Bridge2Read and the Wonders adopted curriculum during the 24-25 school year.

READ Act: Local Literacy Plan (LLP)

[Anoka-Hennepin Local Literacy Plan](#) is currently posted on the website

Moving forward reporting on the following:

1. Detailed assessment plan and screeners.
2. Parent notification process.
3. Evidence-based interventions.
4. Curriculum resource.
5. Student data.
6. Number of teachers trained in Science of Reading (currently not a requirement).

READ Act in Anoka-Hennepin: Literacy lead

Districts must hire or train a Literacy lead

- Position can be filled by an existing person in the district.
- Need additional training in the science of reading.
- MDE/CAREI developed a job description and training program.

Job description was released on March 26, 2024. Working internally to determine next steps in the hiring process.

Challenges

Time requirements:

- OL&LA
 - 9 asynchronous modules.
 - 45-54 hours of professional development.
 - 3 synchronous hours.
 - 1 hour after modules 3, 6 and 9.
- LETRS
 - Volume I and II- 8 asynchronous units.
 - 90-120 hours of reading and online work.
 - 8 synchronous days of training (16 ½ days of virtual training).

Lack of information:

- Guidance from MDE is slow or missing.
 - Contracts for professional development vendors.
 - Screeners for Grade 4 -12.

Considerations

- Additional professional development days. This would be in alignment and supportive of implementation of the READ Act requirements.
 - 2024-25 school year
 - 2025-26 school year
- Review staffing needs for READ act implementation.

ANOKA-HENNEPIN SCHOOLS 2023-24 STRATEGIC PRIORITIES

2023-24 STRATEGIC PRIORITIES

MISSION: To effectively educate each of our students for success.

VISION: To be a public school system of excellence, with high quality staff and programs and successful graduates.

EQUITY COMMITMENT: Anoka-Hennepin School District is committed to creating equitable learning environments which provide access, representation, meaningful participation, and highly positive outcomes for each student.

IMPLEMENTING: Changes that are happening during this school year. Changes may take multiple years to complete.

REVIEWING AND PLANNING FOR POTENTIAL IMPLEMENTATION: Studying our current program for possible improvements and making plans for potential implementation. Some of these items may move to implementation immediately while others may not lead to action.

MONITORING AND CONSIDERING: Items in this area fall into one of two categories. Some initiatives were recently implemented and are continuing to be monitored to ensure they are meeting intended outcomes (M). Others are potential areas of need that haven't risen to the level of review yet (C).

SAFE AND WELCOMING ENVIRONMENT

- 1.1 Ensure systemic efforts to support students' social, emotional and behavioral needs.

INCREASED STUDENT ACHIEVEMENT

- 2.1 Provide academic programming to support K-12 students impacted by the effects of the COVID-19 pandemic.
- 2.2 Improve instruction and comprehension at the secondary level.
- 2.3 Improve third grade literacy.
- 2.4 Prepare students to enter the workforce of the future: Portrait of a Graduate.

EFFECTIVE ORGANIZATIONAL SUPPORT

- 3.1 Increase employee recruitment and retention.
- 3.2 Analyze district student enrollment trends.
- 3.3 Continue construction and facilities improvements.

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SAFE AND WELCOMING ENVIRONMENT

BEHAVIOR

- 1.1 Improve student engagement, connection and behavior

INCREASED STUDENT ACHIEVEMENT

LITERACY

- 2.1 Improve literacy at all grades
- 2.2 Prepare students to enter the workforce of the future: Portrait of a Graduate
- 2.3 Provide academic programming to support K-12 students impacted by the effects of the COVID-19 pandemic
- 2.4 Improve instruction and comprehension at the secondary level

EFFECTIVE ORGANIZATIONAL SUPPORT

WORKFORCE

- 3.1 Improve employee recruitment and retention
- 3.2 Analyze district student enrollment trends
- 3.3 Continue construction and facilities improvements

ANOKA-HENNEPIN SCHOOLS 2024-25 STRATEGIC PRIORITIES

Listed are anticipated action steps to address the priorities during the 2024-25 school year. These items are in addition to any other strategies currently in place or under development.

IMPLEMENTING: Changes that are happening during this school year. Changes may take multiple years to complete.

<p>SAFE AND WELCOMING ENVIRONMENT</p> <p>1.1 Improve student engagement, connection and behavior</p> <p>1.1 Rationale: Students learn better when they are in a safe and supportive learning environment. Feedback from teachers, parents/guardians and students suggests that there are students needing additional support on a daily basis. Discipline data also shows disproportionately between student demographic groups.</p>	<p>Pre-Kindergarten (PreK)</p>	<ul style="list-style-type: none"> Enhance the classroom environment and improve the social emotional learning climate in preschool classrooms by implementing year 5 activities of the preK social and emotional learning framework that promotes young children’s healthy development, and promotes positive behaviors in the preschool classroom. Seek input, feedback and recommendations from the PreK-K Committee to support the transitions and structures for student emotional and behavioral needs.
	<p>Elementary</p>	<ul style="list-style-type: none"> Review of iTeam referrals including processes, protocols, and systems to support interventions, Tier I and Tier II. Establish committees to gather input, feedback and recommendations to support the transitions and structures for student emotional and behavioral needs: <ul style="list-style-type: none"> PreK-K committee. Special Education. K-3 non-exclusionary discipline legislation committee.
	<p>Secondary</p>	<ul style="list-style-type: none"> Maintain additional school guidance counselors and social worker support. Continued implementation of multi-tiered systems of support (MTSS). <ul style="list-style-type: none"> Social emotional learning activities during middle school advisory. Review and update school-wide behavior intervention plans and reset rooms at each school annually. Monitor student intervention team referral process, protocols and evidence based interventions. Implement MTSS intervention plan platform in Synergy to streamline intervention processes in a systemic effort to support students’ social, emotional, and behavioral needs. Increase communication with classroom teachers regarding student intervention plans and data collection. Strengthen individualized student intervention plans to address academic and behavioral tier II and III needs.

ANOKA-HENNEPIN SCHOOLS 2024-25 STRATEGIC PRIORITIES

Listed are anticipated action steps to address the priorities during the 2024-25 school year. These items are in addition to any other strategies currently in place or under development.

IMPLEMENTING: Changes that are happening during this school year. Changes may take multiple years to complete.

INCREASED STUDENT ACHIEVEMENT

2.1 Improve literacy at all grades

2.1 Rationale: Reading is an essential skill for students to be successful in every curricular area and a strong predictor for high school graduation and post-secondary enrollment, as well as a skill essential for success in life. Recent assessment data shows that 52.7% of Anoka-Hennepin students in grades 3-8 and 10 demonstrated grade level reading proficiency in 2023. This data also shows gaps in opportunity and achievement between student groups, which has persisted over time.

Pre-Kindergarten (PreK)

- Continue implementing Heggerty PreK Phonemic Awareness Curriculum in all PreK classrooms
- Train 75 more PreK teachers and one more Curriculum Director in LETRS

Elementary

- Utilize professional learning communities (PLC) for data analysis of diagnostic assessments.
- Maintain support for LETRS professional development.
- Bridge2Read pilot, grades K-2. Some sites grade 3.
- LETRS for Administrators.
- Integration of instructional practices (LETRS), (Bridge2Read pilot).
- READ Act committee.
- ELA study committee.

Secondary

- Develop implementation plans for Phase 1 professional development.
- Continue monitoring MDE for new information related to the READ Act at the secondary level.
- Carry out the levels of professional development.
 - Phase 1 completed by July 1, 2025.
 - Reading Intervention teachers.
 - Special Education teachers.
 - Phase 2 completed by July 1, 2027.
 - Classroom teacher responsible for reading instruction.
 - Teachers who work with English learners.
 - Teachers who work with students who qualify for the graduation incentives program under section 124D.68.
 - Instructional support staff who provide reading support.
 - Curriculum directors.
 - Employees who select literacy instructional materials for a district.

EFFECTIVE ORGANIZATIONAL SUPPORT

3.1 Improve employee recruitment and retention

3.1 Rationale: Current data on open positions, as well as surveys from staff, demonstrate that unfilled positions are creating challenges in programming as well as operations across the system. In addition, there is an increasing discrepancy between the demographic makeup of the labor force within our system and the surrounding community, indicating that we are not attracting our community members to work in our system at consistent rates across demographic groupings.

- Update substitute management system to effectively communicate internal and external needs.
- Implement electronic employee data form to improve employee onboarding experience.
- Expand Grow Your Own program offerings.
- Develop Stay Interview Cycle to inform employee retention initiatives.
- Revise job postings to include updated job descriptions.
- Revise employee applications tailored to specific job types.
- Reboot employee Performance Appraisal System to support performance growth for all employees.



Anoka-Hennepin School Board Briefing Notes

DATE: 04/08/2024 **CLASSIFICATION:** Facilities Update (School Board Work Session)

AUTHOR: Greg Cole, Chief Operations Officer

SUBJECT: Spring 2024 Facilities Updates (Strategic Priority 3.3)

PURPOSE:

This is an update on Anoka-Hennepin's facilities projects that have been initiated or are planned for the remainder of the 2023-2024 school year. It also will provide a glance at 2024-2025 projects and beyond. These projects have been generated in alignment with **Anoka-Hennepin School District's strategic investments and Strategic Priority 3.3 – Bond construction and facilities improvements.**

Strategic Priority 3.3: "Media Center and Science Classroom upgrades, addressing **interior and exterior high priority** concerns, addressing **space needs for special education** programs, improving external field surfaces, and improving facility **security."**

BACKGROUND:

In the fall of 2017, the communities that Anoka Hennepin School District serves supported a \$250 million bonding bill intended to address facility concerns across the district. The final projects funded by this bond are media centers and science classrooms across the district. The Fit for the Future Bond projects are scheduled to be completed by the Fall of 2024. In addition, a 2020 facilities audit identified interior and exterior improvements at almost every school site that have been put off for years due to a shortage of funding. The district is committed to address these needs proactively and prevent future cost increases for repair.

The school board has also approved strategic investments to address a repurposing of Franklin Elementary School to accommodate a merger of the Bridges and Pathways programs. In addition, funds have been designated by the school board to address district wide security as well as improvements to Dayton Elementary School.

CONSIDERATIONS:

Collaboration with stakeholders is central to Administrative Services and the Buildings and Grounds Departments' approach to prioritizing projects and making recommendations to the school board regarding facilities planning. Community feedback, professional analysis, collaboration with local

municipalities and agencies, and continuous communications with school administration, staff, students, and parents all play a role in forming the vision of the future of Anoka-Hennepin's sites and grounds development. In addition, fiscal management is key to strategizing and maximizing dollars and realizing efficiencies of projects and day-to-day operations. Searching for efficiencies and cost savings are also central to the future vision of sites and grounds development in Anoka-Hennepin.

OPTIONS/CONCLUSIONS:

The bulk of this board briefing is intended to review recently completed projects and to update the school board on the progress of projects that have already been approved or initiated. Part of it also to look into the future and provide the school board with information in order to guide direction on future facilities decisions.

Review of summer 2023 Completed Projects (33 Facilities)

- **Sunrise Elementary 8-classroom Addition**
- **RTLTC Addition to Accommodate Verndale Students and Programming**
- **Blaine Early Childhood Center opened**
- **Sandburg Regional High Move to Sandburg Education Center**
- **Dayton Elementary Media Center, Office, Security, Classroom Space (Phase 1)**
- **Eisenhower Elementary Dehumidification System (Phase 1) + 8-classroom refurbish**
- **Sand Creek Elementary Dehumidification System (Phase 2) + 8-classroom refurbish**
- **Hamilton Elementary Dehumidification System (Phase 3) + 8-classroom refurbish**
- **McKinley Elementary Dehumidification System (Phase 1) + 8-classroom refurbish**
- **Champlin Park High Hydronics Systems Replacement (3-Summer installation)**
- **Rum River Elementary Septic System and Wastewater System Replacement**
- **ESC Redesign (Phase 1): Special Education Department**
- **Jackson Middle Pool Ceiling Repair, Tile Replacement, Lighting Upgrade, and Painting**
- **2023 Media Center Upgrades: Dayton Elementary, Oxbow Creek Elementary, Eisenhower Elementary, Ramsey Elementary, Hoover Elementary, Rum River Elementary, Johnsville Elementary, University Elementary, McKinley Elementary, Wilson Elementary, Mississippi Elementary, Oak View Middle, Northdale Middle**
- **Phase 2 of Exterior and Grounds Upgrades: Adams Elementary, Hoover Elementary, Andover Elementary, Lincoln Elementary, Coon Rapids High, Madison Elementary, Crooked Lake Elementary, Morris Bye Elementary, Evergreen Park Elementary, Sand Creek Elementary, Jefferson Elementary, Roosevelt Middle**
- **Solar Panel Installations: Adams Elementary and Hoover Elementary**

Spring/Summer/Fall of 2024 Planned Projects (32 Facilities)

Funding Sources Key:

LTFM = Long Term Facilities Maintenance dollars, which are included in the annual 10-year LTFM plan approved by the school board.

Bond = Remaining Fit for the Future Bond funds allocated for media centers, science rooms, special education, and security. These dollars will expire by the end of the Fall 2024

SBSI = School Board-approved Strategic Investments

CAP = Capital reserve, district capital, and/or site capital funds

CNP = Child Nutrition Program funds

- Dayton Elementary Classroom Space (Phase 2): \$1.2 million (SBSI)
- Sand Creek Elementary Dehumidification System (Phase 3, 8-classroom remodel): \$1.4 million (LTFM)
- Hamilton Elementary Dehumidification System (Phase 4, 8-classroom remodel): \$1.4 million (LTFM)
- McKinley Elementary Dehumidification System (Phase 2, 8-classroom remodel): \$1.4 million (LTFM)
- Champlin Park High Hydronics Systems Replacement Phase 2 (3-Summer Project): \$1.8 million (LTFM)
- Educational Service Center Redesign (Phase 2) Second floor reconfiguration and remodel: \$50K (CAP)
- Educational Service Center Back-up Generator Replacement and IT Room Generator Cooling System Replacement: \$500K (LTFM)
- Two Rivers Transition Program at Franklin (The Bridges Program will be transitioning from the Andover Downtown Mall facility and the Pathways Program will be transitioning from the Coon Rapids Family Mall facility) \$10 million (SBSI, LTFM, CAP)
- Champlin Park Media Center remodel and Main Office move: \$3 million (Bond, LTFM, CAP)

- Sandburg Education Center (Final renovations to accommodate the TEAM program at the Andover Downtown Center and a new Technology Education space for TEAM and Sandburg Regional High School): \$250K (LTFM, CAP)
- 2024 Media Center (Library) Upgrades (Final Phase): Andover High, Anoka Middle – Fred Moore Campus, Anoka High, Champlin Park High, Coon Rapids Middle, Coon Rapids High (Bond, LTFM, CAP): \$2.5 million (Bond, CAP)
- 2024 of Exterior and Grounds Upgrades (Final Phase): Andover Elementary, Champlin Brooklyn Park Academy, Jefferson Elementary, Johnsville Elementary, Lincoln Elementary, Monroe Elementary, Morris Bye Elementary, Oxbow Creek Elementary, Rum River Elementary, Anoka Middle – Fred Moore, Anoka Middle – Washington, Coon Rapids Middle, Jackson Middle, Oak View Middle, Andover High, Anoka High, Blaine High, Champlin Park High, Compass Programs at Bell Center, River Trail Learning Center at L.O. Jacob: \$2 to 2.5 million (SBSI, LTFM, CAP)
- 2024 Special Education-Driven Projects: Lincoln Elementary (sensory spaces upgrade), Hamilton Elementary (center-based program remodel), Sand Creek Elementary (DCD center-based bathroom addition), District-wide removal of all LQR (Locked Quiet Room) doors due to state statute changes: \$350K (LTFM, CAP)
- Kitchen Renovations at Adams Elementary and Lincoln Elementary: \$850K (CNP)
- Cooler/Freezer Upgrades and Replacement at Crooked Lake Elementary and Ramsey Elementary: \$300K (CNP)
- 2024 Potential Special Education-Driven Projects: Johnsville Elementary (consolidate and reconfigure special education spaces), Wilson Elementary (increase access between center-based classrooms), Roosevelt Middle (remodel space), Anoka Middle – Fred Moore (increase access between center-based program spaces), Andover High (increase access between center-based program spaces): \$350K (LTFM, CAP)
- Secondary Science Rooms: Eight science rooms at Anoka High, eight science rooms at Blaine High: \$1.5 million (Bond)
- District-Wide Security Control Panel, Door Security System, Exterior Door Breach Notification System, Lockdown and Communication App Implementation, and Staff ID Badge/Door Access System Phase 1 of 5 @ Andover Elementary, Johnsville Elementary, Coon Rapids Middle, Coon Rapids High, Blaine Early Childhood Center: \$450K (SBSI); Phase 2 of 5 @ Andover High, Anoka High, Blaine High, Champlin Park High, Sandburg Regional High: Est. \$550K (SBSI)

Highlighted 2024 Projects

Anoka High and Blaine High 2024 Fit for the Future Bond Science Rooms Upgrades -

Secondary science leadership has identified a list of priorities by school and follow-up meetings occurred to prioritize projects and define schedules using the same process created for media centers and indoor, outdoor and grounds upgrades. As a result of recommendations from district and site-based science leaders, the two major projects to address science room upgrades will occur at Blaine High School and Anoka High School. Sixteen science classrooms are scheduled for upgrades during the summer of 2024. Eight will occur at Anoka High and eight will occur at Blaine High.

Hamilton Elementary, McKinley Elementary, and Sand Creek Elementary Heating, Ventilation, Air Conditioning (HVAC), Dehumidification, and Classroom Upgrades - As part of the 10-year LTFM plan to replace old HVAC systems with new ones that have the effect of cooling and dehumidifying spaces, the following schools will have major work done this summer. Sand Creek Elementary and Hamilton Elementary will complete the final phase of a three-summer HVAC project and McKinley will complete the second of a three-phase HVAC project. All three projects will see refurbishment of eight classrooms per school as part of the work done this summer.

2024 Champlin Park High School Hydronics Systems Replacement (Phase 2 of a 3-Summer installation) - This is a major three-summer project to replace hydronic piping and systems associated with failing systems that were damaged in the mid 1990's at Champlin Park High School.

Fit for the Future Media Center Final Phase and Champlin Park High School Media Center Remodel and Main Office Move - As a part of Fit for the Future Media Center upgrade, the district's final six schools will see media center upgrades to complete this part of the Bond project. Champlin Park High School will see significant changes because it is combining the media center project and aesthetics initiative to move its main office to wrap around the current media center, improving service and security to the entire school. The goal is to offer a more welcoming and collaborative space for the staff and visitors as well as improve safety and security with the new configuration.

Dayton Elementary (Phase 2 of a 4 year plan) - This is phase two of a four-year school board strategic investment to build walls and implement classroom upgrades and space reconfiguration for safety, security and improved space utilization. In this phase we are addressing classrooms 201-219 along with 226 located in the northwest corner of the building.

District-Wide Security Control Panel, Door Security System, Exterior Door Breach Notification System, Lockdown and Communication App Implementation, and Staff ID Badge/Door Access System - The Buildings and Grounds Department in collaboration with the Technology Department and Purchasing Department have teamed up with a security design company to begin the process of installing centralized security control panels, upgraded door security systems, improved locking mechanisms, expanded lockdown capabilities for more

identified staff, better communications in a crisis, and improved identification badge and door access systems for Anoka-Hennepin's facilities. This will bolster communication, notification, and decrease response time to crisis situations. The goal is to have 10 buildings online with these systems by the Fall of 2024 and to have all district sites online by the Fall of 2025.

Exterior Camera on Buildings and in Parking Lots – With the completion of camera installations across the school district, some schools have installed additional cameras placed in strategic areas on exterior surfaces. Schools are also inquiring about camera installations in student and staff parking lots. We are in the ongoing process of gathering estimates and working with school administrative teams on a case by case basis to determine need, scope of work and funding.

Two Rivers Transition Program at Franklin (Bridges and Pathways Programs Merger and Franklin Elementary School Repurposing Project) – Construction for the repurposing of Franklin Elementary School to accommodate the Bridges Program and Pathways Program merger at the facility is on track for completion in the Summer of 2024, and the newly renovated facility will open in the Fall of 2024. This will result in the termination of the \$400K annual lease agreement at the Andover Downtown Center space on the corner of Bunker Lake Boulevard and Round Lake Boulevard in Andover. This space became increasingly untenable and unsafe because of the rising number of students and student needs at the facility. This also provided an opportunity to consolidate the Bridges and Pathways programs to improve service and efficiencies for both special education programs.

Ash Tree Removal – We are three fourths of the way through a multi-year project to remove ash trees across the school district as part of a required Emerald Ash Borer mitigation plan across the metro area. We have removed 675 trees to date. During the 2024-2025 school year, an additional 200 trees will be removed. Our plan is to replace trees in strategic areas in order to maintain tree cover at our schools.

Full List of 2023-2025 LTMF Projects – In addition to all the projects listed above, a number of additional projects are listed in Anoka-Hennepin's annual 10-year Long Term Facilities Maintenance plan. Please see [FY 24 LTFM 10-Year Plan](#); [2025 LTFM 10-Year Plan](#) for more information.

In-House Project Management – The Anoka-Hennepin Buildings and Grounds Department performs construction management for all district projects. This is not typical in most school districts across the state of Minnesota. Because of the expertise of Anoka-Hennepin's Buildings and Grounds Department staff who can perform this service, the district saves two to three percent of costs on all projects. Over the last five years, this has resulted in an approximate savings of \$10 million or \$2 million annually. These savings go toward increasing and maximizing the district's capacity to build, repair, replace, and maintain its facilities.

Anoka-Hennepin Sites = 51
Total Building Area = 6.2 million square feet
Total Property Area = 1207 acres

<u>Elementary Schools</u>	<u>Middle Schools</u>	<u>High Schools</u>	<u>Programs and Sites</u>
Adams Elementary	Anoka Middle – FM	Andover High	Compass at Bell Center
Andover Elementary	Anoka Middle – W	Anoka High	Blaine Early Childhood Center
Brookside Elementary	Coon Rapids Middle	Blaine High	RTL@ L.O Jacob
CBPA Elementary	Jackson Middle	Champlin Park High	Verndale
Crooked Lake Elementary	Northdale Middle	Coon Rapids High	Riverview Early Childhood Center
Dayton Elementary	Oak View Middle	Sandburg Regional High School	Sandburg Education Center
Eisenhower Elementary	Roosevelt Middle	AH Tech. High	Sorteberg Early Childhood Center
Evergreen Park Elementary		Secondary Technical Education Program (STEP)	Bridges Program @ Andover Downtown Mall
Hamilton Elementary			Pathways Program at Coon Rapids Family Center
Hoover Elementary			Charles Holden Facility
Jefferson Elementary			Educational Services Center

Johnsville Elementary			Two Rivers at Franklin
Lincoln Elementary			Andover Early Childhood Center
Madison Elementary			
McKinley Elementary			
Mississippi Elementary			
Monroe Elementary			
Morris Bye Elementary			
Oxbow Creek Elementary			
Ramsey Elementary			
Rum River Elementary			
Sand Creek Elementary			
Sunrise Elementary			
University Elementary			
Wilson Elementary			



Anoka-Hennepin School Board

Briefing Notes

DATE: 4/8/2024

CLASSIFICATION: Discussion and Input

AUTHOR: Greg Cole, Chief Operations Officer

SUBJECT: District Property, Casualty, Liability, and Cyber Insurance Renewal

PURPOSE:

Anoka-Hennepin Schools has aligned a series of insurance contracts into an annual process with a renewal date of May 1, 2024. This first reading will provide background for board members about the process and the insurance policies prior to requesting consideration of approval at the April 22, 2024, meeting.

BACKGROUND:

The Anoka-Hennepin School Board shifted the annual renewal date for property and liability insurance to May 1 each year from January 1 starting in 2021. The district's cyber policy renewal date was also shifted from January 1 to May 1 starting last year. Therefore, this is the first time all property, liability, and cyber policies are aligned for renewal on May 1. This timeline for decision making was recommended by the district's brokerage firm Willis Towers Watson (WTW) as a strategy to optimize favorable pricing and provide additional time for vendors to respond to proposals.

Property insurance:

Affiliated FM, the district's current provider, submitted the best offer available among four other carriers who chose to submit proposals to the WTW brokers.

- Because of large open claims this past year and reasonable pricing compared to the market average among Anoka-Hennepin like peer groups, the recommendation is to remain with Affiliated FM for another year.
- The proposal includes a 9% total premium increase, down from a 21% increase in the current year leading to a \$879,412 premium for next year, up from \$807,473.
- Part of the reason for this increase lies in a 3% uptick in valuation of properties coupled with a market increase of 6%. This is less than the average 10% broader market increase, which was attributed to insurance marketplace conditions and catastrophic events nationwide.
- Affiliated FM Insurance company received an "A+" rating from A.M. Best, the most widely recognized authority on the evaluation and rating of insurance companies.
- Staff reported favorable response and services provided by Affiliated FM in 2023-24.

Liability and Casualty

Liberty Mutual, the district's current provider, submitted a proposed 20% increase over last year, which is high but better than the competitors who submitted pricing to Willis Towers Watson this year.

- The proposal results in a \$595,822 premium up from \$495,413 this year.
- The reason for the increase is based on a higher number of large liability and casualty losses nationwide, which unfortunately are spread out across the system as part of loss calculations.

- Liberty Mutual Insurance company received an “A” rating from A.M. Best, and Anoka-Hennepin staff reported favorable response and services provided.

Cyber insurance

Due to favorable market conditions, increased competition among carriers, and security upgrades by the Anoka-Hennepin Technology Department, the proposal from the current carrier AIG resulted in an 11% premium reduction for a \$1 million in coverage during the 2023-2024 timeframe.

- The district is recommending an increase to \$2 million in coverage for 2023-24 which would result in a \$18,844 higher cost, or a total premium of \$65,058.
- Because of the potential impact of a cyber event versus the cost of coverage, this premium is reasonably priced and more in alignment with recommended coverage for an organization Anoka-Hennepin’s size, according to Willis Towers Watson.
- AIG received an “A” rating from A.M. Best, and Anoka-Hennepin staff reported favorable response and services provided.

CONSIDERATIONS:

Based on recommendations from insurance brokerage team at Willis Towers Watson as well as from feedback from Anoka-Hennepin’s General Counsel Tim Palmatier, Administrative Services Business Tim Koltes and evaluation by Chief Operations Officer Greg Cole, the following is a recommendation to the school board regarding property and liability insurance renewals for the period beginning May 1, 2024 and ending April 30, 2025.

RECOMMENDATIONS/NEXT STEPS:

The recommendation is to accept the offer to continue our current carriers’ coverage for property, casualty, liability, and cyber insurance for the term beginning May 1, 2024 and ending April 30, 2025, which will result in a total insurance premium of \$1,540,292 up from \$1,347,754, an increase of \$192,538 or 14%.

While this is a steep increase, similar coverage for similar public entities as Anoka-Hennepin nationwide has been closer to 20% during the same period. For these reasons, it is the recommendation that these coverages and carriers be considered for approval by the school board on consent agenda at the April 22, 2024, school board meeting.

Anoka-Hennepin Schools ***Draft* 1 Yr Board Calendar**

April 8, 2024

Reference Key: WS = Work session item RM = Regular meeting item PCM = Policy Committee Meeting AR = Action Requested/Required IO = Information only
 CA = Consent Agenda MR = Monitoring Report LS = Listening Session SR= Superintendent Report PD = Professional Development SM = Special Meeting

Anoka-Hennepin Proposed Board of Education July-December 2023-24 Agenda/Calendar						
	July	August	September	October	November	December
District Policy Committee		<ul style="list-style-type: none"> ● Policy Committee Meeting (8/14) 		<ul style="list-style-type: none"> ● Policy Committee Meeting (10/20) 		
Operational Oversight	<p>Regular Meeting (7/10):</p> <ul style="list-style-type: none"> ● Superintendent’s Report - CM ● Potential Non-Transported Areas - GC ● Pay 2024 tax levy timeline - IO ● HRA Investment Options Change - CA ● Authorization to sign contracts - CA 	<p>Work Session (8/7):</p> <ul style="list-style-type: none"> ● Superintendent’s Report - CM ● School Safety and Security Update ● Verndale Facility Name Recommendation ● Substitute Pay ● Legislative Update ● School Board Meeting Software Review ● Executive Session <p>Regular Meeting (8/21):</p> <ul style="list-style-type: none"> ● Superintendent’s Report - CM ● Verndale Facility Name Recommendation ● 2023-2025 CNA Contract - JC ● 2023-2024 Substitute Rates - CA 	<p>Work Session (9/11):</p> <ul style="list-style-type: none"> ● Superintendent’s Report - CM ● Morris Leatherman Survey Results ● HomeWork starts with Proposal ● Legislative Update ● Executive Session <p>Regular Meeting (9/25):</p> <ul style="list-style-type: none"> ● Superintendent’s Report - CM ● Pay 2024 Preliminary levy certify approval ● Morris Leatherman Survey Results ● HomeWork Starts With Home Proposal ● Executive Session 	<p>Work Session (10/9):</p> <ul style="list-style-type: none"> ● Play Up Policy Review ● Legislative Update ● Executive Session <p>Regular Meeting (10/23):</p> <ul style="list-style-type: none"> ● Exclusion for Immunization ● Superintendent’s Report - CM ● October 1 Enrollment Report ● World’s Best Workforce/Achievement and Integration overview (45 mins with 15 for questions) ● Executive Session 	<p>Regular Meeting (11/13):</p> <ul style="list-style-type: none"> ● Canvas election results resolution ● MSHSL Foundation - Form A and B resolution ● World’s best workforce/achievement and integration overview ● Policy 413.0 Harassment, Violence and Discrimination Policy - First Read ● Policy 506.0 District Student Discipline Policy - First Read ● Policy 419.0 Tobacco and Smoke Free Environment Policy- First Read ● Policy 533.5 Physical Wellness Policy - First Read <p>Regular Meeting (11/27):</p> <ul style="list-style-type: none"> ● Superintendent’s Report - CM ● Student Transportation Policy 707 ● Demographer Study Report ● Legislative Platform Draft - First read? 	<p>Regular Meeting (12/11):</p> <ul style="list-style-type: none"> ● Resolution to close schools to open enrollment ● Pay 2023 levy approval ● Confirmation of polling locations - resolution ● Legislative Platform
Board Gov./ Self Gov.	<ul style="list-style-type: none"> ● Board Professional Development ● Standing item: Board calendar review (15 min) 				<ul style="list-style-type: none"> ● Board Retreat (11/18) 	
Sup Relations						
Public Engagement						<ul style="list-style-type: none"> ● Truth in Taxation public hearing

Reference Key: WS = Work session item RM = Regular meeting item PCM = Policy Committee Meeting AR = Action Requested/Required IO = Information only
 CA = Consent Agenda MR = Monitoring Report LS = Listening Session SR= Superintendent Report PD = Professional Development SM = Special Meeting

Anoka-Hennepin Proposed Board of Education January-June 2024 Agenda/Calendar						
	January	February	March	April	May	June
Policy Committee	<ul style="list-style-type: none"> ● Board Policy Committee (1/29) 		<ul style="list-style-type: none"> ● Board Policy Committee (3/18) 		<ul style="list-style-type: none"> ● Board Policy Committee (5/2)) 	
Operational Oversight	<p>Regular Meeting (1/8):</p> <ul style="list-style-type: none"> ● TBD <p>Regular Meeting (1/22):</p> <ul style="list-style-type: none"> ● Superintendent’s Report - CM ● Labor Relations Update 	<p>Work Session (2/12):</p> <ul style="list-style-type: none"> ● Play Up Policy Review ● Healthcare Third Party Administrator Review and Recommendation(s) ● 2024-2025 Strategic Priorities (first read) ● Board Officer Update/Discussion <p>Regular Meeting (2/26):</p> <ul style="list-style-type: none"> ● Election of board officers ● Superintendent’s Report ● Indian Education Program Update - Concurrence/nonconcurr ence Compliance Documents for Approval ● Healthcare Third Party Administrator ● Labor Relations Update ● Teacher Contract for Approval ● Principal Contract for approval 	<p>Work Session (3/4):</p> <ul style="list-style-type: none"> ● Anoka Technical High School/STEP Programs Presentation ● 25-26 Calendar - First Read <p>Regular Meeting (3/25):</p> <ul style="list-style-type: none"> ● Superintendent’s Report ● OPEB Actuary Update ● FY24 midyear budget amendment - 1st read will go on consent agenda 4/8 ● Labor Relations Update ● 23-25 Custodian/ Maintenance Contract for Approval ● 23-25 School Office Supervisor Contract for Approval ● 23-25 Technical Specialist Contract for Approval ● 25-26 Calendar for approval ● Resolutions for Discontinuing/Reducing Programs; Termination/NonRenewals; Self-terminating Contracts 	<p>Work Session (4/8):</p> <ul style="list-style-type: none"> ● Literacy: Update on Read Act Implementation ● April 4th Agenda Carry Over ● Policy Work - Enrollment Options <p>Work Session (TBD):</p> <ul style="list-style-type: none"> ● FY25 Budget Considerations ● TBD - Executive Session - Labor Negotiations <p>Regular Meeting (4/22):</p> <ul style="list-style-type: none"> ● Superintendent’s Report ● Wells Fargo OPEB Trust update ● Volunteer Recognition ● Amended Budget FY24 ● Preliminary FY25 General Fund Budget ● Medical and Dental Rates for 2024-2025 - First Read; ● Staffing Resolutions ● Labor Relations Update ● TBD - Tentative Agreement(s) for Approval ● TBD - Executive Session - Labor Negotiations 	<p>Regular Meeting (5/6):</p> <ul style="list-style-type: none"> ● Superintendent’s Report ● Board Recognitions ● Consent Agenda ● Policy TBD ● Labor Relations Update ● Medical and Dental Rates for 24-25 for Approval <p>Regular Meeting (5/20):</p> <ul style="list-style-type: none"> ● Superintendent’s Report ● FY25 Proposed Budget All Funds ● Policy - TBD ● Labor Relations Update ● TBD - Contract Tentative Agreements for Approval ● Staffing Resolutions ● 2024-25 Terms and Conditions - Policy Groups 	<p>Work Session (6/10):</p> <ul style="list-style-type: none"> ● Budget Reductions and Realignment Process ● Policy - TBD ● 10 year Long Term Facility Maintenance Plan first read ● Executive Session - Labor Negotiations - TBD <p>Regular Meeting (6/24):</p> <ul style="list-style-type: none"> ● Superintendent’s Report ● Policy -TBD ● FY25 Budget Approval ● 10 year Long Term Facility Maintenance Plan Approval ● Legislative Session Recap ● Certification of Population Estimation ● Staffing Resolutions
Board Gov./ Self Gov.	<p>Annual Meeting:</p> <ul style="list-style-type: none"> ● Election of board officers/annual meeting/board protocols review (AR) ● Standing item: Board calendar review (10 min) 	<ul style="list-style-type: none"> ● Standing Work Session item: Board calendar review (10 min) 	<ul style="list-style-type: none"> ● Standing Work Session item: Board calendar review (10 min) ● Board Retreat (3/20) 	<ul style="list-style-type: none"> ● Standing Work Session item: Board calendar review (10 min) 	<ul style="list-style-type: none"> ● Standing Work Session item: Board calendar review (10 min) 	<ul style="list-style-type: none"> ● Standing Work Session item: Board calendar review (10 min)
Supt Relations						<ul style="list-style-type: none"> ● June/July Supt Evaluation

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Public Engagement						
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