ANOKA-HENNEPIN SCHOOLS

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

School Board Work Session

Monday, November 9, 2026

AGENDA

1. **Call to Order (1 minute)**
   11-09-26 Important Dates 2
2. **Approve Board Agenda (1 minute)**
3. **Consent Agenda (5 minutes)**
   3.A. Minutes from the October 26, 2026 Regular School Board Meeting - **A**
   Jeff Simon, Board Clerk
   Appendix A 3
   3.B. Retirements, Resignations, Terminations, Leaves and Modified Leaves of Absence, Sabbaticals, Appointments - **A**
   Shelly Leciejewski, Director of Employee Services
   Appendix B 9
   3.C. Champlin Park HS Cheer Gym Rental Agreement - **A**
   Tiffany Audette, Director of Purchasing
   Appendix C 12
   3.D. Blaine HS Hockey Ice Rental Agreement - **A**
   Tiffany Audette, Director of Purchasing
   Appendix D 15
   3.E. Ratification of Emergency Declaration for Environmental Response at Blaine High School - **A**
   Tiffany Audette, Director of Purchasing
   Appendix E 26
   3.F. Immunization Exclusions as required by Statute 121a.15 - **A**
   Kathy Schulz, Health Services Coordinator
4. **Work Session (60 minutes)**
   4.A. Comprehensive Achievement and Civic Readiness Report and District Improvement Plan (30 minutes) - **B**
   Sarah Hunter, Chief Academic Officer, Kevin Bross, Marti Kelley, Candice Riley and Michelle Pinkham, Learning and Achievement Coordinators
   Appendix F 27
   4.B. Superintendent Evaluation Tool Update (30 minutes) - **C**
   Dr. Phil Gore, Phil Gore Consulting
   Appendix G 58
   Appendix H 63
5. **Board Correspondence & Communication**
6. **Adjourn**

ANOKA-HENNEPIN SCHOOLS

A FUTURE WITHOUT LIMIT

November 9, 2026

Dates to Remember

1.	**November 9**	**School Board Work Session, Sandburg Education Center, 5:30 p.m.**
2.	**November 23**	**Regular School Board Meeting, Sandburg Education Center, 6:30 p.m.**
3.	November 25	Conference Conversion Day, No School
4.	November 26-27	District Closed, Holiday
5.	November 30	Board Policy Committee Meeting, Educational Service Center, 4:30 p.m.
6.	December 3	End of Trimester One
7.	December 4	No Students, Staff Planning, Grades
8.	December 7	No Students, PLC/Staff Development
9.	**December 7**	**Regular School Board Meeting, Sandburg Education Center, 6:30 p.m.**
10.	December 24-25	District Closed, Holiday
11.	December 28-31	Winter Break, No School
12.	January 1	District Closed, Holiday
13.	**January 11**	**Organizational School Board Meeting, Sandburg Education Center, 6:30 p.m.**



Linda Hoekman
CO-CHAIR



Michelle Langenfeld
CO-CHAIR



Jeff Simon
CLERK

ANOKA-HENNEPIN SCHOOLS
A future without limit



Matt Audette
TREASURER



Zach Arco
DIRECTOR



Kacy Deschene
DIRECTOR

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Please call Fiorella Ball at 763-506-1002 to request an alternate format.

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, October 26, 2026,** at Sandburg Education Center, Anoka, Minnesota.

Co-Chair Linda Hoekman called the meeting to order at 6:30 p.m. 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.

Dr. Michelle Langenfeld motioned to approve the Board Agenda as presented. Jeff Simon seconded. Motion passed with a 6-0 vote.

CONSENT AGENDA

Kacy Deschene moved and Matt Audette seconded the motion to approve the following **consent agenda** items:

a. Minutes from the October 12, 2026 School Board Work Session.

b. Personnel items as follows:

RETIREMENTS

Name	Current or Most Recent Position	Last Date Employed
Berry Arrowsmith	Blaine High, Teacher Social Studies	08/31/2027
Kathleen Barker	Andover Elementary, Teacher SA-Coach	06/11/2027
Daryl Hathaway	Champlin Brooklyn Park Academy, Teacher Phys Ed Elementary	11/27/2026
Tammy Jagerson	Two Rivers Transition Program, ParaEducator Spec Ed Cntr Base	12/03/2026
Kari Skinner	Lincoln Elementary, Teacher Grade 3	12/23/2026
Nancy Stumpf	Blaine High, Teacher English	09/03/2026

RESIGNATIONS, TERMINATIONS

Full Name (FL)	Current or Most Recent Position	Last Date Employed
Dwight Anderson	McKinley Elementary, Teacher Phys Ed Elementary	10/09/2026
Talana Rudzitis	Coon Rapids High, Head Coach	05/30/2026
Rachel Spohr	Champlin Park High, Teacher Family Consumer Sci	10/14/2026
Zachary Wefel	Champlin Park High, Head Coach	01/10/2026

LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
Stacy Larson	McKinley Elementary, Teacher SLD	07/01/2027	06/30/2032

MODIFIED LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
This section returned no records			

SABBATICALS

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

APPOINTMENTS **20261026**

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Elementary					
Shannon Curran	Johnsville Elementary, Teacher EL	10/19/2026	Masters+45/19	0.8342	$83,274
Natalie Franklin	Oxbow Creek Elementary, Teacher EL	11/02/2026	Masters/2	0.7701	$47,565
Suzanne Pitkanen	Eisenhower Elementary, Teacher SA-Intervention	10/07/2026	Masters+30/22	0.8166	$81,756

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Secondary					
Melissa Thomas	Champlin Park High, Teacher English LTS	08/31/2026	Bachelors/8	0.1711	$10,281

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Special Education					
Dylan Chiabotti	Roosevelt Middle, Teacher ABS (AcadBehav)	10/12/2026	Bachelors/3	0.8503	$46,790
Rebecca Hagestuen	Educational Svc Ctr, Teacher Adapt Phy Ed LTS	09/08/2026	Bachelors/2	0.2834	$15,171

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

c. Cash Disbursements Report

Fund No.	Description		Amount
	Checks	**$**	**3,624,484.94**
01	General		3,306,732.91
02	Food Service		138,775.42
04	Community Service		53,087.92
06	Building Construction		-
07	Bond & Interest K-12		-
20	Health-Self Insurance		2,332.30
21	Dental-Self Insurance		-
22	Work. Comp.-Self Insurance		123,556.39
47	OPEB Debt Service		-
	Electronic Payments	**$**	**25,310,456.15**
01	General		16,851,843.86
02	Food Service		252,997.28
04	Community Service		805,185.71
06	Building Construction		-
07	Bond & Interest K-12		-
20	Health-Self Insurance		6,787,895.67
21	Dental-Self Insurance		483,797.77
22	Work. Comp.-Self Insurance		128,735.86
47	OPEB Debt Service		-
	ACH Payments	**$**	**4,430,257.48**
01	General		3,663,297.73
02	Food Service		370,903.20
04	Community Service		110,278.07
07	Bond & Interest K-12		-

20	Health-Self Insurance		285,778.48
21	Dental-Self Insurance		-
22	Work. Comp.-Self Insurance		-
	P-Card	**$**	**187,462.92**
01	General		112,634.37
02	Food Service		3,556.33
04	Community Service		71,272.22
06	Building Construction		-
20	Health-Self Insurance		-
	TOTAL DISTRICT	**$**	**33,552,661.49**

d. Cash Balance Report

ANOKA HENNEPIN DISTRICT NO. 11
MONTHLY CASH BALANCES - FY26

	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	FY26 Total All Balances (1 year ago comparison)
07/01/26	192,105,608	13,062,642	14,460,134		9,160,196	4,599,299	2,534,819	3,658,519	1,379,564	240,960,781	20,000,000		718,666	261,679,448	270,833,692
07/31/26	170,801,825	13,044,490	14,355,182		7,065,623	(3,593,236)	2,096,867	3,326,518	1,508,689	208,605,959	20,000,000		685,623	229,291,582	225,920,332
08/31/26	209,389,366	11,444,469	13,963,300		7,071,233	(9,477,154)	1,606,431	3,250,178	1,508,755	238,756,579	20,000,000		565,809	259,322,388	250,682,915
09/30/26	193,378,042	10,407,394	16,253,358		7,074,592	7,473,687	1,749,580	3,142,588	1,508,793	240,988,033	20,000,000		468,321	261,456,354	254,182,886
10/31/26										0				0	
11/30/26										0				0	
12/31/26										0				0	
01/01/27										0				0	
02/28/27										0				0	
03/31/27										0				0	
04/30/27										0				0	
05/31/27										0				0	
06/30/27										0				0	

e. Donations & Scholarship Report

DATE	DONOR	DONEE	PURPOSE	AMOUNT
09/14/26	AHEF	Brookside Elementary	K-3 Letter Leader Supplies	$500.00
09/28/26	AHEF	Coon Rapids High School	School Supplies	$3,905.09
09/21/26	AHEF	Evergreen Elementary	General supplies to support students	$1,545.37
09/30/26	AHEF	Morris Bye Elementary	Pollinator Garden Supplies	$228.00
09/14/26	American Online Giving Foundation	University Elementary	Supplies, T-Shirts, Celebrations, Etc.	$141.40
09/30/26	Anoka Employees Club	Lincoln Elementary	Student supplies	$200.00
09/21/26	Anoka High School Girls Soccer Booster Club	Anoka High School	Add'l Coach	$4,892.00
09/30/26	Anoka High School Swimming and Diving Booster Club Inc	Anoka High School	Add'l Coach	$4,000.00
09/14/26	Bengal Touchdown Club	Blaine High School	BHS Football Uniforms	$26,594.00
09/30/26	BHS Performing Arts Booster Club	Blaine High School	Theater Soundboard	$6,874.00
09/28/26	Blaine Touchdown Club	Blaine High School	coaches salary - split between Rusin and Geiselman	$44.14
09/28/26	Blaine Touchdown Club	Blaine High School	Coaches Salary Geiselman-	$5,915.37
09/28/26	Blaine Touchdown Club	Blaine High School	Coaches Salary Rusin	$5,915.37
09/14/26	Bright Future Fundraising	Coon Rapids Middle School	School Store Items	$400.00
09/28/26	Champlin Park Girls Soccer Booster Club	Champlin Park High School	Coach Nathaniel's Pay	$5,677.65
09/21/26	Champlin Park High School Dugout Club	Champlin Park High School	Magic Turf	$7,825.00
09/30/26	Champlin Park HS Boys Soccer Booster Club	Champlin Park High School	Boys Soccer Bus to Duluth	$2,750.00
09/30/26	Champlin Park HS Girls Soccer Booster Club	Champlin Park High School	Girls Soccer Bus to Duluth	$3,000.00
09/30/26	Charities Aid Foundation America	Blaine High School	General Program Support	$40.00
09/30/26	Charities Aid Foundation America	Eisenhower Elementary	Student Incentives	$10.00
09/30/26	Charities Aid Foundation America	Rum River Elementary	Classroom Supplies	$10.00
09/21/26	George Dahlman	Blaine High School	BHS Girls Tennis Uniforms	$2,793.96
09/28/26	Jefferson Elem PTO	Jefferson Elementary	Purchase 9 Square for the playground	$7,975.00
09/14/26	Mat Bandits Wrestling club	Adams Elementary	General Supplies	$5,000.00
09/28/26	Mat Bandits Wrestling club	Hoover Elementary	Support Staff & Students	$5,000.00
09/08/26	Mat Bandits Wrestling club	Mississippi Elementary	General Supplies	$5,000.00
09/21/26	Mat Bandits Wrestling club	Morris Bye Elementary	GAGA Ball Pit	$5,000.00
09/14/26	Mat Bandits Wrestling club	University Elementary	T-Shirts, Supplies, Celebrations, Etc.	$5,000.00
09/30/26	Northdale Staff Reunion	Northdale Middle School	Conference night staff snacks	$600.00
09/28/26	Northgate Church	River Trail Learning Cetner	staff welcome back lunch	$350.00
09/21/26	Ramsey Lions	Ramsey Elementary	Cover cost for DJ at Fall Picnic	$500.00
09/21/26	Ramsey PTO	Ramsey Elementary	4th Grade Field Trip Busing	$790.00

09/28/26	The Blackbaud Giving Fund	Champlin/Brooklyn Park Academy	classroom supplies	$63.00
09/14/26	The Blackbaud Giving Fund	Jackson Middle School	Student Materials	$30.00
09/28/26	The Blackbaud Giving Fund	Sand Creek Elementary	Playground Improvements	$150.00
09/30/26	Theron Busse	Step	Automotive Classroom Instruction	$200.00
09/28/26	University Avenue PTO, Inc.	University Elementary	4th Grade Kindness Retreat Deposit	$750.00

*MATERIAL, EQUIPMENT, OR LABOR DONATION

TOTAL **$119,669.35**

SCHOLARSHIP DONATIONS

DATE	DONOR	DONEE	PURPOSE	AMOUNT
09/22/26	George & Mary Rootes	Anoka High School	Class of '63 Scholarship	$200.00
09/22/26	AH Elementary and Secondary Principals Ass.	Champlin Park High School	Anoka-Hennepin Elementary and Secondary Principals' Association Scholarship	$1,000.00
10/08/26	Courtney Piekarski	Andover High School	Brandon Voss Memorial Scholarship	$25.00
10/08/26	Stephanie Peters	Andover High School	Brandon Voss Memorial Scholarship	$20.00
10/08/26	Denise Cidercol	Andover High School	Brandon Voss Memorial Scholarship	$20.00
10/08/26	Tracey Griess	Andover High School	Brandon Voss Memorial Scholarship	$50.00
10/08/26	John/Lisa Kyvig	Andover High School	Brandon Voss Memorial Scholarship	$30.00
10/08/26	Joan Angell	Andover High School	Brandon Voss Memorial Scholarship	$30.00
10/08/26	Diane Honzik	Andover High School	Brandon Voss Memorial Scholarship	$20.00
10/08/26	Eric Feigum	Andover High School	Brandon Voss Memorial Scholarship	$20.00
10/08/26	Wade Johnson	Andover High School	Brandon Voss Memorial Scholarship	$10.00
10/08/26	Connie Huberty	Andover High School	Brandon Voss Memorial Scholarship	$40.00
10/08/26	Emilie Buesing	Andover High School	Brandon Voss Memorial Scholarship	$20.00

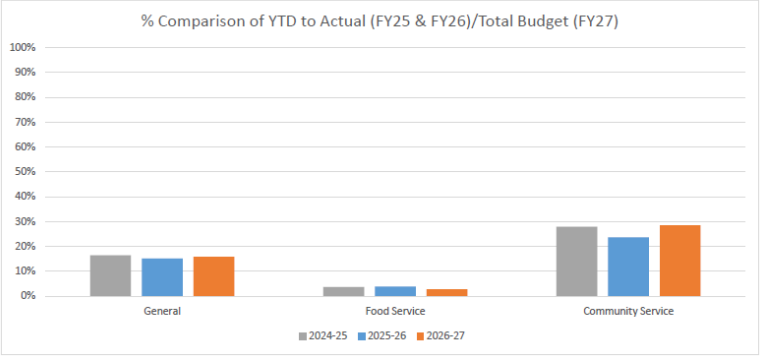
SCHOLARSHIP TOTALS **$1,485.00**

TOTAL DONATIONS **$ 121,154.35**

f. Monthly Revenue & Expenditures

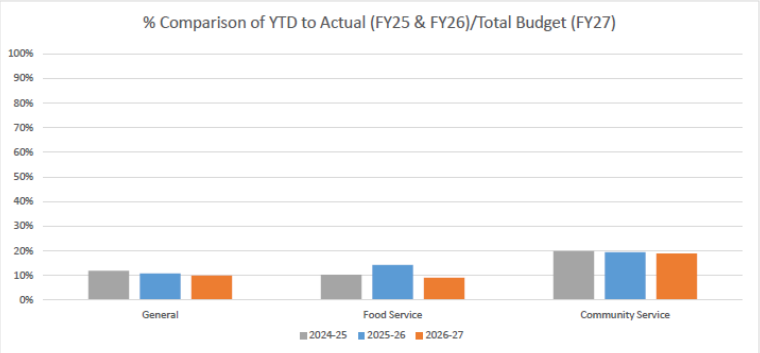
Anoka-Hennepin ISD #11
Statement of Revenues
For the month ended September 30, 2026

Fund	Month to Date	Year to Date	Budget	FY27 YTD is % of Budget / FY26 & FY25 YTD is % of Actual 2026-27	2025-26	2024-25
General	30,146,653	109,462,730	689,672,163	16%	15%	16%
Food Service	217,489	775,048	28,184,353	3%	4%	4%
Community Service	4,403,624	9,063,364	31,767,255	29%	24%	28%
Building Construction	-	-	-	0%	0%	326%
Debt Service	3,396	1,708,530	15,137,973	11%	10%	14%
Trust	-	-	2,000,000	0%	0%	0%
Total All Funds	$ 34,771,162	$ 121,009,673	$ 766,761,744	16%	15%	16%



Anoka-Hennepin ISD #11
Statement of Expenditures
For the month ended September 30, 2026

Fund	Month to Date	Year to Date	Budget	FY27 YTD is % of Budget FY26 & FY25 YTD is % of Actual 2026-27	2025-26	2024-25
General						
Salaries & Benefits	39,639,296	50,554,914	546,836,965	9%	9%	10%
Purchased Services	1,442,479	2,788,437	94,800,743	3%	6%	5%
Supplies	1,422,298	6,151,825	24,895,603	25%	43%	43%
Capital Expenditures	3,652,828	9,078,839	27,288,631	33%	35%	42%
Other Exp & Transfers	221,099	806,304	6,909,134	12%	9%	17%
Total General Fund	$ 46,377,999	$ 69,380,319	$ 700,731,076	10%	11%	12%
Food Service	1,306,864	2,567,682	28,220,739	9%	14%	10%
Community Service	2,392,679	6,045,731	31,930,486	19%	19%	20%
Building Construction	-	-	-	0%	0%	45%
Debt Service	-	3,667,186	15,441,073	24%	25%	26%
Trust	-	-	2,000,000	0%	0%	0%
Total All Funds	$ 50,077,542	$ 81,660,918	$ 778,323,374	10%	12%	13%



g. Approved the MSHSL Foundation Resolution – Form A
h. Approved the 625.0 Responsible Use of Artificial Intelligence Policy, Second Read (New Policy)
i. Approved the Coon Rapids HS Gymnastics Gym Rental Agreement
j. Approved the Champlin Park HS Gymnastics Gym Rental Agreement
k. Approved Immunization Exclusions as required by Statute – names and specifics are not included because of data privacy.

Motion passed with a 6-0 vote.

The School Board received testimony from Thomas Draeger and John Wolhaupter.

Superintendent Cole gave a report to the Board and reviewed the Board calendar: October is Principal's Appreciation Month across our state and nation, and right here in Anoka-Hennepin. Our school leaders are some of the most highly qualified, hard-working, student-centered people out there and we often don't take the time to remind them that they are "making a difference" for the students, staff and communities they serve. Thanks to our principals and assistant principals for all you do. The Anoka's Community Anti-Crime Commission held their 35th annual meeting on Tuesday, Oct. 20. Anoka High School principal Mike Farley and retired Anoka Middle School for the Arts principal Tom Hagerty serve on the board of directors for the Commission. Each year they invite a keynote speaker for this event, and Superintendent Cole was honored to represent the school district as the keynote speaker this year. Relationships with law enforcement agencies are a foundation of our multi-layered school safety and security plan. The Anti-Crime Commission also provides financial support for these efforts which are appreciated. Business leaders join with city and school officials at quarterly meetings of the Blaine Business Council. This is an event coordinated by the North Metro Chamber of Commerce. Superintendent Cole was able to attend and present updates on behalf of the school district and continue to build a stronger connection for our schools in the Blaine community. In Coon Rapids, the district was able to present an overview and status update on the school district to the Coon Rapids Rotary Club. This club provides ongoing support of district programs and students and has provided substantial support of the annual freshman retreat for Coon Rapids High School. Featured in our photo are former superintendents Dennis Carlson and Bob Gander, along with Coon Rapids High School City Manager Matt Stemwedel. Anoka-Hennepin continues to maintain strong relationships within Coon Rapids, and we appreciated being invited to be part of these events and sharing information and gaining feedback from the Rotarians. On Friday, Superintendent Cole joined a team from the school district in an Anoka Halloween tradition - "The Big Parade of Little People". In order to further promote our district priority to encourage reading, our group went as "books" and passed out bookmarks to our future students and families along the route. This event also featured our middle school marching bands and students from some Anoka area elementary schools. Marching bands from Anoka-Hennepin's five traditional high

schools collected high honors at the “Youth in Music” Minnesota State Championships and Class Championships at U.S. Bank Stadium on Saturday, Oct. 10.

- Champlin Park High School collected third place in the Class AA competition
- Coon Rapids High School earned third-place in Class A, in addition to Outstanding Color Guard and Outstanding Visual Arts awards
- Anoka High School earned third-place in the Class A state championship. Sofia Tudor from Anoka HS was awarded the Class A scholarship
- Andover High School placed sixth
- Blaine High School placed eighth in the preliminary competition

The district has a tradition of music excellence, which includes being named a “best communities for music education” twelve consecutive years. Curtains are going up on fall theatre favorites across Anoka-Hennepin High Schools this fall.

- Andover High School is presenting: *Beauty is the Beast (making sure you know this is correct)*
- Anoka High School Presents: *The Play That Goes Wrong*
- Blaine High School Theatre presents: *New Sheriff in Town: A New Musical*
- Coon Rapids High School presents: *Peter and the Starcatcher*
- Champlin Park High School presents: *Chicago, Teen Edition*

Ticketing information, dates and times and additional details are listed on school websites and on the district website at ahschools.us. Section volleyball tournaments begin this week, with Andover, Anoka, Blaine, and Coon Rapids set for Section 7AAAA action starting tomorrow night. Coon Rapids takes on Centennial, Andover will play Forest Lake and Anoka and Blaine will compete in quarterfinal action. Champlin Park is the number two seed in Section 5 and will play Hopkins on Thursday, October 29. Cross-Country heats up with section meets being held this week with the state meet set for Saturday, Nov. 7 at Majestic Oaks in Ham Lake. Section and state tournaments for Swim and Dive and Mustangs adapted athletics will take place during the month of November. In Girls’ Tennis, Blaine’s Paige Dahlman and Danica Schofield advanced to state in the doubles competition. The Class 6A football playoffs begin this Friday, October 30. Champlin Park earned the No. 1 seed for a Round 1 match-up against Eastview this Friday at Champlin Park. Andover is a No. 5 seed and will travel to Maple Grove, Coon Rapids will head north to take on No. 1 seed Moorhead while Anoka hosts Lakeville South and Blaine hosts Roseville. Tournament fever is here in November. Best of luck to our student athletes in these competitions. Election Day is set for Tuesday, Nov. 3 for voters. There are no Anoka-Hennepin elections although 20 of our sites will be used as polling locations and it will be a non-school day for students. Polls are open 7 a.m. to 8 p.m. and there is also early voting. Thanks to all who take the time to get informed and vote.

Michelle Vargas, chief financial officer, Michelle VanDenTop, executive director of enrollment and information systems, and Nick Herman, data integration manager, shared information with the School Board about the October 1 enrollment numbers in the Anoka-Hennepin School District. District enrollment as of October 1, 2026, is 36,051. The data in the report is important for district budgeting and planning purposes.

Director Simon shared insights from the AHEM Town Hall regarding evolving nursing staff challenges, including increased student chronic needs, Special Education evaluations, and health paraprofessional requirements—and praised staff for offering creative solutions. He also highlighted visits to Andover Elementary to observe literacy instruction, as well as Coon Rapids Middle and High Schools, where administrators confirmed cell phone restrictions are working effectively. Co-Chair Langenfeld recognized former district SROs Brad Wise and Andy Youngquist from the Superintendent's Report, highlighting strong municipal partnerships. She noted Riverway Church’s Community Builder Award at the Brooklyn Park Mayor’s Prayer Breakfast (nominated by JMS Principal Joel Young) and commended the literacy focus at the Big Parade of Little People. Director Deschene praised the parade bookmarks supporting the "1-Million Words Club" reading goal and highlighted Superintendent Cole’s historic keynote address at the Anoka Anti-Crime Commission Breakfast focused on community collaboration.

Co-Chair Linda Hoekman proposed under Minnesota Statute 13D.05 Subd 3(b) that they move into a closed session to discuss attorney-client privileged information regarding matters related to case number CAH 25-1300-41839, Due Process Hearing. This closed session was held in the Michael Sullivan Room. Jeff Simon motioned, and Zach Arco seconded the motion to go into closed session. Motion carried.

Co-Chair Linda Hoekman recessed the meeting at 7:31 p.m. The meeting reconvened in closed session at 7:38 p.m.

Co-Chair Linda Hoekman recessed the meeting at 8:05 p.m. Dr. Michelle Langenfeld moved and Matt Audette seconded the motion to adjourn the meeting. Motion passed.

APPENDIX B

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
Janis Garofano	Champlin Park High, Teacher English	06/11/2027
Gloria Guiza	ABE-Blaine Learning Lab, ABE Teacher-Full Time Benefits	11/15/2027
Kevin Lian	Evergreen Park Elementary, B/G Custodian 2nd shift	01/05/2027

RESIGNATIONS, TERMINATIONS

Full Name (FL)	Current or Most Recent Position	Last Date Employed
Daryl Boeckers	Blaine High, Teacher Spanish	12/04/2026
Matthew Cavanaugh	Wilson Elementary, Asst Principal Elem 10 Month	11/02/2026
Dorcah Onchaba	Coon Rapids Middle, Teacher ABS (AcadBehav)	10/29/2026
Julia Wippler	ESC-Special Ed, Coordinator Behavior Support	11/20/2026

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
This section returned no records			

MODIFIED LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
This section returned no records			

SABBATICALS

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

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Elementary					
Stephanie Berard	Educational Svc Ctr, Teacher Nurse	11/02/2026	Bachelors/12	0.7701	$53,004
Scott Miller	Champlin Brooklyn Park Academy, Teacher Phys Ed	11/02/2026	Bachelors/15	0.7808	$57,265

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Secondary					
Kathryn Campson	Coon Rapids High, Teacher Math LTS	10/19/2026	Bachelors/6	0.2406	$13,750
Thomas Carls	Anoka High, Teacher Science LTS	10/19/2026	Bachelors/1	0.5134	$27,480
Adalee Maier	Blaine High, Teacher Social Studies LTS	11/09/2026	Bachelors/1	0.1711	$9,160
Wyatt Maloney	Champlin Park High, Teacher Family Consumer Sci	12/08/2026	Bachelors/1	0.6471	$34,636

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Special Education					
Pamela Baker	Verndale, Teacher Social Worker StrCal	10/26/2026	Masters/1	0.7380	$45,584
Aisha Haybe	Brookside Elementary, Teacher EL LTS	10/23/2026	Bachelors/5	0.4492	$25,098
Isaac Jackson	River Trail Learning Center, Teacher ASD	11/02/2026	Bachelors/1	0.7754	$41,506
Marie Suzanne Marquart	Dayton Elementary, Teacher ASD (AutismSpectr) LTS	11/09/2026	Masters/2	0.2620	$16,185
Leah Schilling	McKinley Elementary, Teacher ABS (AcadBehav)	10/23/2026	Masters+45/13	0.4037	$36,811

Name	Current or Most Recent Position	Effective Date	Days	Salary
Administrative				

This section returned no records

TWIN CITY TWISTERS, INC.

FACILITY RENTAL AGREEMENT

This Facility Rental Agreement is made and entered into on this day of **10/5/2027**, by and between:

Twin City Twisters, Inc. ("TCT")
Address: 12346 Business Park Blvd Champlin, MN 55316
and
Anoka Hennepin ISD11

Champlin Park High School Cheer Season 2026-2027
Address: 2727 N Ferry St. Anoka, MN 55303

Point of Contact:
Point of Contact:
Marcy Burnevik, Activities Secretary. mary.burnevik@ahschools.us

Matt Mattson, Activities Director, mathew.mattson@ahschool.us

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1. Facility Use

TCT agrees to allow Renter the use of its gymnastics facility located at the address above for the purpose of **CPHS Cheer Team Season Practice 2026-2027 at TCT East, 12346 Business Park Blvd Champlin, MN 55316** on the following date(s) and time(s): Monday November 2nd, 2026-February 18th, 2027.

Mondays 7-8:30pm

Thursdays 7-8:30pm

Areas of Use:

TCT East Main Gym- Team Area, competition floor

Renter agrees to use the facility solely for the agreed-upon purpose and to comply with all TCT policies, posted safety rules, and staff instructions. Any practice cancellations must be communicated to Tessa Poorker, TCT Director of Experience.

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2. Rental Fees & Payment

Rental fees shall be **$140.00 per hour**.
An invoice will be sent at the end of the month/season. Payment is due in full by **April 1st, 2027** to TCT.

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3. Certificate of Insurance

Renter shall provide TCT with a **Certificate of Insurance (COI)** at least **seven (7) days prior to the event** showing:

- **General Liability coverage** of not less than **$1,000,000 per occurrence** and **$2,000,000 aggregate**.
- **Twin City Twisters Gymnastics** listed as **Additional Insured**.
- The certificate holder listed as:
  Twin City Twisters Gymnastics
  12346 Business Park Blvd Champlin, MN 55316

Failure to provide this COI will result in cancellation of the rental without refund.

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4. Liability Waivers

All participants (including athletes, coaches, volunteers, and guests) associated with Renter must complete and sign a **TCT Liability Waiver and Assumption of Risk Form** prior to participating in any activity within the facility.
Renter is responsible for collecting and submitting these signed waivers to TCT before use of the facility begins.

No individual will be permitted to participate without a signed waiver.

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5. Supervision & Conduct

Renter is responsible for ensuring that all participants behave safely and respectfully. A qualified adult representative from Renter must be present at all times.
TCT reserves the right to remove any person who violates safety rules or engages in unsafe behavior.

6. Damage & Cleaning

Renter agrees to return the facility to its original condition. Any damage to equipment, property, or premises will be repaired or replaced at Renter's expense. Excessive cleaning or trash removal fees will also be billed to Renter.

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7. Indemnification

Renter agrees to **indemnify, defend, and hold harmless** Twin City Twisters Gymnastics, its owners, officers, employees, and agents from any and all claims, damages, injuries, losses, or expenses (including attorney's fees) arising out of or related to Renter's use of the facility.

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8. Cancellation of Policy

Cancellations made at least 14 days prior to the event will receive a full refund. Cancellations made within 14 days are non-refundable unless otherwise approved by TCT management.

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9. Entire Agreement

This Agreement contains the entire understanding of both parties and supersedes all prior discussions or agreements, written or oral. Any modifications must be in writing and signed by both parties.

Twin City Twisters Representative:

Name: Tessa Poorker

Title: TCT Director of Experience

Signature: _____

Date: 10/5/2026

Renter / Organization Representative:

Name: _____

Title: _____

Signature: _____

Date: _____

National Sports Center Facility Use Agreement

This Facility use agreement is made and entered into this 2nd day of November, 2026, between the National Sports Center Foundation (hereinafter referred to as "NSCF") and Anoka-Hennepin Schools: Blaine HS Girls Hockey (hereinafter referred to as "User"). NSCF and USER are each individually referred to as a "Party" and collectively referred to as the "Parties".

NSCF agrees to provide USER with access to certain NSCF facilities according to the following terms:

1. FACILITIES USE

1.1 Event dates: See Attached Schedule

1.2 Specified Use Periods and Facilities: See Attached Schedule

1.3 The NSCF grants USER permission to use the facilities listed in section 1.2 (the "Facilities") in accordance with the use period in section 1.2 (the "Use Period") and not at any other time.

1.4 The members of the NSCF, its management, and its staff may enter the Facilities and have full access to the Facilities during the Use Period, provided that such entry and access does not unreasonably interfere with the Event. NSCF members, employees and authorized personnel shall have and display proper identification when entering restricted areas. User shall honor NSCF identification as authorization to enter the Facilities without tickets or other User permission during the Use Period.

1.5 The NSCF may eject or cause the ejection of any person or persons who violate laws, or the NSCF rules listed in Appendix C ("Arena Facility Rules and Policies"). Subject to section 10, User waives all rights and all claims for damages against the NSCF, its members, employees or agents arising out of, resulting from, or in any way connected with the exercise of such authority by the NSCF.

2. USER FEES

2.1 The USER fees are as follows: See Attached Schedule

2.1.5 USER agrees to have all Facilities fully vacated by the end of the applicable Use Period.

2.2 ADDITIONAL FEES:

1. All rental items listed in Appendix A are not required but are available through NSCF preferred vendors. Elements can be added or removed based on Event needs or requirements. Rental costs are estimates and will be billed at current rental rates at time with NSCF contracted company – delivery charges not included. User is not required to use NSCF preferred vendors other than the portable restroom service provider and City of Blaine Police Department for traffic and any other security requirements. Any vendor contracted must adhere to any City of Blaine requirements and permitting.

2. A 5% Service Fee will be applied to the final invoice.

3. PAYMENT TERMS

☐ 3.1 Schedule Based

☐ 1. Invoice will be paid in full at time of booking

■ 2. Payment at the end of each month. All payments by the 15th of the following month. Payments after the 15th will result in a 2.5% late fee. Payment can be made by check or credit card.

3.2 Please mail payment to:

National Sports Center
1750 105th Ave NE
Blaine, MN 55449

3.3 Additional time added will automatically be added to the contract and invoice.

4. INSURANCE, PERMITS, AND CONCESSIONS:

A) Proof of Insurance is required naming the National Sports Center Foundation as an additional insured on the Policy holder's insurance in the amount of $1,500,000.

B) User is fully responsible for obtaining all permits required by the City of Blaine. Additional fees may apply based on State, County, and local ordinances. Any required permits not obtained may result in cancellation of parts or all of the Event. NSCF does not have authority to make these decisions. USER agrees to abide by all permitting decisions made by the State, County, and City of Blaine.

C) NSCF will allow User to schedule all food and beverage vendors, concession stands, food trucks and any other concessions.

D) NSCF will allow User to schedule alcohol vendor(s) in controlled areas upon proof of licensed vendor, permits, and approval from the State, County, and City of Blaine.

E) All food and beverage vendors, concession stands, food trucks, and other concessions must provide copy of current operating license, proof of any required permits obtained from the City of Blaine, and be approved through the NSCF Concessions Manager: foodtrucks@nscsports.org

5. CONDITIONS OF FACILITY USE

5.1 USER will only use the Facilities for activities associated with the Event. Only the Facilities contracted may be used for play, practice or warm-up. Moving to another Facility is not allowed without the permission of NSCF staff. Trash cans and recycling bins will be available at all Facilities (provided by NSCF). Trash and recycling disposal will be arranged and provided by NSCF. No vehicles are allowed on any grass areas without written consent of the NSCF. Vehicles are allowed on paved parking areas only. USER is not allowed to charge for parking to the Event without prior written approval of the NSCF.

5.2 Due to the location of irrigation lines, no tents or canopies may be staked on NSCF property without prior approval. Tent permits from the City of Blaine may be necessary for certain size tents to be used for an event. Any fees for such permits will be the responsibility of USER.

6. SPONSORSHIP EXCLUSIVITY

The NSCF has granted exclusive rights to various corporate sponsors, as listed in Appendix B (the "NSCF Sponsors"). The USER agrees to the following:

6.1 No products directly competitive with NSCF Sponsors ("Competitive Products") may be sold, dispensed, sampled, or served anywhere at the Facility.

6.2 No permanent or temporary advertising, signage or trademark visibility for Competitive Products will be displayed or permitted anywhere at the Facility without written approval from the NSCF.

6.3 A sponsor list will be required from USER. The NSCF has the right to enforce any possible sponsor conflicts.

6.4 User must have prior written approval from the NSCF before placing any advertising signage or materials on NSCF property, such approval not to be unreasonably withheld.

6.5 Notwithstanding any other provision of this Agreement, Coca-Cola and its affiliates will not be competitive to the NSCF Sponsors, and no product sold, distributed, branded, or owned by Coca-Cola or its affiliates ("Coke Products") will be considered a Competitive Product. User will have the right to sell, dispense, display advertising and signage of, and otherwise service Coke Products at the Facility during the Event. User will give NSCF reasonable notice prior to the Event if it intends to partner with Coca-Cola or an affiliate for the Event.

7. CANCELLATION POLICY

USER may not assign or transfer its privileges hereunder in whole or in part without written consent of the NSCF. If at any time, the USER wishes to cancel all or a portion of an executed contract, the NSCF may attempt to resell such released or unused time. If the time is resold to another party, the NSCF will credit amounts received from the resale against amounts previously paid by USER. In the event such unused time is not resold, the original contracted USER is responsible for the entire contract amount.

8. HANDLING OF USER PROPERTY

USER authorizes the NSCF to remove, at the User's expense, any property belonging to the USER or any Attendee and not removed before the end of the Use Period, and to store, destroy, or dispose of any such property at the User's expense. The User releases the NSCF from any and all claims for damage or loss to such property and shall defend and indemnify the NSCF against any claim for damage or loss to such property by a third party.

9. FIRST AID

The NSCF will not provide any first aid services. The NSCF recommends it but does not make it mandatory to have first aid services. USER agrees to contract independently for any first aid services needed.

10. COMPLIANCE WITH LAW

During the Use Period, the User shall comply with all laws, ordinances, rules and regulations of the Federal, State and local government agencies having jurisdiction over the Facility, and with the NSCF Rules. Per Minnesota Statute 12.32, orders and rules promulgated by the governor during a peacetime emergency carry full force and effect of law.

11. TENT SAFETY

NSC reserves the right to remove, or to require the USER to remove, any tents or temporary structures if wind speeds exceed 10 MPH, as measured by NSC staff or reliable on-site instruments. This policy is in place to ensure the safety of all participants, spectators, and staff. The USER agrees to comply promptly with any such directive from NSC staff and acknowledges that failure to do so may result in removal from the premises or other appropriate actions.

12. SEVERE WEATHER DETECTION AND LIABILITY

12.1 The National Sports Center (NSC) utilizes the ThorGuard Weather System to monitor and detect severe weather conditions, including lightning activity. If a ThorGuard alert is issued, all individuals are expected to evacuate the fields and seek appropriate shelter immediately.

12.2 Should the USER choose to disregard a Severe Weather alert and remain using the facilities, the USER does so at their own risk and assumes full responsibility and liability for any injury, damage, or loss that may occur because of such action. NSC shall bear no responsibility for any consequences arising from failure to comply with Severe Weather alerts.

13. DAMAGE TO PROPERTY

The User will pay NSCF, upon demand, for any damage to the Facility caused by User's actions or inactions, as necessary to restore premises to its former condition. Replacement of equipment shall be on a like-kind or quality basis.

14. INDEMNIFICATION

User agrees to indemnify and hold harmless the NSCF from and against all claims of whatever nature arising from (i) negligence of User, or User's licensees, agents, servants or employees, or (ii) any default under this agreement. This indemnity provision shall include indemnity against all costs, expenses (including attorney fees), and liabilities in or in connection with any claim or proceeding under this section and the defense thereof. To the extent provided for in Minnesota Statutes Section 604.055, this section does not apply to claims or losses resulting from negligence greater than ordinary negligence (i.e., gross negligence)

The NSCF agrees to indemnify and hold harmless User from and against all claims of whatever nature arising from (i) negligence of the NSCF, or the NSCF's licensees, agents, servants or employees, or (ii) any default under this agreement. This indemnity provision shall include indemnity against all costs, expenses (including attorney fees), and liabilities in or in connection with any claim or proceeding under this section and the defense thereof. To the extent provided for in Minnesota Statutes Section 604.055, this section does not apply to claims or losses resulting from negligence greater than ordinary negligence (i.e., gross negligence).

The indemnification provisions provided in this Agreement shall survive the termination of this Agreement, whether by the running of its term or earlier termination.

15. FORCE MAJEURE

"Force Majeure" means causes beyond the reasonable control of a Party, whether or not foreseeable, including without limitation, acts of God; acts of a public enemy; war; rebellion; insurrection; riot; terrorist acts; epidemic; pandemic; any law, order, proclamation, regulation, ordinance, demand or requirement of any governmental authority or any political subdivision or any department or regulatory agency thereof, including without limitation, quarantine restrictions, stay-at- home orders or any requirements or restrictions of a similar nature; orders of any court or arbitral body; changes in law; acts of any person or persons engaged in subversive activity or sabotage; fires, floods, explosions, storms, earthquakes, lightning, or other catastrophes; strikes, lockouts, pickets, work slow-downs or other labor disputes (provided the labor disputes do not involve labor employed by the affected Party); boycott; embargoes; blockade; unavoidable delays or inability to obtain equipment, labor, fuel, water, electricity, materials, internet service or other communication facilities, or anything else necessary to operate a Party's business; or other causes beyond the reasonable control of a Party. If either Party is prevented or delayed in the performance of any material term, condition, or obligation under this Agreement (other than the payment of money) due to a Force Majeure, the Party shall give prompt notice to the other of the commencement, expected duration and termination of the Force Majeure event. Any nonperformance caused by a Force

Majeure shall be excused, and the time for performance extended for the period of delay or inability to perform due to the Force Majeure.

16. NON-WAIVER

The waiver or failure of the Parties to insist upon strict and prompt performance of the terms of this Agreement shall not constitute a waiver of the Parties' right to strictly enforce such terms thereafter.

17. GOVERNING LAW AND SEVERABILITY

The laws of the state of Minnesota shall apply and bind the Parties in any and all questions arising hereunder, regardless of the jurisdiction in which any action or proceeding may be initialized or maintained. Whenever possible, each provision of this Agreement shall be interpreted in such manner as to be effective and valid under applicable law, but if any provision of this Agreement is held to be invalid, illegal or unenforceable in any respect under any applicable law or rule in any jurisdiction, such invalidity, illegality or unenforceability shall not affect any other provision or any other jurisdiction, and this Agreement shall be reformed, construed and enforced as if such invalid, illegal or unenforceable provision had never been contained herein.

18. RELATIONSHIP OF THE PARTIES

The Parties agree that they are acting as independent contractors and that nothing in this agreement is intended to create, nor shall anything herein be constructed or interpreted as creating a partnership, joint venture, or any other such mutual relationship between User and the NSCF. Unless expressly agreed to herein, each Party shall be responsible for its own separate debts, obligations, and other liabilities. This agreement does not create the relationship of landlord and tenant, as contemplated by the laws of Minnesota, between the NSCF and USER. The NSCF does not relinquish its right to control the management of the Facilities and its equipment or to enforce all necessary laws, rules, and regulations.

19. ENTIRE AGREEMENT

THIS CONTRACT CONSTITUTES THE ENTIRE AGREEMENT BETWEEN THE NSCF AND THE USER AND HEREBY NULLIFIES AND REPLACES ANY PRIOR AGREEMENTS BETWEEN THE PARTIES. NO PROVISION OF THIS AGREEMENT MAY BE CHANGED, WAIVED, OR TERMINATED UNLESS DONE IN WRITING AND EXECUTED BY BOTH THE NSCF AND THE USER.

SIGNATURES

Michelle Vargas

Chief Financial Officer

Anoka-Hennepin School District #11

Date

Kathy Brodzinski

Kathy Brodzinski

Manager – Customer Relations

National Sports Center Foundation n

November 2, 2026

Date

Darin Thompson

Darin Thompson

Director of Sports Services

National Sports Center Foundation n

02/11/2026

Date

APPENDIX A

Additional User Fees

NSC Field Rates		Available Rental Items	
2025 Rental Rates		2 Pass. Cart	$100/day
Artificial Turf Field	$115/hour	4 Pass. Cart	$150/day*
Indoor Sports Dome Full	$800/hour	6 Pass. Cart	$200/day
Indoor Sports Dome 1/2 Dome	$400/hour	4 Pass. Gas with Top Cart	$150/day*
Indoor Sports Hall Full	$495/hour	4 Pass. With Fold Down Seat Cart	$150/day*
Indoor Sports Hall 1/3 Hall	$170/hour	5ft Round Tables	$15/table
Natural Grass Field	$85/hour	6ft Round Tables	$18/table
NSC Welcome Center Exhibition Hall	$900/day	20, 30, 40 yd dumpster	$175 (+$125 per ton)*
NSC Welcome Center Grand Hall	$1000/day	Barrels (Drums)	$2/piece/day
Super Rink (prime)	$250/hour	Cattle Gate	$7/piece/day
Super Rink (non-prime)	$175/hour	Chairs	$2.25/each
		Delineators	$2/piece/day
Lining Fees		Flat Bed Cart	$200/day
5v5 Soccer Field	$120/field	Handwashing Station	$160/unit
7v7 and 9v9 Soccer Field	$145/field	Hauler Cart	$150/day*
Flag Football Field	$185/field	Officers	$110/hour
Tackle Football Field	$630/field	Pipe & Drape (15')	$13/ft
Ultimate Disc Field	$135/field	Pipe & Drape (3')	$2.50/ft
Welcome Center (GH / EH)		Pipe & Drape (8')	$4/ft
*Items listed below are included in Welcome Center Rentals		Porto - ADA	$105/unit
Additional AV (tv's)		Porto - Standard	$95/unit
American Flags		Portos - Extra Cleaning Service	$25/unit
Chairs		Portos - Tip Overs	$20/unit
Garbage Cans		Radios	$21/each
Microphone		Repeaters	$175/each
Podium		Security - Regular	$36.75/hour
Power / Extension Cords		Security - Supervisor	$38.33/hour
Projector		Staging	Will be Quoted Upon Req
Power / Extension Cords		Table Linen - Black Rectangle (52"x114")	$3/linen
Sound System / Aux		Table Linen - Black Round (85"x85")	$3/linen
Stanchions		Tent - 10'x20'	$409.50 (+357.80 wghtd.)
Tables (6ft Rectangle)		Tent - 20'x20'	$432 (+375.80 wghtd.)
Tables (6ft Round)		Tent - 20'x30'	$553.50 (+$555.50 wghtd.)
Tables (High Top)		Utility Gas Cart	$150/day*

Appendix B

NSCF Sponsors

M Health Fairview
Coke
MN United FC
Alta Honors
Konica Minolta

ARENA FACILITY RULES AND POLICIES – Appendix C

Skaters and spectators assume all risks and danger of personal injury arising from or related to admission to the NSC Super Rink Arena; including -but not limited to- being injured by ice skates, ice skaters, spectators or objects in and around the rink and in the building.

- No one under the age of 8 is allowed in the facility alone. Individuals 7 years old and under must be directly supervised by a caretaker aged 16+.
- No food OR drinks allowed on the ice. *Water being the only exception.*
- Injuries, accidents, or equipment failures must be reported immediately to facility staff.
- The NSC Super Rink is not responsible for lost or stolen items, but any lost and found items must be turned in to the office.
- No bicycles, skateboards, rollerblades, etc., are permitted inside the facility.
- Shirts and pants or shorts are required in all areas of the facility. Change clothing in the restroom or locker room facilities.
- No animals, with the exception to service animals; will be allowed in the facility. *See Minnesota Statute(s) 256C.02, 609.833, 609.226, 343.21.*
- Use the equipment as it is intended to be used. Ask for help if you're unsure how to use a piece of equipment.
- No solicitation.
- Organization, Group or Team practices and programs must complete a reservation/rental of the space. The use of Open Skate or Family Skate time to conduct a practice or training is not permitted.
- Inappropriate behavior or language is prohibited.
- Any actions, statements or behavior by players, coaches, officials, and spectators that are disrespectful to anyone will not be tolerated.

OPEN SKATE & FAMILY SKATE

- Skaters must obey all rules and directions from Arena Staff.
- While on the ice, skaters are not allowed to carry children.
- No one is permitted on ice without skates.
- No stick or puck usage.
- No horseplay or unruly behavior.
- No jumps above axel, no double jumps, no camel spins; basic spins only done within the inner circle.
- No more than two people may skate together holding hands.
- Skating that endangers or interferes with other skaters' safety or pleasure is prohibited.
- Pass or overtake skaters carefully. Roughness, excessive speeding or weaving through skaters is prohibited.
- No tag or games of any kind are permitted on or off the ice.
- Skate in the direction indicated by Arena Staff and Rink Guards.
- No one is allowed on the ice during resurfacing.
- Do not sit on the boards or rest in the bench areas. If you need to re-tie skates, please exit the rink.
- Please use caution when entering and exiting the rinks.

NSC SUPER RINK

National SPORTS CENTER

Account Schedule Report

11/1/2026 - 2/28/2027

Blaine HS Girls Hockey
Update
Blaine, MN 55449

National Sports Center
1750 105th Ave NE
Blaine, MN 55449
(763) 792-7306

Date	Day	Center	Facility	Event Type	Start	End	Billable Hours	Rate	Other Chg	Tax	Total	Paid	Balance
11/9/2026	Mon	Arena	Super Rink 7	Hockey	3:00 PM	4:00 PM	1.00	$250.00	$0.00	$0.00	$250.00	$0.00	$250.00
11/11/2026	Wed	Arena	Super Rink 7	Hockey	3:00 PM	4:00 PM	1.00	$250.00	$0.00	$0.00	$250.00	$0.00	$250.00
11/13/2026	Fri	Arena	Super Rink 6	Hockey	3:00 PM	4:00 PM	1.00	$250.00	$0.00	$0.00	$250.00	$0.00	$250.00
11/13/2026	Fri	Arena	Super Rink 7	Hockey	3:00 PM	4:00 PM	1.00	$250.00	$0.00	$0.00	$250.00	$0.00	$250.00
11/16/2026	Mon	Arena	Super Rink 7	Hockey	3:00 PM	4:00 PM	1.00	$250.00	$0.00	$0.00	$250.00	$0.00	$250.00
11/17/2026	Tue	Arena	Super Rink 7	Hockey	3:00 PM	4:00 PM	1.00	$250.00	$0.00	$0.00	$250.00	$0.00	$250.00
11/18/2026	Wed	Arena	Super Rink 7	Hockey	3:00 PM	4:00 PM	1.00	$250.00	$0.00	$0.00	$250.00	$0.00	$250.00
11/23/2026	Mon	Arena	Super Rink 6	Hockey	3:00 PM	4:00 PM	1.00	$250.00	$0.00	$0.00	$250.00	$0.00	$250.00
11/30/2026	Mon	Arena	Super Rink 7	Hockey	3:00 PM	4:00 PM	1.00	$250.00	$0.00	$0.00	$250.00	$0.00	$250.00
12/3/2026	Thu	Arena	Super Rink 7	Hockey	3:00 PM	4:00 PM	1.00	$250.00	$0.00	$0.00	$250.00	$0.00	$250.00
12/7/2026	Mon	Arena	Super Rink 5	Hockey	3:00 PM	4:00 PM	1.00	$250.00	$0.00	$0.00	$250.00	$0.00	$250.00
12/9/2026	Wed	Arena	Super Rink 5	Hockey	3:00 PM	4:00 PM	1.00	$250.00	$0.00	$0.00	$250.00	$0.00	$250.00
12/14/2026	Mon	Arena	Super Rink 7	Hockey	3:00 PM	4:00 PM	1.00	$250.00	$0.00	$0.00	$250.00	$0.00	$250.00
12/15/2026	Tue	Arena	Super Rink 7	Hockey	3:00 PM	4:00 PM	1.00	$250.00	$0.00	$0.00	$250.00	$0.00	$250.00
12/16/2026	Wed	Arena	Super Rink 7	Hockey	3:00 PM	4:00 PM	1.00	$250.00	$0.00	$0.00	$250.00	$0.00	$250.00
12/18/2026	Fri	Arena	Super Rink 6	Hockey	3:00 PM	4:00 PM	1.00	$250.00	$0.00	$0.00	$250.00	$0.00	$250.00
12/23/2026	Wed	Arena	Super Rink 7	Hockey	3:00 PM	4:00 PM	1.00	$250.00	$0.00	$0.00	$250.00	$0.00	$250.00
1/4/2027	Mon	Arena	Super Rink 7	Hockey	3:00 PM	4:00 PM	1.00	$250.00	$0.00	$0.00	$250.00	$0.00	$250.00
1/6/2027	Wed	Arena	Super Rink 7	Hockey	3:00 PM	4:00 PM	1.00	$250.00	$0.00	$0.00	$250.00	$0.00	$250.00
1/8/2027	Fri	Arena	Super Rink 7	Hockey	3:00 PM	4:00 PM	1.00	$250.00	$0.00	$0.00	$250.00	$0.00	$250.00
1/11/2027	Mon	Arena	Super Rink 6	Hockey	3:00 PM	4:00 PM	1.00	$250.00	$0.00	$0.00	$250.00	$0.00	$250.00
1/13/2027	Wed	Arena	Super Rink 6	Hockey	3:00 PM	4:00 PM	1.00	$250.00	$0.00	$0.00	$250.00	$0.00	$250.00
1/20/2027	Wed	Arena	Super Rink 7	Hockey	3:00 PM	4:00 PM	1.00	$250.00	$0.00	$0.00	$250.00	$0.00	$250.00

National SPORTS CENTER

Account Schedule Report

11/1/2026 - 2/28/2027

Blaine HS Girls Hockey
Update
Blaine, MN 55449

National Sports Center
1750 105th Ave NE
Blaine, MN 55449
(763) 792-7306

Date	Day	Center	Facility	Event Type	Start	End	Billable Hours	Rate	Other Chg	Tax	Total	Paid	Balance
1/25/2027	Mon	Arena	Super Rink 7	Hockey	3:00 PM	4:00 PM	1.00	$250.00	$0.00	$0.00	$250.00	$0.00	$250.00
1/27/2027	Wed	Arena	Super Rink 6	Hockey	3:00 PM	4:00 PM	1.00	$250.00	$0.00	$0.00	$250.00	$0.00	$250.00
2/1/2027	Mon	Arena	Super Rink 7	Hockey	3:00 PM	4:00 PM	1.00	$250.00	$0.00	$0.00	$250.00	$0.00	$250.00
2/3/2027	Wed	Arena	Super Rink 7	Hockey	3:00 PM	4:00 PM	1.00	$250.00	$0.00	$0.00	$250.00	$0.00	$250.00
							27.00				**$6,750.00**	**$0.00**	**$6,750.00**

2727 N Ferry St. • Anoka, MN 55303 763-506-1000 • Fax: 763-506-1013 ahschools.us

November 9, 2026

To: School Board Members and Superintendent Greg Cole

From: Jeff Thompson, Chief Operating Officer
Tiffany Audette, CPPB, Director of Purchasing

Re: Ratification of Emergency Declaration for Environmental Response at Blaine High School

Request for the School Board to ratify the administrative emergency declaration of November 3, 2026, and authorize emergency contracts and purchase orders with West Central Environmental Consultants, Inc. (WCEC) under State Contract H-63(5) (Contract #187329) for environmental site assessment, vapor testing, soil borings, and MPCA reporting at Blaine High School.

Background & Situation
On November 3, 2026, the District confirmed a loss of approximately 8,371 gallons of off-road diesel #2 from an underground storage tank installed in 2006 at Blaine High School. The exact cause is under investigation.

The Minnesota Pollution Control Agency (MPCA) identified the release as an active emergency and directed emergency probes around the tank area and a vapor assessment as applicable. Due to the immediate public safety and environmental risks, District Administration declared an administrative emergency on November 3, 2026, and authorized immediate vendor mobilization.

Work is being executed through West Central Environmental Consultants, Inc. (WCEC), a pre-approved vendor under State of Minnesota Contract Release H-63(5), Contract #187329. Utilizing the State CPV cooperative contract satisfies competitive purchasing requirements under Minn. Stat. § 471.345, Subd. 15.

Under Minn. R. 2890.1000, Subp. 4, MPCA emergency directives waive standard multi-proposal rules, fully protecting District eligibility for state Petrofund reimbursement.

259539 - Emergency Work Request.pdf

SCHOOL BOARD
Linda Hoekman, Co-Chair Dr. Michelle Langenfeld, Co-Chair Jeff Simon, Clerk Matt Audette, Treasurer Zach Arco, Director Kacy Deschene, Director

ANOKA-HENNEPIN SCHOOLS
A future without limit

STRIVING TOWARD ACADEMIC EXCELLENCE

Comprehensive Achievement and Civic Readiness Report and District Improvement Plan

Sarah Hunter, Chief Academic Officer
Kevin Bross, Marti Kelley, Candice Riley and Michele Pinkham-Learning and Achievement Coordinators
November 9, 2026

1

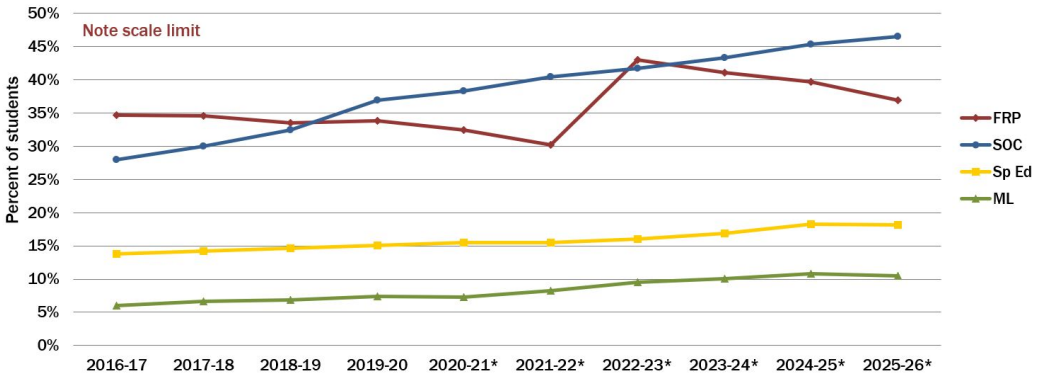
OVERVIEW

- Comprehensive Achievement and Civic Readiness (CACR)
- Data related to progress aligned with CACR legislative components in the areas of:
  - Student perception.
  - Student achievement.
- Clearly defined next steps

2

DEMOGRAPHIC TREND

Anoka-Hennepin is continuing to see a steady increase in students of color, while multilingual students and students receiving special education services remained consistent and students qualifying for free or reduced priced services has decreased



FRP: qualifying for free and reduced priced services
SoC: students of color
Sp Ed: qualifying for special education services
ML: Multilingual student receiving English language acquisition services

* Free/reduced priced services applications were not required in 2020-21 or 2021-22. Beginning in 2022-23, students were directly qualified through MDE based on set criteria in addition to family applications.

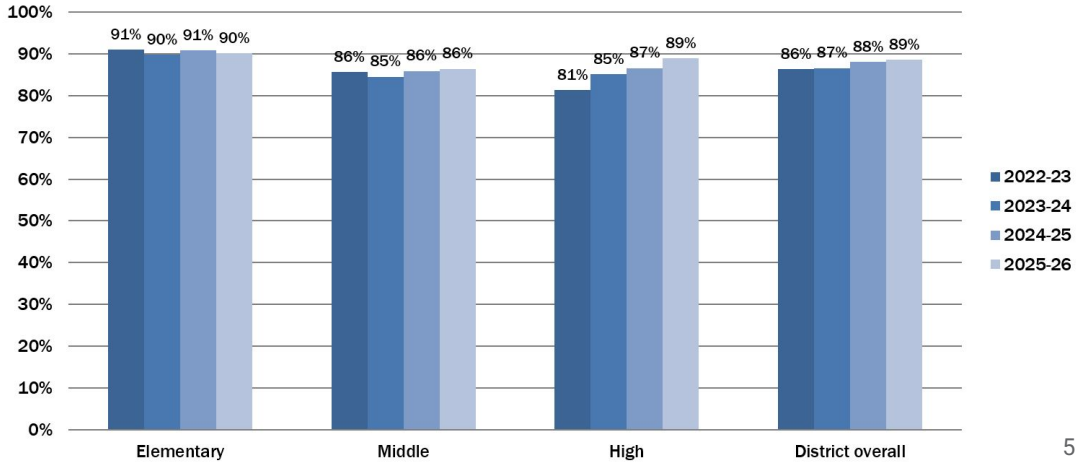
3

STUDENT PERCEPTION DATA

4

SAFETY AND CONNECTEDNESS - OVERALL STUDENT ENGAGEMENT

The percentage of students who report having positive engagement **increased at the high school level** and remained similar at the elementary and middle levels between 2025 and 2026, increasing slightly overall.



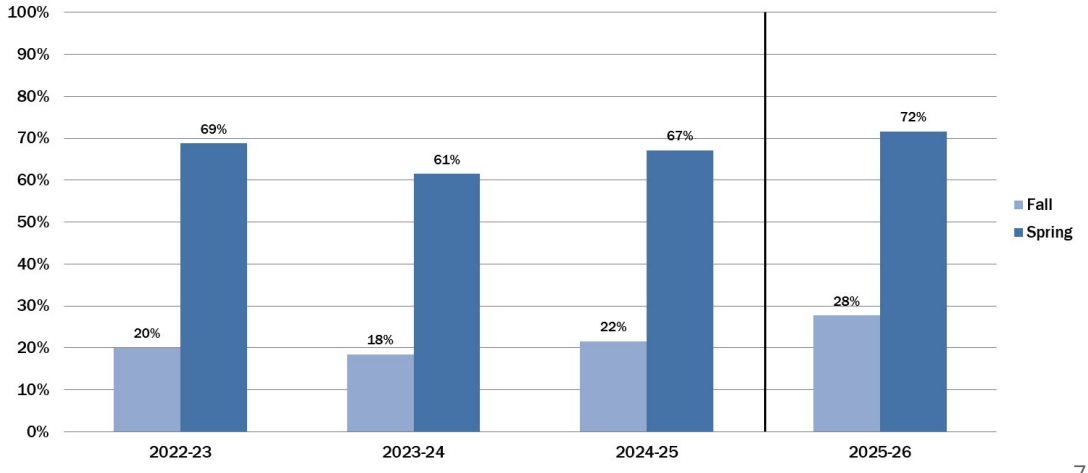
5

STUDENT ACHIEVEMENT DATA

6

SCHOOL READINESS-PRE K DATA

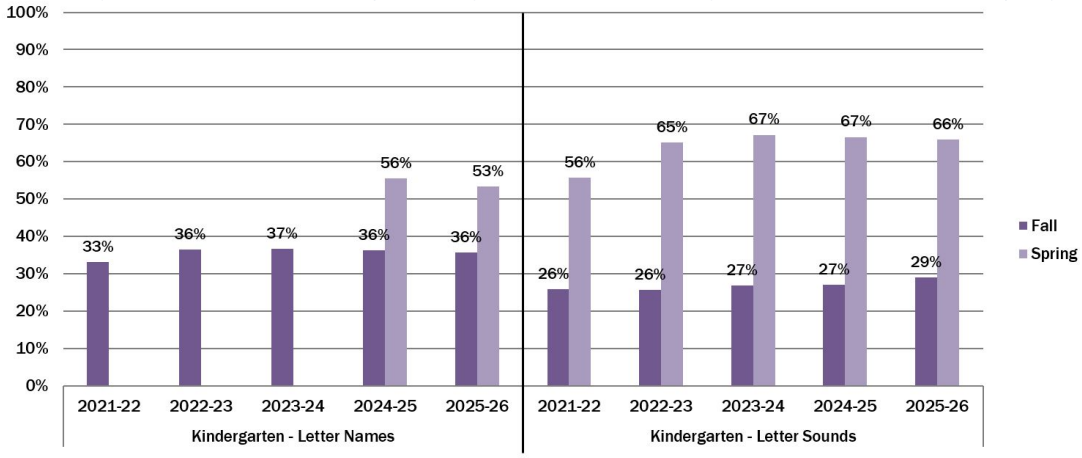
The percentage of early learners meeting end-of-year kindergarten readiness benchmarks by the spring **reached 72%** in 2026, which is the new baseline for the district, as certain **benchmarks changed** between 2025 and 2026.



Note: Benchmarks changed in 2025-26 for an objective in the physical and language developmental areas.

KINDERGARTEN READING

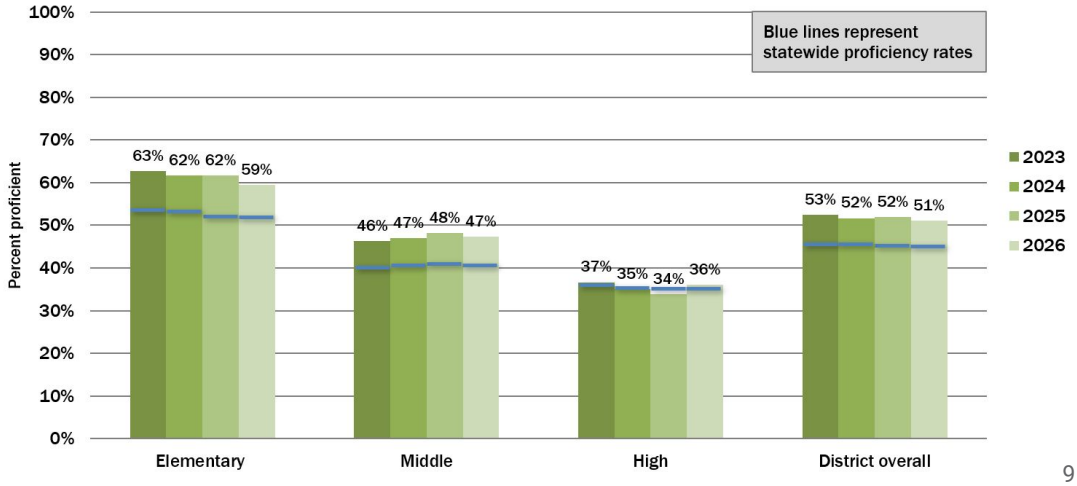
The percentage of students meeting spring benchmarks on kindergarten letter sounds **experienced a slight decrease** from 2025 to 2026. Anoka-Hennepin continues to see significant increases in the percentage of students meeting benchmarks from fall to spring.



Note: The letter names task of the earlyReading assessment began being administered to kindergarten students in the spring in 2024-25.

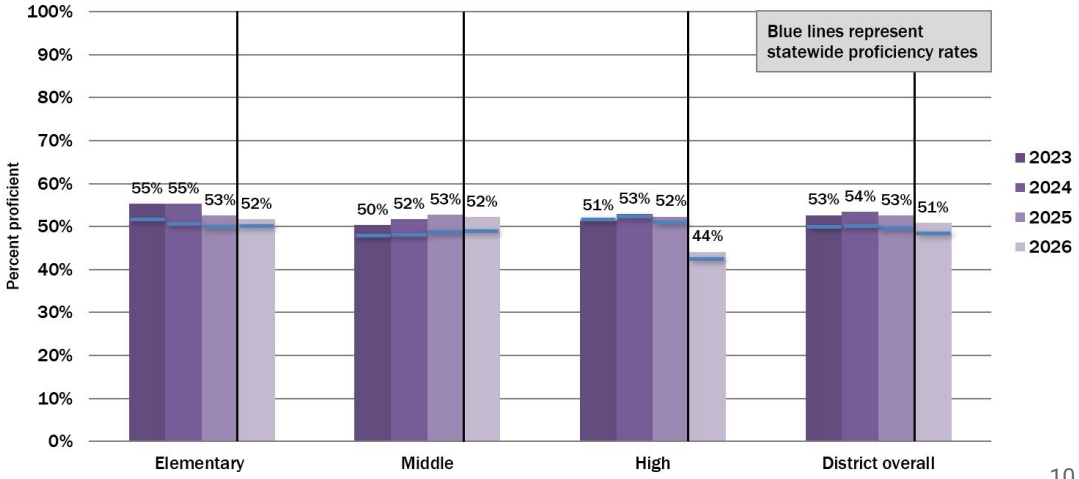
ACHIEVEMENT - MATH

The percentage of students who scored at or above grade level on the Minnesota Comprehensive Assessment (MCA) in math **decreased at the elementary and middle school levels and increased at the high school level**, decreasing overall.



ACHIEVEMENT - READING

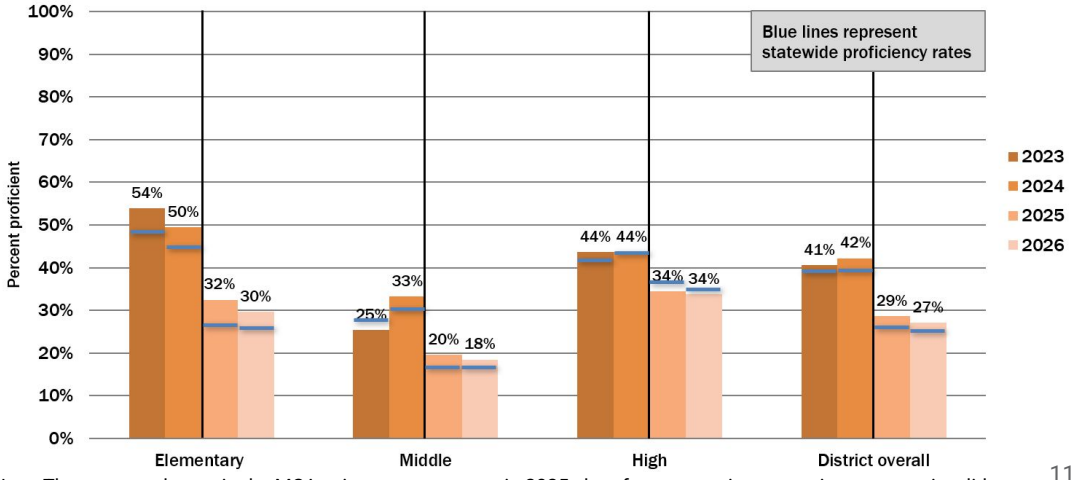
The percentage of students who scored at or above grade level on the MCA in reading was 51%, which is 2% higher than the state average and is the new baseline for the district, as the **assessment changed** between 2025 and 2026.



Note: There was a change in the MCA reading assessment in 2026, therefore comparisons to prior years are invalid.

ACHIEVEMENT - SCIENCE

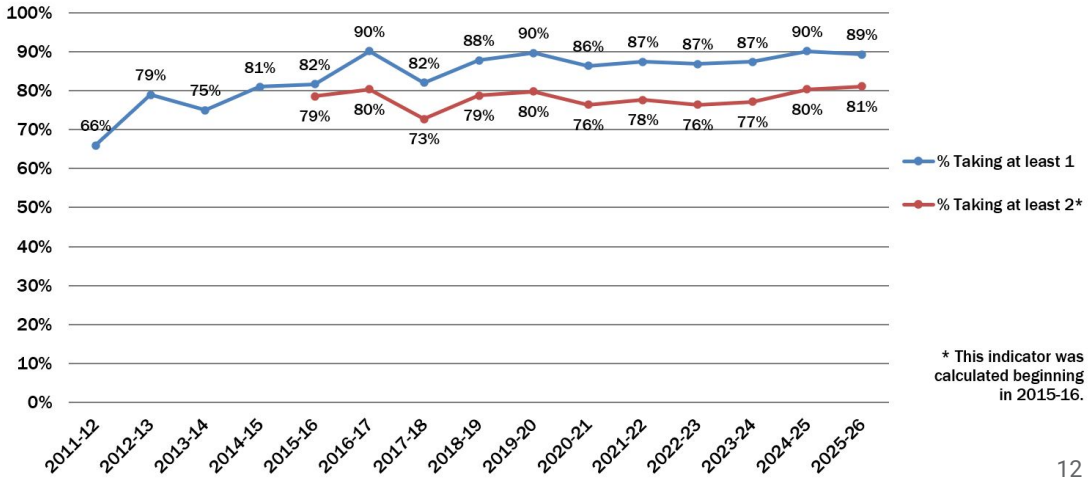
The percentage of students who scored at or above grade level on the MCA in science **decreased at all levels** from 2025 to 2026.



Note: There was a change in the MCA science assessment in 2025, therefore comparisons to prior years are invalid.

HIGH SCHOOL ACHIEVEMENT - CAREER/COLLEGE COURSES

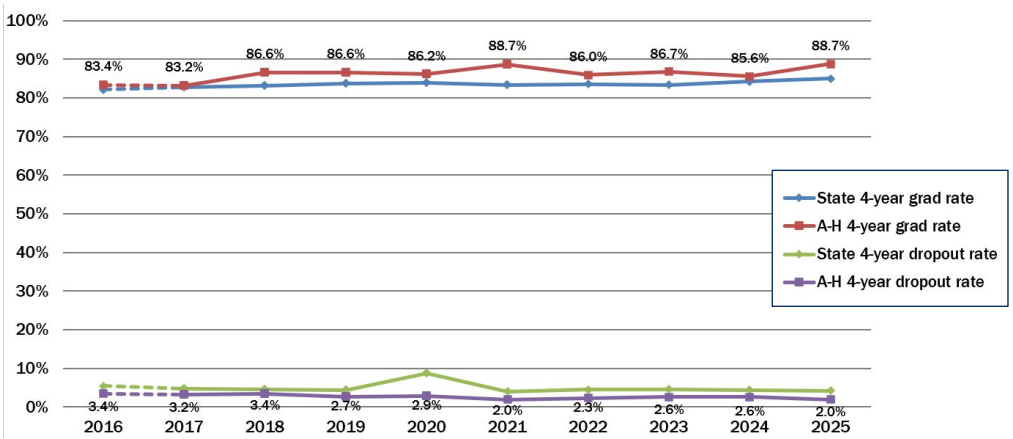
The percentage of seniors taking career/college-level courses **increased for students taking at least two courses** from 2025 to 2026, putting the percentage above 80%.



* This indicator was calculated beginning in 2015-16.

GRADUATION INDICATORS

The percentage of students graduating in 4 years **increased by 3%** from 2024 to 2025. Note that graduation rate data for each school year is not released until early spring by the state, so data for the class of 2026 will not be available until later this school year.



Note: dotted line indicates a change in how graduation indicators were calculated from one year to the next

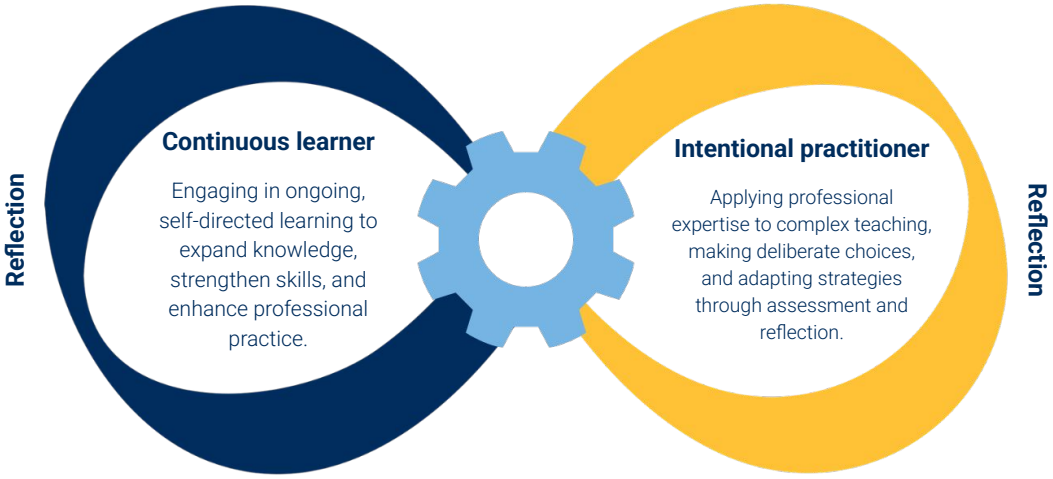
13

IMPLEMENTING AN IMPROVED TIER 1 MODEL:

Every classroom, every day, for every student.

14

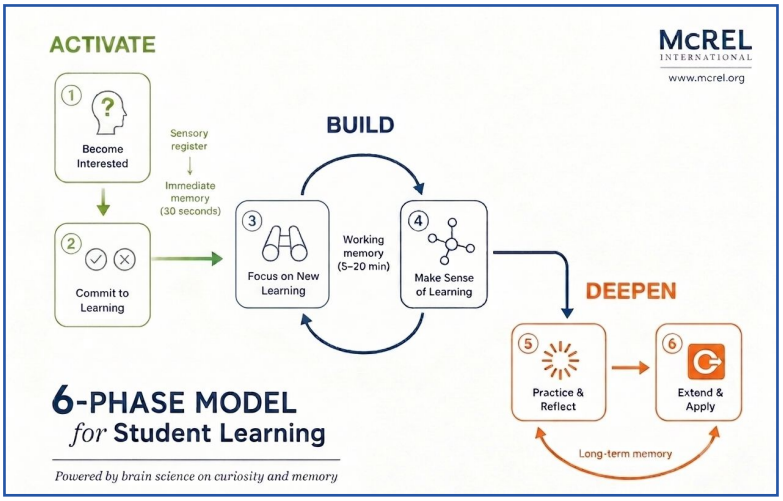
PORTRAIT OF AN ANOKA-HENNEPIN EDUCATOR



QUESTIONS THAT GUIDE TEACHER PRACTICE

1. Where are my students in their journey to learning this knowledge, skill, or big idea?
2. How can I best leverage my resources to support impactful learning for each student?
3. What might I need to learn or refine in my practice to further my impact on student learning?

WHERE ARE MY STUDENTS IN THEIR LEARNING?



RESOURCES FOR IMPACTFUL TEACHING AND LEARNING

How can I best leverage my resources to support impactful learning for each student?



FOUR COMPONENTS OF PROFESSIONAL LEARNING

What might I need to learn or refine in my practice to further my impact on student learning?



Professional Development (PD)

Deepen content knowledge and learn pedagogical strategies via workshops, seminars, and courses.



Professional Learning Communities (PLCs)

Ongoing team of collaborative inquiry to support professional learning and increase student success.





Learning Rounds

Non-evaluative peer observations to spark professional curiosity.



Coaching

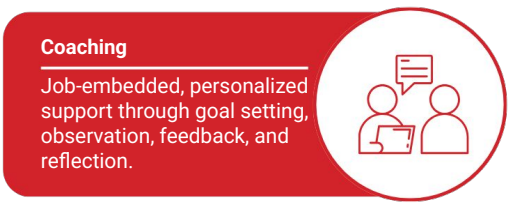
Job-embedded, personalized support through goal setting, observation, feedback, and reflection.

19

COACHING

Job-embedded, personalized support through goal setting, observation, feedback, and reflection.

- Coaches are a key lever for improved teacher practice.
- Coaching Collaboration launched in May 2026.
- Coaches provide differentiated learning opportunities.



Coaching

Job-embedded, personalized support through goal setting, observation, feedback, and reflection.

PROFESSIONAL DEVELOPMENT (PD)

Deepen content knowledge and learn pedagogical strategies via workshops, seminars, and courses.

- Instructional Leadership Institute.
- Ongoing Principal PD at principal meetings.



LEARNING ROUNDS

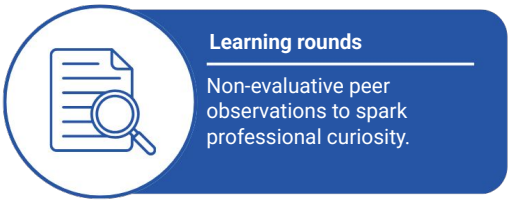
A structure based on the medical rounds model that leverages the expertise already within our buildings. **Learning Rounds** are job-embedded, focused, and utilize observational learning to drive growth.



LEARNING ROUNDS

Non-evaluative peer observations to spark professional curiosity.

- Support and training provided for all K-12 sites.
- Creates opportunity for dialogue and coaching on pedagogy.
- Deepens PLC discussions.
- Builds a culture of learning and growth.



STRATEGIC PRIORITY: LITERACY

TIMELY & RELEVANT DATA

District response to the data – create an improvement plan

Process Across PreK-12





SCREEN IDENTIFY INTERVENE PROGRESS MONITORING

25

ELEMENTARY ACHIEVEMENT

District response to the data – create an improvement plan

High quality instructional materials

- Strategic planning
- Aligned instructional routines
- Precision in foundational skills
- Curriculum specific coaching
- Data-responsive alignment





26

ELEMENTARY ACHIEVEMENT

District response to the data – create an improvement plan

High impact instructional practices

- Extensive leadership/educator training
- Active coaching cycles
- Explicit delivery of foundational reading skills
- Data-responsive small group instruction
- Building teacher confidence through coaching and learning rounds

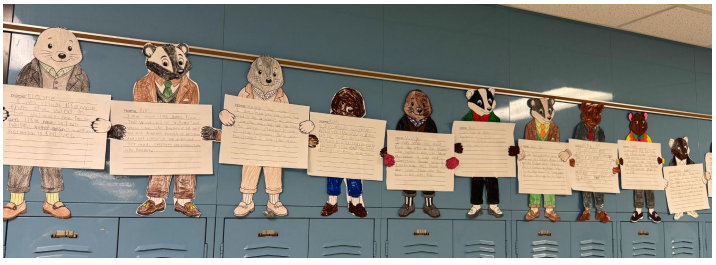


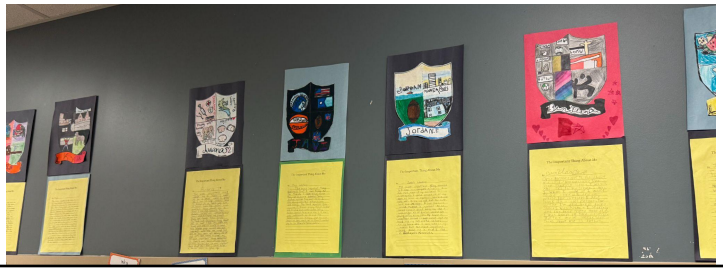
ELEMENTARY ACHIEVEMENT

District response to the data – create an improvement plan

Instructional impacts

- No more " blank pages"
- Elevated vocabulary
- Increased writing stamina
- Growing confidence as writers





ELEMENTARY ACHIEVEMENT

District response to the data – create an improvement plan







Extend and apply

Students re-enacting complex texts at recess.

29

READING INTERVENTION AT THE SECONDARY LEVEL

- Using Capti data → materials → instruction
- Professional development to use the curriculum in alignment with their SoR knowledge
- Coaching support



30

SECONDARY ACHIEVEMENT

District response to the data – create an improvement plan

- Digging into the standards and defining student success.
- Identifying materials to support rigorous expectations for student learning.
- Building on to what students learn each year to ensure skill development from grade-to-grade.



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SECONDARY ACHIEVEMENT

District response to the data – create an improvement plan

Assessment for learning and growth

- Data dives with District Instructional Leadership Team, Principals and Assistant Principals.
- Data dashboard for ongoing district and building level data dives.
- Data day for secondary reading teachers to plan for differentiated intervention.



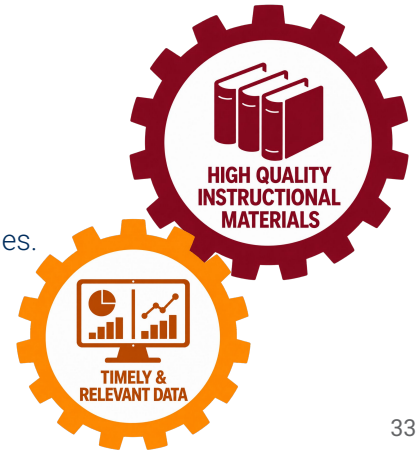
32

SECONDARY ACHIEVEMENT

District response to the data – create an improvement plan

Collective capacity and continuous improvement

- Training school leaders and teachers on how to teach reading and writing across all subjects.
- Examples of sessions at secondary PD:
  - Active vocabulary building: Strategies to support student engagement and learning across disciplines.
  - Boost student vocabulary across subjects.
  - Disciplinary literacy - Reading, writing, and collaboration across the curriculum.



33

WHAT'S NEXT?

- Continued support of coaching model
- Instructional minutes
- Curriculum adoption process
- Support of flexible options for reading intervention
- Cross-Content Literacy Sessions on the February PD Day

34

QUESTIONS, COMMENTS

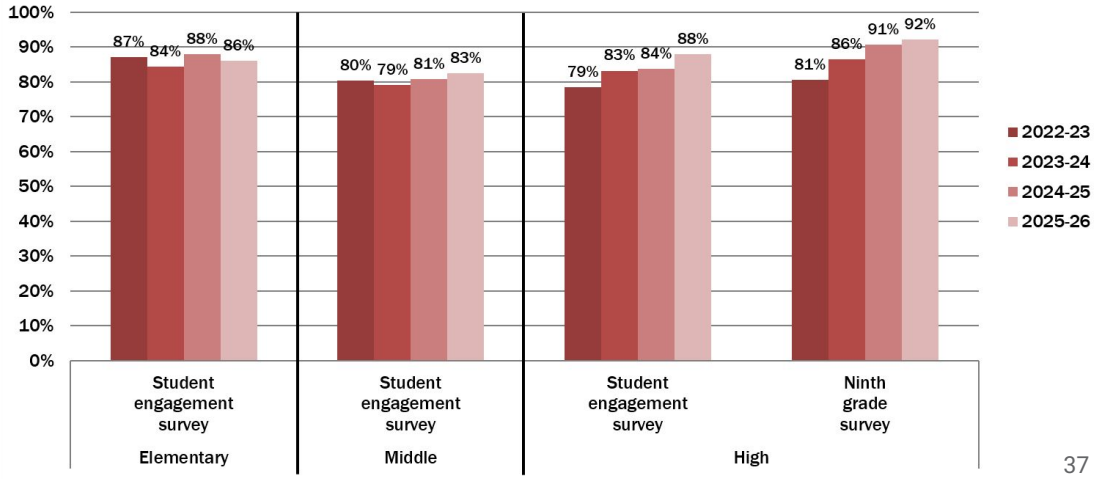
Sarah Hunter
Chief Academic Officer
sarah.hunter@ahschools.us

Kevin Bross, Marti Kelley, Candice Riley, and Michele Pinkham
Learning and Achievement Coordinators

APPENDIX

SAFETY AND CONNECTEDNESS-SAFETY AT SCHOOL

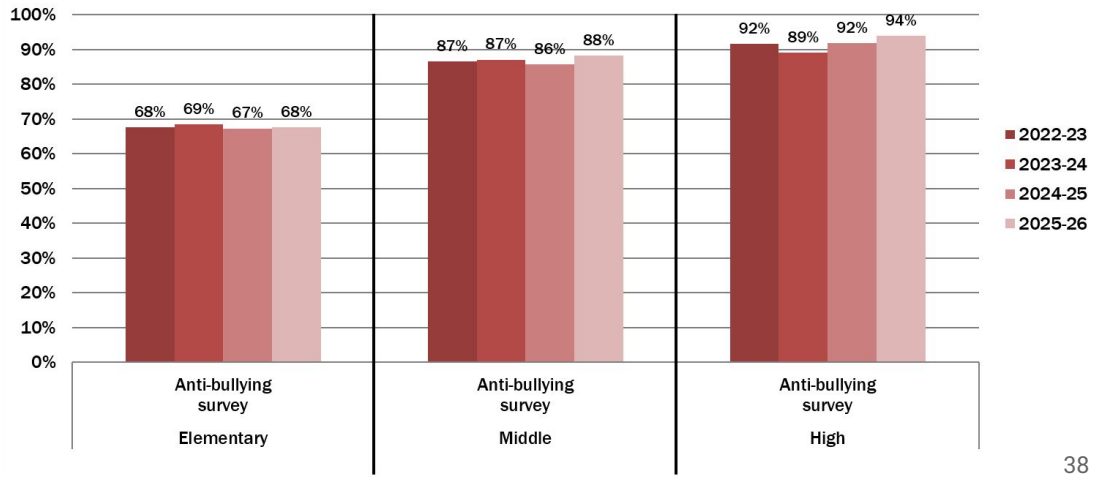
The percentage of students who report feeling safe at school **increased at middle and high school levels** between 2025 and 2026.



37

SAFETY AND CONNECTEDNESS-BULLYING

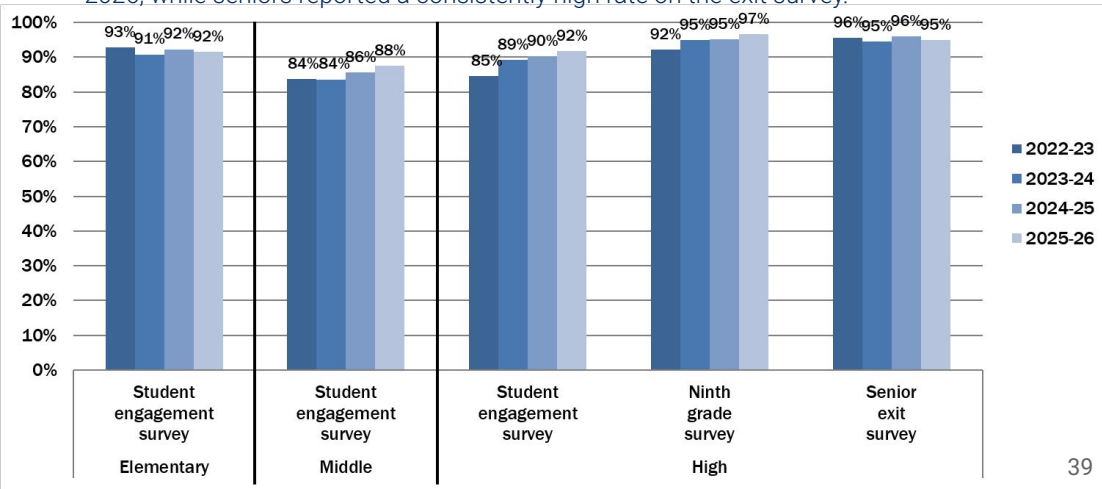
The percentage of students who report they have **never** been bullied in the last 30 days increased from 2025 to 2026 **across all levels**.



38

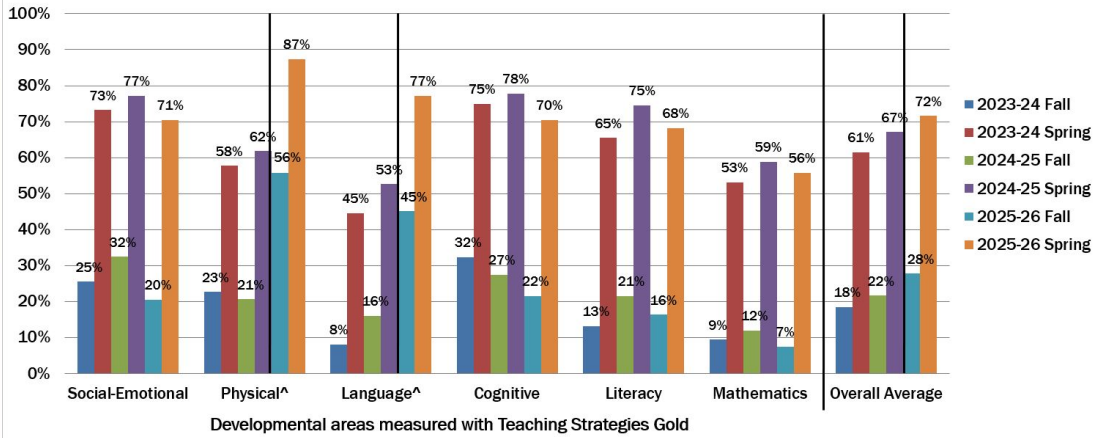
SAFETY AND CONNECTEDNESS-RELATIONSHIP WITH TEACHERS

The percentage of students who report having a good relationship with teachers **increased at the middle and high school levels** and remained similar at elementary between 2025 and 2026, while seniors reported a consistently high rate on the exit survey.



SCHOOL READINESS-BY AREA

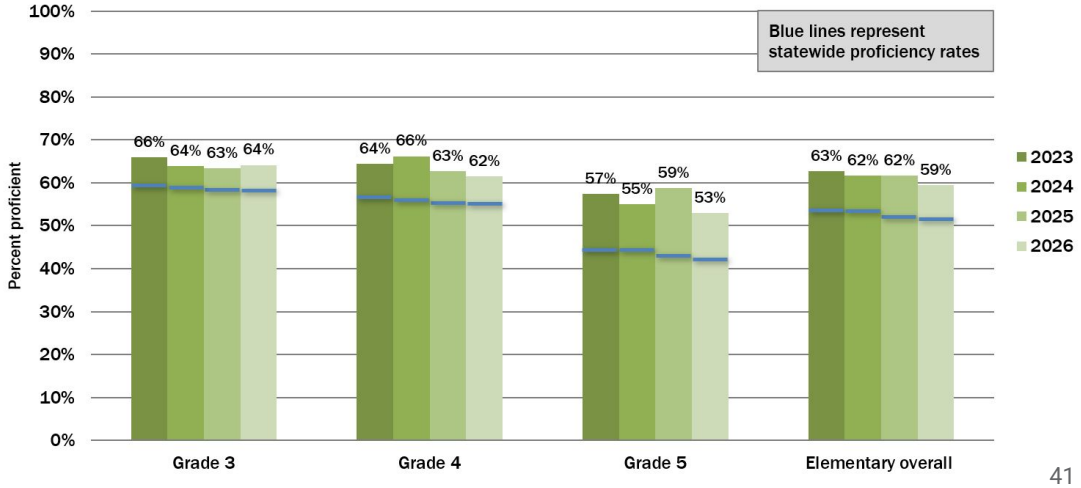
The percentage of early learners meeting end-of-year kindergarten readiness benchmarks **decreased across four developmental areas** with consistent benchmarks from 2025 to 2026.



Note: ^ Benchmarks changed in 2025-26 for an objective in the physical and language developmental areas.

ELEMENTARY ACHIEVEMENT- MATH

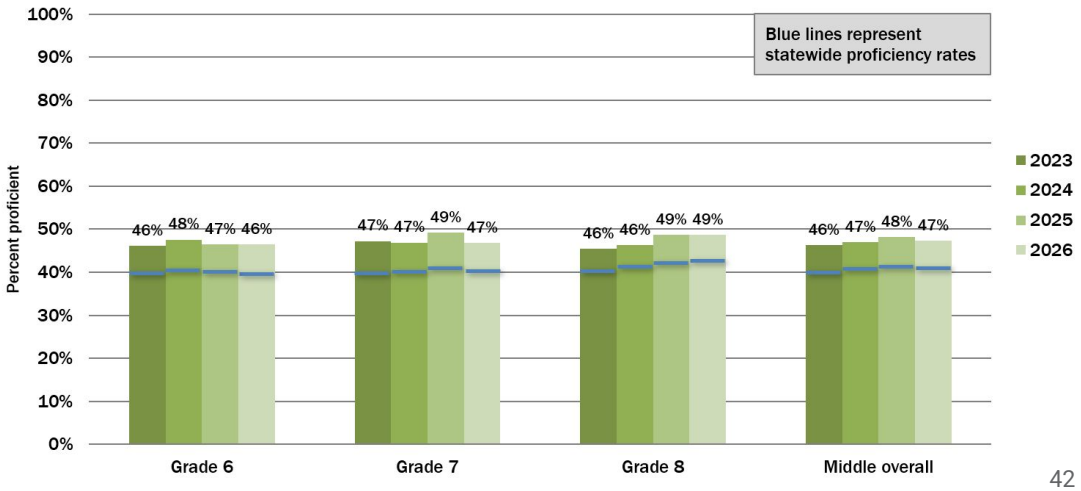
The percentage of students who scored at or above grade level on the Minnesota Comprehensive Assessment (MCA) in math **increased in grade 3 and decreased in grades 4 and 5**, decreasing overall.



41

MIDDLE SCHOOL ACHIEVEMENT-MATH

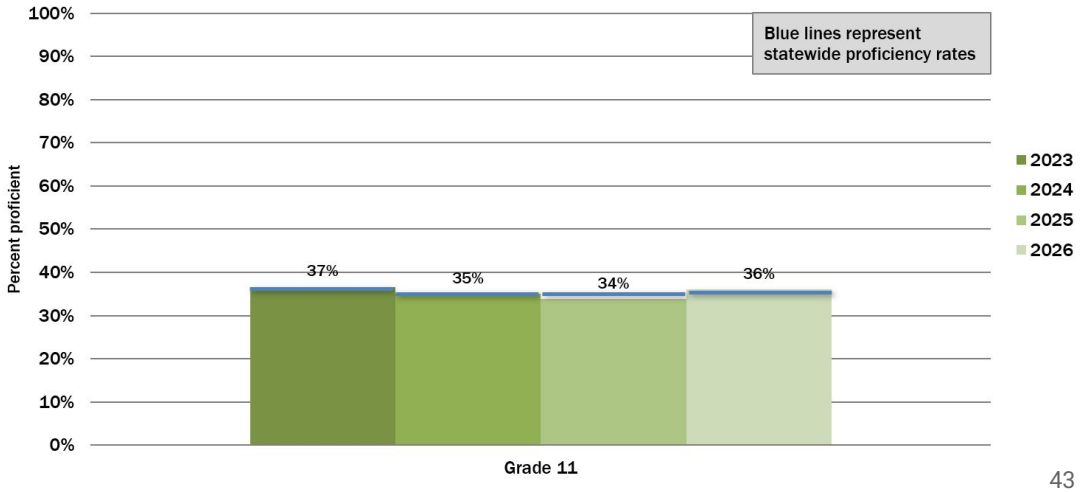
The percentage of students who scored at or above grade level on the MCA in math **remained stable in grades 6 and 8 and decreased in grade 7**, resulting in an overall decrease.



42

HIGH SCHOOL ACHIEVEMENT-MATH

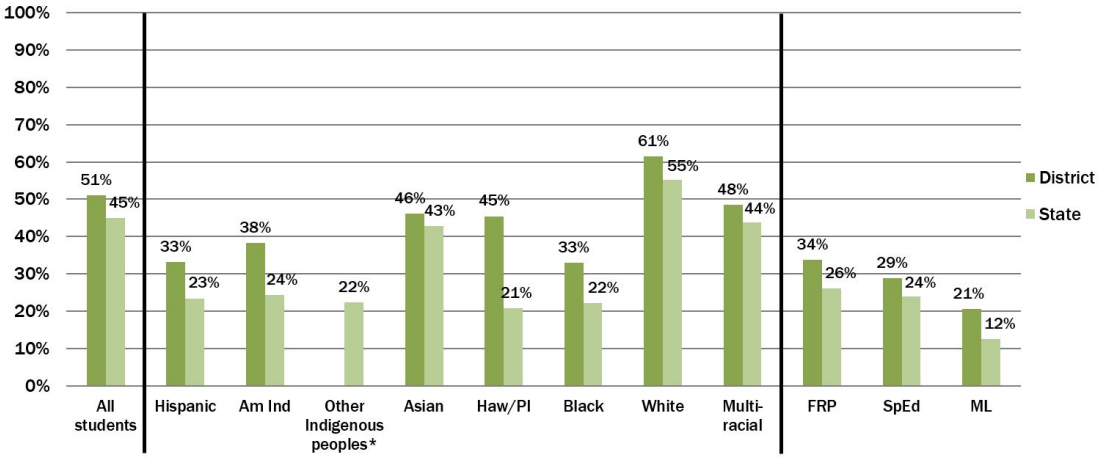
The percentage of students who scored at or above grade level on the MCA in math in grade 11 **increased by 2%** from 2025 to 2026.



43

ACHIEVEMENT GAP CLOSURE-MATH

The percentage of students at or above grade level of each ethnicity with reportable cell sizes outperformed the state, as did students who qualify for educational benefits, and students receiving special education and multilingual services.

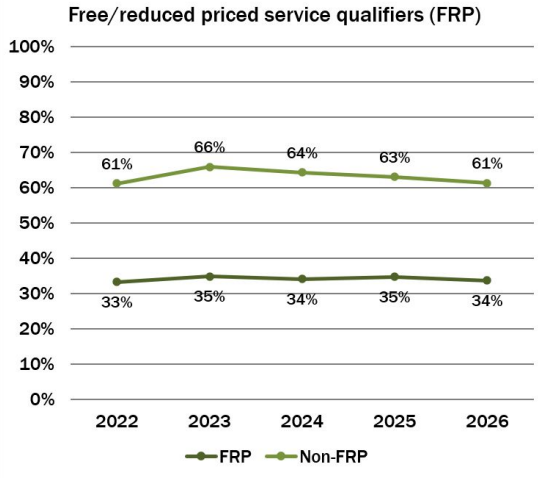


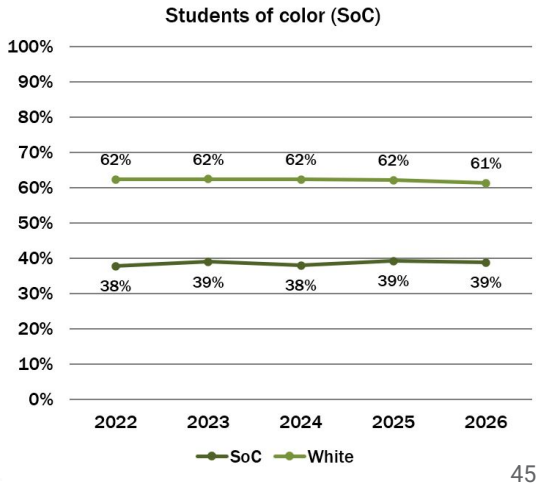
*District 'Other Indigenous peoples' data suppressed due to low cell size.

44

ACHIEVEMENT GAP CLOSURE-MATH

The gaps between FRP and Non-FRP students and white students and students of color were reduced by 1% between 2025 and 2026, however proficiency rates decreased.

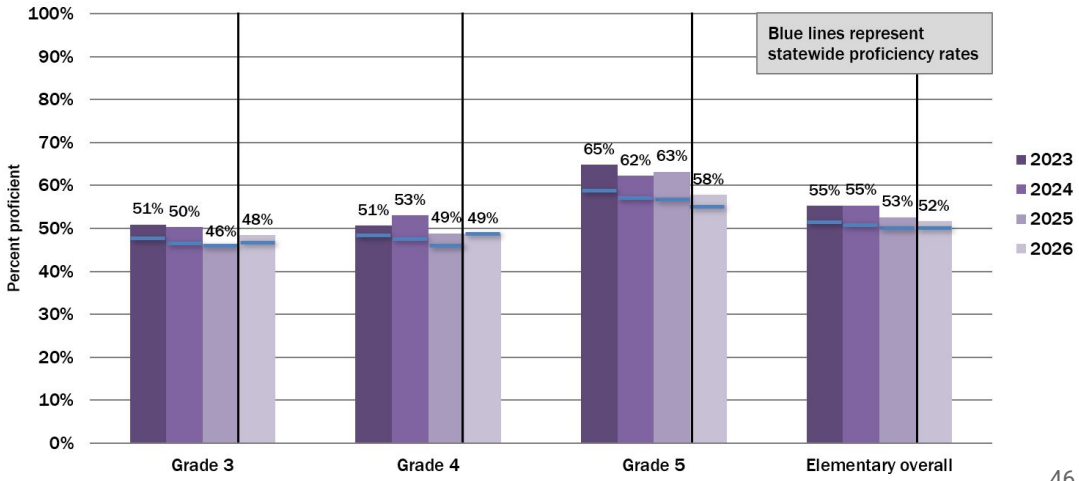




45

ELEMENTARY ACHIEVEMENT- READING

The percentage of students who scored at or above grade level on the MCA in reading was 52%, which is 2% higher than the state average and is the new baseline for the district, as the **assessment changed** between 2025 and 2026.

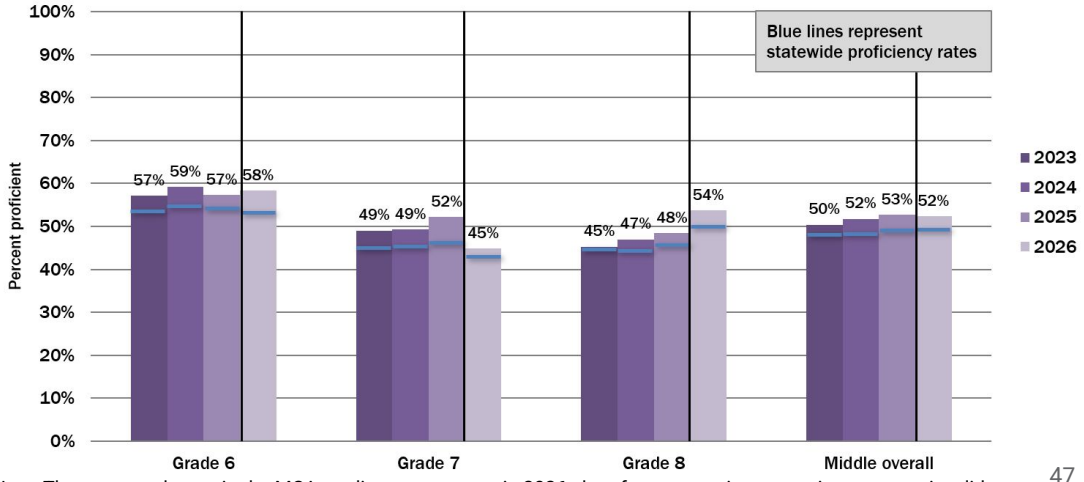


Note: There was a change in the MCA reading assessment in 2026, therefore comparisons to prior years are invalid.

46

MIDDLE SCHOOL ACHIEVEMENT-READING

The percentage of students who scored at or above grade level on the MCA in reading was 52%, which is 3% higher than the state average and is the new baseline for the district, as the **assessment changed** between 2025 and 2026.

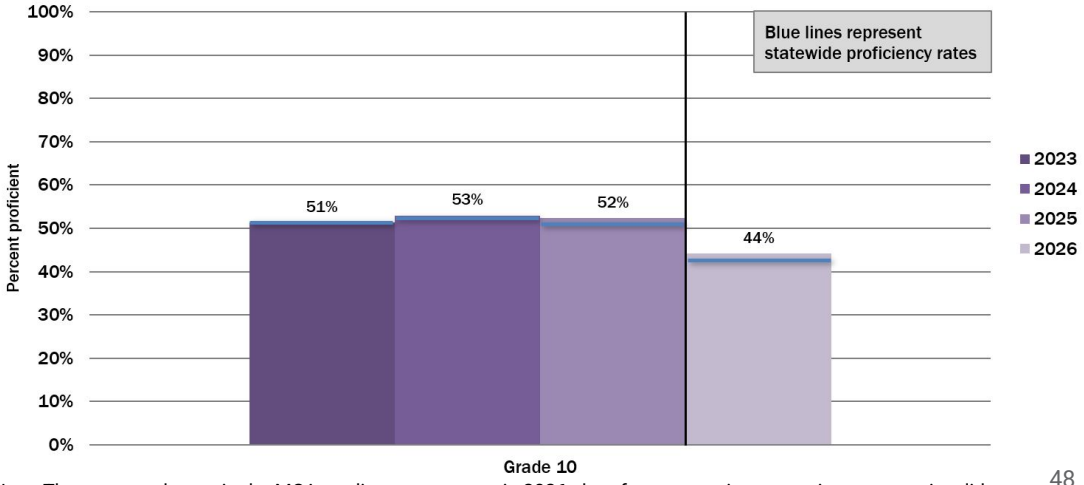


Note: There was a change in the MCA reading assessment in 2026, therefore comparisons to prior years are invalid.

47

HIGH SCHOOL ACHIEVEMENT-READING

The percentage of students who scored at or above grade level on the MCA in reading in grade 10 was 44%, which is 2% higher than the state average and is the new baseline for the district, as the **assessment changed** between 2025 and 2026.

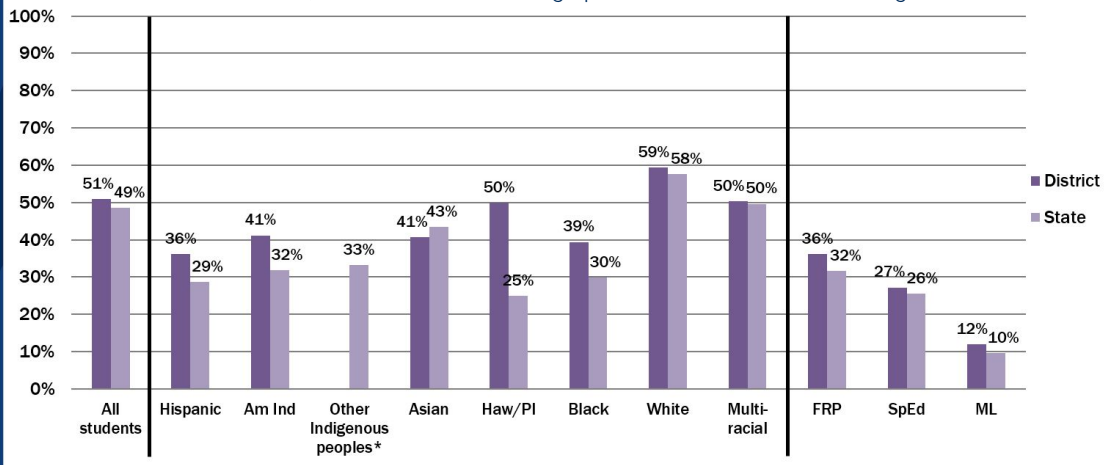


Note: There was a change in the MCA reading assessment in 2026, therefore comparisons to prior years are invalid.

48

ACHIEVEMENT GAP CLOSURE-READING

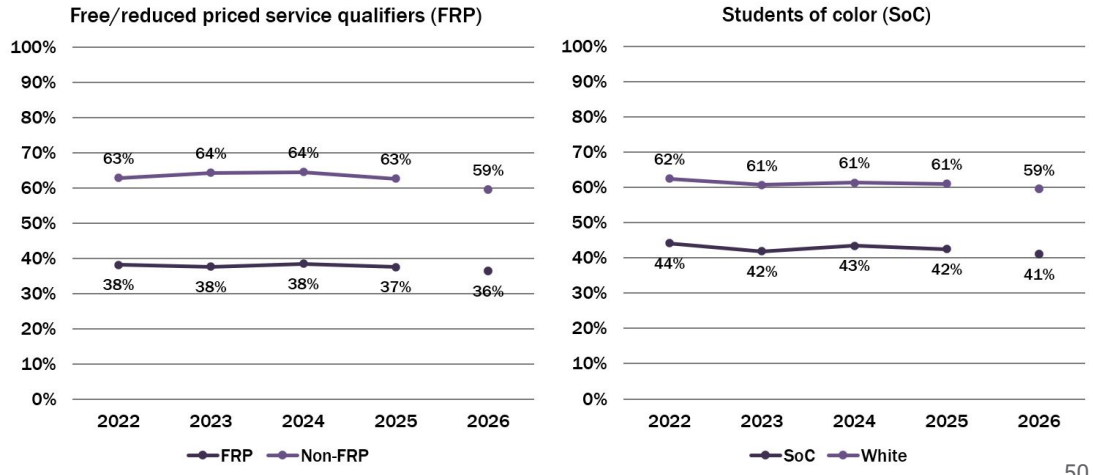
The percentage of students at or above grade level of each ethnicity with reportable cell sizes aside from Asian outperformed the state, as did students who qualify for educational benefits, and students receiving special education and multilingual services.



*District 'Other Indigenous peoples' data suppressed due to low cell size.

ACHIEVEMENT GAP CLOSURE-READING

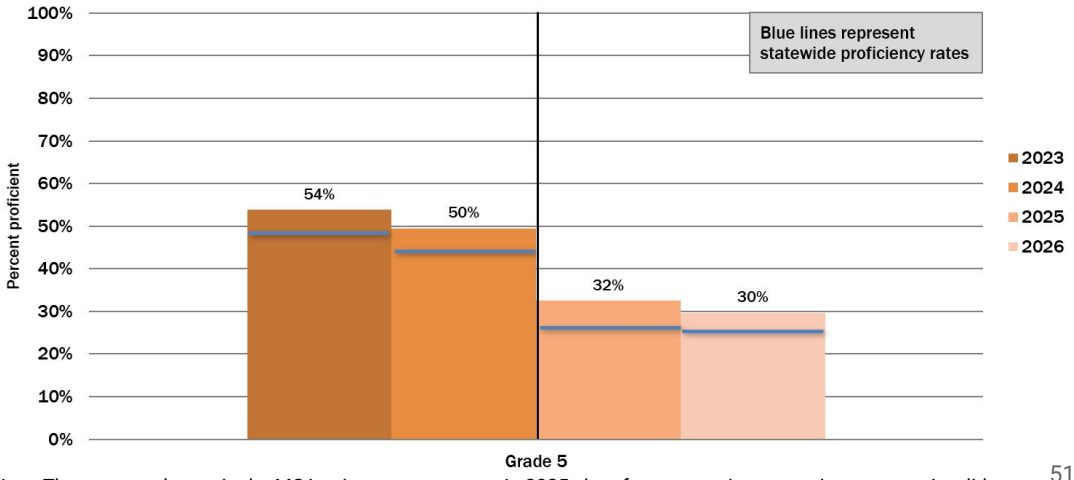
The gap between FRP and Non-FRP students was 23%, and the gap between white students and students of color was 18%, which is the new baseline for the district, as the assessment changed between 2025 and 2026.



Note: There was a change in the MCA reading assessment in 2026, therefore comparisons to prior years are invalid.

ELEMENTARY ACHIEVEMENT- SCIENCE

The percentage of students who scored at or above grade level on the MCA in science **decreased** from 2025 to 2026.

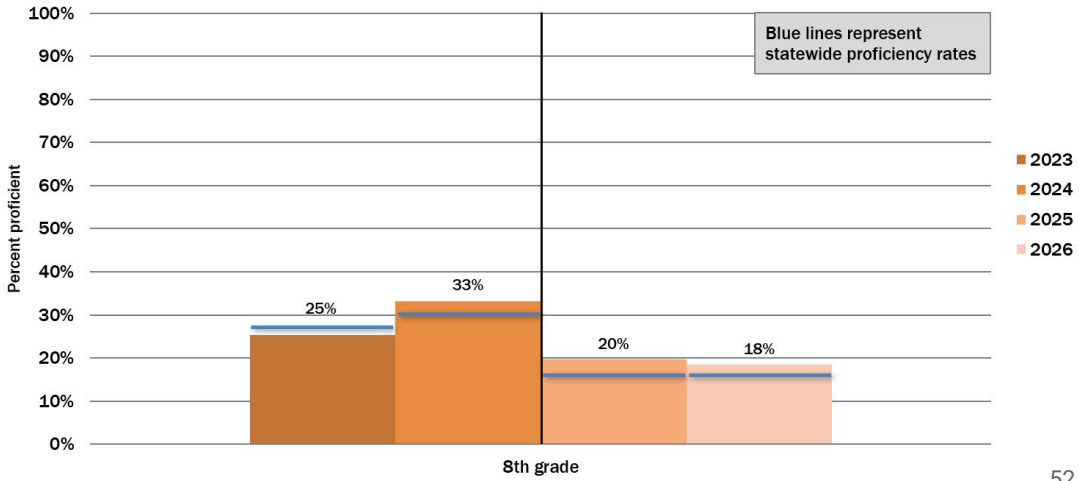


Note: There was a change in the MCA science assessment in 2025, therefore comparisons to prior years are invalid.

51

MIDDLE SCHOOL ACHIEVEMENT-SCIENCE

The percentage of students who scored at or above grade level on the MCA in science **decreased** from 2025 to 2026.

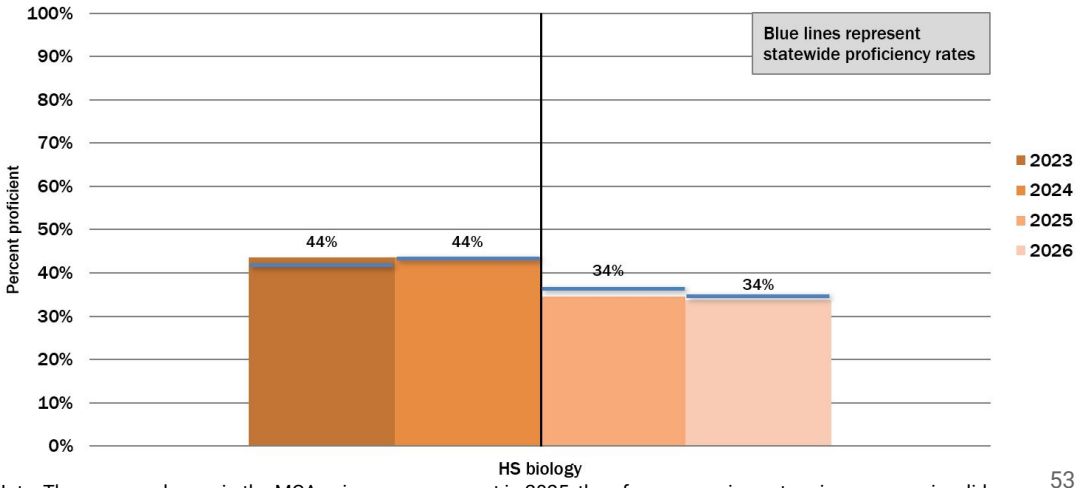


Note: There was a change in the MCA science assessment in 2025, therefore comparisons to prior years are invalid.

52

HIGH SCHOOL ACHIEVEMENT-SCIENCE

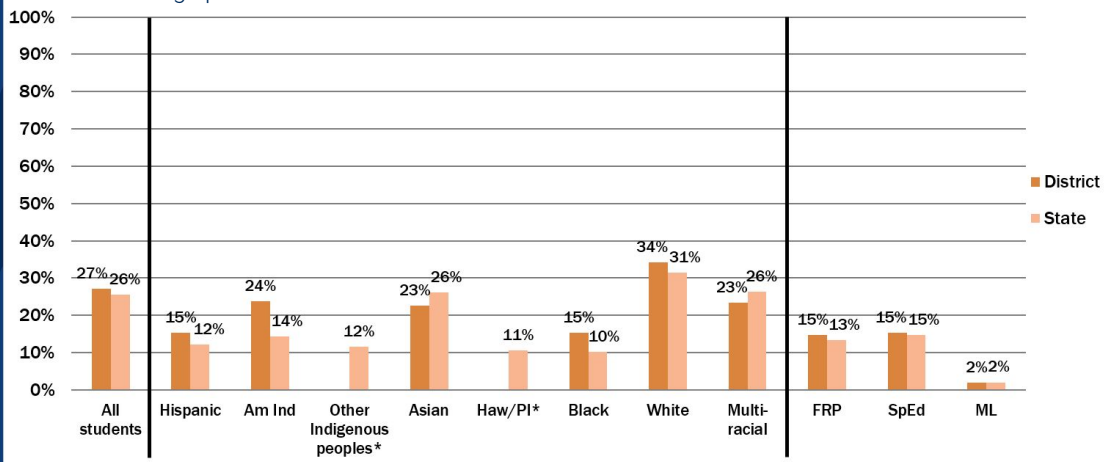
The percentage of students who scored at or above grade level on the MCA in science **remained stable** from 2025 to 2026.



Note: There was a change in the MCA science assessment in 2025, therefore comparisons to prior years are invalid.

ACHIEVEMENT GAP CLOSURE-SCIENCE

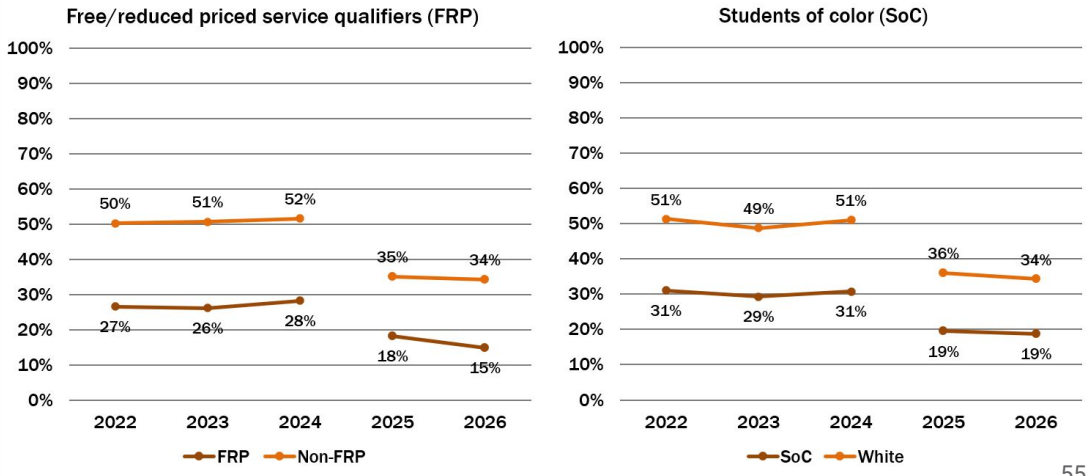
The percentage of students at or above grade level in four of the six ethnic/racial groups outperformed the state, as did students who qualify for educational benefits and students receiving special education services.



District 'Other Indigenous peoples' and 'Haw/PI' data suppressed due to low cell size.

ACHIEVEMENT GAP CLOSURE-SCIENCE

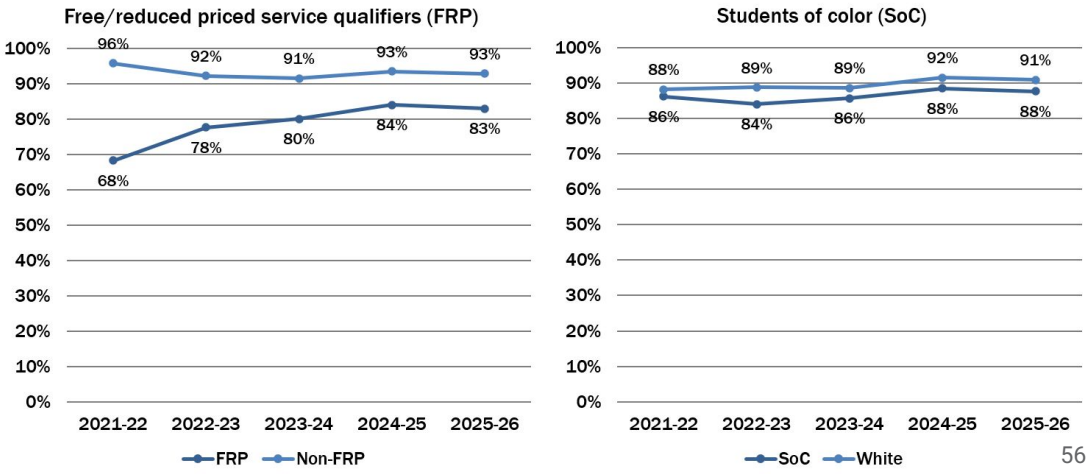
The gap between FRP and Non-FRP students increased by 2% from 2025 to 2026, and the gap between white students and students of color was reduced by 2%, however proficiency rates decreased.



Note: There was a change in the MCA science assessment in 2025, therefore comparisons to prior years are invalid.

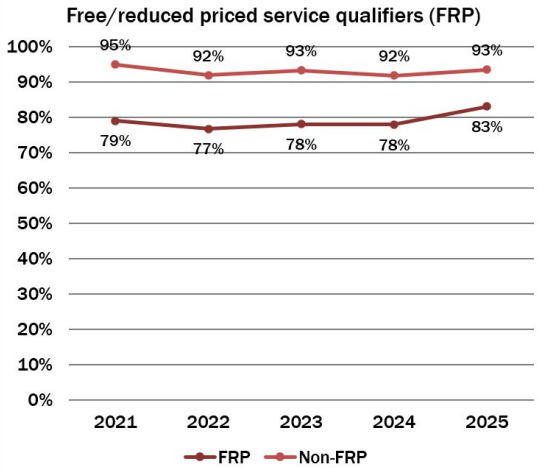
ACHIEVEMENT GAP CLOSURE-COLLEGE COURSES

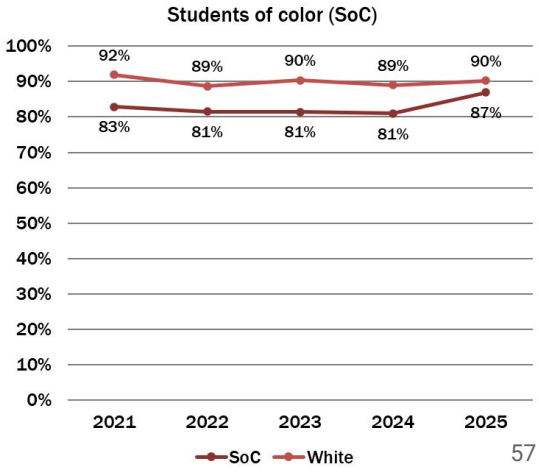
The gap between FRP and Non-FRP students increased by 1% between 2025 and 2026, and the gap between white students and students of color was reduced by 1%.



ACHIEVEMENT GAP CLOSURE-GRAD RATES

The gap between FRP and Non-FRP students was reduced by 4%, and the gap between white students and students of color was reduced by 5% between 2024 and 2025 with **graduation rates increasing for all groups**.



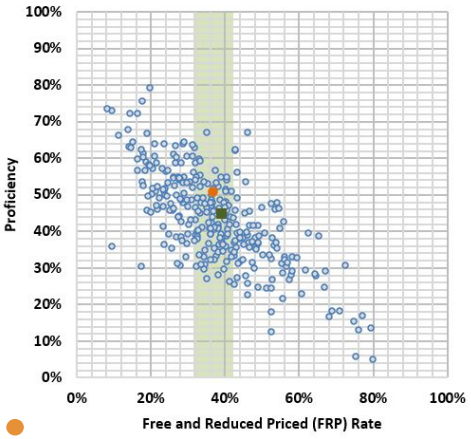


57

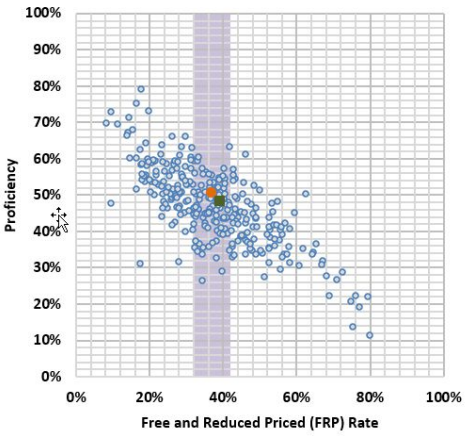
DISTRICT-TO-DISTRICT COMPARISON

2026 MCA proficiency by district free/reduced priced service percentage

Math



Reading



Orange dot = A-H
Green square = State

58

SCHOOL-TO-SCHOOL COMPARISON

2026 MCA proficiency by school free/reduced priced service percentage

Math

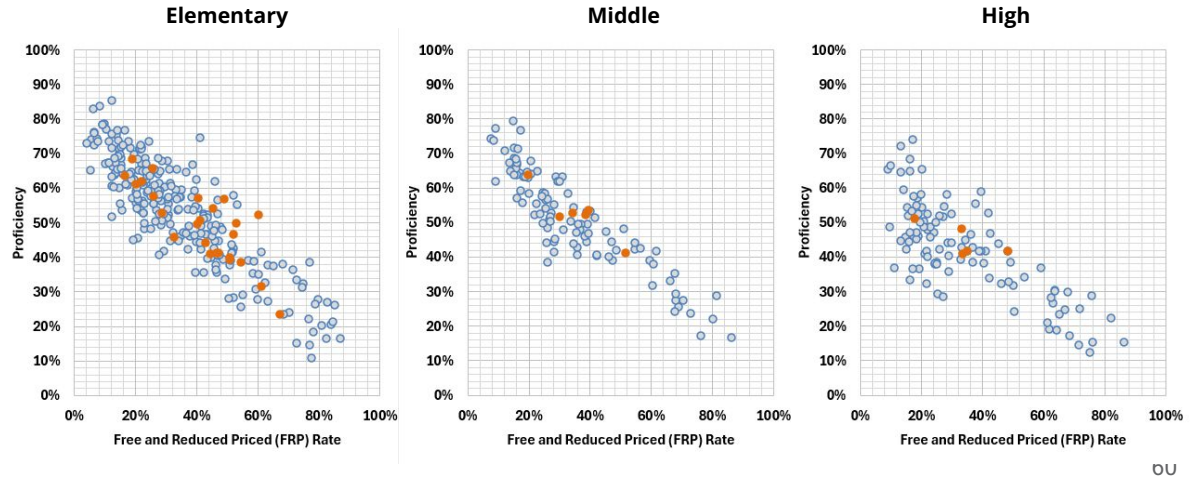


59

SCHOOL-TO-SCHOOL COMPARISON

2026 MCA proficiency by school free/reduced priced service percentage

Reading



60

SCHOOL-TO-SCHOOL COMPARISON

2026 MCA proficiency by school free/reduced priced service percentage

Leading economic peers:

- Comparing **overall performance** of similar schools based on percentages of students qualifying for free or reduced priced services.
- Identifying schools in the top quarter of their economic peer group.

Math	Top Quarter of Peer Group	Led Peer Group (Top Spot)
Elementary	15	1
Middle	4	1
High	1	1

Reading	Top Quarter of Peer Group	Led Peer Group (Top Spot)
Elementary	7	1
Middle	2	0
High	1	0

Top Quarter in Both Math & Reading
7
2
1

Source: 2026 Minnesota Department of Education All-Accountability Assessment file and Public Enrollment file

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SCHOOL-TO-SCHOOL COMPARISON

2026 MCA proficiency by school free/reduced priced service percentage

Leading economic peers:

- Comparing **student group** performance of similar schools based on percentages of students qualifying for free or reduced priced services.
- Identifying schools in the top quarter of their economic peer group.

Math	Top Quarter of Peer Group in at least one student group	Led Peer Group at least one student group
Elementary	20	4
Middle	6	3
High	5	2

Reading	Top Quarter of Peer Group in at least one student group	Led Peer Group in at least one student group
Elementary	16	2
Middle	5	1
High	4	3

Top Quarter in Both Math & Reading in student group(s)
15
5
4

Source: 2026 Minnesota Department of Education All-Accountability Assessment file and Public Enrollment file

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ANOKA-HENNEPIN SCHOOL BOARD AND SUPERINTENDENT

Superintendent evaluation

What makes the process fair, objective, and meaningful?

Phil Gore, PhD
November 9, 2026

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1

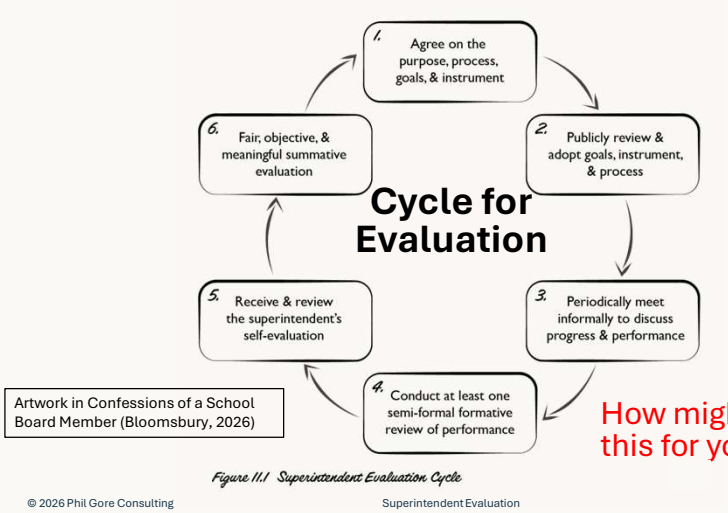
What we hope to glean

Fair	The board and superintendent agree on expectations and evidence in advance.
Objective	Each member can point to evidence and explain how it fits into written criterion.
Meaningful	The conversation identifies strengths to build upon, a next step, and support the board can provide.

Finish this sentence "The evaluation is worth our time if …"

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2



Artwork in Confessions of a School Board Member (Bloomsbury, 2026)

Figure 11.1 Superintendent Evaluation Cycle

How might you adjust this for your district?

3

What belongs on the calendar?

Start of the cycle	Board and superintendent set goals, evidence sources, rating criteria, and review dates.
At each check-in	Superintendent shares progress and obstacles. The team records feedback and any agreed changes.
Before the review	Superintendent submits a self-assessment. Each member reviews the same evidence and drafts ratings.
Year-end meeting	Board develops its collective assessment, hears the superintendent's response, and sets the next check-in.

What questions does this prompt?

4

Using a Rubric for Evaluation

Rating	Description
4 Exemplary	Performance exceeds agreed expectations and demonstrates exceptional leadership or results.
3 Effective	Performance meets agreed expectations.
2 Development Needed	Performance partially meets agreed expectations; improvement is needed.
1 Unsatisfactory	Performance does not meet agreed expectations; significant improvement is needed.

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What is the difference between a 2 and a 3?

Sample update "Attendance reached 92% this last quarter. Principals are contacting families after repeated absences."

Shared context The annual target is 94%. The other three updates each give the rate, compare it with the target, and identify an action.

Rating What additional information might you need to know to rate performance on this?

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6

What can the board say together?

Compare ratings	Reveal ratings together. Invite different ratings first. Which words in the rubric explain the difference?
Test the evidence	Can the board tell whether outreach or transportation referrals accounted for the change in attendance?
Draft the feedback	"We rated reporting at level __ because __. At the next check-in, we would like to learn __."

What in that feedback gives clear direction to the superintendent?

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Progress on Strategic Priorities

Strategic Priority	Indicators of Progress	Rating
Safe and Welcoming Environment [Specify the expected results agreed upon by the board and superintendent at the beginning of the evaluation period.]		
Increased Student Achievement [Literacy…]		
Effective Organizational Support		

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Leadership Success Indicators

Indicator	Rating
Student learning: Leads district efforts to improve student learning and address differences in student outcomes.	
Organizational leadership: Establishes clear expectations, develops effective leaders, and holds the organization accountable for results.	
Board partnership: Provides timely, accurate information and supports the board's governance responsibilities.	
Communication and relationships: Builds trust through clear communication, responsive engagement, and productive relationships.	
Stewardship and integrity: Uses district resources responsibly and demonstrates sound judgment and ethical leadership.	

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Scoring

Area	Rating (1-4)	Weight	Weighted Score
Progress on Strategic Priorities	3	70%	2.10
Leadership Success Indicators	4	30%	1.20
Overall Rating		100%	3.30

Example

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Anoka-Hennepin School District

Superintendent Evaluation Instrument

Superintendent: _____
Evaluation period: _____
Evaluation date: _____

Purpose

Evaluate the superintendent's leadership and progress on the district's strategic priorities. Ratings should reflect agreed expectations and relevant evidence from the evaluation period.

Rating Scale

Rating	Description
4 — Exemplary	Performance exceeds agreed expectations and demonstrates exceptional leadership or results.
3 — Effective	Performance meets agreed expectations.
2 — Development Needed	Performance partially meets agreed expectations; improvement is needed.
1 — Unsatisfactory	Performance does not meet agreed expectations; significant improvement is needed.

1. Progress on Strategic Priorities

Strategic Priority	Indicators of Progress	Rating
Safe and Welcoming Environment *[Specify the expected results agreed upon by the board and superintendent at the beginning of the evaluation period.]*		
Increased Student Achievement *[Literacy…]*		
Effective Organizational Support		

DRAFT

2. Leadership Success Indicators

Indicator	Rating
Student learning: Leads district efforts to improve student learning and address differences in student outcomes.	
Organizational leadership: Establishes clear expectations, develops effective leaders, and holds the organization accountable for results.	
Board partnership: Provides timely, accurate information and supports the board's governance responsibilities.	
Communication and relationships: Builds trust through clear communication, responsive engagement, and productive relationships.	
Stewardship and integrity: Uses district resources responsibly and demonstrates sound judgment and ethical leadership.	

Key evidence and comments:

DRAFT

Scoring

Area	Rating (1-4)	Weight	Weighted Score
Progress on Strategic Priorities	3	70%	2.10
Leadership Success Indicators	4	30%	1.20
Overall Rating		100%	3.30

Example

Overall Summary

Key strengths and accomplishments:

_____

_____

_____

Growth areas:

_____

_____

_____

Superintendent's comments:

_____

_____

_____

DRAFT