VISITOR AGENDA
MAHNOMEN PUBLIC SCHOOLS
11-23-26 REGULAR MEETING
MONDAY, NOVEMBER 23, 2026
6:00 PM SCHOOL BOARD CONFERENCE ROOM

1. CALL TO ORDER
2. PLEDGE OF ALLEGIANCE
3. ROLL CALL:
   Board Members Present: _____Chris Otto, _____Cortney Pemberton, _____Ashley Neis, _____ Kimberly Scott-Neisen, _____Traci Turner, _____Craig Bower
4. ADOPTING THE AGENDA
   As presented or modified
5. VISITORS AND GUEST COMMENTS
6. MONTHLY ROUTINE CONSENT BUSINESS
   Minutes from previous School Board Meetings
   Bills
   Financial Reports
   Donations
7. COMMUNICATION
   7.1. A board member may participate virtually in this meeting.

   In case of inclement weather, this meeting will be rescheduled for the following day at the same time and location (6:00 PM in the Conference Room).

   7.2. Reminder: January Board Meeting Date 1/11
   7.3. Reminder: Truth in Taxation -12/21 after regular board meeting
8. COMMITTEE AND SCHOOL BOARD REPORTS
9. ADMINISTRATION REPORTS
10. DISCUSSION ITEMS
    10.1. 4 Day Week Discussion
11. ACTION ITEMS
    11.1. Consider the 2026-2027 School Year Licensed & Non-Licensed Staff Seniority Lists.
    11.2. Elementary Handbook Update - Attendance Reporting Timeline
    page 6
    11.3. Policy Series 200 Updates
    11.4. Consider Addition of Clay Target Shooting

11.5. Acknowledgment of Annual Impact Aid/Federal Programs/CACR Hearing Meeting & Policy 903.1

11.6. Adopt the Revised Budget for FY-27

The Board previously adopted a Preliminary Budget for FY-26 in June. The budget needs to be revised and adopted periodically.

11/23/2026

Mahnomen Public School

2026/2027

UPDATED BUDGET

Fund:	**Revenue**	**Expenditure**
General	$14,431,600	$14,381,250
Food Service	$524,350	$609,500
Community Education	$120,615	$199,705
Debt Service	$803,457	$839,600
Total	**$15,880,022**	**$16,030,055**

11.7. Setting the Evaluation Date, Time and Facilitator to Conduct the Superintendent Evaluation

11.8. Adopt the FY26 School District Audit

Brady Martz Auditing Firm presented the Audit at the October Board Meeting. The audit was accepted at that meeting.

11.9. Approve overnight field trip request by Lakeisha Londo for Ojibwe Quiz Bowl for December

12. PERSONNEL TOPICS

Resignations
Hiring
Lane Change
Other

12.1. Hiring

Veronica Herrmann and Chad Gent

12.2. Termination Probationary Employee

12.3. Winter Coaches

12.4. Resignation of Tim LaVoy as paraprofessional

MINUTES
REGULAR MONTHLY BOARD MEETING AGENDA
I.S.D. NO. 432, MAHNOMEN, MINNESOTA
October 19, 2026

CALL TO ORDER at 6:00 pm by Chris Otto.

PLEDGE OF ALLEGIANCE

ROLL CALL Board Members Present: Chris Otto, Kimberly Neisen, Craig Bower, Traci Turner, Ashley Neis and Cortney Pemberton. Staff participating at the table were: Superintendent Andrea Simon, High School Principal Kevin Hedstrom, Elementary Principal Mandy Okeson and Secretary Delane Schaumburg.

Staff and visitors: Brian Opsahl from Brady Marks Auditors - Audit Report, Sue Kraft, Mahnomen Pioneer and many staff and community members.

ADOPTING THE AGENDA-
MOTION BY Turner to approve the agenda as presented. SECONDED BY Neis. Vote-u/c

VISITORS/PRESENTERS IN ATTENDANCE SPEAKING AT THIS MEETING.
Sierra Weaver - Bus issue and Brian Opsahl from Brady Marks Auditors - Audit Report

MONTHLY MINUTE AND FINANCE CONSENT BUSINESS
MOTION BY Neisen to approve the September 28, 2026 Regular Meeting Minutes as presented as well as monthly financial claims for October 13, 2026 totalling $607,087.94 with check numbers 88053-88165 as well as donations-None. SECONDED BY Neis. Vote-u/c

COMMUNICATIONS-

STUDENT REPRESENTATIVE, COMMITTEE, AND SCHOOL BOARD REPORTS- Colton Warnholtz Student Representative.

ADMINISTRATION REPORTS-
Sports Report-report submitted
AIE Report-report submitted
Elementary Principal Report-report submitted
High School Principal Report-report submitted
Superintendent Report: report submitted.

DISCUSSION ITEMS-
Game/Event guest behavior expectations discussion
Review of Policy 209 and discussion of grant application procedures.

ACTION ITEMS
January Organizational/Regular board Meeting Date Change
MOTION BY Turner to move the January organizational/regular board meeting to January 11, 2027. SECONDED BY Neisen. VOTE-u/c

Elementary Sports
MOTION BY Pemberton to formalize Elementary Sports Program under Community Education, pay for coaches background checks and approve programs. SECONDED BY Neis. VOTE-u/c

Second Reading AI Policy
MOTION BY Pemberton to approve the AI Policy as presented. SECONDED BY Neisen. VOTE-u/c

Music Trip Participation Guidelines
MOTION BY Turner to approve music trip participation guidelines as presented. SECONDED BY Neisen. VOTE-u/c

Snow Removal Bid
MOTION BY Neisen to approve snow removal bid with Eric Francis as presented. SECONDED BY Neis. VOTE-u/c

Tribal Consultation
MOTION BY Turner to approve the Tribal Consultation Virtual Meeting for November 13, 2026 at 9:00 am. SECONDED BY Neis. VOTE-u/c

Fiscal Audit FY26
MOTION BY Neisen to acknowledge receipt and review of the FY26 Fiscal Audit. SECONDED BY Neis. VOTE-u/c

Policy Series 200
MOTION BY Otto to table the approval of Policy Series 200 until after legal has reviewed changes. SECONDED BY Turner. VOTE-u/c

Truth in Taxation Hearing
MOTION BY Neisen to set the 2026 Truth in Taxation Hearing for Monday, December 21, 2026, immediately following the regular school board meeting, beginning no earlier than 6:00 pm in the Mahnomen Board Conference Room. SECONDED BY Neis. VOTE-u/c

PERSONNEL TOPICS-
Technology Department
MOTION BY Neisen to approve hiring an additional ALC Technology Director. SECONDED BY Turner. VOTE-u/c

Winter Coaching
MOTION BY Neisen to approve the winter coaching assignments for School Year 2026-2027 as presented. Girls Basketball: Head Coach-Jon Syverson, Assistants-Kris Skersick, Tiffany Lunde and Vacant. Jr. High-Brent Miller, Brynn McArthur and Vacant. Boys Basketball: Head Coach-John Clark Jr., Assistants-Griffin Maesse, Jamie Nordick and Vacant. Jr. High-Brent Miller, Jason Clark (pending) and Carson Tunheim. Wrestling: Head Coach-Jon Short, Assistants-Steve McMullen, Kellen McArthur, Donald Jackson and Vacant. Danceline: Head Coach-Samantha DeLong, Assistant-Zoe Agnes. SECONDED BY Neis. VOTE-u/c

ADJOURNMENT-
MOTION BY Turner to adjourn the meeting at 7:36 p.m. SECONDED BY Bower. VOTE-u/c

RESPECTFULLY SUBMITTED: **APPROVED BY:**

_____ _____

Traci Turner, Clerk
Public School District #432

Presiding Officer on date of approval

MINUTES
SPECIAL BOARD MEETING
I.S.D. NO. 432, MAHNOMEN, MINNESOTA
November 12, 2026

CALL TO ORDER at 5:33 pm by Chris Otto.

ROLL CALL Board Members Present: Traci Turner, Chris Otto, Craig Bower, Kimberly Niesen, Cortney Pemberton and Ashley Neis.

Others in attendance: Superintendent Andrea Simon, Secretary Delane Schaumburg and Mike Bunker.

MOTION BY Pemberton to approve the agenda as presented. SECONDED BY Neisen. VOTE-u/c

PURPOSE OF SPECIAL MEETING
Canvassing Election Results and Resolutions

ACTION

RESOLUTION AUTHORIZING ISSUANCE OF CERTIFICATES OF ELECTION AND DIRECTING SCHOOL DISTRICT CLERK TO PERFORM OTHER ELECTION RELATED DUTIES

WHEREAS, Minnesota Statutes, section 205A.10 provides, "After the time for contesting elections has passed, the school district clerk shall issue a certificate of election to each successful candidate. If there is a contest, the certificate of election to that office must not be issued until the outcome of the contest has been determined by the proper court. If there is a tie vote, the school board shall determine the result by lot. The clerk shall deliver the certificate of election to the successful candidate by personal service or certified mail. The successful candidate shall file an acceptance and oath of office in writing with the clerk within 30 days of the date of mailing or personal service," and

WHEREAS, the school board of Independent School District No. 432, Mahnomen Public School, has canvassed the general election for school board members held on November 3, 2026.

THEREFORE, BE IT RESOLVED by the school board of Independent School District No. 432, Mahnomen Public School as follows:

The chair and clerk are hereby authorized to execute certificates of election on behalf of the school board of Independent School District No. 432, Mahnomen Public School for the following candidates:

Michael Bunker
Chris Otto
Ashley Neis

who have received a sufficient number of votes to be elected to fill vacancies on the school board caused by expiration of term on the first Monday in January next following the election, based on the results of the canvass.

The certificate of election shall be in substantially the form attached hereto.

After the time for contesting the election has passed and the candidate has filed all campaign financial reports required by Minnesota Statutes, Chapter 211A, the clerk of the school board is hereby directed to deliver the certificates to the persons entitled thereto personally or by certified mail.

The clerk is hereby directed to enclose with the certificate a form of acceptance of office and oath of office in substantially the form attached hereto.

The motion for adoption for the Resolution was made by Member Neisen, duly seconded by Member Pemberton,

The vote on adoption of the Resolution was as follows:

Aye: Bower, Neisen, Turner, Neis, Pemberton and Otto
Nay: None
Absent: None

Whereupon, said Resolution was declared duly adopted by Independent School District No. 432, Mahnomen Public School, State of Minnesota, this 12th day of November, 2026.

By:_____ By:_____
School Board Chair School Board Clerk

Canvass School Board Election Results

MOTION BY Pemberton and seconded by Turner, BE IT RESOLVED by the School Board of Independent School District #432, as follows:

RESOLUTION CANVASSING RETURNS OF VOTES OF SCHOOL DISTRICT GENERAL ELECTION

BE IT RESOLVED by the School Board of Independent School District #432, as follows:

1. It is hereby found, determined and declared that the general election of the voters of the district held on November 3, 2026, was in all respects duly and legally called and held.

2. As specified in the attached Abstract and Return of Votes Cast, a total of 3267 voters of the district voted at said election of three school board members.

4 Year Term – Lacy Armstrong – 313 votes
4 Year Term – Cortney Pemberton – 443 votes
4 Year Term – Ashley Neis – 523 votes
4 Year Term – Morrissa Fanning – 299 votes
4 Year Term – Chris Otto – 534 votes
4 Year Term – Andrew Hariluk - 294 votes
4 Year Term – Michael Bunker – 677 votes
4 Year Term – Dave Jurina – 175 votes

Write In – Misc. – 9 votes

3. Chris Otto is elected to the 4 year term beginning January 1, 2027 and ending January 1, 2031.

Ashley Neis is elected to the 4 year term beginning January 1, 2027 and ending January 1, 2031.

Michael Bunker is elected to the 4 year term beginning January 1, 2027 and ending January 1, 2031.

4. The school district clerk is hereby authorized to certify the results of the election to the county auditor of each county in which the school district is located in whole or part.

_____
School District Clerk

ADJOURNMENT-
MOTION BY Bower to adjourn the meeting at 5:42 p.m. SECONDED BY Turner. VOTE- u/c

RESPECTFULLY SUBMITTED: **APPROVED BY:**

_____ _____
Traci Turner, Clerk Presiding Officer on date of approval
Public School District #432

Resolution Accepting Donation
The following resolution was moved by and seconded by .

RESOLUTION ACCEPTING DONATIONS

WHEREAS, Minnesota Statutes 123B.02, Subd. 6 provides: "The board may receive, for the benefit of the district, bequests, donations, or gifts for any proper purpose and apply the same to the purpose designated. In that behalf, the board may act as trustee and any trust created for the benefit of the district, or for the benefit of pupils thereof, including trusts created to provide pupils of the district with advanced education after completion of high school, in advancement of education."; and

WHEREAS, Minnesota Statute 465.03 provides: "Any city, county, school district or town may accept a grant or devise of real or personal property and maintain such property for the benefit of its citizens in accordance with the terms prescribed by the donor. Nothing herein shall authorize such acceptance or use for religious or sectarian purposes. Every such acceptance shall be by resolution of the governing body adopted by a two-thirds majority of its members, expressing such terms in full."; and

WHEREAS, every such acceptance shall be by resolution of the governing body adopted by a two-thirds majority of its members, expressing such terms in full;

THEREFORE, BE IT RESOLVED, that the School Board of Mahnomen Public School District, ISD #432, gratefully accepts the following donations as identified below:

Donor	Item	Designated Purpose (if any)
Viking Coca-Cola	7000.00	Student Council

The vote on adoption of the Resolution was as follows:
Aye:
Nay:
Absent: None.
Whereupon, said Resolution was declared duly adopted.

Mahnomen Public Schools
INDEPENDENT SCHOOL DISTRICT #432
P.O. BOX 319
MAHNOMEN, MINNESOTA 56557
PHONE: (218) 935-2211
FAX: (218) 935-5756

November Activities Update

- The Thunderbird Volleyball team ended their season in the Section 8A pig-tail game with a loss to Stephen-Argyle. They ended their season at 7-15. Overall, the girls worked hard, enjoyed the game, and represented our school/communities very well.
    - Volleyball Numbers
        - Varsity - 13 (9-W, 4-M)
        - JV - 15 (7-W, 8-M)
        - C - 14 (11-W, 3-M)
        - JH 8th - 18 (7-W, 11-M)
        - JH 7th - 16 (9-W, 7-M)
- The Thunderbird Football and Cheer teams ended their season in the Section 8A Championship game with a loss to Park Christian. They ended their season at 10-1. Same goes for the football/cheer program, working hard and representing our communities the way they should be. Hats off to everyone involved.
    - Football Numbers
        - Varsity Football - 45 (27-W, 18-M)
        - JH 8th - 19 (11-W, 8-M)
        - JH 7th - 24 (14-W, 10-M)
    - Cheer Numbers
        - Cheer - 18 (12-W, 6-M)
- We would like to thank all the coaches for all their hard work and dedication to our programs. They sacrifice lots of evenings away from family, put lots of time into our student athletes, and their commitment to the programs definitely is appreciated.
    - Football - John Clark Jr., Todd Johnson, Bob Larson, Steve McMullen, Jon Starkey, Josh Kemper, Ken Bevins, Jesse Bucholz
    - Volleyball - Skyler Pressler, Olivia Pfisthner, Sophie Johnson, Danielle Starkey
    - Cheer - Vicki Haverkamp, Sam DeLong

Coaching Evaluations

- Coaching evaluations were shared with all athletes grades 9-12 for all three fall sports. Dan and I will be sitting down with head coaching in the near future to give them feedback and get to discuss anything we can improve on for the future.

Winter Coaching Assignments

- Dan and I have taken the time to sit down and interview candidates for vacant coaching positions. We had the opportunity to interview multiple candidates who were all very deserving to be a part of our programs. We have decided to hire the following candidates pending approval from the board..

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    - Junior High Girls Basketball
        - Sydney (Clark) Keezer
    - Varsity Assistant Wrestling
        - Jesse Bucholz
    - Varsity Assistant Boys Basketball
        - Travis Kaste
    - Varsity Assistant Girls Basketball
        - Ashley Riggle
- We are currently still looking for a 3rd JH Boys basketball coach. With their season starting after Christmas break, we will need to post externally soon if the position remains open.

Mahnomen ISD 432
Safe, Supportive, Learning

AIE Coordinator Report

November 17, 2026

1. Highlights

- **FAFSA Night –** FAFSA Night was held on October 21st at WETCC. We had 12 students and parents attend.
- **Veteran's Day program** – The Opichi Drum group played an honor song and a traveling song.
- **Native American Heritage Month Fall Feast –** 225 people attended the Fall Feast which was held in conjunction with Parent-Teacher Conferences. Community and activity tables were set up for families to enjoy. Miigwech to White Earth Behavioral Health, White Earth Natural Resources, White Earth Tribal & Community College, and Manoomin Arts.
- **Unspoken Art Journal** – In collaboration with Manoomin Arts, students from Mahnomen and area schools have been working together on an art journal, *Unspoken.* Students have met twice this Fall to review the whole publication and make edit and design changes. Students sat down with an evaluator this week for interviews on the process. This was funded through an Arts Education MN State Arts Board grant. A closing celebration will take place November 20th from 5:30-7:30pm at Gizhiigin. There will be door prizes, food, and an arts publication signing, as well as a youth exhibition of students' visual work they created. All are encouraged to attend!

2. Program Updates

- **Tribal Consultation –** Virtual meeting held on November 13th.
- **Indian Policies & Procedures (IPP) –** Mahnomen Public Schools IPP was discussed at the Federal Programs hearing and the AIPAC meeting this month. Revisions have been made to the policy based on feedback. The main change being removing the text message push from Thrillshare, and adding ParentSquare as the additional notification for parents/guardians.
- **EduCLIMBER Implementation –** Our next workshop in the onboarding process is the Gradebook and Performance Band workshop.
- **School Status Attend Implementation –** The School Status Attend program is live. Our first notifications/letters will be sent on November 19th. The Mahnomen Attend Digital Leadership Letter was emailed/texted to all families.
- **American Indian College Fund Higher Pathways Grant** – Mahnomen School has been awarded the 26-27 Higher Pathways Grant. These funds help support college readiness programming. The grant is valued at $5000.
- **Federal Title VI Funding –** The OIE Title VI Indian Education Formula Grant Program registration was submitted November 16th.
- **COMPASS Pathways** – Meredith met with Colleena from the Northwest Service Coop, who provides support in equitable access and American Indian Education, to discuss AIE programming, resources, and opportunities for continued program development. Colleena is a valuable resource as the district works toward developing an Ojibwemowin language curriculum in order to strengthen language programming for students.

3. Events & Activities

- **Board Member Election: Re-vote** – Following the recent board member election, it was identified that voter names were not collected on the ballots. To ensure proper documentation and maintain the integrity of the election process, a re-vote will be conducted. Additional steps will be taken to ensure voter information is appropriately collected and documented during the re-vote.
- **Mashkiki Exploration Camp** – Approximately 15-20 students will attend the Mashkiki Exploration Camp at WETCC. They will explore traditional and western medicine. Students are currently completing the required application to participate.

4. AIE Liaison Update

The American Indian Education Program currently employs four liaison staff members who support students across the district:

- **Jessica Goodwin – Attendance Liaison**
  - Regular student and parent contact
  - Daily morning & lunch supervision
  - AIE Team member
  - Elementary Student Success Team member
  - Multidisciplinary Team member
  - Indigenous Youth Council Advisor
- **Kelly Phillips – 10th - 12th Grade Liaison**
  - Regular student and parent contact
  - Daily van route AM/PM
  - Daily lunch supervision
  - AIE Team member
  - Crisis Team member
  - CERP Team member
  - Concession Advisor (separate contract)
- **Curt Uran – 7th - 9th Grade Liaison**
  - Regular student and parent contact
  - Daily morning & lunch supervision
  - AIE Team member
  - Crisis Team member
  - PT/rotating PM bus route (separate contract)
- **LaKeisha Londo – Part-time Elementary Liaison**
  - Elementary Culture Teacher
  - AIE Team member
  - PLC Team member
  - Available for students needing extra support/weekly check-in
  - Ojibwe Quiz Bowl Advisor

5. Upcoming Meetings

- **AIPAC Meeting** – Wednesday, December 16th at 6:00 p.m. in the District Board Conference Room, unless otherwise determined by board action.
- **Title VI Meeting –** following AIPAC meeting.

Mahnomen ISD 432

Safe, Supportive, Learning

November- Elementary Principal's Report

Mandy Okeson

Student Recognition, PBIS, and Attendance Initiatives

Our October Student/Staff of the Month celebration was held on November 5th, recognizing students for their positive contributions and achievements.

- Aahbriella Bellanger
- Erik Warren
- Emry Chaney
- Aleena McArthur
- Myles Bravebull
- Clairity Bower
- Marie Fairbanks

Staff of Month - Tammy Neis

We hosted our T-Bird Pride PBIS First Quarter Incentive for students who had zero referrals during the first quarter of the year on Thursday, November 12th. We had 205 students who were able to participate out of 288 or 71% of the elementary students. We watched a movie, had popcorn and celebrated positive behavior, responsibility, and respect throughout the school.

Additionally, we launched our second "pop-up" attendance reward on Friday October 31st. I went to classrooms in a duck costume and provided ducks to all elementary students with an attendance sheet for the next 6 months. Students who are present will receive a duck each time! This reward was designed to build excitement around school attendance and reinforce the message that ***If you miss school, you miss out!***

Spelling Bee

Hosted on Wednesday, November 4th Coslon Weaver is the Mahnomen Spelling Bee Champion and will be going on to compete at Northland Community College on February 3rd.

Title I Bingo for Books Family Nights

Our Title I staff hosted our annual Bingo for Books nights on Monday and Tuesday, November 16 & 17. We had about 150 people in attendance over the two nights. Families won books, ate pizza and enjoyed their time together.

Behavior Information

First Quarter Behavior Referrals by Grade Level

K	1st	2nd	3rd	4th	5th	6th	Total
25	11	4	31	100	45	18	234

- 78 are Disruptive/Disorderly/Insubordinate
- What interventions can we implement for 4th graders as a whole? The Elementary Behavior Committee will meet to discuss a plan moving forward.
- Last year first quarter 169
- Impact of the Dean of Students position. - Jon is doing a great job of being visible in the lunchroom, recess and before school. He is developing relationships with students.
- Supervision, transitions, and consistency of expectations. Reminder that students don't outgrow the need for modeling and practice of expectations. It is needed at all grade levels.

Student Enrollment

ECSE	8	
VPK Jaster	13	2 EC
VPK Larson	10	
Total ECSE/Pre-K	31	
K-Houdek	15	
K-Haverkamp	15	

K/1 DeLong	8	
1-Woods	18	
1-Ryan	16	
2-Evenson	20	
2-Bruce	20	
3-Neuhalfen	17	
3-Swiers	18	
4-Miller	18	
4-Bristlin	19	
4-Fjeld	19	
5-Guenther	22	
5-Stueness	22	
6-Korbel	21	
6-Johnson	20	
Total K-6	**288**	
Total Pre-K-6	**319**	

High School Report-November 2026

- End of quarter 1
- Students of the month-Serenity LaGue, Brielle Roman, Cassidy Bjerk, and Freya Larson
- Fall sports completed, Winter underway
- Strategic planning

Discipline report:

2026-27-331

2025-26-269

2024-25-168

2023-24-167

Attendance Percentages:

7th grade-89%

8th grade-90%

9th grade-86%

10th grade-91%

11th grade-89%

12th grade-88%

Total-89%

Class sizes as of 11/1/26:

7-57

8-55

9-57

10-49

11-43

12-42

Total: 303

Mahnomen Secondary
Discipline Summary by Grade
10/01/2026 - 10/31/2026

Year: 2026-2027
Report: IDS601

Description	07			08			09			10			11			12			Total
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	
Academic Dishonesty (30)													1		1				1
Alcohol (01)																			
Amorous Activity (Am Act)								1	1										1
Arson (02)																			
Assault (03)																			
Attendance (24)																			
Back Talk (b talk)	4	7	11	3		3	1	1	2										16
Bomb (04)																			
Bomb Threat (05)																			
Bullying/Harassment (Includes CyberBullying) (31)		2	2								1	1							3
Bus Referral (Bus)																			
Cannabis (35)																			
Controlled Substances (prescription) (06)																			
Disruptive/Disorderly/Insubordination (08)	2	16	18	4	19	23	2	9	11		5	5	1	1	2		1	1	60
Extortion (09)																			
Fighting (10)																			
Gang Activity (11)																			
Hazing (26)																			
Hit Push Shove (HPS)		4	4	1		1		3	3										8
Homicide (28)																			
Illegal Drugs (13)								1	1										1
Inappropriate Language/Actions (lang)	1	9	10	4	4	8		6	6		2	2							26
Noon Restriction Redo (Redo)																			
Not Participating (NP)	1	6	7		2	2	3	2	5		3	3							17
On School Property without Permission (34)																			
Other (23)		2	2	2	3	5		1	1					1	1		1	1	10
Over-the-Counter Medications (14)																			

Mahnomen Secondary
Discipline Summary by Grade
10/01/2026 - 10/31/2026

Year: 2026-2027
Report: IDS601

Description	07			08			09			10			11			12			Total
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	
Physical Contact (32)		1	1																1
Profanity (Prof)		2	2					3	3		1	1		1	1				7
Pyrotechnics (15)																			
Robbery (using force) (29)																			
Skipping (Skip)		5	5	1		1	9	9	18	2	6	8	1	2	3	2	1	3	38
Tardies (Tar)	5	1	6	6		6	37	26	63	2	3	5	4	14	18	10	5	15	113
Teacher Referral (TCH)																			
Technology (33)							5	5	10		2	2	1		1	1	1	2	15
Terroristic Threats (16)																			
Theft (17)																			
Threat/Intimidation (18)											1	1							1
Tobacco (19)	1		1	3		3		2	2				1		1				7
Unassigned Area (UN Area)								1	1								1	1	2
Vandalism/Property Related (20)	1		1		1	1		1	1										3
Verbal Abuse (21)		1	1																1
Weapon (22)																			
Totals	**15**	**56**	**71**	**24**	**29**	**53**	**57**	**71**	**128**	**4**	**24**	**28**	**9**	**19**	**28**	**13**	**10**	**23**	**331**

Mahnomen ISD 432
Safe, Supportive, Learning

Superintendent's Report

November 23, 2026

1. Highlights

November has been another busy month across the district, with a number of opportunities to celebrate our students, staff, and community. Between parent-teacher conferences, Native American Heritage Month activities, American Education Week, and the continued work of our Strategic Planning Team, there has been a lot happening. We are also making progress on several longer-term initiatives, including facility improvements, expanded student programming, emergency preparedness, and planning for the district's future.

2. Staffing & Personnel

We continue to recruit for paraprofessional positions and evaluate staffing needs across the district. Supporting our growing student population remains a priority.

American Education Week: November 16–20 provided a great opportunity to recognize the many individuals who contribute to our students' success. Throughout the week, we highlighted teachers, paraprofessionals, transportation staff, food service, custodians, administrative assistants, administrators, and other district staff. We appreciate the work our employees do each day.

3. Operations & Facilities

Emergency Preparedness: We brought together representatives from local schools, law enforcement, emergency services, and community organizations in October & November to discuss the Standard Response Protocol (SRP). This work is intended to strengthen coordination and improve consistency in emergency response communication throughout our community. We will continue building on these partnerships.

Facilities & Outdoor Improvements: We continue to explore grants, partnerships, and other funding opportunities to support a variety of district needs, including playgrounds, athletic facilities, and outdoor spaces. We are working with the Trust for Public Land on our elementary playground project, which includes a potential $200,000 grant. We are continuing to evaluate funding requirements and opportunities while exploring how these resources might support our broader facility improvement goals.

4. Planning & Programming

Strategic Planning: Our Core Planning Team has now completed its first two sessions, on October 28 and November 18. The team is using feedback collected from students, staff, families, and community members to help identify priorities for the district's next three to five years. Our next session is December 2, followed by the Thought Leaders meeting on December 9.

Impact Aid: Preparation for our annual Impact Aid application is underway. We are coordinating the student survey, verification process, and application timeline. This is an important funding source for the district, and we are working to strengthen our internal processes and ensure accurate, timely submission.

5. Committee Meetings Summary

Meet & Confer met immediately prior to last month's board meeting. Continued discussion around internal job posting procedures, strategies to support staff with classroom management, and questions regarding safety protocols and procedures.

Finance Committee met immediately prior to tonight's board meeting. A summary of the discussion will be provided at next month's meeting.

Mahnomen Elementary School Handbook
2026- 2027

Mission of Mahnomen Public Schools

Our Mission is to provide the opportunity for high achievement for all learners promoting academics, citizenship, and individual self-esteem, with an emphasis on 21st century skills.

The handbook will be available in paper form at open house and daily in the elementary office and it is also available online on the district's website. Parents/guardians and students are responsible for reading this handbook.

Adopted By:
The Mahnomen Board of Education
September 28, 2026

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MAHNOMEN PUBLIC SCHOOL DISTRICT 432

Mrs. Okeson - Elementary Principal

Dear Parents and Students,

Welcome to Mahnomen Elementary School. Our school is committed to creating a safe, respectful, and engaging learning environment where every student has the opportunity to grow academically, socially, and emotionally. We believe that strong partnerships between students, families, and staff are essential to student success.

This handbook is designed to serve as a guide to our school's expectations, procedures, and policies. It is an important resource to help ensure consistency, fairness, and clarity for all members of our school community.

A key component of this handbook is the discipline section. At Mahnomen Elementary, we view discipline as a way to teach and reinforce positive behavior rather than simply respond to misbehavior. Clear expectations and consistent consequences help students understand responsibility, develop self-regulation, and make positive choices.

Our discipline practices are grounded in respect, accountability, and restoration. We strive to create an environment where students feel safe, supported, and understood, while also being held accountable for their actions. The guidelines outlined in this handbook are intended to promote a positive school climate and ensure that learning remains the top priority.

Also, for the safety of your child, requests made for your child's after school schedule, must be phoned to the elementary office by 2:00 PM. I will evaluate any extreme emergency situations. Along the same lines, Instant Alert is in place for notifying any changes in the school day. Please notify the Elementary office of any changes to contact information. You will receive a phone call **ONLY if the correct phone number is in the instant alert system.**

We encourage families to review this handbook carefully and discuss its contents with their child. Working together, we can maintain a school environment where all students can succeed.

Sincerely,

Mandy Okeson
Elementary Principal



2026-2027 CALENDAR DAYS

August	24	Teacher In-Service Day
	25	Teacher In-Service Day
	26	Teacher In-Service & Open House 3:30-6:00
		Teacher Flex Day
September	1	1st Day of School
	4	No School
	7	No School - Labor Day
October	15-16	NO SCHOOL –Education MN Break
November	6	NO SCHOOL- Teacher Work Day
	10	Evening Family Conferences
	12	Evening Family Conference
	13	NO SCHOOL - Family Conferences
	26-27	NO SCHOOL - Thanksgiving Break
December	23	EARLY OUT
	24-31	NO SCHOOL - Winter Break
January	4	School resumes from Winter Break
	18	NO SCHOOL Teacher In-Service Day
February	15	NO SCHOOL - President's Day
	23	Evening Family Conferences
	25	Evening Family Conferences
March	8	NO SCHOOL Teacher In-Service
	26-29	NO SCHOOL - Spring Break
May	21	Last Day of School Early Out - Teacher In-Service

Storm make up days: May 24, 25, 26

ELEMENTARY STAFF
(revised 7/28/26)

PRINCIPAL
Mandy Okeson

DEAN of STUDENTS
Jon Starkey

SECRETARY
Erica Wytaske

KINDERGARTEN
Amy Houdek
Vicki Haverkamp
Samantha DeLong

FIRST GRADE
Janice Woods
Michelle Ryan

SECOND GRADE
Becky Evenson
Kayla Schimanski-Bruce

THIRD GRADE
Gerri Swiers
McKenzie Neuhalfen

FOURTH GRADE
Lesley Miller
Michelle Fjeld
Kelly Bistlin

FIFTH GRADE
Erin Guenther
Courtney Stueness

SIXTH GRADE
Kristin Johnson
Amber Korbel

HEAD COOK & FOOD SERVICE DIRECTOR
Danielle Uran

COOKS
Ruth Nefzger
Cliff Balentine
April Wadenah
Shirley Anderson

CUSTODIANS
Jason Eggen
Steve Houdek
Lesa Brunner
Kayla Dillon
Darell Skoy
Hannah McGregor

PreK & ECFE
Valla Jaster
Lisa Larson

HEALTH ASST.
White Earth Health Services

INDIAN EDUCATION
Desiree Linden-Coordinator
Meredith McArthur- Success Coach/ DAC
Lakeisha Londo-Teacher
Jessica Goodwin-Truancy

SOCIAL WORKER
Catherine Olson

MUSIC
Jill Bisek
Megan Argall

PHYSICAL EDUCATION
Steve McMullen
Jamie Nordick
Noah Monson

SPECIAL EDUCATION
Holly Nelson
Laura Gulseth
Michael Cerkowniak
Nichole Machart
Lynn Sisson
Amy Rassmussen

SPEECH & LANGUAGE THERAPY
Karen Mitchell
Michelle Geray

TITLE I/ADSIS
Lori Handyside
Dawn Winters
Lisa Kangas
Becky Olson

PARA PROFESSIONALS
Jeanine Houska
Tim LaVoy
Tammy Neis
Catherine Bunker
Jessica Lewis
Tasha Domier
Kaylie Schecker
Jennifer Brunner
Nina Ruschmeier
Haylee Onstad
Robin Bendickson
Dawn Racine
Betty Gunderson
Danika Kochmann
Julia Helm
Dawn Racine
Madison Fairbanks
Hailie Sherer

COMMUNITY ED
Kim Kochmann

DISTRICT SECRETARY & TRANSPORTATION
Delane Schaumburg

GENERAL INFORMATION

Academic/E-Learning Expectations

Students are expected to complete all assignments assigned to them by their classroom teacher. When absent from school, students have two school days to complete their assignments. All 1st-6th grade parents may view their child's grades, missing assignments, as well as upcoming assignments using a parent app.. If you would like to have this setup, please call the elementary office at 218-935-2581. Once in place it will automatically move from school year to school year.

In the event of an **E-learning day**, families will be notified by the school's instant alert system. There are assignments linked on our Mahnomen Website under E Learning Day. Teachers will be available from 9-3pm and will be available via Google Meets from 10-11 am & 1-2pm to assist with classroom assignments. Students have two school days to submit their E-Learning school work.

Admittance: New Students/Exiting Students

All student records must be submitted to the elementary office at least two days prior to the student's first day of attendance. Parents must state the name of the school your child last attended. The office will request records to the school last attended. If your child will be transferring to another school, please call the elementary office to inform school officials of your student's last day of attendance. Records will be sent once the new school requests them.

After school Programming:

The district offers STEAM activities and homework Club to help students with their homework and in specific learning areas. Each program begins at 3:30 and ends at 5:45 which includes a snack and late bussing.

Attendance

Attendance is necessary for your child to succeed at school. If your child is absent, please call the Mahnomen Elementary Office between 7:30-8:45 a.m. at (935-2581) or send a note explaining the absence. According to MN STAT. 120A.22 the school can require a parent or guardian to verify in writing the reason for a child's absence from school. Excused absences are illness, medical, dental, orthodontic or counseling appointments, family emergencies, death or serious illness or funeral of an immediate family member or other exemptions included in the district's attendance policy. **In order to be excused for medical appointments families need to bring in a Dr. or Physician's note**. Students who are chronically absent due to illness will be expected to submit a Dr. note. An excused absence must be reported ahead of time, the day of the absence, or the end of the next day following the absence.

Illness-Related Absences:

If your child is absent due to illness and is seen by a doctor or other medical provider, please provide a doctor's note to the school when your child returns. The note should include the date of the visit and, when applicable, the dates your child is advised to remain home. Providing medical documentation helps the school properly record the absence as excused.

School District policy expects students to arrive at school on time. Arriving late interrupts his/her learning as well as their peer's learning. If a student arrives after 8:30 a.m., he/she will be recorded tardy. Excessive unexcused tardiness follows District policy and procedure and may lead to the filing of a truancy petition under Minnesota Statute 260A.02.

Parents are urged to plan their annual vacations so as to not conflict with school attendance. However, should this not be possible, the principal and teachers should be informed ahead of time so homework can be

provided.
According to Minnesota Statute 260A.02, three (3) unexcused absences per school year in elementary school are considered Continuing Truant. A school attendance officer or other designated school official will notify the parent/guardian the child is truant. Seven (7) unexcused absences per school year is considered Habitual truant. Whether excused or unexcused (15) consecutive absences will result in your child being officially dropped at Mahnomen schools. Legal steps will be taken by the school to control truancy in our school. Legal steps may include filing for Children In Need of Protection (CHIPS) petition with either the Tribal Court or the Mahnomen County Court systems. If chronic absenteeism continues because of illness, a doctor's excuse may be required.

Attendance & Extracurricular Activities
Students may not participate in extracurricular activities or any program on the day of an absence if;
* More than one half of the classes were missed
* A student is suspended
* Any unexcused absence

Behavior: Positive Behavioral Intervention Strategies (PBIS)
To be a successful member of society, students must take responsibility for their own behavior. All students are expected to be courteous to each other and to the adult members of the staff. Students are expected to conduct themselves in such a manner they will not disrupt the instructional program or interfere with the rights of others. Therefore, the district will support implementing PBIS to continue to further achieve the goals of the district to remove all barriers to education.

Bicycles, Rollerblades, Skateboards:
It is assumed students using bicycles, rollerblades, and skateboards to get to school have permission to do so from their parents/guardians. Due to competency and safety, the school suggests only students **above** third grade use bicycles, rollerblades, and skateboards to get to school. Use of such items is not allowed on school grounds including the track, during the school day. Students **are to walk** bicycles, rollerblades, and skateboards off the school grounds at dismissal. If the student has shoes with roller blades built into them, the rollerblades must be kept inside the shoes during school.

Breakfast and Lunch Programs and Billing:
All student meals will be free.
It is important for all families to complete a lunch form application as the district receives additional revenue based on the free and reduced percentage of the district.

Cell Phones/Smart Watches/Electronics
Students are expected to turn in their device to their teacher when they enter the building and pick them up at the end of the day. Students are not allowed to use cell phones/smart watches/electronic devices on school grounds during school hours. If a device has not been turned in and is seen by a staff member, it will be confiscated and turned into the Principal's office. The student can pick up the device at the end of the school day. Should there be additional offenses; the device will be held until the student's parent/guardian can pick it up from the Principal, and a plan may be set up for further offenses. The Mahnomen School District and the Minnesota State High School League prohibits any recording device in locker rooms at any time.

Child Abuse and Neglect Law:
As required by Minnesota State Statute 626.556 all cases where there is reasonable cause to believe a child is

neglected, or physically or sexually abused, shall immediately be reported to the local welfare agency or to law enforcement.

Communications:
The school will be making a concentrated effort to maintain good communication with parents. Working together will help students be successful! Parents are expected to complete a Student Information Form to be used by the school personnel and notify the school anytime addresses/phone numbers change including emergency contact information.

Digital/Citizenship:
Recognizing the student of today as a citizen of tomorrow, the school does everything possible to promote good citizenship. Every attempt will be made during the school year to promote the patriotic ideals of our American system of government. This will be done through class work, reciting the Pledge of Allegiance, programs, singing, and other means at our disposal. Anyone who does not wish to participate in reciting the pledge for any personal reason may elect to do so. Students are expected to respect another person's right to make that choice.

Directory Information
Public information shall include names and pictures of students participating in or attending extracurricular activities and school events. If you do not want your child's name or picture used in the local paper, notification must be made in writing.

Elementary Newsletter:
An elementary newsletter is sent home each week with your child. The newsletter is also available on our web site, school app.-Apptegy, and on our Facebook page. If you have any contests, fundraisers, events, etc.you would like the school to know about, we encourage you to use the newsletter. Please call the elementary office at 935-2581 or email ewytaske@mahnomen.k12.mn.us with the information.

Field Trips:
The school is supportive of trips enhancing student learning. The principal approves the number of field trips any one class may take. Decision for approval rests upon the correlation between the trip and classroom curriculum, as well as budgetary concerns. Students will not be allowed to participate without a parent/guardian permission consent box checked on the student registration form.

Fire, Tornado, & Lockdown Drills:
Minnesota State Law requires every school to hold a minimum of five (5) fire and lockdown drills per year. Mahnomen Public School complies with the law and records the date and time of each drill. A tornado drill is practiced during the statewide date.

Invitations:
Invitations to birthday parties or other special events are to be handled outside of school to avoid confusion and hurt feelings.

Law Enforcement and Local Officials
The school will require formal contact with students, **when appropriate**, by the Sheriff's Department, Probation, Human Service, Mental Health, and Indian Child Welfare staff be done only after documented proof of contact with parents or repeated attempts to contact parents. If one of the named agencies is conducting an

investigation or there is an emergency that involves child protection concerns, the parents will NOT be notified by the school but by the appropriate agency. All visitors are asked to check in and sign in at the office before contact is made. If a student violates a district policy that also violates a law, the student will be referred to law enforcement. The school may ask law enforcement officials and trained dogs to search the school, parking lot, and school grounds for illegal substances. Violators will be prosecuted and parents notified.

Locker/Cubby Coat areas

School lockers are property of the school district. At no time does the school district relinquish its exclusive control of lockers provided for the convenience of students. School authorities, for any reason, may conduct an inspection of the interior of the lockers at any time, without notice, without student consent, and without a search warrant. The personal possessions of students within a school locker may be searched only when school authorities have a reasonable suspicion that the search will uncover evidence of a violation of law or school rules. After searching a student's personal possessions and/or lockers, the school authorities must provide notice of the search to students unless disclosure would impede an ongoing investigation by police or school officials.

Loss of Textbooks/Library Books

Students may be required to pay for issued computer devices, textbooks, library books, and/or materials owned by the school that have been lost or irresponsibly damaged.

Personal Property

Students are encouraged to leave valuable personal items at home. Cell phones, smart watches, earbuds, jewelry, cash and other electronic devices are brought to school at the owner's own risk. Mahnomen Public School is not responsible for the loss, theft, or damage to personal property brought to school or school-sponsored activities, including items stored in lockers.

Students may be required to surrender electronic devices to school staff in accordance with district or classroom expectations. Staff will make reasonable efforts to safeguard collected items; however, the district cannot guarantee against loss, theft or damage.

Lockers are provided for student convenience and should not be used to store valuables.

Physical Activity:

Elementary students may have 30 minutes of supervised recess time during the day. The activity should encourage moderate to vigorous physical activity. The classroom teachers will provide short physical activity breaks between lessons or classes, as appropriate. Elementary students arriving before class begins will participate in a walking program in the mornings.

Promotion/Retention

Decisions concerning satisfactory student progress for grade promotion and/or retention will consider all dimensions of student development. (1) **Academic Performance**—Teachers will annually evaluate student academic progress as satisfactory or insufficient with respect to the following measures: (a) teacher observations and informal classroom assessments; (b) measures of academic performance (reading, math and writing); (c) progress toward content standards in each grade level as measured by grade level appropriate performance scores on MCA assessments; (d) other measures considered reliable by the student support team including, but is not limited to, progress monitoring assessments, retention/promotion checklist or a similar tool. (2) **Attendance**—Students are expected to attend all classes every day school is in session. In the event of an

absence, the student will be required to make up missed work. Failure to make appropriate academic progress as a result of excessive absences may result in retention. (3) **Other developmental factors**—In addition to academic measures, promotion/retention decisions will be based on social, psychological, behavioral, emotional, language, and physical development. Informal or formal assessment instruments may be used to assess development.
Our Staff Support Team will be instrumental in making recommendations about students who may be ineligible for promotion to the next grade.

Report Cards/Conferences/Progress Monitoring:
Report cards are issued at the end of each quarter. Conferences will be held in Nov. and Feb. You may arrange for a special conference at any time you wish. To do so, please call the teacher at school if you have any questions or concerns. Parents may view their child's progress online through parent portal access on the district website. Please contact the office to have this set up.

School Hours, Breakfast, Start & Dismissal Time:

Elementary office hours: 7:30 a.m. -4:00 p.m. Official class start time is 8:30 a.m.
Early Childhood: 8:20 - 11:45 p.m.
K-3: 8:30 a.m. - 3:13 p.m.; 4 - 6: 8:30 a.m. - 3:15 p.m.

Breakfast is served 7:55 a.m. - 8:20 a.m. Students are not allowed in the classroom until 8:25 a.m. unless approved by the teacher. Students should not leave or be picked up before dismissal time. Parents are to wait for their children in designated areas until the children are dismissed.

School Visitation: Parents
Parents/guardians and community members are welcome to visit the school. To ensure the safety of those in the school and to avoid disruption to the learning environment, all visitors must report directly to the school office upon entering the building, with the exception of events open to the public. All outside doorways will be locked during school hours. This is not meant to discourage parents/guardians from visiting school, but as a means to keep students safe from an intruder.

All visitors are required to SIGN IN and WAIT IN THE OFFICE, showing a government issued photo ID (such as a driver's license) if requested.Parents are allowed to visit with their child in the school office, but cannot attend/visit the classroom because of the safety and confidentiality of other students. Office personnel will contact the teacher to send the student to the office.

We consider your visits to be an indication of your interest in your child and his/her school. Calling ahead and making arrangements prior to your visit will give the teacher an opportunity to make the visit worthwhile. Visitors must have the approval of the principal before visiting a classroom during instructional time. Visitors that are granted access MUST wear a "visitor name tag" at all times while in the building and return it to the office upon leaving. Any visitors not approved by the Principal will NOT be allowed access to the building.

An individual or group may be denied permission to visit a school or school property if the visitor does not comply with school district procedures or if the visit is not in the best interests of the students, employee, or the school district. Students are not allowed to bring visitors to school. Any person who is in the building during the school day without permission may be charged with trespassing.

Special Education:
A full range of special education programs are offered at Mahnomen Schools. Special education identification

and placement rests upon a complex system of referrals, individualized assessment, and the identification practices based on the state and federal eligibility criteria. The main objective of the special education programs at Mahnomen School is to provide an environment in which all learners are able to develop positive attitudes toward themselves and others while experiencing success in school. Individualized academic and behavioral programs are based on the learner's needs. Mahnomen School supports the concept of providing service in the least restrictive environment as required by law. Special needs learners are included in regular classroom environments to the maximum extent possible, based on data collected, ensuring continuous progress.
The student's Individual Education Plan (IEP) team will determine the appropriate placement for the student. The IEP team will also address the Minnesota State Tests for each student.

Storm/Emergency Closings:
The school will make emergency announcements on the following Radio & TV stations: Mahnomen-KRJM (101.5 FM); Ada –KRJB (106.3 FM): Fargo –KVLY TV (channel 11). If the weather is threatening please listen to one of these broadcast stations for cancellation, late start, or early dismissal announcements. These announcements will also be posted on the District's website and facebook pages. The school has an automated calling system to help us contact families in the event of an early dismissal, late start or school closing. It is essential the school has current parent and emergency contact information in case of a school closing or emergency. Please contact the school whenever you change phone numbers or address to update your contact information.

Telephone Use:
Parent phone calls to students:
Students **will not** be interrupted during school hours unless deemed necessary. **For the safety of your child, requests made for your child's after school schedule, including busing, must be phoned to the elementary office by 2:00 PM (935-2581). The building principal will evaluate extreme emergency situations after 2:00 PM.**

Calls to Teachers:
If you wish to speak with your child's teacher by telephone, please call before school, during their prep time, or right after school. Phone calls occurring at other times will go to the teacher's voice mail.

Student Use:
School phones are for business purposes, and are not to be used by students, unless an emergency arises. Students will not be allowed to use the telephone to make arrangements to stay with a friend, etc. These arrangements should be made the previous evening. Students will also be discouraged from making calls home because they forgot a book or their homework, shoes, instruments, etc. It is important the student assumes the responsibility for bringing items they need each day.

Vending Machines: Elementary students are not allowed to use the vending machines anytime during the school day, including before and after school.

HEALTH ISSUES:

Head Lice
It is the home's responsibility to check and recheck for the best control. If live lice are detected in your child's hair, you will be called and asked to pick up your student from school. Students will be screened upon

returning to school. Absences beyond **two** days will not be excused. Children sent home on a Friday are required to return to school on Monday. This information will be kept confidential. Other students may be checked and notes sent home as appropriate.

Illness at School

If a child needs to go home because of illness, the parent will be notified by the health office. Students need to receive permission from their classroom teacher in order to go to the health office. It is very important to have emergency telephone numbers to reach someone who can pick up their son/daughter in the event we cannot reach you. Fever of 100.4 degrees or higher, diarrhea or vomiting will result in a child needing to go home and stay home for 24 hours after the last episode.

Immunization

Minnesota Statutes 1980, Section 123.70, requires all children who are enrolled in a Minnesota school to provide proof of immunization, and such other data necessary to ensure that the student is free from any communicable diseases, as a condition of enrollment. All students are expected to be in compliance on the first day of their entry into school. An immunization record will be kept on file for each student as required by law.

Medication

The school district acknowledges that some students may require prescribed drugs or medication during the school day. The school district's licensed school nurse, trained health clerk, principal, or teacher can administer prescribed medications, except any form of cannabis, in accordance with law and school district procedures.

Prescription medicine MUST be in the original medication bottle from the pharmacy with the label.

Parents/guardians are to bring medications to school. School personnel are compelled by law to comply with the above requirements.

Physical Education Policy:

Physical education is a graded and required course for all elementary students. Some clothing and jewelry can be a safety concern or limit a student's participation. Students may be asked to remove any articles deemed unsafe or inappropriate by the PE instructor. Parents/guardians are to notify the teacher of any limitations your child may have. A Dr. note will be required to excuse your child from PE for illnesses lasting more than three days.

Vision and Hearing, Scoliosis

Vision and hearing and Scoliosis screening will be completed according to State Health Department recommendations. Parents/Guardians will be notified if a professional examination is necessary.

White Earth Area Crisis Hotline

1-877-380-3621

SCHOOL BEHAVIORAL EXPECTATIONS/POLICIES:

All students are expected to be respectful to themselves, peers, staff members, and school property. Students are expected to conduct themselves in a non-disruptive manner which does not disrupt the instructional program or interfere with the rights of others. Successful learning is contingent upon the self-discipline of students. Any type of fighting, harassing, or threatening others, verbal abuse (including arguing and talking back), profane language or gestures is not acceptable. Depending on the level of bullying/harassment or threatening statements, the district's Harassment and Violence Policy may be used instead of a behavior referral. The

school has an automated system to notify parents of discipline incidents.

T-Bird Pride

Mahnomen School will promote caring relationships, ownership of behaviors, and mutual respect for all people while providing a foundation for academic success.

	Proud	Respectful	Involved	Determined	Educated
In... Class	Do your best work Take pride in your accomplishments Take care of classroom materials	Respect yourself, others and property	Positively participate Be prepared Contribute to discussions and activities	Attend school daily Finish assignments on time Learn from mistakes and keep trying	Ask questions when you need help Use your time wisely Complete your own work honestly
In the... Hallways Bathrooms Locker Rooms	Help keep the school clean Report problems to an adult	Use quiet voices Respect school property and others' belongings	Be on time to class Greet others kindly	Go directly to your destination Return promptly from the restroom	Wash your hands Walk safely at all times
In the... Cafeteria & Commons	Take pride in your school Clean up your area	Use good manners Wait your turn patiently	Help others when appropriate Include everyone	Stay in your assigned area Follow adult directions	Use inside voices and table manners Make healthy choices
Participating ... Recess Extra-Curricular Events, Gym Assemblies	Show school spirit Care for equipment	Demonstrate good sportsmanship Include everyone	Participate safely Encourage teammates and classmates	Try your best Challenge yourself to improve	Listen and follow directions Exit quietly and appropriately
Bus and School Vehicles	Keep the bus clean Appreciate privilege to riding the bus	Follow driver directions Respect others and their property	Be a positive role model Report concerns to the driver	Arrive at the bus stop on time Stay seated	Practice bus Safety Dress appropriately for the weather

In the World... At Home Social Media	Represent Mahnomen with pride Make your home and community bully-free Be honest	Be kind and courteous Respect different opinions Use appropriate language	Be a positive member of your community Help others when you can Stand up for others	Make responsible choices Follow laws and family expectations Keep trying with things are difficult	Think before you post or share Use technology safely and responsibility Verify information and give credit to others' work

Administrative Discretion
Severe behaviors that threaten the safety of the student and others will result in dismissal from school in order to maintain the safety and well being of all students, school staff, and property. Severe incidents will result in strict consequences at the discretion of the Principal. Finally, please note some incidents may not be listed therefore any consequence assigned for any disciplinary concern will be at the discretion of the administration.

Discipline Notices
Parents or guardians will receive a message from Synergy of any discipline notice for their child and the disciplinary action implemented. During emergency situations, immediate contact will be made by telephone or other forms of communication.

Discipline Options
The goal for students is to recognize inappropriate behavior and self-correct or correct with direction. The severity and recurrence of incidents will determine the consequence.

- Student directed responsibility
- Teacher directed interventions
- Parent-teacher conference
- Removal from class
- Loss of school privileges
- Counselor referral
- Administrative referral
- Restorative Practice
- Lunch Restriction (NR)
- In School Suspension (ISS) 4-6th grade students
- Dismissal-suspension, exclusion, expulsion
- Referral to law enforcement or other appropriate authorities
- Restitution

Noon Restriction (NR)
Students will be assigned to a supervised room during their assigned lunch period as a result of a discipline violation.

In School Suspension (ISS) for 4-6th grade students

- Report ahead of or at the scheduled time
- Remain in the room the entire scheduled time
- Bring paper, pencil or pen, and coursework materials
- Remain awake, on task, and quiet
- Coats/jackets, music, cell phones or other items are not allowed

Non-compliance with any responsibilities will result in administrative discretion of consequences.

Discipline Options-Dismissal

The Minnesota Pupil Fair Dismissal Act MSA 121.A.40-56 defines dismissal as 'the denial of the current educational program to any pupil, including exclusion, expulsion, and suspension. It does not include removal from class.' Under the provisions students may be dismissed from school based on the following:

1. Willful violation of any reasonable school board regulation.
2. Willful conduct which materially and substantially disrupts the rights of others to an education.
3. Willful conduct which endangers the student, other students or school property.

Dismissal includes: Exclusion Expulsion Out of School Suspension-OSS

Defined:

Subd. 4. "**Exclusion"** '…an action taken by the school board to prevent enrollment or re-enrollment of a pupil for a period that shall not extend beyond the school year.'

Subd. 5. **"Expulsion"** '…an action taken by the school board to prohibit an enrolled pupil from further attendance for up to 12 months from the date the pupil is expelled.'

Subd. 10. "**Suspension"** '…an action by the school administration, under rules promulgated by the school board, prohibiting a pupil from attending school for a period of no more than ten school days.'

MINOR OFFENSES

Aggressive Behavior	Unprovoked hitting to cause unintentional harm
Cheating	Plagiarism, cheat sheets, stealing tests, other forms considered
Disruptive Behavior	Any act which disrupts the educational process
Student Attire	Inappropriate words, pictures and distracting clothing
Forgery	Signing another person's name
Falsifying Information	Providing untrue statements verbally or in writing
Insubordination	Willful refusal to follow reasonable directives from school staff
Leaving School	Without permission
Nuisance Devices	Any device deemed to disrupt the educational process
Public Display of Affection	Inappropriate signs of affection such as kissing, embracing, etc.
Horseplay	Mutual poking, pushing, pulling, tripping, wrestling, etc.
Skipping	More than 5 minutes tardy or absent from class without permission
Offensive Language	Any swearing or sexual words that make you feel uncomfortable
Harassment	Any words or actions related to race/ethnicity, sex, gender, or religion toward you that make you feel uncomfortable or fearful

MINOR OFFENSES POSSIBLE CONSEQUENCES

1st Offense	Repeat Offense
Lunch Restriction Conference with Dean of Students or other appropriate staff Class time out Loss of Privilege Restorative Practice	Lunch Restriction Loss of Priveldge Restorative Practice ISS (4th -6th grade) Meeting with Parent

MAJOR OFFENSES

Gang Behavior (includes symbols)	Wearing, drawing, or displaying items deemed to represent gang affiliation
Tobacco Products Use/Possession	In school or on school property
Theft	
Possession of Stolen Property	
Threaten/Intimidation Students or Staff	Verbal or non-verbal behavior reported to cause fear
Vandalism	Willful destruction of property
Verbal Abuse	Language that is discriminatory, abusive, obscene or threatening
Alcohol	Possession, Use or Distribution
Disorderly Conduct	Student non-responsive to staff interventions to stop disruptive or out of control behavior
Extortion	Obtaining money, property, or services of any kind by threatening others
False Fire Alarms **Setting Fires** **Bomb Threats**	Tampering with fire emergency equipment-alarms, extinguishers Includes all incinerating devices, chemical or imploding devices Issuing a bomb threat verbally or in writing
Hazing	Refer to Hazing Policy on page
Physical Assault-Staff **Physical Assault-Student**	Intentional reckless or threatening behavior causing another person physical injury
Possession-Ammunition	Bullets or other projectiles designed to be used as a weapon

Burglary	Entering a school building without consent with the intent to commit a crime
Illegal Drugs Prescription Drugs Cannabis/THC	Possession, Use or Distribution on school property
Weapons	Possession, use, or distribution of any object designed as a weapon and can cause bodily harm (see policy 501)
Sexual Criminal Conduct	Non-consensual sexual contact, including intentional touching or removal of clothing covering an individual's intimate body parts
Terroristic Threats	Statements about killing or shooting a specific person in a verbal or written statement
Drug Paraphernalia	Possession, use, or distribution in school or on school property.
Recording/ videotaping	Any recording or taping of students or staff without direct permission
Repeated minor offenses	

MAJOR POSSIBLE CONSEQUENCES (4TH-6TH GRADE)

1st Offense	**Repeat Offenses**	
ISS OSS Refer to Law Enforcement Recommend Possible Exclusion/Expulsion	Removal or OSS Refer to Law Enforcement Recommend Possible Exclusion/Expulsion	

(Grades 4-6th) 5 discipline referrals will result in ISS and a parent meeting.
(Grades K-6th) 10 discipline referrals may result in K-3 students being sent home and 4-6 will result in OSS and a parent meeting. Students will be brought to the behavioral committee for interventions.

Weapons/Federal Gun-Free Schools Act:

In 1994, the President and legislature enacted the Federal Gun-Free Schools Act. In order for schools to be eligible for **any** federal funds they must adhere to its guidelines. The school board shall expel, for a period of at least one year, a pupil who is determined to have brought a firearm (as defined in 18 U.S.C. Section 921) to school, subject to modification of the expulsion on a case-by-case basis. A firearm is defined as a weapon capable of firing a projectile object.

Mahnomen Public Schools has a no tolerance policy for the possession of any weapon or use of any item as a weapon. Minnesota Statute 609.02, subd. 6, defines a dangerous weapon as any firearm or any device designed as a weapon and capable of producing death or great bodily harm.

The intent and the manner in which the weapon is used will be considered during the investigation and the consequence. The school will search a student's person and/or locker. Minnesota Statute 609.66, subd. 1d(b) recites "whoever possesses, stores, or keeps a replica firearm or a BB gun on school property is guilty of a gross misdemeanor." If a person also uses, or brandishes, such a weapon on school property, they would be guilty of a felony. If any such item is found, law enforcement will be notified.

Bullying - Minnesota Statute 121A.03, .40-.56, .69

DEFINITIONS: For purposes of this policy, the definitions included in this section apply.

* "Bullying" means any written or verbal expression, physical act or gesture including all electronic communications, or pattern thereof, by a student intended to cause or is perceived as causing distress to one or more students and which substantially interferes with another student or student's educational benefits, opportunities, or performance. Bullying includes, but is not limited to conduct by a student against another student that a reasonable person under the circumstances knows or should know has the effect of:
  - Harming a student,
  - Damaging a student's property,
  - Placing a student in reasonable fear of harm to his or her person or property
  - Creating a hostile educational environment for a student.
* "Immediately" means as soon as possible but in no event longer than 24 hours.
* "On school district property or at school-related functions" means all school district buildings, school grounds, and school property or property immediately adjacent to school grounds; school bus stops, school buses, school vehicles, school contracted vehicles, or any other vehicles approved for school district purposes, the area of entrance or departure from school grounds, premises, or events, and all school related functions, school-sponsored activities, events, or trips. School district property also may mean a student's walking route to or from school for purposes of attending school or school-related functions, activities, or events. While prohibiting bullying at these locations and events, the school district does not represent it will provide supervision or assume liability at these locations and events.

Bullying-School District Action - Written

A. Upon receipt of a complaint or report of bullying, the school district shall undertake or authorize an investigation by school district officials or a third party designated by the school district.
B. The school district may take immediate steps, at its discretion, to protect the complainant, reporter, students, or others pending completion of an investigation of bullying, consistent with applicable law.
C. Upon completion of the investigation, the school district will take appropriate action. Such action may include, but is not limited to, warning, suspension, exclusion, expulsion, transfer, remediation, termination, or discharge. Disciplinary consequences will be sufficiently severe to try to deter violations and to appropriately discipline prohibited behavior. School district action taken for violation of this policy will be consistent with the requirements of applicable collective
D. Bargaining agreements; applicable statutory authority, including the Minnesota Pupil Fair Dismissal Act; school district policies; and regulations.
E. The school district is not authorized to disclose to a victim private educational or personnel data regarding an alleged perpetrator who is a student or employee of the school district. School officials will notify the parent(s) or guardian(s) of students involved in a bullying incident and the remedial action taken, to the extent permitted by law, based on a confirmed report.

Bus Privileges

Riding the school bus is a privilege, not a right. Students are expected to follow the same behavioral standards

while riding school buses as they are on school property or at school functions or events. All school rules are in effect while a student is riding the bus or at the bus stop. All district students in grades pre K-10 are provided with bus safety instructions during the first week of the school year. Students are required to demonstrate an understanding of the bus safety lessons. District 432 has established formal bus policies, expectations, and regulations, which can be reviewed in the school offices. **Bus passes are prohibited.**

Bus Rider Expectations

1. Immediately follow the directions of the driver.
2. Sit in your seat facing forward.
3. Talk quietly and use appropriate language.
4. Keep all parts of your body inside the bus.
5. Keep your arms, legs, and belongings to yourself.
6. Refrain from fighting, harassing, intimidation or horseplay.
7. Eating, drinking, or use of tobacco or drugs is not allowed.
8. Weapons or dangerous objects are not allowed on the school bus.
9. Respect school bus property.

Bus consequences;
1st offense – warning
2nd offense – 3 school-day suspension from riding the bus
3rd offense – 5 school-day suspension from riding the bus
4th offense – 10 school-day suspension from riding the bus/meeting with parent

Further offenses – individually considered. Students may be suspended for longer periods of time, including the remainder of the school year.

Consequences for school bus/bus stop misconduct will apply to all regular and late routes. Parents/Guardians will be notified of any suspension of bus privileges.

Bus Damage/Vandalism
Students damaging school buses will be responsible for the damages. Failure to pay such damages (or make arrangements to pay)
within 2 weeks may result in the loss of bus privileges until damages are paid.

Based on the severity of a student's conduct, more serious consequences may be imposed at any time. Depending on the nature of the offense, consequences such as suspension or expulsion from school also may result from school bus/bus stop misconduct.

Classroom Expectations

Each teacher has their own set of rules, consequences, and rewards based on PBIS expectations. The expectations are reviewed with the students and posted in each of the classrooms.

Gang Symbols:

Any dress, written items, hand signals, or gestures identifying gang membership/affiliation are prohibited and are submitted to the Sheriff's Department.

Harassment:
Students are to be respectful. Comments, actions, or clothing, which creates an unwelcome response by another person, are inappropriate. Sexual, religious, and racial harassment incidents will be reported to the school's Human Rights Officer or the Principal. The Mahnomen School Board has passed a policy prohibiting harassment and violence. For the complete policy, contact the principal or superintendent. The reporting form is included in the handbook.

Hazing: Mn Statute 121A.69
Hazing means committing an act against a person, or coercing a person into committing an act that creates a risk of harm to a person in order for the person to be initiated into or affiliated with an organization or for any other purpose. Hazing activities of any type inconsistent with the educational goals of the school district are prohibited at all times.

Electronic-Cigarette (Vapes), Tobacco, CBD products, Cannabis, Drugs and Alcohol Possession/Use:
Possession of vapes/tobacco, alcohol, drugs, CBD, Cannabis, or drug products is prohibited on school grounds and at school sponsored activities including off of school grounds. If any illegal products are found, they will be confiscated and reported to the Mahnomen County Sheriff's Depart. Depending on the severity, the student may be suspended for a period of time and/or expelled/excluded from school determined by the administration and the incident will be reported to the parents.

Illegal or Dangerous Articles:
Illegal items in a student's possession or items used in a potentially dangerous manner shall be confiscated and submitted to the police or returned to the parents. This includes such items as: all aerosol cans (deodorant, hair spray), lighters and matches, any drug paraphernalia, dangerous object, or substance. Violators may be suspended. Energy drinks, Laser lights, tasers, and other nuisance articles are prohibited and will be confiscated.

Internet Expectations (Internet Acceptable Use Policy #524)
1. Use appropriate sites and language
2. Check your sources and site appropriately
3. Create your own work without plagiarizing
4. Use technology appropriately

CONSEQUENCES for misuse of the Internet are as follows:
- **1st offense:** Warning and/or Noon Restriction/Contact Parent
- **2nd offense:** Students may be restricted from specific websites for a set amount of time.
- **3rd offense:** Students may be restricted from specific websites for the remainder of the school year.

Notification of Dangerous Students (MN 121A.64a)
Under the dangerous student policy set by the State Department of Education, if a student meets the definition of a dangerous student, by law and policy, the teachers and parents of the child will be notified. The definition of a dangerous student is: "incidents of violence means willful conduct in which a student has threatened or caused physical injury to person(s) or significant damage to property, regardless of whether related to a disability or whether discipline was imposed. This does not include injury or damage, which is accidental or is the result of negligence. An incident of violence includes an incident described in notices received from either law enforcement or the juvenile courts". A dangerous student report must be filed with the Commissioner of Education on the incident by the principal.

Playground Expectations

Expectations are in place to keep children safe.

All students are expected to go outside for recess & play in appropriate areas. **Please make sure your child is properly dressed for the weather conditions.** Playing games involving severe body contact, such as tackle football are not allowed. All general expectations for school apply on the playground as well.

Reasonable Force/Dangerous Students

A teacher, a school employee, a school bus driver or other agent of a district may use reasonable force in compliance with Minnesota Statutes 121A.582 and other laws.

School Dress Expectations:

1. Pants are to be worn at waist height and may not have large holes.
2. Shirts are to cover the front and back.
3. Shorts and skirts are to reach the end of the student's fingertips.
4. Sweatshirt hoods are to be down at all times.
5. Refrain from wearing clothing that creates or may create a disruption to the learning process within the school.
6. Advertises in any way (including jewelry) products contrary to accepted health and moral codes.
7. Refrain from clothing that advertises tobacco, drugs, alcohol, gang, sexual or profanity, marijuana, or pictures of the previously listed items.
8. Refrain from wearing clothing that discriminates nationalities, ethnicities, religious groups or gender, or has the intent of communicating gang membership.
9. Place hats, caps, visors and bandanas in lockers when entering the building.
10. If a student wears an item that creates a distraction, they will be asked to change it or borrow something different to wear and may be subject to a discipline referral
11. Blankets are not permitted to be worn at school.
12. Appropriate non-revealing swimsuits during swim time and appropriate clothing and shoe wear for PE.
13. Proper footwear is to be worn at all times while on school property.
14. No unnecessary coats or outside clothing may be worn during the school day.

Event Expectations:

1. Show sportsmanship
2. Respect performers, athletes, officials, and opposing teams/fans.
3. Enter & Exit appropriately
4. Promote school spirit
5. Respect school property & equipment
6. Cheer for your Mahnomen/Waubun Thunderbirds!!!

EXTRA CURRICULAR OPPORTUNITIES:

Elem. extracurriculars are an extension of High School programs & follow Minn. State High Sch. League rules. Students will not be eligible to practice or play in a game if they get a behavior referral, and are absent during the school day. Check with your coaches for additional specific rules he/she may also use.

Band Lessons:

Toward the end of the fourth grade year the high school band director gives students the opportunity to begin instrumental lessons. These take place during the summer and are continued once a week during the school year. Two concerts are usually performed during the fifth and sixth grade school years.

Dance team:
During the school year, elementary students may participate in a week of concentrated after-school practice, supervised and trained by high school dance line students, under the direction of the dance line advisor. There is an opportunity for them to perform for the public after the training.

Elementary Community Ed. Basketball:
During the winter, elementary students in grades 1 - 6 are given the opportunity to sign up for basketball skills and lessons. This program is run on Saturdays by community volunteers.

Elementary Community Ed. Football:
In the fall, fifth and sixth graders are able to participate in elementary football. The games are played on Saturdays against neighboring teams. The teams may also play during half times of home varsity football games. Practices are held after school by community volunteers.

Elementary Community Ed. Wrestling:
Elementary wrestling is another offering to the elementary students. This is an after-school program and runs for several weeks with two and three practices per week, depending upon the age/level of the students. There are also opportunities for tournament play, usually on Saturdays. The high school wrestling coach is in charge of this program.

Jr. High Sports Participation:
During the school year, sixth grade students may have the opportunity to participate in a variety of Junior High sports including; Basketball, Golf, Track and Wrestling. The students practice with the junior high team after school and are invited to compete in games and tournaments. Sixth grade participants have to be passing all courses and have a valid sports physical on file in order to be eligible to participate in athletic contests following the same academic & eligibility requirements as grades 7-12th.

Safety Patrol:
The school safety patrol program is in place to safely assist children in crossing streets on their way home from school. Fifth and Sixth grade students are selected to serve on the Safety Patrol. It is an honor and a responsibility to serve. Members must obey school and classroom regulations to continue to serve as a Safety Patrol member. Two patrol students are located at each corner crossing near the school at dismissal time. For the Safety Patrol to serve efficiently, it must have the full cooperation of parents/guardians as well as students. Obedience to the patrol and safety rules should be encouraged at home. Parents/guardians should set a good example by picking up and dropping off passengers at designated areas only. The Mahnomen American Legion sponsors the Safety Patrol Program and the Legionville training for the safety patrol captains.

Family Educational Rights and Privacy Act:
Educational records which identify or could be used to identify a student except for directory information, will not be released to members of the public without the written permission of the student's parents/guardians. The School District will not release information contained in a student's educational records, except directory information, to any third parties except its own officials, unless those parties agree the information will not be without the parent or eligible student's prior written consent.

Pledge of Allegiance:
Anyone who does not wish to participate in reciting the Pledge of Allegiance for any personal reasons may elect not to do so and that students must respect another person's right to make that choice. MN 121A.11

Statement of Rights:

Parents and eligible students have the following rights under the Family Educational Rights and Privacy Act, the Minnesota Government Data Practices Act, the confidentiality of Information section of the regulations implementing the Education for all Handicapped Children Act of 1975 and the data management Policy of Independent School District.

The right, if asked to provide private or confidential data, to be informed if (a) the purpose and intended use of the data within the school system: (b) whether he/she may refuse or is legally required to supply the requested data: (c) any known consequences data; and (d) the identity of other persons or entities authorized by state or federal law to receive the data.

1. The right to inspect and review the student's education record.
2. The right to explanations and interpretations of the record.
3. The right to have a representative of the parent or eligible student inspect and review the records.
4. The right to exercise a limited control over other people's access to the student's education records.
5. The right to seek to correct the student's education records; in a hearing if necessary.
6. The right to report violations of the rules and regulations, cited above, to the Department of Education.
7. The right to be informed of the above.

All rights and protections given to parents, under the above statutes, regulations, and this policy transfer to the student when he or she reaches the age 18 or enrolls in a post-secondary school. The student then becomes an "eligible student". Parents or eligible students wishing access to or copies of the student record policies and administrative procedures should present their request to the Building Principal/Director or to the Superintendent of Schools. Copies of this STATEMENT OF RIGHTS will be made available to parents through publication in the official local newspaper. Copies are also available from the district administrative offices upon request.

Because ISD #432 receives federal funds to support its Title I programming, parents have the right to request the following information regarding the professional qualifications of your child's classroom teacher(s);

1. The type of college degree held by the teacher(s).
2. The qualifications of any Title I paraprofessional, if your child is receiving Title I services.
3. Teacher licensing requirements for the subject(s) and grade levels taught.
4. Whether the state licensing requirements have been waived for the teacher under an emergency status.

For additional information regarding Title I services, contact Title I Director Amanda Okeson at 218-935-2581

INDEPENDENT SCHOOL DISTRICT #432
RELIGIOUS, RACIAL OR SEXUAL HARASSMENT AND VIOLENCE REPORT FORM

General Statement of Policy Prohibiting Religious, Racial or Sexual Harassment

Independent School District #432 maintains a firm policy prohibiting all forms of discrimination. Religious, racial or sexual harassment or violence, including verbal and physical assault, against students or employees is discrimination. All persons are to be treated with respect and dignity. Sexual violence, sexual advances or other forms of religious, racial or sexual harassment by any pupil, teacher, administrator or other school personnel, which create an intimidating, hostile or offensive environment will not be tolerated under any circumstances.

Complainant:
Home address:_____

Work address: _____

Home Phone:_____Work Phone: _____

Date of Alleged Incident(s): _____

Circle as appropriate: sexual / racial / religious / verbal or physical assault

Name of person/s you believe harassed or was violent toward you or another person:

Describe the incident(s) as clearly as possible, including such things as: what force, if any, was used; any verbal statements (i.e. threats, requests, demands, etc.); what, if any, physical contact was involved; etc. (Attach additional pages if necessary.)

Where and when did the incident(s) occur?

_____

List any witnesses that were present:

This complaint is filed based on my honest belief that_____ has harassed or has been violent to me or to another person. I hereby certify that the information I have provided in this complaint is true, correct and complete to the best of my knowledge and belief.

_____ _____
Complainant Signature Date

_____ _____
Received by: Date

Adopted: September, 2004 Policy 903.1 ISD #432
Revised: November 12, 2026 Mahnomen, Minnesota

903.1 POLICIES AND PROCEDURES (IPPs) ENSURING TRIBAL AND PARENTAL INVOLVEMENT IN EDUCATIONAL PROGRAM PLANNING

Indian Policies and Procedures - Mahnomen Public School District - 2024-25 School Year

It is the intent of the Mahnomen Public School District that all Indian children of school age have equal access to all programs, services, and activities offered within the school district. To this end, the Mahnomen Public School District will consult with local tribal officials and parents of Indian children in the planning and development of Indian Policies and Procedures (IPPs), general education programs, and activities. These policies and procedures will be reviewed annually, and revisions will be made within 90 days of the determination that requirements are not being adequately met.

Attestations

The Mahnomen Public School District attests that it has established Indian Policies and Procedures (IPPs) as required in section 7003 of the Impact Aid law for any children claimed who reside on eligible Indian lands. The IPPs have been adequately disseminated to the tribes and parents of children residing on eligible Indian lands. A copy of the current policies and procedures was attached to the FY-2025 Impact Aid application.

The Mahnomen Public School District attests that it has provided a copy of written responses to comments, concerns and recommendations received from tribal leaders and parents of Indian children through the Indian policies and procedures consultation process and disseminated these responses to tribal leaders and parents of Indian children prior to the submission of their FY-2026 Impact Aid application.

Indian Policies and Procedures

TRIBE's PREFERRED METHOD(s) OF COMMUNICATION: Tribal officials' preferred method of communication is Email. Parents' preferred method of communication is via the Thrillshare App, pushed out to the District's Facebook page and website. In addition, ParentSquare will serve as a separate communication platform for sharing information directly with parents and families. The District will use all of these forms of communication.

The following Indian policies and procedures become effective upon school board approval.

Policy 1: The LEA will disseminate relevant applications, evaluations, program plans, and information related to the LEA's education program and activities with sufficient advance notice to allow tribes and parents of Indian children the opportunity to review and make recommendations. [34CFR222.94(a)(1)]

Procedure 1: (Describe in detail how your LEA will achieve Policy 1)

The LEA will disseminate the following documents to parents and tribes as soon as reasonably possible after the information becomes available, but no later than seven (7) days prior to any meeting. Information will be disseminated to the tribe via email. Information will be disseminated via the Thrillshare App, pushed out to the District's Facebook page and website. In addition, ParentSquare will serve as a separate communication platform for sharing information directly with

parents.

- Impact Aid FY-26 application;
- Assessment/Evaluation of Equal Participation in all Educational Programs;
- Indian Policies and Procedures (IPPs);
- Any Plans for District education programs;
- Other.

Parents of Indian children, tribes, and the public will be given notice of any and all meetings at least 7 days in advance related to the above documents (Including IPPs) by Email and pushed out via the Thrillshare App to the District's Facebook page and website. In addition, ParentSquare will serve as a separate communication platform for sharing information directly with parents. This will allow parents of Indian children and tribes the time to review and provide comments on all documents and information received. These meetings will also be publicly advertised by posting in the official newspaper of the District.

Policy 2: The Mahnomen Public School District will provide an opportunity for the White Earth Tribe and parents of Indian children to provide their views on the District's educational program and activities, including recommendations on the needs of their children and on how the District may help those children realize the benefits of the educational programs and activities. [34CFR222 .94(a)(2)] As part of this requirement, the LEA will:

(i) Notify tribes and the parents of Indian children of the opportunity to submit comments and recommendations, considering the tribe's preference for method of communication, and

(ii) Modify the method of and time for soliciting Indian views, if necessary, to ensure the maximum participation of tribes and parents of Indian children.

Procedure 2: (Describe in detail how your LEA will achieve Policy 2.)

2.1 The LEA will make the following opportunities available for parents of Indian Children and tribes to provide input on the educational program and activities:

- Quarterly Indian Education Parent Committee meetings,
- Monthly School Board Meetings,
- Fall and Spring Federal Programs Public Hearing Meetings.

2.2 Information will be disseminated to the tribe via email. Information will be disseminated via the Thrillshare App, pushed out to the District's Facebook page and website. In addition, ParentSquare will serve as a separate communication platform for sharing information directly with parents. Providing opportunities to submit recommendations and comments on the needs of their children.

2.3 The White Earth Tribe prefers all communication with the tribe be disseminated via Email, and the parents of Indian children prefer all communication pushed out via the Thrillshare App to the District's Facebook page & website. In addition, ParentSquare will serve as a separate communication platform for sharing information directly with parents. Once the preferred method of communication has been decided, the tribe and parents of Indian children's communication method will be used throughout the consultation process. Any changes to the method will

happen through additional consultation with tribes and parents. The LEA will, to the greatest extent possible, take the tribe's preferred method of communication into consideration for all correspondence with the tribe and the parents of Indian children.

2.4 If the consultation participation by parents of Indian children and tribes is low, the Mahnomen Public School District will re-evaluate its consultation process. Specifically, the Mahnomen Public School District will take the following measures to improve or enhance participation:

- Consult with parents of Indian children and tribes
- Change communication method
- Change time of meeting
- Other(s).

Policy 3: The Mahnomen Public School District will annually assess the extent to which Indian children participate on an equal basis with non-Indian children in the District's education program and activities. [34CFR222.94(a)(3)] As part of this requirement, the LEA will:

(i) Share relevant information related to Indian children's participation in the LEA's education program and activities with tribes and parents of Indian children; and

(ii) Allow tribes and parents of Indian children the opportunity and time to review and comment on whether Indian children participate on an equal basis with non-Indian children.

Procedure 3: (Describe how your LEA will achieve Policy 3)

3.1 The Mahnomen Public School District will take the following measures to annually assess the extent to which Indian children participate on an equal basis with non-Indian children in the District's education program and activities.

3.2 The Mahnomen Public School District shall annually calculate from its records the ratio of Indian children compared to non-Indian children participating in all academic and co-curricular programs.

3.3 The Mahnomen Public School District will disseminate its assessment of Indian children's participation compared to non-Indian children and any other related data to the tribes by Email and to the parents of Indian children via the Thrillshare App to the District's Facebook page & website. In addition, ParentSquare will serve as a separate communication platform for sharing information directly with parents.This information will be shared at least 7 days in advance of any meeting to discuss the extent to which Indian children participate with non-Indian children.

3.4 Parents of Indian children, tribes, and other interested parties may express their views on participation through the following ways:

- Quarterly Indian Education Parent Committee meetings,
- Monthly School Board Meetings,
- Fall and Spring Federal Programs Public Hearing Meetings,
- Direct communication with District staff,
- Student surveys.

3.5 If it is determined that there are gaps in Indian participation in the educational program or activities, the Mahnomen Public School Board, in consultation with the Indian Education Parent Committee, tribes and the parents of Indian children, will modify its education program in such a way as to improve Indian participation.

Policy 4: The Mahnomen Public School District will modify the IPPs if necessary, based upon the results of any assessment or input described in this document. [34CRF222.94(a)(4)]

Procedure 4: (Describe how your LEA will achieve Policy 4)

4.1 The Mahnomen Public School Board will schedule a meeting in the fall and the spring of each school year to discuss the content of the IPPs, equal participation, and educational programs and activities. Information regarding these meetings and their ability to submit comments will be disseminated to the tribe via email. Information regarding these meetings and their ability to submit comments will be disseminated to parents via the Thrillshare App, pushed out to the District's Facebook page and website. In addition, ParentSquare will serve as a separate communication platform for sharing information directly with parents. In addition, notification of these meetings will be posted in the District Newsletter and the District's Official Newspaper.

4.2 The Mahnomen Public School Board and/or the Indian Education Committee will evaluate all recommendations for changes to these IPPs.

4.3 The Mahnomen Public School Board and/or the Indian Education Committee will decide on all recommended revisions to these IPPs.

4.4 Any changes by the Mahnomen Public School Board will become effective immediately upon adoption.

4.5 The Mahnomen Public School District will disseminate copies of the revised IPPs to the tribe and parents of Indian children within 30 days of adoption by the Mahnomen Public School Board. Copies will be disseminated to the tribe via email. Copies will be disseminated via the Thrillshare App, pushed out to the District's Facebook page and website. In addition, ParentSquare will serve as a separate communication platform for sharing information directly with parents.

Policy 5: The Mahnomen Public School District will respond at least annually in writing to comments and recommendations made by tribes or parents of Indian children, and disseminate the responses to the tribe and parents of Indian children prior to the submission of the IPPs by the LEA. [34CRF222 .94(a)(5)]

Procedure 5: (Describe how your LEA will achieve Policy 5)

5.1 The Mahnomen Public School District will annually keep track of and assemble all comments and suggestions received through the various consultation processes listed in Section 3.4 above by creating an annual document listing dates, comments, and responses that will be recorded by the District's Indian Education Coordinator. This document and all comments and recommendations will be presented at the quarterly Indian Education Parent Committee meetings and Fall/Spring Federal Programs Meetings.

5.2 The Mahnomen School District will at least annually respond in writing to comments and recommendations made by tribes, or parents of Indian children, prior to the submission of the IPPs by the District. Responses will be disseminated to the tribe via email. Responses will be disseminated to parents via the Thrillshare App, pushed out to the District's Facebook page and website, and by mail in the school's newsletter. In addition, ParentSquare will serve as a separate communication platform for sharing information directly with parents.

Policy 6: The Mahnomen Public School District will provide a copy of the IPPs annually to the affected tribe or tribes. [34CR F222.94 (a)(6)]

Procedure 6: (Describe how your LEA will achieve Policy 6)

The Mahnomen Public School District will annually provide a copy of the current Indian Policies and Procedures to the White Earth tribe by mail and email prior to submitting the Impact Aid Application.

Board Approval Date: November 23, 2026

Mahnomen ISD 432

Safe, Supportive, Learning

Federal Programs & CACR Public Hearing
Fall 2026

10.21.26 Agenda

903.1 POLICIES AND PROCEDURES ENSURING TRIBAL AND PARENTAL INVOLVEMENT IN EDUCATIONAL PROGRAM PLANNING

Mahnomen School District

2026-2027 School Year

It is the intent of the Mahnomen School District that all Indian children of school age have equal access to all programs, services and activities offered within the school district. To this end, the Mahnomen District will consult with local tribal officials and parents of Indian children in the planning and development of Indian Policies and Procedures (IPPs), general education programs, and activities. These policies and procedures will be reviewed annually and revisions will be made within 90 days of the determination that requirements are not being adequately met.

ATTESTATIONS

The Mahnomen School District attests that it has established Indian Policies and Procedures (IPPs) as required in section 7004 of the Impact Aid law for any children claimed, who reside on eligible Indian lands. The IPPs have been adequately disseminated to the tribe and parents of children residing on eligible Indian lands. A copy of the current policies and procedures was attached to the FY27 Impact Aid application.

The Mahnomen School District attests that it has provided a copy of written responses to comments, concerns and recommendations received from tribal leaders and parents of Indian children through the Indian policies and procedures consultation process and disseminated these responses to tribal leaders and parents of Indian children prior to the submission of their FY27 Impact Aid application.

Indian Policies and Procedures

TRIBE's PREFERRED METHOD(s) OF COMMUNICATION: Tribal officials preferred method of communication is Email. Parents preferred method of communication is via Thrillshare App pushed out to: Facebook post, Website post, and Text Message. The District will use all of these forms of communication. **The following Indian policies and procedures become effective upon school board approval.**

Policy 1: The LEA will disseminate relevant applications, evaluations, program plans and information related to the LEA's education program and activities with sufficient advance notice to allow tribes and parents of Indian children the opportunity to review and make recommendations. [34CFR222.94(a)(1)]

Procedure 1: (Describe in detail how your LEA will achieve Policy 1)

The LEA will disseminate, as soon as reasonably possible after such information becomes available, but not later than 7-days in advance of any meeting, by Email and pushed out via Thrillshare App out to: Facebook & Website post, and Text Message to Indian parents and Tribes a copy of the following documents:

- Impact Aid FY-27 application;
- Assessment/Evaluation of Equal Participation in all Educational Programs;

- Indian Policies Procedures (IPPs);
- Any Plans for District education programs;
- Other.

Parents of Indian children, tribes and the public will be given notice of any and all meetings at least 7-days in advance related to the above documents (Including IPPs) by Email and pushed out via School App out to: Facebook & Website post, and Text Message. This will allow parents of Indian children and tribes the time to review and provide comments on all documents and information received. These meetings will also be publicly advertised by posting in the official newspaper of the District.

Policy 2: The Mahnomen Public School District will provide an opportunity for the White Earth Tribe and parents of Indian children to provide their views on the District's educational program and activities, including recommendations on the needs of their children and on how the District may help those children realize the benefits of the educational programs and activities. [34CFR222 .94(a)(2)] As part of this requirement, the LEA will:

(i) Notify tribes and the parents of Indian children of the opportunity to submit comments and recommendations, considering the tribe's preference for method of communication, and

(ii) Modify the method of and time for soliciting Indian views, if necessary, to ensure the maximum participation of tribes and parents of Indian children.

Procedure 2: (Describe in detail how your LEA will achieve Policy 2.)

2.1 The LEA will make the following opportunities available for parents of Indian Children and tribes to provide input on the educational program and activities:

- Quarterly Indian Education Parent Committee meetings,
- Monthly School Board Meetings,
- Fall and Spring Federal Programs Public Hearing Meetings.

Procedure 2: continued

2.2 Indian parents and Tribes will be given notice of any and all meetings 7-days in advance by Email and pushed out message via the Thrillshare App to: Facebook & Website post, and Text Message. Providing opportunities to submit recommendations and comments on the needs of their children.

2.3 The White Earth Tribe prefers all communication with the tribe and the parents of Indian children be disseminated via Email and pushed out message via the School App to: Facebook & Website post, and Text Message.

Once the preferred method of communication has been decided, the tribe and parents of Indian children communication method will be used throughout the consultation process. Any changes to the method will happen through additional consultation with tribes and parents. The LEA will, to the greatest extent possible, take the tribe's preferred method of communication into consideration for all correspondence with the tribe and the parents of Indian children.

2.4 If the consultation participation by parents of Indian children and tribes is low, the Mahnomen Public School District will re-evaluate its consultation process. Specifically, the Mahnomen Public School District will take the following measures to improve or enhance participation: · Consult with parents of Indian children and tribes

- Change communication method
- Change time of meeting
- Other(s).

Policy 3: The Mahnomen Public School District will annually assess the extent to which Indian children participate on an equal basis with non-Indian children in the District's education program and activities. [34CFR222.94(a)(3)] As part of this requirement, the LEA will:

(i) Share relevant information related to Indian children's participation in the LEA's education program and activities with tribes and parents of Indian children; and

(ii) Allow tribes and parents of Indian children the opportunity and time to review and comment on whether Indian children participate on an equal basis with non-Indian children.

Procedure 3: (Describe how your LEA will achieve Policy 3)

3.1 The Mahnomen Public School District will take the following measures to annually assess the extent to which Indian children participate on an equal basis with non-Indian children in the District's education program and activities.

3.2 The Mahnomen Public School District shall annually calculate from its records the ratio of Indian children compared to non-Indian children participating in all academic and co-curricular programs.

Procedure 3: continued

3.3 The Mahnomen Public School District will disseminate its assessment of Indian children participation compared to non-Indian children and any other related data with the parents of Indian children and tribes by Email and push out message via the Thrillshare App to: Facebook & Website post, and Text Message. This information will be shared at least 7-days in advance of any meeting to discuss the extent to which Indian children participate with non-Indian children.

3.4 Parents of Indian children, tribes and other interested parties may express their views on participation through the following ways:

- Quarterly Indian Education Parent Committee meetings,
- Monthly School Board Meetings,
- Fall and Spring Federal Programs Public Hearing Meetings,
- Direct communication with District staff,
- Student surveys.

3.5 If it is determined that there are gaps in Indian participation in the educational program or activities, the Mahnomen Public School Board in consultation with the Indian Education Parent Committee, tribes and the parents of Indian children, will modify its education program in such a way as to improve Indian participation.

Policy 4: The Mahnomen Public School District will modify the IPPs if necessary, based upon the results of any assessment or input described in this document. [34CRF222.94(a)(4)]

Procedure 4: (Describe how your LEA will achieve Policy 4)

4.1 The Mahnomen Public School Board will schedule a meeting in the fall and the spring of each school year to discuss the content of the IPPs, equal participation, and educational program and activities. Parents of Indian children and tribes will be notified via: Email and pushed out message via the Thrillshare App to: Facebook & Website post, and Text Message. regarding these meetings and their ability to submit comments. In addition notification of these meetings will be posted in the District Newsletter and the District's Official Newspaper.

4.2 The Mahnomen Public School Board and/or The Indian Education Committee will evaluate all recommendations for changes to these IPPs.

4.3 The Mahnomen Public School Board and/or The Indian Education Committee will decide on all recommended revisions to these IPPs.

4.4 Any changes by the Mahnomen Public School Board will become effective immediately upon adoption.

4.5 The Mahnomen Public School District will disseminate copies of the revised IPPs to the tribe and parents of Indian children by Email and pushed out messages via the Thrillshare App to: Facebook & Website post, and Text Message within 30 days of adoption by the Mahnomen Public School Board.

Policy 5: The Mahnomen Public School District will respond at least annually in writing to comments and recommendations made by tribes or parents of Indian children, and disseminate the responses to the tribe and parents of Indian children prior to the submission of the IPPs by the LEA. [34CRF222 .94(a)(5)]

Procedure 5: (Describe how your LEA will achieve Policy 5)

5.1 The Mahnomen Public School District will annually keep track of and assemble all comments and suggestions received through the various consultation processes listed in Section 3.4 above by creating an annual document listing dates, comments and responses that will be recorded by the District's Indian Education Coordinator. This document and all comments and recommendations will be presented at the quarterly Indian Education Parent Committee meetings and Fall/Spring Federal Programs Meetings.

5.2 The Mahnomen School District will at least annually respond in writing to comments and recommendations made by tribes, or parents of Indian children, and disseminate the responses to all parties by Email and pushed out message via the Thrillshare App to: Facebook & Website post, Text Message and by mail in the school's newsletter prior to the submission of the IPPs by the District.

Policy 6: The Mahnomen Public School District will provide a copy of the IPPs annually to the affected tribe or tribes. [34CR F222.94 (a)(6)]

Procedure 6: (Describe how your LEA will achieve Policy 6)

The Mahnomen Public School District will annually provide a copy of the current Indian Policies and Procedures to the White Earth tribe by mail and email prior to submitting the Impact Aid Application.

Board Approval Date: November 24, 2025

Impact Aid FY 2027 Application Package - Submitted January 2026

Use of Funds:

This program provides payments in lieu of local taxes otherwise collected for LEAs that have the presence of non-taxable federal land and installations but are nonetheless responsible for educating children of federal personnel who live and/or work on these properties. Except for money earmarked specifically for children with disabilities, the aid becomes part of the LEA's general revenue fund, and no specific restrictions are placed on the use of the funds. A separate component of the program provides aid for construction and repair of school facilities in especially "impacted" areas.
Mahnomen School District advocates diligently for this continued funding to provide our students with an equitable education. We received $2,586,549.00 in FY 2026. MDE has now required schools to use Finance Code 175 for tracking purposes and it is applied to: teacher salaries, transportation, curriculum, supplies, underfunded special education mandates, and the many interventions and supports we provide for students and families.

Title Vll, Indian Education- Impact Aid

	2026	2027	+/-
Special Education	73	75	+2
Live on	246	262	+16
Work on / Live off	195	212	+17

Title VI: Part A: Subpart 1: Indian Education Formula Grants to Local Education Agencies

$111,225:

- 100% salary (including benefits) for the American Indian Education Coordinator position
- 100% salary (including benefits) for one American Indian Outreach Liaison position

These positions will continue to strengthen programming, student support, and family engagement aligned with the district's American Indian Education goals and federal Title VI objectives.

Goal Focus Areas:

C. Increase knowledge of cultural identity and awareness
We will achieve this through cultural enrichment, culturally responsive academic support, culturally responsive early childhood programs and activities, culturally responsive mentoring, culturally responsive professional development, Indian education (including language and history), Native language instruction, parent involvement, student advocacy, and leadership opportunities.

H. Increase career readiness skills
We will achieve this through career and college preparation, culturally responsive academic support, culturally responsive mentoring, culturally responsive professional development, dropout prevention strategies, parent involvement, student advocacy, and leadership opportunities.

K. Increase parent participation
We will achieve this through career and college preparation, cultural enrichment, culturally responsive mentoring, culturally responsive professional development, family literacy programs using culturally based materials, and parent involvement.

M. Increase support for at-risk students
We will achieve this through career and college preparation, cultural enrichment, culturally responsive mentoring, culturally responsive professional development, dropout prevention strategies, parent involvement, student advocacy, and leadership opportunities.

Johnson-O'Malley (JOM)

JOM is run by an elected/appointed parent committee. Funds are used to support existing services for students. They cannot replace but are intended to support and enhance student services. Students must be eligible for JOM and have a certification form completed by a parent or guardian on their behalf to qualify for services. For more information, please visit the district website and/or contact Dana Goodwin, White Earth Director of Education or Trista Ayers, White Earth Assistant Director of Education.

Title I: **Part A - Improving Basic Programs Operated by State and Local Education Agencies**

Allocation: $417,118.38

Title I is intended to raise the achievement of students not meeting standards in schools with high percentages of low-income students. At Mahnomen, these funds are primarily utilized in the following ways: Title I teachers/paraprofessionals salaries, assessment/intervention programs and supplies.

Goal Summary: Provide Title I services for identified students through small group and one-on-one instructional services. Also pays for academic and assessment software such as Renaissance Learning and FastBridge for progress checks and data tracking.

Title II: Part A - Support Effective Instruction

Allocation: $31,802.09

Title II is intended to improve the academic achievement of all students by increasing access to effective educators through professional development, recruitment and retention of effective teachers, or class size reduction. Our funding is utilized for a teaching position to lessen class sizes.

Goal Summary - Our goal is to use the Evidence-Based Strategy of Reciprocal Teaching that involves 4 key comprehension strategies- predicting, questioning, clarifying and summarizing to increase student reading comprehension and improve students' ability to retain what they have read.

DEMOGRAPHICS: As of 10/01/2026

Self-Identified Ethnicities		Pre-K-3	4-6	7-12	ALC	Total
76.44%	American Indian	140	97	232	34	503
5.47%	White	11	4	18	3	36
14.74%	Multi-Race	14	33	47	3	97
3.34%	Hispanic	7	4	9	2	22
0.00%	Asian	0	0	0	0	0
					Total	658

ENROLLMENT: As of 10/01/2026

#	%	Students
23	3.95%	Pre-K
636	96.66%	K-12
41	6.23%	Reduced
381	57.90%	Free
163	24.77%	Special Education
137	20.82%	Special Education students who identify as American Indian

Extracurricular Participation

Activity	9-12 (SY 25-26) AI Participants	Total Participants
Football (Fall 26)	18	19
Volleyball (Fall 26)	13	17
Cheer (Fall 26)	6	8
GBB	3	4
BBB	25	25
Wrestling	3	7
Dance	4	10
Boys Golf	10	12
Girls Golf	5	9
Baseball	2	2
Softball	0	0
Girls Track	13	20
Boys Track	17	18

Activity	7-8 (SY 25-26) AI Participants	Total Participants
Football (Fall 26)	14	18
Volleyball (Fall 26)	17	18
Cheer (Fall 26)	2	2
GBB	13	15
BBB	18	20
Wrestling	0	0
Dance	4	4
Boys Golf	0	0
Girls Golf	4	4
Baseball	3	6
Softball	2	2
Girls Track	7	9
Boys Track	9	9

Participation Cont.

9-12 (SY 26-27)

Activity	AI Participants	Total Participants
Band	26	36
Choir	43	44
Band/Choir	5	7
Art	16	16
Pottery/Ceramics	0	0
Drawing/Painting	34	37
Cultural Art	10	10

7-8 (SY 26-27)

Activity	AI Participant	Total Participants
Band	14	17
Choir	19	22
Band/Choir	4	6
Art	41	48

Accountability Data: MCA Data

		Math		Reading			
		Exceeds	Meets	Advanced	Meets	Intermediate	Beginning
3rd Grade	All Students	8.7%	28.3%	4.3%	14.9%	38.3%	42.6%
	American Indian	7.0%	27.9%	4.5%	13.6%	38.6%	43.2%
4th Grade	All Students	5.1%	20.5%	7.7%	7.7%	28.2%	56.4%
	American Indian	5.0%	10%	7.7%	7.7%	28.2%	56.4%
5th Grade	All Students	0	4.9%	0.0%	22.0%	31.7%	46.3%
	American Indian	0	5.0%	0.0%	22.5%	32.5%	45.0%
6th Grade	All Students	2.2%	8.9%	4.4%	31.1%	28.9%	35.6%
	American Indian	2.5%	5.0%	5.0%	30.0%	25.0%	40.0%
7th Grade	All Students	0	7.4%	0	5.8%	23.1%	71.2%
	American Indian	0	7.8%	0	6.1%	22.4%	71.4%

Accountability Data cont.

ACT Average Composite Score All - 16.5

ACT American Indian Average Composite Score - 16.4

4-Year Graduation Rate All - 81.3%

4-Year American Indian Graduation Rate - 79.2%

		Math		Reading			
		Exceeds	Meets	Advanced	Meets	Intermediate	Beginning
8th Grade	All Students	2.0%	9.8%	0.0%	25.0%	21.4%	53.6%
	American Indian	0	8.5%	0.0%	23.1%	23.1%	53.8%
10th Grade	All Students			4.8%	19.0%	33.3%	42.9%
	American Indian			0.0%	20.5%	33.3%	46.2%
11th Grade	All Students	4.7%	11.1%				
	American Indian	0	11.8%				

District Programs

- Mental Health practitioners on site daily in collaboration with White Earth and Alluma
- Home/School Liaisons
- Every day/ All day Pre-K Programming for 4-year olds.
- After school culture activities/tutoring support.
- Summer STEAM Programming.
- Late bus transportation for Waubun students in after school activities
- Courses in Ojibwe Culture
- Courses in Art, Music, Band, & Choir
- Career & Technical courses in AG education, Business, FACS, and Industrial Tech
- College in the high school (CIHS)
- Online college in the high school (OCHS)
- MSHSL sponsored extracurricular activities
- Knowledge Bowl & Ojibwe Quiz Bowl
- Work-Based Learning
- Homeless Liaison
- Cultural Liaisons
- College and Career Visits
- American Indian Education Network
- Project Dreamcatcher

Comprehensive Achievement & Civic Readiness

(Formerly World's Best Workforce)

School boards are to hold an annual public meeting to communicate plans for the upcoming school year based on a review of goals, outcomes and strategies from the previous year.

Goals

All Students Ready for School

Close the Achievement Gap(s) Between Student Groups

All Students Career and College-Ready by Graduation

All Students Graduate

Goals and Results

All Students Ready for School

Mahnomen offers full-day, everyday Pre-K programming for four-year-olds.

Pre-K Enrollment: 23 students enrolled in preschool

Early Childhood Screening: 6 students completed screenings

Close the Achievement Gap(s) Between Student Groups

Meets & Exceeds in Math

Grade	All students	American Indian
3	37.0%	34.9%
4	25.6%	15.0%
5	4.9%	5.0%
6	11.1%	7.5%
7	7.4%	7.8%
8	11.8%	8.5%
11	15.8%	11.8%

All Students	2025 Threshold	2023	2024	2025	2026
Math Achievement (%)	31.17	15.02	14.72	13.37	19.88
Reading Achievement (%)	32.45	24.85	18.4	22.92	22.8
Consistent Attendance (%)	59.53	58.89	59.52	58.63	

All Students Career and College-Ready by Graduation

Career and Technical Education in agriculture, business, FACS and industrial technology

College in the High School and online college courses

Work-Based Learning

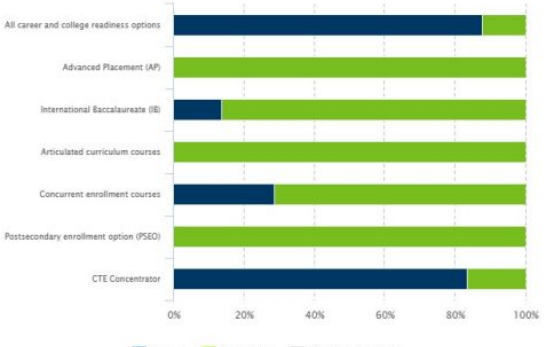
College and career visits

Knowledge Bowl,

Ojibwe Quiz Bowl,

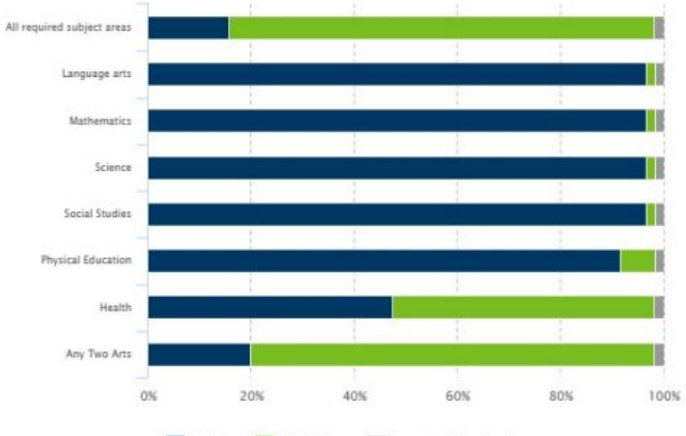
National Honors Society

Career and College Readiness (CCR) Courses



	Taking	Not Taking	Data Not Submitted
All career and college readiness options	64 (87.7%)	9 (12.3%)	0 (0.0%)
Advanced Placement (AP)	0 (0.0%)	73 (100.0%)	0 (0.0%)
International Baccalaureate (IB)	10 (13.7%)	63 (86.3%)	0 (0.0%)
Articulated curriculum courses	0 (0.0%)	73 (100.0%)	0 (0.0%)
Concurrent enrollment courses	21 (28.8%)	52 (71.2%)	0 (0.0%)
Postsecondary enrollment option (PSEO)	0 (0.0%)	73 (100.0%)	0 (0.0%)
CTE Concentrator	61 (83.6%)	12 (16.4%)	0 (0.0%)

Well-Rounded Education



	Taking	Not Taking	Data Not Submitted
All required subject areas	19 (15.8%)	99 (82.5%)	2 (1.7%)
Language arts	116 (96.7%)	2 (1.7%)	2 (1.7%)
Mathematics	116 (96.7%)	2 (1.7%)	2 (1.7%)
Science	116 (96.7%)	2 (1.7%)	2 (1.7%)
Social Studies	116 (96.7%)	2 (1.7%)	2 (1.7%)
Physical Education	110 (91.7%)	8 (6.7%)	2 (1.7%)
Health	57 (47.5%)	61 (50.8%)	2 (1.7%)
Any Two Arts	24 (20.0%)	94 (78.3%)	2 (1.7%)

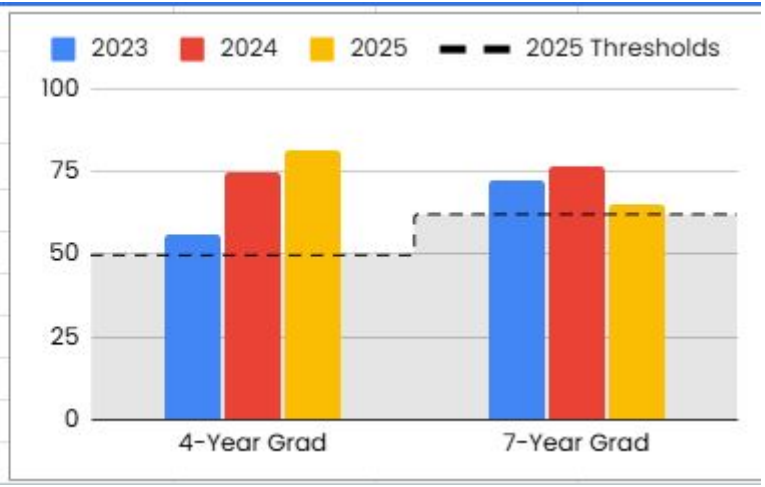
All Students Graduate

All students

81.3%

Four-year graduation rate

	2025 Thresholds	2023	2024	2025
4-Year Grad	49.73	55.88	75	81.25
7-Year Grad	62.08	72.41	76.31	65



November 18, 2026

Dear Dr. Andrea Simon,

I am writing to submit my resignation as a paraprofessional within the Mahnomen District, effective December 23, 2026. It is my intention to continue providing busing services within the district.

I appreciate the opportunities and support I have received during my employment by ISD #432. It has been a pleasure to work with the staff and students here.

Thank for consideration of this submission.

Sincerely,

Tim LaVoy