

## **Hastings Area Public Schools - ISD 200 School Board Meeting Agenda**

Wednesday, October 7, 2026  
Work Session  
Middle School Media Center

---

- I. Pledge of Allegiance
- II. Items for Discussion
  - a. Black Heritage Trail Request
  - b. Principal Report - Kennedy, McAuliffe, and Pinecrest Elementary
  - c. Principal Report - Hastings Middle School
  - d. Principal Report - Hastings High School
  - e. Policy Updates
    - 203.1PR School Board Meeting Procedures
    - 210 Conflict of Interest School Board Members
    - 211 Criminal or Civil Action Against School District, School Board Member, Employee, or Student
    - 212 School Board Member Development
    - 214 School Board Members Expense Reimbursement
    - 214.1PR Board Member Expense Reimbursement Procedures
    - 412 Expense Reimbursement
    - 412.1PR Expense Reimbursement Procedures
    - 501 School Weapons Policy
  - f. School Perceptions Survey Question Review
  - g. Minnesota School Boards Amplifying Student Voice Summit
  - h. Discussion on Rescheduling the October 21, 2026 Regular Board Meeting
  - i. Schedule Facilities Committee Meeting

July 10, 2026

Dr. Kristine J. Wehrkamp Herman, Superintendent  
1000 W 11<sup>th</sup> Street  
Hastings, MN 55033

Dear Dr. Wehrkamp Herman,

The Dakota County Historical Society is working on completing the Hastings Black Heritage Trail in partnership with Building Remembrance for Reconciliation (BR4R). The HBHT will explore the community's African American history through a series of waysides and trailheads, as well as in-ground markers.

The project has gone through a few different phases – Concept Plan and Interpretive Design. The Concept Plan was completed in 2023 and during it, conducted research and put a plan together for what a trail could look like. Our second phase took place in 2025 and that expanded the research, then took the Concept Plan and placed it into action. This created an Interpretive Design package that drafted text and locations for waysides and trailheads to be placed.

A wayside is a smaller structure that will have text and graphics related to the stop along the trail. These are very similar to what you would see put together by the National Park Service. A trailhead is a larger physical sign, often multiple panels, that is a “gathering point” for the stop along the trail. These will likely have a plaza, or space for gathering around it to read, likely on concrete. Also planned for this project are in-ground markers that will designate stops along the trail in areas that cannot have a physical sign. The first example of this will be for the former site of Brown's Chapel, an African Methodist Episcopal Church that was burned due to arson at the corner of 5<sup>th</sup> & Sibley St.

Majority of the locations for signage will take place on land owned by the City of Hastings. We have discussed the trail with city officials, and they are well-aware of the signage and intent to place stops throughout the city. We have worked with the city to let them know that DCHS will maintain the signage and will have a plan to create a restricted fund to manage the signage. This will include replacement of damaged or vandalized pieces of the signage. The only requirement by the city would be while mowing, in certain areas, that they mow around it.

The signage will be made of an “easy to clean” material that is resistant to graffiti. While graffiti can be made on the signage, it will be able to be removed due to the material it is made from and a special cleaning agent. We will do our best to monitor the signage, as well as rely on community vigilance to let us know when something has been defaced.

There will be no ongoing financial contributions toward the production of the signage or upkeep, with the only exception being that DCHS will reimburse any costs for cleaning of signage on School District property should they clean signage before we are able to do so.

The entire trail is expected to be self-guided. Each stop will include a map, showing where the trail is and allowing users to move from one stop to the next. At the same time, we will utilize a website that outlines the stops and history of each stop. This will be supplemented by printed materials, such as

a brochure with map, that can be picked up and used as a guide. There may be opportunities for guided tours of the trail, which we will coordinate with the School District to avoid specific times that may interrupt school operations.

One proposed location is the Tilden Community Center, at the corner of 4<sup>th</sup> Street W and River St. This location will be the only location that would potentially be impacted by guided tours during the school district's operating hours. A second proposed location is at McNamara Stadium / Todd Field. This would be placed in the grassy area, near the entrance. However, it would be off to the side, to avoid being intrusive. This should have minimal impact for guided tours.

To complete the project, we are applying for a Legacy Grant through the Minnesota Historical Society's Arts & Cultural Heritage Fund. If funded fully, we will have the necessary funds to complete the project. The earliest project start date for this would be January 1, 2027. With a successful grant award, the first few months would be used to finalize the design and print the panels. We would expect to install the stops along the trail in late spring or early summer of 2027. Once complete, we will have a recognition event / celebration of the completed work.

Once installed, should the trail signage lose ownership from DCHS and other partners, the trail stops would be removed by DCHS at our own expense. This will remove any burden of cost associated with the trail from the School District.

Included with this letter are:

- Page 19 – Materials and Forms to show examples of what the signage will look like in appearance and be made from
- Pages 22 – 24 – Graphic Typicals to show an example of a draft sign, including colors, design and layout for a low-profile wayside and a trailhead, as well as sidewalk marker
- Page 25 – Accessibility will show how the trail plans to incorporate accessibility into the stops
- Page 29 – Final Site Map shows the proposed stops and type of signage to be included along the entirety of the trail
- Pages 44 & 45 – Educational Achievement shows the proposed location for a trail stop at McNamara Stadium / Todd Field. This includes orange cones for where it will be placed, as well as graphic typicals (bottom of page 44) to show what it would look like when installed
- Pages 46 & 47 – Neighborhood will be placed at Tilden Community Center, which from the proposed location for the signage, can see multiple houses built (and still standing) by African American community members. The location is marked with cones and the graphic typicals outlines what it would look like when installed

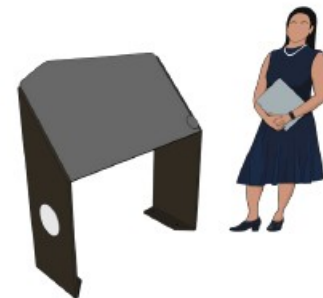
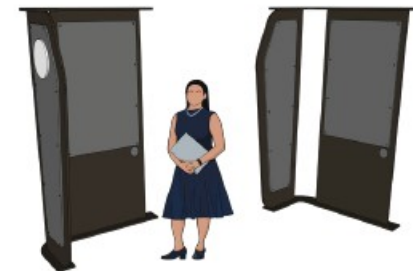
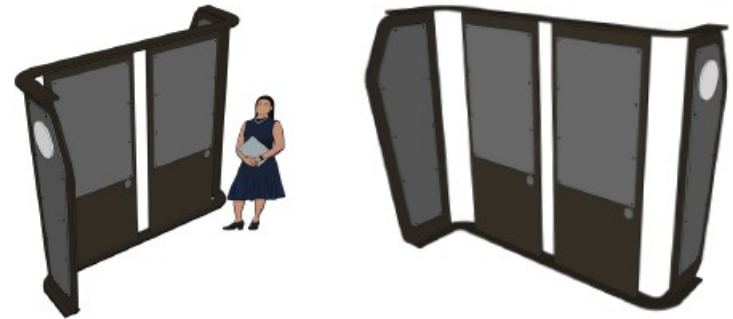
## Materials and Forms

This phase evolves the design from NPS-inspired bases to structures that are more unique. The group wants the panels to stand out as unique and special, inspired by the reference images.

These bases can be made with weathering steel (coreten), which is very handsome. The downside: weathering steel weeps and gradually stains concrete footers. Instead, we are proposing a textured powdercoat that has the appearance of worn leather or weathering steel.

This recommendation also points towards panels being thick High Pressure Laminate (HPL) with a mix of hidden and exposed hardware.

Exterior-grade HPL comes with a 10 year warranty. Powdercoated bases can be similar, depending on the fabricator and final form.



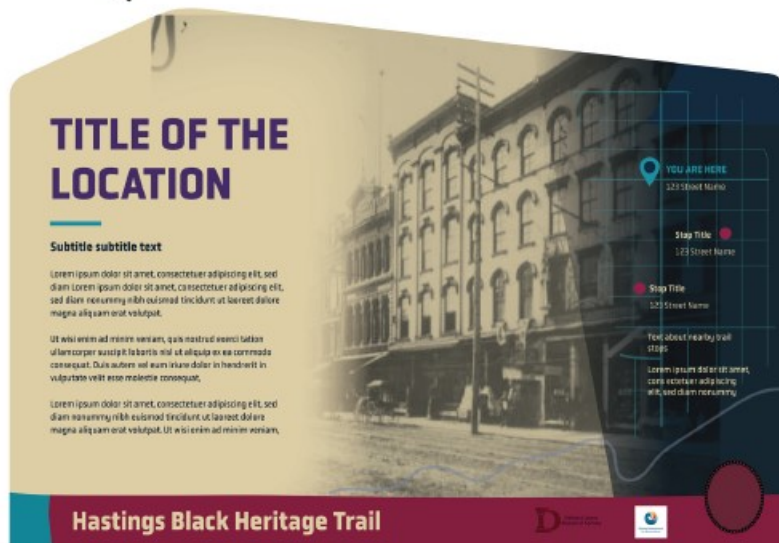
Weathering steel (from [Wikipedia](#))



# Graphic Typical

The various pieces of form, material, colors, and font, driven by the design principles, combine into a coherent set of graphic typical. In the production phase, specific images and text will be applied to each panel, using these typicals as a starting point and ongoing guidepost.

## Low Profile Waysides



## Trailheads/Kiosks



# TITLE OF THE LOCATION

Subtitle subtitle text

Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed diam Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed diam nonummy nibh euismod tincidunt ut laoreet dolore magna aliquam erat volutpat.

Ut wisi enim ad minim veniam, quis nostrud exerci tation ullamcorper suscipit lobortis nisl ut aliquip ex ea commodo consequat. Duis autem vel eum iriure dolor in hendrerit in vulputate velit esse molestie consequat,

Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed diam nonummy nibh euismod tincidunt ut laoreet dolore magna aliquam erat volutpat. Ut wisi enim ad minim veniam,

### Text or title

Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed diam Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed diam nonummy nibh euismod tincidunt ut laoreet dolore.

Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed diam nonummy nibh euismod tincidunt ut laoreet dolore.

Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed diam nonummy nibh euismod tincidunt ut laoreet dolore.

## HASTINGS BLACK HERITAGE TRAIL

Subtitle subtitle text  
Or some sort of statement  
Or name of location

## TITLE OF THE LOCATION

Subtitle subtitle text  
Or some sort of statement  
Or name of location

Text or title

Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed diam nonummy nibh euismod tincidunt ut laoreet dolore magna aliquam erat volutpat.

Text or title

Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed diam nonummy nibh euismod tincidunt ut laoreet dolore magna aliquam erat volutpat.

## TITLE OF THE LOCATION

Subtitle subtitle text  
Or some sort of statement  
Or name of location

Text or title

Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed diam nonummy nibh euismod tincidunt ut laoreet dolore magna aliquam erat volutpat.

## TEXT ABOUT WAYFINDING/MAP

Text or title

Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed diam nonummy nibh euismod tincidunt ut laoreet dolore magna aliquam erat volutpat.

## Logo/Sidewalk Markers

The logo will be a repeating element unifying all interpretive units and the sidewalk markers. It should also be used on other materials developed in the future: printed maps, marketing, the website.

The idea of a silhouette icon was selected to emphasize that this is a story of people. That said, the specific icon will change from use to use. A set of at least four silhouettes will be developed in Production: male adult, female adult, male youth, female youth. Each will be used in approximately equal quantities over the course of the Trail. For instance, each Trailhead will have four logos on the wings. Each wing will use a different silhouette.



Example of sidewalk sandblasting:  
Richard T. Anderson Conservation Area in Eden Prairie, MN.

Sidewalk markers will be sandblasted into concrete (generally existing sidewalks) at defined locations. The site of Brown's Chapel is the single location identified in the current scope of work, but the next phase should be able to apply this icon to more than 20 sites identified "Known Sites" on page 28.



# Accessibility

## Physical

All locations were selected with an eye to physical accessibility. Worksheets note any changes (e.g. bump-outs, concrete plazas) that the City or other partners will need to make for structural and access purposes.

## Audio

There are no audio features of the Trail that would limit access for deaf or hearing-impaired visitors.

## Visual

Low-vision visitors are considered in the graphic design, with font sizes, reading area placement, and contrast levels at or exceeding ADA guidelines. In addition, Capption tags are called for at each unit, offering text accessibility (see box at right).

For blind visitors, Audio Description should be added separately, ideally wrapping together with all other Hastings historical waysides (NPS, city, or county-owned). The Capption tag can double as access to Audio Description for delivery. In the meantime, through screen reading Capption will provide access to the Trail's exhibit text.

## Cultural

Text on panels is English only. Capption provides automatic translation in 136 languages.

### About Capption

<https://Capption.com>

Capption delivers exhibit content directly to visitors' phones with a single tap. Each interpretive panel gets a small NFC tag. Visitors tap it and the panel content opens in their language, at their preferred text size, with their accessibility settings already applied.

#### Text accessibility

Inherits the visitor's system text size, contrast, and display settings automatically. Screen reader compatible.

#### Multilingual

Automatic translation in 136 languages. Content delivers in the visitor's phone or chosen language.

#### No app required

Works natively on iPhone via App Clip. Android visitors use the Capption app. Staff update content through a web interface. Changes go live immediately.

#### Audio links

Each tag can include a link to hosted audio. Narrations or audio descriptions can be added at any time.

#### Infrastructure-free

There is no wiring, no power requirement, and no infrastructure to maintain. Tags are weather-resistant and designed for permanent outdoor installation.

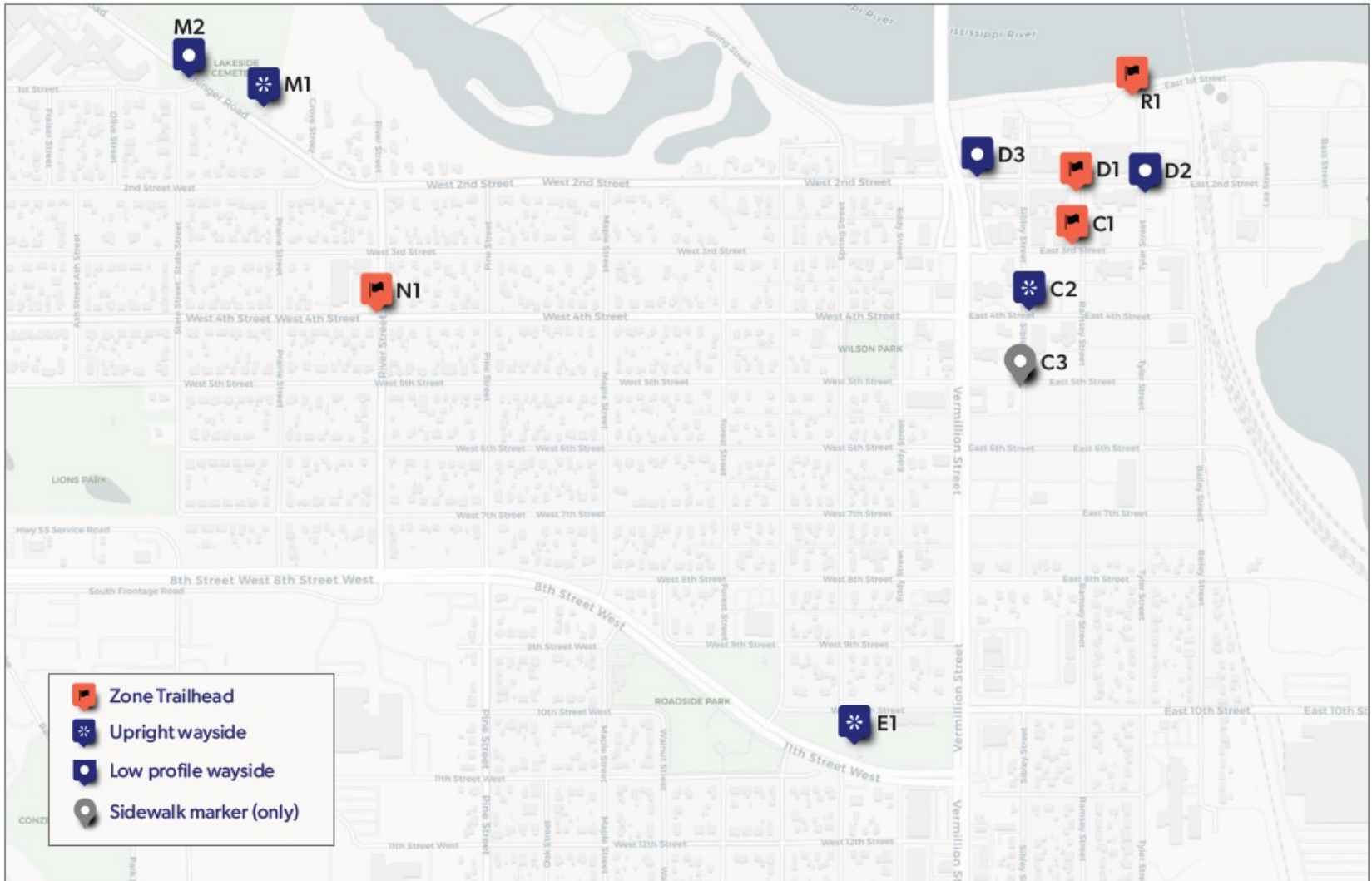
#### Minnesota-based

Capption is a Minnesota invention, from a Minnesota-based company. The originator has low vision and was motivated by his frustrations in a local art museum.



# Final Site Map

These sites represent the starting set for the Hastings Black Heritage Trail. Additional sites may be added in the future.



Map tiles by CartoDB, under CC BY 3.0, map data © OpenStreetMap contributors under ODbL

## E1 Educational Achievement

### Purpose:

Found by residents, this two-panel upright honors Black youth c. 1900 as students and athletes, integrated into the life of Hastings public schools.

Zone: Education

Location: 44.7429, -92.8520

### Visitor Faces:

Southerly

### Conditions:

At the entrance to the current high school stadium. Site is in good condition.

### Site Improvements Needed:

n/a

### Accessible/Universal Design:

[Caption](#) trigger

### Site Photos



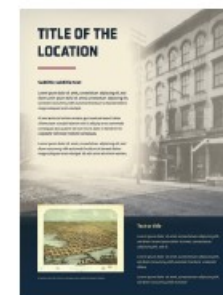
### Physical Format

☐ Trailhead ☐ Wayside, low ☒ Wayside, up ☐ Sidewalk Marker ☐ Other

### Base



### Graphic Typical(s)



### Notes:

- Coordinate with the City and the School District.
- Future: sidewalk marker at the site of the old high school.



## E1 (continued)

### Content Structure (previously approved with comments)

Side 1: Trail Intro (Big Idea and capsule history) with inset Trail map (wayfinding and content zone organizing). Centered around a photo or photos of Weldon, Wallace, Willis, and Curry boys: played on the football teams over an extended period.

Side 2: Academics and sports

- Florence Curry (Valedictorian 1906) as well as others graduating with honors and in classes.
- How we know: these photos and family memory. Other evidence is lost, so we can't know what else happened.

### Wayside/Trailhead Supporting Media

- |                                                    |                                             |
|----------------------------------------------------|---------------------------------------------|
| <input checked="" type="checkbox"/> Existing photo | <input type="checkbox"/> Historic map       |
| <input type="checkbox"/> New Photo                 | <input checked="" type="checkbox"/> New map |
| <input type="checkbox"/> Existing art              | <input type="checkbox"/> Tactile            |
| <input type="checkbox"/> New art                   | <input type="checkbox"/> Audio              |

### Sample Visual Resources

- Yearbook and other photos



### Notes:

Note from Jeremiah Ellis: "While Florence Curry's 1906 valedictorian status... is a triumph, it likely occurred despite significant social pressures. We must avoid using "integration" as a synonym for "acceptance," acknowledging the "double consciousness" required to excel in a space that would soon welcome the KKK."

## N1 Neighborhood Trailhead

### Purpose:

This trailhead meets residents where they live, allowing them to connect with this familiar place in a new way.

**Zone:** Neighborhood

**Location:** 44.7423, -92.8651

### Visitor Faces:

Side 1 faces northerly

### Conditions:

This corner is among at least 5 houses owned and built by Black residents. At the SE corner of the Tilden Community Center parking lot. Can be busy/loud, not a comfortable place to hang out. Make this very visual and text extra brief.

### Site Improvements Needed:

Requires the creation of a small plaza, extending off the sidewalk. Remove or move fencing, and create a low retaining wall.

### Accessible/Universal Design:

[Caption](#) trigger

### Notes:

- Coordinate with the City and the School District.
- Future: sidewalk markers at each of the houses on this street, as well as all others in town that have been identified.

### Site Photos



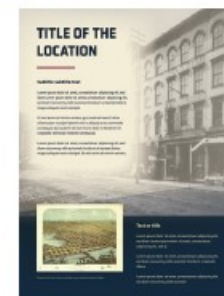
### Physical Format

☒ Trailhead ☐ Wayside, low ☐ Wayside, up ☐ Sidewalk Marker ☐ Other

### Base



### Graphic Typical(s)





## Content Structure

(previously approved with comments)

Side 1: Trail Intro (Big Idea and capsule history) with inset Trail map (wayfinding)

### Side 2

- This used to be the suburbs of Hastings. Concentration of African Americans here because they gradually homesteaded, bought empty lots, and built houses as they encouraged family members and friends to move here. (Not because they were forced to live here.)
  - John and Nancy Wallace were living on this street at the time of the 1870 census with their children, James and Louanna.
  - On the 1885 census, their son James and his wife Ellen and their 6 month old daughter were living with them. In addition, Nancy's niece Ella Phoebe and her husband James Curry and their 2 daughters,, a toddler and an infant, had joined their household. Their address was 724 4th St W.
  - In May 1886 James Curry purchased a lot and built the house at 740 4th St. W., which he sold to James Wallace in November 1888. James and Ellen Wallace raised their 7 children in that house. Their children attended Hastings schools and their youngest son, played sports.
  - After selling the house to the young Wallaces, James built the house on SW corner of 4th and River Streets, referenced in the text.
  - William Douglas lived in the house between the two Wallace families at 736 4th Street West. The house he lived in has been replaced as well as the John and Nancy Wallace home, where the members of the Black community met to form the African Methodist Episcopal Church in 1890.
- This was an integrated blue collar neighborhood. It is called Swede Hill for a reason.
- Dig Deeper: changing lines and definitions of whiteness.

### Side 3:

- House across the street: James and Ella Curry bought a small farm on two lots and built that house. Added 8 more lots, built a barn, added a cow, a horse, chickens, and had a large garden. They had 10 children, 9 of whom graduated from Hastings High School, 5 were honor students, daughter Florence was Valedictorian of the 1906 class. By 1910, four of the older children had moved to Minneapolis. By 1920 all had chosen different opportunities.
- When James died in 1933, the town shut down to honor him. Ella died in 1943. Both are buried in the family plot at Lakeside Cemetery.

## Wayside/Trailhead Supporting Media

- |                                                    |                                             |
|----------------------------------------------------|---------------------------------------------|
| <input checked="" type="checkbox"/> Existing photo | <input type="checkbox"/> Historic map       |
| <input type="checkbox"/> New Photo                 | <input checked="" type="checkbox"/> New map |
| <input type="checkbox"/> Existing art              | <input type="checkbox"/> Tactile            |
| <input checked="" type="checkbox"/> New art        | <input type="checkbox"/> Audio              |

## Sample Visual Resources

- Curry images
- Create (illustrate) a birds-eye view of the neighborhood?
- Create (illustrate) the Curry farm, viewed from here?
- Custom map



Notes:



**Hastings**  
**Public Schools**

# **Hastings Elementary Schools**

## **Student Engagement Update**

**October 7, 2026**

Prepared by:

Kyle Latch, Kennedy Elementary Principal  
Matt Esterby, McAuliffe Elementary Principal  
Paul Bakker, Pinecrest Elementary Principal

*Students are the heart*  *of all we do*

# Academics



## Fastbridge (K-4) Fall% at or Above

|   |           | Math  |       | Reading |       |   |           | Math  |       | Reading |       |
|---|-----------|-------|-------|---------|-------|---|-----------|-------|-------|---------|-------|
|   |           | 25-26 | 26-27 | 25-26   | 26-27 |   |           | 25-26 | 26-27 | 25-26   | 26-27 |
| K | Kennedy   | n/a   | n/a   | 61%     | 57%   | 3 | Kennedy   | 79%   | 77%   | 63%     | 72%   |
|   | McAuliffe | n/a   | n/a   | 78%     | 67%   |   | McAuliffe | 68%   | 74%   | 68%     | 66%   |
|   | Pinecrest | n/a   | n/a   | 68%     | 60%   |   | Pinecrest | 74%   | 63%   | 73%     | 63%   |
| 1 | Kennedy   | 74%   | 76%   | 52%     | 43%   | 4 | Kennedy   | 66%   | 74%   | 62%     | 79%   |
|   | McAuliffe | 74%   | 75%   | 63%     | 59%   |   | McAuliffe | 75%   | 67%   | 66%     | 74%   |
|   | Pinecrest | 87%   | 89%   | 82%     | 88%   |   | Pinecrest | 73%   | 69%   | 73%     | 75%   |
| 2 | Kennedy   | 65%   | 64%   | 68%     | 64%   |   |           |       |       |         |       |
|   | McAuliffe | 61%   | 58%   | 61%     | 65%   |   |           |       |       |         |       |
|   | Pinecrest | 62%   | 65%   | 56%     | 72%   |   |           |       |       |         |       |

## Reading Intervention (Title 1 & ADSIS)

- # of Students Supported to start 26-27
  - Kennedy - TBD
  - McAuliffe -TBD
  - Pinecrest - TBD
- # of Students Supported Last School Year (25-26)
  - Kennedy - xx
  - McAuliffe - xx
  - Pinecrest -xx<sup>1</sup>

# Safe & Supportive Schools Data Report (Elementary)



|                                   | September 2025 | September 2026 |                                                 | September 2025 | September 2026 |
|-----------------------------------|----------------|----------------|-------------------------------------------------|----------------|----------------|
| Behavior Referrals                | 103            | 65             | Attendance Rates                                | 96.6           | 96.3           |
| # of Students Receiving Referrals | 40             | 24             | Total Attendance Referrals                      | 0              | 0              |
| # of Students with 3+ Referrals   | 15             | 11             | # of Students with Attendance Referral          | 0              | 0              |
| # of Out of School Suspensions    | 0              | 0              |                                                 |                |                |
| # of In School Suspensions        | 0              | 0              | Physical Altercations                           | 17             | 20             |
| # of Dismissals                   | *              | *              | # of Students Involved in Physical Altercations | 23             | 20             |

\*more than 1 but less than 5

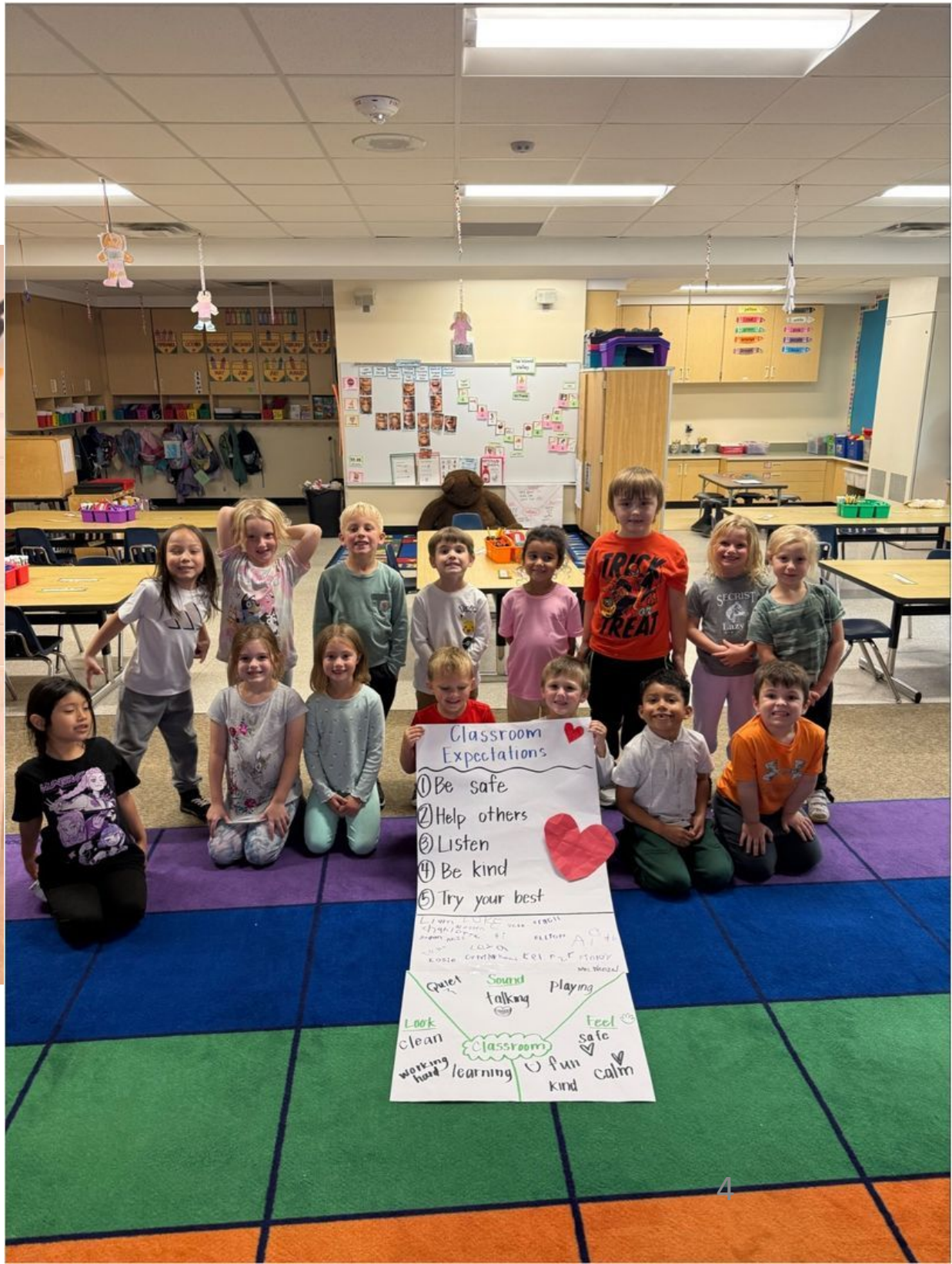




# Kennedy Elementary Student Experiences



## Supportive Community



- Classroom Expectations**
- 1 Be safe
  - 2 Help others
  - 3 Listen
  - 4 Be kind
  - 5 Try your best
- Classroom
- Look clean working hard learning
- Sound talking playing
- Feel safe fun kind calm





# McAuliffe Elementary Student Experiences

  
SAFE,  
SUPPORTIVE AND  
ENGAGING  
ENVIRONMENTS

## Engagement

Fun Run

## Learning Purpose

Staff Engaged in meaningful  
professional activities







# Pinecrest Elementary Student Experiences



Building Community - Pinecrest  
Playground Picnic

Intentional Purpose -  
Building routines within our teaching

Literacy - Hitting the ground running!

Building Wide Expectations -  
Pinecrest PRIDE







# Questions?







**Hastings**  
**Public Schools**

# **Hastings Middle School**

## **Student Engagement Update**

### **October 7, 2026**

Prepared by:  
Ryan Wynn, Principal

*Students are the heart*  *of all we do*

# Student Scheduling & Programming



SAFE,  
SUPPORTIVE AND  
ENGAGING  
ENVIRONMENTS



ENROLLMENT OVERVIEW

1,175

Total Middle School Students

Grades 5–8



## Fastbridge (Grades 5–8) • Fall 2026 % at or Above

| Grade | Math  |       | Reading |       |
|-------|-------|-------|---------|-------|
|       | 25-26 | 26-27 | 25-26   | 26-27 |
| 5     | 66%   | 71%   | 55%     | 63%   |
| 6     | 72%   | 69%   | 62%     | 63%   |
| 7     | 68%   | 75%   | 66%     | 60%   |
| 8     | 70%   | 63%   | 64%     | 66%   |

### Reading Intervention

Students Supported

**40** Students

Students Exited: Not applicable at this time

### Math Intervention

Students Supported

**37** Students

Students Exited: Not applicable at this time

# Safe & Supportive Schools

## Data Report



|                                        | Sept 2025 | Sept 2026 |
|----------------------------------------|-----------|-----------|
| Behavior Referrals                     | 223       | 196       |
| # of Students Receiving Referrals      | 125       | 104       |
| # of Students with 3+ Referrals        | 25        | 24        |
| # of Out of School Suspensions         | 5         | 7         |
| # of In School Suspensions             | 5         | 11        |
| # of Dismissals                        | 6         | 7         |
|                                        |           |           |
| Cell Phone Offenses                    |           |           |
| 1st Offense                            | 14        | 8         |
| 2nd Offense                            | 10        | *         |
| 3rd Offense                            | *         | 0         |
| Total                                  | 15        | 9         |
| Success Plans                          | *         | 0         |
| # of Students with Cell Phone Referral | 14        | 8         |

|                                                 | Sept 2025 | Sept 2026 |
|-------------------------------------------------|-----------|-----------|
| Attendance Rates                                | 95.95%    | 95.82%    |
| Total Attendance Referrals                      | *         | 0         |
| # of Students with Attendance Referral          | *         | 0         |
|                                                 |           |           |
| Chemical Use Referrals                          | 0         | *         |
| # of Students with Chemical Use Referrals       | 0         | *         |
|                                                 |           |           |
| Physical Altercations                           | 46        | 39        |
| # of Students Involved in Physical Altercations | 39        | 30        |

\*more than 1 but less than 5



# Equity & Belonging



## Fall Athletics

Volleyball  
**70** Students

Cross Country  
**38**

Girls Tennis  
**32**

Boys Soccer  
**24**

Girls Soccer  
**15**

## Arts

Choir  
**444** Students

Band  
**235**

Orchestra  
**188**

Spiral Singers  
**30**

## Clubs

Outdoor Club  
**94** Students

Chess Club  
**6**

Art Club  
**6**

Gamers Club  
**5**

Writing Club  
**3**

Yearbook  
**2**

FCA  
**1**

Garden Club  
**1**

Youth in Gov  
**0**

Student Council  
**0**

Future Teachers  
**0**



# Safe & Supportive Schools — Student Experiences



## 6th Grade Social Studies Map Project



# Safe & Supportive Schools — Student Experiences

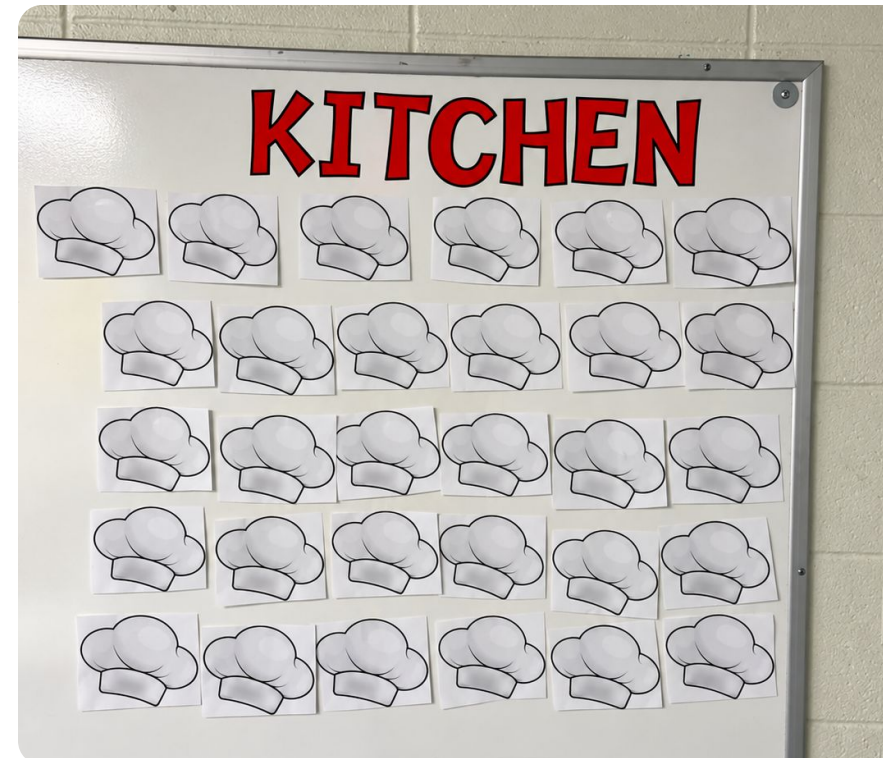


## 7th Grade Advisory



Students volunteering to read aloud during advisory

## 8th Grade Science



### Celebrated Academic Success in "The Kitchen"

When students “cook” on a test (aka get a 90% or higher) they’re considered chefs! They get a chef hat to write their name on and get it put in the kitchen.

The highest scorer of the hour gets to either wear a chef hat or borrow a duck! All these chefs were just from the first unit!



# Safe & Supportive Schools — Student Experiences



**Brass**



**Percussion**



**Woodwinds**



**5th Grade Band**





# Questions?



**Hastings**  
**Public Schools**

# **Hastings High School**

## **Student Engagement Update**

### **October 7, 2026**

Prepared by:  
Scott Doran, Principal

*Students are the heart*  *of all we do*



# Student Scheduling/Programming

- Total High School Enrollment: 1227
  - ALP: 38FT/ 9PT
  - HOA: 32FT/ 52PT
  - Total: 1297

CIS Enrollments: 1227

AP Enrollments: 208

PSEO Enrollments: 6 FT / 49 PT





# Safe & Supportive Schools Data Report (High School)



|                                        | Sept 2025 | Sept 2026 |
|----------------------------------------|-----------|-----------|
| Behavior Referrals                     | 119       | 162       |
| # of Students Receiving Referrals      | 157       | 130       |
| # of Students with 3+ Referrals        | 6         | 19        |
| # of Out of School Suspensions         | 5         | 8         |
| # of In School Suspensions             | 0         | 6         |
| # of Dismissals                        | *         | 6         |
|                                        |           |           |
| Cell Phone Offenses                    |           |           |
| 1st Offense                            | 49        | 57        |
| 2nd Offense                            | 9         | 5         |
| 3rd Offense                            | *         | *         |
| Total                                  | 73        | 73        |
| Success Plans                          | *         | *         |
| # of Students with Cell Phone Referral | 60        | 64        |

|                                                 | Sept 2025 | Sept 2026 |
|-------------------------------------------------|-----------|-----------|
| Attendance Rates                                | 95.44%    | 95.54%    |
| Total Attendance Referrals                      | *         | *         |
| # of Students with Attendance Referral          | *         | *         |
|                                                 |           |           |
| Chemical Use Referrals                          | *         | 5         |
| # of Students with Chemical Use Referrals       | *         | 5         |
|                                                 |           |           |
| Physical Altercations                           | *         | *         |
| # of Students Involved in Physical Altercations | *         | *         |

\*more than 1 but less than 5



# Safe & Supportive Schools Student/Staff Experiences



## Raider Media Productions



## Industry Visits for Staff



# HHS Athletics & Activities



## Fall Sports Participation

Boys XC 17

Girls XC 7

Boys Soccer 50

Girls Soccer 49

Volleyball 61

Girls Tennis 24

Girls Swim/Dive 33

Football 119

**TOTAL 360**







# Questions?



**203.1PR SCHOOL BOARD MEETING PROCEDURES**  
(Combines 203.1PR, 203.2PR, 203.5PR, & 203.6PR)

**I. PURPOSE**

To define the board's procedures for preparing agendas, conducting meetings and work sessions, and maintaining and publishing official records.

**II. GENERAL STATEMENT OF PROCEDURE**

School board meetings shall be structured to support orderly discussion, informed decision making, and transparent governance of district business.

**III. AGENDA DEVELOPMENT & PREPARATION**

Agendas ensure that school board meetings are organized, and focused on district business requiring board review or action.

- A. The board chair, vice chair, superintendent, and administrative assistant shall develop, and prepare the preliminary agendas for regular, special, and emergency meetings and agendas for work session;
  1. Work Session agendas will include "Items for Discussion"; and
  2. Regular Meeting agendas will include the "Order of Business" outlined in section XII.
- B. To ensure that committee meeting summaries, liaison updates, and student representative reports are attached to the preliminary agenda in BoardBook, each committee chair and board member liaison must submit documents by email to the district's administrative assistant no later than 12:00 pm six (6) days before the scheduled regular meeting; and
- C. Board members may request that additional reports, and/or discussion topics be considered for placement on an upcoming agenda. Board members will strive to submit requests by email to the board chair and superintendent at least seven (7) days before the scheduled meeting or work session.

If a request is not included on the next meeting or work session agenda, the chair or superintendent will follow up with the board member regarding the status of their request.

**IV. USE OF CONSENT AGENDA**

The consent agenda is used for routine items. Items appropriate for the consent agenda may include, but are not limited to, approval of meeting minutes, bills payable, reports, contracts,



policies, and/or other routine business matters discussed by the board during previous meetings. These items may be grouped together and approved by the board with a single motion and vote.

Any board member may make a motion to remove an item from the consent agenda for separate discussion or action. No second or vote is required for this motion. The item will be removed from the consent agenda and placed under “Items for Individual Action”.

## **V. POSTED AGENDAS AND QUESTIONS FROM THE BOARD**

The district’s administrative assistant will post agendas and supporting documents for board members in BoardBook at least five (5) days before each scheduled board meeting and work session. It may be necessary to add items to the agenda after it has been posted in BoardBook. The superintendent or designee will send an email informing board members of any additions or changes to the posted agenda.

- A. When supporting documents require significant preparation time to read and understand (i.e. employee contracts, curriculum, or instructional materials, etc.), board members may request to receive access to those documents in advance of the agenda posting. Requests should be emailed to the superintendent and the district administrative assistant;
- B. Board members are expected to read each meeting and work session agenda, including all supporting documents;
- C. If clerical errors are identified within the posted agenda or supporting documents, board members shall email the district’s administrative assistant and copy the superintendent to request correction of the error prior to the meeting. Clerical errors should not be addressed during the meeting;
- D. Board members are encouraged to email questions related to agenda items to the superintendent as soon as possible, and ideally at least two (2) days prior to the meeting. The superintendent will review the question to determine whether the information is readily available. If the information is readily available, it will be shared by email with the full board. If the information is not readily available, the superintendent or designee will follow up with the board member regarding the status of the request; and
- E. At least one printed copy of the agenda, including supporting documents, shall be available in the meeting room for inspection by the public during all meetings and work sessions.

This provision does not apply to materials not classified by law as public, or to materials relating to the agenda items of a closed meeting

## **VI. ADOPTION OF THE PRELIMINARY AGENDA**

Approval of the preliminary agenda requires formal action by a majority vote of the board at

the start of each meeting.

- A. Prior to approval of the preliminary agenda, any board member may make a motion to propose amendments to add, revise, or remove items. The motion to amend requires a second and a simple majority vote.
- B. A motion to amend the agenda after it has been adopted, requires a second and an affirmative two-thirds vote.

## **VII. QUORUM**

The school board may take official action only at meetings where a quorum is present. A quorum consists of four or more of the seven elected board members.

In the absence of a quorum, the board may adjourn or recess the meeting for the purpose of obtaining a quorum.

## **VIII. RULES OF ORDER AND REGULAR MEETING OPERATIONS**

Regular board meetings are meetings at which the board convenes as a whole to consider and take action on district business.

- A. The chair shall preside over all meetings and shall have the same rights and responsibilities as each board member, including the right to vote on all issues;
- B. Modifications to the order of business may be made through a motion to amend the agenda, which requires a second and approval by a simple majority vote;
- C. Members need not rise but must be recognized by the chair before speaking;
- D. On rare occasions, the chair may allow discussion or debate before a motion is made;
- E. Motions requiring a second must receive a second before discussion may occur. If a motion does not receive a second the chair may:
  - 1. Declare that the motion fails for lack of a second; or
  - 2. Provide the second.
- F. Members may speak to the motion, by raising their hand and being recognized by the chair;
- G. Once a member has the floor, no other member shall interrupt;
- H. The board shall discuss and vote on each action item one motion at a time. Once a motion has received a second, discussion shall be limited to the motion currently before the board;



- I. Prior to calling for a vote, the chair shall restate the motion;
- J. Votes shall ordinarily be taken by voice vote unless otherwise required by law, board policy, or parliamentary procedure;
- K. Roll-call votes required by Minnesota Statute

The school board shall conduct voting by roll call in the following circumstances:

- 1. Meetings conducted using interactive technology or remote participation, when required by Minnesota Open Meeting Law;
- 2. Actions for which Minnesota statute expressly requires a roll-call vote; and
- 3. Action to terminate the contract of a teacher who has completed the probationary period, as required by Minnesota law.

- L. Roll-call votes required by board policy or parliamentary procedure

The school board may conduct voting by roll call in the following circumstances:

- a) Adoption of resolutions;
- b) Certain personnel matters;
- c) Approval of contracts above a threshold established by board policy; and
- d) Upon request of a board member.

The clerk shall determine the order in which names are called for roll call votes.

- M. A motion passes upon receiving a majority of the votes cast by members present, unless a greater vote is required by law. Board members may abstain from voting, typically due to a conflict of interest or insufficient information. An abstention shall not count as a vote for or against the motion;
- N. The chair shall announce the results of each vote;
- O. The reading of a resolution may be waived by board action through the original motion or by amendment to the motion;
- P. A ruling of the chair may be appealed pursuant to Roberts Rules of Order; and
- Q. The chair may call a recess to restore order to the meeting or for other necessary purposes.

## **IX. WORK SESSIONS**

Work sessions are when the board meets as a whole to consider and discuss upcoming district

business. No formal action is taken during a work session. The board may receive detailed reports and recommendations. Board members should utilize this time to ask clarifying questions, have thorough discussions, and request additional information.

## **X. SCHEDULE OF REGULAR MEETINGS & WORK SESSIONS**

A schedule of the board's regular meetings and work sessions shall be approved during the Organizational Meeting in January. The schedule shall be posted on the bulletin board in the district office and will also be available on the district's website.

See ISD 200's Board Member Handbook for Organizational Meeting details.

## **XI. ORDER OF BUSINESS - REGULAR BOARD MEETINGS**

|                                     |                                   |
|-------------------------------------|-----------------------------------|
| 1. Call to order                    | AMSD School Liaison               |
| 2. Pledge of Allegiance             | Community Collaboration Committee |
| 3. Approval of Agenda/Table File    | Facilities Committee              |
| 4. Recognition of Visitors          | Finance Committee                 |
| 5. Raider Spotlight                 | NAPAC Liaison                     |
| 6. Public Comments                  | Student School Board Committee    |
| 7. Reports, Updates and Discussions | Policy Committee                  |
| Student Representatives             | Policies                          |
| Superintendent Report               | 8. Action Items                   |
| Board Member Event Report           | Consent Agenda                    |
| Administrative Reports              | Item for Individual Action        |
| Liaison & Committee Updates         | 9. Future Meetings                |
| ISD 917 School Liaison              | 10. Adjournment                   |

**Legal References:** *Minn. Stat. Ch. 13D (Open Meeting Law)*  
*Minn. Stat. § 122A.40 (Employment Contracts, Termination)*  
*Minn. Stat. § 123B.09 (Boards of Independent School Districts)*  
*Minn. Stat. § 123B.14 (Officers of Independent School Districts)*  
*Minn. Stat. § 331A.01 (Definitions)*  
*Minn. Stat. § 471.88 (Exceptions)*



**Cross References:** *ISD 200 Policy 203 (Operation of the School Board - Governing Rules)*  
*ISD 200 Policy 204 (School Board Meeting Minutes)*  
*ISD 200 (Board Member Handbook)*

*Reviewed:* *10.01.2026* ~~*05.28.2026*~~

*Adoption:* *10.21.2026* ~~*06.17.2026*~~



## **210 CONFLICT OF INTEREST SCHOOL BOARD MEMBERS**

### **I. PURPOSE**

The purpose of this policy is to observe state statutes regarding conflicts of interest and to engage in school district business activities in a fashion designed to avoid any conflict of interest or the appearance of impropriety.

### **II. GENERAL STATEMENT OF POLICY**

It is the policy of the school board to contract for goods and services in conformance with statutory conflict of interest laws and in a manner that will avoid any conflict of interest or the appearance thereof. Accordingly, the school board will contract under the statutory exception provisions only when it is clearly in the best interest of the school district because of limitations that may exist on goods or services otherwise available to the school district.

### **III. GENERAL PROHIBITIONS AND RECOGNIZED STATUTORY EXCEPTIONS**

- A. ~~A school board member who is authorized to take part in any manner in making any sale, lease, or contract in his or her official capacity shall not voluntarily have a personal financial interest in that sale, lease, or contract or personally benefit financially therefrom.~~  
A school board member who is authorized to participate in making a decision regarding a sale, lease, or contract in their official capacity shall not have a personal financial interest in, or personally benefit financially from, the sale, lease, or contract. A school board member who violates this provision is guilty of a gross misdemeanor according to MN Statute 471.87.
- B. In the following circumstances, however, the school board may as an **exception, by unanimous vote**, contract for goods or services with a school board member of the school district:
1. In the designation of a bank or savings association, in which a school board member is interested, as an authorized depository for school district funds and as a source of borrowing, provided such deposited funds are protected in accordance with Minnesota Statutes chapter 118A. Any school board member having said interest shall disclose that interest and the interest shall be entered upon the school board minutes. Disclosure shall be made when such bank or savings association is first designated as a depository or source of borrowing, or when such school board member is elected, whichever is later. Disclosure serves as notice of the interest and need only be made once;
  2. The designation of an official newspaper, or publication of official matters therein, in which the school board member is interested when it is the only newspaper complying



with statutory requirements relating to the designation or publication;

3. A contract with a cooperative association of which the school board member is a shareholder or stockholder but not an officer or manager;
4. A contract for which competitive bids are not required by law. A contract made under this exception will be void unless the following procedures are observed:
  - a) The school board shall authorize the contract in advance of its performance by adopting a resolution setting out the essential facts and determining that the contract price is as low as or lower than the price at which the goods or services could be obtained elsewhere.
  - b) In the case of an emergency when the contract cannot be authorized in advance, payment of the claims must be authorized by a like resolution wherein the facts of the emergency are also stated.
  - c) Before a claim is paid, the interested school board member shall file with the clerk of the school board an affidavit stating:
    - (1) The name of the school board member and the office held;
    - (2) An itemization of the goods or services furnished;
    - (3) The contract price;
    - (4) The reasonable value;
    - (5) The interest of the school board member in the contract; and
    - (6) To the best of the school board member's knowledge and belief, the contract price is as low as, or lower than, the price at which the goods or services could be obtained from other sources.

~~A school board member may contract with the school district to provide construction materials or services, or both, when the sealed bid process is used. When the contract comes before the school board for consideration, the interested school board member may not vote on the contract.~~

5. A school board member may rent space in a public facility **provided the member pays the same rental rate and is subject to the same terms and conditions applicable to** ~~at a rate commensurate with that paid by other members of the public.~~
- C. ~~In the following circumstances, the school board may as an exception, by majority vote at a meeting at which all school board members are present, contract for services with a school~~

~~board member of the school district. A school board member may be newly employed or may continue to be employed by the school district as an employee only if there is a reasonable expectation on July 1, or at the time the contract is entered into or extended, that the amount to be earned by that school board member under that contract or employment relationship, will not exceed \$20,000 in that fiscal year. If the school board member does not receive majority approval to be initially employed or to continue in employment at a meeting at which all school board members are present, that employment is immediately terminated and that school board member has no further rights to employment while serving as a school board member in the school district.~~As an exception to the conflict of interest provisions of this policy, the school district may employ a school board member, or continue a school board member's existing employment, if all of the following requirements are met:

1. All school board members are present at the meeting when the employment is considered;
  2. A majority of the school board approves the employment; and;
  3. There is a reasonable expectation, at the beginning of the fiscal year or when the employment contract is entered into or extended, that the school board member will not earn more than \$20,000 from the district during that fiscal year.
  4. If the school board does not approve the initial or continued employment by a majority vote at a meeting at which all school board members are present, the employment terminates immediately, and the school board member has no further employment rights with the district while serving on the school board.
- D. ~~The school board may contract with a class of school district employees, such as teachers or custodians, when the spouse of a school board member is a member of the class of employees contracting with the school board and the employee spouse receives no special monetary or other benefit that is substantially different from the benefits that other members of the class receive under the employment contract. For the school board to invoke this exception, it must have a majority of disinterested school board members vote to approve the contract, direct the school board member spouse to abstain from voting to approve the contract, and publicly set out the essential facts of the contract at the meeting in which the contract is approved.~~The school board may enter into a contract with a class of school district employees, such as teachers or custodians, when the spouse of a school board member is a member of that class, provided the spouse receives no special monetary or other benefit that is substantially different from the benefits received by other members of the class.

To invoke this exception:



1. A majority of disinterested school board members must vote to approve the contract;
2. The school board member whose spouse is a member of the employee class must abstain from voting on the contract; and
3. The essential facts of the contract must be publicly disclosed at the meeting at which the contract is approved.

#### **IV. LIMITATIONS ON RELATED EMPLOYEES**

- A. The school board must hire or dismiss teachers only at duly called meetings. When a husband and wife, brother and sister, or two brothers or sisters, constitute a quorum, no contract employing a teacher may be made or authorized except upon the unanimous vote of the full school board.
- B. The school board may not employ any teacher related by blood or marriage to a school board member, within the fourth degree as computed by the civil law, except by a unanimous vote of the full school board.

#### **V. CONFLICTS PRIOR TO TAKING OFFICE**

~~A school board member with personal financial interest in a sale, lease, or contract with the school district which was entered before the school board member took office and presents an actual or potential conflict of interest, shall immediately notify the school board of such interest. It shall thereafter be the responsibility of the school board member to refrain from participating in any action relating to the sale, lease, or contract. At the time of renewal of any such sale, lease, or contract, the school board may enter into or renew such sale, lease, or contract only if it falls within one of the enumerated exceptions for contracts relating to goods or services provided above and if the procedures provided in this policy are followed.~~A school board member who has a personal financial interest in a school district sale, lease, or contract entered into before the member took office that presents an actual or potential conflict of interest shall:

- A. Promptly disclose the financial interest to the school board; and
- B. Refrain from participating in any action relating to the sale, lease, or contract.

Upon renewal, the school board may enter into or renew the sale, lease, or contract only if it qualifies for an applicable exception as listed in Section III above for contracts involving goods or services under this policy and all required procedures are followed.

#### **VI. DETERMINATION AS TO WHETHER A CONFLICT OF INTEREST EXISTS**

~~The determination as to whether a conflict of interest exists is to be made by the school board. Any school board member who has an actual or potential conflict shall notify the school board~~

~~of such conflict immediately. The school board member shall thereafter cooperate with the school board as necessary for the school board to make its determination.~~ The school board shall determine through a majority vote whether a conflict of interest exists. A school board member who has an actual, potential, or perceived conflict of interest shall promptly disclose the circumstances giving rise to the conflict to the whole board. The board member shall cooperate as necessary to allow the school board to make its determination.

**Legal References:** *Minn. Stat. § 122A.40, Subd. 3 (Employment; Contracts; Termination)*  
*Minn. Stat. § 123B.195 (Board Member's Right to Employment)*  
*Minn. Stat. § 471.87 (Public Officers; Interest in Contract; Penalty)*  
*Minn. Stat. § 471.88, Subds. 2, 3, 4, 5, 12, 13, and 21 (Exceptions)*  
*Minn. Stat. § 471.89 (Contract, When Void)*  
*Op. Atty. Gen. 437-A-4, March 15, 1935*  
*Op. Atty. Gen. 90-C-5, July 30, 1940*  
*Op. Atty. Gen. 90-A, August 14, 1957*

**Cross References:** *ISD 200 Policy 201 (Legal Status of the School Board)*  
*ISD 200 Policy 209 (Code of Ethics)*

*Policy Reviewed:* 10.01.2026 ~~06.21.2023~~  
*Policy Adopted:* 06.28.2023  
*Policy Revised:* 06.28.2023





## **211 CRIMINAL OR CIVIL ACTION AGAINST SCHOOL DISTRICT, SCHOOL BOARD MEMBER, EMPLOYEE, OR STUDENT**

### **I. PURPOSE**

The purpose of this policy is to provide guidance ~~aboutas to~~ the school district's position, rights, and responsibilities when a civil or criminal action is pending against the school district, ~~or a~~ school board member, a school district employee, or a student.

### **II. GENERAL STATEMENT OF POLICY**

- A. The school district recognizes that, when civil or criminal actions are pending against a school board member, a school district employee, or a student, the school district may be requested or required to take action.
- B. In responding to such requests and/or requirements, the school district will take such measures as are appropriate to its primary mission of providing for the education of students in an environment that is safe for staff and students and is conducive to learning.
- C. The school district acknowledges its statutory obligations with respect to providing assistance to school board members and teachers who are sued in connection with performance of school district duties. Collective bargaining agreements and school district policies may also apply.

### **III. CIVIL ACTIONS**

- A. Pursuant to Minnesota Statutes section 466.07, Subd. 1, **subject to the limitations in Minnesota Statutes section 466.04**, the school district shall defend and indemnify any school board member or school district employee for damages in school-related litigation, including punitive damages, claimed or levied against the school board member or employee, provided that ~~the school board member or employee~~ ~~he or she~~ was acting in the performance of the duties of the position and was not guilty of malfeasance, willful neglect of duty, or bad faith.
- B. Pursuant to Minnesota Statutes section 123B.25(b), with respect to teachers employed by the school district, upon written request of the teacher involved, the school district shall provide legal counsel for any school teacher against whom a claim is made or action is brought for recovery of damages in any tort action involving physical injury to any person or property or for wrongful death arising out of or in connection with the employment of the teacher with the school district. The school district will choose legal counsel after

consultation with the teacher.

C. Data Practices

Educational data and personnel data maintained by the school district may be sought as evidence in a civil proceeding. The school district will release the data only pursuant to the Minnesota Government Data Practices Act, Minn. Stat. Ch. 13, and to the Family Educational Rights and Privacy Act, 20 United States Code, section 1232g and related regulations. When an employee is subpoenaed and is expected to testify regarding educational data or personnel data, ~~the employee or she is to~~ will inform the building administrator or designated supervisor, who shall immediately inform the superintendent or designee. No school board member or employee may release data without consultation in advance with the school district official who is designated as the authority responsible for the collection, use, and dissemination of data.

D. Service of Subpoenas

The policy of the school district is that its officers and employees will normally not be involved in providing service of process for third parties in the school setting.

E. Leave to Testify

Leave for employees appearing in court, either when sued or under subpoena to testify, will be considered in accordance with school district personnel policies and applicable collective bargaining agreements.

## IV. CRIMINAL CHARGES OR CONDUCT

A. Employees

1. The school district expects that its employees serve as positive role models for students. As role models for students, employees have a duty to conduct themselves in an exemplary manner.
2. ~~If the school district receives information relating to activities of a criminal nature by an employee, the school district will investigate and take appropriate disciplinary action, which may include discharge, subject to school district policies, statutes, and provisions of applicable collective bargaining agreements.~~ If the school district receives information indicating that an employee may have engaged in criminal activity, the school district will comply with all applicable reporting requirements and take appropriate action in accordance with law, school district policies, and collective bargaining agreements. Appropriate action may include referral to law enforcement, an internal investigation, and disciplinary action up to and including discharge.



3. ~~Pursuant to Minnesota Statutes section 123B.02, Subd. 20 (Legal counsel, reimbursement) if reimbursement for a criminal defense is requested by a school district employee, the school board may, after consulting with its legal counsel, reimburse the employee for any costs and reasonable attorney fees incurred by the employee to defend criminal charges brought against the employee arising out of the performance of duties for the school district. The decision as to whether to reimburse shall be made at the discretion of the school board. A school board member who is a witness or an alleged victim in the case may not vote on the reimbursement. If a quorum of the school board is disqualified from voting on the reimbursement, the reimbursement must be approved by a judge of the district court.~~ Pursuant to Minnesota Statutes section 123B.02, subdivision 20, if a school district employee requests reimbursement for costs and reasonable attorney fees incurred in defending against criminal charges arising from the performance of the employee's duties for the school district, the school board may, after consulting with legal counsel, approve such reimbursement at its discretion.

A school board member who is a witness or an alleged victim in the case may not vote on the reimbursement.

If enough board members are disqualified from voting that the board does not have a quorum, the reimbursement must be approved by a district court judge.

#### B. Students

The school district has an interest in maintaining a safe and healthy environment and in preventing disruption of the educational process. In order to further that interest, the school district will take appropriate action regarding students convicted of crimes that relate to the school environment.

#### C. Criminal Investigations

1. The policy of the school district is to cooperate with law enforcement officials. The school district will make all efforts, however, to encourage law enforcement officials to question students and employees outside of school hours and off school premises unless there are extenuating circumstances or the matter being investigated is school-related, or as otherwise provided by law.
2. If ~~such~~ questioning at school is unavoidable, the school district will attempt to maintain confidentiality; to avoid embarrassment to students and employees and to avoid disruption of the educational program. The school district will attempt to notify parents of a student under age **eighteen** (18) that police will be questioning their child. Normally, the superintendent, principal, or other appropriate school official will be present during the interview, except as otherwise required by law (Minnesota Statutes section 260E.22), or as otherwise determined in consultation with the parent or

guardian.

#### D. Data Practices

The school district will release to juvenile justice and law enforcement authorities educational and personnel data only in accordance with Minnesota Statutes chapter 13 (Minnesota Government Data Practices Act) and 20 United States Code section 1232g (FERPA).

### V. STATEMENTS WHEN LITIGATION IS PENDING

The school district recognizes that when a civil or criminal action is commenced or pending, parties to the lawsuit have particular duties in reference to persons involved or named in the lawsuit, as well as insurance carrier(s). Therefore, school board members or school district employees shall make or release statements in that situation only in consultation with legal counsel.

**Legal References:** *Minn. Stat. Ch. 13 (Minnesota Government Data Practices Act)*  
*Minn. Stat. § 121A.40-121A.56 (Pupil Fair Dismissal Act)*  
*Minn. Stat. § 123B.02, Subd. 20 (Legal Counsel, Reimbursement)*  
*Minn. Stat. § 123B.25(b) (Legal Actions Against Districts and Teachers)*  
*Minn. Stat. § 260E.22 (Interviews)*  
*Minn. Stat. § 466.07, Subd. 1 (Indemnification)*  
*20 U.S.C. § 1232g (Family Educational Rights and Privacy Act)*  
*42 U.S.C. § 1983 (Civil Action for Deprivation of Rights)*  
*Minn. Op. Atty. Gen. 169 (Mar. 7, 1963)*  
*Minn. Op. Atty. Gen. 169 (Nov. 3, 1943)*  
*Dypress v. School Committee of Boston, 446 N.E.2d 1099 (Mass. App. Ct. 1983)*  
*Wood v. Strickland, 420 U.S. 308, 95 S.Ct. 992, 43 L.Ed.2d 214 (1975)*

**Cross References:** *ISD 200 Policy 406 (Public and Private Personnel Data)*  
*ISD 200 Policy 408 (Subpoena of a School District Employee)*  
*ISD 200 Policy 414 (Mandated Reporting of Child Neglect or Physical or Sexual Abuse)*  
*ISD 200 Policy 506 (Student Discipline)*  
*ISD 200 Policy 515 (Protection and Privacy of Pupil Records)*  
*ISD 200 Policy 519 (Interviews of Students by Outside Agencies)*

*Policy Reviewed:* 10.01.2026 ~~05.31.2023~~  
*Policy Adopted:* 02.25.2026  
*Policy Revised:* 02.19.2026





## **212 SCHOOL BOARD MEMBER DEVELOPMENT**

### **I. PURPOSE**

~~In recognition of the need for continuing in-service training and development for its members, the purpose of this policy is to encourage the members of the school board to participate in professional development activities designed for them so that they may perform their responsibilities. The purpose of this policy is to support the continuing education and professional development of school board members. Participation in training and development activities enhances the knowledge and skills necessary to effectively carry out their governance duties and responsibilities.~~

### **II. GENERAL STATEMENT OF POLICY**

- A. ~~New school board members will be provided the opportunity and encouragement to attend the orientation and training sessions sponsored by the Minnesota School Boards Association (MSBA). School board members shall receive training in school finance and management developed in consultation with MSBA. New school board members are encouraged to review all policies outlined in the Board Handbook and seek clarification on all policies and procedures. New school board members shall be provided opportunities to participate in Leadership Development and other training offered by the Minnesota School Boards Association (MSBA) and shall complete all training required by law.~~
- B. All school board members shall review the policies, procedures, and governance resources identified in the Board Member Handbook and to seek clarification as needed regarding their roles, responsibilities, and applicable board procedures.
- C. ~~The school board will strive to send two members to participate in national conferences, on a periodic basis, to be determined by the board as a whole.~~
- D. All school board members are encouraged to participate in school board and related workshops and activities sponsored by local and state associations, as well as in the activities of other educational groups.
- E. School board members are expected to report back to the school board with materials of interest gathered at the various meetings and workshops.
- F. ~~The school board will reimburse the necessary expenses of all school board members who attend meetings and conventions pertaining to school activities and the objectives of the school board, within the approved policy and budget allocations of the school district relating to the reimbursement of expenses involving the attendance at workshops and~~

~~conventions.~~ See ISD 200 Policy 214 Board Member Expense Reimbursement.

**Legal References:** Minn. Stat. § 123B.09, Subd. 2 (Boards of Independent School Districts)

**Cross References:** ISD 200 Policy 200 (Board Member Handbook)  
ISD 200 Policy 214 (Out-of-State Travel by School Board Members)  
~~ISD 200 Policy 412 (Expense Reimbursement)~~  
~~ISD 200 Policy 412.1PR (Expense Reimbursement Procedure)~~

Policy Reviewed: 10.01.2026 ~~05.31.2023~~

Policy Adopted: 07.27.2023

Policy Revised: 07.27.2023





## 214 ~~OUT-OF-STATE TRAVEL BY SCHOOL BOARD MEMBERS~~ EXPENSE REIMBURSEMENT

### I. PURPOSE

The purpose of this policy is to identify school district business expenses that involve initial payment by a board member and qualify for reimbursement from the school district, and to specify the manner by which the school board member seeks reimbursement, including out-of-state travel. ~~The purpose of this policy is to control out-of-state travel by school board members as required by law.~~

### II. GENERAL STATEMENT OF POLICY

~~School board members have an obligation to become informed on the proper duties and functions of a school board member, to become familiar with issues that may affect the school district, to acquire a basic understanding of school finance and budgeting, and to acquire sufficient knowledge to comply with federal, state, and local laws, rules, regulations, and school district policies that relate to their functions as school board members. Occasionally, it may be appropriate for school board members to travel out of state to fulfill their obligations.~~

School board members have an obligation to remain informed about their duties and responsibilities, issues affecting the school district, school finance and budgeting, and applicable federal and state laws, rules, regulations, and school district policies. When appropriate, expenses may be authorized to support school board members in fulfilling these governance responsibilities.

### III. ~~APPROPRIATE TRAVEL~~ OUT OF STATE TRAVEL

~~Travel outside the state is appropriate when the school board finds it proper for school board members to acquire knowledge and information necessary to allow them to carry out their responsibilities as school board members. Travel to other out-of-state meetings for which the member intends to seek reimbursement from the school district should be preapproved by the school board.~~

- A. Travel outside the State of Minnesota by a school board member must be preapproved by the school board through official action and an affirmative majority vote.
- B. The school board may preapprove out-of-state travel when it determines that such travel is appropriate for school board members to acquire knowledge or information necessary to carry out their governance duties and responsibilities.
- C. Prior to school board consideration, the school board member shall ensure that funds are

available within the school board's professional development budget. The request shall include the purpose of the travel, destination, dates, and estimated expenses.

D. The request shall be submitted to the school board for consideration and approval.

#### IV. REIMBURSABLE EXPENSES

Expenses to be reimbursed may include transportation, meals, lodging, registration fees, required materials, parking fees, tips, and other reasonable and necessary school district-related expenses. If the destination falls within the district boundaries, there will be no mileage reimbursement.

#### V. REIMBURSEMENT

A. Requests for reimbursement must be itemized on the official school district reimbursement form and are to be submitted to the finance department. ~~designated administrator.~~ Receipts for lodging, commercial transportation, registration, and other reasonable and necessary expenses must be attached to the reimbursement form.

B. Automobile travel shall be reimbursed at the mileage rate set by the ~~IRS school board.~~ Commercial transportation shall reflect economy fares and shall be reimbursed only for the actual cost of the trip.

C. Amounts to be reimbursed shall be within the school board's professional development ~~the school board's approved~~ budget allocations, including attendance at workshops and conventions.

D. When the expected expense exceeds \$100, board approval is required.

#### VI. ESTABLISHMENT OF DIRECTIVES AND GUIDELINES

The superintendent or designee shall develop a schedule of reimbursement rates for school district business expenses, including those expenses requiring advance approval and specific rates of reimbursement. The superintendent or designee shall also develop directives and guidelines to address methods and times for submission of requests for reimbursement.

**Legal References:** Minn. Stat. § 123B.09, Subd. 2 (Boards of Independent School Districts)  
Minn. Stat. § 471.661 (Out-of-State Travel)  
Minn. Stat. § 471.665 (Mileage Allowances)  
Minn. Op. Atty. Gen. 1035 (Aug. 23, 1999) (Retreat Expenses)  
Minn. Op. Atty. Gen. 161b-12 (Aug. 4, 1997) (Transportation Expenses)

**Cross References:** ISD 200 Policy 212 (School Board Member Development)  
ISD 200 Policy 214.1PR (School Board Members Expense Reimbursement Procedure)



*ISD 200 Policy 412 (Expense Reimbursement)*

*ISD 200 Policy 412.1PR (Expense Reimbursement Procedure)*

*Policy Reviewed:* 10.01.2026 ~~11.29.2023~~

*Policy Adopted:* 12.20.2023

*Policy Revised:* 06.28.2023



## **214.1PR BOARD MEMBER EXPENSE REIMBURSEMENT PROCEDURES**

### **I. PURPOSE**

This document provides procedures for qualified expense reimbursements that the ISD 200 board members have incurred while performing their required duties on behalf of the district. It is understood that budgetary constraints may call for more restrictive guidelines.

### **II. DEFINITIONS**

Travel and related expenses include the cost of transportation (by public carrier, private automobile, district-owned vehicles), meals, lodging, registration fees, required materials, parking fees, tips, and other reasonable and necessary school district business-related expenses.

### **III. MILEAGE REIMBURSEMENT**

School Board members traveling in their personal vehicle on District 200 business may request reimbursement based on the Internal Revenue Service (IRS) standard mileage rate.

- A. Travel is reimbursable to and from the board member's home to destinations outside of district boundaries.
- B. Mileage reimbursements will be processed through Accounts Payable on designated check run days throughout the year. Mileage reimbursements incurred during the current fiscal year (July 1 – June 30) must be submitted for payment prior to the last check run in July. No reimbursements will be issued after that date.

### **IV. AIRLINE TRAVEL**

Airline tickets should be through the district office. The district provides travel on coach class or tourist class only.

### **V. PERSONAL VEHICLE**

- A. In some circumstances, use of a personal vehicle is preferable to travel by commercial air or some other commercial means (i.e., when the meeting is nearby or where travel arrangements are extremely difficult). Such travel will be reimbursed at the prevailing IRS rate.
- B. Transportation to and from conferences, seminars or workshops shall be selected on the basis of that which is as reasonable in cost as consistent with comfort, safety and convenience. If the cost of travel by personal vehicle exceeds the cost of coach air fare, the



district will reimburse to the extent of the lesser amount.

- C. If more than one person is attending an activity and transportation will be by personal vehicle, the individuals are encouraged to travel together.

## **VI. ACCOMMODATIONS**

- A. Individuals are expected to select accommodations, when they have an option, at the most reasonable rate. Lodging shall be selected on the basis of reasonable cost in conjunction with comfort, safety and convenience.
- B. When an individual is traveling with a non-school board member, the district will reimburse expenses for the school board member only.
- C. Itemized receipts are required for all accommodation claims.

## **VII. MEALS**

The maximum reimbursement will be in accordance with local per diem.

- A. The district will not reimburse the cost of alcoholic beverages.
- B. Reimbursement will be based upon actual expenditures; individuals must provide itemized receipts for meal expenditures.
- C. The district will reimburse the cost of banquets or special functions related to an individual's responsibility or participated in by the general audience attending a particular conference, workshop or seminar. It is necessary to document these additional expenses.

## **VIII. OTHER COSTS**

- A. The district will reimburse registration fees relating to conference, workshop or seminar attendance.
- B. The district will not reimburse for entertainment or recreation costs that are either part of or separate from the conference, workshop or seminar.
- C. Printed and audio publications which contain the proceedings or supplementary to attendance at a given conference, workshop or seminar, and which are relevant to the board member's attendance at the conference, may be purchased with approval of the school board.
- D. The district will reimburse a reasonable cost of baggage handling when necessary.
- E. Individuals are expected to select transportation at the conference, workshop or seminar, when they have an option, at the most reasonable rate. Transportation shall be selected on

the basis of that which is as reasonable in cost as consistent with comfort, safety and convenience. Individuals are expected to use conference transportation (i.e., shuttle buses) whenever it is available.

- F. Reimbursement for the use of rental cars by board members is allowed only with prior approval by the board.
- G. Exceptions to allowed travel expenses must be approved by the board.
- H. Gifts of travel, given to the school district, or specific school district personnel must be accepted by the school board via board action prior to the event.

*Policy Reviewed: 10.01.2026*

*Policy Adopted:*



## **412 EXPENSE REIMBURSEMENT**

### **I. PURPOSE**

The purpose of this policy is to identify school district business expenses that involve initial payment by an employee and qualify for reimbursement from the school district, and to specify the manner by which the employee seeks reimbursement.

### **II. AUTHORIZATION**

All school district business expenses to be reimbursed must be approved by the supervising administrator or manager of the corresponding budget for the expense. Such expenses to be reimbursed may include transportation, meals, lodging, registration fees, required materials, parking fees, tips, and other reasonable and necessary school district business-related expenses.

### **III. REIMBURSEMENT**

- A. Requests for reimbursement must be itemized on the official school district form and are to be submitted to the designated administrator or budget manager. Receipts for lodging, commercial transportation, registration, and other reasonable and necessary expenses must be attached to the reimbursement form.
- B. Automobile travel shall be reimbursed at the mileage rate set by the IRS. Commercial transportation shall reflect economy fares and shall be reimbursed only for the actual cost of the trip.
- C. Expense reimbursement forms must clearly state the type of expenditures incurred and the reason for the expenditure. This information should include: place visited, business or school purpose, function attended, and the actual costs.

### **IV. AIRLINE TRAVEL CREDIT**

- A. Employees utilizing school district funds to pay for airline travel are required to ensure that any credits or other benefits issued by any airline accrue to the benefit of the school district rather than the employee.
  - 1. To the extent an airline will not honor a transfer or assignment of credit or benefit from the employee to the school district, the employee shall report receipt of the credit or benefit to the designated administrator within 90 days of receipt of the credit or benefit.
  - 2. Reports of the receipt of an airline credit or benefit shall be made in writing and shall include verification from the airline as to the credit or benefit received. Reimbursement



for airline travel expenses will not be made until such documentation is provided.

- B. Employees who have existing credits or benefits issued by an airline based upon previously reimbursed airline travel for school district purposes will be required to utilize those credits or benefits toward any subsequent airline travel related to school district purposes, prior to reimbursement for such travel, to the extent permitted and/or feasible.
- C. The requirements of this section apply to all airline travel, regardless of where or how the tickets are purchased.

## V. ESTABLISHMENT OF DIRECTIVES AND GUIDELINES

The superintendent or designee shall develop a schedule of reimbursement rates for school district business expenses, including those expenses requiring advance approval and specific rates of reimbursement. The superintendent or designee shall also develop directives and guidelines to address methods and times for submission of requests for reimbursement.

**Legal References:** *Minn. Stat. § 15.435 (Airline Travel Credit)*  
*Minn. Stat. § 471.665 (Mileage Allowances)*  
*Minn. Op. Atty. Gen. 1035 (Aug. 23, 1999) (Retreat Expenses)*  
*Minn. Op. Atty. Gen. 161b-12 (Aug. 4, 1997) (Transportation Expenses)*  
*Minn. Op. Atty. Gen. 161B-12 (Jan. 24, 1989) (Operating Expenses of Car)*

**Cross References:** ~~ISD 200 Policy 214 (Out-of-State Travel by School Board Members)~~  
ISD 200 Policy 412.1PR (Expense Reimbursement Procedures)

*Policy Reviewed:* 11.08.2023  
*Policy Adopted:* 10.21.2026 ~~11.21.2023~~  
*Policy Revised:* 10.01.2026 ~~12.02.2021~~



## **412.1PR EXPENSE REIMBURSEMENT PROCEDURES**

### **I. PURPOSE**

This document provides procedures for qualified expense reimbursements that the ISD 200 employees have incurred while performing their required duties on behalf of the district. It is understood that budgetary constraints may call for more restrictive guidelines.

### **II. DEFINITIONS**

Travel and related expenses include the cost of transportation (by public carrier, private automobile, district-owned vehicles), meals, lodging, registration fees, required materials, parking fees, tips, and other reasonable and necessary school district business-related expenses.

### **III. MILEAGE REIMBURSEMENT**

District employees ~~and School Board members~~ traveling in their personal vehicle on District 200 business may request reimbursement based on the Internal Revenue Service (IRS) standard mileage rate.

- A. Travel is reimbursable from the employee's regular job location to the employee's temporary work location.
- B. Travel is *not* reimbursable from the employee's home to the employee's regular place of work, *even if* travel occurs multiple times daily or outside of regular work hours.
- C. Employees shall keep a record of travel from one district building to another and a record of mileage for other travel, and complete the "Expense Reimbursement Form" to collect reimbursement. Documentation of miles should be attached to the form and the form must be signed and approved by the appropriate supervisor prior to sending to Accounts Payable.
- D. The district mileage matrix should be used to calculate travel from one district building to another.
- E. Mileage reimbursements will be processed through Accounts Payable on designated check run days throughout the year. Mileage reimbursements incurred during the current fiscal year (July 1 – June 30) must be submitted for payment prior to the last check run in July. No reimbursements will be issued after that date.

### **IV. EXPENSE REIMBURSEMENT**

District employees ~~and School Board members~~ may request reimbursement for expenses incurred while in attendance at or traveling to and from conferences, seminars and workshops,

or while engaged in other travel in accordance with district policy.

- A. Out of State Travel – All out of state travel must be approved by the Superintendent in advance of the event.
- B. Other Travel – Other travel may be permitted, with supervisor approval, for district employees ~~and School Board Members~~ under the following conditions:
  - 1. The purpose of the travel fits with district and/or school goals and/or curriculum;
  - 2. There is a sufficient balance in the appropriate budget to cover the expenses to be incurred;
  - 3. Consideration is given to the number of employees from that particular school and/or department and/or the district planning to attend the same event;
- C. The administrator approving attendance and travel is responsible for determining the reasonableness and necessity of the expense claimed within district policy and has the authority to disallow unreasonable or unnecessary expenses.

## **V. AIRLINE TRAVEL**

- A. Airline tickets should be booked online or by the least expensive method, preferably using a district procurement card (P-Card). The district provides travel on coach class or tourist class only.
- B. In accordance with state law, frequent flyer miles and other airline travel credit resulting from district-paid airfare will accrue to the district and may not be used for personal travel. If the airline will not honor a transfer or assignment of any credit or benefit, the employee must report receipt of the credit or benefit to the district within 90 days of receiving it.

## **VI. PERSONAL VEHICLE**

- A. In some circumstances, use of a personal vehicle is preferable to travel by commercial air or some other commercial means (i.e., when the meeting is nearby or where travel arrangements are extremely difficult). Such travel will be reimbursed at the prevailing IRS rate.
- B. Transportation to and from conferences, seminars or workshops shall be selected on the basis of that which is as reasonable in cost as consistent with comfort, safety and convenience. If the cost of travel by personal vehicle exceeds the cost of coach air fare, the district will reimburse to the extent of the lesser amount.
- C. If more than one person is attending an activity and transportation will be by personal



vehicle, the individuals are encouraged to travel together.

- D. It is permissible for employees ~~or board members~~ to take their own vehicle on a trip to enable them to use some vacation time; however, the same standard regarding reimbursement at the lesser amount, whether airline or private vehicle, will apply.

## **VII. ACCOMMODATIONS**

- A. Individuals are expected to select accommodations, when they have an option, at the most reasonable rate. Lodging shall be selected on the basis of reasonable cost in conjunction with comfort, safety and convenience.
- B. When an individual is traveling with a non-employee, the district will reimburse expenses for the employee only.
- C. Itemized receipts are required for all accommodation claims.

## **VIII. MEALS**

The maximum reimbursement will be in accordance with local per diem.

- A. The district will not reimburse the cost of alcoholic beverages.
- B. The meals expenditures should not be placed on the district P card.
- C. Reimbursement will be based upon actual expenditures; individuals must provide itemized receipts for meal expenditures.
- D. The district will reimburse the cost of banquets or special functions related to an individual's responsibility or participated in by the general audience attending a particular conference, workshop or seminar. It is necessary to document these additional expenses.

## **IX. OTHER COSTS**

- A. The district will reimburse registration fees relating to conference, workshop or seminar attendance.
- B. The district will not reimburse for entertainment or recreation costs that are either part of or separate from the conference, workshop or seminar.
- C. Printed and audio publications which contain the proceedings or supplementary to attendance at a given conference, workshop or seminar, and which are relevant to the employee's ~~or board member's~~ attendance at the conference, may be purchased with the approval of the appropriate supervisor.
- D. The district will reimburse a reasonable cost of baggage handling when necessary.

- E. Individuals are expected to select transportation at the conference, workshop or seminar, when they have an option, at the most reasonable rate. Transportation shall be selected on the basis of that which is as reasonable in cost as consistent with comfort, safety and convenience. Individuals are expected to use conference transportation (i.e., shuttle buses) whenever it is available.
- F. Reimbursement for the use of rental cars by employees ~~and board members~~ is allowed only with prior approval by the superintendent or designee. ~~or, in the case of board members, by the board chairperson.~~
- G. Exceptions to allowed travel expenses must be approved by the superintendent or designee for employees. ~~and by the board chairperson for board members.~~
- H. Gifts of travel, given to the school district, or specific school district personnel must be accepted by the school board via board action prior to the event.

## **X. MISCELLANEOUS PURCHASES**

- A. The School District is exempt from the cost of sales tax for all materials and supplies that are purchased.
- B. Therefore, all employees should purchase supplies and materials through the purchase order system within the District's finance software system, when possible.
- C. While the District may reimburse employees for purchases made on behalf of the School District, no employee will be reimbursed for any sales tax associated with said purchases.

***Cross References: 412 Expense Reimbursement***

*Policy Reviewed: 10.01.2026 ~~11.08.2022~~*

*Policy Adopted: 10.21.2026 ~~11.21.2023~~*

*Policy Revised: 12.02.2021*



## **501 SCHOOL WEAPONS POLICY**

### **I. PURPOSE**

The purpose of this policy is to assure a safe school environment for students, staff and the public.

### **II. GENERAL STATEMENT OF POLICY**

No student or nonstudent, including adults and visitors, shall possess, use or distribute a weapon when in a school location except as provided in this policy. The school district will act to enforce this policy and to discipline or take appropriate action against any student, teacher, administrator, school employee, volunteer, or member of the public who violates this policy.

### **III. DEFINITIONS**

- A. "Active shooter incident" means an event involving an armed individual or individuals on campus or an armed assailant in the immediate vicinity of the school.
- B. "Active shooter threat" means a real or perceived threat that an active shooter incident will occur.
- C. "Dangerous Weapon" means any firearm, whether loaded or unloaded, or any device designed as a weapon and capable of producing death or great bodily harm, any combustible or flammable liquid or other device or instrumentality that, in the manner it is used or intended to be used, is calculated or likely to produce death or great bodily harm, or any fire that is used to produce death or great bodily harm. As used in this definition, "flammable liquid" means any liquid having a flashpoint below 100 degrees Fahrenheit and having a vapor pressure not exceeding 40 pounds per square inch (absolute) at 100 degrees Fahrenheit but does not include intoxicating liquor. As used in this subdivision, "combustible liquid" is a liquid having a flash point at or above 100 degrees Fahrenheit.
- D. "Possession" means having a weapon on one's person or in an area subject to one's control in a school location.
- E. "School Location" includes any school building or grounds, whether leased, rented, owned or controlled by the school, locations of school activities or trips, bus stops, school buses or school vehicles, school-contracted vehicles, the area of entrance or departure from school premises or events, all locations where school-related functions are conducted, and anywhere students are under the jurisdiction of the school district.
- F. "Weapon"



1. A “weapon” means any object, device or instrument designed as a weapon or through its use is capable of threatening or producing bodily harm or which may be used to inflict self-injury including, but not limited to, any firearm, whether loaded or unloaded; airguns; pellet guns; BB guns; all knives; blades; clubs; metal knuckles; nunchucks; throwing stars; explosives; fireworks; mace and other propellants; stun guns; ammunition; poisons; chains; arrows; and objects that have been modified to serve as a weapon.
2. No person shall possess, use or distribute any object, device or instrument having the appearance of a weapon and such objects, devices or instruments shall be treated as weapons including, but not limited to, weapons listed above which are broken or non-functional, look-alike guns; toy guns; and any object that is a facsimile of a real weapon.
3. No person shall use articles designed for other purposes (i.e. lasers or laser pointers, belts, combs, pencils, files, scissors, etc.), to inflict bodily harm and/or intimidate. Such use will be treated as the possession and use of a weapon.

#### **IV. EXCEPTIONS**

- A. A student who finds a weapon on the way to school or in a school location, or a student who discovers that he or she accidentally has a weapon in his or her possession, and takes the weapon immediately to the principal’s office shall not be considered to possess a weapon. If it would be impractical or dangerous to take the weapon to the principal’s office, a student shall not be considered to possess a weapon if he or she immediately turns the weapon over to an administrator, teacher or head coach or immediately notifies an administrator, teacher or head coach of the weapon’s location.
- B. It shall not be a violation of this policy if a nonstudent (or student where specified) falls within one of the following categories:
  1. active licensed peace officers;
  2. military personnel, or students or nonstudents participating in military training, who are on duty performing official duties;
  3. persons authorized to carry a pistol under Minnesota Statutes section 624.714 while in a motor vehicle or outside of a motor vehicle for the purpose of directly placing a firearm in, or retrieving it from, the trunk or rear area of the vehicle;
  4. persons who keep or store in a motor vehicle pistols in accordance with Minnesota Statutes section 624.714 or 624.715 or other firearms in accordance with Minnesota Statutes section 97B.045;

- a) Section 624.714 specifies procedures and standards for obtaining pistol permits and penalties for the failure to do so. Section 624.715 defines an exception to the pistol permit requirements for “antique firearms which are carried or possessed as curiosities or for their historical significance or value.”
  - b) Section 97B.045 generally provides that a firearm may not be transported in a motor vehicle unless it is (1) unloaded and in a gun case without any portion of the firearm exposed; (2) unloaded and in the closed trunk; or (3) a handgun carried in compliance with Sections 624.714 and 624.715.
5. Firearm safety or marksmanship courses or activities for students or nonstudents conducted on school property;
  6. Possession of dangerous weapons, BB guns, or replica firearms by a ceremonial color guard;
  7. A gun or knife show held on school property;
  8. Possession of dangerous weapons, BB guns, or replica firearms with written permission of the principal or other person having general control and supervision of the school or the director of a child care center; or
  9. Persons who are on unimproved property owned or leased by a child care center, school or school district unless the person knows that a student is currently present on the land for a school-related activity.

#### C. Policy Application to Instructional Equipment/Tools

While the school district does not allow the possession, use, or distribution of weapons by students or nonstudents, such a position is not meant to interfere with instruction or the use of appropriate equipment and tools by students or nonstudents. Such equipment and tools, when properly possessed, used, and stored, shall not be considered in violation of the rule against the possession, use, or distribution of weapons. However, when authorized instructional and work equipment and tools are used in a potentially dangerous or threatening manner, such possession and use will be treated as the possession and use of a weapon.

#### D. Firearms in School Parking Lots and Parking Facilities

A school district may not prohibit the lawful carry or possession of firearms in a school parking lot or parking facility. For purposes of this policy, the “lawful” carry or possession of a firearm in a school parking lot or parking facility is specifically limited to non-student permit-holders authorized under Minnesota Statutes section 624.714 to carry a pistol in the interior of a vehicle or outside the motor vehicle for the purpose of directly placing a

firearm in, or retrieving it from, the trunk or rear area of the vehicle. Any possession or carry of a firearm beyond the immediate vicinity of a permit-holder's vehicle shall constitute a violation of this policy.

## **V. CONSEQUENCES FOR STUDENT WEAPON POSSESSION/USE/DISTRIBUTION**

- A. The school district does not allow the possession, use, or distribution of weapons by students. Consequently, the minimum consequence for students willfully possessing, using, or distributing weapons shall include:
  - 1. Immediate out-of-school suspension;
  - 2. Confiscation of the weapon;
  - 3. Immediate notification of police;
  - 4. Parent or guardian notification; and
  - 5. Recommendation to the superintendent of dismissal for a period of time not to exceed one year.
- B. Pursuant to Minnesota [Statute Section 121A.44](#) ~~law~~, a student who brings a firearm, as defined by federal law, to school will be expelled for at least one year. The school board may modify this requirement on a case-by-case basis.
- C. The building principal or designee shall, as soon as practicable, refer a student who brings a firearm to school unlawfully, to the criminal justice or juvenile delinquency system. [Such referral shall be made to law enforcement.](#)

### **D. Administrative Discretion**

While the school district does not allow the possession, use, or distribution of weapons by students, the superintendent may use discretion in determining whether, under the circumstances, a course of action other than the minimum consequences specified above is warranted. If so, other appropriate action may be taken, including consideration of a recommendation for lesser discipline.

## **VI. CONSEQUENCES FOR WEAPON POSSESSION/USE/DISTRIBUTION BY NONSTUDENT**

### **A. Employees**

- 1. An employee who violates the terms of this policy is subject to disciplinary action, including nonrenewal, suspension, or discharge as deemed appropriate by the school board.



2. Sanctions against employees, including nonrenewal, suspension, or discharge shall be pursuant to and in accordance with applicable statutory authority, collective bargaining agreements, and school district policies.
3. When an employee violates the weapons policy, law enforcement may be notified, as appropriate.

**B. Other Non Students**

1. Any member of the public who violates this policy shall be informed of the policy and asked to leave the school location. Depending on the circumstances, the person may be barred from future entry to school locations. In addition, if the person is a student in another school district, that school district may be contacted concerning the policy violation.
2. If appropriate, law enforcement will be notified of the policy violation by the member of the public and may be asked to provide an escort to remove the member of the public from the school location.

**VII. REPORTS OF DANGEROUS WEAPON AND ACTIVE SHOOTER INCIDENTS IN SCHOOL ZONES**

- A. The school district must electronically report to the Commissioner of the Minnesota Department of Education incidents involving the use or possession of a dangerous weapon in school zones, as required under Minnesota Statutes section 121A.06.
- B. The school district must electronically file an after-action review report for active shooter incidents and active shooter threats to the Minnesota Fusion Center as required under Minnesota Statutes, section 121A.06.

**Legal References:** *Minn. Stat. § 97B.045 (Transportation of Firearms)*  
*Minn. Stat. § 121A.05 (Policy to Refer Firearms Possessor)*  
*Minn. Stat. § 121A.06 (Reports of Dangerous Weapon Incidents in School Zones)*  
*Minn. Stat. §§ 121A.40-121A.56 (Pupil Fair Dismissal Act)*  
*Minn. Stat. § 121A.44 (Expulsion for Possession of Firearm)*  
*Minn. Stat. § 152.01, subd. 14(a) (Definition of a School Zone)*  
*Minn. Stat. § 609.02, Subd. 6 (Definition of Dangerous Weapon)*  
*Minn. Stat. § 609.605 (Trespass)*  
*Minn. Stat. § 609.66 (Dangerous Weapons)*  
*Minn. Stat. § 624.714 (Carrying of Weapons without Permit; Penalties)*  
*Minn. Stat. § 624.715 (Exemptions; Antiques and Ornaments)*  
*18 U.S.C. § 921 (Definition of Firearm)*  
*In re C.R.M. 611 N.W.2d 802 (Minn. 2000)*

*In re A.D., 883 N.W.2d 251 (Minn. 2016)*

**Cross References:** *ISD 200 Policy 403 (Discipline, Suspension, and Dismissal of School District Employees)*  
*ISD 200 Policy 506 (Student Discipline)*  
*ISD 200 Policy 903 (Visitors to School District Buildings and Sites)*

*Policy Reviewed:* 04.12.2024

*Policy Adopted:* 07.23.2025

*Policy Revised:* 10.01.2026 ~~07.10.2025~~

Hastings Public School District  
Fall 2026 Staff Check-In Survey

The survey is organized into sections and typically takes less than 10 minutes to complete. Participants are able to easily move back and forth through the sections. If, for any reason, you need to leave the survey, you can reenter the survey access code, and the survey will pick up where you left off.

All responses will be received and tabulated by School Perceptions. Data will be reported for groups of respondents, and individual names will never be used. Data cannot be disaggregated in subgroups of fewer than three to ensure confidentiality.

\*Do not mention or identify any individual by name, position, or role in your comments. Instead, focus your responses on shared experiences, team dynamics, workplace processes, and overall organizational practices. If you have feedback or concerns regarding a specific individual, please address them directly with that person or through standard administrative channels.

Thank you for participating!



|                               |
|-------------------------------|
| <b>Respondent Information</b> |
|-------------------------------|

**At which location do you spend the most time?**

- ☐ Tilden Center
- ☐ Kennedy Elementary
- ☐ McAuliffe Elementary
- ☐ Pinecrest Elementary
- ☐ Hastings Middle School
- ☐ Hastings High School
- ☐ Hastings Alternative Learning Program
- ☐ District Office
- ☐ District-wide

**What best describes your position?**

- ☐ Teacher
- ☐ Educational Specialist (certified staff including counselor, school psychologist, social worker, reading specialist, library media specialist, etc.)
- ☐ Paraprofessional
- ☐ Community Ed Assistant (Kids Campus and EC Program Assistant)
- ☐ Administrative Assistant
- ☐ Custodial/Maintenance
- ☐ Food Service
- ☐ Transportation
- ☐ Other Support Staff (Supervisor, District Office Staff, Nurse, Tech Support, Coordinator)
- ☐ Administration
- ☐ Choose not to answer

**Including the current year, how many years have you worked for this district?**

- ☐ 1-2 years
- ☐ 3-5 years
- ☐ 6-10 years
- ☐ More than 10 years
- ☐ Choose not to answer

|                |
|----------------|
| <b>Workday</b> |
|----------------|

| To what extent do you agree with each statement below?                               |                |       |          |                   |                           |
|--------------------------------------------------------------------------------------|----------------|-------|----------|-------------------|---------------------------|
| The amount of work I am asked to do is reasonable/manageable.                        | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| Information important to my work is shared with me in a timely and effective manner. | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| The District seeks input from a broad group of staff members.                        | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| I feel comfortable sharing input and concerns with my supervisor/administrator.      | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| I feel supported by my supervisor/administrator when I make a decision.              | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| Our staff does a good job of educating our students.                                 | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| Our staff handles student discipline in a consistent manner.                         | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| Our school's student discipline policies are effective.                              | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| The adults in my building implement student discipline procedures consistently.      | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| Most days, I look forward to going to work.                                          | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| I have meaningful ways to collaborate with my peers and contribute my expertise.     | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |

**If you disagree or strongly disagree with any statement, please explain why below and include specific examples.**

|                    |
|--------------------|
| <b>Environment</b> |
|--------------------|

| To what extent do you agree with each statement below?                                                                                                                                                                                                                   |                |       |          |                   |                           |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|-------|----------|-------------------|---------------------------|
| I feel safe at work.                                                                                                                                                                                                                                                     | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| I feel respected at work.                                                                                                                                                                                                                                                | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| I am recognized when I do a good job.                                                                                                                                                                                                                                    | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| In the last year, I received useful feedback to help improve my work.                                                                                                                                                                                                    | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| I have opportunities for training/professional development to improve my work.                                                                                                                                                                                           | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| I have training and support to work with students from different backgrounds.                                                                                                                                                                                            | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| All students in our school are treated with respect.                                                                                                                                                                                                                     | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| The school board is doing what it takes to make our district successful.(The school board governs through strategic planning, policy, fiscal management, superintendent oversight, curriculum and resources, facilities and property, and community and state advocacy.) | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| District administration is doing what it takes to make our district successful.(Administration manages the operation of the district.)                                                                                                                                   | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| The District is heading in the right direction.                                                                                                                                                                                                                          | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |



|                                                                                                                |                |       |          |                   |                           |
|----------------------------------------------------------------------------------------------------------------|----------------|-------|----------|-------------------|---------------------------|
| District priorities are clear to me.                                                                           | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| The District communicates the reasons for significant decisions clearly.                                       | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| I know the appropriate channel to use when I have a workplace concern or need support.                         | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| When I raise a concern through the appropriate administrative channel, I receive a timely response.            | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| My school provides learning opportunities that push students to analyze, evaluate, and solve complex problems. | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |

**If you disagree or strongly disagree with any statement, please explain why below and include specific examples.**

|                |
|----------------|
| <b>Support</b> |
|----------------|

| To what extent do you agree with each statement below?                                                   |                |       |          |                   |                           |
|----------------------------------------------------------------------------------------------------------|----------------|-------|----------|-------------------|---------------------------|
| I have the materials and supplies I need to do my job well.                                              | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| I have the technology I need to do my job well.                                                          | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| I have access to the technology support I need.                                                          | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| I have healthy working relationships with my coworkers.                                                  | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| Staff input is valued.                                                                                   | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| The District's pay practices are fair.                                                                   | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| Our parents and community support the school district.                                                   | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| All students in our school are given equal opportunities to learn and experience success.                | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| Our school has a process to ensure every student has a connection with at least one adult in the school. | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| Our school supports students from diverse backgrounds.                                                   | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| Our school provides all students with the support they need to be successful.                            | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| The social and emotional needs of all students are being met.                                            | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |

|                                                     |                |       |          |                   |                           |
|-----------------------------------------------------|----------------|-------|----------|-------------------|---------------------------|
| <b>Our school supports equal opportunities for:</b> |                |       |          |                   |                           |
| All genders                                         | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| Different economic                                  | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |

|                    |                |       |          |                   |                           |
|--------------------|----------------|-------|----------|-------------------|---------------------------|
| All genders        | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| Different economic | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |

|                                   |                |       |          |                   |                           |
|-----------------------------------|----------------|-------|----------|-------------------|---------------------------|
| backgrounds                       |                |       |          |                   |                           |
| Different racial backgrounds      | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| Different cultural backgrounds    | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| Students with special needs       | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| Students who are English Learners | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |

**If you disagree or strongly disagree with any statement, please explain why below and include specific examples.**



|                        |
|------------------------|
| <b>Recommendations</b> |
|------------------------|

**On a scale of 0 - 10, how likely are you to recommend the District as a place of employment?**

- ☐ 0 - Extremely Unlikely
- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ 5 - Neutral
- ☐ 6
- ☐ 7
- ☐ 8
- ☐ 9
- ☐ 10 - Extremely Likely

**What are the District's top three strengths?**

**What are the top three ways the District could improve?**

Hastings Public School District  
Fall 2026 Parent/Guardian Satisfaction Survey

The survey is organized into several brief sections, and participants are able to easily move back and forth through the sections. If, for any reason, you need to leave the survey, you can re-enter the survey access code, and the survey will pick up where you left off.

\*Do not mention or identify any individual by name, position, or role in your comments. Instead, focus your responses on shared experiences, team dynamics, workplace processes, and overall organizational practices. If you have feedback or concerns regarding a specific individual, please address them directly with that person or through standard administrative channels.

Thank you for providing us with your opinions and perspectives!

|                               |
|-------------------------------|
| <b>Respondent Information</b> |
|-------------------------------|

**Which schools do your children attend? (Select all that apply)**

- ☐ Tilden Center
- ☐ Kennedy Elementary
- ☐ McAuliffe Elementary
- ☐ Pinecrest Elementary
- ☐ Hastings Middle School
- ☐ Hastings High School
- ☐ Hastings High School Online Academy
- ☐ Hastings Alternative Learning Program
- ☐ Choose not to answer



**Grade level of your child(ren): (Select all that apply)**

- ☐ Pre-Kindergarten
- ☐ Kindergarten
- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ 5
- ☐ 6
- ☐ 7
- ☐ 8
- ☐ 9
- ☐ 10
- ☐ 11
- ☐ 12

**One or more of my children receive the following services: (Select all that apply)**

- ☐ 504 Plans
- ☐ English Language Learner (ELL)
- ☐ Gifted and Talented/Enrichment/Advanced
- ☐ Special Education
- ☐ Educational Benefits Program
- ☐ I'm not sure
- ☐ None of the above

**I identify as: (Select all that apply)**

- ☐ American Indian or Native Alaskan
- ☐ Asian
- ☐ Black or African American
- ☐ Hispanic or Latino
- ☐ Middle Eastern or North African
- ☐ Native Hawaiian or Pacific Islander
- ☐ White
- ☐ More than one race/ethnicity
- ☐ I prefer not to respond

|                            |
|----------------------------|
| <b>Planning Priorities</b> |
|----------------------------|

**Please choose up to four areas that you believe we should focus our planning efforts, and rank them in order of priority (1 being the highest priority).**

|                                                                                                  |                    |   |   |                     |
|--------------------------------------------------------------------------------------------------|--------------------|---|---|---------------------|
| Activities and clubs (such as DECA, musicals, plays, forensics)                                  | 1 (Most important) | 2 | 3 | 4 (Least important) |
| Athletics                                                                                        | 1 (Most important) | 2 | 3 | 4 (Least important) |
| Career and technical education (trades, business/marketing, health sciences)                     | 1 (Most important) | 2 | 3 | 4 (Least important) |
| College credit opportunities for students                                                        | 1 (Most important) | 2 | 3 | 4 (Least important) |
| Communications with parents and the community                                                    | 1 (Most important) | 2 | 3 | 4 (Least important) |
| Community/business partnerships for students (youth apprenticeships, co-ops, mentoring)          | 1 (Most important) | 2 | 3 | 4 (Least important) |
| Course variety/virtual course offerings                                                          | 1 (Most important) | 2 | 3 | 4 (Least important) |
| Foreign languages                                                                                | 1 (Most important) | 2 | 3 | 4 (Least important) |
| Mental health services for students                                                              | 1 (Most important) | 2 | 3 | 4 (Least important) |
| Onsite childcare for the community                                                               | 1 (Most important) | 2 | 3 | 4 (Least important) |
| Recruit and retain high-quality staff                                                            | 1 (Most important) | 2 | 3 | 4 (Least important) |
| Responsible technology use for students (such as artificial intelligence and cybersecurity)      | 1 (Most important) | 2 | 3 | 4 (Least important) |
| School safety and security                                                                       | 1 (Most important) | 2 | 3 | 4 (Least important) |
| Student behavior/discipline                                                                      | 1 (Most important) | 2 | 3 | 4 (Least important) |
| Student transportation services                                                                  | 1 (Most important) | 2 | 3 | 4 (Least important) |
| Understanding of diversity (such as economic backgrounds, cultural backgrounds, values/opinions) | 1 (Most important) | 2 | 3 | 4 (Least important) |

**Are there other areas you believe we should focus our planning and resources? If so, what are they?**

|                                       |
|---------------------------------------|
| <b>Leadership &amp; Communication</b> |
|---------------------------------------|

|                                                 |  |  |  |  |  |
|-------------------------------------------------|--|--|--|--|--|
| <b>Please respond to each of the following:</b> |  |  |  |  |  |
|-------------------------------------------------|--|--|--|--|--|

|                                                                                                                                                                                                                                                                           |                |       |          |                   |                           |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|-------|----------|-------------------|---------------------------|
| The school board is doing what it takes to make our district successful. (The school board governs through strategic planning, policy, fiscal management, superintendent oversight, curriculum and resources, facilities and property, and community and state advocacy.) | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| District administration is doing what it takes to make our district successful. (Administration manages the operation of the district.)                                                                                                                                   | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| The District is heading in the right direction.                                                                                                                                                                                                                           | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |



If you disagree or strongly disagree with any statement, please explain why below and include specific examples.

How do you rate the quality of communications from the district?

- ☐ Great
- ☐ Good
- ☐ Fair
- ☐ Poor
- ☐ Don't know

How do you rate the frequency/timeliness of communications from the district?

- ☐ Too often
- ☐ Just right
- ☐ Not often enough
- ☐ Don't know

How do you rate the quality of communications from the school administration (principals, assistant principals, athletic director)?

- ☐ Great
- ☐ Good
- ☐ Fair
- ☐ Poor
- ☐ Don't know

How do you rate the frequency/timeliness of communications from the school administration (principals, assistant principals, athletic director)?

- ☐ Too often
- ☐ Just right
- ☐ Not often enough
- ☐ Don't know

How do you rate the quality of communications from teachers?

- ☐ Great
- ☐ Good
- ☐ Fair
- ☐ Poor
- ☐ Don't know

How do you rate the frequency/timeliness of communications from teachers?

- ☐ Too often
- ☐ Just right
- ☐ Not often enough
- ☐ Don't know

How would you like to receive school information? (Mark all that apply.)

- ☐ Automated phone/text notifications
- ☐ Emails
- ☐ Meetings with teachers and administrators
- ☐ Newspaper
- ☐ Parent organizations
- ☐ Parent portal (Infinite Campus)
- ☐ Seesaw
- ☐ Schoology
- ☐ Peachjar
- ☐ Radio
- ☐ School and district newsletters
- ☐ School board meetings
- ☐ School website
- ☐ Facebook
- ☐ Twitter/X
- ☐ Other social media

**Comments/questions/suggestions:**

### School Experience- Tilden Center

Please respond to the following regarding your experience at Tilden Center.

**Please respond to each of the following:**

#### School Climate

|                                                               |                |       |          |                   |                           |
|---------------------------------------------------------------|----------------|-------|----------|-------------------|---------------------------|
| I feel welcome in my child's school.                          | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| My child feels safe at school.                                | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| School facilities are clean and well-kept.                    | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| School staff treat my child with dignity and respect.         | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| If my child breaks a rule at school, they are treated fairly. | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| I am satisfied with our school's efforts to address bullying. | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| There is a healthy culture at our school.                     | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |

**If you disagree or strongly disagree with any statement, please explain why below and include specific examples.**

**Please respond to each of the following:**

#### Learning

|                                                                                             |                |       |          |                   |                           |
|---------------------------------------------------------------------------------------------|----------------|-------|----------|-------------------|---------------------------|
| My child gets help when they need it.                                                       | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| The school teaches with materials that reflect my family's cultural and racial backgrounds. | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| I know how to support my child's learning.                                                  | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| My child is regularly challenged with                                                       | Strongly       | Agree | Disagree | Strongly          | Don't                     |

|                                                                                                   |       |  |  |          |                           |
|---------------------------------------------------------------------------------------------------|-------|--|--|----------|---------------------------|
| schoolwork that requires problem-solving and critical thinking rather than just memorizing facts. | agree |  |  | disagree | know/<br>doesn't<br>apply |
|---------------------------------------------------------------------------------------------------|-------|--|--|----------|---------------------------|

**If you disagree or strongly disagree with any statement, please explain why below and include specific examples.**

| Please respond to each of the following:                                                              |                |       |          |                   |                                 |
|-------------------------------------------------------------------------------------------------------|----------------|-------|----------|-------------------|---------------------------------|
| Connections                                                                                           |                |       |          |                   |                                 |
| I have at least one school staff member I feel comfortable contacting when I have an idea or concern. | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/<br>doesn't<br>apply |
| I am updated on how my child is doing at school.                                                      | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/<br>doesn't<br>apply |
| I have opportunities to provide feedback to the school/teachers.                                      | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/<br>doesn't<br>apply |
| The school provides opportunities for parental involvement.                                           | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/<br>doesn't<br>apply |

**If you disagree or strongly disagree with any statement, please explain why below and include specific examples.**

**The overall amount of homework my child is asked to complete is:**

- ☐ Too little
- ☐ Just right
- ☐ Too much
- ☐ Don't know/doesn't apply

**Comments/questions/suggestions:**



### School Experience- Kennedy Elementary School

Please respond to the following regarding your experience at Tilden Center.

| Please respond to each of the following:                      |                |       |          |                   |                           |
|---------------------------------------------------------------|----------------|-------|----------|-------------------|---------------------------|
| School Climate                                                |                |       |          |                   |                           |
| I feel welcome in my child's school.                          | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| My child feels safe at school.                                | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| School facilities are clean and well-kept.                    | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| School staff treat my child with dignity and respect.         | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| If my child breaks a rule at school, they are treated fairly. | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| I am satisfied with our school's efforts to address bullying. | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| There is a healthy culture at our school.                     | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |

If you disagree or strongly disagree with any statement, please explain why below and include specific examples.

| Please respond to each of the following:                                                    |                |       |          |                   |                           |
|---------------------------------------------------------------------------------------------|----------------|-------|----------|-------------------|---------------------------|
| Learning                                                                                    |                |       |          |                   |                           |
| My child gets help when they need it.                                                       | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| The school teaches with materials that reflect my family's cultural and racial backgrounds. | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| I know how to support my child's learning.                                                  | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| My child is regularly challenged with                                                       | Strongly       | Agree | Disagree | Strongly          | Don't                     |

|                                                                                                   |       |  |  |          |                           |
|---------------------------------------------------------------------------------------------------|-------|--|--|----------|---------------------------|
| schoolwork that requires problem-solving and critical thinking rather than just memorizing facts. | agree |  |  | disagree | know/<br>doesn't<br>apply |
|---------------------------------------------------------------------------------------------------|-------|--|--|----------|---------------------------|

**If you disagree or strongly disagree with any statement, please explain why below and include specific examples.**

| Please respond to each of the following:                                                              |                |       |          |                   |                                 |
|-------------------------------------------------------------------------------------------------------|----------------|-------|----------|-------------------|---------------------------------|
| Connections                                                                                           |                |       |          |                   |                                 |
| I have at least one school staff member I feel comfortable contacting when I have an idea or concern. | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/<br>doesn't<br>apply |
| I am updated on how my child is doing at school.                                                      | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/<br>doesn't<br>apply |
| I have opportunities to provide feedback to the school/teachers.                                      | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/<br>doesn't<br>apply |
| The school provides opportunities for parental involvement.                                           | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/<br>doesn't<br>apply |

**If you disagree or strongly disagree with any statement, please explain why below and include specific examples.**

**The overall amount of homework my child is asked to complete is:**

- ☐ Too little
- ☐ Just right
- ☐ Too much
- ☐ Don't know/doesn't apply

**Comments/questions/suggestions:**

|                                                       |
|-------------------------------------------------------|
| <b>School Experience- McAuliffe Elementary School</b> |
|-------------------------------------------------------|

Please respond to the following regarding your experience at Tilden Center.

| Please respond to each of the following:                      |                |       |          |                   |                           |
|---------------------------------------------------------------|----------------|-------|----------|-------------------|---------------------------|
| School Climate                                                |                |       |          |                   |                           |
| I feel welcome in my child's school.                          | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| My child feels safe at school.                                | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| School facilities are clean and well-kept.                    | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| School staff treat my child with dignity and respect.         | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| If my child breaks a rule at school, they are treated fairly. | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| I am satisfied with our school's efforts to address bullying. | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| There is a healthy culture at our school.                     | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |

**If you disagree or strongly disagree with any statement, please explain why below and include specific examples.**

| Please respond to each of the following:                                                    |                |       |          |                   |                           |
|---------------------------------------------------------------------------------------------|----------------|-------|----------|-------------------|---------------------------|
| Learning                                                                                    |                |       |          |                   |                           |
| My child gets help when they need it.                                                       | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| The school teaches with materials that reflect my family's cultural and racial backgrounds. | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| I know how to support my child's learning.                                                  | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| My child is regularly challenged with                                                       | Strongly       | Agree | Disagree | Strongly          | Don't                     |

|                                                                                                   |       |  |  |          |                           |
|---------------------------------------------------------------------------------------------------|-------|--|--|----------|---------------------------|
| schoolwork that requires problem-solving and critical thinking rather than just memorizing facts. | agree |  |  | disagree | know/<br>doesn't<br>apply |
|---------------------------------------------------------------------------------------------------|-------|--|--|----------|---------------------------|

**If you disagree or strongly disagree with any statement, please explain why below and include specific examples.**

| Please respond to each of the following:                                                              |                |       |          |                   |                                 |
|-------------------------------------------------------------------------------------------------------|----------------|-------|----------|-------------------|---------------------------------|
| Connections                                                                                           |                |       |          |                   |                                 |
| I have at least one school staff member I feel comfortable contacting when I have an idea or concern. | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/<br>doesn't<br>apply |
| I am updated on how my child is doing at school.                                                      | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/<br>doesn't<br>apply |
| I have opportunities to provide feedback to the school/teachers.                                      | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/<br>doesn't<br>apply |
| The school provides opportunities for parental involvement.                                           | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/<br>doesn't<br>apply |

**If you disagree or strongly disagree with any statement, please explain why below and include specific examples.**

**The overall amount of homework my child is asked to complete is:**

- ☐ Too little
- ☐ Just right
- ☐ Too much
- ☐ Don't know/doesn't apply

**Comments/questions/suggestions:**



### School Experience- Pinecrest Elementary School

Please respond to the following regarding your experience at Tilden Center.

| Please respond to each of the following:                      |                |       |          |                   |                           |
|---------------------------------------------------------------|----------------|-------|----------|-------------------|---------------------------|
| School Climate                                                |                |       |          |                   |                           |
| I feel welcome in my child's school.                          | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| My child feels safe at school.                                | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| School facilities are clean and well-kept.                    | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| School staff treat my child with dignity and respect.         | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| If my child breaks a rule at school, they are treated fairly. | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| I am satisfied with our school's efforts to address bullying. | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| There is a healthy culture at our school.                     | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |

If you disagree or strongly disagree with any statement, please explain why below and include specific examples.

| Please respond to each of the following:                                                    |                |       |          |                   |                           |
|---------------------------------------------------------------------------------------------|----------------|-------|----------|-------------------|---------------------------|
| Learning                                                                                    |                |       |          |                   |                           |
| My child gets help when they need it.                                                       | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| The school teaches with materials that reflect my family's cultural and racial backgrounds. | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| I know how to support my child's learning.                                                  | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| My child is regularly challenged with                                                       | Strongly       | Agree | Disagree | Strongly          | Don't                     |

|                                                                                                   |       |  |  |          |                           |
|---------------------------------------------------------------------------------------------------|-------|--|--|----------|---------------------------|
| schoolwork that requires problem-solving and critical thinking rather than just memorizing facts. | agree |  |  | disagree | know/<br>doesn't<br>apply |
|---------------------------------------------------------------------------------------------------|-------|--|--|----------|---------------------------|

**If you disagree or strongly disagree with any statement, please explain why below and include specific examples.**

| Please respond to each of the following:                                                              |                |       |          |                   |                                 |
|-------------------------------------------------------------------------------------------------------|----------------|-------|----------|-------------------|---------------------------------|
| Connections                                                                                           |                |       |          |                   |                                 |
| I have at least one school staff member I feel comfortable contacting when I have an idea or concern. | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/<br>doesn't<br>apply |
| I am updated on how my child is doing at school.                                                      | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/<br>doesn't<br>apply |
| I have opportunities to provide feedback to the school/teachers.                                      | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/<br>doesn't<br>apply |
| The school provides opportunities for parental involvement.                                           | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/<br>doesn't<br>apply |

**If you disagree or strongly disagree with any statement, please explain why below and include specific examples.**

**The overall amount of homework my child is asked to complete is:**

- ☐ Too little
- ☐ Just right
- ☐ Too much
- ☐ Don't know/doesn't apply

**Comments/questions/suggestions:**

|                                                  |
|--------------------------------------------------|
| <b>School Experience- Hastings Middle School</b> |
|--------------------------------------------------|

Please respond to the following regarding your experience at Tilden Center.

| Please respond to each of the following:                      |                |       |          |                   |                           |
|---------------------------------------------------------------|----------------|-------|----------|-------------------|---------------------------|
| School Climate                                                |                |       |          |                   |                           |
| I feel welcome in my child's school.                          | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| My child feels safe at school.                                | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| School facilities are clean and well-kept.                    | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| School staff treat my child with dignity and respect.         | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| If my child breaks a rule at school, they are treated fairly. | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| I am satisfied with our school's efforts to address bullying. | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| There is a healthy culture at our school.                     | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |

**If you disagree or strongly disagree with any statement, please explain why below and include specific examples.**

| Please respond to each of the following:                                                    |                |       |          |                   |                           |
|---------------------------------------------------------------------------------------------|----------------|-------|----------|-------------------|---------------------------|
| Learning                                                                                    |                |       |          |                   |                           |
| My child gets help when they need it.                                                       | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| The school teaches with materials that reflect my family's cultural and racial backgrounds. | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| I know how to support my child's learning.                                                  | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| My child is regularly challenged with                                                       | Strongly       | Agree | Disagree | Strongly          | Don't                     |

|                                                                                                   |       |  |  |          |                           |
|---------------------------------------------------------------------------------------------------|-------|--|--|----------|---------------------------|
| schoolwork that requires problem-solving and critical thinking rather than just memorizing facts. | agree |  |  | disagree | know/<br>doesn't<br>apply |
|---------------------------------------------------------------------------------------------------|-------|--|--|----------|---------------------------|

**If you disagree or strongly disagree with any statement, please explain why below and include specific examples.**

| Please respond to each of the following:                                                              |                |       |          |                   |                                 |
|-------------------------------------------------------------------------------------------------------|----------------|-------|----------|-------------------|---------------------------------|
| Connections                                                                                           |                |       |          |                   |                                 |
| I have at least one school staff member I feel comfortable contacting when I have an idea or concern. | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/<br>doesn't<br>apply |
| I am updated on how my child is doing at school.                                                      | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/<br>doesn't<br>apply |
| I have opportunities to provide feedback to the school/teachers.                                      | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/<br>doesn't<br>apply |
| The school provides opportunities for parental involvement.                                           | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/<br>doesn't<br>apply |

**If you disagree or strongly disagree with any statement, please explain why below and include specific examples.**

**The overall amount of homework my child is asked to complete is:**

- ☐ Too little
- ☐ Just right
- ☐ Too much
- ☐ Don't know/doesn't apply

**Comments/questions/suggestions:**



|                                                |
|------------------------------------------------|
| <b>School Experience- Hastings High School</b> |
|------------------------------------------------|

Please respond to the following regarding your experience at Tilden Center.

| <b>Please respond to each of the following:</b>               |                |       |          |                   |                           |
|---------------------------------------------------------------|----------------|-------|----------|-------------------|---------------------------|
| School Climate                                                |                |       |          |                   |                           |
| I feel welcome in my child's school.                          | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| My child feels safe at school.                                | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| School facilities are clean and well-kept.                    | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| School staff treat my child with dignity and respect.         | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| If my child breaks a rule at school, they are treated fairly. | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| I am satisfied with our school's efforts to address bullying. | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| There is a healthy culture at our school.                     | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |

**If you disagree or strongly disagree with any statement, please explain why below and include specific examples.**

| <b>Please respond to each of the following:</b>                                             |                |       |          |                   |                           |
|---------------------------------------------------------------------------------------------|----------------|-------|----------|-------------------|---------------------------|
| Learning                                                                                    |                |       |          |                   |                           |
| My child gets help when they need it.                                                       | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| The school teaches with materials that reflect my family's cultural and racial backgrounds. | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| I know how to support my child's learning.                                                  | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| My child is regularly challenged with                                                       | Strongly       | Agree | Disagree | Strongly          | Don't                     |

|                                                                                                   |       |  |  |          |                           |
|---------------------------------------------------------------------------------------------------|-------|--|--|----------|---------------------------|
| schoolwork that requires problem-solving and critical thinking rather than just memorizing facts. | agree |  |  | disagree | know/<br>doesn't<br>apply |
|---------------------------------------------------------------------------------------------------|-------|--|--|----------|---------------------------|

**If you disagree or strongly disagree with any statement, please explain why below and include specific examples.**

| Please respond to each of the following:                                                              |                |       |          |                   |                                 |
|-------------------------------------------------------------------------------------------------------|----------------|-------|----------|-------------------|---------------------------------|
| Connections                                                                                           |                |       |          |                   |                                 |
| I have at least one school staff member I feel comfortable contacting when I have an idea or concern. | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/<br>doesn't<br>apply |
| I am updated on how my child is doing at school.                                                      | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/<br>doesn't<br>apply |
| I have opportunities to provide feedback to the school/teachers.                                      | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/<br>doesn't<br>apply |
| The school provides opportunities for parental involvement.                                           | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/<br>doesn't<br>apply |

**If you disagree or strongly disagree with any statement, please explain why below and include specific examples.**

**The overall amount of homework my child is asked to complete is:**

- ☐ Too little
- ☐ Just right
- ☐ Too much
- ☐ Don't know/doesn't apply

**Comments/questions/suggestions:**

### School Experience - Hastings High School Online Academy

Please respond to the following regarding your experience at Tilden Center.

| Please respond to each of the following:                      |                |       |          |                   |                           |
|---------------------------------------------------------------|----------------|-------|----------|-------------------|---------------------------|
| School Climate                                                |                |       |          |                   |                           |
| I feel welcome in my child's school.                          | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| My child feels safe at school.                                | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| School facilities are clean and well-kept.                    | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| School staff treat my child with dignity and respect.         | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| If my child breaks a rule at school, they are treated fairly. | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| I am satisfied with our school's efforts to address bullying. | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| There is a healthy culture at our school.                     | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |

If you disagree or strongly disagree with any statement, please explain why below and include specific examples.

| Please respond to each of the following:                                                    |                |       |          |                   |                           |
|---------------------------------------------------------------------------------------------|----------------|-------|----------|-------------------|---------------------------|
| Learning                                                                                    |                |       |          |                   |                           |
| My child gets help when they need it.                                                       | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| The school teaches with materials that reflect my family's cultural and racial backgrounds. | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| I know how to support my child's learning.                                                  | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| My child is regularly challenged with                                                       | Strongly       | Agree | Disagree | Strongly          | Don't                     |

|                                                                                                   |       |  |  |          |                           |
|---------------------------------------------------------------------------------------------------|-------|--|--|----------|---------------------------|
| schoolwork that requires problem-solving and critical thinking rather than just memorizing facts. | agree |  |  | disagree | know/<br>doesn't<br>apply |
|---------------------------------------------------------------------------------------------------|-------|--|--|----------|---------------------------|

**If you disagree or strongly disagree with any statement, please explain why below and include specific examples.**

| Please respond to each of the following:                                                              |                |       |          |                   |                                 |
|-------------------------------------------------------------------------------------------------------|----------------|-------|----------|-------------------|---------------------------------|
| Connections                                                                                           |                |       |          |                   |                                 |
| I have at least one school staff member I feel comfortable contacting when I have an idea or concern. | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/<br>doesn't<br>apply |
| I am updated on how my child is doing at school.                                                      | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/<br>doesn't<br>apply |
| I have opportunities to provide feedback to the school/teachers.                                      | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/<br>doesn't<br>apply |
| The school provides opportunities for parental involvement.                                           | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/<br>doesn't<br>apply |

**If you disagree or strongly disagree with any statement, please explain why below and include specific examples.**

**The overall amount of homework my child is asked to complete is:**

- ☐ Too little
- ☐ Just right
- ☐ Too much
- ☐ Don't know/doesn't apply

**Comments/questions/suggestions:**



### School Experience- Hastings Alternative Learning Program

Please respond to the following regarding your experience at Tilden Center.

| Please respond to each of the following:                      |                |       |          |                   |                           |
|---------------------------------------------------------------|----------------|-------|----------|-------------------|---------------------------|
| School Climate                                                |                |       |          |                   |                           |
| I feel welcome in my child's school.                          | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| My child feels safe at school.                                | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| School facilities are clean and well-kept.                    | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| School staff treat my child with dignity and respect.         | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| If my child breaks a rule at school, they are treated fairly. | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| I am satisfied with our school's efforts to address bullying. | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| There is a healthy culture at our school.                     | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |

If you disagree or strongly disagree with any statement, please explain why below and include specific examples.

| Please respond to each of the following:                                                    |                |       |          |                   |                           |
|---------------------------------------------------------------------------------------------|----------------|-------|----------|-------------------|---------------------------|
| Learning                                                                                    |                |       |          |                   |                           |
| My child gets help when they need it.                                                       | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| The school teaches with materials that reflect my family's cultural and racial backgrounds. | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| I know how to support my child's learning.                                                  | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/ doesn't apply |
| My child is regularly challenged with                                                       | Strongly       | Agree | Disagree | Strongly          | Don't                     |

|                                                                                                   |       |  |  |          |                           |
|---------------------------------------------------------------------------------------------------|-------|--|--|----------|---------------------------|
| schoolwork that requires problem-solving and critical thinking rather than just memorizing facts. | agree |  |  | disagree | know/<br>doesn't<br>apply |
|---------------------------------------------------------------------------------------------------|-------|--|--|----------|---------------------------|

**If you disagree or strongly disagree with any statement, please explain why below and include specific examples.**

| Please respond to each of the following:                                                              |                |       |          |                   |                                 |
|-------------------------------------------------------------------------------------------------------|----------------|-------|----------|-------------------|---------------------------------|
| Connections                                                                                           |                |       |          |                   |                                 |
| I have at least one school staff member I feel comfortable contacting when I have an idea or concern. | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/<br>doesn't<br>apply |
| I am updated on how my child is doing at school.                                                      | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/<br>doesn't<br>apply |
| I have opportunities to provide feedback to the school/teachers.                                      | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/<br>doesn't<br>apply |
| The school provides opportunities for parental involvement.                                           | Strongly agree | Agree | Disagree | Strongly disagree | Don't know/<br>doesn't<br>apply |

**If you disagree or strongly disagree with any statement, please explain why below and include specific examples.**

**The overall amount of homework my child is asked to complete is:**

- ☐ Too little
- ☐ Just right
- ☐ Too much
- ☐ Don't know/doesn't apply

**Comments/questions/suggestions:**

**Additional Parent Feedback**

Hastings Public Schools is committed to meeting the needs of all our students and families. If you are currently exploring or have thought about open enrolling in another district, we'd love to understand your reasons. What factors have influenced your consideration, and which district(s) are you thinking about?

|                       |
|-----------------------|
| <b>Recommendation</b> |
|-----------------------|

On a scale of 0 - 10, how likely would you be to recommend our school(s) to a friend or family member?

- ☐ 0 - Extremely Unlikely
- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ 5 - Neutral
- ☐ 6
- ☐ 7
- ☐ 8
- ☐ 9
- ☐ 10 - Extremely Likely

**What are the District's top three strengths?**

**What are the top three ways the District could improve?**



Hastings Public School District  
Fall 2026 Student Life Survey

**You** are an expert on what life at school is like, so we really want to hear your thoughts.

Your answers won't be graded, but think carefully about the question and answer them as best as you can. Thank you for helping us!

## A Little about You

What is your grade?

- ☐ 4
- ☐ 5
- ☐ 6
- ☐ 7
- ☐ 8
- ☐ 9
- ☐ 10
- ☐ 11
- ☐ 12

**Student Data Load: Special Education?**

- ☐ No
- ☐ 1
- ☐ 4
- ☐ 5

**Student Data Load: Free or Reduced Lunch?**

- ☐ None
- ☐ Free
- ☐ Reduced

**Student Data Load: English Language Learner?**

- ☐ No
- ☐ LEP
- ☐ Exited LEP

**Student Data Load: Gifted and Talented?**

- ☐ Yes
- ☐ No

**Student Data Load: Ethnicity**

- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ 5
- ☐ 6
- ☐ 7

**Student Data Load: School**

- ☐ Hastings High School
- ☐ Hastings Middle School
- ☐ John F Kennedy Elementary
- ☐ Christa McAuliffe Elementary
- ☐ Pinecrest Elementary

**Student Data Load: Gender**

- ☐ Female
- ☐ Male
- ☐ X

**Student Data Load: Grade level**

- ☐ 4
- ☐ 5

- ☐ 6
- ☐ 7
- ☐ 8
- ☐ 9
- ☐ 10
- ☐ 11
- ☐ 12
- ☐ 13



|                             |
|-----------------------------|
| <b>Classes and Teachers</b> |
|-----------------------------|

| Do you agree with each sentence below?                                                                   |            |         |            |    |                           |
|----------------------------------------------------------------------------------------------------------|------------|---------|------------|----|---------------------------|
| My teachers make their classes fun and interesting.                                                      | Definitely | Sort of | Not really | No | Don't know/ Doesn't apply |
| My teachers explain things in a way that I get.                                                          | Definitely | Sort of | Not really | No | Don't know/ Doesn't apply |
| I can relate to what I'm learning at school.                                                             | Definitely | Sort of | Not really | No | Don't know/ Doesn't apply |
| My teachers call on me in class.                                                                         | Definitely | Sort of | Not really | No | Don't know/ Doesn't apply |
| I can go online or use a school issued device when I need it. (Excluding cell phones)                    | Definitely | Sort of | Not really | No | Don't know/ Doesn't apply |
| If I need help, I can talk to my teachers outside of class.                                              | Definitely | Sort of | Not really | No | Don't know/ Doesn't apply |
| I try my best at school.                                                                                 | Definitely | Sort of | Not really | No | Don't know/ Doesn't apply |
| In my classes, I am challenged to think deeply and solve difficult problems instead of memorizing facts. | Definitely | Sort of | Not really | No | Don't know/ Doesn't apply |

**If you answer “not really” or “no” on any statement, please explain why below and include specific examples.**

|                       |
|-----------------------|
| <b>Life at School</b> |
|-----------------------|

| Do you agree with each sentence below?                                                   |            |         |            |    |                           |
|------------------------------------------------------------------------------------------|------------|---------|------------|----|---------------------------|
| I feel safe at school.                                                                   | Definitely | Sort of | Not really | No | Don't know/ Doesn't apply |
| I feel safe answering questions in class even when I'm not sure I have the right answer. | Definitely | Sort of | Not really | No | Don't know/ Doesn't apply |
| Most kids at school follow the rules.                                                    | Definitely | Sort of | Not really | No | Don't know/ Doesn't apply |
| My classmates behave well enough so I can pay attention in class.                        | Definitely | Sort of | Not really | No | Don't know/ Doesn't apply |
| Teachers treat me with respect.                                                          | Definitely | Sort of | Not really | No | Don't know/ Doesn't apply |
| If I were bullied, I would feel comfortable talking to someone about it.                 | Definitely | Sort of | Not really | No | Don't know/ Doesn't apply |
| I know my teachers care about me.                                                        | Definitely | Sort of | Not really | No | Don't know/ Doesn't apply |
| I can be myself at school.                                                               | Definitely | Sort of | Not really | No | Don't know/ Doesn't apply |
| Teachers and adults make sure everyone follows the rules.                                | Definitely | Sort of | Not really | No | Don't know/ Doesn't apply |
| I get the information I need about the things that matter to me at school.               | Definitely | Sort of | Not really | No | Don't know/ Doesn't apply |

**If you answer “not really” or “no” on any statement, please explain why below and include specific examples.**

|                         |
|-------------------------|
| <b>People Around Me</b> |
|-------------------------|

| Do you agree with each sentence below?                                       |            |         |            |    |                           |
|------------------------------------------------------------------------------|------------|---------|------------|----|---------------------------|
| I have friends to sit with at lunch or hang out with at school.              | Definitely | Sort of | Not really | No | Don't know/ Doesn't apply |
| If I have a big problem, there is an adult at school I can talk to about it. | Definitely | Sort of | Not really | No | Don't know/ Doesn't apply |
| My parents/guardians help me with school as much as they can if I ask.       | Definitely | Sort of | Not really | No | Don't know/ Doesn't apply |
| I like helping other people when I can.                                      | Definitely | Sort of | Not really | No | Don't know/ Doesn't apply |
| I like working in groups with my classmates.                                 | Definitely | Sort of | Not really | No | Don't know/ Doesn't apply |
| I like telling my family and friends about the fun things I learn at school. | Definitely | Sort of | Not really | No | Don't know/ Doesn't apply |

**If you answer “not really” or “no” on any statement, please explain why below and include specific examples.**

**My Learning (Grades 4-8)**

**Please check any of the things in the list below that make learning hard for you.**

- ☐ Can't hear the teacher in class
- ☐ Can't keep up with homework
- ☐ Can't see the board
- ☐ Distracting students or distracting behaviors in my classes
- ☐ Not keeping organized/not managing my time
- ☐ Not understanding English
- ☐ Teachers treat me worse than they treat other kids

**The time I spend on my school issued device in class is:**

- ☐ Too much
- ☐ Just right
- ☐ Not enough

## My Learning (Grades 9-12)

The homework and projects I'm assigned help me learn and are more than just busywork.

- ☐ Definitely 😄
- ☐ Sort of 😊
- ☐ Not really 😐
- ☐ No 😞
- ☐ Don't know/Doesn't apply 🤔

Please check any of the things in the list below that make learning hard for you.

- ☐ Can't hear the teacher in class
- ☐ Can't keep up with homework
- ☐ Can't see the board
- ☐ Distracting students or distracting behaviors in my classes
- ☐ Don't know how/what to study
- ☐ Not keeping organized/not managing my time
- ☐ Not understanding English
- ☐ Teachers treat me worse than they treat other kids
- ☐ Too much competition for grades/test scores

The time I spend on my school issued device in class is:

- ☐ Too much
- ☐ Just right
- ☐ Not enough

I have opportunities to explore interests, careers, colleges, trades or other options for my future.

- ☐ Definitely
- ☐ Sort of
- ☐ Not really



|                   |
|-------------------|
| <b>Our School</b> |
|-------------------|

**Most days, I like my school.**

- ☐ 0 - Not at all!
- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ 5 - Sort of
- ☐ 6
- ☐ 7
- ☐ 8
- ☐ 9
- ☐ 10 - Definitely!

**Pretend a new student just moved here. They are starting at your school very soon. What would you tell them are the three best things about my school?**

**Pretend a new student just moved here. They are starting at your school very soon. What would you tell them are the top three ways my school could be better?**



5th Annual

# Minnesota School Boards Amplifying Student Voice Summit

Wednesday, October 28th

Register by Oct. 21st

Scan the QR code with a smart phone or mobile device or visit

<https://forms.office.com/r/abj5yNVjqk>



## LOCATION

Chaska Community Center

1661 Park Ridge Dr, Chaska, MN 55318

## SCHEDULE OF EVENTS

9:00 - 9:15 Registration and Breakfast  
9:30 - 11:30 Morning Program  
11:30 - 12:15 Lunch - Provided by MSBA  
12:15 - 1:20 Afternoon Program  
1:20 - 1:30 Conclusion of Event

Amplifying Student Voice,  
Strengthening School Boards



**AMPLIFY STUDENT VOICE. STRENGTHEN LEADERSHIP. INSPIRE IMPACT.**

The Minnesota School Boards Association (MSBA), Eastern Carver County Schools, and Bloomington Public Schools are proud to host Minnesota's fifth annual Amplifying Student Voice Event. Students, school board members, and district leaders are invited to come together to share ideas, build connections, and explore how student perspectives can help shape stronger schools. Leave inspired with new strategies, fresh insights, and valuable connections from across the state.

## WHO SHOULD ATTEND

This event is for students, along with the educators and leaders who support them.

**We encourage districts to bring a team that includes:**

Student school board representatives  
School board members  
Superintendents  
High school principals

**Don't have a student school board representative? No problem!** We'll have a dedicated breakout session for districts interested in learning more about student voice and exploring different models for student engagement.

