

School Board Study (Work) Session

Study (Work) Session will begin 10 minutes after the adjournment of the Business Meeting.

1. Introductions
2. Superintendent Mid-Year Evaluation Presentation (20 minutes) 2
Dr. Teri Staloch, Superintendent
3. Board Topics
Dr. Greta Evans-Becker, School Board Chair
 - A. Board Response to Editorial Letter



Superintendent Mid-Year Review and Update

Dr. Teri Staloch
January 21, 2025



Purpose

The superintendent's goals and the standards are stated and evidence of progress or growth to date is described. The school board then provides overall comments.

3

-A Goals-and Standards-Based Superintendent Evaluation: A Resource for School Board Members and Superintendents
pg. A-3

Outcomes

Board Members will...

- review how we started together as a school board and superintendent;
- be provided context and a brief summary of progress made on goals as part of the superintendent mid-year evaluation; and
- have an opportunity to seek clarification on any of the mid-year evaluation materials.

Transformational Purpose Statement

“I lead to inspire, empower and develop others to thrive so that we can create life chances, equitable outcomes and a sense of belonging for all learners through trust, service, authenticity and love.” - Teri Staloch

Mission

*The mission of Robbinsdale Area Schools is to **inspire** and **educate** all learners to develop their **unique potential** and **positively contribute** to their community.*



School Board Governance Professional Development Retreat

Dr. Teri Staloch, Superintendent
July 19-20, 2024





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Beginning Our Journey Together as a School Board and Superintendent

Leadership Matters

- Who do we want to be as leaders of Rdale?
- What do we want people to say about us as leaders?
- What does that mean for how we show up every day and with every interaction with ourselves and with others?

Needs for Success

Superintendent's Perspective:

- Excellence in Governance, Excellence in Management, and Consultation:
Clear roles and responsibilities
- Trust:
Fundamental to our sense of safety, autonomy and dignity as human beings and integral to our relationships. (sincerity, reliability, competence and care)
- Student-Centered, Mission-Driven, Data-Informed Decision Making
- Communication, and Work Flow Protocols:
Expectations clear and followed by board members and staff (proactive vs. reactive)
- Expectations for the Role (and use of time) of Superintendent:
Support to 10,327 students; leadership to 1,700 staff; visibility, accessibility, leadership and engagement in 20+ schools/programs and throughout 7 cities, board engagement, state and local educational organization and legislative involvement, etc.
- No Surprises!



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My Word for 2024:

IMPACT

May 28-June 30

(Learning Rdale)

May 28, 2024 11:30 pm

- Verbal offer, verbal acceptance

May 29, May 30, May 31 and June 3 (20 hours)

- Visits to every department/office at the Educational Service Center
- Visits to every school to meet leaders, staff and students prior to the end of the school year

June 4-June 30, 2024 (35 hours)

- Recruiting, supporting hiring of administrators
 - Transition meetings with Cabinet (meetings, communication, learning)
 - Board agenda planning
-



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First Official 19 Days





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First Official 19 Days



Tools for Effective Board Governance and Effective Meetings

- Communication protocols (draft of ideas in folders for email protocols)
 - Emails to full board; Emails to individual board members
 - District Communication (chain of command for concerns)
 - Communication with district staff (all request through Supt)
 - Data Request
 - Communication with superintendent (cell number)
 - Calls vs. emails
 - If urgent, text (if urgent, Teri will text and alert you to email)
 - Emails: include board chair
 - School visits (1:1 meetings with Supt in schools)

Victory June 30, 2025

- By the end of the 2024-25 academic year, if we have led well through the demonstration of excellence in governance and excellence in management, what is your vision of Victory (what will we be celebrating)?



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**Goal 1:
Establish leadership and
communication to improve
district culture, climate
and trust.**



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Entry Plan:

In order to have

IMPACT,

**I must Listen, Learn, Leverage Talent,
and LEAD**



Introducing Dr. Teri Staloch

Superintendent
Robbinsdale Area Schools



Teri_Staloch@rdale.org | 763-504-8012



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(RE)DISCOVER RDALE

STRATEGIC PLAN

MISSION

The mission of Robbinsdale Area Schools is to inspire and educate all learners to develop their unique potential and positively contribute to their community.

DISTRICT VISION



Robbinsdale Area Schools is committed to ensuring **every student** graduates career, articulated skilled trades and college ready.



We believe each student has **limitless possibilities** and we strive to **ignite the potential** in every student.



We expect **high intellectual performance** from all our students.



We are committed to **ensuring an equitable and respectful educational experience** for every student, family and staff member.

STRATEGIC THEMES

District priority work and goals focused on strategic themes will help achieve our mission for each student.



Academic Achievement



Student Engagement and Wellness



Collaboration and Partnerships



Staff Investment and Impact

PRIORITY OUTCOMES GROUNDED IN EQUITY

- **Improve achievement** for students of color
- All students are **ready for school**
- **Every child** reading at or above grade-level
- Academic and social-emotional growth in **middle grades**
- **Student engagement** in school and learning
- Student **support** from families to learn and achieve
- Clear path and **readiness for career, college and life**

Believe. Belong. Become.



2024-25 PRIORITIES

STRATEGIC PLAN



Academic Achievement

- Enhance cultural relevance of curriculum for students
- Enhance an equitable learning system from early childhood to adults
- Deepen preparation for life, college and career



Student Engagement and Wellness

- Improve student-staff connection
- Strengthen practices around student, staff, and school safety



Collaboration and Partnerships

- Strengthen mutual communication and responsiveness with all stakeholders
- Expand equitable inclusion and influence of student, family, staff, and community voice



Staff Investment and Impact

- Cultivate the district culture to be inclusive, supportive, and welcoming
- Increase consistency and accountability for common district practices

Believe. Belong. Become.

Theme for 2024-25

It's time to (Re)Discover Rdale!

Rediscover:

- An engaged school experience
- The joy in learning and teaching
- Talents and passions
- Friends, colleagues, families and OUR community

Believe. Belong. Become.

- Rediscover believing in yourself
- Rediscover belonging to a school community
- Rediscover becoming anything you want to be



Technology levy renewal

Technology for learning, safety and support

2024 Capital Projects Technology Levy Renewal

On Nov. 5, voters **resoundingly approved** the Capital Projects Technology Levy Renewal.

Yes: 75 percent, 37,736 votes

No: 25 percent, 12,938 votes



The level of community support was historic: it was the highest approval percentage in Rdale's history, and the largest among the 67 school referenda questions on ballots statewide in 2024.





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Committed to doing even better





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**Goal 2:
Provide leadership to align
systems and create and
implement a District System
of Continuous Improvement.**



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Our mission

*The mission of
Robbinsdale Area Schools
is to inspire and educate
all learners to develop
their unique potential and
positively contribute to
their community.*



Strategic Plan



STRATEGIC PLAN

MISSION

The mission of Robbinsdale Area Schools is to inspire and educate all learners to develop their unique potential and positively contribute to their community.

STRATEGIC THEMES

District priority work and goals focused on strategic themes will help achieve our mission for each student.

- A** Academic Achievement
- B** Student Engagement and Wellness
- C** Collaboration and Partnerships
- D** Staff Investment and Impact

DISTRICT VISION

-  Robbinsdale Area Schools is committed to ensuring **every student** graduates career, articulated skilled trades and college ready.
-  We believe each student has **limitless possibilities** and we strive to **ignite the potential** in every student.
-  We expect **high intellectual performance** from all our students.
-  We are committed to **ensuring an equitable and respectful educational experience** for every student, family and staff member.

PRIORITY OUTCOMES GROUNDED IN EQUITY

- **Improve achievement** for students of color
- All students are **ready for school**
- **Every child** reading at or above grade-level
- Academic and social-emotional growth in **middle grades**
- **Student engagement** in school and learning
 - Student **support** from families to learn and achieve
 - Clear path and **readiness for career, college and life**

Believe. Belong. Become.



STRATEGIC PLAN

2024-25 PRIORITIES

- A** **Academic Achievement**
 - Enhance cultural relevance of curriculum for students
 - Enhance an equitable learning system from early childhood to adults
 - Deepen preparation for life, college and career
- B** **Student Engagement and Wellness**
 - Improve student-staff connection
 - Strengthen practices around student, staff, and school safety
- C** **Collaboration and Partnerships**
 - Strengthen mutual communication and responsiveness with all stakeholders
 - Expand equitable inclusion and influence of student, family, staff, and community voice
- D** **Staff Investment and Impact**
 - Cultivate the district culture to be inclusive, supportive, and welcoming
 - Increase consistency and accountability for common district practices

Believe. Belong. Become.



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It's Time: Strategic Leadership

**System of Continuous Improvement:
Shared Leadership Model,
Strategic Plan and
Operational Plan**

System of Continuous Improvement

Shared Leadership Model, Strategic Plan and Operational Plan

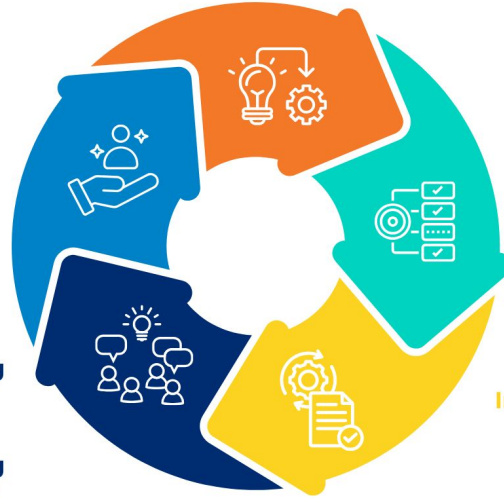
District Continuous Improvement

- (Re)Discover Rdale Strategic Plan
- School Board Goals
- District Priority Work
- District Balanced Scorecard
- Outcomes grounded in equity

**Student-Centered
Personalized Learning**

**Professional Learning
and Development**

**Professional Learning
Communities (PLCs)**



Strategic Themes

- Academic Achievement
- Student Engagement and Wellness
- Collaboration and Partnerships
- Staff Investment and Impact

**Department Continuous
Improvement Plans (DCIPs)**

**School Improvement
Plans (SIPs)**

Excellence in Board Governance

- District Governance and Policy
- Operational Performance Oversight and Organizational Direction
- Board Governance Policy
- Superintendent Relations
- Public Engagement, Community Relations and Advocacy of Public Education



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Board of Education 2024-25 Agenda
and Working Document

Board Roles	2023-24	Strategic Dir.	Progress	Owner	Completion Date
District Governance & Policy	<ul style="list-style-type: none"> District Policy Review Three Year Cycle - Review district policies (Example: Series 100, 200, 300) 	1, 2, 3, 4	July approval July in progress	Policy Committee	June 2025
	<ul style="list-style-type: none"> Approval Annual Policies 	1, 2, 3, 4		Policy Committee	Due August 2024
	<ul style="list-style-type: none"> Review MSBA Policy Recommendations (Yearly) MSBA reviews and refines all policies that have legislative changes and makes policy recommendations. Ensure Roles policies are updated accordingly. 	1, 2, 3, 4		Policy Committee	August 2024
Operational Performance Oversight and Organizational Direction	<ul style="list-style-type: none"> Support District System of Continuous Improvement and Strategic Plan process through monitoring updates and reports (Operational Plan and Priority Work) 	1, 2, 3, 4	Mid Year Review - January 2025 End of Year Review - June 2025	Superintendent and District Administration	
	<ul style="list-style-type: none"> Approve WBSWF Plan-Review District Achievement Data (WBSWF Approval Required) 	1	WBSWF Report & Data Review: October WBSWF Plan: November	Assistant Superintendent, Executive Director of Student Services, Director of Assessment,	



Boa

Board Roles	2023-24	Strategic Dir.	Progress	Owner	Completion Date
Board Book	<ul style="list-style-type: none"> Board Book o Submit questions per protocols and/or meet with administrators o Be prepared for discussion 	N/A			
	<ul style="list-style-type: none"> Administer School Board-Self Evaluation and Board Annual Appraisal (Governance) 	N/A	Annually in April & May	School Board, Superintendent	
	<ul style="list-style-type: none"> Conduct School Board Professional Development 	N/A	MSBA Workshops and other professional development as appropriate.	School Board	Ongoing
Superintendent Relations	<ul style="list-style-type: none"> Superintendent Annual Goal Setting 	N/A	September, 2024 (with MSBA)	School Board, Superintendent	
	<ul style="list-style-type: none"> Superintendent Annual Appraisal 	N/A	Annually April & May with summative evaluation read at board meeting in June	School Board	
	<ul style="list-style-type: none"> Meet one on one monthly with Superintendent 	N/A	Monthly	Superintendent, School Board Members	Ongoing
Public Engagement	<ul style="list-style-type: none"> Develop and communicate Legislative Platform 	4	Approval in December	Superintendent, District Administrators, School Board	
	<ul style="list-style-type: none"> Review data from stakeholder 	1,2,3,4	Survey results data review in	Director of	



Board of Education 2024-25 Agenda
and Working Document

Board Roles	2023-24	Strategic Dir.	Progress	Owner	Completion Date
	<ul style="list-style-type: none"> Monitor and approve budget and budget process (Budget Approval) 				Evaluation & District Improvement
			2024-25 Budget Approval : December 2024		Chief Financial Officer
			2024-25 Preliminary Budget Discussion : January		Chief Financial Officer
	<ul style="list-style-type: none"> Review and adjust Long Range Budget Planning Model 				Director of Facilities and Operations
			2024-25 Preliminary Budget Approval : June		Chief Financial Officer
	<ul style="list-style-type: none"> Hold Finance Advisory Council Meetings 		Scheduled		Chief Financial Officer
		<ul style="list-style-type: none"> Monitor and use enrollment trends to plan strategically for current and future facilities, staffing and budget decisions 		Monthly	
Board Governance Policy	<ul style="list-style-type: none"> Update, revise and approve Long Term Facilities Maintenance Plan (Includes Intermediate District) Board member meeting preparation o Review materials in 	1,2,3,4			Director of Facilities and Operations
			Annual Review in June Annual Board approval in July (intermediate needs by July 1)		School Board



Boa

Board Roles	2023-24	Strategic Dir.	Progress	Owner	Completion Date
	<ul style="list-style-type: none"> input (example: annual student, staff and parent satisfaction surveys) 		April/May Report to board in May 2025	Communications, Superintendent, Director of Assessment, Evaluation & District Improvement	

Strategic Plan Themes and Priority Work



Agenda Ideas

The school board will, at all regular school board meetings, follow an agenda order similar to:

1. Call to Order by Chair
2. Roll Call
3. Public Comment on anything not on the agenda
4. Approval of Agenda
5. Consent Agenda
6. Rdale Pride, Special Recognitions, or Program Presentations
7. Personnel
8. Unfinished Business
9. New Business
10. Policy
11. Board and Administrative Reports
12. Adjournment

The school board may depart from the order of business with consent of the majority of members present.

The school board will, at all work study sessions, follow an agenda order similar to:

1. Welcome
2. Roll Call
3. Purpose & Agenda
4. District Governance & Policy
5. Oversight of Operations
6. Board Governance Policy
7. Superintendent Relations
8. Information Items
9. Open Forum on anything on the agenda
10. Future Agenda Topics
11. Adjourn

(THIS IS A TEST MEETING TO SHOW WHAT THE NEW AGENDA WOULD LOOK LIKE IN BOARDBOOK FORMAT)

1. Call to Order and Roll Call
ReNae Bowman, School Board Chair
2. Approval of Agenda and Consent Agenda Items
ReNae Bowman, School Board Chair
 - A. Consent Agenda Items for Board Approval
 1. Business Meeting Minutes
 2. Work Session Summary Minutes
 3. Closed Session Meeting Minutes
 4. Finance and Operations
 - a. Donations
 - b. Bid Approvals
 5. Personnel
 - a. Licensed Staff Personnel Report
 - b. Non-Licensed Staff Personnel Report
 6. Monthly Reports
 - a. Revenue/Expense Report
 - b. Disbursement Report
 - c. Human Resources Recommendations
 3. Reports from Organizations
 4. In the Spotlight
 5. Audience Opportunity to Address the School Board
 6. Updates and Recommendations
 - A. Ad Hoc Capital Infrastructure and Transportation Committee
 - B. Ad Hoc Safety and Security Committee
 - C. Governance Policy Committee
 - D. Governance Policy Manual Task Force
 - E. Student Achievement
 7. Other Board Action
 8. Board Reports
 9. Announcements
 10. Adjournment
ReNae Bowman, School Board Chair



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**Goal 3:
Promote leadership capacity
building for increasing
excellence in academics
and operation.**

Learning Leaders Meeting

PURPOSE

Leaders meet to coordinate action to accomplish the strategic directions in order to ultimately achieve our mission, which is to inspire and educate all learners to develop their unique potential and positively contribute to their community.

Norms

LEADERS WILL AGREE TO WORKING TOGETHER WITH AND BY THE FOLLOWING:

- Humor, joy and fun
- Speak your truth
- Have positive intent
- Be flexible in solution seeking
- Stay engaged
- Push one another and stay solution focused
- Ensure all voices are heard

Collective Commitments

I will...

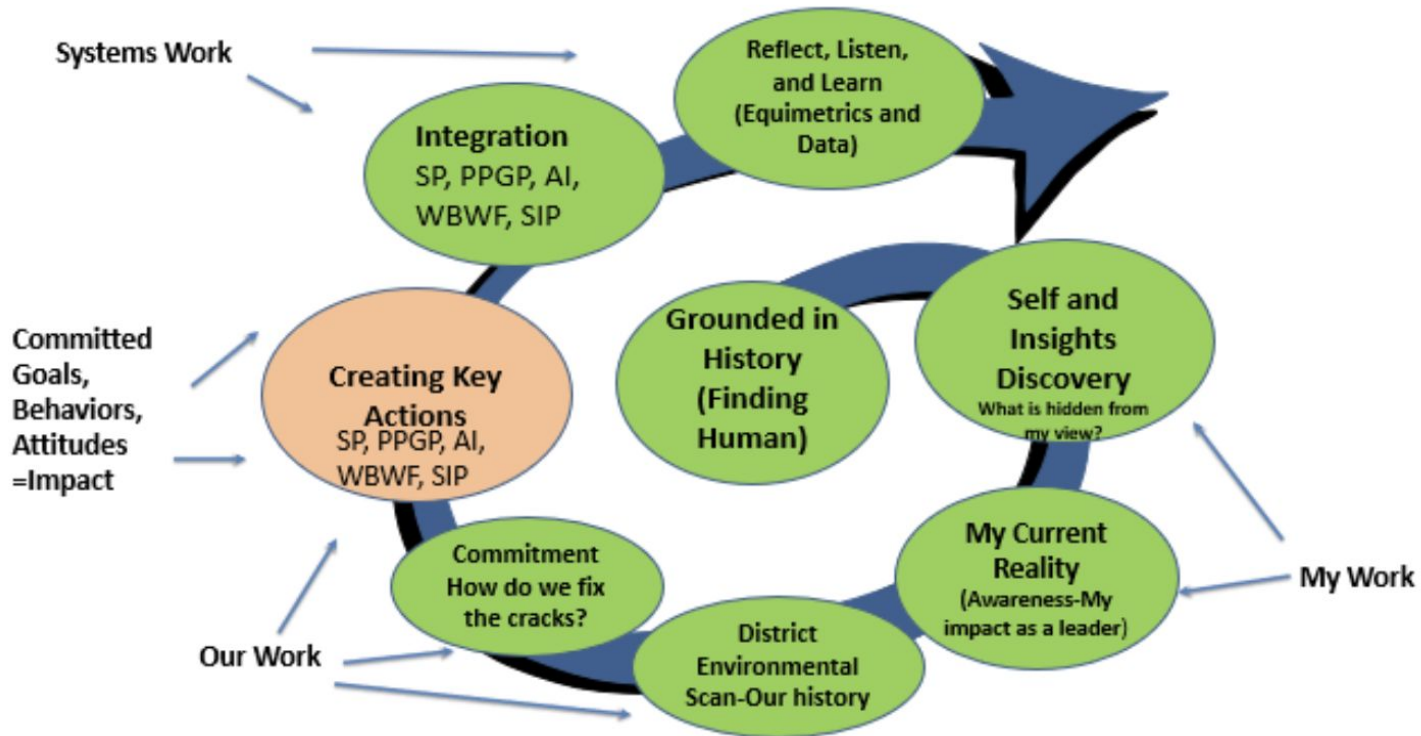
- always keep students and their needs first as we collaborate, plan and make decisions based on what is best for students;
- interrupt patterns, structures, and systems that prevent students from accessing and experiencing inclusive settings in order to reach their full potential;
- use data and seek multiple perspectives to inform all decisions;
- create the conditions and culture that prioritizes strong relationships between and among students and staff;
- stay solution-focused;
- center equity in all decisions, processes, policies and structures;
- lead with a focus on setting clear expectations and accountability systems for adult actions to improve the daily lived experience of students in the classroom and in our schools;
- support my staff with the resources and compassion they need to teach all kids effectively.

Outcomes

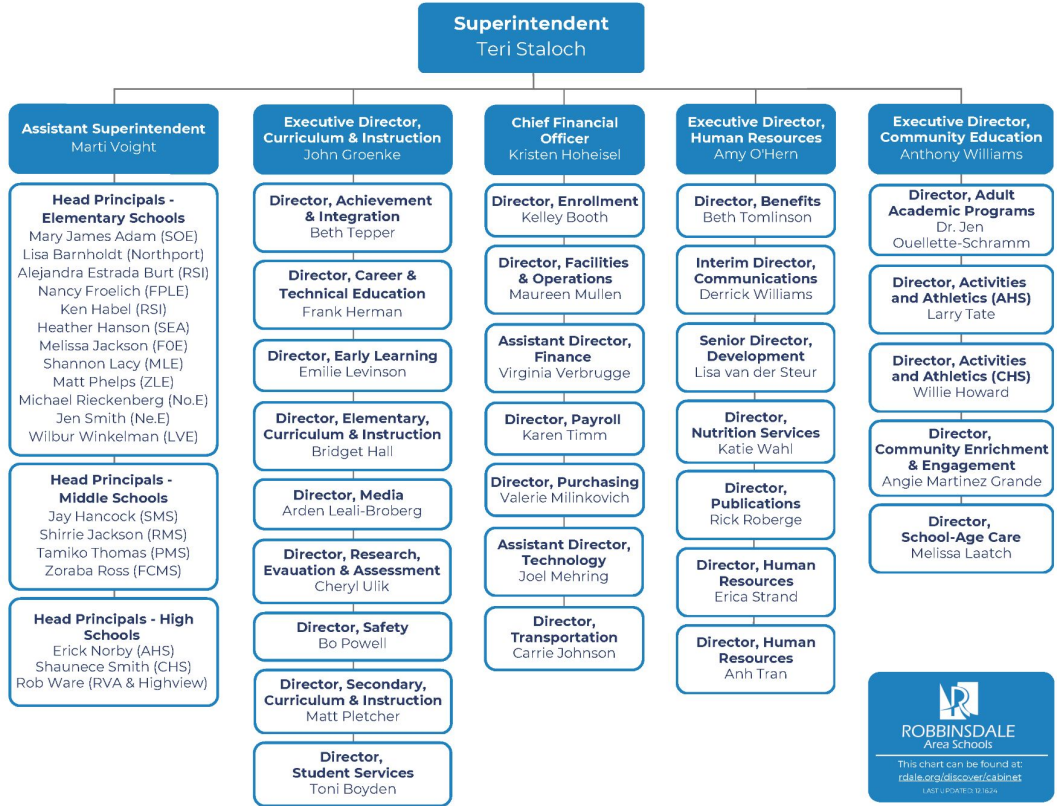
AS A RESULT OF THIS MEETING, LEADERS WILL:

- engage in shared learning to build leadership competence in change management;
- provide input and be informed about short-term budget reductions and long-term process to Reimagine Rdale;
- support the District System of Continuous Improvement and hear a status update from a Strategic Theme Priority Team; and
- connect personally and professionally with colleagues.

The Leadership Institute Roadmap-Self, Others and Systems



Robbinsdale Area Schools - Leadership Organizational Chart



Reimagine Rdale: Vision 2030

Purpose: Building long-term fiscal stability and reimagining Robbinsdale Area Schools to meet student needs. Pillars of the work:

- **Vision 2030 Team:** A 40-member stakeholder team driving the process.
- **Community Survey:** Gathering large-scale feedback from district families and community members.
- **Community Engagement:** Robust efforts to ensure diverse perspectives shape the future.





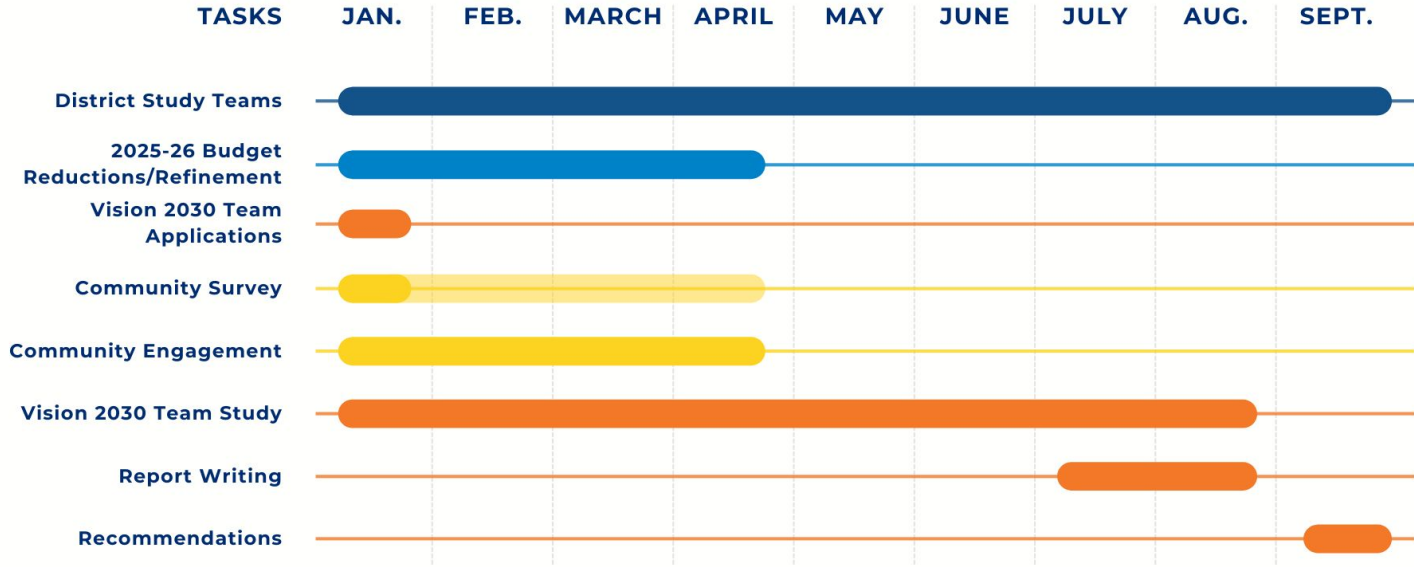
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Tentative Timeline to Reimagine Rdale

We face a \$20 million deficit and we remain committed to creating a future our students want, need and deserve. Together, through community input and collaboration, we'll shape solutions and priorities for a stronger district.





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*New word for 2025
in progress:*

FOCUS



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Questions or Clarifications?



Robbinsdale Area Schools

Superintendent Evaluation Timeline 2024-25

The school board shall evaluate and assess, in writing, the performance of the superintendent at least once a year.

July-November	Action
Only in new contract year (MSBA review Nov. 18, 2024)	1. The school board and the superintendent review the superintendent's job description, the evaluation process, form(s), indicators, and timelines, and identify acceptable supporting documents, information, and data to be used to measure performance.
Only in new contract year (Draft Goals: Sept. 16, 2024)	2. The superintendent and school board create goals which are based on the school district's goals and which are measurable and can be accomplished in twelve months. In the unlikely event that the school board and the superintendent are unable to come to mutual agreement, however, as the legal employer, the school board's determination prevails.
December-January	
January 21, 2025	3. During a school board study session, the school board chair and the superintendent review the evaluation process and form(s) with new school board members following their election and officially taking their seats on the school board.
January 21, 2025	4. The superintendent makes mid-year progress reports to the school board on school district goals and superintendent goals.
April-June	
May 5, 2025	5. The superintendent provides supporting documents on goals to all school board members.
May 6 to May 12, 2025	6. Each school board member reviews superintendent materials and completes the summative evaluation form and submits it.
May 19-23, 2025	7. The school board chair and vice-chair create a summative evaluation summary document containing school board member's aggregate scores and comments.
May 27-30, 2025	8. The school board chair and vice-chair provide the superintendent with the summative evaluation summary document for review.
June 16, 2025	9. The school board will hold a closed session for superintendent evaluation meeting. If the superintendent wants the evaluation to occur in an open meeting, the school board chair shall get the request in writing.
June 16, 2025	10. The school board shares and discusses with the superintendent its evaluation of her performance (including performance pay) during closed session.
July 7, 2025	11. The school board, at its next open meeting, shall summarize its conclusions regarding the summative evaluation in a public statement.

July 7, 2025

12. A copy of the final written summative evaluation is placed in the superintendent's personnel folder.

September 11, 2024

DRAFT