

School Board Study Session

Study Session will begin immediately after adjournment of the Business Meeting.

1. **Welcome**
Dr. Greta Evans-Becker, School Board Chair
2. **Introductions**
3. **Purpose and Agenda** (5 minutes) **2**
Dr. Teri Staloch, Superintendent
4. **District Governance and Policy**
 - A. Board Committees (20 minutes) **7**
Dr. Greta Evans-Becker, School Board Chair
 - B. Meals/Break for Board Meetings (10 minutes)
Dr. Greta Evans-Becker
5. **Operational Performance Oversight and Organizational Direction**
 - A. Reimagine Rdale: Vision 2030 (30 minutes) **8**
Dr. Teri Staloch, Superintendent
 - B. Designation of Identified Official with Authority (IOwA) for the Minnesota Department of Education (MDE) External User Access System Discussion (10 minutes) **18**
Dr. Teri Staloch, Superintendent
Dr. Bob McDowell, Assistant Superintendent
6. **Board Governance**
 - A. District Professional Development Process (10 minutes)
Dr. Greta Evans-Becker, School Board Chair
7. **Superintendent Relations**
 - A. Annual Review of Superintendent and Board Communication (10 minutes) **19**
Dr. Teri Staloch, Superintendent
 - B. Superintendent Goals (10 minutes)
Dr. Teri Staloch, Superintendent
8. **Community Engagement**
 - A. Land Acknowledgment/Tribal Flags Discussion (20 minutes) **22**
Dr. Greta Evans-Becker, School Board Chair
9. **Information Items**
 - A. Quiz Bowl vs. Students - Determine Date (5 minutes)
Dr. Greta Evans-Becker
10. **Future Agenda Topics**
11. **Conclude the Session**
Dr. Greta Evans-Becker, School Board Chair

Board of Education 2025-26 Agenda and Working Document

Board Roles	2025-2026 Action	Strategic Theme or Operations	Progress	Person(s) Responsible	Completion Date
District Governance & Policy	<ul style="list-style-type: none"> Review District Policies per Three-Year Cycle <ul style="list-style-type: none"> Policy series 200, 300, 400, 700 	1, 2, 3, 4	<ul style="list-style-type: none"> 	Policy Committee Exec. Director of HR	
	<ul style="list-style-type: none"> Review and Approve Annual Mandated Policies 	1, 2, 3, 4	Approvals: <ul style="list-style-type: none"> 	Policy Committee Exec. Director of HR	
	<ul style="list-style-type: none"> Approve Annual MSBA Policy Recommendations: Review and redline all policies that have legislative changes and make policy recommendations. 	1, 2, 3, 4	Approvals: <ul style="list-style-type: none"> 	Policy Committee Exec. Director of HR	2
Operational Performance Oversight and Organizational Direction	<ul style="list-style-type: none"> Support the District System of Continuous Improvement and Strategic Plan process through monitoring updates and reports (Operational Plan and Strategic Plan Priority Work) Strategic Themes: <ul style="list-style-type: none"> A. Academic Achievement B. Student Engagement and Wellness C. Collaboration and Partnerships D. Staff Investment and Impact 	1, 2, 3, 4	Monthly Reports: <ul style="list-style-type: none"> 	Superintendent and District Administration	
	<ul style="list-style-type: none"> Review district achievement data and approve the Comprehensive Achievement and Civic Readiness Plan 	1	Report and Data Review: <ul style="list-style-type: none"> 	Asst. Supt. Senior Director of T&L Asst. Director of Learning Analytics	

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	<ul style="list-style-type: none"> Approve Audits 	Operations		Chief Financial Officer	
	<ul style="list-style-type: none"> Monitor and approve the budget and budget process. 	Operations	2025-26 Budget Update: (November 2025)	Chief Financial Officer	
			Truth-in-Taxation Hearing and Public Comment: December 1, 2025 Approval of Levy Pay 2025:	Chief Financial Officer	
			2026-27 Preliminary Budget Discussion: (February 2026)	Chief Financial Officer	
			2026-27 Preliminary Budget Discussion: (April 2026)	Chief Financial Officer	3
			2026-27 Preliminary Budget Approval: June 2026	Chief Financial Officer	
	<ul style="list-style-type: none"> Approve Statutory Operating Plan 	Operations	Due by January 31, 2026	Superintendent Chief Financial Officer	
	<ul style="list-style-type: none"> Conduct Finance Advisory Council Meetings 	3	Meetings for 2025-2026: <ul style="list-style-type: none"> Annual presentation at Board Study Session on August 18, 2025 	Chief Financial Officer (Board Deputy Treasurer)	
	<ul style="list-style-type: none"> Monitor and use enrollment trends to plan strategically for current and future facilities, staffing, and budget decisions 	Operations		Chief Financial Advisor and Exec. Director of HR	

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	<ul style="list-style-type: none"> Update, revise, and approve the Long-Term Facilities Maintenance Plan (D281 & D287) 	Operations	D281: Annual Review in May D287: Annual Review Annual Board approval in July	Director of Facilities and Operations	
Board Governance	<ul style="list-style-type: none"> Board member meeting preparation <ul style="list-style-type: none"> Review materials in BoardBook Submit questions per protocols and/or meet with administrators Be prepared for discussion 	1, 2, 3, 4	Prior to all board meetings	School Board	Ongoing
	<ul style="list-style-type: none"> Review and Approve Board Governance 200 Series Policies per 3-year cycle 		200 Series Policies: <ul style="list-style-type: none"> 	School Board	
	<ul style="list-style-type: none"> Create and Approve Board Governance Handbook 		RAS Board Handbook 7-7-25: Board provided hard copies to review and provide feedback; bringing to Study Session for final review in September 2025	School Board	4
	<ul style="list-style-type: none"> Administer School Board Self-Evaluation and Board Annual Appraisal 			School Board, Superintendent	
	<ul style="list-style-type: none"> Conduct School Board Professional Development 		July 22-23, 2025	School Board	Ongoing
Superintendent Relations	<ul style="list-style-type: none"> Superintendent Annual Goal Setting 		Annually Before August 1, 2025	School Board, Superintendent	
	<ul style="list-style-type: none"> Conduct Superintendent Annual Appraisal 		Evaluation Timeline	School Board	
	<ul style="list-style-type: none"> Individual or small group meetings with the superintendent 			Superintendent, School Board Members	Ongoing
Community	<ul style="list-style-type: none"> Review and Approve LAC developed 	1, 2, 3, 4		Legislative Advisory	

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Engagement	Legislative Platform			Council Exec. Director of Community Ed	
	<ul style="list-style-type: none"> Engage community in Reimagine Rdale: Vision 2030 recommendations and plan 	1, 2, 3, 4	September 23, 2025 recommendations to the board	Superintendent, District Administrators, School Board	
	<ul style="list-style-type: none"> Review data from stakeholders 	1, 2, 3, 4		District Administrators	

Strategic Plan Themes and Priority Work 2025-26 (Approved by the Board at the June 16, 2025 Business Meeting)

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THEME A: Academic Achievement

Objective 1: Enhance cultural relevance of curriculum for students

- Expand the Science of Reading programming through continued staff training and the implementation of a new K-5 English Language Arts curriculum
- Expand the implementation of Culturally and Linguistically Responsive Teaching to include all non-licensed and K-5 staff

Objective 2: Enhance an equitable learning system from early childhood to adults

- Implement with fidelity an effective teaching framework focused on student engagement and purpose

Objective 4: Deepen preparation for life, college, and career

- Continue to build and grow RPathways through certifications, programming, and student participation in dual credit and concurrent enrollment courses
- Expand the use of Xello to support middle and high school students in planning

THEME B: Student Engagement and Wellness

Objective 1: Improve student-staff connection

- Maintain the BARR programming strength at two high schools and explore the expansion of the program into the middle schools
- Increase the number of staff trained on the Catalyst framework and explore the expansion of the program into all K-8 sites
- Continue to implement and strengthen Restorative Practices throughout the district.

Objective 4: Strengthen practices around student, staff, and school safety

- Strengthen systems and structures at the building level supporting student's feeling of social and emotional as well as physical safety
- Continue to grow a comprehensive crisis management and safety plan

Board of Education 2025-26 Agenda and Working Document

THEME C: Collaboration and Partnership

Objective 1: Strengthen mutual communication and responsiveness with all stakeholders

- Increase and streamline the cascade of communications to families, staff and our community

Objective 2: Expand equitable inclusion and influence of student, family, staff, and community voices

- Establish additional events and activities, such as family engagement events, in response to the needs and interests of our stakeholders
- Elevate the voice of all students, including the impact of the Youth Council and other student leadership groups

THEME D: Staff Investment and Impact

Objective 2: Cultivate the district culture to be inclusive, supportive, and welcoming

- Develop and implement a systemic onboarding process at the district and site level for all employees to improve clarity of roles, success and retention

Objective 3: Increase consistency and accountability for common district practices

- Develop and implement operating procedures to provide clarity and expectations in standard districtwide practices

2025 SCHOOL BOARD COMMITTEE ASSIGNMENTS

Note: All committees have some date variables due to holidays and other calendar concerns.

Board Committees	Board Book Post (yes or no)	Meeting Purpose/Info	Representative(s)	Alternate(s)	Notes
Ad Hoc Committee: Safety and Security (3 Board Members)	Yes	Purpose: To consolidate Board priorities on safety and security, and report back to the board at future work sessions with recommendations.	Greta Evans-Becker, Kim Holmes, Caroline Long		Voted by resolution in 2022-2023 School Year
Ad Hoc Committee: Transportation and Capital (3 Board Members)	Yes	Purpose: To consolidate Board priorities on transportation and capital infrastructure, and report back to the board at future work sessions with recommendations.	Helen Bassett, Greta Evans-Becker		Voted by resolution in 2023-2024 School Year
Finance Advisory Council (FAC) to include OPEB	Yes	Purpose: to provide financial advice and support to the Robbinsdale Area School Board and senior administration that is consistent with the mission of the district. The Council is accountable to the School Board of Robbinsdale Area Schools. Quarterly (4-6 meetings/year)	Aviva Hillenbrand - Treasurer, Helen Bassett, ReNae Bowman		Per bylaws, Treasurer is Council member
Governance Policy Committee (3 Board Members)	Yes	Purpose: Review new and revised School Board policies, Board Bylaws, and the Board's Governance Policy before they are presented to the full board.	ReNae Bowman, Aviva Hillenbrand, Kenneth Wutoh		TBD by Board based on district policy review cycle
Representatives to In-District Committees		Meeting Info	Representative(s)	Alternate(s)	Notes
Community Ed Advisory (CEAC)		4th Monday, 5:00 p.m.	Kenneth Wutoh	Greta Evans-Becker	
District Curriculum Advisory Committee (formerly SAC)		4 times a year	Helen Bassett, Greta Evans-Becker		State Statute Committee
District 281 Partnership		4th Wednesday, 7:30 a.m. in person with option to Zoom in	All invited to attend		One hour - virtual meeting
InterSchool Council (ISC)		Thursdays at 6:30 p.m. Hybrid (in person and via Zoom)	All invited to attend		
Legislative Action Coalition (LAC) (2 Board Members)		3rd Thursday, 5:00 p.m.	ReNae Bowman, Helen Bassett		
Special Ed Advisory (SEAC)		Quarterly, Monday, varies	Caroline Long		Generally third Monday, State Statute Committee
RFT Teacher of the Year & EA of the Year		TBD, Spring only	ReNae Bowman, Kim Holmes		One works with team to determine the RFT Teacher of the Year, the other works with team to determine the RFT EA of the Year (15-20 hour commitment)
Representatives to Out-of-District Committees		Meeting Info	Representative(s)	Alternate(s)	Notes
AMSD		1st Friday, 7:30 a.m.	Greta Evans-Becker	ReNae Bowman	School Board Chair
Brooklyn Bridge Alliance (Board member must sit on board)		Quarterly, Wednesday, 3 p.m.	Aviva Hillenbrand	Caroline Long	
District 287		2nd & 4th Thursday, evening	Caroline Long	Helen Bassett	2 year term \$4000.00 stipend annually
MDE TNEC Representative		October and one additional meeting each year	Greta Evans-Becker		Superintendent and School Board Chair
MSBA Education					
MSBA Delegate Assembly		December	(later)		Application late summer
MSHSL Armstrong			Helen Bassett		
MSHSL Cooper			Greta Evans-Becker		
NSBA					
Redesign Family Service Collaborative (1 Board Member)		3rd Tuesday, 6:30 p.m.	7 Helen Bassett		

Originally approved: 1/6/25, Updated: 7/17/25



Reimagine Rdale: Vision 2030 Update



Operational Performance Oversight
and Organizational Direction

Superintendent Dr. Teri Staloch, July 21, 2025

Land Acknowledgement

We acknowledge Robbinsdale Area Schools is located on the homelands of the Dakota and Ojibwe people.

We recognize the painful history of genocide and forced assimilation of the Indigenous inhabitants of this land.

We honor and respect the many Indigenous peoples who live on and hold sacred these lands, and we stand with members of these Nations to fight injustice in all of its forms.

We uphold the preservation of Dakota and Ojibwe languages, land based education, and tribal sovereignty.



ROBBINSDALE
Area Schools

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.*



Vision 2030 is On Track

We're right where we need to be.

Engagement has been deep and broad, and the *Vision Team* is using that input to shape critical recommendations.

- **17,000+ engagement points** from students, staff, and community
- ***Vision Team*** is synthesizing all input to drive recommendations
- Work is grounded in **what students need now — and in the future**



Vision Team: Helping Shape Rdale's Future

The *Vision Team* is focused on four key areas that will shape the future of our district —

- **Academic Programming:** Our core business is teaching and learning! Determine what is most important.
- **Outcomes and Measurements:** Supporting the development of a Portrait of a Graduate and providing input on student success measures.
- **Enrollment Assumptions:** Right-sizing the district for the future.
- **Facilities:** Exploring options for school closures and building needs



Vision Team's Recent Work

June and July meetings explored how learning and space intersect — grounding our work in what students need and where learning happens.

- **June 17:** Site visits sparked deep discussion about building use and learning environments
- **July 10:** Focused on academic priorities, student experience, and graduate readiness
- Insights from both meetings **inform emerging recommendations**



Vision 2030 and the SOD Plan

The *Vision Team's* recommendations could potentially support components of the Statutory Operating Debt (SOD) plan

- ***Vision Team* recommendations** and a SOD plan
- The **School Board** provides direction from Vision Team recommendations
- **Administrators** create action plans
- Final **SOD plan due to MDE** by Jan. 31, 2026
- **Academic, facility, and staffing recommendations** must align with fiscal planning



Board Decision-Making Timeline

Board decisions will be needed after Vision Team recommendations are shared in September to prepare for SOD approval by January, 2026.

- **Final Vision Team recommendations** to board: Sept. 23
- **Decision-making window:** late September – December
- **Final actions** required by Jan. 20 for SOD plan deadline of Jan. 31





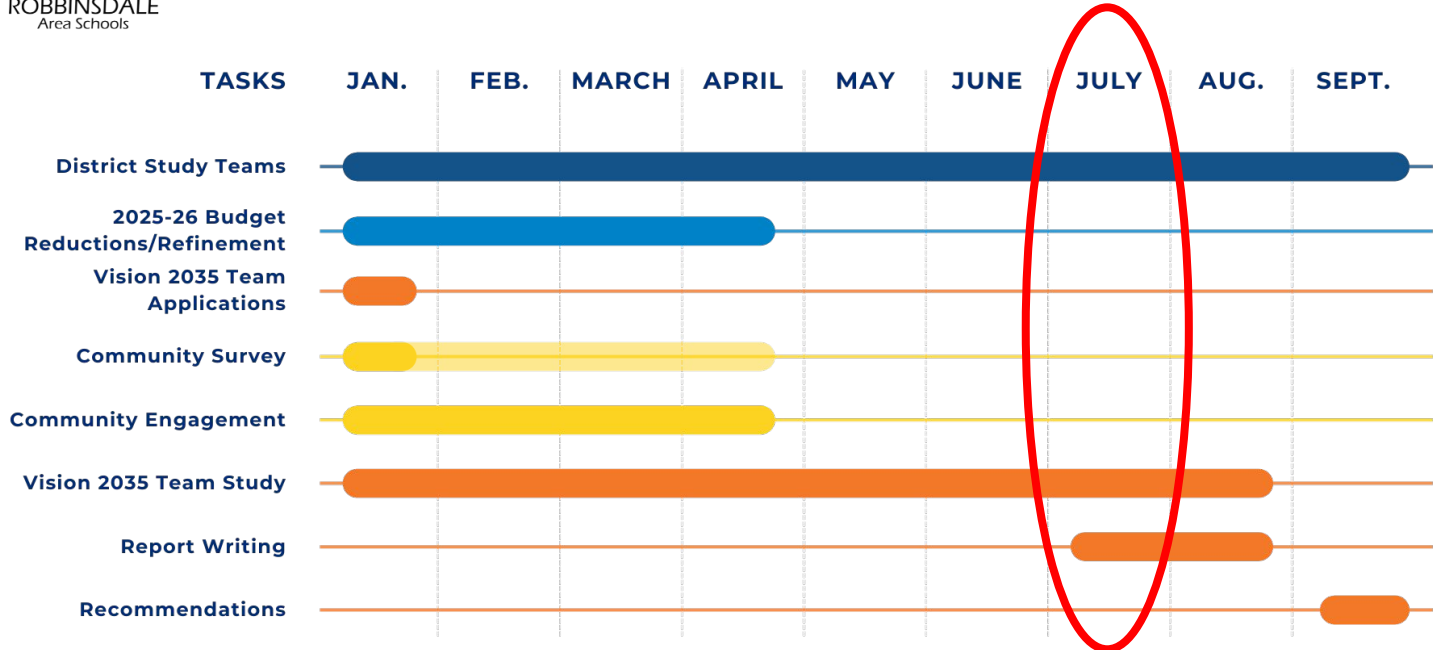
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Tentative Timeline to Reimagine Rdale

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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Thank You





Education Identity and Access Management Board Resolution

The Minnesota Department of Education (MDE), Professional Educator Licensing Standards Board (PELSB), and Office of Higher Education (OHE) require annual designation of an Identified Official with Authority (IOwA) for each local educational agency that uses the Education Identity and Access Management (EDIAM) system. The IOwA is responsible for authorizing, reviewing, and recertifying user access for their local educational agency in accordance with the State of Minnesota Enterprise Identity and Access Management Standard, which states that all user access rights to Minnesota state systems must be reviewed and recertified at least annually. The IOwA will authorize user access to State of Minnesota Education secure systems in accordance with the user’s assigned job duties, and will revoke that user’s access when it is no longer needed to perform their job duties.

Your school board or equivalent governing board must designate an IOwA to authorize user access to State of Minnesota Education secure websites for your organization. This EDIAM board resolution must be completed and submitted to the Minnesota Department of Education annually, as well as any time there is a change in the assignment of the Identified Official with Authority.

It is strongly recommended that only one person at the local educational agency or organization (the superintendent or exec. director) is designated as the IOwA. The IOwA will grant the IOwA Proxy role(s).

Designation of the Identified Official with Authority for Education Identity and Access Management

Organization Name: **Robbinsdale Public School District 0281-01**

6-Digit Organization Number: **0281-01**

Superintendent or Executive Director Name: **Dr. Teri Staloch** Title: **Superintendent**

Will act as the IOwA? Yes No

Identify below the individual(s) who will act as the IOwA Proxy for your organization.

The Superintendent or Exec. Director recommends the Board authorize the below named individual(s) to act an Identified Official with Authority (IOwA) Proxy for this organization:

Print Name: **Dr. Robert McDowell** Title: **Assistant Superintendent**

Board Member Signature:

Name: _____ Date: _____

Dr. Greta Evans-Becker, School Board Chair

Once the EDIAM Board Resolution is completed, scan and email it to: useraccess.mde@state.mn.us



To: School Board Members
From: Dr. Teri Staloch, Superintendent
Date: July 30, 2024
Re: Email communication protocols for messages sent to School Board members and additional communication protocols with Superintendent

Objectives

Develop a response mechanism to:

1. Increase community awareness of Board email response protocols;
2. Provide a more personal, direct communication from the School Board Chair (on behalf of the entire board) to the person(s) who wrote the board;
3. Promote a timely response through collaboration between School Board Chair and Executive Director of Communications to write/send the response;
4. Ensure that all School Board Directors stay in the communications loop.

Communications protocols

Strategic Direction C: Collaboration and Partnerships

To promote how to effectively share district-related concerns, the school district website provides information about the recommended communication process when people have questions or concerns. The web page provides guidance for communicating issues at various levels: classroom, school, operational/management, or district. The web page also outlines the parameters for stakeholders to address the School Board at Listening Sessions.

Providing a more personal response in a timely way

- The group email address, school_board@rdale.org includes all School Board members plus the Superintendent, Executive Assistant to Superintendent/School Board and Executive Director of Communications.
- Messages sent to that email address will receive the following automated response:

Thank you for contacting the Robbinsdale School Board. We want to let you know that all School Board Directors have received your email. We value and appreciate your input and are grateful for your engagement with our district.

If your email requires a response or if you've requested one, I will get back to you as the School Board Chair. If needed, I may also forward your email to the appropriate administrator to ensure your questions or concerns are properly addressed.

We appreciate your engagement and thank you for your support.

Sincerely,

Robbinsdale Area Schools Board Chair

- The Executive Director of Communications will consult with others as needed and the communications team will prepare a response for the board chair's review and consideration.
- The School Board Chair will send an email response to the sender. The message will be cc'd to the school board email address, to ensure that the remaining Board members stay in the communications loop.
- If the sender chooses not to use school_board@rdale.org and instead sends to individual School Board Director email addresses, the School Board Chair will forward the message to the Superintendent and Executive Director of Communications (who otherwise would not receive it) so that a response can be created in line with these communications protocols.

If an individual School Board Director receives a communication and is not sure if anyone else received it or would like assistance with a response, the School Board Director is encouraged to contact the Superintendent who will connect with the Executive Director of Communications. The School Board Chair should be copied on the response to the sender.

By Email

The School Board's group email address is school_board@rdale.org. When you use this email address, your message will go directly to every School Board member, the Superintendent, the Executive Assistant to the Superintendent and School Board, and the Executive Director of communications. In most cases, within three business days you will receive a specific reply from the School Board Chair, responding on behalf of the full board.

Contacting Staff with Questions or Concerns

In many cases, questions or concerns can be most effectively handled by district staff who have specific knowledge about the relevant issue. [A guide with this is the information on our website.](#)

Communication to Support School Board and Superintendent Relationships

- School Board members will be invited to meet with the Superintendent for a 1:1 monthly meeting to review school district business and upcoming School Board Meetings. If agreeable to the School Board members, these meetings may take place in school buildings to allow time to learn and see about what is happening with students and staff.
- School Board members and the Superintendent will communicate in the manner that best meets the urgency and need of the communication. This may include a phone call (all School Board members have and are encouraged to call the Superintendent's cell phone rather than the office number), text or email. Communication via texts should only be used to request a review of an email or to support quick updates. In email communications to the Superintendent, School Board members will also include the School Board Chair.
- When School Board members send a question or request to the Superintendent, she will respond to all board members with the original request and the response so all board members have the same information.
- School Board members have one employee, the Superintendent; therefore, all requests or

work direction will come directly to the Superintendent. Depending on the nature of the request, the Superintendent may ask clarifying questions of the entire board to ensure that the work direction is made by the will of the School Board. School Board members will not send requests that would be seen as work direction to any staff members. Additionally, it is the expectation that if School Board members email a staff member, the Superintendent is included.

**Resolution of
Independent Area School District 281
School Board Supporting the Public Reading of a Land
Acknowledgement and the Display of Tribal Flags**

Approved and adopted on (date to be added)

WHEREAS, the Robbinsdale Area Public School Board acknowledges that our schools reside on the traditional and ancestral homelands of the Dakota and Ojibwe peoples, and that Indigenous peoples have lived on and cared for this land since time immemorial; and

WHEREAS, the Robbinsdale Area Public Schools (ISD 281) American Indian Parent Advisory Committee (AIPAC), in accordance with its role under Minnesota Statute 124D.78, has formally expressed its support for the public reading of a Land Acknowledgement and the visible display of tribal flags within the district; and

WHEREAS, the reading of a Land Acknowledgement is a meaningful act of recognition and respect, honoring the enduring relationship between Indigenous peoples and their homelands; and

WHEREAS, the display of the flags of the eleven federally recognized Tribal Nations in Minnesota is a visible and respectful way to recognize the sovereignty and cultural identity of Native Nations and to affirm the district's commitment to equity and inclusion;

NOW, THEREFORE, BE IT RESOLVED, that the Robbinsdale Area School Board supports and authorizes the regular reading of a Land Acknowledgement at School Board meetings by a Board Director, at other appropriate district events; and

BE IT FURTHER RESOLVED, that the Robbinsdale Area School Board supports the public display of the flags of the eleven federally recognized Tribal Nations in Minnesota at the Education Service Center School Board Room, with the goal of implementation beginning at the August 18, 2025 School Board Meeting, contingent on approval of this resolution on August 4, 2025.

Approved this _____ day of _____, 2025.

School Board Chair

Superintendent