

### **School Board Special Study Session**

*Please note: Dr. Kenneth Wutoh, School Board Director, will be joining the session remotely.  
Study Session will begin 10 minutes 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**
5. **Operational Performance Oversight and Organizational Direction**
6. **Board Governance**
7. **Superintendent Relations**  
A. Review and Discussion of Superintendent Goals (30 minutes) **7**  
*Facilitating: Barb Dorn, Minnesota School Boards Association (MSBA)*
8. **Community Engagement**
9. **Information Items**
10. **Future Agenda Topics**
11. **Close the Meeting**  
*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
<b>District Governance &amp; Policy</b>	<ul style="list-style-type: none"> <li>● Review District Policies per Three-Year Cycle               <ul style="list-style-type: none"> <li>○ Policy series 200, 300, 400, 700</li> </ul> </li> </ul>	1, 2, 3, 4	7/7/25 Approvals: <ul style="list-style-type: none"> <li>● 701 Policy - Establishment and Adoption of School District Budget</li> <li>● 702 Policy - Accounting</li> <li>● 706 Policy - Acceptance of Gifts</li> </ul> 8/18/25 Approvals: <ul style="list-style-type: none"> <li>● 534 Policy - School Meals</li> </ul>	Policy Committee Exec. Director of HR	
	<ul style="list-style-type: none"> <li>● Review and Approve Annual Mandated Policies</li> </ul>	1, 2, 3, 4	8/18/25 Annual Approval: <ul style="list-style-type: none"> <li>● 102.1 Policy - Equity</li> </ul>	Policy Committee Exec. Director of HR	2
	<ul style="list-style-type: none"> <li>● Approve Annual MSBA Policy Recommendations: Review and redline all policies that have legislative changes and make policy recommendations.</li> </ul>	1, 2, 3, 4	8/4/25 Legislative Updates Reviewed: <ul style="list-style-type: none"> <li>● 606.6 AP - Library Materials</li> <li>● 613 Policy - Graduation Requirements</li> <li>● 620.1 AP - Credit for Learning</li> <li>● 624.1 AP - Online Learning Options</li> </ul>	Policy Committee Exec. Director of HR	
<b>Operational Performance Oversight and Organizational Direction</b>	<ul style="list-style-type: none"> <li>● Support the District System of Continuous Improvement and Strategic Plan process through monitoring updates and reports (Operational Plan and Strategic Plan Priority Work) <b>Strategic Themes:</b> <ol style="list-style-type: none"> <li>A. Academic Achievement</li> <li>B. Student Engagement and Wellness</li> <li>C. Collaboration and Partnerships</li> <li>D. Staff Investment and Impact</li> </ol> </li> </ul>	1, 2, 3, 4	Monthly Reports: <ul style="list-style-type: none"> <li>●</li> </ul>	Superintendent and District Administration	

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	<ul style="list-style-type: none"> <li>Review district achievement data and approve the Comprehensive Achievement and Civic Readiness Plan</li> </ul>	1	Report and Data Review: November 3, 2025	Asst. Supt. Senior Director of T&L Asst. Director of Learning Analytics	
	<ul style="list-style-type: none"> <li>Approve Audits</li> </ul>	Operations		Chief Financial Officer	
	<ul style="list-style-type: none"> <li>Monitor and approve the budget and budget process.</li> </ul>	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	3
			2026-27 Preliminary Budget Discussion: (February 2026)	Chief Financial Officer	
			2026-27 Preliminary Budget Discussion: (April 2026)	Chief Financial Officer	
			2026-27 Preliminary Budget Approval: (June 2026)	Chief Financial Officer	
	<ul style="list-style-type: none"> <li>Approve Statutory Operating Debt (SOD) Plan</li> </ul>	Operations	Due by January 31, 2026	Superintendent Chief Financial Officer	
	<ul style="list-style-type: none"> <li>Conduct Finance Advisory Council Meetings</li> </ul>	3	Meetings for 2025-2026: <ul style="list-style-type: none"> <li></li> </ul>	Chief Financial Officer (Board Deputy Treasurer)	
	<ul style="list-style-type: none"> <li>Monitor and use enrollment trends to plan strategically for</li> </ul>	Operations		Chief Financial Advisor and Exec.	



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			<i>Meeting to complete -</i>	Dorn, MSBA	
	<ul style="list-style-type: none"> <li>Conduct Superintendent Annual Appraisal</li> </ul>		<a href="#">Evaluation Timeline</a>	School Board	
	<ul style="list-style-type: none"> <li>Individual or small group meetings with the superintendent</li> </ul>			Superintendent, School Board Members	Ongoing
<b>Community Engagement</b>	<ul style="list-style-type: none"> <li>Approve and Implement reading of District Land Acknowledgement at meetings, and display of Tribal Flags in Boardroom</li> </ul>		Approved by Board: August 4, 2025 Inaugural implementation: August 18, 2025	School Board, Superintendent, AIPAC	
	<ul style="list-style-type: none"> <li>Review and Approve LAC developed Legislative Platform</li> </ul>	1, 2, 3, 4		Legislative Advisory Council Exec. Director of Community Ed	5
	<ul style="list-style-type: none"> <li>Engage community in Reimagine Rdale: Vision 2030 recommendations and plan</li> </ul>	1, 2, 3, 4	September 23, 2025 recommendations to the board	Superintendent, District Administrators, School Board	
	<ul style="list-style-type: none"> <li>Review data from stakeholders</li> </ul>	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)

#### 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

## **Board of Education 2025-26 Agenda and Working Document**

### **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

### **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

July 21, 2025

## 2025-26 Goals, Standards and Evaluation Rubric

*Dr. Teri Staloch, Superintendent*

<b>Goal 1:</b> Successfully implement school board direction per recommendations of the Reimagine Rdale: Vision 2030 Team and additional board study and stakeholder feedback.	<b>Evidence of Performance 1:</b> The superintendent will provide a plan of action outlining the development and improvement of systems as the beginning stages of the vision of academics, teaching and learning, and the student experience.
	<b>Evidence of Performance 2:</b> The superintendent will lead the process design and implementation of school closures and/or consolidations, to include school attendance boundary adjustments and staffing changes, and provide documentation of the process and outcome.
	<b>Evidence of Performance 3:</b> If directed by the board, the superintendent will lead the process to establish a bond referendum for future facility improvements and provide documentation of the process and timeline.

### Standard 1: Governance Team, Element 1.b. Goals and/or Strategic Plan

*Please select one of the following: highly effective, effective, developing, ineffective, or not applicable.*

<i>Highly Effective (4)</i>	<i>Effective (3)</i>	<i>Developing (2)</i>	<i>Ineffective (1)</i>	<b>Enter Score Below</b>
<i>Facilitates development of school district's short- and long-term measurable goals and aligns available resources with school district budget to accomplish goals</i>	<i>Facilitates development of the school district's short- and long-term goals and recommends necessary financial strategies to meet goals</i>	<i>Goals have been developed but no overall plan or alignment of resources exists</i>	<i>Goals are not developed</i>	

Notes:

### Standard 4: School District Operations, Element 4.a.

*Please select one of the following: highly effective, effective, developing, ineffective, or not applicable.*

<i>Highly Effective (4)</i>	<i>Effective (3)</i>	<i>Developing (2)</i>	<i>Ineffective (1)</i>	<b>Enter Score Below</b>
<i>Ensures facilities management plan is in place and includes current status of buildings and need to improve facilities in the future, with projected plan to secure funding</i>	<i>Ensures facilities management plan is in place and includes current status of buildings and need to improve facilities in the future</i>	<i>Discusses facilities needs internally, but no plan is created; addresses issues on an as-needed basis</i>	<i>Facilities management plan is not created; maintenance is performed only when absolutely needed</i>	

<b>Goal 2:</b> Provide leadership to create and implement an approved Statutory Operating Debt Plan.	<b>Evidence of Performance 1:</b> A Statutory Operating Debt Plan will be created, documented, and submitted to the Minnesota Department of Education by January 31, 2026.
	<b>Evidence of Performance 2:</b> The superintendent will support and provide leadership for the implementation of the Statutory Operating Debt Plan

**Standard 2: School District Finances, Element 2.a. Budget Development and Maintenance**  
*Please select one of the following: highly effective, effective, developing, ineffective, or not applicable.*

<i>Highly Effective (4)</i>	<i>Effective (3)</i>	<i>Developing (2)</i>	<i>Ineffective (1)</i>	<b>Enter Score Below</b>
<i>Engages in timely budget planning and actions that consider current and long-range information and data; seeks balance to meet students' current and future needs and be fiscally responsible to community; distributes resources to meet immediate and long-range objectives</i>	<i>Engages in proactive budget actions that consider current information and data; seeks to balance to meet the students' needs and be fiscally responsible to community; distributes resources in light of school district goals and immediate objectives</i>	<i>Budget development, resource allocations, and management is focused on meeting immediate needs and fiscal issues. Decisions are primarily reactive to current needs of the school district</i>	<i>Budget knowledge is limited. The budget is developed and managed without taking into consideration the current needs of the school district. Resources are allocated without consideration of school district needs</i>	

Notes:

<b>Goal 3:</b> Provide leadership to implement the District System of Continuous Improvement.	<b>Evidence of Performance 1:</b> The superintendent will lead and collaborate with her team to provide progress and monitoring reports at board meetings inclusive of district priority work, school improvement plans, student achievement data, and student engagement data.
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**Standard 6: Teaching and Learning, Element 6b: School Improvement**  
*Please select one of the following: highly effective, effective, developing, ineffective, or not applicable.*

<i>Highly Effective (4)</i>	<i>Effective (3)</i>	<i>Developing (2)</i>	<i>Ineffective (1)</i>	<b>Enter Score Below</b>
<i>Ensures school improvement plans are in place at all buildings and align with school district-wide goals;</i>	<i>Ensures school improvement plans are in place at all buildings and align with school</i>	<i>School improvement plans are in place at building level, but lack school district-wide</i>	<i>School improvement efforts are limited; no comprehensive plans in place</i>	

<i>assures plans and strategies are in place and used for implementing improvement efforts and monitoring progress.</i>	<i>district-wide goals</i>	<i>improvement</i>		
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<b>Goal 4:</b> Invest in improving culture, climate, and trust with staff, families, and community members.	<b>Evidence of Performance 1:</b> The superintendent will engage with internal and external stakeholders to ensure district communication, resources, and information regarding the Reimagine Rdale: Vision 2030 Plan are well known, and input and perspective are gathered to help inform decision-making. Evidence will include at least three engagements and opportunities for input and feedback to inform final decisions.
	<b>Evidence of Performance 2:</b> The superintendent will deliver to the board a document that outlines involvement at community and school district events, including visits to schools, classrooms, and student activities.

**Standard 3: Communication and Community Relationships, Element 3.b. Engagement**  
*Please select one of the following: highly effective, effective, developing, ineffective, or not applicable.*

<i>Highly Effective (4)</i>	<i>Effective (3)</i>	<i>Developing (2)</i>	<i>Ineffective (1)</i>	<b>Enter Score Below</b>
<i>Seeks out and provides opportunities for input from external groups and individuals; uses the input in decision-making process</i>	<i>Solicits input from select external groups and individuals</i>	<i>Very rarely seeks input from external groups and individuals</i>	<i>Demonstrates lack of regard for input and influence of external groups and individuals</i>	

Notes:

**Standard 3: Communication and Community Relationships, Element 3.f. Visibility and Approachability**  
*Please select one of the following: highly effective, effective, developing, ineffective, or not applicable.*

<i>Highly Effective (4)</i>	<i>Effective (3)</i>	<i>Developing (2)</i>	<i>Ineffective (1)</i>	<b>Enter Score Below</b>
<i>Is visible and approachable by members of the community; attends many and varied events</i>	<i>Is visible and approachable by community; attends some events</i>	<i>Attends few events and is seldom approachable by community</i>	<i>Is neither visible nor approachable by community</i>	

Notes:

**Standard 5: Human Resources, Element 5.a. Internal Communication**

 Please select one of the following: *highly effective, effective, developing, ineffective, or not applicable.*

<i>Highly Effective (4)</i>	<i>Effective (3)</i>	<i>Developing (2)</i>	<i>Ineffective (1)</i>	<b>Enter Score Below</b>
<i>Establishes system for keeping staff continually informed of important matters and allowing opportunities for regular input</i>	<i>Keeps staff informed of most important matters and seeks input annually</i>	<i>Inconsistently keeps staff informed of important matters</i>	<i>Lacks specific system to inform staff of important matters or fails to seek input</i>	

Notes:

**Standard 5: Human Resources, Element 5.d. Visibility and Approachability**

 Please select one of the following: *highly effective, effective, developing, ineffective, or not applicable.*

<i>Highly Effective (4)</i>	<i>Effective (3)</i>	<i>Developing (2)</i>	<i>Ineffective (1)</i>	<b>Enter Score Below</b>
<i>Is visible at variety of school events and approachable by staff; prioritizes regular visits to buildings and classrooms; consistently follows open door policies</i>	<i>Is visible and approachable by staff; visits buildings and/or classrooms</i>	<i>Seldom visits buildings; attends few building events and activities; is not approachable</i>	<i>Is neither visible nor approachable by staff; is isolated from staff</i>	

Notes:

Evaluation Period: July 1, 2025 to June 30, 2026

Superintendent's Signature \_\_\_\_\_ Date \_\_\_\_\_

School Board Chair's Signature \_\_\_\_\_ Date \_\_\_\_\_

\*No more than three standards should be evaluated at one time.

August 18, 2025