



Excellence. For each and every student.

BOARD OF EDUCATION

Working Meeting - Monday, January 26, 2026 - 4:00 PM
Creekside
16000 41st Ave N.
Plymouth, MN 55446

Minutes of Work Session Meeting

A Work Session Meeting of the Board of Education of Wayzata Public Schools was held Monday, January 26, 2026, beginning at 4:00 PM in the Creekside 16000 41st Ave N. Plymouth, MN 55446.

1. ROLL CALL/CALL TO ORDER	
A. Superintendent's Reports	
1. Referendum Presentation (45 minutes)	2
B. Human Resource Services Reports	
1. 2026-27 Staffing Process Overview (30 minutes)	43
2. Teaching & Learning Reports	
A. Technology Use (15 minutes)	55
3. Board Reports	
A. Board Development (15 minutes)	
4. ADJOURN	

Committed to Excellence as We Grow

Our students.
Our schools.
Our future.

VOTE APRIL 14



Referendum 2026
Community Presentation

Strong Support for our Schools


Results from a March 2025 random sample community survey conducted by an independent research firm show high approval ratings for Wayzata Public Schools.



92%

- Say the quality of our schools is excellent or good
- Say our schools are good value for their investment
- Say the quality of our schools increases home values

Facilities Proposal Receives Positive State Review



The Minnesota Department of Education issued a positive review on January 12, confirming long-term benefits for students and taxpayers.

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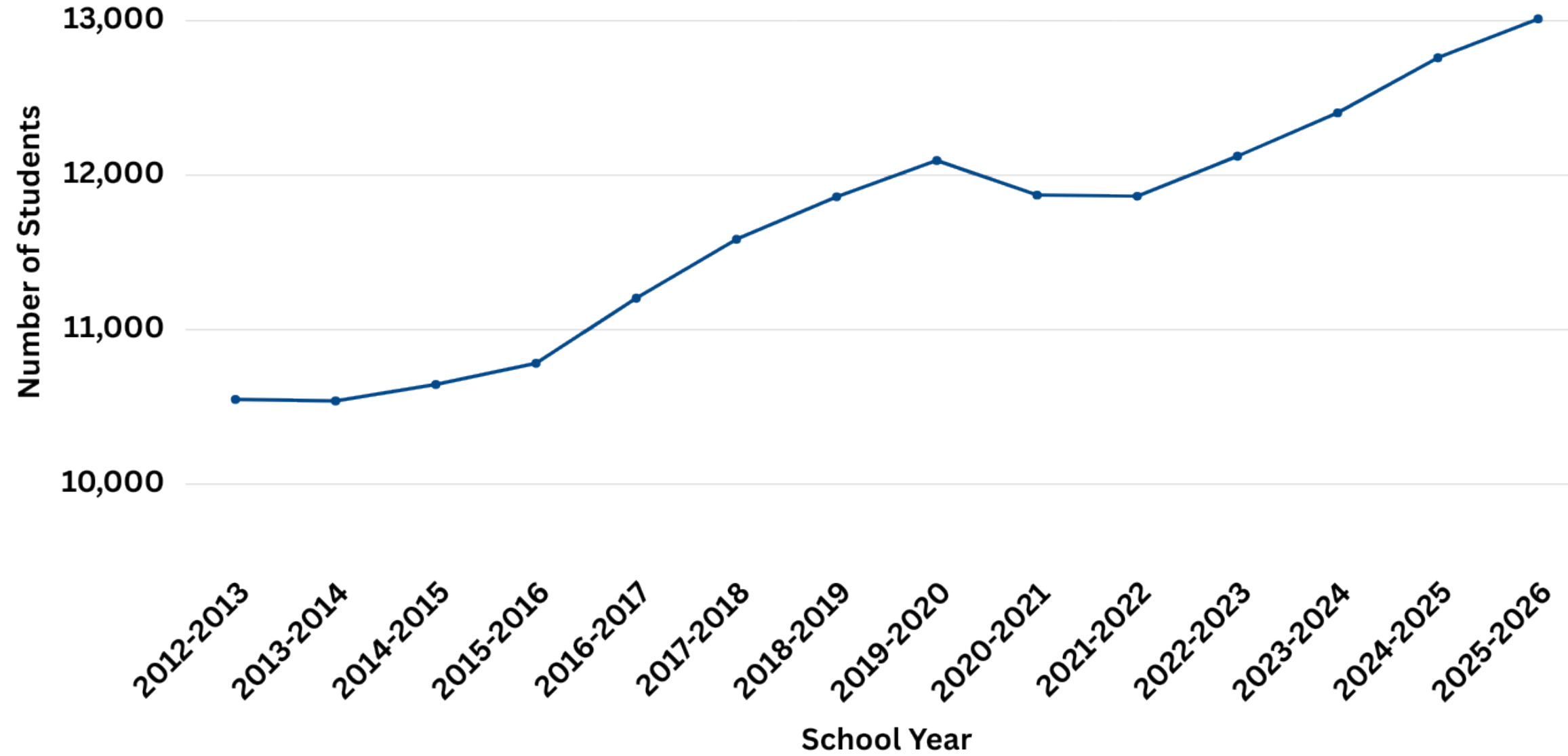
Wayzata maintains highest financial rating

Wayzata Public Schools is proud to maintain a Aaa bond rating, the highest possible, from Moody's Investors Service.

Aaa
Bond
Rating

This rating demonstrates strong financial stability and sound management while helping the district secure lower interest rates that save taxpayers money.

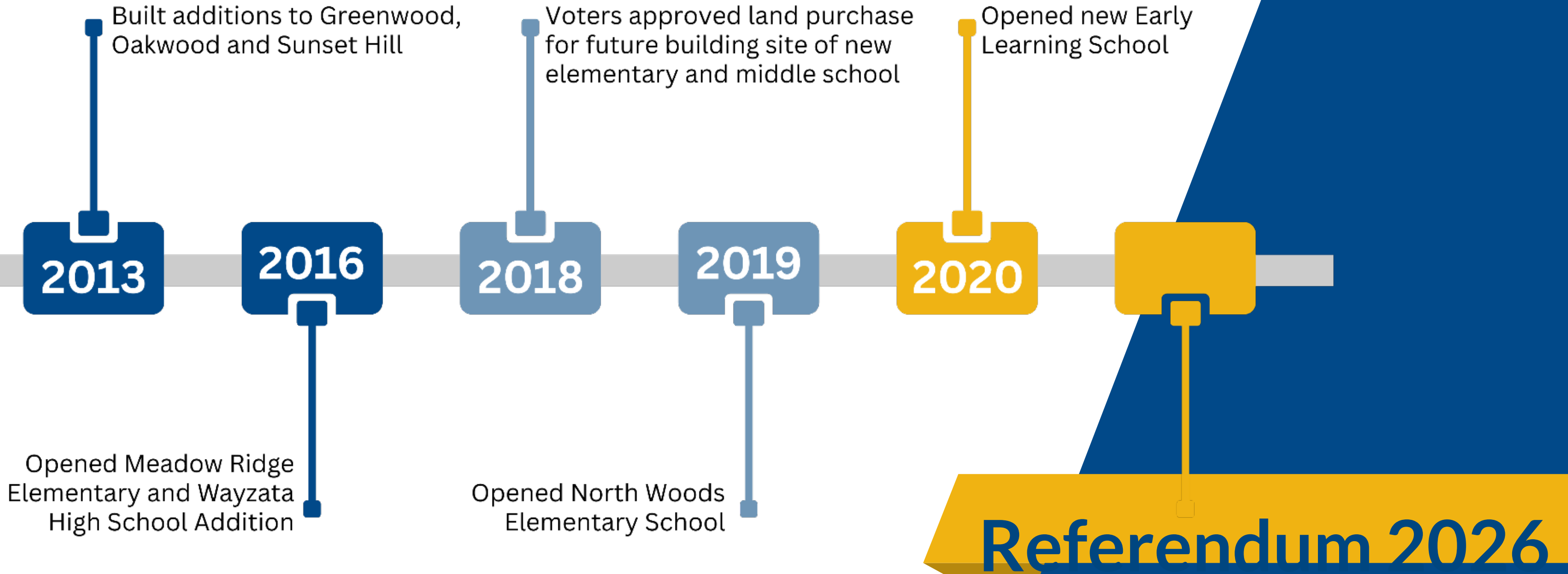
K-12 Enrollment History



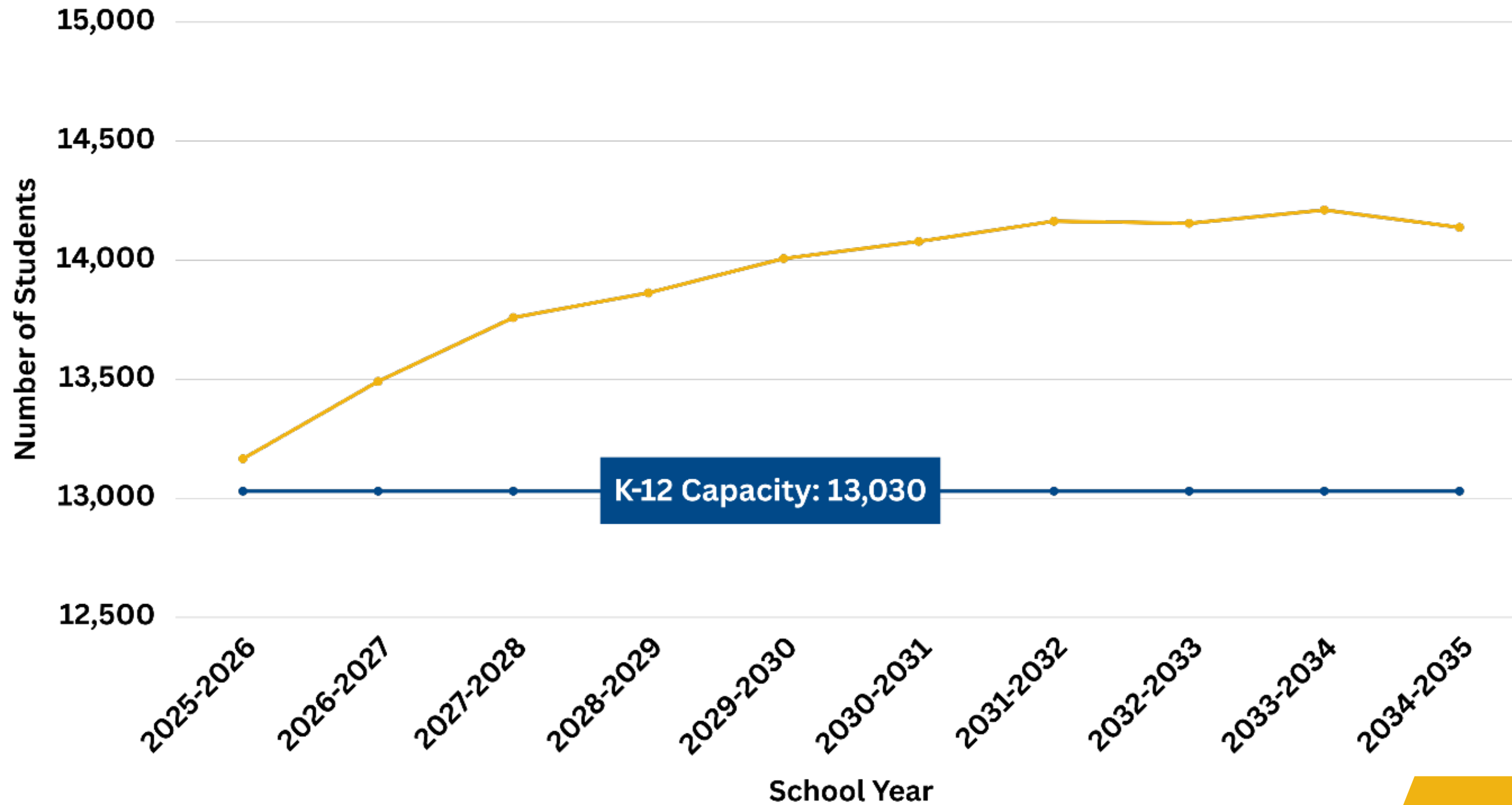
Enrollment Growth

The district has a history of responding to growth.

COMMUNITY SUPPORT FOR GROWING STUDENT POPULATION



K-12 Enrollment Projections



Student enrollment growth continues today and is projected to continue into the future.

Enrollment Growth

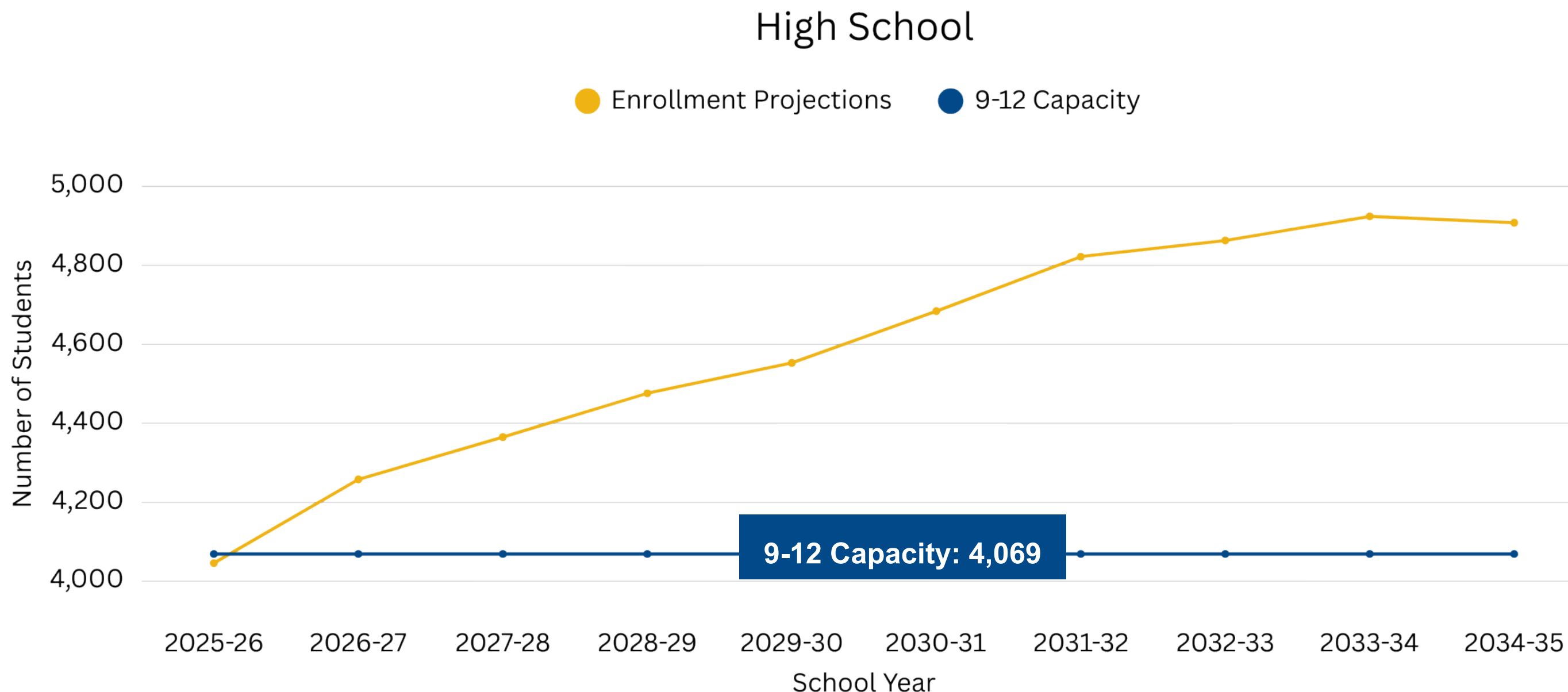


Capacity by level

From elementary through high school, our schools are at or above capacity, with projections showing all levels to exceed capacity by the 2027-28 school year.

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Current Capacity vs Projected Growth



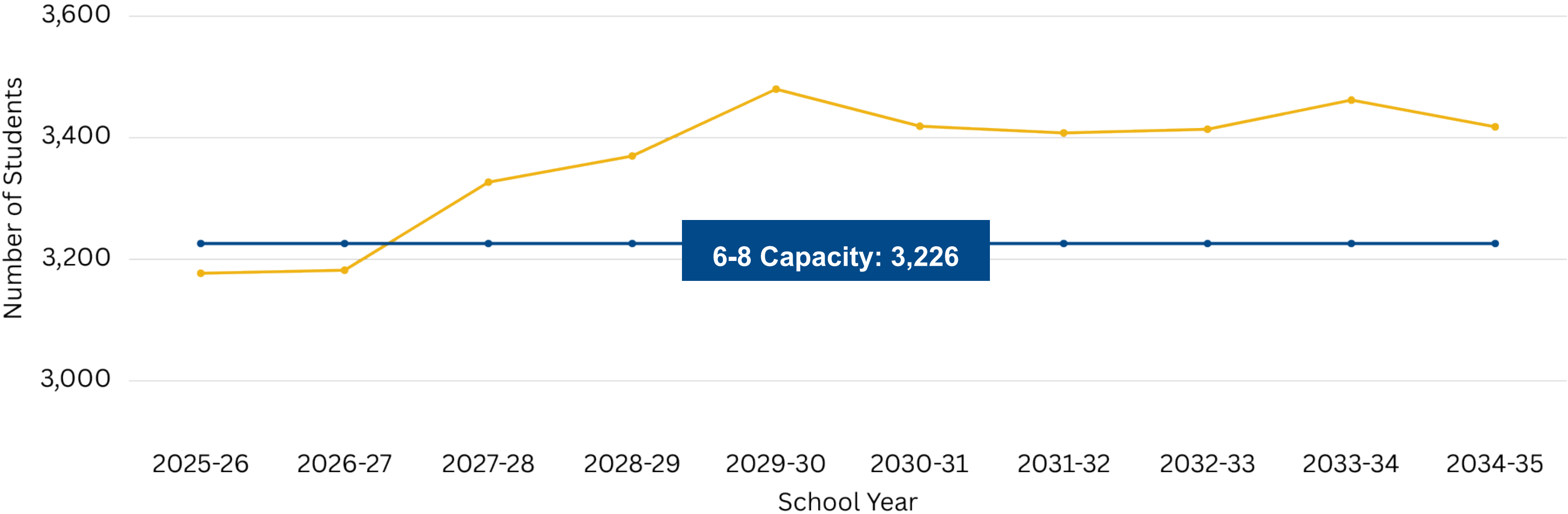
High school addition will support 900 more students.

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Current Capacity vs Projected Growth

Middle School

● Enrollment Projections ● 6-8 Capacity



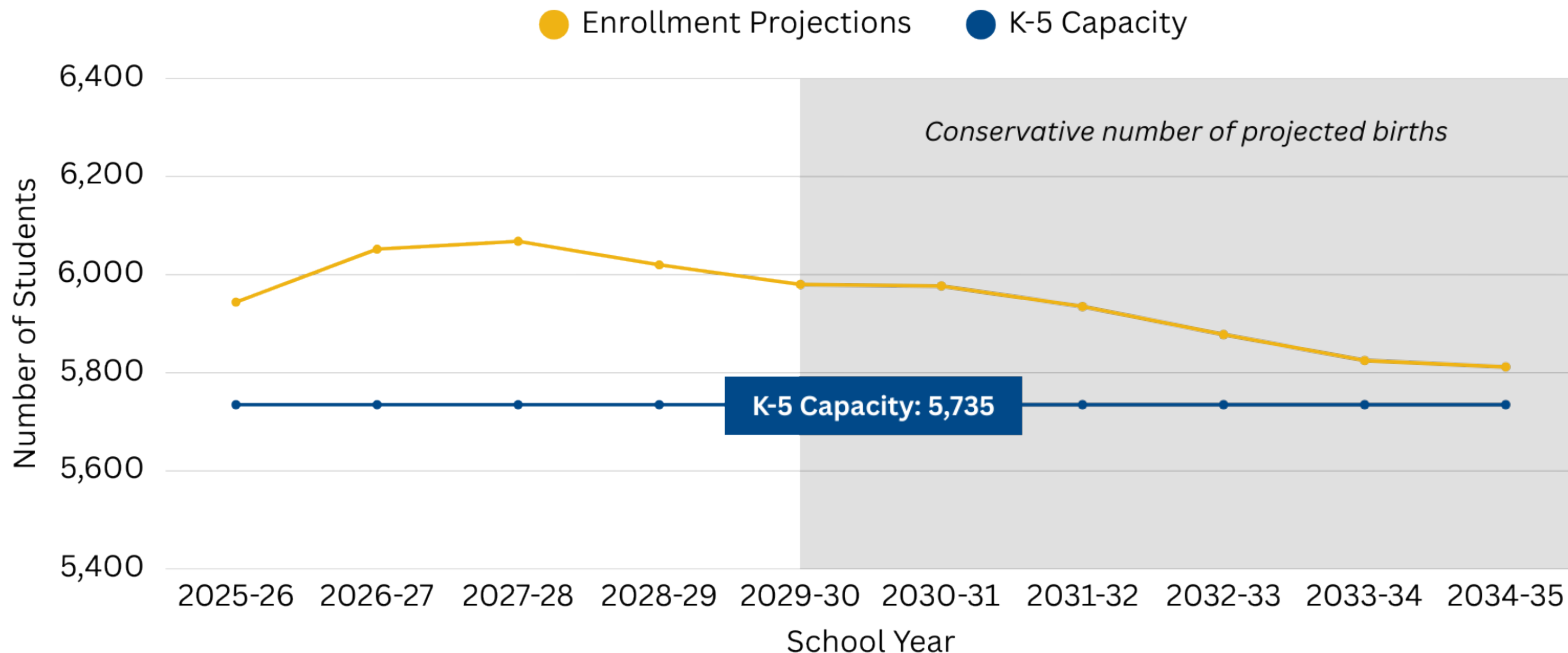
6-8 Capacity: 3,226

New fourth middle school would support 800 students.

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Current Capacity vs Projected Growth

Elementary School

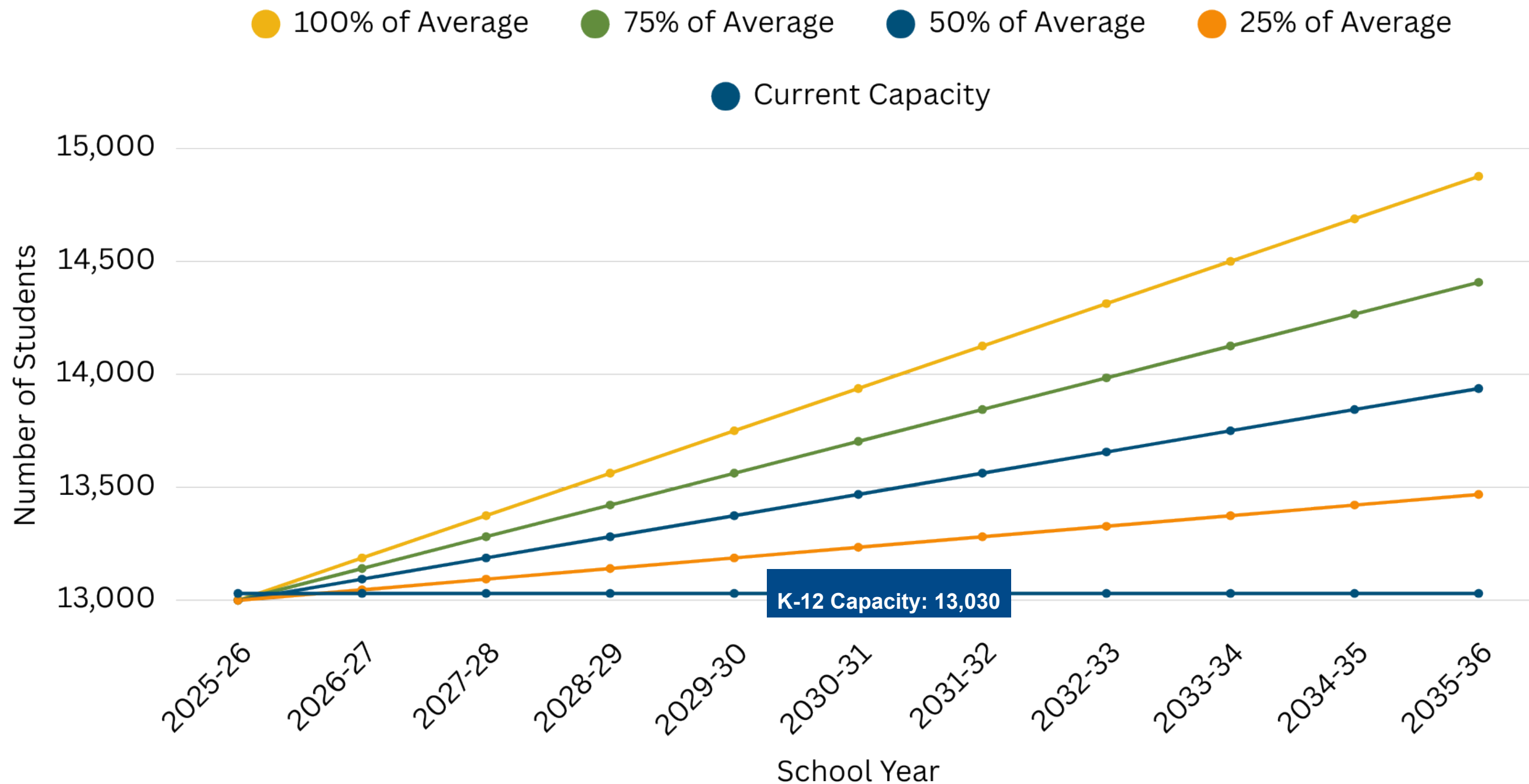


New elementary school would support 900 students.

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K-12 Capacity & Projected Enrollment Growth

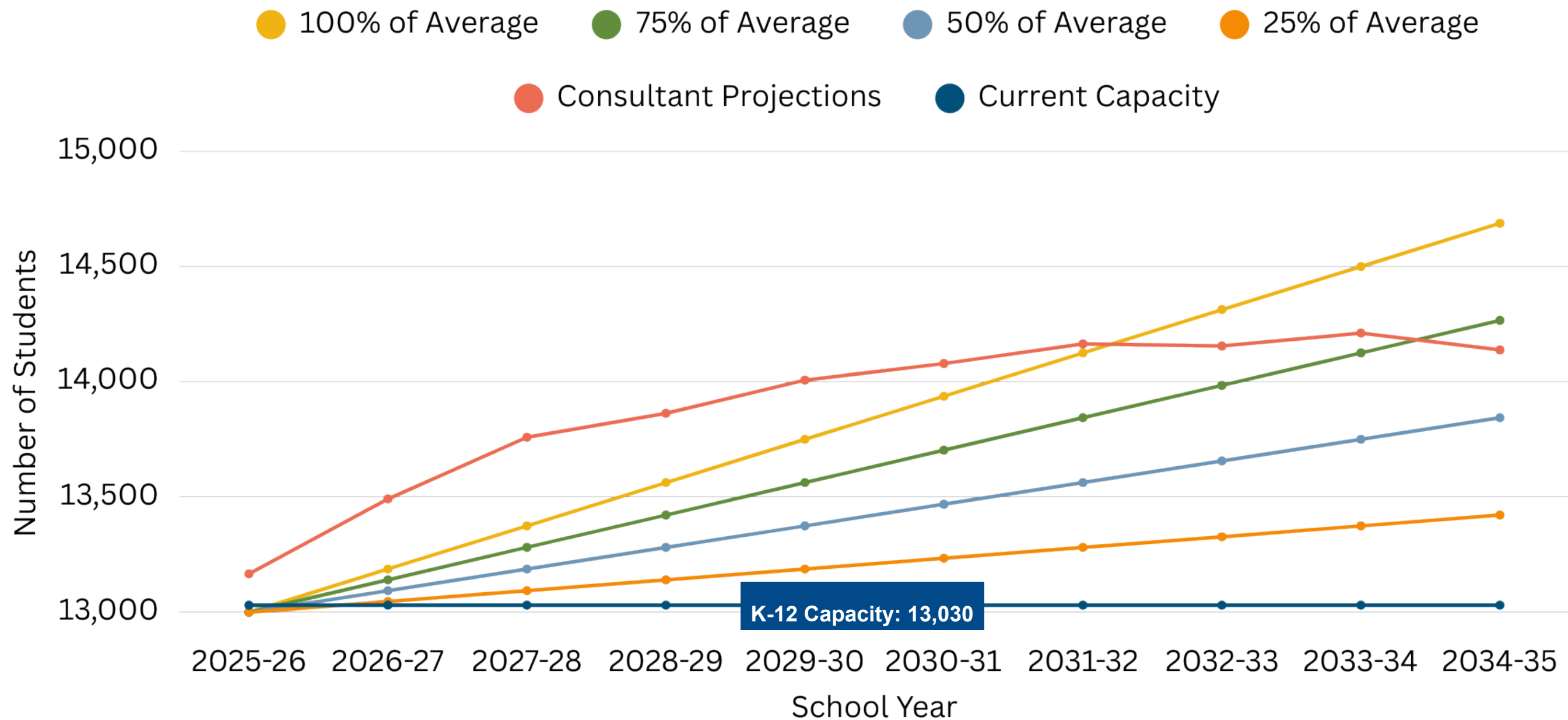
K-12 Projected Enrollment Growth Scenarios



Current K-12 Capacity is 13,030.

K-12 Capacity & Projected Enrollment Growth

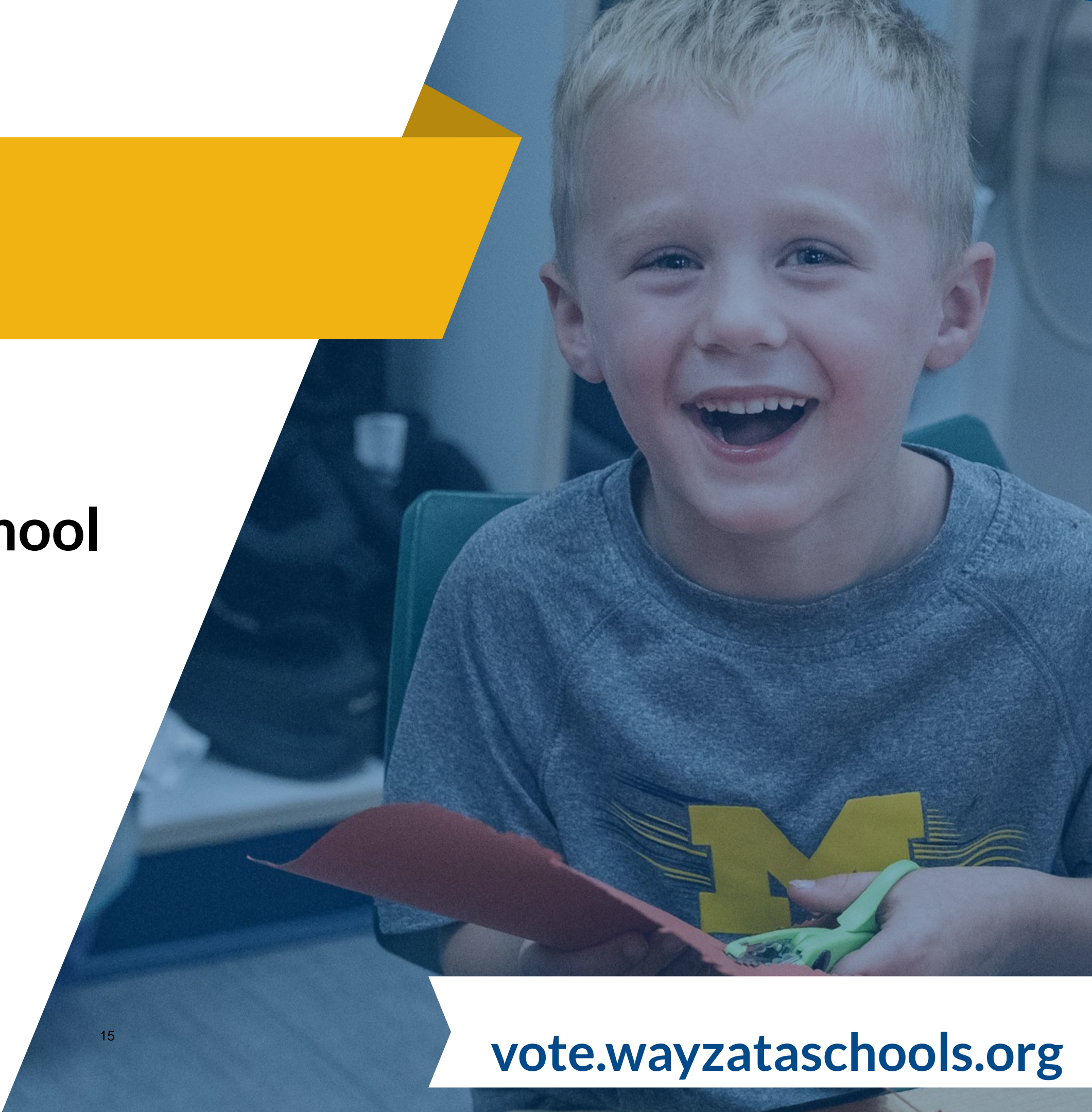
K-12 Projected Enrollment Growth Scenarios



Current K-12 Capacity is 13,030.

What's next?

On April 14, 2026, Wayzata School District residents will vote on whether to increase funding to support our students.





The work behind the facilities recommendation

Over the past year, Wayzata Public Schools has been carefully studying our facilities to ensure we can continue to provide exceptional learning experiences for our students—today and in the years ahead.



With the support of our Facilities Steering Committee, made up of administrators and principals, and an 18-member Community Task Force on Facilities, we have engaged in thoughtful analysis, collaboration, and planning to address key questions about growth, capacity, safety and learning space design.



A photograph of a teacher and several young students sitting on the floor in a library, reading books. The teacher is a woman with glasses and a green shirt, leaning over a book. The students are of various ages, some holding books. The background shows bookshelves with categories like 'Author Nancy Carlson', 'Graphic Novels Funny', 'Fables and Fairytales (FF)', and 'Fantasy (F)'. There are also bins labeled 'Author Dr. Seuss', 'Sports', and 'You Will not be... next week...'.

Resident student enrollment is growing.
More capacity and critical updates are needed.

To prepare for our growing resident student population—and to ensure our facilities align with our strategic goals for academic excellence and student well-being—a long-term facilities proposal includes...

A long-term facilities proposal includes



- Adequate capacity for all students, including a new elementary school and a new middle school, both to be built on district-owned land in Medina, as well as an addition to Wayzata High School.
- Remodel of the Early Learning School to create classroom spaces on the second floor to meet increasing demand for early childhood and preschool programs.



A long-term facilities proposal includes



- Safety and security enhancements at all schools to maintain our warm, welcoming and secure environments.
- Expanded and updated learning spaces, with upgrades to special education and middle school classrooms and flexible furniture that supports engagement and collaboration, so every student benefits from a high-quality learning environment.

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A long-term facilities proposal includes



- Upgraded kitchens and cafeterias to ensure all students have consistent, high-quality meal experiences.
- New activities and athletics spaces to support our physical education classes, swimming and diving programs and community use
 - New gym at Sunset Hill Elementary
 - New gym at West Middle School
 - New 8-lane pool at Wayzata High School

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What's on the ballot?

In response to the needs of our growing student population, the Wayzata School Board voted to place three requests on the April 14, 2026 ballot:



Renew the existing \$6.5 million per year technology levy.
No tax increase



\$465 million in bond funding for new and improved learning spaces. This includes a new elementary school, a new middle school and an addition to the high school, plus improvements to existing buildings.
*\$29 per month in taxes**



\$31 million in bond funding for a new 8-lane swimming pool at the high school.
Request 2 must pass for request 3 to be approved.
\$4 per month in taxes*

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* ²²Estimated tax impacts are based on the district's \$650,000 average home value.

Request 1: Tech Levy Renewal

\$6.5 million per year (existing)

Renew the existing technology levy, which funds technology equipment, support and training districtwide.

NO TAX INCREASE

What technology provides

Technology in our schools helps us:

- Keep schools safe through secure building access, cybersecurity protections and reliable emergency communication.
- Support learning every day with dependable devices, software, internet access and technical support.
- Maintain up-to-date tools through a planned replacement cycle for student, classroom and staff technology.
- Prepare students for the future by building digital skills needed for learning, work and life.

Our commitment to balanced use of technology

This means we will:

- **Prioritize instructional purpose over screen time.**
- **Support developmentally appropriate use, especially for younger learners.**
- **Ensure students experience a healthy balance of digital and non-digital learning.**

Request 2: Bond Funding

*\$465 million – \$29/month avg.**

Adequate capacity

- New Elementary School (900 students)
- New Middle School (800 students)
- Wayzata HS Addition (900 students)
- Early Learning School 2nd Floor Classroom Remodeling

Safety and security

- Hardware & software improvements
- Plymouth Creek Elementary site and traffic safety improvements

Consistent student experiences

- Flexible learning spaces at Central, East and West Middle Schools
- Kitchen & cafeteria improvements at Birchview, Greenwood, Sunset Hill Elementary Schools, East Middle School
- Adequate gymnasium space at Sunset Hill and West Middle School
- Special Education classroom renovations districtwide

Districtwide Safety and Security

Hardware and software
improvements



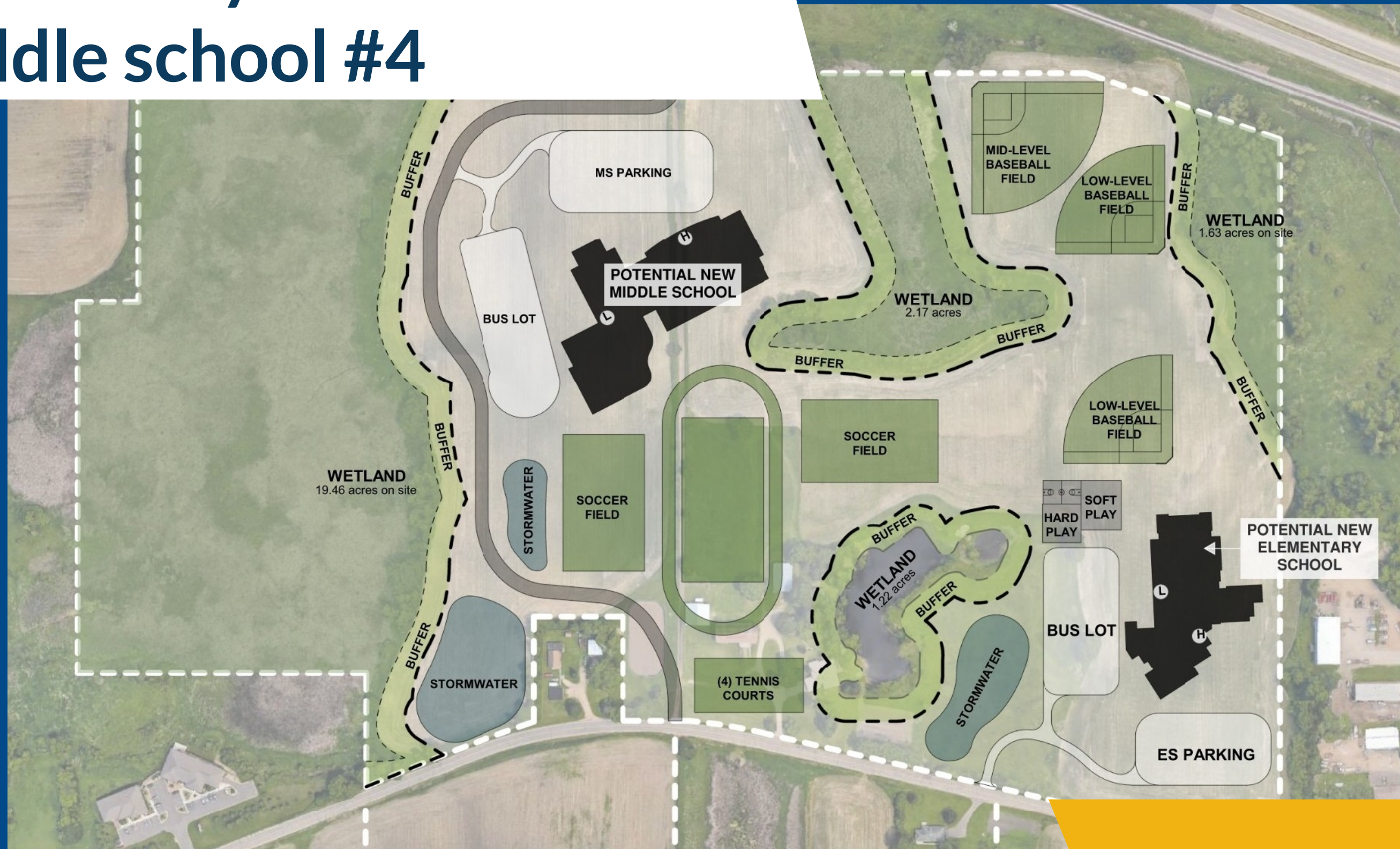


**We need more space at
all grade levels**

Adequate capacity

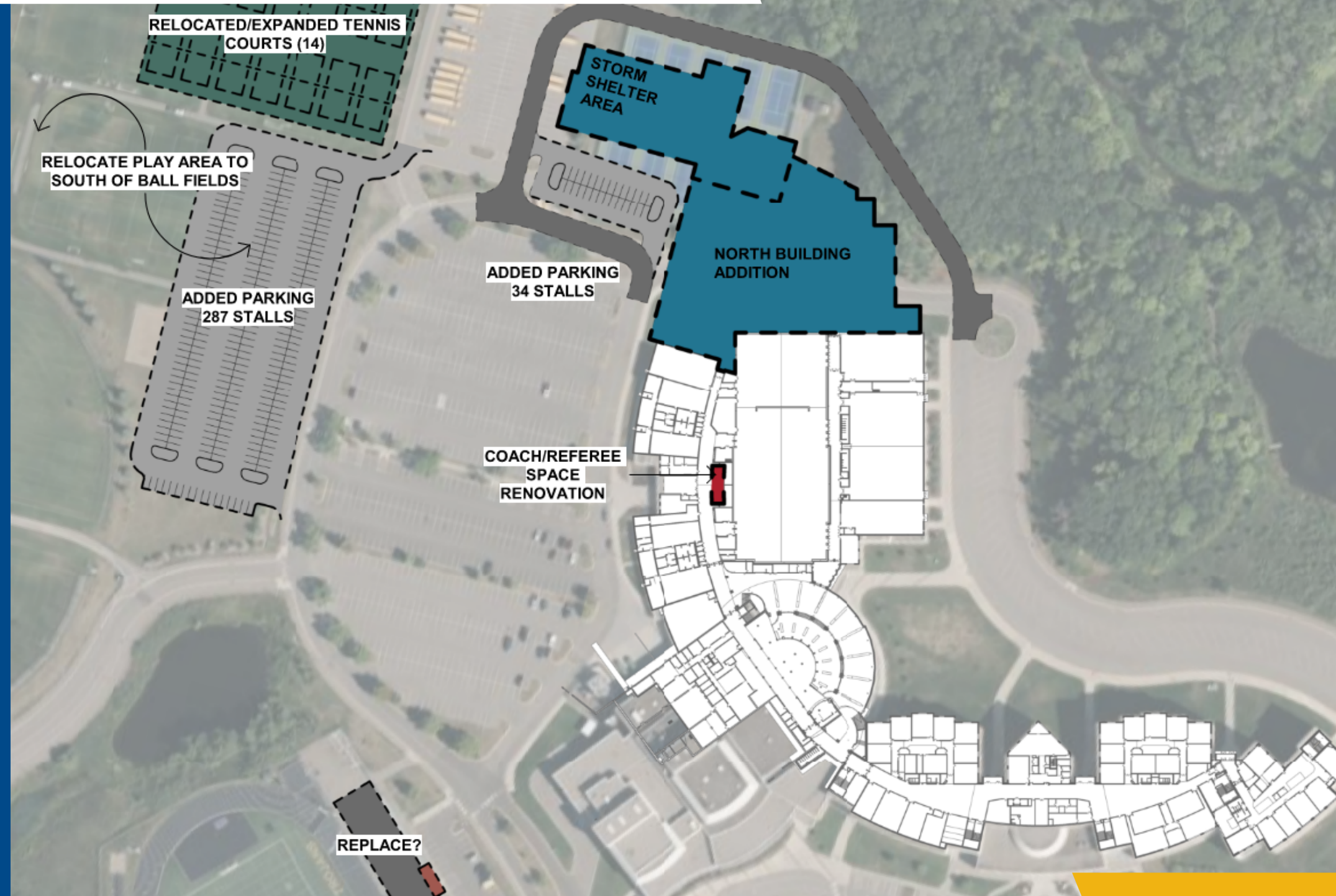
New elementary school #10

New middle school #4



Adequate capacity

Wayzata High School Addition



Adequate capacity

Wayzata High School Addition



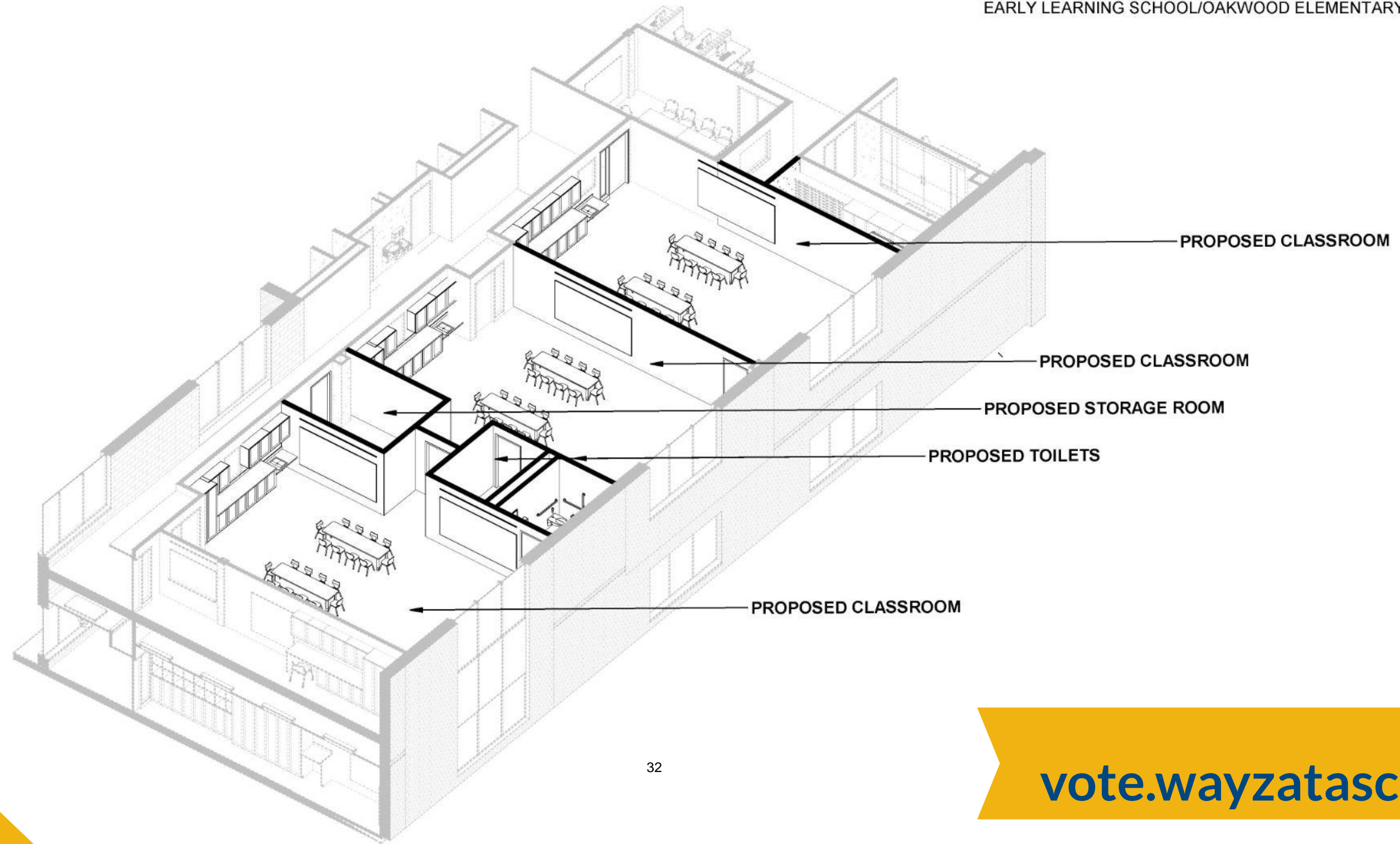
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Adequate capacity

Early Learning School 2nd Floor Remodel

Wold

Independent School District #284
EARLY LEARNING SCHOOL/OAKWOOD ELEMENTARY



Consistent student experiences

Middle school flexible learning spaces



Consistent student experiences

Kitchen and cafeteria spaces



Sites with inadequate kitchen and cafeteria spaces

- Birchview Elementary School
- Greenwood Elementary School
- Sunset Hill Elementary School
- East Middle School

Consistent student experiences

Adequate gymnasium space



Essential Improvements

Plymouth Creek Elementary traffic safety improvements



RECONFIGURE/EXPAND PARKING
TO ACCOMMODATE BUSES FOR
SITE SAFETY

New Construction and Remodeling

New Elementary School and New Middle School
*Wayzata High School, **addition and remodel***

\$338.6 million

Districtwide Safety and Security

Modernizing district safety and security infrastructure

\$10 million

Essential Improvements to Early Learning, Elementary and Middle Schools

*Early Learning School, **2nd floor remodel***
*Birchview Elementary, **kitchen addition, cafeteria renovation, and classroom remodel***
*Gleason Lake Elementary, **classroom remodel***
*Greenwood Elementary, **kitchen and cafeteria renovation, and classroom remodel***
*Kimberly Lane Elementary, **classroom remodel***
*Oakwood Elementary/Early Learning School, **old gym, classroom and entryway remodel***
*Plymouth Creek Elementary, **site safety improvements, and classroom remodel***
*Sunset Hill Elementary, **new gym, kitchen addition/renovation, cafeteria renovation, and classroom remodel***
*Central Middle School, **classroom remodel***
*East Middle School, **kitchen renovation, cafeteria addition, and classroom remodel***
*West Middle School, **new gym and classroom remodel***

\$115.3 million

Cost to Finance Projects: bond sales and issuance cost (per Ehlers Financial)

\$9.5 million

Total amount for Question 2

\$465 million

Question 3: Bond Funding

\$31 million – \$4/month avg.

New 8-lane pool with separate diving well at Wayzata High School to support physical education classes, swimming and diving programs, and community use.

Ballot Question Summary	Total Amount	Monthly tax Impact *
Request 1: Technology Levy renewal- no tax increase	\$6.5 million/year (existing)	\$0
Request 2: Adequate student capacity at all levels, safety and security districtwide, consistent student experiences	\$465 million	\$29
Request 3: New 8-lane pool with separate diving well at Wayzata HS <i>Request 2 must pass for request 3 to be approved.</i>	\$31 million	\$4
Estimated tax impact based on the district's \$650,000 average home value.	Total Tax Impact:	\$33/month

If this funding is not approved

School buildings will exceed capacity and will be overcrowded within the next few years.

Safety and security improvements may not occur or would be delayed.

Learning spaces will become increasingly crowded, limiting program options and student support.

Aging classroom technology would not be replaced. Decreased tech support for students and staff. Systems may not be updated.

The quality of educational experiences for students will be compromised over time.

Learn more and vote by April 14



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Committed to Excellence as We Grow

Our students.
Our schools.
Our future.

VOTE APRIL 14



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Staffing Process Overview: Planning Ahead for 2026-27

School Board Work Session
Monday, January 26

Learning Targets

- Gain a greater understanding of the process utilized by the District Leadership and the HR Team to anticipate, allocate, hire and make adjustments to staffing levels for the upcoming school year.
- Learn about continuous improvement to our process for the 2026-27 school year.
- Identify possible K-12 staffing changes to be reflected in the 2026-27 proposed budget.
- Opportunity to ask questions about all of the above.

Anticipated Staffing Levels

Factors, to name a few...

- Projected Enrollment
- Changes in Student/Site/Programming Needs
- Current/Anticipated Financial Standing
- Future Funding and Expenditure Implications
- Changes in State/Federal Requirements
- Program or Structural Staffing Changes
- Facility Capacity and Utilization
- Enrollment Projection Revisions

Typical Spring Licensed Staffing Timelines



**Note: Known non-licensed positions are posted and hired⁴⁶ closer to the fall*

Opportunity for Improvement - HR, F&O, T&L

STRATEGIC DIRECTIONS

Through focus on priorities and strategy execution,
we achieve excellence and realize our vision.

1. Ensure a high-quality daily experience for each and every student
2. Deliver high-quality instruction that leads to high academic achievement for all students
3. Recruit, hire, support, develop and retain the highest quality staff
4. Build awareness and capacity to improve the health and well being of our school district community
5. Learn and improve from community engagement and strategic partnerships
6. Ensure the efficient and effective use of district resources
7. Align internal district processes and procedures to improve communication, decision-making, accountability and collaboration, resulting in operational excellence

Updated Spring Licensed Staffing Timelines



HR, F&O, T&L Site Visits

Early Discussion around the following with Building Leaders:

- Timelines and Processes for Facilities/Equipment Requests
- Tentative Enrollment Preview
- Tentative Licensed Staff Allocation Preview
- Formalizing an Enhancement Request Process
- Building Allocations (Supply and Capital Allocations)
- Finance and HR Timelines

Early Enrollment Projections Discussion

- We anticipate student enrollment growth at each level in our system
- Utilizing combination of demographer analysis and District cohort growth trend modeling
- Principals and building staff know their school communities well and can provide excellent insight into information around prospective enrollments, Kindergarten capture rates, etc.
- Factors such as new neighborhood developments, potential for future facilities growth, class size, etc. can have impact on projections
- Anticipating increased needs in Special Services, mirrored by enrollment growth

Licensed Staff Allocation Preview Discussion

- Will be implementing class-size target reductions to be included in the budget assumptions for 2026-27, which is approved by the School Board.
- Change of -1 in the student-per-teacher staffing ratio in K-5 classrooms (with addition of 4FTE in “Hot Spots”), and a change of -0.5 in the ratio in 6-12 classrooms.
 - This is likely to result in similar staffing levels from the current year in K-5.
 - This is likely to result in an increase in staffing levels from the current year in 6-12.
- Building principals and district leaders agreed with this approach.
- Manageable but meaningful staffing increase given the current financial standing⁵⁰ of the District.

Enhancement Request Process

Benefits of a Formalized Process:

- Requests are made via a common process and timeline, allowing concepts to be prioritized when compared to other requests.
- Requests may be no cost, low cost or mid-to-high cost
- Buildings can collaborate to form common requests
- Even if requests aren't approved, the process supports discussion around innovative thinking and organizational design
 - Regular ideation is healthy for an organization

Support for Site Leaders - Site/Program Budget Management

- Time for Building Leaders with Human Resources, Finance & Operations and Teaching & Learning leadership and support staff to ask questions and provide feedback
- Has already resulted in several practice changes for our processes that we will implement in the current and future years
- Aligning the work of our departments with the schools they are designed to support

Learning Target Review:

- Gain a greater understanding of the process utilized by the District Leadership and the HR Team to anticipate, allocate, hire and make adjustments to staffing levels for the upcoming school year.
- Learn about continuous improvement to our process for the 2026-27 school year.
- Identify possible K-12 staffing changes to be reflected in the 2026-27 proposed budget.
- Opportunity to ask questions about all of the above.

Questions?

A young boy with dark hair, wearing a black t-shirt with 'WALKER FOOTBALL' printed on it, is sitting at a desk in a classroom. He is looking down intently at a tablet computer in front of him, holding a pencil in his right hand. In the background, another student is visible, and there are educational posters on the wall. The image is partially overlaid with a blue graphic on the left and a yellow banner at the bottom.

**Committed to
Excellence**

Balanced Technology in our Schools

Committed to Excellence for Each and Every

"Each student will have an exceptional educational experience and graduate prepared for their future."

- **Excellence:** A dedication to high academic standards and personalized learning.
- **Each Student:** Meeting the unique needs of every individual student.
- **Preparing for the Future:** Ensuring students are ready for post-secondary success.

We Hear Your Concerns

We recognize the need for recalibration.

Technology should **enhance** the student experience, not dominate it.

Our Commitment

- **Validated Concerns:** We have integrated feedback from the Community and Board Committee.
- **Mission Focus:** Our focus remains on high-quality instruction, with technology in service of our mission.
- **Balanced Guardrails:** Developing a comprehensive framework for the upcoming school years to ensure purposeful tech use.

Next Steps: Moving Forward Together

- **Active Planning:** Finalizing a strategic plan based on community input.
- **Community Partnership:** Upcoming engagement sessions to co-author these final steps.
- **Strategic Partnership:** Ensure student, teacher and sites have voice in the planning process.

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Key Learnings & Community Concerns

Academic research shows that when screen time is out of **balance** with learning goals, it can negatively impact performance, cognition, and behavior.

Four Areas for Calibration

1. Passive vs. Active Learning	2. Comprehension Barriers
Addressing " Learning Use " with technology in the classroom that limits critical thinking and learning.	Mitigating the " Screen Inferiority Effect " for example, where digital reading leads to lower comprehension.
3. The Middle School "Ramp Up"	4. The Attention Gap (Screen Time)
Smoothing the 5th-to-6th grade transition where tech intensity currently increases too sharply.	Combatting " Continuous Partial Attention " to restore focus and thoughtfully balance screen time

Strategic Response: “Balanced Guardrails”

Balanced Foundations

Tactile Core: Thoughtfully balance handwriting and printed textbooks to enhance memory retention and brain activation.

Device-Free Zones: Implementing dedicated daily "No-Tech" time to foster face-to-face peer and teacher connections.

Professional Judgment: Empowering teachers to choose "low-tech" options unless digital tools provide a unique, non-analog benefit.

Cognitive Management: We will “integrate” technology strategically to balance digital use and enhance the student experience in the classroom.

Digital Ecosystem

Elementary: K–2: Maintain low ratios (shared devices) with infrequent use. **3–5:** Refined use-cases with clear screen time expectations.

The 6th Grade Pivot: Reviewing the **model** to possibly delay take-home access until 7th grade.

Application "Audit": A strict inventory to **reduce, recycle, or remove** distracting access and apps.

Platform Standardization: Streamlining Canvas and grading to provide academic clarity for families.

Next Steps: Engagement & Implementation

Phase 1: Validation & Input (Current - Fall 2026)

- **Committee & Building Sessions:** We will hold engagement sessions with site-based committees to review the "Balanced Guardrails" framework and gather specific feedback for improvements.
- **Feedback:** We will survey **parents and educators** to evaluate the effectiveness of learning environments and support.
- **Parent Education:** We will develop clear communication on how parents can set device limits at home.
- **Tech Inventory:** Review our technology equipment, applications, and services to identify opportunities to reduce, recycle, or remove access.

Next Steps: Engagement & Implementation

Phase 2: Professional Development (Start Summer 2026)

- **Instructional Design:** PD will focus on the new "5D+ Rubric Alignment," training teachers to use technology for active creation (coding, design) rather than passive consumption.
- **Support & Resources:** We will collaborate with educators to identify and implement digital-free supplemental resources that support curriculum goals.
- **Balanced Teaching Methods:** Refine Instructional use of technology with effective balance and renorming of classroom expectations and management.
- **Digital Citizenship:** We will expand our curriculum to teach responsible habits, ensuring students master technology without being mastered by it.

Next Steps: Engagement & Implementation

Phase 3: Implementation (2026 - 2028)

- **Analog:** Maintain access to **printed textbooks** and balance handwriting over typing where feasible, particularly in elementary and middle school.
- **Curriculum Alignment:** Prioritize and align the use of **approved** technology tools to minimize distractions.
- **Balanced Guardrails:** Implement / Re-Norm “**Balanced Guardrails**” to ensure that a portion of every school day is designated as device-free instructional time.
- **Screen Time:** Establish **Screen time** guidelines / standards for grade bands.
- **5D Alignment:** Alignment of the new **5D+ Rubric** prioritizing teacher professional judgment in balancing digital and non-digital learning.
- **Approved Use:** Implement a “**approve-only**” technology reset, particularly at the early grade levels.
- **5th - 6th Transition:** Focus on the **transition from 5th to 6th grade**.
- **Management:** Continued review, refinement and improvement of **device management** and web resources access for all levels, with an immediate focus on elementary and middle school.
- **Monitoring:** We will deploy metrics to measure the impact of reduced screen time on student focus and academic outcomes.

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Alignment with the Technology Levy

Distinguishing Infrastructure from Instructional Design

We are committed to a "High-Tech Infrastructure" that supports a "Balanced-Tech Classroom."

- **The 10% Reality:** Student (iPads) account for approx. **10% of the overall technology budget***. (4th, 7th, 10th)
- **The "Digital Nervous System":** The Tech levy funds the invisible essentials that keep our schools running:
- **Key Message:** Renewing the levy maintains our **safety and infrastructure**, while our new instructional practices focus on **reducing screen time**.

What Technology Provides

Technology in our schools helps us:

- **Keep schools safe** through secure building access, cybersecurity protections and reliable emergency communication.
- **Support learning every day** with dependable devices, software, internet access and technical support.
- **Maintain up-to-date tools** through a planned replacement cycle for student, classroom and staff technology.
- **Prepare students for the future** by building digital skills needed for learning, work and life.

Our commitment to balanced use of technology

This means we will:

- **Prioritize instructional purpose** over screen time.
- **Support developmentally appropriate use**, especially for younger learners.
- **Ensure students experience a healthy balance** of digital and non-digital learning.

What's on the ballot?

In response to the needs of our growing student population, the Wayzata School Board voted to place three requests on the April 14, 2026 ballot:

1

Renew the existing \$6.5 million per year **technology levy**.
No tax increase

2

\$465 million in bond funding for new and improved learning spaces. This includes a **new elementary school, a new middle school and an addition to the high school**, plus improvements to existing buildings.
*\$29 per month in taxes**

3

\$31 million in bond funding for a new **8-lane swimming pool at the high school**.
Request 2 must pass for request 3 to be approved.
*\$4 per month in taxes**

66


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* Estimated tax impacts are based on the district's \$650,000 average home value.

Learn more and **vote by April 14**

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Committed to Excellence for Each and Every

By implementing **balanced guardrails**, we ensure technology serves as a purposeful learning tool that aligns with developmental milestones and honors the feedback of our community.

2025-26 technology budget

Revenue	Amount
Tech Levy #1 2024	\$5,832,131
Tech Levy #2 2017	\$6,567,955
Total Revenue	\$12,400,085

Category	Amount
Teaching & Learning	\$ 5,594,764
Infrastructure & Security	\$ 3,992,506
Student & Staff Support	\$ 2,812,815
Total Budget	\$ 12,400,085

If this funding is not approved

School buildings will exceed capacity and will be overcrowded within the next few years.

Safety and security improvements may not occur or would be delayed.

Learning spaces will become increasingly crowded, limiting program options and student support.

Aging classroom technology would not be replaced. Decreased tech support for students and staff. Systems may not be updated.

The quality of educational experiences for students will be compromised over time.



**Teaching &
Learning**



**Safety &
Security**



Support

Technology is critical to the learning experience

We rely on technology levy funding to provide:

- Ensure a high-quality daily experience for each and every student
- Deliver high-quality instruction that leads to high academic achievement
- Provide updated access to educational resources
- Deploy and support physical and cyber security initiatives
- Retain expert staff to keep technology current and working for our users

Impact: Teaching and learning



The tech levy provides funds that must be dedicated for technology-related needs, including:

- Student devices and access
- Staff computers
- Educational software
- Interactive classroom equipment
- Instructional design
- Professional development

Impact: Safety and security

The tech levy covers costs related to:

- Cybersecurity
- Student data privacy
- Physical security



Impact: Support



The tech levy pays for staff who support technology users by:

- Troubleshooting issues
- Repairing equipment
- Managing network infrastructure
- Keeping the internet environment reliable

Request 1: Tech Levy Renewal

\$6.5 million per year (existing)

Renew the **existing technology levy**, which funds technology equipment, support and training districtwide.

NO TAX INCREASE

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Committed to Excellence as We Grow

Our students.
Our schools.
Our future.

VOTE APRIL 14



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77

Impact

78

Two voter-funded technology levies in place

10-year tech levy #1

- Passed Nov. 2023
- Taxes payable 2026- 2035

Currently provides \$5.83 million in technology funding for our schools

10-year tech levy #2

- Passed Nov. 2017
- Taxes payable 2020- 2029
- **Renew by Nov. 2029**

Currently provides \$6.57 million in technology funding for our schools

The state does not fund school district technology

Districts must rely on voter-approved tech levies

A technology (or capital projects) levy is:

- Local
- Voter-approved
- Source of funding
- Can only be used for technology needs

Thanks to strong
community support,
we currently have
two tech levies in place.

If renewed: technology funding stays in place

10-year tech levy renewal

- Approve in April 2026
- Taxes payable 2026 - 2035

Provides \$6.5 million per year in technology funding for our schools

Technology levy facts

School districts must rely on voter-approved technology levies

- Technology levy proceeds:
 - Are placed in a special account
 - Can only be used for purpose described on the ballot
- School districts can:
 - Put a levy request on the ballot up to five years before it goes into effect
 - Have a levy in place for up to 10 years
 - Ask voters to renew a levy when it's set to expire
- Counties calculate each property owner's share of the levy based on net tax capacity (NTC).