



**DATE:** June 2026

**TITLE:** Academics and Administrative Services

**TYPE:** Information

**PRESENTER(S):** Katie Baskin, Executive Director of Academics and Administrative Services

**BACKGROUND:**

The Office of Teaching and Learning oversees curriculum, instruction, staff development, and Federal Title programs for the district.

The Human Resources Office is responsible for employee recruitment and orientation, contract negotiations for all bargaining units, employee relations, student and employee data practices, and staffing with building/program administrators.

**Support and resources to ensure a safe and welcoming learning environment**

- **Principal Professional Development:** Principals continued their work on evaluation and the look-fors with articulation to High Impact Teaching Strategies we want to see in classrooms. This work is aligned to the instructional professional development across the system as we work our way to clear alignment of what best practice instruction looks like in Austin Public Schools. **Teacher Mentorship:** May 4 was our last mentorship meeting of the year. All year 1, 2, and 3 teachers came together to celebrate the accomplishments of the year, reflect, and provide feedback so that we can continue to evolve the program and meet their needs. This is a fantastic group of teachers and educators!
- **Human Resources Dept. Audit Implementation:** The Human Resources department is actively preparing for the implementation of Kelly Services and Red Rover to strengthen staffing processes and system functionality for the upcoming school year. This work includes aligning systems, refining workflows, and ensuring a seamless transition that better supports substitute placement and staff management. HR is focused on maximizing efficiency, improving fill rates, and providing more transparent, user-friendly tools for both staff and administrators. Training and communication plans are also being developed to ensure all users are prepared to effectively utilize both platforms. These efforts will enhance our ability to support schools with timely, reliable staffing and improved overall operational effectiveness.
- **Safe and Welcoming Schools:** On June 2, the School Leadership Teams for each of our buildings convened for a full-day retreat at AHS focused on aligning Site Improvement Plans (SIP) with professional development priorities for the upcoming year. Teams reviewed key student, staff, and climate data to refine building-level priorities and ensure a shared understanding of needs across stakeholder groups. Leaders collaboratively reviewed draft professional development calendars aligned to these priorities, including clear outcomes and follow-up support. The teams also established measures to evaluate the impact of PD on teacher practice and student learning, along with communication plans to ensure clarity and consistency with staff and families. The day concluded with action planning, identifying next steps, roles, and timelines to support strong implementation heading into the school year.

**Packer Profile for all learners**

- **Grow Your Own:** We had a very strong program this year under the leadership of Colleen Owens! We had over 70 students participate in at least 1 activity. We recognized 8 seniors planning to attend college to pursue a

degree in education. We also awarded 3 scholarships for students to complete their education degree. 2 students will be attending Winona and one will be attending Mankato. The scholarships cover tuition, room and board, and books. This is possible through the GYO Teaching Grant with MDE.

- Packer Profile Implementation: District efforts to develop and align the Packer Profile continue to move forward with intentionality and coherence across grade levels. Under the leadership of school Principals with support of the Packer Profile Coordinator Emily Hovland, this work is expanding district-wide, with a focused implementation at Ellis Middle School to strengthen alignment of student experiences. This targeted effort builds on the strong foundation already established at AHS, ensuring that key profile competencies are consistently embedded across learning environments. Teams are working to intentionally connect classroom practices, co-curricular opportunities, and student supports to the Packer Profile outcomes. This alignment will provide a more cohesive and meaningful experience for students as they progress through the system.

### **District-wide multi-tiered systems of support for all learners**

- MTSS Implementation: This summer, members of the District MTSS team will focus on strengthening system coherence and usability by developing more accessible and supportive PLC tools to guide data-based decision-making at the site level. In addition, significant progress will be made in transitioning the MTSS handbook to an online format, improving access, consistency, and ongoing updates for staff. The team will also work to more tightly align the linked teaming structures between special education and general education, ensuring clearer roles, stronger collaboration, and more responsive support for all learners. These efforts position the district to implement a more cohesive and effective MTSS framework in the upcoming school year.
- READ Act: Secondary principals will begin focused learning this summer in OL&LA to strengthen their ability to support secondary ELA staff in implementing high-quality instruction. This work will also prepare principals to effectively lead and support the rollout of secondary reading interventions. Building this leadership capacity ensures stronger alignment, clearer expectations, and improved support for literacy outcomes at the secondary level.
- EL Program Review: EL teachers collaborated to develop clear instructional look-fors that reflect best practices in supporting multilingual learners, intentionally aligning them with High Impact Teaching Strategies. This work also integrates the WIDA framework, ensuring that language development and content instruction are seamlessly connected in classroom practice. These aligned tools provide educators with consistent guidance to support both academic growth and language acquisition for EL students.
- Math Program Review: 7-12 math teachers have completed their first walkthrough/unpacking of the new academic standards in math. The significant changes are in the standards around data. They will continue to dig deeper into the standards next school year as they begin to review curriculum. Across all grade levels we will continue to work to unpack standards and the 8 mathematical practices so that we can create alignment across the system.
- GT Program Review: Documents have been updated to reflect our identification processes for early entrance to K, grade advancement, and our advanced academic programs. We will continue our communication with families and host meetings to welcome new students to our PI programs at both IJ Holton and Southgate. Amanda Gilbert will be the new PI teacher at Southgate next year with the retirement of Karla Carroll. In the next school year, our advanced academic teachers will continue to work on program alignment between buildings.

### **Excellence in Resource Management**

- Teaching and Learning: CTE teachers are continuing to review curriculum needs for purchase, and we are in the process of finalizing orders to ensure that we are meeting classroom needs and budget guidelines.