



HOWARD LAKE • WAVERLY • WINSTED

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HLWW School Board Members:

The superintendent report for the November 10th, 2025 school board meeting includes the following highlights tied to our four strategic plan focus areas:

Student Achievement and Well Being

- Recently we successfully completed the first quarter of the 2025-2026 school year. This past week we began the second quarter and students and staff are back at it, looking to continue performing at high levels. As I recently shared with all staff, these natural transition points within a school year provide great opportunities to engage in a continuous improvement mindset, looking at our past performances and making the appropriate adjustments to either sustain our past success or identify ways to bring about improved results.
- We have had an extremely successful fall sports/activities season highlighted by our volleyball team's first ever trip to the state tournament. Additionally each of our teams had achieved significant accomplishments in their respective seasons with many milestones achieved. Research is very clear and strongly supports the notion that students who are engaged in co-curricular activities not only achieve higher academically, they also have a stronger connection to their school community and certainly learn extremely valuable life skills as a result of their participation. Here in HLWW we have a strong tradition of high levels of participation, specifically, approximately 60% of our 9th-12th grade student body participated in a sport and/or activity during the fall season. Similar to our commitment to increasing our academic achievement levels, we remain committed to continuing to support and increase our participation rates in co-curricular activities.

Effective Resource Management

- Earlier this evening, we received the audit results of last year's final budget numbers. This information will strongly inform upcoming conversations that we will have in the coming months as we prepare for the establishment of the 2026-2027 budget. The school board can expect deep engagement in this work throughout the months of December-February with the expectation of

the establishment of a preliminary budget proposal by late February/early March.

- As we shared in the October work session, we were able to secure some grant money from MDE to support work in the area of safety and security. I am happy to report that we have been able to begin some of the work associated with these funds and we will continue to work toward completing the projects associated with these funds in the coming weeks. Additionally, we also have recently submitted for another grant opportunity to help offset costs associated with the maintenance and expansion of our AED devices across the school district. Also included in this grant was the opportunity to support the costs associated with training of additional staff in CPR/AED. A huge thank you to Morgan Johnson for her work in pulling this grant together. We will certainly keep the school board updated regarding the results of our application.

Family Partnership and Community Engagement

- This past week's celebration of the volleyball team's qualification for the state tournament was such a great example of high levels of community engagement. From the police and fire 'escort' that the team received as they left town to the 3 full fan buses that traveled to St. Paul supporting our student athletes, the energy was amazing. There was so much enthusiasm and excitement that this experience created for our school and district communities. What a great show of true Laker Pride!

Staff Development and Support

- Our group of PLC facilitators from across the district came together at a recent meeting to continue their learning around the tenets of PLC's. I continue to be so impressed with this group's commitment to leading their colleagues through the work of Professional Learning Communities (PLC's) as defined by Richard DuFour and colleagues in their book *Learning by Doing* as an "ongoing process in which educators work collaboratively in recurring cycles of collective inquiry and action research to achieve better results for the students they serve." This group of facilitators is the 'guiding coalition' for this work, and to a person, they each clearly embrace this role and the challenges associated with this work.



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- We are nearing completion of the fall goal setting process with our principals and directors and I have thoroughly enjoyed working with this group of leaders as we approach our work with an eye toward growth and improvement. In mid-October I introduced an annual evaluation and goal setting process to our leadership team similar to the process that I will be engaging in with the school board including the establishment of 2-4 goals aligned to our strategic plan focus areas and an assessment of key leadership elements/characteristics. Throughout these conversations I have been very impressed with our team's willingness to approach this work with a commitment to modeling a 'growth mindset' as we work to grow and develop our skills as leaders.