



## HOWARD LAKE • WAVERLY • WINSTED

**NATE WALBRUCH, SUPERINTENDENT**

8700 CTY RD 6 SW • PO BOX 708 • HOWARD LAKE, MN 55349

PHONE: 320-543-4646 • FAX: 320-543-4630

Board Members,

Please see the report below for the School Board Meeting on August 14th, 2023:

**Referendum** - Many have been busy assembling data, connecting with community members, meeting and conversing about what next steps our district needs to take. Jeff Dehler has been a valuable resource in assembling task lists, next steps, providing strategic guidance and sharing insights into the inner workings of other referendums. Moving forward, our united voice is needed to share information so voters can make informed decisions.

After the Board meeting, we will have a press release for distribution. I will be writing a series of Herald Journal articles to articulate our vision and share school-based data. Before our next Board meeting we will expect to have a referendum website up and running and will have started to share insights via social media.

I am working to assemble a calendar of community-based events and activities. It will be crucial for us to work together to appear at these events to share information about the referendum, answer questions and connect with community members.

**Back to School** - It is hard to believe, but First Day is almost upon us! I prefer to refer to it in capitalized form as it is an important, singular day! Hopes, dreams, nervousness, planning, hard work, and excitement make it a special opportunity to show off our building and staff in a way unique to schools.

New Teachers - Our new teacher training starts on Wednesday, August 23rd in the evening with a dinner and district tour. Training continues into the next day as we work to acclimate these new professionals to our school. Thank you to Kelli Westling for putting this together!

Workshop Week - We are eagerly anticipating the return of all staff to the buildings! There are many meetings, trainings and prep work jammed into the week. Please note the all staff breakfast on Tuesday, August 29th at 7:15. If you are able to attend, please consider participating. Board presence makes a big difference and boosts staff morale.

**Crisis Plan** - During my review of our emergency plans, I am impressed with the attention to detail and resources contained in the collective crisis plans. Many districts have started to pay more attention to their “after action” plans; namely, what happens after we evacuate the building?

I have located a number of resources we will be investigating/implementing to determine how we reunite students with their families, provide access to responders, support staff members and manage communications in the aftermath of a crisis. You would be welcome to view some of these free resources by visiting [loveguys.org](http://loveguys.org) (there is a tragic story behind the name of the foundation).

**Entry Plan** - Work continues on the Entry Plan! I will be deliberately asking for staff feedback through the rest of this month (although I will happily connect with staff at any point). So far, I have found this effort fruitful in understanding many parts of the district. I will be spending time looking through data collected for themes and ideas for us to consider as we move forward.

The next phase of the [Entry Plan](#) is titled "Entry". Beginning at the end of August/beginning of September I will work to embed myself in the work of the school. Observations, listening opportunities and candid conversations will provide depth to claims made during Arrival.

As part of this phase, I would like to schedule regular "check-in" meetings with each Board member on an individual basis. I would like to start with monthly and perhaps adjust the frequency later. The conversation will be quick and provide us time to understand each other more, provide feedback and gain an understanding of school operations.

**Strategic Planning** - Knowledge gleaned during the Entry Plan will provide us with additional evidence for our strategic planning process. Referendum work rightly takes center stage; however, we should begin (continue?) discussions on developing our strategic plan as I have already found a number of items from our district that would be reinforced if we had a strategic plan in place.

I did recover some information from MSBA on leading our planning process. I would be happy to share or discuss what stage we were in prior to my start date.

Respectfully submitted,

Nate Walbruch  
Superintendent  
Howard Lake-Waverly-Winsted Schools