

**NORTH BRANCH INDEPENDENT SCHOOL DISTRICT NO. 138
NORTH BRANCH AREA EDUCATION CENTER, BOARD ROOM, ROOM C120
38705 GRAND AVENUE
NORTH BRANCH, MN 55056
SPECIAL SCHOOL BOARD MEETING
OCTOBER 26, 2023
5:30 PM**

AGENDA

- I. Call to Order
- II. Roll Call
- III. Pledge of Allegiance
- IV. Approval of Agenda
- V. Superintendent's Report 2
- VI. New Business
 - A. SCRED Program Overview and Discussion 24
 - B. Discussion: Staff Survey 44
 - C. Consider Action on Designation of a Committee of Representatives of the School Board to Hear the Appeal of Grievances and to Report the Findings and Recommendations to the School Board Pursuant to the Terms of Applicable Collective Bargaining Agreements of all Certified Bargaining Units of the School District
- VII. Adjournment

Superintendent Update

October 26, 2023

2



At the forefront of educational excellence



WHAT WE INTEND TO CREATE

*Inspire dreams,
build integrity and
instill hope*

in our students, our staff, our families and our communities.

3

OUR PURPOSE

Partner with students, staff, families and communities
to challenge all students
to achieve their greatest potential and
become informed and engaged citizens.

Proud to be a Viking: Amelia's Story



- Amelia is at the forefront of educational excellent
 - First student from NBAHS to be elected to serve as the DECA State President
 - Leading over 3,000 DECA members across the state
- Amelia is an active Viking
 - A purpose-driven scholar
 - President of Student Council
 - Secretary for the National Honor Society
 - NBAHS track and field team for the past three years
- Amelia inspires dreams, models integrity and instills hope
 - She is a quality role model and human being
 - She strives to be the best she can be, and in doing so, inspires others to do the same

Proud to be a Viking: Students thriving in learning



NBAMS 8th grade art students were challenged to draw a human profile filled with ideas from their chosen theme.

- Inspired by 16th century Italian painter, Giuseppe Arcimboldo.
- Diverse variety of themes: fall/Halloween, hunting, Ronald McDonald, beach life, food, sports, winter, magic, and more
- students also wrote artist statements to "tell the story" of their project and why they chose their ideas



The whole student: Life Skills Development in NBAPS



- NBAPS Staff is dedicated to the holistic growth and development of each student.
- Life skills development is in action across the district on a daily basis.
- Every building has a life skill goal.
- Each school has a system of positive behavior interventions and supports.
- We are allocating resources for events that align to this strategic priority.
- Life skills are lived out in our school culture.
- Students who are Life Ready possess a growth mindset that empowers them to approach their future with confidence to dream big and achieve big!



6



NBAHS Insight Card 2.0

A whole student approach to supporting learning.

Humanizing student data to improve the student experience.



(Student Picture)

Full Name: (1) ▾

(Student Name)

10th

Comfortable asking for help	Feel welcomed in courses	Involved in Club & Activities	Confident in academic ability
Agree	Agree	Yes	Agree
Continuing to learn skills	Have a plan after high school	Have coping strategies for stress	Have perseverance and grit
Agree	Maybe	Neutral	Agree
Value points of view different than mine	Think Things through	Connection with classes and future	Career I am interested in
Agree	Agree	Agree	Engineering and Manufacturing

Course you are excited about: How to make almost anything, or foods

Course you would like to see offered that align with future goals:
Wood working

Current plan after high school :
Don't know

Activities I currently participate in outside of academics:
Soccer, robotics, jazz band.

3 words that best describe my experience so far at NBAHS:
Unique, long, fun

Trusted adults: Mrs. Christopherson, chad Johnson

3 words that others would use to describe you.
Short, daring, athletic

What would you like for us to know about you that has not been asked?
I like turtles

Understanding student perspectives about their learning



Standardized tests: The challenge

MCA standardized tests are administered each spring. The Minnesota Department of Education requires school districts to send individual student results home each fall.

The gap- MCA testing happens in the spring, results are sent home in the fall.

8

Do MCA test scores reflect student learning? For some students-yes, for some students- no.

Many students struggle with low engagement on MCA testing reflected in time spent on test data analysis. Low engagement often correlates with low test scores followed by disappointed reactions from teachers and family members. This cycle can tank student motivation. We want every student to thrive in their learning and achieve at their greatest potential.

Understanding student perspectives about their learning



Understanding Middle and High School Students: Why bother with standardized tests?

With the fast growth of ACT-SAT test-optional for college admission due to Covid, students may think standardized exams and test taking is no longer important.

According to the [US Department of Labor's Career OneStop site](#),

9

“By state laws, workers in certain fields must have a license.”

Lawyers, teachers, doctors, certified financial planners, nurses, therapists, electricians, construction contractors, physical therapists, and more.

Earning a license and meeting these standards include completing specific training or education, working in the field, and **passing an exam**.

Understanding student perspectives about their learning



Viking innovation

There are many different ways of preparing for standardized tests. We want to reduce stress for students and teachers. We also need to better understand student perspectives about their learning.

10

This year, we are taking a new approach in our continued whole student approach to supporting learning and humanizing student data to improve the student experience.

Understanding student perspectives about their learning



Purpose Statement and Overview

(Middle and High School Students)

Now that we have gotten into the flow of this school year, it is a good time to reflect on the progress of your learning. Reflection is an important step in determining how you are making strides toward your goals. The following questions are focused on how you are currently doing in your classes and reviewing your Minnesota Comprehensive Assessment (MCA) results from last Spring. The feedback you offer is of great significance to teachers, support staff, and administrators as we come alongside you in your learning. We also want to make the end of year testing experience as meaningful for you as possible. Please respond truthfully and in an appropriate manner.

Understanding student perspectives about their learning

The Process-

Individual Student Results (ISRs) will be distributed next week to students and families that took MCA exams last year (grades 3-8, 10, and 11).

- Communication to families will be sent home from each building principals. Parents will be receiving individual student results in the mail. Included in the mailing, is a QR code with a personalized video which walks families through the results. 12
- Empowering student reflection (Middle and High School)
 - Middle School Advisory teachers will be distributing and reviewing the results with each student the week of October 30th. Students will analyze their ISRs and current grades by answering a series of reflection questions. Their responses will help us come alongside and support their learning during this school year.
 - David Treichel and Tom McCarthy will be distributing ISRs on Oct 31 and Nov 1 to high school students who were in 8th and 10th grade during the 2022-23 school year. Students will analyze their ISRs and current grades by answering a series of reflection questions. Their responses will help us come alongside and support their learning during the 2023-24 school year. Students and families in 12th grade will receive their 11th grade math results in the mail during the week of October 30th.

Storytelling impacts life skills development



Elementary

Hmong American Storyteller- Tou Ger Xiong

- He was our Keynote Speaker last year
- Foundation Grant awarded last year to bring Tou Ger to Sunrise
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Middle School

Guest speaker David Myles

- visited classrooms all this week to deepen Be Good People Life Skills of empowering empathy and respect
- All student feel seen, heard and know they matter



High School

Guest Speaker Cory Greenwood

- Every one of you has a story
- YOUR story MATTERS



Community Connections

Impact life skills development



DLA/ALC

Speakers Corner: Jordan Thompson, PR Marketing Manager (pictured), and Crystal Kester, People Manager- Ecumen North Branch



Community Education offering for parents



SRO Mike Nelson will provide information about social media safety, drug education, vaping, and various safety tips

- Nov. 14 at the North Branch Area Education Center
- 6:15 - 7:15 p.m.
- There will be time for questions
- [Pre-register](#) for this free presentation through Community Education

Prioritizing Staff Wellness

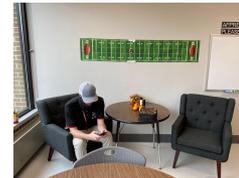
Staff break rooms are place where staff can go to relax and recharge. Additionally, it allows staff to connect with others.

TEAM EFFORT

- NBAPS Wellness team surveyed staff for ideas
- SHIP (Statewide Health Improvement Partnership) grants provided the means to make enhancements to staff spaces.
- Custodial staff did some surprise painting updates to re-energize spaces.
- LGI donated round tables to change the vibe in one of our staff lounges.

EXAMPLES OF RECHARGE AND RECONNECT

- Increased opportunities for a quick coffee pick me up
- Toasters for healthier ways to warm up a treat
- Increased seating options
- Added microwaves to cut down on the lunchtime line up to heat up meals
- Outdoor spaces across the district to allow staff to get fresh air over lunch



Gaga Ball Pit opens at Sunrise



- October 16 was the grand opening of the Sunrise Gaga Ball pit!
 - Gaga Pit was purchased through last year's NBAEF Fund a Dream. 16
 - Dawson (pictured with Principal Swanson) helped order, plan, and place the Gaga Ball pit.
 - The grand opening was a huge hit!
 - Thanks NBAEF!

Hockey brings people together

The North Branch Area Hockey Association is partnering with NBAPS and the City of North Branch to upgrade the outdoor hockey rink located South of North Branch Area High School. The rink will be ready to go in time for the cold weather.



Sharing our North Branch Story



Last night, City of North Branch Community Development Director Jason Ziemer and I attended an Expo for commercial realtors, real estate agents and brokers to share about the growth opportunities in North Branch.



Committing Resources to District Priorities



- FY 23 audit process is near completion
- Included review of several financial statements that will be reported in the district's Comprehensive Financial Financial Report
- Countless hours from NBAPS finance staff to prepare and responsibly provide information to auditors
- How well is the district positioned for the future
 - Policy 714 established a fund balance target of between 10% and 15% in our unassigned general fund
- Preliminary financial information for FY 23 will be presented at the November 2nd school board meeting.

Un-Scary Halloween - Oct. 27, 6 - 7:30 p.m.



Sponsored by North Branch Area Community Education with the help of the North Branch High School National Honor Society

All family members of kindergarteners or younger are welcome!



UN-SCARY HALLOWEEN PARTY

Friday, October 27th
6-7:30PM

Cost: We request you bring a box of cereal for the food shelf

Come dressed in your Un-Scary Halloween costumes for an indoor trick-or-treating experience that will include games, crafts, and lots of treats!

Make sure you bring a bucket or bag to collect all of your treats!

North Branch Area Education Center
38705 Grand Ave.
North Branch, MN 55056
651-674-1025



Un-Scary Halloween a free event at the Education Center on Friday, Oct. 27, 6 - 7:30 pm.

- Offers children an indoor trick or treating experience, crafts, carnival 20 games, cookie decorating, prizes and candy.
- Parking is available in the main parking lot in addition to the bus corral. You can enter the Education Center through Door 1 (main entry) and Door 9 (near the playground).

Get ready for Arts Fest!



*North Branch Area Community Education
Proudly Presents*

\$2
Admission

Arts Fest

Featuring over 200 crafters!

*Please bring nonperishable
food item for local food shelf.*

No strollers or pets please.

Take the **free shuttle** from
middle school parking to and from
high school. Shuttle time 9am-3:30pm.

Saturday
November 18
9 a.m. until 3 p.m.

Located at the
North Branch Area
High School

\$2
Admission

Over 200 crafters will be at
NBAHS on Saturday, Nov.
18

- 9 a.m. to 3 p.m.
- Only \$2 to get in 21
- Free shuttle service
from the middle
school
- Guests are invited to
bring a perishable
food donation.

It's the little things
that can make a big difference.





Partnership in Action

St. Croix River Education District



Overview

- Who is the St. Croix River Education District?
- “Inspire Dreams, Build Integrity, Instill Hope”
- How does SCRED make decisions?



Who is the St. Croix River Education District?



NBAPS/SCRED Partnership



NBAPS Partnership With the St. Croix River Education District

North Branch Area Public Schools (NBAPS) is a member of the St. Croix River Education District (SCRED). SCRED was formed in 1991 and has been supporting NBAPS for many years. In Minnesota, "Education Districts" help school districts to operate with greater fiscal efficiency by allowing them to share staff and services with neighboring school districts. [Check out SCRED staff who support NBAPS!](#)

Support for Special Education

SCRED staff partner closely with the NBAPS special education department. Leadership over special education procedures, training for staff, curriculum, and much more is provided by SCRED staff in collaboration with school district leaders. Some SCRED staff work every day in NBAPS schools (e.g., School Psychologists) while others are "itinerant" (e.g., Occupational Therapists), supporting multiple school districts.



Core Services

Type of Service	Service	Who participates?	Why?	Billing
Administration & Operation	Executive Director, Director of Special Education, Special Services Supervisors, Business Manager, Office Manager	All SCRED Districts	Outlined in SCRED agreement Essential to ensure compliance and quality of services	Divided up across the districts based on ADM
Services Coordination	Autism, Early Childhood, Literacy, Low Incidence, Math, Social Behavior, Social Emotional Learning			
Itinerant Services	Audiologist, Teacher of the Blind/Visually Impaired, Teacher of the Deaf/Hard of Hearing, Occupational Therapists, Teacher of the Physically Impaired, Physical Therapists			
District Office Services	Accounting Technician, Office Assistant, Program Assistants, Outcomes Coordinator, Special Education Data Coordinator			

Elective Services

Type of Service	Service	Who participates?	Why?	Billing
Student Support Services	School Psychology, School Social Work/Student Support Personnel, School Nursing	Any member district at their discretion	District determined need Request for SCRED to hire staff	29 Billed to participating districts based on ADM or use
Itinerant Services	English Language Learner Services, Developmental Adapted Physical Education Services, Brailist/Vision Support Specialist, ECSE Birth - 2 Teacher			
Program Coordination	Adult Basic Education Program Coordinator and Instructors, Perkins Program Coordinators, Project SEEK Program Coordinator, We 'R' Able Program Coordinator and Assistant			
Other	As requested by member districts			

Some SCRED staff work every day in North Branch (e.g., School Psychologists) while **other SCRED staff are “itinerant”** (e.g., Occupational Therapists, specialists), supporting multiple school districts.

- School Psychologists
- School Social Workers
- Occupational Therapists
- Physical Therapists
- Academic specialists
- Behavior specialists
- Early Childhood specialists
- Teachers for students with visual impairments, physical impairments, traumatic brain injuries, and students who are deaf/hard of hearing
- Specialists in low incidence disabilities (e.g., developmental disabilities)
- Educational Audiologists
- Teachers of Developmental Adapted Physical Education (DAPE)
- Teachers for English learners
- Supervisor (Administrator)
- Director of Special Education

30



SCRED Programs



Chisago County Schools' Life Work Center

31



Chisago Lakes Education Center

Engage Educate Empower

**How do we help Vikings to
inspire dreams, build integrity,³²
and instill hope?**

Our mission is: **Maximizing outcomes through partnership.**



Collaborate

We believe we are better together. We form partnerships where accountability is shared, vulnerability shines, risks are taken, stumbles and wins are both owned wholeheartedly, and innovations are cross-pollinated.



Innovate

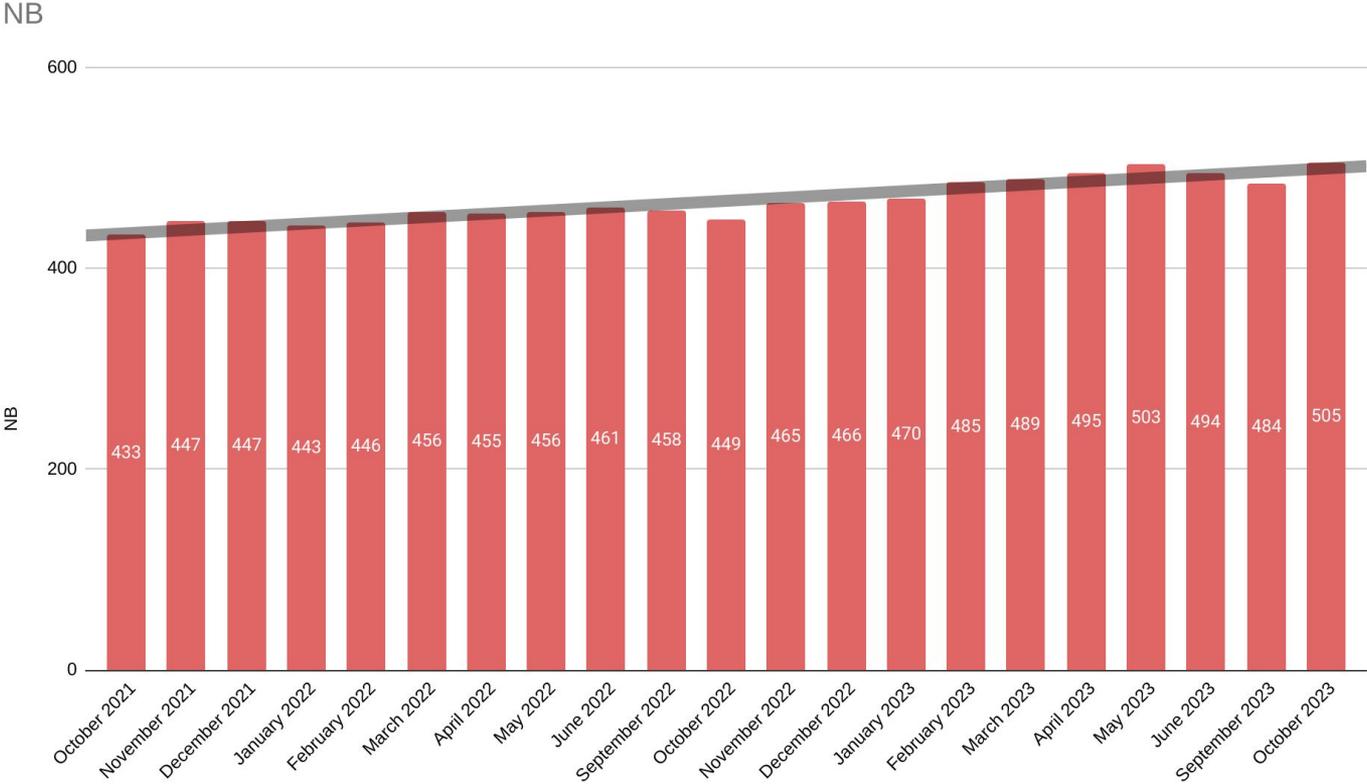
We believe in pushing past the status quo in education and implementing game-changing ideas. We use data to illuminate stories, investigate obstacles to success, and tenaciously pursue bona fide solutions that will stand the test of time.



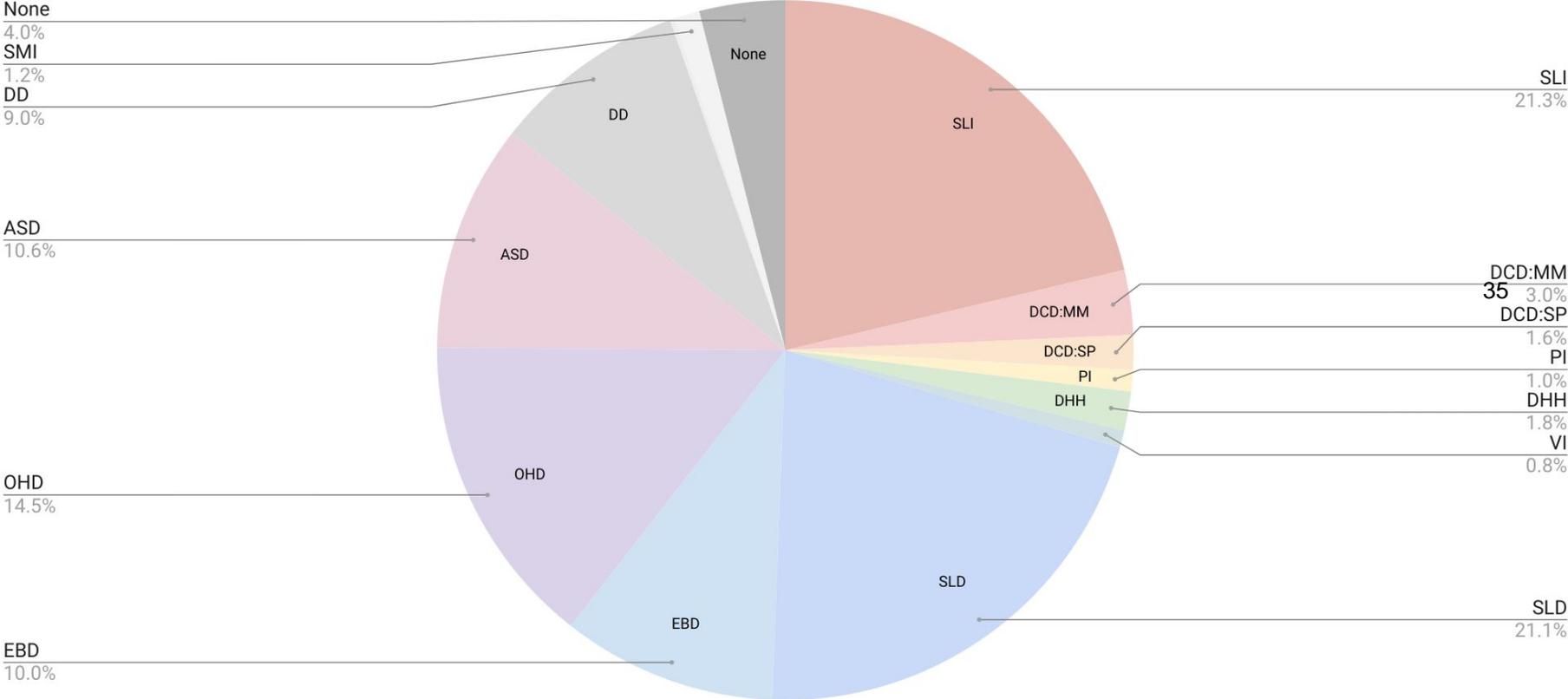
Advocate

We believe in meeting the needs of all learners through the empowerment³³ of all educators. We design elegant tools and sustainable systems that equip educators to thrive in the profession while providing every learner with an equitable, whole child education.

District Trends in Special Education



Special Education in North Branch: October 2023



Language Login Search...

ST. CROIX RIVER EDUCATION DISTRICT
Collaborate • Innovate • Advocate

HOME OUR DISTRICT MTSS SERVICES PROFESSIONAL LEARNING DATABASES PROGRAMS STAFF

Home
Services
Whole Child Support
Academics
Cognitive
Communication
Daily Living Skills
English Learning
Hearing
Motor Skills
Sensory
Social Emotional Learning
Vision

St. Croix River Education District / Services / Whole Child Support

Whole Child Support

Click a button below to browse useful tools and information to help support students in all areas of learning and functioning!

Academics	Cognitive	Communication	Daily Living Skills	English Learning
Hearing	Motor Skills	Sensory	Social Emotional Learning (SEL)	Vision

‘Whole Child Support’ on our website is a growing treasure trove of curriculum and tools to support reading, writing, math, and other areas.

36

Life Skills Home Parents Students Educators Calming Strategies Toolbox Other Resources

I am a Parent or Caregiver I am a Student I am an Educator I want Calming Strategies

Essential Life Skills for a 21st Century Workforce

Communication, teamwork, problem solving, critical thinking, giving and receiving feedback, self-discipline — every year, skills like these become more sought after by employers and colleges. These skills are included in Minnesota’s Career and College Readiness framework, and they fall into five areas:

SELF AWARENESS	SELF MANAGEMENT	SOCIAL AWARENESS	RELATIONSHIP SKILLS	RESPONSIBLE DECISION MAKING
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Click to explore the competencies!

SCRED staff partnered with North Branch school leaders, aligning language on our **Life Skills** website to promote positive parent perceptions of this invaluable community-facing resource.



TOOLS FOR LIFE READINESS

PREPARING LEARNERS FOR SUCCESS

Students who are **LIFE READY** possess a growth mindset that empowers them to approach their future with confidence, to dream big, and to achieve big!



NBAHS wants Vikings to succeed in school and to thrive in life! This includes being prepared to succeed in a workforce where teamwork skills, organizational skills, perseverance, self-discipline, self-control, critical thinking, perspective taking, and similar skills are more prized and sought after than ever before.

This is why staff are intentional about the Social Emotional Learning (SEL) experience at North Branch Area High School, and prioritize building up students' essential life skills in five areas:

Self Awareness, Self Management, Social Awareness, Relationship Skills, Responsible Decision Making.

Just a few examples of this character-building work include:

The Viking Way:

All high school students are expected to show Safe, Respectful, and Responsible behavior. Staff communicate clear, consistent behavior expectations in these areas for all areas of the school building.

The Building Assets, Reducing Risks (BARR) program:

Ninth grade teachers operate in teams designed to support freshman students in building strong relationships and engaging in their learning.

Weekly Lessons:

Once a week, students engage in a rotation of community building activities and authentic conversations around highly relevant topics, such as: mental health awareness, setting and achieving goals, handling conflict and power dynamics in the workplace, solving problems and overcoming obstacles, etc.



SELF
AWARENESS



SELF
MANAGEMENT



SOCIAL
AWARENESS



RELATIONSHIP
SKILLS



RESPONSIBLE
DECISION MAKING

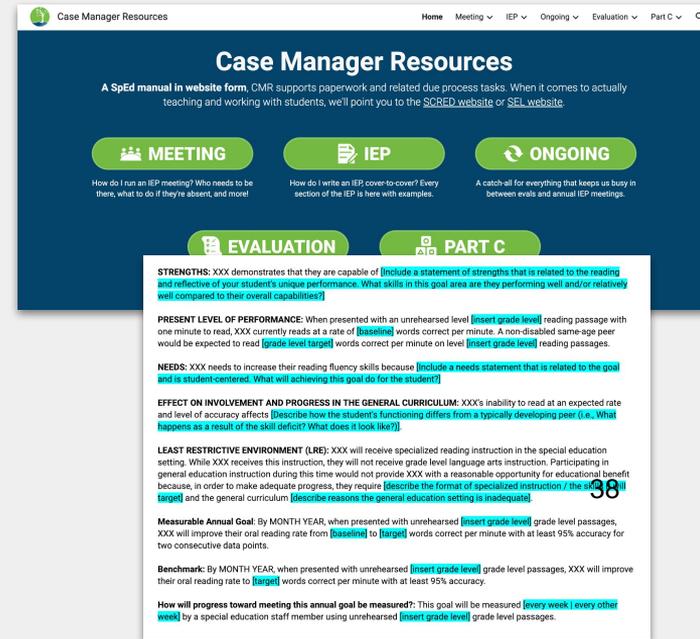




SCRED staff partnered with teams to design and order each school's expectation visuals, saving tens of thousands of dollars in the process



SCRED-written grants pay for Second Step at the Ed Center (Tier 1) and School-Connect at the MS/HS/ALC (ADSIS and SpEd)



Our SpEd manual website with extensive templates and tools is a workload-lightener that's envied across the state



SCRED staff partner with the district on implementing the science of reading

Starting in the first week of COVID lockdown, SCRED staff began creating the Be Good People curriculum to support North Branch, which is now used around the world, spreading the word about the amazing things happening in North Branch





Whether it's whole-school procedures and practices or the most "niche" SpEd topics...

...we hear appreciation for opportunities to learn from staff in other SCRED districts + SCRED staff for "cross-pollinating" and giving everyone the best possible resources to make their own.



How does SCRED make decisions?

Collaborative Decision-Making Process

- **Governing board (school board)**
- **Superintendents' group**
- **Principals / directors**
- **Parents**
- **SpEd teachers & departments**
- **Business & tech directors**



42



STAY CONNECTED

with your SCREDsters



Feedback is a gift

DRAFT Staff Survey





Survey Overview

Purpose: To gather feedback from staff regarding leadership effectiveness, affirming what we are doing well and benefiting from ideas to continuously improve.

- The survey will open on a Professional Development day- November 22₄₅ and remain open until December 6.
- It will be an anonymous, online survey.
- Building/Department feedback will be reviewed with each leader for self reflection and continuous improvement.



Staff Survey Welcome Message

Feedback is a gift!

Please take a few minutes to provide us feedback. We will use your feedback to affirm what we are doing well and benefit from your ideas to continuously improve.

Following each question, there is space provided for the opportunity to provide context or specific feedback.

Survey responses will be reviewed with each leader for self reflection and continuous improvement.



Staff Survey Questions

[DRAFT Survey Questions](#)