

School Board Work Session
Duluth Public Schools, ISD 709
Agenda
Wednesday, July 20, 2022
Duluth East High School
301 N 40th Ave E
Duluth, MN 55804
4:00 PM

1. Facilitated dialogue on policies, procedures and planning.

2

School Board Retreat

July 20, 2022

- As we gather, what is on your heart and mind?
- What is happening?



Agenda

Session 4:00 PM - 8:00 PM

- Welcome, introduction and opening activity
- Education Leadership System review and discussion
- Leading in the public square framework
- Strategic Plan update
- Current reality review
- 3-Year Board Governance work plan
- 2022-23 Board Goals
- School Board Policy Review
- Closing Activity

Objectives and Outcomes

Objectives:

1. **Relationship and team building** as we work and communicate together through policy, practices and protocols
2. **Strategic Planning** overview, design, timelines and approach.
3. **Education Leadership System** review of roles, responsibilities, and protocols.
4. **School Board 3-year Governance Work Plan** overview, discussion, and development with 2022-23 goals

Meeting Outcomes:

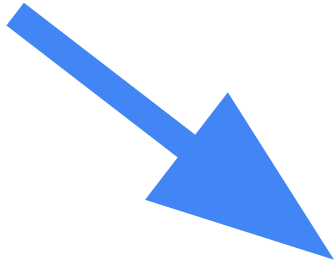
- Defined roles, responsibilities and protocols to operate with Excellence in Governance & Management
- Awareness of strategic planning process, approach and timelines
- School Board 3-year Governance Work plan
- 2022-23 School Board draft goals

Opening Activity

- At the end of your time on the DPS School Board, what do you hope is accomplished?

Data from Fall 2021

- Public communications plan
- Improve district goals on student achievement
- Fix student activities funding
- Progress on property transactions
- Strategic plan including messaging about goals and district plans
- Safe transition to learning in person
- Community engagement
- Positive and strong academic experience for students
- District pride
- Policy on financial decisions
- Board understanding district finances
- Board development
- How interventions are benefiting students
- Safe and successful year for students, teachers and staff
- Fiscal stability
- Community support of public education
- Mental health needs
- Provide leadership with administrative transitions
- Build community trust



Management

Governance

District Superintendent

Roles: Management, Oversight, Leadership, Appraisal, Advocacy

Stewards: Strategic Roadmap, District Initiatives and Budget

District Administrators and Principals

District Interest

District Board of Education

Roles: Governance, Oversight, Leadership, Appraisal, Advocacy

Stewards: Strategic Roadmap, Budget, Finances, Policies and Annual Goals, Public Engagement

Student

Desired Daily Experience

Staff

Families

Schools, Programs and Staff

Roles: Teaching, Learning and Human Development, Mentoring, Role Modeling, Advocacy

Stewards: School Improvement Plan, Procedures and Practices

Self Interest

Public

Roles: Community, Voters, Self Interest

Stewards: Public Good Will, Personal and Special Interest Advocacy

Parents

Roles: Parents, Self Interest

Stewards: Well-being and Development of Child, Personal Interest, Advocacy



Consultation

Leading in The Public Square

Issue:

9

Describe differing groups of people based on similar viewpoints or interests of the issue

- What are the descriptors of the “curbs, people, and interests”?
- What language and images do they use about themselves and others?
- What energizes and grounds their interests and beliefs?

- What are the shared influences acting on all groups?
- What are the unique, unshared influences acting on one or more groups?

In serving as school board member, superintendent, or administrator in a district consider:

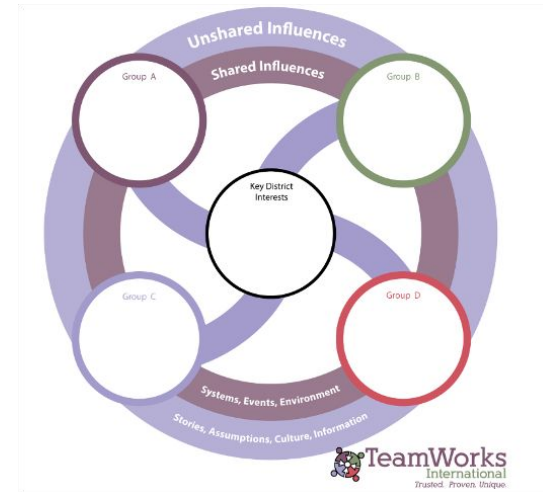
- Does one’s personal interests and opinions cause you to be on a curb?
- If your role is to stand in the center and seek to understand all positions and interests,
 - are you willing and able to do that?
- Are you willing and able to respect the differing opinions and people who hold them?
 - Why or why not?

In standing “At the Center” what statements of district interests regarding this issue?

1.

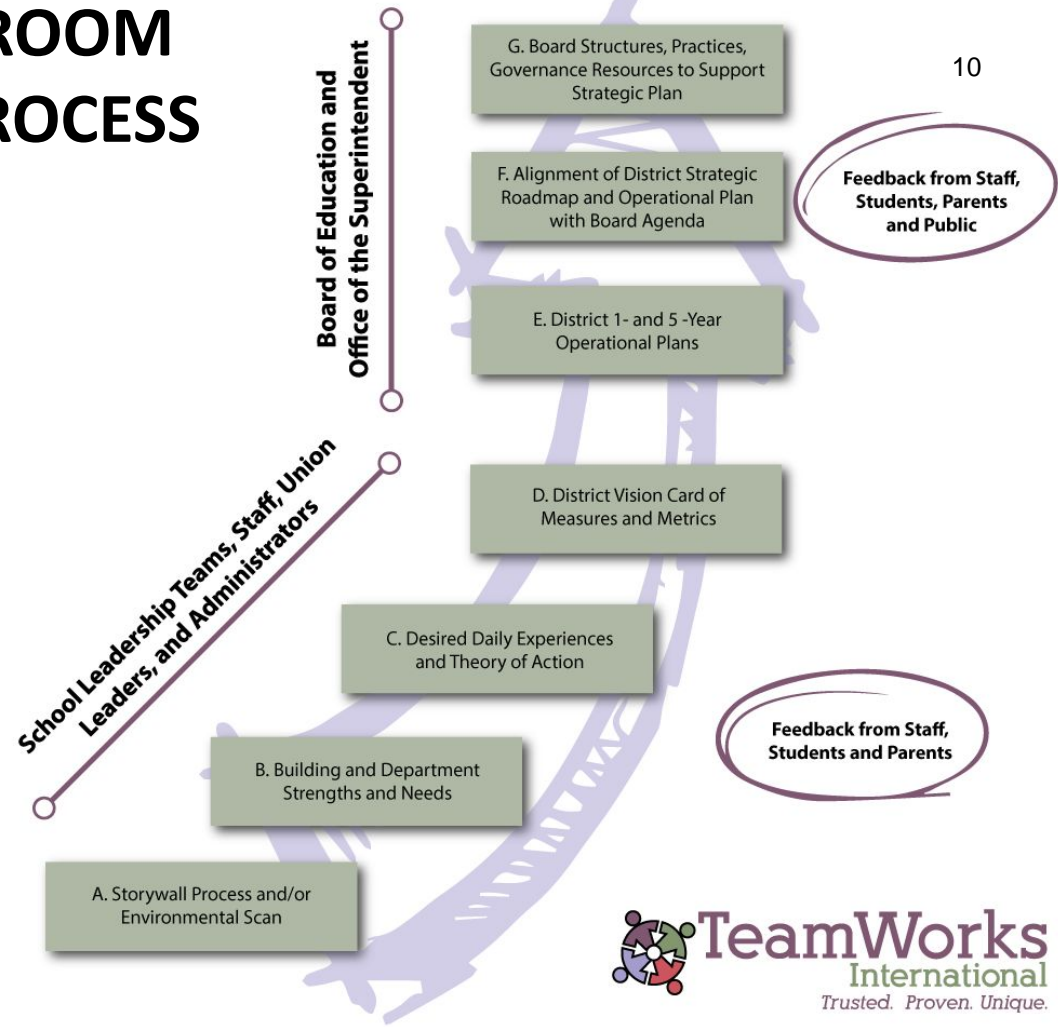
The School Board and Office of the Superintendent have the shared role of public engagement:

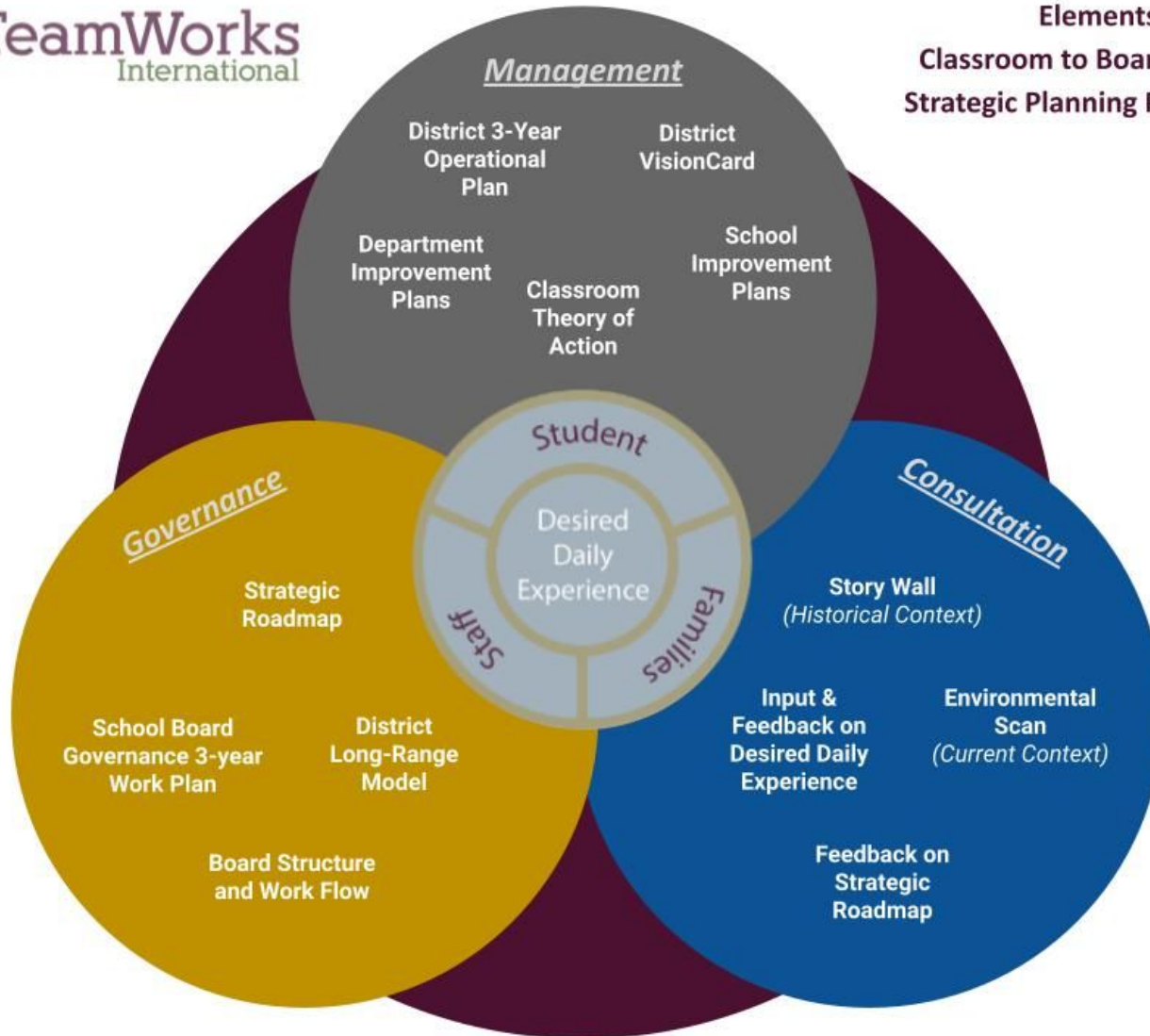
- What are the options and opportunities to facilitate public engagement that is grounded in dialogue, learning, and consultation?



CLASSROOM TO BOARDROOM STRATEGIC PLANNING PROCESS

- Assessing Our Reality
 - Storywall
 - Environmental Scan
 - Building and Dept Strengths & Needs
- Describing Our Vision
 - Desired Daily Experience
 - Theory of Action
 - VisionCard
- Setting Our Strategic Plan
 - 3-yr Operational Plan
 - School Improvement Plans
 - 3-yr Board Agenda





What is...What Ought To Be?

What is working well with and among the school board and members?

- Onboarding new members
- Come well prepared for meetings
- Respect for differing opinions
- Willingness to listen
- Shift from debate to deliberate
- Students are the focus
- Attendance at meetings

What is...What Ought To Be?

13

What questions exist about the School Board and among members?

- How to communicate with members outside of meetings and worksessions?
- How to balance individual versus collective communication?
- What is on Facebook?
- What are some protocols with communication with superintendent, staff and community?

What is...What Ought To Be?

What are the opportunities for growth and development for the School Board and members?

- Board members completing all four phases of MSBA training
- Include other trainings such as TeamWorks
- Study sessions for shared learning from trainings
- How to share information from other committee meetings with full board?
- Share roll of the board with broader community
- Diving deeper into issues (such as governance)
- Staying in governance

School Board 3-Yr Governance Plan ¹⁵

- District Policy
- Operational Oversight
- Self-Governance
- Superintendent Relations
- Public Engagement

Board of Education 3 Year Work Plan			
Key Roles of the Board	2022-2023 SY Proposed	2023-2024 SY Proposed	2024-2025 Proposed
District Policy	<ul style="list-style-type: none"> • 1/3 policy manual review • Discipline Policy Review • Technology fee policy 	<ul style="list-style-type: none"> • 1/3 policy manual review • Discipline Policy Review 	<ul style="list-style-type: none"> • 1/3 policy manual review • Discipline Policy Review
Operational Oversight	<ul style="list-style-type: none"> • Annual budget • Review Strategic Roadmap • State required decisions • Contract negotiations (except teachers) • Long term facility maintenance plans • 5-year financial projection model • Board finance committee • World's Best Workforce report 	<ul style="list-style-type: none"> • Annual budget • Review and adjust Strategic Roadmap • State required decisions • Contract negotiations (Teachers) • Long term facility maintenance plan • 5-year financial projection model • Board finance committee • World's Best Workforce report 	<ul style="list-style-type: none"> • Annual budget • Review and adjust Strategic Roadmap • State required decisions • Contract negotiations • Long term facility maintenance plan • 5-year financial projection model • Board finance committee • World's Best Workforce report
Self-Governance	<ul style="list-style-type: none"> • New member orientation • MSBA phase training • MSBA Leadership Conference • 3 Open Seats • New member orientation and TeamWorks review • Consider board structures, processes and workflow review • Board worksession (spring 2023) • Board evaluation tool development 	<ul style="list-style-type: none"> • MSBA phase training • MSBA Leadership Conference • BoE Annual Evaluation • TeamWorks Annual training • Board candidate training 	<ul style="list-style-type: none"> • BoE Annual Evaluation • MSBA Leadership Conference • Annual Work plan across all meetings • MSBA phase training • Four open seats • TeamWorks Annual training
Superintendent Relations	<ul style="list-style-type: none"> • Annual evaluation • Marzano superintendent evaluation model training • Monthly board member and superintendent meetings 	<ul style="list-style-type: none"> • Annual evaluation • Superintendent Contract Negotiations • Monthly board member and superintendent meetings 	<ul style="list-style-type: none"> • Annual Evaluation • Monthly board member and superintendent meetings • New contract for superintendent
Public Engagement	<ul style="list-style-type: none"> • Visibility, board members' access to community and at school and community events • Open mic - engage administration and board • Strategic public engagement forums with large district initiatives (boundaries, etc.) • Board visits to schools 	<ul style="list-style-type: none"> • Visibility, board members' access to community and at school and community events • Open mic - engage administration and board • Strategic public engagement forums with large district initiatives (boundaries, etc.) • Board visits to schools • Public awareness of board work 	<ul style="list-style-type: none"> • Visibility, board members' access to community and at school and community events • Open mic - engage administration and board • Strategic public engagement forums with large district initiatives (boundaries, etc.) • Board visits to schools • Public awareness of board work

School Board Goals 2022-23

Policy Review / Discussion

17



Shared Messages of Value and Learning ¹⁸

- 1.
- 2.
- 3.
- 4.
- 5.



School Board Retreat

July 20, 2022