

School Board Study Session

School Board Study Session will begin 10 minutes after adjournment of the Business Meeting.

1. **Welcome**
Dr. Greta Evans-Becker, School Board Chair
2. **Introductions** (5 minutes)
3. **Purpose and Agenda** (5 minutes) **2**
Dr. Teri Staloch, Superintendent
4. **District Governance and Policy** *(None for this evening.)*
5. **Operational Performance Oversight and Organizational Direction** *(None for this evening.)*
6. **Board Governance** *(None for this evening.)*
7. **Superintendent Relations**
 - A. Superintendent Mid-Year Goal Progress Report (10 minutes) 13
Dr. Greta Evans-Becker, School Board Chair
Dr. Teri Staloch, Superintendent
 - B. CLOSED SESSION, pursuant to Minnesota Statute 13D.05, Subdivision 3(a) 33
for Superintendent Mid-Year Goal Progress Report
Dr. Greta Evans-Becker, School Board Chair
8. **Community Engagement** *(None for this evening.)*
9. **Information Items**
10. **Future Agenda Topics**
11. **Conclude the Session**
Dr. Greta Evans-Becker, School Board Chair

Board of Education 2025-26 Agenda and Working Document

			District Employee		
	<ul style="list-style-type: none"> Review and Approve Annual Mandated Policies 	1, 2, 3, 4	8/18/25 Annual Approval: <ul style="list-style-type: none"> 102.1 Policy - Equity 	Policy Committee Exec. Director of HR	
	<ul style="list-style-type: none"> Approve Annual MSBA Policy Recommendations: Review and redline all policies that have legislative changes and make policy recommendations. 	1, 2, 3, 4	8/4/25 Legislative Updates Reviewed: <ul style="list-style-type: none"> 606.6 AP - Library Materials 613 Policy - Graduation Requirements 620.1 AP - Credit for Learning 624.1 AP - Online Learning Options 9/23/25 Legislative Updates Reviewed: <ul style="list-style-type: none"> 410 Policy - Family and Medical Leave 413 Policy - Discrimination, Harassment, and Violence 415 Policy - Mandated Reporting of Maltreatment of Vulnerable Adults 506 Policy - Student Discipline 514 Policy - Bullying Prohibition 524 Policy - Internet, Technology, and Cell Phone Acceptable Use and Safety 722 Policy - Public Data and Data Subjects 10/20/25 MSBA Alignment Policies Reviewed: <ul style="list-style-type: none"> 205 Policy - Open Meetings and Closed Meetings 301 Policy - School District Administration (Adopted) 302 Policy - Superintendent (Adopted) 303 Policy - Superintendent Selection (Adopted) 	Policy Committee Exec. Director of HR	3

Board of Education 2025-26 Agenda and Working Document

			<ul style="list-style-type: none"> • 304 Policy - Superintendent Contract, Duties, and Evaluation (Adopted) • 306 Policy - Administrator Code of Ethics (Adopted) • 414 Policy - Mandated Reporting of Child Neglect or Physical or Sexual Abuse • 418 Policy - Drug-Free Workplace/Drug-Free School • 516 Policy - Student Medication and Telehealth • 516.5 Policy - Overdose Medication • 522 Policy - Title IX Sex Nondiscrimination Policy, Grievance Procedure and Process • 802 Policy - Disposition of Obsolete Equipment and Material <p>11/17/25 Legislative Updates Reviewed:</p> <ul style="list-style-type: none"> • 515 Policy - Protection and Privacy of Student Records • 709 Policy - Student Transportation Safety 		4
	<ul style="list-style-type: none"> • Work through 215 Policy - School Board - Vacancies and Procedures process to Fill Board Vacancy 		<ul style="list-style-type: none"> • Board Review of Draft Materials (application, application scoring document, media release) in Study Session on October 20, 2025 • Board Provides Update on Board Vacancy Process on November 3, 2025 • Applications for Board Vacancy close on November 6, 2025 at 5 p.m. • Candidate anonymous score sheets sent to Board Directors on November 7, 2025, with a requested completion 	School Board	1/5/26

Board of Education 2025-26 Agenda and Working Document

			<p>date of November 14, 2025</p> <ul style="list-style-type: none"> • Candidates to be interviewed selected and called on November 17, 2025 • Candidate interviews held on November 20, 2025, new director appointed to begin January 5, 2026 		
Operational Performance Oversight and Organizational Direction	<ul style="list-style-type: none"> • Support the District System of Continuous Improvement and Strategic Plan process through monitoring updates and reports (Operational Plan and Strategic Plan Priority Work) Strategic Themes: A. Academic Achievement B. Student Engagement and Wellness C. Collaboration and Partnerships D. Staff Investment and Impact 	1, 2, 3, 4	<p>Monthly Reports:</p> <ul style="list-style-type: none"> • 	Superintendent and District Administration	5
	<ul style="list-style-type: none"> • Review district achievement data and approve the Comprehensive Achievement and Civic Readiness Plan (CACR) and Achievement and Integration (A&I) Report 	1	<p>Report and Data Review: November 3, 2025</p>	<p>Asst. Supt. Senior Director of T&L Director of Achievement and Integration Asst. Director of Learning Analytics</p>	11/3/25
	<ul style="list-style-type: none"> • Approve Audits 	Operations	<ul style="list-style-type: none"> • FY25 Annual Comprehensive Financial Report: November 3, 2025 • Approval of FY25 Annual Comprehensive Financial Report: November 17, 2025 	Chief Financial Officer	11/17/25
	<ul style="list-style-type: none"> • Monitor and approve the budget 	Operations	<ul style="list-style-type: none"> • 2025-26 Budget Update: 	Chief Financial	

Board of Education 2025-26 Agenda and Working Document

	and budget process.		<p>(November 2025)</p> <ul style="list-style-type: none"> • Truth-in-Taxation Hearing and Public Comment: December 1, 2025 • Approval of Levy Pay 2025: (December 2025) • Review Revised 2025-26 Budget at Special Study Session on January 12, 2026 • Action - Revised 2025-26 Budget at Business Meeting on January 20, 2026 • 2026-27 Preliminary Budget Discussions: <ul style="list-style-type: none"> ○ (February 2026) ○ (April 2026) • 2026-27 Preliminary Budget Approval: (June 2026) 	Officer	6
	<ul style="list-style-type: none"> • Approve Statutory Operating Debt (SOD) Plan 	Operations	<p>Due by January 31, 2026</p> <ul style="list-style-type: none"> • Review Draft of SOD Plan at Special Study Session on January 12 2026 • Action - Final SOD Plan at Business Meeting on January 20, 2026 	Superintendent Chief Financial Officer	
	<ul style="list-style-type: none"> • Conduct Finance Advisory Council (FAC) Meetings 	3	<p>Meetings for 2025-2026:</p> <ul style="list-style-type: none"> • October 8, 2025 • October 22, 2025 • November 5, 2025 	Chief Financial Officer (Board Deputy Treasurer), Board Treasurer	
	<ul style="list-style-type: none"> • Monitor and use enrollment trends to plan strategically for current and future facilities, staffing, and budget decisions 	Operations	<ul style="list-style-type: none"> • Phase I Options presented to Board in Study Session on October 20, 2025 • Phase I options to recommendations and SOD plan provided to Board at Business Meeting November 3, 2025 • Action: Phase I Vision 2030/SOD Plan Facility Recommendations for Approval for Publication at November 	Chief Financial Advisor and Exec. Director of HR	

Board of Education 2025-26 Agenda and Working Document

			<p>17, 2025 Study Session</p> <ul style="list-style-type: none"> ● Phase I Vision 2030/SOD Plan additional options reviewed at Special Study Session November 24, 2025 ● Continued SOD Planning at November 17, 2025 Business Meeting ● Continued SOD Planning at December 1, 2025 Business Meeting ● Phase I Vision 2030/SOD Plan additional options reviewed at Special Study Session December 8, 2025: <ul style="list-style-type: none"> ○ Board votes to remove magnet transportation off the table for elimination and instead close an additional school ○ Board votes to remove FAIR Crystal programming, to repurpose as an elementary school - moving students to PMS or SMS by boundary; close FAIR Pilgrim Lane and move the students to FAIR Crystal building ○ Board voted to eliminate Minneapolis open enrollment transportation ○ Board showed a 4-2 support for eliminating the IB programme ● Public Hearing during Business Meeting on December 15, 2025: <ul style="list-style-type: none"> ○ Board votes to close RMS, Noble, Sonnesyn and ESC ○ Board votes to keep Lakeview and Neill open ● January 5, 2026 Business Meeting: <ul style="list-style-type: none"> ○ Board voted to keep FAIR Pilgrim Lane open ○ Board voted to remove FAIR 		7
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Board of Education 2025-26 Agenda and Working Document

			<ul style="list-style-type: none"> Crystal programming <ul style="list-style-type: none"> ○ Board voted to move Highview, RVA and some ESC departments to FAIR Crystal ● Special Study Session on January 12, 2026: <ul style="list-style-type: none"> ○ Review School Boundary Modifications ○ Review Draft of SOD Plan ○ Review 2026-27 Transition Plan ○ Review 2026-27 School District Calendar 		
	<ul style="list-style-type: none"> ● Update, revise, and approve the Long-Term Facilities Maintenance Plan (D281 & D287) 	Operations	D281: Annual Review (May 2026) D287: Annual Review (May 2026) Annual Board approval (July 2026)	Director of Facilities and Operations	8
Board Governance	<ul style="list-style-type: none"> ● Board member meeting preparation <ul style="list-style-type: none"> ○ Review materials in BoardBook ○ Submit questions per protocols and/or meet with administrators ○ Be prepared for discussion 	1, 2, 3, 4	Prior to all board meetings	School Board	Ongoing
	<ul style="list-style-type: none"> ● Review and Approve Board Governance 200 Series Policies per 3-year cycle 		200 Series Policies: <ul style="list-style-type: none"> ● 	School Board	
	<ul style="list-style-type: none"> ● Create and Approve Board Governance Handbook 		RAS Board Handbook <ul style="list-style-type: none"> ● July 7, 2025: Board provided hard copies to review and provide feedback; bringing to Study Session for final feedback on October 20, 2025 ● Board provided final feedback at the 	School Board	11/3/25

Board of Education 2025-26 Agenda and Working Document

			<ul style="list-style-type: none"> Approved by Board September 23, 2025 		
	<ul style="list-style-type: none"> Conduct Superintendent Annual Appraisal 		<p><u>Evaluation Timeline</u></p> <ul style="list-style-type: none"> Discuss Superintendent Mid-Year Goal Progress Report Process at Special Study Session on January 12, 2026 Superintendent Mid-Year Goal Progress Report, and Closed Session during Study Session on January 20, 2026 	School Board	
	<ul style="list-style-type: none"> Individual or small group meetings with the superintendent 			Superintendent, School Board Members	Ongoing 10
Community Engagement	<ul style="list-style-type: none"> Approve and Implement reading of District Land Acknowledgement at meetings, and display of Tribal Flags in Boardroom 		<ul style="list-style-type: none"> Approved by Board: August 4, 2025 Inaugural implementation: August 18, 2025 	School Board, Superintendent, AIPAC	8/4/25
	<ul style="list-style-type: none"> Review and Approve LAC developed Legislative Platform 	1, 2, 3, 4	<ul style="list-style-type: none"> Reviewed LAC Legislative Platform for 2026 at Business Meeting on December 1, 2025 Approved by Board in Consent Agenda at Business Meeting on December 15, 2025 	Legislative Advisory Council Exec. Director of Community Ed	12/15/25
	<ul style="list-style-type: none"> Engage community in Reimagine Rdale: Vision 2030 recommendations and plan 	1, 2, 3, 4	<ul style="list-style-type: none"> September 23, 2025 recommendations presented to the Board in the Study Session by the Reimagine Rdale Vision 2030 Team approved to move forward. 	Superintendent, District Administrators, School Board	9/23/25
	<ul style="list-style-type: none"> Review data from stakeholders 	1, 2, 3, 4		District Administrators	

Board of Education 2025-26 Agenda and Working Document

Strategic Plan Themes and Priority Work 2025-26 *(Approved by the Board at the June 16, 2025 Business Meeting)*

THEME A: Academic Achievement

Objective 1: Enhance cultural relevance of curriculum for students

- Expand the Science of Reading programming through continued staff training and the implementation of a new K-5 English Language Arts curriculum
- Expand the implementation of Culturally and Linguistically Responsive Teaching to include all non-licensed and K-5 staff

Objective 2: Enhance an equitable learning system from early childhood to adults

- Implement with fidelity an effective teaching framework focused on student engagement and purpose

Objective 4: Deepen preparation for life, college, and career

- Continue to build and grow RPathways through certifications, programming, and student participation in dual credit and concurrent enrollment courses
- Expand the use of Xello to support middle and high school students in planning

THEME B: Student Engagement and Wellness

Objective 1: Improve student-staff connection

- Maintain the BARR programming strength at two high schools and explore the expansion of the program into the middle schools
- Increase the number of staff trained on the Catalyst framework and explore the expansion of the program into all K-8 sites
- Continue to implement and strengthen Restorative Practices throughout the district.

Objective 4: Strengthen practices around student, staff, and school safety

- Strengthen systems and structures at the building level supporting student's feeling of social and emotional as well as physical safety
- Continue to grow a comprehensive crisis management and safety plan

THEME C: Collaboration and Partnership

Objective 1: Strengthen mutual communication and responsiveness with all stakeholders

- Increase and streamline the cascade of communications to families, staff and our community

Objective 2: Expand equitable inclusion and influence of student, family, staff, and community voices

- Establish additional events and activities, such as family engagement events, in response to the needs and interests of our stakeholders
- Elevate the voice of all students, including the impact of the Youth Council and other student leadership groups

THEME D: Staff Investment and Impact

Objective 2: Cultivate the district culture to be inclusive, supportive, and welcoming

- Develop and implement a systemic onboarding process at the district and site level for all employees to improve clarity of roles, success and retention

Board of Education 2025-26 Agenda and Working Document

Objective 3: Increase consistency and accountability for common district practices

- Develop and implement operating procedures to provide clarity and expectations in standard districtwide practices

July 21, 2025



Superintendent Mid-Year Goal Progress Report

Dr. Teri Staloch
January 20, 2026

Land Acknowledgement

We acknowledge Robbinsdale Area Schools is located on the homelands of the Dakota and Ojibwe people.

We recognize the painful history of genocide and forced assimilation of the Indigenous inhabitants of this land.

We honor and respect the many Indigenous peoples who live on and hold sacred these lands, and we stand with members of these Nations to fight injustice in all of its forms.

We uphold the preservation of Dakota and Ojibwe languages, land based education, and tribal sovereignty.

Outcomes

Board Members will...

- be provided a brief update on goals as part of the superintendent's mid-year progress report.

Transformational Leadership Purpose Statement

“I lead to inspire, empower, and develop others to thrive so that we can create life chances, equitable outcomes, and a sense of belonging for all learners through trust, service, authenticity, and love.” ~ Teri Staloch

Mission

*The mission of Robbinsdale Area Schools is to **inspire** and **educate** all learners to develop their **unique potential** and **positively contribute** to their community.*

Goal 1:

Successfully implement school board direction on the future of Robbinsdale Area Schools based on school board study and stakeholder input (including recommendations of the Reimagine Rdale 2030 Vision Team).

Goal 1:

Evidence of Performance 1:

The superintendent will provide a plan of action outlining the development and improvement of systems as the beginning stages of the vision of academics, teaching and learning, and the student experience.

Progress to Date:

Next Steps:

Goal 1:

Evidence of Performance 2:

The superintendent will lead the process design and implementation of school closures and/or consolidations, to include school attendance boundary adjustments and staffing changes, and provide documentation of the process and outcome.

Progress to Date:

Next Steps:

Goal 1:

Evidence of Performance 3:

If directed by the board, the superintendent will lead the process to establish a bond referendum for future facility improvements and provide documentation of the process and timeline.

Progress to Date:

Next Steps:



Goal 2:

Provide leadership to create and implement an approved Statutory Operating Debt Plan.

Goal 2:

Evidence of Performance 1:

A Statutory Operating Debt Plan will be created, documented, and submitted to the Minnesota Department of Education by January 31, 2026.

Progress to Date:

Next Steps:

Goal 2:

Evidence of Performance 2:

The superintendent will support and provide leadership for the implementation of the Statutory Operating Debt Plan.

Progress to Date:

Next Steps:

Goal 3:

Provide leadership to implement the District System of Continuous Improvement.

System of Continuous Improvement

Shared Leadership Model, Strategic Plan and Operational Plan

District Continuous Improvement

- (Re)Discover Rdale Strategic Plan
- School Board Goals
- District Priority Work
- District Balanced Scorecard
- Outcomes grounded in equity

**Student-Centered
Personalized Learning**

**Professional Learning
and Development**

**Professional Learning
Communities (PLCs)**



Strategic Themes

- Academic Achievement
- Student Engagement and Wellness
- Collaboration and Partnerships
- Staff Investment and Impact

**Department Continuous
Improvement Plans (DCIPs)**

**School Improvement
Plans (SIPs)**

Goal 3:

Evidence of Performance 1:

The superintendent will lead and collaborate with her team to provide progress and monitoring reports at board meetings inclusive of district priority work, school improvement plans, the district scorecard, student achievement data, and student engagement data.

Progress to Date:

Next Steps:

Goal 4:

Invest in improving culture, climate, and trust with staff, families, and community members.

Goal 4:

Evidence of Performance 1:

The superintendent will engage with internal and external stakeholders to ensure district communication, resources, and information regarding the Reimagine Rdale: Vision 2030 Plan are well known, and input and perspective are gathered to help inform decision-making. Evidence will include at least three engagements and opportunities for input and feedback to inform final decisions.

Progress to Date:

Next Steps:

Goal 4:

Evidence of Performance 2:

The superintendent will deliver to the board a document that outlines involvement at community and school district events, including visits to schools, classrooms, and student activities.

Progress to Date:

Next Steps:

Closing Comments



Thank you!



School Board of Robbinsdale Area Schools

Study Session – January 20, 2026

AGENDA SECTION: Superintendent Relations**ITEM:** 7.B.. Closed session pursuant to Minnesota Statutes 13D.05, Subdivision 3(a) for Superintendent Mid-Year Goal Progress Report**COMMENTS BY:** Dr. Greta Evans-Becker, School Board Chair

Chair Evans-Becker will read the following into record:

The next item on the agenda is a closed session pursuant to Minnesota Statute 13D.05, Subdivision 3(a) for Superintendent Mid-Year Goal Progress Report. I will entertain a motion to recess to the closed session.

Recommended Action: Move to close session.**Motion by:** _____ **Yes:** _____ **Passed:** _____**Second by:** _____ **No:** _____ **Failed:** _____**Abstentions:** _____

The business meeting is now in recess.

Time: _____

Return from closed session.

Time: _____