



Excellence. For each and every student.

**BOARD OF EDUCATION**

Special Meeting - Monday, February 27, 2023 - 5:00 PM  
Wayzata Public Schools District Office  
210 County Road 101 North  
Plymouth, Minnesota 55447

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**Minutes of Special Regular Meeting Meeting**

A Special Regular Meeting Meeting of the Board of Education of Wayzata Public Schools was held Monday, February 27, 2023, beginning at 5:00 PM in the Wayzata Public Schools District Office  
210 County Road 101 North  
Plymouth, Minnesota 55447.

- 1. **CALL TO ORDER/ROLL CALL**
- 2. **APPROVAL OF AGENDA AND CONSENT AGENDA ITEMS**
- 3. **ADMINISTRATIVE REPORTS AND RECOMMENDATIONS**
  - A. Teaching and Learning
  - 1. Approval of the Achievement & Integration Plan
- 4. **ADJOURN**

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**Board of Education**  
Regular Meeting – February 27, 2023

**AGENDA SECTION:** Administrative Reports & Recommendations

**ITEM:** Teaching and Learning

**COMMENTS BY:** Solveig Harriday, Director of Equity & Inclusion

Attached is the Achievement & Integration Plan FY24-26 for your consideration. This plan has been vetted by the A&I Multi-District Collaborative Committee, the T&L Committee of the Board, the DEI Committee of the Board, and administrative stakeholders.

**Recommended Action:** Approve the FY24-26 Achievement & Integration Plan as presented in the attachment.

**Motion by:** \_\_\_\_\_ **Yes:** \_\_\_\_\_ **Passed:** \_\_\_\_\_

**Second by:** \_\_\_\_\_ **No:** \_\_\_\_\_ **Failed:** \_\_\_\_\_

**Abstentions:** \_\_\_\_\_ **2** \_\_\_\_\_



# Achievement & Integration

FY24 — FY26 Plan

Continuous Improvement for All

# Why?

Gaps in outcomes and opportunities that are predictable

Intentional and innovative efforts working:

- to remove these disparities
- toward continuous improvement for all students

# MDCC

Multi-District Collaborative  
Committee

**Extensive  
collaboration with  
Teaching & Learning**

## Wayzata Team

- Abhi Brar
- Solveig Harriday
- Mai Huynh
- Rebecca Kittelson
- Amanda Kremer — WIAC
- Grace Lephart
- Dana Miller
- Cassie vanKoeverden

## Orono Team

- Jeffrey Aman
- Donna Ostvig
- Aaron Ruhland
- Genna Torney

# 3 Goals

## MDE Requirements:

- Specific groups
- SMART Goal structure
- 1 goal per area (Achievement, Integration, Teacher Equity)

**Goal #1** — The gap between Asian students and Black students on local assessments will be reduced by at least 50% by May 2026. **Achievement**

**Goal #2** — Black/African-American student enrollment in enrichment and intervention will be within 2 percentage points of the district enrollment population by May 2026. **Integration**

**Goal #3** — At least 85% of Wayzata staff will assess at or above the Embracing level of the Innovation Configuration map for Culturally Responsive Learning Experiences by May 2026. **Teacher Equity**

# 5 Strategies for All Students

**Goal #1 — Achievement Disparities**

**Strategy #1 — Inclusive & Culturally Responsive Classroom Communities**

**Strategy #2 — Family Engagement**

**Goal #2 — Integration Disparities**

**Strategy #3 — Elevating Student Voice**

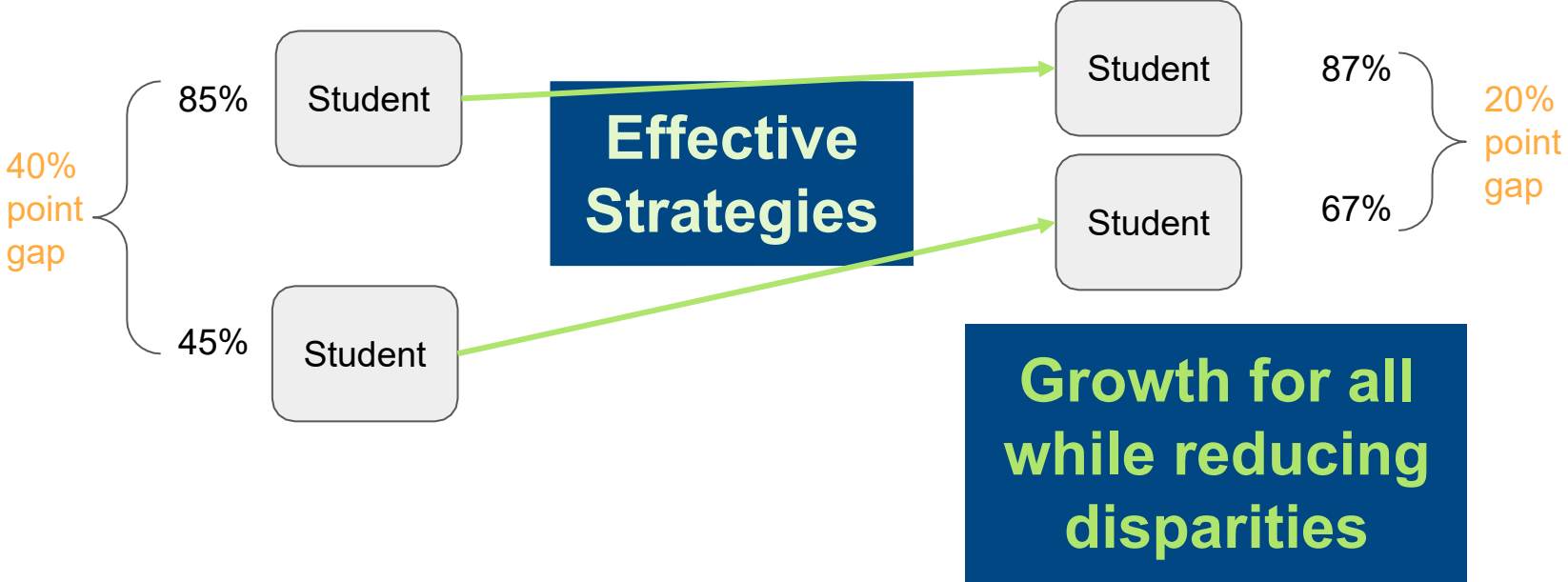
**Goal #3 — Teacher Equity i.e. Access to Effective and Diverse Teachers**

**Strategy #4 — Connected and Job-Embedded Professional Learning**

**Strategy #5 — Increasing the Number of BIPOC Teachers**

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# Rooted in Research for All Students: What is Possible



# Why not already?

The research-based strategies that are most successful in this work:

- require significant learning/training to implement
- are multi-layered

**Example:** certain **types of feedback** can have this type of impact, but rely on **trust** between the student and teacher. Students' trust of their teacher and knowing that their teacher believes in them, are more complex than the actual feedback.

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# What is in our FY 24-26 plan?

- Strategies tied to research (to get more than 1 year's growth in 1 year's time)
- Multi-layered support for staff, students, and families
- Increased partnerships between stakeholders
- Linked to work already occurring in WPS and MDE
- Improved metrics to monitor progress and adjust as needed

**Goal #1** — The gap between Asian students and Black students on local assessments will be reduced by at least 50% by May 2026.

**Strategy #1 — Inclusive & Culturally Responsive Classroom Communities**

- A. District-wide Support — Coaching, Consulting and Program Development
- B. Classroom Practices to Build Community
- C. Co-Teaching and Direct Support
- D. Resource Development
- E. Early Learning Support
- F. Level-Transition Support
- G. Collaborations with MDE

**Goal #1** — The gap between Asian students and Black students on local assessments will be reduced by at least 50% by May 2026.

**Strategy #2 — Family Engagement**

- A. Focused Outreach
- B. Caregiver Focus Groups
- C. Examine Systems Through Connected Roles
- D. Explore and Pilot Communication Tools
- E. Proactive Partnership Events

**Goal #2** — Black/African-American student enrollment in enrichment and intervention will be within 2 percentage points of the district enrollment population by May 2026.

**Strategy #3 — Elevating Student Voice**

- A. Increased Access to Enrichment Opportunities
- B. Focus Groups
- C. Student Leadership in Collaboration with Orono
- D. College Visits in Collaboration with Orono
- E. Increased Connection to Career and College Dreaming

**Goal #3** — At least 85% of Wayzata staff will assess at or above the Embracing level of the Innovation Configuration map for Culturally Responsive Learning Experiences by May 2026.

**Strategy #4 — Connected and Job-Embedded Professional Learning**

- A. District-Site Teacher Leadership
- B. Professional Learning Workshops, Conferences, and Resources
- C. Collaborations with MDE
- D. Learning How We Can Grow from Our Families and Students

**Goal #3** — At least 85% of Wayzata staff will assess at or above the Embracing level of the Innovation Configuration map for Culturally Responsive Learning Experiences by May 2026.

**Strategy #5** — Increasing the Number of BIPOC Teachers

- A. Professional Learning to Support Retention and Future Recruitment
- B. Expanded Opportunities to Explore Grow Your Own Programs

“The Mission of Wayzata Public Schools is to ensure a world-class education that prepares each and every student to thrive today and excel tomorrow in an ever-changing global society.”

This plan will help the mission become the lived experience for even more of our students.

## Annual Compliance Overview

[Minnesota Statutes, section 124D.78](#) requires Minnesota districts, charters, and tribal schools with 10 or more American Indian students to have an American Indian Parent Advisory Committee (AIPAC). Specifically, the statute cites that school boards and American Indian schools must provide for the maximum involvement of parents and children enrolled in education programs, programs for elementary and secondary grades, special education programs, and support services.

To be compliant with this statutory requirement, districts, charters, and tribal schools are required to submit annual compliance documents to the Office of American Indian Education (OAIE) by March 1 of each year. Also known as the vote of concurrence or nonconcurrence, annual compliance is a valuable opportunity for American Indian Parent Advisory Committee members to meet and discuss whether or not they concur with the educational offerings that have been extended by the district to American Indian students.

### The Vote and Resolution

If the AIPAC finds that the district and/or school board have been meeting the needs of American Indian students, they issue a vote and resolution of concurrence. If they find that the district and/or school board have not been meeting the needs of American Indian students, they issue a vote and resolution of nonconcurrence. This vote is formally reflected on the annual compliance documents. Members of the AIPAC must present the vote and resolution to the school board.

If the vote is one of nonconcurrence, the AIPAC must provide written recommendations for improvement to the school board at the time of the presentation. The school board then has 60 days in which to respond in writing to the AIPAC recommendations. A copy of this written response must be provided to the OAIE.

### Completing and Submitting the Documents

***The following items are required when submitting annual compliance:***

- ✓ The annual compliance/vote of concurrence or nonconcurrence document
- ✓ The AIPAC resolution document
- ✓ The AIPAC roster and district employee sign-in sheet (available to download on the OAIE webpage)

***All items are fillable PDF forms. When completing, remember to:***

- Include the district or school name and identifying number.
- Place a check mark next to the applicable vote.
- Include all dates as indicated.
- Add all signatures as required. *\*Digital signatures are accepted.*
- Use the drop-down menu in the roster to select the appropriate committee member options.

***The District or School Does Not Have an AIPAC:***

Districts or schools that do not have an AIPAC are still required to complete this paperwork.

- Place a check mark next to “Does Not Have an AIPAC”.
- Obtain the signature of the superintendent or charter/tribal school director and the school board chair. The resolution page is not required.

***Submission Deadline:***

Email all three required items **by March 1** to: [MDE.AnnualCompliance@state.mn.us](mailto:MDE.AnnualCompliance@state.mn.us).

# Annual Compliance/Vote of Concurrence or Nonconcurrence

District, Charter, or Tribal School Name: \_\_\_\_\_

## The American Indian Parent Advisory Committee Vote

### \_\_\_\_\_ *The AIPAC Issued a Vote of Concurrence*

Date of Concurrent Vote: \_\_\_\_\_

Date the AIPAC presented to the school board: \_\_\_\_\_

### \_\_\_\_\_ *The AIPAC Issued a Vote of Nonconcurrence*

**A vote of nonconcurrence** requires the AIPAC to provide specific written recommendations for improvement to the school board. The school board is required to respond in writing to each recommendation within 60 days of the recommendations being put forth. The school board must provide this written response to both the AIPAC and to the Office of Indian Education.

Date of Nonconcurrent vote: \_\_\_\_\_

Date the AIPAC presented to the school board: \_\_\_\_\_

Date the written response from the school board is due: \_\_\_\_\_

### \_\_\_\_\_ *The District/School Does Not Have an AIPAC*

The district has not yet formed an AIPAC, but recognizes the need to do so in order to remain compliant with Minnesota Statutes, section 124D.78. By signing below, the district/school leadership commits to working with the Office of American Indian Education on committee formation.

## Required signatures

*\*Digital signatures are accepted*

\_\_\_\_\_  
*School Board Chairperson*

\_\_\_\_\_  
*Date*

\_\_\_\_\_  
*Superintendent or Charter/Tribal School Director*

\_\_\_\_\_  
*Date*

\_\_\_\_\_  
*AIPAC Chairperson*

\_\_\_\_\_  
*Date*

## The American Indian Parent Advisory Committee Resolution

**WHEREAS**, the school board or district has an AIPAC composed of parents/guardians of American Indian children who are eligible for Indian education programs, American Indian language and culture teachers and paraprofessionals, American Indian teachers, American Indian counselors, American Indian adults enrolled in educational programming, and American Indian representatives from community;

**WHEREAS**, the school board or district affords the AIPAC the necessary information and the opportunity to effectively express their views concerning all aspects of American Indian education and the educational needs of the American Indian children enrolled in the school(s) and program(s); and,

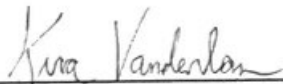
**WHEREAS**, the AIPAC is directly involved with and advises the school board and district staff on Indian Education program planning; and,

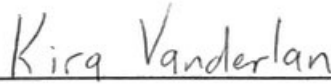
**WHEREAS**, the AIPAC develops and submits recommendations to the school board and district staff pertaining to the needs of American Indian students.

**THEREFORE BE IT RESOLVED**, that the AIPAC concurs that the school board and district are compliant with Minnesota Statutes, section 124D.78, and that the school board and district are meeting the needs of American Indian students.

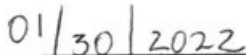
**We, the American Indian Parent Advisory Committee**, issue a **Vote of Concurrence**. We attest that the school board and/or district are compliant with Minnesota Statutes and that the school board and/or district are meeting the needs of American Indian students; **or**,

**We, the American Indian Parent Advisory Committee**, issue a **Vote of Nonconcurrence**. We attest that the school board and/or district are not compliant with Minnesota Statutes and that the school board and/or district are not meeting the needs of American Indian students. We have provided written recommendations for improvements to the school board, and we acknowledge that the school board has 60 days from the receipt of these recommendations in which to respond, in writing, to each recommendation.





\_\_\_\_\_  
*AIPAC Chairperson Printed Name and Signature*



\_\_\_\_\_  
*Date*