Intermediate District 287

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Board Book

Intermediate District 287

Regular Meeting

Thursday, May 12, 2011 6:30 PM

Intermediate District 287

RESPONSIVE. INNOVATIVE. SOLUTIONS

GENERAL MEETING OF THE BOARD
Thursday, May 12, 2011
6:30 PM @ District Service Center Board Room
AGENDA

9. 2. 1. 1. Superintendent Evaluation 19
A hard copy will be presented to the Board along with the Survey website link.

9. 2. 1. 2. Appointment of TIES Joint Board Member

9. 2. 2. AMSD Report (Ann Bremer)

9. 3. **District News** **(*Information*)**

9. 4. Once Around the Table

10. **ADJOURNMENT**

DISTRICT 287 REGULAR BOARD MEETING
Intermediate District 287
April 28, 2011
MINUTES

1. CALL TO ORDER

Chair Ann Bremer called the regular meeting to order at 6:30 PM in the District Service Center Board Room. A quorum was declared with the following members in attendance:

271	Bloomington	Arlene Bush
286	Brooklyn Center	Greg Thielsen
272	Eden Prairie	Carol Bomben
273	Edina	Peyton Robb
270	Hopkins	Laura Ronbeck
276	Minnetonka	Don Draayer
278	Orono	Michèle Kunz
279	Osseo	Dean Henke
280	Richfield	Nancy Rowley
281	Robbinsdale	Linda Johnson
283	St. Louis Park	Pam Rykken
284	Wayzata	Carter Peterson
277	Westonka	Ann Bremer

Absent:	
Guests:	John Will
287 Administration:	Sandra Lewandowski, Colleen Baumtrog, Jane Holmberg, Laura Keller-Gautsch, Char Myklebust, Anne Becker, Janet Johnson, Tom Shultz, Chad Maxa, and Wauneen Mgeni
287 Staff Members:	Bruce Mulder, David VanDenBoom, and Lance Weingartz

2. APPROVAL OF GENERAL MEETING AGENDA

The general meeting agenda was presented for approval. *Motion by Ann Bremer, seconded by Don Draayer, to approve the meeting agenda. All in favor. Motion carried unanimously*.

3. OPEN FORUM FOR COMMUNITY COMMENTS

Bruce Mulder, Local 2209 President informed the Board that Local 2209 are participating in the Public Employees Insurance Plan proposal. Local 2209 will be holding a vote for their members to join the Public Employees Insurance Plan.

4. APPROVAL OF CONSENT AGENDA

The Consent Agenda was presented for approval. The Consent Agenda included the general meeting minutes from March 24, 2011; Correction of the Board Action for Doboszenski & Sons Contract, and approval of the Routine Human Resource Activities for April 28, 2011. *Motion by Ann Bremer, seconded by Carter Peterson, to approve the Consent Agenda as presented. All in favor. Motion carried unanimously*.

5. SHARE THE SUCCESS & RECOGNITIONS - None

6. SUPERINTENDENT'S REPORT

Superintendent Lewandowski and the Board recognize Wauneen Denson-Mgeni for her superb work as the Administrative Professional to the Board.

Sandy presented to the Board a letter written to Senator Al Franken as an invitation to coordinate his interests in STEM education with our Region 11 Math and Science Teacher Academy training structures.

Chad Maxa, Director of Information and Technology briefly summarized a memo, "What Board Members Need to Know About Technology," citing how technology planning in the district is always in service to and closely aligned with instruction.

Sandy gave a brief overview on the April 29 meeting of the Superintendents and the Hennepin County Commissioners. Two major topics on the agenda were: 1) the RFP for regional transportation, and 2) the countywide dropout initiative.

Sandy presented to the Board a video about the dropout initiative that will be shown at the meeting and used by school districts to communicate the joint effort.

Sandy briefly updated the Board on the planning numbers that are up by 10% in special education for next year. The district also anticipates increased enrollment due to requests from our member districts to provide educational services to Care and Treatment and Day Treatment programs located within their district boundaries. Sandy presented to the Board a memo from Laura Keller-Gautsch, Executive Director of Special Education, summarizing the treatment program requests.

7. INSTRUCTIONAL REPORT - None

8. ADMINISTRATIVE SERVICE REPORTS

Financial Report

Mrs. Janet Johnson, Director of Finance Services, presented the monthly financial report for March 2011. *Motion by Nancy Rowley, seconded by Michèle Kunz, to approve the monthly financial report as presented. All in favor. Motion carried unanimously.*

Janet introduced Mr. John Will, Vice-President of Springsted Incorporated. Mr. Will negotiated the sale of Certificates of Participation debt as a component of financing the North Education Center. Janet recommended approval of a resolution for Sale of Certificates of Participations for North Education Center. *Resolution motion was made by Ann Bremer, to waive the reading of the resolution and approve it as written, seconded by Carter Peterson, to approve the resolution for Sale of Certificates of Participations for North Education Center as presented. Those voting in favor were: Bomben, Bremer, Bush, Draayer, Henke, Johnson, Kunz, Peterson, Robb, Ronbeck, Rowley, Rykken and Thielsen. There were no votes against, no abstentions. Motion carried.*

Facilities Report

Board Facilities Chair Robb, reported on North Education Center (NEC) building progress. Tom Shultz, Director of Facilities, presented and recommended approval of the Soil Correction Change Order for NEC. *A motion was made by Ann Bremer, seconded by Peyton Robb, to approve the Soil Correction Change Order for NEC as presented. All in favor. Motion carried unanimously.*

Human Resources Report

Mrs. Anne Becker, Director of Human Resources, provided to the Board two informational memos. The first memo outlined the progress on two studies: a job classification study for School Service Employees International Union (SEIU) Local 284 bargaining unit and a study of roles within the Human Resources department. The second memo explained the sessions that have been attended by Local 2209 and administrative members of the negotiations team to explore the potential shift to negotiate through a method known as interest-based collective bargaining.

At the recommendation of Board Chair Bremer, *a motion was made by Ann Bremer, seconded by Carter Peterson, to close the meeting to consider allegations against one or more of its employees, and, a discussion with its attorneys, as required in Minnesota Statute §13D.05. All in favor. Motion carried.* The meeting was closed to the public at 7:26PM. *A motion was made by Ann Bremer, seconded by Carol Bomben, to reopen the general meeting. All in favor. Motion carried unanimously.* The general meeting reopened at 8:55PM.

At the recommendation of Board Chair Bremer, *a motion was made by Ann Bremer, seconded by Linda Johnson, to rescind the termination of a district employee (Edward LeTendre). One no vote. Motion carried.*

9. BOARD BUSINESS
Policy Review & Revision - None

Chair Report
Chair Bremer briefly discussed the upcoming Superintendent Evaluation process. Superintendent Lewandowski requested that we change the date of when the Superintendents Indicators of Success is due.

Board member Johnson requested a change to the Superintendent Evaluation Procedure, change, "By May 1 of each year, the Superintendent shall provide the Board with a written summary in response to each question on the evaluation survey" to "By the first meeting of the Board in May, the Superintendent shall provide the Board with a written summary in response to each question on the evaluation survey.".

The Board briefly discussed Public Employees Insurance Plan.

AMSD Report - None

Once Around the Table

10. ADJOURNMENT
Motion was heard and seconded to adjourn the meeting. Meeting adjourned at 9:46 PM.

The next general meeting will be held on May 12, 2011, at 6:30 PM in the DSC Board Room.

Submitted by
Wauneen Mgeni
Secretary to the Board

Signed: Chair ______________________________ Clerk ______________________________

Date ______________________________ Date ______________________________

Intermediate District 287

Responsive. Innovative. Solutions

INTER-OFFICE MEMORANDUM

DATE: May 12, 2011

TO: Sandra Lewandowski, Superintendent

FROM: Janet A. Johnson, Director of Finance

RE: Recommendation for Board Acceptance of an Annual Plan Agreement (APA) with the Minnesota Department of Education

Intermediate District 287 has been awarded $4,600.00 from the Minnesota Department of Education in the form of an Annual Plan Agreement (APA). The intent of this agreement is to create tools (handouts, PowerPoint presentations, strategy lists, data-based implementation results), and through these tools share and disseminate information as well as train professionals from both inside and outside the district on the implementation of our Pathways To Employment Grant. The focus will be on how others can replicate our strategies to build capacity to improve employment outcomes for children and youth with disabilities. This agreement will run from February 1, 2011 to June 30, 2011.

Responsive Innovative Solutions	Intermediate District 287	CONVENER: **Sandra Lewandowski** FACILITATOR: Sandy Lewandowski & Kristine Martin
	GROUP: Hennepin County / Superintendents Advisory	DATE: April 29, 2011 TIME: 8:30 AM – 11:30 AM

THE PURPOSES OF THE GROUP WILL INCLUDE:

1. Clearinghouse for innovative ideas
2. Progress monitoring of the Strategic Plan (Collectively identify indicators Superintendents can use to assess progress)
3. Superintendents' support system
4. Regional leverage /political action
5. Regional efficiencies
   (A long term goal is to use time wisely in meetings, examining how to collapse potentially with other organizations)

PROTOCOLS

We will each:
1. Be honest in our speaking - reveal our concerns
2. Be open-minded in our listening
3. Remain focused on the outcomes
4. Speak for ourselves
5. Take care of self and others
6. Reveal your interests and work toward the common good.
7. Decisions shared publicly.

	Agenda Topic	Outcomes	
8:30 AM - 9:45 AM	✧ Regional Transportation	✧ Meet key transportation planners. ✧ Understand two year history of regional transportation discussion. ✧ Identify new learning since the beginning of the regional conversation. ✧ Understand RFP & its outcome. ✧ Review current status of individual district work to calculate each district's savings, neutrality or added cost to participate in a regional transportation system. ✧ Understand potential regional savings. ✧ Identify dilemmas/opportunities in this situation. ✧ Speculate on assumptions needed for regional movement on a Hennepin County wide transportation system. ✧ Determine how a final decision will be made.	Sandy Lewandowski opened the meeting and introduced Michelle Axell, the coordinator of the regional transportation study for students who attend 287 programs. The study has been conducted in phases that are outlined on accompanying written updates. Early indications that at least an annual collective savings of $1.8 million could be realized. Derrick Agate, Transportation Director for Hopkins Schools, acknowledged this work is in the messy phase, like construction, but it is exciting to be constructing something that has not been created in Minnesota. Michelle summarized work to date in the Request for Proposals process. One operations vendor and two bus companies have been identified as meeting criteria. Theresa Globa, Transportation Director for Osseo Area Schools, noted elements considered in the RFP. Now individual districts are being asked to complete the RFP Cost Comparison Template what will calculate hours and costs spent on the operational services for students traveling out of district as well as calculate the cost differential percentage between the RFP bus contractor rates and current direct rates. Michelle is requesting that participating districts provide their information to her by May 4th for compilation of a regional total. Michelle also is requesting that participating district leadership discuss impact for their operations, should a regional model be enacted. The group also discussed how other populations, such as homeless students, or other schools, such as the West

			Metro Education Program schools, could be added to the system for even greater efficiencies. At Sandy's request, participants identified opportunities and dilemmas posed by this system: • Concern about the impact on the children and families: this is unknown; however, student needs have been at the forefront of the criteria for the system. • The interplay of cost savings versus student learning times should be discussed. Those working on the project assured the group that preserving learning time was a criterion. • We should project 3 to 5 years out that might realize greater flexibility of learning time. To be more flexible, maybe 2 or 3 districts could work together. • Would not want the system to tie a district's hands in either their ability to contract or change their school day or calendar. • Having more funds available would create flexibility at the district level to reinvest in other strategic priorities. • Question as to how do individual district decisions to be a part of or opt out impact the cost savings? Can we incent one another to be a part of this if necessary? Sandy will send out the potential regional savings calculated through the compiled data and at that time survey individuals as to the direction their district might take. If there is sufficient interest there would be another discussion by the superintendents and the following year would be taken to implement the plan. Sandy also made an offer to convene any discussions in online learning with the group as this becomes an increasingly important topic. The group also reviewed the dates for next year and confirmed **October 14** for the first meeting of the year.
9:45 AM - 10:00 AM	✧ Break for Introduction of Hennepin County Commissioners & Hennepin County Attorney Mike Freeman	✧ Superintendents will be joined by Hennepin County Commissioners, County Administration and Hennepin County Attorney Mike Freeman	Mike Freeman welcomed the assembled group and thanked Superintendents for their hospitality and the cooperation of their staff in assuring students are in school.
10:00 AM – 10:15 AM	✧ County Attorney Mike Freeman	✧ Hennepin County Attorney Mike Freeman will provide an update on the Be@School truancy program.	Mike Freeman cited the many successes of the "Be@School" effort and the growing body of evidence showing its effectiveness.

10:15 AM – **11:30 AM**	✧ Regional Dropout Prevention Initiatives	✧ View "All our kids are all our kids" video in order to understand the voices of students and regional professionals. ✧ Understand status of the work since January and consider next steps in work plan. ✧ Speculate on what is possible if the proposed next steps are put in motion and "who would care about it." ✧ Identify challenges that might come our way and how we as leaders might meet those challenges. ✧ If success were guaranteed, what bold steps might we take as leaders? ✧ Identify ways Superintendents might support County leadership and ways County leadership might support Superintendents. ✧ Identify elements of the work plan that need change in order to gain group support. ✧ Indicate support for work plan elements.	Mike Opat commented on behalf of Hennepin County that their presence underscores their commitment to the collective goal to increase the graduation rate. Sandy previewed the discussion for the day, beginning with a video that summarizes efforts to date and keeps the needs of students front and center. A copy of this video was given to meeting participants for use with their stakeholders. Participants reviewed a written summary of work to date. The summary provided the outline for presentations that included: • **Kristine Martin giving an update on the data sharing and shared social worker pilots.** Mid-year findings about the data sharing pilot include: (1) data is one way, (2) County workers have varying needs for education data, (3)County cases didn't match participating school districts, (4) there is lack of internal policy regarding access, (5) parental approval adds critical time access, and (6) the TIES system is easy to use. Kristine shared that 44% of the children in Hennepin County attend school districts where they are members of TIES. Many students under case management are not in districts that are members of TIES. Recommendations include: (1) explore a more rigorous design of a data sharing system, (3) develop two-way data sharing agreement, (3) explore potential partnership with ITES as data integration architect and service provider, (4) develop modified access point for data, dependent on the user, or (5) consider an alternative data systems developer to work with schools and the County. The shared social worker pilot has now moved beyond the planning phase with the hiring of the four positions nearly complete and an advisory team having been identified. An identified need is to give flexibility to school social worker contracts be able to work in the summer. Also all social workers should eventually be trained in coordinating efforts. The group clearly expressed an interest in sustaining and in bringing to scale. • **Sandy summarizing outcomes of the ALC Plus pilot.** An additional handout included a list of the unique student supports in this service and snapshots of student information. There have been 110 referrals, with over half of the students referred to their own district's programming. Furthermore the average attendance for students enrolled in ALC Plus is 72.2%. ALC Plus builds on the programming of ALC with county supports for

			students who are using county services. • **Ben Silberglitt from TIES explaining how TIES might construct a predictive analysis for students needing interventions.** A prevention model could use leading indicators such as attendance, behavior, demographics, and achievement. Local variables can be identified. In Minneapolis, a study already has been conducted where 72% of dropouts could have been identified by local variables. We could do a confirmatory analysis of which variables that have already been shown in the research do apply locally. The system to do this could be overlaid on any student information system. The group expressed interest in remembering that having this data is just one part of addressing the problem. Changing behaviors every day at the classroom level is where we really need to be. Les Fujitake offered that the group should consider the use of an Early Childhood component of the Personalized Learning Profile and Plan (PLP). Several Superintendents indicated interest in this tool. A request was made of districts to participate and respond to the data. Sandy drew the group's attention to a document "Five Shifts for Bold School Leadership" and a detailed workplan that includes requests of superintendents as well as offers to superintendents. The workplan is organized in four areas: prevention, data, building on ALC Plus, and communicating the vision. Sandy requested direction from the superintendents and the commissioners, particularly regarding the content and pace of the proposed plan. Comments included: • Support for central intake • Concern about competing priorities • General support for the initiative • Concern about having a critical mass • Clarity around communication of essential people in individual school districts is needed • Wondering if the data should be mined further to show differences among the districts • Support of the "shifts for leadership" • Support for the idea of identifying at-risk pre-school students • We need to make the schools more welcoming for parents • We need benchmarks and timetables to challenge us to get the work done • The data will give us patterns that will drive programmatic responses across the county

			• Challenge to create a plan with so many pieces and entities, but this is what is necessary. Sandy offered to schedule a June meeting for Superintendents to dig into the workplan with Superintendents. She will take the discussion as affirmation that join work should continue.

In attendance:
Les Fujitake, Bloomington Superintendent; Superintendent; Tina Houck, Eden Prairie, Ric Dressen, Edina Superintendent; John Schultz, Hopkins Superintendent; Dennis Peterson, Minnetonka Superintendent; Karen Orcutt, Orono Superintendent; Kate Maguire, Osseo Superintendent; Aldo Sicoli, Robbinsdale Superintendent; Deb Bowers, St. Louis Park Superintendent; Chace Anderson, Wayzata Superintendent; Kevin Borg, Westonka Superintendent; Bernadeia Johnson, Minneapolis Superintendent, Rod Thompson, St. Anthony Superintendent Sandy Lewandowski, Intermediate District 287 Superintendent; Mike Opat, Hennepin County Commissioner Board Chair; Jeff Johnson, Hennepin County Commissioner; Gail Dorfman, Hennepin County Commissioner; Mark Stenglein, Hennepin County Commissioner; Jan Callison, Hennepin County Commissioner; Peter McLaughlin, Hennepin County Commissioner; Mike Freeman, Hennepin County Attorney, Richard Johnson, Hennepin County Administrator, Daniel Engstrom, Hennepin County Administrator; Kristine Martin, Hennepin County Research and Planning Director; Jane Holmberg, Intermediate District 287 Executive Director of Teaching and Learning; Char Myklebust, Intermediate District 287 Executive Director of Mental Health & Partnerships Michelle Axell, Intermediate District 287 Administrator, Mike Smart, Intermediate District 287 Administrator, Betty Schweizer, Chief Executive Officer of TIES, Cammy Lehr, MDE, Ben Silberglitt, TIES Administrator, Ann Marie DeGroot, Executive Director of Minneapolis Youth Coordinating Board, Cheri Reese, Brun Winter Reese, Inc.

Agenda Item: 6

INTERMEDIATE DISTRICT 287
PLYMOUTH, MINNESOTA
BOARD OF EDUCATION

Regular Meeting – May 12, 2011

AGENDA SECTION: **SUPERINTENDENT'S REPORT**

ITEM: **Proposed 2011-2012 District 287 Organizational Chart**

PRESENTED BY: **Superintendent Lewandowski**

1. **Background Information**

   Approval of Proposed 2011-2012 District 287 Organizational Chart

2. **Fiscal Impact/Funding Source**:

3. **RECOMMENDED ACTION:** **The Board approve the proposed motion regarding Intermediate District 287 2011-2012 Organizational Chart.**

Motion by: ______________________ Yes ____ Passed ____

Second by: ______________________ Yes ____ Failed ____

Abstentions: ______________________

The mission of Intermediate District 287 is to be the premier provider of innovative specialized services to ensure that each member district can meet the unique learning needs of its students.

Intermediate District 287

Responsive. Innovative. Solutions

INTER-OFFICE MEMORANDUM

DATE: May 10, 2011

TO: Intermediate District 287 School Board

FROM: Sandra Lewandowski, Superintendent

RE: 2011-2012 Organizational Chart

I am presenting the School Board a proposed organizational plan for the 2011-12 school year. This organizational plan reflects elements of the preliminary budget approved by the Board on March 24 as well as operational realities of the district. As a result, I call your attention to the following:

1. The purchasing manager position has been changed to an unaffiliated position following the retirement of a long-term employee. As a result, this position will no longer be reflected on the chart. As a result of a new partnership, the position will be filled and the cost shared with Intermediate District 916.

2. The assistant director of special education will be increased to 1.0 FTE following the return of our current assistant director of special education from the Brooklyn Center School District. The position will be responsible for new care and treatment requests from member districts.

3. The chart also reflects an increase of one principal position for the South Education Center Alternative program. Increased growth of that program to 165 students and the creation of the ALC Plus program requires the focus of a full time principal. This position also allows us the ability to model a robust instructional program for the regional dropout initiative.

4. Finally, while not shown on the organizational chart, some of our administrative intern positions are coming to an end. Positions will be newly posted as assistant principals and filled through the normal HR process. In addition, any newly hired administrative interns will be filled as replacements for program facilitator positions, which will enable more flexibility in the duties required by those positions.

I am asking for approval of this proposed organizational plan. Please feel free to call me should you have questions.

Intermediate District 287

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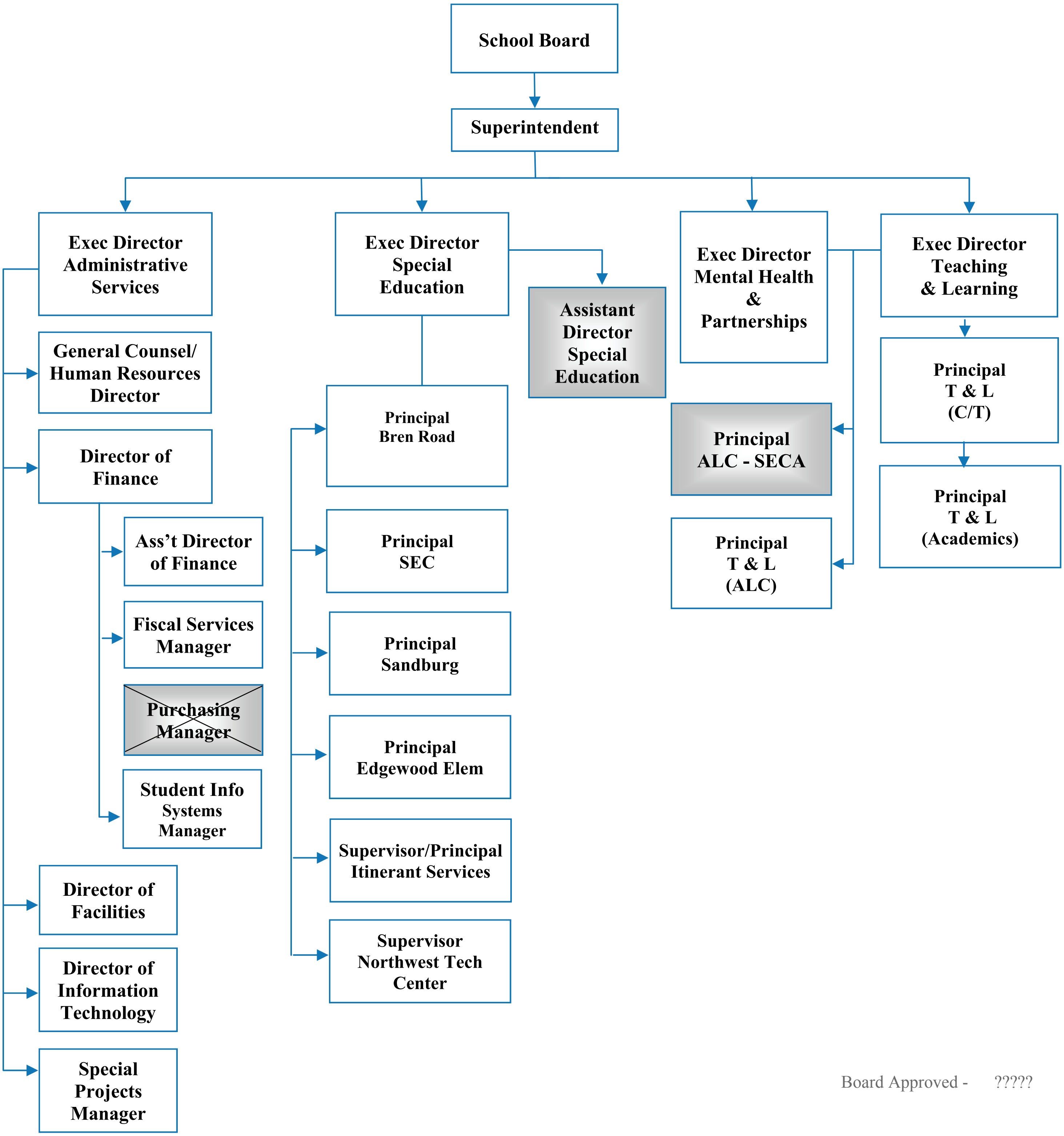
Organizational Chart
2011—2012



Board Approved - ?????

UNIFORM PROCEDURE

SUBJECT: Superintendent Evaluation
RELATES TO POLICY SERIES: Board Officers & Operations
BOARD APPROVED: February 24, 2011
REVISION DATE: February 10, 2011

BOO 1040 Superintendent Evaluation

I. PURPOSE

The Board is responsible for evaluating the performance of the Superintendent. The Superintendent Performance Evaluation process described below is intended to develop and continue a positive, cooperative and productive working relationship between the Board and the Superintendent.

II. EVALUATION PROCESS

The Intermediate District 287 Board shall conduct an annual evaluation of the Superintendent's job performance. The Superintendent's job performance will be measured systematically and rigorously against the Board's expectations for:

A. Administrative/Managerial Leadership;
B. Development, implementation and outcomes of the Strategic Plan; and
C. Accomplishment of Superintendent Goals, as approved by the Board.

III. EVALUATION PLANNING MEETING

A. By September 1 of each year, the Superintendent and the Board Chair shall meet. During this meeting the Superintendent and Board Chair will:

1. Affirm the mutually agreed on evaluation process.

2. Schedule the evaluation meeting date(s).

IV. OPTION FOR MID-YEAR EVALUATION MEETING

A. The Board and the Superintendent may meet for the purposes of a mid-year evaluation.

B. If the mid-year Superintendent evaluation meeting is closed, the Board Chair or designee shall prepare a summary of the meeting and present it at the next regular meeting of the Board.

V. PREPARATION FOR FINAL EVALUATION MEETING

A. By ~~May 1 of each year~~ the first meeting of the Board in May, the Superintendent shall provide the Board with a written summary in response to each question on the evaluation survey.

B. All Board members shall fill out the evaluation instrument individually.

C. The Board Chair, or designee, shall compile the individual assessments into a composite appraisal. Each Board member and the Superintendent shall receive a copy of the composite appraisal.

VI. FINAL EVALUATION MEETING

A. By June 30 of each year, the Superintendent and the Board shall hold a final evaluation meeting to evaluate the Superintendent's performance based on the composite appraisal and the Superintendent's written summary.

B. Prior to meeting with the Superintendent, the Board shall meet to discuss the composite appraisal, clarify individual Board Member's evaluations and come to a general consensus on the Superintendent's performance.

C. The Board shall subsequently meet with the Superintendent to discuss the Superintendent's performance.

D. If the final Superintendent evaluation meeting is closed, the Board Chair or designee shall prepare a summary of the meeting and present it at the next regular meeting of the Board.

E. If revisions to the Superintendent Evaluation Process have been called for, a committee will be formed to review/revise the evaluation process.

Minnesota Statute 13D.05,Subd. 3(a)

A public body may close a meeting to evaluate the performance of an individual who is subject to its authority. The public body shall identify the individual to be evaluated prior to closing a meeting. At its next open meeting, the public body small summarize its conclusions regarding the evaluation. A meeting must be open at the request of the individual who is the subject of the meeting.

Minnesota Department of Administration Advisory Opinion 02-021

How a public body approaches the evaluation will determine exactly which data it should summarize. The public body should carefully review the specific points it established in reaching a conclusion about the performance evaluation. Clearly, the language of the Open Meeting Law indicates that the governing body ought to summarize each salient point of the evaluation so that the public is given the opportunity to get the best possible sense of the performance - good, bad or indifferent - of the public employee.

Superintendent Performance Evaluation
2010-2011

PART 1: ADMINISTRATIVE/MANAGERIAL PERFORMANCE

Performance Ratings	Description
Outstanding Performance	Superintendent performance is clearly outstanding and consistently exceeds the requirements and the expectations of job. Based on job responsibilities, the superintendent makes extraordinary contributions to the district's mission.
Excellent Performance	Superintendent demonstrates performance beyond expectations for the job. Performance is well above the competent level.
Successful Performance	Superintendent performance meets the criteria and standards of the job. Performance is steady, reliable and goal oriented.
Needs Improvement Performance	Superintendent meets some, but not all expectations. Performance is marked with inconsistency demonstrated through periods of poor job performance. Performance requires improvement or further development.
Unsatisfactory Performance	Superintendent performance is unacceptable and does not meet standards. Major improvement is needed.
Insufficient Information	There is insufficient data to make a determination on this question.

ADMINISTRATIVE/MANAGERIAL PERFORMANCE ***NOTE:*** *Each question will have a comments area for:* *1) Commendations* *2) Opportunities for Action*	Outstanding Performance	Excellent Performance	Successful Performance	Needs Improvement	Unacceptable Performance	Insufficient Information	**Superintendent Indicators of Success**	**Board Member Comments** Commendations: Opportunities for Action:
A. Leadership								
1. Provide overall leadership and serve as a catalyst for district-level planning, implementation, coordination and evaluation in order to position the District for ongoing success							Goals for all administrators centered on four major areas: instructional excellence, high staff performance, advancement of technology, and promotion of the science of innovation. Evidence of progress has emerged in all of these areas. I have cited one example from each area: **1) Instruction:** MDE recently noted to our leadership staff that we are leading the state in the advancement of literacy for children with developmental cognitive disabilities. They intend to tour programs to learn more about our approaches. **2) Staff Performance:** A practice of the Superintendent approving tenure for licensed staff was instituted. A process was developed where building principals have responsibility for recommending and defending why a licensed staff member should be tenured. I	Commendations: Opportunities for Action:

ADMINSTRATIVE/MANAGERIAL PERFORMANCE ***NOTE:*** *Each question will have a comments area for:* *1) Commendations* *2) Opportunities for Action*	Outstanding Performance	Excellent Performance	Successful Performance	Needs Improvement	Unacceptable Performance	Insufficient Information	**Superintendent Indicators of Success**	**Board Member Comments** Commendations: Opportunities for Action:
							participated in the group process and retained the final decision on whether to tenure. The process significantly increased the level of scrutiny given to those granted tenure and gave rise to the following guide "if there is a question about performance, there is no question that the individual should not be tenured." **3) advancement of technology:** 287 became one of the first school districts in the state to develop and sell an I-Tunes product. Our Click n' Talk app is approaching 200 units sold in the Apple Store. Purchases have been made from the US, Australia, North and South America, and the United Kingdom. **4) Innovation:** 287's work in innovation was presented at this year's MSBA conference. In addition, the science and framework of innovation guided the recent Dropout Innovation Incubator. A presentation and white paper will be presented to the Board on May 12th.	
2. Ensure the district provides a safe, productive learning environment and promotes quality learning in order to foster high performance for all learners							The impact of our long-term facility plan is the most significant indicator contributing to the performance of our learners. The decision to construct the North Education Center with the third floor addition will result in all center based student programs being in quality learning environments by the start of the 2012-13 school year. The facility decisions were well studied and kept student learning in the forefront. The importance of student/staff health and safety planning was also realized in a recent successful evacuation of Sandburg Education Center. To provide further training with our staff, a major full-scale crisis simulation is being planned for next August at Edgewood Education Center. The simulation will coordinate with area police departments, paramedics and surrounding neighborhoods to effectively practice and improve our site crisis plan.	

ADMINSTRATIVE/MANAGERIAL PERFORMANCE ***NOTE:*** *Each question will have a comments area for:* *1) Commendations* *2) Opportunities for Action*		Outstanding Performance	Excellent Performance	Successful Performance	Needs Improvement	Unacceptable Performance	Insufficient Information	**Superintendent Indicators of Success**	**Board Member Comments** Commendations: Opportunities for Action:
								Finally, improved student/staff technology has been provided to all sites and will include the installation of smart boards in approximately two thirds of our classrooms by the beginning of the 2011-2012 school year. Staff training in areas of social emotional learning, literacy and instructional technology are available on a regular basis for ongoing development of staff skills.	Commendations: Opportunities for Action:
	3. Initiate, foster and strengthen partnerships with member districts, community, legislators and government entities to respond to the needs of member districts and students/families							This year has resulted in several regional discussions. 287 has been successful in convening 17 school districts and Hennepin County around the two major topics of transportation and a dropout prevention initiative. Participation by our member districts has been extremely strong and the results have been supported by the Commissioner of Education. Multiple entities have participated including MDE, TIES, WMEP and the Northwest Integration District. We hope to expand the dropout initiative to regional philanthropy and advocacy groups in the fall. In addition, we have forged two business partnerships as a result of our "Adopt A School" effort. One is with Mentor Mate, an app development company. This partnership has resulted in a software developer mentoring one of our autism students with the goal of a student-developed app. The second is with Tyco/ADC, a major telecommunications corporation. They have agreed to consult with our organization on future telecommunication purchases and to mentor students in our C-Train cabling class at SEC.	Commendations: Opportunities for Action:

ADMINSTRATIVE/MANAGERIAL PERFORMANCE ***NOTE:*** *Each question will have a comments area for:* *1) Commendations* *2) Opportunities for Action*	Outstanding Performance	Excellent Performance	Successful Performance	Needs Improvement	Unacceptable Performance	Insufficient Information	**Superintendent Indicators of Success**	**Board Member Comments** Commendations: Opportunities for Action:
4. Develop a District culture that encourages innovation, collaboration, stakeholder involvement, respect, integrity and dependability							Despite a difficult negotiation period during the 2010-2011 school year, the 287 culture remains strong. Evidence of such a culture includes the following: 1) We have developed an innovation forum on our web site. This encourages all employees to constructively participate in the solving of problems and the creation of new solutions. A link is provided: Innovation Forum 2) A dependability procedure is rigorously upheld by administrators and holds employees accountable for their attendance and on time arrival at work. 3) Administration has worked for several months to build relationships with Local 2209 via a series of meetings to understand health insurance and an agreement to pursue interest based negotiations in the next contract period. Information regarding Negotiations Process	Commendations: Opportunities for Action:
B. Financial Management								
5. Oversee all financial operations of the District, prioritize the needs of the students, provide cost effective programs and services, and recommend budgets to the School Board. Ensure the proper management of all fiscal resources of the District within the approved budget							The FY 10 audit applauded the district for its effective financial operations. A link to the audit is provided: Audit Financial Report FY10 District 287 continues to secure significant revenue via Medial Assistance (MA). This year we are on course to secure approximately 1.3 million dollars, which will provide revenue to assist in funding our strategic priorities for student instruction and soften tuition rates for member districts. We are in the top five school districts in the state in successfully capturing this revenue source.	Commendations: Opportunities for Action:
C. Operational Management								
6. Oversee all support activities of the District including labor relations and human resources; student information systems; facility management, including buildings							The back office functions are critically important to the success of the school district. While the school board rarely hears about all their work, our district 287 administrative services department maintains quality work to support the major strategic and operational goals of the district.	Commendations:

ADMINSTRATIVE/MANAGERIAL PERFORMANCE ***NOTE:*** *Each question will have a comments area for:* *1) Commendations* *2) Opportunities for Action*	Outstanding Performance	Excellent Performance	Successful Performance	Needs Improvement	Unacceptable Performance	Insufficient Information	**Superintendent Indicators of Success**	**Board Member Comments** Commendations: Opportunities for Action:
and grounds; emergency preparedness; risk management; health and safety; construction; food service programs; legal services; pupil transportation service; technology purchasing; tuition billing and payroll systems							The following board updates are provided as examples of their quality contributions: 1) What the Board Needs to Know About Facilities 2) What the Board Needs to Know About Technology In addition, we have undertaken a review of HR staff job duties to determine if we should change job functions and/or work flow processes to maximize efficiencies. Specifically, we want to examine the job roles and work flow of employee benefits and payroll and clarify & improve these HR-Finance processes. Therefore, Endurant, an business consulting firm with extensive experience, was retained in April 2011. Endurant will assess the overall effectiveness of the HR functions in the District as well as those Finance processes, which, in coordination with HR, support the practice and delivery of benefit & payroll services. After staff and employee surveys and a study of our current practices, we expect a set of recommendations from Endurant to streamline HR practices and the HR-Finance work flow related to employee benefits & payroll. We will review these recommendations, set priorities for change and incorporate the recommendations into department goals for the coming year(s). Finally, we are forging a major challenge to the state's tuition billing system. Following our appeal, we will be establishing an effort to determine whether uniform tuition rules have been improperly promulgated resulting in inadequate revenue flowing to our Intermediate.	Opportunities for Action:

ADMINSTRATIVE/MANAGERIAL PERFORMANCE ***NOTE:*** *Each question will have a comments area for:* *1) Commendations* *2) Opportunities for Action*	Outstanding Performance	Excellent Performance	Successful Performance	Needs Improvement	Unacceptable Performance	Insufficient Information	**Superintendent Indicators of Success**	**Board Member Comments** Commendations: Opportunities for Action:
7. Implement Board Policy and recommend the need for new or revised policies							There have been several policies moved forward by the school board this year. These include: 1) Health and Medical Goals; 2) Drug-Free Workplace/Drug-Free School; 3) Tobacco-Free Schools; 4)Policy Development, Adoption, Implementation and Review. In addition, the Superintendent Evaluation Procedure was developed and approved in February. We are slated to review additional policies this summer.	Commendations: Opportunities for Action:
D. Board Relations								
8. Inform and advise the Board about the educational needs of the students, instructional best practices, and important issues of the District							District 287 has over 120 different programs and services for students. Board members regularly receive information about the scope of our efforts. Over the past year, several of these have been explained in What the Board Needs to Know documents. The following are offered as examples: ➢ What the Board Needs to know about School Start Up ➢ What the Board Needs to know about ALC's ➢ What the Board Needs to know about Online Learning ➢ What the Board Needs to know about Care and Treatment programs ➢ What the Board Needs to know about Transition programs. In addition, three "Get on the Bus" events were provided to Board members as a vehicle for increased understanding of best practices and contemporary issues. Spotlight videos were provided as a way to communicate locally and featured various student programs and services.	Commendations: Opportunities for Action:
9. The superintendent works with the board in a climate of professionalism and mutual respect. He/she is accessible to and communicates effectively with all board members							Our School Board has made significant decisions as a result of their informed study of major district issues. I have provided thorough answers and data as background prior to decision-making. The decisions leading up to final approval of the North Education Center were comprehensive in response to board member questions. Board Members feel comfortable calling with questions or	Commendations: Opportunities for Action:

ADMINSTRATIVE/MANAGERIAL PERFORMANCE ***NOTE:*** *Each question will have a comments area for:* *1) Commendations* *2) Opportunities for Action*		Outstanding Performance	Excellent Performance	Successful Performance	Needs Improvement	Unacceptable Performance	Insufficient Information	**Superintendent Indicators of Success**	**Board Member Comments** Commendations: Opportunities for Action:
								input and all calls are returned within the same day. Board Briefs have proved to be an effective tool for Board members to communicate with their local district. Finally, Get on the Bus events are well received as a way for Board members to learn about our programs.	
E. Employee Relations									
	10. Provide leadership in the recruitment, retention and recognition of high performing District employees. Negotiate and administrate labor agreements in a fair, professional and fiscally responsible manner							Performance is one of the four major goals for my administration this year. As a result, recruitment of candidates has been accelerated with an emphasis on recruiting high quality administrative applicants. Additional scrutiny to the tenure process has assisted the district in retaining the highest performing licensed staff. In addition, a similar process has been initiated for decisions about educational assistants who are about to become permanent. This intentionality will result in increased quality of non-licensed employees. Several terminations this year are the result of improved legal scrutiny of staff performance. This summer our administrative team will be reviewing standards around the interview process for licensed and non-licensed staff. Finally, progress in the recruitment of a diverse staff was summarized in a May 12th report to the School Board. As mentioned in a previous goal, several meetings have occurred with Local 2209 to build relations and jointly study issues in preparation for the next round of contract negotiations. Relationships with 2209 and 284 have improved with the respectful and knowledgeable leadership by our Human Resource department.	Commendations: Opportunities for Action:

ADMINSTRATIVE/MANAGERIAL PERFORMANCE ***NOTE:*** *Each question will have a comments area for:* *1) Commendations* *2) Opportunities for Action*	Outstanding Performance	Excellent Performance	Successful Performance	Needs Improvement	Unacceptable Performance	Insufficient Information	**Superintendent Indicators of Success**	**Board Member Comments** Commendations: Opportunities for Action:
F. Stakeholder Relations								
11. Communicate effectively with member districts, parents, students and community members. Serve as chief spokesperson for the District							The Superintendent Communications Award from MNSPA has challenged me to maintain and improve our use of communications as a strategic tool. It is an area I enjoy and have continued the use of the successful tools such as Board Briefs, Get on the Bus, and Spotlight videos. At my initiation and direction, two videos have been produced to advance the regional dropout initiative. The first video, a documentary about students at risk of dropping out of school will be featured at a MDE statewide summer conference on dropout prevention. The most recent video previewed by the school board and entitled "All our kids are all our kids," has been provided to superintendents as a tool for local information sharing. Our media strategy to engage businesses by featuring a "Open to Adoption" theme was successful and resulted in two businesses adopting 287 in a meaningful way. Finally, plans for 2011-12 are underway to use a "Superintendent Tweet" to employees as a method to stay in contact with staff on key happenings within the district.	Commendations: Opportunities for Action:
12. Responsive to member districts, parents, students and community members in a timely, respectful manner							I would direct board members to the previous indicator of success in regard to communications (# 11). It is my belief that excellent professional communications is the foundation for a successful assessment of our responsiveness. However, in addition to those professional communication tools, I have proud of my ability to build personal relationships with member districts, parents, student and community members. The combination of these	Commendations: Opportunities for Action:

ADMINSTRATIVE/MANAGERIAL PERFORMANCE ***NOTE:*** *Each question will have a comments area for:* *1) Commendations* *2) Opportunities for Action*		Outstanding Performance	Excellent Performance	Successful Performance	Needs Improvement	Unacceptable Performance	Insufficient Information	**Superintendent Indicators of Success**	**Board Member Comments** Commendations: Opportunities for Action:
								personal relationships and high quality communication tools has resulted in successful relationship with our wide community.	

PART 2: ACHIEVEMENT of 2010 STRATEGIC PLAN "RESULTS"

Performance Ratings	Description
Fully achieved	The Result has been fully achieved.
Progress is being made	Progress is being made toward the achievement of this Result.
Reasonable progress NOT made	Reasonable progress is NOT being made toward the achievement of this Result.
Insufficient Information	There is insufficient information to make a determination.

NOTE: *Each question will have a comments area for 1) Commendations 2) Opportunities for Action.*

Overall Strategic Objectives by 2013, each member district will... 1) Declare satisfaction with the value and effectiveness of specialized services delivered to it by Intermediate District 287. . 2) Declare that Intermediate District 287 services are vital to ensure that the member district can meet the unique learning needs of its students	Result fully achieved	Progress is being made	Reasonable progress is NOT being made	Insufficient Date	**Superintendent Indicators of Success**	**Board Member Comments** Commendations: Opportunities for Action:
Strategy 1 We will design and implement communication systems to include accurate and trusted data that guide individual and collective decision-making and clarify perceptions.						

Overall Strategic Objectives by 2013, each member district will... 1) Declare satisfaction with the value and effectiveness of specialized services delivered to it by Intermediate District 287. . 2) Declare that Intermediate District 287 services are vital to ensure that the member district can meet the unique learning needs of its students		Result fully achieved	Progress is being made	Reasonable progress is NOT being made	Insufficient Date	**Superintendent Indicators of Success**	**Board Member Comments** Commendations: Opportunities for Action:
	2010 RESULT 1.2 Optimal web based and/or other tools have been selected and launched that visually present real time customized data for each district in order for them to make decisions					**Superintendent Indicators of Success** The strategic plan held a successful reunion with the Core Team in January of 2011. The event reviewed the progress to date and that progress is summarized in the Year 2 Strategic Plan Progress Report: [Strategic Plan Year 2]. The strategic plan runs from January to January and the results are recorded for that time frame. I submit this progress report as a comprehensive indicator of success in the strategic plan goals.	**Board Member Comments** Commendations: Opportunities for Action:
Strategy 2 We will develop streamlined and transparent communication and decision-making systems to build trust and relationships to achieve our strategic objectives							
	2010 RESULT 2.4 A clear, concise system of decision making is established, understood, and used to meet the unique needs of individual districts					**Superintendent Indicators of Success** The strategic plan held a successful reunion with the Core Team in January of 2011. The event reviewed the progress to date and that progress is summarized in the Year 2 Strategic Plan Progress Report: [Strategic Plan Year 2]. The strategic plan runs from January to January and the results are recorded for that time frame. I submit this progress report as a comprehensive indicator of success in your assessment of all of the strategic plan goals.	**Board Member Comments** Commendations: Opportunities for Action:
Strategy 3 We will design and when necessary redesign a continuum of direct and indirect innovative services with the priority to ensure that each member district can meet the unique learning needs of its students.							

Overall Strategic Objectives by 2013, each member district will... 1) Declare satisfaction with the value and effectiveness of specialized services delivered to it by Intermediate District 287. . 2) Declare that Intermediate District 287 services are vital to ensure that the member district can meet the unique learning needs of its students		Result fully achieved	Progress is being made	Reasonable progress is NOT being made	Insufficient Date	**Superintendent Indicators of Success**	**Board Member Comments** Commendations: Opportunities for Action:
	2010 RESULT 3.3 District 287 uses quality indicators to evaluate, modify, and continually improve a spectrum of cost-effective direct and indirect services					The strategic plan held a successful reunion with the Core Team in January of 2011. The event reviewed the progress to date and that progress is summarized in the Year 2 Strategic Plan Progress Report: Strategic Plan Year 2. The strategic plan runs from January to January and the results are recorded for that time frame. I submit this progress report as a comprehensive indicator of success in your assessment of all of the strategic plan goals.	Commendations: Opportunities for Action:
Measurement of Strategic Objectives							
	2010 RESULT 1 All District 287 and key member district staff understand the mission and process for assessing the strategic objectives.					The strategic plan held a successful reunion with the Core Team in January of 2011. The event reviewed the progress to date and that progress is summarized in the Year 2 Strategic Plan Progress Report: Strategic Plan Year 2. The strategic plan runs from January to January and the results are recorded for that time frame. I submit this progress report as a comprehensive indicator of success in your assessment of all of the strategic plan goals.	Commendations: Opportunities for Action:
	2010 RESULT 2 Dynamic and flexible measurement tools essential for assessing the strategic objectives are being used by District 287 and each member district.					The strategic plan held a successful reunion with the Core Team in January of 2011. The event reviewed the progress to date and that progress is summarized in the Year 2 Strategic Plan Progress Report: Strategic Plan Year 2. The strategic plan runs from January to January and the results are recorded for that time frame. I submit this progress report as a comprehensive indicator of success in your assessment of all of the strategic plan goals.	Commendations: Opportunities for Action:

PART 3: ACHIEVEMENT of 2010 SUPERINTENDENT GOALS

Performance Ratings	Description

Fully achieved	The Goal has been fully achieved.
Progress is being made	Progress is being made toward the achievement of this Goal.
Reasonable progress NOT made	Reasonable progress is NOT being made toward the achievement of this Goal.
Insufficient Information	There is insufficient information to make a determination.

	Achievement of Superintendent Goals ***NOTE:*** *Each question will have a comments area for* *1) Commendations* *2) Opportunities for Action.*	Goal fully achieved	Progress is being made	Reasonable progress is NOT being made	Insufficient Date	**Superintendent Indicators of Success**	**Board Member Comments** Commendations: Opportunities for Action:
1.	Through discretionary revenue sources (MA Billing, Comp Ed, federal JOBS allocation or grants), operational budgets will maintain or increase resources to strategic priorities while minimizing the impact on tuition rates.					The 287 School Board approved the FY12 preliminary budget recommendation at the March 24th meeting. I have attached the memo to codify the intent to use intentional efficiencies to reduce the cost of our services. In addition, this recommendation identifies the intent to use medical assistance revenue to realize tuition savings to our member districts. The combined effort of these two strategies allows for FY12 investments in the important strategic areas of instructional technology, mobile learning, teacher mentoring, and literacy as well as, a prototype ALC model in 287. ***** Strategic Realignment Proposal for 2011-2012 (March 24th Board Meeting)	Commendations: Opportunities for Action:
2.	The School Board will be provided data 1) to demonstrate the value of major spending decisions; and, 2) to finalize the financing of the North Education Center (NEC) with confidence that lease levy amounts will be held within current levels (assuming a 5% inflation factor).					Increasingly school districts need to quantify the value of their decision-making in various cost centers. Evidence of this value has been generated most frequently in the administrative services division. I have attached links to two memos that quantify value in the facilities area. ***** Co-Sourcing ***** 287 Energy Costs for Leased Sites & South Education Center The NEC financing has been closely monitored by the school board and is best documented with the final lease levy chart. I have linked that chart below: * Cost Projections Graph	Commendations: Opportunities for Action:

3.	Using credible data and a collaborative/innovative process, member district Superintendents will be provided an opportunity to consider a regional initiative to increase school completion rates in Hennepin County.					Several months of building relationships and partnerships have resulted in an affirmation that all school districts in Hennepin County work together with County officials in improving the graduation rate of our region. The region is well positioned to approach advocacy and philanthropy groups to join with us in this critical work. A link to the work is Dropout Prevention.	Commendations: Opportunities for Action:
4.	Establish an integrated system whereby formative assessments facilitate instruction that results in improved student achievement.					Moving into our sixth year of implementing Professional Learning Communities (PLCs), we emphasized the role of formative assessments in student learning. In past years, we had progressed to using standardized summative assessments to report PLC goal progress but had done little to coordinate student assessment along the way to measure interim progress toward the collective goal. This year we implemented several enhancements to our PLC structure that placed in proper perspective the need for formative assessment while also offering support as PLCs began examining the data these assessments provide. The enhancements are further described in the following link: ➢ Formative Assessment Integrated Systems ➢ PLC Goal Assessment Relationship ➢ Reading / Literacy Protocols.	Commendations: Opportunities for Action:
5.	Guide the withdrawal of the Bloomington School District from 287 to a fair and well-communicated conclusion for all member districts, and, provide a model for future withdrawals or additions to the Intermediate.					The withdrawal of a school district as a member of the Intermediate allows 17 months to attend to the many elements around that withdrawal. Bloomington's withdrawal has required those many months to successfully design a process that our remaining member districts would assess as well-researched, fair and properly communicated. The process affirmed by the school board uses business directors to guide the journey. It has resulted in 1) consultation with several outside consultants knowledgeable about such withdrawals and 2) the development of parameters considered fair as a result of the research. The negotiations are ongoing between Bloomington and 287 and the results will assist in the development of future models for withdrawals and additions to our membership.	Commendations: Opportunities for Action:

Part 4: ADDITIONAL COMMENTS

Is there anything else you would like to add?

COMMENDATIONS:

OPPORTUNITES for ACTION:

Part 5 REVIEW of the SUPERINTENT EVALUATION SURVEY

WHAT WORKED WELL?

WHAT COULD BE IMPROVED?

School Board Planning Calendar 2011

<table>
<tr><th>1st Meeting of the Month</th><th>2nd Meeting of the Month</th></tr>
<tr><td colspan="2">~~JANUARY 13, 2011~~
Board meeting has been <u>CANCELED</u> due to MSBA Leadership Conference
JANUARY 27, 2011 (Start Time 6:30 PM)
Organizational Meeting
Oath of Office
Bloomington Withdrawal Update
Financial Report December
Legislative Initiatives
Election of Board Officers
FY10 Audit
NEC Facility Committee Report
Strategic Plan Review & Measurement Report - Steve will be here.</td></tr>
<tr><td>FEBRUARY 10, 2011
Superintendent Mid-Year Evaluation Procedure
NEC Vote
Transportation Presentation</td><td>FEBRUARY 24, 2011
Financial Report February
Staff Reduction ULA Resolution Changes for following Yr
FY11 Budget Revision & FY12 Budget Assumptions
Program Withdrawal Report
ALC Plus Update
Diversity Report</td></tr>
<tr><td>MARCH 10, 2011
Communication with Local Boards</td><td>MARCH 24, 2011
Financial Report February
NEC Facility Committee Report
Program Reduction Resolution
Reduction ULA for tenured staff
FY2012 Preliminary Budget Update
Proposed District 287 School Calendar 2011-2012
Spotlight DVD Presentation</td></tr>
<tr><td colspan="2">APRIL 28, 2011
(Only one Board meeting this month!)
NEC Facility Committee Report
Financial Report March
Superintendent & Board Evaluation Update
Long Range Facilities Planning Presentation</td></tr>
<tr><td>MAY 12, 2011
Diversity & Recruitment Report</td><td>MAY 26, 2011
Audit Open Items & Requirements changes
Clerical Layoffs
Financial Report April
PLC Data Report Highlights
Non- Tenured Non-Renewals & Probationary Non-Licensed
North Education Center (NEC) Facility Community Report
PBIS Data Update
Restraint & Seclusion Report
Staff Reduction ULA Resolution</td></tr>
<tr><td>JUNE 9, 2011
Superintendents Evaluation</td><td>JUNE 23, 2011
Financial Report May
PLC Data Report
2010-11 Budget
NEC Facility Committee Report
Attachment 10 Performance Criteria & Health & Safety
Final ULA Resolution for Licensed Staff
Board Evaluation
Health & Safety Assessment 99 Report
Superintendent & School Board Evaluation to plan for Board Retreat outcomes</td></tr>
</table>

INFORMATIONAL ITEMS TO REMEMBER:

**** Pay Equity Report - (every three years - due in January 2012)**
Board TLC
Board role in setting/supporting goals
Community use of Facilities Bucket

Intermediate District 287

RESPONSIVE. INNOVATIVE. SOLUTIONS.

School Board Planning Calendar 2011

<table>
<tr><th>1st Meeting of the Month</th><th>2nd Meeting of the Month</th></tr>
<tr><td colspan="2">JULY 28, 2011
(Only one Board meeting this month!)</td></tr>
<tr><td>C-Train Update
Health and Medical Bucket
NEC Facility Committee Report</td><td>Financial Report June
Legislative Session Review & Implications for District Operations</td></tr>
<tr><td colspan="2">AUGUST 25, 2011
(Only one Board meeting this month!)</td></tr>
<tr><td>Administrative Services PLC
Financial Report July
Report on Crisis Planning
(Michelle Axell – 10 minutes)
Determine NEC Size & Cost Option</td><td>Approval of Cash Flow Borrowing Resolution
NEC Facility Committee Report
School Start Up Program Report “Top Things Board Members Should Know About Our 2010-2011 Start-Up” (Colleen, Laura, and Jane)</td></tr>
<tr><td>SEPTEMBER 8, 2011
Superintendent Goals
Bloomington – Closed Session</td><td>SEPTEMBER 22, 2011
Financial Report August
Resolution to Borrow
PLC’s Results/Goals
MDE Final Special Education Monitoring Report
NEC Facility Committee Report
Resolution to Authorize Financing for NEC
Report on Crisis Planning</td></tr>
<tr><td>OCTOBER 13, 2011
Prior Year Agenda Review
Restraints and Seclusion – Instructional Report
Resolution for Sale of Bonds for NEC
Cash Flow Borrowing</td><td>OCTOBER 27, 2011
Financial Report September
Strategic Plan Update/Innovative Coach
NEC Facility Committee Report</td></tr>
<tr><td colspan="2">NOVEMBER 10, 2011
(Only one Board meeting this month!)</td></tr>
<tr><td>Financial Report October
OPEB Reporting & Funding
C-Train Report (Written Report)
Food Service Resolution</td><td>Prior Year Unaudited Fund Balance Report
NEC Facility Committee Report
Resolution for Settlement of Bonds for NEC
Facilities Management Update</td></tr>
<tr><td colspan="2">DECEMBER 8, 2011
(Only one Board meeting this month!)</td></tr>
<tr><td>Financial Report November
Facilities Management Update - Energy Audit
Digital Copy Certificate (Written Report)</td><td>Prior Year Audit Review
NEC Facility Committee Report
Legislative Initiatives</td></tr>
</table>

INFORMATIONAL ITEMS TO REMEMBER:

**** Pay Equity Report - (every three years - due in January 2012)**

Board TLC

Board role in setting/supporting goals

Community use of Facilities Bucket

INTERMEDIATE DISTRICT 287
May 12, 2011
SCHOOL BOARD CALENDAR

May 2011

10	Tuesday	ISD287 Retirement Extravaganza	6:00PM	DSC- 3rd Floor
12	Thursday	General Board Meeting	6:30PM	Board Rm
17	Tuesday	Board Facilities Committee Meeting	8:30AM	Board Rm
25	Wednesday	North Vista Graduation	7:00PM	North Vista Ed Ctr
26	Thursday	General Board Meeting	6:30PM	Board Rm

June 2011

02	Thursday	PHASE, Intersect & Sun Transition Graduation	12:00 PM	SEC Gym
03	Friday	FOCUS Graduation	9:30 AM	SEC Gym
03	Friday	Prairie Center Alternative Graduation	10:00 AM	EP Community Ctr
07	Tuesday	South Education Center Alternative Graduation	5:00 PM	SEC Gym
08	Wednesday	Sandburg Education Center Graduation	9:45 AM	Sandburg Cafeteria
08	Wednesday	City West Academy Graduation	10:00 AM	Shady Oak
08	Wednesday	VECTOR & InVEST Graduation	12:30 PM	Henn Tech College
08	Wednesday	Bren Road Graduation	4:00 PM	Bren Road
09	Thursday	Edgewood Graduation	9:00AM	Edgewood
09	Thursday	General Board Meeting	6:30 PM	Board Rm
10	Friday	Richfield Trans Plus Graduation	9:00 AM	SEC Gym
10	Friday	Epsilon Graduation	1:30 PM	Henn Cty Home Sch
14	Tuesday	Board Facilities Committee Meeting	8:30 AM	Board Rm
23	Thursday	General Board Meeting	6:30 PM	Board Rm

- ♦ Board Facilities Committee Meeting - Third Tuesday of the Month
- ♦ Board Facilities Committee Meeting - Second Tuesday of the Month
- ♦ General Board Meeting – Date Change
- ♦ New Event

Intermediate District 287

RESPONSIVE. INNOVATIVE. SOLUTIONS.

Graduation & Special Events Schedule

ISD 287 Retirement Extravaganza Tuesday, May 10, 2011 6:00 PM @ District Service Center – Room 318 1820 Xenium Lane North, Plymouth, 55441	
ANN BREMER	MICHÈLE KUNZ
PEYTON ROBB	CARTER PETERSON
LAURA RONBECK	________________
North Vista Graduation Wednesday, May 25, 2011 7:00 PM @ North vista Education Center 3510 France Ave North, Robbinsdale, 55422	
________________	________________
________________	________________
________________	________________
Phase/Intersect Graduation Thursday, June 2, 2011 12:00 PM @ South Education Center Gym 7450 Penn Avenue South, Richfield, 55423	
________________	________________
________________	________________
________________	________________
FOCUS Graduation Friday, June 3, 2011 9:30 AM @ South Education Center Gym 7450 Penn Avenue South, Richfield, 55423	
________________	________________
________________	________________
________________	________________
Prairie Center Alternative Graduation Friday, June 3, 2011 10:00 AM @ Eden Prairie Community Center 16700 Valley View Road, Eden Prairie, 55346-4243	
________________	________________
________________	________________
________________	________________

VECTOR Invest South Graduation
Friday, June 3, 2011
12:00 PM @ South Education Center
7450 Penn Avenue South, Richfield 55423

SEC Alternative Graduation
Tuesday, June 7, 2011
5:00 PM @ South Education Center Gym
7450 Penn Avenue South, Richfield, 55423

Sandburg Education Center Graduation
Wednesday, June 8, 2011
9:45 AM @ Sandburg Cafeteria
2400 Sandburg Lane, Golden Valley, 55427

City West Academy Graduation
Wednesday, June 8, 2011
10:00 AM @ City West Academy – Shady Oak
6754 Shady Oak Road, Eden Prairie, 55344

Venture Secondary/InVEST High School Seniors Graduation
Wednesday, June 8, 2011
10:00 AM @ Northwest Technology Center
7008 Northland Drive Suite 100, Brooklyn Park, 55428

VECTOR & InVEST Graduation
Wednesday, June 8, 2011
12:30 PM @ Hennepin Technical College Auditorium
9000 Brooklyn Boulevard, Brooklyn Park,

Bren Road Graduation Wednesday, June 8, 2011 4:00 PM @ Bren Road 11140 Bren Road West, Minnetonka, 55343

Edgewood Graduation Thursday, June 9, 2011 9:00 AM @ Edgewood Education Center 6601 Xylon Avenue North, Brooklyn Park, 55428

Richfield Transition Plus Graduation Friday, June 10, 2011 9:00 AM @ South Education Center Gym 7450 Penn Avenue South, Richfield, 55423

Epsilon Graduation Friday, June 10, 2011 1:30 PM @ Hennepin County Home School 14300 County Road 62, Minnetonka, 55345

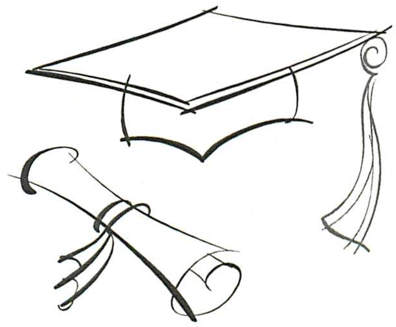
♦ New Event

thank you

Dear 287 Board Members,
Sandy + Wauneen,

Thanks so much for the heart-warming flowers and all the good wishes! It means so much to have wonderful and caring colleagues who are genuine friends. I'll see you Thursday night with my new bionic arm!

Thanks again,
Linda



Intermediate District 287 invites you
to join us for a Graduation ceremony
honoring the students who are graduating
High school or receiving G.E.D. certificates
through the Epsilon Program at the
Hennepin County Home School

Friday, June 10, 2011
1:30 – 3:30 PM

If you wish to attend, please rsvp to
Patty Floe (763) 205-7601
Hennepin County Home School
14300 County Highway 62
Minnetonka, MN 55345

The identity of the residents in this program is confidential information. No cameras, pagers or cell phones are allowed. Please do not jeopardize their right to privacy.

A photographer will be on site to take photographs.

Please be aware that there are strict security procedures for all guests as well as the residents at this ceremony.