

Intermediate District 287

Responsive. Innovative. Solutions.



Intermediate District 287

Regular Meeting

Thursday, April 10, 2014 6:30 PM

Intermediate District 287

RESPONSIVE. INNOVATIVE. SOLUTIONS

GENERAL MEETING OF THE BOARD

Thursday, April 10, 2014

6:30 PM @ District Service Center Board Room

AGENDA

	<u>Page #</u>
1. CALL TO ORDER (Action)	
2. APPROVAL OF GENERAL MEETING AGENDA (Action)	
3. OPEN FORUM FOR COMMUNITY COMMENTS (Information)	
4. APPROVAL OF CONSENT AGENDA (Action)	
4. 1. General Board Meeting Minutes from March 27, 2014	4
4. 2. Routine Human Resource Activities for April 10, 2014	6
5. SHARE THE SUCCESS & RECOGNITION - None	
6. SUPERINTENDENT'S REPORT - (10 minutes)	
6. 1. Strategic Plan Update (Action)	8
Dr. Jane Holmberg, Executive Director of Teaching and Learning, will reference the document summarizing next steps in strategic planning, "What the Board Needs to Know about the Strategic Plan Timeline" and request the Board's authorization to begin planning for the next five year cycle.	
7. INSTRUCTIONAL REPORT - None	
8. ADMINISTRATIVE SERVICES REPORT - (30 minutes) (Information)	
8. 1. Financial Report - None	
8. 2. Facilities Report - None	
8. 3. Information Technology Report - None	
8. 4. Human Resource Report	
8. 4. 1. What Board Members Should Know About Talent Management: A Focus on High Performance and Results in 287 (Information)	10
Anne Becker, General Counsel/Director of Human Resource will be available to address any questions about this document that summarizes her Prezi from the March 27th Board meeting.	
8. 4. 2. Closed Session – Local 284 Parameters (Information)	
The school Board may hold a closed meeting to consider strategy for labor negotiations. Minn. Stat. §13D.03.	
9. BOARD BUSINESS - (10 minutes)	
9. 1. Policy Review & Revision - None	
9. 2. Board Reports	
9. 2. 1. Chair Report	
9. 2. 1. 1. Superintendent Update (Information)	
9. 2. 1. 2. Superintendent Evaluation Letter (Information)	12
9. 2. 2. AMSD Report (Ann Bremer) (Information)	
9. 2. 2. 1. AMSD Connections Newsletter April 2014	13
9. 2. 3. District News	
9. 2. 3. 1. School Board Planning Calendar 2013-2014	17
9. 2. 3. 2. School Board Calendar of Events	19

9. 3. Once Around the Table

10. **ADJOURNMENT**

DISTRICT 287 REGULAR BOARD MEETING
Intermediate District 287
March 27, 2014
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:

286	Brooklyn Center	Jeffrey Palm
272	Eden Prairie	Carol Bomben
273	Edina	Regina Neville
270	Hopkins	Laura Ronbeck
276	Minnetonka	Karen Filla
278	Orono	Michèle Kunz
279	Osseo	Dean Henke
280	Richfield	Nancy Rowley
281	Robbinsdale	Sherry Tyrrell
283	St. Louis Park	Nancy Gores
284	Wayzata	Carter Peterson
277	Westonka	Ann Bremer

Absent:

Guests:

287 Administration: Sandra Lewandowski, Colleen Baumtrog, Anne Becker, Mae Hawkins, Jane Holmberg, Dolly Lastine, Chad Maxa and Wauneen Mgeni

287 Staff Members: Jan Joslin, Matt Sabin, Bob Bathke, Karen Bendtsen, Brooke Peterson, and Shawn Garvey

2. APPROVAL OF GENERAL MEETING AGENDA

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

3. OPEN FORUM FOR COMMUNITY COMMENTS

4. APPROVAL OF CONSENT AGENDA

The Consent Agenda was presented for approval. The Consent Agenda included the general meeting minutes from March 13, 2014, and Routine Human Resource Activities for March 27, 2014. *Motion by Ann Bremer, seconded by Nancy Rowley, to approve the Consent Agenda as presented. All in favor. Motion carried unanimously.*

5. SHARE THE SUCCESS & RECOGNITIONS

Superintendent Lewandowski announced to the Board Kristin Peterson has received the March “Above & Beyond” recognition. Kris is the administrative assistant for the Mental Health & Partnerships department, she was cited for her remarkable efficiency and creative problem solving.

6. SUPERINTENDENT’S REPORT

Superintendent Lewandowski introduced Ms. Jan Joslin, Epsilon Assistant Principal. Jan introduced via Skype Matt Sabin, Instructor at the Hennepin County Home School, who shared the Epsilon Gullah communications sticks art project. These sticks were used among African American slaves to communicate when all others means of communication had been taken away from them. The project is a result of a music residency with *VocalEssence* to celebrate Gullah culture as well as the students’ cultures. To commemorate the experience, Matt and representative students presented a framed set of decorated sticks to the Board.

Sandy presented to the Board a summary document on the 2013-2014 district efficiencies. The annual memo is compiled to reflect the continual efforts to save time and money, effectively increasing resources directed to student learning.

Sandy presented and recommended approval of the 2014-2015 District calendar. *Motion by Ann Bremer, seconded by Sherry Tyrrell, to approve the 2014-2015 District calendar as presented. All in favor. Motion carried unanimously.*

Sandy and Board recognized Mr. Bob Bathke and Ms. Karen Bendtsen for their participation on the Evaluation Design Team on behalf of Local 2209. The Design Team proposed a model for licensed staff evaluation that was customized to the needs of the district and overwhelmingly ratified by a vote of 2209 members.

Sandy briefly updated the Board on the progress regarding the intermediate district legislative platform. Items still included at this point in the omnibus bills are 1) the increases in the safe schools and lease levies, and 2) allowing middle and early college students to enroll in remedial college coursework under the Post-Secondary Options Enrollment Act.

Sandy reported to the Board that Ms. Jennifer McIntyre has accepted an employment offer for the Director of Special Education position. In addition, an employment offer has been made and is nearly finalized for the Executive Director of Special Services and Educational Programs position.

7. INSTRUCTIONAL REPORT - None

8. ADMINISTRATIVE SERVICE REPORTS

Financial Report

Mrs. Mae Hawkins, Director of Finance Services, presented the monthly financial report for February 2014. *Motion by Ann Bremer, seconded by Michèle Kunz, to approve the monthly financial reports as presented. All in favor. Motion carried unanimously.*

Facilities Report - None

Information Technology Report - None

Human Resources Report

Mrs. Anne Becker, General Counsel/Human Resource Director, presented to the Board a report on *287 Talent Management: A Focus on Performance and Results, 2010-2014*. The presentation highlighted efforts made over the past several years to create a culture of success, including 1) addressing specific employee performance issues, 2) centralizing the process for granting tenure, 3) recruiting and retaining a culturally diverse workforce, 4) reorganizing clerical support for greater efficiency, and 5) explicitly stating the 10 expectations essential to successful performance of the district's mission.

Closed Session

At the recommendation of Board Chair Bremer, *a motion was made by Ann Bremer, seconded by Sherry Tyrrell, the school Board may hold a closed meeting to consider strategy for labor negotiations. Minn. Stat. §13D.03. In addition, the School Board may hold a closed meeting pursuant to Minn. Stat. §13D.5, subd. 3(c) to develop a plan for evaluation of the district's real and personal property. All in favor. Motion carried unanimously.* The meeting was closed to the public at 7:43 PM. *A motion was made by Sherry Tyrrell, seconded by Nancy Rowley, to reopen the general meeting. All in favor. Motion carried unanimously.* The general meeting reopened at 8:54 PM.

9. BOARD BUSINESS

Policy Review & Revision - None

Chair Report - None

AMSD Report - None

Once Around the Table - None

10. ADJOURNMENT

Motion was heard and seconded to adjourn the meeting. Meeting adjourned at 8:55 PM.

The next general meeting will be held on April 10, 2014, at 6:30 PM in the DSC Board Room.

Submitted by
Wauneen Mgeni
Secretary to the Board

Signed: Chair _____ Clerk _____

Date _____ Date _____

ROUTINE HUMAN RESOURCES ACTIVITIES FOR THE INTERMEDIATE DISTRICT 287
SCHOOL BOARD – April 10, 2014

LICENSED STAFF

1. New Hires:

A. Regular

•

B. Reinstatement of Licensure Waivers

•

C. Temporary

- ALICIA L. JENSEN, School Counselor at Hennepin County Home School, effective January 1, 2014 through June 9, 2014.
- CANDY LEOPOLD, Nursing Assistant Instructor at C-Train North Education Center, effective March 24, 2014 through April 24, 2014.
- CHRISTOPHER M. WALICK, School Psychologist at West Education Center, effective March 14, 2014 through June 6, 2014.

2. Extended Leaves of Absence:

A. Unpaid

- SARAH CHRISTOPHERSON, Social Studies Instructor at NECA, .2 FTE effective for the 2014-15 school year.

3. Separations:

A. Dismissal

B. Resignation

•

C. Retirement (Regular/Disability)

•

4. Other:

NON-LICENSED STAFF:

1. New Hires:

A. Regular

- KENNETH BAIERL, Education Assistant at South Education Center, **additional position due to increased enrollment**, effective April 7, 2014 – Step 7 Lane 4 + 90 credits - .875 FTE.

B. Temporary

- KRISTINA ANDERSON, Educational Interpreter at Northwest Tech Center, effective March 24, 2014 through June 9, 2014 - .875 FTE.
- JULIE SOULE, Education Assistant at North Education Center, effective March 24, 2014 through June 9, 2014 - .875 FTE.
- ETTA GBEIZON-BORNOR, Education Assistant at North Education Center, effective March 24, 2014 through June 9, 2014 - .875 FTE.
- WANNIE KAMUELYU, Education Assistant at North Education Center, effective March 24, 2014 through June 9, 2014 - .875 FTE.

C. Substitutes

-

2. Extended Leaves of Absence:

A. Unpaid

-

3. Separations:

A. Dismissal

-

B. Resignation

- KATE MCLEAN, Education Assistant at Prairie Care Maple Grove, effective March 18, 2014.
- SEAN CLARK, Education Assistant at West Education Center, effective March 28, 2014.

C. Retirement (Regular/Disability)

-

D. Other

- RECOMMEND the Board's approval to credit, Marisa Medina, Education Assistant at North Education Center, with one (1) day of additional sick leave. This day has been donated by the staff member listed below who has authorized the District to reduce their individual sick leave balance by one (1) day.
 - Lyla Peterson

INTERMEDIATE DISTRICT 287
PLYMOUTH, MINNESOTA
BOARD OF EDUCATION

Regular Meeting – April 10, 2014

AGENDA SECTION: SUPERINTENDENT'S REPORT

ITEM: 6.1 Strategic Plan Update

PRESENTED BY: Superintendent Lewandowski & Dr. Jane Holmberg

1. Background Information

The district's request that the Board authorize our continued strategic planning for the next five year period. Our recommendation is we would build on the overall framework established by the original Strategic Planning Core Team. We would schedule a Core Team meeting in fall 2014 to examine the mission and beliefs, only making changes by consensus. After doing an analysis of current strengths, opportunities, weaknesses, and threats, the Core Team would then determine strategies to pursue for the next five year period. We would again engage Transformation Systems Limited (TSL) who has been a trusted and valuable partner to facilitate the Core Team and subsequent Action Team meetings during 2014-2015.

2. Fiscal Impact/Funding Source:

3. RECOMMENDED ACTION: The Board approve the continuation of Intermediate District 287 strategic planning for the next five years as presented.

4.

Motion by: _____ Yes ____ Passed ____

Second by: _____ Yes ____ Failed ____

Abstentions: _____

Intermediate District 287

RESPONSIVE. INNOVATIVE. SOLUTIONS.

INTER-OFFICE MEMORANDUM

Date: April 10, 2014

To: Sandra Lewandowski, Superintendent

From: Jane Holmberg, Executive Director of Teaching and Learning

Re: What Board Members Need to Know about the Strategic Planning Timeline

Closing Out our Current Plan

Our strategic plan was written in 2008 as a roadmap to guide our district for the next five years. We have accomplished much in those five years, and have [reported annually](#) to the School Board and other stakeholders on our progress. As we close out this plan, we will be bringing three types of summary information to the Board this spring:

1. At the May 8 Board meeting, Bill Morris of the Morris-Leatherman company will present findings of the research his firm recently has conducted to assess stakeholder perceptions of the extent to which the district has achieved the objectives of the plan. This study, a follow up to the one conducted at the outset of the plan, gathered data through telephone interviews of member district Superintendents, Special Education Directors, Teaching and Learning Contacts, and Finance Directors; 287 Board members, and a sample of member district Board representatives. Our preliminary assessment of the data shows a strongly positive response from all groups regarding the district's demonstrated ability to be innovative, responsive, and provide solutions.
2. At the June 26 Board meeting, we will present the final written report for the plan, incorporating some of the Morris-Leatherman findings, summarizing the major results of the past five years, and foreshadowing areas of continuing need that might provide direction for future strategic planning.
3. Also for June 26, we are producing a video that celebrates achievements of the plan and emphasizes which of its elements are now operational.

Considering a New Plan

Because the 2008-2013 plan has served us so well, it is the district's request that the Board authorize our continued strategic planning for the next five year period. Our recommendation is we would build on the overall framework established by the original Strategic Planning Core Team. We would schedule a Core Team meeting in fall 2014 to examine the mission and beliefs, only making changes by consensus. After doing an analysis of current strengths, opportunities, weaknesses, and threats, the Core Team would then determine strategies to pursue for the next five year period. We would again engage Transformation Systems Limited (TSL) who has been a trusted and valuable partner to facilitate the Core Team and subsequent Action Team meetings during 2014-2015. Susan Hintz, former Superintendent of the Osseo School District, and TSL associate, is available to facilitate the Core Team meeting and help guide our overall planning process. Our internal facilitation and management of the plan will be coordinated by the district's new division of Planning and Improvement.

Intermediate District 287

Responsive. Innovative. Solutions

INTER-OFFICE MEMORANDUM

DATE: April 8, 2014

TO: Sandra Lewandowski, Superintendent

FROM: Anne C. Becker, General Counsel and HR Director

Re: **What Board Members Should Know about 287 Talent Management:
A Focus on Performance and Results**

Overview: Intermediate District 287 has been very fortunate over the 40+ years it has been in existence to attract some of the best, most dedicated, and most innovative staff to serve students with unique needs and abilities. The great majority of District staff can be described as very hard-working and genuinely committed to doing whatever is in the best interest of students, their families, and member districts.

One of the best ways to reinforce the great work these staff members are doing is to ensure that they are surrounded by colleagues with a level of commitment and caliber equal to theirs. It is with this focus in mind that the District began a focused effort in 2010 to identify staff who were not fulfilling District expectations and encourage performance improvement, or failing that, separating them from District employment. These efforts continue through the present. In the sections below, I have summarized a few of them.

Creating a Culture of Success: We know that teacher engagement is the number one predictor of student engagement. We also know that the level of student engagement is a powerful predictor of student success. Therefore, we owe it to our students to ensure that our instructional staff is the very best it can be, or as you have phrased it: “Every student deserves a rock star!” It is in furtherance of this goal that we have developed the following initiatives:

1. Employee Performance List (began in the 2010-11 school year)

A. Development of the List:

1. Instructional supervisors developed a list of staff who failed to meet District expectations;
2. Supervisors met with the HR Director at the beginning of the school year to discuss everyone on the list.
3. Employees were assigned to different “tiers” based on the seriousness of the concerns.
4. Any employees with performance issues directly affecting students and instruction were placed in Tier I, to be addressed first.
5. Tier I employees were the focus of performance improvement efforts in 2010-11.
6. In the second year (2011-12), steps 1-4 were repeated. This time there were very few Tier I employees, so the focus became those in Tier II.

B. Results of the Employee Performance List

During the first two years, a total of 71 employees were added to the list. After two years of focused proactive attention to performance issues, 48 employees had been removed from the list through improved performance, non-renewal, resignation or termination.

2. **Tenure/Permanent Employment Decision-making Process** (began in the 2010-11 school year)

A. **Centralized, Evidence-Based Model**

1. Replaced the current decentralized process, in which each instructional supervisor made retention decisions in isolation; often without the knowledge or input of other administrators who had worked with the individual, and sometimes without considering all of the performance indicators, to a collaborative evidence-based decision-making model.
2. Developed competencies for licensed and non-licensed staff that were aligned to their respective performance evaluation rubrics. The competencies were written in question form, for example: “Does s/he articulate clear outcomes that are suitable for diverse learner abilities and needs?” If any of the questions could not be answered in the affirmative, the supervisor would have a more difficult time defending a decision to continue that particular individual’s employment.
3. Adopted the guiding principle: "If there is a question [whether to grant tenure/permanent employment status], then there is no question."

B. **Results**

This model, coupled with an overhaul of the recruitment and hiring processes in subsequent years, have resulted in a group of tenure-eligible staff this year, all of whom are described as “rock stars.”

3. **Recruitment and Retention Efforts** (began in earnest in 2006)

A. **Recruitment and Diversity Coordinator** (new position in 2006)

With the creation of this dedicated position, recruitment and retention efforts became more focused and effective. The result was a dramatic increase in the quality of all new staff.

B. **Increase in Percentage of Staff of Color**

In 2005, 3.5% of the employees in the District were African American. In 2013, people of color are 19% of District staff, and this number continues to grow. As this number grows, the District has begun to devote more time and resources to increasing cultural competence among all employees.

4. **Ten Expectations for District Staff** (2013-14)

We have certain expectations that we believe are essential to successful performance and the fulfillment of District 287’s mission. These professional and ethical standards apply to all employees:

DISTRICT 287 Ten Expectations

1. **D** = Dedication
2. **I** = Integrity
3. **S** = Safety and Supervision
4. **T** = Teamwork
5. **R** = Respect
6. **I** = Innovation
7. **C** = Communication
8. **T** = Technology
9. **287** = District Policies and Procedures & State and Federal Laws
10. **Nondiscrimination and Equal Opportunity**

In keeping with the Board’s vision for learning and working environments that encourage everyone to be the best that they can be, the Ten Expectations emphasize healthy and effective communication, respect, responsibility, cooperation and teamwork.

Intermediate District 287

Responsive. Innovative. Solutions

INTER-OFFICE MEMORANDUM

April 11, 2014

RE: 2013-2014 Superintendent Evaluation Process

Dear Board Members,

We are approaching this year's opportunity to evaluate the Superintendent, please note the upcoming important dates.

Superintendent Evaluation Procedure for 2013-2014	
May 8 Board Meeting	• Sandy will provide the board with a written progress report, which will be, included in the May 2 BoardBook upload. (This information is very helpful as you complete the evaluation form.) • A hard copy of the evaluation form will be provided to each board member.
May 9-19	• Individual board members will fill out the online superintendent evaluation form using SurveyMonkey. Each question will have a comment area for: 1) Commendations and 2) Opportunities for Action
May 19-21	• The Board Chair will compile the individual assessments into a composite appraisal with no names attached.
May 22 Board Meeting	• The composite appraisal, including graphs, will be given to each board member and the superintendent.
June 12 8:00 AM Meeting w/Superintendent	• The Board Chair will meet with the superintendent to discuss the Board's assessment, commendations and opportunities for action in 2013-2014. The Board Chair may elect to have additional Board officers in the evaluation meeting.
June 26 Board Meeting	• The Board Chair will provide a summary of the superintendent evaluation meeting.

Thanks for everyone's help in this important role of the board!

Ann Bremer
Board Chair
952-472-9062
ajbremer@district287.org

April 2014
vol 11 ♦ no 7

April 11, 2014
Board of Directors
Meeting, 7:00 a.m.,
TIES Conference Center,
St. Paul

April 25, 2014
Executive/Legislative
Committee Meeting,
7:30 a.m., TIES
Conference Center,
St. Paul

May 2, 2014
Board of Directors
Meeting, 7:00 a.m.,
3rd Floor Cafeteria
TIES Building
St. Paul

May 16, 2014
Executive/Legislative
Committee Meeting,
7:30 a.m., TIES
Conference Center,
St. Paul

May 30, 2014
Board of Directors
Meeting, 7:00 a.m.,
3rd Floor Cafeteria
TIES Building
St. Paul

AMSD's Mission

To advocate for state education policy that enables metropolitan school districts to improve student learning.



Association of
Metropolitan School Districts

St. Anthony-New Brighton

State's Smallest School District Has a Big Impact on Families and Young Children

In the St. Anthony-New Brighton School District, Early Childhood Family Education (ECFE) teachers are partnering with local apartment communities to develop relationships with families who are typically not served in our traditional ECFE classes. The goal of this outreach into the community is to connect with families and their young children in a location that is close to their home, eliminating barriers such as transportation. The ECFE teachers are proactively developing relationships with families whose children are statistically more likely to be in the achievement gap. "We believe it's an opportunity gap," explained Anne-Marie Fischer, the ECFE teacher who initiated conversations about outreach into the community. "We are helping families, who may not have the resources—financial, transportation, time, or language—to participate in early childhood classes and learn how they can help their child be ready for and succeed in kindergarten," said Fischer.

By connecting with families early, ECFE teachers are helping families understand the benefits of early childhood education, the parenting support available in ECFE classes, and critical kindergarten readiness skills that children can learn at home and in preschool. This outreach has focused specifically on underserved families in our community. By connecting with families, particularly families of color who may also be learning English and may be low income, ECFE teachers help engage parents in their child's learning. By introducing parent-child activities that focus on STEM (Science, Technology, Engineering, and Math), ECFE teachers model questioning strategies that help children build critical thinking skills.

"We believe that early childhood education is the most effective way to reduce the achievement gap. In fact, we believe we can impact the trajectory of a child's education by engaging and supporting parents early in their child's life," shared Val Anderson, an ECFE parent educator. St. Anthony-New Brighton School District is witnessing the benefits from this outreach. After developing relationships with families, ECFE teachers personally invite families to attend free family nights, try a morning or evening ECFE class, and encourage families to register for preschool and early childhood screening at St. Anthony Community Services. These types of personal invitations are helpful in a school district community that is 2.6 square miles.



Children at Diamond Eight Terrace apartment community explore how their breath makes bubbles.

Continued on page 2

From the Chair

The legislative session is moving at a rapid pace and critical decisions will be made in the coming days. With the House and Senate developing their respective supplemental budget bills, we have a clearer picture of which issues remain viable as we move toward the conclusion of the session. Consistent with past practice, the AMSD Legislative Committee recently approved a list of Legislative Priorities for the 2014 session that are outlined in this month's research article. The time is **NOW** for board members, staff, parents and concerned citizens to call and email your legislators to advocate for our students. The number one advocacy priority at this point should be urging the Governor, legislative leaders and your local legislators to adopt **at least** the House spending target for E-12 Education of \$75 million. You can find AMSD's 2014 Legislative Priorities, as well as contact information for legislative leaders, on the AMSD web page at: <http://www.amsd.org/2014-legislative-session>

Holly Parker, school board member from Eden Prairie Public Schools, is chair of AMSD.

Early Childhood Education Reduces Achievement Gap

Continued from page 1

A Sense of Community

Every Thursday morning, the parent-child STEM activities are transported from the ECFE classroom to the leasing office at Diamond Eight Terrace Apartments in St. Anthony where an ECFE class is held. On this particular Thursday, the teacher explains the math activity and the learning objectives to the parents. The activity is posted so parents can reference the directions—*Encourage your child to sort the pictures on the happy or sad side of the graph*—and learning objectives for children—I can sort pictures into two distinct categories. Children learn simple sorting and understand a simple graph. “I’m matching. It’s a matching game,” exclaims two-year old Colton. Jamie, his mom asks, “What about him? This is kind of a hard one. How is he feeling?” Listening to Colton’s response, Jamie answers, “He does look sad. Can you find where his sad face goes?”



Alana asks her two-year old son Ryler, “How does he feel? What side would it be? Happy or sad? What about her? How does she feel? Does it go on this side or this side?”

Kim Tan, manager at Diamond Eight, offers her office as an ECFE classroom because of the benefits it provides her residents. “Families who don’t drive can’t attend class at the Community Center. This is convenient for families. We brought the ECFE class to residents.” In the second year of this partnership, Tan continues to emphasize the benefits. “We are thankful we can offer this free program to our families. It provides a sense of community for our apartment community. The more families are connected, the longer families stay in our community.”

As manager of a complex with 144 units in eight buildings, Tan knows her residents and the ages of their children. She posts signs on the building doors and, every Wednesday, delivers reminder notes to approximately 20 apartments with children under age 5. “It helps them remember there is class tomorrow,” Tan explains. For families who have an infant, Tan handwrites a message: *Activities for babies too, we hope to see you there.* ECFE teachers create several activity bags for parents and children to take home and engage in together after class each week. On Thursday afternoons, Tan delivers the activity bags to those same apartments to encourage families to attend class at some point when their schedule allows. “The activity bags are a critical piece. For families who can, it encourages them to attend.” Tan has an idea of families whose work schedule does not allow them to attend class. Tan shared, “Sometimes people are afraid to come, have other commitments, or are working full-time and have their child in day care. I keep leaving them notes along with the activity bags so families know we are thinking of them.”



A mother and child work on a counting and sorting math activity at Culver’s Restaurant.

“I am really pleased that families who attend regularly are not discouraged from attending class in the office.” When first approached by our ECFE teacher, Tan was conscientious about hosting an ECFE class in her small office. “I had an intuitive response to the question. I realized a small space is better than no space when it comes to the opportunity to participate in a high quality program.” Now, every Thursday, Tan observes parents and kids getting to know one another as her residents participate in class. “This is the only opportunity for families to interact onsite, especially if families don’t drive—it provides a way to get our community to interact with one another.”

When apartments do not have meeting space, St. Anthony’s ECFE teachers have worked with apartment managers to find creative solutions in which to connect with families. At Caravelle apartments, the manager has helped teachers deliver activity bags and notes to the apartments with young families and, in warmer months, ECFE hosts a class on the front lawn. The manager at Equinox

apartments has posted information inviting residents to participate in a free Tuesday afternoon class in the Community Room at Culver’s Restaurant, next door to the apartment building. “We work with what we have and wait for warm days so we can host classes outside and more families can see what we do. I can help parents understand the importance of ECFE classes,” shared Tan. By partnering with advocates in the community, St. Anthony-New Brighton School District can continue to emphasize the importance of early childhood education with families and young children.

This month’s member spotlight was written by Wendy Webster, Director of Community Services and Communications, St. Anthony-New Brighton School District.

Supplemental Budget Bills Include Critical Investments

Supplemental budget bills that would make important investments in E-12 Education are moving forward at the Capitol. A projected \$1.2 billion budget surplus offers the Governor and Legislators the opportunity to make critical investments to help schools move forward on the new initiatives outlined in the World's Best Workforce legislation. The 2013 session saw historic investments in all-day Kindergarten and early learning scholarships along with a modest increase in the general education formula. The 1 percent formula increase proposed in the House supplemental budget bill would help school districts meet inflationary cost pressures and build on the momentum started last session.

The House and Senate bills each propose critically needed funding to help our English learners receive the services they need to succeed. Closing the achievement gap is a top priority and some of the biggest gaps are with our English learners. In addition, the Senate bill provides much needed increases to the School Readiness and Early Childhood Family Education Programs – two programs with proven track records of success. Table 1 on the following page highlights some of the significant provisions included in the House and Senate bills.

The AMSD Legislative Committee recently adopted the following funding priorities for the 2014 session and the top priority was a funding target that is **at least** at the \$75 million level proposed by the House.

AMSD Funding Priorities

- Adopt **at least** the House spending target for E-12 Education of \$75 million
- Increase the basic formula allowance by 1 percent
- Increase funding for English Learners and expand eligibility from 5 to 6 years
- Increase investments in School Readiness, ECFE and Early Learning Scholarships and streamline the scholarship application process by allowing families to use local enrollment and eligibility procedures and require MDE to directly fund school-based programs
- Adopt the Senate proposal to increase the building lease levy by \$50 per pupil for school districts and \$19 for intermediate school districts
- Increase the Safe Schools Levy to ensure safe and supportive learning environments for students and staff
- Support the creation of a task force to develop recommendations to fund the teacher evaluation process and better align the teacher evaluation and alternative compensation programs

In addition to the supplemental budget bills, the House and Senate have developed Omnibus Education Policy bills that contain key initiatives. Both bills place a high priority on reforming Minnesota's English learner programs to boost achievement and college and career readiness among Minnesota's English language learners. Other initiatives include the establishment of language proficiency seals, streamlining special education rules and directing the commissioner of education to develop recommendations to better align teacher evaluation and the alternative professional pay system.

Continued on page 4

AMSD Members: Anoka-Hennepin School District, Bloomington Public Schools, Board of School Administrators (Associate Member), Brooklyn Center Community Schools, Burnsville-Eagan-Savage, Columbia Heights Public Schools, East Metro Integration District, Eastern Carver County Schools, Eden Prairie Schools, Edina Public Schools, Elk River Area School District, Farmington Area Public Schools, Fridley Public Schools, Hopkins Public Schools, Intermediate School District 287, Intermediate School District 917 (Associate Member), Inver Grove Heights Community Schools, Lakeville Area Public Schools, Mahtomedi Public Schools, Minneapolis Public Schools, Minnetonka Public Schools, Mounds View Public Schools, North St. Paul/Maplewood/Oakdale School District, Northeast Metro Intermediate School District 916 (Associate Member), Northwest Suburban Integration District (Associate Member), Orono Schools, Osseo Area Schools, Prior Lake-Savage Area Schools, Richfield Public Schools, Robbinsdale Area Schools, Rosemount-Apple Valley-Eagan Public Schools, Roseville Area Schools, Shakopee Public Schools, South St. Paul Public Schools, South Washington County Schools, SouthWest Metro Educational Cooperative, Spring Lake Park Schools, St. Anthony/New Brighton Independent School District, St. Cloud Area Schools, St. Louis Park Public Schools, St. Paul Public Schools, Stillwater Area Public Schools, TIES (Associate Member), Wayzata Public Schools, West Metro Education Program, West St. Paul-Mendota Heights-Eagan Area Schools and White Bear Lake Area Schools.

AMSD Legislative Committee Adopts Session Priorities

Continued from page 3

The AMSD Legislative Committee identified the policy priorities listed below and urges the Governor and Legislators to refrain from enacting one size fits all mandates that stifle innovation and creativity and consume staff time and resources.

AMSD Policy Priorities

- Refrain from enacting any new, unfunded mandates
- Allow locally-elected school boards to work collaboratively with their administrators and employee groups to make decisions about group health insurance. In particular, refrain from imposing new mandates or requirements on self-insured school districts, which have proven extremely effective in working with their employees to design cost-effective and transparent insurance plans
- Support the House proposal to establish alternative pathways to teacher licensure to ensure that non-native English speaking teachers have a path to acquire and maintain licensure to ensure the availability of immersion and foreign language learning opportunities for students

With the 2014 session progressing very rapidly, now is a critical time to advocate for our schools and our students. AMSD bill summaries, our 2014 Legislative Priorities document and contact information for legislative leadership is available at: <http://www.amsd.org/2014-legislative-session>.

Table 1: 2014 Proposed Supplemental E-12 Budget Bills

Senate-SF 767	House-HF 3171
➤ Target: \$41.121 million ➤ ELL 5 to 6 years and EL formula increase: \$5.4 million ➤ Reduced Lunch: \$3.519 million ➤ School Readiness: \$4.5 million ➤ Early Childhood Family Education: \$11.979 million ➤ Early Learning Scholarships: \$12 million ➤ Safe Schools Levy Increase from \$10 to \$15 for intermediate districts ➤ Building Lease increase \$50 per pupil and \$19 for intermediates	➤ Target: \$75 million ➤ 1% Formula Increase: \$54.460 million ➤ ELL 5 to 6 years and EL formula increase: \$5.4 million ➤ Reduced Lunch: \$3.519 million ➤ School Readiness: \$2 million ➤ Safe Schools Levy Increase from \$10 to \$15 for intermediate districts

Source: AMSD 2014 Senate and House Education Finance Omnibus Bills Summary

School Board Planning Calendar

January 2014 – December 2014

1 st Meeting of the Month		2 nd Meeting of the Month	
START TIME 6:30 PM			
JANUARY 9, 2014 <i>Organizational Meeting</i> Election of Board Officers Oath of Office Financial Report November		JANUARY 23, 2014 Financial Report December FY13 Audit Legislative Platform Uber Goal #2	
FEBRUARY 13, 2014 ALC Plus Report DI Presentation Communication with Local Boards Hennepin County Graduation Update Superintendent Mid-Year Evaluation Procedure Teacher Eval Presentation What the Board Needs to Know about Children’s Health Grant Award		FEBRUARY 27, 2014 Financial Report January FY15 Budget Assumption FY14 Budget Revision Program Withdrawal Report Report on Uber Goal Staff Reduction ULA Resolution Changes for following Year	
MARCH 13, 2014 SEC Playfield Update Teacher Evaluation		MARCH 27, 2014 Financial Report February FY14 Budget Reduction Realignment Proposal Program Reduction Resolution Proposed District 287 School Calendar 2014-2015 Reduction ULA for tenured staff (<i>provide names</i>)	
APRIL 10, 2014 <i>(Only one Board meeting this month!)</i> Local 284 Parameters - (Closed Session) Superintendent & Board Evaluation Update			
MAY 8, 2014 Financial Report March Strategic Plan Report Summary Status Report on Board Policy & Procedure What The Board Needs To Know About District 287 Purchasing Efforts		MAY 22, 2014 Financial Report April Non-Renewals/Layoffs Probationary Licensed, and Non-Licensed Staff Reduction ULA Resolution Spotlight DVD Presentation	
JUNE 12, 2014 Facilities Management Update - Energy Audit PLC Data Report Superintendent & School Board Evaluation Superintendents Evaluation Update		JUNE 26, 2014 2014-2015 Budget Board Evaluation Financial Report May Final ULA Resolution for Licensed Staff	

INFORMATIONAL ITEMS TO REMEMBER:

**** Board role in setting/supporting goals**
Board TLC

Community use of Facilities Bucket

School Board Planning Calendar

January 2014 – December 2014

1 st Meeting of the Month	2 nd Meeting of the Month
AUGUST 21, 2014 Approval of Cash Flow Borrowing Resolution District Operations Financial Report July Superintendent Goals	
SEPTEMBER 11, 2014 Hennepin County Gateway to College Report What Board Members Should Know About Our 2013-2014 Back to School Start-Up	SEPTEMBER 25, 2014 Financial Report August
OCTOBER 9, 2014 Collaborative Curriculum Care & Treatment, Prairie Care w/ Todd Archbold, Chief Development Officer	OCTOBER 23, 2014 Financial Report September What the Board Should Know about Crisis Planning Guidelines for Safety and District Resources
NOVEMBER 13, 2014 <i>(Only one Board meeting this month!)</i> Update on Hennepin County Superintendent/Commissioner Meeting Attracting & Retaining a High Performing Workforce Facilities Management Update Food Service Recommendations OPEB Reporting & Funding What the Board Should Know About Restrictive Procedures What the Board Should Know About the MDE & Hennepin County Task Force	
DECEMBER 11, 2014 <i>(Only one Board meeting this month!)</i> Financial Report October Prior Year Audit Review	

INFORMATIONAL ITEMS TO REMEMBER:

**** Board role in setting/supporting goals**
Board TLC

Community use of Facilities Bucket

INTERMEDIATE DISTRICT 287

April 10, 2014

SCHOOL BOARD CALENDAR

April 2014

10	Thursday	General Board Meeting	6:30PM	Board Rm
12	Saturday	Destination ImagiNations State Tournament	All Day	Jackson MS
30	Wednesday	Honors Mentor Connection Scholars Forum	6:00PM	NEC

May 2014

08	Thursday	General Board Meeting	6:30PM	Board Rm
08	Thursday	District 287 Retirement Celebration	4:30PM	Room 318
22	Thursday	Hennepin Technical College High School Spring Award Ceremony	10:10AM & 12:20PM	TBN
22	Thursday	General Board Meeting	6:30PM	Board Rm

June 2014

02	Monday	Sun Transition/PHASE/Intersect Graduation	12:00PM & 1:30PM	TBN
03	Tuesday	SUN at South Education Center Graduation	1:00PM	SEC
03	Tuesday	West Education Center Graduation	4:00PM	WEC
04	Wednesday	FOCUS South Graduation	9:00AM	TBN
04	Wednesday	VECTOR South Graduation	12:00PM	TBN
04	Wednesday	South Education Center Alternative Graduation	6:00PM	SEC
05	Thursday	Northwest Tech Center High School Graduation	9:00AM	NWTC
05	Thursday	VECTOR North Graduation	1:00PM	HTC
05	Thursday	North Education Center Graduation	1:00PM	NEC
05	Thursday	North Education Center Alternative Graduation	6:00PM	NEC
06	Friday	Transition EEC Graduation	10:00AM	TBN
06	Friday	Epsilon Graduation	TBN	TBN
06	Friday	Explore EEC Graduation (8 th Grade Recognition)	1:00PM	TBN
12	Thursday	General Board Meeting	6:30PM	Board Rm
26	Thursday	General Board Meeting	6:30PM	Board Rm

◆ General Board Meeting – Date Change

◆ New Event