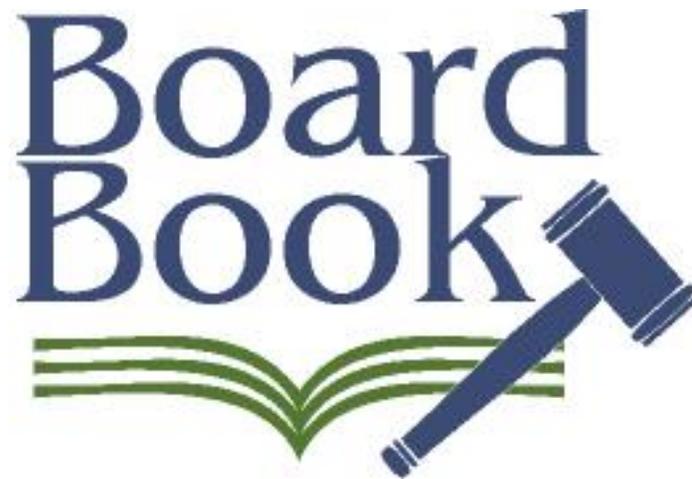


# **Intermediate District 287**

Responsive. Innovative. Solutions.



**Intermediate District 287**

**Regular Meeting**

**Thursday, March 12, 2020 6:30 PM**

# Intermediate District 287

## RESPONSIVE. INNOVATIVE. SOLUTIONS

### GENERAL MEETING OF THE BOARD

Thursday, March 12, 2020

6:30 PM @ District Service Center Board Room

#### AGENDA

	<u>Page #</u>
<b>1. CALL TO ORDER (Action)</b>	
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.	
<b>2. APPROVAL OF GENERAL MEETING AGENDA (Action)</b>	
<b>3. OPEN FORUM (Information)</b>	
<b>4. APPROVAL OF CONSENT AGENDA (Action)</b>	
4. 1. General Board Meeting Minutes from February 27, 2020	4
4. 2. PowerSchool Group Agreement	6
<b>5. SHARE THE SUCCESS &amp; RECOGNITION - None</b>	
<b>6. INSTRUCTIONAL REPORT - (15 Minutes) (Information)</b>	
6. 1. Coherence at the School Level	7
Jayne N Tiedemann, South Education Center (SEC) Principal and SEC Leaders will share their work to address coherence at the school level.	
<b>7. SUPERINTENDENT'S REPORT - (40 minutes) (Information)</b>	
7. 1. Spring Surveys and Data Collection	15
Ben Magras, Executive Director of Student Outcomes, will share information on spring surveys and how we use the surveys to inform our practice.	
7. 2. Director of Equity & Inclusion Process Update	27
Rachel Hicks, Director of Communications and Public Relations, and Amanda Achterkirch, Talent Acquisition Professional, will provide an update on the employee engagement process and recruitment/marketing plan for the new director role.	
7. 3. Coronavirus Preparedness	
Jake Horejsh, Student & Staff Safety Manager of Health & Safety and Rachel Hicks, Director of Communications and Public Relations, will provide an update 287's Pandemic Response Plan and communications related to the coronavirus.	
<b>8. BUSINESS SERVICES &amp; LABOR RELATIONS REPORT - (15 minutes)</b>	
8. 1. Facilities Report - None	
8. 2. Financial Report - None	
8. 3. Human Resource Report - (15 minutes) (Information)	
8. 3. 1. <b>Closed Session:</b> Parameters for Local 284 Negotiations	
Michelle Axell, Director of Human Resources, will present parameters for SEIU Local 284 negotiations for preliminary consideration. The School Board may hold a closed meeting to consider a strategy for labor negotiations. Minn. Stat. §13D.03.	
<b>9. BOARD BUSINESS - (10 minutes) (Information)</b>	
9. 1. Policy Review & Revision - None	
9. 2. Board Reports	
9. 2. 1. Chair Report - None	
9. 2. 2. AMSD Report	
9. 2. 2. 1. March 2020 AMSD Newsletter	35
9. 3. District News	

9. 3. 1. School Board Planning Calendar	39
9. 3. 2. March 12, 2020 Board Event Calendar	44
9. 3. 3. 2019-2020 Get on the Bus & Local 2209/Board Breakfast Schedule	45
9. 4. Once Around the Table	
<b>10. ADJOURNMENT</b>	

**DISTRICT 287 REGULAR BOARD MEETING**  
**Intermediate District 287**  
**February 27, 2020**  
**MINUTES**

**1. CALL TO ORDER**

Vice-Chair Andrea Cuene called the regular meeting to order at 6:32 PM in the District Service Center Board Room. Board Director Casey recited Intermediate District 287 mission statement “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”.

A Roll Call was taken and a quorum was declared with 6 member districts represented and the following Board members in attendance:

272	Eden Prairie	Adam Seidel
278	Orono	Michèle Kunz
280	Richfield	Crystal Brakke
283	St. Louis Park	Anne Casey
284	Wayzata	Andrea Cuene
277	Westonka	Heidi Marty

Absent: 286/Dallas, 273/Neville, 270/Adams, 279/Osseo, and 281/Sant  
Guests: Jonathan Gardner (Orono), Regina Gardner  
287 Administration: Sandra Lewandowski, Anne Becker, Mae Hawkins, Kim Helgeson, Elisabeth Lodge Rogers, Ben Magras, Chad Maxa, Gloria Wilder, and Wauneen Mgeni  
287 Staff Members: Glazell Toledo, Greg Beeck, Dawn Peterson, Brian Burns, Tara Belmore, and Shawn Garvey

**2. APPROVAL OF GENERAL MEETING AGENDA**

The general meeting agenda was presented for approval. *Motion by Andrea Cuene, seconded by Anne Casey, to approve the meeting agenda. All in favor. Motion carried unanimously.*

**3. OPEN FORUM FOR COMMUNITY COMMENTS**

Ms. Glazell Toledo addressed the Board.

**4. APPROVAL OF CONSENT AGENDA**

The Consent Agenda was presented for approval. The Consent Agenda included the General Board Meeting Minutes from February 13, 2020, Amended General Meeting of the Board Minutes from January 9, 2020, Amended General Meeting of the Board Minutes from January 23, 2020, Financial Report January 2020, State of Minnesota PELSB Teacher Mentorship and Retention of Effective Teachers Grant, FY21 Food Service Primary Vendor, Authorization of Issuance of Individual Procurement Cards (P-Cards), West Education Center Multi-Purpose Sport Court (Bid Award), and Routine Human Resources Activities for February 27, 2020. *Motion by Michèle Kunz, seconded by Adam Seidel, to approve the Consent Agenda as presented. Motion carried.*

**5. SHARE THE SUCCESS & RECOGNITIONS**

Superintendent Lewandowski introduced Mr. Greg Beeck, Ann Bremer Education Center (ABEC) Principal. Greg presented an overview of Ann Bremer Education Center programs highlighting their equity and school improvement plan. Greg introduced Jonathan Gardner ABEC student. Johnathan briefly talked about his experience at ABEC and how much it has helped him achieve his educational goals. Click here for student highlights: [Johnathan Gardner](#)

**6. SUPERINTENDENT’S REPORT**

Superintendent Lewandowski introduced Mr. Ben Magras, Executive Director of Student Outcomes. Ben presented an overview of the vision, organization, and implementation of our work as a trauma-sensitive and healing centered organization. [Trauma and Healing Center Implementation](#)

**7. INSTRUCTIONAL REPORT - None**

**8. BUSINESS SERVICES & LABOR RELATIONS REPORTS - None**

**Facilities Report – None**

**Financial Report**

Ms. Gloria Wilder, Director of Finance presented the FY20 Budget Revision for approval. *Motion by Michèle Kunz, seconded by Heidi Marty, to approve the FY20 Budget Revision as presented. All in favor. Motion carried unanimously.*

Ms. Mae Hawkins, Executive Director of Business Services presented the FY20 Budget Assumptions for approval. *Motion by Anne Casey, seconded by Heidi Marty, to approve the FY21 Budget Assumptions as presented. All in favor. Motion carried unanimously.*

**Human Resources Report**

Mr. Chad Maxa, Executive Director of Strategic Implementation, presented and recommended approval of the 2020-2021 District calendar. *Motion by Heidi Marty, seconded by Adam Seidel, to approve the 2020-2021 District calendar as presented. All in favor. Motion carried unanimously.* Intermediate District 287 works to align our calendar the best that we can to our 11 member school districts' calendars. The school board approved the 2020-2021 school calendar. [2020-2021 Intermediate District 287 School Calendar](#)

Ms. Anne Becker, General Counsel, requested approval of a Resolution directing the Administration to make recommendations for reductions in programs and positions (ULAs). *Resolution motion by Heidi Marty seconded by Adam Seidel, to waive the reading of the resolution and approved the proposed resolution directing the administration to make recommendations for reductions in program and positions (ULAs). The following voted in favor of the resolution: Brakke, Casey, Cuene, Kunz, Marty, and Seidel. The resolution passed.*

**9. BOARD BUSINESS**

**Policy Review & Revision - None**

**Chair Report**

Board Vice-Chair Cuene briefly presented an overview of the last AMSD meeting.

**Board Report - None**

**Once Around the Table - None**

**10. ADJOURNMENT**

*Motion was heard and seconded to adjourn the meeting.* Meeting adjourned at 7:59 PM.

The next general meeting will be held on March 26, 2020, at 6:30 PM in the DSC Board Room.

Submitted by  
Wauneen Mgeni  
Secretary to the Board

Signed: Chair \_\_\_\_\_

Clerk \_\_\_\_\_

Date \_\_\_\_\_

Date \_\_\_\_\_

# CONSENT AGENDA - RECOMMENDATION

Intermediate District 287

RESPONSIVE. INNOVATIVE. SOLUTIONS.

## 24-Month Agreement with PowerSchool Group

March 12, 2020

### Author

Michelle Axell, Director of Human Resources

### Summary

The PowerSchool Group Agreement outlines the terms and conditions related to the Applicant Tracking System. The term of the agreement is from July 1, 2020, through June 30, 2022. This agreement includes a pilot period from March 1, 2020 - June 30, 2020, with billing aligning with the fiscal year starting on July 1, 2020. The 24-month contract saves the district \$1,000 each year and allows for no software payments until July 1, 2020.

### Recommendation

Recommendation to approve a 24-month agreement from July 1, 2020, through June 30, 2022, to include a pilot period from March 1, 2020 - June 30, 2020.

# Coherence at SEC

7

Intermediate District 287  
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2019-2020 STRATEGIC PRIORITIES

TRAUMA-SENSITIVE & HEALING-CENTERED PRACTICES

EMPLOYEE WELL-BEING

EVIDENCE-BASED INSTRUCTION

COLLABORATIVE PARTNERSHIPS

STUDENT OUTCOMES

RACIAL EQUITY

RACIAL EQUITY

RACIAL EQUITY

RACIAL EQUITY

District 287 is committed to advancing racial equity and producing equitable student outcomes through evidence-based instruction, trauma-sensitive and healing-centered practices, and employee well-being. Racial equity is foundational to District 287's mission and embedded in all its priorities.



March 12, 2020

We are

**SEC**

**RHRS**  
Respectful  
Honest  
Responsible  
Safe

# Welcome and Introductions

Jayne N. Tiedemann - Principal

Deb Carlson-Doom - Assistant Principal

# SEC School Improvement Plan

[SEC SIP 2019-20](#)

[SEC Admin Team Agenda](#)

Professional Learning Communities (PLCs)

Instructional Coaches

Curriculum and Instruction That Works (CITW)

Site Assessment Team (SAT)

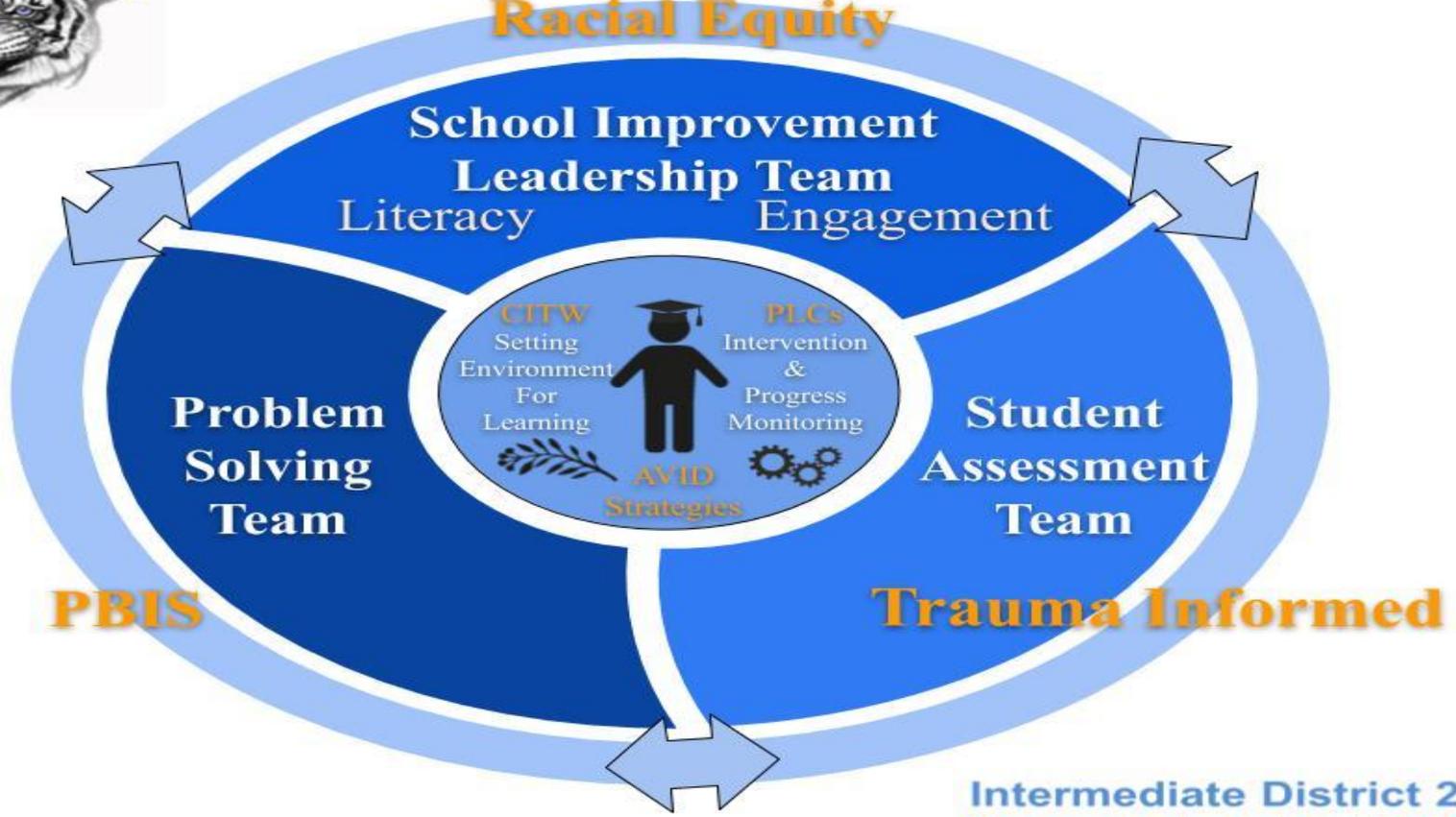
[Newsletter 2](#)





# SEC Model for Student Achievement and Team Support

## Racial Equity



10

# SECA Program Components

**CITW**

**TSIT** - Problem Solving Team

**Special Education** Co-teaching and Push-in model

↖ ↗  
**PBIS:** Respectful, Honest, Responsible, Safe

**AVID:** Elective class, college visits, college fair, family nights

**Restorative Practices:** Restorative Chats, Solutions Room

**Collaborative & Proactive Solutions (CPS)**

**Advisory:** Social Emotional Learning, Circle

**Student Leadership:**

- SIA (Students in Action)
- One Book and One Community
- Student Equity Group,
- Gender and Sexuality Alliance (GSA)
- Mentor Program

**ALC Plus:** Headway Emotional Health Services, CD counselor, mental health counselor, case management

**Childcare:** Mother Duck

**Family Engagement**



# Building Support Team

## SEC Crisis Behavior Response Guidelines 19-20 Final

### Solutions Process

12



# Student Safety Coaches

## Role of the Student Safety Coaches



- Promote and reinforce positive student behavior in the role of Student Safety Coach
- Respond to crisis situations, communicate and problem solve situations that occur throughout the school day.
- Develop positive relationships with all students in the building while providing active supervision to students in the hallway, lunchroom and recreational areas
- Debrief problematic behavior with students by using the Collaborative and Proactive Solutions approach
- Have knowledge of specific disabilities and individual learning characteristics, including PBSPs
- Assist the Staff with crises, problems and behavior management by observing, recording and charting
- All SSC's will be a part of the Health and Safety and Building Support team meetings at the school
- Lead/support students and staff during Restorative Practices.

# 360 Team at SEC

Meets Mondays 8:30 -10:00

- School Psychologist
- Administrator
- Case Manager
- Member of the DMRT
- School Social Worker
- School Nurse
- Behavior Specialist
- Related Service Providers

Intermediate District 287 - 360 Team



COLLABORATION &  
PARTNERSHIPS



RESPONSIVE  
SYSTEMS OF SUPPORT

# Spring Surveys & Data Collection

# Learning Intention

By the end of this session...

School Board Members will understand spring survey tools and how we use them to grow as a District.

# Agenda

## Overview of Three Key Surveys:

- Comprehensive School Climate Inventory (CSCI)
- Student Engagement Instrument (SEI)
- Coherence and Strategic Priorities

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# CSCI

## *Comprehensive School Climate Inventory*

The CSCI is a national school climate survey that provides a profile of our school's strengths and areas for improvement in regards to school climate.

# CSCI

## *Comprehensive School Climate Inventory*

Administration	How we use it
<ul style="list-style-type: none"><li>● Given each spring</li><li>● <i>ALL</i> staff take the survey</li><li>● Shared with staff tomorrow</li><li>● Survey window open until the end of the month</li></ul>	<ul style="list-style-type: none"><li>● Used by building leaders for school improvement planning</li><li>● Used by District leaders to better understand our sites</li></ul>

# Student Engagement Instrument

The Student Engagement Instrument measures cognitive and affective engagement.

It helps us gain insights into a student's sense of control, intrinsic motivation, and future aspirations (**cognitive engagement factors**).

The SEI also helps us understand a student's relationships with teachers, peers, and family support (**affective engagement factors**).

# Student Engagement Instrument

Administration	How we use it
<ul style="list-style-type: none"><li>● Given after spring break</li><li>● <b>Students</b> take the survey</li></ul>	<ul style="list-style-type: none"><li>● Used by building leaders for school improvement planning</li></ul>

**Example Goal:**

*Gateway to College students reported 53% were engaged on “Future Goals and Aspirations” as demonstrated by the Spring 2019 Student Engagement Instrument (SEI). By May of 2020 65% of students will demonstrate a positive response in Future Goals & Aspirations on the SEI.*



# Coherence & Strategic Priorities

Internally developed survey that assesses staff understanding of our Strategic Priorities.

# Coherence & Strategic Priorities

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Administration	How we use it
<ul style="list-style-type: none"><li>● Google Form</li><li>● Given to all staff May</li><li>● Over 400 responses last year</li><li>● Expanded for this spring</li></ul>	<ul style="list-style-type: none"><li>● Assess implementation of Strategic Priorities</li><li>● Primarily used by District leaders</li></ul>

## Examples of New Items

“I understand how these strategic priorities align with my role in the District”

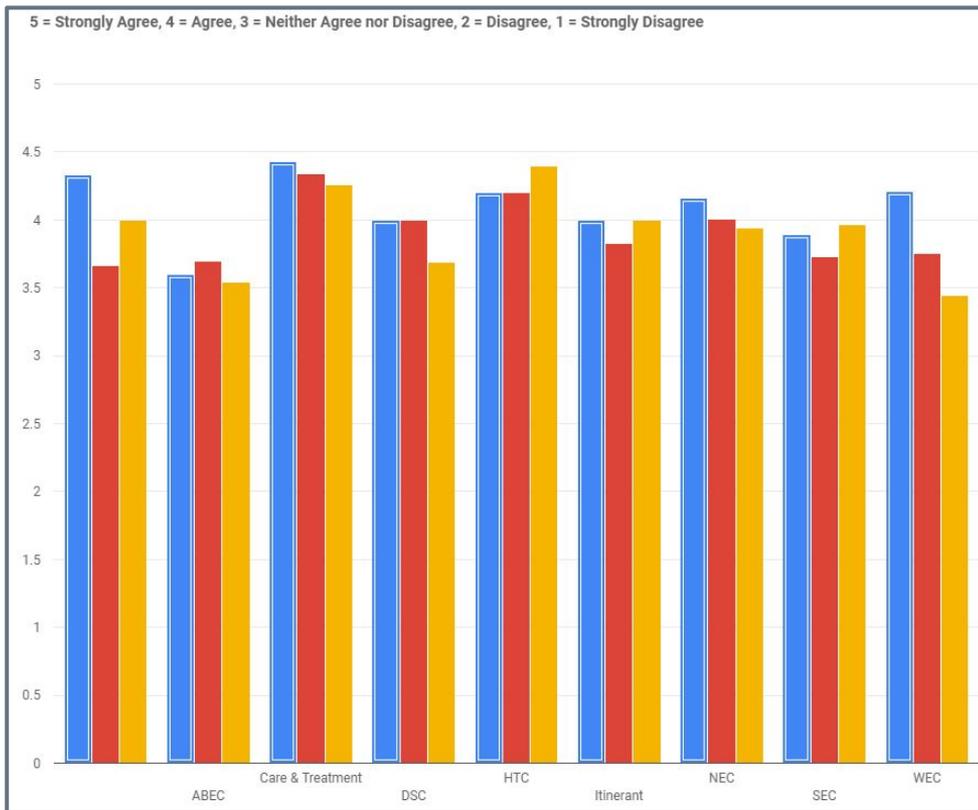
“When I am stressed, I have support available to help me”

“I help students to think positively about different races (skin colors)”



# Racially and Culturally Responsive Instruction: Staff (Spring 2019)

This is a sample. Last year, there were 10 questions.

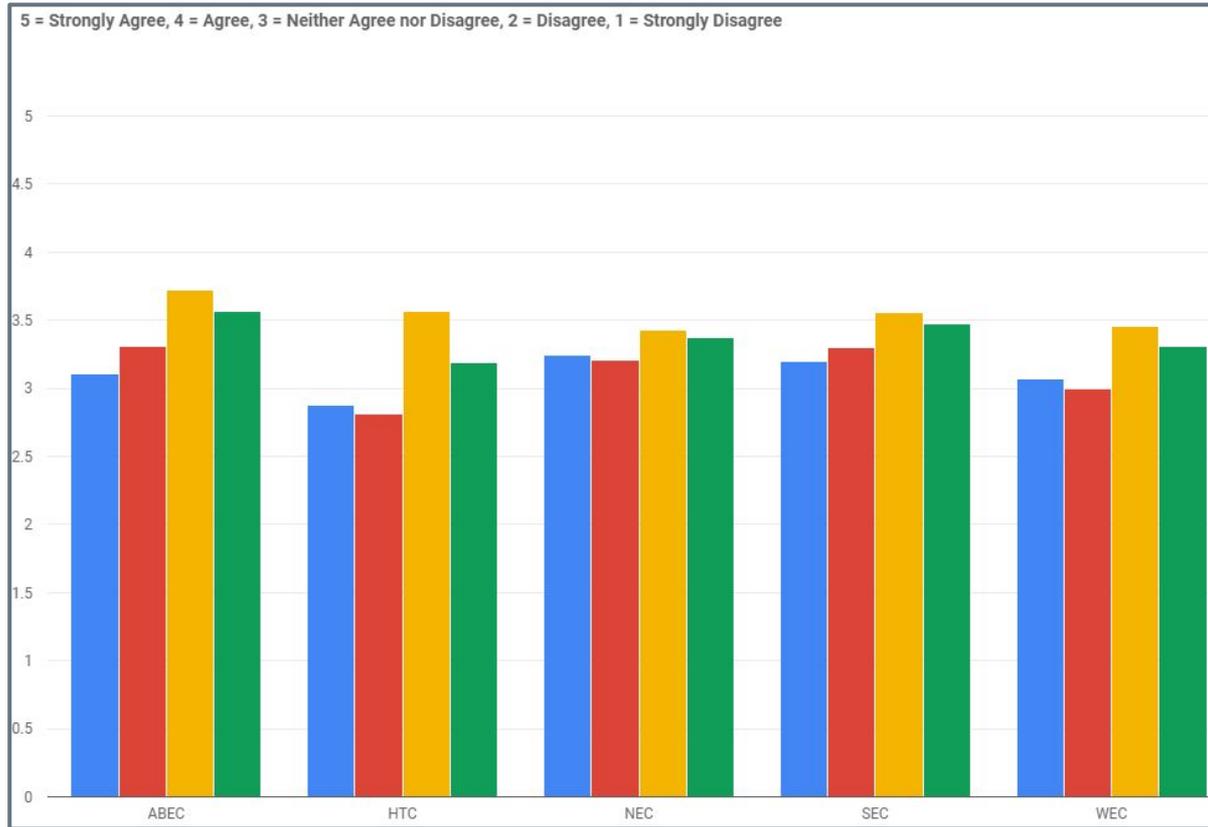


- It's OK for STAFF to talk honestly with other STAFF about race (skin color) in our school
- I purposefully seek out opportunities to reflect and develop my own racial identity and consciousness
- District 287 is committed to increasing my own racial consciousness as an educator



# Racially and Culturally Responsive Instruction: Students (Spring 2019)

Included on the SEI last year



- In my classes we learn about race.
- Teachers encourage me to speak my truth about race.
- Teachers help think positively about different races.
- In my classes, it is OK to talk honestly about race.

25



Questions?

# Position Engagement & Marketing Update

Director of Equity and Inclusion

Rachel Hicks  
*Director of Communications & Public Relations*

Amanda Achterkirch  
*Talent Acquisition Professional*

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# Engagement & Hiring Timeline

Post Date	03/06/2020
Close Date	03/29/2020
Staff Input	03/04/2020 (facilitated session) 03/13/2020 (online feedback due)
Screening Process	04/01 - 04/06/2020
1st Round Interviews	04/09 - 04/14/2020
2nd Round Interviews	Week of 20-24

28

# Engagement Opportunities

- **Feedback:** Provide feedback on the position classification (in-person session and online form)
- **Participation:** Participate in interview process
  - Interview team
  - Presentation team
  - Email Activity Review team



## Questions

1. What things would you like to see continue, strengthen or change?
2. What do you see as the role both at the district & at a site level? What would you hope they would do as part of their job?
3. What qualities or characteristics do you think they should have?
4. What else do you wish to share?

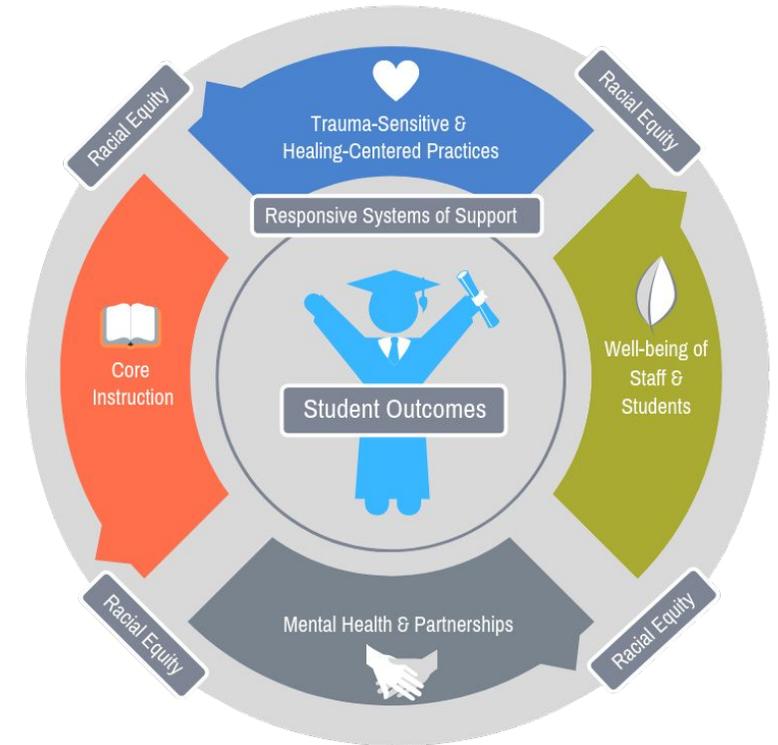
# Themes from Initial Feedback

- Professional Development at all levels + accountability
- Importance of Site Equity Teams + beyond
- Ensuring impact makes it to the classroom/student outcomes
- Expansion of student and family engagement
- Support for Staff of Color
- Intersectionality
- Drive racial equity work and challenge/push when needed
- Top Traits: Passion for work, strong communicator, SEL skills, work with individuals who are at various points in their journey
- Future growth of department

# Alignment with Strategic Priorities

## *Examples*

- Knowledge of childhood trauma, including race-related trauma, and educational practices that are trauma-sensitive and healing-centered
- Experience in education and best practices for culturally responsive teaching and learning



# Marketing

## New Approach

- Landing pages
- Search Engine Optimization
- Paid Google Ads
- Paid Facebook Ads
- Advertisements with local diverse media outlets
- Spanish Ads (Google/Media)
- Use of PEM communications model to reach specific audiences
- Presence and/or scouting at conferences, events, etc.
- Targeted Word of Mouth

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Intermediate District 287 [Apply](#)

[Home](#) > [About Us](#) > [Jobs](#) > [Director of Equity & Inclusion](#)

### Director of Equity & Inclusion



What you'll do

- Create the district framework to move toward the Strategic Priority of achieving racial equity
- Maintain and enhance current equity learning opportunities for District Leaders



Qualifications

- Seven (7) years of demonstrated leadership, practical understanding and application of systemic inequities, racial equity, and diversity and inclusion principles in education or educational systems

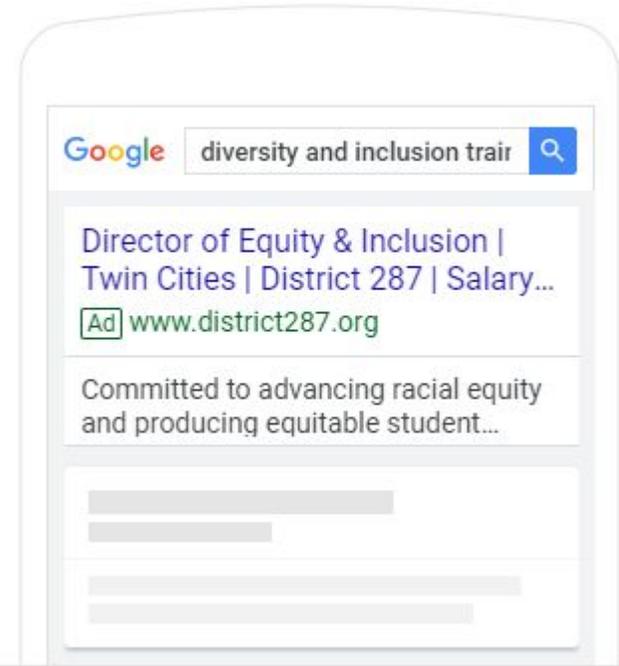


Join our Team

District 287 is committed to advancing racial equity and producing equitable student outcomes through evidence-based instruction, trauma-sensitive and healing-centered practices, and employee well-being

## Landing Page

Your ad on mobile Google Search



33

20 clicks

Intermediate District 287  
Sponsored · 🌐

Be part of a compassionate team of educators who partner to achieve racial equity #287edchat



84 post clicks  
122 engagements

Total Cost Range: \$750 - \$950

## Diverse Media Ad Placements



- Spokesman-Recorder
- The Circle
- Hmong Broadcasting Group
- La Voz Latina

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# Questions



March 2020  
vol 17 ♦ no 6

## New Partnership Offers Special Education, Mental Health Support for South St. Paul Students at Reduced Cost

Through an innovative partnership between South St. Paul Public Schools (SSPPS) and the University of Minnesota, more consistent special education and mental health services are able to be offered to students at a reduced cost to the district. The partnership provides much needed support to students while also ensuring school psychologist graduate students gain the in-school experience they need to attain their degree.

“These emerging school psychologists provide fresh, new ideas and solutions to our school system and are supported by the structure of the highly accredited and professional faculty team at the University of Minnesota,” said Kelly Tetrick, director of special services. “We’re really excited to be a partner with the University of Minnesota and have these highly talented student school psychologists represent our district.”

Providing more special education and mental health services within schools has been top-of-mind for students, families, community members, school board members, administrators and legislators, but cost and access to high-quality job applicants are often barriers to providing sustained services. Through partnerships like this one, costs for school districts are reduced and access to high-quality candidates is increased.

“By hiring student school psychologists with faculty supervisors, we are able to receive about 1.5 times the support for students than if we hired one full-time school psychologist,” Tetrick said. “And the in-school services allow for more ongoing communication between the family, special education teams and mental health providers during student assessments and interventions.”



School Psychologist Intern Jenna Kluft meets with a South St. Paul student as part of a unique partnership between the district and the University of Minnesota.

For the past two school years, a team of five masters students and one doctoral psychologist student from the University of Minnesota’s College of Education and Human Development have been providing direct support and interventions to SSPPS students within the school setting while completing their required internships. This in-school support structure allows for SSPPS students to receive behavioral, academic and mental health services.

Through these interventions and the individual support with student school psychologists, SSPPS students increase their academic achievement, grow their social-emotional skills, and build behavioral and work skills. Additional goals of the interventions are to reduce

*Continued on page 2*

### March 6, 2020 Board of Directors Meeting

7 a.m.  
Quora Education Center  
NE Metro 916  
Little Canada

### March 17, 2020 AMSD Day at the Capitol

8 a.m.  
Room 316  
State Capitol  
RSVP to  
[kjansa@amsd.org](mailto:kjansa@amsd.org)

### March 27, 2020 Executive/Legislative Committee Meeting

7:30 a.m.  
Room 304  
Anderson Center  
Bethel University  
Arden Hills

### April 3, 2020 Board of Directors Meeting

7 a.m.  
Quora Education Center  
NE Metro 916  
Little Canada

## AMSD’s Mission

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



Association of  
Metropolitan School Districts

## From the Chair

The legislative session is moving swiftly with many important issues impacting our schools under consideration. I encourage AMSD members to attend our 2020 Day at the Capitol on Tuesday, March 17. We will meet at 8 a.m. in Room 316 in the Capitol for an update from AMSD staff and several legislators. The most important part of the day is scheduling meetings with your local legislators to urge them to address the issues on [AMSD's Legislative Platform](#). Meeting with your local legislators at the Capitol is one of the most effective ways to advocate for our schools and our students. Please join us on March 17 and make your voice heard!

*Andrea Cuene, school board member, Wayzata Public Schools, is chair of AMSD.*

# SSPPS Partners with University of Minnesota

*Continued from page 1*

behavioral referrals, reduce absenteeism, and support academic and social-emotional growth. The partnership supplements and complements the efforts made by district teachers and support staff to support all SSPPS students.

By enhancing the number of special education and mental health professionals in a school, students have more access to the individual services they need. The student school psychologists are able to enrich the student assessment process, as well as design, implement and monitor progress of interventions with a larger team of people. They work in conjunction with other school professionals including counselors, teachers, administrators and support staff to determine how to best support each student's individual needs. Through the embedded psychologist program, SSPPS is able to support children identified with tier two and tier three special education service needs.

“Having the school psychologist team allows us to give more focused, individual attention to students and provides more interventions than we previously would have been able to,” said Angie Ryter, assistant principal at South St. Paul Secondary. “We are able to expediate and get kids help faster. This extra layer of support has really been helpful.”

In order to become a school psychologist, one must earn between 60-90 graduate semester hours and complete a 1,200-hour supervised internship. Through this educational background and practical experiences, student school psychologists are equipped with the knowledge they need to collect and analyze data, conduct student assessments, apply behavioral interventions, and more.

In SSPPS, the student school psychologists also collaborate with community providers to coordinate services students may need. Through this work, school psychologists help to: improve academic achievement; promote positive behavior and mental health; support diverse learners through culturally competent treatment plans; create safe, positive school climates; promote social emotional learning behaviors; strengthen family-school partnerships; monitor individual student progress in academics and behavioral patterns; and improve school-wide assessment and accountability.

“My most favorite part about being a school psychologist is seeing the growth in students,” said Jenna Klaft, who is in her second year in SSPPS, last year as a school psychologist master's student and currently serves as a school psychologist intern. “I love showing students how they are progressing in their academic, behavioral or social emotional goals. The support I receive from my faculty and the constant evaluation and supervision of my performance have really allowed me to grow and apply my skills in working with students.”

This unique partnership has turned out to be a win-win for both the University of Minnesota and SSPPS. For the University, it is able to guarantee internship hours for students and provide emerging school psychologists with networking experience within a school district. The University provides high-quality instruction and oversight of the embedded school psychologists team, allowing the district staff to focus more on direct service to students and families and less on paperwork. Since the partnership was implemented, the district has seen improvements in key state system requirements, including being celebrated for high performance by the Minnesota Department of Education for due process review evaluations. Additionally, the student psychologists receive mentorship and supervision support from SSPPS as a result of their being an integral part of the school's student support team.

“Our master's- and doctoral-level students provide academic and social emotional interventions and evidence-based practices to support children alongside other talented school employees,” said Annie Hansen-Burke, senior lecturer at the University of Minnesota and embedded school psychologist supervisor. “We take the latest in educational research and the energy and drive of our student school psychologists who are here to best serve South St. Paul children and families.”

School districts often find it difficult to fill school psychologist vacancies, leaving a hole in the professional special educational and mental health services districts are able to provide. By welcoming the school psychologist students into the building to earn their practicum hours, districts like SSPPS are able to develop a pool of potential candidates for future openings.

“In the end, we need to remember that we are an institution of learning,” said Supt. Dave Webb. “It makes sense that we invest not only in the learning and development of our students, but also our staff. This partnership is an example of investing in key staff members who are continuing their learning. We are proud to partner with the University of Minnesota to help launch the careers of these and future student school psychologists and hope that they choose to come back to South St. Paul when they graduate.”

*This month's member spotlight was submitted by the South St. Paul Public Schools Communications Department.*

# Majority of AMSD Districts Face Budget Shortfalls for 2020-2021

**A** MSD member school districts project a combined \$93 million in budget shortfalls for the 2020-21 school year assuming no additional funding is approved by Legislature during the 2020 legislative session.

According to the AMSD Budget Survey conducted in February 2020, 28 of the 41 AMSD districts surveyed are projecting shortfalls for FY 2021.

[Link: View the full table of the projected shortfalls](#)

Of the 13 districts that did not project a shortfall for FY 2021, six passed voter-approved operating referendums in November 2019.

While many factors contribute to each district's shortfall, a significant contributing factor is that the general education formula, the most important funding stream for school districts, has not kept pace with inflation. In fact, the formula would be \$639 per pupil higher today if it had simply kept pace with inflation since 2003. Vast shortfalls in the special education and English learner programs also significantly contribute to school district budget challenges.



South St. Paul teacher and 2019 Minnesota Teacher of the Year Jessica Davis (pictured, far left) testified in February to the House Education Policy Committee on the importance of funding the Increase Teachers of Color Act.

[Link: Special Education Cross-Subsidies by District](#)  
[Link: English Learner Cross-Subsidy](#)



Dr. Yeu Vang, Director of Multilingual Learning for Saint Paul Public Schools, testified in February to the House Education Finance Division about the importance of English learner funding with bill author Rep. Kaohly Her.

The budget shortfalls are often conundrums for local residents. By law, school districts may not operate with deficits, yet the majority of school district funding is provided by the Minnesota Legislature, supplemented with federal aid and local operating referendums.

While local operating referendums provide critical support, those referendums also come with costs. In 2019, for example, the Rosemount-Apple Valley-Eagan District estimated its 2019 referendum renewal campaign cost more than \$50,000 to provide required and important information to its residents, not including thousands of hours and hundreds of presentations to citizens and community groups.

And, without property tax equalization, taxpayers with less property wealth in their community can pay up to three times more to raise the same amount of funding for their schools as a taxpayer from a community that has more property wealth.

*Continued on page 4*

# AMSD Members Advocate for Stable Funding

Continued from page 3



South St. Paul Supt. Dave Webb, and Finance Director Aaron Bushburger, presented in February to the Minnesota Department of Education’s School Finance Working Group about the importance of property tax equalization.

The projected shortfalls for 2020-21 are no surprise.

In a similar survey in 2019, most school districts reported they would face shortfalls in 2020 and beyond if the Legislature did not pass a three percent formula increase and make progress toward reducing the special education cross-subsidy.

Several superintendents testified last session about the importance of increasing the basic formula by at least three percent per year for the next two years and improving special education funding if they were to avoid shortfalls.

AMSD continues to call on state policy-makers to stabilize the education funding system during the 2020 legislative session by linking the funding formula to inflation, addressing the shortfalls in the special education and English learner programs and providing school safety and mental health funding.



Richfield Supt. Steve Unowsky testified in February to the House Education Finance Division about the significant shortfall in English learner funding.



Robbinsdale Supt. Carlton Jenkins joined Rep. Rena Moran and testified in support of legislation that would provide funding for trauma-informed professional development for staff who work with students with adverse childhood experiences.

# Intermediate District 287

RESPONSIVE. INNOVATIVE. SOLUTIONS.

## School Board Planning Calendar 2019-2020

2019 Meetings (August - December)		2020 Meetings (January - June)	
August 22	October 10	January 9	March 26
September 12	October 24	<i>(possible conflicts with MASA)</i>	April 9
September 26	November 14	January 23	May 14
	December 12	February 13	May 28
		February 27	June 11
		March 12	June 25

1 <sup>st</sup> Meeting of the Month	2 <sup>nd</sup> Meeting of the Month
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**START TIME 6:30 PM**

**AUGUST 22, 2019**

<p><b>Kudos &amp; Recognition</b></p> <ul style="list-style-type: none"> <li>• Amy Tiedens for being selected the Minnesota Association of Pupil Transportation (MAPT) “2019 Administrator of the Year”[Note: Michelle will not be in attendance at this Board mtng]</li> <li>• What Board Members Need to Know About “2019-2020 Back to School Start-Up” (back to school event, New Staff Academy, update on new hires [invite Amanda A])</li> </ul> <p><b>Special Presentation</b></p>	<p><b>Annual Presentation - none</b></p> <ul style="list-style-type: none"> <li>• Coherence-Uber Goal (First Read)</li> <li>• New Leader Introduction</li> <li>• Financial Report June - (Action)</li> <li>• Lead and Radon Testing Report</li> </ul> <p><b>Spotlight</b></p> <p><b>Consent Agenda OR What the Board Needs to Know OR Verbal Update</b></p> <ul style="list-style-type: none"> <li>• Approval of Non-ERISA 403(b) Plan Adoption Agreement for IRS (consent agenda)</li> </ul>
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<p><b>SEPTEMBER 12, 2019</b></p> <p><b>Kudos &amp; Recognition</b></p> <ul style="list-style-type: none"> <li>• Kudos (back to school - first days of school video)</li> <li>• EAP - Sandcreek Partnership</li> </ul> <p><b>Consent Agenda OR What the Board Needs to Know OR Verbal Update</b></p> <ul style="list-style-type: none"> <li>• Insurance RFP recommendation</li> <li>• Cigna Renewal</li> </ul> <p><b>Special Presentation:</b></p> <ul style="list-style-type: none"> <li>• Moving Racial Consciousness to Action tool</li> </ul> <p><b>Annual Presentation</b></p> <ul style="list-style-type: none"> <li>• Superintendent Uber Goal 2019-20 School Year- <b>First Read</b> and Approval</li> </ul> <p><b>Spotlight - none</b></p>	<p><b>SEPTEMBER 26, 2019</b></p> <p><b>Kudos &amp; Recognition</b></p> <ul style="list-style-type: none"> <li>• Spotlight: West Education Center (tentative)</li> </ul> <p><b>Consent Agenda OR What the Board Needs to Know OR Verbal Update</b></p> <ul style="list-style-type: none"> <li>• Routine monthly finance report - July/August (consent agenda)</li> </ul> <p><b>Special Presentation</b></p> <ul style="list-style-type: none"> <li>• Special Education Monitoring and Corrective Action Plan (CAP)</li> </ul> <p><b>Annual Presentation</b></p> <ul style="list-style-type: none"> <li>• Facilities Report (ABEC Construction &amp; Summary of Summer Projects)</li> <li>• <b>What the Board Needs to Know</b> Emergency and Crisis Plans for 2019-20 Jake Horejsh ..... (<b>Action</b>)</li> <li>• <b>What the Board Needs to Know</b> MSBA Resolution on TTM funding Anne Becker ..... (<b>Action</b>)</li> </ul> <p><b>HR Closed Session: 2209 Negotiations -update</b></p>
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**OCTOBER 10, 2019**

**Kudos & Recognition/Spotlight**

**Consent Agenda OR What the Board Needs to Know OR Verbal Update**

**Special Presentation**

**Annual Presentation**

Dr B presentation -full work session for two hours/confirmed she will present.

**OCTOBER 24, 2019**

**Kudos & Recognition/Spotlight**

- Spotlight: Care and Treatment

**Consent Agenda OR What the Board Needs to Know OR Verbal Update**

- Enrollment Update - highlights *what we know*
- Approval of Bid - 2 Way Radio System ABEC
- Misc. Policies First Read: Harassment and Violence, Wellness, Tobacco-Free Schools
- Insurance Premium Rate recommendation

**Special Presentation**

Special Education Ratio Redesign - Mae & Tina or Amanda

**Annual Presentation**

- Financial Report September - Quarterly Update (Action)
- Parameters Resolution for Sale and Award of Certificates related to refunding of 2009(A) Bren Road Certificates of Participation.

**NOVEMBER 14, 2019**

*(Only one Board meeting this month!)*

**Kudos & Recognition/Spotlight**

- Spotlight: Northern Star Online

**Consent Agenda OR What the Board Needs to Know OR Verbal Update**

- Fund balance transfers (Action item)

**Special Presentation: Board Work Session**

- **Part Two:** Courageous Conversation with Board Members and Staff

**Annual Presentation**

- Grant updates (carry over) - Ben and Jon [SRCL update]
- Misc. Policies First Read: Tobacco-Free, Harassment and Violence, Wellness
- Tiered Systems Update - BDAC/SEDAC Meeting

**HR Closed Session:** Admin/Unaffiliated guide [tentative]

Local 2209 Negotiations [tentative]

**DECEMBER 12, 2019**

*(Only one Board meeting this month!)*

**Kudos & Recognition/Spotlight**

- Spotlight: South Education Center

**Consent Agenda OR What the Board Needs to Know OR Verbal Update**

- Financial Report October (consent agenda)
- Legislative Platform
- Award of Bids - ABEC PHASE III

**Special Presentation**

- KPI update & School Improvement Plans update - 2019-20 plans (30 min)
- STOP Violence Federal Grant Update (Ben M., Kate, Tina)

To consider:

- Board Approval of Tiers in Special Education Model

**Annual Presentation**

- Officer Election Process - (Chair Report)
- World's Best Workforce Report & ESSA Update (Jon Ben)
- Individual Policies Second Read: Tobacco-Free, Harassment and Violence, Wellness - Second Read
- Equity Policy First Read
- Unaudited Financial Report for FY19 (action item)
- Tiered Systems of Support (Action item)
- **HR Closed Session:** Admin/Unaffiliated guide

**JANUARY 9, 2020**

- Financial Report November (consent agenda)  
*\*Organizational Meeting* Election of Board Officers  
Oath of Office
- Electronic signatures resolution - was this included in the annual resolutions? *(Please move to the annual organizational meeting)*  
Etc.
- FY19 Audit - Auditor Presentation - (Annual Report) (recurring) (action item) *(Please move to top of Agenda behind election of officers)*
- Report on UBER goal including strategic implementation plans and budget
- Equity Policy Second Read

**JANUARY 23, 2020**

**Regular Meeting**

**Kudos & Recognition/Spotlight**

- Spotlight: Hennepin Technical Programs

**Consent Agenda OR What the Board Needs to Know OR Verbal Update**

- Superintendent Mid-Year Evaluation Procedure (recurring)

**Special Presentation -**

**Instructional Report:**

Present the overarching plan for professional growth. With subcomponents including walkthrough data, the work of coaches, and updates to our evaluation process.

**Annual Presentation**

- Financial Report December - Quarterly update (action item)

**FEBRUARY 13, 2020**

**Kudos & Recognition/Spotlight**

- Teacher of the Year Nominees
- TIES winners
- Amendment to Fees Resolution to add rate for Fairview Care and Treatment

**Consent Agenda OR What the Board Needs to Know OR Verbal Update**

- Update on Culture and Climate Uber Goal -Staff WELLBEING

**Special Presentation**

- Coaching update

**Under HR Report:**

- What the Board Needs to Know: HR Planning and upcoming hiring season: Michelle Axell, Director of Human Resources will share recruitment & retention strategies along with a proposal for the continuation of signing bonuses for high-quality candidates in hard-to-fill positions.

**Annual Presentation**

- ESSA submissions for schools identified for Comprehensive Support and Improvement (will recur annually)

**FEBRUARY 27, 2020**

**Kudos & Recognition/Spotlight**

- Spotlight: Ann Bremer Education Center
- School Board Recognition Week
- Teacher of the Year semi-finalists (when we know)

**Consent Agenda OR What the Board Needs to Know OR Verbal Update**

- Financial Report January -consent agenda
- 2020-2021 School Calendar Approval (recurring)
- HR Report: Resolution Reducing Programs and Positions (recurring) Michelle Axell will present a Resolution asking the Board to direct administration to make recommendations for any necessary reductions in programs and positions.

**Special Presentation**

**Annual Presentation**

- FY21 Budget Assumption/Program Withdrawal Report - Annual Report (Action item)
- FY20 Budget Revision - annual report (action item)

**Chair Report**

- 
- Trauma Sensitive Organization Ben M

MARCH 12, 2020

Equity (60 min) | Equity Work Session

**Kudos & Recognition/Spotlight**

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**Consent Agenda OR What the Board Needs to Know OR Verbal Update**

- Confidentiality Commitments

**Special Presentation**

- Update on SFA implementation

- 

**Annual Presentation**

Approval of revised Administrative Organizational Plan (recurring)

- Teacher of the Year semi finalists? if available

**HR Closed Session (284)**

- Initial Review - Parameters for Negotiations

MARCH 26, 2020

**Kudos & Recognition/Spotlight**

- Spotlight: North Education Center

**Consent Agenda OR What the Board Needs to Know OR Verbal Update**

- Financial Report February - consent agenda
- Verbal update: Expansion of Furthering Your Education program (The Transforming Teaching & Learning (TTL) Scholarship)
- What the Board Needs to Know about [Operational Results \(recurring\)](#) (video)
- Approval of Contracts:
- FY21 - Food Services Prime Vendor Contract (consent agenda)
- Approval of the RFQ Transportation Contracts

**Special Presentation -**

**Annual Presentation - none**

**HR Closed Session (284)**

- Final Decision - Parameters for Negotiations

**Chair Report**

- Data Privacy and Records (DPR) Bucket - 1st read

APRIL 9, 2020

**Kudos & Recognition/Spotlight**

- Spotlight: Work Experience
- Gateway to College award?

**Consent Agenda OR What the Board Needs to Know OR Verbal Update**

- HR Report: Discontinuing Educational Programs and Positions/Staff Reduction ULA Resolution (only if necessary)
- Consent Agenda: Recommendation to Renew Teachers on Call (TOC) Agreement
- Consent Agenda: Recommendation to move to Powerschool Applicant from Applitrack Agreement
- Organizational Chart Approval

**Special Presentation - none**

**Annual Presentation -**

- Facilities - Long Term Facilities Maintenance Plan Approval - (Action item)

**Chair Report**

- Data Privacy and Records (DPR) Bucket - 2nd read

MAY 14, 2020

RETIREMENT EVENT 5-6:30

**Kudos & Recognition/Spotlight**

- Itinerant

**Consent Agenda OR What the Board Needs to Know OR Verbal Update**

- Superintendent Evaluation **Closed Session (carry over)**
- Numerous Grant Approvals

**Special Presentation - none**

**Annual Presentation - none**

- Canceled school days to be reported as instructional days (resolution)

Liability and WC Renewal Rates

MAY 28, 2020

**Kudos & Recognition/Spotlight**

Spotlight: Itinerant

**Consent Agenda OR What the Board Needs to Know OR Verbal Update**

- Superintendent's Evaluation Update (10 min)
- Approval of Computer Refresh (carry over)

**Special Presentation - none**

**Annual Presentation -**

- Financial Report March - Quarterly update (Action)
- Facilities - 2020-2021 Anticipated Projects
- Graduation rate update
- Probationary Licensed, and Non-Licensed Non-Renewal Resolutions (recurring)
- Learning Conversations, Superintendent Luncheon Recap

**JUNE 11, 2020**

**Kudos & Recognition/Spotlight**

- 2020 Graduation video

**Consent Agenda OR What the Board Needs to Know OR Verbal Update**

- Financial Report April- consent agenda

**Special Presentation - none**

**Annual Presentation**

- Health & Medical (HM) Bucket - 1st read
- Food Services Report - (Annual Report)
- Annual Food Service Program Resolution **Action Item**
- Administrator/Unaffiliated Employment Guides – **Closed Session (Information)** Anne Becker, General Counsel, will present proposed 2020-21 performance increase percentages for Administrator/ Unaffiliated employees for approval.

**JUNE 25, 2020**

**Kudos & Recognition/Spotlight**

Spotlight: Therapeutic Teaching Model

**Consent Agenda OR What the Board Needs to Know OR Verbal Update**

- Financial Report May (**consent agenda**)
- Special Education Monitoring Report 2018-2019 (Ask Tina)
- PrairieCare Partnership Report (Kate and Chad Jayasekera)

**Special Presentation - none**

**Annual Presentation**

- Health & Medical (HM) Bucket - 2nd read
- KPI update / Strategic Plan update (annual item)
- 2020-21 Original Budget Approval - Annual Report **Action Item**
- Approval of 2020-21 Rates. **Action Item**
- Staff Reduction ULA Resolution  
Michelle Axell, Director of Human Resources, will present a resolution placing non-licensed staff on unrequested leave of absence. Resolution Placing Staff on Unrequested Leave of Absence (ULA).
- Administrator/Unaffiliated Employment Guides – **Closed Session (Information)** Michelle Axell, Director of Human Resource, will present proposed parameters for Administrator/Unaffiliated Employment Guides for initial consideration as a first read.

**INTERMEDIATE DISTRICT 287**  
**March 12, 2020**  
**SCHOOL BOARD CALENDAR**

**March 2020**

12	Thursday	General Board Meeting	6:30PM	Board Rm
26	Thursday	General Board Meeting	6:30PM	Board Rm

**April 2020**

09	Thursday	General Board Meeting	6:30PM	Board Rm
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**May 2020**

14	Thursday	287 District Retirement Celebration	5:30PM	DSC Rm 318
14	Thursday	General Board Meeting	6:30PM	Board Rm
21	Thursday	Henn Tech Pathways Graduation	10:10AM & 12:20PM	HTC EP
28	Thursday	General Board Meeting	6:30PM	Board Rm
28	Thursday	ABEC Transition & SUN HS Graduation (SUN/Focus/Strive/Intersect/LIVATP/Phase)	9:30AM	ABEC Gym
28	Thursday	ABEC High School Graduation (Strive High School & InVest High School)	1:30PM	ABEC Gym

**June 2020**

02	Tuesday	NEC Graduation	6:00PM	NEC Gym
03	Wednesday	FOCUS (South) Graduation	9:30AM	SEC Gym
03	Wednesday	Gateway to College Graduation	10:00AM	HTC EP
03	Wednesday	VECTOR/Intersect/Invest (South) Graduation	11:00AM	SEC Gym
03	Wednesday	SEC/SUN/Transition/Phase Graduation	12:30PM	SEC Gym
03	Wednesday	Vector West Graduation	1:00PM	WEC Gym
03	Wednesday	WEC/SPED/ALC/Transition Graduation	4:00PM	WEC Gym
03	Wednesday	SECA Graduation	6:00PM	SEC Gym
11	Thursday	General Board Meeting	6:30PM	Board Rm
25	Thursday	General Board Meeting	6:30PM	Board Rm

◆ General Board Meeting – Date Change

◆ New Event

◆ Event Date Change



# Local 2209/Board Breakfast

7:00 AM - 8:00 AM

Tuesday, April 28<sup>th</sup>  
District Service Center  
(3<sup>rd</sup> Floor – Room 316)

Andrea Cuene

Anne Casey

Heather Douglass

Ruthie Dallas

Crystal Brakke

Michèle Kunz

Steve Adams

Regina Neville

Sam Sant