

**INDEPENDENT SCHOOL
DISTRICT #624**



**WORK-STUDY
AGENDA**

August 24, 2015

To: Members of the School Board

From: Dr. Michael J. Lovett
Superintendent of Schools

Date: August 3, 2015

A work-study session of the White Bear Lake Area School Board will be held on **Monday, August 24, 2015**, at 5:30 p.m. in Community Room 112 at the District Center, 4855 Bloom Avenue, White Bear Lake, MN.

WORK-STUDY AGENDA

A. PROCEDURAL ITEMS

1. Call To Order
2. Roll Call

B. DISCUSSION ITEMS

- | | |
|---|-----------|
| 1. Review Proposed Intermediate School Board 916 Facilities Plan | 5:30 p.m. |
| 2. Preliminary Recommendation for 2015-16 School Board/
Superintendent Goals | 6:00 p.m. |
| 3. Review of Data on Student Achievement and Success for 2014-15 | 6:30 p.m. |
| 4. Overview of Proposal to Consider Self-Fund Dental Insurance | 7:00 p.m. |
| 5. Negotiations Study Session* | 7:30 p.m. |

C. ADJOURNMENT	8:00 p.m.
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*This portion of the meeting may be closed to consider strategy for labor negotiations, including negotiation strategies or developments or discussion and review of labor negotiation proposals, conducted pursuant to Minnesota Statutes 179.A.01 to 179.A.25.

AGENDA ITEM: **Review Proposed Intermediate School Board 916
Facilities Plan**

DATE: **August 24, 2015**

SUGGESTED DISPOSITION: **Discussion Item**

CONTACT PERSON(S): **Dr. Michael Lovett, Superintendent**

BACKGROUND:

On Monday night Kristine Carr, director of administrative services, and Dan Naidicz, director of special education, both from Intermediate School District 916 will be with us to provide an overview of the proposed capital project and the ramifications for member districts.

The presentation is attached.



Capitol View Center

FACILITIES UPDATE – White Bear Lake



BACKGROUND

- Extensive facilities studies and planning from 2006-2011
- 3-Step Facilities Plan developed by a steering committee was approved by the school board in June 2012
- This is the first major district-wide facilities overhaul since the late 80s

STEP 1

- New K-8 consolidated special education facility in the Northwest
- Karner Blue opened Fall 2014

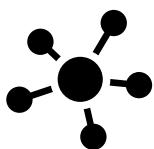
STEP 2

- New K-8 consolidated special education facility in the Southeast
- Lake Elmo planned to open Fall 2017

STEP 3

- Remodel or rebuild Capitol View secondary education facility in Little Canada
- Timeline to be determined

WHY?



CONSOLIDATE PROGRAMS

for efficiency in staffing and facilities' costs



MEET GROWTH

of increasing student referrals



IMPROVE TRANSPORTATION

for member districts and lessen student ride time



INCREASE SAFETY

for staff and students



ADVANCE STUDENT OUTCOMES

by designing schools that meet our students' needs

DESIGN ELEMENTS THAT WORK

- Natural Lighting
- Classroom Configurations
- Curved Hallways
- Multiple Entry Points
- Door Hardware
- Acoustic Attenuation
- Multiple levels of intervention
- Connection to Nature



DESIGN ELEMENTS MAKE AN IMPACT

What families and staff are saying:

"I'm getting through lessons and projects. This is more teaching than I have ever been able to do".

"Parents are happy and proud to have their children at Karner Blue"

"Students are transitioning back to their home schools faster"

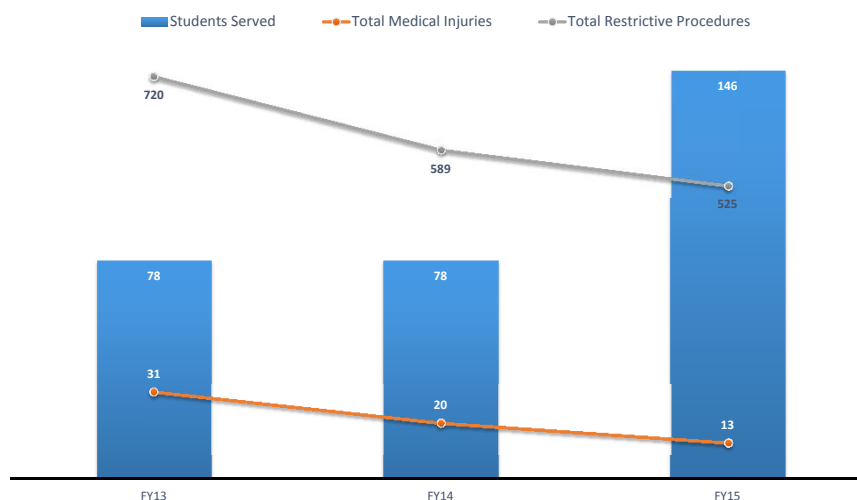
"Students are able to remain regulated because the environment supports their sensory needs"

"Parents report that their children like, and want to come to school first time ever"



ELEMENTARY DATA TRENDS

What we are seeing from improved facilities and programming:



CAPITOL VIEW CHALLENGES



LEGISLATIVE AUTHORITY REQUIRED TO REMODEL*

The legislature has not provided intermediate districts with a funding mechanism to remodel



OFFSITE REPLACEMENT TOO EXPENSIVE

Rebuilding at a new location is not feasible due to cost of purchasing new land and cost to move fiber hub



AGING SYSTEMS WILL FAIL

Original 1950s systems operating with bandaged solutions; no way to predict when a major failure will occur

*Legislative efforts in **2012**, **2013**, **2014** and **2015** failed to gain approval.

FACILITY CHALLENGES

Capitol View has reached the end of its life expectancy. Some of the major building challenges include:

- Mechanical system is original
- Minimal electrical system updates have been made and a major upgrade is required
- There is no sprinkler system
- Asbestos is present
- Building is not ADA compliant
- Building does not meet any air quality or air flow requirements
- Traditional building design does not meet the needs of Level IV students



These conditions negatively impact student learning



SPECIAL ED STUDENTS SERVED AT CVC

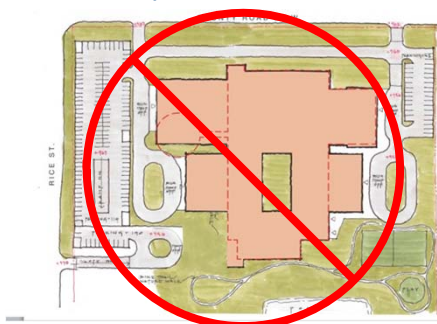
District	6 year range (FY 2010-2015)	6 year average (FY 2010-2015)
White Bear Lake Referrals	12-18	16
Total Special Ed Referrals	203-490	264



ONE FEASIBLE SOLUTION

A total of nearly 10 options were considered which were narrowed down to the 2 least expensive options:

Remodel/Partial Rebuild - \$31 million



- ✗ No Legislative Authority
- ✗ Significant displacement of students
- ✗ Does not meet MDE req. for acoustics/green space

Rebuild on Location - \$42 million

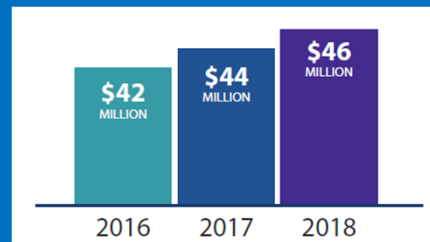


- ✓ Legislative Authority
- ✓ Minimal displacement of students
- ✓ Meets acoustic/green space req.

BENEFITS OF NEW CONSTRUCTION

- Would not require multiple stages and displacement of students
- Intermediate districts have legislative authority for new construction
- New construction costs about 1/3 more than the least expensive remodel
- Rebuilding makes it possible to move the WELS-North program to Capitol View, creating cost reductions on another lease levy cost

Three timelines identified with bidding in April 2016, 2017 or 2018. Costs escalate approximately \$2 million per year in 2017 and 2018 due to high inflation of construction costs.



RECOMMENDATIONS

- ✓ Rebuild Capitol View on location
- ✓ Let bids for Capitol View Spring 2016

WHY?

1. Rebuilding better addresses student needs
2. Legislative approval to remodel may never be obtained
3. Student and staff safety will continue to be improved
4. Member districts will save \$ the sooner a solution is implemented



ANNUAL LEASE LEVY TAX IMPACTS

White Bear Lake Area Schools (All Facilities)

Residential Market Value	2015 Pay 2016	2016 Pay 2017	2017 Pay 2018
\$200,000	\$5.60	\$11.63	\$13.97

**All facilities include Auditory/Oral, Bellaire, Capitol View, Karner Blue, Lake Elmo, South Campus and WELS-N*

AGENDA ITEM: **Proposed School Board/Superintendent Goals For 2015-16**

DATE: **August 24, 2015**

SUGGESTED DISPOSITION: **Discussion Item**

CONTACT PERSON(S): **Dr. Michael Lovett, Superintendent**

BACKGROUND:

Practice from 2010-11 through 2014-15

Since the 2010-11 School Year, annual goals for the district have been based on the work by the strategic planning process, with specific action steps organized under six strategies. In addition, each year a small number of operational goals have been added.

Each summer goals are discussed at school board meetings and work study sessions, with action on the annual goals scheduled for the September School Board meeting.

At each month's School Board Work Study Meeting, the School Board and public receive an update reflecting progress on each special action plan. This document also indicates the status of the progress, color coded, from initial activities through action plan completion.

What is new for 2015-16?

During both the 2014 and 2015 Legislative sessions, new legislation passed which creates new procedural and reporting requirements for all Minnesota public school districts.

In 2014, the Legislature passed the World's Best Work Force requirements, which provided for general additional requirements for school districts for the 2014-15 school year. In the fall of 2014, the administration reported to the School Board on our steps to comply with the new law. In particular, we thoroughly reviewed our current strategic plan and made some minor changes to assure we complied with the expectations of the new legislation. In addition, we added additional parents and a student to what had in the past been called our Community Curriculum Advisory Committee.

In December, we reported our actions and steps to the Department of Education, charged by the law with overseeing the new legislation.

As a result of changes to the WBWF law made during the 2015 Legislative Session, this August the Department of Education outlined additional expectations for school districts. In particular, we have clearer requirements for stakeholder engagement, including an annual public meeting and a district advisory committee; protocols for establishing goals and results; and a new report format with a document submitted to the Department of Education by December 1, 2015.

Proposed School Board/ Superintendent Goals for 2015-16

In developing goals for the upcoming school year, administration has worked to add additional procedural and reporting requirements under the umbrella of our existing strategic plan. These additions fold in the following: requirements of the 2015 WBWF legislation; our state approved Equity and Integration Plan; and our State required staff development plan.

In addition to procedural and reporting requirements, the WBWF law requires districts to include metrics based on a state dashboard of measures of student success. These categories include:

1. kindergarten readiness;
2. third grade literacy;
3. achievement gap analysis;
4. college and career readiness; and
5. student graduation rates.

The Department expects these data to be available to school districts by September, 2015.

Other observations

The Department of Education recognizes that school districts may already have sophisticated planning and accountability processes, and acknowledges that the new legislative requirements require adjustments. The Department intends to provide support and models for school districts to use in developing a single comprehensive educational plan.

**Preliminary Recommendations for Discussion at
Work-Study Session of August 24, 2015**

Red – Not begun
Yellow – In progress
Light Green – Partially operational
Green – Fully operational

School Board/Superintendent Goals for 2015-16

Strategic Plan / Action Step	Details	Status	Report to the School Board	Evaluation	
Strategy I: We will develop a comprehensive understanding of our students' needs and interests to ensure students are challenged and excelling academically.					
<u>Action Step 1.1:</u> All students will achieve grade level in reading, writing and math by <u>grade 3</u> and maintain grade level proficiency throughout their tenure in White Bear Lake Area Public Schools.	<u>1.1. Proficiency and Growth</u> <u>This step will be aligned to the District's Worlds Best Work Force Plan.</u>	<u>Monitor progress based on a dashboard of metrics. During 2015-16 the District will design a set of metrics consistent with the goals of WBWF plan and the District's Equity Plan and regularly report to the School Board.</u>	<u>August 10 School Board Meeting: Proficiency and Growth data reported to School Board;</u> <u>August 24: School Board Work Study Session: Focus on Proficiency, Growth, and Gaps;</u> <u>September 14: Focus on Measures of College and Career Readiness</u>	<u>Evaluation plan will include metrics consistent with the state profile of the following:</u> <u>1. Kindergarten readiness;</u> <u>2. Third grade literacy;</u> <u>3. Achievement gap analysis;</u> <u>4. College and career readiness, and</u> <u>5. Student graduation rates.</u>	
<u>Action Step I. 2:</u> All students will have an ongoing plan for post-secondary readiness that will be monitored from grades 6 through 12 and all students will have the academic skills to be successful in a post-secondary institution.	<u>1.2College and Career Readiness</u> <u>This step will be aligned to the District's Worlds Best Work Force Plan.</u> <u>Implementing of the WBWF Plan will include deepening our work to use post secondary plans to increase our collective understanding of each learner's needs and</u>	<u>The 2015-16 School Year is the fourth year of implementation of the grade 9-12 changes; counselors move with their students from North to South Campus.</u> <u>This is year 2 of the comparable guidance staffing for grades 6-8; Monitor progress based on a dashboard of metrics. During 2015-16 the District will design a set of metrics consistent with the</u>	<u>September 14: Focus on Measures of College and Career Readiness</u>	<u>Evaluation plan will include metrics consistent with the state profile of the following:</u> <u>1. Kindergarten readiness;</u> <u>2. Third grade literacy;</u> <u>3. Achievement gap analysis;</u> <u>4. College and career readiness, and</u> <u>5. Student graduation rates.</u>	

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School Board/Superintendent Goals for 2015-16

	<u>interests and needs.</u>	<u>goals of WBWF plan and the District's Equity Plan and regularly report to the School Board.</u>			
<u>Action Step I.4:</u> The District will build upon the International Bacculaureate (IB) offerings already in place at Matoska, Central and Sunrise Park Schools <u>by increasing opportunities to access rigorous, comprehensive educational experiences.</u>	<u>I.4: IB and Other Rigorous Comprehensive Programs.</u>	In January, 2015 Sunrise Park and Central Middle Schools received I.B. authorization. <u>In addition to deepening implementation of IB ,programming, the Distinct will consider other options including but not limited to:</u> <u>Implementation of Career Pathways;Expanding Implementation of AVID;</u> <u>increasing opportunities for and access to college level classes;</u> <u>STEM programing, and other options for review.</u>	.	<u>Evaluation Plan will include:</u> <u>1. Assurance that all schools have rigorous comprehensive opportunities consistent with the Strategic plan, WBWF Plan and Equity Plan.</u>	

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School Board/Superintendent Goals for 2015-16

Strategy II: We will create and implement a plan for global experiences and relationships to further understand world connections.					
Action Step II. 1: All students will expand their global perspective through the study of world language and culture at the elementary schools.	II.1 World Language K-5	Chinese is now offered K-5 in two elementary schools and Spanish in six elementary sites.		Evaluation plan includes: 1.Summary information measuring student participation and success in world language; 2.Assessment data measuring student global understanding.	
Action Step II. 2: Secondary students will develop global understanding and competitiveness through expanded world language opportunities at the secondary level.	II.2 World Language 6-12	Chinese is now offered 6-12; For Chinese and ASL, District has made application for college credit (CIS) status.		Evaluation plan includes: 1.Summary information measuring student participation and success in world language; 2.Assessment data measuring student global understanding; 3.Participation trends in secondary world language coursework.	
Action Step II. 4:All students will expand their global perspective by participating in annual service learning opportunities at the classroom or building level.	II.4 Service Learning	Operational beginning in 2012-13. For the 2014-15 school year, we collected data in a common format through our partnership with Free the Children/We Act, an international organization supporting and monitoring service and leadership. During 2015-16, a comprehensive report will be made to the School Board.		Evaluation plan includes: 1.Participation trends in global service learning projects, including comprehensive report from We Act; 2.Survey data on student understanding of global issues related to service learning opportunities.	

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School Board/Superintendent Goals for 2015-16

Strategic Plan / Action Step	Details	Status	Report to the School Board	Evaluation	
Strategy III: We will ensure our facilities support our district’s mission and objectives.					
Action Step III. 1: The District will ensure that inside and outside large group spaces are comparable to conference schools.	III.1 Facility – Large Group Spaces	The District, in partnership with its municipalities and various athletics associations has completed an analysis of space issues across the District. The results of this study were presented to the School Board on May 20, 2013. A community forum about Phase I projects was held on February 24, 2015. At the School Board meeting of April 13, 2015, the Board acted to approve priorities identified in Phase I, including artificial turf at the South Campus stadium and new stadium lighting. Additional Phase I projects were completed during the summer of 2015, and work will continue during the 2015-2016 school year as well. Other athletic facilities improvements will be considered through a comprehensive, long-term facilities planning process.	The School Board was updated at the July 13, 2015 work-study session.	Evaluation plan includes: 1. Completion of Phase I recommendations. 2. Incorporation of action step into comprehensive, long-term facilities planning process (Phase II of Facilities Study).	

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School Board/Superintendent Goals for 2015-16

<u>Action Step III. 2:</u> At an additional three elementary schools, the District will provide a gym with a performing arts area separate from the cafeteria.	III.2 Facility – Elementary	The completion of construction at Matoska IB Elementary School created a separate nutrition services area and a new gymnasium area. The remodeling of Lakeaires and Willow Lane elementary schools included the addition of a gymnasium which created separate spaces for the nutrition services program and the physical education/performing arts programs. With the completion of the construction programs at these two schools in early 2015, all elementary schools will have the identified separate spaces. <u>Other elementary site improvements of significance will be considered as part of a comprehensive, long-term facilities planning process.</u>		Matoska addition was completed in the fall of 2013. Lakeaires and Willow Lane additions completed in the fall of 2014.	Green
					Green
<u>Action Step III. 3:</u> The District will ensure that storage spaces are equitable for all district facilities.	III.3 Facility – Storage	<u>Additional storage space was included as part of the 2014 Lakeaires addition. This additional space is currently being used for District storage. Other storage improvements of significance will be considered as part of a comprehensive, long-term</u>		Included in the strategic review of secondary sites and facilities.	Yellow

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School Board/Superintendent Goals for 2015-16

		facilities planning process.			
Action Step III. 4: The District will ensure that square footage to accommodate student population and program activities are equitable for all buildings.	III.4 Facility – Student Population Distribution	As part of a leadership team project during the 2012-2013 school year, an analysis was undertaken to determine if adjustments to elementary attendance boundaries would allow for the student populations at Central and Sunrise Park Middle Schools to become better balanced. The conclusions of this study determined that adjusting elementary attendance boundaries could help to balance the middle school populations in the short run. School start and dismissal time adjustments will be considered as part of this process. This goal will be incorporated into a comprehensive, long-term facilities planning process.	At School Board meeting of April 28, will be incorporated into presentation on Strategy III.11.	Included in the strategic review of secondary sites and facilities.	
Action Step III. 5: Each district facility will have a standardized operations and a maintenance procedures manual consistent with best practices.	III.5 Facility – Standardized Procedures	Completed.		Evidence that manuals are in place and that employees have been trained appropriately.	

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School Board/Superintendent Goals for 2015-16

<u>Action Step III. 6:</u> Each district facility will have an HVAC system that provides optimum air quality throughout the district.	III.6 Facility – Air Quality	Currently all elementary buildings with the exception of Otter Lake have HVAC system upgrades that include air conditioning.	<u>Update to the School Board in July and August, 2015</u>	Successful completion of HVAC projects scheduled for fiscal years 2015-2017.	Green
		The School Board acted to accept the bids for Otter Lake Elementary to upgrade to air conditioning at the meeting of 2/9/15. Secondary buildings have certain areas that are air conditioned; however, the cost associated with having the remaining parts of the buildings air conditioned will require major funding; this is not part of our current budget. <u>This goal will be incorporated into Phase II of Facility Plan.</u>			Light Green
<u>Action Step III. 8:</u> The District will ensure that all schools provide secure entrances.	III.8 Facility – Secure Entrances	All secondary schools have either a secure entrance design or have attendants who monitor the main door throughout the student day. With the completion of both Lakeaires and Willow Lane elementary schools projects, all elementary schools will have facilities secured by entrances designed to lead all visitors into the office prior to entering the rest of the building.		Secure entrances at each site and appropriate protocols in place.	Green

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School Board/Superintendent Goals for 2015-16

<u>Action Step III. 9:</u> District facilities will be designed to allow for informational technology to be accessible by all ISD 624 employees, learners and families.	III.9 Facility – Technology Access	See Strategy IV.11 During 2014-15, District begins pilots of space and classroom redesign to promote 21 st Century skills. <u>This goal will be incorporated into Phase II of Facility Plan.</u>		Included in the strategic review of secondary sites and facilities, Strategy III.11	
<u>Action Step III.10:</u> The District will ensure that elementary class sizes are balanced across the district.	III.10 Facility – Balanced Elementary Class Sizes	<u>Projected growth in the Northern portion of the District, along with housing turnover in the southern portion of the district requires careful study during 2015-16. Additionally, school start and end times will be considered for possible implementation in 2016-2017.</u>		<u>Data on class size averages and ranges.</u>	
<u>Action Step III.11:</u> Secondary facilities will be evaluated and recommendations will be made that improve programs and reduce transitions, including a cost benefit analysis of a single campus high school.	III.11 Facility – Secondary Phase I recommendations Phase II recommendations	Secondary strategic program and facilities review begins in 2014-15. Action taken at April 13, 2015 Board meeting on Phase I improvements. <u>Update to the School Board presented on July 13, 2015.</u> <u>Phase II of the secondary program and facilities review will expand to include preK-12 and senior</u>		<u>Strategy III.11, facilities study.</u> Included in the strategic review of secondary sites and facilities.	

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School Board/Superintendent Goals for 2015-16

		facilities as part of a comprehensive, long-term facilities planning process.			
Strategic Plan / Action Step	Details	Status	Report to the School Board	Evaluation	
Strategy IV: We will create a district-wide culture that inspires innovation, a passion for learning, and confidence to pursue dreams.					
Action Step IV.11: Every classroom will have equitable access to a core set of effective, innovative, and well supported technology.		3-year implementation plan: 2015-16 - 7th-10th Grade 1:1 2016-17 - 6th-12th Grade 1:1 2017-18 - 1:1 classroom sets Grades 3-5 & 1:2 classroom sets in Grades K-2 Elementary buildings wishing to accelerate this roll-out prior to 2017-18 can do so, knowing that all devices will be maintained, and fully integrated into the District replacement cycle.		Annual BrightBytes technology survey data.	
Action Step IV.12: The District will enhance communication, interaction, and collaboration through the use of a web site.	IV.12 District Website New website launched in June of 2012 and has been included in the Communications and Marketing Plan update presented to the board annually.	Recommend review of the website use and areas for improvement during 2015-16; develop and implement plan for Strategic updates and improvements.			

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Action Step IV.13: The District will establish a learning management system to support the development and management of online coursework to allow web-based learning for staff and students.	IV.13 Schoology	Schoology, our LMS, serves as a digital extension to the physical classroom as well as the hub of classroom communication, resources and materials.			
Action Step IV.14: A policy will be developed and presented for board approval that leverages students' access to mobile technology and use of that technology in the classroom.	IV.14 Technology Policy	We will address mobile technologies within the Electronic Technologies Acceptable use and the Social Media policies.			
Action Step IV.15: Instructional technology will be available for use by students beyond the traditional school day/year.	IV.15 Access to Instructional Technology	See Strategy IV.11 We continue to partner with Brightbytes to measure our classroom technology use, access, skills and environment. By 2016-2017 all secondary students will have a 1:1 device. We continue to partner with Washington and Ramsey county library systems to provide broader access to our entire community.			

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School Board/Superintendent Goals for 2015-16

Strategy V: We will build a network of partnerships to provide personal and educational growth and service opportunities for students.					
<u>Action Step V. 1:</u> The District will implement a process that will provide a consistent method to initiate and maintain community partnerships.	V.1 Partnership – Process	School Board Policy 900 was approved by the School Board at the May 12, 2014 School Board meeting. It includes a vetting process of partnerships with the office of Superintendency having final approval. An update was provided to the School Board at the work-study session of April 27, 2015. <u>As of August 15, 2015, all building level partnerships project that all district level partnerships will be in compliance by September 30, 2015.</u>		Successful implementation of Policy 900, Partnerships, including the following: <u>1. Assure compliance with policy and protocols for all partnerships for the 2015-16 school year;</u> <u>2. An evaluation of each partnership will be made by June 30, 2016 and annually thereafter consistent with policy.</u>	
<u>Action Step V.2:</u> A comprehensive needs assessment will be developed and administered at every WBLA school in order to provide direction to future partnerships.	V.2 Partnership – Needs Assessment	An update was provided to the School Board at the work-study session of April 27, 2015.		Successful implementation the needs assessment section of Policy 900, Partnerships, including the <u>assurance of compliance with policy and protocols for all partnerships for the 2015-16 school year;</u>	
<u>Action Step V.3:</u> The District will create a process which aligns a partner with a compelling need or promising vision.	V.3 Partnership – Vision	<u>An update was provided to the School Board at the work-study session of April 27, 2015.</u>		Implementation of process consistent with Policy 900, Partnerships.	
<u>Action Step V.5:</u> The District will communicate	V.5 Partnership – Communication	Communication regarding current partnerships has been done via		<u>Communications plan implemented, including the following:</u>	

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School Board/Superintendent Goals for 2015-16

information related to partnerships using a variety of resources.		school board meetings, and through the communications office, including electronics, print, and other media. By March 31, 2016, the District will design a section of the District's website that features information about District partnerships, and questions and answers about the policy and procedures.		1. Policy 900 is listed on the web page in the policy section; 2. A section of the District's website features information about District partnerships, and questions and answers about the policy and procedures	
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School Board/Superintendent Goals for 2015-16

Strategy VI: We will foster connections with and among students and staff members to ensure all feel valued, supported and understood; and we will establish an environment that cultivates understanding and respect for differences among people.					
Action Step VI. 1: The District will adopt a comprehensive bullying prevention, intervention, and support program for students and staff that promotes a safe, civil, and inclusive climate and is implemented in each building, program, and service.	VI.1 Bullying Policy and Program	New program implemented during 2012-13. During 2014-15 additional training was provided to all staff to comply with new State law and the District's policy 514, revised in October, 2014. During the 2014-15 school year, the administration developed protocols to assure ongoing compliance with our Bullying Prevention Policy, policies, and implementation of the curriculum currently in place. <u>For 2015-16, all staff will receive training on compliance with state law and district policy.</u>		<u>The evaluation plan will include:</u> <u>1. Reviewing data from the Minnesota Student Survey scheduled for spring, 2016;</u> <u>2. An internal audit to assure that all schools are complying with expectations to provide the curriculum;</u> <u>3. On-going review of other sources of data, including student discipline data.</u> <u>4. Assurance that all staff receive the required training annually.</u>	
Action Step VI. 2: The District will increase the number of faculty and staff from culturally diverse communities to more closely reflect the diversity of the student population.	VI.2 Faculty	<u>Beginning during 2015-16, the human resources office will develop a set of metrics on recruitment, selection, and retention consistent with this action step.</u>		<u>Employment metrics will be reported annually to the School Board.</u>	
Action Step VI. 3: During curriculum review cycles in all areas, the District will	VI.3 Equity in Curriculum and Instruction	<u>An update on the Equity Plan was presented at the work-study session of July 13, 2015.</u>		<u>An evaluation plan will be developed consistent with the equity plan.</u>	

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School Board/Superintendent Goals for 2015-16

identify best practices that promote and enhance multi-cultural understanding.		<u>Consistent with the District's Equity Plan, during 2015-16 develop and implement strategies to assure equity in curriculum and instructional practices.</u>			
Action Step VI. 4: Programs will be adopted and implemented and resources allocated for students and families to promote a positive transition between buildings and programs.	VI.4 School Transitions	Transition plans are in place at each level, including: 1. Kindergarten Jumpstart for four year olds; 2. WEB for the middle school; 3. LINK Crew for new ninth grade students at the high school. <u>For 2015-16, the District will develop additional transition support for students who enter as new students during the year or at grades not served by the current transition plans.</u>		<u>Evaluation plan will include:</u> 1. <u>Annual Board updates on transition programming;</u> 2. <u>Attendance data reflecting student participation in transition programming;</u> 3. <u>Student survey data on the effectiveness of transition programming.</u>	
Action Step VI. 5: The District will provide programming that will continue to create an environment of understanding similarities and differences among students, staff, administration, community members, and parents.	VI.5 Equity in all Programming	An update on the Equity Plan was presented at the work-study session of July 13, 2015. <u>For 2015-16, the District will participate in the following programming:</u> 1. <u>Marnita's Table, designed as intentional social interaction across race, social-economic groups, and age;</u> 2. <u>PIQE, designed to engage parents in learning more about</u>		<u>An evaluation plan consistent with the Equity plan, will include:</u> 1. <u>Minnesota Student survey data regarding students feeling connected and welcome at school;</u> 2. <u>Staff survey data regarding school climate;</u> 3. <u>Parent feedback on school climate.</u>	

**Preliminary Recommendations for Discussion at
Work-Study Session of August 24, 2015**

Red – Not begun
Yellow – In progress
Light Green – Partially operational
Green – Fully operational

School Board/Superintendent Goals for 2015-16

		<u>school and partnering with the schools to support all children;</u> <u>3.Training for District leaders in cooperation with EMID member school districts;</u> <u>4. Other strategies consistent with Equity Plan</u>			
Action Step VI. 6: The District will review and assess the current plan related to cultural competency.	VI.6 Cultural Competency	An update on the Equity Plan was presented at the work-study session of July 13, 2015. <u>During the 2015-16 school year, this action step will be aligned with the District's WBWF and Equity plan.</u>		<u>Evaluation plan will include:</u> <u>1. Annual review and approval of the Achievement and Integration Plan by the School Board;</u> <u>2. State approval of the District's Plan;</u> <u>3. Other measures consistent with the Plan.</u>	
Goal 2 - Ongoing Financial Stewardship and Budget Management (Revised for 2015-16)	Details	Status	Report to the School Board	Evaluation	
The District continues to identify greater efficiencies in operations that will help to maintain financial stability and allow for improvements in program quality and student success.	Strong community support, which led to the passage of the November 2011 operating levy renewal by a margin of 73% to 27% and the capital projects levy in 2013, gives the School District a measure of financial stability. The District has established	For 2014-15, the District increased the frequency of financial reporting from semi-annually to quarterly. A quarterly budget update and preliminary budget for 2015-16 was presented on May 18, 2015 with Board approval on June 8, 2015.		<u>Evaluation plan will include:</u> <u>1. Ongoing financial stewardship on investments and budget management are reviewed annually as part of the financial audit;</u> <u>2. The audit report for FY 2014-15 is presented to the Finance Committee in the fall and to the School Board and public at the regular School Board meeting in December;</u> <u>3. The administration will continue the</u>	

Preliminary Recommendations for Discussion at
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School Board/Superintendent Goals for 2015-16

	an excellent record of financial reporting by both ASBO and GFOA, and also achieving an AA Bond Rating initially in 2008, and confirmed in 2011, 2012, 2013 and 2015. Further, the District has restructured long-term debt to allow for more level tax levies over the next several years.	<u>In July the administration provided an update on the 2015-16 budget subsequent to the Legislative Special Session.</u> <u>An annual operating plan, to include information related to all major District funds, will be finalized during the 2015-2016 school year.</u>		<u>practice of quarterly reports to the School Board;</u> <u>4. Will increase communication with the public by posting additional financial information on the District's website.</u> <u>5. Review the role and membership of the finance advisory committee.</u> <u>6. Present an annual operating plan in June 2016.</u>	
Goal 3: Continue Implementation of the Communications and Marketing Plan for the District.	Details	Status	Report to the School Board	Evaluation	
	Communication and Marketing Plan.	The district continues to implement the communications and marketing Plan originally accepted by the School Board in 2010. An update was made at the School Board work-study session of May 18, 2015. <u>For 2015-16, the District will continue to implement and update our communications and</u>		<u>Evaluation plan includes:</u> <u>1. Enrollment data and trends, including open enrollment;</u> <u>2. Analytics on website and social media;</u> <u>3. Surveys;</u> <u>4. Additional metrics developed in 2015-16</u>	

**Preliminary Recommendations for Discussion at
Work-Study Session of August 24, 2015**

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School Board/Superintendent Goals for 2015-16

		<u>marketing plan consistent with the May 2015 report to the School Board.</u>			
Goal 4: Operational Improvements	Details	Status	Report to the School Board	Evaluation	
a. Recognition Program, Phase III, <u>will evaluate and expand recognition of community, partnerships, and volunteers.</u>	Goal 4a Recognition Program	<u>The staff recognition program will be reviewed based on the results of the School Culture Survey completed in Spring of 2015, and actual steps developed.</u>		<u>Evaluation plan will be developed which will include:</u> <u>1. Annual School Culture results;</u> <u>2. Other measures based on the specific goals of the program.</u>	
<u>b. Complete implementation of the recommendations of the Gifted and Talented program review.</u>	Goal 4b Gifted and Talented Program	<u>School-Within-A-School will be offered in the 2015-16 school year at Lincoln Elementary School with two sections.</u> <u>During 2015-16, the District will develop metrics for all gifted and talented programing.</u>		<u>Evaluation plan will include:</u> <u>1. Metrics on student annual growth</u> <u>2. Survey data from parents, staff, and students.</u>	
<u>c. Review of District programs and services supporting students with Mental Health and Chemical Dependency Needs</u>	<u>Goal 4c Student support</u>	<u>To be written</u>		<u>To be written</u>	
<u>d. Follow-up on Program Review of Preschool and Early Childhood Programs</u>	<u>Goal 4d Follow-up on Preschool and Early Childhood Programs.</u> <u>During 2014-15, the District made a thorough review of our current</u>	A report to the School Board was provided at the March 23, 2015 work-study session. The final report and recommendations were made to the School Board at the May work-study session.		<u>Evaluation plan will include:</u> <u>1. Comprehensive long range plans for preschool program design, including vertical alignment with kindergarten, and other strategies consistent with the 2014-15 Preschool Review.</u>	

Preliminary Recommendations for Discussion at
Work-Study Session of August 24, 2015

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Green – Fully operational

School Board/Superintendent Goals for 2015-16

	<u>preschool and early childhood program; an assessment of the needs of our preschool children and families; an assessment of steps for improving quality of programming and space for program growth; and recommendations for potential next steps.</u>	<u>For 2015-16, develop follow-up plans for preschool improvement consistent with the recommendations of the 2014-15 Preschool program review.</u> <u>Preschool facilities planning will be incorporated into the district's facilities planning process as described in Goal 1, Strategy III.11</u>		<u>2. Comprehensive facilities plan for all preschool programming, with completed in conjunction with Phase II of the District facility planning process.</u>	
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AGENDA ITEM: **Review of Data on Student Achievement and Success for 2014-15**

DATE: **August 24, 2015**

SUGGESTED DISPOSITION: **Discussion Item**

CONTACT PERSON(S): **Sara Paul, Assistant Superintendent for Teaching and Learning**
Brian Morris, Assessment Coordinator

BACKGROUND:

Brian Morris, assessment coordinator, will provide MCA and MAP data in greater detail and follow-up to the presentation of the August 10 School Board meeting.



Minnesota Testing Requirements 2015/2016

White Bear Lake Area Schools
School Board Work Study Meeting
8/24/2015

Ominbus K-12 Education Finance Bill, changes to Minnesota Assessments

School District requirements

- MCA Reading, grades 3-8 and 10
- MCA Math, grades 3-8 and 10
- MCA Science, grades 5, 8, HS
- Districts must offer College readiness assessment (ACT) to all 11th graders.

Ominbus K-12 Education Finance Bill, changes to Minnesota Assessments

Graduation requirements

- ACT Explore and Plan not required
- ACT participation not required
- College diagnostic not required
- GRAD assessment fully phased out

Ominbus K-12 Education Finance Bill, changes to Minnesota Assessments

Assessment Time Limitations

- Grades 1-6, maximum 10 hours
- Grades 7-12, maximum 11 hours
- Does not included state required assessments (MCA, MTAS, ACCESS, ACT)



Ominbus K-12 Education Finance Bill, changes to Minnesota Assessments

Future changes and funding

- High school writing assessment in development.
- College readiness (ACT) reimbursement beyond 2015/16 is uncertain.



Executive Summary - MCA 2015 Proficiency and MAP 2015 Growth

WBLAS is launching the start of our school year under the theme: Understanding our changing world *and how we fit in it*. In the face of changes in our community, state and world, WBLAS operates from a strategic plan grounded in a compelling, student-focused mission. As we continue to align our work to implement a well thought out plan for preparing students to embrace their place in this ever changing world, this data presentation is intended to inform our strategic considerations of opportunities for improvement in preparing every student for success.

Elementary, Middle and High School Analysis

MCA Proficiency

The MCA proficiency percentage consists of those students who Meet or Exceed the assessed MCA standards. The table below compares WBLAS average proficiency to the state. The data is broken down by Elementary, Middle School and High School proficiency. WBLAS is performing above the state average in both reading and math and at all levels- elementary, middle school and high school.

	Elementary Reading	Elementary Math	MS Reading	MS Math	HS Reading	HS Math
White Bear	65.5%	73.4%	62.6%	59.2%	68.3%	56.7%
Minnesota	59.5%	66.9%	58.5%	56.8%	57.0%	48.7%
Difference	6.0%	6.5%	4.1%	2.4%	11.3%	8.0%

MAP Growth

The Measures of Academic Progress (MAP) is an assessment tool that provides nationally normed measures of yearly growth. MAP also provides a detailed picture of a learner's areas of strength and areas for growth to inform teaching and learning. WBLAS looks at two statistics when we examine MAP Growth – the percentage of students who meet yearly growth targets and the percentage of average yearly growth that is made by students. National norms for these two statistics are: 50% of students meet yearly growth targets and, nationally, students average 100% of yearly growth. WBLAS students have average yearly growth above the national average in both reading and math and at all levels- elementary, middle school and high school, with the exception of high school reading.

	Elementary Reading	Elementary Math	MS Reading	MS Math	HS Reading	HS Math
White Bear	135%	149%	104%	115%	71%	185%
National Norm	100%	100%	100%	100%	100%	100%
Difference	35%	49%	4%	15%	-29%	85%

District Level Proficiency and Growth Analysis

The same metrics that we use to measure elementary, middle and high school proficiency and growth will also be provided for the district. Disaggregated data will be included as part of this presentation.

Additional Data

MCA comparisons with North East Metro

Proficiency levels and proficiency change since new standards are provided for nine northeast metro school districts alongside WBLAS and state wide averages.

MCA Comparison with demographically comparable districts

Proficiency levels and proficiency since new standards are provided for ten demographically comparable districts alongside WBLAS. “Demographically comparable” is considered in two ways. One method is a combination of racial/ethnic, free and reduced lunch, and limited English proficiency demographics. The second is based on districts with a proportionally comparable free and reduced lunch demographic.

MCA Comparisons with Metro area

A table containing proficiency levels in Reading and Math for forty-seven metro area districts is provided.

White Bear Lake Area Schools, K-12

2014-2015 End-of Year Report

MCA Reading										
Level	Percentage	MCA Reading: Spring 2015 Percent of students whose MCA reading scores indicate that they perform proficiently on MN state standards (Meets + Exceeds), Gr3 - Gr8 and Gr10								
Vision	>80%									
Progressing	70-80%									
Baseline	60-70%	64.60%					68.20%			
Below Baseline	<60%		40.00%	56.10%	50.00%	46.60%		30.60%	23.00%	47.80%
		ALL	American Indian	Asian	Hispanic	Black	White	SpEd	LEP	FRL
Student Count, MCA 2015		4115	30	335	210	277	3261	428	152	1215
Prior Data Point	Spring 2014	64.60%	42.90%	51.40%	52.40%	41.70%	68.50%	36.00%	15.60%	45.90%
Change		0.0%	-2.9%	4.7%	-2.4%	4.9%	-0.3%	-5.4%	7.4%	1.9%

MCA Mathematics										
Level	Percentage	MCA Mathematics: Spring 2015 Percent of students whose MCA math scores indicate that they perform proficiently on MN state standards (Meets + Exceeds), Gr3 - Gr8 and Gr11								
Vision	>80%									
Progressing	70-80%									
Baseline	60-70%	64.80%					68.80%			
Below Baseline	<60%		42.90%	58.70%	44.40%	42.60%		33.10%	28.00%	47.60%
		ALL	American Indian	Asian	Hispanic	Black	White	SpEd	LEP	FRL
Student Count, MCA 2015		4137	28	332	216	272	3288	435	157	1223
Prior Data Point	Spring 2014	67.80%	47.80%	64.00%	51.20%	40.40%	71.50%	40.10%	27.80%	50.60%
Change		-3.00%	-4.90%	-5.30%	-6.80%	2.20%	-2.70%	-7.00%	0.20%	-3.00%

White Bear Lake Area Schools, K-12

2014-2015 End-of Year Report

MCA Science										
Level	Percentage	MCA Science: Spring 2015 Percent of students whose MCA science scores indicate that they perform proficiently on MN state standards (Meets + Exceeds), Gr5, Gr8 and HS								
Vision	>80%									
Progressing	70-80%									
Baseline	60-70%	60.30%								
Below Baseline	<60%		38.50%	50.00%	34.90%	35.00%	65.40%	23.70%	6.00%	42.70%
		ALL	American Indian	Asian	Hispanic	Black	White	SpEd	LEP	FRL
Student Count, MCA 2015		1709	13	136	86	117	1357	177	50	510
Prior Data Point	Spring 2014	59.50%	16.70%	51.00%	38.50%	30.40%	64.20%	26.80%	10.20%	38.70%
Change		0.80%	21.80%	-1.00%	-3.60%	4.60%	1.20%	-3.10%	-4.20%	4.00%

White Bear Lake Area Schools, K-12

2014-2015 End-of Year Report

MAP Reading Growth										
Level	Percentage	MAP Reading: Fall 2014 to Spring 2015 Percent of students who meet MAP growth targets based on national Fall-to-Spring growth norms. Gr1 - Gr10								
Vision	>80%									
Progressing	70-80%									
Baseline	60-70%	62.10%	67.40%	60.40%	61.60%	61.70%	62.30%		64.10%	60.60%
Below Baseline	<60%							56.50%		
		ALL	American Indian	Asian	Hispanic	Black	White	SpEd	LEP	FRL
Student Count, MAP 2015		5747	46	465	292	329	4613	591	242	1635
Prior Data Point	Spring 2014	63.60%	65.80%	60.60%	58.60%	59.20%	64.50%	61.50%	57.90%	61.00%
Change		-1.50%	1.60%	-0.20%	3.00%	2.50%	-2.20%	-5.00%	6.20%	-0.40%
Percent of Yearly Growth, 2015		127%	155%	122%	133%	118%	127%	111%	134%	121%

MAP Mathematics Growth										
Level	Percentage	MAP Mathematics: Fall 2014 to Spring 2015 Percent of students who meet MAP growth targets based on national Fall-to-Spring growth norms. Gr1 - Gr10								
Vision	>80%									
Progressing	70-80%	70.70%		73.80%			71.20%		73.40%	
Baseline	60-70%				64.70%	67.10%				69.40%
Below Baseline	<60%		58.30%					57.70%		
		ALL	American Indian	Asian	Hispanic	Black	White	SpEd	LEP	FRL
Student Count, MAP 2015		5747	46	465	292	329	4613	591	242	1635
Prior Data Point	Spring 2014	71.70%	66.70%	74.00%	67.40%	64.00%	72.40%	62.90%	65.30%	68.00%
Change		-1.00%	-8.40%	-0.20%	-2.70%	3.10%	-1.20%	-5.20%	8.10%	1.40%
Percent of Yearly Growth, 2015		144%	139%	148%	134%	136%	145%	120%	138%	136%

White Bear Lake Area Schools, Elementary

2014-2015 End-of Year Report

MCA Reading										
Level	Percentage	MCA Reading: Spring 2015 Percent of students whose MCA reading scores indicate that they perform proficiently on MN state standards (Meets + Exceeds), Gr3 - Gr5								
Vision	>80%									
Progressing	70-80%									
Baseline	60-70%	65.50%	69.90%							
Below Baseline	<60%		35.70%	54.30%	49.50%	47.50%		45.50%	31.60%	49.50%
		ALL	American Indian	Asian	Hispanic	Black	White	SpEd	LEP	FRL
Student Count, MCA 2015		1778	14	162	103	122	1377	233	114	586
Prior Data Point	Spring 2014	66.90%	42.90%	51.40%	52.40%	41.70%	68.50%	36.00%	15.60%	45.90%
Change		-1.4%	-7.2%	2.9%	-2.9%	5.8%	1.4%	9.5%	16.0%	3.6%

MCA Mathematics										
Level	Percentage	MCA Mathematics: Spring 2015 Percent of students whose MCA math scores indicate that they perform proficiently on MN state standards (Meets + Exceeds), Gr3 - Gr5								
Vision	>80%									
Progressing	70-80%	73.40%	78.10%							
Baseline	60-70%		64.20%							
Below Baseline	<60%		57.10%		48.10%	52.50%		48.50%	39.30%	54.70%
		ALL	American Indian	Asian	Hispanic	Black	White	SpEd	LEP	FRL
Student Count, MCA 2015		1778	14	162	103	122	1377	233	114	586
Prior Data Point	Spring 2014	71.70%	57.20%	63.60%	63.30%	44.20%	75.90%	49.60%	39.60%	56.30%
Change		1.70%	-0.10%	0.60%	-15.20%	8.30%	2.20%	-1.10%	-0.30%	-1.60%

White Bear Lake Area Schools, Elementary

2014-2015 End-of Year Report

MCA Science										
Level	Percentage	MCA Science: Spring 2015 Percent of students whose MCA science scores indicate that they perform proficiently on MN state standards (Meets + Exceeds), Gr5								
Vision	>80%									
Progressing	70-80%									
Baseline	60-70%	63.50%								
Below Baseline	<60%			55.10%	35.50%	35.60%	70.00%	27.70%	7.70%	44.40%
		ALL	American Indian	Asian	Hispanic	Black	White	SpEd	LEP	FRL
Student Count, MCA 2015		545		49	31	45	416	65	26	196
Prior Data Point	Spring 2014	63.90%		50.90%	50.00%	29.80%	69.80%	35.60%	17.90%	42.80%
Change		0.80%		-1.00%	-3.60%	4.60%	1.20%	-3.10%	-4.20%	4.00%

White Bear Lake Area Schools, Elementary

2014-2015 End-of Year Report

MAP Reading Growth										
Level	Percentage	MAP Reading: Fall 2014 to Spring 2015 Percent of students who meet MAP growth targets based on national Fall-to-Spring growth norms. Gr1 - Gr5								
Vision	>80%									
Progressing	70-80%		75.00%		70.00%		70.30%			
Baseline	60-70%	69.90%		67.20%		66.50%		65.60%	68.90%	67.70%
Below Baseline	<60%									
		ALL	American Indian	Asian	Hispanic	Black	White	SpEd	LEP	FRL
Student Count, MAP 2015		2966	28	241	160	170	2367	323	183	917
Prior Data Point	Spring 2014	68.20%	73.90%	59.20%	61.40%	60.40%	70.10%	64.40%	58.10%	64.00%
Change		1.70%	1.10%	8.00%	8.60%	6.10%	0.20%	1.20%	10.80%	3.70%
Percent of Yearly Growth, 2015		135%	152%	130%	143%	131%	135%	129%	138%	133%

MAP Mathematics Growth										
Level	Percentage	MAP Mathematics: Fall 2014 to Spring 2015 Percent of students who meet MAP growth targets based on national Fall-to-Spring growth norms. Gr1 - Gr5								
Vision	>80%			80.50%			80.00%			
Progressing	70-80%	79.40%	78.60%		70.00%	78.60%			76.50%	75.90%
Baseline	60-70%							68.20%		
Below Baseline	<60%									
		ALL	American Indian	Asian	Hispanic	Black	White	SpEd	LEP	FRL
Student Count, MAP 2015		2966	28	241	160	170	2367	323	183	917
Prior Data Point	Spring 2014	79.20%	69.60%	78.20%	76.20%	70.40%	80.30%	68.30%	72.60%	75.20%
Change		0.20%	9.00%	2.30%	-6.20%	8.20%	-0.30%	-0.10%	3.90%	0.70%
Percent of Yearly Growth, 2015		149%	151%	148%	139%	146%	149%	135%	138%	140%

White Bear Lake Area Schools, Middle School

2014-2015 End-of Year Report

MCA Reading										
Level	Percentage	MCA Reading: Spring 2015 Percent of students whose MCA reading scores indicate that they perform proficiently on MN state standards (Meets + Exceeds) Gr6 - Gr8								
Vision	>80%									
Progressing	70-80%									
Baseline	60-70%	62.60%					66.00%			
Below Baseline	<60%		53.90%	57.50%	46.80%	45.00%		33.50%	13.30%	48.20%
		ALL	American Indian	Asian	Hispanic	Black	White	SpEd	LEP	FRL
Student Count, MCA 2015		1864	13	141	94	129	1487	218	45	531
Prior Data Point	Spring 2014	63.70%	62.50%	55.10%	53.50%	43.40%	66.60%	44.00%	13.60%	44.80%
Change		-1.1%	-8.6%	2.4%	-6.7%	1.6%	-0.6%	-10.5%	-0.3%	3.4%

MCA Mathematics										
Level	Percentage	MCA Mathematics: Spring 2015 Percent of students whose MCA math scores indicate that they perform proficiently on MN state standards (Meets + Exceeds) Gr6 - Gr8								
Vision	>80%									
Progressing	70-80%									
Baseline	60-70%									
Below Baseline	<60%	59.20%	46.20%	56.00%	42.60%	38.80%	62.40%	32.80%	11.40%	43.90%
		ALL	American Indian	Asian	Hispanic	Black	White	SpEd	LEP	FRL
Student Count, MCA 2015		1864	13	141	94	129	1487	218	45	531
Prior Data Point	Spring 2014	62.20%	37.50%	65.20%	41.90%	38.70%	65.10%	36.90%	13.60%	46.30%
Change		-3.00%	8.70%	-9.20%	0.70%	0.10%	-2.70%	-4.10%	-2.20%	-2.40%

White Bear Lake Area Schools, Middle School

2014-2015 End-of Year Report

MCA Science										
Level	Percentage	MCA Science: Spring 2015 Percent of students whose MCA science scores indicate that they perform proficiently on MN state standards (Meets + Exceeds), Gr8								
Vision	>80%									
Progressing	70-80%									
Baseline	60-70%									
Below Baseline	<60%	52.50%		43.50%	20.70%	33.30%	57.00%	25.00%		38.60%
		ALL	American Indian	Asian	Hispanic	Black	White	SpEd	LEP	FRL
Student Count, MCA 2015		594		46	29	39	477	60		171
Prior Data Point	Spring 2014	58.10%		51.90%	26.70%	44.00%	62.20%	18.30%		39.80%
Change		-5.60%		-8.40%	-6.00%	-10.70%	-5.20%	6.70%		-1.20%

White Bear Lake Area Schools, Middle School

2014-2015 End-of Year Report

MAP Reading Growth										
Level	Percentage	MAP Reading: Fall 2014 to Spring 2015 Percent of students who meet MAP growth targets based on national Fall-to-Spring growth norms. Gr6 - Gr8								
Vision	>80%									
Progressing	70-80%									
Baseline	60-70%			62.00%						
Below Baseline	<60%	56.40%	55.60%		51.80%	55.40%	56.20%	43.70%	50.00%	53.30%
		ALL	American Indian	Asian	Hispanic	Black	White	SpEd	LEP	FRL
Student Count, MAP 2015		1782	10	137	85	116	1434	184	40	485
Prior Data Point	Spring 2014	61.20%	71.40%	63.60%	56.40%	58.50%	61.40%	56.80%	60.50%	57.80%
Change		-4.80%	-15.80%	-1.60%	-4.60%	-3.10%	-5.20%	-13.10%	-10.50%	-4.50%
Percent of Yearly Growth, 2015		104%	131%	119%	97%	82%	105%	29%	75%	76%

MAP Mathematics Growth										
Level	Percentage	MAP Mathematics: Fall 2014 to Spring 2015 Percent of students who meet MAP growth targets based on national Fall-to-Spring growth norms. Gr6 - Gr8								
Vision	>80%									
Progressing	70-80%									
Baseline	60-70%			67.20%						
Below Baseline	<60%	59.50%	30.00%		57.70%	51.70%	59.70%	43.50%	55.00%	59.40%
		ALL	American Indian	Asian	Hispanic	Black	White	SpEd	LEP	FRL
Student Count, MAP 2015		1782	10	137	85	116	1434	184	40	485
Prior Data Point	Spring 2014	62.30%	62.50%	65.60%	57.50%	58.20%	62.50%	57.20%	48.80%	58.20%
Change		-2.80%	-32.50%	1.60%	0.20%	-6.50%	-2.80%	-13.70%	6.20%	1.20%
Percent of Yearly Growth, 2015		115%	74%	126%	113%	98%	116%	57%	96%	107%

White Bear Lake Area Schools, High School

2014-2015 End-of Year Report

MCA Reading										
Level	Percentage	MCA Reading: Spring 2015 Percent of students whose MCA reading scores indicate that they perform proficiently on MN state standards (Meets + Exceeds) G10								
Vision	>80%									
Progressing	70-80%									
Baseline	60-70%	68.30%		60.00%			69.90%			
Below Baseline	<60%				51.70%	48.70%		26.20%		46.60%
		ALL	American Indian	Asian	Hispanic	Black	White	SpEd	LEP	FRL
Student Count, MCA 2015		581	6	40	29	37	469	61	7	148
Prior Data Point	Spring 2014	58.90%		31.60%	48.00%	46.90%	62.30%	38.10%		43.50%
Change		9.4%		28.4%	3.7%	1.8%	7.6%	-11.9%		3.1%

MCA Mathematics										
Level	Percentage	MCA Mathematics: Spring 2015 Percent of students whose MCA math scores indicate that they perform proficiently on MN state standards (Meets + Exceeds) G11								
Vision	>80%									
Progressing	70-80%									
Baseline	60-70%						61.20%			
Below Baseline	<60%	56.70%		43.20%	40.70%	24.10%		26.10%		37.80%
		ALL	American Indian	Asian	Hispanic	Black	White	SpEd	LEP	FRL
Student Count, MCA 2015		589	4	37	27	29	492	69	6	148
Prior Data Point	Spring 2014	66.30%		64.40%	34.40%	32.40%	71.00%	26.10%		42.20%
Change		-9.60%		-21.20%	6.30%	-8.30%	-9.80%	0.00%		-4.40%

White Bear Lake Area Schools, High School

2014-2015 End-of Year Report

MCA Science										
Level	Percentage	MCA Science: Spring 2015 Percent of students whose MCA science scores indicate that they perform proficiently on MN state standards (Meets + Exceeds)								
Vision	>80%									
Progressing	70-80%									
Baseline	60-70%	65.40%								
Below Baseline	<60%		51.20%	50.00%	36.40%	69.80%	17.30%		45.50%	
		ALL	American Indian	Asian	Hispanic	Black	White	SpEd	LEP	FRL
Student Count, MCA 2015		570		41	26	33	464	52		143
Prior Data Point	Spring 2014	56.20%		50.00%	35.70%	20.00%	60.10%	24.60%		32.70%
Change		9.40%		1.20%	14.30%	16.40%	9.70%	-7.30%		12.80%

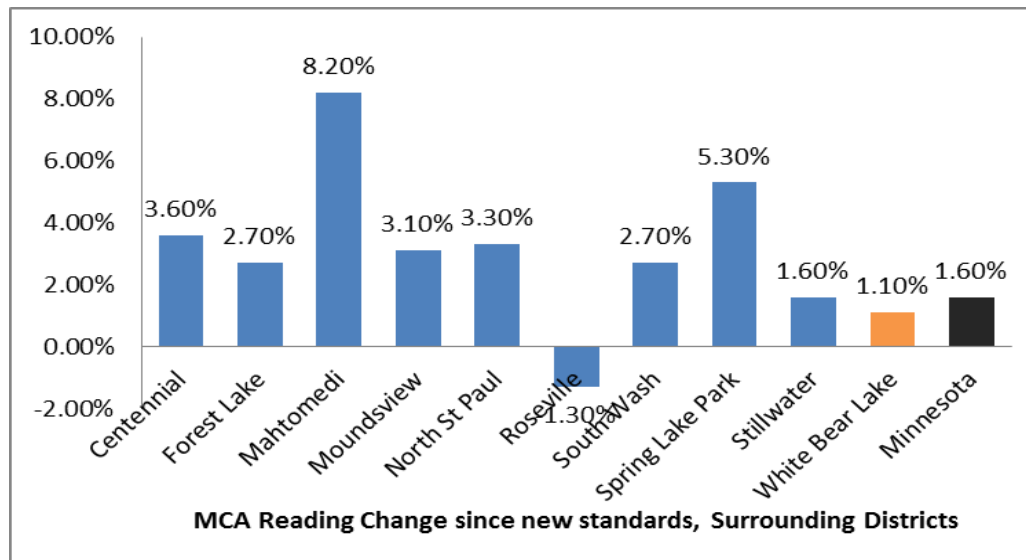
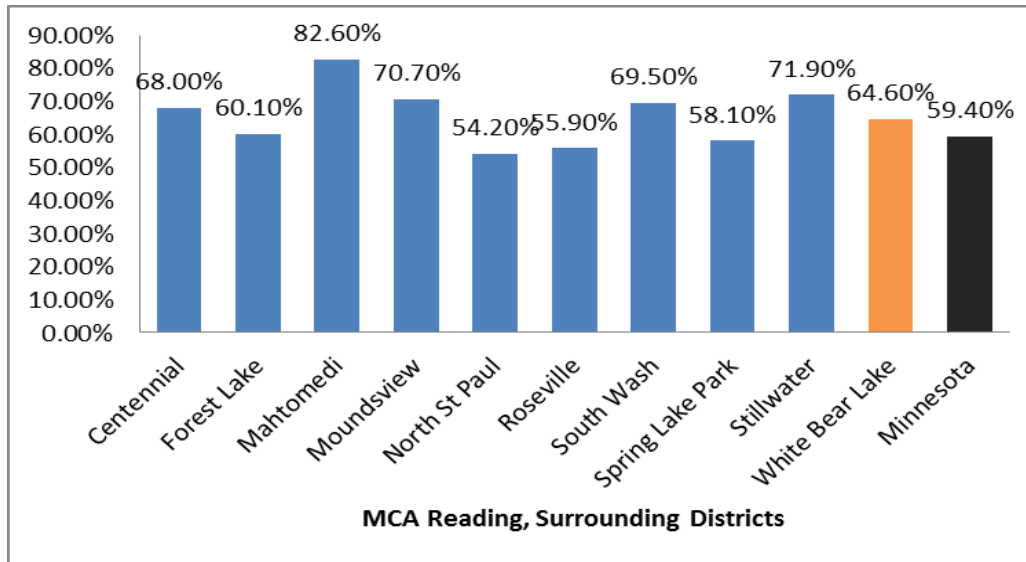
White Bear Lake Area Schools, High School

2014-2015 End-of Year Report

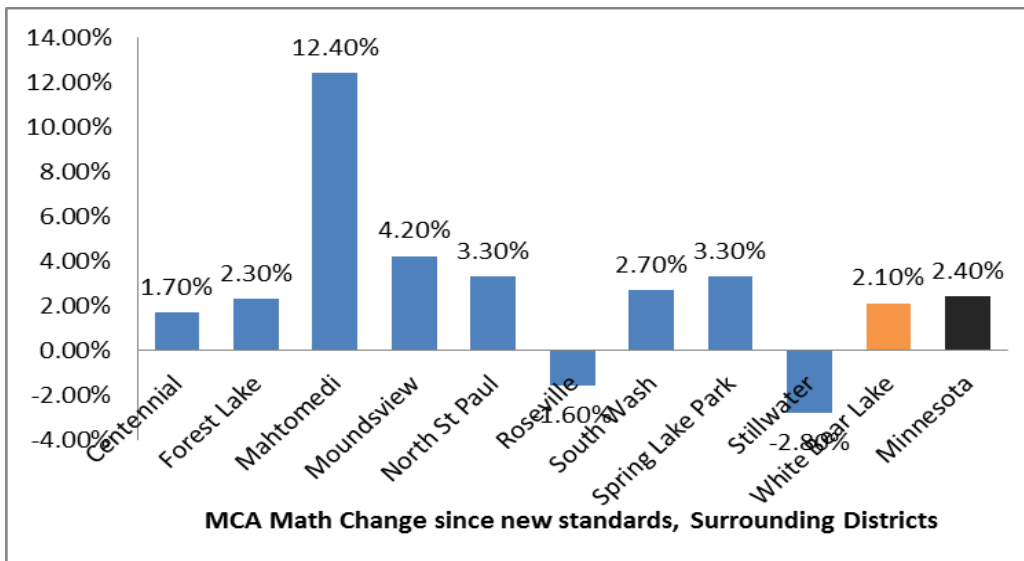
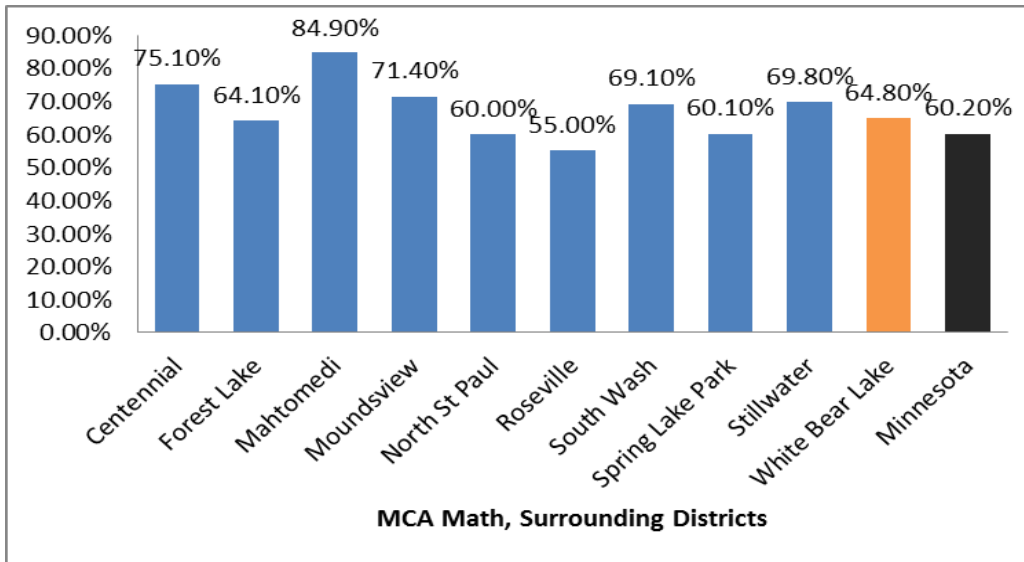
MAP Reading Growth										
Level	Percentage	MAP Reading: Fall 2014 to Spring 2015 Percent of students who meet MAP growth targets based on national Fall-to-Spring growth norms. G9 - G10								
Vision	>80%									
Progressing	70-80%									
Baseline	60-70%									
Below Baseline	<60%	49.20%	55.60%	39.10%	51.10%	59.60%	49.50%	48.90%	47.40%	47.70%
		ALL	American Indian	Asian	Hispanic	Black	White	SpEd	LEP	FRL
Student Count, MAP 2015		1018	10	87	47	47	828	94	19	239
Prior Data Point	Spring 2014	54.50%	37.50%	60.30%	51.30%	56.00%	54.20%	61.00%	52.20%	55.60%
Change		-5.30%	18.10%	-21.20%	-0.20%	3.60%	-4.70%	-12.10%	-4.80%	-7.90%
Percent of Yearly Growth, 2015		71%	261%	21%	70%	33%	77%	81%	144%	48%

MAP Mathematics Growth										
Level	Percentage	MAP Mathematics: Fall 2014 to Spring 2015 Percent of students who meet MAP growth targets based on national Fall-to-Spring growth norms. G9 - G10								
Vision	>80%								83.30%	
Progressing	70-80%									
Baseline	60-70%	64.80%		65.50%		64.00%	65.50%			64.90%
Below Baseline	<60%		30.00%		59.10%			50.00%		
		ALL	American Indian	Asian	Hispanic	Black	White	SpEd	LEP	FRL
Student Count, MAP 2015		1018	10	87	47	47	828	94	19	239
Prior Data Point	Spring 2014	62.30%	62.50%	65.60%	57.50%	58.20%	62.50%	57.20%	48.80%	58.20%
Change		2.50%	-32.50%	-0.10%	1.60%	5.80%	3.00%	-7.20%	34.50%	6.70%
Percent of Yearly Growth, 2015		185%	95%	224%	135%	162%	187%	138%	300%	178%

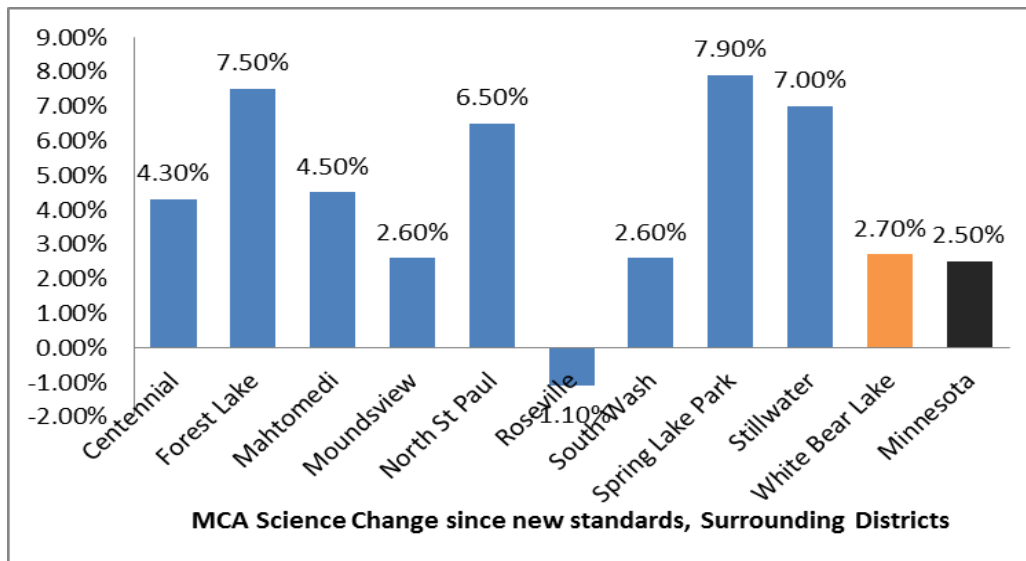
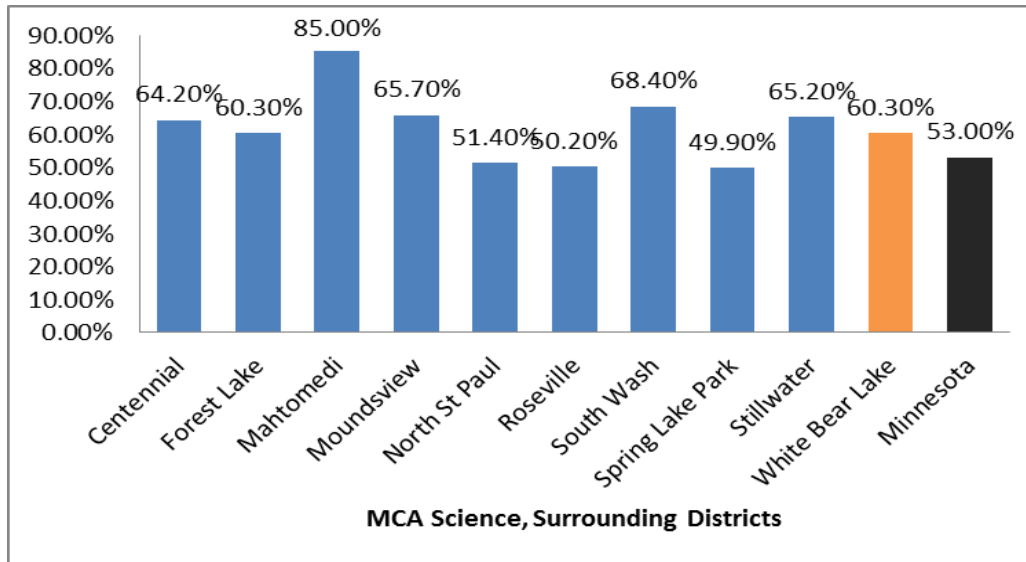
MCA Comparisons with Noarth East Metro



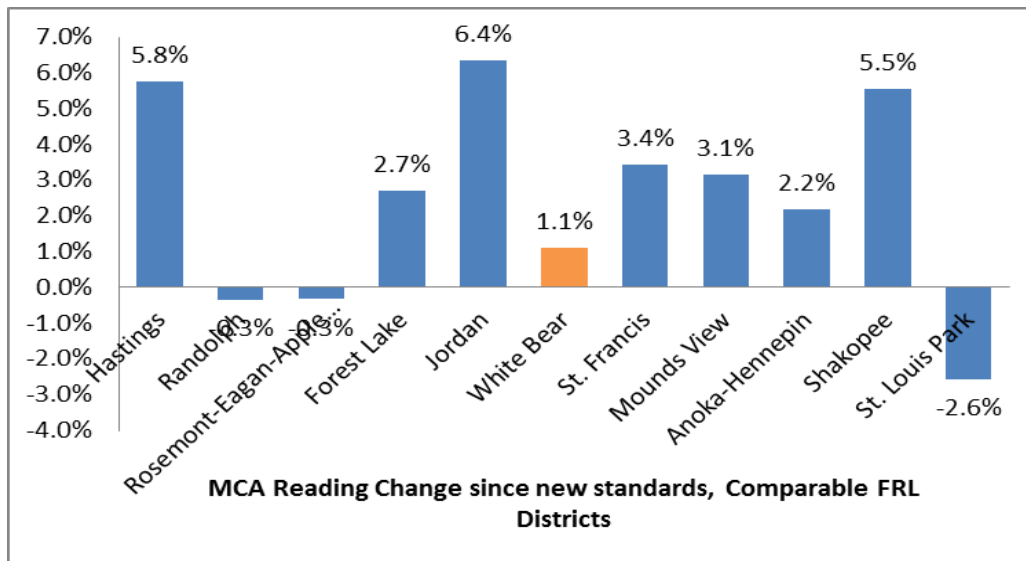
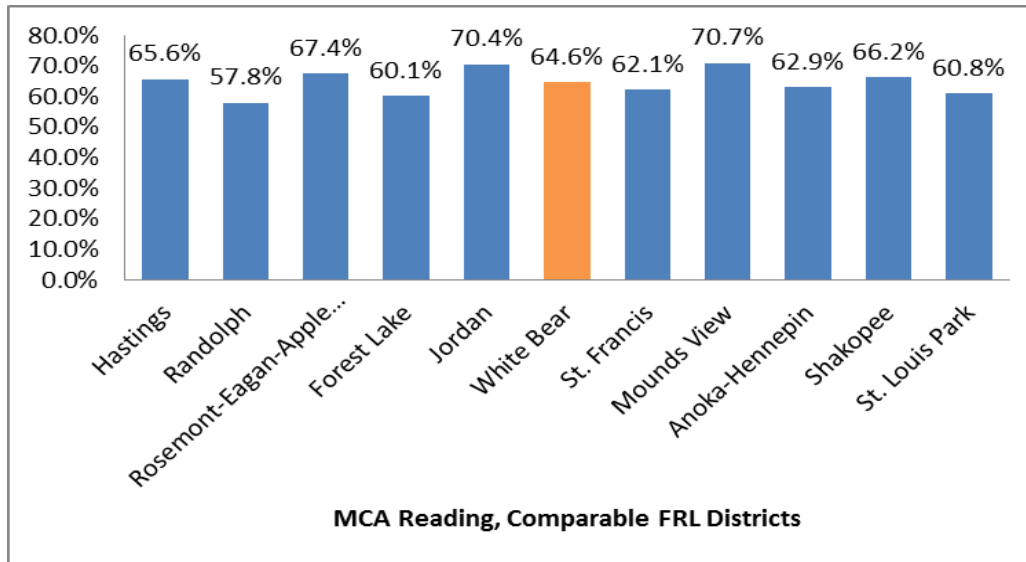
MCA Comparisons with North East Metro



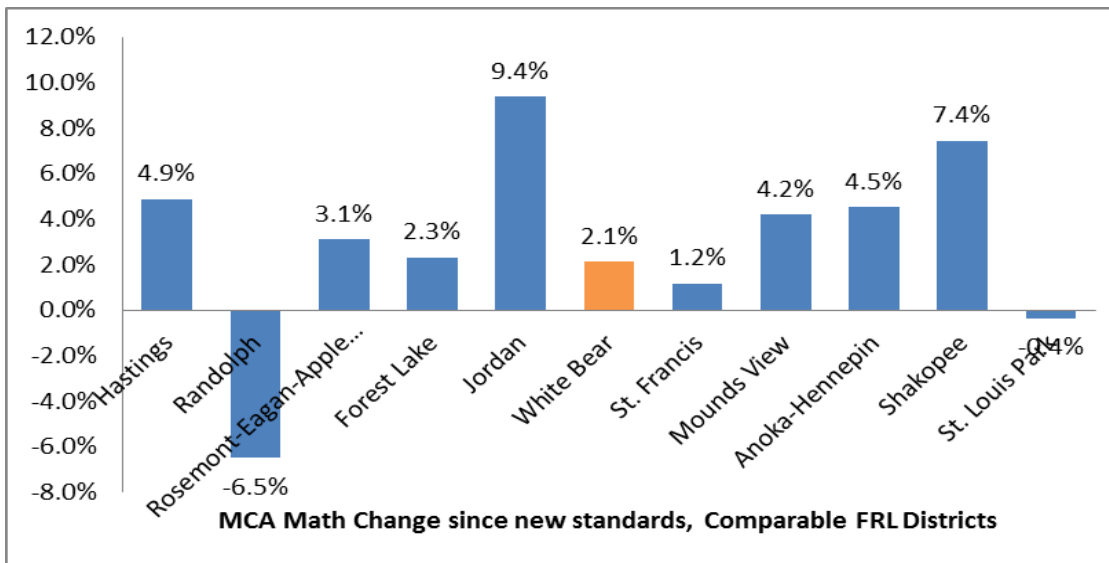
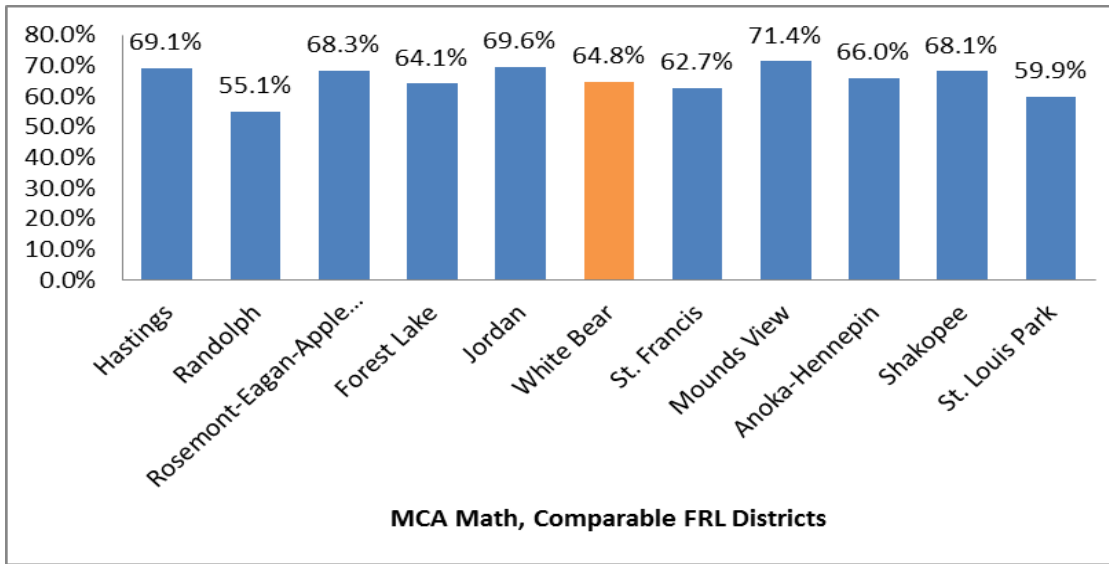
MCA Comparisons with North East Metro



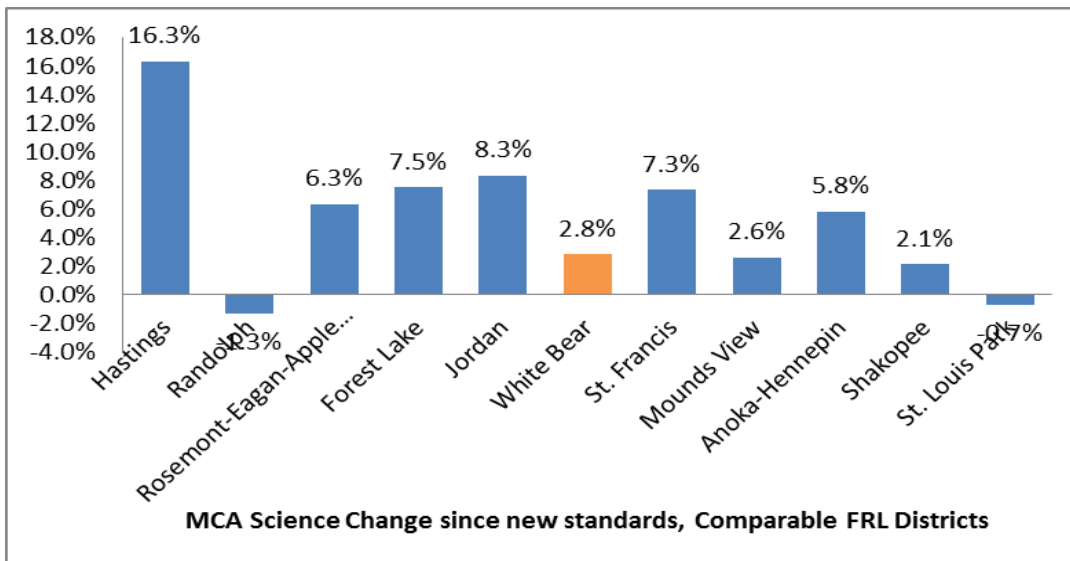
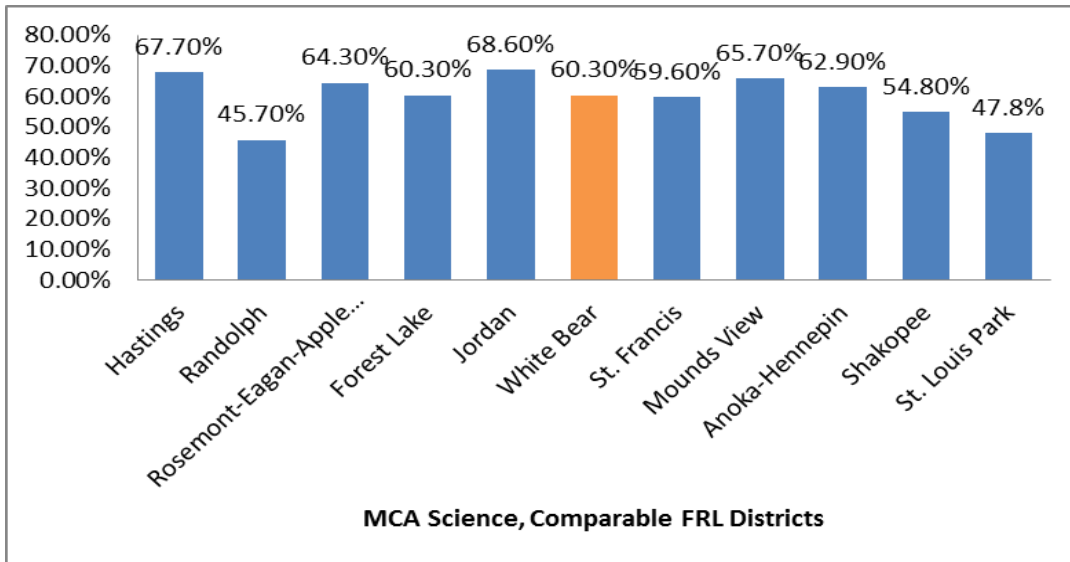
MCA Comparisons Districts with similar FRL demographics



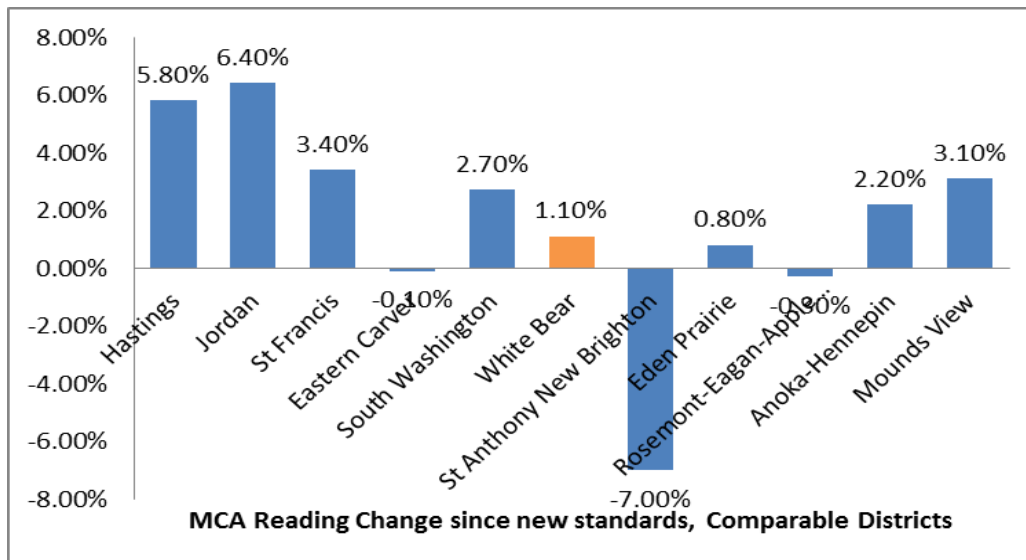
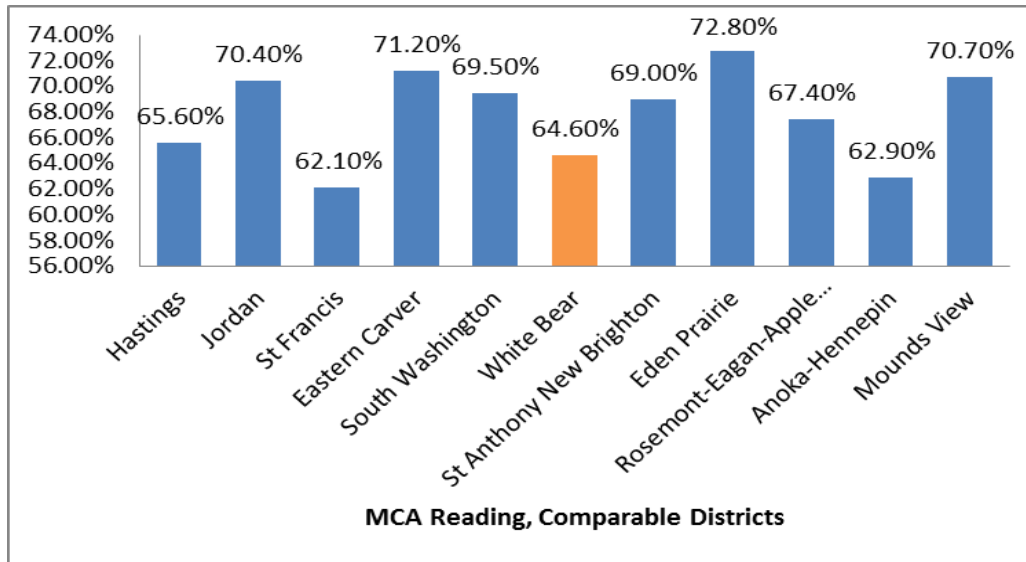
MCA Comparisons Districts with similar FRL demographics



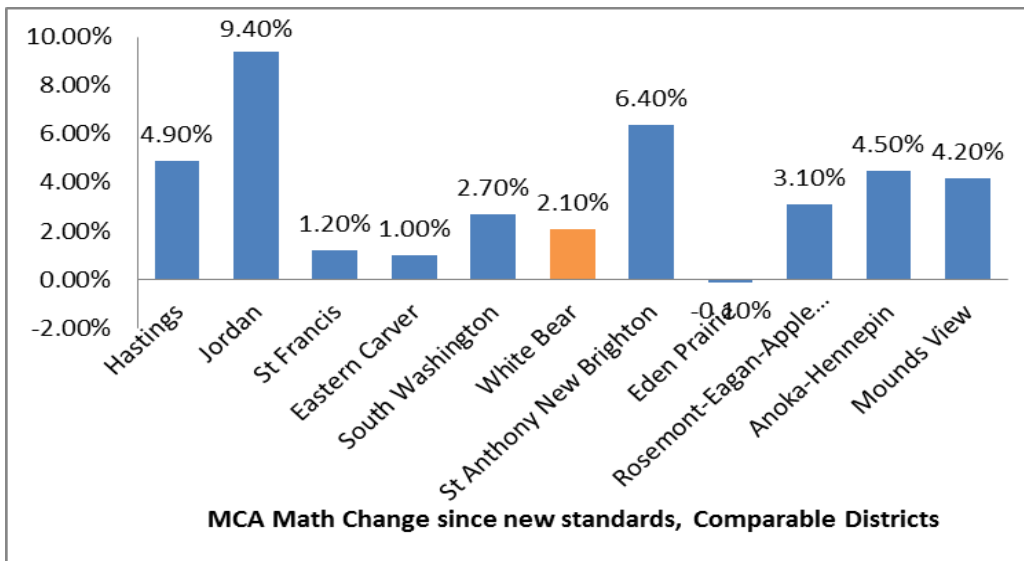
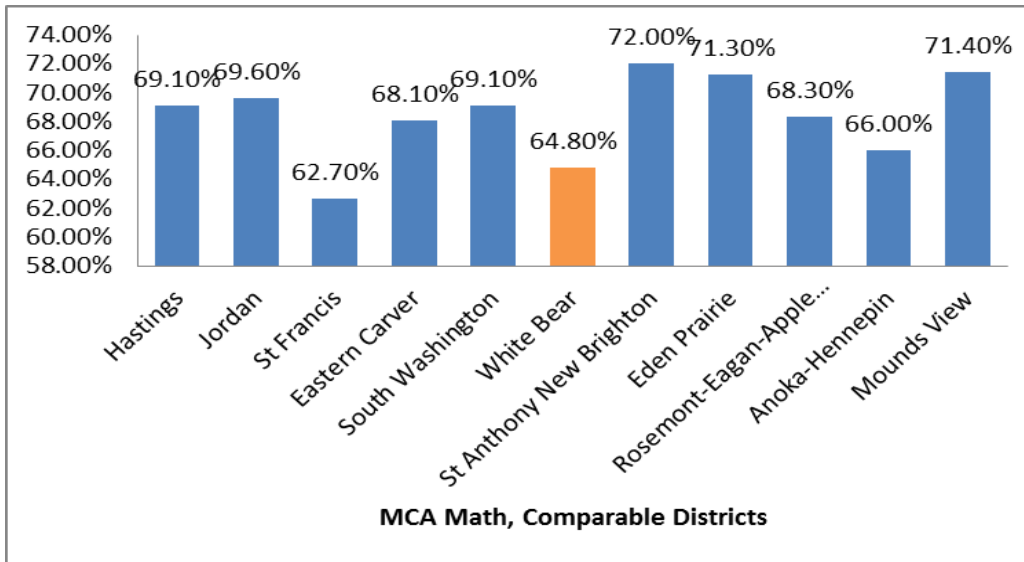
MCA Comparisons Districts with similar FRL demographics



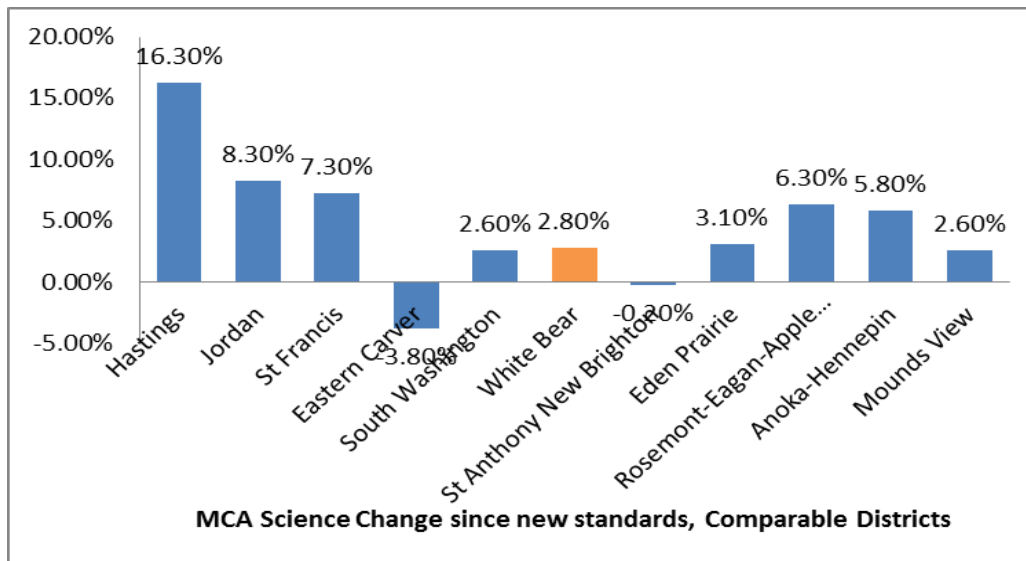
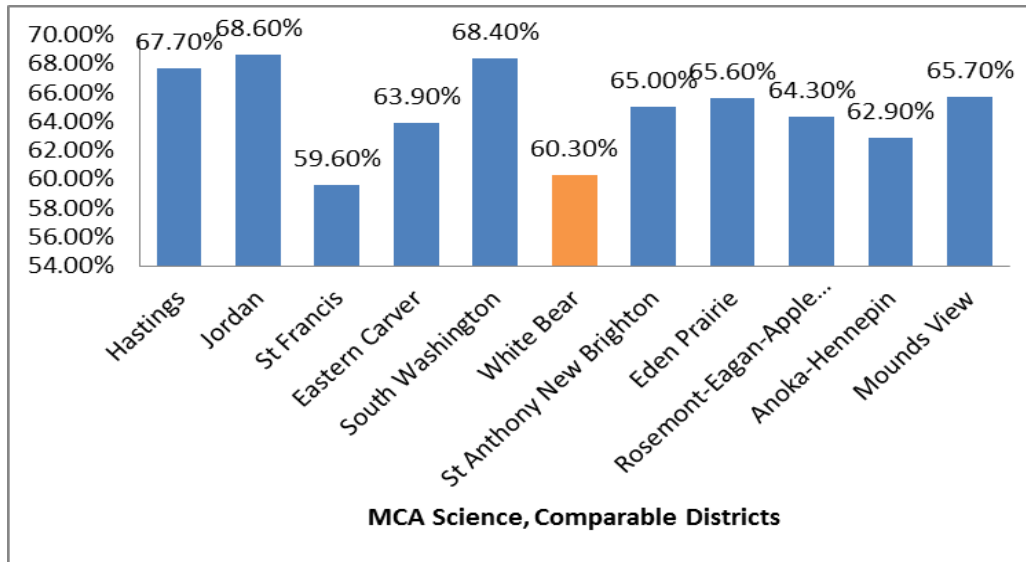
MCA Comparisons with Multiple Demographics



MCA Comparisons with Multiple Demographics



MCA Comparisons with Multiple Demographics



Metro Districts

District Number	District Name	Student Count	MATH % Proficient	Reading % Proficient
1	MINNEAPOLIS PUBLIC SCHOOL DIST.	16400	44%	42%
6	SOUTH ST. PAUL PUBLIC SCHOOL DIST.	1790	51%	50%
11	ANOKA-HENNEPIN PUBLIC SCHOOL DIST.	19389	66%	63%
12	CENTENNIAL PUBLIC SCHOOL DISTRICT	3290	75%	68%
13	COLUMBIA HEIGHTS PUBLIC SCHOOL DIST	1628	37%	38%
14	FRIDLEY PUBLIC SCHOOL DISTRICT	1517	55%	46%
15	ST. FRANCIS PUBLIC SCHOOL DISTRICT	2453	63%	62%
16	SPRING LAKE PARK PUBLIC SCHOOLS	2803	60%	58%
108	CENTRAL PUBLIC SCHOOL DISTRICT	490	64%	61%
110	WACONIA PUBLIC SCHOOL DISTRICT	2043	75%	72%
111	WATERTOWN-MAYER PUBLIC SCHOOL DIST.	799	77%	70%
112	EASTERN CARVER COUNTY PUBLIC SCHOOL	4808	68%	71%
192	FARMINGTON PUBLIC SCHOOL DISTRICT	3784	68%	65%
194	LAKEVILLE PUBLIC SCHOOL DISTRICT	5751	75%	75%
195	RANDOLPH PUBLIC SCHOOL DISTRICT	334	55%	58%
196	ROSEMOUNT-APPLE VALLEY-EAGAN	14098	68%	67%
197	WEST ST. PAUL-MENDOTA HTS.-EAGAN	2443	59%	60%
199	INVER GROVE HEIGHTS SCHOOLS	2020	57%	56%
200	HASTINGS PUBLIC SCHOOL DISTRICT	2374	69%	66%
270	HOPKINS PUBLIC SCHOOL DISTRICT	3470	59%	61%
271	BLOOMINGTON PUBLIC SCHOOL DISTRICT	5210	60%	61%
272	EDEN PRAIRIE PUBLIC SCHOOL DISTRICT	4585	71%	73%
273	EDINA PUBLIC SCHOOL DISTRICT	4511	81%	80%
276	MINNETONKA PUBLIC SCHOOL DISTRICT	5186	81%	82%
277	WESTONKA PUBLIC SCHOOL DISTRICT	1191	81%	82%
278	ORONO PUBLIC SCHOOL DISTRICT	1506	76%	79%
279	OSSEO PUBLIC SCHOOL DISTRICT	10180	57%	57%
280	RICHFIELD PUBLIC SCHOOL DISTRICT	2135	44%	43%
281	ROBBINSDALE PUBLIC SCHOOL DISTRICT	6049	41%	48%
282	ST. ANTHONY-NEW BRIGHTON SCHOOLS	935	72%	69%
283	ST. LOUIS PARK PUBLIC SCHOOL DIST.	2274	60%	61%

284 WAYZATA PUBLIC SCHOOL DISTRICT	5745	83%	80%
286 BROOKLYN CENTER SCHOOL DISTRICT	1204	28%	34%
621 MOUNDS VIEW PUBLIC SCHOOL DISTRICT	5484	71%	71%
622 NORTH ST PAUL-MAPLEWOOD OAKDALE DIS	5201	60%	54%
623 ROSEVILLE PUBLIC SCHOOL DISTRICT	3864	55%	56%
624 WHITE BEAR LAKE SCHOOL DISTRICT	4137	65%	65%
625 ST. PAUL PUBLIC SCHOOL DISTRICT	17687	37%	37%
716 BELLE PLAINE PUBLIC SCHOOL DISTRICT	845	62%	59%
717 JORDAN PUBLIC SCHOOL DISTRICT	996	70%	70%
719 PRIOR LAKE-SAVAGE AREA SCHOOLS	3947	79%	73%
720 SHAKOPEE PUBLIC SCHOOL DISTRICT	4157	68%	66%
721 NEW PRAGUE AREA SCHOOLS	2073	79%	76%
831 FOREST LAKE PUBLIC SCHOOL DISTRICT	3499	64%	60%
832 MAHTOMEDI PUBLIC SCHOOL DISTRICT	1811	85%	83%
833 SOUTH WASHINGTON COUNTY SCHOOL DIST	9291	69%	70%
834 STILLWATER AREA PUBLIC SCHOOL DIST.	4215	70%	72%

AGENDA ITEM: **Overview of Proposal to Consider Self-Funded Dental Insurance**

MEETING DATE: **August 24, 2015**

SUGGESTED DISPOSITION: **Discussion Item**

CONTACT PERSON(S): **Dr. Wayne A. Kazmierczak, Director of Finance and Operations**

BACKGROUND:

Rob Keller and Pierre Guilfoile from National Insurance Services, Inc. will be in attendance to review the results of the recently completed dental insurance quotation process. Information will be provided related to self-funded dental insurance. The District's employee insurance committee has discussed self-funded at considerable length and has indicated support for the move to self-funded dental insurance.



White Bear Lake Area Public Schools
Independent School District 624

Wayne A. Kazmierczak, Ph.D.
Director of Finance & Operations

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White Bear Lake, MN 55110-2731
(651) 407-7515 • Fax (651) 407-7514

TO: Dr. Michael Lovett, Superintendent

FROM: Dr. Wayne A. Kazmierczak, Director of Finance and Operations 

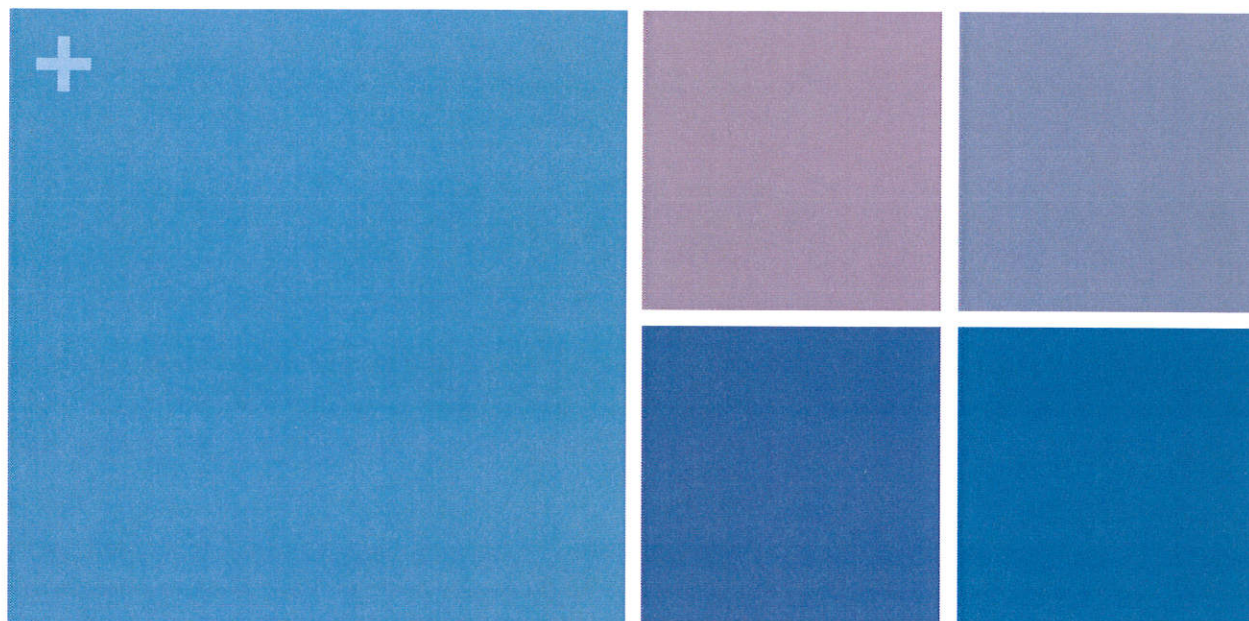
DATE: August 19, 2015

SUBJECT: Self-Funded Dental Insurance

I correspond at your request to provide background information related to the District's dental insurance plan offering. Attached please find the presentation that Mr. Pierre Guilfoile and Mr. Rob Keller from National Insurance Services will use to lead a discussion about self-funded dental insurance at the August 24, 2015 work-study session. The District's current dental insurance plan is structured as a fully insured model. Under a fully insured dental benefit plan, the District and its employees pay a fixed premium to an insurance carrier; the insurance carrier assumes the financial risk and reward. In a self-insured dental benefit plan, employers pay for claims as they are incurred instead of paying a fixed premium to an insurance provider. Under this scenario, the employer assumes the financial risk and reward for providing dental benefits to its employees.

Over the course of the past several months, the District has engaged in a process to determine a course of action related to the dental insurance plans that are offered to employees. In March 2015, the District's insurance advisory committee voted to fully support a move to a self-insured dental plan, and in July 2015 the committee reached consensus to explore the self-funded proposal received from Health Partners. The next step in the process is to discuss the concept of self-funded dental insurance with the School Board.

WAK
Attachment



White Bear Lake Schools
2016 Dental Plan Proposal
Board Information

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Proposal process to evaluate District Dental Plan offering

- Request for single dental plan offering
- Request a self-funded plan response
- **Request higher levels of coverage than currently offered**
- Request only provided to Delta Dental and HealthPartners
- Request proposals based on two alternate plan design options
 - Alternate #1 \$1,500 Calendar Maximum (\$500 over current Delta plan)
 - Alternate #2 \$2,000 Calendar Maximum (\$1000 over current Delta plan)
 - Tier 1 Benefits: 100% preventive / 75% Basic / 60% Major / 50% Orthodontia
- All self funded rates were indexed 5% from rates provided by carriers
 - Indexing to offset risk



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Summary – Current Dental Plan Offering

- 2 Dental Carriers
 - Delta Dental of MN
 - Admin.'s/Cabinet/Non-Affiliated/Princ./Supt./Teachers
 - Contract Counts (from renewal experience)
 - 212 Single : 558 Family
 - HealthPartners Dental
 - Ex. Day/Clerical/Custodian/Nut. Svcs./Para/Transp./Confidentials
 - Contract Counts (from renewal experience)
 - 118 Single : 172 Family
- **Total Cost of current combined dental offerings: \$972,000**



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Summary – Current Dental Plan Offering

- Claims History of combined plans
 - 2012: \$764,968.62
 - 2013: \$750,943.22
 - 2014: \$817,443.41

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Proposal Analysis – HealthPartners Dental

- Self –funded Alternate Plan Design #3 was recommended by Employee Insurance Committee
 - Rates
 - Single: \$36.95
 - Family: \$102.64
 - Annual maximum cost: \$1,064,895.60

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Proposal Analysis – HealthPartners Dental

- Alternate Plan Designs #3
 - Administration
 - Single: \$3.79
 - Family: \$3.79
 - Annual Fixed Fee: \$48,210
- Administrative fee includes an aggregate reinsurance policy protecting the district from a 5% deviation in claims experience
 - Proposed rates provided with maximum risk

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Proposal Analysis – HealthPartners Dental

- Alternate Plan Design #3
 - Claim Targets
 - Single: \$31.40
 - Family: \$96.08
 - Annual Target: \$968,288.16

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Proposal Analysis – HealthPartners Dental

- Network & benefit offering for alternate 3
 - 4 tier benefit and network specifically for White Bear Lake Schools
 - Tier 1 HealthPartners and Park Dental Clinics
 - \$2,000 annual maximum
 - No deductible
 - Tier 2 match the dental providers in the Delta PPO Network
 - \$1,500 annual maximum
 - No deductible
 - Tier 3 match the Delta PPO network and remaining HealthPartners Network providers not within the Delta PPO Network
 - \$1,000 annual maximum
 - \$25 / \$75 deductible
 - Tier 4 non-contracted providers
 - \$1,000 annual maximum
 - \$50 / \$150 deductible



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Proposal Analysis – HealthPartners Dental

- HealthPartners proposal is a 2 year contract
- Proposed administration fee is \$3.79
- Proposed administration fee includes an aggregate insurance policy
 - Aggregate policy is set at 105% of claim factors
 - Indicated rates are set at the aggregate factor
- After year 2 the administration rate will hold at \$3.79 for up to 3 more years



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Proposal Recommendation

- Plan alternate 3 provided by HealthPartners ensures no loss of benefit coverage to any population
- Aggregate insurance policy provided by HealthPartners protects the district from any high claims activity
- Potential benefit increase of \$1000 for 770 contracts
- Total plan increase of 10% to 2015 costs
 - Any rate increase for current plans would reduce increase of recommended plan
- Total district increase of 5% using most recent contract values



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- The following information is a summary of the other plan responses and alternate benefits evaluated by the Employee Insurance Committee
 - The following slides are for informational purposes only, not intended to for in depth review before The Board
 - The Employee Insurance Committee unanimously endorsed the HealthPartners Dental Proposal
- Questions?



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White Bear Lake Schools Rate Display Proposed Dental Plan 2016

White Bear Lake Current Dental Plans				
Total Cost		District	Employee	District Cost
Delta Dental Plan				
Single	212	\$35.30	\$35.30	\$0.00
Family	558	\$99.20	\$99.20	\$0.00
HealthPartners Dental Plan				
Single	118	\$33.13	\$33.13	\$0.00
Family	172	\$82.88	\$33.13	\$49.75
Combined Plan Totals - Annual				
Single	330	\$34.52	\$136,715	\$0
Family	730	\$95.35	\$732,624	\$102,684
Total		\$972,022.80		\$869,339

Proposed HealthPartners Dental SELF Insured				
Total Cost		District	Employee	District Cost
Combined Dental Plan for Group A				
Single	212	\$36.95	\$36.95	\$0.00
Family	558	\$104.86	\$102.64	\$2.22
Combined Dental Plan for Group B				
Single	118	\$36.95	\$36.95	\$0.00
Family	172	\$104.86	\$36.95	\$67.91
Total				
Single	330	\$36.95	\$146,322	\$0
Family	730	\$104.86	\$763,542	\$155,031
Total		\$1,064,895.60		\$909,864

Proposed HealthPartners Dental Fully Insured				
Total Cost		District	Employee	District Cost
Combined Dental Plan for Group A				
Single	212	\$37.58	\$37.58	\$0.00
Family	558	\$106.66	\$102.64	\$4.02
Combined Dental Plan for Group B				
Single	118	\$37.58	\$37.58	\$0.00
Family	172	\$106.66	\$37.58	\$69.08
Combined Plan Totals - Annual				
Single	330	\$37.58	\$136,715	\$0
Family	730	\$106.66	\$732,624	\$169,499
Total		\$1,083,158.40		\$913,659

Proposed HealthPartners Dental Plan Cost Variance				
Total Cost		District (AVG)	Employee (AVG)	District Cost
Current Dental Plan				
Single	330	\$34.52	\$136,715.28	\$0.00
Family	730	\$95.35	\$732,623.52	\$732,623.52
Total		\$972,022.80	\$102,684.00	\$869,339
Recommended Dental Plan				
Single	330	\$36.95	\$146,322.00	\$0.00
Family	730	\$104.86	\$763,542.24	\$146,322.00
Total		\$1,064,895.60	\$155,031.36	\$909,864
Increase over current				
Single	330	\$2.43	\$9,606.72	\$0.00
Family	730	\$9.51	\$30,918.72	\$52,347.36
Total Cost Variance		\$92,872.80	\$30,918.72	\$30,918.72

White Bear Lake School District #624

Coverage Period: January 2016 through December 2016

HealthPartners Custom Network Open Access Dental Alternate #2

Dental Services	HealthPartners Custom Network Open Access Dental			
	Benefit Level 1 HPDG & Park Dental	Benefit Level 2 point of service choice*	Benefit Level 3	Any Licensed Dentist
Calendar Year Annual Maximum	\$2,000	\$1,500	\$1,000	\$1,000
Annual Deductible <i>Deductible does not apply to Preventive/Diagnostic Care or Sealants</i>	Individual: \$0 Family: \$0	Individual: \$0 Family: \$0	Individual: \$25 Family: \$75	Individual: \$50 Family: \$150
Preventive/Diagnostic Care	100%	100%	100%	100%
Sealants	100%	100%	80%	70%
Basic I Services				
- Amalgam Fillings	100%	100%	80%	70%
- Posterior composites	75%	75%	70%	70%
- Simple Extractions	100%	100%	80%	70%
- Non-surgical Periodontics	100%	100%	80%	70%
- Endodontics	100%	100%	80%	70%
Basic II Services				
- Surgical Periodontics	100%	100%	80%	70%
- Other Oral Surgery	100%	100%	80%	70%
Crowns, onlays	75%	75%	70%	70%
Prosthetics				
-Bridges & Dentures	60%	60%	50%	50%
-Dental Implants (to \$500 annual max)	60%	60%	50%	50%
Orthodontics (no deductible)	50%	50%	50%	50%
- Lifetime maximum	\$1,500	\$1,000	\$1,000	\$1,000
- For dependents under age 19 (combined across networks)				
Fair and Reasonable Fee Level	na	na	na	80th percentile

Self Insured ASO Fee

Administrative Services Only (ASO) fee of \$3.79 pepm includes \$1.58 pepm Aggregate Stop Loss premium and is net of broker commission. The total fixed cost of \$3.79 pepm is guaranteed for 60 months and will remain at \$3.79 pepm if Aggregate Stop Loss is cancelled. This Administrative Fee includes network management and access fees, claims administration, standard reporting, and member communications.

Self Insured Equivalency Rates	Claims	Admin and Stop Loss	Total Rate
Single	\$31.40	\$3.79	\$35.19
Family	\$96.08	\$3.79	\$99.87

Alternate Fully Insured Guarantee

Rates are guaranteed for 12 months. HealthPartners is offering a not to exceed rate cap of 3.0% for the 2017, 2018, 2019 and 2020 renewals.

Alternate Fully Insured Premium Rates (net of commission)	Total Rate
Single	\$37.58
Family	\$106.66

This quote is valid for 90 days or until the effective date stated above, whichever comes first.

*- No clinic assignment required

This is a summary only.

*This plan and rates are contingent upon meeting HealthPartners Dental underwriting requirements.
Rates assume HealthPartners is the sole carrier.*

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Other Plan Information & Responses

- Current and Alternate plan benefits
- Delta Dental Response
- HealthPartners Response: Alternate 1 & 2

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Summary – Current Delta Dental Plan

- 3 tiers of coverage
 - Highest tier: Delta's Preferred Provider Organization
 - Second tier: Delta's Premier Network
 - Third tier: Non-contracted providers
- \$1,000 calendar year benefit across all tiers
- Very high coverage for the highest tier of benefits
 - 100% coverage through basic dental services
 - No deductible
- Delta Dental network is a very expansive network
 - Less than 5% of claims occur at non-network providers
- Current Delta plan provides orthodontia coverage

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Summary – Current HealthPartners Dental Plan

- 3 tiers of coverage
 - Highest tier: HealthPartners & Park Dental clinics
 - Second tier: All other contracted providers
 - Third tier: Non-contracted providers
- \$2,000 calendar year benefit in highest tier
 - \$1000 calendar year benefit in middle tier
 - \$500 calendar year plan benefit for non-contracted providers
- Very standard coverage for all tiers of benefits
 - Market standard 100/80/50 for best level of coverage
- HealthPartners network is a very expansive network
 - Less than 5% of claims occur at non-network providers
- Current HealthPartners plan does not provide orthodontia coverage



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Current Dental Plan Costs – Delta / HealthPartners

Delta Dental Plan Rates & Coverage		HealthPartners Plan Rates & Coverage	
<u>\$1000 Max Plan</u>	2015	<u>Distinctions Dental</u>	2015
Single	\$35.30	Single	\$33.13
Family	\$99.20	Family	\$88.28
<u>PPO/Premier/Out-of-Network</u>		<u>Level 1/Level 2/Out-of-Network</u>	
<u>Deductible</u>		<u>Deductible</u>	
Single	\$0/\$50/\$50	Single	\$25/\$25/\$25
Family	\$0/\$150/\$150	Family	\$75/\$75/\$75
<u>Plan Maximum</u>		<u>Plan Maximum</u>	
Single	\$1000/\$1000/\$1000	Single	\$2000/\$1000/\$500
<u>Preventive Coverage</u>	100%	<u>Preventive Coverage</u>	100%



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Current Dental Plan Costs – Delta / HealthPartners

Delta Dental Plan Rates & Coverage (continued)		HealthPartners Plan Rates & Coverage (continued)	
<u>\$1000 Max Plan</u>	2015	<u>Distinctions Dental</u>	2015
Basic Coverage	100%/70%/70%	Basic Coverage	80%/50%/40%
Major	75%/70%/70%	Major	50%/50%/40%
<u>Prosthetics</u>	60%/50%/50%	<u>Prosthetics</u>	50%/50%/40%
Orthodontia	50%50%/50%	Orthodontia	No Coverage
Orthodontia Max	<u>\$1000</u>	Orthodontia Max	Not Applicable

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Proposal Analysis – Delta Dental

- Alternate Plan Design #1
 - Rates
 - Single: \$37.64
 - Family: \$105.79
 - Annual cost: \$1,078.387.38
- Alternate Plan Design #2
 - Rates
 - Single: \$39.52
 - Family: \$111.08
 - Annual cost: \$1,132.319.29

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Proposal Analysis – Delta Dental

- Alternate Plan Design #1
 - Claim Targets
 - Single: \$28.89
 - Family: \$93.88
 - Annual Target: \$939,319.44
- Alternate Plan Design #2
 - Claim Targets
 - Single: \$30.77
 - Family: \$98.92
 - Annual cost: \$990,683.16




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Proposal Analysis – Delta Dental

- Network & benefit offering for alternates 1 & 2
 - 3 tier benefit and network
 - Tier 1 the Delta Dental PPO network
 - Tier 2 the Delta Dental Premier Network
 - Tier 3 non-contracted providers
 - Tiers 2 & 3 offer the same benefit coverage
 - Tier 3 does not offer a negotiated discount
 - Tier 3 does not offer protection from balance billing
 - Each tier utilizes the same annual maximum
 - Tiers 2 & 3 contain the same deductible




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Proposal Analysis – Delta Dental

- Network highlights
 - Delta Premier Network contains 3,1000 providers
 - Average discounts in the market
 - Delta PPO Network contains 1,700 providers
 - PPO Network provides best discounts in the market
 - Over the last 3 years Delta's negotiated discounts have provided \$760,000 in savings to the dental plan
- Claims highlights
 - Delta processes 99% of claims within 10 business days
- Reporting highlights
 - Standard reporting continues
 - Ad hoc reports available upon request

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Proposal Analysis – Delta Dental

- Alternate Plan Designs #1 & #2
 - Administration
 - Single: \$6.87
 - Family: \$6.87
 - Annual Fixed Fee: \$87,716.16

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Proposal Analysis – Delta Dental

- Delta Dental proposal is a 1 year contract
- Proposed administration fee is \$6.87

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Proposal Analysis – HealthPartners Dental

- Alternate Plan Design #1
 - Rates
 - Single: \$38.81
 - Family: \$107.05
 - Annual cost: \$1,094,097.44
- Alternate Plan Design #2
 - Rates
 - Single: \$39.52
 - Family: \$111.08
 - Annual cost: \$1,185,643.24

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Proposal Analysis – HealthPartners Dental

- Alternate Plan Design #1
 - Claim Targets
 - Single: \$31.55
 - Family: \$96.54
 - Annual Target: \$972,922.68
- Alternate Plan Design #2
 - Claim Targets
 - Single: \$34.38
 - Family: \$105.19
 - Annual cost: \$1,060,109.16

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Proposal Analysis – HealthPartners Dental

- Network & benefit offering for alternates 1 & 2
 - 3 tier benefit and network for alternates
 - Tier 1 HealthPartners and Park Dental Clinics
 - Tier 2 the HealthPartners Dental Network
 - Tier 3 non-contracted providers
 - Tiers 2 & 3 offer the same benefit coverage
 - Tier 3 does not offer a negotiated discount
 - Tier 3 does not offer protection from balance billing
 - Each tier utilizes the same annual maximum
 - Tiers 2 & 3 contain the same deductible

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AGENDA ITEM: **Negotiations Study Session**

DATE: **August 24, 2015**

SUGGESTED DISPOSITION: **Discussion Item**

CONTACT PERSON(S): **Linda Goers, Director of Human Resources**
Dr. Kazmierczak, Director of Finance and
Operations

BACKGROUND:

Linda Goers and Dr. Kazmierczak will provide an update on negotiation sessions with bargaining groups.

*This portion of the meeting may be closed to consider strategy for labor negotiations, including negotiation strategies or developments or discussion and review of labor negotiation proposals, conducted pursuant to Minnesota Statutes 179.A.01 to 179.A.25.