

**INDEPENDENT SCHOOL
DISTRICT #624**



**WORK-STUDY
MEETING PACKET**

August 27, 2018

MISSION STATEMENT

The mission of the White Bear Lake Area School District, the community at the forefront of educational excellence, honoring our legacy and courageously building the future, is to ensure each student realizes their unique talents and abilities, and makes meaningful contributions with local and global impact through a vital system distinguished by:

- **Students who design and create their own future**
- **Diversity of people and ideas**
- **Safe, nurturing and inspiring environments**
- **Exceptional staff and families committed to student success**
- **Abundant and engaged community partners**

To: Members of the School Board

From: Dr. Wayne A. Kazmierczak
Superintendent of Schools

Date: August 14, 2018

A work-study session of the White Bear Lake Area School Board will be held on **Monday, August 27, 2017**, 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. TeamWorks Enrollment Report | 5:30 p.m. |
| 2. Comprehensive Facilities Planning, Community Engagement Overview | 6:00 p.m. |
| 3. Strategic Priorities for 2018-19 School Year | 6:30 p.m. |
| 4. Gifted and Talented Program Overview | 7:00 p.m. |
| 5. Negotiations Study Sessions* | 7:30 p.m. |
| 6. Evaluation of Superintendent** | 7:45 p.m. |
| 7. Discussion of Separation Agreement *** | 8:00 p.m. |

C. OPERATIONAL ITEM

- | | |
|---------------------------------|-----------|
| 1. Approve Separation Agreement | 8:30 p.m. |
|---------------------------------|-----------|

D. ADJOURNMENT

*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 13D.03.

**This portion of the meeting may be closed to discuss evaluation of superintendent, pursuant to Minnesota Statutes 13D.05, Subd. 3(a).

***This portion of the meeting will be closed to receive confidential legal advice from the School Board's attorney, pursuant to Minnesota Statutes 13D.05 Subd. 3(b).

AGENDA ITEM: **TeamWorks Enrollment Report**

DATE: **August 27, 2018**

SUGGESTED DISPOSITION: **Information Item**

CONTACT PERSON(S): **Tim Wald, Assistant Superintendent for Finance and Operations**
Dr. Wayne Kazmierczak, Superintendent

BACKGROUND:

As we continue our work toward comprehensive programming, the District engaged with Teamworks International to complete an enrollment report considering the housing starts in the district, particularly in Hugo. Further, Teamworks used a modeling process to determine the enrollment impact during the next ten years. This study is a complement to the demographic report completed by Hazel Reinhardt Consulting in the spring of 2017.

Tonight, Teamworks International Founder Dennis Cheesebrow will present information related to the ten-year enrollment projection.

10-YEAR ENROLLMENT MODELING – DISTRICT-WIDE

Chart 1 reflects the outcome of all 5 levels of development described above. Please note that this analysis does not take into account housing turnover that will most-likely occur in the south part of the district over the next few years as generational turnover occurs. Nor does it estimate any change in open enrollment due to strategic decisions regarding grade level structure and facility location and development. The following analysis summarizes some of the key findings for each level of development.

Level 1 - No Development Beyond 2022/2023

Key Findings by School Year 2027/2028:

- Overall enrollment is projected to grow 4.7% from 8,458 to 8,856
- Elementary school (K-5) enrollment is projected to decline 7.7% from 4,120 to 3,802
- Middle school (6-8) is projected to grow 17.8% from 1,842 to 2,170
- High school (9-12) is projected to grow 15.5% from 2,496 to 2,883 (*Includes WBL ALC & TEC*)
- Overall Mid-Target Facility Utilization (K-12) 82.0%
 - Elementary (K-5): 80.8%
 - Middle (6-8): 83.2%
 - High (9-12): 82.7%
- Overall Max-Target Facility Utilization (K-12) 72.3%
 - Elementary (K-5): 74.3%
 - Middle (6-8): 71.3%
 - High (9-12): 70.6%

Level 2 - 100% Active & Future Housing Development

Key Findings by School Year 2027/2028:

- Overall enrollment is projected to grow 14.1% from 8,458 to 9,649
- Elementary school (K-5) enrollment is projected to grow 1.4% from 4,120 to 4,178
- Middle school (6-8) is projected to grow 27.6% from 1,842 to 2,350
- High school (9-12) is projected to grow 25.0% from 2,496 to 3,120 (*Includes WBL ALC & TEC*)
- Overall Mid-Target Facility Utilization (K-12) 89.3%
 - Elementary (K-5): 88.8%
 - Middle (6-8): 90.1%
 - High (9-12): 89.5%
- Overall Max-Target Facility Utilization (K-12) 78.8%
 - Elementary (K-5): 81.6%
 - Middle (6-8): 77.2%
 - High (9-12): 76.4%

Level 3 - 50% Agricultural Land Development

Key Findings by School Year 2027/2028:

- Overall enrollment is projected to grow 23.1% from 8,458 to 10,416
- Elementary school (K-5) enrollment is projected to grow 1.4% from 4,120 to 4,532
- Middle school (6-8) is projected to grow 37.2% from 1,842 to 2,527
- High school (9-12) is projected to grow 34.5% from 2,496 to 3,356 (*Includes WBL ALC & TEC*)
- Overall Mid-Target Facility Utilization (K-12) 96.4%
 - Elementary (K-5): 96.3%
 - Middle (6-8): 96.8%

- High (9-12): 96.3%
 - Overall Max-Target Facility Utilization (K-12) 85.0%
 - Elementary (K-5): 88.5%
 - Middle (6-8): 83.0%
 - High (9-12): 82.2%
- Level 4 - 75% Agricultural Land Development**
Key Findings by School Year 2027/2028:
- Overall enrollment is projected to grow 27.8% from 8,458 to 10,806
 - Elementary school (K-5) enrollment is projected to grow 14.4% from 4,120 to 4,712
 - Middle school (6-8) is projected to grow 42.1% from 1,842 to 2,617
 - High school (9-12) is projected to grow 39.3% from 2,496 to 3,476 (*Includes WBL ALC & TEC*)
 - Overall Mid-Target Facility Utilization (K-12) 100.1%
 - Elementary (K-5): 100.1%
 - Middle (6-8): 100.3%
 - High (9-12): 99.7%
 - Overall Max-Target Facility Utilization (K-12) 88.2%
 - Elementary (K-5): 92.0%
 - Middle (6-8): 86.0%
 - High (9-12): 85.1%

Level 5 - 100% Agricultural Land Development

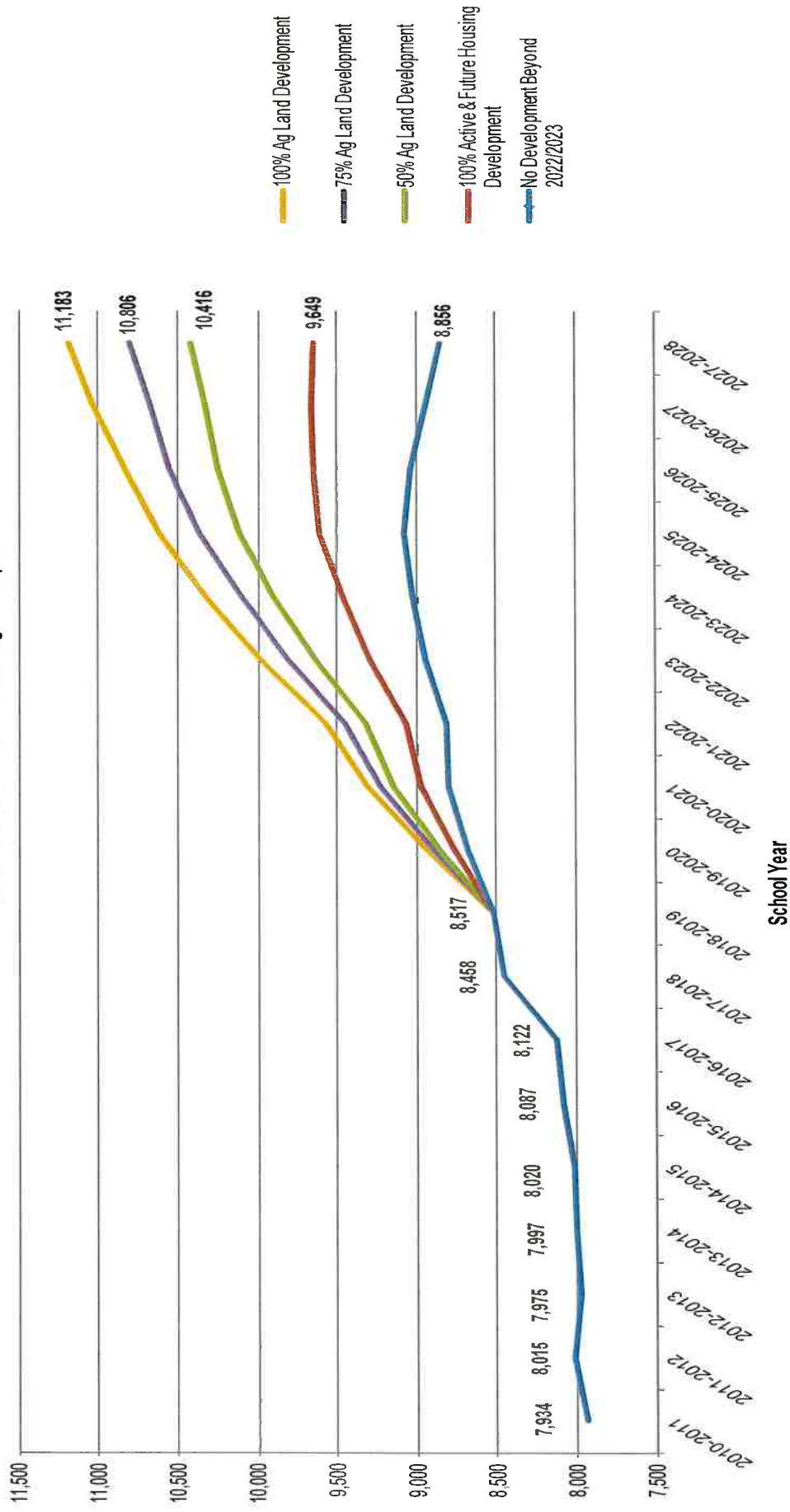
Key Findings by School Year 2027/2028:

- Overall enrollment is projected to grow 32.2% from 8,458 to 11,183
- Elementary school (K-5) enrollment is projected to grow 18.6% from 4,120 to 4,886

- Middle school (6-8) is projected to grow 46.8% from 1,842 to 2,704
- High school (9-12) is projected to grow 43.9% from 2,496 to 3,592 (*Includes WBL ALC & TEC*)
- Overall Mid-Target Facility Utilization (K-12) 103.5%
 - Elementary (K-5): 103.8%
 - Middle (6-8): 103.6%
 - High (9-12): 103.1%
- Overall Max-Target Facility Utilization (K-12) 91.3%
 - Elementary (K-5): 95.4%
 - Middle (6-8): 88.8%
 - High (9-12): 87.9%

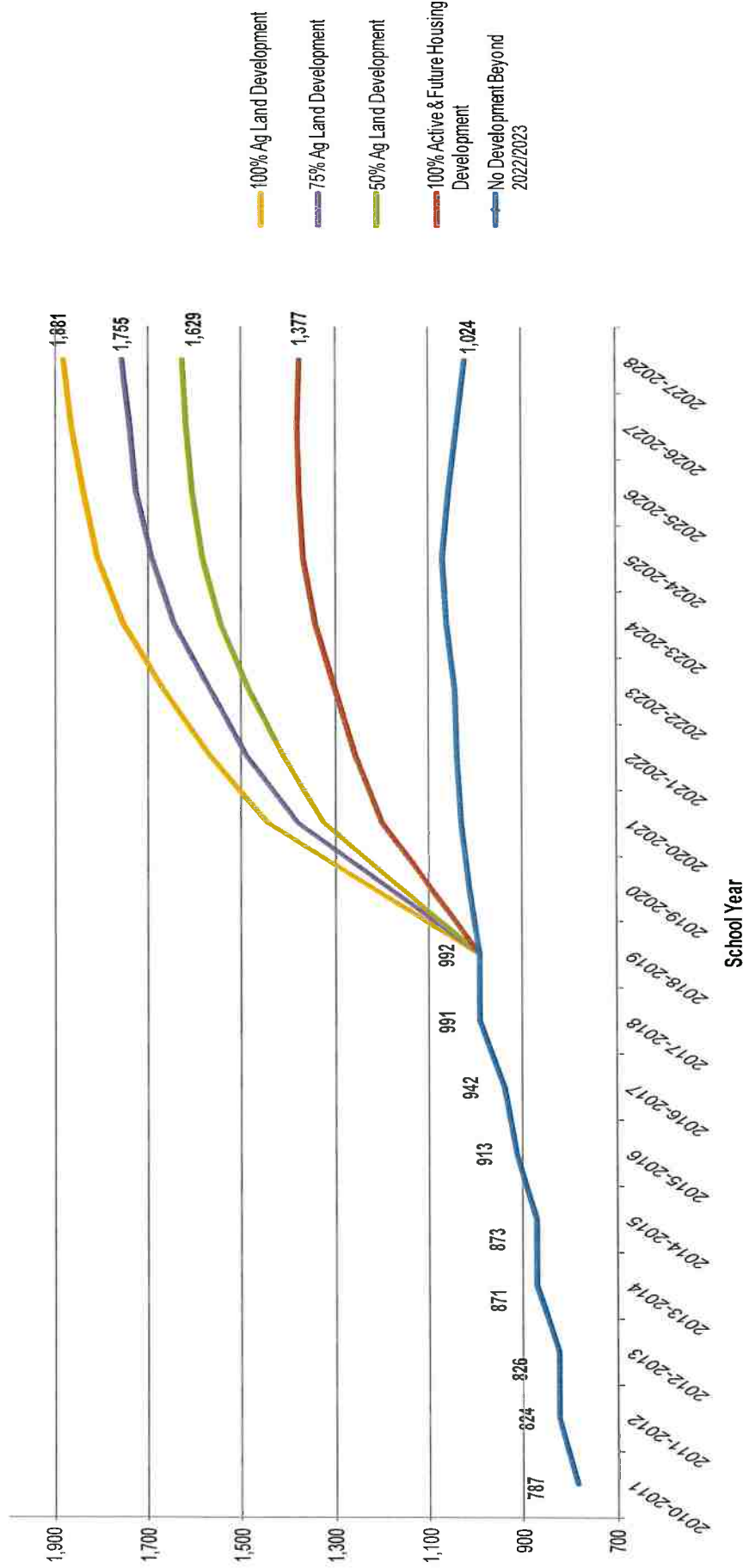
Note – All facility utilization percentages were based on mid and max-target capacity figures for school year 2017-2018

Chart 1: White Bear Lake K-12 Student Enrollment Modeling
Based on Various Levels of Housing Development



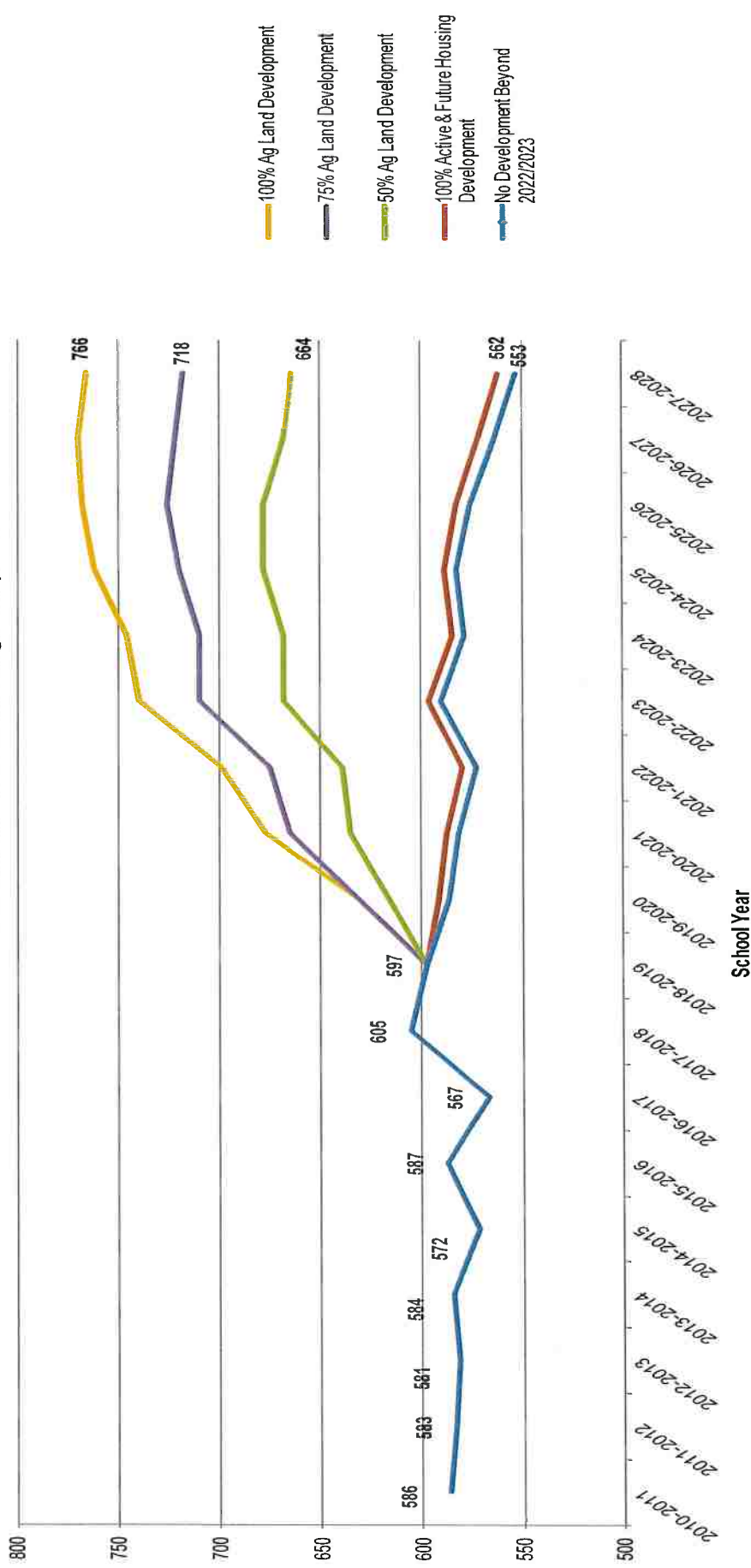
- Level 1 - No Development Beyond 2022/2023: Projected Mid/Max Target Utilization - Hugo (122.8% / 113.2%), Oneka (69.0% / 64.0%)
- Level 2 - 100% Active & Future Housing Development: Projected Mid/Max Target Utilization - Hugo (169.8% / 156.5%), Oneka (90.7% / 84.1%)
- Level 3 - 50% Agricultural Land Development: Projected Mid/Max Target Utilization - Hugo (203.2% / 187.3%), Oneka (106.2% / 98.5%)
- Level 4 - 75% Agricultural Land Development: Projected Mid/Max Target Utilization - Hugo (219.2% / 202.7%), Oneka (113.9% / 105.7%)
- Level 5 - 100% Agricultural Land Development: Projected Mid/Max Target Utilization - Hugo (236.6% / 218.1%), Oneka (121.6% / 112.9%)

Chart 2: Hugo & Oneka Elementary (K-5) Student Enrollment Modeling
Based on Various Levels of Housing Development



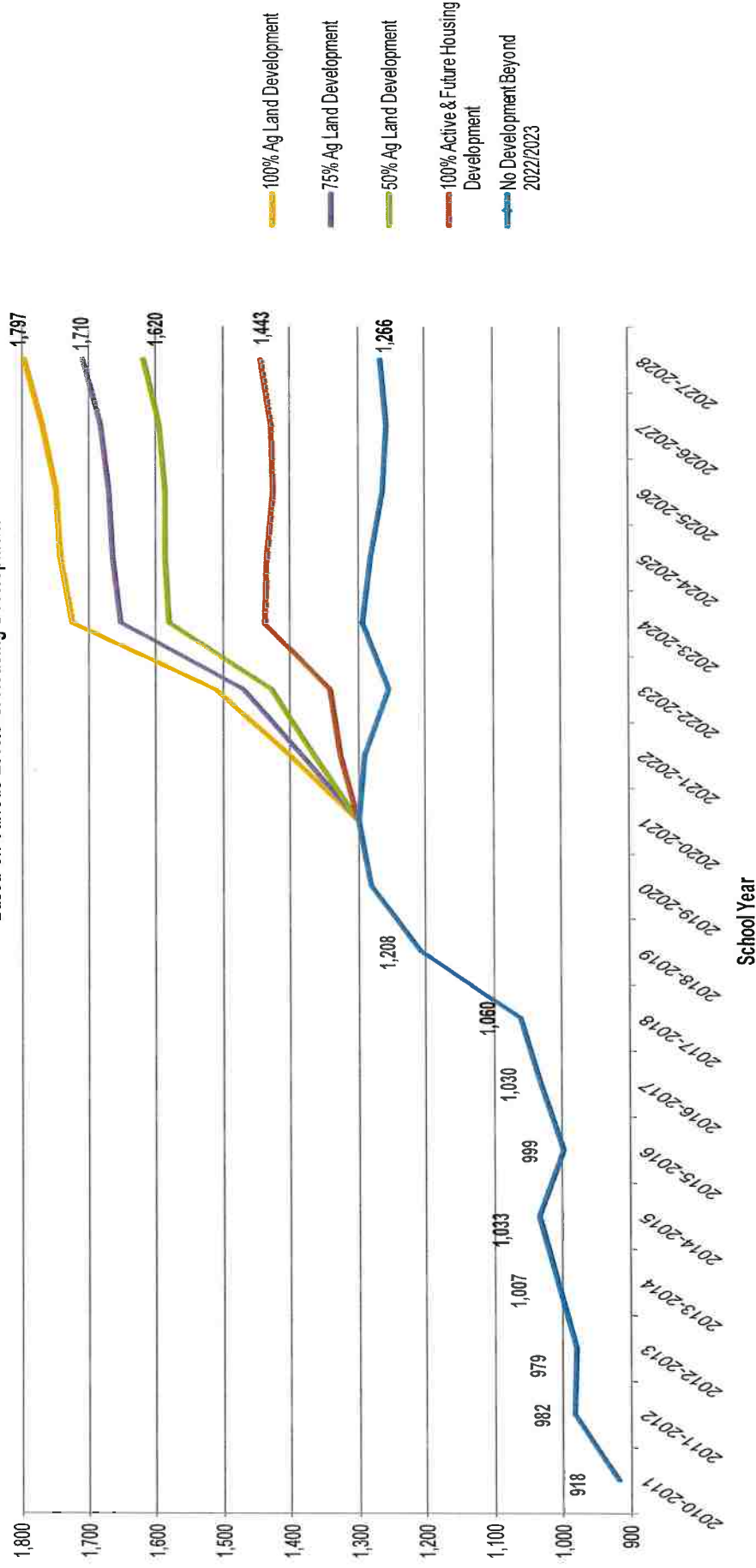
- Level 1 - No Development Beyond 2022/2023: Projected Mid/Max Target Utilization – Otter Lake (89.8% / 83.5%)
- Level 2 - 100% Active & Future Housing Development: Projected Mid/Max Target Utilization - Otter Lake (91.2% / 84.9%)
- Level 3 - 50% Agricultural Land Development: Projected Mid/Max Target Utilization - Otter Lake (107.8% / 100.3%)
- Level 4 - 75% Agricultural Land Development: Projected Mid/Max Target Utilization - Otter Lake (116.6% / 108.5%)
- Level 5 - 100% Agricultural Land Development: Projected Mid/Max Target Utilization - Otter Lake (124.4% / 115.7%)

Chart 3: Otter Lake Elementary (K-5) Student Enrollment Modeling
Based on Various Levels of Housing Development



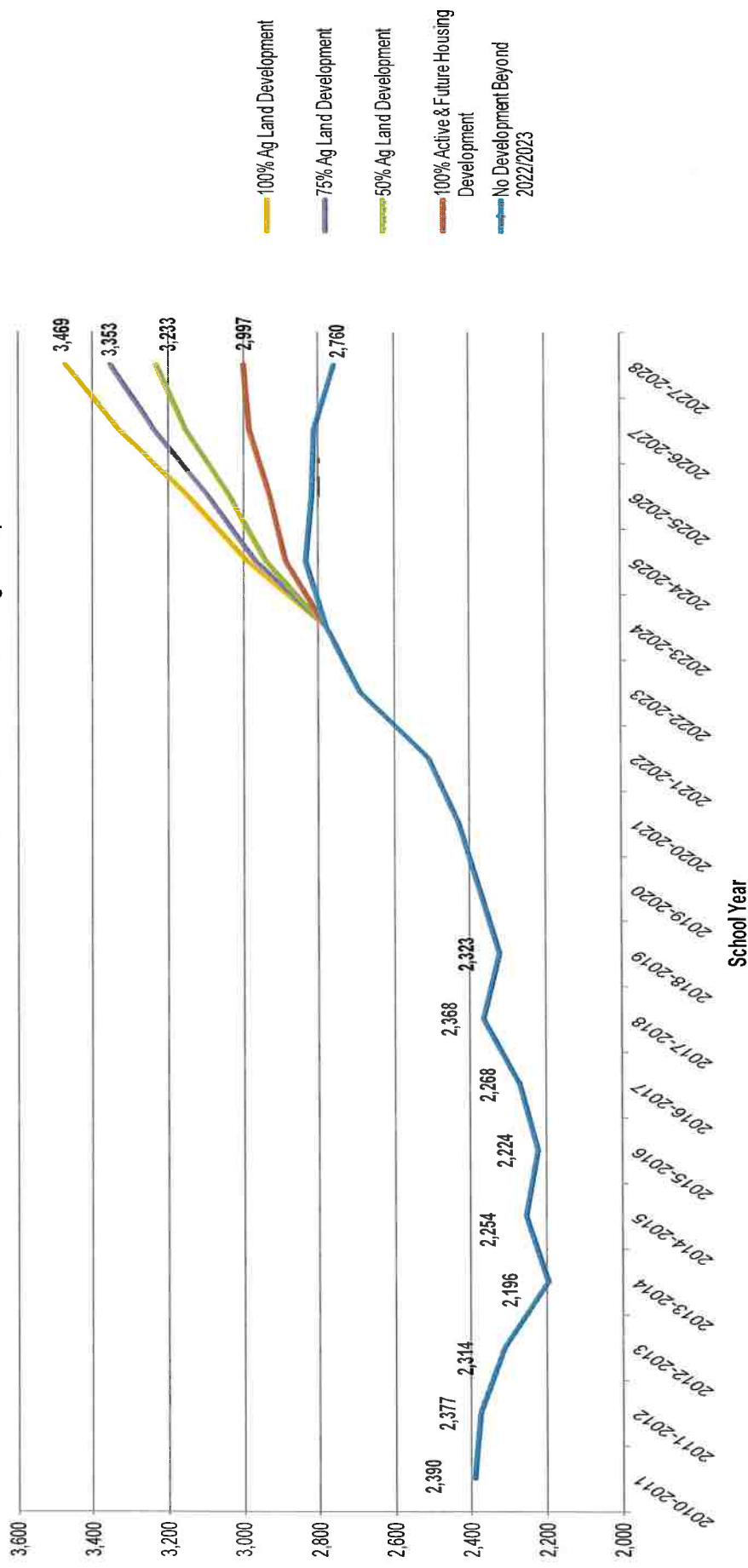
- Level 1 - No Development Beyond 2022/2023: Projected Mid/Max Target Utilization – Central (89.8% / 76.9%)
- Level 2 - 100% Active & Future Housing Development: Projected Mid/Max Target Utilization – Central (102.3% / 87.7%)
- Level 3 - 50% Agricultural Land Development: Projected Mid/Max Target Utilization – Central (114.9% / 98.5%)
- Level 4 - 75% Agricultural Land Development: Projected Mid/Max Target Utilization – Central (121.3% / 103.9%)
- Level 5 - 100% Agricultural Land Development: Projected Mid/Max Target Utilization – Central (127.4% / 109.2%)

Chart 4: Central Middle School (6-8) Student Enrollment Modeling
Based on Various Levels of Housing Development



- Level 1 - No Development Beyond 2022/2023: Projected Mid/Max Target Utilization – North (188.8% / 86.4%), South (86.4% / 74.1%)
- Level 2 - 100% Active & Future Housing Development: Projected Mid/Max Target Utilization - North (96.1% / 94.2%), South (82.4% / 80.7%)
- Level 3 - 50% Agricultural Land Development: Projected Mid/Max Target Utilization - North (103.4% / 101.9%), South (88.6% / 87.3%)
- Level 4 - 75% Agricultural Land Development: Projected Mid/Max Target Utilization - North (107.1% / 105.8%), South (91.8% / 90.7%)
- Level 5 - 100% Agricultural Land Development: Projected Mid/Max Target Utilization - North (110.7% / 109.6%), South (94.9% / 93.9%)

Chart 5: WBL North & South High School (9-12) Student Enrollment Modeling
Based on Various Levels of Housing Development



AGENDA ITEM: **Comprehensive Facilities Planning**

DATE: **August 27, 2018**

SUGGESTED DISPOSITION: **Information Item**

CONTACT PERSON(S): **Tim Wald, Assistant Superintendent for Finance and Operations**

BACKGROUND:

At the August 13, 2018 board meeting Wold Architects and Engineers and Kraus-Anderson Construction personnel were introduced to the Board. Both firms provided an overview of the services they will provide the district as we move to the next stage of comprehensive facilities planning, community engagement. We will engage the community to identify key needs as it relates to facilities planning to meet the current and future needs of our school district.

Tonight, we will review the charge statement for three committees that will be formed to study the needs of the district and recommend a long-range facilities master plan. With board approval at the September 10 board meeting, community members and staff will be invited to apply for committee membership between September 11 and September 24. The first committee meetings will be scheduled for October 9, 2018. Each committee will focus on identifying needs for one of three topics:

- teaching and learning spaces,
- community spaces, and
- physical conditions.

The committees expect to report back to the Board in January, 2019. Facility planning team members will be asked to reconvene in February – March 2019 to review the outcomes of the needs study and develop a long-range facilities master plan for recommendation to the Board in spring 2019.



White Bear Lake Area Public Schools

Independent School District 624

Tim Wald

Assistant Superintendent for Finance & Operations

4855 Bloom Avenue
White Bear Lake, MN 55110-2731
(651) 407-7515 • Fax: (651) 407-7514

District Facility Planning Committee Application

Thank you for your interest in serving on the White Bear Lake Area Schools District Facility Planning Committee. The Planning Committee is being created to study the District's facilities and recommend to the School Board the most effective and efficient plan to address facilities needs in the District. Please review the attached District Facility Planning Committee Charge Statement document which further details the role and outcomes of the Committee.

Please complete and submit this application to:

Kathryn Robinson

White Bear Lake Area Schools

651-407-7517 (office)

651-407-7521 (fax)

Email: kathryn.robinson@isd624.org

Applications must be received by **September 24, 2018** by 4:00 pm CST to be considered. The District Facility Planning Committee membership will represent a broad cross-section of the community and must be stakeholders in the District.

The District Facility Planning Committee will meet approximately twice per month between October and December 2018 to study the needs of the District from the perspectives of three categories: Learning Environments, Physical Conditions, and Community Spaces. The Committee will then report their findings on the needs of the District to the Board in January 2019. Following this report to the Board, the Committee will then meet approximately six times between February and May 2019 to review the outcomes of the needs study and develop a long-range facilities master plan for the District.

Attendance at each meeting is essential; please review the dates on the following page.

Those selected for the Facility Planning Committee will be notified by **October 1, 2018**.

Please contact Tim Wald with any questions at 651-407-7516 or via email at tim.wald@isd624.org.

District Facility Planning Committee Meeting Dates:*All Meetings will be held at WBLAHS - South Campus except November 8*

Entire Committee Meeting #1: Tuesday, October 9, 2018 from 6:30 p.m. – 9:00 p.m. Theater		
Entire Committee Meeting #2: Tuesday, October 23, 2018 from 6:30 p.m. – 9:00 p.m. Theater		
Learning Spaces Committee Meeting #3: District Center Room 112 November 8, 2018 from 6:00 p.m. – 8:00 p.m.	Community Spaces Committee Meeting #3: Room 611 November 7, 2018 from 7:30 p.m. – 9:00 p.m.	Physical Conditions Committee Meeting #3: Room 611 November 7, 2018 from 5:45 p.m. – 7:15 p.m.
Learning Spaces Committee Meeting #4: Room 611 November 29, 2018 from 6:00 p.m. – 8:00 p.m.	Community Spaces Committee Meeting #4: Room 611 November 28, 2018 from 5:45 p.m. – 7:15 p.m.	Physical Conditions Committee Meeting #4: Room 611 November 28, 2018 from 7:30 p.m. – 9:00 p.m.
Learning Spaces Committee Meeting #5: Room 611 December 6, 2018 from 6:00 p.m. – 8:00 p.m.	Community Spaces Committee Meeting #5: Room 611 December 5, 2018 from 7:30 p.m. – 9:00 p.m.	Physical Conditions Committee Meeting #5: Room 611 December 5, 2018 from 5:45 p.m. – 7:15 p.m.
Learning Spaces Committee Meeting #6: Room 611 December 20, 2018 from 6:00 p.m. – 8:00 p.m.	Community Spaces Committee Meeting #6: Room 611 December 19, 2018 from 5:45 p.m. – 7:15 p.m.	Physical Conditions Committee Meeting #6: Room 611 December 19, 2018 from 7:30 p.m. – 9:00 p.m.
Entire Committee Meeting #7: January 16, 2019 from 6:30 p.m. – 9:00 p.m.		
Present Needs Findings to School Board: January 28, 2019 (Board Meeting)		
February – March 2019: District Facility Planning Committee Master Plan Development		
April – May 2019: Community-Wide Engagement and Feedback		

DISTRICT FACILITY PLANNING COMMITTEE APPLICATION

First and Last Name: _____

Address: _____

E-Mail: _____

Phone Number: _____

What is your affiliation with the School District? (ex.: parent, staff member, grandparent, alumni, business partner, etc). Please list all that apply:

Current Occupation: _____

Please indicate in order of preference (numbered 1, 2, and 3 on lines below) which of the following topics you are interested most interested in studying:

Learning Spaces

Committee

- Technology & Education
- Educational Programming Goals
- Building Equity, Modernization & Branding
- Grade Configuration
- Alignment with Strategic Vision

Community Spaces

Committee

- Athletics & Performance Spaces
- Community Partnerships
- Activities & Community

Physical Conditions

Committee

- Site Design
- Building Condition
- Capacity, Enrollment, & Grade Configuration
- Efficient Operations

Please briefly explain why you are interested in serving on the District Facility Planning Committee:

Are you able to commit to attending the listed meetings? Please explain any known conflicts or concerns.

Is there any additional information you would like to share in relation to being selected for the District Facility Planning Committee?



White Bear Lake Area Public Schools

Independent School District 624

Tim Wald

Assistant Superintendent for Finance & Operations

4855 Bloom Avenue
White Bear Lake, MN 55110-2731
(651) 407-7515 • Fax: (651) 407-7514

Facility Planning Committee Charge Statement

Overview:

A Facility Planning Committee is being formed to study the White Bear Lake Area Schools' facilities and develop a comprehensive, long-range Facilities Master Plan for recommendation to the School Board. The facilities study and resulting recommendation will be based on capacity, current enrollment, projected enrollment, educational needs of the School District, alignment with the District's Strategic Vision, community recreation, special programs, school security, and financial stewardship.

Facility Planning Committee Timeline:

- The Facility Planning Committee will meet approximately twice per month between October and December 2018 to study the needs of the District's facilities
- The Committee will begin their work together and then divide into three committees that will study several topics related to their larger category to understand the needs of the District:
 - Learning Spaces Committee:
 - Technology & Education
 - Educational Programming Goals
 - Building Equity, Modernization & Branding
 - Grade Configuration
 - Alignment with Strategic Vision
 - Community Spaces Committee:
 - Athletics & Performance Spaces
 - Community Partnerships
 - Activities & Community
 - Physical Conditions Committee:
 - Site Design
 - Building Condition
 - Capacity, Enrollment, & Grade Configuration
 - Efficient Operations
- The Facility Planning Committee will present their findings to the School Board in January 2019
- Subsequently, the Facility Planning will be asked to reconvene in February-March 2019 to review the outcomes of the needs study and develop a long-range Facilities Master Plan for recommendation to the Board in Spring 2019

Facility Planning Committee Meeting Dates: All Meetings will be held at WBLAHS - South Campus

Entire Committee Meeting #1: Tuesday, October 9, 2018 from 6:30 p.m. – 9:00 p.m. Theater		
Entire Committee Meeting #2: Tuesday, October 23, 2018 from 6:30 p.m. – 9:00 p.m. Theater		
Learning Spaces Committee Meeting #3: Room 611 November 8, 2018 from 6:00 p.m. – 8:00 p.m.	Community Spaces Committee Meeting #3: Room 611 November 7, 2018 from 7:30 p.m. – 9:00 p.m.	Physical Conditions Committee Meeting #3: Room 611 November 7, 2018 from 5:45 p.m. – 7:15 p.m.
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Entire Committee Meeting #7: January 16, 2019 from 6:30 p.m. – 9:00 p.m.		
Present Needs Findings to School Board: January 28, 2019 (Board Meeting)		
February – March 2019: Facility Planning Committee Master Plan Development		
April – May 2019: Community-Wide Engagement and Feedback		

Background Information:

- As good stewards of the community's resources, the District is committed to periodically analyzing its buildings to assess how well facilities are meeting student, staff and community needs and recommending needed changes.
- The last major investment in facilities in the District was in 2003 to accomplish the following:
 - Construction of Oneka Elementary School
 - Remodeling and other improvements at Hugo Elementary School
 - Locker Room improvements at both High Schools to comply with Title IX
 - Community Theater Improvements
- Enrollment in the District is projected to continue to grow.
- Significant changes have occurred in the District since the last major facilities improvement, including:
 - Implementation of all-day Kindergarten
 - High School Career Pathways programming
 - Changes in educational practices call for more small group and flexible learning spaces
 - Early Childhood programming is widely recognized as a key tool for student achievement and requires learning space appropriate for young learners
 - Population changes within the communities of White Bear Lake Area Schools

- The facilities require continual investment in systems for maintenance that is not adequately funded by the State
- With this information in mind, the School District is asking the Facility Planning Committee to help formulate the most effective and efficient plan to address facilities needs in the District.

Facility Planning Committee Charge:

- Develop a comprehensive long-range Facilities Master Plan with one or more scenarios for recommendation to the School Board that will:
 - Best serve the School District's educational goals
 - Be financially attainable and sustainable
 - Reflect the values and priorities of the communities of White Bear Lake Area Schools
 - Accommodate the District's PreK-12 enrollment and other programs
 - Cover anticipated needs for the next 10 years, as well as recognize major issues beyond 10 years
 - Be consistent with the School District's Strategic Vision
 - Recommend optimal use of facilities, accommodate projected enrollment and support educational delivery along with the rationale for the recommendations
- To do this, the Committee will analyze data in order to:
 - Understand and quantify building capacity for Early Childhood, K-12, and Community Education programming
 - Understand facility maintenance needs and recommend priorities to the District
 - Address both capital costs and operational costs
- The Committee recommendation should reflect optimal use of the District's facilities and cover anticipated future needs, as well as any topics requiring further study

Facility Planning Committee Composition and Operation:

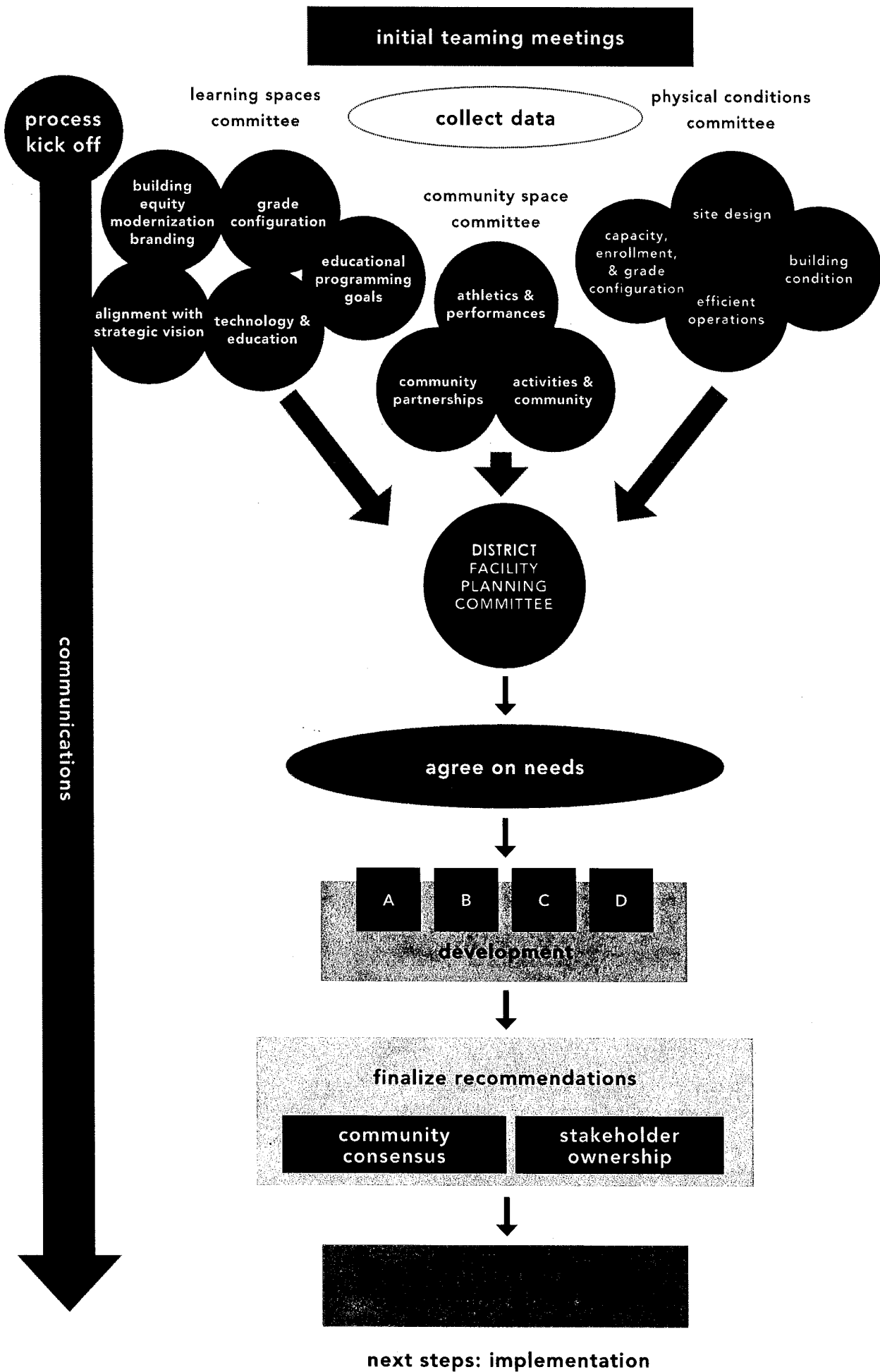
- It is the intent of the District to assemble a large Planning Committee to encourage engagement and participation in the District's planning process.
 - All interested participants should submit an application (available at the District Office or online at www.isd624.org) to the District by **September 24, 2018**
- The Facility Planning Committee will be selected for Members that have wide variety of backgrounds, skills and perspectives, represent a broad cross-section of the community and have an interest in the long-term health of the School District
- All Task Force meetings will be open to the public, although only members will be able to participate and vote
- All Task Force meeting dates and materials will be published on the School District's website
- All Meetings will be held at WBLAHS - South Campus

Facility Planning Committee Application and Selection Process:

- The District solicited applications for interested community members until **September 24, 2018**
- The District will review all applications to identify Planning Committee members by **October 1, 2018**

Outcome:

- White Bear Lake Area Schools will have a comprehensive, long-range Facilities Master Plan to accommodate enrollment and programs over the next 10 years that is financially sustainable.



AGENDA ITEM: Strategic Priorities for 2018-19 School Year

DATE: August 27, 2018

SUGGESTED DISPOSITION: Information Item

CONTACT PERSON(S): Dr. Wayne Kazmierczak, Superintendent

BACKGROUND:

Attached please find the School Board/District Administration Priorities for 2018-19 school year. The priorities listed are consistent with the Phase I Strategic Plan priorities that were discussed at the April 9, 2018 School Board meeting. Additionally, it should be noted that priority will be given to the following:

- 1) Comprehensive facilities planning process;
- 2) Elementary specialist program review;
- 3) Middle school program review; and
- 4) Completion of site level plans that align with the District's Strategic Plan.

	2018-2019 PRIORITIES PRESENTED AT 8.27.18 SCHOOL BOARD MEETING	
	Strategy Number	Strategies and Action Plans
	1	<i>We will ensure that each student is the primary agent in their learning.</i>
	1.1	Action Plan 1: Learners have choice and flexibility to master rigorous content and skills.
	1.2	Action Plan 2: Learners choose to develop capacity to achieve their ongoing academic and personal goals.
	1.3	Action Plan 3: Educators are empowered to create the conditions that nurture student agency.
	2	<i>We will provide expanding access to a broad range of opportunities for all students.</i>
	2.1	Action Plan 1: Every student will have access to a robust digital citizenship experience.
	2.3	Action Plan 3: Comprehensive elementary visual arts programming in all schools.
	2.4	Action Plan 4: Comprehensive elementary science programming in all schools.
	2.5b	Action Plan 5b: Student social and emotional wellness is integral to academic success.
	2.8	Action Plan 8: All students have equitable access to rigorous education.
	3	<i>We will foster community engagement and partnerships.</i>
	3.2	Action Plan 2: Assessment of the efficacy of community engagement and partnerships across the district.
	3.4	Action Plan 4: A comprehensive communications strategy that reaches the entire community.
	3.5	Action Plan 5: Purposeful partnerships and community engagement.
	4	<i>We will build organizational capacity.</i>
	4.1	Action Plan 1: Collaborative learning is valued, encouraged, and supported.
	4.3	Action Plan 3: Instructional leadership is responsive to the needs of departments, teams and buildings.
	4.4	Action Plan 4: An increasingly diverse and culturally competent staff.
	4.6	Action Plan 6: The district identifies and accesses alternative financial resources.
	5	<i>We will embrace all cultures with humility and respect.</i>
	5.1	Action Plan 1: Members of all cultural communities participate in our schools.
	5.2	Action Plan 2: Our school community is culturally responsive.
	5.5	Action Plan 5: District policies and procedures promote diversity and cultural acceptance.
	6	<i>We will ensure learning environments enhance students' educational experience.</i>
	6.1	Action Plan 1: A community supported plan for the structure of our school(s).
	7	<i>We will engage families as partners in the education of their children.</i>
	7.1	Action Plan 1: A district framework that designs and guides family engagement initiatives.
	7.2	Action Plan 2: Families and educators collaborate toward student success.
	7.5	Action Plan 5: Family social events are culturally responsive and equitable across the system.
	7.8	Action Plan 8: Consistent communication that meets the needs of all families.
	8	<i>We will ensure the social and emotional growth of our students.</i>
	8.1	Action Plan 1: A district-wide definition of social emotional learning (SEL), SEL standards and assessments.
	8.5	Action Plan 5: Outreach and programming around the topic of SEL.

AGENDA ITEM: **Comprehensive Gifted and Talented Program Update**

DATE: **August 27, 2018**

SUGGESTED DISPOSITION: **Information Item**

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

BACKGROUND:

White Bear Lake Area Schools has established a comprehensive Gifted and Talented program to serve the unique talents and abilities of each student. Tonight, Assistant Superintendent Sara Paul and our new Gifted and Talented Coordinator, David Lamwers, will provide an overview of the program in the context of the new strategic plan.

COMPREHENSIVE GIFTED AND TALENTED PROGRAMMING

*Ensuring each student realizes
their unique talents and abilities,
and makes meaningful
contributions with local and
global impact*



Sara Paul
Assistant Superintendent-
Teaching and Learning

David Lamwers
Gifted and
Talented/Student Agency
Coordinator

**School Board
Work Study
August 27, 2018**

DELIVERING ON OUR NEW MISSION

The mission of the White Bear Lake Area School District, the community at the forefront of educational excellence, honoring our legacy and courageously building the future, is to ensure each student realizes their unique talents and abilities, and makes meaningful contributions with local and global impact through a vital system distinguished by:

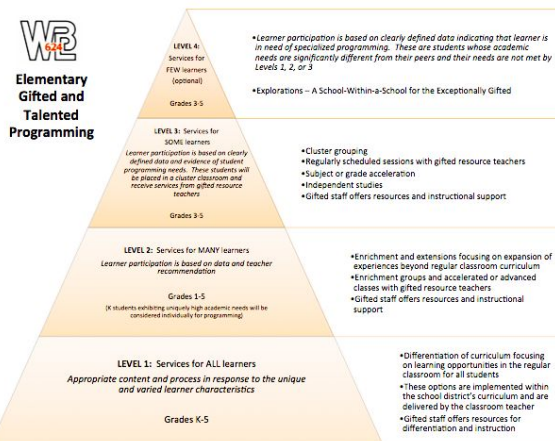
- Students who design and create their own future
 - Diversity of people and ideas
 - Safe, nurturing and inspiring environments
 - Exceptional staff and families committed to student success
 - Abundant and engaged community partners
-

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LEVELS OF SERVICE



REACH

Level 2 Services

- Students in grades K-5
- Enrichments in reading and math
- Study skills and executive function skills



GIFTED CLUSTER CLASSROOMS

Level 3 Services

- At every elementary school – grades 3-5
- Classroom includes a small group of gifted students along with students of all ability levels
- Teachers offer differentiated lessons in reading and math
- Teachers have been trained in working with gifted learners



EXPLORATIONS PROGRAM

Level 4 Services



The Mission of the Explorations Program is to provide a unique and academically rigorous environment in which all types of gifted learners can thrive and grow intellectually as well as socially and emotionally

EXPLORATIONS PROGRAM

Level 4 Services

- At Lincoln Elementary – grades 3-5
- All students are exceptionally gifted
- Teachers move at an accelerated pace
- Teachers have been trained in working with gifted learners



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Policy 513- C.2 Program Design

(Updated July, 2018)

The school district will adopt guidelines for assessing and identifying students for participation in gifted and talented programs. The guidelines should include the use of:

Multiple objective criteria; and

Assessments and procedures that are valid and reliable, fair, and based on current theory and research. Assessments and procedures should be sensitive to gender participation and to under-represented groups, including, but not limited to, low-income, minority, twice-exceptional, and English learners.

Assessments

Program Strengths and
Opportunities for Improvement

Policy 513-C.2

- Valid, reliable and fair
 - Sensitive to gender participation and to under-represented groups. Low-income
 - Minority
 - Twice-exceptional
 - English learners.
-

Procedures

Program Strengths and
Opportunities for Improvement

Policy 513-C.2

- Valid, reliable and fair
 - Sensitive to gender participation and to under-represented groups. Low-income
 - Minority
 - Twice-exceptional
 - English learners.
-

Middle School Gifted and Talented Services

A wide range of enriched options in several subject areas. Multiple opportunities for acceleration built into the schedule for math.

Algebra 6-Geometry 7-Algebra II
8-Precalculus 9

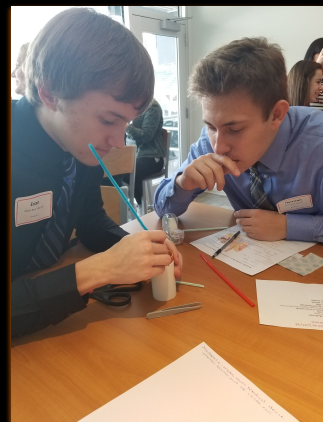
Advanced Math 6-Algebra 7-Geometry
8-Algebra II 9

Gifted and talented social and emotional
groups



9-12 College and Career Readiness

- Legacy of Rich College Level Course Offerings
- Increased Access to and Expansion of College Level Course Offerings
- Career Pathways aligned to High Demand Workforce Opportunities



COMPREHENSIVE GIFTED AND TALENTED PROGRAMMING

*Ensuring each student realizes
their unique talents and abilities,
and makes meaningful
contributions with local and
global impact*



School Board
Work Study

August 27, 2018