

**INDEPENDENT SCHOOL
DISTRICT #624**



**WORK-STUDY
MEETING PACKET**

March 26, 2018

MISSION STATEMENT

The mission of the White Bear Lake Area School District, a leader in innovative education and community partnerships, is to ensure our students:

- **develop a love for learning,**
- **excel academically,**
- **are inspired to realize their dreams, and**
- **become engaged citizens with a global understanding**

by challenging each student with a dynamic, respectful and inclusive environment that nurtures the unique talents and abilities of every student.

To: Members of the School Board

From: Dr. Wayne Kazmierczak
Superintendent of Schools

Date: March 8, 2018

A work-study session of the White Bear Lake Area School Board will be held on **Monday, March 26, 2018**, 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. Overview of Strategic Planning 5:30 p.m.
2. International Baccalaureate Program Review 7:00 p.m.
3. Elementary Art Instruction 7:45 p.m.

C. ADJOURNMENT 8:15 p.m.

AGENDA ITEM: **Overview of Strategic Plan**
MEETING DATE: **March 26, 2018**
SUGGESTED DISPOSITION: **Discussion Item**
CONTACT PERSON(S): **Dr. Wayne A. Kazmierczak, Superintendent**

BACKGROUND:

A 30-member team met on September 18-20, 2017 and identified draft beliefs, mission, objectives, and strategies. During the fall of 2017 and winter of 2018 action teams were formed with the task of developing action plans for each of the eight strategies.

On February 26 and 27, 2018 the 30-member team met to review the work of the action teams. After reviewing the action plans for the eight strategies the 30-member team asked the action teams for clarification or had questions for the action teams. After the action teams reviewed the 30-member team questions and concerns they revised their strategy accordingly. The 30-member team meet again on Tuesday, March 20 to review the work of the action team and made final recommendations.

Tonight Dr. Kazmierczak and Angela Nelson, Assistant Principal at WBLAHS – North Campus, will provide an overview of the Strategic Plan.

The Strategic Plan will go to the School Board on April 9 as an action item.



White Bear Lake Area Schools Strategic Planning 2017-18

*Each student meaningfully
contributes to community.*

OBJECTIVES

100% OF STUDENTS:

- feel valued.
- accomplish their personalized learning plan.
- are prepared for and implement their design for their future.
- graduate.
- creatively adapt to an ever-changing world.

WE BELIEVE:

*All people
deserve
unconditional
love.*

*Each person
has innate
value.*

*Service
nurtures both
community
and self.*

*Everyone has
the power to
design their
own future.*

*Respect for
diversity is
strength.*

*Integrity is
fundamental
to
relationships.*

*Each person
has unrealized
potential.*

*Communities
with shared
goals have
unlimited
potential.*

*We are
stewards of
the earth.*

*Learning
enriches one's
quality of life.*

*Everyone has a
right to a safe
and respectful
environment.*

*Challenge
leads to
innovation and
growth.*

Strategic Plan

(Draft November 2017)

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

STRATEGIES

WE WILL:

- ensure that each student is the primary agent in their learning.
- provide expanding access to a broad range of opportunities for all students.
- foster community engagement and partnerships.
- build organizational capacity.

WE WILL:

- embrace all cultures with humility and respect.
- ensure learning environments enhance students' educational experience.
- engage families as partners in the education of their children.
- ensure the social and emotional growth of our students.



Strategic Plan School Board Presentation

Where We Started

- July 2017: Internal facilitator training with Dr. Cook from the Cambrian Group
- August 2017: Presentation to School Board, Leadership Team, and entire staff at Convocation regarding strategic planning process

Where We Started

- September 2017: A 30-member team met with Dr. Cook and identified draft beliefs, mission, objectives, and strategies.
- September 2017-October 2017: Awareness sessions held throughout the community in conjunction with Levy presentations

Planning Team Members

Omar Ali	Becky Butters
Mark Garrison	Brandon Johnson
Bob Morse	Ashley Rensted
Jon Anderson	Mitch Cooper
Don Glover	Wayne Kazmierczak
Marge Newmaster	Ellen Richter
Robert Anderson	Mariel Culhane
Mike Greenbaum	Kristen Konop
Sara Paul	Tim Schochenmaier
Bryan Bear	Kathleen Daniels
Tara Jebens-Singh	Monica Kubow
Joe Remley	Lisa Setterlund
Elias Marquez-Gutierrez	Kris Erickson
Tim Wald	Lindsay Lamwers
Mike Fish	Chris Streiff

Where We Started

- October 2017: Recruitment of over 200 Action Team members representing the school community
- November 2017-February 2018: Action Teams draft Action Plans
- March 2018: Planning Team reconvened with Dr. Cook to review Action Plans

Beliefs: Definition

An expression of fundamental values: ethical code, overriding conviction, inviolable principles.

Beliefs

We believe:

- Each person has innate value.
- Service nurtures both community and self.
- Everyone has the power to design their own future.
- Respect for diversity is strength.
- Integrity is fundamental to relationships.
- Each person has unrealized potential.

Beliefs Continued

We believe:

- Communities with shared goals have unlimited potential.
- We are stewards of the earth.
- Learning enriches one's quality of life.
- Everyone has a right to a safe and respectful environment.
- Challenge leads to innovation and growth.
- All people deserve unconditional love.

Mission Statement Definition

A declaration of the unique identity to which the organization aspires; its specific purpose; and the means by which it will achieve its purpose

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

Parameters

- We will make all decisions based on the best interest of the student.
- We will respect the dignity and worth of each person.
- We will not compromise excellence.
- We will expect the best of everyone.
- We will practice participatory decision-making throughout the organization.

Objectives Definition

An expression of the intended specific results the organization is committed to achieve.

Objectives

- 100% of students feel valued.
- 100% of students accomplish their personalized learning plan.
- 100% of students are prepared for and implement their design for their future.
- 100% of students graduate.
- 100% of students creatively adapt to an ever- changing world.
- Each student meaningfully contributes to community.

Strategies Definition

Bold resolutions that dedicate the organization's resources and energies toward the continuous creation of systems to achieve the extraordinary as expressed in the mission and objectives.

Strategies

The White Bear Lake Area Schools Strategic Plan consists of the following eight Strategies:

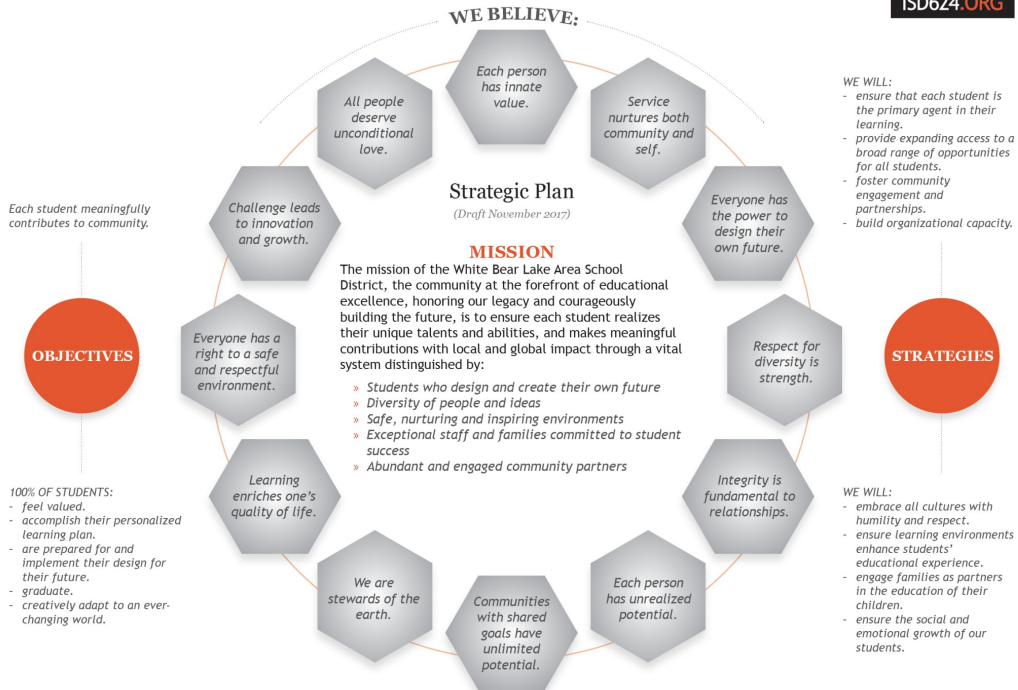
- We will ensure that each student is the primary agent in their learning.
- We will provide expanding access to a broad range of opportunities for all students.
- We will foster community engagement and partnerships.
- We will build organizational capacity.

Strategies Continued

The White Bear Lake Area Schools Strategic Plan consists of the following eight Strategies:

- We will embrace all cultures with humility and respect.
- We will ensure learning environments enhance students' educational experience.
- We will engage families as partners in the education of their children.
- We will ensure the social and emotional growth of our students.

We act on these strategies in order to accomplish our mission and objectives.



Strategy 1

We will ensure that each student is the primary agent in their learning.

Strategy 1: We will ensure that each student is the primary agent in their learning.

Action Plan 1: Learners have choice and flexibility to master rigorous content and skills.

Action Plan 2: Learners choose to develop capacity to achieve their ongoing academic and personal goals.

Action Plan 3: Educators are empowered to create the conditions that nurture student agency.

Action Plan 4: Learners connect with our greater communities to expand learning opportunities and authentic experiences.

Strategy 2

We will provide expanding access to a broad range of opportunities for all students.

Strategy 2: We will provide expanding access to a broad range of opportunities for all students.

Action Plan 1: Every student will have access to a robust digital citizenship experience.

Action Plan 2: All students engage in real world, interactive global experiences.

Action Plan 3: Comprehensive elementary visual arts programming in all schools.

Action Plan 4: Comprehensive elementary science programming in all schools.

Action Plan 5a: Academic scheduling is critical to the social and emotional wellbeing of each student.

Strategy 2: We will provide expanding access to a broad range of opportunities for all students.

Action Plan 5b: Student social and emotional wellness is integral to academic success.

Action Plan 6: Every 3, 4, and 5 year old child has access to free preschool with transportation at no cost to families.

Action Plan 7: An empathetic and equitable learning environment.

Action Plan 8: All students have equitable access to rigorous education.

Action Plan 9: Students experience individualized attention and access to appropriate supports.

Strategy 3

We will foster community engagement and partnerships.

Strategy 3: We will foster community engagement and partnerships.

Action Plan 1: A common space to foster mutually beneficial community engagement and partnerships

Action Plan 2: Assessment of the efficacy of community engagement and partnerships across the district.

Action Plan 3: A culture of service learning for all students and staff.

Action Plan 4: A comprehensive communications strategy that reaches the entire community.

Action Plan 5: Purposeful partnerships and community engagement.

Strategy 4

We will build organizational capacity.

Strategy 4: We will build organizational capacity.

Action Plan 1: Collaborative learning is valued, encouraged, and supported.

Action Plan 2: Professional learning is responsive to the needs of individuals.

Action Plan 3: Instructional leadership is responsive to the needs of departments, teams and buildings.

Action Plan 4: An increasingly diverse and culturally competent staff.

Action Plan 5: A continuous improvement process that is focused, aligned, measurable, and adaptable.

Action Plan 6: The district identifies and accesses alternative financial resources.

Strategy 5

We will embrace all cultures with humility and respect.

Strategy 5: We will embrace all cultures with humility and respect.

Action Plan 1: Members of all cultural communities participate in our schools.

Action Plan 2: Our school community is culturally responsive.

Action Plan 3: Curriculum and resources in all learning environments at all grade levels reflect diverse perspectives.

Action Plan 4: The employees of White Bear Lake Area Schools reflect the diversity of its student population.

Strategy 5: We will embrace all cultures with humility and respect.

Action Plan 5: District policies and procedures promote diversity and cultural acceptance.

Action Plan 6: A community resource center that actively supports families, provides links to the schools and community, and fosters cultural understanding.

Strategy 6

We will ensure learning environments enhance students' educational experience.

Strategy 6: We will ensure learning environments enhance students' educational experience.

Action Plan 1: A community supported plan for the structure of our school(s).

Action Plan 2: Facilities that will support the needs of the district and community.

Action Plan 3: Community stakeholders have access to the inclusive learning environments and available opportunities.

Action Plan 4: Flexible, collaborative and inspiring learning environments meet the needs of a diverse range of learners.

Strategy 6: We will ensure learning environments enhance students' educational experience.

Action Plan 5: Innovative learning environments that are forward thinking and future ready.

Action Plan 6: Have the support, tools, and training to connect and empower all learners.

Strategy 7

We will engage families as partners in the education of their children.

Strategy 7: We will engage families as partners in the education of their children.

Action Plan 1: A district framework that designs and guides family engagement initiatives.

Action Plan 2: Families and educators collaborate toward student success.

Action Plan 3: All families engage through innovative and varied programming.

Action Plan 4: Thriving Adult Basic Education program

Action Plan 5: Family social events are culturally responsive and equitable across the system.

Strategy 7: We will engage families as partners in the education of their children.

Action Plan 6: Families are empowered and invested through purposeful inclusion at each site.

Action Plan 7: Family outreach provides cultural, emotional, and social resources to engage families.

Action Plan 8: Consistent communication that meets the needs of all families.

Action Plan 9: Professional development to build the capacity, skills and knowledge for family engagement.

Strategy 8

We will ensure the social emotional growth of our students.

Strategy 8: We will ensure the social emotional growth of our students.

Action Plan 1: A district-wide definition of social emotional learning (SEL), SEL standards and assessments.

Action Plan 2: A designated space in each school building where *students* can access support services.

Action Plan 3: A district-wide wellness center where students, families and community members can access support services.

Action Plan 4: District-wide SEL professional development and curriculum to meet the SEL standards.

Strategy 8: We will ensure the social emotional growth of our students.

Action Plan 5: Outreach and programming around the topic of SEL.

Action Plan 6: Schools structured to positively impact student SEL.

Action Plan 7: Appropriate nutrition to support SEL.

Implementation

- Implementation schedule and cost analysis
 - See spreadsheet
- Mutual Commitments, June 12-13
- Site Planning Training, August 13-15

DRAFT FOR DISCUSSION PURPOSES AT 3.26.18 SCHOOL BOARD MEETING					
Strategy Number	Strategies and Action Plans	Phase 1	Phase 2	Phase 3	Fiscal Notes
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.	X			Research and development costs, flexible learning spaces refer to Strategy 6
1.2	Action Plan 2: Learners choose to develop capacity to achieve their ongoing academic and personal goals.	X			\$20,000-\$40,000
1.3	Action Plan 3: Educators are empowered to create the conditions that nurture student agency.	X			Reallocate existing resources (professional development)
1.4	Action Plan 4: Learners connect with our greater communities to expand learning opportunities and authentic experiences.		X		Reallocate existing resources
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.	X			Existing resources (professional development), equipment needs to be determined
2.2	Action Plan 2: All students engage in real world, interactive global experiences.		X		Reallocate existing resources, potential transportation costs
2.3	Action Plan 3: Comprehensive elementary visual arts programming in all schools.	X			Options range significantly
2.4	Action Plan 4: Comprehensive elementary science programming in all schools.	X			Science equipment, potential staffing implications
2.5a	Action Plan 5a: Academic scheduling is critical to the social and emotional well being of each student.		X		Existing resources, professional development, potential curricular changes
2.5b	Action Plan 5b: Student social and emotional wellness is integral to academic success.	X			Existing resources, professional development, potential curricular changes
2.6	Action Plan 6: Every 3, 4, and 5 year old child has access to free preschool with transportation at no cost to families.			X	\$2,000,000 annual operating cost plus facilities preparation
2.7	Action Plan 7: An empathetic and equitable learning environment.		X		Reallocate existing resources
2.8	Action Plan 8: All students have equitable access to rigorous education.	X			Reallocate existing resources
2.9	Action Plan 9: Students experience individualized attention and access to appropriate supports.		X		Reallocate existing resources
3	<i>We will foster community engagement and partnerships.</i>				
3.1	Action Plan 1: A common space to foster mutually beneficial community engagement and partnerships.		X		Reallocate existing resources
3.2	Action Plan 2: Assessment of the efficacy of community engagement and partnerships across the district.	X			Reallocate existing resources
3.3	Action Plan 3: A culture of service learning for all students and staff.		X		Reallocate existing resources
3.4	Action Plan 4: A comprehensive communications strategy that reaches the entire community.	X			Reallocate existing resources
3.5	Action Plan 5: Purposeful partnerships and community engagement.	X			Reallocate existing resources
4	<i>We will build organizational capacity.</i>				
4.1	Action Plan 1: Collaborative learning is valued, encouraged, and supported.				Dependent on approach, could be met with reallocating existing resources or additional revenue would be needed
4.2	Action Plan 2: Professional learning is responsive to the needs of individuals.	X	X		Up to \$400,000 depending on model
4.3	Action Plan 3: Instructional leadership is responsive to the needs of departments, teams and buildings.	X			Professional development for principals
4.4	Action Plan 4: An increasingly diverse and culturally competent staff.	X			Recruitment and professional development
4.5	Action Plan 5: A continuous improvement process that is focused, aligned, measurable, and adaptable.		X		Reallocate existing resources
4.6	Action Plan 6: The district identifies and accesses alternative financial resources.		X		Reallocate existing 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.	X			Reallocate existing resources

5.2	Action Plan 2: Our school community is culturally responsive.		X			Professional development, existing resources
5.3	Action Plan 3: Curriculum and resources in all learning environments at all grade levels reflect diverse perspectives.		X			Reallocate existing resources plus an additional \$25,000-\$50,000
5.4	Action Plan 4: The employees of White Bear Lake Area Schools reflect the diversity of its student population.		X			Human resources department budget review
5.5	Action Plan 5: District policies and procedures promote diversity and cultural acceptance.		X			Minimal cost
5.6	Action Plan 6: A community resource center that actively supports families, provides links to the schools and community, and fosters cultural understanding.		X			Range of options including use of existing space or include in Strategy 6
6	We will ensure learning environments enhance students' educational experience.					
6.1	Action Plan 1: A community supported plan for the structure of our school(s).		X			\$100,000-\$200,000
6.2	Action Plan 2: Facilities that will support the needs of the district and community.		X			TBD - Bond request
6.3	Action Plan 3: Community stakeholders have access to the inclusive learning environments and available opportunities.		X			TBD - Bond request
6.4	Action Plan 4: Flexible, collaborative and inspiring learning environments meet the needs of a diverse range of learners.		X			TBD - Bond request
6.5	Action Plan 5: Innovative learning environments that are forward thinking and future ready.			X		TBD - Bond request
6.6	Action Plan 6: Have the support, tools, and training to connect and empower all learners.		X			TBD - Bond request
7	We will engage families as partners in the education of their children.					
7.1	Action Plan 1: A district framework that designs and guides family engagement initiatives.		X			Reallocate existing resources
7.2	Action Plan 2: Families and educators collaborate toward student success.		X			Reallocate existing resources, possible additional FTE
7.3	Action Plan 3: All families engage through innovative and varied programming.			X		Link to adult education programming
7.4	Action Plan 4: Thriving Adult Basic Education program.					Operating revenue opportunities exist to support program redesign/expansion; capital expenditures for facilities part of Strategy 6
7.5	Action Plan 5: Family social events are culturally responsive and equitable across the system.		X			Up to \$3,000 per event
7.6	Action Plan 6: Families are empowered and invested through purposeful inclusion at each site.			X		Up to \$3,000 per event
7.7	Action Plan 7: Family outreach provides cultural, emotional, and social resources to engage families.			X		Reallocate existing resources
7.8	Action Plan 8: Consistent communication that meets the needs of all families.		X			Reallocate existing resources
7.9	Action Plan 9: Professional development to build the capacity, skills and knowledge for family engagement.			X		Professional development
8	We will ensure the social and emotional growth of our students.					
8.1	Action Plan 1: A district-wide definition of social emotional learning (SEL), SEL standards and assessments.		X			Reallocate existing resources, costs minimal
8.2	Action Plan 2: A designated space in each school building where students can access support services.			X		Reallocate existing resources, determine capital expenditures are part of Strategy 6
8.3	Action Plan 3: A district-wide wellness center where students, families and community members can access support services.				X	Range of options including use of existing space or pursue funding (ex. Achievement Center)
8.4	Action Plan 4: District-wide SEL professional development and curriculum to meet the SEL standards.			X		Reallocate existing resources, professional development
8.5	Action Plan 5: Outreach and programming around the topic of SEL.		X			Reallocate existing resources
8.6	Action Plan 6: Schools structured to positively impact student SEL.			X		Reallocate existing resources
8.7	Action Plan 7: Appropriate nutrition to support SEL.			X		Dependent on model, revenue driven

AGENDA ITEM: **International Baccalaureate (IB) Program Review**

MEETING DATE: **March 26, 2018**

SUGGESTED DISPOSITION: **Discussion Item**

CONTACT PERSON(S): **Dr. Wayne A. Kazmierczak, Superintendent; Tim Wald, Assistant Superintendent for Finance & Operations and Sara Paul, Assistant Superintendent for Teaching & Learning**

BACKGROUND:

At the February 25, 2017 School Board work study session, Sara Paul, Assistant Superintendent for Teaching and Learning, introduced researchers from the University of Minnesota's Center for Applied Research and Educational Improvement (CAREI) who shared results from the CAREI evaluation of the District's International Baccalaureate (IB) programs. The results focused on teacher, student, parent, and administrator perception data. At this same meeting, Tim Wald, Assistant Superintendent for Finance and Operations, shared a financial report regarding IB expenditures.

At the March 26, 2018 work study meeting, Ms. Paul will present administrative recommendations for the IB Primary Years Program and the IB Middle Years Program. Additionally, Mr. Wald has prepared additional financial information related to IB based on questions that arose at the previous work study meeting. The Board is tentatively scheduled to act on the recommendations at the May 14, 2018 regular meeting.

IB Program Discussion

PYP Program Review and Recommendation

MYP Program Review and Recommendation

**White Bear Lake Area Schools
School Board Work Study Meeting
March 26, 2018**



IB Financial Summary

Requirements:

Primary Years Program (PYP):

- Annual Fee to IB Program
- IB Coordinator (.5 FTE) - salary and benefits
- All classroom teachers trained by IB minimum of every 5 years
- Curriculum alignment - funded via professional development
- Annual certification every 5 years

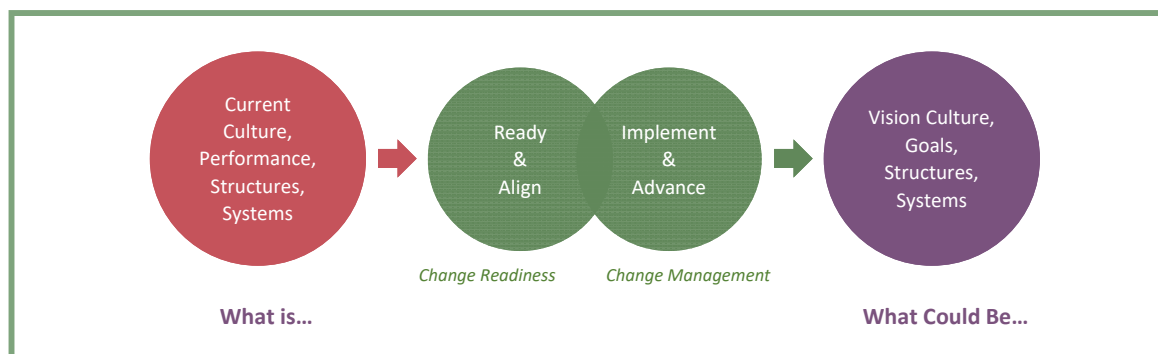
Middle Years Program (MYP):

- Annual Fee to IB Program
- IB Coordinator (.5 FTE/site) - salary and benefits
- One classroom teacher per content area trained by IB minimum of every 5 years
- Curriculum alignment - funded via professional development
- Annual certification every 5 years

Purpose of Program Review



Distinguishing the Gap



Where We've Been, Where We're Going

Before May, 2018 **Change Readiness**- Use CAREI Report to draft work plans to support recommendations in preparation for School Board vote in May.

After May, 2018 **Change Management**- Execute work plans with progress updates to school board in Fall and Spring.

Change Readiness

- Clarity around
 - Current Reality
 - Culture
 - What's going well that can be supported
 - What's not gone well
 - Stating new expectations
- Urgency and Hope
- Vision for what can be



Change Readiness: PYP Insights

Areas of Strength

- 91% parent respondents stated that PYP status influenced their decision to choose Matoska (p.58-59)
- 96% teacher respondents stated that they are a better teacher as a result of PYP involvement (p.58)
- 97% of student respondents stated that there is a focus on learner profile traits sometimes or everyday (p. 44)

Opportunities for Improvement

- District Financial Review identified the need for a sustainable financial model
- PK-12 Continuum Alignment

PYP Recommendation

Continue IB Programming at Matoska.

- Pursue cost-sharing model with area IB schools for teacher training
- Develop a plan to better align PK-12 continuum of standards implementation while ensuring fidelity of IB PYP
- Identify effective processes and replicate implementation of best practices

Change Management

Recommendations for the PYP program at Matoska will be brought to the School Board for a vote in May, 2018.

- Clarity around
 - Transition
 - Action and Process
 - What will be protected
 - Steps for what is changing
 - Reinforcing expectations
- Communication
- Wise use of assets
- Vision grounds the work

Change Readiness

- Clarity around
 - Current Reality
 - Culture
 - What's going well that can be supported
 - What's not gone well
 - Stating new expectations
- Urgency and Hope
- Vision for what can be



Change Readiness: MYP Insights

Areas of Strength

- Satisfaction with our Middle School Programming (p.34, 38)
- High Preparedness to Implement (p.21, 38)
 - Critical thinking
 - Cooperative learning
 - Collaboration with colleagues in same subject
 - Connections to real life
- At least 70% of students expressed agreement with 16 of the 18 learning practices (p.15)

Opportunities for Improvement

- Implementation Challenges
 - Two Grading Systems
 - IB Community Service Project
- Schedule Conflicts
 - IB Requirements
 - Additional Offerings
- Lack of measurable impact on student learning

FACS/ART/Visual Media Design/Autom & Robotics/Design & Modeling I/Design and Modeling II/Manufacturing Ed

Homebase	Period 1	Period 2	Periods 3, 4, 5	Periods 6, 7	Period 8	Period 9
Rittenhouse Rm 128/140 (1.0) HB Rm 128 FACS 6 (.6) C6004 FACS 8 (.4) C8111	HB 6	FACS 8 FACS 8	Prep	F6 3/4 F6	F6 5/6 F6	F6 F6
Rosemever, Christina Rm 128/140 (.2) FACS 8 C6004 (.2) Shared with NC (.4)	NO HB	FACS 8 FACS 8	North Campus (.4) 11:45 – end of day			
Vadnais Rm 120 (1.0) Art 6 (.6) C6001 Art 7 (.1) C7001 Art 8 (.3) C8100	HB 6	Prep Art 8	Art 8 Art 7	A6 3/4 A6	A6 5/6 A6	Art 8 Prep
Leistico, Vicki (.4) Rm 124 Art Vis. Media Design (.2) C8111 Art 7 C7001 (.2) Shared with SPMS (.1)	NO HB	VMD 8 Art 7		Art 7		VMD 8
DiMedio Rm 131/133 HB Rm 131 (1.0) Des & Modeling I (.6) C6002 (Rm 227) Des&ModelingII (.4) C7600	HB 6	Man Ed 8 DM 7	DM 7 DM 7	DM6 3/4 DM6	DM6 5/6 DM6	Prep Man Ed 8
Rossiter RM 133 (.4) Man Ed (.2) C8113 Auto & Robot. 8 C8114 (.2) PM Shared with NC (.6)	NO HB	NORTH CAMPUS (.6) Done at 11:41			DM7 DM7	A & R 8 A & R 8

MYP Recommendation

Discontinue operating under the MYP IB model while ensuring our middle school program reflects the priorities of the strategic plan

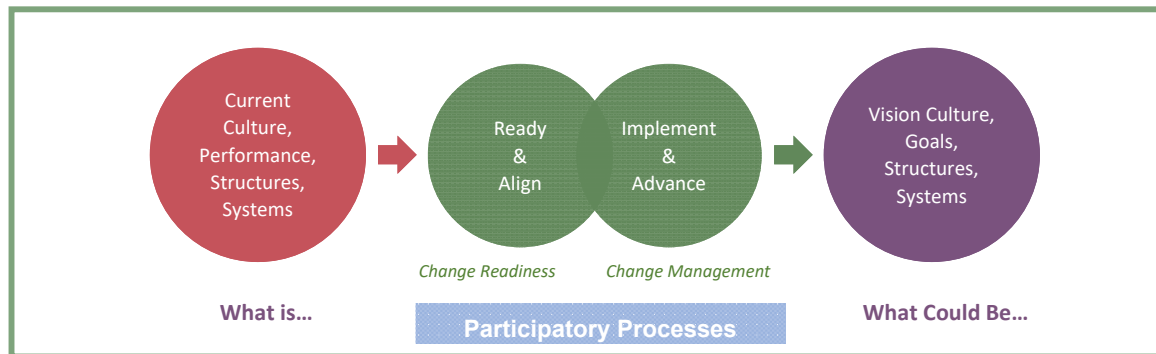
- Continue implementation of best practices that are current strengths of the middle school program
 - involve students in activities requiring critical thinking
 - offer students adequate academic challenge
 - connect lessons with real-life issues
- Strengthen implementation of instructional practices:
 - open communication (teachers-students, teachers-parents)
 - provide welcoming space for students from diverse backgrounds
- Continue program improvement through participatory process
- Begin addressing schedule complexities for Fall, 2018

Recommendations for the MYP programs at Central and Sunrise Park Middle Schools will be brought to the School Board for a vote in May, 2018.

Change Management

- Clarity around
 - Transition
 - Action and Process
 - What will be protected
 - Steps for what is changing
 - Reinforcing expectations
- Communication
- Wise use of assets
- Vision grounds the work

Our Students, Our Future



Where We've Been, Where We're Going

Before May, 2018 **Change Readiness-** Use CAREI Report to draft work plans to support recommendations in preparation for School Board vote in May.

After May, 2018 **Change Management-** Execute work plans with progress updates to school board in Fall and Spring.

AGENDA ITEM: **Elementary Art Discussion**

MEETING DATE: **March 26, 2018**

SUGGESTED DISPOSITION: **Discussion Item**

CONTACT PERSON(S): **Dr. Wayne A. Kazmierczak, Superintendent;**
Tim Wald, Assistant Superintendent for Finance &
Operations and Sara Paul, Assistant
Superintendent for Teaching & Learning

BACKGROUND:

At the August 28, 2017 School Board work study session, the School Board reviewed a framework for the annual contract for elementary art instruction provided by the White Bear Center for the Arts. During this discussion the Board asked District administration to review our current practices related to elementary art instruction and to make a recommendation for the 2018-2019 school year. At the March 26, 2018 work study meeting, a recommendation will be made after considering several options (see attached). Subsequently, the recommendation will be presented to the School Board for action at the April 9, 2018 regular meeting.

ELEMENTARY ART INSTRUCTION REVIEW & RECOMMENDATION

March 26, 2018

BACKGROUND: Since 2008, the District's strategy to provide art enrichment to elementary students (K-5) has been through an [annual agreement with the White Bear Center for the Arts \(WBCA\)](#). Through this arrangement the WBCA assigns qualified local community artists to provide art lessons to students who attend elementary school in the District. During the 2017-2018 school year, the local community artists are providing a total of six lessons to each elementary school classroom, kindergarten through fifth grade, in the District. Three of the lessons focus on watercolor, two lessons focus on drawing, and one lesson is a multicultural paper arts and simple 3D art lesson. Five of the lessons are approximately 45 minutes in length, while the 3D lesson is 75 minutes. Students do not receive a grade and do not receive or lose credit based on the lessons that are provided. The District requires that a licensed classroom teacher be in the classroom when the local community artists are providing the art lessons.

2017-2018 Costs: \$85,200 (1,080 lessons)

- 3 watercolor lessons, 45 min.
- 2 drawing lessons, 45 min
- 1 multi-cultural project , 75 min. (paper arts/simple 3D)

Additionally, elementary schools spend \$67,000 on a variety of enrichment activities, including additional WBCA art experiences funded by PTOs. Six schools spent a combined total of **\$15,200** on these additional WBCA art enrichment activities.

The School Board requested that administration bring a recommendation to the Board regarding elementary art instruction.

OPTION 1 - Recommendation of Cabinet and Elementary Principals

Renew our current agreement with WBCA for 2018-19 school year and implement strategic initiative: *"We will provide expanding access to a broad range of opportunities for all students."*

- Allows time for the implementation of strategy #2, Specific Result #3: "Programming directly addresses state visual arts standards. Programming will directly reflect the state's K-5 Visual Arts Standards."
 - Principals feel they have availability to supplement with additional art lessons where it is a building priority provided that core instruction is not supplanted.
 - In the past, some schools have chosen to use PTO funds for additional art experience
 - ***COSTS: Approximately \$85,200 (value of current contract with WBCA)***
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Option 2 (not recommended) - End agreement with WBCA and hire 1.3 - 1.5 art specialist to provide 6 lessons per grade level section

(1,080 lessons)

- Would require two part-time positions (partial salary, full benefits)
 - The two teachers would travel between all elementary schools. May require modified day and calendar.
 - Each additional lesson above six would cost approximately \$20,000.
 - **COSTS: Approximately \$175,000 - \$195,000 depending on the efficiency of the schedule.**
 - *Approximately \$130,000 - \$150,000 (salary and benefits)*
 - *Materials, supplies, and start-up costs - approximately \$45,000 (\$5,000 per site)*
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Option 3 (not recommended) - Replace current specialist schedule and embed art rotation into revised schedule

- Strategic plan suggests that specialist opportunities be re-evaluated and the addition of art should be considered.
 - Adding art to the specialist rotation would require less time with other specialists and a reduction of staffing in other specialist areas.
 - This will require significant planning and strategy. Given this is included in the strategic plan (strategy 2), it would be difficult to do this ahead of the strategy implementation.
 - **COSTS: Approximately \$45,000 Materials, supplies, and other start-up costs (\$5,000 per site)**
 - ***Would require us to reduce specialist time in some areas (physical education, music, and world languages) to hire art teachers.***
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Option 4 (not recommended) - Add a fourth specialist rotation.

- We currently provide a rotation of physical education, music, and world languages (twice each in six day rotation).
 - A fourth specialist would require decreasing time in core instructional areas such as literacy and mathematics.
 - **COSTS: Approximately \$900,000 - \$1,000,000 (9 FTE, salary and benefits).**
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