



**EDEN PRAIRIE SCHOOLS**

Inspiring each student every day

SCHOOL BOARD Regular Workshop

Monday, January 4, 2021

6:30 PM

## MEETING AGENDA

*The mission of Eden Prairie Schools is to inspire each student to learn continuously so they are empowered  
To reach personal fulfillment and contribute purposefully to our ever-changing world.*

**1. CONVENE - 6:30 PM - Workshop to convene 5-10 minutes following Annual Organizational Meeting**

School Board Members - Aaron Casper, Debjyoti "DD" Dwivedy, Beth Fletcher, Kim Ross, Adam Seidel, Veronica Stoltz, Charles "C.J." Strehl

- |  |           |
|--|-----------|
| <b>2. 2021 Committees &amp; Outside Organization Discussion</b>            | <b>2</b>  |
| <b>3. Levy's Schedule - <i>Presentations Included</i></b>                  | <b>3</b>  |
| <b>4. Budget: 5-Year Financial Forecast - <i>Presentation Included</i></b> | <b>8</b>  |
| <b>5. School-wide Enrichment Model - <i>Presentation Included</i></b>      | <b>9</b>  |
| <b>6. Work Plan Changes Document</b>                                       | <b>20</b> |
| <b>7. 2020-21 School Board Annual Work Plan (Jan-Jun 2021)</b>             | <b>21</b> |
| <b>8. Confirm agenda for next Board Workshop</b>                           |           |

School Board Committees		
	2020	2021
<b>Board Development Committee</b>	Holly Link Elaine Larabee <del>Veronica Stoltz</del> Adam Seidel	
<b>Community Linkage Committee</b>	Terri Swartout Debjyoti “DD” Dwivedy Aaron Casper	
<b>Policy Committee</b>	Terri Swartout Adam Seidel Veronica Stoltz	
<b>Negotiations Committee</b>	Elaine Larabee Adam Seidel Aaron Casper	
School Board Outside Assignments		
	2020	2021
<b>AMSD</b> (1 time/month or more) Association of Metropolitan Schools	Terri Swartout & Holly Link	
<b>ISD 287</b> (2 times/month) – 2 Year Term Intermediate School District #287	Adam Seidel	
<b>ECSU</b> (2 times/year) Metropolitan Educational Cooperative Service Unit	Veronica Stoltz	
School Board – Other Assignments		
	2020	2021
<b>Financial Advisory Committee</b>	Aaron Casper	
<b>Minnesota State High School League</b> (MSHSL – 1 time/year)	Elaine Larabee	
<b>PTO President’s Council</b>	Elaine Larabee Debjyoti “DD” Dwivedy	
<b>Strategic Core Planning Team</b> (As requested by Superintendent)	Holly Link Terri Swartout	



# Levy Schedule

## January 2021



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# Voter Approved Levies

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- Operating Referendum
  - Passed in Nov. 2014
  - Expires June 30, 2025
  - Approx. \$15 million per year
- Capital Projects Levy (Technology)
  - Passed in Nov. 2013
  - Expires June 30, 2025
  - Approx. \$7.3 million per year

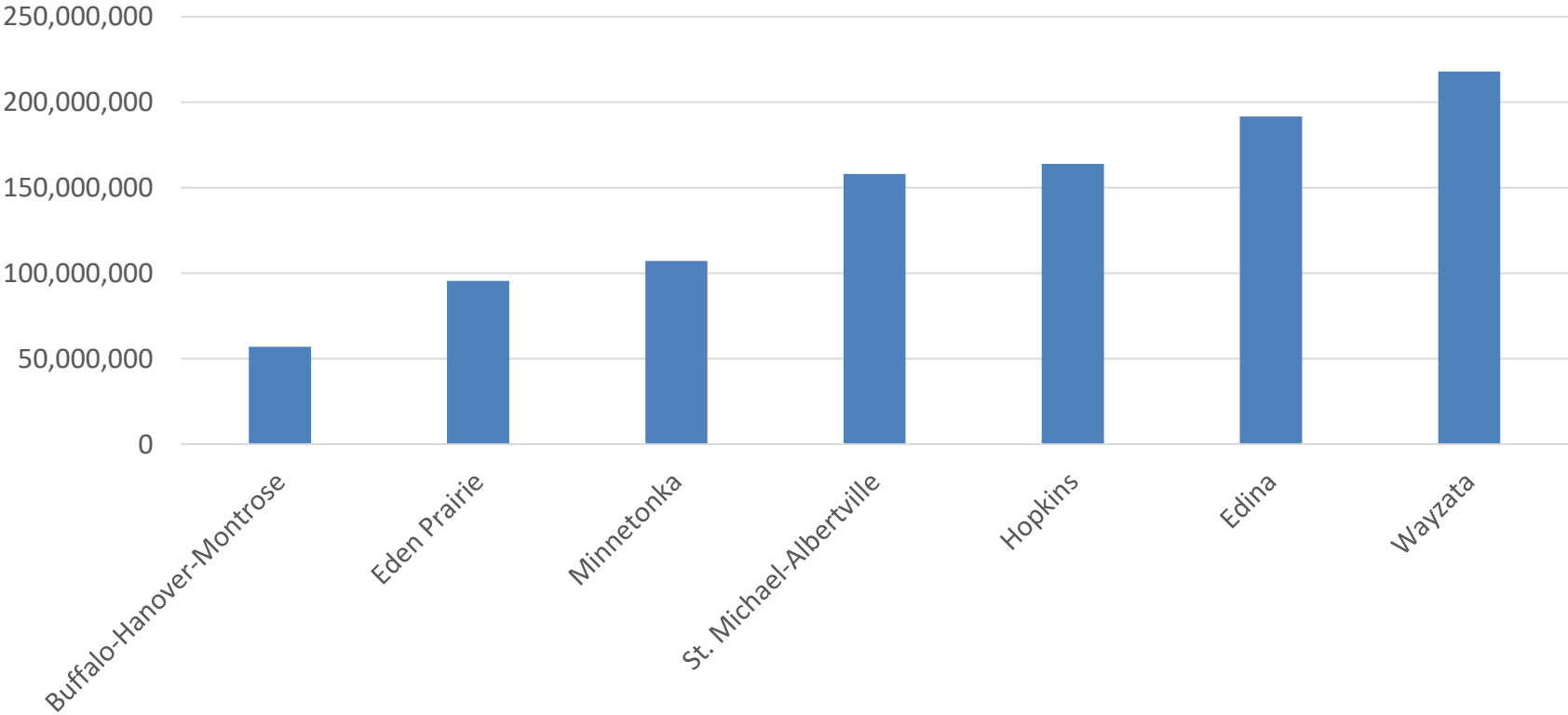
# Non-Voter Approved Levies

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- Long-Term Facilities Maintenance (LTFM)
  - \$3.6 million for Pay 2021 Levy (FY 21-22)
  - \$11.0 million every 2 years (20 Year Bond)
- Capital Leases (i.e. Education Center, ISD 287, etc.)
  - Approx. \$1.0 million each year

# Debt Comparison – Lake Conference

General Obligation Bonds Payable  
at June 30, 2020



# THANK YOU



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	C	D	E	F	G	H	I	J	K	L
1				<b>Operating Referendum</b>						
2			Operating Referendum Year	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10	Year 11
3			Fiscal Year	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26
4			Unassigned Fund Balance	\$17,338,576	\$16,914,141	\$14,211,240	\$10,525,882	\$6,280,130	\$2,162,424	-\$18,383,475
5			Fund Balance as % of Expenditures	15.3%	14.8%	12.3%	9.0%	5.3%	1.8%	-15.2%
6			Adopted Budget 2020-21		14.43%	12.49%	9.49%	6.14%	2.78%	N/A
7			<b><u>Revenues</u></b>							
8				2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26
9			Total PK-12 Enrollment (ADM's)	8,833	8,634	8,595	8,515	8,429	8,430	8,362
10			Enrollment Adjustment			0	0	0	0	0
11			State Aid Adjustment			0.0%	0.0%	1.0%	1.0%	1.0%
12										
13									FY 26 Est. Renewal	\$ 1,769.52
14			Max Increase (\$ per Pupil Unit)				\$ 191.49	\$ 202.23	\$ 213.32	\$ 1,994.07
15			Additional Levy Authority				\$ -	\$ -	\$ -	\$ -
19			Total Levy Referendum with Adj.			15,333,457	15,511,575	15,681,148	16,025,950	0
20										
21			Total Revenues with Adj.		113,802,817	112,670,468	112,962,134	113,712,412	115,237,433	100,178,576
22			<b><u>Expenditures</u></b>							
23					2020-21					
24			SALARIES & WAGES		Budget	2021-22	2022-23	2023-24	2024-25	2025-26
25			Wage Adjustment from Standard Assumptions			0.0%	0.0%	0.0%	0.0%	0.0%
26			Total Salary/Wages		76,388,547	77,916,318	79,474,644	81,064,137	82,685,420	84,339,128
27										
28			EMPLOYEE BENEFITS							
29			Benefit Adjustments from Standard Assumptions			0.0%	0.0%	0.0%	0.0%	0.0%
30			Total Employee Benefits		24,805,228	25,569,248	26,357,616	27,165,701	27,880,780	28,616,924
31										
32			NON-SALARY & NON-BENEFITS							
33			Utilities		1,571,209	4.0%	4.0%	4.0%	4.0%	4.0%
34			Supplies		1,951,078	2.0%	2.0%	2.0%	2.0%	2.0%
35			Total Non-Salary Non-Benefits		13,410,053	13,675,394	13,947,125	14,225,418	14,510,450	14,802,400
36										
37			Total Expenditures With Adj.		114,603,828	117,160,960	119,779,386	122,455,257	125,076,649	127,758,453
38			<b>ONE TIME EXPENDITURES</b>	Teacher Retirement (Cumulative)		(400,000)	(800,000)	(1,200,000)	(1,600,000)	(2,000,000)
39				FTE		8	8	8	8	8
40				Savings per FTE		(50,000)	(50,000)	(50,000)	(50,000)	(50,000)
41										
42				Efficiencies (Cumulative)		(750,000)	(1,500,000)	(2,250,000)	(3,000,000)	(3,750,000)
43				Position Reductions - Right Sizing		(520,000)	(585,000)	(650,000)	(715,000)	(780,000)
44						8	1	1	1	1
45						(65,000)	(65,000)	(65,000)	(65,000)	(65,000)
46										
47										
48				Total Expenditures Adjustments		8 -	(1,670,000)	(2,885,000)	(4,100,000)	(5,315,000)





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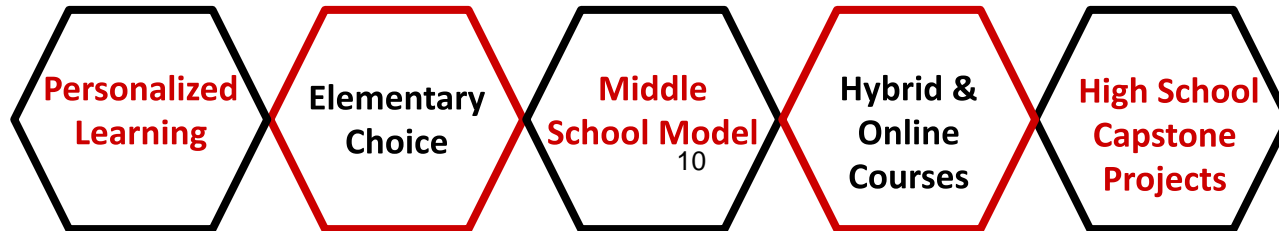


# Elementary Choice Programming

# Common Understanding of the Why...

## **Designing Pathways**

Eden Prairie Schools' process to define a 10-year outlook of its academic programming and supporting facilities concluded in May 2017. Since then, the district has been moving forward with the academic programming recommendations that came out of the community-involved process including the expansion of Personalized Learning, online course offerings and capstone projects.





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...Contribute Purposefully to Our Ever-changing World



Interest Exploration   Talent Development   **Career & College Ready**

Igniting your  
**N**ow;  
**S**parking  
**P**assion &  
**I**nterest to  
**R**each  
***E**ach*



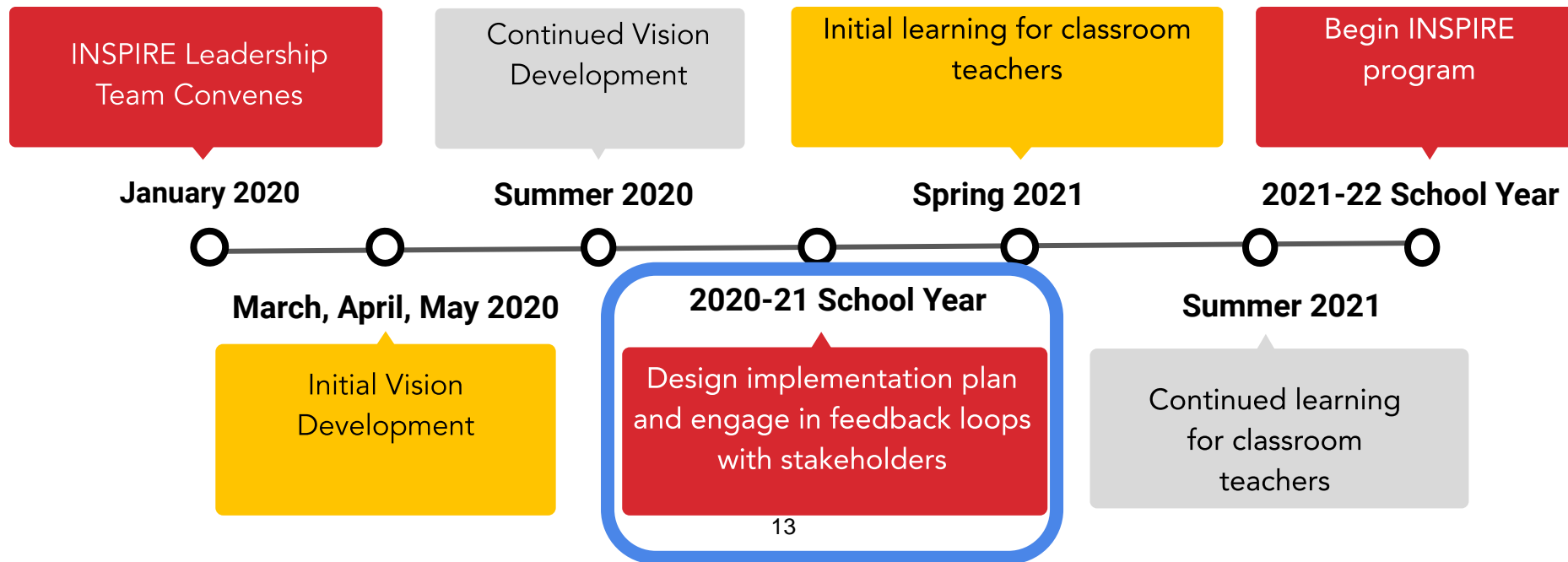
# **EDEN PRAIRIE SCHOOLS**

## ***INSPIRE* Choice Programming**

# Phase II: Timeline



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# Pathway Progression (K-5)



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- The *INSPIRE* Choice Programming Model is currently in the final design phase with a 30 member Steering Committee of students, teachers and administrators meeting throughout the school year.
- Comprehensive K-12 Career & College Career Fields used as a guide to ensure students are engaged in interest exploration, 21st Century Skills, post-secondary exposure.



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***INSPIRE* Choice Programming**



# Vision & Standards



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## EPS Schoolwide Enrichment Model Vision

An excellent Schoolwide Enrichment Model will lead each Eden Prairie Schools learner to....

### ❖ Access authentic and impactful learning experiences

- Students will have intentional time within the school day set aside each week to engage in learning that is personally meaningful.
- We believe it is our moral imperative to provide inclusive and equitable access to such enrichment opportunities to each student in our system.
- Our schoolwide enrichment model will provide a strong and coherent foundation to help students and teachers build upon their strengths and explore topics that are not explicitly tied to a predefined curriculum.
- Students and teachers will embrace a flexible mindset as they engage in new ways of understanding and contributing purposefully to their ever-changing world.

### ❖ Develop personal interests and talents

- Students are given opportunities to pursue their passions and interests in order to empower them to reach personal fulfillment.
- Students are provided with ongoing tools to help them discover their passions
- Intrinsic motivations and agency are enhanced by building on passions, encouraging curiosities, and developing talent.
- Student-driven instructional practices incorporate relevance, ownership, engagement, and personalization to each learner.
- Giving both students and teachers voice and choice to continuously explore interest or passion areas within a SEM model will result in high levels of engagement and increased learning in and outside of school.
- Students and teachers will have greater joy, improved teaching and learning experiences, and will show up and leave more motivated.

### ❖ Grow in the 4Cs (Critical Thinking, Creativity, Collaboration, Communication)

- The 4Cs (creativity, collaboration, critical thinking, and communication) are the fundamental foundation for our EPS SEM model that guides learning in order to prepare students for our ever-changing world.
- Utilizing the 4Cs shifts the cognitive load to the students.
- The 4Cs builds academic confidence for students to experience personalized learning
- Our EPS SEM model takes a strength-based approach in order to help students adopt a growth mindset as they expand their skill-set and deepen their identity.
- The 4Cs increases rigor and authenticity and lead to transformative growth in students



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## INSPIRE Choice Programming

### Continuum of Cultural Proficiency - INSPIRE Choice Programming

Describe behaviors at different points on the continuum that we will use as delimiters to develop our INSPIRE Choice Programming Model.

Unhealthy Practices Informed by Barriers to Cultural Proficiency			Healthy Practices Informed by Principles of Cultural Proficiency		
Destructiveness	Incapacity	Blindness	Pre-competence	Competence	Proficiency
<i>See the difference, stomp it out</i>	<i>See the difference, make it wrong</i>	<i>See the difference, act like you don't</i>	<i>See the difference, respond inappropriately</i>	<i>See the difference, value it</i>	<i>Seek difference, esteem it advocate for equity</i>
<ul style="list-style-type: none"> <li>Students must take classes related to class performance.</li> <li>Course choices are enrollment driven.</li> <li>Students who receive special services are unable to pursue their passions due to scheduling restrictions.</li> <li>Content and</li> </ul>	<ul style="list-style-type: none"> <li>Not allowing students to facilitate portions of learning because teachers believe that they are the only ones who can do that.</li> <li>All incomplete work must be finished to participate.</li> <li>Dismissing student ideas based on</li> </ul>	<ul style="list-style-type: none"> <li>Failing to recognize cultural differences related to the enrichment model.</li> <li>"One size fits all" screeners/qualifiers for enrichment opportunities.</li> <li>Not including student voice in development of potential areas of enrichment to explore.</li> </ul>	<ul style="list-style-type: none"> <li>Teachers and staff recognize the lack of inclusivity, but don't know how to modify this to include all learners.</li> <li>I know we're missing something in our offerings, I wonder who's voice we haven't heard yet?</li> <li>I've realized that I</li> </ul>	<ul style="list-style-type: none"> <li>Continue our own self-assessment of cultural proficiency (as students and educators), to make sure we are providing enrichment experiences that match the interests of our students.</li> <li>Taking a step back to notice who is or isn't taking part in</li> </ul>	<ul style="list-style-type: none"> <li>Ensuring that decisions for academic choice honor the input of diverse voices; missing voices are invited to the conversation; each student is welcomed to whatever learning interests them.</li> <li>Give students the space and ability to voice their thoughts and passions so that</li> </ul>

# ***INSPIRE* Choice Programming**

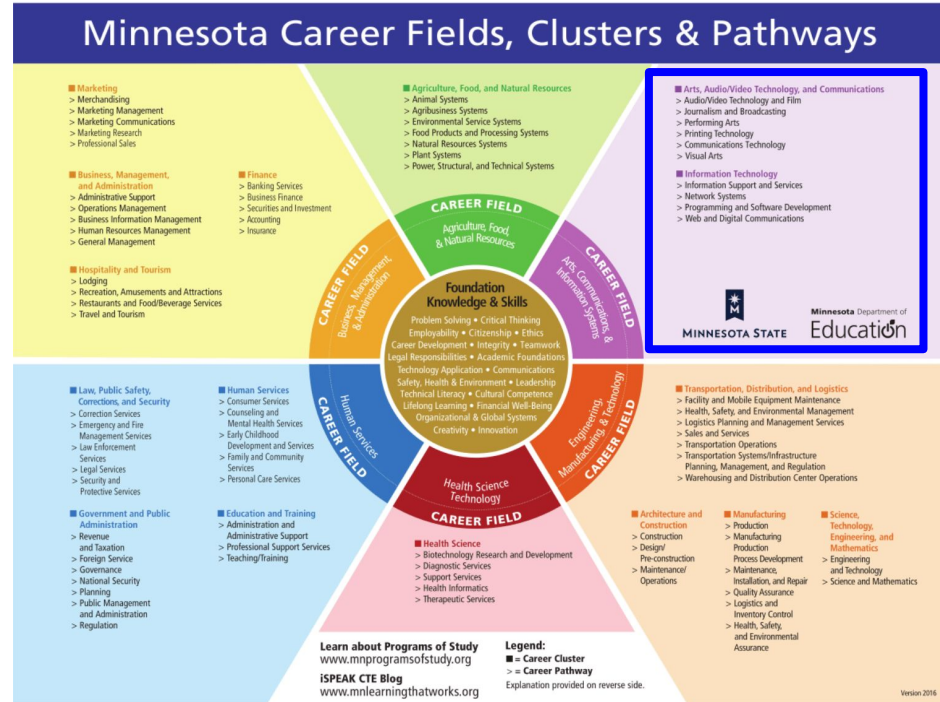
## **Key Elements**

1. Interest Inventories
2. Learning Clusters
3. Interdisciplinary
4. Varied Frequency
5. Inquiry Based
6. Student Developed Products & Services





# INSPIRE Choice Programming - Intermediate Student



1. Clustered with students who have similar interests
2. Weekly time set aside for self-directed study
3. Deeper Learning
4. Real World Application - Virtual Performances for Senior Center, Hospitals

# INSPIRE Choice Programming - Primary Student



1. Clustered with students who have similar interests
2. Weekly time set aside for teacher supported/coached study
3. Authentic & Rigorous, inquiry based, 4Cs
4. Real World Application - Virtual Performances for Senior Center, Hospitals

# THANK YOU



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**Eden Prairie School Board**  
**2020–21 WORK PLAN CHANGES**  
*“Proposed” Changes for the*  
**January 25, 2021 Meeting**

Date of Meeting/Workshop	Changes Requested
Monday, January 25, 2021	
Monday, February 8, 2021 – <b>Workshop</b>	
Monday, February 22, 2021	
Monday, March 8, 2021 – <b>Workshop</b>	
Monday, March 22, 2021	
Monday, April 12, 2021 – <b>Workshop</b>	
Monday, April 26, 2021	
Monday, May 10, 2021 – <b>Workshop</b>	
Monday, May 24, 2021	
Monday, June 14, 2021 – <b>Workshop</b>	
Monday, June 28, 2021	
<b>Placeholder – General Board Work</b>	
<ul style="list-style-type: none"> <li>• Cultural Proficiency Continuum</li> <li>• Board Development Training</li> <li>• School Board Listening Session Discussion</li> <li>• </li> </ul>	
<b>Placeholder – Policy Review</b>	
<ul style="list-style-type: none"> <li>• <i>Policy GP 4.9.1.1 to be sent to the Policy Committee to create language requested</i></li> <li>• A review of all Board Policies as it relates to race inclusion for all students in all ethnic groups</li> <li>• </li> </ul>	

**EDEN PRAIRIE SCHOOL BOARD**  
**2020-2021 ANNUAL WORK PLAN**

**Board Meetings**

**Board Workshops**

**Other Meetings**

**January 25, 2021**

Board Meeting or Board Workshop Type, Date and Time	Board Work				Supt Consent Agenda Items (Human Resources & Business Services Reports)	Board Education & Required Reporting	Workshop Topic(s)
	Policy Monitoring Ends, EL, BMD & GP Monitoring	Decision Preparation	Required Board Action	Board Action on Committee Reports & Minutes			
<p>*****2021*****</p> <p>Annual Organizational Meeting Mon, Jan 4, 2021 6:00 PM</p>			<ul style="list-style-type: none"> <li>• 2021 Annual Organizational Mtg. <ul style="list-style-type: none"> <li>- Election of Officers</li> <li>- School Board Compensation</li> <li>- School Board Calendar</li> </ul> </li> <li>• 2022 Resolution for Combined Polling Places for the General Elections</li> <li>• School Board Meeting Calendar: Jan 1, 2021 through Jun 30, 2021</li> <li>• Appointment of Intermediate District 287 Representative</li> </ul>		<ul style="list-style-type: none"> <li>• 2021 Annual School District Organizational Items: <ul style="list-style-type: none"> <li>- School District Newspaper</li> <li>- School District Depository/Financial Institutions</li> <li>- Money Wire Transfers</li> <li>- Early Claims Payment</li> <li>- School District Legal Counsel</li> <li>- School District Responsible Authority</li> <li>- Deputy Clerk &amp; Deputy Treasurer</li> <li>- Facsimile Signature Authorization</li> <li>- Authorization to Sign Contracts</li> <li>- Local Education Agency (LEA) Representative</li> <li>- MDE Designation of Identified Official with Authority (IoWA)</li> <li>- Seek Bids</li> </ul> </li> </ul>		
<p>Board Workshop Mon, Jan 4, 2021 6:30 PM Convene (5-10 minutes) following the Annual Organizational Meeting</p>			21				<ul style="list-style-type: none"> <li>• 2021 Committees &amp; Outside Organization Discussion</li> <li>• <del>CLC: Senior Center</del> Talking Points, Agenda &amp;</li> </ul>

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							<b>Attendance Discussion</b> <ul style="list-style-type: none"> <li>Budget: 5-Year Financial Forecast</li> <li>Levy's &amp; Schedule</li> <li>School Wide Enrichment Model (SEM) –1, (Move from the February 2021 Workshop)</li> <li>Engagement Strategies</li> <li>Confirm agenda for next Board Workshop</li> </ul>
<b>Board Meeting</b> <b>Mon, Jan 25, 2021</b> <b>6:00 PM</b>		<ul style="list-style-type: none"> <li>FY 2021-22 Final School Calendar (Draft)</li> <li>FY 2022-23 Preliminary School Calendar (Draft)</li> <li>FY 2021-22 Budget Timelines – First Reading</li> <li>FY 2021-22 Budget Assumptions – First Reading</li> </ul>	<ul style="list-style-type: none"> <li>FY 2020-21 Mid-Year Budget Approval</li> <li>Record of Board Self-Evaluation</li> </ul>	<ul style="list-style-type: none"> <li>2021 School Board Committee &amp; Outside Organization Assignments</li> </ul>	<ul style="list-style-type: none"> <li>Monthly Reports</li> <li><del>FY 2021-22 Bus Purchase</del> (moved to 10/26/20)</li> </ul>		
<b>Post Meeting Board Workshop</b> <b>Mon, Jan 25, 2021</b>			22				<ul style="list-style-type: none"> <li>School Board Meeting Self-Assessment</li> </ul>

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	Policy Monitoring Ends, EL, BMD & GP Monitoring	Decision Preparation	Required Board Action	Board Action on Committee Reports & Minutes			
Board Workshop Mon, Feb 8, 2021 6:00 PM							<ul style="list-style-type: none"> <li>• Finance 101</li> <li>• <del>Transportation: Funding &amp; Options</del></li> <li>• School-Wide Enrichment Model (SEM) — 1 (Move to January 2021 Workshop)</li> <li>• Walk through School Board Agenda</li> <li>• Confirm agenda for next Board Workshop</li> </ul>
Board Meeting Mon, Feb 22, 2021 6:00 PM			<hr/> <ul style="list-style-type: none"> <li>• Record of Board Self-Evaluation</li> </ul>		<ul style="list-style-type: none"> <li>• Monthly Reports</li> <li>• Approval of FY 2021-22 School Calendar</li> <li>• Approval of Preliminary FY 2022-23 School Calendar</li> </ul>	• Ends 1.1.2	
Post Meeting Board Workshop Mon, Feb 22, 2021							<ul style="list-style-type: none"> <li>• School Board Meeting Self-Assessment</li> </ul>
Board Workshop Mon, Mar 8, 2021 6:00 PM							<ul style="list-style-type: none"> <li>• Communications</li> <li>• Define Policy under Policy Governance: Ends, EL's, GP's and BMD's</li> </ul>



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	Policy Monitoring Ends, EL, BMD & GP Monitoring	Decision Preparation	Required Board Action	Board Action on Committee Reports & Minutes			
							<ul style="list-style-type: none"> <li>•Policy Workshop: Discuss Potential Policy Changes</li> <li>•Confirm agenda for next Board Workshop</li> </ul>
<b>Board Meeting</b> <b>Mon, Mar 22, 2021</b> <b>6:00 PM</b>	<ul style="list-style-type: none"> <li>•Re-monitor GP 4.5 for FY 2020-21</li> </ul>	<ul style="list-style-type: none"> <li>• FY 2021-22 Capital Budget – <i>First Reading</i></li> <li>• FY 2021-22 Capital Outlay</li> </ul>	<ul style="list-style-type: none"> <li>•Resolution to Release Probationary Teachers</li> <li>•Final FY 2021-22 Budget Assumptions</li> </ul> <hr/> <ul style="list-style-type: none"> <li>•Record of Board Self-Evaluation</li> </ul>		<ul style="list-style-type: none"> <li>•Monthly Reports</li> <li>•Achievement &amp; Integration Budget</li> </ul>	<ul style="list-style-type: none"> <li>•Designing Pathways Update</li> <li>•</li> </ul>	
<b>Post Meeting</b> <b>Board Workshop</b> <b>Mon, Mar 22, 2021</b>							<ul style="list-style-type: none"> <li>•School Board Meeting Self-Assessment</li> </ul>
<b>Board Workshop</b> <b>Mon, Apr 12, 2021</b> <b>6:00 PM</b>							<ul style="list-style-type: none"> <li>•Agenda Items: Sample Agenda &amp; Discussion of Agenda Elements</li> <li>•Source of Agenda Items: Board Request for Information; Superintendent Information; Agenda Timeline</li> <li>•FY 2021-2022 Annual Work Plan Calendar Discussion</li> </ul>



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	Policy Monitoring Ends, EL, BMD & GP Monitoring	Decision Preparation	Required Board Action	Board Action on Committee Reports & Minutes			
							<ul style="list-style-type: none"> <li>• Discussion/Review all items in Placeholder area on "Work Plan Changes Document"</li> <li>• FY 2021-2022 School Board Meeting Calendar Discussion</li> <li>• FY 2021-2022 School Board Budget Discussion</li> <li>• Mechanics of Monitoring</li> <li>• Choice for Each: School Wide Enrichment Model (SEM)</li> <li>• Confirm agenda for next Board Workshop</li> </ul>
Board Meeting Mon, Apr 26, 2021 6:00 PM		<ul style="list-style-type: none"> <li>• FY 2021-22 School Board Work Plan – First Reading</li> <li>• Closed Session: Negotiation Strategy</li> <li>• FY 2021-22 School Board Budget – First Reading</li> </ul>	<ul style="list-style-type: none"> <li>• Approval of</li> <li>• FY 2021-22 Capital Budget</li> <li>• Approval of</li> <li>• FY 2021-22 School Board Meeting Calendar</li> </ul> <hr/> <ul style="list-style-type: none"> <li>• Record of Board Self-Evaluation 25</li> </ul>		<ul style="list-style-type: none"> <li>• Monthly Reports</li> <li>• ALC Fiscal Agent Agreement with District 287</li> </ul>		

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Post Meeting Board Workshop Mon, Apr 26, 2021							•School Board Meeting Self-Assessment
Board Workshop Mon, May 10, 2021 6:00 PM							•Strategic Plan •Community Ed •Y-T-D Update and Plan Update •Confirm agenda for next Board Workshop
Board Meeting Mon, May 24, 2021 6:00 PM		• FY 2021-22 Budget – First Reading	•Approval of FY 2021-22 School Board Work Plan •Approval of FY 2021-22 School Board Budget <hr/> •Record of Board Self-Evaluation		•Monthly Reports •MSHSL Resolution for Membership •Approval of FY 2021-22 School Meal Prices		
Post Meeting Board Workshop Mon, May 24, 2021							•School Board Meeting Self-Assessment
Board Workshop Mon, June 14, 2021 6:00 PM			26				•General Fund Budget Q&A •Confirm agenda for next Board Workshop

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Board Meeting or Board Workshop Type, Date and Time	Board Work				Supt Consent Agenda Items (Human Resources & Business Services Reports)	Board Education & Required Reporting	Workshop Topic(s)
	Policy Monitoring Ends, EL, BMD & GP Monitoring	Decision Preparation	Required Board Action	Board Action on Committee Reports & Minutes			
Board Meeting Mon, June 28, 2021 6:00 PM	<ul style="list-style-type: none"> <li>Ends 1.1, 1.2, 1.3 OI</li> </ul>		<ul style="list-style-type: none"> <li>Approval of FY 2021-22 Adopted Budget</li> <li>ISD 287 10-Year Facilities Maintenance Resolution</li> </ul> <hr/> <ul style="list-style-type: none"> <li>Record of Board Self-Evaluation</li> </ul>		<ul style="list-style-type: none"> <li>Monthly Reports</li> <li>EPS 10-Year Facilities Maintenance Plan</li> <li>Q-Comp Annual Report</li> <li>Annual Review of District Mandated Policies</li> <li>Approval of Updated District Policies</li> </ul>		
Post Meeting Board Workshop Mon, Jun 28, 2021							<ul style="list-style-type: none"> <li>School Board Meeting Self-Assessment</li> </ul>