



School Board Work Session
Monday, August 10, 2020, 5:00 PM
Virtual Meeting

- I. **Determination of Quorum, Call to Order and Approval of Agenda**
- II. **Discussion**
 - A) Strategic Priorities: Superintendent and Board Goals (5:00 – 6:00 PM)
Description: The School Board and Superintendent will discuss the strategic priorities for the 2020-2021 school year. The 2020-2025 Strategic Plan will be a resource for this discussion.
Presenters: School Board and John Schultz, Ph. D. Superintendent
 - B) Board Letter for Sun Current (6:00 – 6:15 PM)
Description: This letter expresses the Board's gratitude and appreciation for members of the Edina Public Schools community and the importance of togetherness during this challenging time. Board members will be asked to approve and sign their name to the letter.
Presenter: Board Members Julie Greene and Erica Allenburg
 - C) 2020 Board Liaison Appointments renewed June 30 (6:15 – 6:30 PM) (*walked in*)
Description: The Board will discuss member assignments renewed at the beginning of the school year.
Presenter: Erica Allenburg, Board Chair
- III. **Leadership Updates (6:30 – 6:40 PM)**



Board Meeting Date: 8/10/2020 Work Session

TITLE: District Priorities, 2020-2021

TYPE: Discussion

PRESENTER(S): Superintendent Schultz and Chair Allenburg

BACKGROUND: Board members have been asked to rank district priorities for the 2020-2021 school year from the comprehensive list of issues provided.

RECOMMENDATION: Discuss district priorities.

ATTACHMENTS:

1. Report (next page)

Dear Board:

At our work sessions on the 13th and 22nd, we are going to be discussing district priorities for the year, which will guide the development of Superintendent and Board goals. Attached you will see a fairly comprehensive list of district issues/priorities that are either in progress, that we know need to be worked on, or that have been mentioned as priorities in the past. We (John and Erica) went through an exercise to preliminarily rank them into four categories:

1. Required
2. Urgent
3. Moderate
4. Nice to Get Done

From a process perspective, we felt it would be a good idea for each board member to come into the meeting with a list of district issues they feel are urgent to get accomplished in the 2020-2021 school year. Keep in mind a few things:

1. What we are able to accomplish is going to be dictated in large part by our responsibilities in responding to the COVID crisis.
2. A lot of things listed are above and beyond what we have already committed in our strategic plan.

Ideally we will be able to come up with a prioritized list, and from this process, we will be able to sketch out not only a 2020-2021 priority list, but have some idea of what will be priorities for 2021-2022. From this we will also be able to have consensus on the development of Superintendent goals and Board goals.

If there are things that are not listed but you feel should be a district priority OR board goal, please bring those additional ideas to the meeting. Before we start the prioritization process, we will ask for all additional ideas.

Please call John with any questions.

Thank you,

John and Erica

District / Administration / Board Prioritization

- * *An asterisk indicates it is also listed as one of John's current goals.*
- + *A plus indicates it is also a suggested board goal.*

Required

1. ***Distance Learning Planning and Implementation:** Planning, evolving and implementing the district's learning plan will continue to take the bulk of the district's resources.
2. **Curriculum Roll-Outs - Science and Music/Art:** State-required due dates have not shifted, despite the challenges of testing and rolling out during a distance learning environment.
3. ***Tech Levy:** Must be renewed by next fall.
4. **World's Best Workforce:** State mandated planning and meetings, with required board approval.
5. **Teacher Contract:** Renewal this year.
6. **District Budget process:**

Urgent

1. **COVID resolutions:** What, if any, resolutions need to be passed for instruction and/or operation of the district for next year? Trevor is analyzing policies and providing recommendations.
2. **Market Share / Enrollment:** John has commenced a detailed market share/enrollment study to better understand trends in our district, and how this data and these trends can help us with decisions regarding program development within the strategic plan, especially with respect to any magnet program development.
 - a. **Magnet School:** Look into the development and timeline of a magnet school; what type and where.
3. ***Literacy work:** Kick-off the literacy work from the strategic plan ASAP, including plans for dyslexic learners.
4. ***Equity work:** Relook at equity work. Is what we have in the strategic plan adequate? What conversations do we need to have at the board level regarding equity leadership for the district?
5. ***Intervention programs:** Continue focus on improving intervention programs; increase focus on interventions at the secondary level.
6. **Bring individual schools into alignment:** Include best practice definitions of time, class, and other district defined looses and tights.
7. **Appropriate Technology Use Study:** District Media and Technology Services will begin its research on strategy C item 6, which calls for a research study on healthy habits around technology use and creating standards by age for Edina Schools.

Moderate

1. Profile of a learner
2. PLC / PTO / Ed Fund fundraising strategies
3. Social emotional skill work
4. Measures of success and key performance indicators
5. LA 10 - LA Curriculum Kick Off

6. Teaching and Learning Advisory Committee

Nice To Get Done

1. +Board roles on Legislative Action Committee and other committees
2. School Improvement Process
3. Class size discussion / strategy
4. Financial analysis of turf fields
5. Curriculum survey questions
6. Avid programming
7. Use of surveys; curriculum survey questions

Suggested Board Goals for 2020-2021

1. +Decide on and effectively monitor progress of the district's strategic plan.
2. Continue work on becoming more effective as a board. Understand our role, work within that role and follow board norms. Attend board training if available.
3. Identify similarly situated school districts within driving distance where we can have a joint school board meeting to discuss approaches to achievement/opportunity gap.
 - a. Perhaps have a national expert provide lecture/ideas?
 - b. Host a best practice equity seminar for boards.
4. Focus on ways to serve more students effectively.
5. General oversight of superintendent goals
6. Do a comprehensive review of board committees and board representation at outside committees and boards to determine effectiveness and opportunities for improvement. Committees to be included:
 - a. LAC
 - b. Representation to be reviewed: PTO's, Gifted and Talented, SEAC, PLC, Edina Ed Fund, Edina City Council, AMSD, MSBA, World's Best Workforce
7. Review board's process for creating superintendent goals and the superintendent review.
8. Identify governance data (data scorecard) and come up with a process to monitor progress of our district.
9. Student well-being
10. +Equity work for the district

For Reference Only

Proposed 2020-2021 Superintendent Goals

Below are proposed goals for the Superintendent's and District administration's work. These goals are presented in collaboration with the School Board, and can inform the goals of the School Board.

Distance Learning

As the State of Minnesota is currently telling districts to plan for curriculum to be delivered in a distance learning environment, the Superintendent will lead the planning that will ensure learning is engaging for all Edina Public Schools students for the 2020-2021 school year (June 2021).

Proposed Action Steps:

- Implement safety and educational protocols as directed by the Minnesota Departments of Education and Health
- Plan for improvements in current distance learning, including consistent delivery, student growth and engagement, and parent communication
- Manage programs and expenditures based on revenue realities established by the State of Minnesota
- Create plans for safe entry into, and establish social distance and cleaning protocols of, all school buildings
- Communicate effectively with parents and community on planning for the 2020-2021 school year
- Monitor and adjust programming and communications throughout the 2020-2021 school year to ensure all students are engaged
- Evaluate all fiscal and human resources in light of the needs of the teachers and students in a distance learning environment to ensure teachers and students meet standards and goals

Capital Projects Levy (Tech) Planning

Since the Capital Projects Levy (CPL) expires in FY2021, the Superintendent will prepare a plan for Board approval to initiate a referendum in 2021 to approve the capital projects levy (November 2021).

Proposed Action Steps:

- Review expenditures in current CPL and identify future needs from curriculum, media, and technology planning
- Review Winter, 2020 community survey perceptions and community's threshold for monthly increase in property tax, and further survey under current economic conditions to ascertain level of support for referendum
- Provide programmatic and legal information to School Board to call for the referendum
- Develop materials to inform the public about referendum

Strategic Plan

The Superintendent will begin the planning in those areas of priority for the 2020-2025 Strategic Plan. Strategic planning and implementation will be continually assessed with a lens on distance learning's impact to the school environment and available resources. *Text in italics references Strategic Plan Language.*

- **Begin the investigation of magnet programs (March 2021).**
Under A.1, Design and deliver curriculum, instruction and assessment focused on content rigor, critical thinking, student engagement and continuous improvement to assure academic achievement and student growth

- **Monitor, improve and build upon current intervention (December 2020).**
Under A.3, Provide expanded, timely and effective interventions for students based on data and individual needs, through all school phases, Pre-K-12 and throughout the school year, continue to monitor, improve and build upon the current intervention systems (June 2021).

- **Launch a Literacy Study for the purpose of developing a literacy plan (February 2021).**
Under A.4, Review, develop, and implement an improved literacy program at EPS PK-12, begin a literacy study that will provide recommendations to Superintendent January 2021).

- **Assess the needs for social emotional support by administering surveys of staff and students (February 2021).**
Under C.1, Ensure students acquire and apply the social emotional competencies of self-awareness, self-management, social awareness, relationship skills, and responsible decision-making to promote student wellness, administer surveys to understand the Social Emotional Learning Needs of students and staff (March 2021).

- **Continue to refine key performance indicators developed and approved by the School Board (June 2021) (June 2021).**
Under E.6, Create assessment data dashboard

- **Launch a new district website (September 2021).**
Under E3, Ensure all students and their families are engaged and well-served by the communications and all other interactions with EPS, launch a new Edina Public Schools website by June 2021 (June 2021).



Board Meeting Date: 8/10/2020 Work Session

TITLE: Board Letter

TYPE: Discussion

PRESENTER(S): Board Members Julie Green and Erica Allenburg

BACKGROUND: This letter expresses the Board's gratitude and appreciation for members of the Edina Public Schools community, and the importance of togetherness during this challenging time. Board members will be asked to approve and sign their name to the letter.

RECOMMENDATION: Approve and sign the letter.

ATTACHMENTS:

1. Board letter (next page)

August 2020

Michael Young, president of Texas A&M University, helped draft a plan to unify East and West Germany when he worked for the State Department three decades ago. He said that task was easier than figuring out how to bring back 65,000 students, 3,500 faculty, and thousands of staff to the campus at College Station, Texas this Fall. At present, the plan at Texas A&M is for some to come back to campus to take small, in-person classes, while others take them remotely.

It goes without saying, the 2020-21 school year will be unusual. It is best described as a perfect Pandora's box of questions, complications and implications. As your elected leadership, we believe it is important our Edina Public Schools' community knows that at the center of that box is our unwavering commitment to our district's vision: for each and every student to discover their possibilities and thrive.

We recognize and acknowledge the incredible work, effort and collaboration of our administrators, teachers, staff, students and families for their role and participation in this massive effort, that calls for an unprecedented reexamination of how we can best deliver rigorous and meaningful education to all of our students, safely. It calls on us to reexamine what we ask of our educators and how they deliver their curriculum, and do it in a safe environment. It is a huge ask.

The lessons started on March 15 when Governor Walz ordered the closure of all school buildings. We know:

- The layers of simultaneous planning for multiple school learning models that are both effective and equitable for all students are thick and work like building blocks, with each detail as important as the next.
- Scientific data from the Minnesota Departments of Health and Education, the Centers for Disease Control, and renowned health experts is vital for sound decision-making that keeps safety as our top priority.
- The EPS school community cares deeply about our students, teachers and staff, as shown by invaluable feedback received from 1,500 families and 900 teachers and staff in the month of July alone, plus countless acts of generosity and support for one another.
- A willingness to adapt and pivot are, and will continue to be, key as we've seen EPS district staff learn, grow and evolve through this global pandemic.

The 2020-21 school year calls on all of us. We continue to welcome a strong and engaged community, and a shared understanding of personal responsibility (plus a special amount of stamina and patience). There's really no better time for our school community to use our EPS' ICCAR values as a collective compass -- integrity, compassion, courage, appreciation and responsibility. We are confident that together, we can educate, engage and support each and every student so they discover their possibilities and thrive.

Edina School Board

2020 Board Liaison Appointments, Renewed June 30

	FUNCTION	Member	Second or Alternate	Alternate
ASSOCIATIONS				
	Advisory only			
AMSD	AMSD advocates for metropolitan school districts and advances legislation supporting student achievement. The Bd of Directors, comprised of the superintendent & 1 school board member from each of the 44 member school districts, governs the association .	Julie		
MSBA	Supports, promotes, enhances the work of public school boards and public education. Bd of Directors is comprised of 1 rep from each MSBA District. 6 divisions - Admin/Governance; Bd Devel/Training; Gov't Relations; Mgmt Svcs; Policy Svcs; PR/Communications.	Erica		
GROUPS				
	Advisory only			
Ed Fund	Independent non-profit organization dedicated to continued EPS academic excellence. Secures private, supplemental funding to support valuable education experiences & innovative projects. Funds raised augment school system revenues provided by taxes, state aid, and other parent and student led fundraising efforts.	Leny	Janie as alternate	
Gifted Ed Advisory Cmte	Incls Gifted Ed Coord, teaching specialists, a principal rep, two volunteer parent reps from each school. Provides network for communication, support, and accountability	Ellen	Janie as alternate	Leny as alternate
Legislative Action Cmte		Ellen		
PLC - Parent Leadership Council	Edina PLC meets monthly from September through May, with speakers and discussions varying by agenda topic.	Julie	Leny, Erica as alternates	
SAAC -Student Activities Advisory Cmte	EHS driven	Erica		
SEAC - Special Services Advisory Cmte / Mental Health and Wellness	Promotes understanding of district-wide issues relating to education/welfare of EPS students. Incls reps of each school parent organization, EFC, PCN, Community Ed, & Ed Fund.	Janie	Erica as alternate	
World's Best Workforce	State required, T&L driven, to ensure every district is making strides to increase student performance.	Janie	Ellen as alternate	
Community Ed Services		Erica	Julie	
SCHOOL SITES				
	Advisory only			
ELC/ECSE		Ellen		
Concord		Janie		
Cornelia		Julie	Matt	
Countryside		Janie		
Creek Valley		Ellen		
Highlands		Leny		
Normandale		Owen		
South View MS		Erica		
Valley View MS		Julie		
Edina HS		Matt		