

INDEPENDENT SCHOOL DISTRICT NO. 283

6311 Wayzata Blvd
St. Louis Park, Minnesota
Tuesday, March 22, 2022 6:30 PM
St. Louis Park High School Room 350C
6425 W 33rd St
St Louis Park, Minnesota 55426

AGENDA

1. **CALL TO ORDER**
2. **LAND ACKNOWLEDGEMENT**
3. **APPROVAL OF AGENDA**
4. **OPEN FORUM**
5. **SUPERINTENDENT'S REPORT**
6. **DISCUSSION ITEMS**
 - A. **Progress Reporting Design Team** 2
 - B. **Area of Focus Priority Work: Systems and Structures** 6
 - C. **Park Virtual**
7. **CONSENT AGENDA**
 - A. **Business**
 - 1) Payroll
 - 2) Recap of Expenditures
 - 3) Electronic Fund Transfers
 - 4) Accounts Payable Disbursements
 - 5) Investment Holdings
 - 6) Donations
 - 7) Minutes
 - B. **Personnel**
8. **ACTION AGENDA**
 - A. **Approval of Mid-Year Budget & FY23 Budget Parameters**
 - B. **Approval of Middle School & Central Community Center Bid**
 - C. **Approval of Achievement & Integration Budget**
 - D. **Approval of CE Educators Group Labor Agreement**
 - E. **Approval of SEIU LOCAL 284 Nutrition Services Labor Agreement**
 - F. **Approval of SEIU LOCAL 284 Custodial Labor Agreement**
 - G. **Combined Polling Places Resolution**
9. **COMMUNICATIONS AND TRANSMITTALS**
10. **ADJOURNMENT**

March 22,2022

Progress Reporting Program Review Update

Curriculum & Instructional Program Development Timeline

2019-2022

Mathematics
Gifted/Talented
World Languages

2020-2023

Science
Language Arts & Literacy
Multilingual Learning

2021-2024

Social Studies
Phy Ed /Health
Progress Reporting

2022-2025

Music
Career/Tech. Ed.
Student Services

2023-2026

Art/Design
Summer School
Special Education

2024-2027

Media
Digital Learning
International Baccalaureate

2025-2028

BARR
Advanced Placement
Immersion

2026-2029

Mathematics
Talent Development
**World Languages &
Cultures**



Personal, Local, Immediate -
Keep a Spotlight on Race -

Gather Multiple Perspectives -
Establish Parameters -

Establish A Racial Equity
Transformation Plan -

PHASE I: LOOKING INWARD *KNOW THYSELF*

- Teacher Self-Reflection
- Examine Disaggregated Data
- Hear and Reflect upon Students Voice and Community Input
- Unpack Standards
- Driven by R.E.P. Statements
- Intersection of IB, AP, & Immersion & CRP
- Engage in Courageous Conversation

PHASE II: LOOKING AROUND *DISTINGUISH KNOWLEDGE FROM FOOLISHNESS*

- Research and Visit Regional, National, and International Exemplars
- Engage Scholars of Culturally Relevant Pedagogy, Content Specific Pedagogy and Tech Enrichment
- Establish Criteria for Adopting New Materials (Pilot Curriculum)
- Engage in Courageous Conversation

PHASE III: LOOKING OUTWARD *BUILD FOR ETERNITY*

- Develop Content Area Belief Statements
- Adopt New Curriculum with Fidelity or Engage in Curriculum Writing
- Establish Collaborative Team and PD Plans
- Develop 3, 5, and 8 year benchmarks
- Engage in Courageous Conversation



Progress Reporting Program

Design Team 2021-2024

Abby Lugo

Andy Wilkes

Ila Saxena

Maurna Rome

Omar Adams

Mia Waldera

- Why are we doing this work?
- Why will this process be important to SLP?



2020-25 Strategic Plan for Racial Equity Transformation

2021-22 Area of Focus Priority Work Structures & Systems

Presented By:

Brooks Grossinger, Controller
Richard Kreyer, Director of Human Resources
Jason Loewe, Human Resources Supervisor
Patricia Magnuson, Director of Business Services
Shanique Williams, Business Office Supervisor

The Team:

Manny Banda HR Specialist
Becky Flikeid, Accountant
Lynn Gilmer, Payroll Coordinator
Melissa Swisher, Benefits Accounting/Accounts Payable
Kally Venticher, HR Specialist

2022-23 Systems & Structures Priority Work

St. Louis Park Public Schools 2020-25 Strategic Plan for Racial Equity Transformation

Mission Statement

St. Louis Park Public Schools sees, inspires, and empowers each learner to live their brilliance in an environment that centers student voice and experience to create racially equitable learning that energizes and enhances the spirit of our community.

Vision Statement

St. Louis Park Public Schools – Where students are seen and valued and become their best selves as racially conscious, globally minded contributors to society.

Core Values

We believe in:

- **The brilliance of ourselves and others.**
Everyone has the capacity and responsibility to foster the growth and brilliance of others.
- **Authentic community engagement.**
Engaging and supporting our employees, families, and communities will enhance the healthy development of each learner.
- **High expectations.**
Instilling and upholding high expectations empowers students and staff to higher levels of achievement.
- **Collective responsibility.**
Embodying the collective and urgent responsibility of anti-racist practices enriches a work and learning environment and community.
- **Persistent effort.**
Through persistent effort we will create anti-racist schools and academically successful learners.
- **Racial consciousness and cultural competence.**
Racial consciousness and cultural competence are essential to each person's ability to be a catalyst for change.
- **Advocacy for equity.**
Everyone has equal intrinsic worth and we will advocate for the historically marginalized.

Areas of Focus & Priority Work for the 2021-22 School Year

Culturally Relevant Teaching and Learning

Priority work:

- Sustain and deepen culturally relevant teaching through the collaborative team process.

Equity Development

Priority work:

- Provide expanded professional development opportunities for all staff.

Family and Community Engagement

Priority work:

- Develop and implement a documented protocol for communication translations.
- Expand out-of-school time options for students.

Students at the Center

Priority work:

- Respond to data and recommendations from Student Data Interns (Summer 2020 and 2021 recommendations).

Structures and Systems

Priority work:

- Implement the PowerSchool E-Finance Plus Human Resources/Payroll/Finance System in place of Skyward.

Action Steps & Timelines

The Core Planning Team suggested Action Steps and Timelines in each Area of Focus. District Administration will determine actions steps to achieve in each area annually. The Action Steps will be shared with the School Board at the start of each school year and an Annual Report of Progress will be completed at the end of each school year.

Implement the PowerSchool E-Finance Plus Human Resources/Payroll/Finance System in place of Skyward.

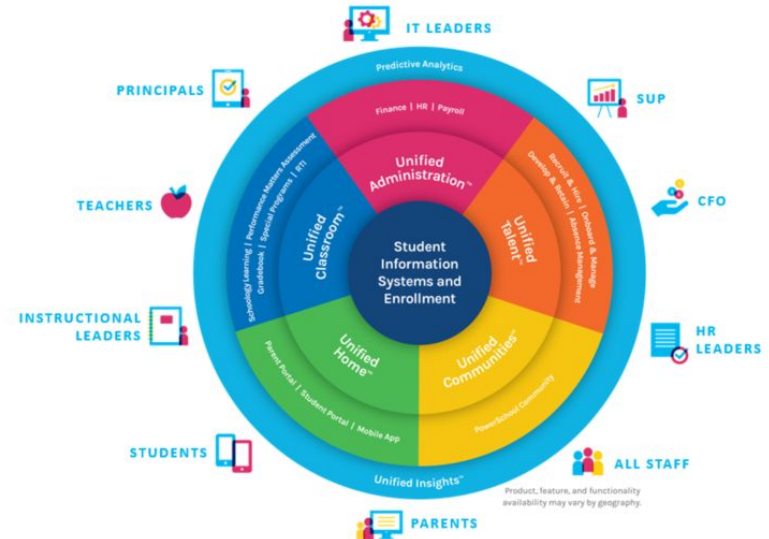
March 22, 2022 School Board Meeting



St. Louis Park
Public Schools

Background: Why make a change?

1. Current system (Skyward) required upgrade to a new platform
2. Reviewed market choices
 - a. eFinancePLUS through Sourcewell Technology
 - b. Frontline - ERP
 - c. Skyward Qmulativ
3. Why eFinancePLUS?
 - a. Sourcewell support/business continuity
 - b. Future connections to other PowerSchool systems (SIS, Hoonuit, Enroll, Applicant Tracking, Records, Perform, Professional Learning, Credentialing)



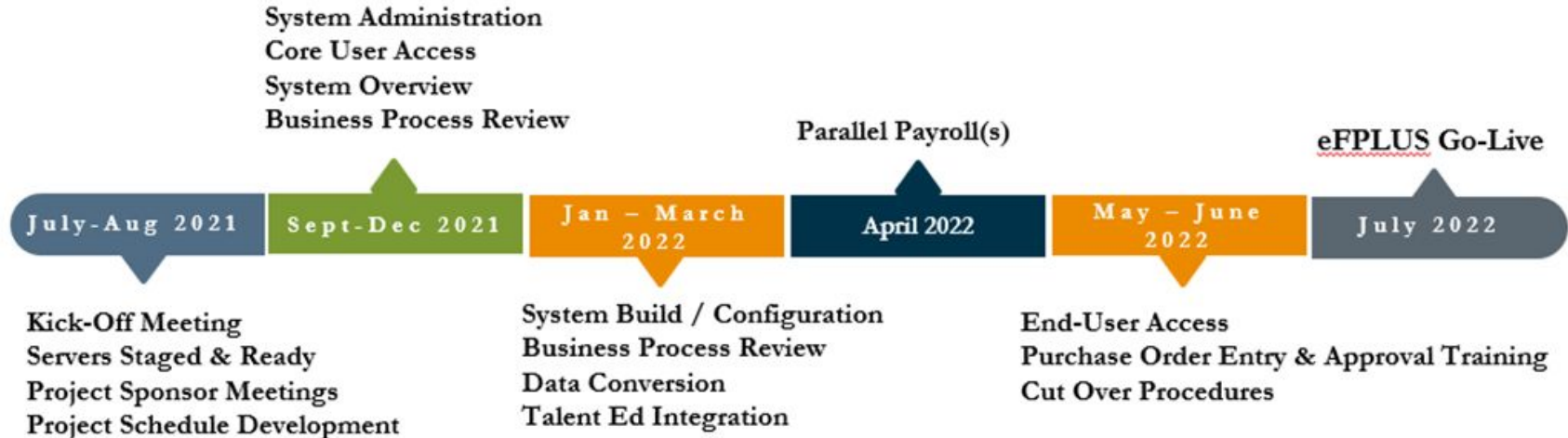
Background: Process Goals & Priorities

- **Clarify** roles
- **Optimize** workflow with current staff and knowledge
- **Clean** up data for accuracy and consistency
 - Synchronize data between human resources and finance data
 - Minimize UFARS crosswalks and unused account codes
 - Eliminate duplicate and unused vendors
 - Activate live link to teacher licensure database at MDE
- **Reduce** paper
 - Eliminate paper HR files for new employees (using records)
 - Electronic flow of data through Records to HR payroll system
 - Improved audit trail using electronic data
- **Implement best practices**
 - Collaboration with other districts
 - Sourcewell support
- **Improve end user (staff) experience**



Implementation Timeline: Milestone & Tasks Completed

St. Louis Park eFinancePLUS Implementation



Resources Needed

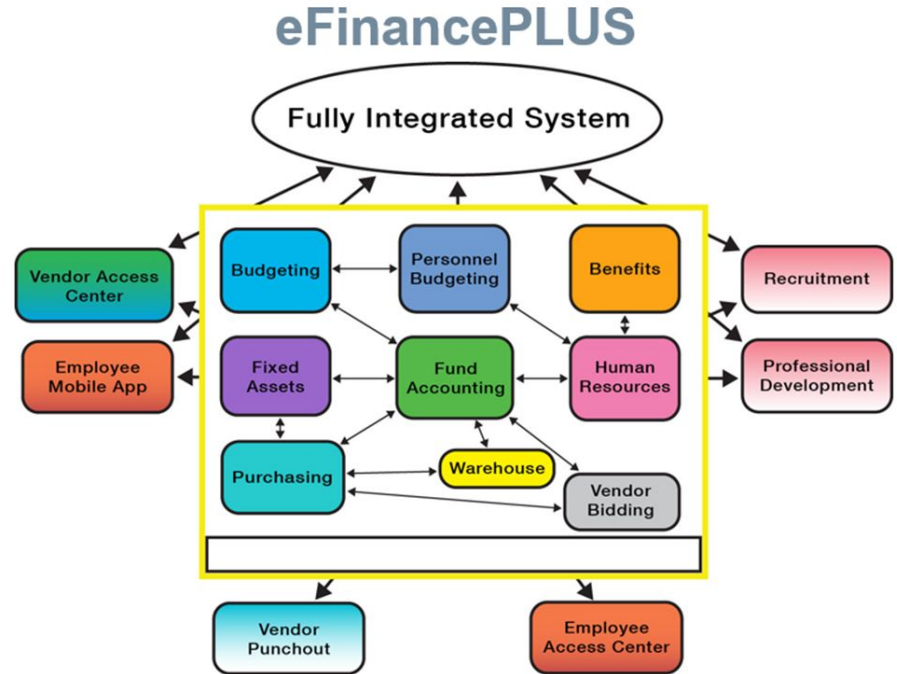
- Leadership support & staff buy-in
 - Utilize the new system
 - Implement process changes
- Training time with staff end users
- Ongoing support
 - Implement future software features
 - Continuous process improvement
 - Don't know that we don't know

Next Steps

1. Implementation
 - a. Training
 - b. Process documentation
 - c. Historical data retention
2. Parallel payrolls in April
3. Go live in eFinancePLUS on July 1, 2022
4. Close FY 2022 and complete audit in Skyward

Future Opportunities

1. Implement staff portal
 - a. Online HR file/updates
 - b. Insurance open enrollment
2. Implement electronic timecards
3. Implement document management system
4. Continue to build out connections and capability



By the Numbers

5,767
Active
Account Codes

over
750
Semi-monthly
paychecks

33
total training
dates

40+
vouchers
processed
per pay
period

370+
Vendors
Records
eliminated

Average
40
payroll
changes per
pay period

128
hours of
training to-date

756+
HR/Payroll
Codes Created

250
Accounts payable
checks
Semi-monthly



Questions?

