



**EDEN PRAIRIE SCHOOLS**

Inspiring each student every day

SCHOOL BOARD Regular Workshop Meeting

Monday, September 12, 2022

6:00 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 - 6:00 PM**

School Board Members: Steve Bartz, Aaron Casper, Debjyoti "DD" Dwivedy, Francesca Pagan-Umar, Kim Ross, Adam Seidel, Charles "CJ" Strehl

### 2. **Administration Proposals for FY 2022-23 Workshops**

### 3. **Policy Monitoring: All Board-Managed-Management Delegation Policies - BMD's 3.0, 3.1, 3.2 and 3.3**

- A. BMD 3.0 - Single Point of Connection 2
- B. BMD 3.1 - Unity of Control 3
- C. BMD 3.2 - Delegation to the Superintendent 4
- D. BMD 3.3 - Superintendent Accountability and Performance

### 4. **Policy Monitoring: Governance Process: GP's 4.4, 4.5, 4.6, 4.7, 4.8 and 4.10**

- A. GP 4.4 - Officer Roles
- B. GP 4.5 - School Board Members' Code of Conduct
  - 1) School Board Training Record
- C. GP 4.6 - Process for Addressing School Board Member Violations
- D. GP 4.7 - School Board Committee Principles
- E. GP 4.8 - School Board Committee Structure
- F. GP 4.10 - Operation of the School Board Governing Rules

### 5. **Work Plan "Change" Document**

### 6. **2022-23 School Board Annual Work Plan**

### 7. **Confirm agenda for next Board Workshop**

**Record of Board Self-Evaluation  
 Governance Process and Board Management Delegation Policies  
 July 1, 2021 – June 30, 2022**

<b>Policy Type:</b>	<b>Board-Management Delegation</b>
<b>Policy Title:</b>	<b>3.0 Single Point of Connection</b>

The School Board’s sole official connection to the district, its achievement, and its conduct will be through the Superintendent. Therefore, the School Board does not direct or evaluate any other district employees.

<b>Policy</b>	<b>Date of Self-Evaluation</b>	<b>Board Behavior Fully Compliant</b>	<b>Board behavior needing improvement or opportunity for continuous improvement</b>	<b>Commitment Made/Action Taken</b>	<b>Completed</b>
<b>3.0 Single Point of Connection</b>	Sept 26, 2022				

Adopted: 10/23/12  
 Revised: 4/28/15

**Record of Board Self-Evaluation  
Governance Process and Board Management Delegation Policies  
July 1, 2021 – June 30, 2022**

<b>Policy Type:</b>	<b>Board-Management Delegation</b>
<b>Policy Title:</b>	<b>3.1 Unity of Control</b>

The School Board will direct the Superintendent only through official School Board action. Accordingly:

- 3.1.1 The School Board will make decisions by formal recorded vote in order to avoid any uncertainty about whether direction has been given.
- 3.1.2 The Superintendent is not obligated to follow the directions or instructions of individual School Board members, officers or committees unless the School Board has specifically delegated such exercise of authority.
- 3.1.3 Should the Superintendent determine that an information request received from an individual School Board Member, officer or committee requires a material amount of staff time or is unreasonable, the superintendent may refuse such requests and ask that the individual School Board Member, officer or committee refer such requests to the full School Board for authorization.

Policy	Date of Self-Evaluation	Board Behavior Fully Compliant	Board behavior needing improvement or opportunity for continuous improvement	Commitment Made/Action Taken	Completed
<b>3.1 Unity of Control</b>	Sept 26, 2022				
3.1.1	Sept 26, 2022				
3.1.2	Sept 26, 2022				
3.1.3	Sept 26, 2022				

Adopted: 10/23/12  
Revised: 11/13/12; 01/08/13; 04/28/15

**Record of Board Self-Evaluation  
Governance Process and Board Management Delegation Policies  
July 1, 2021 – June 30, 2022**

<b>Policy Type:</b>	<b>Board-Management Delegation</b>
<b>Policy Title:</b>	<b>3.2 Delegation to the Superintendent</b>

The School Board will instruct the Superintendent through written policies that prescribe the district ends to be achieved and describe district situations and actions to be avoided, allowing the Superintendent to use any reasonable interpretation of these policies.

Accordingly:

- 3.2.1 The School Board will develop Ends policies instructing the Superintendent to achieve the defined results for students.
- 3.2.2 The School Board will develop Executive Limitations policies that limit the latitude the Superintendent may exercise in choosing district means.
- 3.2.3 Once the School Board has accepted the Superintendent’s *reasonable interpretation* of any School Board policy the Superintendent is authorized to establish all further district policies, make all decisions, take all actions, establish all practices, and pursue all activities in order to accomplish the School Board’s Ends Policies. Therefore, such decisions of the Superintendent shall have full force and authority as if decided by the School Board.
- 3.2.4 The School Board may change its Ends and Executive Limitations policies, thereby shifting the boundary between School Board and Superintendent domains. By doing so, the School Board changes the latitude of choice given to the Superintendent.

Adopted: 10/23/12  
Revised: 04/28/15

**BMD 3.2**

<b>Policy</b>	<b>Date of Self-Evaluation</b>	<b>Board Behavior Fully Compliant</b>	<b>Board behavior needing improvement or opportunity for continuous</b>	<b>Commitment Made/Action Taken</b>	<b>Completed</b>
<b>3.2 Delegation to the Superintendent</b>	Sept 26, 2022				
3.2.1	Sept 26, 2022				
3.2.2	Sept 26, 2022				
3.2.3	Sept 26, 2022				
3.2.4	Sept 26, 2022				

Adopted: 10/23/12  
 Revised: 04/28/15

**Record of Board Self-Evaluation**  
**Governance Process and Board Management Delegation Policies**  
**July 1, 2021 – June 30, 2022**

<b>Policy Type:</b>	<b>Board-Management Delegation</b>
<b>Policy Title:</b>	<b>3.3 Superintendent Accountability and Performance</b>

The School Board will view the Superintendent performance as identical to district performance on the School Board’s Ends and Executive Limitations policies.

- 3.3.1 The Superintendent’s performance will be evaluated through systematic and rigorous monitoring of the School Board’s Ends and Executive Limitations policies. The performance standard for Ends policies shall be whether the Superintendent has achieved expected progress toward achieving the Ends. The performance standard for Executive Limitations policies shall be whether the Superintendent has complied with the Executive Limitations.
- 3.3.2 In every case, the School Board will determine the reasonableness of the Superintendent’s interpretation. The School Board is the final arbiter of reasonableness but will always judge with a “reasonable person” test rather than with interpretations favored by School Board members or by the School Board as a whole.
- 3.3.3 In every case, the School Board will determine whether the data demonstrates expected progress towards the School Board’s Ends policies or compliance with the School Board’s Executive Limitations policies.
- 3.3.4 The School Board will acquire monitoring information by one or more of three methods:
- (a) by *internal report*, in which the Superintendent discloses interpretations and compliance information to the School Board;
  - (b) by *external report*, in which an external, disinterested third party selected by the School Board assesses compliance with School Board policies; or
  - (c) by *direct Board inspection*, in which a designated member or members of the School Board assess compliance with the appropriate policy criteria.
- 3.3.5 All Ends and Executive Limitations policies will be monitored at a frequency and by a method chosen by the School Board. The School Board can monitor any policy at any time by any method but will ordinarily depend on a routine schedule.

### BMD 3.3

POLICY		METHOD	FREQUENCY	MONTH
<b>Ends</b>				
1.0	Eden Prairie public schools exist so that each student obtains an education that prepares them for their next stage of life in a manner that justifies the resources expended.	Internal	Annually	
1.1	Each student graduates and is academically prepared to progress to multiple opportunities after high school.	Internal	Annually	
1.2	Each student is reading at grade level by the end of third grade.	Internal	Annually	
1.3	Each student achieves individual growth expectations and proficiency annually in, but not limited to, Language Arts, Math and Science.	Internal	Annually	
1.4	Each student receives a broad-based education that exceeds the Minnesota State Graduation Requirements.	Internal	Annually	
1.5	Each student demonstrates the 21 <sup>st</sup> century skills needed to succeed in the global economy.	Internal	Annually	
1.6	Each student demonstrates the knowledge that citizens and residents of the United States need to contribute positively to society.	Internal	Annually	
<b>Executive Limitations</b>				
2.0	Global Executive Constraint	Internal	Annually	
2.1	Emergency Superintendent Succession	Internal	Annually	
2.2	Treatment of Students	Internal	Annually	
2.3	Treatment of Parents	Internal	Annually	
2.4	Treatment of Staff	Internal	Annually	
2.5	Financial Planning and Budgeting	Internal	Annually	
2.6	Financial Management and Operations	Internal	Annually	
2.7	Asset Protection	Internal	Annually	
2.8	Compensation and Benefits	Internal	Annually	
2.9	Communication and Support to the School Board	Internal	Annually	

**BMD 3.3**

<b>Policy</b>	<b>Date of Self-Evaluation</b>	<b>Board Behavior Fully Compliant</b>	<b>Board behavior needing improvement or opportunity for continuous</b>	<b>Commitment Made/Action Taken</b>	<b>Completed</b>
<b>3.3 Superintendent Accountability and Performance</b>	Sept 26, 2022				
3.3.1	Sept 26, 2022				
3.3.2	Sept 26, 2022				
3.3.3	Sept 26, 2022				
3.3.4	Sept 26, 2022				
3.3.5	Sept 26, 2022				

Adopted: 10/23/12  
 Revised: 11/13/12; 01/08/13; 04/28/15; 3/26/18; 9/24/18; 10/28/19





















