

**INDEPENDENT SCHOOL
DISTRICT #624**



**SCHOOL BOARD
WORK SESSION
PACKET**

November 28, 2022

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*
- *A culture that respects diverse people and ideas*
- *Safe, nurturing and inspiring environments*
- *Exceptional staff and families committed to student success*
- *Abundant and engaged community partners*

**INDEPENDENT SCHOOL DISTRICT NO. 624
WHITE BEAR LAKE, MN 55110**

To: Members of the School Board

From: Dr. Wayne A. Kazmierczak
Superintendent of Schools

Date: November 23, 2022

A work session of the White Bear Lake Area School Board will be held on **Monday, November 28, 2022**, at 5:30 p.m. in Room 112 at District Center, 4855 Bloom Avenue, White Bear Lake, MN.

WORK SESSION AGENDA

A. PROCEDURAL ITEMS

1. Call to Order
2. Roll Call

B. DISCUSSION ITEMS

1. Teaching and Learning Update: Building Assets Reducing Risks (BARR) Program
2. Update on Mid-Year Transition at White Bear Lake Area High School - North Campus
3. Strategic Plan Update

C. ADJOURNMENT

B. OPERATIONAL ITEMS

AGENDA ITEM: **Teaching and Learning Update: Building Assets
Reducing Risks (BARR) Program**

MEETING DATE: **November 28, 2022**

SUGGESTED DISPOSITION: **Discussion Item**

CONTACT PERSON(S): **Dr. Alison Gillespie, Assistant Superintendent for
Teaching and Learning**

BACKGROUND:

Ang Nelson, Principal and Joe Held, Interim Associate Principal at White Bear Lake Area High School - North Campus will present an update on the Building Assets Reducing Risks (BARR) program.



BARR 2022-2023

School Board Presentation on
BARR in WBL (K-12)



Why are we here?

We believe that **relationships** and **data** matter. Furthermore, we believe that both **relationships** and **data** *complement* each other and are not contending principles.

Agenda

1. What is BARR?
2. WBL High School 2021-2022
End of Year Review
3. Timeline of implementation
4. Highlights and excitements
5. Looking to the future



THE BARR MODEL: GREAT TEACHING BEGINS WITH UNDERSTANDING EACH STUDENT AS A LEARNER — AND AS A PERSON.

- ✓ Better understand and build on students' strengths.
- ✓ Proactively address the non-academic reasons why they may be falling behind in school.
- ✓ Identify what resources they need and steps they can take to thrive.



BARRCenter.org



Relationships & Data Matter
White Bear Lake North Campus





BARR

Same Students. Same Teachers.
Better Results.

What is BARR?

BARR stands for
Building Assets, Reducing Risks.

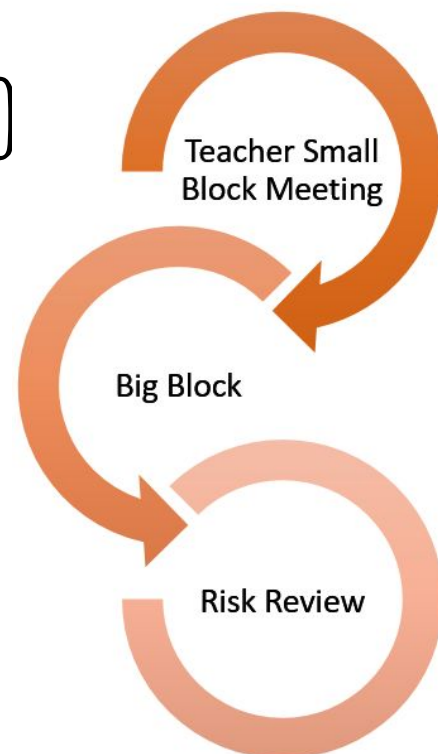
I-Time (asset building)

- A major component of the student experience at WBL is implementing Social/Emotional Learning curriculum.
 - “Chance to take off your content hat and just *care* about kids”
- So, what might this look like?
 - Once a week, each student engages in a lesson around any number of SEL concepts. For example:
 - Goal-setting
 - Leadership
 - Empathy/Community Building
 - Grief/Loss
 - Determining Strengths



BARR at North Campus (reducing risk)

- BARR Programming: Three steps of intervention:
 - Small Block Meeting
 - Big Block Meeting
 - Community Connect
- Goal is to triage and collaborate together with resources to intervene early and often **before** the student **has an academic or personal crisis**
 - Each student brought to Community Connect will have already been explicitly discussed by teachers, admin, and counselors.



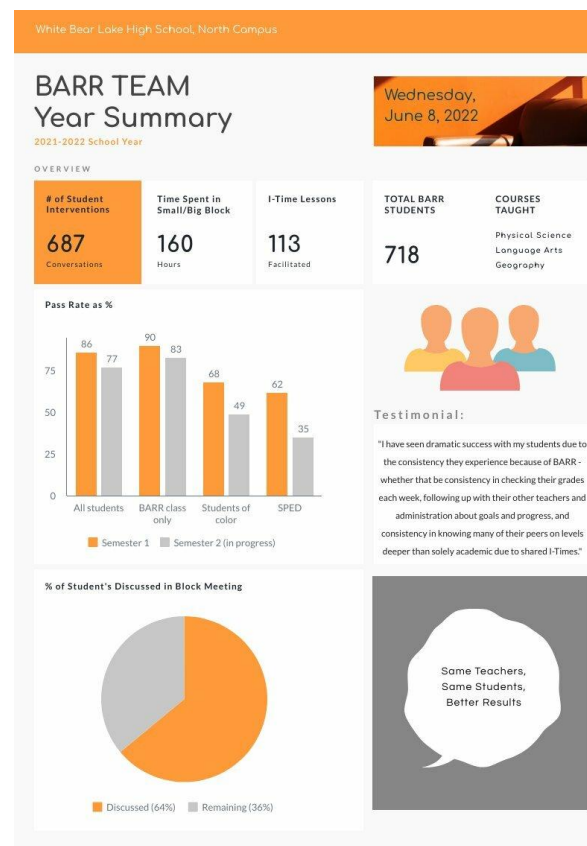
9th Grade End of Year Data (2021-2022)

Quantitative:

- 718 BARR students
- 687 Conversations about specific students
- 64% of BARR students discussed
- 160 Hours in Small/Big Block Meetings
- 113 total I-Time lessons delivered

Qualitative:

- Students passed BARR classes at a higher rate than their non-BARR classes
- 9th grade students feel seen and known by staff and their classmates in a significant way



Brief Timeline of Implementation

2020	2021	2022	2023+
Q1	Q1	Q1	Q1
Q2	Q2	Q2	Q2
Q3	Q3	Q3	Q3
Q4	Q4	Q4	Q4
North Campus (9th Grade)			
	Central Middle and Sunrise Middle		
	Lakeaires Elementary and Vadnais Elementary		
		Willow Elementary	
			Future School Opportunities?

Students Currently Benefiting from BARR

- **WBL High School:**
 - North Campus: 9th Grade (730 students)
- **Middle Schools:**
 - Central Middle: 6-8th Grades (1100 students)
 - Sunrise Middle School: 6-8th Grades (850 students)
- **Elementary Schools**
 - Lakeaires Elementary: K-5th Grades (375 students)
 - Vadnais Heights Elementary: K-5th Grades (350 students)
 - Willow Elementary: K-5th Grades (340 students)
- **3,745 - TOTAL of students currently benefiting from BARR**



Excitements from 2021-2022 and beyond

1. **White Bear Lake to become the 2nd district in the nation to be BARR K-12**
 - a. 3 Elementary
 - b. 2 Middle Schools
 - c. 1 High School
2. **BARR National Conference (2022)**
 - a. Team of 22 staff went to the conference and gain numerous insights
 - b. Professional connections
 - c. WBL High School has been asked to present at the 2023 Conference
3. **WBLAS was featured:**
 - a. Testified for a join session of the MN Legislature about BARR at North Campus
 - b. The first episode of one of the fastest growing educational podcast
 - i. [\(Most Likely to Change the World\)](#)
 - c. 2023 National Conference will feature a video special of WBL Schools
4. **Coordinator PLC**
 - a. The BARR Coordinators are meeting quarterly to collaborate and touch base

Biggest Takeaways from BARR in WBL Schools

- We need to see the students as “whole students”
 - Understanding that barriers to learning exist and relationships matter most
 - Frequent, intentional, and accountable conversations about the strengths of students is key to success
 - Celebrate!
-
- What questions might you have?
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AGENDA ITEM: **Update on Mid-Year Transition at White Bear Lake Area High School - North Campus**

MEETING DATE: **November 28, 2022**

SUGGESTED DISPOSITION: **Discussion Item**

CONTACT PERSON(S): **Tim Wald, Assistant Superintendent for Finance and Operations**

BACKGROUND:

At the November 10 Board Meeting Superintendent Kazmierczak provided a timeline for the mid-year transition from the current North Campus building to the newly constructed classroom and fieldhouse additions. Upon the move into the new additions, construction will focus on the renovation of the current building and the fine arts addition.

Angela Nelson, Principal of White Bear Lake Area High School - North Campus will present an update on the plan for the mid-year transition.

Update on Mid-Year Transition at North Campus

Welcoming, Belonging, Leading

Overview

- Transition Dates
- Transition Activities
 - Staff
 - Students
 - Families/Community
- Next Steps



Transition Dates

- **Jan. 20**
 - End of Quarter 2/Semester 1 for North Campus only (ending 3 days early)
- **Jan. 23-27 Transition to new spaces**
 - Includes one full work day, one full PD day, and 3 full moving days (Mon-Wed are additional Non Student Days for North Campus only, Thurs & Fri remain Non Student Days for all K-12+ students)
- **Jan. 30**
 - Students return to school in new spaces
 - Begin Semester 2

Staff Transition

- Staff tours throughout the fall
- Team building with Collaborative Inquiry Teams, departments, and building
- Staff working closely with Dr. Dillon to create draft norms, procedures, and expectations for new spaces
- Technology training now and once in the new space
- Volunteer teacher group meeting to begin planning transition activities



Student Transition Activities

- **Dec. 1: Student assembly during lunches**
 - Assembly will include:
 - Presentation from Wold Architects
 - Panel Q & A
 - Survey with the opportunity to join a committee to plan additional transition activities
 - **Week of Jan. 17**
 - Closing activities to include locker cleanout and anything else determined by committee
 - **Week of Jan. 30**
 - Activities to orient to the new space to be determined by staff and student committee
 - **Open House of New Space**
 - Date and details TBD, but will include a family/student open house and a community event
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Family/Community Transition Activities

- **Dec. 1: Informational event @North Campus**
 - Presentation from Wold Architects
 - Includes panel Q & A and opportunity to serve on a committee to plan additional events
 - **Week of Jan. 9: Drone walkthrough video shared with stakeholder groups**
 - **Jan. 18: Walk the Circles One Last Time**
 - Walking history of North Campus
 - **Open House of New Space**
 - Date and details TBD, but will include a family/student open house and a community event
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Next Steps

- Creation of student and family committees
- Committee work to plan transition activities



AGENDA ITEM: **Strategic Plan Update**

MEETING DATE: **November 28, 2022**

SUGGESTED DISPOSITION: **Discussion Item**

CONTACT PERSON: **Dr. Alison Gillespie, Assistant Superintendent for Teaching and Learning;**
Jennifer Babiash, Director of Teaching and Learning;
Dr. Wayne Kazmierczak, Superintendent

BACKGROUND:

In June, a group of approximately 30 community members and school district representatives gathered to examine the District's Strategic Plan. The planning team affirmed the Strategic Plans' beliefs, objectives, mission, and parameters. The group also considered the concept of strategic emergence as it developed new strategies that will be the District's focus moving forward.

At the August 8, 2022 School Board meeting the four strategies that were developed and agreed upon by the planning team were presented and are listed below:

1. We will create and sustain a safe, equitable and nurturing environment.
2. We will promote, encourage and support students' personal learning experiences and aspirations.
3. We will ensure our organization continuously transforms to fulfill our mission.
4. We will establish healthy and vital engagement with our entire community.

Throughout the months of September and October Strategic Plan Action Teams met to develop action plans for the strategies. On November 2, 2022 the planning team reconvened to confirm the action plans.

Tonight, Jen Babiash, Director of Teaching and Learning, will give an update on the Strategic Plan.

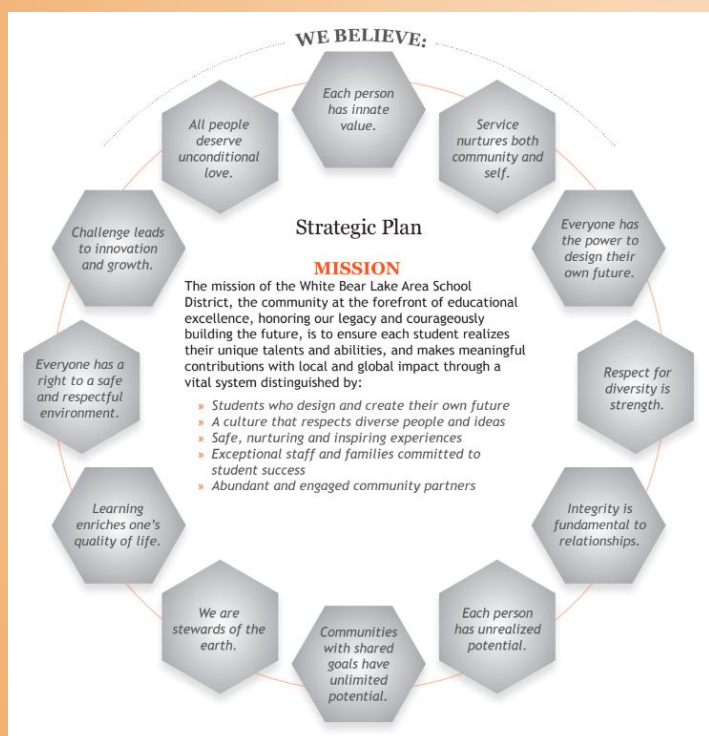


Strategic Plan Update

Board Work Study Session

November 28, 2022

STRATEGIC PLAN



FOUR STRATEGIES

We will...

- create and sustain a safe, equitable and nurturing environment.
- promote and encourage students' personal learning experiences and aspirations.
- ensure our organization continuously transforms to fulfill our mission.
- establish healthy and vital engagement with our entire community.

STRATEGIC PLANNING TEAM MEMBERS

Ashley Anderson
Jon Anderson
Robert Anderson
Scott Arcand
Bryan Bear
Nate Beulah
Tiffany Dittrich
Ellen Fahey
Mike Fish

Amy Frane-Gower
Alison Gillespie
Kendall Gonzalez
Mike Greenbaum
Wayne Kazmierczak
Lindsay Lamwers
Bill Mahre
Matt Menier
Matt Mons

Ang Nelson
Christina Pierre
Kim Rasch
Darcy Rodriguez
Jerome Sage
Lisa Setterlund
Aaron Turner
Martina Wagner
Tim Wald

ACTION TEAM MEMBERS

STRATEGY #1

Jen Babiash*
Alex Berg
Nathaniel Beulah*
Traci Bowermaster
Kristin Colberg
Heather Gysbers
Lisa Hoffman-Konn
Shannon McCarty
Angela Nelson
Christina Nguyen
Beth Samuelson
Heather Vlieger

STRATEGY #2

Yuliya Belova
Jonathon Fitzgerald
Abby Kath
Lindsay Lamwers
Cristina Mlejnek
David Nathanson
Marge Newmaster
LuAnne Oklobzija
Jerome Sage*

STRATEGY #3

Jessica Ellison
Sarah O'Gara
Cathryn Peterson
Christina Pierre*
Anna Smith
Jill Thomas
Zoua Vang

STRATEGY #4

Rebekah Bradfield
Jennifer Fink
Mike Greenbaum*
Brian Morris
Kelly Neeb
Angela Thompson
Abby Willemssen

FOUNDATION OF SUCCESS TEAM

Victoria Bizzotto
Marcus Caruso
Justin Charpenter
Kathleen Daniels
Angela Drange
Britt Fouks
Alison Gillespie*
David Lamwers
Bill Mahre*
Darcy Rodriguez
Jessica Sander
Yulia Shevchuk
Lonal Van

*Action Team Leader



STRATEGIC PLAN UPDATE

- We will present the specific results for each strategy from the action teams for feedback and approval.
- We have a team working on creating and gathering feedback on criteria for Foundations of Success.



ACTION TEAM PURPOSE

- Accept the strategy as written and commit to making it a reality.
- Serve as DESIGN teams and are not expected to implement the plans.
- **GOAL:** Create specific results describing how the strategy will become a part of daily operations.



ACTION TEAM GUIDELINES

Decisions will be made by total agreement and follow these guidelines:

- All decisions will be consistent with the organization's belief statements.
- All decisions will be made in the context of the organization's stated mission and strategic objectives.
- All decisions will be made based on the common good.
- Participants will be commensurate with actual knowledge and/or experience.
- Each participant will tell the truth.
- A final decision does not mean an end to a conversation.



ACTION TEAM OBJECTIVES

- Analyze the strategy
- Information gathering and research
- Moving to action (narrowing focus)
- Write specific results
- Cost-benefit analysis
- Present to the Strategic Planning Team for approval on November 2



We will create and sustain a safe, equitable and nurturing environment.

- ❖ Ensure the physical, social, mental and chemical health and wellness of each person.
- ❖ Ensure ongoing, intentional and personalized professional development that continuously improves the student educational experience.
- ❖ Create a culture and climate that cultivates a sense of safety, a sense of belonging, and the freedom to be your authentic self.
- ❖ Ensure each student meets their full potential by engaging with all families and the broader community.
- ❖ Prioritize communication with all families and provide easily accessible and relevant resources to help each student thrive.



We will promote and encourage students' personal learning experiences and aspirations.

- ❖ Create an evolving student-centered experience with multiple opportunities.
- ❖ Designate a meaningful amount of time and resources for students and staff to pursue individual learning.
- ❖ Continuously evaluate and redesign the staffing model and building schedules to maximize students' personal learning experiences and aspirations.
- ❖ Provide staff with intentional time and resources for professional development, collaboration, and implementation.
- ❖ Implement a system of evaluation to ensure students' personal learning experiences are optimized to have a positive impact on student engagement and growth.



We will ensure our organization continuously transforms to fulfill our mission.

- ❖ Ensure responsive professional development that meets the needs of individuals, groups and the organization as a whole, and aligns with the organizational mission and strategic plan.
- ❖ Foster and support experimentation and reflection, based in research and best practices.
- ❖ Designate time and resources to prioritize collaboration and team learning.
- ❖ Facilitate intentional, two-way communication among individuals and groups, across the organization and community.
- ❖ Ensure data and feedback on all aspects of the mission are routinely collected and acted on in a public and transparent manner.
- ❖ Examine, challenge, corroborate and transform current processes to ensure alignment with the mission and strategic plan.
- ❖ Ensure working groups and committees have a stated purpose that aligns with the mission and strategic plan.



We will establish healthy and vital engagement with our entire community.

- ❖ Ensure communication processes and procedures are easily accessible, streamlined, and concise.
- ❖ Ensure a comprehensive service learning program through which students learn and develop through active participation that meets the needs of the community.
- ❖ Foster organizational relationships in the community that are mutually beneficial, encompass experiential learning and are regularly assessed for success by a community advisory council.
- ❖ Establish a structured community volunteer program that includes defined roles and a streamlined process for those interested in participating.