



**School Board Retreat**  
**Wednesday, January 11, 2023; 4:00 PM**  
**Thursday, January 12, 2023; 4:00 PM**  
**Arneson Acres, 4711 W 70th St, Edina, MN 55424**

**I. Determination of Quorum and Call to Order**

**II. Discussion**

A. Annual January Board Retreat

**Description:** The school board will be having our two-day annual board retreat in January, 2023, to allow dedicated time for collaborative work among our Board and continued partnership with our Superintendent on key issues. In alignment with our District's Strategic Plan Strategy D, *Develop Leadership Throughout the District* and our core value of Operational Excellence, this retreat will also focus on elements and key actions of our approved 2022-23 School Board Goals.

**Presenter(s):** Board Chair Allenburg and Vice Chair Greene

**III. Leadership and Committee Updates**

**IV. Superintendent Updates**

**V. Adjournment**



**Board Meeting Date:** 1/11-12/2023

**TITLE:** Annual January Board Retreat

**TYPE:** Discussion

**PRESENTER(S):** Board Chair Allenburg and Vice Chair Greene

**BACKGROUND:** The school board will be having our two-day annual board retreat in January, 2023, to allow dedicated time for collaborative work among our Board and continued partnership with our Superintendent on key issues. In alignment with our District's Strategic Plan Strategy D, *Develop Leadership Throughout the District* and our core value of Operational Excellence, this retreat will also focus on elements and key actions of our approved 2022-23 School Board Goals. They include:

1. Goal Area Five | Strategy D Alignment: Develop Leadership Throughout the District

*Board Goal (3): Continued development of the Board in order to effectively govern for maximum student achievement.*

Key actions:

- > Clarity around board priorities and how it relates to general board capacity and individual board member capacity.
- > Board work bandwidth is manageable and efficient for all Board members.

2. Goal Area Two | Strategy B Alignment: Ensure an Equitable and Inclusive School Culture

*Board Goal: Continue leadership towards providing a school culture that enhances learning, identifies and eliminates structural barriers to success and fosters a sense of belonging for all students.*

Key actions:

- > Board seeks further understanding, development and continued training on cultural competency equity framework, its impact on policy and embedding this approach into Board oversight and divisions

**RECOMMENDATION:** None.

**To: Board Members**

**Subject: Annual January Board Retreat**

**Dates and Times: January 11th and 12th from 4:00-9:00pm and 4:00-8:00pm**

**Location: Arneson Acres, 4711 West 70th Street**

## **Background Information**

The school board will be having our two-day annual board retreat in January, 2023, to allow dedicated time for collaborative work among our Board and continued partnership with our Superintendent on key issues. This document explains: 1) retreat and alignment with Board Goals and 2) preparation required for Board retreat.

## **Board Goals and Annual Retreat**

In alignment with our District's Strategic Plan Strategy D, *Develop Leadership Throughout the District* and our core value of Operational Excellence, this retreat will also focus on elements and key actions of our approved 2022-23 School Board Goals. They include:

### 1. Goal Area Five | Strategy D Alignment: Develop Leadership Throughout the District

*Board Goal (3): Continued development of the Board in order to effectively govern for maximum student achievement.*

Key actions:

- > Clarity around board priorities and how it relates to general board capacity and individual board member capacity.
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### 2. Goal Area Two | Strategy B Alignment: Ensure an Equitable and Inclusive School Culture

*Board Goal: Continue leadership towards providing a school culture that enhances learning, identifies and eliminates structural barriers to success and fosters a sense of belonging for all students.*

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**Agenda January 11 from 4:00-9:00pm: Operational Excellence**

For our Operational Excellence dialogue, we will be focusing on two aspects of board work: 1) committee functionality and 2) liaison roles.

4:00-5:00: Overview of Team/Board Decision-Making Science

- Board pre-work: Read chapter 3 of *Homerun Leadership* by Dave Webb (will be provided)

5:00-5:10: Break

5:10-6:15: Develop Expectations for Committee Functionality

- See Appendix A

6:15-6:30: Break

6:30-7:00: Continuation of Committee Functionality

- See Appendix A

7:00-8:00: Develop Expectations of Board Liaison Roles

- See Appendix A and review document “Committee Liaison Information and Comparison”

8:00-8:15: Break

8:15-9:00: Review Board Goals and discuss potential additions to Parking Lot

- Review document “Board Goals 2022-23: Mid-Year Check”

**January 12 from 4:00-8:00pm: Equity Training and Discussion**

For our equity discussion evening, the board will 1) receive the next level of training on the district's cultural competency work, 2) engage in training on how to best respond (both in process and content) as a Board to situations that impact students and the district in this area and 3) dialogue and reach consensus on the board's role in the district's equity work.

*\*There is no board pre-work for this session.*

4:00-5:00: Creating a Framework for Board Response with James Burroughs

- Dialogue, discuss and define clear parameters and process on how the board responds to incidents within our district using strategic plan and board goals as base for discussion

5:15-8:00 with break: Tools of Cultural Proficiency Training by Dr. Trudy Arriaga with embedded discussion about how/where/when the Board can continue to embed Tools of Cultural Proficiency in governance oversight and support of Strategic Plan priorities

- What is considered in-scope/out-of-scope? (How, When, Where)

8:00-8:30: Policy Committee Transition Update

## Appendix A

### Board Preparation for Retreat

To collectively analyze the functionality (efficiency, productivity and outcomes) of all of our Board committee work, the retreat has allowed time to have dialogue and discussion on how we are governing through this work with administration to identify what's working and areas for growth. We will be using these recommendations and discussions to determine if we need to make adjustments or improvements on the way our committees function.

In order to utilize the time at the retreat most effectively, please complete the following:

### **Board Committees (January 11):**

**All:** Review the following related policies. Please note these policies are also scheduled for their routine review in December, 2022, so bring any recommendations or feedback on both of these policies to the retreat as well.

1. [Policy 213, School Board Committees](#)
2. [Policy 216, School Board Representation](#)

In addition, attached is a background document (appendix A) created and used as a basis for the changes to policy 213 that were made in August of 2020. Please read for historical context of Board discussions and decisions.

**Committee Chairs:** Please work along with your respective administrative cabinet member and guidelines in Policy 213 and come prepared to share the current functionality of your committee, what you feel is working well and any plans or suggestions for improvements. Consider the following:

- a. Impact on advancing board work and student achievement in alignment with Strategic Plan
- b. Structure and basic function of committee working alongside administration
- c. Process and ability to communicate effectively among committee members and when bringing recommendations to the broader board
- d. Role of the committee chair

**Committee members:** Bring feedback, questions and recommendations from your perspective of sitting on various Board committees. Consider the following:

- a. Impact on advancing board work and student achievement in alignment with Strategic Plan
- b. Role of the committee member

**Administration:** Please work along with your respective Board committee chair and come prepared to share the current functionality of your committee, what you feel is working well and any plans or suggestions for improvements. Consider the following:

- a. Impact on advancing district work and student outcomes in alignment with Strategic Plan

- b. Structure and basic function of committee working alongside Board
- c. Process and ability to communicate effectively with committee members and when bringing recommendations to the broader board
- d. Role of the administrator in Board committees

**Board Liaison Roles (January 11):**

**All:** Consider the various board liaison commitments you currently serve and come prepared to share current function, what you feel is working well or any suggestions for improvements.

Consider the following:

- a. Review Policy 216 and come with any recommendations or questions
- b. Process and impact on advancing Board work and student outcomes in alignment with Strategic Plan through your assignments

**Administration:** : For school-specific liaison roles, please consider any specific feedback/best practice for how board members engage in their liaison roles.

- c. What would be considered “in-scope” and helpful versus “out-of-scope” and not helpful
- d. Can we gain consistency and clarification about specific meetings board members should attend at various sites?

**Equity Work (January 12)**

**All:** Review district’s [2020-2027 Strategic Plan](#) (Strategy B) in preparation for training and discussion.

# School Board Committee Proposal: Committees And Reporting

## General Statement:

Below is a proposal to clarify the function of the Edina School Board core Committees and redefine the role of the HR Committee.

Our Board Committees serve an important function in assisting administration in the development and presentation of district plans and initiatives. Board Committees are used to clarify issues, elicit board questions, and prepare for public presentation of policies, issues, and decision-making by providing in depth analysis and synthesis of issues. As Committees will not have a quorum, Committees are in place to make the board work more efficient and effective. Committees do not have decision making authority

## Why are we doing this?

- Our board work and time can become more efficient and productive.
- Deep work and analysis that cannot be done inside of full board meetings and tends to get neglected or take months to get accomplished can get done in short time periods, enabling good process and decision-making while saving the full board valuable time.
- We would only be delegating the analysis and framing of strategic issues to the committees. Decisions are still made by the full board.
- Committee work distills the big issues and frames recommendations for the board to discuss.
- We can get in front of key issues and become more strategic and nimble as a school district and board, as opposed to being reactive.

## Existing and Proposed Board Committees

### 1. *Convert Human Resources Committee to Governance Committee*

- Comprising the Chair, Vice Chair and one other board member, Superintendent, Human Resources Director or Assistant Superintendent. Appointment annually in January.
- Responsibilities of full Committee include:
  - Orient new board members and develop ongoing educational and team building opportunities for the entire board.
  - Preview all human resources issues, including contracts.
  - Preview all legal issues.
  - Pre-work on board goals, board evaluations.
  - Broad board related, district-level communications audit and recommendations.



- Review, analyze and make recommendations to the board on subjects that have districtwide implications and are more readily addressed in Governance versus other established committees.
- The Committee Chair will be the Board Chair.

## 2. *Finance Committee*

- Comprising the Board Treasurer, two other board members, District Business Manager, Superintendent and three to four members of the public in accordance with the School Board selection process. Board members are appointed annually in January and community members are appointed effective July 1.
- Responsibilities of full Committee include:
  - Initial review of budget recommendations.
  - Initial review of financial recommendations.
  - Review the district's accounting policies and internal financial controls. It also works with the district's audit firm, reviews the auditor's reports and makes the board aware of key risks facing the district — and the strategies for dealing with risks.
  - Review of internal and operational issues related to finance, investments, capital acquisitions, and facilities.
  - At direction of Superintendent and full board, conduct periodic more detailed financial analysis. Review financial analyses and make recommendations to the full board.
- The Committee Chair will be Board Treasurer.

## 3. *Teaching and Learning Committee*

- Comprising three board members, Teaching and Learning Director, Superintendent. Board members are appointed annually in January.
- Responsibilities of full Committee include:
  - Review, analyze and make recommendations to the full board on board or superintendent assigned items related to general education within the school district.
  - Review and evaluate district measurement data toward achieving district goals.
  - Review district initiatives.
  - Review progress updates.
- The Committee Chair is designated by the Board Chair.

## 4. *Policy Committee*

- Comprising three board members, Superintendent and Administration Representative. Board members are appointed annually in January.

- Responsibilities of full Committee include:
  - Annual review of policies required by law.
  - Scheduled review of all policies over multiple years.
  - Review administrative and full board recommendations for policy changes.
- The Committee Chair is designated by the Board Chair.

### **Committee Chairperson Role**

- Assist assigned administrator to prepare background materials for the Board Committee's work, incorporate the board's plans into Committee agendas and report the results of the Committee work to the board.
- The Committee Chair is responsible for assisting administration with steering the work the Committee does throughout the year, while also tying that work back in with the rest of the board.
- The Committee Chair and responsible administrator, in conjunction with the Superintendent and Board Chair, will come up with a plan for the committee for the year, to be reviewed by the full board.
- The Committee Chair and responsible administrator should work with the Board Chair and Superintendent on a monthly basis to plan any agenda items for Board Meetings.
- The Committee Chair in conjunction with administration will be responsible for facilitating work session discussions on issues brought by that committee.

### **Committee Process**

- Committees act only within the guidelines and mission established for that Committee or Subcommittee by the School Board, and act only as advisory to administration.
- Board Committee expectations and authority will be stated carefully by the Board to assure that Committee authority will not usurp or conflict with the Board's own authority or conflict with the authority delegated to the Superintendent.
- Committees are assigned projects by the Superintendent (or designee), the Board Chair, or agreement of a majority of the full board, and given a date to present information back to the Board at a work session.
- If a Committee or board member would like a Committee to work on a project or item that is not already assigned, the full board, in conjunction with the Superintendent, needs to decide if the Committee should work on that item.
- Committees will not meet independent of, or without prior knowledge and approval of administration.
- Committees should meet as often as necessary to accomplish their work and should meet only when there is substantive work to be done.
- Committees will not stray into management work. Board Committees will not direct or oversee school district staff, which is the function of the Superintendent. Nor will Board Committees be used to perform activities or functions assigned to the Superintendent.

- Any direction to the Superintendent related to Committee work will come only from the full Board.
- Committee chairs are to work with the Superintendent and District personnel to understand work requirements and constraints of the District in managing projects.
- Committee should designate a secretary who will record meeting highlights.
- At monthly public board meetings, Committee Chairs should be prepared to give updates on substantive committee progress if there are any issues that have not already been addressed in the public meeting.
- These rules do not apply to committees formed by the Superintendent to support the Superintendent's work.

### **Recommended Next Steps**

- Discuss recommendations.
- Update policy to reflect changing of human resources to governance committee.
- Set up meetings with committee chairs and lead district personnel.

**PRIMARY ISSUE(S) TO CONSIDER:** Review prior to retreat.

**ATTACHMENTS:**

- Board Retreat Agenda
- Committee Liaison Information and Comparison
- Board Goals 2022-2023 Mid Year Check
- Policy Committee Transition Update

Group	Defintion	Avg Time Spent	When Committee Meets	Notes
ISD 287	Provides customized, innovative, specialized, student services and educator resources to 12 member districts		Monthly	
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.	3 hours	Monthly regular meeting (2 hours); monthly board of directors meeting (1 hour)	
Community Ed Services Advisory Council	Provides input, direction & insight to Community Education	2 hrs	Monthly	7:30-9:30AM; very limited add'l time
City Council	Responsible for efficient operation of City gov't thru policies & ordinances carried out by Council-appointed City Manager	1-2 hours	2-3 times a year	
Minnesota State High School League (MSHSL)	Provides educational opportunities for students through interscholastic athletics & fine arts programs; provides leadership & support for member schools	1.5 hours		
Insurance	Business Svcs & HR driven			no mtgs yet this year
Metropolitan School Board Association (MSBA)	Supports, promotes, enhances the work of public school boards and public education. Bd of Directftrs 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.	2 hrs	Monthly	
Student Activities Advisory Committee (SAAC)	EHS driven	1 hour	2-4 times a year	early morning
Student Services Advisory Committee (SEAC)	State required; 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.	2 hours	Monthly	
World's Best Workforce (WBWF)	State required, T&L driven, to ensure every district is making strides to increase student performance.	1.5 hours	4 times a year	involves some time outside the mtgs for reading materials/further learning
Edina Education 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.	2 hours	monthly	
Gifted Services Advisory Council	Incls Gifted Ed Coord, teaching specialists, a principal rep, two volunteer parent reps from each school. Provides network for communication, support, and accountability	1.5 hours	2 times a year	Have not met in 2+ years
Mental Health and Wellness	Student Support Svcs driven	1-2 hours	Quarterly or every other month	Have they met recently?
Meet and Confer	HR driven; Chair and Vice Chair	2 hours	Quarterly	Board has not met with meet and confer recently
PLC	Edina PLC meets monthly from September through May, with speakers and discussions varying by agenda topic.	2 hours	Monthly	minimal reading time outside the mtgs
Cornelia		2 hours	Monthly	

Concord		2+ hours	Monthly	
Countryside	Monthly PTO meetings	1-2 hours	Monthly	
Creek Valley	Site council with teachers and administration	1.5 hours	Monthly	
Highlands	PTO, site council and multilingual advisory council	4 hours	Monthly	
Normandale		2-3 hrs	monthly	
Southview		1 hour	Monthly	
Valley View		2-3 hrs	monthly	
Edina High School		1 hour	1-2 times a month	
Early Learning Center (ELC)		2 hrs	Monthly (ELC PTO mtg)	periodically meet w/ELC coordinator



## **BACKGROUND:**

The Edina School Board set goals for the 2022-2023 school year that align with our strategic plan and are consistent with the priorities of Edina School District stakeholders.

These goals and priorities have taken into consideration many factors including, but not limited to:

1. 2021-22 Board goals and evaluation,
2. The Superintendent status reporting of the current implementation of the district's 2020-2027 strategic plan provided to the Board in June, 2022,
3. Feedback gathered from students and staff via the 2022 Panorama survey,
4. Feedback from the district's 2022 Spring Core Planning Meeting including the strategic plan monitoring report,
5. Analysis of items suggested from Board members, students and community members as board/district initiatives, and
6. Current workload of the the district, highlights including:
  - Continued educators support to ensure deep application of LETRS training & best practice literacy instruction,
  - Support for teachers and administrators with the use of FastBridge data,
  - Continued implementation of equity framework,
  - Use of Panorama resources to systematize tier 1 & tier 2 social emotional learning and mental health support,
  - Launch of Dual Language Immersion and Design and launch of comprehensive E-12 Marquee STEAM Programming.

Below is a suggested progress evaluation for the board's mid-year check on these goals.



**Goal Area One | Strategy A Alignment: Advance Academic Excellence, Growth and Readiness**

Board Goal	Lead	Action Items	Measurable Impact	Status
<p><i>1. Provide oversight and resource allocation to make progress towards our key performance indicators and support student academic needs post-COVID</i></p>	<p>T&amp;L Committee</p>	<p>Driven by superintendent goals</p>	<p>&gt;Board hears and utilizes the district scorecard starting in Fall 2022 and throughout the 2022-23 school year for oversight and decision making creating pathway baseline data for year to year comparison purposes.</p>	<p><b>In progress</b> ▾</p> <p>Board was presented district scorecard in October. Follow-up work session planned for ML learners.</p>
	<p>Finance Committee</p>	<p>Driven by superintendent goals</p>	<p>&gt;Board hears and strongly considers any necessary budgetary decisions and adjustments recommended by administration to support student academic needs (see goal 4).</p>	<p><b>In planning</b> ▾</p> <p>Budget process will begin in Jan.</p>

**Goal Area Two | Strategy B Alignment: Ensure an Equitable and Inclusive School Culture**

Board Goal	Lead	Action Items	Measurable Impact	Status
<p><i>1. Continue leadership towards providing a school culture that enhances learning, identifies and eliminates structural barriers to success and fosters a sense of belonging for all students.</i></p>	<p>Board Chair/ Governance</p>	<p>Board seeks further understanding, development and continued training on cultural competency equity framework, its impact on policy and embedding this approach into Board oversight and decisions.</p>	<p>&gt;Board receives additional cultural competencies training in 2022-23.</p>	<p><b>In progress</b></p> <ul style="list-style-type: none"> <li>✓ Board participated in cultural competency training (Aug, 2022)</li> <li>✓ Board Retreat (Jan, 2023) includes cultural competency training</li> </ul>
	<p>Policy Committee</p>	<p>Board commits to approach policy work using tenets of equity framework within the Policy yearly review cycle.</p>	<p>&gt;Board continues making necessary policy changes to support better outcomes.</p>	<p><b>In progress</b></p> <ul style="list-style-type: none"> <li>✓ Equity framework planned to come to Board with Policy 208 (Jan)</li> </ul>
	<p>Board</p>	<p>Continue Board engagement in community and student conversations for deeper understanding of varying perspectives and experiences</p>	<p>&gt;Board makes an effort to attend and engage in community and student-wide conversations about experiences and gains a deeper understanding of multiple perspectives.</p>	<p><b>In progress</b></p> <ul style="list-style-type: none"> <li>✓ Board members attended One Town, One Family mtgs</li> </ul> <p>Chair discussion with Dr. Stanley about board members attending liaison meetings will be discussed at board retreat.</p>

**Goal Area Three | Strategy C Alignment: Foster Positive Learning Environment and Whole Student Support**

Board Goal	Lead	Action Items	Measurable Impact	Status
<p><i>1. Ensure students, staff, families and other members of the community experience a positive school climate with a deliberate focus on student, teacher and staff mental health and wellness.</i></p>	Board	Support administration in limiting new initiatives to provide stability, sustainability and success of existing initiatives.	Reduction in educator stress and increase in favorability of work environment.	<p><b>In progress</b> ▾</p>
	Governance Committee	Board determines our role in the district educator feedback process for oversight and decision making at governance level.		<p><b>In planning</b> ▾</p> <p>Proposal for completing this work to come to full board at 1/24 work session.</p>
	Governance Committee	Board explores student leadership opportunities at the board level to elevate student voice to the board.	>Seek more student voice at the board level.	<p><b>In progress</b> ▾</p> <p>✓ LAC includes 3 student leaders for 2022-23</p> <p>Proposal for completing this work to come to full board at 1/24 work session.</p>
	Policy Committee	Board considers school climate concerns and uses	>Board makes policy changes that support a positive school climate.	<p><b>In planning</b> ▾</p>

		it as a lens throughout the 2022-23 policy review cycle.	>Focus on student engagement and belonging.	
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**Goal Area Four | Strategy D Alignment: Engage Parents, Schools and Community**

<b>Board Goal</b>	<b>Lead</b>	<b>Action Items</b>	<b>Measurable Impact</b>	<b>Status</b>
<i>1. Continue to focus on the value and benefit of an Edina public school education, ways in which EPS is defining excellence across the spectrum and communication with the whole Edina community.</i>	District Communications/Board	Board supports district communication work by engaging/creating more opportunities for community members to learn about the benefits of an Edina public school education.	> Board participates in at least 7 community-driven opportunities with focus on the value of EPS.	<b>In progress</b> -  Presentation about district funding at morning Rotary (Stanley, Birdman, Wooddard)  Discussion with full board and district communications team
	City Liaisons	Better, pro-active engagement and partnership with the city such as potential long term impacts of City of Edina's growth projections and plans on the school district.	> Board gains a better understanding of resident enrollment drivers for governance of district approach/plan.	<b>Not started</b> -

**Goal Area Five | Strategy D Alignment: Develop Leadership Throughout the District**

Board Goal	Lead	Action Items	Measurable Impact	Status
<p><i>1. Continue to maintain Edina’s excellence as financial stewards by optimizing budget and ensuring alignment with strategic initiatives.</i></p>	<p>Finance Committee</p>	<p>Board gains keen awareness around budgeting and programming, how funding gaps are created to maintain a structurally sound budget that aligns with the 2022-2027 strategic plan.</p>	<p>&gt; Board participates in budget training session on alignment that includes board finance committee providing additional info and evaluation of budget and strategic plan alignment</p> <p>&gt; Board hears and considers the administration's recommendation to pass a balanced budget in June 2023 aligned with the 2022-2027 strategic plan.</p>	<p><b>Not started</b></p>
<p><i>2. Elevate the Edina School Board within the District, State and Nation in order to advocate for the needs of the school community and best meet the needs of our district stakeholders.</i></p>	<p>Legislative Action Committee</p>	<p>Board continues state and federal legislative advocacy efforts for public school education funding by following year 2 of the LAC plan.</p>	<p>&gt; Board LAC committee implements year 2 of LAC plan including increased community and legislative engagement.</p> <p>&gt; Full board actively participates in LAC efforts, as identified.</p>	<p><b>In progress</b></p> <p>✓ LAC Plan, Platform &amp; Goals on agenda for Dec 12 Board mtg</p>
	<p>Communications Committee</p>	<p>Board continues next phase of Board Communication Plan implementation that include efforts to educate</p>	<p>&gt; Greater community understanding of school board operations and public school financing.</p>	<p><b>In progress</b></p> <p>✓ School Board operations video live on Website/Oct 2022</p>

		community on Board-related topics		
	Board	Board participates in leadership opportunities at local and national meetings/conferences (MSBA, AMSD, etc.) to elevate work of the board and successes in the district.	>Board participates in at least 3 <i>new</i> opportunities that work to increase awareness of work the board is doing to advance student achievement and other key tenets of our strategic plan.	<b>Completed</b> ✓ AMSD Panel for Legislative Action Committee work, August 2022 ✓ MSBA Panel for Legislative Action Committee work, Sept, 2022
<i>3. Continued development of the Board in order to effectively govern for maximum student achievement.</i>	Governance	Finish roll-out of new superintendent evaluation process and steps throughout 2022-23 school year.	> The Superintendent evaluation process is effective and efficient for the Superintendent and all Board members at all steps.	<b>In progress</b> ✓ Phase 1, June 2022 ✓ Phase 2, Aug, 2022
	Communication Committee	Finish implementation of 2021-22 Board Communication and engagement plan.	> Completion and full implementation of Board Communication and engagement plan and goals of communication plan are met (i.e. the community understands the role of the board)	<b>Completed</b> ✓ Phase 1, Oct, 22
	??/Admin	Creation of a calendar of events to plan for board appearances at events.		<b>Not started</b> ✓ Board to discuss viability of this
	Chair/Vice Chair	Potential creation of working plan calendar document to guide board in upcoming discussions	> All board members have the information they need to be successful.  > All board members understand their role.	<b>Completed</b> ✓ Working 2022-23 calendar provided to Board, Sept, 22

	Chair/Vice Chair/Board	Clarity around board priorities and how it relates to general board capacity and individual board member capacity.	> Board work bandwidth is manageable and efficient for all Board members.	<b>In progress</b> ✓ Board received prep materials at work session 11/14; ✓ Discussion on agenda at Board retreat, Jan 2023
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### **Parking Lot:**

- Follow-up work session on ML learners (Spring 2023)
- Work session on updated process for kids club applications; update on expected hiring and capacity for 2023-2024 school year (Spring 2023)
- Board needs to discuss viability and interest in the creation of a calendar of events to plan for board appearances at events.
- Are there other items from the board communications plan/ad hoc that need to be accomplished?
- What type of budget training is the board interested in? More granularity/direction around board goal 5.1.
- Class size discussion/open enrollment/resident enrollment
- Follow-up on substitution rates/how incentive is working
- Travel opportunities and equity





**Board Retreat:** January 12, 2023

**TITLE:** Update on Policies for Committee Transition

**TYPE:** Information

**PRESENTER(S):** Julie Greene, Chair, Policy Committee

**BACKGROUND:** On January 4, 2023, the board held their yearly organizational meeting and voted to change committee members/chair of the board policy committee. In order to abide by Minnesota's open meeting law, we have prepared for transition of ongoing policy work with minimal interruption to our policy review schedule. To do this, we need the Board to have purview of what policies have been discussed at the committee level already before those policies can transition to our new policy chair, Member Regina Neville.

The following is a list of current policies in the scheduled review pipeline that will transition to the new committee:

Policy 111 Equity in Educational Achievement

Policy 113 Data Requests

Policy 206 Public Hearings and Public Participation in Board Meetings, Data Privacy Concerns

Policy 208 Development, Adoption and Implementation of Policies

Policy 211 Criminal or Civil Action Involving the School District

Policy 213 School Board Committees

Policy 216 School Board Representation

Policy 302 Superintendent

Policy 613 Graduation Requirements

Please let us know if you have any questions. Thank you.

**DESIRED OUTCOMES FROM THE BOARD:** N/A

**ATTACHMENTS:** None.