

Tuesday, November 14, 2023

**Media Center
3303 33rd Ave NE
St. Anthony, MN 55418**

7:00 pm Regular Meeting and Work Session

REGULAR MEETING AND WORK SESSION

Please [click here](#) to access the meeting.

Call to Order

Board Chair Ben Phillip

Approval of Agenda

Board Chair Ben Phillip

Closed Session

Board Chair Ben Phillip

ADJOURNMENT TO CLOSED SESSION: The School Board will close the meeting pursuant Minn. Stat. 13D.05, subd. 3(b) (the attorney-client privilege) to discuss pending or threatened litigation concerning an employee.

Action Item:

Approval of Minutes
Board Chair Ben Phillip

The recommended motion is to approve the minutes from the November 8, 2023 Regular Meeting per BoardBook, as presented.

Action Item:

Consent Agenda
Board Chair Ben Phillip

Action Item:

Canvas Election Results
Board Chair Ben Phillip

The results of the November 7, 2023 levy referendum election, according to Ransey County Election Services:
Question 1: 66.27% Yes - 33.73% No
Question 2: 71.08% Yes - 28.92% No

The results of the November 7, 2023 school board election, according to Ramsey County Election Services:
Phillip - 28.03%

Hood - 25.78%
Palmer - 23.44%

The official abstracts used to canvass the election results will be issued by election services for the Tuesday, November 14, 2023 regular meeting.

Adjourn:

Regular Meeting
Board Chair Ben Phillip

Call to Order:

Work Session
Board Chair Ben Phillip

Discussion Item:

Communications Report
Communications Specialist Liz Anderson

Communications Specialist Liz Anderson will provide an overview of the district's 2023-2024 communications plan.

Discussion Item:

Standard Response Protocol
Executive Director of Academics Hope Fagerland

Executive Director of Academics Hope Fagerland will review the Standard Response Protocol MOU the district has entered into with the "I Love U Guys" Foundation.

Discussion Item:

School Board Goals
Board Chair Ben Phillip

At the October 24th School Board Professional Development meeting, the board spent time discussing and setting their 2023-2025 board goals. This is a review of the agreed upon goals.

Discussion Item:

Review January Organizational Meeting
Board Chair Ben Phillip

The School Board is asked to approve a number of organizational items at the first meeting in January. The goal at this meeting is to determine which areas, if any, need further discussion and/or research for future meetings before the January 9, 2024 Organizational Meeting.

Board Member Reports

Board Chair Ben Phillip

Adjourn

Board Chair Ben Phillip

Next Meeting(s):

Tuesday, December 5, 2023 – Regular Meeting – City Council Chambers
Tuesday, December 19, 2023 – Work Session – Media Center

St. Anthony – New Brighton School District
Independent School District 282
3301 Silver Lake Road
St. Anthony, MN 55418

Regular Meeting –Tuesday, November 8, 2023

MINUTES

Members Present: Board Chair Ben Phillip; Vice Chair Laura Oksnevad; Treasurer Mike Overman; Director Cassandra Palmer; Clerk Mageen Caines and Director Leah Slye

Staff Present: Superintendent Dr. Renee Corneille; Director of Athletics, Activities and Facilities Troy Urdahl; Wellness Coordinator Lori Watzl King; Executive Director of Human Resources and Operations Dr. Tim Anderson; and Executive Director of Academics Hope Fagerland

The Regular Meeting was called to order at 7:01 p.m. by Board Chair Ben Phillip.

APPROVAL OF THE AGENDA

A motion was made by Mageen Caines and seconded by Mike Overman to approve the November 8, 2023 Amended agenda, as presented. The motion carries 6/0.

RECOGNITIONS

A motion was made by Laura Oksnevad and seconded by Cassandra Palmer to honor the section champion cross country team and the cross country 4AA coaches of the year, as presented. The motion carries 6/0.

A motion was made by Mageen Caines and seconded by Leah Slye to recognize School Board Vice Chair Laura Oksnevad selection to the MSBA's 2023 All-State School Board, as presented. The motion carries 6/0.

SAVHS CAPTAINS COUNCIL REPORT

SAVHS student leadership presented a captains council update highlighting their purpose driven work.

COMMUNICATION BREAK

SUPERINTENDENT REPORT

Each school board meeting, the superintendent takes time to reflect on the school district's achievements, events and stories of students and staff. This report highlighted the results of the first asynchronous day; safe routes to school audit; SAVHS cross country; soccer earning all state recognition; 6-12 student survey; school board legislative action website; and a heartfelt thank you to the community.

APPROVAL OF MINUTES

A motion was made by Cassandra Palmer and seconded by Laura Oksnevad to approve the minutes from the October 17, 2023 Regular Meeting and the October 24, 2023 School Board Professional Development Meeting, as presented. The motion carries 6/0.

APPROVAL OF CONSENT AGENDA

A motion was made by Mageen Caines and seconded by Mike Overman to approve the November 8, 2023 Consent Agenda, as presented. The motion carries 6/0.

DONATION

A motion was made by Leah Slye and seconded by Laura Oksnevad accepting the donations to the district's soccer program and extended learning opportunities, as presented. With a roll call vote, the motion carries 6/0.

ACTION

1. MSHSL League Foundation Resolution

The MSHSL Foundation Board of Directors has determined that the number of free and reduced lunch students in grades 9-12 will be used for classification purposes. The MSHSL Foundation wants to encourage each school to seek students whose family income may be limited and encourage them to participate in athletic and fine arts programs in each school community and to recognize the role you play in this endeavor and to assist you in your continued efforts to engage more students.

A motion was made by Cassandra Palmer and seconded by Laura Oksnevad to approve the MSHSL Foundation Resolutions, as presented. With a roll call vote, the motion carries 6/0.

2. Final Policy Readings

This was the final reading of policies 402; 513; 515; 516; 516.5; 521; 532 and 534. The suggested edits from the board, MSBA, the policy committee and legislation have been reviewed and applied.

A motion was made by Mageen Caines and seconded by Laura Oksnevad to approve the aforementioned policies, as presented. The motion carries 6/0.

3. Nutrition Services MOU

District administration recommended the approval of both MOUs presented to the School Board. The first MOU is to ensure Food Service staff are provided with 174 work days. When ISD282 shifted the school calendar from 174 school days to 168 school days, Food Service staff shifted 6 student days to professional development days. This MOU is solidifying this agreement.

The second MOU is to allow for a flexible Food Service position. This will allow staff to ensure optimal staffing when it is difficult to meet the needs of our nutrition services workflow.

A motion was made by Leah Slye and seconded by Mike Overman to approve the Nutrition Services MOUs, as presented. The motion carries 6/0.

DISCUSSION

1. Food Service and Transportation Update

Executive Director of Human Resources and Operations Dr. Tim Anderson reflected on the district's achievements, events and stories of staff on the operational side of transportation and nutrition services.

2. Wellness Update

District Wellness Coordinator Lori Watzl King reflected on the work, achievements and events related to student, staff and community wellness.

3. Naloxone Emergency Response Procedure

District Wellness Coordinator Lori Watzl King reviewed the district's new naloxone emergency response procedure.

4. Board Professional Development

The Board worked to schedule the remaining professional development dates for the school year.

5. Legislative Platform

The Board continues to review the 2024 legislative platform ideas. The purpose of the platform is to tell our story using student stories that articulate the message; share the district's concerns and needs; and to create a compelling argument about how we would utilize the funds.

Board Member Reports

School Board members attended the following meetings and events: football; levy forums; safe routes to schools; poetry evening; SAAAC; SAMS parent teacher group; Board professional development; MSBA coffee and conversations; tennis banquet; NE Metro 916; Representative Sandra Feist SAVHS visit; AMSD; MN School Board Directors of Color and Indigenous Fellowship; and numerous community conversations.

Adjourn

The Regular Meeting of November 8, 2023 was adjourned at 9:46 pm.

Signed: Mageen Caines - School Board Clerk Attest: Kim Lannier



**SCHOOL BOARD CONSENT AGENDA
November 14, 2023**

PRESENTER(S): School Board Chair

SCHOOL BOARD CHAIR'S RECOMMENDATION (in the form of a motion): "...to approve the *Consent Agenda*."

1. Payment of Bills *Checks Paid* – November 3, 2023

General Fund	\$ 230,684.36
Food Service Fund	\$28,654.58
Transportation Fund	\$388.71
Community Service Fund	\$4,175.19
Capital Expenditure Fund	\$68,114.86
Trust Fund	\$2,430.40
Student Activities	\$3,554.18

TOTAL: \$338,002.28

Communications Update

2023-2024 school year

Objectives

Provide: outline of the Communications Plan

Discuss: What's working? What challenges are we facing?

Explain: Strategies for this year



Guided by our mission, vision and values



Continue building strong foundations of communications in every department, team, classroom, building, home and community space





KNOW. DO. SHARE
K.D.S.



The Brighter Bulletin

St. Anthony - New Brighton School Newsletter

ST. ANTHONY - NEW BRIGHTON SCHOOLS **Referendum 2023**

Supportive Community, Great Schools, Brilliant Students

**COFFEE
AND CHAT**



St. Anthony  **New Brighton**
INDEPENDENT SCHOOL DISTRICT 282



HIGHLIGHTS

- ★ New faces, new roles
- ★ Ever Brighter Student and Staff Highlights
- ★ Upcoming Events

Nurturing BRILLIANCE

The Official Newsletter of ISD282

Fall 2022





Goals for the 2023-2024 school year



**Continue to build
robust communication
at all buildings**



**Use the website as
a comprehensive
tool for knowledge**



**Explore more
ways to engage
our students**

Questions?





Communications Plan 2023-24 School Year

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Crisis communication, including weather and safety concerns, are detailed in the district and school emergency operation plans.

Mission

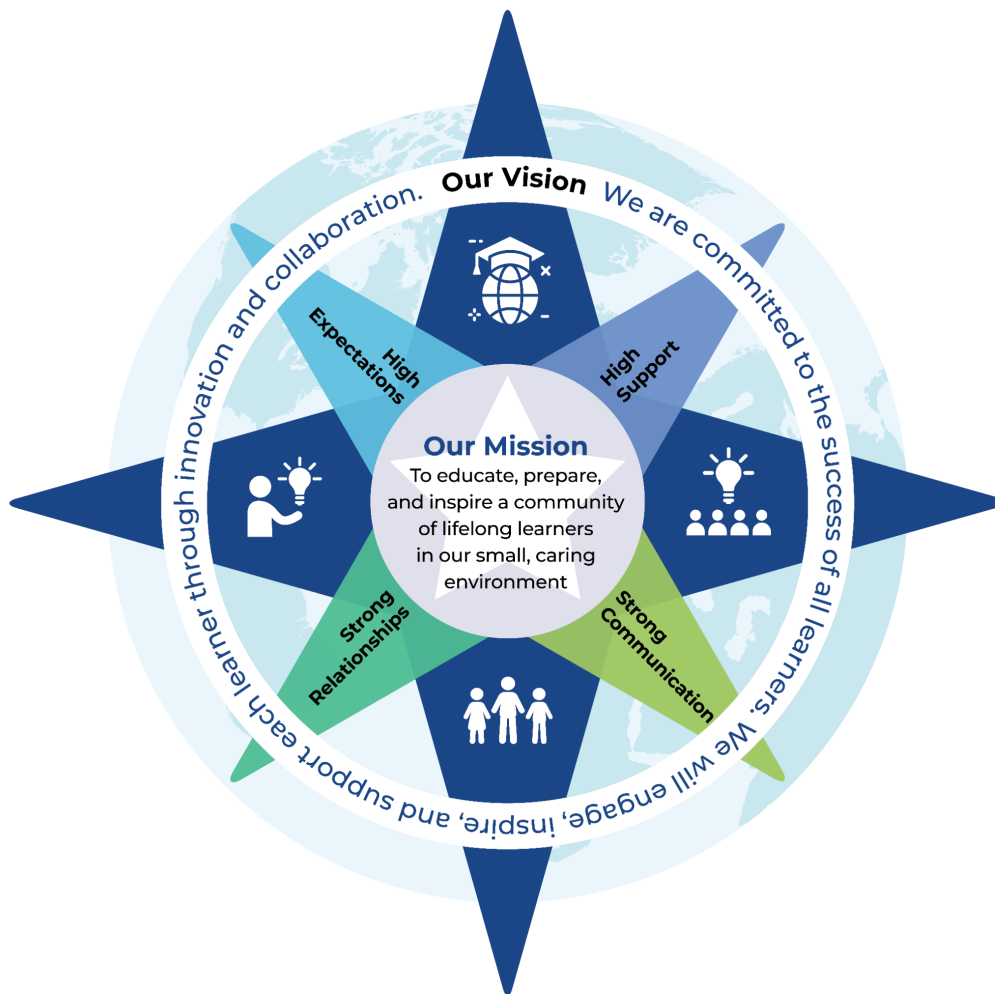
To educate, prepare and inspire a community of lifelong learners in our small, caring environment.

Vision

We are committed to the success of all learners. We will engage, inspire and support each learner through innovation and collaboration.

Strategic directions

We are guided by our strategic directions of high expectations matched with high support for students and staff, and strong communication and relationships with our families and community.



Introduction

The St. Anthony-New Brighton School District is committed to providing strong communication and building long-lasting relationships with our stakeholders: students, staff and the community. To build strong relationships and trust, we believe our stakeholders deserve:

- Timely, accurate and quality information.
- Written communication in their first language.
- Transparency in all of our communications.

The St. Anthony-New Brighton School District has a history of building strong relationships to support the development and well-being of the students in our community. We continue to value relationships and feedback from our stakeholders in order to maintain an open and honest two-way dialogue. This process helps create a strong foundation and understanding of our mission and moves our school district closer to our vision of providing an equitable education.

At St. Anthony-New Brighton, we seek to engage each child at heart level, shine a light on their brilliance and inspire their capacity to thrive in a world that is not yet fully known. We are Ever Brighter.

Since the launch of our Ever Brighter campaign in 2022, we have shown our belief that each child can learn at high levels. Through the use of robust and impactful storytelling, we have written creative stories that allow our families and community members to see the great work our school district does. The St. Anthony - New Brighton Communications team, in partnership with CESO Communications, a school public relations firm, will work to create even more positive content that amplifies the achievements of our school district using the Ever Brighter campaign as a catalyst.

The district communications plan was designed to establish and present a clear communications process for effective communication with all stakeholders. It aligns with the district's strategic directions and is incorporated in the [Operational Plan](#).

It is essential that staff are involved in the Communications Plan. Their understanding and support of a clear and unified message with families and the community is essential to our work, and ensures that students are receiving the best possible education. In partnership with the Director of Human Resources and Operations, we will create a separate internal staff communication plan which will work towards achieving our goals.

This plan is a working document that is reviewed on an annual basis by the School Board, Superintendent, and the district's administrative team. The district utilizes the plan to stay on-course and maintain accountability with students, staff, families and the community.

Target audiences

Internal audiences:

- Teachers
- Administrators
- Staff
- School Board

External audiences:

- Students
- Parents/guardians (families)
- Prospective students, families
- Wilshire Park Parent Association (WPPA)
- Prospective employees
- Prospective residents
- Neighborhood groups
- Community partners
- General population
- Business leaders
- Civic groups
- Law Enforcement
- Elected officials and City staff
- Faith-based groups
- Media
- Volunteers
- Colleges, Universities
- Private schools, and other school districts

Communication channels

- District and school websites (isd282.org)
- LetsGoHuskies.com (activities, music, academics, athletics site)
- SwiftK12 (text, email, voice):

- Messages from Superintendent Dr. Renee Corneille
- Messages from schools
- Emergency notifications
- Winter and inclement weather closure notifications
- Mailchimp
 - District-wide digital newsletter: ([communications plan](#))
 - Emails from school building admins (weekly)
- Educational learning platforms
- Electronic building signage
- Social Media ([social media plan](#))
 - YouTube – school district video messages
 - X – separate account maintained by Renee Corneille (@SANB282)
 - Activities, athletics – maintained by SAVHS Activities (@SAVHSactivities)
 - Administration – Communications department
 - Teachers (through the use of social media guidelines established by the superintendent and board)

Print:

- St. Anthony-New Brighton School District Nurturing Brilliance newsletter
- Community Services publications

Media:

- Northeast online, print newspaper
- NineNorth (formerly CTV North Suburbs)
 - School Board meetings
 - Activities and athletic events coverage
- City of St. Anthony online, print newsletter called *Village Notes*

Communication goals, objectives and strategies

Audience: Community

Goal 1: Connecting with the St. Anthony-New Brighton community in meaningful ways that align with our values of engagement and transparency.

Objectives	Strategies
<ul style="list-style-type: none"> • Create and maintain connections with community members. • Offer and encourage opportunities for two-way communication. • Facilitate community and St. Anthony-New Brighton engagement opportunities. 	Utilize the website to promote the district and its schools.
	Increase district visibility at community events.
	Invite the public to special events.
	Reach out to the community to join district/school focus groups and committees, where appropriate.
	Continue Town Hall/Coffee and Chat events to provide clarity and answer questions during times of change/transition.
	Continue to strategically utilize video communications.

Audience: Students and families

Goal 2: Establish consistent and accurate communications with St. Anthony-New Brighton families—students, parents/guardians. Messaging focuses on goals of information-sharing, seeking feedback from stakeholders, or contributing to a decision-making process.

Objectives	Strategies
<ul style="list-style-type: none"> • Develop meaningful communications with students and parents/guardians. • Consistent, equitable messages to families in their preferred language. • Distribute branded content through consistent communication channels. • Ensure opportunities for students and parents/guardians to provide feedback 	Establish expectations for when/how students and parents/guardians will receive updates when decisions involve data privacy.
	Utilizing our student information system to determine parents' preferred languages in which to send messages.
	Strategic and consistent use of SwiftK12, parent notification system and the website for messaging.
	Inclusion in committees and focus groups during strategic planning processes.

or contribute to a decision-making process.	
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Audience: Staff

Goal 3: Clarify the district’s expectations for consistent and accurate communications.

Objectives	Strategies
<ul style="list-style-type: none"> Utilize district-approved communication channels to communicate with families. Ensure website content meets accessibility guidelines. Remain on-brand across the district. Develop an internal communications strategy as part of the overall strategic communications plan Develop an overall staff recruitment and retention plan to guide the recruitment and retention efforts of the district. Present and implement new Standard Response Protocols to staff. 	Provide tools, guidelines and resources for how to send communications in a family’s preferred language.
	Checking in with staff on what communication tools work best to serve students and families needs.
	Ensure accessibility and website standards are met, provide training and resources as needed.
	The staff plan will be an ongoing, year-long effort for recruitment and retention and position the district as a positive, equity-driven workplace while highlighting the many benefits that working in schools provide unlike other industries i.e. pension system, health benefits, positive work environment).
	Implement an internal newsletter using the KDS (Know, Do, Share) internal communications model to regularly share information with staff.
	Develop a resource for staff to remain on-brand with their communications.

Audience: All

Goal 4: Distribute branded content on a consistent basis through established channels with the St. Anthony-New Brighton community.

Objectives	Strategies
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<ul style="list-style-type: none"> • Establish trust of information through consistent channels. • Strategic use of channels to avoid overuse/misuse. • Brand recognition and consistency. • Develop a marketing strategy, including social media advertising, to retain and recruit students, and promote the courses, programs and services offered by the district. 	
	Develop a uniform look of news and information sharing at the district and each school via website and other established and approved communication tools.
	Explore utilizing a secure portal for parents, students, and staff to access learning or other resources
	Use a storytelling approach to highlight real people within the district and their experiences with programming, success stories, and testimonials.

Superintendent

Dr. Renee Corneille
 Superintendent
rcorneille@isd282.org

School Board

Laura Oksnevad
 Chair
loksnevad@isd282.org

Ben Phillip
 Vice Chair
lbphillip@isd282.org

Mike Overman
 Treasurer
moverman@isd282.org

Dr. Cassandra Palmer
 Clerk
cpalmer@isd282.org

Leah Slye
 Director
lslye@isd282.org

Mageen Caines
 Director
mcaines@isd282.org

Communication staff members

Wendy Webster

Director of Community Services and Communications

wwebster@isd282.org

612-706-1170

Liz Anderson

CESO Communication Specialist

liz.anderson@isd282.org

liz.anderson@theceso.com

612-706-1167

Standard Response Protocol

I Love U Guys

November 14, 2023

Peace - it does not mean to be in a place where there is no noise, trouble, or hard work. It means to be in the midst of those things and still be calm in your heart.



Standard Response Protocol (SRP)

What is it?

SRP is plan to respond to any incident that may impact the learning environment.

When standardized actions are practiced and understood, they can be used almost universally for *any* incident.

- Small to big
- Inside or outside

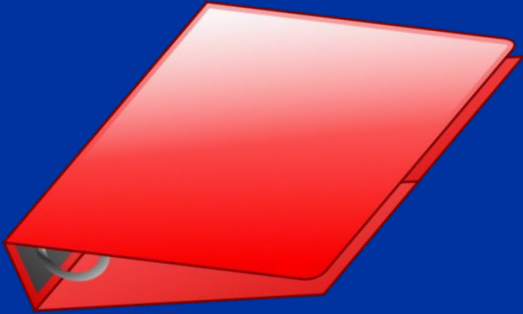
To learn, first students need to feel safe.



- Foundation started by parents whose daughter was the victim of a school shooting.
- Wanted to make resources free.
- Plans for Kre-K - 12 schools, municipals, businesses, and higher ed.
- Partner with Intermediate District 916



What's staying the same?



- Red binders (with safety responses) in each space will only change in language. The responses are the same.
- Continued close partnership with police and fire.





IN AN EMERGENCY TAKE ACTION



HOLD! In your room or area. Clear the halls.

STUDENTS

Clear the hallways and remain in room or area until the "All Clear" is announced
Do business as usual

ADULTS

Close and lock the door
Account for students and adults
Do business as usual



SECURE! Get inside. Lock outside doors.

STUDENTS

Return to inside of building
Do business as usual

ADULTS

Bring everyone indoors
Lock outside doors
Increase situational awareness
Account for students and adults
Do business as usual



LOCKDOWN! Locks, lights, out of sight.

STUDENTS

Move away from sight
Maintain silence
Do not open the door

ADULTS

Recover students from hallway if possible
Lock the classroom door
Turn out the lights
Move away from sight
Maintain silence
Do not open the door
Prepare to evade or defend



EVACUATE! (A location may be specified)

STUDENTS

Leave stuff behind if required to
If possible, bring your phone
Follow instructions

ADULTS

Lead students to Evacuation location
Account for students and adults
Notify if missing, extra or injured students or adults



SHELTER! Hazard and safety strategy.

STUDENTS

Use appropriate safety strategy for the hazard

Hazard

Tornado
Hazmat
Earthquake
Tsunami

Safety Strategy

Evacuate to shelter area
Seal the room
Drop, cover and hold
Get to high ground

ADULTS

Lead safety strategy
Account for students and adults
Notify if missing, extra or injured students or adults



Each action is followed by a directive each directive is followed by specific instructions (for students and adults).



1



Some situations require students and staff to remain in their classrooms or stay out of access areas. There may be a need for students who are not in a classroom to proceed to a place where they can be supervised and remain safe.

2



All exterior doors are locked based on activity outside the building. All students and activities move inside, and the building is locked while learning continues with minimal interruption or distractions. No one can leave or enter the building without local law enforcement or district leadership approval. The school day operates “business as usual” within the building unless the SECURE interferes with release times.

3



The building is put on lockdown due to perceived danger inside or very near the building. All students and staff are trained to get behind a locked door - Locks, Lights, Out of Sight. The expectation is that classroom doors are locked and secured, lights are turned off, and students and staff move to a location away from hallway windows and doors and remain quiet. Students and staff are released by district or emergency personnel only.

Each action is followed by a directive each directive is followed by specific instructions (for students and adults).



4



Students and staff are moved to a new or safe location due to a situation in or near the school building.

5



Students and staff are instructed to take safe shelter due to a situation in or near the school.

Police and Fire



Police own the crime. Fire own the flame. Schools own the student.

St. Anthony Police and Fire both attended the training held by Intermediate District 916, along with the school district.

Share common language across all settings.

Police and Fire are committed to using common language in order to have a universal response to situations in buildings.



SRP Timeline in SANB



Board Update

Share information about SRP with the Board.



Staff Trainings

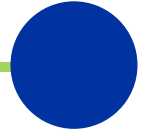
ALL staff will be required to attend a training in November or December.

Training will be recorded for staff who are hired mid year to view.



Staff Posters/Red Binders

Updated posters and red binder pages will be distributed before January 2024.



Communication to Students and Families

- Brighter Bulletin
- Website Updates
- Website specific SRP in SANB Schools
- Videos

Memorandum of Understanding

I Love U Guys MOU

- Use SRP with fidelity
- Will receive updates from I Love U Guys
- Incorporate into existing safety plan



Questions?





MEMORANDUM OF UNDERSTANDING

Standard Response Protocol (“SRP”) Memorandum of Understanding (“MOU”) with The “I Love U Guys” Foundation (“The Foundation”)

This Memorandum of Understanding (“MOU”) between The Foundation and the undersigned School District or Individual School (collectively, the “Organization”) is effective as of the date it is signed by Organization.

Standard Response Protocol Program Description:

The Foundation created its *proprietary* Standard Response Protocol (“SRP”) for campus response based on five actions. When communicating these actions, the action is labeled with a “**Term of Art**” and is then followed by a **Directive**. Execution of the action is performed by active participants, including students, staff, faculty and first responders.

Purpose of Using Terms of Art:

By standardizing vocabulary, all stakeholders can understand the response and status of the event. For students, this provides continuity of expectations and actions throughout their educational career. For faculty and staff this becomes a simpler process to train and drill. For first responders, the common vocabulary and protocols establish a greater predictability that persists through the duration of an incident. Parents can easily understand the practices and can reinforce the protocol. Additionally, this protocol enables rapid response determination when an unforeseen event occurs.

Terms of Art:

- The “Term of Art” **Hold** is followed by the Directive “**In your room or area**” (or announce a location). The action is for the purpose of keeping halls and/or common areas clear until an incident is resolved.
- The “Term of Art” **Secure** is followed by the Directive “**Get Inside. Lock Outside Doors.**” The action associated with Lockout is to bring participants into the Building, and secures the building’s outside perimeter by locking appropriate windows, doors or other access points.
- The “Term of Art” **Lockdown** is followed by the Directive “**Locks, Lights, Out of Sight**” The action associated with Lockdown is to secure individual classroom doors, move away from inside corridor line of sight and maintain silence until first responders release the room.
- The “Term of Art” **Evacuate** is followed by the Directive “**To a Location**” (Where Location is announced.) The action associated with Evacuate is to move students and staff from one location to another.
- The “Term of Art” **Shelter** is followed by the Directive “**Type and Method**” (Where Type is one of the following: For Tornado, For Hazmat, For Bomb. Method is one of the following: And seal, In Silence, Drop, Cover and Hold.) The action associated with Shelter is dependent on the stated Type and Method.

Agreement by Organization:

Organization agrees to incorporate SRP in the official, existing, written safety plans for the district or school, as applicable, either in the body or as an addendum or amendment.

Organization agrees to appoint an SRP Liaison who will act as the primary contact regarding communication with The Foundation and other department, district or agency SRP Liaisons.

Organization agrees to incorporate the SRP using the terms of art and the associated directives as defined in the Program Description.

Organization agrees to provide Law Enforcement Agencies having jurisdiction within the district/school with notice of compliance with SRP terms of art and directives.

Organization agrees to provide Fire Departments having jurisdiction within the district/school with notice of compliance with SRP terms of art and directives.

Organization agrees to provide Emergency Medical Services having jurisdiction within the district/school with notice of compliance with SRP terms of art and directives.

Organization agrees to provide County and/or City Emergency Managers having jurisdiction within the School District with notice of compliance with SRP terms of art and directives.

Organization agrees to provide students with training on the SRP at least once per school year.

Organization agrees to provide staff with training on the SRP at least once per school year.

Organization agrees to drill each action.

Organization agrees to provide parents with either printed material or notice of online availability of material at <http://www.iloveguys.org>.

Organization is responsible for physical material production of any online resources provided by The Foundation. The District is not required to utilize printing services provided by The Foundation for production of support materials.

Organization will engage in a best effort to provide The Foundation with contact information for other agencies, departments, services, schools participating with the School District regarding the SRP.

Agreement by The “I Love U Guys” Foundation:

1. The Foundation agrees to host training materials on the Website available publicly at the Uniform Resource Locator <http://iloveguys.org>. Such training materials may be updated from time to time by The Foundation.
2. The Foundation agrees to provide training materials and support materials online to Organization’s staff, students, faculty and parents at no charge to Organization.
3. The Foundation agrees to provide training materials and support materials online to Law Enforcement Agencies at no charge.
4. The Foundation agrees to provide training materials and support materials online to Fire Departments at no charge.
5. The Foundation agrees to provide training materials and support materials online to Emergency Medical Services at no charge.
6. The Foundation agrees to provide training materials and support materials online to County and/or City Emergency Managers at no charge.
7. The Foundation provides hands-on training sessions on request for a charge in locations around the United States. Organization is under no obligation to host or attend these training sessions.
8. The Foundation will notify the SRP Liaison via Written or Electronic communications in the event of new or updated materials available on the Website.
9. The Foundation will maintain a record of all Written or Electronic communication with the Organization.

Updates to SRP: The Foundation may update its SRPs and its Terms of Art from time to time and will notify Organization of any such updates. The Organization agrees to implement any such changes in a reasonable time frame.

Term/Termination: This MOU is effective as of the date it is signed by the Organization and shall continue in effect for two (2) years (“Term”). Organization and Foundation may agree to extend the upon mutual written agreement. Organization may terminate this MOU via Written or Electronic notification at any time. Upon termination, Organization will cease using any Standard Response Protocol materials provided by The Foundation. The Foundation may terminate this MOU upon notice if it determines that Organization is not performing its obligations under this MOU, including using the Terms of Art as they may change from time to time.

Notices: All notices and other communications required or permitted under this MOU shall either be sent by certified mail, return receipt requested, by reputable overnight courier service with confirmation of delivery and addressed to the Parties at their addresses first set forth below or to the email addresses set forth below. The parties shall notify each other if such contact information changes.

No Partnership. Nothing contained in this MOU shall create or be deemed to create a partnership or agency between the Organization and The Foundation.

Counterparts/Electronic Execution. This MOU may be executed in counterparts and digital copies, each of which shall be deemed an original and all of which shall constitute a single instrument.

Name of Organization:

Type of Organization: Public School Public School District Charter School
 Charter School District Private School Private School District Higher Education
 BIE-Operated School

Address/City/State/ZIP:

Authorized Representative Name:

Signature

Title: Email:

Date:

Authorized Liaison Name:

Title: Email:

Email Address: Phone:

The I Love U Guys Foundation

Authorized Representative: Ellen Stoddard-Keyes

Signature:

Title: Operations Director

Date:

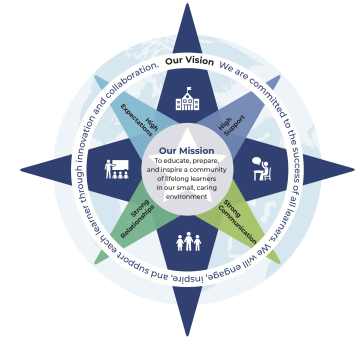
Email to: MOU@iloveguys.org

or Mail to: The "I Love U Guys" Foundation, PO Box 489, Placitas, NM 87043

SANB School Board Goals 2023-2025

Goal #1

Strategic Direction: High Expectations, High Support School Board



Rationale:

- CEL Equity Review feedback provided areas of growth and improvement for SANB and the School Board
 - Develop & implement a comprehensive and long-term plan (7-8 years) that outlines stages, professional learning, and initiatives for promoting equity. This plan should address structural changes, professional development, curriculum enhancements, student voice, and community engagement.

Goal	Strategies	Performance Indicators/Documentation	Collaborators
Community Engagement by implementing effective board communications	Support from communication specialist/consultant Communication strategies for board to execute proactively and reactively		CESO or other communications consultant

SMART Goal? By the end of the 2023-2024 school year the School Board will engage with a communications and community engagement specialist/consultant in order to build a communications and community engagement plan specific to the School Board.

Goal #2

Strategic Direction: High Expectations, High Support

School Board

Rationale:

- **School Board members need a strong depth of knowledge in order to be effective, engaged and informed decision makers as well as effective communicators.**
- CEL Equity Review feedback provided areas of growth and improvement for SANB and the School Board
 - Develop & implement a comprehensive and long-term plan (7-8 years) that outlines stages, professional learning, and initiatives for promoting equity. This plan should address structural changes, professional development, curriculum enhancements, student voice, and community engagement.

Goal	Strategies	Performance Indicators/Documentation	Collaborators
<p>By the end of the 2025 school year School Board members will be proficient in</p> <ul style="list-style-type: none"> ● Board Roles and Responsibilities (including new board member onboarding), ● ISD282's systemic alignment regarding educational practices - RRR, Effective Instruction (the binder) ● District Assessment Practices, ● SANB specific initiatives such as Literacy 	<p>The district will provide the School Board a two year cycle of individual and whole board SANB specific professional learning opportunities. Which will include application of knowledge by observing classrooms and learning spaces</p>	<p>Board Roles and Responsibilities - including new board member onboarding (Individually and as a group)</p> <ul style="list-style-type: none"> - TeamWorks <p>ISD282's systemic alignment regarding educational practices - RRR Effective Instruction</p> <ul style="list-style-type: none"> - Completion of learning in binder (individually) - Assessment of self using Formative Checks from the binder (individually & as group) - Tour and observe classrooms and learning 	<p>Dr. Corneille and Administration</p> <p>TeamWorks (or other board development organization)</p> <p>Department of Teaching and Learning</p>

		<p>spaces to see theory in action (as group)</p> <p>District Assessment Practices</p> <ul style="list-style-type: none"> - Completion of MDE Modules 1-4 (individually) <p>Literacy</p> <ul style="list-style-type: none"> - Completion of Literacy Modules (individually) - Tour and observe classrooms and learning spaces to see theory in action (as group) 	
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School Board members will be able to complete and show proficiency on assessments in each topic area

- School Board members will be able to demonstrate proficiency through use of communication strategies outlined by goals #1&2

Goal #3

Strategic Direction: High Expectations

School Board

Rationale:

- CEL Equity Review feedback provided areas of growth and improvement for SANB and the School Board
 - Develop & implement a comprehensive and long-term plan (7-8 years) that outlines stages, professional learning, and initiatives for promoting equity. This plan should address structural changes, professional development, curriculum enhancements, student voice, and community engagement.

Goal	Strategies	Performance Indicators/Documentation	Collaborators
By the end of the 2024-2025 school year School Board members will be able to demonstrate proficiency using the communications plan (goal 1) to articulate the work of RRR (goal 2) in SANB	Use Jan. info for support		CESO or other communications consultant

St. Anthony-New Brighton School District 282
Organizational Meeting
Tuesday, January 9, 2024– 7:00 p.m.
St. Anthony Village City Council Chambers
3301 Silver Lake Road – St. Anthony, MN 55418

A G E N D A

First Regular Meeting of the Calendar Year will follow this Organizational Meeting

1. Call to Order
Presenter: Ben Phillip, Board Chair

2. Approval of Agenda
Recommended Motion: “to approve the agenda for the January 9, 2024, Organizational Meeting of the School Board, as presented.”
Presenter: Ben Phillip, Board Chair

Made by: _____ Seconded by: _____ Roll Call Vote.
Approval _____

3. Election of Officers
The Chair will call for nominations from the floor for the office of Chair. No second is required. After a call for further nominations, if none are stated, the Chair will declare the nominations closed. If only one nomination is made, the nominee is elected by acclamation. A vote is called in the following manner: “Those in favor of ‘candidate’s name’ signify by saying ‘aye’. Those opposed? The ayes have it, (Candidate) is elected Chair.

At this time, the gavel is passed to the newly elected Chair. The same procedure is then followed for the offices of Vice Chair, Clerk and Treasurer.
Presenter: Board Chair

- A. Chair
Made by: _____; Approval: _____
- B. Vice Chair:
Made by: _____; Approval: _____
- C. Clerk:
Made by: _____; Approval: _____
- D. Treasurer:
Made by: _____; Approval: _____

4. Re-Affirmation of School Board Ethics and DEI (Diversity, Equity and Inclusion):
Recommended Motion: “a.)...to reaffirm our role as school board members in the St. Anthony-New Brighton School District as it pertains to the ISD #282 Code of Ethics Policy 209” (Policy included for your review.)...b.)...to restate ISD #282’s commitment to Diversity, Equity and Inclusion (attached for your review).

Made by _____ Seconded by: _____ Roll Call Vote.
Approval _____

5. Organizational Business:

A. Regular Meetings

Recommended Motion: "...to set regular business meetings on the first Tuesday of each month when school is being conducted. As much as possible and practical, these meetings will be held in the St. Anthony Village City Council Chambers or via ZOOM teleconference per Minnesota Statutes 13D.021 or other location as announced. Additional regular business meetings may be set as needed or as warranted by items requiring board action that surface throughout the fiscal year. These additional regular meetings will be formally set as a Regular Meeting and held in the HS/MS Media Center or via ZOOM teleconference per Minnesota Statutes 13D.021 or other location as announced. All regular meetings will begin at 7:00 p.m. and are time-certain until 10:30 p.m. (*no new action item may be discussed after 10 p.m. unless the time-certain meeting ruling is suspended*). All routine items will be included in the *Consent Agenda*. There may be a 10-minute *Communications Break* following recognitions. All items requiring action by the School Board shall, when at all possible, be placed at the beginning of the agenda.

Made by _____ Seconded by: _____ Roll Call Vote.

Approval _____

B. Work Sessions

Recommended Motion: "...to hold work sessions on the third Tuesday of each month when school is in session and at other times as needed. Work sessions will be held in the HS/MS Media Center or via ZOOM teleconference per Minnesota Statutes 13D.021 unless otherwise announced and will begin at 7:00 p.m./ or at a time of day as arranged that best suits the topics planned for discussion."

Made by _____ Seconded by: _____ Roll Call Vote.

Approval _____

C. Payment of Bills

Recommended Motion: "...that *Payment of Bills* will be approved by the board as part of the *Consent Agenda* at School Board Meetings. At times when this practice is not timely or practical, *Payment of Bills* and other routine business actions may be authorized by the Superintendent of Schools or Director of Finance and Operations ."

Made by _____ Seconded by: _____ Roll Call Vote.

Approval _____

D. Meeting Minutes

Recommended Motion "...that the School Board Secretary shall keep an accurate record of all minutes on file in the District Office. Minutes must be posted on the District website and in the newspaper designated by the School District."

Made by _____ Seconded by: _____ Roll Call Vote.

Approval _____

E. Official Newspaper

Recommended Motion: "...to designate the Northeaster as the official newspaper of the School District."

Made by _____ Seconded by: _____ Roll Call Vote.

Approval _____

F. Bank Depositories

Recommended Motion: "...to designate M.S.D.L.A.F., U.S. Bank Minneapolis, N.A., MN Trust, PMA Financial Network, and Associated Bank, as bank depositories for the School District."

Made by _____ Seconded by: _____ Roll Call Vote.
Approval _____

G. Electronic Transfers:

Recommended Motion: "...to authorize the Superintendent and/or Executive Director of Finance and Operations to make electronic transfers."

Made by _____ Seconded by: _____ Roll Call Vote.
Approval _____

H. Authorization to Invest Funds:

Recommended Motion: "...to authorize the Superintendent and/or Executive Director of Finance and Operations to invest funds."

Made by _____ Seconded by: _____ Roll Call Vote.
Approval _____

I. Committee Appointments

Recommended Motion: "...to designate the Chairperson of the Board to review all member appointments, including MSHSL and NE Metro 916, in January and identify positions which require new appointments prior to the first February board meeting.

Made by _____ Seconded by: _____ Roll Call Vote.
Approval _____

J. Mileage Reimbursement

Recommended Motion: "...to authorize mileage reimbursement paid at the current Internal Revenue Service rate."

Made by _____ Seconded by: _____ Roll Call Vote.
Approval _____

K. Member Compensation

Recommended Motion: "...to authorize Board Member compensation as follows: Chair \$6,437; Vice Chair \$5,900; Treasurer \$5,900; Clerk \$5,496 and Directors \$5,378. All members of the Board may receive expense reimbursement over the salaries established by the School Board policy 202.1."(included for your review)

Made by _____ Seconded by: _____ Roll Call Vote.
Approval _____

L. Listening Sessions

Recommended Motion: "...to approve Regular Listening Sessions for Members of the School Board to meet with the public in advance of the first Regular board meeting of each month 30 minutes prior to the meeting, as defined in 5A, for a period of time not to exceed 20 minutes in length."(Policy 206 included for your review)

Made by _____ Seconded by: _____ Roll Call Vote.
Approval _____

6. Authorization to Use Electronic Signatures

Recommended Motion: "...to authorize the business office to continue the use of the current electronic signatures in Skyward for salary and accounts payable checks."

Made by _____ Seconded by: _____ Roll Call Vote.
Approval _____

7. Resolution Authorizing the Superintendent or School Board Chair to Hire Legal Counsel
Recommended Motion: "...to designate Kennedy and Graven Chartered. as the official legal counsel of the School District."

Made by _____ Seconded by: _____ Roll Call Vote.
Approval _____

8. Next Regular Meeting
- January 9, 2024, immediately following this Organizational Meeting.
9. Adjournment

DRAFT