

**INDEPENDENT SCHOOL
DISTRICT #624**



**SCHOOL BOARD
WORK SESSION
PACKET**

November 27, 2023

Independent School District No. 624

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 experiences*
- *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 22, 2023

A work session of the White Bear Lake Area School Board will be held on **Monday, November 27, 2023**, 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. World's Best Workforce and Achievement and Integration Update

C. OPERATIONAL ITEMS

1. Action on Resolution Establishing Polling Places for 2024

D. NEGOTIATIONS*

E. ADJOURNMENT

**This portion of the meeting may be closed to consider strategy for labor negotiations, including negotiation strategies or developments or discussion and review of labor negotiation proposals, conducted pursuant to Minn. Stat. 179A.01 to 179A.25.*

B. DISCUSSION ITEMS

AGENDA ITEM: **World's Best Workforce and Achievement and Integration Update**

MEETING DATE: **November 27, 2023**

SUGGESTED DISPOSITION: **Discussion Item**

CONTACT PERSON(S): **Dr. Alison Gillespie, Assistant Superintendent for Teaching and Learning, Brenton Shavers, Director of Educational Equity and Achievement, and Jennifer Babiash, Director of Teaching and Learning**

BACKGROUND:

Dr. Alison Gillespie, Assistant Superintendent for Teaching and Learning, Brenton Shavers, Director of Educational Equity and Achievement, and Jennifer Babiash, Director of Teaching and Learning will share the 2022-23 World's Best Workforce & Achievement and Integration Update. This annual progress report will be submitted to the Minnesota Department of Education.

In accordance with Minnesota Statutes, section 120B.11, the School Board must publish an Annual Report on the previous year's plan and hold an annual public meeting to review goals, outcomes and strategies. The 2022-23 World's Best Workforce Summary and Achievement and Integration Progress Report will be presented at the School Board Meeting on December 11, 2023.



World's Best Workforce/A&I Goals Report 2022-2023

GO BEARS 



World's Best Workforce Goals

- All children are ready for school.
- All third graders can read at grade level.
- All racial and economic achievement gaps between students are closed.
- All students are ready for career and college.
- All students graduate from high school.

GO BEARS 

WBLAS Strategic Plan Alignment

- ❖ 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.
- ❖ We will establish healthy and vital engagement with our entire community.
 - Ensure communication processes and procedures are easily accessible, streamlined, and concise.

GO BEARS

All children are ready for school

Goal	2023 Result
<ul style="list-style-type: none">● 75% of all WBLAS Kindergarten students who were enrolled in a WBLAS preschool program will demonstrate readiness for school by earning a FastBridge earlyReading composite score of 30 or higher by fall of 2023.	<ul style="list-style-type: none">● 80% of WBLAS Kindergarten students earned a FastBridge earlyReading composite score of 30 or higher in the fall of 2023.

GO BEARS

All third graders can read at grade level

Goal

- The percentage of students in grade three who are proficient on the MCA-III Reading Assessment will increase from **62.6%** (2019 score) to **68.0%** by June of 2023.

2023 Result

- 48.9% of students in grade three are proficient on the MCA-III Reading Assessment in June of 2023.

GO BEARS

All racial and economic achievement gaps are closed

Goal

By the end of the 2022-2023 school year, the percentage of students in each ethnic/racial group and socio-economic group who are enrolled in college credit courses (AP, CIS, CitHS, PLTW, and PSEO) will match the group with the highest percentage of enrollment.

2023 Result

Student Group by Race/Ethnicity	% of students who enrolled in at least one college credit course
American Indian or Alaska Native	9.09%
Asian	40.36%
Black or African American	35.15%
Hispanic	24.48%
Two or More Races	29.22%
White	37.05%
Students Receiving Free and Reduced Priced Meals	25.45%
Students Not Receiving Free and Reduced Priced Meals	40.03%

GO BEARS

All students are ready for career and college

Goal

- The percentage of White Bear Lake Area High School students who, by the end of their senior year, have completed at least 4 courses/12 credits that are potentially post-secondary credit bearing, will increase from **31%/25%** to **40%/35%** by June of 2023.
- The baseline data from 2019 was 31% of students completing 4 courses and 25% of students completing 12 credits.

2023 Result

- **29%** of the students in the class of 2023 completed at least 4 AP, CIS, CitHS, or PSEO classes by the end of their senior year.
- **40%** of the students in the class of 2023 earned at least 12 credits in AP, CIS, CitHS, or PSEO classes by the end of their senior year.
- We currently offer Industry Credentials for high school students in our Career Pathways courses.

GO BEARS

All students graduate from high school

Goal

The White Bear Lake Area Schools 4-year graduation rate will increase from **91.2%** (2019) to **96.0%** by June of 2023 (class of 2022).

2022 Result

- The White Bear Lake Area High School-South Campus 4-year graduation rate for the class of 2022 was **95.7%**.
- The District 4-year graduation rate for the class of 2022 was **89.1%**.

GO BEARS

Achievement and Integration Goals




Achievement & Integration Plan

The purpose of the Achievement and Integration (A&I) for Minnesota program is to pursue racial and economic integration, increase student achievement, create equitable educational opportunities, and reduce academic disparities based on students' diverse racial, ethnic, and economic backgrounds in Minnesota public schools.


Goals to:

1. Increase racial and economic integration;
2. Reduce achievement disparities;
3. Increase access to effective and diverse teachers.
4. 3 year plan, 2020-2023
 - WBLAS completed their 3rd year of the plan in June of 2023


Goal #1: Graduation

Goal	Progress toward goal
<ul style="list-style-type: none">The graduation rate for White Bear Lake Area High School students Hispanic/Latino students will increase from 80% in 2019 to 96% by the 2022-23 school year.	<ul style="list-style-type: none">The 2022 4-year graduation rate for the Hispanic/Latino students was 89.7%.The White Bear Lake Area High School - South Campus 4-year graduation rate for the class of 2022 was 95.7%.The District 4-year graduation rate for the class of 2022 was 89.1%. <p>GO BEARS </p>


Goal #2: Rigorous Coursework

Goal	Progress toward goal
<ul style="list-style-type: none">The percentage of Black students earning a “C” or higher in rigorous coursework will increase from 76% in 2019 to 100% by the 2022-23 school year.Rigorous coursework examples include: Advanced Placement (AP), Honors, College in the Schools CIS), Project Lead the Way (PLTW) and Century in the High School (CitHS)	<ul style="list-style-type: none">73.2% of Black/African American students earned a “C” or better in rigorous coursework in the 2022-23 school year.72% of ALL students who earned a “C” or better in rigorous coursework in the 2022-23 school year. <p>GO BEARS </p>


Goal #3: Professional Development

Goal	Progress toward goal
<ul style="list-style-type: none"> WBLAS students' access to culturally responsive teachers will increase from the Fall 2020 baseline* to 100% by the 2022-23 school year. *Baseline data will be collected in the Fall of 2020. Due to effects of COVID on our educational system, baseline was delayed a year. Baseline: 89% 	<ul style="list-style-type: none"> In the 2022-2023 school year, 100% of teachers preK-12 participated in professional development related to culturally responsive strategies. <p>GO BEARS </p>

RIS Goal #1: Reading

Goal	Progress toward goal
<ul style="list-style-type: none"> 100% of all Willow Lane Elementary students will be at or above grade level in reading as measured by multiple measures (earlyReading, aReading, and FAST fluency assessment (CBMR-E)). Disparities and achievement gaps will be eliminated between students of color, American Indian students, students on FRP, and white students. 	<ul style="list-style-type: none"> earlyReading (grades K-1) - 32.4% of students scored as low risk (at or above grade level) in the Spring 2023 aReading (grades 2-5) - 38.6% of students scored as low risk (at or above grade level) in the Spring of 2023 Fast Fluency Assessment (CBM-R) 40.9% of students scored low risk (at or above grade level) in grades 2-5 in the Spring of 2023 <p>GO BEARS </p>

RIS Goal #2: Professional Development

Goal	Progress toward goal
<ul style="list-style-type: none">100% of Willow Lane teachers will receive professional development in culturally relevant teaching pedagogy so that students have greater access to culturally responsive teachers.	<ul style="list-style-type: none">In the 2022-23 school year, 100% of Willow Lane educators participated in professional development related to culturally responsive strategies. <p>GO BEARS </p>

RIS Goal #3: Professional Development

Goal	Progress toward goal
<ul style="list-style-type: none">Integrated learning experiences will increase from one school partnership to two school partnerships through student leadership, academic and social interaction opportunities.	<ul style="list-style-type: none">In the 2022-23 school year, Integrated Learning Experiences resumed with field trips resulting in two school partnerships. <p>GO BEARS </p>

C. OPERATIONAL ITEMS

AGENDA ITEM: **Action on Resolution Establishing Polling
Places for 2024**

MEETING DATE: **November 27, 2023**

SUGGESTED DISPOSITION: **Operational Item**

CONTACT PERSON(S): **Tim Maurer, Director of Community Services**

BACKGROUND:

Minnesota law requires the governing body of each school district to designate the locations of polling places for the following election year. It is now time for the School Board to approve polling places for the 2024 election year.

RECOMMENDED ACTION:

It is recommended that the School Board approve the Resolution Establishing Polling Places And Combined Polling Places For Certain Multiple Precincts And Designating Voting Hours For School District Elections Not Held On The Day Of A Statewide Election.

EXTRACT OF MINUTES OF MEETING
OF SCHOOL BOARD
OF INDEPENDENT SCHOOL DISTRICT NO. 624
(WHITE BEAR LAKE AREA SCHOOLS)
STATE OF MINNESOTA

Pursuant to due call and notice thereof, a regular meeting of the School Board of Independent School District No. 624 (White Bear Lake Area Schools), State of Minnesota, was held in the School District on November 27, 2023, at 5:30 o'clock p.m.

The following members were present:

and the following were absent:

Member _____ introduced the following resolution and moved its adoption:

**RESOLUTION ESTABLISHING POLLING PLACES AND COMBINED POLLING
PLACES FOR CERTAIN MULTIPLE PRECINCTS AND DESIGNATING VOTING
HOURS FOR SCHOOL DISTRICT ELECTIONS NOT HELD ON THE DAY OF A
STATEWIDE ELECTION**

BE IT RESOLVED by the School Board (the "Board") of Independent School District No. 624 (White Bear Lake Area Schools) as follows:

1. Pursuant to Minnesota Statutes, Section 205A.11, the precincts and polling places for School District elections are those precincts or parts of precincts located within the boundaries of the School District which have been established by the cities or towns located in whole or in part within the School District. The Board hereby confirms those precincts and polling places so established by those municipalities.

2. Pursuant to Minnesota Statutes, Section 205A.11, the Board may establish combined polling places for several precincts for school elections not held on the day of a statewide election.

3. The polling places and combined polling places described in **Exhibit A** to this Resolution are hereby established to serve the precincts specified for all School District special and general elections not held on the same day as a statewide election in the calendar year

following the adoption of this resolution.

4. The Clerk is hereby authorized and directed to designate a new or different polling place in the event that a designated polling place or combined polling has become unavailable for use, or in the event of an emergency in accordance with Minnesota Statutes, Section 204B.175.

5. As required by Minnesota Statutes, Section 204B.16, subdivision 1a, the Clerk is hereby authorized and directed to give written notice of new polling place locations to each affected household with at least one registered voter in the School District whose school district polling place location has been changed. The notice must be a nonforwardable notice mailed at least twenty-five (25) days before the date of the first election to which it will apply. A notice that is returned as undeliverable must be forwarded immediately to the appropriate county auditor, who shall change the registrant's status to "challenged" in the statewide registration system.

6. Pursuant to Minnesota Statutes, Section 205A.09, the polling places and combined polling places will remain open for voting for School District elections not held on the same day as a statewide election between the hours of 7:00 o'clock a.m. and 8:00 o'clock p.m.

7. The Clerk is directed to promptly file a certified copy of this resolution with the County Auditors of Anoka, Ramsey and Washington Counties.

The motion for the adoption of the foregoing resolution was duly seconded by _____ . On a roll call vote, the following voted in favor:

and the following voted against:

whereupon said resolution was declared duly passed and adopted.

EXHIBIT A

POLLING PLACES AND COMBINED POLLING PLACES February 13, 2024, April 9, 2024, and May 14, 2024

Lino Lakes

- Precinct 1 Lino Lakes Senior Center
1189 Main St
Lino Lakes, MN 55014
(Anoka County)
- Precinct 4 Lino Lakes City Hall
600 Town Center Pkwy
Lino Lakes, MN 55014
(Anoka County)
- Precinct 6 Lino Lakes Fire Station #2
1710 Birch St
Lino Lakes, MN 55038
(Anoka County)

Gem Lake

- Precinct 1 Heritage Hall
4200 Otter Lake Rd
White Bear Lake, MN 55110
(Ramsey County)

Little Canada

- Precinct 2 Little Canada Elementary School
400 Eli Rd
Little Canada, MN 55117
(Ramsey County)

Maplewood

- Precinct 8 Ramsey County Library
3025 Southlawn Dr
Maplewood, MN 55109
(Ramsey County)

North Oaks

Precinct 2 North Oaks Golf Club
54 E Oaks Rd
North Oaks, MN 55127
(Ramsey County)

Vadnais Heights

Precinct 1 Vadnais Heights Commons
655 County Road F E
Vadnais Heights, MN 55127
(Ramsey County)

Precinct 2 Vadnais Heights Commons
655 County Road F E
Vadnais Heights, MN 55127
(Ramsey County)

Precinct 3 Vadnais Heights Commons
655 County Road F E
Vadnais Heights, MN 55127
(Ramsey County)

Precinct 4 Vadnais Heights South Fire Station
3595 Arcade St N
Vadnais Heights, MN 55110
(Ramsey County)

White Bear Township

Precinct 1 Otter Lake Elementary School
1401 County Road H2 E
White Bear Township, MN 55110
(Ramsey County)

Precinct 2 Lakeshore Players Theatre
4941 Long Ave
White Bear Lake, MN 55110
(Ramsey County)

Precinct 3 South Shore Trinity Lutheran Church
2480 South Shore Blvd
White Bear Lake, MN 55110
(Ramsey County)

- Precinct 4 Heritage Hall
4200 Otter Lake Rd
White Bear Lake, MN 55110
(Ramsey County)
- Precinct 5 Otter Lake Elementary School
1401 County Road H2 E
White Bear Township, MN 55110
(Ramsey County)

White Bear Lake

- Precinct 1-1 White Bear Lake City Hall - Council Chamber
4701 Highway 61
White Bear Lake, MN 55110
(Ramsey County)
- Precinct 2-1 Ramsey County Library White Bear Lake
2150 2nd St
White Bear Lake, MN 55110
(Ramsey County)
- Precinct 3-1 Parkview United Church of Christ
3737 Bellaire Ave
White Bear Lake, MN 55110
(Ramsey County)
- Precinct 4-1 Redeemer Lutheran Church
3770 Bellaire Ave
White Bear Lake, MN 55110
(Ramsey County)
- Precinct 4-2 Redeemer Lutheran Church
3770 Bellaire Ave
White Bear Lake, MN 55110
(Ramsey County)
- Precinct 5-1 St. Stephen's Lutheran Church
1965 County Road E E
White Bear Lake, MN 55110
(Ramsey County)

Birchwood Village City

Precinct 1 Birchwood Village Hall
207 Birchwood Ave
Birchwood, MN 55110
(Washington County)

Hugo

Precinct 1 Hugo Fire Station
W-1 5323 140th St N
Hugo, MN 55038
(Washington County)

Precinct 2 Hugo City Hall
W-1 14669 Fitzgerald Ave N
Hugo, MN 55038
(Washington County)

Precinct 3 Lions Park Building
W-2 5524 Upper 146th St N
Hugo, MN 55038
(Washington County)

Precinct 5 Hugo Public Works Building
W-3 8220 140th St N
Hugo, MN 55038
(Washington County)

STATE OF MINNESOTA)
) ss.
COUNTY OF RAMSEY)

I, the undersigned, being the duly qualified and acting Clerk of Independent School District No. 624 (White Bear Lake Area Schools), Anoka, Ramsey and Washington Counties, Minnesota, hereby certify that the attached and foregoing is a full, true and correct transcript of the minutes of a meeting of the school board of said School District duly called and held on the date therein indicated, so far as such minutes relate to the establishment of polling places and combined polling places, designating voting hours for School District elections not held on the day of the statewide election, and that the resolution included therein is a full, true and correct copy of the original thereof.

WITNESS MY HAND officially as such Clerk this 27th day of November, 2023.

Clerk of the School Board

D. NEGOTIATIONS

AGENDA ITEM: **Labor Negotiations***

MEETING DATE: **November 27, 2023**

SUGGESTED DISPOSITION: **Discussion Item**

CONTACT PERSON(S): **Matt Mons, Director of Human Resources,**
General Counsel

BACKGROUND:

Matt Mons, Director of Human Resources, will provide information on labor negotiations.

This portion of the meeting will be closed as permitted by Minnesota statutes.

**This portion of the meeting may be closed to consider strategy for labor negotiations, including negotiation strategies or developments or discussion and review of labor negotiation proposals, conducted pursuant to Minn. Stat. 179A.01 to 179A.25.*