

Tuesday, March 12, 2024

Media Center
3303 33rd Ave NE
St. Anthony, MN 55418
6:30 pm Listening Session
7:00 pm Regular Meeting

REGULAR MEETING

Please [click here](#) to access the listening session and regular meeting.

Call to Order (2 minutes)
Board Chair Ben Phillip

Approval of Agenda (2 minutes)
Board Chair Ben Phillip

Student Recognitions (15 minutes)
Director of Athletics, Activities and Facilities - Dr. Troy Urdahl

Communication Break (10 minutes)

Report: (15 minutes)
Annual Athletics and Activities Report
Baseball and Softball Spring Trip
Director of Athletics, Activities and Facilities - Dr. Troy Urdahl

Dr. Troy Urdahl will share an update to the School Board on Athletics and Activities. This is an opportunity for the board to hear from program managers regarding each aspect of ISD282. This is informational only.

In addition, Dr. Urdahl will provide the School Board details regarding the Softball and Baseball trip to Florida over spring break. Per policy, since no instructional hours/days are lost and both principal and superintendent have approved - the school board is not required to take action. This is informational only.

Report: (10 minutes)
Superintendent Report
Superintendent Dr. Renee Corneille

Each school board meeting, the superintendent will take time to reflect on the school district's achievements, events and stories of students and staff. The idea of these notes is to keep the board both informed and inspired of all the amazing work our school community has done over the past two weeks.

Report: (10 minutes)
Monthly Legislative Update
Director Laura Oksnevad

Standard 5 for School Board Leadership is Advocacy and Communication. The school board advances its vision at the local, regional, state, and national levels; engages and builds relationships with both public and private stakeholders and advocates on local, state and national levels. The Legislative Liaison, Director Oksnevad, will provide an update to the board regarding the advocacy of the SANB Legislative Platform issues.

Approval of Minutes (2 minutes)
Chair Ben Phillip

Approval of Consent Agenda (2 minutes)
Board Chair Ben Phillip

Action Item: (5 minutes)
Enrollment Projections 2024-2025
Superintendent Dr. Renee Corneille

Minnesota State Statute requires school boards to create enrollment targets to ensure nonresident students have opportunities to enroll in nonresident districts. This is the second reading of the enrollment targets for the 2024-2025 school year. The recommended motion is to approve the resolution, as presented.

Discussion Item: (15 minutes)
Budget Assumptions 2024 - 2025
Superintendent Dr. Renee Corneille

This is the second review of the 2024-25 budget assumptions. During the Feb. 20th work session, the school board requested additional specific assumptions to be articulated. The district administration has provided this request in the current assumptions document. The items requested were in the areas of teacher support and transportation. This agenda item is for the School Board to review. The School Board will be required to take action on the 2024-2025 budget before July 1, 2024.

Discussion Item: (5 minutes)
Staffing Update
Executive Director of Human Resources and Operations - Dr. Tim Anderson

Executive Director of Humans Resources Dr. Tim Anderson will provide the board with an overview of potential staffing changes. Per statute, district administration must inform the board and impacted staff of potential non-renews and unrequested leaves of absence for the upcoming school year. This information is being provided, because the School Board is required to take action on all nonrenews and unrequested leaves of absence at the April 2, 2024 School Board meeting.

Discussion Item: (35 minutes)
Operational Update - Success Metrics
Superintendent Dr. Renee Corneille

As the district works to become a data-driven system, the following agenda item will provide an update regarding operational inputs and progress toward board-developed outcomes (success metrics). This agenda item is informational only. This is the second time the School Board has reviewed system data and will be provided with final data during a June School Board Meeting.

School Board Member Reports (10 minutes)

Board Chair Ben Phillip

Each school board meeting, the School Board members will take time to share information from the meetings, professional learning and events they have attended.

Closed Session:

Board Chair Ben Phillip

The meeting will be closed as permitted by Minnesota Statute section 13D.03, to consider labor negotiations.

Action: The recommendation is to enter into a closed session for labor negotiations.

Adjourn

Board Chair Ben Phillip

Next Meeting(s):

Tuesday, March 19, 2024 – Work Session – Media Center

Tuesday, April 2, 2024 – Regular Meeting – City Council Chambers

Tuesday, April 16, 2024 – Work Session – Media Center

Tuesday, April 23, 2024 – School Board Professional Development – Media Center

Tuesday, April 30, 2024 – Joint Meeting with the City of St. Anthony – City Council Chambers

[School Board Scope and Sequence](#)



Student Recognitions

The recommended motion is to recognize our student athletes, as presented.

Mathletes - State Qualifiers

Mason Urdahl; Emma Cobian; Jolie Dunnette; Shatrah Nampijja; Birdy Piktorna; Kosei Iwashita; Mina Severson and Rupert Shackleton

Science Olympiad - State Qualifiers

Sawyer Bove; Jameson Chaput; Harry Kohna; Beau Lyon; Lark Pearo; Miles Raymond; Kadence Ruback; John Thiewes and Anna Tsukamoto

Swim - State Qualifiers

Sam Benson and Owen Miske

ExCel Award:

Leilani Abraham and Luca Stewart-Mariuci

Athena Award:

Meghan Przybilla

AAA Award:

Phil Kram and Ava Busch-Manske

Athletics and Activities Annual Report

SANB School Board

March 12, 2024

Athletics and Activities Report

Working with Purpose

I serve to use the power of school activities to make the world a better place, working alongside coaches and advisors to help fulfill their purpose.

Collective Transformational Purpose

Hard work

Empathy

Attitude

Respect

Teamwork



To Capture the **HEART** of All Participants

Athletics and Activities Report

Working with Purpose

Our coaches and advisors are capturing the hearts of students; our programs are improving their lives, the community, and the world!

This is why we are part of our schools.

Collective Transformational Purpose

Hard work

Empathy

Attitude

Respect

Teamwork



To Capture the **HEART** of All Participants

Athletics and Activities Report

2023-2024 Strategic Directions

- **Weekly Lessons**
- **Fitness Center**
- **Intramurals**

Athletics and Activities Report

Defining Success

- **Capturing the HEARTS of participants**
 - **Are they having fun?**
 - **Are they improving at something they love to do?**
 - **Are we developing better people - not just better participants?**

Athletics and Activities Report

Athletics by-the-numbers

Girls Athletics Programs:	13
Cooperative Girls Athletics Programs (non-hosted):	2
Boys Athletics Programs:	13
Cooperative Boys Athletics Programs (non-hosted):	3
Co-ed Adapted Athletic Programs:	1
TOTAL PROGRAMS	27

Athletics and Activities Report

Athletics by-the-numbers

2022 - 2023	Total Athletic Programs	27
	Hosted Programs	21
	Total Participants (duplicated)	816

Athletics and Activities Report

SAVHS Activities by-the-numbers

Activities with paid advisor(s):	13
Clubs with paid advisor(s):	5
TOTAL PROGRAMS	18

Athletics and Activities Report

Highlights

- Highest duplicated athletics count on record (531 / 818)
- Strong activities participation showed increases (277 / 435)
- 72% + of SAVHS students were in a sport or activity in 22-23
- Gender participation is near equal in both duplicated and unduplicated counts
- Diverse representation in programs is near proportionate
- Those who participate - those most connected - had better attendance rates
- Many students were in multiple activities / sports (103 were in two or more activities and 36 students played three sports in 22-23)

Questions?

Thank you!

Huskies Softball & Baseball Spring Trip

*Cocoa Beach and
Orlando, Florida
March, 2024*

Who

- (16) Huskies Softball Players (+3 chaperones)
- (29) Huskies Baseball Players (+5 chaperones)
- Booked with KSA and Space Coast Events

What

- Spring Softball / Baseball training in Orlando, Florida
- 1 - 2 practices per day, scrimmage opportunities, & various fun activities

When

- Softball: Saturday, March 22nd through Thursday, March 28th
- Baseball: Friday, March 22nd through Friday, March 29th

Where

- Universal Studios and Islands of Adventure and Cocoa Beach Area

How

- Sun Country Airlines and Southwest Airlines

Questions?

Superintendent Report
March 12, 2024 from Dr. Renee Corneille
Superintendent of St. Anthony - New Brighton Schools

Each school board meeting, the superintendent will take time to reflect on the school district's achievements, events and stories of students and staff. The idea of these notes is to keep the board both informed and inspired of all the amazing work our school community has done over the past two weeks.



Student Spotlight: Congrats All-State Stars SAVHS students Lu Chaput and Bergen Hall

Lu Chaput (Senior) and Bergen Hall (Junior) took the stage at the iconic Orchestra Hall in February, representing our district with pride in the Minnesota All-State Bands performance.

Their journey began in August with the All-State Band Camp in August, laying the foundation for their performance. The bands sounded incredible, a testament to the hard work, passion, and talent that defines our students. This achievement not only highlights Lu's and Bergen's exceptional skills but also the incredible support of Andy Erickson, the band director and supporter!



Wilshire Park students perform in the first-ever Elementary All Star Choir

Six of our talented Wilshire Park Pandas recently performed in the first-ever Elementary All Star Choir at the Midwinter Convention, hosted by the Minnesota Music Educators Association. Being a new choir to the school, this was the group's inaugural performance.

These remarkable students dedicated many weeks of hard work outside of school hours, showing their commitment and passion for music. They were able to work directly with the people who composed/arranged the music and they performed with a live jam band. A special kudos to Teacher Emmi Hackbarth who supported these students every step of the way. Awesome work!



St. Anthony Middle School students participated in a “Day at the Capitol”

St. Anthony Middle School (SAMS) students have had the exciting opportunity to engage at the Minnesota State Capitol recently. On Feb. 21 students testified in front of the Minnesota

St. Anthony New Brighton

INDEPENDENT SCHOOL DISTRICT 282

Legislature and advocated for enhancing student-centered learning and addressing food security through universal meals.

On Feb. 27, teachers Aaron Spading and Maya Kruger planned a “Day at the Capitol” – aimed at providing students with an in-depth look into politics and the importance of their role in our democracy. The teachers prepared the students by attending youth advocacy training which gave students the opportunity to have dialogue with each other on advocacy issues. This supported student’s ability to engage in deep-learning while they visited the Capitol.

We are so grateful for Aaron and Maya, as well as all parent/guardian volunteers who supported these students!



Superintendent Dr. Renee Corneille and Board Director Laura Oksnevad attend the Association of Metropolitan School Districts (AMSD) Day at the Capitol

Legislative Liaison Board Report

March 12th, 2024

Platforms

1. [SANB](#)
2. [AMSD](#) & [AMSD Bill Tracker](#)
3. [MSBA](#) & MSBA [Government Relations Dashboard](#) (a great resource to follow bills, committee meetings, and other information relevant to the 2024 session)

Legislative Timeline

1. February 21, students (3 SAMS, 1 SAVHS) testified at the Education Finance Committee meeting
2. Budget Forecast came out on Wednesday, Feb. 28th - \$3.7 Billion surplus, up from 2.4 in November.
3. Fridays - MSBA Chat Room - updates on current bills, committee meetings, Q&A at first meeting of the month
4. March 18 - [MSBA Day at the Capitol](#) (Laura, Ben, Cassandra, Laurel, Renee)
5. March 22 — First committee deadline for bills that are not major appropriation or finance bills.
6. May 20 - Last day of session

Bills Update

- **Remote Meetings** - [SF4461](#) Senator Alice Mann, [HF4554](#) Rep. Virnig. MSBA is working to get this bill amended to include [more MSBA language](#).
- **Newspaper** - Sen. Kunesh's Legislative Assistant has drafted a bill and it is currently being reviewed by counsel.
- **Equalization** - Senator Gustafson will introduce a bill SFXXXX to remedy this problem. I am waiting on the bill number.

- **LOR/UI/Equalization -**
 - [HF4117/SF4184](#)- Local optional revenue modified, revenue for unemployment costs and family paid medical leave included in local optional revenue, referendum revenue simplified, equalization aid increased, and money appropriated.
- **Hours of Instruction/Personalized, Competency-Based Learning - [HF3363/SF4188](#) - Referred to Education Policy**
 - [See attached](#) one pager from AMSD
 - [See attached talking points](#) from MSBA

Upcoming Opportunities for Advocacy

- AMSD Day at the Capitol Recap
- MSBA Day at the Capitol preview
 - 9-9:15 Welcome, Introductions, Advocacy Pep Talks
 - 9:15-10 Senate Policy Panel
 - 10:15-11 House Policy Panel
 - 11-12 Advocacy Update with Denise/Kim/Valerie
 - 12:30-2:30 - Senate Education Policy Committee meeting
 - **Rep. Feist - 2:30pm in her office**
 - **Sen. Kunesh - 3:15pm she is open to a committee pull outside of a committee room**
- [AMSD Effective Legislative Advocacy Guide](#)

St. Anthony – New Brighton School District
Independent School District 282
3303 33rd Ave NE
St. Anthony, MN 55418

Work Session – Tuesday, February 20, 2024

MINUTES

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

Member attending remotely: Director Laurel Hood

Staff Present: Superintendent Dr. Renee Corneille; SAVHS Principal Norm Bell; and SAMS Principal Amy Kujawski

The Work Session was called to order at 7:01 p.m. by Chair Ben Phillip .

APPROVAL OF THE AGENDA

A motion was made by Mike Overman and seconded by Laura Oksnevad to approve the February 20, 2024 agenda, as presented. With a roll call vote, the motion carries 6/0.

WORLD SAVVY - ST. ANTHONY MIDDLE SCHOOL REPORT

Molly Dengler and Amy Kujawski shared context about the World Savvy/St. Anthony-New Brighton partnership. The overview highlighted both quantitative and qualitative evidence regarding the positive impact of the partnership.

ST. ANTHONY VILLAGE HIGH SCHOOL REPORT

Principal Norm Bell provided an update on the high school's logic model goals of creating a strong system of academic support; the high administrators focusing their energy on being instructional leaders; and creating school-wide academic and attendance intervention practice.

SUPERINTENDENT REPORT

Each school board meeting, the superintendent will take time to reflect on the school district's achievements, events and stories of students and staff. This report highlighted SAVHS state bound mathletes; national school counseling week; upcoming day of belonging at SAMS; and Dr. Troy Urdahl as a National Baseball Coach of the Year finalist.

APPROVAL OF THE MINUTES

A motion was made by Mageen Caines and seconded by Cassandra Palmer to approve the minutes from the February 6, 2024, Regular Meeting, as presented. With a roll call vote, the motion carries 6/0.

APPROVAL OF THE CONSENT AGENDA

A motion was made by Cassandra Palmer and Laura Oksnevad to approve the February 20, 2024, Consent Agenda, as presented. With a roll call vote, the motion carries 6/0.

DISCUSSION

1. BeSMART Resolution

St. Anthony - New Brighton Schools is a community and district united as a family, and values the safety of our students and staff at all times. As a part of our Whole School, Whole Community, Whole Child Wellness model, in addition to our student wellness Success Metrics, we demonstrate a commitment to health, wellbeing and safety. This was the first reading of the BeSMART Safe Gun Storage Resolution.

2. Board Committee Assignments

In addition to school board meetings, School Board members are assigned committees and school building representatives by the Board Chair. The board reviewed the final committee and representation assignments.

3. History of Effective Instruction

Superintendent Corneille provided a brief history of the district's work toward ensuring Effective Instruction is embedded in each classroom by the fall of 2025. Noting the work began in 2014 when the district adopted a new Mission and Vision stating that the district is "committed to the success of all learners".

4. Budget Assumptions

Administration presented the initial budget assumption report for fiscal year 2024-2025.

5. Enrollment Targets 2024-2025

Minnesota State Statute requires school boards to create enrollment targets to ensure nonresident students have opportunities to enroll in nonresident districts. This was the first review of the enrollment targets for the 2024-2025 school year.

BOARD MEMBER REPORTS

School Board members attended the following meetings and events: boys basketball; MSBA Chair Chat; MSBA trainings; early childhood parent meeting; Save the Bees concert; gymnastics meet; Fun Fest; wellness committee; NE Metro 916; nordic ski sections; policy committee; AMSD; and the swearing in of the STA Police Chief.

Adjourn

The Work Session of February 20, 2024 was adjourned at 9:54 pm.

Signed: Cassandra Palmer School Board Clerk

Attest: Kim Lannier



SCHOOL BOARD CONSENT AGENDA
March 12, 2024

PRESENTER(S): School Board Chair

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

1. Personnel

a. Hire(s)

Last Name	First Name	Position	School	Date Effective
Schwintek	Kristine	Dean of Students	SAMS	August 2024
Auger	Jane	Early Childhood Screener	Community Services	April 1, 2024
Boegeman	William	Social Studies	SAVHS	August 2024
Griffin	Karl	LTS - Math	SAVHS	March 5, 2024 - April 12, 2024
Dragos	Matthew	Kitchen Manager	SAVHS	March 18, 2024

b. Resignation(s)

Last Name	First Name	Position	School	Date Effective
Jackson	Douchi	EL/ML Teacher	SAMS	February 27, 2024

c. Leaves(s)

Last Name	First Name	Position	School	Date Effective
Criss	Allison	8th Grade Seminar	SAMS	2024-2025 School Year

2. Payment of Bills *Checks Paid* – March 12, 2024

General Fund	\$318,868.58
Food Service Fund	\$41,678.12
Transportation Fund	\$191,275.31
Community Service Fund	\$18,964.82
Capital Expenditure Fund	\$296,469.55
Trust Fund	\$837.12
Student Activities	\$7,880.67

TOTAL: **\$875,974.17**



RESOLUTION TO LIMIT THE ENROLLMENT OF NONRESIDENT PUPILS

WHEREAS, Minnesota Statutes 124D.03, Subd. 2, Limited enrollment of nonresident pupils, gives school boards the authority to limit, by resolution, the number of nonresident pupils in its schools or programs and the limit must not be less than the lesser of: 1) one percent of the total enrollment at each grade level in the district; or 2) the number of district residents at that grade level enrolled in a nonresident district; and

WHEREAS, Minnesota Statutes 124D.03, Subd. 6, Basis for decisions, requires the school board to adopt, by resolution, specific standards for rejection of an enrollment application of a nonresident pupil and this standard may include the capacity of a program (excluding special education services), class, or school building; and

WHEREAS, the School Board of Independent School District No. 282 has determined a limit of nonresident pupil enrollments is necessary because of capacity constraints in the programs, classes, or buildings of Independent School District No. 282;

THEREFORE, BE IT HEREBY RESOLVED, by the School Board of Independent School District No. 282 that the following limits per class be put in place beginning July 1, 2024 for the 2024-2025 school year; and school district administration will provide the required reporting to the Minnesota Commissioner of Education as required by statute.

Kindergarten Grade Level Capacity: **110 Students**

First Grade Level Capacity: **110 Students**

Second Grade Level Capacity: **110 Students**

Third Grade Level Capacity: **125 Students**

Fourth Grade Level Capacity: **125 Students**

Fifth Grade Level Capacity: **125 Students**

Sixth Grade Level Capacity: **150 Students**

Seventh Grade Level Capacity: **150 Students**

Eighth Grade Level Capacity: **150 Students**

Ninth Grade Level Capacity: **200 Students**

Tenth Grade Level Capacity: **200 Students**

Eleventh Grade Level Capacity: **200 Students**

Twelfth Grade Level Capacity: **180 Students**

Fiscal Year 2024-25 Budget Assumptions
March 12, 2024

Revenues:

- **Student Enrollment:** We are projecting 1,879 students for the district's enrollment which includes 14 ECSE and 1,865 K-12. We are also projecting a negative adjustment of 45 ADM due to students participating in the Post Secondary Enrollment Options program. As a result, 1,834 ADM will be used for 2024-25 budget.

Grade Level	Oct 1, 2023 Enrollment	2024-25 Enrollment Target	2024-25 Enrollment Budget
K-5	687	705	679
6-8	447	450	445
9-12	706	780	741
ECSE	17	14	14
PSEO Adj	-45	-45	-45
Total	1,812	1,904	1,834

- **General Education Basic Funding:** The basic general education formula is projected to increase by 2% from \$7,138 to \$7,281 per Adjusted Pupil Unit (APU). Pupil units are calculated using a weighting factor of 1.0 for kindergarten to grade 6 and 1.2 for grades 7-12. The estimated basic general education revenue for 2024-25 is **\$14,802,273** (\$7,281 x 2,033 APU).
- **Special Education Aid:** The district special education aid is estimated to be \$2.3 million and the district cross subsidy aid for Special Education is expected to be 44% or \$920k. Total estimated special education aid is \$3.2 million and around \$850k is for special education transportation.
- **Operating Referendum Levy:** The operating referendum levy will increase by \$890 per APU to \$2,543.86 per APU. The estimated revenue from operating referendum levy is **\$5,171,667**.

- **Capital Projects Referendum Levy:** The approved capital projects referendum levy revenue for 2024-25 is **\$989,914**. This revenue will be spent on technology and curriculum needs.
- **Professional Development:** The district will continue to set aside 2% of the basic general education state revenue for staff development. This amounts to approximately \$296k for 2024-25.
- **Achievement and Integration Program:** The district will submit an A & I plan and \$295k budget to MDE for approval to continue participation in the A & I Program.
- **Federal Grants:** All ESSER and ARP grants that were awarded to the district will be spent by June 30, 2024. The district will continue to receive ESEA (Title I, II, III and IV) and Federal Special Education Grants in 2024-25.
- **ADSIS:** The district will submit 2024-25 ADSIS budget to MDE for approval.

Expenditures:

- **Staffing:** Administration would like to increase staffing by 3.25 FTEs
 - SAVHS Career Coordinator - 1.0 FTE
 - SAMS Para Educator – 1.0 FTE
 - Student Assessment Coordinator - .25 FTE
 - HR/Transportation/Business Office Coordinator - .50 FTE
 - Board/Superintendent/Business Office Administrative Asst- .50 FTE
- **Salaries:** Employee salaries will be budgeted to reflect the bargaining unit contracts that are settled. Salaries for open contracts will be budgeted based on the parameters set by the School Board.
- **Health Insurance:** The district's portion of health insurance premiums is expected to increase by 4.5% in 2024-25.
- **Purchased services:** purchased services contracts will be budgeted based on negotiated contracts and any open contracts will be budgeted to increase by 4%.
- **Utilities:** Utilities such as gas/fuel, electricity and water will be increased by 10% in the budget.
- **Supplies:** Supplies will be budgeted to increase by 3%.
- **Staff Development:** Additional \$200k for instructional coaching for all staff

- **Transportation:** A new transportation contract is needed starting next school year, administration is obtaining proposals for services. We are estimating the new contract will be at least 20% higher than our current contract.

Student Wellness

Students holistically develop an adaptive skill-set that includes empathy, self-advocacy, teamwork, communication, inclusion and interpersonal abilities, and coping skills to thrive in a constantly changing world. Students are equipped to navigate demands and opportunities they encounter, enabling them to enjoy meaningful, productive, healthy lives.

Athletics and Activities Department	Input Progress	School-Level	Input Progress		
Coordinate and develop strength and fitness programming and instruction.	Meeting Target	Establish a WIN program that is meaningful and engaging for students	Progress Toward Target		
Develop and implement intramural offerings for students 9-12.	Progress Toward Target	Establish a universal protocol for identifying and requesting students (including difference between high, medium, and low priority)	Progress Toward Target		
		Collaborate with leadership team to decide best program practices	Progress Toward Target	Output	Output Progress
		Create a system to monitor student improvement to be shared out monthly with staff	Progress Toward Target	100% of SANB students (6-12) indicate they have a connection with a caring adult within the school system, beyond their parent or guardian.	In-Progress
		Create opportunities for small groups to meet during WIN time	Progress Toward Target	WBWF Goal: 75% of the children who have an early childhood screening (during the 23-24 School Year) will be 3 and 4 years old.	In-Progress
		Establish student accountability system aligned with appropriate disciplinary responses	Progress Toward Target		
		Create school-wide effective systems Academics interventions Attendance	Progress Toward Target		
		Lead and co-design the MTSS process for academics, SEL, and student mental health Implement and progress monitor the MTSS process at each site for each area	Progress Toward Target		

Academic Excellence							
Students think critically and apply their acquired knowledge and skills to solve problems.							
Literacy	Input Progress	Effective Instruction	Input Progress	School-Level	Input Progress		
Design and lead professional development for the self-selected literacy cohort aligned to RRR in the Science of Reading (SOR) PreK-12	Progress Toward Target	Create and lead Summer School Programming	Progress Toward Target	Co-teaching between interventionists/grade level teachers increases and pull-out services reduce	Progress Toward Target		
K-5 teachers, K-5 interventionists, and K-12 cohort participants understand and implement SOR aligned with RRR	Progress Toward Target	Model for summer school created and funding is secured	Meeting Target	Interventionists learn to use data to inform student instruction	Progress Toward Target		
Design and lead professional development and provide ongoing support for K-5 teachers on the implementation and evaluation of universal screeners, progress monitoring, and curricular resources	Progress Toward Target	Teachers create learning progressions, DOK3/4 aligned tasks, and create unit plans for implementation in the classroom	Progress Toward Target	Lead review of data at child study meetings with protocols and a structure for reviewing student data.	Below Target		
K-5 teachers and K-5 interventionists receive feedback on literacy instruction	Progress Toward Target	Lead and co-design the MTSS process for academics, SEL, and student mental health	Progress Toward Target	Teachers analyze data to determine if the current intervention is successful for each student.	Below Target	Output	Output Progress
K-5 teachers, K-5 interventionists, and K-12 cohort participants will use data to inform, plan and provide literacy instruction	Progress Toward Target	Implement and progress monitor the MTSS process at each site for each area	Progress Toward Target	Structure and protocol is in place.	Below Target	By the spring of 2024, 75% of K-3 students will reach the reading proficiency benchmark as measured by FAST	In-Progress
Develop and lead MTSS systems for literacy	Progress Toward Target	Teachers receive professional learning and practice on use of the MTSS processes relating to Tier 1, 2 and 3	Progress Toward Target	Teachers increase the rigor of IEP goals	Progress Toward Target	We will increase the number of students (K-6) who meet or exceed proficiency in Reading and Math by 5% or more, as measured by the 2023-2024 FAST screeners for each demographic group	In-Progress
K-5 teachers, K-5 interventionists, and K-12 cohort participants will know when and how to support students at each MTSS tier	Progress Toward Target	Teachers identify their role in Tier 1, 2 and 3	Progress Toward Target	Lead development and implementation of EL/ML Learning Progressions (at least 1 per EL/ML teacher) that are aligned with the 2020 WIDA Standards	Progress Toward Target	By the spring of 2024, 60% of junior students taking the ACT will earn at least a composite score of 22	Not Started
Co-lead and co-design with the T&L Department district-wide, department-based professional development aligned with the district curriculum review process	Progress Toward Target	Teachers can accurately define and explain Depth of Knowledge (DOK), proficiency, and rigor	Progress Toward Target	K-12 EL teachers implementing WIDA 2020 standards and effective instructional practices simultaneously	Progress Toward Target	100% of the students who attend preschool at St. Anthony Community Services during the 23-24 school year and enter Kindergarten in the fall of 2024, will meet expectations as measured by the Teaching Strategies Gold Assessment	In-Progress
Literacy teachers have curricular materials to effectively teach the standards.	Progress Toward Target	Teachers organize/align and prioritize their anchor standards PreK-12 in their department	Progress Toward Target	K-12 EL teachers can justify how use of standards/effective instruction framework supports all learners	Progress Toward Target	WBWF Goal: 95% of the students in the class of 2024 will graduate - as measured by the 4-year graduation measurement on MDE Report Card	Not Started
		Teachers understand the differences between anchor standards, essential learning targets (ELTs), learning progressions, performance tasks	Progress Toward Target	Lead EL/ML staff to collaborate with Gen Ed teachers to explicitly embed language acquisition practices in their learning progression and/or assessment system	Progress Toward Target	WBWF Goal: No achievement gap will exist between grades 3-5 students of color and white students on their Fastbridge Growth Start Score (fall to spring). Math and Reading???	In-Progress
		Teachers write ELTs in student-friendly language that align with their anchor standards	Progress Toward Target	Gen ed teachers embed language acquisition practices in their learning progression and/or assessment system	Progress Toward Target	WBWF Goal: 98% of the students who attend preschool at St. Anthony Community Services and enter Kindergarten in September of 2024 will meet expectations as measured by the Teaching Strategies Gold Assessment.	In-Progress

		Teachers understand what a learning progression is, why they are effective, and the steps to create one	Progress Toward Target	K -12 EL teachers build more skills and knowledge to support / coach at least 2 Gen Ed teachers / co-teachers	Progress Toward Target		
		Teachers write learning progressions for their ELTs which accurately align with the levels of DOK	Progress Toward Target	Early Childhood teachers collaborate to identify early learning essential standards for students birth to age 5 by June 2024.	Progress Toward Target		
		Teachers create and submit at least one unit which includes anchor standards, ELTs, learning progression, assessments, and instructional guide	Progress Toward Target	Early Childhood teachers collaborate to complete learning progressions for early learning essential standards by June 2024.	Progress Toward Target		
		Teachers engage in professional development and appreciate the relevancy of the learning	Progress Toward Target				

Love of Learning

Even when confronted with challenges, students have the capacity, motivation, and persistence to acquire new knowledge and skills, creatively seek out solutions, and confidently take action.

Literacy	Input Progress	Effective Instruction	Input Progress	School-Level	Input Progress		
Design and lead professional development for the self-selected literacy cohort aligned to RRR in the Science of Reading (SOR) PreK-12	Progress Toward Target	Create and lead Summer School Programming	Progress Toward Target	Establish a WIN program that is meaningful and engaging for students	Progress Toward Target		
Design and lead professional development and provide ongoing support for K-5 teachers on the implementation and evaluation of universal screeners, progress monitoring, and curricular resources	Progress Toward Target	Co-lead and co-design with the T&L Department district-wide, department-based professional development aligned with the district curriculum review process	Progress Toward Target	Establish a universal protocol for identifying and requesting students (including difference between high, medium, and low priority)	Progress Toward Target	Output	Output Progress
Athletics and Activities Department		Lead the design of Pathways system at SAVHS: CTE, Career, College (Post-Grad), PSEO, AP, CIS, Capstones.	Progress Toward Target	Collaborate with leadership team to decide best program practices	Progress Toward Target		
Develop and implement intramural offerings for students 9-12.	Progress Toward Target	Lead implementation of WIDA 2020 standards under the effective instruction structure	Progress Toward Target	Create opportunities for small groups to meet during WIN time	Progress Toward Target	By the end of 9th grade, 100% of students will have used Xello to help identify their interests, goals, and educational purpose. WBWF Goal: Unique student enrollments in CTE (Career and Technical Education) courses will increase from 360 in 2022-23 to 375 in 2024-2025 (4% Growth).	In-Progress
		K-12 EL teachers implementing WIDA 2020 standards and effective instructional practices simultaneously	Progress Toward Target	Establish student accountability system aligned with appropriate disciplinary responses	Progress Toward Target		
		K-12 EL teachers can justify how use of standards/effective instruction framework supports all learners	Progress Toward Target	Create school-wide effective systems Academics interventions Attendance	Progress Toward Target		
		Lead explicit language teaching integration with Gen Ed teachers through the handbook/PD Gen ed teachers embed language acquisition practices Scaffolding PD	Progress Toward Target				

Positive Contributor to Society

Students understand their brilliance as well as their rights and responsibilities as an individual and as a member of society. Students can reflect on the needs of a diverse community, activating their resourcefulness, intellect, and skills to positively and authentically contribute to and serve their community.

Community Services Facilities	Input Progress	Athletic and Activities Department	Input Progress	School-Level	Input Progress		
Systemize communication regarding Early Childhood/Community Services program details/logistics/goals	Progress Toward Target	Capture teachable moments using life lessons and moral - performance character using weekly lessons.	Meeting Target	Create and facilitate Framework of Belonging (FOB) outlining staff language and behaviors that value the worth and dignity of all students.	Below Target	Output	Output Progress
Families able to identify the goals and priorities of our Early Childhood and Community Services programs	Progress Toward Target	Develop and implement intramural offerings for students 9-12	Progress Toward Target	All SAMS staff share clear, visible, defined student expectations and implement them.	Below Target	SANB students (involved in school-based activities) will collectively contribute over 5000 volunteer hours to our community and surrounding area throughout the 23-24 school year.	In-Progress
Conduct learning environment study to inform facility project decision-making	Progress Toward Target			All SAMS staff have an understanding of the Dignity Framework.	Below Target	St. Anthony New Brighton students in grades 8,9 and 11 answering "extremely or almost always" to the statement "I accept people who are different from me" on the MN student survey will increase from 63.2 % in 2022 to 75% in 2025.	Not Started
				All SAMS staff follow-through with students on the "Off and Out of Sight" personal device expectations.	Below Target		
				All SAMS staff meet the expectations of SAMS collective commitments.	Below Target		
				Staff use call-in protocol to ensure accountability to FOB.	Below Target		