

MINNETONKA SCHOOL BOARD
STUDY SESSION AND SPECIAL MEETING
January 20, 2022
6:00 p.m.

AGENDA

5:55 Swearing-in of Newly Elected Board Member Meghan Selinger

STUDY SESSION

- 6:00 1. Reports on Goals
- 7:00 2. Discussion on Safe Learning Plan
- 7:45 3. Review of Financial Comparisons with Other Districts
- 8:15 4. Tonka Online Report
- 8:30 5. Update on Superintendent Search
- 8:50 6. Review of Vision Document

SPECIAL MEETING

- 9:20 I. Call to Order
- II. Pledge to the Flag
- III. Adoption of the Agenda
- 9:25 IV. Consideration of Any Changes to the Safe Learning Plan
- V. Adjournment

CITIZEN INPUT

7:00 p.m. Citizen Input is an opportunity for the public to address the School Board on any topic in accordance with the guidelines printed below.

GUIDELINES FOR *CITIZEN INPUT*

Welcome to the Minnetonka School Board's Study Session! In the interest of open communications, the Minnetonka School District wishes to provide an opportunity for the public to address the School Board. That opportunity is provided at every Study Session during *Citizen Input*.

1. Anyone indicating a desire to speak to any item about educational services—except for information that personally identifies or violates the privacy rights of employees or students—during *Citizen Input* will be acknowledged by the Board Chair. When called upon to speak, please state your name, address and topic. All remarks shall be addressed to the Board as a whole, not to any specific member(s) or to any person who is not a member of the Board.
2. If there are a number of individuals present to speak on the same topic, please designate a spokesperson that can summarize the issue.
3. Please limit your comments to three minutes. Longer time may be granted at the discretion of the Board Chair. If you have written comments, the Board would like to have a copy, which will help them better understand, investigate and respond to your concern.
4. During *Citizen Input* the Board and administration listen to comments. Board members or the Superintendent may ask questions of you in order to gain a thorough understanding of your concern, suggestion or request. If there is any follow-up to your comment or suggestion, you will be contacted by a member of the Board or administration.
5. Please be aware that disrespectful comments or comments of a personal nature, directed at an individual either by name or inference, will not be allowed. Personnel concerns should be directed first to a Principal, then to the Executive Director of Human Resources, then to the Superintendent and finally in writing to the Board.

**School Board
Minnetonka I.S.D. #276
5621 County Road 101
Minnetonka, Minnesota**

Study Session Agenda Item #1

Title: Reports on Goals

Date: January 20, 2022

EXECUTIVE SUMMARY

Each year, the School Board establishes annual, actionable goals for the Administration that align with the vision and direction for the district. Mid-year progress will be provided on the aspects of the 2021-22 goals outlined below.

Excellence in Well-being and Belonging

This goal states that the District will continue to foster and promote positive student well-being and belonging efforts and will identify barriers that have a detrimental effect on students' well-being and sense of belonging.

Updates will be provided on the following elements of student well-being:

- Continued use of recommendations from the 2020 Evaluation of Student and Family Well-being report to inform the work to support students' well-being.
- Initial efforts of the District's Mental Health Advisory Council.

Updates will be provided on the following elements of Belonging:

- Each secondary school principal will provide a report on the school's belonging efforts during the first semester of the school year.

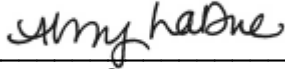
Excellence in Student Learning and Support

The goal states that excellence in student learning and support is a foundational principle guiding the Minnetonka School Board and District Administration in their work. A key element of this goal is to deepen implementation and alignment of the Multi-Tiered Systems of Support (MTSS) instructional framework, processes and practices to ensure delivery of high-quality academics on an ongoing basis.

Updates will be provided on the following elements of the MTSS focus:

- MTSS action plan progress focused on development of aligned and systemic processes and practices.

- Progress toward phase 2 of the MTSS evaluation and review of special education.

Submitted by: 
Amy LaDue, Assistant Superintendent for Instruction

Concurrence: 
Dennis Peterson, Superintendent

DISCUSSION

**School Board
Minnetonka I.S.D. #276
5621 County Road 101
Minnetonka, Minnesota**

Study Session Agenda Item #2

Title: Discussion on Safe Learning Plan

Date: January 20, 2022

EXECUTIVE SUMMARY:

The Board will discuss any elements of the Safe Learning Plan that they want to consider changing.

Submitted by:



**Dennis L. Peterson
Superintendent of Schools**

INFORMATION

**School Board
Minnetonka I.S.D #276
5621 County Road 101
Minnetonka, Minnesota**

Study Session Agenda Item #3

Title: Review of Financial Comparisons with Other Districts

January 20, 2022

EXECUTIVE SUMMARY:

Each year Minnetonka Independent School District 276 reviews comparative data from a variety of sources to gauge the District's performance on various financial metrics.

The attached graphs are developed using the latest financial data available from a variety of State reports and other sources, and are presented for the School Board's information.

In the attached graphs, Minnetonka is compared to local school districts along with the average for all school districts in the State of Minnesota.

ATTACHMENTS:

Comparative Financial Data To Local Districts


RECOMMENDATION/FUTURE DIRECTION:

This information is presented for the School Board's consideration and discussion.

Submitted by:


Paul Bourgeois, Executive Director of Finance & Operations

Concurrence:


Dennis Peterson, Superintendent



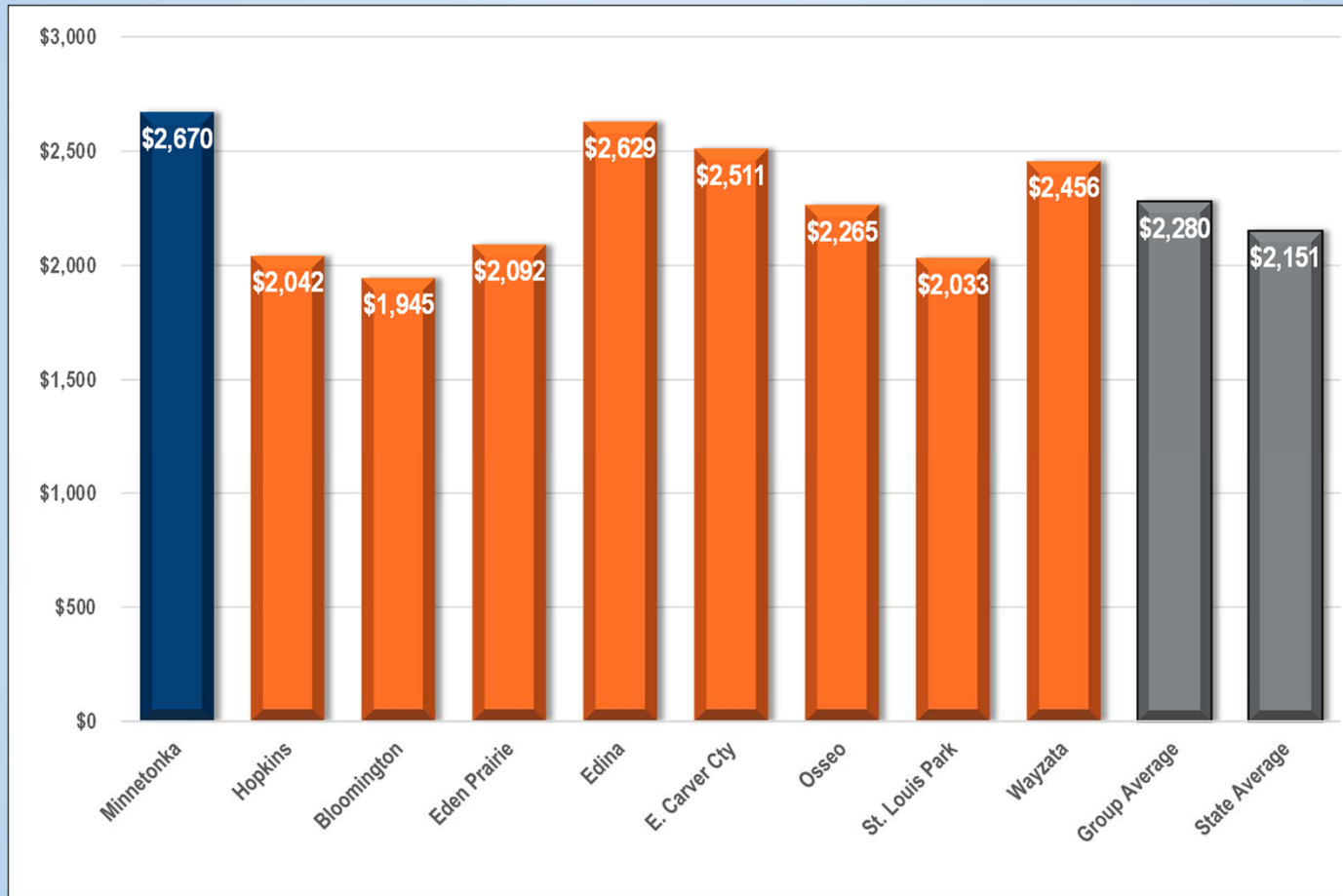
Minnetonka Independent School District 276 Comparative Financial Data To Local Districts

January 20, 2022

Charts Developed Using Ehlers Best Business Practices Program

Minnetonka ISD 276

Total School Property Taxes 20 Pay 21 On A \$500,000-Market-Value Home



Source: Pay 2021 School Tax Report

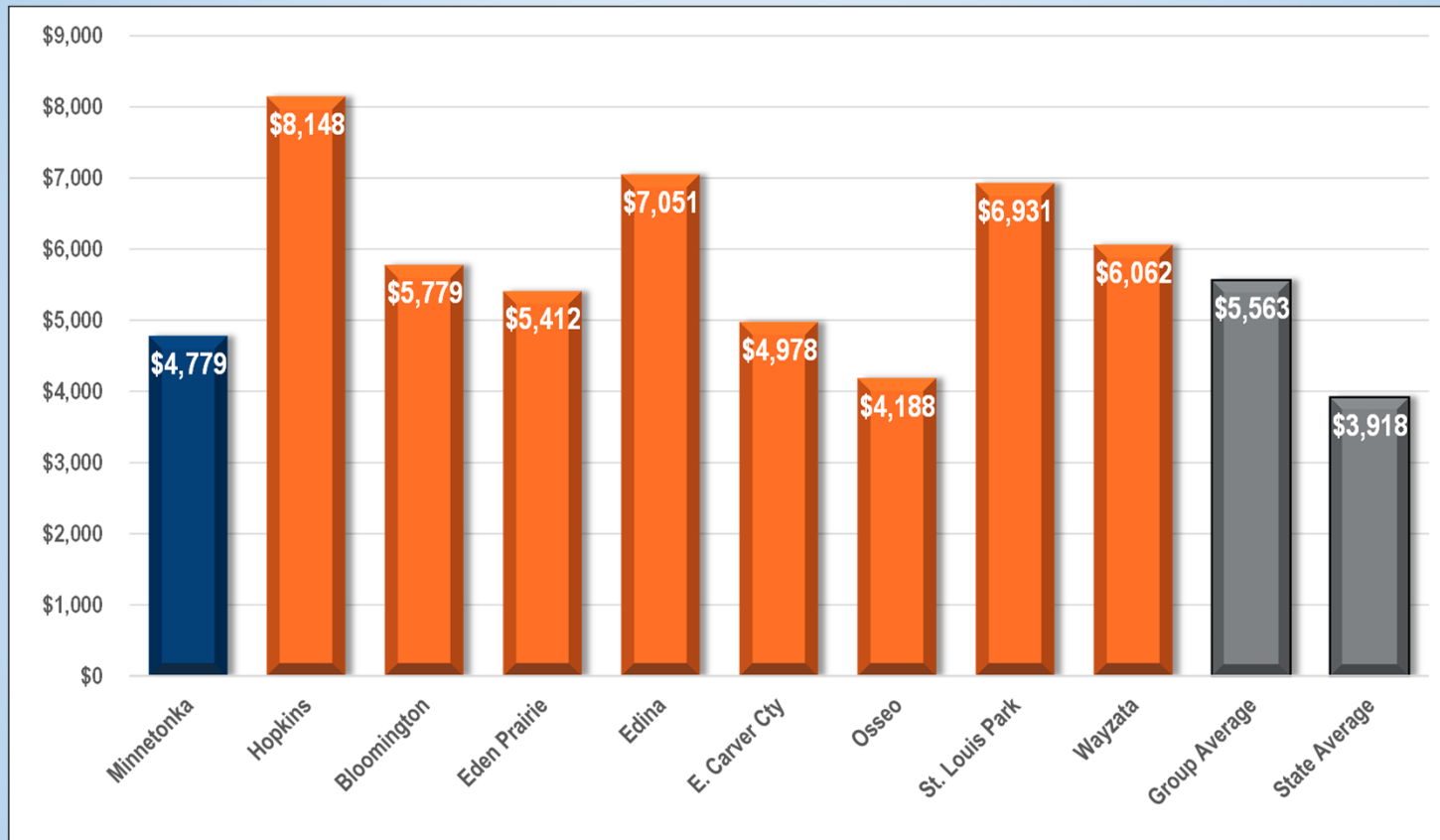
Minnetonka ISD 276

Total School Property Taxes 20 Pay 21 Per \$100,000 Of Value



Source: Pay 2021 School Tax Report

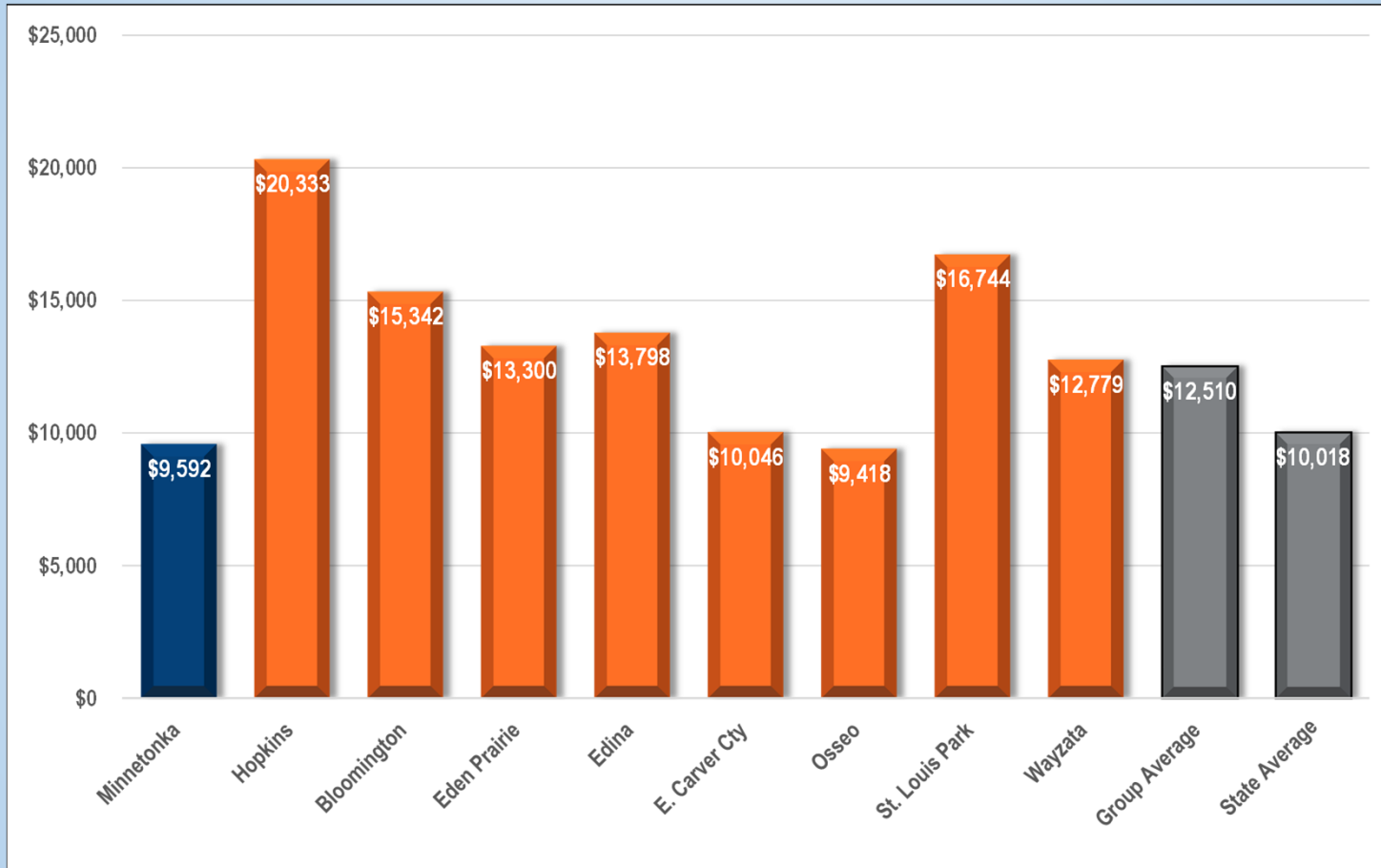
Minnetonka ISD 276 Total Levy Per ADM – 2021 School Tax Levy Per Pupil



Source: Pay 2021 School Tax Report

Pupil: MDE Estimated FY2022 Enrollment From 20 Pay 21 Levy Limit & Certification Report

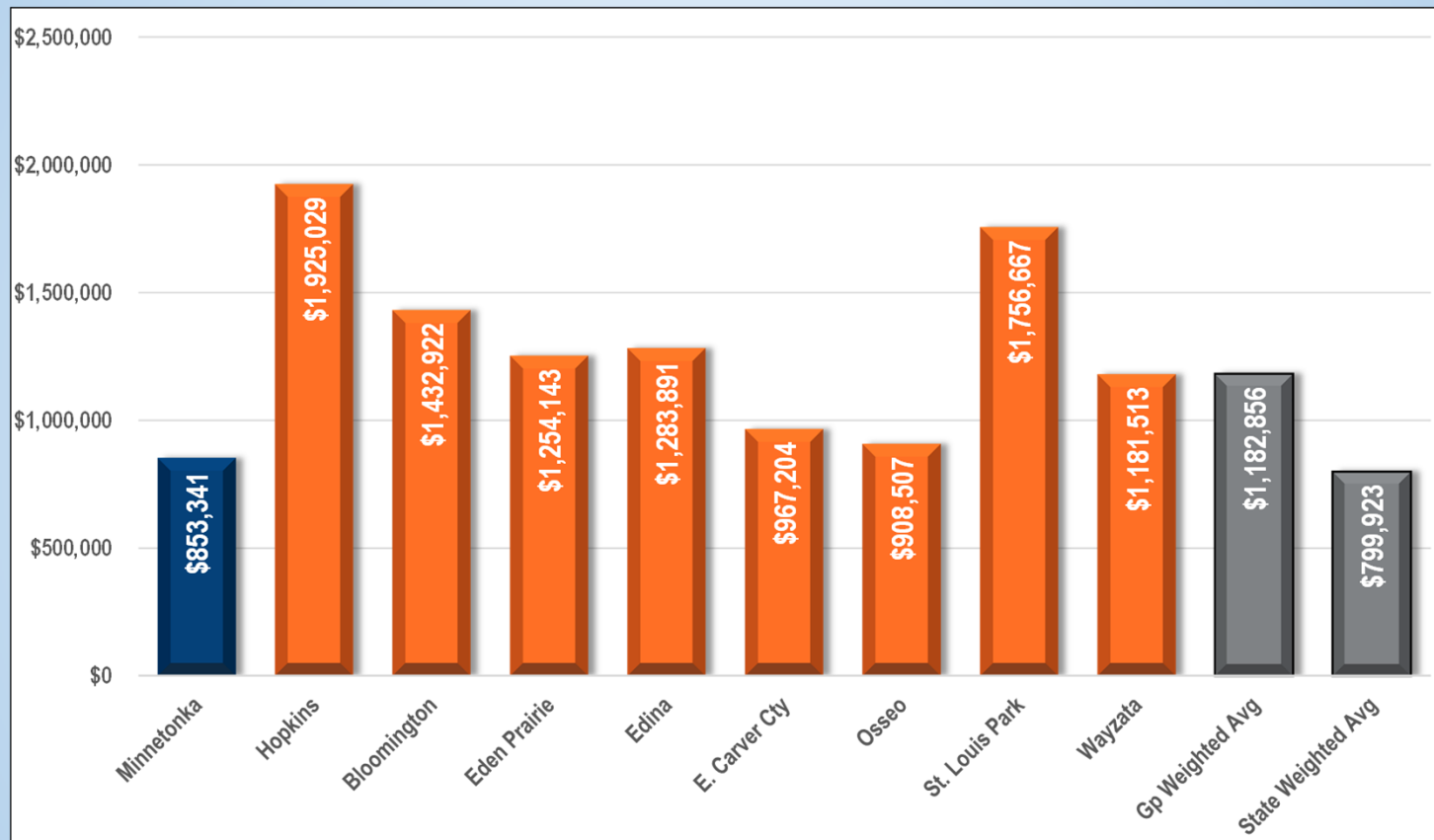
Minnetonka ISD 276 Net Tax Capacity Per Pupil - 2021



Source: Pay 2021 School Tax Report

Pupil: MDE Estimated FY2022 Enrollment From 20 Pay 21 Levy Limitation & Certification Report

Minnetonka ISD 276 Referendum Market Value Per Pupil - 2021



Source: Pay 2021 School Tax Report

Pupil: MDE Estimated FY2022 Enrollment From 20 Pay 21 Levy Limitation & Certification Report

Minnetonka ISD 276

20 Pay 21 School Property Taxes Per Capita

District	Voter Approved *	Non-Voter Approved Per Capita	Total School Levy Per Capita	Median Family Income (2017)	Levy as a % of Income
Minnetonka	\$751.65	\$580.31	\$1,331.95	\$134,895	0.99%
Hopkins	\$487.56	\$401.26	\$888.81	\$99,364	0.89%
Bloomington	\$437.05	\$264.82	\$701.86	\$87,312	0.80%
Eden Prairie	\$405.23	\$400.26	\$805.49	\$127,383	0.63%
Edina	\$882.36	\$625.97	\$1,508.33	\$150,603	1.00%
E. Carver Cty	\$545.13	\$352.41	\$897.54	\$118,464	0.76%
Osseo	\$268.63	\$390.71	\$659.34	\$94,597	0.70%
St. Louis Park	\$460.05	\$246.17	\$706.21	\$98,750	0.72%
Wayzata	\$727.86	\$634.90	\$1,362.75	\$127,650	1.07%
Group Average	\$493.46	\$414.53	\$908.00	\$109,071	0.83%
State Average	\$279.86	\$308.13	\$587.98	\$73,537	0.80%

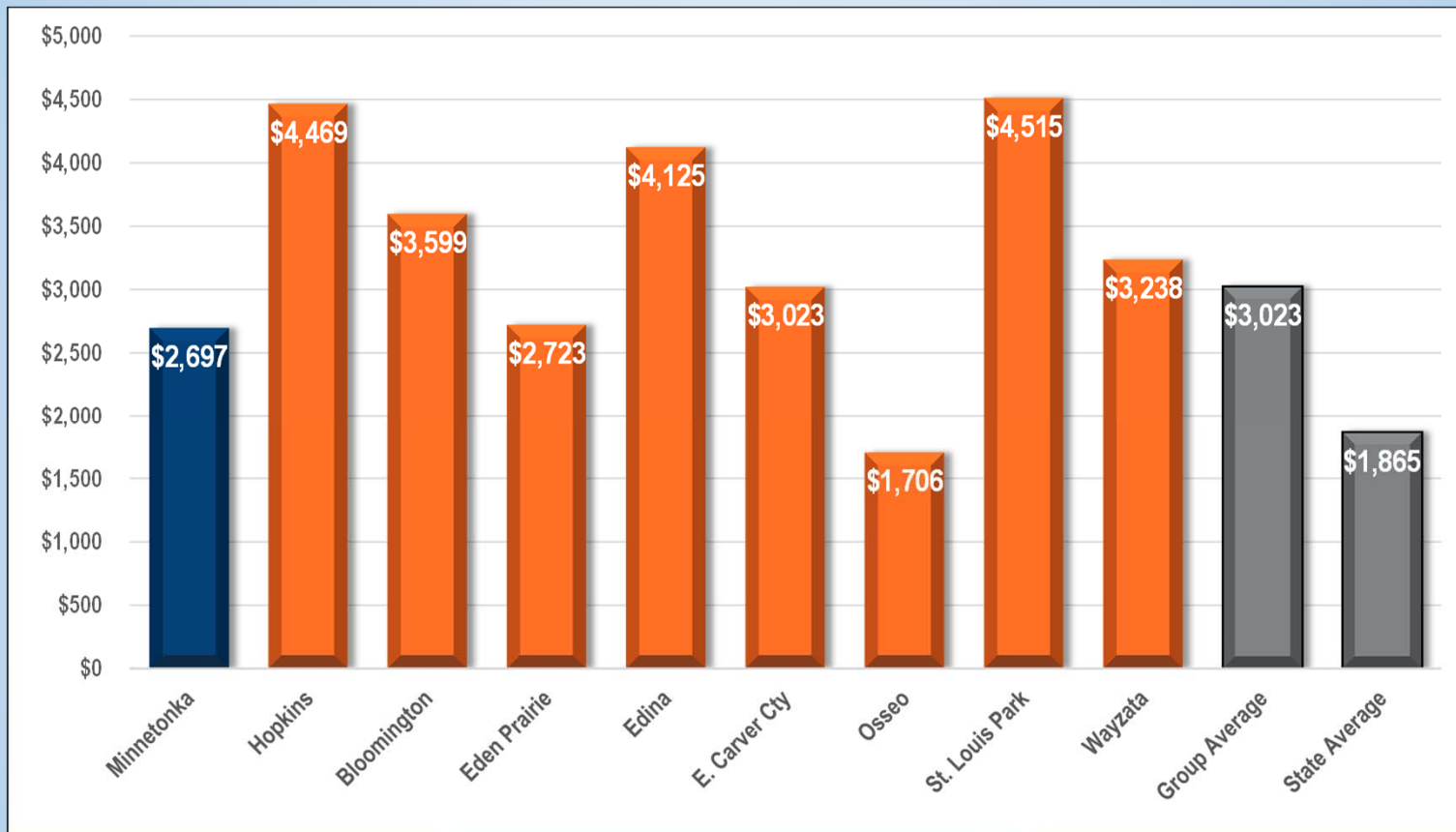
Source: Pay 2021 School Tax Report

2010 Census and 2017 Census Data Base

* - Includes Operating Referendum, Capital Projects Referendum and 1996 Bonds

Minnetonka ISD 276

20 Pay 21 Voter-Approved Levies Per Pupil (Operating Referendum Levy, Technology Levy, Debt Levy)

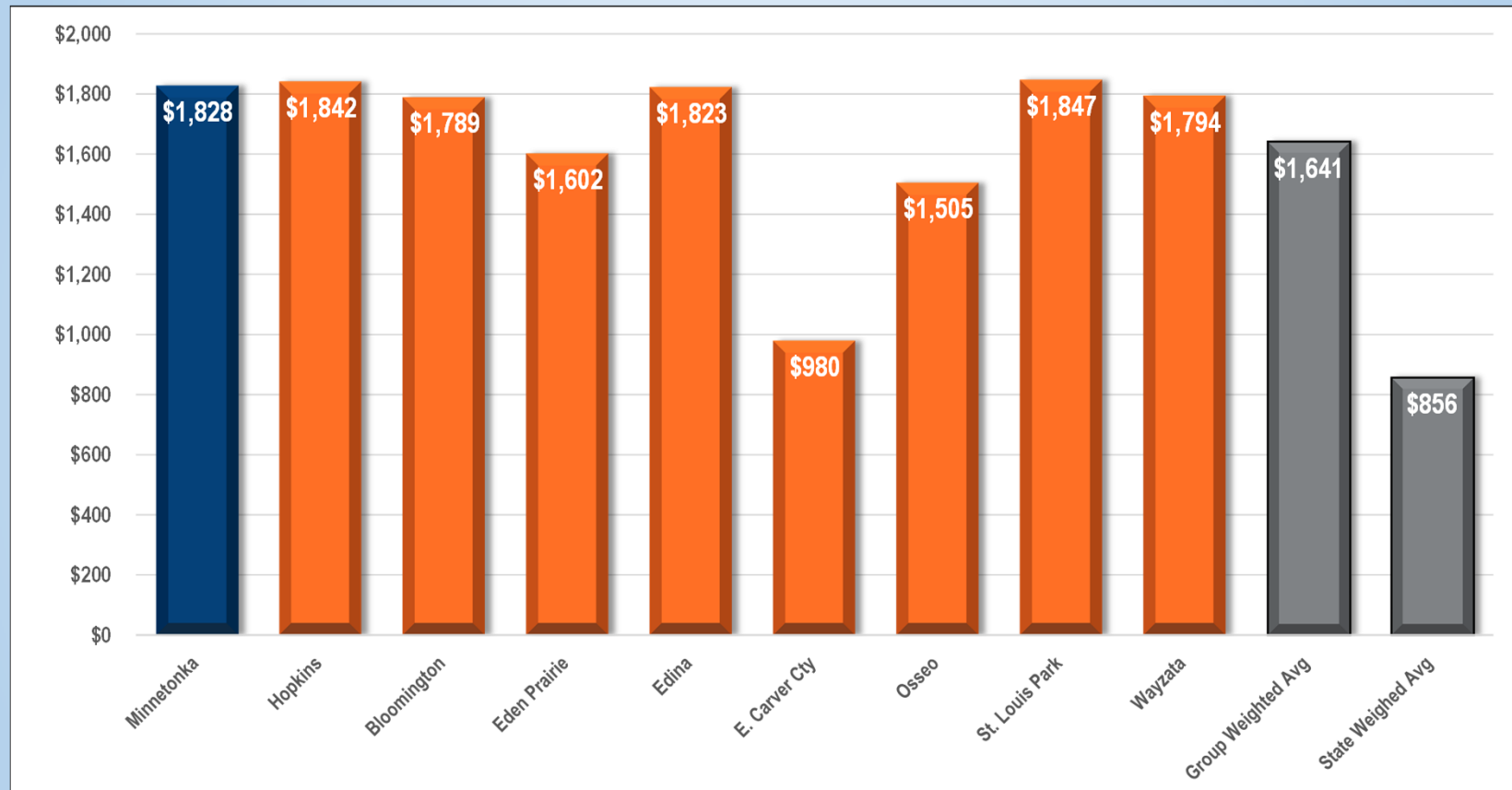


Source: Pay 2021 School Tax Report

Pupil: MDE Estimated FY2022 Enrollment From 20 Pay 21 Levy Limitation & Certification Report

Minnetonka ISD 276

Voter-Approved Operating Referendum Authority Per Pupil Unit 20 Pay 21 For FY22



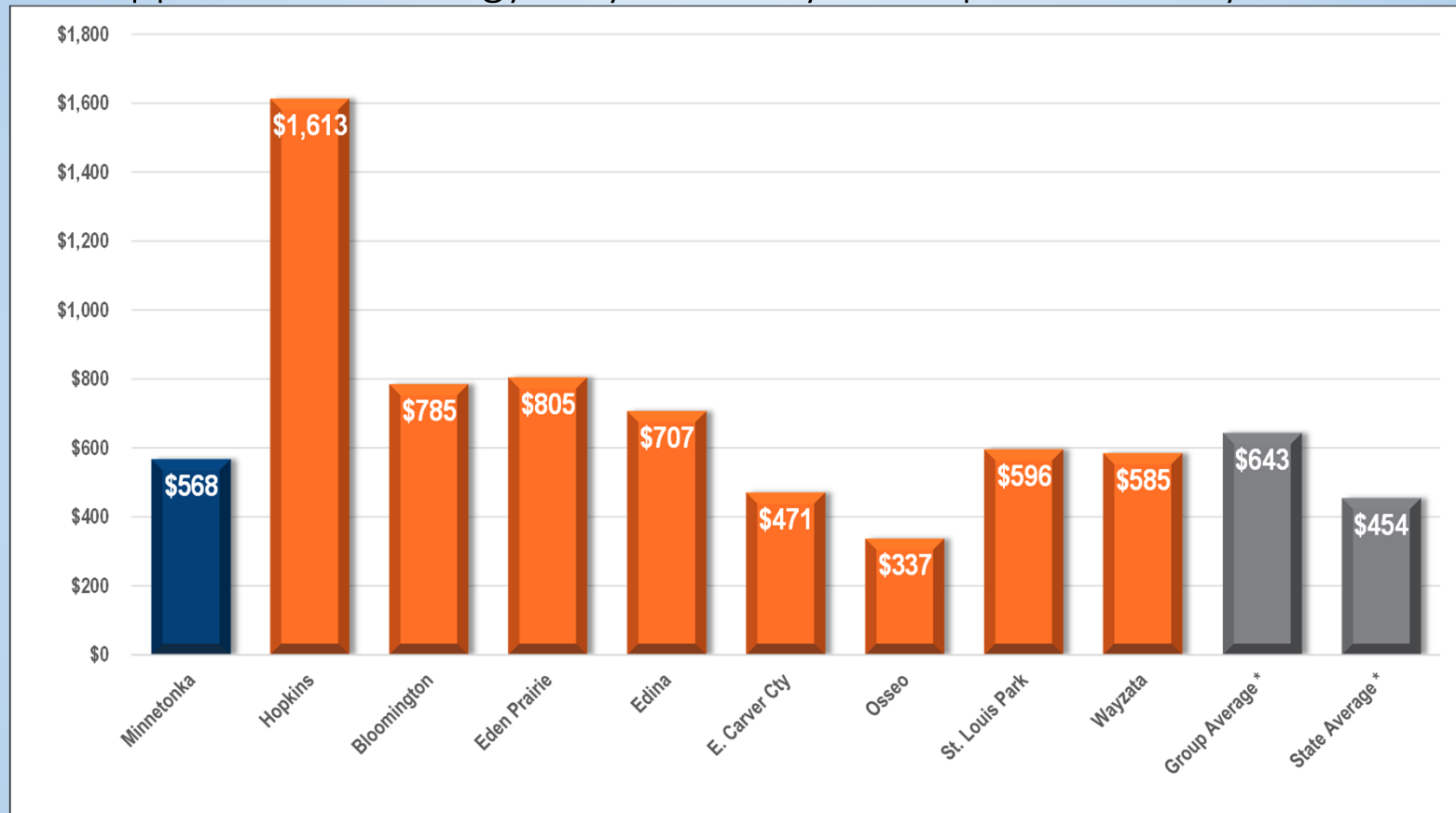
Source: MDE June 30, 2021 Operating Referendum Phaseout Report

In effect through the December 2024 Levy for Calendar 2025 Collection for Fiscal Year 2026 Use

ISD 276 is at the Operating Referendum Cap – per current statute cannot receive more per pupil at renewal, other than an annual inflation increase

Minnetonka ISD 276

Voter-Approved Technology Levy Authority Per Pupil Unit 20 Pay 21 For FY22



Source: Pay 21 School Tax Report

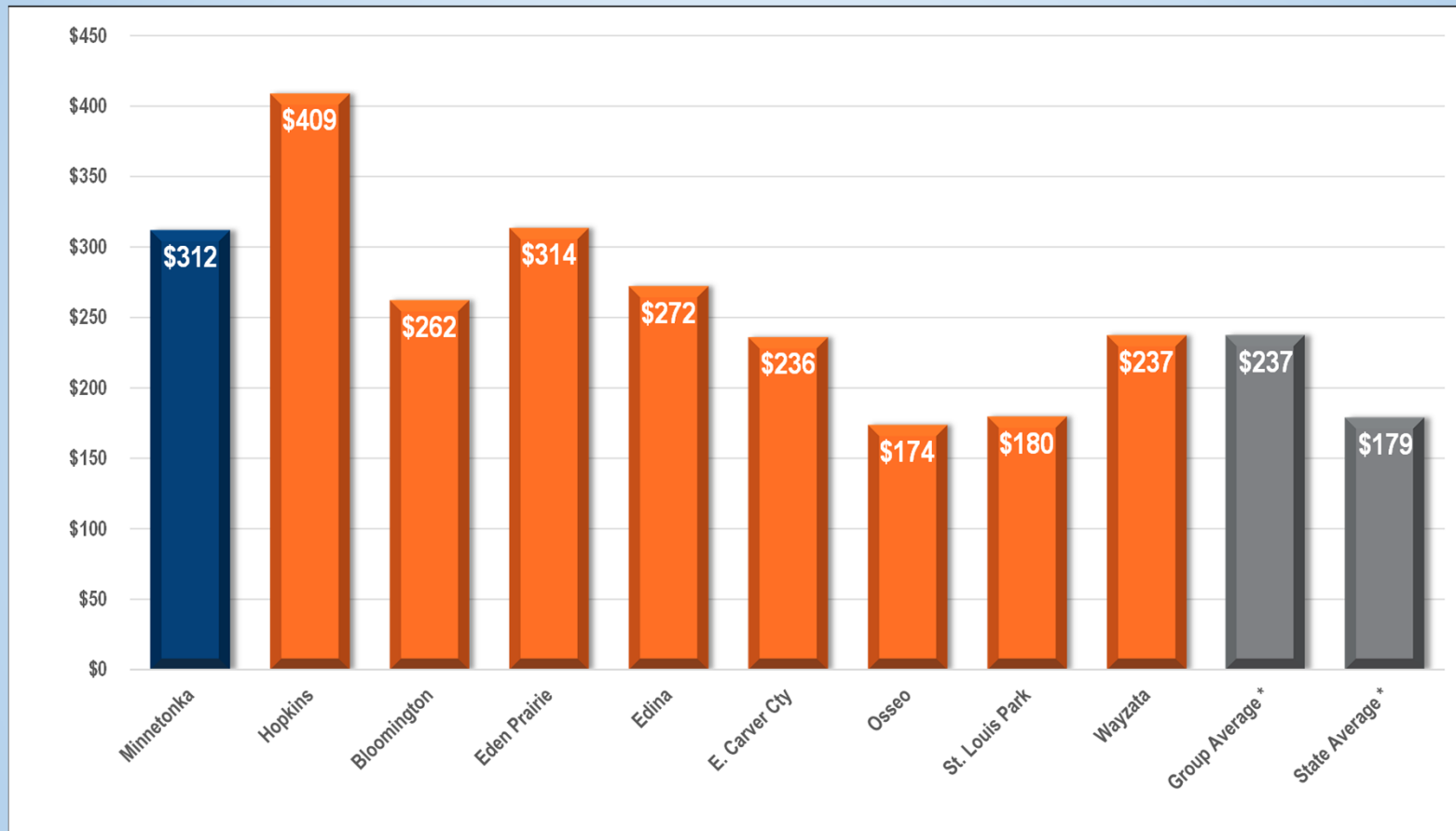
Pupil: MDE Estimated FY2022 Enrollment From FY2022 WhatIf Report -Includes only districts with Capital Projects Levy (53 Districts)

In effect through the December 2024 Levy for Calendar 2025 Collection for Fiscal Year 2026 Use

6.569% of Net Tax Capacity – *per statute ISD 276 has the ability to request an increase from the voters at renewal*

Minnetonka ISD 276

Voter-Approved 20 Pay 21 For FY22 Technology Levy On A \$500,000-Market-Value Home

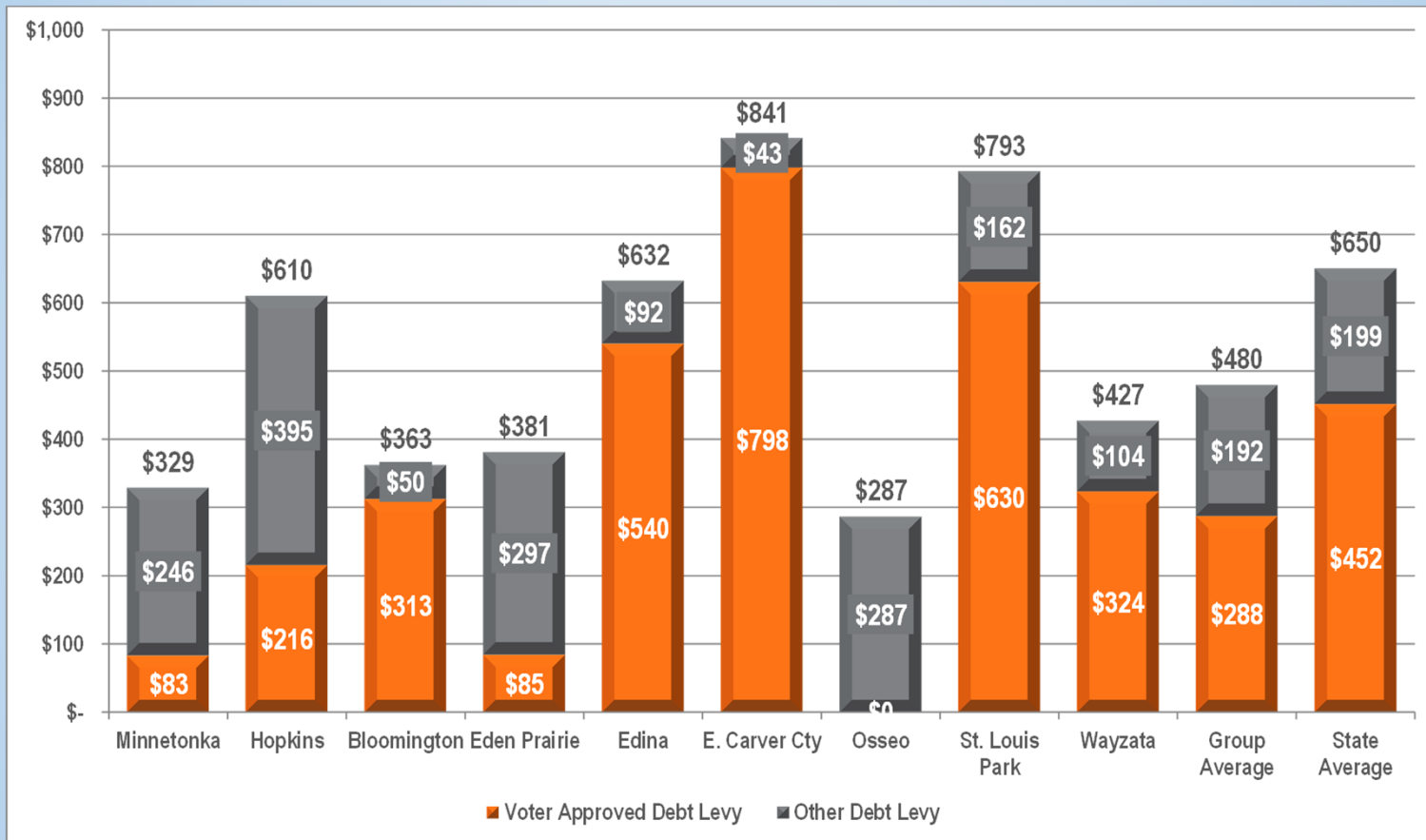


Source: Pay 2021 School Tax Report

Pupil: MDE Estimated FY2022 Enrollment From FY2022 WhatIf Report - Includes only districts with a Capital Projects Levy (53 Districts)

Minnetonka ISD 276

Total School Debt Taxes 20 Pay 21 On A \$500,000-Market-Value Home



Source: Pay 2021 School Tax Report (Excludes OPEB Levy)

Minnetonka ISD 276

Debt Service Levy 20 Pay 21 As Percent Of Total Property Tax Levy

District	Total 2020 School Property Tax Levy	2020 Voter Approved Debt Plus Other Debt Levy (Excludes OPEB)	Debt Service Levy as a Percent of Total Levy
Minnetonka	\$53,256,791	\$7,037,688	13.2%
Hopkins	\$54,940,241	\$16,733,765	30.5%
Bloomington	\$58,175,368	\$11,197,452	19.2%
Eden Prairie	\$46,550,929	\$8,723,334	18.7%
Edina	\$59,174,919	\$14,646,437	24.8%
E. Carver Cty	\$46,368,647	\$15,745,346	34.0%
Osseo	\$89,103,072	\$11,498,257	12.9%
St. Louis Park	\$30,827,628	\$11,808,344	38.3%
Wayzata	\$79,842,437	\$14,383,726	18.0%
Group Totals	\$518,240,032	\$111,774,351	21.6%
State Totals/Rates	\$3,118,542,075	\$1,037,294,154	33.3%

Source: Pay 2021 School Tax Report

Minnetonka ISD 276

Debt Levy 20 Pay 21 Per Capita On A Home With \$500,000 Market Value

District	Voter Approved Debt Per Capita	Other Debt Per Capita	Total Debt Levy Per Capita	Median Income Per Family	Levy as a % of Income
Minnetonka	\$44.62	\$131.39	\$176.01	\$134,895	0.130%
Hopkins	\$95.62	\$175.09	\$270.72	\$99,364	0.272%
Bloomington	\$116.55	\$18.54	\$135.09	\$87,312	0.155%
Eden Prairie	\$33.46	\$117.49	\$150.94	\$127,383	0.118%
Edina	\$318.96	\$54.37	\$373.33	\$150,603	0.248%
E. Carver Cty	\$289.08	\$15.70	\$304.78	\$118,464	0.257%
Osseo	\$0.00	\$85.08	\$85.08	\$94,597	0.090%
St. Louis Park	\$215.10	\$55.42	\$270.51	\$98,750	0.274%
Wayzata	\$186.01	\$59.49	\$245.50	\$127,650	0.192%
Group Totals/Avg	\$117.43	\$78.41	\$195.84	\$109,071	0.180%
State Average	\$135.83	\$59.74	\$195.58	\$73,537	0.266%

Source: Pay 2021 School Tax Report and 2010 Census and 2017 Census Data File

Minnetonka ISD 276

Debt Service Levy 20 Pay 21 Per Pupil

District	Projected FY 22 E-12 Enrollment	Debt Levy (Excluding OPEB)	Debt Levy Per Pupil
Minnetonka	11,144	\$7,037,688	\$632
Hopkins	6,743	\$16,733,765	\$2,482
Bloomington	10,067	\$11,197,452	\$1,112
Eden Prairie	8,602	\$8,723,334	\$1,014
Edina	8,392	\$14,646,437	\$1,745
E. Carver Cty	9,315	\$15,745,346	\$1,690
Osseo	21,274	\$11,498,257	\$540
St. Louis Park	4,448	\$11,808,344	\$2,655
Wayzata	13,171	\$14,383,726	\$1,092
Group Totals	93,156	\$111,774,351	\$1,200
State Totals/Rates	795,884	\$1,037,294,154	\$1,303

Source: Pay 2021 School Tax Report and Enrollment From MDE FY2022 WhatIf Report

Minnetonka ISD 276

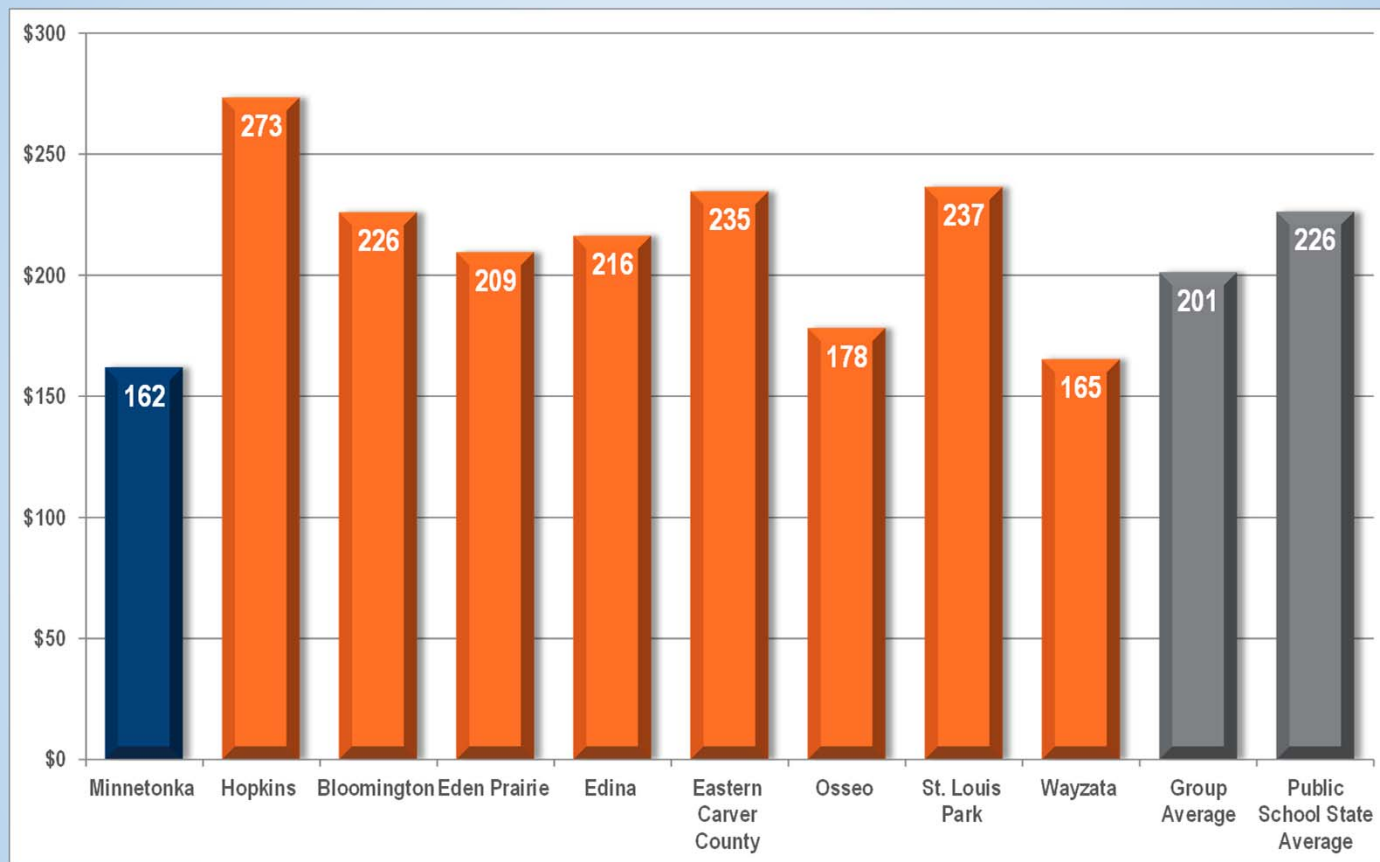
Debt Levy 19 Pay 20 Per Square Foot Of District Buildings

District	Total Debt Pay 20 Levy	Square Feet	Debt Levy Per SF
Minnetonka	\$ 7,037,688	1,804,479	\$ 3.90
Hopkins	\$ 16,733,765	1,843,429	\$ 9.08
Bloomington	\$ 11,197,452	2,274,630	\$ 4.92
Eden Prairie	\$ 8,723,334	1,802,079	\$ 4.84
Edina	\$ 14,646,437	1,814,999	\$ 8.07
Eastern Carver County	\$ 15,745,346	2,185,951	\$ 7.20
Osseo	\$ 11,498,257	3,790,394	\$ 3.03
St. Louis Park	\$ 11,808,344	1,052,008	\$ 11.22
Wayzata	\$ 14,383,726	2,176,904	\$ 6.61
Group Average	\$ 111,774,351	18,744,873	\$ 5.96
Public School State Average	\$ 1,037,294,154	180,069,239	\$ 5.76

Source: Pay 2020 School Tax Report FY2020 School Profiles and FY2020 MDE Building Age Report

Minnetonka ISD 276

Square Feet Per Pupil Based On FY2021 Projected Enrollment



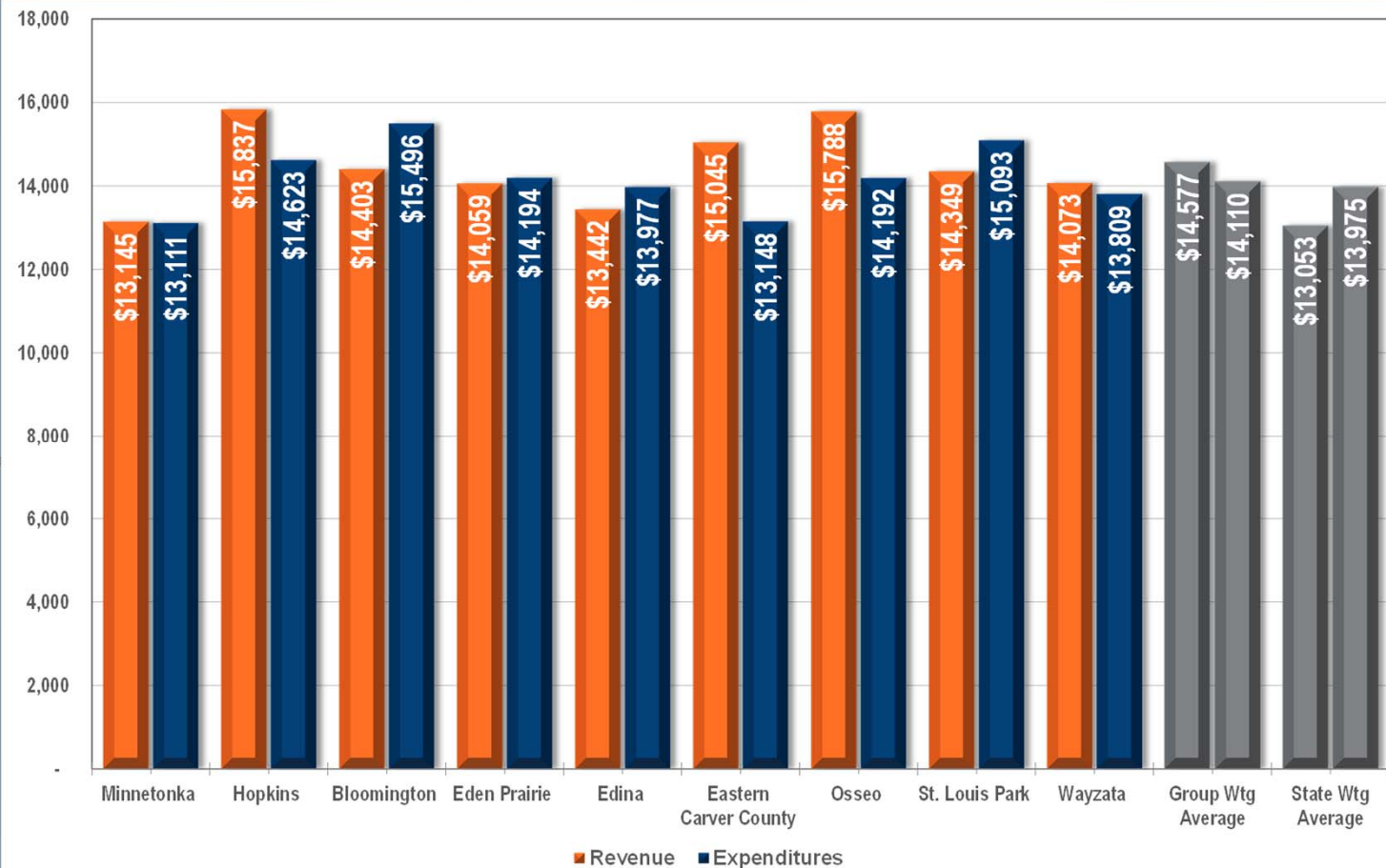
Source: FY2021 Building Age And Square Footage Report
MDE FY2022 What If Revenue Model

Minnetonka ISD 276 FY2020 General Fund Revenue Per ADM Compared To Expenditures Per ADM (Includes Operating Capital Which Is Part of UFARS General Fund)

Revenue Rank Per ADM

Bloomington	38
St. Louis Park	53
Hopkins	58
Osseo	65
Eden Prairie	75
Wayzata	79
Edina	90
Minnetonka	126
Eastern Carver	164

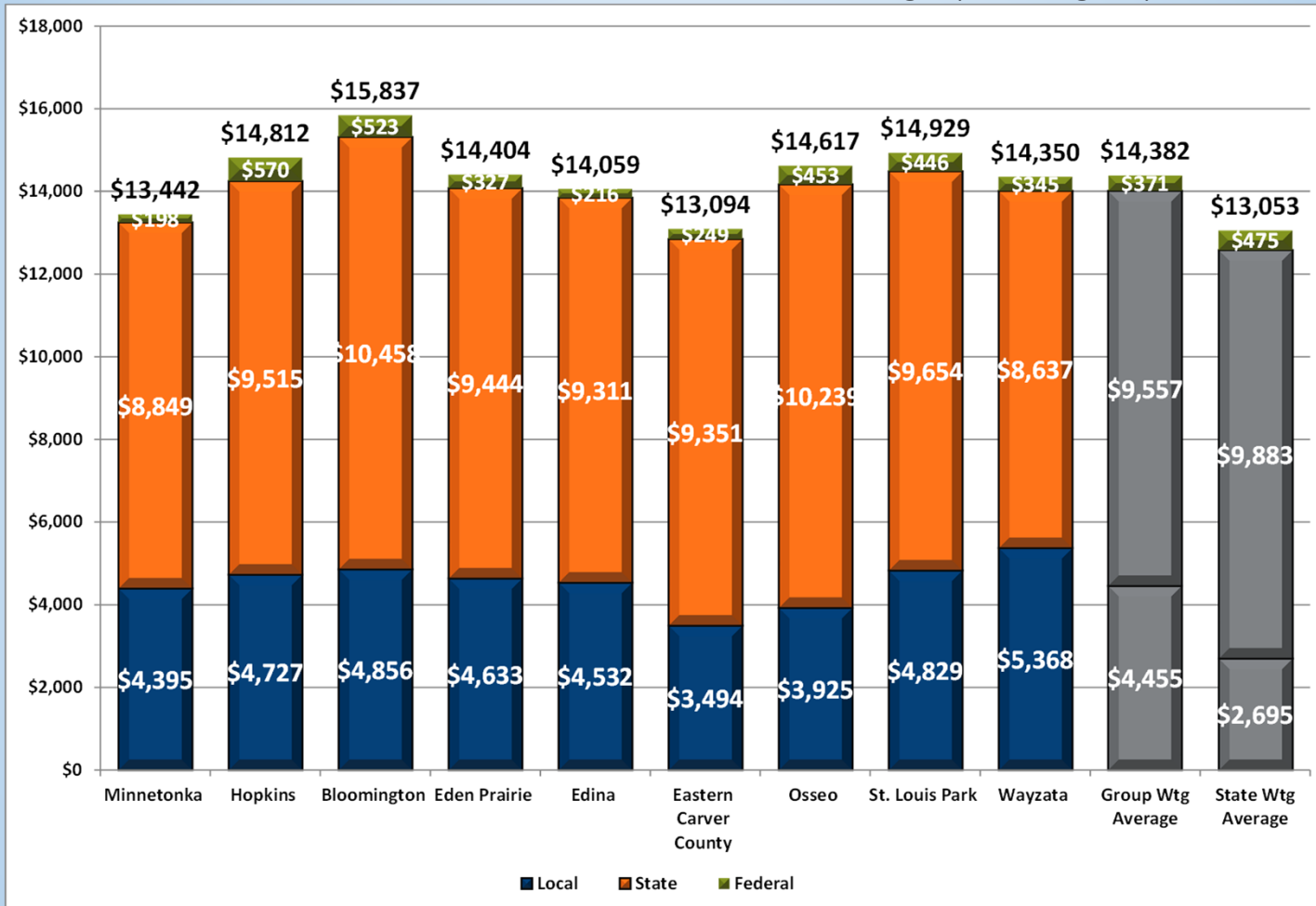
Minnetonka Rank Without
Operating Referendum -
State Aid Only - 318



Expense Rank Per ADM

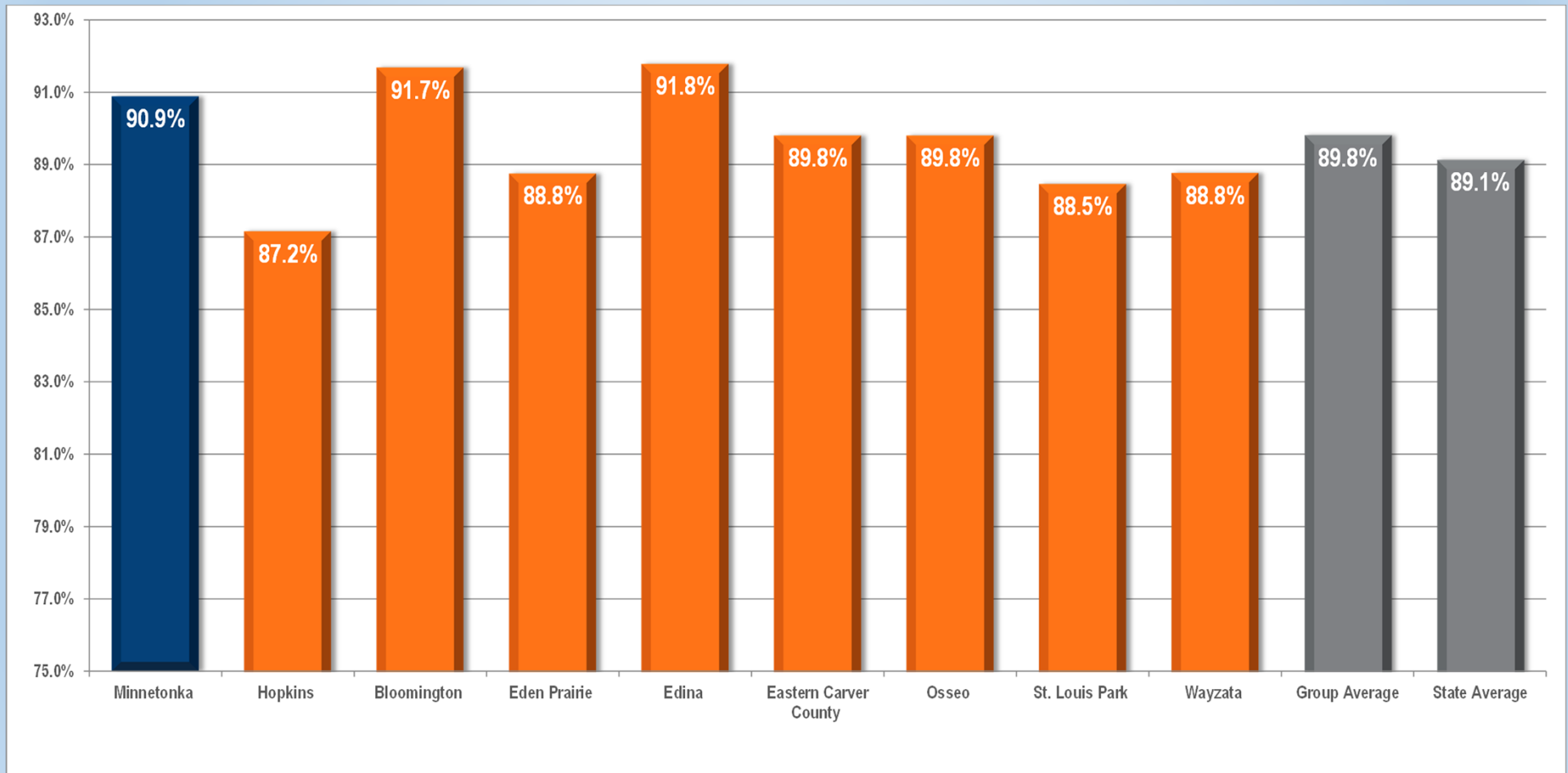
Bloomington	29
St. Louis Park	35
Hopkins	42
Osseo	70
Eden Prairie	77
Wayzata	89
Edina	95
Eastern Carver	116
Minnetonka	130

Minnetonka ISD 276 FY2020 General Fund Revenue Sources Including Operating Capital



Source: FY2020 School Profiles

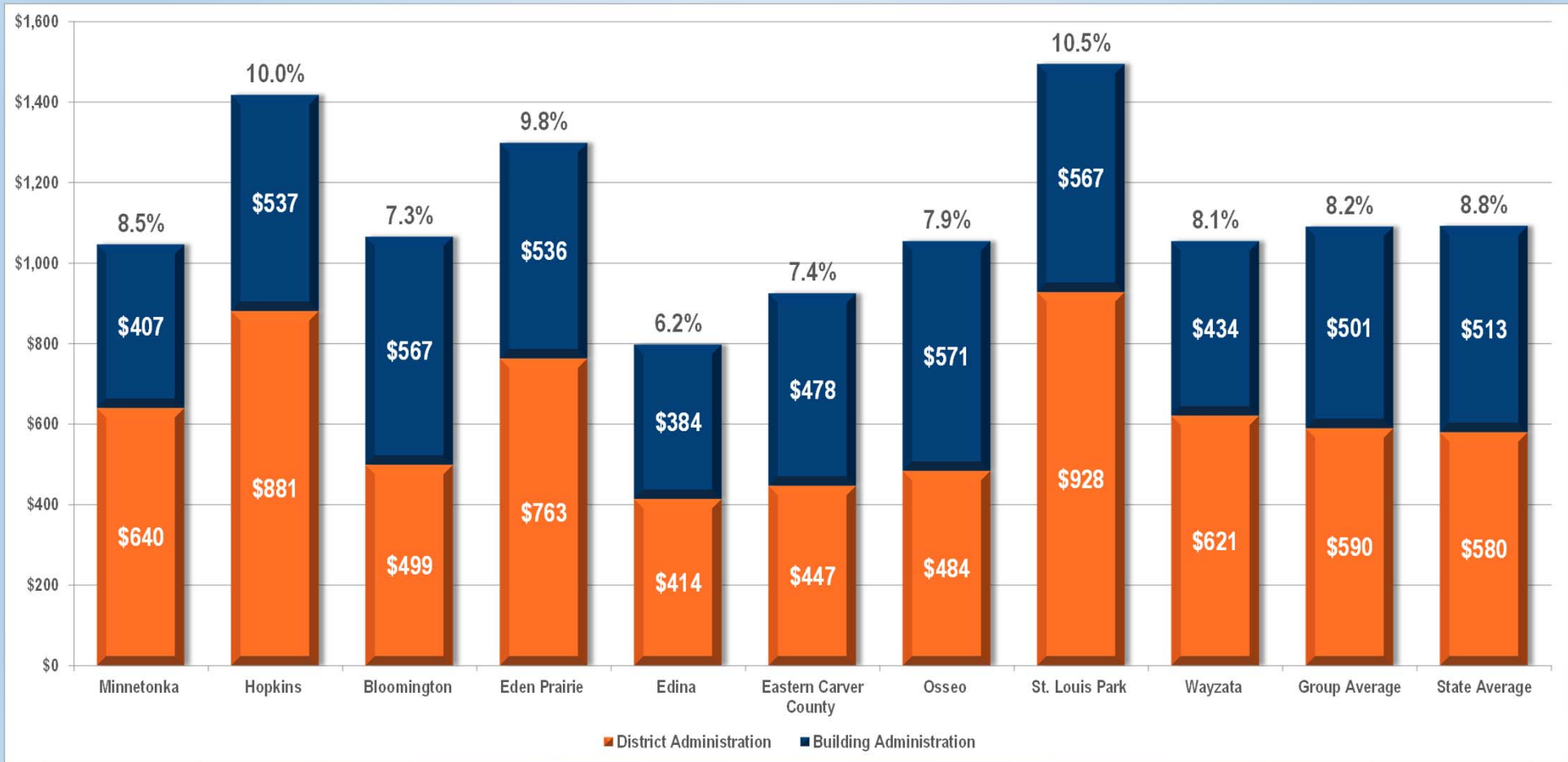
Minnetonka ISD 276
Percent Of FY2020 General Fund Operating Expenditures Allocated To Building Operations



Source: FY2020 School Profiles

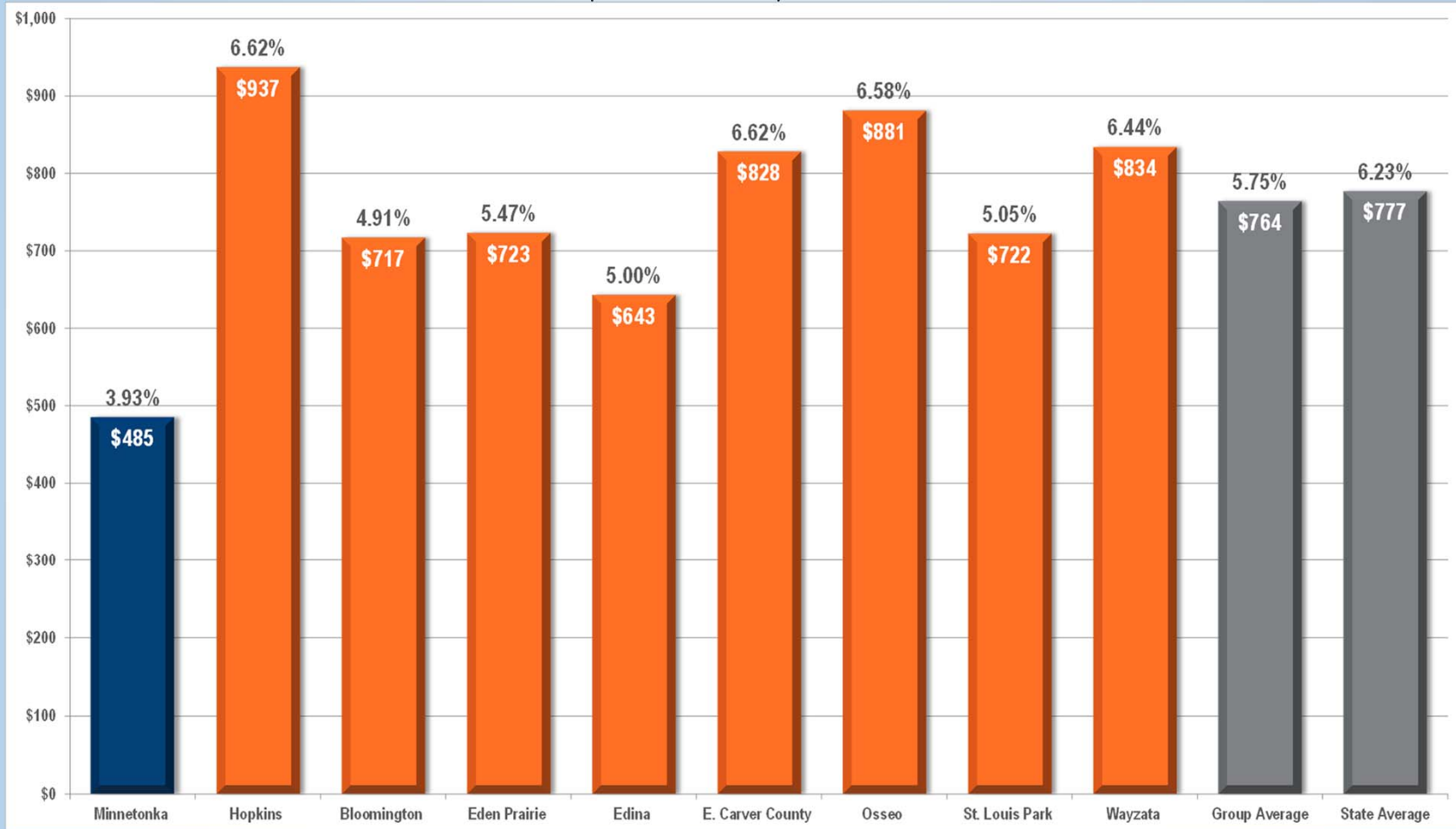
Minnetonka ISD 276

Percent Of FY2020 General Fund Operating Expenditures Allocated To Total Administration Per ADM



Source: FY2020 School Profiles – General Fund Expenditures Excluding Operating Capital (331 Districts)

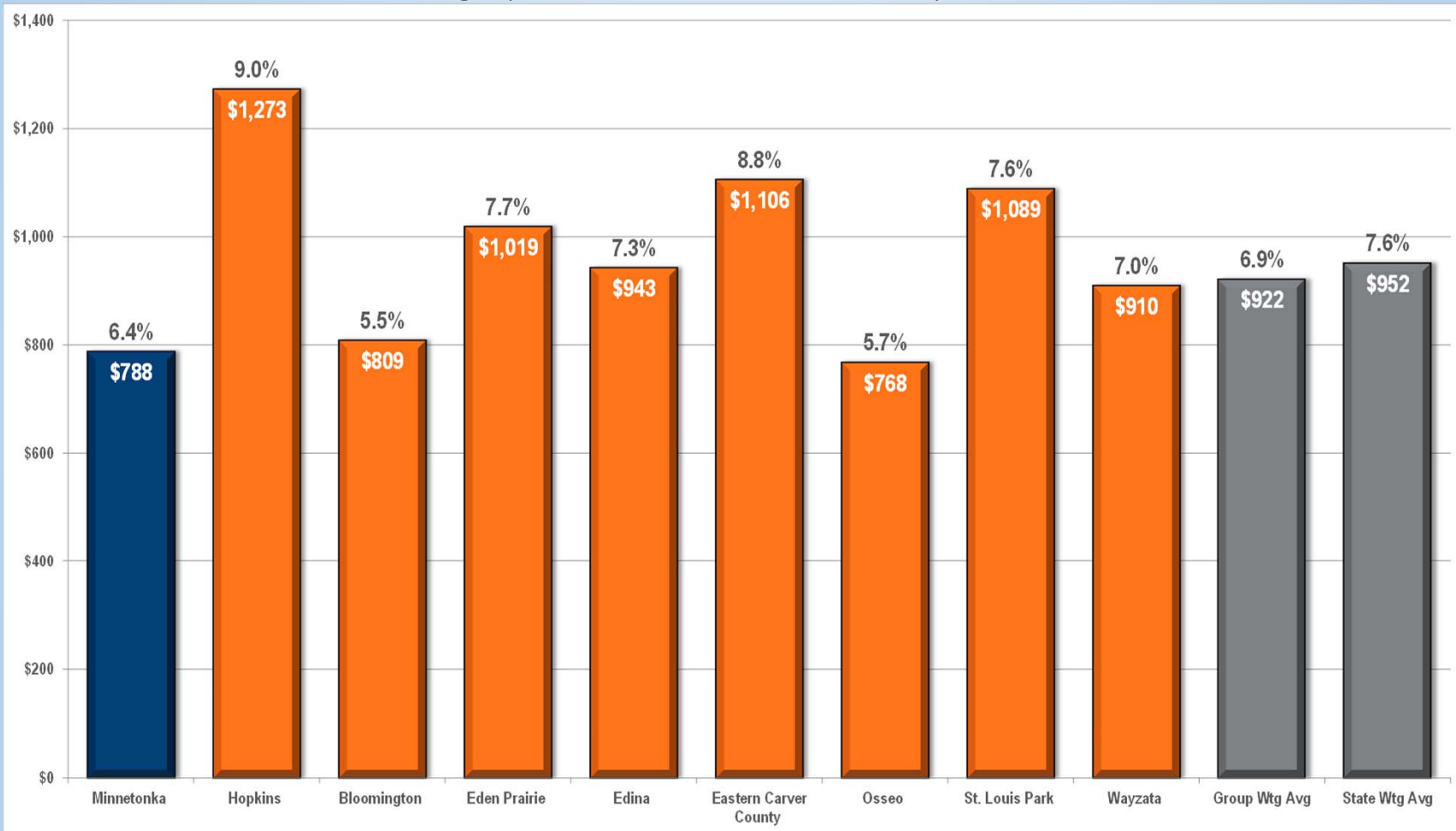
Minnetonka ISD 276 FY2020 Transportation Expenditures Per ADM



Source: FY2020 School Profiles General Fund Expenditures

Note: If Minnetonka Transportation Expenditures were at the same amount per ADM as the State Average, they would have been \$3,237,650 higher - \$292 x 11,087.84 ADM

Minnetonka ISD 276 FY2020 Building Operations & Maintenance Expenditures Per ADM



Source: FY2019 School Profiles

Note: If Minnetonka Maintenance Expenditures were at the same amount per ADM as the State Average, they would be \$1,818,406 higher - \$164 x 11,087.84 ADM

**School Board
Minnetonka I.S.D. #276
5621 County Road 101
Minnetonka, Minnesota**

Study Session Agenda Item #4

Title: Tonka Online Report

Date: January 20, 2022

EXECUTIVE SUMMARY

Tonka Online, our K-12 Comprehensive e-learning program was launched on September 8, 2021, to begin serving students for the 2021-22 school year. The goal for this program was twofold, to meet the ongoing needs of families as a result of the pandemic as well as to fully develop and offer an ongoing e-learning option for students and families interested in this learning model.

The Minnesota Department of Education approved Minnetonka Public Schools request to expand as a state-approved online provider offering comprehensive and supplemental programming for grades K-12 during the spring of 2021. The District was approved to begin serving Minnesota students in K-12 beginning the first day of school for the 2021-22 school year.

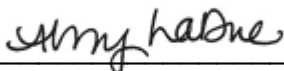
On April 8, 2021, the proposed e-learning program option to begin fall of 2021 was approved by the School Board, contingent upon the level of interest expressed through enrollment. Planning and preparation to launch this program was completed throughout the spring and summer with a final decision to provide this opportunity being made in mid-August of 2021.

Tonka Online opened on September 8 with an enrollment of 319 students.

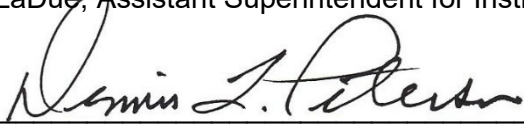
This report will provide an update on K-12 Tonka Online including:

- Program overview
- Family program feedback
- Semester two enrollment and profile of continuing students
- Staffing updates

Submitted by: _____


Amy LaDue, Assistant Superintendent for Instruction

Concurrence: _____


Dennis Peterson, Superintendent

UPDATE

**School Board
Minnetonka I.S.D. #276
5621 County Road 101
Minnetonka, Minnesota**

Study Session Agenda Item #5

Title: Review of Superintendent Search Process

Date: January 20, 2022

EXECUTIVE SUMMARY:

An update regarding the Superintendent search process will be shared by the Board's Subcommittee.

Submitted by:



**Dennis L. Peterson
Superintendent of Schools**

REVIEW

**School Board
Minnetonka I.S.D. #276
5621 County Road 101
Minnetonka, Minnesota**

Study Session Agenda Item #6

Title: Review of Vision Document

Date: January 20, 2022

EXECUTIVE SUMMARY:

The Board will continue its review of the Vision document, concentrating on pages 12-16 in the attached document, which corresponds to pages 22-27 in the printed brochure.

Submitted by:



**Dennis L. Peterson
Superintendent of Schools**

**** Update the photos throughout the brochure**

A LETTER TO OUR COMMUNITY

It is a great honor to represent you in our service as members of the Minnetonka School Board. Since its inception in 1952, our school district has been preparing students—to be thoughtful, contributing members of society. During that time, our District has earned a reputation for excellent teaching, exceptional student achievement and outstanding fiscal management.

Ensuring that this legacy continues is the heart of our job as your elected representatives. Toward that end, it is our duty to define the direction in which we want to lead our district. The following is our vision for the Minnetonka School District, one that we believe enables us to be a world-class, child-centered public school system of which we can all be proud.

As we envision the District's future, we want to acknowledge the significant contributions of students, teachers, administrators, support staff, past school board members, **parents, families,** and other community members who built Minnetonka's history of success. We are grateful and proud to chart the coming years from such a solid position of inherited strength.

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Supporting our Vision

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- Support Staff

- Learning Environment of Our Schools

- Buildings and Grounds

- Communication

- Technology

Realizing our Vision

- Meaning of a Minnetonka Diploma

- Minnetonka Alumni

- Greater Community

- Creating a Culture of Child-centered Excellence

Defining our Vision for a World-class School District

America's public education system is built on the belief that a nation dedicated to self-government and the preservation of liberty will not endure without the intelligence and vigilance of the governed. Unique in the history of the world, America's public schools make and deliver on the bold promise to freely educate all children regardless of ~~wealth, religion, race, gender, ability, or citizenship.~~ race, religion, gender identity, sexual orientation, country of origin, and socioeconomic status. The Minnetonka School Board is committed to protecting and promoting this legacy.

We believe that a strong public education is the most direct means of creating an informed citizenry necessary to sustain democracy. Public education gives people the skills they need to live the life they imagine, to realize their dreams, and to fully develop as human beings. It is the cornerstone of healthy, engaged communities. It is essential to maintaining a thriving American economy capable of operating in a competitive global marketplace. It is the foundation upon which a free and open society rests. Strong public education gives wings to society's collective hopes for a promising future.

As members of the Minnetonka School Board, we believe in the power of a collective vision to mobilize people and effect positive change in their lives. We are committed to building upon the excellence of our past and creating a world-class school district. We will insist on aligning every element of our organization toward the goal of supporting all students' pursuits of their highest levels of academic and personal achievement.

We strongly believe in the connection between early childhood education and later school performance. Therefore, the Minnetonka School District champions an E-12 approach to educating children. We will connect with ~~parents and their children~~ families as early as possible, creating a wide variety of opportunities for ~~parents~~ them to cultivate the skills and knowledge needed to nurture their children's successful growth and development. When communities, families and schools are united in support of each and every child, all students will flourish.

We understand that being a world-class district takes effort, talent, ~~money,~~ resources, and determination. The children and ~~citizens~~ members of our community deserve no less than our best efforts. We must dedicate ourselves to redefining excellence in education in our own terms.

If our future is to be better than our past, we must have the courage to let go of what no longer serves us, embrace what is required for the future, and advocate for what is best for our children, our community, and our nation. Such a journey will require ~~being comfortable with~~ being comfortable with change, taking informed risks, and rigorously ~~tracking progress~~ progressing against clearly articulated goals. It will require the conviction to set our own standards in the face of state and federal mandates and unstable financial resources. The result will be national recognition for academic excellence and student achievement. In all areas, it will demand putting children first.

As a world-class organization dedicated to child-centered excellence, the Minnetonka School District will:

- Challenge and support all students in the pursuit of their highest levels of academic and personal achievement
- Practice prudent and innovative management of public resources
- Advocate for strong academic and strong co-curricular programs
- Attract, develop, and support the highest quality teachers and other educational professionals
- Demand the highest standards of professional excellence in every level of the organization
- Create, pursue, and champion outstanding early childhood education opportunities so that all children enter kindergarten ready to learn and succeed
- Tailor learning experiences to the needs of individual learners
- Create positive, enjoyable learning environments where all students feel safe, welcome, supported and accepted
- Foster the development of good character and social responsibility
- Inspire students to understand and serve the greater good
- Celebrate students of all backgrounds, cultures, experiences and identities
- Instill an abiding appreciation for the rights, privileges, and values of America's system of government
- Produce outstanding graduates who are ready to contribute and thrive in a wide array of future pursuits and engage in life-long learning
- Earn and maintain broad-based community support
- Design student experiences for meaning, engagement, and deeper learning
- Commit to preparing and educating all students with programs, instruction and tools that meet the needs of the future

*** Change the word "money" to "resources" in the bubble graphic of page 7 of the brochure

Mission

A statement of our highest aspirations

The mission of the Minnetonka School District, a community that transcends traditional definitions of excellence and where dreams set sail, is to ensure all students envision and pursue their highest aspirations while serving the greater good, through learning and teaching which:

- value and nurture each person,
- inspire in everyone a passion to excel with confidence and hope, and
- instill expectations that stimulate extraordinary achievement in the classroom and in life.

Beliefs

A statement of our organization's fundamental convictions, its value, its character

We believe that:

- An educated populace is integral to a democratic society.
- Families have the primary responsibility to ensure the education of their children.
- All adults are responsible for the care and welfare of all children.
- All people deserve the opportunity to pursue their individual potential.
- A person's attitude is the most significant determinant of success.
- Personal fulfillment comes from pursuing one's passion.
- Each person has fundamental, intrinsic worth.
- The dignity of each person is sacred.
- All people need to love and be loved.
- All people have a right to live and work in a safe environment.
- The uniqueness of each individual enriches the community.
- All people have the right to express matters of conscience
- Effective communication is essential to building relationships and strengthening mutual commitment to purpose.
- Integrity is essential to a meaningful relationship.

Objectives

An expression of the desired measurable, observable, or demonstrable results for the organization. Our objectives focus on student success, performance, and/or achievement.

- All students will meet or exceed District academic standards.
- All students will thrive according to their individual potential.
- All students will achieve their stated aspirations.
- All students will possess an enlightened view of themselves, others, and the world.

Commitments

Strict parameters that establish the boundaries and limits within which the organization will accomplish its mission.

- We will not engage in any activity that detracts from our elementary and secondary instructional program.
- We will not compromise excellence.
- We will make all decisions based solely on the best interest of the student.
- We will expect the best of everyone.
- We will defend and preserve the principle of local autonomy.
- We will honor the dignity of each person.

Bubble graphic on page 10 (Students) to read:

Minnetonka students will be encouraged and supported to progress beyond the confines of traditional classroom work.

Students

Serving students well and inspiring them to reach their highest levels of personal and academic achievement is the essence of our quest to be a world-class public school district. Toward that end, all learning experiences, curriculum offerings, supplemental programs, enrichment opportunities, staffing models, facility designs and usage, and co-curricular activities will support student success and life-long learning.

We must recognize that there are different levels of ability, need, desire, and interest among the students we serve. Our commitment is to effectively utilize the resources of the District and align them for the maximum benefit of each child. At all times, we will act to ensure that our students remain engaged in school and learning. Students will be encouraged and supported to explore a variety of opportunities and to access challenging coursework throughout their years in the District.

Minnetonka students will be encouraged and supported to progress beyond the confines of traditional ~~grade levels and~~ classroom work. Once students demonstrate mastery of a subject area, they will be able to explore ~~accelerated~~ learning experiences that require greater depth and skill. Differentiated instruction and personalized pathways towards their pursuit of knowledge and skills will be essential components of a Minnetonka education. We also will acknowledge that students' abilities may differ from subject to subject and will provide opportunities accordingly.

We will identify and respond to unique learning needs as early as possible. We will provide personalized curriculum and staff to help all students reach their life goals regardless of their need or ability. Our staff will constantly strive to find new ways to meet our students' needs that are respectful and cost-effective. We will also strive to help students avoid self-limiting labels and focus on their unique talents and gifts. Our staff will work with parents and students to develop reasonable, yet challenging, plans for academic and personal achievement which truly serve the individual.

Teachers

The interactions between teachers and their students are central to the educational experience. We must pursue excellence in teaching if we are to deliver a school district that is truly world-class. Therefore, all Minnetonka teachers will have a thorough and complete command of the subjects they teach. They will employ a wide range of educational and scientific research in developing effective ways of teaching their students. Minnetonka teachers will be recognized for their commitment, enthusiasm, student focus, effectiveness, and professionalism. They will maintain personal and professional integrity and advocate for the best interests of students. Every Minnetonka teacher will work to ensure that each student has mastered to ~~his or her~~ **their** fullest potential the skills and knowledge taught. Our teachers' efforts will be supported by a well-planned and adequately funded professional development program.

In addition to mastery of subject area, Minnetonka teachers will know that simply covering curriculum does not equal excellence in teaching. Minnetonka teachers will recognize that they must address emotional and developmental issues during the learning experience in order for effective learning to take place. Because the learning environment is critical to student success, Minnetonka teachers will use their empathy, enthusiasm, patience, communication skills, and effective classroom management to create a positive, supportive, respectful, and disciplined atmosphere in which academic and personal achievement can flourish. Minnetonka teachers will present curriculum and facilitate learning in compelling and innovative ways that result in high levels of student engagement and academic achievement.

All Minnetonka teachers will exhibit a genuine love of children and a professional commitment to children's learning. They will recognize that they have enormous influence over the minds and character of the children in their charge and act accordingly. Minnetonka teachers will connect with kids and their families and know how to pull the best out of each student. They will engender respect from their students because they are respectful of their students. Minnetonka students will give their best because their teachers inspire and believe in them.

Curriculum and Instruction

The Minnetonka School District will insist on a curriculum designed to stretch students' minds and prepare them to thrive in both our American society and the world at large. Our curriculum will reflect critical dimensions of student success: academics, character development, physical and mental health, leadership, and service. It will not be limited by government prescribed standards for competency. Learning will be connected from grade level to grade level and from subject to subject and aligned with measures of progress. Curricular programs will be open and available to all who are interested and prepared for the work.

Instruction is a critical element in our success because it is the process that transforms curriculum into learning. All Minnetonka teachers will be provided with clear guidance for delivering instruction and assessing learning. Minnetonka's Instructional Framework will provide the necessary guidance for designing the student experience, emphasizing dimensions of 21st century learning that are vital to success in a rapidly changing world. The consistent application of the Instructional Framework and the commitment to common assessments and engaging units of study will ensure a high level of quality and opportunity for all learners, as well as evaluate the effectiveness of our curriculum and instruction in delivering results for our students. The instruction process will transcend skill development or mere knowledge transfer. Classroom instruction will emphasize excellence, love of learning, critical thinking, creativity, innovation, collaboration, cooperation, exploration, and respect for others. Teachers must understand how attitudes, prior knowledge, habits of mind, **backgrounds** and relevance all impact the learning process. We will insist on methods of instruction grounded in research, and we will support meaningful professional development focused on improving instructional methods so that all students become active, life-long learners.

From the earliest years, the Minnetonka School District will emphasize reading and writing as the foundation of all future learning. Curriculum and instruction will be aimed at developing in each student:

- a profound command of the English language
- a mastery of mathematics
- a mastery of scientific principles
- a thorough understanding of American history, our system of government, and the importance of participating in the democratic process
- global awareness through the study of world language, culture, history, geography, and current events
- appreciation of music, literature, visual and performing arts
- participation in robust physical activity and health education
- technological proficiency
- life skills

Co-curriculars

Since its inception, the Minnetonka School District has been proud to provide a truly comprehensive education. Recognizing academic instruction and achievement as the heart of our mission, the Minnetonka School District also insists on and supports those activities that reinforce the academic pursuits of the students we serve. Co-curricular activities are essential for delivering a world-class education. Opportunities not found in the traditional classroom enhance the students' experience today, as well as prepare them for life's challenges ahead. A variety of co-curricular activities, both competitive and non-competitive, play an important role in the academic, social, physical, and emotional development of students by nurturing:

- perseverance
- self discipline
- ethical behavior
- ability to work with others
- resilience
- an understanding of the importance of physical health and fitness
- goal-setting and follow-through skills
- positive self-image
- competitive experiences
- good sportsmanship
- leadership qualities

These attitudes, skills, and experiences enhance, rather than compete with, the academic mission of our schools. They are necessary for life-long success and will be supported and celebrated.

Vibrant co-curricular participation also sustains two essential cultural elements of child-centered excellence: increased community support and a feeling of belonging for each student. Wide-spread participation and outstanding performance in a variety of co-curricular activities brings the community closer to the schools and students, thereby increasing awareness of and support for our students. Offering a wide variety of co-curricular options that are open to a broad number of students and are responsive to student interests helps to create smaller communities within the high school community. These smaller communities help to create a feeling of belonging and relevance, both of which are essential for student performance and well-being.

SUPPORTING OUR VISION

Change parents to families in the bubble on page 19

Parents Families

The Minnetonka School District recognizes and values the important role of parents families in the educational success of their children. Research shows that there are many things caring adults can do to enhance children's learning. Clearly stating and setting realistic expectations, providing structure and support, talking about schoolwork, asking questions, being involved in their school, and modeling life-long learning skills have all been proven to enhance student success. Accordingly, the Minnetonka School District will encourage all parents families to be directly involved in their children's education from birth through graduation. In order to support parents' families' abilities and interest in influencing and encouraging student success, appropriate parent education opportunities will be offered in a spirit of community collaboration.

Our obligation to parents families will be to regularly communicate with them and seek their input regarding their children's education. We will provide timely and meaningful parent-teacher conferences, frequent reports to parents families on their children's progress, and reasonable access to all staff. Parents Families will be welcomed in our buildings, encouraged to volunteer and be active participants in their children's schools. We will provide communication, tools and support to form the cornerstone for a solid relationship between home, school and community. Through the support of the greater community and the active involvement of parents, families, the Minnetonka School District will be a successful partner in providing the best possible educational opportunities for all students in our community.

District Leadership

The Minnetonka School District has set a course to transcend traditional definitions of excellence and envisions a school system in which all elements are united to help students reach their highest levels of personal and academic achievement. Strong district-wide leadership and innovative and systemic thinking will be essential to realizing our mission and vision.

The School Board is the first level of district-wide leadership. The seven members of this elected body will dedicate themselves to ethical decision-making and service-oriented behavior. They will be tireless advocates for the District's students and champion the success of the Minnetonka School District. They will bring a crucial blend of pragmatism, idealism, and lay wisdom to the profession of education and will remember that their role is to govern, rather than manage. In their governance capacity, the School Board will develop the District's mission and vision, write policy, approve budgets, adopt curriculum, authorize plans and projects, and direct the Administration to create and achieve goals aimed exclusively at furthering the District's mission and vision. Using a lean expenditure budget, the Board focuses resources on students.

To achieve these ambitious goals, the School Board must have a strong and collaborative leadership relationship with the Superintendent of Schools. The Superintendent will ensure that all the diverse functions and talents of the organization are aligned into a productive, highly functioning whole and will rely on, inspire, and direct a team of talented and motivated leaders to assess conditions, understand interrelationships, find solutions, and implement changes with the appropriate urgency necessary to serve our students well.

This collaborative leadership model, open and responsive to the public, will pave the way for partnerships with individuals and organizations that are essential to realizing our vision for the future. The Superintendent, and other senior district-wide administrators, will be available to all stakeholder groups to explain and build support for the District's mission and vision. The information and support gained through this collaborative leadership will allow the School Board and Superintendent to allocate and leverage resources more effectively. Likewise, the synergy created by aligning all elements of the organization toward the same goal of student achievement will fuel greater student success and community support.

Strong leadership by all Minnetonka principals will be a critical link in actualizing District initiatives. These educational leaders are the key to implementing curriculum offerings, evaluating teachers and support staff, providing consistent student discipline, and building strong connections between their schools and the community. Minnetonka principals will have the responsibility and authority necessary for bringing the District's mission and vision to life. These talented leaders will set expectations for the conduct of all employees and volunteers in their buildings. Most importantly, Minnetonka principals will be the champions for aligning all resources and talents towards the attainment of outstanding personal and academic achievement for each and every Minnetonka student.

Support Staff

Creating a culture of child-centered excellence will depend on the efforts of all adults in the organization. While excellence in education is often focused exclusively on the interaction between teachers and students, a truly world-class school district will pursue excellence in all work areas.

In order for all students to reach their highest levels of academic and personal achievement, support staff members will recognize and appreciate that they are partners in the educational success of each student and are an integral part of our District. These highly qualified employees will be positive role models who are committed to creating a supportive learning environment for all students, as well as providing essential support for teachers. Their optimistic attitudes, encouraging words, and consistent and caring discipline will form an essential part of Minnetonka's focus on child-centered excellence.

Likewise, everyone who works for the District will be a positive ambassador for our schools. Support staff members provide unique contributions to our organization and are key communicators in our community. Their helpful attitudes and responsive behavior will convey what is best about who we are and what we do. Such excellence across all support areas will enable everyone to do their best work, thereby allowing us to fulfill our mission and vision.

Learning Environment of Our Schools

A positive and stimulating learning environment is critical to student success. The culture of the Minnetonka School District will demonstrate support and caring for all members of our community. All stakeholders will be personally responsible for creating and maintaining an atmosphere of learning in which students feel respected, cared for, and encouraged to explore. In this environment, learning is a joy and the world is full of possibility. Students will be active learners in the classroom, not just passive observers. The learning environment of our schools will aim to develop in each student such desirable qualities as self-discipline, motivation, curiosity, confidence, cooperation, and respectful behavior.

Minnetonka schools will welcome the whole community and will be known for outstanding customer service. Minnetonka schools will serve as cornerstones of neighborhood life and an important part of family life. Our schools will be the center point of our District's ten communities' commitment to public education.

Unprecedented volunteerism will be a hallmark of the learning environment of the Minnetonka School District. Our students will experience school as a place where many people—not just their teachers and parents—are involved in and interested in their success. Dedicated, knowledgeable, and skilled volunteers will enable us to leverage our resources more efficiently by furthering the efforts of teachers and staff. In turn, this extensive involvement in our schools by volunteers will bring the community closer to our students, thereby supporting student success. Growing up in an atmosphere where volunteerism is welcomed and celebrated will help to develop generations of graduates who will seek their own volunteer opportunities, strengthening and serving society in the years to come.

Buildings and Grounds

The success of a school is not just predicated on having a great program and outstanding staff, but it is essential to have an inviting and supportive atmosphere in each school in order to have others perceive the excellence that lies within. Excellence in buildings and grounds is essential to delivering the quality of education we seek. While what happens in the classroom and at co-curricular venues is appropriately considered to be the heart of the educational mission, we recognize that the condition of the classroom, auditorium, or playing field is crucial to student development. The condition of our buildings and grounds signals to all who enter them that the Minnetonka School District is a place where important learning and community activities occur.

Outstanding maintenance and energy efficiency demonstrate that the District is committed to environmental stewardship and indicate to the community that its investment is being maximized for both present and future generations. The resources of the District will be used so that all buildings and grounds are safe, clean, healthy, and attractive places that stimulate learning, encourage physical activity, and provide essential gathering places for our citizens.

High quality facilities positively impact the learning environment and the level of achievement of students. Beyond maintenance, the District will support and develop learning and work environments that balance functionality with aesthetics. We will focus on providing surroundings that are attractive, inspiring places that stimulate learning and productivity. School buildings will be flexible enough to accommodate fluctuations in enrollment and innovations in program delivery. Buildings and grounds must also support and respond to the best uses of technology and innovative products.

The condition and use of the buildings and grounds of the Minnetonka School District will be the outward manifestation of our commitment to excellence. Our buildings, fields, and facilities will be welcoming and inspiring gathering places for the whole community.

Communication

Effective communication will be essential for the continued success of the Minnetonka School District. Those efforts will be effective if everyone in the organization accepts responsibility for communicating accurate information and building positive relationships with students, parents and the citizens we serve. We recognize that every decision and every action in our organization has the potential to impact the trusting relationship we have with our stakeholders, thereby improving or damaging our ability to fulfill our mission to our students. An essential component of our continued success depends on everyone in the organization recognizing that they are “ambassadors of the District” as they meet and greet people in the course of their day.

Schools are a cornerstone of our community and serve four or five generations of stakeholders, each defined in part by their communication technology preferences. We will use multiple communication methods to go beyond fulfilling our basic responsibility for public information and use integrated marketing communications to effectively engage with individuals, families and communities.

Communication in the District will be two-way in nature. We will insist that communication be a planned and systemic operational function, grounded in ethical practices. Timely dissemination and collection of factual information will help improve the programs, services, and reputation of the District. Communication efforts will engage our community regarding important changes, challenges, events and accomplishments. In addition, communication efforts will interpret public opinions and beliefs so that the School Board and Administration can shape programs, policies, and procedures that will gain widespread support and deliver value.

Technology

Technology is essential in a world-class education because it brings immediacy to knowledge acquisition and allows students to move quickly from information gathering to developing solutions. It fosters creativity, refines critical thinking skills, allows for personalized learning and interactivity, and provides learning beyond the confines of the traditional classroom. Technological fluency is critical to the success of every student, teacher, and staff member in the Minnetonka School District. The District will ensure that all students have access to technology.

We insist that our students are prepared to be responsible citizens in their use of technology. Utilizing technology will enhance student achievement and prepare students to compete and thrive in a diverse and changing world. Toward this end, the District will use technology to:

- Enhance student instruction
- Improve communication and collaboration among students, teachers, staff, and parents
- Support timely and informed decision-making
- Accelerate learning
- Facilitate parent engagement

The Minnetonka School District will constantly seek cost effective and innovative ways to use existing and emerging technologies. We will provide staff with adequate resources and training. We acknowledge that technology does not replace the need for personal interaction as we prepare students for life-long learning in the 21st century.

REALIZING OUR VISION

Meaning of a Minnetonka Diploma

Earning a Minnetonka diploma will mean more than completing a required course of study or fulfilling a certain number of hours and course credits. Our graduates will be the beneficiaries of years of excellence in teaching, experiential learning, abundant opportunities to excel in a variety of co-curricular activities, thousands of dollars of community investment, and high levels of community pride and support.

Because of our vision and commitment to transcending traditional definitions of excellence, a Minnetonka diploma will be a symbol of academic excellence and personal achievement of the highest order. It will convey a graduate's readiness to compete in the world, to be a life-long learner, and to become a contributing, responsible member of society. Those who earn a Minnetonka diploma will be distinguished by their positive attitudes, superior skills, and extensive knowledge. They will be confident, inspired leaders of tomorrow who possess a clear sense of purpose in their future educational, personal, and vocational pursuits. A diploma from the Minnetonka School District will be highly valued by our students and their families because it will open doors and expand opportunities for graduates as they pursue their dreams.

Minnetonka Alumni

Minnetonka alumni are a visible measure of our success, and are critical to a world-class school district. Alumni represent measurable examples of what can be learned and accomplished with superior preparation in public education. Their success and accomplishments, coupled with their good character and sense of civic responsibility, are all crucial, visible measures of the impact of our vision and the return on our shared investment in America's future.

We will build and maintain connections with our alumni so that we can use their feedback to improve the services and programs of the Minnetonka School District. We will use those connections between the District and our alumni to encourage their continued contribution and involvement in the lives of our students, staff, and community. We will also recognize the significant contributions of retired employees in our alumni efforts and work to include these valuable people. We are proud of our alumni, both students and employees, and want to be able to celebrate their successes in life, as well as share with them the successes of their alma mater. Together, the stories of our alumni create our common history and increase the sense of community, feelings of pride, and shared ownership of the Minnetonka School District.

Greater Community

Together, the Minnetonka School District and the communities we serve have been preparing our students to be thoughtful, contributing members of society for more than half a century. We are proud of this legacy and grateful for the significant contributions of students, teachers, administrators, support staff, community members, parents, past School Board members, and other citizens who have built such a solid foundation. From this position of inherited strength, we recognize that the most crucial resources we steward are the ongoing financial, emotional, and human support that the greater community gives to the District's efforts to inspire all students to their highest levels of personal and academic achievement. Our interdependence and shared responsibility for sending well-educated, caring, and healthy students into the world is critical to the future success of our society.

We are committed to continuing this strong tradition of mutual support among our schools and our communities. We will seek community input, and we will communicate both the successes and challenges the District faces as we work to provide the best for all students. We will challenge the community to commit to all of our children as we educate them to be contributing, self-reliant members of society. Together, as citizens, we must move beyond the temptation to place the duty for supporting public education primarily on those who use it. Public education is a fundamental component of our way of life and can only be as strong as the support it is given by the people who own it. The success of Minnetonka students and their future contributions to our communities, state, nation, and world will be a point of pride for every taxpayer in the Minnetonka School District. We will commit to being an integral part of the community and our success and prudent management of resources will reflect a shared sense of values, pride, and ownership with those we serve.

Creating a Culture of Child-Centered Excellence

As an institution which serves the educational and developmental needs of children, the Minnetonka School District believes that serving all children well is the highest measure of our success. Everyone involved in the organization must be united in helping students reach their highest levels of personal and academic achievement. We have but one chance to do the right thing as each individual child moves through our schools. We must work with the appropriate sense of urgency to ensure that all children are able to pursue their brightest dreams for their future.

Therefore, we will support risk-taking, respectful discourse, and challenges to the status quo as we provide world-class, child-centered excellence. We will support and expect everyone to advocate for what is best for our children, our schools, and our communities. We will support and create a culture that is positive, open, and supportive on all levels. We will foster genuine, caring relationships among Administration, staff, students and their families. We will insist upon integrity in all of our relationships and communications. Exceptional character, integrity, competence, and the resulting trust those traits secure will be the hallmarks of the Minnetonka School District.

With time, enthusiasm, commitment, and discipline, the Minnetonka School District will leverage its Formula for Success to provide world-class, child-centered excellence as evidenced by:

- The performance of our students, across multiple areas, ranking among the highest performing schools in the world.
- The District doing measurably more with available resources than other districts of comparable size and quality.
- Significantly more parents choosing to send their children to our schools over other private or public schools in the metro region.
- High-performing teachers and staff throughout the country indicating the Minnetonka School District as their first choice as a place to work.
- The District excelling in customer service and community responsiveness, with all points of interaction being positive.
- The District being recognized as a leader of excellence in American public education by becoming the recipient of a wide variety of awards and recognitions.
- Our alumni reporting a high degree of satisfaction with the preparation for life that they received through their years in the Minnetonka School District.
- The District receiving unprecedented support from the communities we serve.

Our culture of child-centered excellence will be sustained by setting high expectations for students, teachers, and staff. Collaborative leadership and alignment of all elements in the organization will enable us to effect meaningful, sustainable change in the lives of our students. A systemic approach to management requires meaningful assessment tools and accountability systems in order to gauge student achievement and engagement, identify areas of opportunity or improvement, and make sound decisions. The School Board must be able to demonstrate that we are delivering on our promise of a world-class education. Students

deserve this disciplined approach to assessment. The community demands it. The future success of our District relies upon it.

REPORT

**School Board
Minnetonka I.S.D. #276
5621 County Road 101
Minnetonka, Minnesota**

Board Agenda Item IV.

**Title: Consideration of Any Changes to the
Safe Learning Plan**

Date: January 20, 2022

EXECUTIVE SUMMARY:

The Board will consider taking action on any items discussed during the Study Session on the Safe Learning Plan.

Submitted by:



**Dennis L. Peterson
Superintendent of Schools**