

**INDEPENDENT SCHOOL
DISTRICT #624**



**WORK-STUDY
MEETING PACKET**

April 23, 2018

MISSION STATEMENT

The mission of the White Bear Lake Area School District, the community at the forefront of educational excellence, honoring our legacy and courageously building the future, is to ensure each student realizes their unique talents and abilities, and makes meaningful contributions with local and global impact through a vital system distinguished by:

- **Students who design and create their own future**
- **Diversity of people and ideas**
- **Safe, nurturing and inspiring environments**
- **Exceptional staff and families committed to student success**
- **Abundant and engaged community partners**

To: Members of the School Board

From: Dr. Wayne Kazmierczak
Superintendent of Schools

Date: April 8, 2018

A work-study session of the White Bear Lake Area School Board will be held on **Monday, April 23, 2018**, at 5:30 p.m. in Community Room 112 at the District Center, 4855 Bloom Avenue, White Bear Lake, MN.

WORK-STUDY AGENDA

A. PROCEDURAL ITEMS

1. Call To Order
2. Roll Call

B. DISCUSSION ITEMS

- | | |
|---|-----------|
| 1. Career Pathways Update with Emphasis on Summer Opportunities | 5:30 p.m. |
| 2. Matoska IB Program Recommendation Update | 6:00 p.m. |
| 3. Middle School Program Recommendation Update | 6:20 p.m. |
| 4. Preliminary Discussion on comprehensive Facilities Planning | 6:40 p.m. |

C. ADJOURNMENT	7:00 p.m.
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AGENDA ITEM: **Career Pathways Update with Emphasis on
Summer Opportunities**

MEETING DATE: **April 23, 2018**

SUGGESTED DISPOSITION: **Discussion Item**

CONTACT PERSON(S): **Sara Paul, Assistant Superintendent for Teaching
and Learning**

BACKGROUND:

Exciting developments have been happening in our work on Career Pathways. Sara Paul will be joined by South campus principal Don Bosch, Career Navigators Jeremy Kerg and Jennifer Moore, and Executive Director of the Vadnais Height Economic Development Corporation Ling Becker to reflect on progress made in 2017-18 and look ahead to 2018-19 goals.

White Bear Lake Career Pathways

*2017-2018 Reflection
2018-2019 Goals*

South Campus Principal- Don Bosch
Career Navigator- Jenny Moore
Assistant Superintendent- Sara Paul



4 Pathways

Construction

Information
Technology

Manufacturing

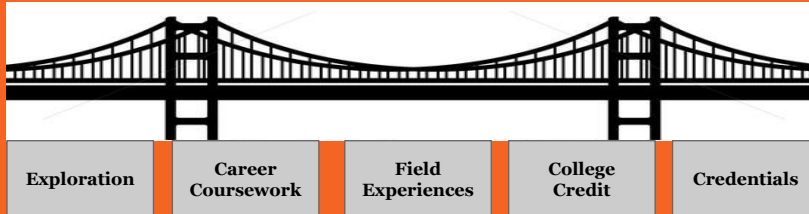
Healthcare



WBL Career Pathways

“Accelerating the path to college & careers”

High
School



College
&
Career
Ready



WBL Classes



Guest Speakers



Lunch & Learns



Field Trips



College & Career
Counseling



Career
Pathways



Job Shadow
Internships
Apprenticeships



College &
Career Ready



Summer

- GenZ Connections
- HealthPartners Career Academy
- Kids At Work
- MN Trades Academy
- Summer Camp Partnerships
- Paid Internships
- VINCO Apprenticeships
- A+ Certification
- WBL Community Education - Career Camp



2018-2019

- Employer Breakfast - AUGUST (Date TBD)
- Expanding Class Offerings
- Career Showcase
- Student Team
- North Campus - Advisory Sessions
- Middle Schools - Career Cafes



VHEDC

Ling Becker
GEN Z VIDEO



AGENDA ITEM: **Matoska IB Program Recommendations Update**


MEETING DATE: **April 23, 2018**

SUGGESTED DISPOSITION: **Discussion Item**

CONTACT PERSON(S): **Sara Paul, Assistant Superintendent for Teaching and Learning**

Background:

As a follow up to the work study meeting held on March 26, Sara Paul and building administrators will share updates regarding work plans for the PYP recommendations.



School Board Work Study Meeting April 2018 Matoska IB Program Recommendation Update

Sara Paul, Assistant Superintendent- Teaching and Learning

Change Readiness: PYP Insights

Areas of Strength

- 91% parent respondents stated that PYP status influenced their decision to choose Matoska (p.58-59)
- 96% teacher respondents stated that they are a better teacher as a result of PYP involvement (p.58)
- 97% of student respondents stated that there is a focus on learner profile traits sometimes or everyday (p. 44)

Opportunities for Improvement

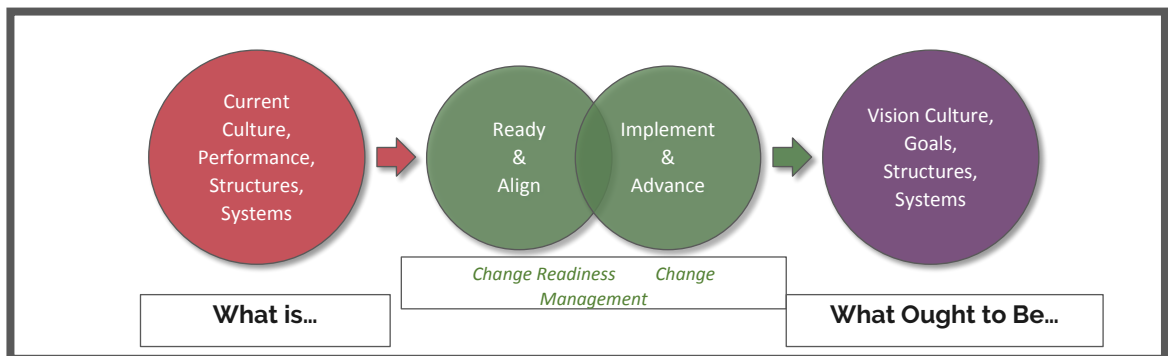
- District Financial Review identified the need for a sustainable financial model
- PK-12 Continuum Alignment

PYP Recommendation

Continue IB Programming at Matoska.

- Pursue cost-sharing model with area IB schools for teacher training;
- Develop a plan to better align PK-12 continuum of standards implementation while ensuring fidelity of IB PYP
- Identify effective processes and replicate implementation of best practices

Revisiting the Process of Change



Change Readiness

- Clarity around
 - Current Reality
 - Culture
 - What's going well that can be supported
 - What's not gone well
 - Stating new expectations
- Urgency and Hope
- Vision for what can be

Change Management

- Clarity around
 - Transition
 - Action and Process
 - What will be maintained
 - Steps for what is changing
 - Reinforcing expectations
- Communication
- Wise use of talents /assets
- Vision grounds the work

Vision →



A critical outcome of our work plan will be providing a clear vision for our IB programming at Matoska as foundational in the pk- 12 student experience.

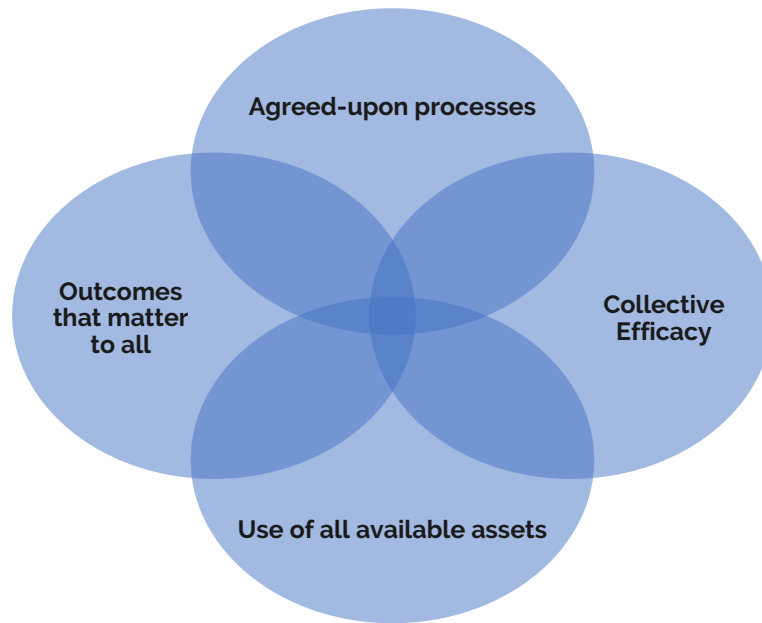
In the process of information gathering

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- Conversations with Districts offering PYP
 - Discussion with Executive Director of MN IB- Jon Peterson
 - Staff and Parent Communications

Maintain & Reinforce

Strategic Plan	PYP Alignment
2.2 All students engage in real world, interactive global experiences	<ul style="list-style-type: none">● International- mindedness and global context infused in unit plans● Real-world assessment tasks● Access to world languages
2.7 An empathetic and equitable learning environment	<ul style="list-style-type: none">● Learner profile traits● Classroom environment observables
2.8 All students have equitable access to rigorous education	<ul style="list-style-type: none">● Standards-based curriculum maps● Rigorous assessment tasks
4.1 Collaborative learning is valued, encouraged, and supported	<ul style="list-style-type: none">● Teachers collaborate horizontally and vertically
5.2 Our school community is culturally responsive	<ul style="list-style-type: none">● Visual identity of school celebrates different cultures● Support for students' native languages

Next Steps → Purposeful Community Framework



Where We've Been, Where We're Going

Before May, 2018

Change Readiness- Use CAREI Report to draft work plans to support recommendations in preparation for School Board vote in May.

After May, 2018

Change Management- Execute work plans with progress updates to school board in Fall and Spring.

AGENDA ITEM: **Middle School Program Recommendations Update**

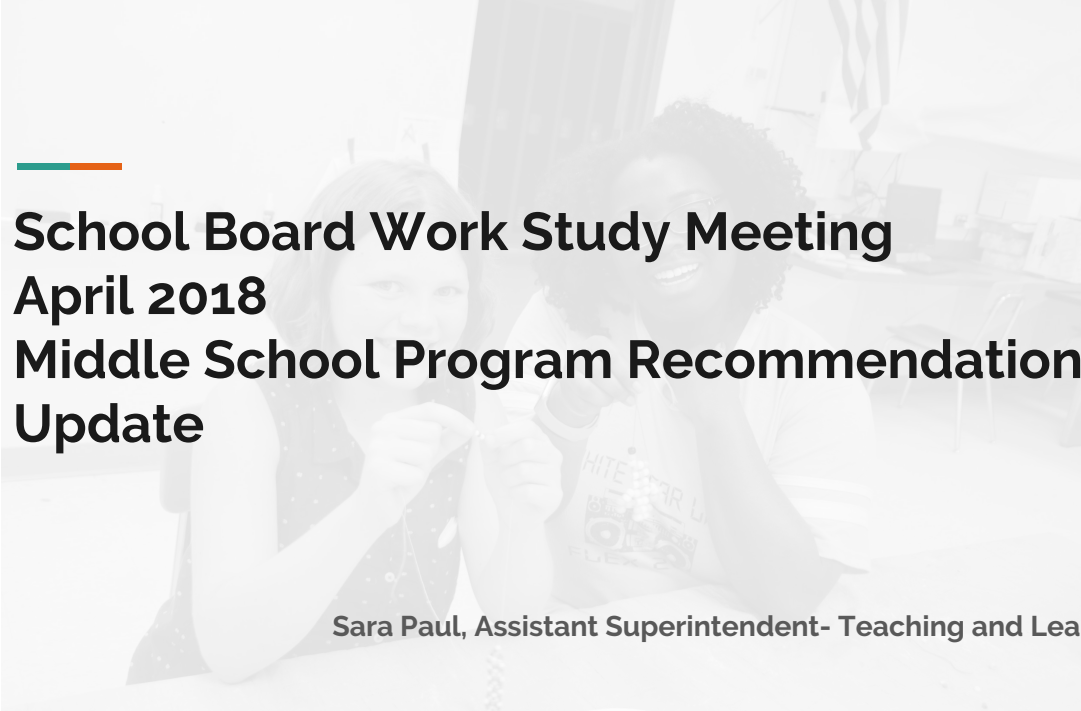

MEETING DATE: **April 23, 2018**

SUGGESTED DISPOSITION: **Discussion Item**

CONTACT PERSON(S): **Sara Paul, Assistant Superintendent for Teaching and Learning**

Background:

As a follow up to the work study meeting held on March 26, Sara Paul and building administrators will share updates regarding work plans for the MYP recommendations.



School Board Work Study Meeting April 2018 Middle School Program Recommendation Update

Sara Paul, Assistant Superintendent- Teaching and Learning

Information Gathering



Staff Discussions and Updates

Change Readiness: MYP Insights

Areas of Strength

- Satisfaction with our Middle School Programming (p.34, 38)
- High Preparedness to Implement (p.21, 38)
 - Critical thinking
 - Cooperative learning
 - Collaboration with colleagues in same subject
 - Connections to real life
- At least 70% of students expressed agreement with 16 of the 18 learning practices (p.15)

Opportunities for Improvement

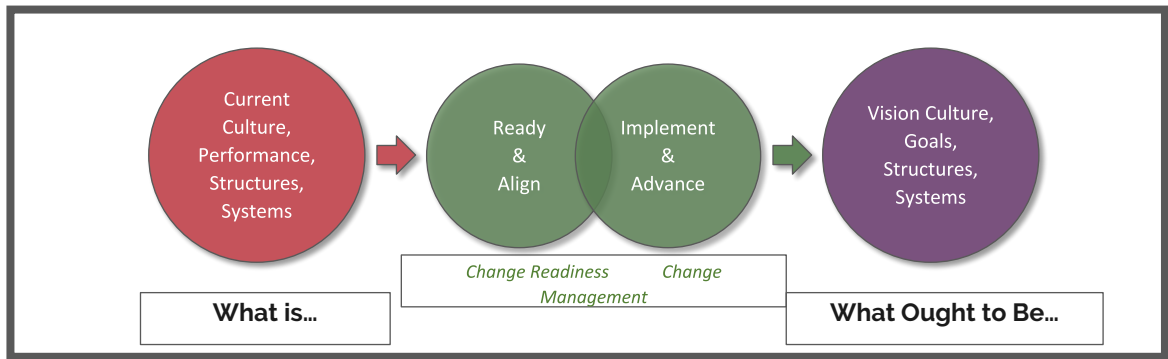
- Implementation Challenges
 - Two grading systems
 - IB community service project
 - Fidelity of best practice implementation at the classroom level
- Schedule Complexities
 - IB requirements
 - Additional offerings
- Measurable impact on student learning

MYP Recommendation

Discontinue operating under the IB MYP model while ensuring our middle school program reflects the priorities of the strategic plan

- Continue implementation of best practices that are current strengths of the middle school program
- Strengthen implementation of some instructional practices
- Continue program improvement through participatory process
- Begin addressing schedule complexities

Revisiting the Process of Change




Change Readiness

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Change Management

- Clarity around
 - Transition
 - Action and Process
 - What will be maintained
 - Steps for what is changing
 - Reinforcing expectations
- Communication
- Wise use of talents /assets
- Vision grounds the work

Vision →



A critical outcome of our work plan will be providing a clear vision for our middle school programming as the key developmental connection in the pk- 12 continuum.

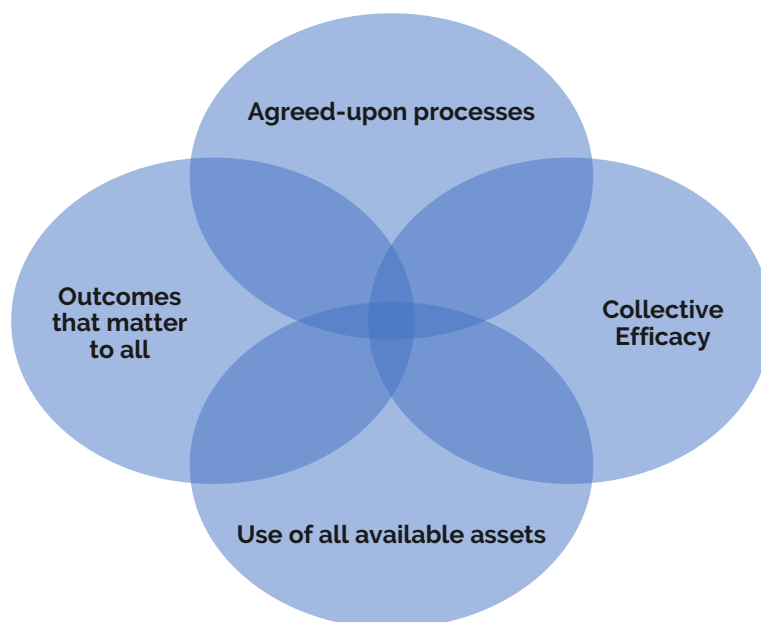
Culture → Maintain & Reinforce

Strategic Plan	Elements of MYP model we will maintain with minor adjustments
2.2 All students engage in real world, interactive global experiences	<ul style="list-style-type: none">• International- mindedness and global context infused in unit plans• Real-world assessment tasks• Access to world languages
2.7 An empathetic and equitable learning environment	<ul style="list-style-type: none">• Learner profile traits• Classroom environment observables
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Culture → Change & Improve

- Participatory process
- In conjunction with strategic plan work
- Research and make recommendations around:
 - Grading
 - Unit planner components
 - Expectations of department leaders
 - Department names
 - Service learning requirements for grades 6-8
 - Expectations of the classroom environment, posting of inquiry questions, global contexts, etc.
 - Schedule

Next Steps → Purposeful Community Framework



AGENDA ITEM: **Preliminary Discussion on Comprehensive
Facilities Planning**

MEETING DATE: **April 23, 2018**

SUGGESTED DISPOSITION: **Discussion Item**

CONTACT PERSON(S): **Tim Wald, Assistant Superintendent for
Finance and Operations**

BACKGROUND:

Tim Wald, Assistant Superintendent for Finance and Operations and Dan Roeser, Building Operations Supervisor, will share their initial plans regarding comprehensive facilities planning.

The Path to... Comprehensive Facilities Planning

Update - April 23, 2018

Tasks Completed

- Deferred maintenance facility review – *Spring 2017*
- Demographic study/projected enrollment – *Spring 2017*
- Strategic plan – completed & board approved – *Spring 2018*
- LTFM bonds - \$15.7 – *Winter 2018*
 - Several projects scheduled this Summer 2018
- Future Bond Resolution – *Winter 2018*

Tasks in Progress

- New Demographic Study (Teamworks International)
 - To consider future housing starts, to be completed by early June

- Planning team interviews with potential facilitators/designers
 - Meet enrollment demands
 - Strategic Plan – facilities meet the needs of all programs
 - Safety & Security
 - High School structure
 - Activities & Athletic spaces

- Safety enhancements – September 2018
 - Secure entrances at South Campus, Central and ALC

Planning Team - to be selected this spring/summer

- 3 Functions
 - Facilitate community discussion
 - Design Team – help us identify future ready design
 - Construction Manager – assure design stays within budget

*Financial Advisors - Ehlers, Inc

Community Engagement

- steering committee
- core committee - broad representation
- surveys
- town hall meetings
- community partners

Timeline

- Committee work in 2018-19
- Board approval summer or fall 2019
- Bond vote Nov 2019 or spring 2020