

Superintendent Report

School Board Meeting

July 17, 2017

Our Mission

Empowering students with knowledge and skills to succeed.

Our Vision

To be the school district of choice, inspiring excellence in academics, arts, and activities.

The Superintendent Report summarizes the communication with the Board of Education (BOE) throughout the month including the weekly District Status Report. In addition, the Report includes the building administrator reports as well as other information believed to be beneficial to the work of the BOE and school district. Detailed information for the items listed under the District Status Report Summary can be found within each weekly Status Report from the District's website. I appreciate feedback as to how we can improve the report. Thank you.

1. Weekly District Status Report Summary from June 16, 23, 30, and July 7 & 14.

A. Information, Communication, and Correspondence

- **News from Around the State and Beyond**

Commentary: The barriers to hiring good teachers have been removed

Funding: Minnesota schools are getting \$483 million in new funding. Why are so many still tightening belts?

Class rankings: The end of the valedictorian? Schools rethink class rankings

Curriculum: Schools debate teaching climate change

Who benefits from summer reading programs?

Positive reinforcement is powerful but underused

Food service: U.S. schools rethink "lunch shaming" policies that humiliate children with meal debts

Survey reveals digital-learning trends

People can read you, so try sending out positive vibes

- **State Budget and Legislative Overview**

- **Board Work Session**

- **School Finances and Financial Planning Model**

- **Extended Leave Request**

- **Ellendale Softball Parking and Access Project**

- **Solar Projects**

- **Ellendale Softball Complex Parking and Access Project Update:**

- **Elementary Building Landscaping Project Update**

2. Elementary and Secondary Principal Reports

3. Curriculum and Instruction Report

4. Board & Administrator for Board Members Monthly Publication – June 2017 Reflection - I have provided a brief reflection on a few of the articles from the June publication. I hope you have had an opportunity to read and reflect.

- Support superintendent development efforts – The article offers ideas on how a school board may support a new superintendent. The Minnesota Association of School Administrators was referenced in the article.
- Board needs ‘philosophy’ for superintendent performance appraisal – The article highlights key points a board should recognize regarding the work of appraising or evaluating the superintendent including:
 - ✓ Important board responsibility
 - ✓ Important to the success of the district
 - ✓ Important to the health of the board-and-superintendent relationship
 - ✓ Provides board an opportunity to share expectations with the administrator beginning with setting goals and reviewing progress throughout the process
- Tips for creating a board expense reimbursement policy -- The article offers suggestions for the development and implementation of a board expense reimbursement policy. A reminder for the Board that Board Policy 412 (Expense Reimbursement) and Board Policy 214 (Out-of-State Travel by School Board Members) offer direction for board members.
- Tough decision-making painful” Evaluate why this was the case to improve -- The article offers a process for a Board to reflect following a difficult decision-making process. Questions for the Board to discuss in order to learn from its past experiences and improve include:
 - ✓ Did other board members pay attention to your ideas as we worked through this issue?
 - ✓ Were you frustrated by the team decision-making process?
 - ✓ Do you feel ownership in the recently made decision? Are you committed to it? How responsible and committed do you feel for the decisions that were made?
 - ✓ Do you listen to the input of other board members?
 - ✓ Is our board team an effective decision-making body?
 - ✓ What helped the board team reach consensus?
 - ✓ What prevented the team from reaching consensus?
 - ✓ What would you do differently as a school board next time?

- 5. Strategic Plan 1-Year Review with MSBA** – Board Chair Rick Schultz have a planned meeting on July 25 with the MSBA consultants who facilitated the strategic planning process a year ago. The purpose of the meeting is to examine the following questions:
- a. What has been achieved to date?
 - b. What goals and objectives are you currently working on?
 - c. What goals and objectives need to be modified in order to move forward over the next 1-3 years?
 - d. Are there any objectives that should be added due to changes that have occurred over the past year?
 - e. What questions do you have for MSBA?

I will report to the Board a summary of the conversation.

- 6. ISG Update** – Rod Schumacher contacted me late last week and provided an update on their progress with completing the district facility assessment. The team continues to work on the project and plans that have a draft for administrative review at the end of July, make revisions throughout August, and an anticipated presentation to the Board in early September.

- 7. Policy Committee to Meet** – The Policy Committee is scheduled to meet on Tuesday, August 1, 2017. The agenda will include:
- a. Review annual policy revisions from MSBA to recommend to Board for first reading
 - b. Revise Policy 203.6 (Consent Agendas)
 - c. Revise Policy 206 (Public Participation in School Board Meetings / Complaints about Persons at School Board Meetings and Data Privacy Considerations)
 - d. Review a new Policy 534 (Unpaid Meal Charges) that is a required policy

8. Flexible Benefit Consulting Partnership – Corrine Schuller, Karla Christopherson, and I have met with representatives from Flexible Benefit Consulting. Our interest in learning more about Flexible Benefit Consulting came out of our most recent health insurance quote process. As health insurance continues to be a significant benefit and interest for employees, as well as an increasing cost for both employer and employee, it is important for us to be proactive in looking at opportunities to improve in both the effectiveness and efficiency of health insurance benefits. Flexible Benefit Consulting is a neutral “third-party” that offers expertise in education and hands-on service to the district and our employees with the goal of maximizing the health insurance benefits offered to our employees. A few specific services include:

- Ongoing employee education to engage in health insurance
- Educate and engage committees, boards, and unions
- Research studies
- Direct employee contact
- On-site open enrollment and employee meetings
- Assist with COBRA, 1095 reporting and employee changes
- Manage Request for Proposal and broker best deal with all carriers and pools
- Consult on plan design
- Navigate regulatory changes

One of the specific services to educate and engage employees will be to assist in the facilitation of an Insurance Committee. The Committee would consist of staff, and would have a mission of researching employee and district interests and priorities, and then examining potential plans that reflect our priorities including costs. The Committee provides an educated group of employees that can then communicate with the rest of our employees. I look forward to getting this started.

The Board can expect to hear more about a potential partnership with Flexible Benefit Consulting. Of course, a service like this is not free. At this time, an annual fee would be in the range of \$10,000 - \$12,000. There are different funding options that can be discussed if we want to move in this direction.

Thank you for all you do!
Dale N. Carlson, Ph.D.
Superintendent