



**EMID BOARD REGULAR MEETING MINUTES  
SEPTEMBER 19, 2018  
WHITE BEAR LAKE DISTRICT OFFICES  
5:30 P.M.**

**CALL TO ORDER**

Meeting called to order by Ellen Fahey, Board Chair, at 5:33 p.m.

**ROLL CALL**

**ATTENDANCE:**

SSD 006: South St. Paul  
ISD 199: Inver Grove Heights  
ISD 623: Roseville  
ISD 624: White Bear Lake  
ISD 831: Forest Lake  
ISD 834: Stillwater

**BOARD REPRESENTATIVE**

Jeff McClellan  
Cindy Nordstrom  
Michael Boguszewski  
Ellen Fahey  
Karen Morehead  
George Hoepfner – Clerk

**STAFF:**

Dr. Jean Lubke, Executive Director; Janine Stammler, Office Manager

**GUESTS:**

Regina Seabrook, Program Manager - Professional Development  
Dr. Wayne Kazmierczak - White Bear Lake Area Schools Superintendent

**APPROVAL OF THE AGENDA**

George Hoepfner (ISD 834) moved to approve the order of the agenda. Karen Morehead (ISD 831) seconded the motion. Motion to approve the order of the agenda carried with all members present voting in the affirmative.

**OPEN FORUM**

There was no one signed up to speak.

**CONSENT AGENDA**

Karen Morehead (ISD 831) moved to approve the Consent Agenda. Michael Boguszewski (ISD 623) seconded the motion. Motion carried with all members present voting in the affirmative.

**FOCUS AREA #1 – PROVIDE PROGRAMS AND SERVICES THAT EDUCATE AND SUPPORT STAFF, STUDENTS, AND FAMILIES AND DIMINISH BARRIERS TO EDUCATIONAL EQUITY:**

**I. White Bear Lake Equity Report**

Sara Paul, Assistant Superintendent for Teaching and Learning for White Bear Lake Area Schools, welcomed the EMID Board to White Bear Lake. She discussed the importance of

student agency in the strategic work in White Bear Lake this year. Leadership is committed to ensuring that each student is the primary agent in their learning. There will be an emphasis on students designing and creating their own learning. Sara Paul then introduced Dr. Alison Gillespie, Principal of WBLAHS - North Campus. Dr. Gillespie discussed the importance of staff leadership in student success. She has implemented an Equity and Achievement Team at North Campus, consisting of 23 teacher leaders. The staff have participated in work that focuses on their own personal equity journeys. She also had staff attend Innocent Classroom training over the summer, and has implemented Innocent Classroom in the entire campus this year. The staff have also participated in restorative practices work, as well as behavior and motivation training. Dr. Gillespie stated that the staff have been wonderful in this transformational work and is already seeing a positive impact in her building. Dr. Gillespie then introduced Tiffany Dittrich, WBLAHS North Campus Language Arts Teacher, and Cat Olson, ALC Math Teacher. These two amazing staff started a Justice League of 19 students last year, and this inspired them to do more research into the history of the Civil Rights movement. They applied for and received a Glasrud Fellowship from the WBLAS Foundation, which allowed them to create an “The Arc of the Moral Universe” trip, where they toured historical sites in Alabama, Tennessee, and Mississippi and learned about the real history of these areas. They shared their experiences from this life-changing trip with the Board and discussed their idea of making the trip available to more staff, and possibly students, in the future.

## **II. Executive Director Search Process**

Ken LaCroix updated the Board on the Executive Director Search Process. He shared his projected timeline for the search process and shared the draft of the Executive Director position description for review and discussion. Chair Fahey is set to invite members to be on the Search Committee. Mr. LaCroix will train the Board at the Nov. 28th meeting and the Search Committee in December on the interview process and generate the interview questions. The Search Committee and the Board will interview the candidates in two separate interviews in early January. The final selection will be made in mid-January by the Board. Mr. LaCroix then excused Dr. Lubke from the meeting and asked the Board for their feedback on qualities and skills they would like to see in the next Executive Director.

## **III. Kindergarten Readiness Report**

Janine Stammer, Program Manager for Kindergarten Readiness Camp, presented a summary of the K-Camp Program for the 2018-2019 school year. K-Camp is a 2-week summer program that provides a school experience to pre-K students who have not had previous access to preschool or daycare. The focus is to help these students navigate the school environment and begin to understand the social and emotional aspects of attending school. Inver Grove Heights participated in K-Camp this summer, with 45 students having great success in the program! Other districts have expressed their understanding of the importance of the program, as well as their desire to participate, however, without a racially isolated district participating, it does not qualify for A&I funding. This is a barrier for many districts, as they cannot afford to fund the program any other way. Janine will be looking into alternative options for those districts wanting to participate in FY20.

**FOCUS AREA #2 – LEAD REGIONAL DIALOGUE, ADVOCACY, AND ACTION FOR EQUITABLE**

**EDUCATION SYSTEMS AND OUTCOMES:**

**I. Theory of Change Update**

Dr. Lubke shared the final drafts of the Theory of Change graphics and narrative to the Board for feedback. A couple minor adjustments were recommended and the drafts were approved for print and distribution.

**FOCUS AREA #3 – STRENGTHEN EQUITY ALLIANCE MN’S BUSINESS MODEL TO PROMOTE OUR OWN FISCAL AUTONOMY, SUSTAINABILITY, AND GROWTH:**

**I. ACTION: FY20 Membership Fees**

Dr. Lubke shared and discussed the proposed FY20 membership fees, which are the same as FY19. Karen Morehead (ISD 831) moved to approve the FY20 membership fees. Cindy Nordstrom (ISD 199) seconded the motion. Motion to approve the FY20 membership fees carried with all members present voting in the affirmative.

**II. Policy Review - 1st Reading**

The Policy Committee presented policies 205, 214, 406, 410, 413, 418, 419, 423, 504, 505, 506, 514, 522, 524, 525, 616, 722, for a first reading. Some minor changes were discussed. Any other changes can be sent to Dr. Lubke. The edits will be made and the policies will be presented for approval at the October 17, 2018 Board meeting.

**COMMITTEE REPORTS**

There were no committee reports.

**BOARD FORUM**

**ADJOURNMENT**

Ellen Fahey adjourned the meeting at 8:21 p.m.

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EMID Board Clerk

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Date