



**EQUITY ALLIANCE MN
BOARD REGULAR MEETING MINUTES
SEPTEMBER 20, 2017
EQUITY ALLIANCE MN OFFICES
5:00 P.M.**

CALL TO ORDER

Meeting called to order by Kitty Gogins, Board Chair, at 5:02 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
ISD 624: White Bear Lake
ISD 831: Forest Lake

BOARD REPRESENTATIVE

Jeff McClellan
Cindy Nordstrom
Kitty Gogins – Chair
Ellen Fahey (absent)
Karen Morehead
George Hoepfner – Clerk (absent)
Cassidy Lee - Student Representative
Gabriella Mba - Student Representative

STAFF:

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

GUESTS:

Mary Bussman, Equity and Integration Consultant, Professional Development & Program Evaluation
Heidi Fransen, Achievement and Integration Student Programs Coordinator

WELCOME NEW STUDENT BOARD MEMBERS

Kitty Gogins introduced and welcomed student representatives Cassidy Lee and Gabriella Mba to the Equity Alliance MN (EMID) Board.

APPROVAL OF THE AGENDA

Karen Morehead (ISD 831) moved to approve the agenda. Cindy Nordstrom (ISD 199) seconded the motion. Motion carried with all members present voting in the affirmative.

OPEN FORUM

There was no one signed up to speak.

CONSENT AGENDA

Cindy Nordstrom (ISD 199) moved to approve the Consent Agenda. Karen Morehead (ISD 831) 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. Program Evaluations for FY17 - Part 1

Mary Bussman, Equity and Integration Consultant for Professional Development & Program Evaluation presented an evaluation summary of 2016-2017 after school programs, classroom partnerships, and summer programming.

FOCUS AREA #2 – LEAD REGIONAL DIALOGUE, ADVOCACY, AND ACTION FOR EQUITABLE EDUCATION SYSTEMS AND OUTCOMES:

I. Partners for Equity Development Update

Dr. Lubke reported that the MN Association of Charter Schools will be joining the Partners for Equity Development group. She shared and explained with the Board the Systemic Educational Equity Organizational Assessment tool that the group designed and developed. The tool uses a five step rubric to show progress toward educational equity in thirteen systemic areas. This tool is now available for districts' use and will be introduced to district leaders at the September 28th Equity Alliance MN Collaboration meeting. Dr. Lubke noted that the group has began conversations with REL Midwest to determine what federal resources could be made available to the group to continue their work. The group is looking at creating an equity badging program as well as identifying equity champions and creating support groups for those individuals.

II. ReImagine MN Update

Dr. Lubke reported that the districts are continuing to gather data from their district teams on recommendations for ways to address the three main issues that surfaced in the World Cafes. During the months of October and November, the leadership team will be reviewing and analyzing the feedback they receive. A draft education plan report will be presented at the AMSD Policy Seminar on December 8, 2017.

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

I. FY18 Policy Revisions

Dr. Lubke reported that the Board has a total of thirteen policies to review for 2017-18. Ten of these are required to be reviewed annually. Eight of the policies have no changes recommended; the remaining five have minor language or legal reference updates. Dr. Lubke recommended there be a first reading of all thirteen policies needing review at the October 18th Board meeting. Copies of the policies to be reviewed were given to the Policy Committee for first review.

II. ACTION: FY19 Membership Fees & Supplemental Services

Dr. Lubke reminded the Board of the membership fees and supplemental services process that was agreed upon by EMID and the member districts. She then shared the draft of member and associate member benefits documents, as well as the cafeteria model menu of programs and services we currently offer. She stated that we have been working on pricing of the programs and services using our new pricing tool, and we are working to track and quantify all of the benefits of membership. Dr. Lubke recommended that the FY19 membership rates be \$5 per student for members and \$2.50 per student for associate members. After some discussion, Cindy Nordstrom (ISD 199) made a motion to approve the \$5 per student rate for members and raise the associate member rate to \$3 per student. Jeff McClellan seconded the motion. After further discussion, the motion carried with all members present voting in the affirmative.

III. District Meetings

Dr. Lubke reported that membership information will be shared with district leadership at the September 28th Equity Alliance MN Collaboration Meeting. The Equity Alliance MN staff will be then be meeting in districts with district leadership to answer questions and discuss their needs. She invited the Board to attend the meetings within their districts, and she shared the schedule of district meetings with the Board.

IV. Organizational Metrics & Goals

Dr. Lubke reported that as we move through our new business plan, we are working on developing a set of metrics to measure the success and progress of Equity Alliance MN. Once we have this developed, we can set organizational and individual performance goals. She shared what we have determined as potential leading and lagging metrics thus far in the process. The Board agreed that those were the appropriate metrics for now.

COMMITTEE REPORTS

The Personnel Committee met prior to the Board meeting. They are in the process of doing their annual evaluation of the Executive Director. The evaluation this year will reflect the three focus areas of the organization. Karen Morehead will be sending out a 360 evaluation to specified stakeholders, and the feedback from those, along with the feedback from the Board evaluations, will be summarized for the October 18th Equity Alliance MN Board meeting. The October 18th meeting will be preceded by a 4:30 closed session to provide the feedback to Dr. Lubke.

BOARD FORUM

Jeff McClellan (SSD 006) – Jeff reported that Amy Williams resigned from the South St. Paul Board, so they are currently looking to fill her seat. He also noted that they are full steam ahead on the levy referendum. Jeff also noted that Chad Poitra, Inver Grove Heights Community Schools and South St. Paul Schools American Indian Liaison, presented at the South St. Paul Board meeting after his presentation at the last EMID Board meeting.

Cindy Nordstrom (ISD 199) – Cindy reported that her term on the Inver Grove Heights school Board is up and she is going for re-election. There are eight candidates running for three open seats. Superintendent Bernhardson hosted a district informational session for the candidates that included information regarding the district’s mission, vision, and equity leadership agreements. She also noted that ISD 199 is in the midst of levy work.

Karen Morehead (ISD 831) - Karen reported that Forest Lake is going to the voters for a levy increase and bond referendum. They are looking to improve athletic facilities such as the track and tennis courts. She noted that they are in the middle of the road as to what they are asking for. Karen also noted that Superintendent Steve Massey is off to a good start and doing a nice job so far.

Kitty Gogins (ISD 624) – Kitty reported that an entire morning of the recent back-to-school workshops in Roseville was dedicated to equity. NUA president Eric Cooper spoke to the staff about internal bias. There was also a presentation on culturally responsive teaching. Teachers of color from the buildings spoke about their personal experiences working in the district. They also had a presentation on transgender youth and two transgender students shared their experiences and answered questions. Kitty stated that the experience was very powerful, and those that spoke about their personal stories were very courageous with what they shared. Kitty also noted that the district’s biggest focus right now is the referendum.

IX. ADJOURNMENT

Kitty Gogins adjourned the meeting at 7:06 p.m.

EMID Board Clerk

Date