95th Annual Leadership Conference
January 14–15, 2016
Minneapolis Convention Center

Phase I, January 12,
Hyatt Regency Minneapolis

Phase II, January 13,
Hyatt Regency Minneapolis

Charter School Board Member Training,
January 13, Hyatt Regency Minneapolis

Evening Early Bird Workshops,
January 13, Minneapolis Convention Center

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For further information contact:
Donn Hanson
Director
612.371.3720
hansond@pfm.com

Carole Loehr
Senior Managing Consultant
320.202.1421
loehrc@pfm.com

Brian Johnson
Senior Managing Consultant
612.371.3750
johnsonb@pfm.com

Amber Cannegieter
Key Account Manager
717.213.3871
cannegietera@pfm.com

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Table of Contents

6 Straight Talk, Kirk Schneidawind, MSBA Executive Director
8 Tips for First-Time Leadership Conference Attendees
9 Technology Resources and Raffle Information
10 Keynote Speakers
12 General Information
13 General Information and Skills Sessions
14 Conference at a Glance
15 Thursday Opening Session
16 Show & Tell
18 Recognition Luncheon
19 MSBA Honor Roll
20 Thursday Workshops
28 Convention Center Map
30 Round Table Sessions
31 Friday Workshops
34 Friday Closing Session
36 Exhibitor Map
37 Exhibitor Directory
43 MSBA Board and Staff Directory
52 Vendor Directory
54 Advertisers

FREE Wi-Fi
At the Conference
Network Name: MSBA16
Password: Heroes16

Calendar

J A N U A R Y  2 0 1 6
1................. New Year’s Day (no meetings)
4................. Terms Begin for Newly Elected Board Members
12............. MSBA New Board Member Orientation, Phase I, Minneapolis
13............. MSBA Board of Directors’ Meeting
13............. MSBA Early Bird Workshops
13............. MSBA Phase II, Minneapolis
13............. MSBA Charter School Board Training, Minneapolis
14–15....... MSBA Leadership Conference
15............. MSBA Board of Directors’ Meeting
18............. Martin Luther King Jr.’s Birthday Observed (no meetings)

F E B R U A R Y  2 0 1 6
4............. MSBA Insurance Trust Meeting
4–5........... MASBO Winter Conference
9............. MSBA Officers’ Workshop, St. Peter
11............. MSBA Officers’ Workshop, Minneapolis
15–19...... School Board Recognition Week
15............. Presidents’ Day (no meetings)
18............. Minnesota School District Liquid Asset Fund Plus Meeting
19............. MSBA Officers’ Workshop, Bemidji
20............. MSBA Officers’ Workshop, St. Cloud

M A R C H  2 0 1 6
1............. Precinct Caucus Day (no meetings or activities 6 p.m. – 8 p.m.)
5............. MSBA Charter School Board Training, St. Peter
8............. Legislative Session Begins
8............. Township Election Day (if applicable – no meetings or activities 6 p.m. – 8 p.m.)
13............. Daylight Saving Time Begins
The theme of the 2016 MSBA Leadership Conference is “Unleashing the Heroes in Your Midst.” I wasn’t an ardent comic book reader during my childhood, but I was a Superman fan and would rate him as my favorite hero.

Superman is “faster than a speeding bullet, more powerful than a locomotive and able to leap tall buildings in a single bound.” He is invulnerable (except for kryptonite and magic), possesses the power of flight and utilizes an arsenal of other powers (like heat vision and super hearing) to help save the world.

But above all else, Superman is virtuous. He does what is best for the greater good in his “never-ending battle for truth, justice and the American way.”

Similarly, school board members face a “never-ending battle” of their own: to improve and enhance the achievement of all of their students in preparation for postsecondary institutions or careers.

And like Superman’s mild-mannered alter ego, Clark Kent, school board members do a lot of work behind the scenes, often without getting their rightful share of the credit.

School board members – and other school leaders – ARE heroes. Board members play a vital role in “saving the world” in their own way, through changing the course of their students’ lives through all the things – big or small – they accomplish at the board table.

School board members establish a vision for a better future for our public schools and our students.

Board members wear no capes. They wear no masks. They simply do the work that makes a major difference for our public school students.

No disrespect to Superman, but through their actions, board members – along with administrators, teachers and other district staff – are students’ real superheroes.

Think I am spouting hyperbole about board members’ hero status? If you won’t take my word for it, then take the following quote from the venerated Fred Rogers, the man behind the “Mister Rogers’ Neighborhood” TV series:

“When I was very young, most of my childhood heroes wore capes, flew through the air, or picked up buildings with one arm. They were spectacular and got a lot of attention. But as I grew, my heroes changed, so that now I can honestly say that anyone who does anything to help a child is a hero to me.”

Author Joseph Campbell knew a lot about heroes. His theory of the archetypal hero in mythologies was highly influential, most notably on filmmaker George Lucas’ “Star Wars” franchise.

Campbell once said: “A hero is someone who has given his or her life to something bigger than oneself.” This quote perfectly encapsulates school board members’ dedication.

The expectations for schools are now higher than ever. School board members must continue to go “up, up and away” to keep fighting that “never-ending battle” on behalf of their students.

MSBA’s own origin story began when the association was formed in 1920 – well before Superman made his publication debut in the first issue of “Action Comics” in 1938. And Minnesota’s school boards are stronger and more impactful than Superman.

Again, you are indeed heroes through your public school board service. Now, go forth and unleash the other heroes in your midst – people on your staff and people in your community – to help maximize your students’ educational opportunities.

Enjoy the conference!
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If this is your first MSBA conference, WELCOME! MSBA is your professional organization, and we are confident you will leave this event with a wealth of information to help you face the challenges of being a school board member or superintendent. Here are a few hints for getting the most from the conference.

- **Look through your materials.** This *MSBA Journal* magazine includes the Leadership Conference program. You can also find a copy at one of the conference hotel registration desks or at registration on Thursday morning at the Minneapolis Convention Center. The program includes event schedules and other important information.

- **Be punctual.** We value your time. Unless something unavoidable occurs, our events begin and end on time. We do not have assigned or priority seating, so please plan to arrive at meetings a little early to reserve your spot and get settled.

- **Don’t be shy.** Introduce yourself to other school board members. You will find them to be valuable resources for you both at the conference and in the future. Chances are, whatever challenges you are facing on your school board, one or more of your fellow MSBA members have been there before. Name badges give you a wealth of information to help you get to know fellow conference attendees. All blue badges are school board members. Yellow badges are given to superintendents, red to exhibitors, green to guests and purple to other administrators. The number and ribbon on the badge tells you which MSBA district an attendee is from.

- **Introduce yourself to MSBA staff and the board of directors.** If the staff or your MSBA director doesn’t find you first, please introduce yourself to them. You will see them at the registration desk, the “Superhero Selfie Booth,” and other locations around the conference. They are wearing gold state of Minnesota name badges and they are there to help you. Please don’t hesitate to ask for assistance.

- **Check out the vendors.** More than 200 vendors exhibit at the Leadership Conference, and their support is what enables you to attend the conference without a registration fee. Take some time to visit the vendors and explore what they have to offer.

- **Ask questions.** Don’t worry about asking a “rookie” question. Many of the most important issues facing public education today are raised by new members who are taking a fresh look at situations confronting our schools.

- **Fill out your conference and speaker evaluations via the conference app.** MSBA staff appreciates your comments and reviews all of the feedback given. As time and resources allow, staff implement suggestions that improve the event.

- **Take what you learn home.** MSBA encourages school board members attending the conference to report at your next board meeting what you learned at the conference to any of your fellow board members and key staff who couldn’t attend. Sharing what you learned will help your team grow.

- **MSBA is YOUR organization.** Above all, know that MSBA is your organization. We are a diverse group of people with one goal in mind: providing the best possible education to our students. You will find your fellow school board members and our staff ready to help you reach that goal.

Enjoy the conference and, again, please let any of the MSBA staff or your board of directors know if they can help you at the conference and after you return home.
The Leadership Conference App will give you instant access to the event schedule, workshop handout materials, a map of the Convention Center and much more.

**How to download the 2016 MSBA Leadership Conference App**

1. Search for the “Guidebook” app through your smart phone’s App Store.
   - The Guidebook app should come up first in your search and will feature this icon:

2. Download the Guidebook app.
3. Open the Guidebook app.
4. After opening the app, you’ll see a screen prompting you to sign in. DO NOT SIGN IN.
   - Instead, click on “Skip” in the top right-hand corner.
5. In the Search box, type in “MSBA 2016” and then select the “2016 MSBA Leadership Conference” option.
   - Then select “Get this guide.”

Now you are ready to use the app. Consult with MSBA staff if you have any questions accessing this app.

**Prefer to view this app on your Surface or laptop?** Visit https://guidebook.com/guide/40385 for Web-based access.

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**Wi-Fi Available**

MSBA is pleased to again offer Wi-Fi service at our Leadership Conference. We know many of our members like to stay in touch with events happening in their districts, and we have made wireless access a priority. However, we do ask that during the sessions you follow courtesy by listening to our speakers. If you need to answer a text, call or check e-mail, please move to the registration area so others are not disturbed.

For Wi-Fi access, open a browser or the Wi-Fi settings on your device and select “MSBA16.” Enter “Heroes16” when prompted for a password.

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**Socialize Through Social Media**

Join the online conversation with your school board and superintendent colleagues by posting your Leadership Conference-related observations and photos on Twitter. Include @mnmsba and the hashtag #MSBA2016 in your posts so other school officials can view them.

Don’t have a Twitter account? Signing up is easy. Visit www.twitter.com and set up a free account. After your account is activated, search for @mnmsba. Once you’ve found our Twitter feed, click on the “Follow” button. Then go back to your home page and check for updates in your feed. Or do a search for the #MSBA2016 hashtag to read tweets related to the Leadership Conference.

Looking for someone else to follow? Ask your school board colleagues if they are on Twitter and follow our keynote speakers at @JimBeardenSpeak and @YongZhaoEd.

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**Hotel Room Raffle for 2017 MSBA Leadership Conference**

Stay through the Closing Session and your school district could win a two-night hotel stay for the 2017 MSBA Leadership Conference. The winning school district can choose a Wednesday night and a Thursday night stay at one of the long-time conference hotels (Hyatt Regency, Hilton or Millennium) for the 2017 MSBA Leadership Conference. Simply place your name tag in the box marked “Raffle” as you enter the auditorium for the Closing Session no later than 10:45 a.m. Friday. The drawing will be held during Friday’s Closing Session, and you must be present to win. Each person in attendance Friday is allowed only one entry on behalf of your school district.
Jim Bearden doesn’t have to look at the latest Marvel comic book to find superheroes. Chances are, every school has several heroes right in their workforce. As the opening keynote speaker January 14 at the 2016 MSBA Leadership Conference, Bearden will present “Unleashing the Heroes in Your Midst,” which will explain specific steps leaders can take to improve workplace relations, efficiency and overall success.

“The key role that I see school district leaders playing is consciously creating a hero-friendly culture,” Bearden said.

A hero-friendly culture can help raise the level and quality of employee engagement and improve internal processes, which results in less internal dissention and less of an adversarial relationship between management and staff. This works to the advantage of school board members and, ultimately, the students.

Bearden has a six-step process school board members can use to create a culture that reinforces and supports behavior essential to their school district’s success. His first and most important step is to ensure that others understand what you expect from them.

Bearden said, “If you look at any school board’s mission statement or documents, the words in those documents all have two things in common. First, they all sound good; and second, sadly, is they have little or no impact on employee behavior. The reason behind this is that employees are left to their own devices to interpret what these good-sounding words mean in terms of behavior.”

His example: Many organizations have some reference to “collaboration” in their mission statements or core values. If we put the word “collaboration” in front of every board member and ask them if they thought collaboration is a good thing, they would all say yes. If we put that same word in front of 10 faculty or staff members and asked them to describe it in terms of their behavior – what they are expected to do in order to manifest collaboration – we’d get 10 different descriptions.

“There are gaps between what sounds good and what gets done because no one in leadership positions makes the effort to close the gap. Therefore, it is very important to ensure that others understand what you expect from them,” he said.

Bearden also encourages additional training, learning, and mentoring into building heroes. “If we create a culture that supports heroic behavior, all members of a team are more willing to step up and to participate actively in crucial district processes,” he said.

This willingness sometimes needs to be matched by skills. For example, individuals may demonstrate a propensity for – or an interest in – moving into a leadership position, and the skills necessary to function effectively in that position.

His book, The Relentless Search for Better Ways, encourages people in leadership positions to facilitate collaborative processes with an eye toward finding ways to improve upon the status quo. One of the better ways is to find people who are capable of functioning in higher or different positions and then providing them with the proper training they need to function effectively in that role.

His advice for school board members is that they should be willing to consider and try alternatives to the status quo in order to sustain a collaborative culture.

Besides his keynote, Bearden will also be presenting a workshop, “Unleashing Heroes – Theory to Practice,” later that day.

Grace Clough is a student intern in communications for MSBA. She is currently a senior at Gustavus Adolphus College. To comment on this article, you can e-mail Grace at gelough@mnmsba.org.
Yong Zhao, the closing keynote speaker for the 2016 MSBA Leadership Conference, wants school boards to stop comparing and worrying about standardized test scores, and instead offer a broad and flexible curriculum that allows education to emphasize the strengths of each and every child.

Zhao’s main focus is improving student success by ending common, homogenous and standardized educational experiences; pushing teaching creativity; and shifting from employee-oriented education to entrepreneur-oriented education.

He said that if school boards allow educators to focus on student creativity and engagement and enable students to pursue their passions and interests, students’ long-term test scores would not fall behind.

Focusing on creativity and strength-based education enables students to find something meaningful for them at school and become more engaged. If they’re more engaged, students are more likely to learn and retain information.

When asked about what school boards can do to alleviate inequalities among students, Zhao explained that school boards should consider how to define merit. Right now, schools are trying to define success based solely on the test scores of a few academic subjects.

“State laws mandate many of the standardized testing policies, but Zhao believes that school board members, as publicly elected officials, have the right and obligation to help modify those policies to become more meaningful and productive, instead of harmful to our students.

He said he that if school boards allow educators to focus on student creativity and engagement and enable students to pursue their passions and interests, students’ long-term test scores would not fall behind. Focusing on creativity and strength-based education enables students to find something meaningful for them at school and become more engaged. If they’re more engaged, students are more likely to learn and retain information.

When asked about what school boards can do to alleviate inequalities among students, Zhao explained that school boards should consider how to define merit. Right now, schools are trying to define success based solely on the test scores of a few academic subjects.

“We need a broader definition of success to create a lot more opportunity to celebrate individual students,” he said. Focusing on math and science ends up with districts that cut out music, art, and other important subjects, and discriminate against students who may be strong in those areas. School boards need to think about allocating resources to make sure the schools create enough opportunities for everyone to succeed in their own way and pursue their own talents.

Technology can be a helpful tool in educating students. Zhao affirms that social media – Twitter, Instagram, Facebook, Google Hangouts and Skype – are great tools. “We just need to figure out how to use them effectively,” he said.

Zhao is adamant that the public education system has to move away from employee-based education to an entrepreneur-oriented solution. He believes we need people to become job creators, not job seekers. This entrepreneur spirit comes from a school experience, not just an entrepreneurship course, he said. “It comes from having unique strengths, being great at what you do, and the idea that everyone should have a start-up mindset,” he said. Zhao thinks our curriculums and our school experiences should be focused on training students to achieve those characteristics.

His main recommendation for school boards is that they can start by asking the students what their strengths and passions would be. If students have a problem they want to solve, or a passion they want to pursue, schools should be there to support that. Many schools can develop the resources for this — for example, one school created a Friday “Student Interest Day.”

“The first big step is recognizing that education has to be about enhancing every student’s talent and helping them find and develop their passion,” Zhao said.

Grace Clough is a student intern in communications for MSBA. She is currently a senior at Gustavus Adolphus College. To comment on this article, you can e-mail Grace at gelough@mnmsba.org.
**GENERAL INFORMATION**

**EXHIBIT HALL:** Be sure to check out our Exhibit Hall and see more than 200 exhibitors who provide services to Minnesota school districts. MSBA is able to offer our Leadership Conference without a registration fee because these exhibitors help cover the cost of the conference. The exhibit of products and services available to school districts is open from 8:00 a.m. to 3:30 p.m. Thursday and 7:30 a.m. to 10:30 a.m. Friday. Allow ample time to visit this outstanding display and remember to thank our exhibitors for being with us. The Exhibit Hall is also where the school district Show & Tell presentations and Round Table sessions are held.

**CONFERENCE SPONSORS:** MSBA would like to recognize our conference sponsors for making this event possible. The 2016 Leadership Conference sponsors include: Ehlers, Minnesota School Boards Association Insurance Trust (MSBAIT), National Insurance Services, Wold Architects and Engineers, Staples Advantage, Nexus Solutions, PreferredOne, Johnson Controls, Inc., Sodexo, Riverport Insurance Services, and Metro Sales. Representatives from these organizations are wearing teal ribbons — please let them know you appreciate their support.

**BADGES:** Conference badges are biodegradable and color-coded, and list the number of your MSBA Director District. For security reasons, please wear your badge throughout the conference.

- Blue – School board members and students
- Yellow – Superintendents
- Red – Exhibitors
- Green – Guests
- Purple – Other Administrators
- Gold State of Minnesota badges identify MSBA staff and MSBA Board of Directors.

**RIBBONS:** Conference ribbons let you find board members and superintendents from your area and give special recognition to board members, speakers and sponsors:

- Hot Chartreuse – District 1 (southeast MN)
- Canary – District 2 (south central MN)
- Brown – District 3 (southwest MN)
- Hot Orange – District 4 (west metro)
- Goldenrod – District 5 (north metro)
- Turquoise – District 6 (northeast metro)
- Dark Pink – District 7 (south metro)
- Maroon – District 8 (Minneapolis and St. Paul)
- Hot Pink – District 9 (central MN)
- Melon – District 10 (west central MN)
- Navy – District 11 (northeast MN)
- Sky Blue – District 12 (northwest MN)
- Peach – District 13 (southwest metro)

These ribbons also give special recognition to board members, speakers and sponsors:

- White – Award winners
- Blue – Presenters
- Teal – Sponsors (Please thank them for their generous support!)
- Purple – Past MSBA Board of Directors

**GIVE A WARM WELCOME TO MINNESOTA ASSOCIATION OF EDUCATIONAL OFFICE PROFESSIONALS:** This year the Minnesota Association of Educational Office Professionals will again be joining us at the Leadership Conference. These members are the school district staff who know the pulse of public schools. They are the go-to people for superintendents and board members, and we’re happy they are part of our conference this year. (Room 204AB)

**CONTINUING EDUCATION UNITS:** A Continuing Education Units (CEUs) sheet is available at the information table in the Registration Area. CEUs must be picked up before the Closing Session on Friday.

**DISTRIBUTION OF MATERIALS:** No printed materials other than official reports of the Association shall be distributed during the conference without the prior approval of the MSBA Executive Director.

**CONCESSION AREAS:** Food and beverages are available at the concession stands in the Exhibit Hall. A Dunn Bros. Coffee Shop is located on Level One, offering coffee, pastries, and other items.

**HOTEL CHECK-OUT TIMES:** An extended check-out time of 12:30 p.m. Friday has been secured for all Leadership Conference attendees at our conference hotels (Hyatt Regency, Hilton and Millennium).

**NEW! MSBA SCHOOL BOARD SUPERHERO SELFIE BOOTH:** What is your superpower? A focus on student achievement? Vision for your district? Teamwork? Stop by our NEW superhero selfie booth, and take a selfie of yourself or your entire board. There are signs for super powers and also an erasable sign to put your school district name. After you take your photo, we’ll post it to our #MSBA2016 Twitter hashtag so you can have a copy. The booth is by the registration area and will be open Thursday and Friday during the conference.

**NEW! STUDENTS PUTTING TOGETHER A VIDEO MEMORY BOOK OF THE CONFERENCE:** Four students from Little Falls School District will be at the conference to gather video of speakers and the exhibit hall, and interview school board members for a video memory book. They’ll be asking what you’ve liked best at the conference, what you’ve learned or what it is about the conference that keeps you coming back. Look for them at the conference and be part of the video memory book.

**NEW! JOIN STUDENTS FOR THE FIRST INNOVATION CHALLENGE WITH THE DLR GROUP:** Students from Detroit Lakes, Jordan and Robbinsdale Area School Districts will be part of the first Student Innovation Challenge at this year’s conference. On Thursday, three teams are given a problem they need to solve by 9 a.m. Friday. The results of the student challenge, sponsored by the DLR Group, will be provided at a 9:15 a.m. Friday workshop in Room M100F. See how they use collaboration, teamwork and project-based learning to solve their challenge.
GIFT LAW: The 2014 revision of the Minnesota gift ban law, Minnesota Statute 471.895, expanded the definition of “local official” to include school board members, superintendents, principals, and school officers. The law prohibits local officials from receiving any gifts or prizes, including meals and beverages, from an interested person or company for personal use. A gift of a memento or trinket costing $5 or less is an exception and allowed. MSBA members attending the vendor exhibits or entering vendor drawings are individually responsible to make sure they are not in violation of either the law or any local school district gift policies.

DIRECTOR DISTRICT DISCUSSIONS:
All MSBA Director Districts will meet at 12:50 p.m. Thursday on the Mezzanine Level. See Page 15 for Director District Discussion locations.

Director District 1 (OPEN SEAT – southeast Minnesota), Director District 2 (OPEN SEAT – south central Minnesota), Director District 5 (north metro), Director District 8 (Minneapolis and St. Paul), and Director District 11 (northeast Minnesota), have elections; members in these districts will nominate persons for the position of MSBA Director. Terms are three years (except for a 1-year term in District 1). Terms begin at the conclusion of the conference. If needed, polls will be open from 1:30 p.m. to 5:00 p.m. Thursday and 8:00 a.m. to 10:00 a.m. Friday. Polls are located in the registration area.

DIRECTOR ELECTION PROCEDURES:
The MSBA Board of Directors has established the following Director election procedures for the 2016 Leadership Conference:
1. Nominations for the position of Director shall take place during the Director District Discussions, which will be held on the first day of the conference (Thursday).
2. School board members only are eligible to nominate and/or second, and to vote.
3. In the event there is no more than one candidate for the Director position, the caucus chair shall be authorized to call for a motion to cast a unanimous ballot for that candidate.
4. If there are two or more candidates for the Director position, the procedures shall be in accordance with the Association bylaws, Article IV, Section 3. Delegates from that Director District will cast ballots at the designated election area.
5. Newly elected Directors will be introduced during the closing General Session. Newly elected Directors assume their positions at the conclusion of the conference.

2016 SKILLS SESSIONS
Thursday 8:15–9:00 a.m.

BOARD CHAIR Q & A WITH MSBA
Room 200FG
Kirk Schneidawind, Executive Director, Minnesota School Boards Association

School board chairs from across the state are invited to meet with MSBA Executive Director, Kirk Schneidawind, in this question-and-answer session. Let Kirk know what MSBA can do to support, promote and strengthen the work of public school boards and public education.

MSBA’S POLITICAL OUTLOOK FOR THE 2016 LEGISLATIVE SESSION
Room 200DE
Grace Keliher, Director of Government Relations, Minnesota School Boards Association

This session will focus on the issues likely to arise during the 2016 legislative session. These issues include early childhood programs, state reserves, general education funding, concurrent enrollment, agriculture tax credit, teacher shortages, pensions, and school election issues – plus the latest buzz from the Capitol. Please join us for this exciting session.

CRITICAL CHOICES IN THE SUPERINTENDENT’S CONTRACT: WHAT SHOULD BE IN AND WHAT SHOULD BE OUT?
Room 200B
Sandy Gundlach, Director of School Board Services, Minnesota School Boards Association; and Peter Martin, Attorney, Knutson, Flynn & Deans, P.A.

The model superintendent contract should reflect careful choices of what issues are to be addressed in the contract. The contract should be sufficiently clear and should reflect an effective model of governance in the relationship between the superintendent and the school board. This session will provide an overview of MSBA’s Model Superintendent Contract, discuss applicable legal requirements and limitations and review “real-world” scenarios that may be faced by school boards when negotiating a contract with a new superintendent.

THE OPEN MEETING LAW
Room 201I
Cathy Miller, Director of Legal and Policy Services, Minnesota School Boards Association

Learn about the requirements of the Open Meeting Law. This session will cover types of meetings, notice requirements, exceptions which require or allow closed meetings, and intersection with other laws.
## Conference at a Glance

### Tuesday, January 12
- **6:30 p.m. – 9:30 p.m.** Phase I Workshop (Hyatt Regency Minneapolis)
- **8:30 a.m. – 4:00 p.m.** Charter School Board Member Training (Hyatt Regency Minneapolis)
- **8:45 a.m. – 4:00 p.m.** Phase II Workshop (Hyatt Regency Minneapolis)
- **7:00 p.m. – 9:30 p.m.** Evening Early Birds (Minneapolis Convention Center):
  - "Easiest Catch: Don’t Be Another Fish in the ‘Net"
  - "Designing an Effective Superintendent Evaluation"

### Wednesday, January 13
- **8:00 a.m. – 3:30 p.m.** Exhibit Hall open
- **8:00 a.m. – 10:00 a.m.** Polls open (if needed)
- **9:15 a.m. – 10:15 a.m.** Workshops

### Thursday, January 14
- **7:30 a.m.** Registration open
- **8:00 a.m. – 9:10 a.m.** Round Tables (Exhibit Hall B)
- **8:00 a.m. – 10:00 a.m.** Polls open (if needed)
- **9:15 a.m. – Noon** Closing Session – Doors open Main Auditorium:
  - The Austin High School Jazz Band, under the direction of Bradley Mariska
  - MSBA Business Meeting
  - Yong Zhao: "World Class Learners: Educating Creative and Entrepreneurial Students"
  - Room Drawing
  - Noon Adjourn

### Thursday Continued
- **11:00 a.m. – 2:15 p.m.** Show and Tell (Exhibit Hall B)
- **11:30 a.m. – 12:30 p.m.** Recognition Luncheon
- **12:50 p.m. – 1:20 p.m.** Director District Discussions Districts 1–13
  - Elections will be held in Districts 1, 2, 5, 8, and 11.
- **1:30 p.m. – 2:20 p.m.** Round Tables (Exhibit Hall B)
- **1:30 p.m. – 5:00 p.m.** Polls open (if needed)
- **2:30 p.m. – 3:30 p.m.** Workshops
- **3:45 p.m. – 4:45 p.m.** Workshops
- **4:50 p.m. – 5:30 p.m.** School Finance Update with Minnesota Department of Education Finance Director Tom Melcher (Room 205 A–D)

### Friday, January 15
- **7:30 a.m.** Registration open
- **7:30 a.m. – 10:30 a.m.** Exhibit Hall open
- **8:00 a.m. – 9:10 a.m.** Round Tables (Exhibit Hall B)
- **8:00 a.m. – 10:00 a.m.** Polls open (if needed)
- **9:15 a.m. – 10:15 a.m.** Workshops
- **10:15 a.m. – Noon** Closing Session – Doors open Main Auditorium:
  - The Austin High School Jazz Band, under the direction of Bradley Mariska
  - MSBA Business Meeting
  - Yong Zhao: "World Class Learners: Educating Creative and Entrepreneurial Students"
  - Room Drawing

The opinions of the speakers are informational only. They do not necessarily reflect the opinions of MSBA.

Special thanks to our conference sponsors:
- Minnesota School Boards Association Insurance Trust (general conference sponsor and lanyards)
- Ehlers (sponsoring keynote speaker Jim Bearden)
- Wold Architects and Engineers (Friday keynote speaker Yong Zhao)
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**Thursday Opening Session**

**Main Auditorium**

Opening Session .......................... 9:00 a.m. – 11:00 a.m.
Entertainment .............................. The Princeton Jazz I Band
under the direction of Jim Baxter

*Please give these students your full attention.*

Presentation of the Colors .............. North Branch Area High School
Air Force Junior ROTC (AFJROTC)
led by Col Stephen O. Kornitzer, USAF (Retired) &
SMSGt Chris Edington, USAF (Retired)

Welcome ................................... Kevin Donovan, MSBA President
Remarks ................................. Kirk Schneidawind, MSBA Executive Director
Keynote ............................... Jim Bearden: “Unleashing the Heroes in Your Midst”

*Thanks to Ehlers for sponsoring Jim Bearden’s appearance.*

**MSBA Director Discussion Schedule**

Discussions begin at 12:50 p.m. for all MSBA Director Districts. There are elections in Director Districts 1, 2, 5, 8 and 11. Director District Discussions will include any issues members want to discuss.

Locations on the Mezzanine Level are as follows:

- **District 1 – M100J** ............. Kathy Green presiding (open seat - election)
- **District 2 – M100I** ............. Jodi Sapp presiding (open seat - election)
- **District 3 – M100H** ............. Linden Olson presiding
- **District 4 – M100G** ............. Betsy Anderson presiding
- **District 5 – M100F** ............. Suzy Guthmueller presiding (election)
- **District 6 – M100A** ............. George Kimball presiding
- **District 7 – M100B** ............. Melissa Sauser presiding
- **District 8 – M100C** ............. Carla Bates presiding (election)
- **District 9 – M100D** ............. Kirby Ekstrom presiding
- **District 10 – M100E** .......... Mike Domin presiding
- **District 11 – M101A** .......... John Berklich presiding (election)
- **District 12 – M101B** .......... Ann Long Voelknr presiding
- **District 13 – M101C** .......... Deb Pauly presiding

**Round Tables**

Exhibit Hall B .......................... 1:30 p.m.

Attend two special 20-minute Round Table sessions. Come back for more at 8:00 a.m. Friday morning.

**Finance Update with Tom Melcher**

*New location and time!* Room 205A–D .............. 4:50–5:30 p.m.
Tom Melcher, Program Finance Director,
Minnesota Department of Education

This special session provides board members with an update from the Minnesota Department of Education finance director on what lies ahead for school districts.
ACADEMIES OF ALEXANDRIA
Alexandria Area School District
The community of Alexandria has become extensively involved in providing opportunities, within their high school, for students to get exposure to careers.

iBELONG
Anoka-Hennepin School District
iBelong is a friendship club intended for students who have a desire to have and maintain friendships, but may struggle with social skills or with building friendships (a perfect fit for autistic students). In the club, the students hang out with friends, socialize and play games. Formal lessons on social skills are not given; however, teachable moments are used to talk about thinking of others and how to plan activities with friends outside of school.

MAKER CAMPUS: MORE THAN JUST A SPACE
Crosby-Ironton School District
The district’s STEAM Maker Campus students will demonstrate and explain how to use various materials from their program and share their maker success story.

TECHNOVATION
Kasson-Mantorville School District
Engage girls in STEM! This is a “girls only” international program that enables girls to solve a community problem by creating a business plan, coding to develop an app for a Droid, and using teamwork and presentation skills to promote their app. Participants describe it as fun, challenging, and rewarding!

ACADEMIC DECATHLON
Lake Crystal Wellcome Memorial School District
Academic Decathlon is a 10-event national scholastic competition for teams of high school students. Teams of nine students from each school are grouped based on their grade point average: 3 “A” (honors) students, 3 “B” (scholastic) students, and 3 “C” (varsity) students. Students take seven written exams consisting of art, economics, literature, math, music, science, and social science. They also write an essay, participate in an interview, and perform both a prepared and impromptu speech. The theme for this year’s curriculum is India. Students from LCWM have won numerous state and national medals.

THURSDAY SHOW & TELL
11:00 A.M. — 2:15 P.M., Exhibit Hall
Thanks to Sodexo for sponsoring this event.

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Denise Drill
ddrill@mnmsba.org
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**THURSDAY SHOW & TELL**

11:00 A.M. — 2:15 P.M., Exhibit Hall

*Thanks to Sodexo for sponsoring this event.*

**MINNESOTA CAREER AND TECHNICAL HEALTH SCIENCE EDUCATION**
*Minneapolis School District*
Roosevelt High School will showcase their state-approved Health Science Education Program in partnership with the Minnesota Department of Education, the student organization HOSA, and Gillette Hospital. HealthForce Minnesota will provide information about the new health science core curriculum and the Educate the Educator certificate.

**HASKWAUK-KEEWATIN SHOP & ENGINEERING**
*Nashwaub-Keeatin School District*
Shop and engineering students will showcase projects such as a robotic lawnmower, full-scale hovercraft, flight simulator, and little odds-and-ends projects.

**GIRLS UNITED**
*New London-Spicer School District*
New London-Spicer Middle School has pioneered a program within the district to encourage positive interaction and problem-solving amongst peers, and to promote healthy self-esteem and personal empowerment. Stop by and learn how this collaborative program has had a positive impact not only on the students, but on the community. See how community members, our Parent Teacher Organization, business members and school personnel came together to fill a need within our school.

**HAKUNA MATATA - MEANS NO WORRIES!**
*Osakis School District*
Osakis has been intentional for the past six years about building a school climate where all students feel safe, valued, and connected by having freshmen plan and host a retreat for underclassmen. Students will talk about last year’s Hakuna Matata Retreat, which proved to be an effective way to connect students, build a culture of respect, and challenge and change both the seventh-grade guests of the retreat as well as the ninth-grade students who hosted it. One hundred percent said the retreat was very worthwhile and should be repeated because students should never have to worry about how they will be treated at school.

**PLATE TO COMPOST**
*Waconia School District*
Waconia School District was one of the first districts in Minnesota to partner with the Minnesota Composting Council to launch the “Plate to Garden Compost” Program. This program is designed to close the loop on organic recycling by returning the organics collected from school cafeterias as compost to be used in a school garden or sold as part of a fund-raising effort to support youth activities. This program has also helped reduce waste at school cafeterias from 16 bags of trash down to four.

**RESPONSIBILITY HONOR ROLL**
*Warren-Alvarado-Oslo School District*
The Responsibility Honor Roll is for students of good character. Teachers grade students on a rubric, and the student information system tallies it. We then have a drawing of eligible students for prizes at the end of each quarter.

**TRANSITIONAL POSSIBILITIES**
*Watertown-Mayer School District*
The possibilities are endless! Learn why students need multiple opportunities to aid in discovering their pathway to become an independent adult. Get a first-hand glimpse into how students can participate in manufacturing possibilities to increase their transitional job skills. Discover what you can do to support the endless possibilities for students with varying special needs.

**ROYAL’S WAY**
*Watertown-Mayer School District*
The Royal’s WAY is simple! Experience firsthand why students need peer advocates in their lives. Become aware of how bullying can be prevented, and student inclusion can be enhanced. Discover what your school can implement to become the WAY general education students befriend students with special needs.

**OUR FOUR-YEAR-OLD EVERY DAY, ALL-DAY “KICK START” EARLY LEARNING MODEL**
*Waubun-Ogema-White Earth School District*
Learn how a small, rural district successfully created an every day, all-day four-year-old program that utilizes multiple financial resources, has developed strong community collaboration, has high-quality curriculum and staff, and has a new construction facility. The “Kick-Start” teachers, administration, school board, and the White Earth Early Childhood partners will share their journey to help you create your own success story.

**STUDENT TECH DEPOT**
*White Bear Lake Area School District*
White Bear Tech Depot students provide technical support for the district’s Chromebook 1:1 laptop program. Tech Depot students also applied for and received technology department jobs where they repaired, cleaned, imaged and deployed over 4,000 devices this summer. These internships benefit the district, as well as the students. The internships also fit into White Bear Lake Area Schools’ college and career readiness initiatives.

**NICARAGUAN BOOK PROJECT**
*Winona Area Public Schools*
With the help of Global Partners Nicaragua, students in Winona’s Spanish IV classes have the opportunity to use language in an authentic context by creating Spanish language children’s books to share with native speakers in Nicaragua. Global Partners Nicaragua exists to improve the global health and well-being of communities in the Matagalpa area of central Nicaragua. Global Partners hopes to expand the availability of reading material to the kids of Matagalpa by providing literary materials to a school library with books written by high school language students.

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January/February 2016 17
Thanks to National Insurance Services for sponsoring the Recognition Luncheon.

NOTE: Tables have been reserved for recipients of the All-State School Board (including their guests) and the Minnesota Superintendent of the Year.

Directors’ Awards and pins may be picked up at the registration desk. Leadership Development Certificates have been distributed to the recipients.

Presiding .................................................................................................................................................................. Kevin Donovan, MSBA President

RECOGNITIONS

Outgoing MSBA Board of Directors................................................................. Kevin Donovan, MSBA President
Leadership Development Certificates............................................................ Deb Pauly, MSBA Director
Directors’ Awards.............................................................................................. Ann Long Voelkner, MSBA Director
President’s Awards.............................................................................................. Kathy Green, MSBA President-Elect
MSBA Service Awards....................................................................................... Sandy Gundlach, MSBA Director of School Board Services
District Awards of Distinction............................................................................ Jodi Sapp, MSBA Director
All-State School Board.................................................................................... Katie Klanderud, MSBA Director of Board Development
Arlene Bush Distinguished Board Member Award ............................................. Kirk Schneidawind, MSBA Executive Director

Thanks to Jodi Sapp, Ann Long Voelkner, Deb Pauly, Kathy Green and Carla Bates for serving on the Recognition Program Committee.

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MSBA 2016 ALL-STATE SCHOOL BOARD

Name
Spencer Yohe ........................................... Caledonia Area
Rick Lijgren .............................................. Esko
Jason Engbrecht ........................................ Fairbault
Ann Bremer ............................................. Intermediate #287 & Westonka
James DeVries .......................................... Mahomet
Roy Nelson ............................................... Red Lake
Mary Romansky ........................................ Sh Kopake

District

DISTRIBUTE AWARD OF DISTINCTION
Awarded to a school district having a majority of board members who have received a Directors’ or President’s Award.

Name
Chad Bauman ............................................. Melrose Area
Brad Johnson .............................................. Le Sueur-Henderson
Lauri Anstrom ........................................... Le Sueur-Henderson
Brian Bjerke ............................................. Le Sueur-Henderson
Tracy Nelson ............................................. Lester Prairie

LEADERSHIP DEVELOPMENT CERTIFICATES
Awarded to members who have completed Phases I-III. These certificates were handed out during the Advocacy Tour or mailed to the districts.

Name
LaAnn Agnes ............................................. Bagley
Wendy Fultz ............................................... Bagley
Jodi DeJean-Hughes .................................... Benson
Kim Gates .................................................. Bertha-Henderson
Hannah Benken .......................................... Byron
Jared Barnes ............................................... Caledonia Area
Amanda King ............................................. Caledonia Area
Kelley McGraw .......................................... Caledonia Area
Jean Meyer ............................................... Caledonia Area
Michelle Werner ........................................ Caledonia Area
Jimmy Westland ......................................... Caledonia Area
Spencer Yohe ............................................ Caledonia Area
Kathryn Timm ............................................ Chisago
Patricia (Pat) Kastly ..................................... Chisago
Ted Lamm .................................................. Cloquet
Molly Lewis .............................................. Columbia Heights
Grant Nichols ............................................. Columbia Heights
Patty Dillabough ......................................... Crookston
Kari Miller .................................................. Crookston
Elaine Larabee ........................................... Eden Prairie
Holly Link .................................................. Eden Prairie
Thomas Gentilini ........................................ Eveleth-Gilbert
Melany Vanatta ........................................... Farmington
Cory Suonvier ........................................... Floodwood
David Walz ............................................... Foley
Gail Theisen ............................................. Forest Lake
Stacy Cruzy ............................................... Frazee-Vergas
Wanda Edge .............................................. Grand Meadow
Bambi Lange ............................................. Hill City
Joel Miranda ............................................. Hill City
Dwayne Diers ............................................ Howard Lake-Waverly-Winsted
Michelle Heuer ........................................ Howard Lake-Waverly-Winsted

Mike Carls ................................................. Hutchinson
JoEllen Kimball ......................................... Hutchinson
Rhonda Moore .......................................... Jackson County Central
Kara Bauer ............................................... Kenyon-Wanamingo
Greg Dotson ............................................. Kenyon-Wanamingo
Brian Beck ............................................... Kimball
Shawn Meyer ............................................. Kimball
Tom Schreiner .......................................... Kimball
Ann Oettjen ............................................. Kingsland
Jacob Quade ............................................. Lake Crystal-Wellcome-Memorial
Lynnette Ellis ........................................... Lake of the Woods
Tim Lyon .................................................. Lake of the Woods
Michelle Volk ........................................... Lakeville Area
Andrea Faches .......................................... Le Sueur-Henderson
Brian Wiederich ....................................... Le Sueur-Henderson
Kara Heigl ............................................... Lester Prairie
MeriLea Kyllo ........................................... Lester Prairie
Mary Otto .................................................. Lester Prairie
Steve Ziemann ........................................... Lester Prairie
Stacy Lux .................................................. Long Prairie-Grey Eagle
Reva Sehr .................................................. Luverne
Jon McArthur ........................................... Mahomet
Julie McGraw ........................................... Mahomet
Kim Water .................................................. Maple River
Dion Caron ............................................... Marshall
Jennifer Jones ........................................... Medford
Beverly Finkelman ....................................... Melrose Area
Troy Tomford ............................................. Melrose Area
Clyde Vandehey ......................................... Mound-Baylor
Carol Naughton ......................................... Monticello
Scott Steffes ............................................ Moorhead Area
Tammie Bohachek .................................... Mora
Ethan Elvehjem .......................................... Mora
Jeanette Dudley ......................................... Nevis
Justin Isaacson .......................................... Nevis
Lindsey Nickelson ...................................... Nevis
Melissa Sunderman ..................................... New Ulm
Sara Otte .................................................. Nicollet
Shari Breeze ............................................. North Branch Area
Holly Hope ............................................... Onalaska
Greg Faber ............................................... Osakis
Beverly Hendley ......................................... Osakis
Kella Bugbee ............................................ Paynesville Area
Jeremy Douglas ......................................... Pine Island
Kerry Hayden ........................................... Pine Island
Marcy Pala ............................................... Pipestone Area
Kris Ploeger ............................................... Pipestone Area
Tammi Taubert ......................................... Pipestone Area
Monica Sweeney ........................................ Plainview
Heather McLean ........................................ Pine County West
Mark Convert ............................................. Pine River
Lindberg .................................................. Robbinsdale Area
Joyce Iversen ......................................... Rushford-Peterson
Sarah Ziegler ........................................... Sibley East
Michelle Witte ........................................ South Washington County
Jillian Cousins .......................................... St. Clair
Nancy Thompson ........................................ St. Clair
Robert Larson .......................................... St. Louis County
Chet Larson ............................................. St. Louis County
Daniel Manick .......................................... St. Louis County
Jennifer Peyer .......................................... St. Michael-Albertville
Todd Emanuel .......................................... Stewartville
Dale Buss ............................................... Tri-City United
Greg Manninen ........................................ Virginia
Naomi Erickson ......................................... Waconia
Angie Brekke ........................................... Warren-Alva-Olso
Keiirsten Ekile .......................................... Warroad
Tim Fast .................................................. Warroad
Bryan Nord .............................................. Warroad
Brian McFarlane ....................................... Warroad
Steve Luther ............................................. Waseca
Kimberly Meiros ....................................... Waseca
Katherine Youngberg .................................. Waseca
Cheryl Poizner ......................................... Wayzata
Michelle Nussen ........................................ West Central Area
Scott Ruud ............................................... West Central Area
Maydra Maas ........................................... Wheaton-Walnut Grove
Jean Roth ............................................... Zumbrota-Mazeppa

Name

January/February 2016 19
MEZZANINE (LOWER LEVEL)

DISCIPLINE SCENARIOS – THINKING OUTSIDE THE BOX
Room M100A
RuthEllen Luehr, Special Education Division Education Specialist; Maci Spica, Special Education Division Education Specialist; Craig Wethington, Director of the School Safety Technical Assistance Center; Nancy Riesterberg, School Safety Technical Assistance Center Restorative Practices Specialist; Sarah McGuire Knoph, Compliance and Assistance Division Education Specialist; Aaron Barnes, Special Education Division Education Specialist; Alex Migambi, Special Education Division Disproportionate Representation Specialist; and Eric Kloos, Special Education Division Supervisor and Research Practice and Implementation Specialist, Minnesota Department of Education

Minnesota Department of Education facilitators will pose three stories that are based on real compliance calls received from parents and school districts. These issues often result in what we traditionally think of as “discipline.” By brainstorming new ideas and solutions to the most relevant discipline challenges faced by our schools, we will touch on broader compliance issues, alternatives to suspension, closing the achievement gap, diversity and equity, and restorative justice – and how all of these issues intersect.

INSPIRING ALL SCHOOL STAFF AT THE BEGINNING OF THE YEAR
Room M100B
Michael Lovett, Superintendent; Marisa Vette, Director of Communications and Community Relations; and George Kimball, MSBA Board Director and School Board Member, White Bear Lake Area Public Schools

How would your school staff describe your district’s “welcome back” event at the beginning of the school year? Learn how the White Bear Lake Area School District draws on student musical performances, and messages from school board, staff, graduates, students, and community partners to create a two-hour “opening convocation” that inspires and prepares staff for the school year. You will learn the steps your superintendent and board can take to work together to develop a theme that reflects your community and your priorities, and engages your staff and community in a celebration of purpose.

WHAT DECISION-MAKERS NEED TO KNOW ABOUT THE PROPOSED RETIREMENT LEGISLATION
Room M100C
John Wicklund, Assistant Executive Director; and Jay Stoffel, Deputy Director, Minnesota Teachers Retirement Association

This session will provide a TRA update on GASB 68 for school board members and administrators. In addition, TRA is preparing a major legislative proposal in 2016 which will affect school district finances. An advance summary will be provided.

EARLY CHILDHOOD ALIGNMENT FROM AGE 3 TO GRADE 3
Room M100D
Stephanie White, Director of Student Support Services; Joan Glabitz-Morrison, ECFE School Readiness Coordinator; and Sara Hansen, School Board Member, Mankato Area School District

Early Childhood Family Education and the district’s special education programs are working together to create more opportunities for inclusion, so each student is successful and ready for school. Parent involvement is the key to the success for each child, and is emphasized as early as possible.

THE REALITIES OF HEALTH CARE COST INCREASES – AND WHAT YOU CAN DO ABOUT IT
Room M100E
Barb Neprud, Board Member; and David Duhn, Contract Manager, National Joint Powers Alliance; and Mike Reier, CEO, Benovate

National Joint Powers Alliance Cooperative Health Solutions provides an alternative to a traditional health plan design. Uncovering the true costs associated with each plan (costs, utilization and plan design) gives school districts the tools they need to manage the ever-increasing costs in providing health care plans for their employees.
INCREASED ACCESS AND OPPORTUNITY FOR ALL
Room M100F
Daniel Bittman, Superintendent; Mark Hauck, School Board Member; Tracey Fiereck, School Board Member; Tracy Morse, School Board Member; Phil Rogholt, School Board Member; Robyn Holthaus, School Board Member; Jan Solarz, School Board Member; and Lisa J. Braun, School Board Member, Sauk Rapids-Rice School District

Just five years ago, Sauk Rapids-Rice was one of the lowest-funded school districts in the State of Minnesota without any operating referendum. Despite the odds, board members, staff, administration, local business owners, and community members came together to increase access and opportunity, making difficult and unpopular decisions to support all children. As a result, programs have expanded, fees have been reduced, access and opportunity have increased, and achievement has flourished.

PROVIDING STATE SUPPORT AFTER A SCHOOL CRISIS
Room M100G
Randy Johnson, Director; Mike Christianson, School Safety Specialist; and Gina Wieler, School Safety Specialist, Minnesota School Safety Center

In the event of an extreme school emergency or crisis situation, a group of identified representatives from state agencies are available to assist in offering support and resources to local jurisdictions and school districts. Based on the nature of the incident (natural disaster, man-made disaster or school violence) the team will provide support to an incident commander or school official, or respond to the scene. During this session, state agencies will be identified, and the roles, responsibilities and resources will be discussed.

THE DEVELOPING STATUS OF TRANSGENDER AS A PROTECTED STATUS
Room M100H
Timothy A. Sullivan, Attorney, Ratwik, Roszak & Maloney, P.A.

Hear about the current status of state and federal law in regard to accommodating transgender students and employees. Topics include applicable statutes, recent court decisions, and the position of federal agencies such as the Equal Employment Opportunity Commission and the Office for Civil Rights.

THE MINNESOTA PRINCIPALS ACADEMY
Room M100I
Laine Larson, Superintendent, Thief River Falls School District; and Katie Pekel, Principal in Residence, College of Education and Human Development, University of Minnesota

A growing body of research underscores the critical role principals play in creating great schools and helping students succeed. Their jobs are an extraordinary mix of small details and big ideas, of crisis management and long-range planning. The ongoing professional development of principals is extraordinarily important. School boards entrust the implementation of strategic direction to school principals at the site level, yet principals are often not a significant priority in ongoing professional development focused on system and instructional leadership. Learn about the Minnesota Principals Academy, a partially legislatively-funded executive development program for Minnesota principals that has existed since 2008 and has served nearly 400 principals to-date.

AT THE INTERSECTION OF TECHNOLOGY: SCHOOL LAW AND ETHICS
Room M100J
Kristi A. Hastings, Attorney; and Joshua M. Heggem, Attorney, Pemberton Law

Technology has created an ever-expanding window into student, staff and public official lives that oftentimes spills over into the school day. Legal considerations of data privacy, student discipline, employee discipline, and areas of liability will be evaluated, in addition to practical advice on best practices for public employees and elected officials.

KIDS SAY THE DARNEST THINGS, AND THEN GET EXPelled FOR IT?
Room M101A
Christian R. Shafer, Attorney, Ratwik, Roszak & Maloney, P.A.

What happens when a student or teacher wants to bring the Stars and Bars, the Rainbow Flag, or a Black Lives Matter banner onto the school campus? How can and should a school district respond to student “e-speech” regarding students and staff? This presentation will provide guidance for districts on how to handle the evolving issue of students’ First Amendment rights in the school setting.

WHAT DOES CHARTWELLS BRING TO YOUR TABLE?

With Chartwells at your table, there is great food, education and people to make a difference in your community!

For Information: Tim Leary | Tim.Leary@compass-usa.com | 612-202-6407
ChartwellsK12.com
ZEROING OUT ZERO TOLERANCE POLICIES
Room M101B
Jennifer K. Earley, Attorney, Ratwik, Roszak & Maloney, P.A.
The Minnesota Court of Appeals issued a decision that will force school districts across the state to take a hard look at their weapons policy and expulsions practices. In the case of “In the Matter of the Expulsion of A.D.,” the court reversed the school district’s decision to expel a student who “forgot” she brought a knife to school on the grounds that the student’s conduct did not amount to a willful violation of school policy and the conduct did not endanger the student or others. In this presentation, we will review the current state of the law on weapons and similar policies and how schools should respond to this surprising decision to avoid similar results.

STUDENT SEARCHES IN AN ELECTRONIC WORLD
Room M101C
Eric J. Quiring, Attorney, Ratwik, Roszak & Maloney, P.A.
The Fourth Amendment of the Constitution provides protection against unreasonable searches and seizures by the government, including school districts. Given the need to maintain safe learning environments, schools have historically been held to a lesser standard to search students. However, when it comes to electronic devices, schools are increasingly forced to navigate between safety and privacy concerns.

LEVEL 2 (UPPER LEVEL)
A GUIDE FOR LONG-TERM FACILITIES MAINTENANCE REVENUE
Room 200A
Jim Johnson, Superintendent, Monticello School District; Jodie Zesbaugh, Municipal Advisor; and Jeff Seeley, Municipal Advisor, Ehlers
For years, school districts have been advocating for an expansion of the Alternative Facilities Program to all districts. The new Long-Term Facilities Maintenance Revenue (LTFMR) will provide significant additional revenue to many districts which did not qualify for the full Alternative Facilities Program, resulting in significant changes for all districts in the procedures for obtaining state approval and receiving the revenue. This presentation will discuss the types of projects that can be funded, as well as some creative ways that districts are using the program.

CONNECTING AND ENGAGING TEACHERS AND PARENTS – THERE’S AN APP FOR THAT
Room 200B
Julie Newrai, CEO, Precioustatus; Janet Swiecichowski, Executive Director of Communications, Minnetonka School District; and Heather Nessler, Executive Director of Communications, Marketing and Technology, Rochester School District
Experience actual, proven “how-tos” for engaging parents and your community to increase children’s educational outcomes and create branding for your school. Actual case studies of child impact will be presented.

Introducing: Health Insurance Exchange Assistance
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What is it?
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• Plus, a free one-on-one personal coaching session to discuss individual needs.
• Because this is brought to you by National Insurance Services (NIS), there is no cost for school districts and employees/retirees.

Why help employees/retirees find better options?
If your early retirees and non-benefit eligible employees are choosing to stay on your employer-sponsored Health Insurance plan, both of you may significantly benefit by exploring the new opportunities. Retirees and non-benefit eligible employees may be eligible for subsides that can help them pay for coverage. And if they leave your plan, it will likely bring down your costs.

For more information, contact Rob Keller, Aaron Casper or David Branback at National Insurance Services, 800.627.3660.
Board/Superintendent Relations: The Things That Trip Us Up

Remind.

must be made to motivate and mobilize instead of persuade and decline in turnout among key constituent groups means a shift "targeted" messages rather than "general themes." The secular district and volunteer supporters will need to carefully craft they receive any information. In this kind of environment, school In the past few years, voter intentions have hardened well before superintendent and what steps you can take to prevent the fall.

Attention to these items. Learn what’s tripping up your board and description, and performance evaluation. Too often, problems include the superintendent’s employment contract, job

The foundations for a good board/superintendent relationship Administrators

Services, Minnesota School Boards Association; and Gary Fullenkamp-Taylor, Associate Director of Management description, and performance evaluation. Too often, problems include the superintendent’s employment contract, job

They will share practical, highly effective examples that can be replicated anywhere. Find out great ways to celebrate accomplishments and tell your story.

The Curious Case of Shifts in Minnesota Referenda Voters

Bill Morris, President, The Morris Leatherman Company

In the past few years, voter intentions have hardened well before they receive any information. In this kind of environment, school district and volunteer supporters will need to carefully craft “targeted” messages rather than “general themes.” The secular decline in turnout among key constituent groups means a shift must be made to motivate and mobilize instead of persuade and remind.

Board/Superintendent Relations: The Things That Trip Us Up

Amy Fullenkamp-Taylor, Associate Director of Management Services, Minnesota School Boards Association; and Gary Amoroso, Executive Director, Minnesota Association of School Administrators

The foundations for a good board/superintendent relationship include the superintendent’s employment contract, job description, and performance evaluation. Too often, problems happen when board members and superintendents do not pay attention to these items. Learn what’s tripping up your board and superintendent and what steps you can take to prevent the fall.

Strengthening and Sustaining Local Wellness Policies

Gary Anger, Superintendent, Zumbrota-Mazeppa School District; Teresa Ambroz, Nutrition Coordinator, Minnesota Department of Health; Kristie Probst, Senior Project Manager, Blue Cross/Blue Shield of Minnesota; and Ann Kisch, State Coordinator, Minnesota Action for Healthy Kids

School districts across the country recognize that healthy eating behaviors and regular physical activity are essential for students to achieve their full academic and life potential. Wellness policies promote lifelong wellness behaviors, and link healthy nutrition and exercise to students’ overall physical well-being. Hear how school districts have implemented wellness policies, while Minnesota Action for Healthy Kids will lead the discussion and share free online resources to help you meet your district’s unique goals for nutrition and physical activity.

Sports-Related Concussions – Legal, Medical and Supervisory Risks

Shamus O’Meara, Attorney, O’Meara, Leer, Wagner & Kohl; Mike Grant, Student Activities Director and Head Football Coach, Eden Prairie School District; and Matt McCollery, Vice President of Claims, Riverport Insurance Services

This moderated panel discussion will address current legal, medical and coach/supervisory thought on the scope of concussion issues and risks.

What Columbine and Sandy Hook Taught Us About Managing Today’s School Crisis

Rick J. Kaufman, Executive Director of Community Relations and Emergency Management, Bloomington School District

The threats facing schools today are broader than ever before – from natural disasters to infectious diseases to misguided students and adults who commit random acts of violence. Knowing what to do when faced with a tragic event can be the difference between chaos and calm, or even life and death. This powerful workshop will help school board members understand their role in a crisis, and what steps are critical to restoring a “normal” school setting.

Service as a Student School Board Member

Jude Goossens, Student; and Annie Harala, School Board Member, Duluth School District; Matt Breuer, Student, Cannon Falls Area School District; Baylee Garroway, Student; Mikayla Brunner, Student; and Kathy Green, MSBA Board Director and School Board Member, Austin School District; Fadumo Ismail, Student; Monica Timmerman, Student; and Matt Coleman, School Board Member, Marshall School District

Find out the many different ways school boards around the state set up programs to put students on their boards. Learn what the experience is like for students and discuss what boards can do to make the students’ service meaningful.

The Confusing World of Extended Contracts for Agricultural, Food and Natural Resource Education

Sarah Dornink, Executive Director, Minnesota Agricultural Education Leadership Council; Joel Larsen, Agriculture, Food and Natural Resources Program Specialist, Minnesota Department of Education; Eric Sawatzke, Agricultural Instructor, Dassel-Cokato School District; and Kent Janssen, School Board Member, Martin County West School District

Many agriculture instructors have requested extended contracts to make their programs successful. As a school board member, you may wonder what extended contracts are, what instructors should be doing with this time, how many days it should include, and much more. Presenters will highlight the best practices for extended contracts in agricultural programs and engage attendees to reflect on how to improve their own programs.
MEZZANINE (LOWER LEVEL)
MEASURES OF SUCCESS FOR CAREER AND TECHNICAL EDUCATION PROGRAMS
Room M100A
Joel Larsen, Program Specialist for Agriculture, Food and Natural Resources; Michelle Kamenov, Career and Technical Education Supervisor; Paula Palmer, Office of Career and College Success Director, Minnesota Department of Education
What are the components of a quality Career & Technical Education (CTE) program? What should the focus of CTE programs be in our secondary schools? What funding opportunities are available for CTE programs in Minnesota?

MEETING YOUR WORLD'S BEST WORKFORCE GOAL FOR SCHOOL READINESS
Room M100B
Bobbie Burnham, Early Learning Services Director; Megan Cox, Early Learning Assessment Coordinator; and Lisa Barnidge, Early Learning Supervisor, Minnesota Department of Education
This session will present strategies for school board members to consider when revising their district's World's Best Workforce plan and report to ensure the needs of their communities' early learners are addressed. Strategies will include how to choose a measurement tool, what data to collect, how to use that data, and how PreK-3rd grade alignment can play a key role in meeting each goal area.

THE IMPACT OF HIGHER LEARNING COMMISSION FACULTY QUALIFICATIONS ON DUAL-ENROLLMENT PROGRAMS
Room M100C
Lucy L. Payne, School Board Member, Mahtomedi School District; and Kirk Schneidawind, Executive Director, Minnesota School Boards Association
This session will be an opportunity to hear about the Higher Learning Commission (HLC) faculty qualifications that impact dual enrollment programs (CIS). Participants will learn the history, rationale, and implications of HLC's faculty qualifications and will also have an opportunity to ask questions.

GETTING SOMALI GIRLS INVOLVED IN ACTIVITIES
Room M100D
Jeff Dahline, High School Principal; Harbi Hassan, Secondary School Liaison; Dave Lutz, High School Principal; and Jodi Sapp, MSBA Board Director and School Board Member, Mankato Area School District
As we continue to find ways to connect all students with an activity, it is important to find ways to collaborate. This is an example of how Mankato Area worked with the Somali community to involve Somali girls in high school activities.

THE EVOLUTION OF SCHOOL SAFETY
Room M100E
Tom Bruels, Superintendent; and Connie Johns, School Board Member, St. Clair School District; Paul Barta, Detective; Mike Mauer, Chief Deputy; and Tom Coulter, St. Clair School Resource Officer, Blue Earth County Sheriff's Office; Dan Anderson, Superintendent, Maple River School District; and Tom Farrell, Superintendent, Lake Crystal Welcome Memorial School District
In response to a school building evacuation that did not go well, three Blue Earth County school districts, the Blue Earth County Sheriff’s Office, local law enforcement agencies, and the State Fire Marshal's Office began a collaborative planning effort in the summer of 2012. This ongoing, cooperative effort has resulted in innovations that have significantly improved the emergency operations planning in the participating school districts. Find out what has been accomplished and how this unique approach can be replicated in other school districts and law enforcement jurisdictions to improve student and staff safety.

MOVING FROM GOOD TO GREAT
Room M100F
Jeff Drake, Superintendent; and Paul Ness, School Board Member, Battle Lake School District
In the past five years, Battle Lake Public School has become a two-time National Blue Ribbon School and a five-time Minnesota Reward School. The awards were accomplished while reversing a history of deficit spending. This presentation will highlight the vision, strategic planning, and innovation that have the district on the path from good to great.

ALTERNATIVE CAREER PATHWAYS
Room M100G
Stephen Jones, Superintendent; Christine Grams, Director of 21st Century Teaching & Learning; Mark Diehl, Director of Information and Technology Services; and Aaron Sinclair, Human Resources Director, Little Falls Community Schools
The Alternative Career Pathways initiative is specifically geared toward individualizing professional development for teachers, while creating an alternative pathway system for horizontal advancement on the pay scale. The program will reduce the volume of low-rigor, low-relevance graduate coursework while providing opportunities for teachers to personally craft a professional development plan that aligns individual interests with needs of the students, district, and greater community.

ADDRESSING MENTAL HEALTH NEEDS THROUGH COMMUNITY COLLABORATION
Room M100H
Bill Gronseth, Superintendent; Rosie Loffler-Kemp, School Board Member; Ron Lake, Climate Coordinator; Mike Meyer, Social Worker on Special Assignment, Duluth School District; and Leslie Chaplin, Main Campus Director, Northwoods Children's Services
The Duluth Schools have built a strong system of support to address student mental health needs. Both district staff and community professionals are able to work with students on-site to provide the right level of support for students (from personal counseling to partial-day treatment). Come and learn how these partnerships were developed and about the lessons learned along the way.

FINDINGS ON SCHOOL NUTRITION AND PHYSICAL ACTIVITY
Room M100I
Susie Nanney, Associate Professor; Katherine Grannon, Project Coordinator, University of Minnesota; and Annie Harala, School Board Member, Duluth School District
Hear the findings from a University of Minnesota study on nutrition and physical activity practices in Minnesota schools over the past 10 years and the impacts upon students. Findings include themes, such as: strong policy has an impact; what is offered drives food and beverage consumption; marketing is still mostly working against us; and family and community involvement yields positive results.
SCHOOLBoARDS AND SCHOOL CLIMATE: WHERE ARE WE NOW AND WHERE DO WE NEED TO GO?  
Room M100J  
Craig Wethington, School Safety Technical Assistance Center Director, Minnesota Department of Education  
Improving school climate is an evidence-based strategy that supports students, school staff, parents/guardians and community members in cultivating a positive school environment where students respect each other and do not support bullying and other violent behavior. This session will present the essential elements of a school climate-informed effort to prevent mean, cruel and/or bullying behaviors.

BALANCING THE COMPETING RIGHTS OF STUDENTS WITH AND WITHOUT DISABILITIES  
Room M101A  
Christian R. Shafer, Attorney, Ratwik, Roszak & Maloney, P.A.  
Today’s presentation will examine the all-too-common conflicts between the rights of students with disabilities and their non-disabled peers. The presenter will discuss real-world examples of schools successfully, and not so successfully, resolving these types of conflicts. Specific topics include the obligation to accommodate students’ severe environmental allergies, aggressive behavior, and need for service animals.

LIMITING NEGATIVE COMMENTS ABOUT YOUR SCHOOL DISTRICT  
Room M101B  
Jennifer K. Earley, Attorney, Ratwik, Roszak & Maloney, P.A.  
Parents, students, staff and citizens have a Constitutional right to free speech and to express their opinions. When do those rights cross the boundaries schools must establish to maintain control and security of the educational system and a positive image of the school district, administration and staff? This presentation will discuss the lines that can and cannot be drawn by schools when addressing difficult situations when these individuals seek to express their views at school board meetings, in schools and through the media.

NOT IN MY SCHOOLHOUSE – RESTRICTING ACCESS TO SCHOOL PROPERTY  
Room M101C  
Eric J. Quiring, Attorney, Ratwik, Roszak & Maloney, P.A.  
Despite the recent emphasis on social media and the negative effects of off-campus conduct on schools, school districts still routinely encounter problems right at the schoolhouse doors. This presentation will address various difficult situations that school board members might encounter in dealing with disruptive school visitors. This presentation will also provide guidance on the legal aspects of limiting access to school buildings and grounds.
CURRENT ISSUES IN COMPETITIVE BIDDING
Room 200A
Stephen M. Knutson, Attorney, Knutson, Flynn & Deans, P.A.
School districts are required to use the competitive bidding process for certain contracts estimated to exceed a certain dollar threshold. Review those requirements and learn about recent changes and recurring issues that impact the competitive bidding process.

DATA GAPS: THE BRIDGE BETWEEN YOUR DATA AND ACTION
Room 200B
Randi Anderson, Director of Personalized Learning; and Curt Tryggestad, Superintendent, Eden Prairie School District
As a district leader, you are constantly striving to close academic achievement gaps and meet the requirements of World’s Best Workforce. This session will focus on tools and strategies for appropriate data analysis and targeting responsive instruction, with the ultimate goal of raising the achievement levels of all students.

LEARN HOW TO SAVE MONEY ON HEALTH CARE COSTS
Room 200C
Mark Schmitz, Executive Director; and Dan Weir, Consultant, Resource Training and Solutions
Many of the Minnesota Service Cooperatives have rolled out a new Web- and phone-based service that offers health care price and quality transparency to employees and their family members. Learn how this new technology can help plan participants comparison shop for prescription drugs and medical services and save money. The service also enables employees and family members to review health care they have received in the past and determine if there are more cost-effective pharmacies or providers within the BlueCross BlueShield of Minnesota network where they could receive care without sacrificing quality.

UNLEASHING HEROES: THEORY TO PRACTICE
Room 200DE
Jim Bearden, President, Bearden Resource Group
In this powerful, hands-on workshop, you won’t hear any platitudes or theories; but you will leave with specific examples of leadership behavior for creating “Hero-Friendly Cultures,” ones in which your district’s employees will be more willing to step up, speak up, listen up and risk manageable failures in pursuit of better ways.

TRANSFORMING THE DEFINITION OF CAREER AND COLLEGE READY
Room 200FG
Bruno Pareja, CAPS Student; Haley Sims, CAPS Student; Nancy Thul, Director of Teaching and Learning; Rachel Paulson, CAPS Teacher; Elizabeth Duehr, CAPS Teacher; Rod Thompson, Superintendent; Reggie Bowerman, School Board Member; Scott Swanson, School Board Member; and Angela Tucker, School Board Member, Shakopee School District; Michael Morris, St. Francis Regional Medical Center; Jamie Riddle, Shutterfly, Inc.; and Robb Lowe, Normandale Community College
Shakopee High School is leading the way by creating authentic learning experiences for students through the Shakopee CAPS Program (Center for Advanced Professional Studies) located at St. Francis Regional Medical Center and Shutterfly, Inc. The program partners with local businesses to create real-world experiences that will ensure students are college- and career-ready. Learn how this innovative program can be replicated in your district.

THE IMPACT OF COLLABORATION ON TEACHER DEVELOPMENT AND EVALUATION
Room 200H
Amy Fullenkamp-Taylor, Associate Director of Management Services; and Gary Lee, Director of Management Services, Minnesota School Boards Association; and Jodi Olson, Education Issues Specialist, Education Minnesota
The Minnesota School Boards Association and Education Minnesota developed a partnership to support school districts in Teacher Development and Evaluation (TDE). In this session you’ll get a brief history of TDE, information regarding the joint training delivered across Minnesota by these two organizations, and plans for supporting school districts during the monitoring and implementation phases of this important policy.
ONE PLAN: Q COMP, TEACHER EVALUATION AND STAFF DEVELOPMENT
Room 200I
Jim Behle, Superintendent; Jamie Wiitala, Q Comp Advisor; Jackie Andrew, Q Comp Instructional Coach; and Teri Johnson, Special Programs Director, St. Michael-Albertville School District
Learn how the St. Michael-Albertville School District aligned its Q Comp plan, teacher evaluation plan and staff development plan to improve teaching and learning. Topics will include instructional coaching and professional learning communities supporting teacher evaluation; district, school and individual teacher goal setting; and meaningful staff development. Participants will leave with a framework for improving student achievement.

SKILLS FOR STUDENT SUCCESS IN THE ELECTRONIC AGE
Room 200J
Kathy B. Enger, Executive Director, Northern Lights Library Network; and Mark Altenberg, School Board Member, Moorhead School District
Students require information literacy skills to become successful in the electronic era. To be successful, students need to analyze, synthesize, and evaluate online information in order to use it accurately. Come to this workshop and learn about the online skills students acquire from media specialists that give students the tools they need for successfully operating the online environment and finding their way in the “electronic age.”

TRAINING AND EDUCATION REQUIREMENTS FOR ALL SCHOOL NUTRITION EMPLOYEES
Room 201AB
Julie Powers, District Nutrition Director, Stillwater Area School District; Kathy Burrill, District Nutrition Director, Chisago Lakes School District; Laura Metzger, District Nutrition Director; and Ann Bremer, School Board Member, Westonka School District
As of July 1, the United States Department of Agriculture (USDA) has established professional standards for school nutrition professionals who manage and operate the National School Lunch & Breakfast programs. This final ruling covers education standards and training requirements that school districts must meet annually for state agency review. We will outline the standards and how each district can support their nutrition departments.

STRAIGHT TALK FROM STUDENTS
Room 202AB
Derek Frank, Student, Chisago Lakes School District; Gopi Ramanathan, Student, Sartell-St. Stephen School District; Tim Kroehler, Student; and Signe Jeremiason, Student, Minnesota New Country School
This popular session returns with a new group of students who will tell it like it is. You will have an opportunity to ask these kids about their experiences in Minnesota’s public schools.
Looking for Evaluation Forms?
MSBA’s Leadership Conference now has electronic evaluation forms that each person can fill out in the Leadership Conference app. If you prefer a paper copy of the evaluation, forms are available at the information table in the Registration Area.
Thursday Round Tables
1:30 p.m. – Exhibit Hall B
This session of Round Tables provides an informal presentation of two 20-minute sessions.

1. THE SUPERINTENDENT SEARCH PROCESS FROM START TO FINISH
   Sandy Gundlach, Director of School Board Services, Minnesota School Boards Association

2. DESIGNING YOUR SPACE TO HELP PERSONALIZED LEARNING
   Tom Parent, Facilities Director; Kate Wilcox-Harris, Chief Academic Officer; and Valeria Silva, Superintendent, St. Paul School District

3. PREPARING STUDENTS FOR A CAREER THROUGH AN EXTENDED INTERNSHIP EXPERIENCE
   Stephen Jones, Superintendent; and Mark Diehl, Director of Information and Technology Services, Little Falls Community Schools

4. AN OVERVIEW OF MSBA’S STRATEGIC PLANNING SERVICES
   Jeff Olson, Management Services Consultant, Minnesota School Boards Association

5. UPDATES TO MINNESOTA TEACHER LICENSURE POLICIES
   Erin Doan, Executive Director; John Bellingham, Board Chair, Minnesota Board of Teaching; and Erin Azer, Roseville Area School Board Member and Public Member, Minnesota Board of Teaching

6. IMPLEMENTATION OF COURSEWORK FOR 18- to 24-YEAR-OLDS FOR AN ADULT HIGH SCHOOL DIPLOMA
   Heather Mueller, Director of Teaching and Learning; Karen Wolters, Adult Basic Education Coordinator; and Sheri Allen, Superintendent, Mankato Area School District

7. BOARDBOOK: THE BASICS AND A REVIEW OF NEW FEATURES
   Tony Pintarelli, BoardBook Marketing Consultant, Texas Association of School Boards

8. ONGOING NEGOTIATIONS
   Bill Kautt, Associate Director of Management Services, Minnesota School Boards Association

9. FINDING A PATH FOR SCHOOLS THROUGH THE HAZE CREATED BY THE MEDICAL MARJUANA LAW
   Cathy Miller, Director of Legal & Policy Services, Minnesota School Boards Association

Friday Round Tables
8:00 a.m. – Exhibit Hall B
This session of Round Tables provides an informal presentation of three 20-minute sessions.

1. WHAT’S HAPPENING IN PRINCIPAL GROWTH AND EVALUATION
   Michael Coty, Principal Development and Evaluation Specialist, Minnesota Department of Education

2. GOALS-BASED SUPERINTENDENT EVALUATION
   Sandy Gundlach, Director of School Board Services, Minnesota School Boards Association

3. THE NEW, COMPLICATED AND COSTLY WAY TO FILL BOARD VACANCIES
   Greg Abbott, Director of Communications, Minnesota School Boards Association

4. AN OVERVIEW OF MSBA’S STRATEGIC PLANNING SERVICES
   Jeff Olson, Management Services Consultant, Minnesota School Boards Association

5. HEALTHY SCHOOL BUILDINGS: HAZARDS, REGULATIONS AND BEST PRACTICES
   Dan Tranter, Supervisor, Minnesota Department of Health

6. BOARDBOOK: THE BASICS AND A REVIEW OF NEW FEATURES
   Tony Pintarelli, BoardBook Marketing Consultant, Texas Association of School Boards

7. MEETING NEEDS WITH COMMUNITY COLLABORATION STRATEGIES
   Bill Gronseth, Superintendent; Rosie Loffler-Kemp, School Board Member; and Annie Harala, School Board Member, Duluth School District

8. SERVICE ANIMALS IN SCHOOL: FEDERAL RESTRICTIONS ON SCHOOLS’ AUTHORITY ARE NOT ALL BARK
   Christian R. Shafer, Attorney, Ratwik, Roszak and Maloney, P.A

9. USING GIRLS UNITED TO ENCOURAGE POSITIVE INTERACTION AND PROBLEM-SOLVING WITH PEERS
   Trish Perry, Principal; Liz Kruger, Middle School Social Worker; Paula Turnquist, Middle School Special Education Coordinator; Deb Solsrud, Parent Teacher Organization President; Michelle Thomas, Elementary School Social Worker; and Paul Carlson, Superintendent, New London-Spicer School District

10. WANTED: YOUR PRESENCE – BE A MORE ENGAGED BOARD MEMBER IN YOUR COMMUNITY
    Jake Cordes, School Board Member; and Melissa Sauser, MSBA Board Director and School Board Member, Farmington Area School District

11. I WAS JUST ELECTED TO THE SCHOOL BOARD . . . WHAT HAVE I GOTTEN MYSELF INTO?
    Dick Bergstrom, School Board Member, Bloomington School District

12. STRIVING FOR THE WORLD’S BEST WORKFORCE 2.0
    Steve Dibb, Deputy Commissioner; and Stephanie Graff, Chief Accountability Officer, Minnesota Department of Education

13. REDUCTION IN STAFF: PLACING TEACHERS ON ULA OR THE NONRENEWAL OF PROBATIONARY TEACHERS
    Bill Kautt, Associate Director of Management Services, Minnesota School Boards Association

14. BROADBAND: THE EDUCATION SUPERHIGHWAY
    Denise Dittrich, Associate Director of Government Relations, Minnesota School Boards Association; and Danna MacKenzie, Office of Broadband Development Executive Director, Department of Employment and Economic Development

15. THE GAPS . . . ACHIEVEMENT. OPPORTUNITY. RELATIONSHIP GAPS.
    Elizabeth DeSoto, Assistant Program Director; Shandi DiCosimo, Program Officer; David O’Fallon, President; and Casey DeMarais, Director of Programs, Minnesota Humanities Center
MEZZANINE (LOWER LEVEL)
A LOOK AT MINNESOTA’S ASSESSMENT SYSTEM GOING FORWARD
Room M100A
Jennifer Dugan, Director of Statewide Testing, Minnesota Department of Education
Information on final preparation for the 2015–2016 administrations will be the primary focus of the session. Additional topics will be challenges and a long-term vision for Minnesota’s Assessment System. There will be time reserved for questions from the audience.

PUBLIC LIBRARIES AS SCHOOL PARTNERS FOR THE WORLD’S BEST WORKFORCE
Room M100B
Jennifer R. Nelson, State Library Services Director; and Jennifer Verbrugge, Library Program and Partnership Coordinator, Minnesota Department of Education
Minnesota’s public libraries can be key partners in helping to achieve the goals of the World’s Best Workforce. In this session, you’ll learn more about the creative and innovative ways that public libraries are combining efforts with schools and school libraries to ensure that all children are ready for kindergarten and graduate on time. Together, we create community-wide networks of support for all learners.

USING WALK TO LEARN FOR K–5 MATH AND LITERACY
Room M100C
Mark Hamre, Principal; Kirsten Bouwens, Principal; and Lucy Payne, School Board Member, Mahtomedi School District
Walk to Learn is a delivery model for K–5 math and reading which provides quality instruction focused at a child’s instructional level. This flexible grouping model allows teachers to focus on grade level standards and skills through differentiation. Mahtomedi elementary schools have been using this model for ten years with positive results for our students.

EARLY PLANNING FOR EARLY CHILDHOOD
Room M100D
Bruce Klaehn, Former Superintendent; Ron Pagel, School Board Member, Dover-Eyota School District; and Jolene Santema, Educational Facility Planner, TSP Inc.
Among the many important developments in education today is the evolution of pre-kindergarten and early childhood programs in public school districts. Research for some time has indicated that a child’s cognitive, emotional, and social development between birth and age five can have a strong impact on future learning, graduation rate, employment, even marriage. The panel will share the successes and challenges of the district’s preschool and early childhood programs, and the process and rationale behind relocating the programs from a stand-alone facility to the existing K–5 elementary school in creating high-quality and age-appropriate learning spaces for these young learners.

NARROWING THE GENDER GAP IN MCA READING
Room M100E
Tari Staloch, Superintendent; Sasha Kuznetsov, Principal; Pam Giefer, English/Reading Teacher; Anthony Lotzer, English/Reading Teacher; Blair Clinton, English/Reading Teacher; and Todd Sorenson, School Board Member, Prior Lake-Savage Area School District
The presenters are eager to show how your English/Reading teachers can come together and make this a part of your building’s history next spring. They will share their step-by-step plan and student-centered strategies that are simple and produce needed results. You will learn how to transfer any new learning from the data analysis into creating new strategies for teachers to use to enhance student learning.

THE 2016 STUDENT INNOVATION CHALLENGE
Room M100F
Chris Gibbs, Facilitator; Jason Lembke, Facilitator, DLR Group; and Students from Detroit Lakes School District, Jordan School District and Robbinsdale Area School District
New to the MSBA Leadership Conference in 2016, the Innovation Challenge, sponsored by DLR Group, brings a group of innovative Minnesota students together to show off their skills. Three middle school teams competed in a blend of project-based learning, collaboration, and teamwork to solve a global problem. This session is the culmination of the challenge, providing a forum for the students to discuss their takeaways and the experience of collaborating with convention attendees to solve problems.

EMPLOYER REPORTING REQUIREMENTS UNDER THE AFFORDABLE CARE ACT
Room M100G
Tonya Rule, CPA, Senior Manager, Eide Bailly
The health care reform landscape is constantly changing, so districts must keep abreast of the legislation and deadlines. This session will bring you up to date with the latest developments and will let you know what you, as an employer, must do to remain compliant, such as defining and identifying measurement periods and reporting requirements.

CHANGE HOW YOU PREPARE STUDENTS AND STAFF FOR AN ARMED INTRUDER
Room M100H
Wayne Wormstad, Superintendent; Kathryn Ralston, Crisis Team Member; and Kylie Nielsen, Crisis Team Member, Windom Area School District; Louis Norell, Officer, Windom Police Department; and Justin Derickson, Officer, Cottonwood County Sheriff’s Department
For the last two decades, a lockdown-only response to an active shooter has shown to be ineffective for protecting those who are being attacked. The U.S. Department of Education and Homeland Security call for an end to a lockdown-only response and recommend the three outs: Hide Out, Get Out, or Fight Out. Learn how one school district has changed its practice with the help of the school crisis team and local law enforcement using Alert, Lockdown, Inform, Counter and Evacuate (ALICE) training.
LEVEL 2 (UPPER LEVEL)
REFERENDA MATERIALS: INFORMATION OR ADVOCACY?
Room 200A
Michelle Kenney, Attorney; and Stephen Knutson, Attorney, Knutson, Flynn & Deans, P.A.
Recent Minnesota appellate court decisions have addressed the question of whether school district election materials were informational or promotional in nature. This session will review those decisions and the courts’ reasoning in reaching their conclusions. We will also clarify the school district’s responsibilities and discuss best practices.

MINEFIELDS ENCOUNTERED WHEN SCHOOL BOARDS USE ALTERNATIVES TO THE FULL-TIME SUPERINTENDENT’S MODEL CONTRACT
Room 200B
Sandy Gundlach, Director of School Board Services, Minnesota School Boards Association; and Peter Martin, Attorney, Knutson, Flynn & Deans, P.A.
Leadership is important! Effective school boards hire a superintendent who can lead and manage the school district. So, what does the requirement to employ a superintendent mean? The presenters will explore relevant law and lessons learned from the trenches.

CAN WE CLOSE FOR THIS? OPEN MEETING LAW Q & A
Room 200C
Cathy Miller, Director of Legal & Policy Services, Minnesota School Boards Association
Ever had a question about the Open Meeting Law for which you wanted an answer but were afraid to ask? Now’s your chance! Ask your Open Meeting Law questions anonymously and get the answers. Popular answers not guaranteed.

RESPONDING TO SCHOOL CRISIS
Room 200D
Michelle Mortensen, Superintendent, Renville County West School District; Brian Skogen, School Crisis Response Team Coordinator, Canby School District; and Shelley Buntjer, Counselor, Lakeview School District
Members from the SWWC School Crisis Response team will give a comprehensive look at school crisis intervention, including understanding school crisis plans; the nature of trauma and how trauma affects students, staff, administration, parents/families and communities; and utilizing the Critical Incident Stress Management system.

CADILLAC TAX UPDATE AND STRATEGIES
Room 200E
Paige McNeal, Vice President; and Mary Harty, Senior Benefit Consultant, Educators Benefit Consultants; and Krin Abraham, Superintendent, Houston Public Schools
Under the Affordable Care Act, the Cadillac tax will take effect in 2018. This session will summarize the latest IRS guidance on the Cadillac tax, including what health benefits, in addition to health insurance, will be counted in the calculation. Discussion will include planning strategies for the law as currently written, as well as an overview of recommended changes.

There are significant cost savings and other important benefits of self-funding districts’ employee health plans; however, one of the challenges in the process of transition to self-funding is raising awareness and providing good information to the districts’ employee groups. The Minnesota Self-Funded User Group is a voluntary peer-to-peer learning and confidence-building resource that is available to all Minnesota public school administrators and labor leaders; it will present the perspectives of administrators and labor leaders, representing six districts, on their processes of working together in overcoming barriers and transforming their districts’ employee health plans into successful self-funded programs.
INVESTIGATIONS OF COMPLAINTS AND POLICY VIOLATIONS
Room 200F
Trevor Helmers, Attorney, Rupp, Anderson, Squires and Waldspurger, P.A.
School districts often receive complaints from students, staff members or members of the public, and then have to decide how to respond. Is a full investigation necessary? Should we hire an outside investigator? What kinds of questions should we ask? This presentation will cover when a school district either has an obligation to or should conduct an investigation into complaints or allegations of policy violations, and also the investigation process and best practices for conducting such investigations.

USING VIDEO TO TELL YOUR REFERENDUM STORY
Room 200G
Rod Thompson, Superintendent; Crystal McNally, Communications Coordinator; and Scott Swanson, School Board Member, Shakopee School District; and Jake Sturgis, Capture Video
Voters in Shakopee defeated a referendum in 2014. The district changed a number of things when they went back to voters in 2015, including the addition of video to help tell their story. See how video played a role in helping to communicate a successful 2015 campaign.

BOARD/SUPERINTENDENT RELATIONS: THE THINGS THAT TRIP US UP
Room 200H
Amy Fullenkamp-Taylor, Associate Director of Management Services, Minnesota School Boards Association; and Gary Amoroso, Executive Director, Minnesota Association of School Administrators
The foundations for a good board/superintendent relationship include the superintendent’s employment contract, job description, and performance evaluation. Too often, problems happen when board members and superintendents do not pay attention to these items. Learn what’s tripping up your board and superintendent and what steps you can take to prevent the fall.

AVOIDING AND WINNING COMPETITIVE BID CHALLENGES
Room 200I
Mark R. Azman, Attorney, O’Meara, Leer, Wagner & Kohl, P.A.
This session will provide crucial guidance and recommendations for managing the competitive bid process in order to avoid bid protests and successfully defending lawsuits contesting competitively awarded contracts. The program will include bolstering the record with evidence, preparing a solid board resolution, managing contentious board meetings, and defending the Board’s decision.

ARE MINORITY STUDENTS REALLY RECEIVING EQUAL ACCESS TO EDUCATION?
Room 200J
Morgan Godfrey, Attorney, O’Meara, Leer, Wagner & Kohl, P.A.
This presentation will provide background information regarding Title VI discrimination complaints against schools, and investigation by the Office of Civil Rights. It will inform regarding the Department of Education’s focus on school staff, facilities, technology, programs and instructional materials in determining whether minority students are receiving equal access to education. Finally, the presentation will discuss proactive steps districts may consider in an effort to prevent and meet Title VI complaints.

ENHANCE YOUR LEADERSHIP CAPACITY
Room 201AB
Dave Adney, Executive Director, Minnesota Association of Secondary School Principals
Strong building leadership is required to create inclusive, supportive and innovative learning organizations. This presentation will address practitioner skills and strategies for enhancing the leadership skills of your administrators across the district. Emerging trends and research will be included that can lead to improving the leadership capacity of your administrators.

SUPPORTING IMPLEMENTATION OF POSITIVE BEHAVIORAL INTERVENTION AND SUPPORTS
Room 202AB
John Beach, Elementary Principal and State Level PBIS Trainer, Princeton School District
What is Positive Behavioral Intervention and Supports (PBIS), and how can school boards support the adoption and implementation of the framework? This session will give a brief overview of the PBIS framework, overcoming common barriers to implementation, and how school boards can support schools using the program framework.

MANAGING DATA PRACTICES THE RIGHT WAY
Room 203AB
Tim Palmatier, Attorney; and Adam Wattenbarger, Attorney, Kennedy & Graven, Chartered
School officials are constantly required to manage government data in an increasingly open society. At the same time, state and federal laws also provide privacy rights that restrict what data a school district can release and to whom it may release the information. This session will provide an overview of a school district’s rights and responsibilities under the Minnesota Government Data Practices Act and how school officials and board members should manage common scenarios related to the management of information and data.

HIRING PRACTICES
Room 204AB
Maggie Wallner, Attorney, Kennedy & Graven, Chartered
This presentation will discuss best practices and legal issues involved in the hiring process (e.g., recruiting, applications, interviewing and job offers) and the role of the school board.

FREE-RANGE LEARNING AND COLLABORATION
Room 205AB
Jeff Cacek, Principal; Kathy Kelly, Superintendent; and John Larkin, School Board Member, Columbia Heights School District; Dan DeVeau, Primary Investigator; and Judith Hoskens, Principal, Cuningham Group Architecture, Inc.
Join this first-of-its-kind experience that will engage participants by immersing them in the incredibly successful work being done at Columbia Heights’ North Park Elementary School through a recent study conducted with the University of Minnesota and Wilder Foundation. Understand the role that environments play in fostering the four Cs, while experiencing firsthand the radical shift away from traditional classroom spaces, as leaders transform the presentation space into an active learning setting complete with furniture and technology that you can test and manipulate yourself. And before you leave, you will learn how to design one on your own.
Friday Closing Session

Main Auditorium

Closing Session..........................................................10:15 a.m. – Noon
Thank you for turning off your cell phone during the session!

Entertainment.................................................. The Austin Jazz Band
under the direction of Bradley Mariska

Please give these students your full attention.

Remarks ..................................................Kevin Donovan, MSBA President

Business Session ..............Kirk Schneidawind, MSBA Executive Director
• Director District Election Report

Remarks ..................................................Kevin Donovan, MSBA President
• Presentation of the President-Elect Kathy Green

Keynote Speaker .........................Yong Zhao: “World Class Learners:
Educating Creative and Entrepreneurial Students”

Raffle Winner Announcement and Adjourn..............Kevin Donovan, MSBA
President

An extended check-out time of 12:30 p.m. Friday has been secured for all Leadership
Conference attendees at our conference hotels (Hyatt Regency, Hilton and Millennium).

School Board Recognition Kits

Superintendents can pick up the School Board
Recognition Week kits early this year at the Leadership Conference.
Just stop by the registration area.
School Board Recognition Week will be February 15–19, 2016. Your kit
includes certificates, press releases, a
sample opinion column, public service
announcements and more. MSBA responded to requests to have the kits
early for people attending the
Leadership Conference, so get yours today.

School Board Recognition Kit
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DOES YOUR SCHOOL KNOW HOW TO RESPOND?

SEIZURE SMART SCHOOLS brings together students, teachers, school nurses, staff and families to foster understanding of epilepsy in schools and teach seizure first aid.

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<thead>
<tr>
<th>Company Name</th>
<th>Phone</th>
<th>Address</th>
<th>Services</th>
</tr>
</thead>
<tbody>
<tr>
<td>2nd Wind Exercise</td>
<td>7585 Equitable Dr.</td>
<td>Eden Prairie, MN 55344</td>
<td>Fitness equipment</td>
</tr>
<tr>
<td>4.0 School Services</td>
<td>PO Box 127</td>
<td>Mound, MN 55364</td>
<td>Student transportation</td>
</tr>
<tr>
<td>A.T. Group, LLC</td>
<td>PO Box 48033</td>
<td>Minneapolis, MN 55448</td>
<td>Employee benefits</td>
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<tr>
<td>Action For Healthy Kids MN</td>
<td>9867 Revere Lane N.</td>
<td>Maple Grove, MN 55369</td>
<td>State level not-for-profit health and wellness resources</td>
</tr>
<tr>
<td>AIM Electronics/Daktronics, Inc.</td>
<td>7655 Washington Ave. S.</td>
<td>Edina, MN 55439-2417</td>
<td>Electronic scoreboard/message displays, logo tables and chairs, and mats</td>
</tr>
<tr>
<td>Alpine Achievement Systems</td>
<td>9635 Maroon Circle, Ste. 120</td>
<td>Englewood, CO 80112</td>
<td>Data management and student plans system</td>
</tr>
<tr>
<td>Ameresco</td>
<td>9855 W. 78th St., Ste. 310</td>
<td>Eden Prairie, MN 55344-8016</td>
<td>Energy services</td>
</tr>
<tr>
<td>Anderson-Johnson Associates, Inc.</td>
<td>7575 Golden Valley Rd., Ste. 200</td>
<td>Minneapolis, MN 55427-4571</td>
<td>Landscape architecture, civil engineering, site planning</td>
</tr>
<tr>
<td>Apex Companies</td>
<td>403 Jackson St., Ste. 308</td>
<td>Anoka, MN 55303</td>
<td>Energy efficiency</td>
</tr>
<tr>
<td>Architects Rego + Youngquist, Inc.</td>
<td>7601 Wayzata Blvd., Ste. 200</td>
<td>St. Louis Park, MN 55426-1637</td>
<td>Architectural planning, design, and management of educational facilities</td>
</tr>
<tr>
<td>Architectural Resources, Inc.</td>
<td>704 E. Howard St.</td>
<td>Hibbing, MN 55746</td>
<td>Architectural/engineering</td>
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<tr>
<td>AstroTurf</td>
<td>2680 Abutment Rd.</td>
<td>Dalton, GA 30721</td>
<td>Synthetic turf</td>
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<td>ATS&amp;R Planners/Architects/Engineers</td>
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<td>Minneapolis, MN 55427-4685</td>
<td>Specialize in K–12 school planning, architecture, engineering, technology, interior design, and site development</td>
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<tr>
<td>A’viands</td>
<td>1751 County Road B W., Ste. 300</td>
<td>Roseville, MN 55113-4037</td>
<td>Food service management</td>
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<tr>
<td>Ban-Koo Companies</td>
<td>9100 W. Bloomington Freeway, Ste. 195</td>
<td>Minneapolis, MN 55431-2265</td>
<td>Workplace safety and workforce management</td>
</tr>
<tr>
<td>Base Camp</td>
<td>201 Bloomington Rd.</td>
<td>Fort Snelling, MN 55111</td>
<td>Field trips/youth programs</td>
</tr>
<tr>
<td>BerganKDV</td>
<td>3800 American Blvd. W., Ste. 1000</td>
<td>Bloomington, MN 55431-4425</td>
<td>CPA services</td>
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<tr>
<td>Beynon Sports</td>
<td>7445 Cote-De-Liesse Rd., Ste. 200</td>
<td>Montreal, Quebec H4T 1G2</td>
<td>Track and field athletic surfaces</td>
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<tr>
<td>BlueCross BlueShield of MN</td>
<td>621 Lilac Dr. N.</td>
<td>Minneapolis, MN 55400-1040</td>
<td>Data management and student plans system</td>
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<tr>
<td>BoardBook</td>
<td>PO Box 400</td>
<td>Austin, TX 78767-0400</td>
<td>Do more with BoardBook! Agendas, packets, minutes, public postings, and more.</td>
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<td>Braun Intertec Corporation</td>
<td>11001 Hampshire Ave. S.</td>
<td>Minneapolis, MN 55348-2424</td>
<td>Environmental consulting, geotechnical engineering, testing, special inspections, geothermal consulting, and facilities evaluation</td>
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<tr>
<td>Central States Terrazzo Association</td>
<td>PO Box 368</td>
<td>Purcellville, VA 20134-0368</td>
<td>Terrazzo flooring</td>
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<td>CES 10</td>
<td>725 W. Park Ave.</td>
<td>Chippewa Falls, WI 54729</td>
<td>Facilities services</td>
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<td>Chartwells School Dining Services</td>
<td>615 Bucher Ave.</td>
<td>Shoreview, MN 55126</td>
<td>Food service management</td>
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<tr>
<td>Clark Engineering Corporation</td>
<td>621 Lilac Dr. N.</td>
<td>Minneapolis, MN 55422-4609</td>
<td>Engineering</td>
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<tr>
<td>Climate Generation: A Will Steger Legacy</td>
<td>2801 21st Ave. S., Ste. 110</td>
<td>Minneapolis, MN 55407</td>
<td>Nonprofit</td>
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<tr>
<td>Contegrity Group Incorporated</td>
<td>101 1st St. SE</td>
<td>Little Falls, MN 56353-3001</td>
<td>Construction management services</td>
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<tr>
<td>CTS Group</td>
<td>15933 Clayton Rd., Ste. 110</td>
<td>Ballwin, MO 63011-2172</td>
<td>Performance contracting (energy-saving facility retrofits)</td>
</tr>
<tr>
<td>Cunningham Group Architecture, Inc.</td>
<td>201 Main St. SE, Ste. 325</td>
<td>Minneapolis, MN 55404-7025</td>
<td>Architecture</td>
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<td>Dashir Management Services, Inc.</td>
<td>2356 Reinhardt Ct.</td>
<td>Reedsburg, WI 53959-2293</td>
<td>Building and grounds management for schools</td>
</tr>
<tr>
<td>Data Business Systems</td>
<td>12835 E. Arapahoe Rd.</td>
<td>Tower II, Ste. 500</td>
<td>Centennial, CO 80112</td>
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<tr>
<td>DLR Group</td>
<td>520 Nicollet Mall, Ste. 200</td>
<td>Minneapolis, MN 55402-1040</td>
<td>Architecture, engineering, planning and interior design</td>
</tr>
</tbody>
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Johnson Controls, Inc. .......... 414
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Plymouth, MN 55447-4736
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JWood Sports Flooring .......... 606
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Lindenhurst, IL 60046-6799
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1619 Portland Ave. S.
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Minneapolis, MN 55403-1154
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Circle Pines, MN 55014-0158
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Clarkston, WA 99403-1852
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North Sioux City, SD 57049-2022
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Marsden Services, LLC .......... 502
1717 University Ave. W.
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Marsh & McLennan Agency ...... 611
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Minneapolis, MN 55428
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McKinstry .................. 707
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Denison, IA 51442-1973
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Mound, MN 55364
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curriculum for middle school and real-
world safety mobile application for high
school

Minnesota Association of School
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St. Paul, MN 55114
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services to staff that serve in school
business management

Minnesota Concrete & Masonry
Contractors Association ......... 422
1711 W. County Rd. B S., Ste. 207
Roseville, MN 55113
Masonry promotion

Minnesota Department of Education .... 713
1500 Highway 36 W.
Roseville, MN 55113-4035
Division of School Finance

Minnesota Educational
Facilities Management
Professionals (MASMS) ....... 704
600 4th St. N.
Cold Spring, MN 56320-1405
Nonprofit association

Minnesota Family Career and
Community Leaders of America .... 230
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PO Box 131386
Roseville, MN 55113-4035
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Minnetonka, MN 55343
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Kimball, MN 55353
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Minnesota Service Cooperatives ........ 404
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Fergus Falls, MN 56537-2375
Minnesota Service Cooperatives

Minnesota State High School League ...................... MSHSL
2100 Freeway Blvd.
Brooklyn Center, MN 55430-1735
MSHSL

Minnesota Teachers Retirement Association .......... 520
60 Empire Dr., Ste. 400
St. Paul, MN 55103-1855
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Golden Valley, MN 55427
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MLA Architects, Inc. .................... 624
12 Long Lake Rd., Ste. #17
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MN Ag Education Leadership Council/MN Ag in the Classroom .......... 531
1994 Buford Ave., 146 Ruttan Hall
St. Paul, MN 55108-6006
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MN Rural Education Association ............. 620
PO Box 187
St. Cloud, MN 56302-0187
Advocacy for rural Minnesota school districts

Mobile Radio Engineering, Inc. ........... 229
745 Boone Ave. N.
Golden Valley, MN 55427
Two-way radios

Musco Sports Lighting .................. 100
PO Box 27231
Golden Valley, MN 55427-0231
Sports field lighting

Musser Environmental Consulting, Inc. ........ 523
24594 Upsala Ln.
Hutchinson, MN 55350-4134
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National Insurance Services ............. 406
14852 Scenic Heights Rd., Ste. 210
Eden Prairie, MN 55344-2289
Group insurance benefits - MSBAIT Life/LTD plans

National Joint Powers Alliance .......... 401
PO Box 219
Staples, MN 56479
Cooperative purchasing

Nexus Solutions, LLC ................. 111
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St. Paul, MN 55130
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Minneapolis, MN 55439-3034
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215 S. Cascade St.
Fergus Falls, MN 56537-2801
Utility

Palmer Bus Service .................... 324
PO Box 2026
Mankato, MN 56002-2026
Student transportation

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Minneapolis, MN 55402
MSDLAF+/PFM Asset Management, LLC

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800 Nicollet Mall, Ste. 1000
Minneapolis, MN 55402-7036
School district cash flow program

Playgrounds Etc., LLC ................ 126
215 E. Oak St.
Redwood Falls, MN 56283
Playground safety surfacing and site amenities

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Albertville, MN 55301
Investment and financial advisory services

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275 Market St., Ste. 519
Minneapolis, MN 55405
Parent engagement app

PreferredOne ......................... 124
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Golden Valley, MN 55416-1023
Health benefits administration

Pro-Tec Design ....................... 513, 515
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Sports Technology ........... 102
PO Box 27231 Golden Valley, MN 55427-0231
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Synthetic turf athletic fields

Stahl Construction ........... 123
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<table>
<thead>
<tr>
<th>Company Name</th>
<th>Page</th>
<th>Address/Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unesco, Inc.</td>
<td>605</td>
<td>584 Woodland Dr. Mahtomedi, MN 55115</td>
</tr>
<tr>
<td>Vabler Insurance, Inc.</td>
<td>511</td>
<td>10550 Wayzata Blvd., Ste. A Minnetonka, MN 55305-1582</td>
</tr>
<tr>
<td>Virco, Inc.</td>
<td>621</td>
<td>2950 Breckenridge Ln., Ste. 13 Louisville, KY 40220</td>
</tr>
<tr>
<td>VS - America, Inc.</td>
<td>222</td>
<td>1940 Abbott St., Ste. 501 Charlotte, NC 28203</td>
</tr>
<tr>
<td>W. L. Hall Company</td>
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</tr>
<tr>
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<td>305</td>
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</tr>
<tr>
<td>Webber Recreational Design, Inc.</td>
<td>104</td>
<td>1442 Brooke Ct. Hastings, MN 55033-3266 Park and playground equipment</td>
</tr>
<tr>
<td>Wenck Construction, Inc.</td>
<td>506</td>
<td>7500 Olson Memorial Hwy, Ste. 300 Golden Valley, MN 55427 Construction management services</td>
</tr>
<tr>
<td>Wendel</td>
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</tr>
<tr>
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</tr>
<tr>
<td>Winkelmann Building Corp.</td>
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</tr>
<tr>
<td>Wold Architects &amp; Engineers</td>
<td>200, 202</td>
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</tbody>
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MEMBERSHIP LETTER

Minnesota School Boards Association
1900 West Jefferson Avenue
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To The Membership:

I have checked the records of the Minnesota School Boards Association for the year beginning July 1, 2015. The membership of the Association consists of 329 Independent School Districts and three Intermediate Districts entitled to 2,156 ballots for the 2016 Leadership Conference.

The 2015 Leadership Conference consisted of 329 Independent School Districts and three Intermediate Districts entitled to 2,179 ballots.

I respectfully submit this report to the membership and certify that, to the best of my knowledge, the report is true and correct.

Kirk Schneidawind
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Architects Rego + Youngquist inc. .................. Page 46
ATS&R ................................................................. Page 42
Booth Law Group LLC ........................................ Page 46
Cunningham Group Architecture, P.A. ............. Page 8
Data Business Systems .......................................... Page 21
EAPC Architects Engineers ................................. Page 4
Ehlers ................................................................. Inside Front Cover
Epilepsy Foundation of Minnesota ...................... Page 35
Hiller Commercial Floors ..................................... Page 4
Hoglund Bus Co., Inc. ............................................. Page 7
InGensa, Inc. ........................................................ Page 26
ISG (I+S Group) .................................................. Page 35
JLG Architects ..................................................... Page 3
Kennedy & Graven, Chartered ............................. Back Cover
Knutson, Flynn & Deans, P.A. .............................. Page 54
Kodet Architectural Group, LTD. ....................... Page 20
MLA Architects ..................................................... Page 7
MSBAIT ............................................................... Page 16
National Insurance Services, Inc. ........................ Page 22
Nexus Solutions .................................................... Page 47
North Central Bus & Equipment ......................... Page 48
PFM Asset Management, LLC-MSDLAF+ .......... Inside Front Cover
PreferredOne ....................................................... Inside Back Cover
Ratwik, Roszak & Maloney, P.A. ......................... Page 49
Riverport Insurance Company .............................. Page 50
Robert W. Baird & Co. ......................................... Page 25
Rupp, Anderson, Squires & Waldspurger, P.A. .... Page 51
Taher, Inc. .......................................................... Page 18
Unesco, Inc. ........................................................ Page 48
Wendel Companies .............................................. Page 27
Widseth Smith Nolting ......................................... Page 45
Wold Architects & Engineers .............................. Page 51

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