



Agenda Item Details

Meeting	Oct 27, 2025 - Regular School Board Meeting - Revised
Category	3. Administrative Reports
Subject	3.1 District Administrator Report
Type	Reports
Goals	District Excellence Efficient Use of Resources Student Success

Meeting: October 27, 2025 -School Board Meeting

Subject: October District Administrator Report, Dr. Beth Paap

District Mission: *To provide a respectful and nurturing environment for each student to grow.*

District Vision: *Valuing the individual learner; our focus is centered on evidence based student outcomes, cultural engagement and community connection.*

Strategic Goals (2022-26)

- ***Student Success***
- ***Student & Staff Health and Wellness***
- ***Effective Collaborations & Partnerships***
- ***District Excellence***
- ***Efficient Use of Resources***

Good Reads: [Sal Khan on AI](#) , [alternates to an Instructional Coach](#) , [What is HR in public schools?](#)

Status of district committees for the 2025-26 school year:

- **Human Resources Ad Hoc:** 4th Wednesday of each month (3:45-4:45),
 - focus:
 - revising Hiring Guidelines manual
 - professional development goals
 - draft comprehensive onboarding/exit procedures
- **Wellness:** transition meeting complete, new co-chairs (Jackie Noha and Gwen Topping) will set meeting time/day and agenda
 - focus: Wellness policy
- **Education Technology** chair Lynn Lindahl
 - focus:
 - create a spreadsheet of current instructional tech tools and curriculum
 - assess the need for an online pathway for students

- data on student engagement, attendance and career pathways to align with how tech is used at the district.
- **Ojibwe Immersion Program Planning:** Mike Peterson and Beth Paap to lead this committee along with Sarah Altman and the (new?) Language Trainee Director, time TBD
 - focus:
 - create Ojibwemowin resources for current staff and families
 - immersion staffing needs for the 26-27 school year
 - complete a time study to explore the need of an immersion coordinator
 - revisit the MOU with DPI, Red Cliff Tribe and district to ensure objectives are being addressed
- **Grants:** Erin Westcott will co-chair with another staff tbd
 - create a spreadsheet of current grants
 - by category (federal, state, local, private, corporate)
 - assess gaps and needs
 - example: local food purchasing
 - Ojibwemowin resources and support for staff and families
- **Budget/Financial literacy:** Erin Westcott and Beth Paap will co-chair and set meeting time after the October school board meeting.
 - focus:
 - budget forecasting model beyond 25-26 to track 'big purchase' needs
 - receive data from administration on staffing patterns and projected staffing needs beyond 25-26
 - draft SOPs for a comprehensive systems based framework for increased financial accountability and ownership by all staff who manage budgets.

Once our 25-26 budget is approved by the board, administration will immediately be working on contingency plans for meeting financial obligations for this school year should funding at both the federal and state level change. Broader budget forecasting will include continued review of staffing needs, instructional delivery models, and staying current on the current status of federal and state funding for public schools.

DPI Food Nutrition follow up visit in conjunction with the spring 2025 food audit (every 5 years) was completed this month. (full follow up findings and next step document shared with you via Google). Steve Keen, Food Service Director, Erin Westcott and I met with the DPI staff present for the follow up visit while on site and in a zoom meeting to walk through the findings and next steps.

Mike Peterson and I will be working on LaPointe School's temporary location for the end of the school year, as renovation is slated to begin before the school year ends.

Ojibwe Immersion Program: We will continue with immersion planning by holding in house and collaborative meetings with the Red Cliff Education department and Language Trainee Director. Three district staff have resigned to join the Cohort 3 group of adult language learners at Red Cliff. We are in full support of this cohort model.

Manoomin Feast, Wednesday, October 1st saw approximately 260 community members join the district for a wonderful meal and an opportunity to visit various programs from the district and greater community at informational tables. These meals continue to support our community engagement efforts.

The District Newsletter is in its final editing phase. Look for it in your mailboxes soon! A big thank you to all who wrote articles! We have much to celebrate!

Follow up with Shellie Swanson and school counselor, Brian Boyd to get an update on the credit recovery program that we implemented at the high school last spring (March-August). Edgenuity: [learn more here](#) . The modules offered align with our courses and have been vetted by our teachers. Follow up information will include cost and plan for this year to include projected number of students and who on staff supports students seeking credit recovery.

Hiring and staffing needs for 2025-26:

Current openings:

- High School part time Spanish teacher
- MS/HS Ojibwe language and Native American Studies teacher
- Finance assistant/bookkeeper
- paraprofessionals
- music teacher
- substitute custodians
- substitute teachers and paraprofessionals

Continue to work with the Administration team on district strategic priorities and goals. Specific benchmarks around the following priority drivers:

- Student Success: attendance and MAP assessments, K-12 curriculum cycle (document shared with you via Google docs)
- Student & Staff Health and Wellbeing:
- Effective Collaborations & Partnerships: Family and community engagement
- District Excellence: State report card and balanced dashboard of other priorities
- Efficient Use of Resources: balanced budget and open enrollment, federal and state funding changes that require contingency plans to meet district needs.

This meeting is a meeting of the Board of Education in public for the purpose of conducting the School District's business and is not to be considered a public community meeting. There is a time for public participation during the meeting as indicated in the agenda.