

MINUTES – Retreat and Board Meeting

Wednesday, August 2, 2023

Gaukler Family Wellness Center, Valley City ND

The Education Standards and Practices Board (ESPB) retreat was called to order at 1:05 pm by ESPB Executive Director Rebecca Pitkin. Board members present were. Jenny Bladow, Evan Kritzberger, Amber Fridley, Cory Steiner, Deb Follman, Patti Stedman, Siri Coleman, Angela Nagel, Sonya Hansana, Kathy Lentz, and State Superintendent Kirsten Baesler.

Introductions were held.

Retreat

Agency Responsibilities – Becky led the board through the Chapter 67 of the Administrative Rules and discussed the board organization, duties of ESPB, and other components of Chapter 67. The board then reviewed the NASDTEC Model Code of Ethics for Educators and reviewed some case studies related to educator ethics to experience the training pre-service teachers have. Next, Becky reviewed a PowerPoint, “The Year in Review”. The board reviewed its non-negotiables and Cory Steiner suggested one modification to the language and suggested adding the word “**solely**” to the line “does not make decisions based solely on money”. The board agreed so the modification will be made.

Presentation – Bush Foundation Pipeline Grant Foundation – Dr. Holly Peterson from Minot State University and Dr. Katherine Terras from Certification Central presented their Bush Foundation grant work for a special education teacher pipeline pathway.

Science of Reading –Kerry Whipple, a literacy director, and Dr. Allen Burgad from Valley City State University presented information on the work done relating to the requirements of HB 1388/1231 and the Hunt Institute initiatives. Kerry explained the multiple resources and training available to educators. Dr. Burgad explained the details of an upcoming stakeholder meeting in September which will be the kickoff for the higher education work group.

ND Registered Apprenticeships – Laurie Matzke from the Department of Public Instruction presented an overview of the work North Dakota DPI has engaged in to become a registered apprenticeship. She explained which institutions have received grants already as well as the legislative funding and funding from other grant sources. North Dakota is the first state to establish a principal apprenticeship.

License Types – Mari from ESPB presented an overview of the different types of licenses ESPB currently has. She also presented information on the increase and decrease of licenses of the various license types.

Moving Forward – The board members got into small groups to address question around barriers within the teaching field, both licensure and broader barriers relating to perception of the profession. A compendium of their suggestions is below:

What barriers do we currently have that could be removed?

- Money/salary for starting teachers

August 2023

Page 2

- Student behaviors
- Respect/or lack of for profession
- Social media
- Parental influence -> respect for profession
- Diverse ways of thinking: parents' expectations
- Student needs: academic, mental health
- Lack of grit/determination
- Demographics - distance from major cities, western ND
- Supportive admin/collaborative environment
- Financial cost for pre-service teachers -> supervising teacher, university supervisors, living expenses, etc.
- Increase in areas of expertise (mental health, behavior)
- Retention of teachers -> unable to financially compensate for the work they do
- Pay - legislature was give 47 increase which was great but wish they would have stipulated not all could be given to teacher salary - i.e. wish they would said 37 could given to teach 17 to district for other
- Image -
 - We should control the narrative
 - We need to share our stories
 - We need a online method of communication specialist
- Flexibility to have 1/2 time teach or 2 teachers to share a classroom

What policies do we have that might discourage retirees from returning to work in education?

- Changing technology
- Demands physical
- Keep TFFR benefits
- PT options/share a FT job
- Problem that retirees can work full time in MN and still collect full retirement in ND
- Continuing ed credits for return - or discount
- Should we offer free courses to our retirees

The Board retreat adjourned at 5:30 PM

Thursday, August 3, 2023

Gaukler Family Wellness Center, Valley City ND

Board Meeting

The Education Standards and Practices Board (ESPB) meeting was called to order at 8:00am by ESPB Executive Director Rebecca Pitkin. Board members present were Jenny Bladow, Siri Coleman, Amber Fridley, Deb Follman, Sonya Hansana, Evan

August 2023

Page 3

Kritzberger, Kathy Lentz, Patti Stedman, Cory Steiner, and Superintendent Kirsten Baesler. Board member Angela Nagel was absent.

Also present were ESPB Executive Director Rebecca Pitkin, Assistant Director Mari Riehl, and Amy Bigelow from ESPB, Erin Jacobson from Teacher Support System, and Allyson Hicks and Mark Openshaw from Office of Attorney General.

Introductions were held.

Patti Stedman motioned to move the election of officers to the top of the agenda. Seconded by Cory Steiner. All voted in favor, none opposed. Motion carried.

Patti Stedman made a motion to nominate Cory Steiner as board chair. Sonya Hansana seconded. Board members who voted in favor were Jenny Bladow, Siri Coleman, Amber Fridley, Deb Follman, Sonya Hansana, Evan Kritzberger, Kathy Lentz, Patti Stedman, and Cory Steiner. None opposed. Motion carried.

Patti Stedman then made a motion to nominate Kathy Lentz as vice chair. Motion seconded by Siri Coleman. Board members who voted in favor were Jenny Bladow, Siri Coleman, Amber Fridley, Deb Follman, Sonya Hansana, Evan Kritzberger, Kathy Lentz, Patti Stedman, and Cory Steiner. None opposed. Motion carried.

Additions/Changes to the Agenda – Additions to the agenda include a disability waiver for Madison Hart. Jay Schmaltz will be removed from the agenda this month and reviewed in September. Kathy Lentz requested to add an agenda item for the emergency request to Governor. Becky requested to have this addressed while attorney Allyson Hicks is still present at the meeting. Sonya Hansana made a motion to approve the agenda as amended. Seconded by Amber Fridley. Board members who voted in favor were Jenny Bladow, Siri Coleman, Amber Fridley, Deb Follman, Sonya Hansana, Evan Kritzberger, Kathy Lentz, Patti Stedman, and Cory Steiner. None opposed. Motion carried.

CASES

White, Fabian – Mr. White's file was reviewed after a Request for Inquiry was received. Patti Stedman asked if the complaint went to the school board first and if it's under purview of this Board. Attorney Allyson Hicks reminded the Board that their ability to take action is not contingent on if the school has taken action. Complainant did not specify the specific part of code of ethics this violated.

Kathy Lentz made a motion to dismiss. Seconded by Siri Coleman. Kathy felt the intentions of Mr. White were good and she felt the district supported the activity. In Mr. White's response it's evident that he didn't mean to show disrespect for tribal traditions. Siri agreed. Patti Stedman asked if this falls under the separation of religious activities

in schools. Siri said in reading the responses, this is very much a part of the Native American culture. She doesn't feel it was putting students in harm's way. This was not a part of the actual graduation ceremony, but a separate ceremony. Board members who voted in favor of dismissing the case were Jenny Bladow, Siri Coleman, Amber Fridley, Deb Follman, Sonya Hansana, Evan Kritzberger, Kathy Lentz, Patti Stedman, and Cory Steiner. None opposed. Motion carried.

Raknerud, Heather – At the June 2023 meeting, the Board voted to issue a Request for Inquiry to Ms. Raknerud after learning that she'd resigned at the request of her school district and social services completed an investigation and found cause for services required. Ms. Raknerud has appealed social services determination. No information has been received showing that a decision on the appeal has been made.

Allyson said the Board needs to look at the facts of the case, proceed with information available, and determine if there has been a violation of Century Code. She recommended the Board look at underlying facts of allegations, not just the social services finding.

Amber Fridley asked what the difference is between being on the child abuse and neglect list and a criminal charge. Allyson said at this time there are no criminal charges pending. Someone made a complaint to social services, an investigation was completed, and social services made a determination that there was cause to add Ms. Raknerud to the child abuse and neglect list maintained by social services. After the social services appeal she would have option to appeal the decision to district court. This is an administrative appeal, just like our ESPB cases.

Patti Stedman asked if much of the original report was based on hearsay – Allyson said it's up to the Board to decide how much of that they want to consider. Sometimes the Board has decided to wait until the outcome of the case to take action.

Patti Stedman made a motion to continue the case at a later date when more information has been received or after final information is received from social services. Motion seconded by Evan Kritzberger. Patti doesn't feel comfortable right now with information the Board has. Ms. Raknerud has already resigned her position with Minot Public Schools. Evan agreed and said district has taken action to reach out to her and she's resigned. Kathy Lentz asked if this impacted her ability to be a good teacher, and said she doesn't feel it does. Sonya Hansana asked if when it's time for Ms. Raknerud to renew her license if she would be required to self-report. Yes, she would be required to do that. Deb Follman pointed out that it's documented in the information received that the teenage foster kids had been in the home with little incident in the past. She feels like Ms. Raknerud as a foster parent is being held to a higher standard. Cory Steiner agrees that continuing the case to wait for more information and an outcome of the social services case seems like a good idea. Amber Fridley said she works with CPS and they tell people to reach out for help – now that Ms. Raknerud has reached out for

August 2023

Page 5

help, would taking action on the license be the right thing to do? Board members who voted in favor of continuing the case were Jenny Bladow, Siri Coleman, Amber Fridley, Deb Follman, Sonya Hansana, Evan Kritzberger, Kathy Lentz, Patti Stedman, and Cory Steiner. None opposed. Motion carried.

Davis, Nancy – Ms. Davis's file was reviewed at the June meeting after a Request for Inquiry was received from Bismarck Public Schools. At that meeting the Board made a motion to obtain additional information from the school district. Siri Coleman stated she doesn't feel like any different information was received.

Siri Coleman made a motion to dismiss. Seconded by Kathy Lentz. Siri said since nothing different was received, she feels like it was handled at the district level. Kathy doesn't feel like the district answered the questions asked, and Sonya Hansana agreed. In the original complaint it stated they had the school resource officer respond, but they didn't have the SRO follow-up with a report. Attorney Allyson Hicks said if the case is dismissed, the district could file again if new information is presented. She also reminded Board to look at the underlying conduct, not just the district's lack of response to request for additional information. Cory Steiner said he doesn't see anything in the information presented that would be cause for taking action against a license. Evan Kritzberger agreed and said if district felt the action was so severe, they would have provided additional information. Board members who voted in favor of dismissing the case were Jenny Bladow, Siri Coleman, Amber Fridley, Deb Follman, Sonya Hansana, Evan Kritzberger, Kathy Lentz, Patti Stedman, and Cory Steiner. None opposed. Motion carried.

Regular meeting recessed at 8:45am.

Administrative Subcommittee – Called to order at 8:45am by Administrative Subcommittee Chair Cory Steiner. Reviewed by Administrative Subcommittee of the Education Standards and Practices Board. Administrative Subcommittee members present were Deb Follman, Amber Fridley, Sonya Hansana, Kathy Lentz, Patti Stedman, and Cory Steiner.

Brandt, Angela – Ms. Brandt's file was reviewed after a Request for Inquiry was received. There is a lot of information in the RFI, so attorney Allyson Hicks recommended the subcommittee start with the things that seem the most concerning, then work through from there. Sonya Hansana said there were so many different things included in the complaint, many of which should be handled at the Board level. Cory Steiner asked if anyone had a motion so the subcommittee could discuss. Allyson reminded the subcommittee it's ok to temporarily deviate from Robert's Rules of Order to discuss until the subcommittee reaches a point where someone determines what they want their motion to be.

Patti Stedman pointed out there's a lot of allegations, and it was brought to the Board

August 2023

Page 6

president, but nothing was done. Much of the information is hearsay. Cory Steiner asked if the Board has ability to dismiss the case but send a letter to school board with details outlined in complaint. Allyson said it's not the Board's obligation to do so.

Sonya asked what Board can do with concerns about auditing. Allyson said if the Board has those concerns, the case should be continued so she can research the proper steps. Of all the allegations, Patti said there is nothing that really effects the safety of students. Sonya agreed and asked what allegations are included that are effecting students that action could be taken on.

Allyson reminded the subcommittee it's the Board's job to enforce laws and rules, including commitment to the profession. Patti asked if the Board can go back and ask for a formal investigation to occur before action is taken. Allyson said the Board can ask for additional investigation/statements from people and the district, that can happen, but it doesn't usually happen that way. The Board can continue the case to allow time for Allyson to learn what audit steps could be taken or the case can be dismissed if the Board doesn't feel it rises to the level of disciplinary action being needed. In the response submitted from Ms. Brandt it does that that allegations were investigated by the school board president and school attorney.

Patti Stedman made a motion to dismiss. Motion seconded by Amber Fridley. Patti thanked Kathy Lentz for pointing out in the response where it was indicated an investigation was completed and questions resolved. Amber agreed. Cory Steiner agreed that the district did what they needed to do. Administrative subcommittee members who voted in favor were Deb Follman, Amber Fridley, Sonya Hansana, Kathy Lentz, Patti Stedman, and Cory Steiner. None opposed. Motion carried.

Harris, Keith – Before discussion began on this case Amber Fridley disclosed that she works for Dickinson Public Schools, where Mr. Harris is assistant superintendent. She stated she does feel like she can be unbiased in this case. Amber deferred to the Board as the neutral reviewer to decide if she is able to participate in voting and discussion on the case, without personal or pecuniary interest. Patti Stedman made a motion to allow Amber to participate. Seconded by Deb Follman. Administrative subcommittee members who voted in favor of allowing Amber to participate in the case were Deb Follman, Sonya Hansana, Kathy Lentz, Patti Stedman, and Cory Steiner. None opposed. Motion carried.

The last discussion at the May 2023 meeting questioned was who was ultimately responsible for placing teachers in the classroom who are not fully licensed. The same information has repeatedly been received back from Mr. Harris and the district. Superintendent Baesler reminded the Board that it's the district superintendent that signs off on the approval/accreditation report and is ultimately their responsibility to ensure teachers are properly licensed. Board members asked if the case against Mr. Harris could be dismissed and then file against Dr. Lewton, Dickinson Public Schools

Superintendent. Allyson stated that yes, that was an option. Kathy Lentz said she keeps going back to the fact that schools need to have someone in the classroom.

Sonya Hansana made a motion to dismiss the case against Mr. Harris and send Request for Inquiry to Superintendent Lewton. Seconded by Patti Stedman. Superintendent Baesler researched and found it's the building principal that first signs off on the approval/accreditation report, then the Superintendent. It's also possible for them to file for exceptions, and the subcommittee needs to know if that has happened. Cory Steiner believes at the end of the day, things have to stop with the Superintendent. Superintendent Baesler agrees and said DPI communicates with the district superintendent, not the building principal. Administrative subcommittee members who voted in favor were Deb Follman, Amber Fridley, Sonya Hansana, Kathy Lentz, Patti Stedman, and Cory Steiner. None opposed. Motion carried.

Noeske, Duane – At the May 2023 meeting the Board voted to send Mr. Noeske a Request for Inquiry after it was determined that he had a teacher who was teaching all year with an interim substitute license with 30-day restriction (less than a bachelor's degree). Information submitted says the teacher was being pulled every 30 days from the classroom. Kathy Lentz made a motion to dismiss. Seconded by Patti Stedman. Kathy said there is no information showing that she was under contract or teacher of record. Administrative subcommittee members who voted in favor were Deb Follman, Amber Fridley, Sonya Hansana, Kathy Lentz, Patti Stedman, and Cory Steiner. None opposed. Motion carried.

The Administrative Subcommittee meeting was adjourned at 9:31am and the regular meeting was resumed at 9:36am.

Discussion on Emergency Rule – Cory Steiner asked Board members to review the minutes from the July 27, 2023, special meeting. From there, members have any clarifying questions, they can ask. Will then ask Allyson for some guidance.

Cory asked Allyson if a motion is needed to begin discussion, what could that potentially look like? Allyson said this could include information such as additional requests for information from Governor Burgum, feedback that has been received from additional stakeholders. If the Board wants to leave the request for emergency rule as is and let Governor Burgum make a decision then the Board would do nothing. If there are individuals on the Board who want to withdraw the request for emergency rulemaking a motion to withdraw the emergency request would be necessary.

Kathy Lentz made a motion to withdraw the Board's request for emergency rule. Motion seconded by Siri Coleman. Kathy said she sees things from both sides and was leery last week at the special meeting. After hearing from so many teachers in the past week, she feels many teachers are uncomfortable with this and she agrees. Siri agrees with Kathy. She stated ESPB has a "menu" of options and she's questioning if this is

something that's needed right now. She knows districts need people in classrooms. The attempt is to keep standard high for teachers, but take away barriers that are unnecessary. Superintendent Baesler said she's glad ESPB received feedback from both teachers and administrators. She feels there are two things she is concerned with. One is the process of rule of law that legislators have established and also the variety of options available to school districts, including the exception that can be filed on the MIS03. For some that have approached ESPB about using student teachers to fill open positions, are we sure those districts have exhausted all of their options? She doesn't believe the Board should elevate this to the Governor and circumvent the administrative rules process at this time. She believes it should go through the proper processes, if this is something the Board wants to pursue. Patti Stedman said she sees Superintendent Baesler's point.

Cory asked Jenny Bladow about fall student teachers. Jenny is the Director of Teacher Education at UND. She said Fall 2023 student teachers are already placed, at least at UND, and they are not going to be cancelling placements to put them in vacant positions. Again, this would apply to the select few who the university would feel is ready. Amber Fridley asked what percentage of student teachers have substitute licenses. We don't know that exact number at this time.

Cory has a concern that a bad student teaching experience can keep people out of the field. He worries that the unintended consequence is going to affect the attrition rate. He thanked everyone for emailing and said Board members have read every one of the emails received. He doesn't necessarily feel this lowers the standard though. There are other alternative ways to obtain licensure that don't require education coursework. The individuals this new emergency rule would apply to have completed a full teacher education program with the exception of student teaching. Cory said he wants this to happen, but in the proper procedural way. He feels to implement the rule in this short of time could end badly. He would like to go through the regular administrative rules process. He knows this is needed and supported by administrative groups, but also believes there is some capital the Board will lose if the proper steps are not completed.

Patti asked if Becky felt she was able to answer all of the questions asked by the Governor's office. Becky felt like she was able to answer everything except which districts still have unfilled positions. This changes daily. She has been able to provide a list of states that are doing something similar to what has been proposed, with the state statutes that allow for it in each state.

Siri asked if there are supports in place from ESPB and DPI to have options if districts are not able to fill positions. ESPB provides options, and if districts still can't fill the position, they have the option to file the exception with DPI.

Evan Kritzberger said it's important to point out why we are doing this and why we did it the way we did. The reaction and response has been that it's not going to happen that

quickly. The reason we're doing it hasn't changed. But the "way" could change.

Allyson said the process the Board is following is completely legal. The legislature delegated ability to do this to the Board and gave ability to have executive decision making to the governor. This is the process to implement rules more quickly than the normal 6 to 7 month administrative rules process.

Amber Fridley asked if a student teacher has an interim substitute license, which level of sub license they would have. Most do not have a bachelor's degree yet, so would have the 30-day restriction, as well as other two restrictions about not signing a contract and not being reported on the MIS03.

Cory said there's nothing preventing the Board from doing more work to answer many of the questions and bringing this back in the future.

Jenny asked if they could ask Governor Burgum to wait, to give time for higher ed to develop rubrics, ect. Allyson said there's nothing saying that can't happen, but the request for emergency rule addresses imminent peril, and if the Board asks for additional time, does imminent peril really exist?

If a student teacher is placed and then something happens so there is no cooperating teacher and the student teacher is subbing in that classroom, the school needs to reach out to the education preparation program. It is in administrative rule that a student teacher needs a cooperating teacher.

Kathy said the fact is this is happening, and people are being creative and making it work within the pathways and options that are already available. Deb Follman said she feels like if she would do this, it would be unethical. She wouldn't be giving that student teacher the opportunity to have a cooperating teacher with a true student teaching experience.

Superintendent Baesler reminded the group that each year Teacher Support System goes to the legislature and asks for additional funding for a full 2nd year of mentoring, to ensure that fully prepared teachers have the supports they need to be successful. But at the same time, this rule is saying some individuals are ready to have their own classroom even before they've student taught. Cory agrees that additional conversations need to be had and rubrics developed at the university level to determine if there are individuals who are ready without full student teaching.

Superintendent Baesler asked if something can be done within the rules we already have, so that the full administrative rules process can be completed. As we talk long-term about recruitment and retention of teachers, her goal is to have ESPB solidly behind the TSS mentoring program to support beginning teachers to keep them in the profession long-term.

Patti said she feels it could be a good pilot program to then come back to the Board, to have data to look at later.

Cory believes the correct decision was made last week at the special meeting, but as more feedback has been provided and additional questions have been asked, it gives the Board the opportunity to pull it back and gather more answers before moving forward with regular administrative rules. He feels like there may be a place for this within the EPPs, and this needs to be explored.

Superintendent Baesler also reminded the Board that Center for Distance Education is also an option if schools can't fill open teaching positions. CDE charges \$229 per student per course for small schools, \$259 for large schools.

After much discussion, Patti requested that the vote be held. Those who voted in favor of the motion to withdraw the Board's request for emergency rule were Siri Coleman, Kathy Lentz, and Cory Steiner. Jenny Bladow, Amber Fridley, Deb Follman, Sonya Hansana, Evan Kritzberger, and Patti Stedman voted no. Motion failed.

Teacher Support System/TSS Budget Approval – Erin Jacobson from Teacher Support System gave an overview of TSS and what they do. This is the second year they are able to offer mentoring to second year teachers in ND. In addition to mentoring first and second year teachers, they also offer mentoring to people who have come through American Board and the teaching permit routes. Data collected shows 96% of first-year teachers felt they received adequate support from their mentor teachers, 90% felt it made an impact on student learning.

Over 50% of the TSS budget goes back to mentor stipends and mentor professional development. Erin does have a proposed budget for 2023-2024, but would like to bring that back in September after they've learned about GEER II dollars and what will be available.

Cory Steiner thanked Erin for Teacher Support System's work.

Director's Report – Part-time summer help will be finishing in early August. Becky will be visiting with someone on Friday about continuing part time help. Included with your Board materials is a draft of September's joint board meeting agenda. All ESPB members are invited to attend. Becky has provided dates of university program reviews and accreditation visits that are upcoming. Each month Becky will provide an update on what ESPB does, as required for the yearly Executive Director Evaluation. Becky also reminded board members if they're interested in serving on subcommittees, to let her know.

June Meeting Minutes, June and July Special Meeting Minutes, License and Financial Reports – The June 2023 financial report showed \$224,390.72 in total income received, \$121,948.61 in total expenses, with a net income of \$102,442.11. The June 2023 licensure report documented 997 items issued. This number includes background checks, endorsements, late fees, and application fees. Due to the early date of this meeting in August, the July license and financial reports are not available at this time and will be provided at the September meeting.

Patti Stedman moved to accept the June 2023 minutes, June and July special meeting minutes, license, and financial reports. Motion seconded by Evan Kritzberger. Board members who voted in favor were Jenny Bladow, Siri Coleman, Amber Fridley, Deb Follman, Sonya Hansana, Evan Kritzberger, Kathy Lentz, Patti Stedman, and Cory Steiner. None opposed. Motion carried.

Approval of ESPB Budget – The proposed budget has been reviewed and recommended by budget subcommittee. Patti Stedman asked how often audits need to be done. Rules for occupational boards is that if profit is under \$250,000 a private audit can be done every other year. Becky prefers to have it done every year just to stay on track. Audits are currently being completed.

Cory Steiner said the budget subcommittee feels the proposed budget is a good use of funds. Jenny Bladow made a motion to approve the budget as presented. Seconded by Deb Follman. Board members who voted yes were Jenny Bladow, Siri Coleman, Amber Fridley, Deb Follman, Sonya Hansana, Evan Kritzberger, Kathy Lentz, Patti Stedman, and Cory Steiner. None opposed. Motion carried.

Applicant Request – This was withdrawn.

Disability Waivers – The Board has received requests for disability waivers from McKenzie Hallgren and Madison Hart.

- McKenzie Hallgren – Ms. Hallgren has submitted a request for a waiver of all required Praxis tests. Siri Coleman made motion to grant Ms. Hallgren's request. Motion seconded by Evan Kritzberger. Siri said Ms. Hallgren had submitted all necessary information and the waiver seems appropriate. Evan agreed. Board members who voted yes were Jenny Bladow, Siri Coleman, Amber Fridley, Deb Follman, Sonya Hansana, Evan Kritzberger, Kathy Lentz, Patti Stedman, and Cory Steiner. None opposed. Motion carried.
- Madison Hart – Ms. Hart has submitted a request for a waiver for Praxis II test 5017. Patti Stedman made a motion to grant Ms. Hart's request. Seconded by Amber Fridley. Patti and Amber noted that all information is received and documented. Board members who voted yes were Jenny Bladow, Siri Coleman, Amber Fridley, Deb Follman, Sonya Hansana, Evan Kritzberger, Kathy Lentz, Patti Stedman, and Cory Steiner. None opposed. Motion carried.

August 2023

Page 12

Board Member Reports

NDACTE – NDACTE has not met since May. No updates at this time.

Association of Non-Public Schools – Gearing up for school year.


Association of School Administrators – Trying to fill positions and getting ready for the school year. Schools are struggling to find bus drivers.

School Boards Association – Exploring new national associations to find where best supports are and which group may be best to join.

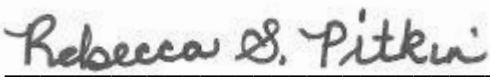
NDUnited – Not present.

DPI – DPI is focusing heavily on recruitment and retention. Administrative drilldown conference held yesterday and there was a lot of positive feedback. Governor's Innovation Summit will be held on August 15th in Fargo. DPI will be presenting about apprenticeship and Grow Your Own programs.

The meeting was adjourned at 11:02am.



Chair



Secretary/Executive Director