

SCHOOL BOARD
INDEPENDENT SCHOOL DISTRICT No. 15
St. Francis, Minnesota
Organizational Analysis Work Session
February 4, 2008

The Organizational Analysis Work Session came to order by Chair Anderson at 6:22 p.m. with the following members present: Directors H. Grams, S. Grams, Haag, Kelly, Lipinski, Vogel, and Superintendent Saxton.

Others present were Director of Business Affairs Mae Hawkins, Director of Human Resources Jay Reker, Director of Special Services Jacque Stein, Director of Community Services Tom Larson, staff, and community members.

Mr. Anderson welcomed all in attendance and introduced Dr. Kay Worner and Dr. Roger Worner of Roger Worner Associates, Inc. who completed the study.

Dr. Roger Worner summarized the Organizational Analysis Study findings which were completed over the past four months. Figures were also taken from the study done in 2002-03. The study is done in a six chapter format.

The purpose of the study as was the case in 2002-03, was “to gather and analyze school district data, ascertain the organization’s status, present findings, draw conclusions, identify alternatives, and prepare recommendations that would assist the School Board and Superintendent of Schools in the formulation of decisions about the future of the school district’s programs, services staffing, grade level configuration, facilities, and other operational characteristics.”

Chapters I – VI

Dr. Roger Worner reviewed highlights of Chapter I –Design of the Study, Chapter II – District Size and Enrollment Trends, Chapter III – Finances, Chapter IV – Educational Programs, Services, and Staffing, Chapter V – School Facilities, and Chapter VI – Conclusions, Alternatives, and Recommendations.

Conditions of the District

Student enrollment shows an outward migration and increased numbers of open enrollment and home schooling students. If the District would take the data and reduce the numbers by half the amount and move to District enrollment the resident enrollment would increase. The District population growth and housing expansion potential is vast.

Interviews were taken with School Board, administration, students, and community members.

Overview Comments

District Size - Enrollment and enrollment trends, trends in average daily membership, open enrollment, and parochial and home school numbers were reviewed. Projected enrollment typically projects staffing and together the projection of enrollment drives the projection of revenue the District will receive.

Finances – The District is financially well managed. The District is a low spending district by any and all comparative standards. Policies and procedures are in place. The District has seen the disparity compared to other metro area districts. The District is struggling more today than it was five years ago. Comparative district numbers show ISD No. 15 spends less in all categories of

P-K-12 operating expenditures. ISD No. 15 is the lowest spending of all Anoka County school districts. The District property taxes are comparatively low, the District operating levy is comparatively low, and an increase is justified. The District lagged in expenditures with the State average, and most metro area districts are above the State average.

Education Programs and Services

The class section sizes are cost effective and desirable compared to five years ago. Course offerings provided are comprehensive.

School Facilities

The District has a need to construct a new elementary school.

Conclusions, Alternatives, and Recommendations

There were no reasons found for the mistrust heard from some of the interviewees, no justification found for things that were said. It is recommended that a mechanism to enhance and broaden communications is needed. Whether misunderstandings are accurate or inaccurate they need to be addressed. Some questions that asked are posed in the study and are addressed.

The School Board after reading the study can forward questions to Mr. Saxton and they will be addressed at the Organizational Analysis Study question session to be held at 5:30 p.m. on February 11.

Dr Roger Worner communicated that the District has a lot of which to be proud. Mr. Anderson acknowledged the Worner's for the in depth study of the District.

The meeting concluded at 7:35 p.m. _____
Harry Grams, Clerk