

**From:** Dickinson, Brady <dickinsonbr@tfstd.org> <dickinsonbr@tfstd.org>  
**Sent time:** 03/21/2025 01:00:00 PM  
**To:** emily christensen <christensenem@tfstd.org>; Mail - District Office Administrators <maildistrictadmins@tfstd.org>; Eric Smallwood <smallwooder@tfstd.org>; Heidi Tubbs <tubbshe@tfstd.org>; Heidi Casdorph <casdorphhe@tfstd.org>; Jayson Lloyd <lloydja@tfstd.org>  
**Subject:** Board Update  
**Attachments:** 3-21-25 - .docx 2024-2025 Superintendent Goals Update.pdf

---

Hello TFSD #411 Board Members,

Here is your Board Update for the week. Have a great weekend!

Sincerely,

**Dr. Brady D. Dickinson, Ph.D**  
**Superintendent of Schools**  
Twin Falls School District #411  
(W) 208-733-6900

## 2024-2025 Superintendent Goals Update

### Supplemental Levy

During the levy campaign, I completed dozens of presentations, participated in interviews with the media, and spent countless hours helping with messaging (thank you Eva Craner who got to hear my corny jokes over and over)!

The passage of the supplemental levy, which saw an increase from the previous cycle, is a testament to the strong community support for our schools. With nearly a supermajority of voters in favor, it demonstrates a shared commitment to providing essential resources and opportunities for our students and staff. The approval of this levy ensures continued investment in educational excellence, allowing us to maintain high-quality programs, support our educators, and enhance student learning experiences. We are grateful for the community's trust and dedication to the success of our schools.

### Bickel/Dual Immersion

I, with the help of many others on the team, led a comprehensive process to determine the future of Bickel Elementary and our Dual Immersion program. After thorough evaluation and stakeholder input, the School Board ultimately decided to transition Bickel into a magnet school. Since this decision, we have implemented strategic plans and preparations to ensure a successful launch in the fall of 2025. We remain fully committed to making this initiative a success, providing students with enriching educational opportunities, and reinforcing our district's commitment to innovative learning. We have also successfully placed the staff who will be leaving Bickel and have worked with parents to ensure a smooth transition to other neighboring schools.

### Elementary Education

This year, we have closely tracked and discussed literacy achievement, ensuring a standardized approach to core instruction and intervention time across the district. Our commitment to both ISIP and DIBELS testing has enabled teachers to analyze data monthly, driving informed instructional decisions. I am incredibly proud of the dedication our teachers have shown, and I look forward to continuing our focus on student growth.

### Secondary Education

Our emphasis on college and career readiness has remained a top priority. Additionally, the implementation of **Safe and Civil Schools** has had a significant impact, contributing to a reduction in behavior issues across our schools. Data has been collected each month on the number of incidents in the buildings and staff have used the data to help make building-level decisions.

In addition, I led the process of designing a freshman program at MVHS. This included staff from MVHS, Bridge Academy, CRHS, and TFHS. The freshman program will be piloted next year and will involve approximately 15 students who will have the opportunity to participate in the new program. This change will not only address the needs of our at-risk 9th graders, but it will also help us compete with Elevate Academy.

### Special Education

We proactively recruited for and maintained two fully functioning elementary behavior programs, one middle school program, and a high school program that have decreased incidents across the school district while serving our students with the most severe behavior challenges and giving them a chance at success. We incentivized working in these positions and as a result have been able to staff the programs with highly-qualified, skilled staff. This year has seen a tremendous improvement in the number of extreme behavior incidents.

## **Strategic Planning**

We are currently in the process of developing a new five-year strategic plan for the TFSD. This initiative will guide our goals and actions, ensuring we effectively meet the needs of the community we serve. This comprehensive process is a large undertaking and we are committed to engaging with our community to ensure our schools remain aligned to the needs of the community we serve.

## **Communication & Stakeholder Engagement**

Communication with stakeholders has improved significantly with the launch of a new website and communication platform. As we continue to refine these systems in the coming year, our primary goal is to enhance the parent experience and strengthen our ability to compete for student enrollment.

I also conducted a culture survey for employees that demonstrated an overall positive culture in the TFSD. Individual schools are now analysing the results for their buildings and setting goals to target any areas of concern.

## **Budget & Facilities**

Our audit was clean, and we now maintain a healthy fund balance. Additionally, our first three HVAC and roofing projects will begin this year at Harrison, Morningside, and Lincoln elementary schools. Unfortunately, we are also in the middle of a process to reduce staff across the district due to declining enrollment. This comprehensive process has been proactive and we have worked diligently to be respectful of our employees. The cuts include roughly 20 certified positions and 1.5 administrative positions. As part of this reduction I will be taking on the majority of the duties from the Director of Operations position which will increase my scope of work next year. I feel it is important this is done to show our commitment to sharing the load during times of reductions.

## **Leadership Development**

This year, our school improvement meetings centered on leadership growth. We provided training on key leadership topics and facilitated a book study to deepen understanding. This model will continue as we further invest in developing our leaders.

## **Staff & Community Engagement**

I remain committed to fostering positive engagement with our staff. Weekly highlights are shared every Friday, and I have personally visited nearly 100 classrooms this year. Additionally, I have delivered numerous community presentations and continue to serve on the following boards:

- Boys and Girls Club Board
- Region IV Economic Development Board
- Idaho High School Activities Association Board of Directors
- Education Research and Design Institute member
- Idaho Association School Administrators (IASA) Board

## **Partnership with TFEA**

Over the past eight years, we have significantly strengthened the trust between the district and TFEA. Contract negotiations have been highly successful, and we continue to meet monthly to collaborate on key issues. In addition, in the fall I presented to each school with a member of the leadership team from the TFEA on a number of topics ranging from the workday to school safety. I am proud of the partnership we have cultivated and remain committed to working together for the benefit of our educators and students.

**From:** Peggy Hoy, Governance Organizer <govorganizer@idahoea.org>  
**Sent time:** 12/01/2025 09:18:18 AM  
**To:** smallwooder@tfds.org; Compton, Matt <mcompton@idahoea.org>  
**Subject:** Lunch

---

Good Morning Matt and Eric,

I look forward to the conversation next week about the importance of the May Primary. Please let me know if this time no longer works.

Peggy

---

Microsoft Teams Meeting options <

---

from: "dickinsonbr" <dickinsonbr@tfstd.org Dickinson, Brady>  
bcc: "mailstaffbi" <mailstaffbi@tfstd.org Mail - Bickel>  
"mailstaffba" <mailstaffba@tfstd.org Mail - Bridge Academy>  
"mailstaffcr" <mailstaffcr@tfstd.org Mail - Canyon Ridge High>  
"mailstaffdoss" <mailstaffdoss@tfstd.org Mail - District Admin & Support Staff>  
"mailstaffdo" <mailstaffdo@tfstd.org Mail - District Office>  
"mailstaffha" <mailstaffha@tfstd.org Mail - Harrison>  
"mailstaffli" <mailstaffli@tfstd.org Mail - Lincoln>  
"mailstaffmv" <mailstaffmv@tfstd.org Mail - Magic Valley High>  
"mailstaffma" <mailstaffma@tfstd.org Mail - Maintenance>  
"mailstaffms" <mailstaffms@tfstd.org Mail - Morningside>  
"mailstaffol" <mailstaffol@tfstd.org Mail - O'Leary>  
"mailstaffot" <mailstaffot@tfstd.org Mail - Oregon Trail>  
"mailstaffpe" <mailstaffpe@tfstd.org Mail - Perrine>  
"mailstaffpf" <mailstaffpf@tfstd.org Mail - Pillar Falls>  
"mailstaffrs" <mailstaffrs@tfstd.org Mail - Robert Stuart>  
"mailstaffrc" <mailstaffrc@tfstd.org Mail - Rock Creek>  
"mailstaffsa" <mailstaffsa@tfstd.org Mail - Sawtooth>  
"mailstaffsr" <mailstaffsr@tfstd.org Mail - Snake River>  
"mailstaffsh" <mailstaffsh@tfstd.org Mail - South Hills>  
"mailstaffss" <mailstaffss@tfstd.org Mail - Support Services>  
"mailstafftf" <mailstafftf@tfstd.org Mail - Twin Falls High>  
"smallwooder" <smallwooder@tfstd.org Eric Smallwood>

date: Dec 2, 2025, 11:39:15 AM

subject: Important information

system

labels: Archived, Sent

Hello TFSD #411,

Welcome back! I hope everyone had a wonderful Thanksgiving. The next few weeks will go by fast, and it will be Christmas before we know it. Thank you for all you do for the students in our district. Here are two items I need to provide you with information on:

1. December 19th is an early release day. All staff are allowed to leave once the building is cleared and any remaining tasks are completed. Your building leadership will set a c
1. In conjunction with the TFEA, we are going to have a very brief (less than 30-minute) gathering of all staff on Monday, January 5th, at 8 a.m. in Roper Auditorium for an im

Again, I want to express my gratitude to you for the work you are doing. It is an honor to work with you here in the TFSD!

Sincerely,

**Dr. Brady D. Dickinson, Ph.D**

**Superintendent of Schools**

Twin Falls School District #411

(W) 208-733-6900



## All Staff- Important message from TFSD Board Chair

Monday, January 5 · 8:00 – 8:30am



Roper Auditorium



The full guest list has been hidden because the number of guests is too large.



Eva Craner

[Set your working location](#)



1. In conjunction with the TFEA, we are going to have a very brief (less than 30-minute) gathering of all staff on Monday, January 5th, at 8 a.m. in Roper Auditorium for an important message from our School Board Chairman, Mr. Eric Smallwood. We will have delicious breakfast burritos for everyone to grab on their way out. The rest of the day is yours to prepare for the return of students on Tuesday.



15 minutes before



Michelle Lucas

Going?

Yes



No

Maybe



# Welcome Back!

Dr. Brady Dickinson, TFSD Superintendent

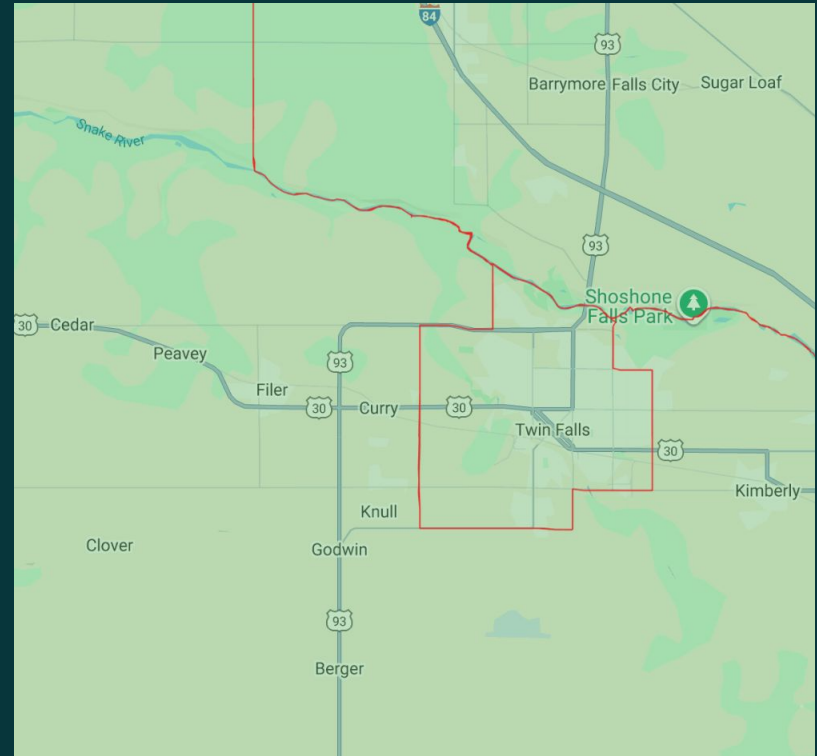
Mike Wilkinson, TFEA Co-President



# Chairman Eric Smallwood



**Do you know  
your legislative  
district?**





80%

Roughly 80 percent of all Idaho legislative elections are decided with in the primary.

# Voter Turnout

District 25:

- 2,744 to 1,962 (782 votes)
- 3,848
- 3,008 to 1,761 (1,247 votes)

# Party Affiliation

## Unaffiliated and Independent

**Constitution**

**Democratic**

**Libertarian**

**Republican**

# May Primary Timeline

## Deadline to Change Party Affiliation

**March 13, 2026**

This deadline applies to registered voters who want to change their party affiliation or become unaffiliated. A signed form must be submitted to the county clerk

## Early Voting (at County West)

**April 27-May 15**

In person early voting is available 8-5 at the TF County West Building.

## Absentee Voting Request Deadline

**May 8, 2026**

This deadline applies to registered voters who want to change their party affiliation or become unaffiliated. A signed form must be submitted to the county clerk.

## May Primary Election

**May 19, 2026**

Polls are open from 8 a.m. to 8 p.m.

**From:** Peggy Hoy, Governance Organizer <govorganizer@idahoea.org> <govorganizer@idahoea.org>  
**Sent time:** 01/05/2026 12:31:08 PM  
**To:** smallwooder@tfsd.org; Dickinson, Brady <dickinsonbr@tfsd.org>  
**Subject:** May Matters!!

---

I heard from Mike and Nan that it went well this morning.  
I'm in Nashville at the FCS National Championship game. I sent this email today to TFEA members home email addresses.

Peggy

Get [Outlook for iOS](#)

---

**From:** Peggy Hoy, Governance Organizer <govorganizer@idahoea.org>  
**Sent:** Monday, January 5, 2026 11:00 AM  
**Subject:** May Matters!!

Good Morning TFEA!

Thank you to everyone who took the time today to attend the meeting with School Board Chairman Eric Smallwood. His message was clear and important: educators have a collective voice, and using that voice—especially through voting—matters.

I know many educators are hesitant to engage in “politics,” and that hesitation is understandable. But the truth is, our work is already political. Decisions made by policymakers directly impact what happens in our classrooms every single day—funding, class sizes, support staff, curriculum, and the resources our students rely on. Elections have consequences, and those consequences show up in our schools.

Today’s meeting was a powerful reminder that this is a moment to act.

**Here’s the ask:**

I need your help phone banking educators in Legislative Districts 24 and 25 to remind them to register to vote. This is a simple way to take what we heard today and use it to support our colleagues by reinforcing how much their voice matters.

I have a script ready to use, and to add a little fun, I’m also setting up a friendly competition. Everyone who participates will have a chance to win a gift certificate as a thank-you for helping out.

Our collective voice is powerful—but only if we use it. If you can help make calls, please reply to this email and I’ll get you everything you need.

Thank you for showing up, leaning in, and standing up for public education.

In solidarity,  
Peggy Hoy

208.420.7351

“The most common way people give up their power is by thinking they don’t have any.” — Alice Walker