

## Staff Development Notes

Wednesday, November 19th 2025




Members Present: L. Lee, J. Dietz, M. Schubert, A. Ernst, E. Perpich, B. Zender, R. Lablanc, J. Fort, W. Gindorff, D. Fischer, D. Hillsdale, N. Schmitt, S. Buhlmann, M. Gindorff, C. Lipski.

### Grounding Principles:

1. Listen to understand and see different viewpoints, not reply.
2. Be positive in your intentions and assume others are doing the same.
3. Remember our guiding objectives:
  - a. To be the most effective instructors
  - b. Foster and promote professional growth
  - c. Curriculum-driven instruction and principal-identified needs.
  - d. Relicensure requirements
4. Good enough is the enemy of greatness!

### Topics of Discussion:

1. Welcome: Mike Gindorff
2. ElevatePD 2025-2026
  - a. Meeting dates (Applications and Exit Presentations are due one week before these dates).
    - i. Tuesday, December 9th 2025
    - ii. Tuesday, February 17th 2026
    - iii. Tuesday, April 28th 2026
3. Staff Development
  - a. From the leadership retreat in June
    - i. Plan for 2025-2026 School Year
      - a. Planning/improving PLC
        - i. The MTSS Team has created monthly PLC discussions for next year, which are underway.  
  
\*For re-licensure, we still need to do PBIS, even though the rest of PBIS went away. (Transformed into MTSS).
      - ii. Still working on improving the documentation.
    - b. High Reliability Schools (HRS) [LINK](#)
    - c. STAR → Fastbridge
4. Relicensure Information: Proposed Schedule
  - a. PBIS/MTSS: **2026: Spring**
  - b. Mental Health: **2024 ✓**



- c. Suicide Prevention: **2024 ✓**
  - d. Cultural Responsiveness: **2026 Spring**
    - i. Model of sustainability
    - ii. MN Indigenous training: MDE Key Concepts and Terms
  - e. ELL Instruction: **2027 ✓**
  - f. Accommodating, modifying, and adapting materials: **2026**
  - g. Reading: **2026**
  - h. Infinites: Jessica Dietz or Mike Gindorff
5. Mentoring Program updates: Jessica and Wendy  
*\*Received one response... Positive feedback overall.*
6. Technology Needs:
  - a. Staff requests for technology **devices** should be submitted directly to the building principal.
  - b. Staff with technology **training needs** should be submitted directly to the staff development representatives. HS: James Fort and CRES: Nicole Schmitt
7. Curriculum Cycles: **ON HOLD**
  - a. Curriculum Review Cycle: Restart and refresh to be done by the 2026-2027 School year.
  - b.  CRES Staff Development Conference Cycle
  - c.  Staff Development Disclaimer
8. Wellness Committee Update: Sue Buhlmann
9. Early Dismissal Schedule:  25-26 Early Dismissal/Workshop Schedule
  - a. Capti in January: Grades 4-12  
*\*Update from Literacy Team... This is the test for students who are low on the STAR test. It is the dyslexia screening we are required to administer.*  
*\*Do all teachers need this training or just those who will be administering the test?*  
*\*The state has determined vague benchmarks; schools can refine these further.*
  - b. MTSS/PBIS in February (Early Dismissal for re-licensure).
10. Read Act Training:
  - a. Updates: *The next big thing is the Capti training and screening for students who need it.*
11. New Business
  - a. Behavior 101  
*\*Paul Bunyan Co-Op to provide training on de-escalation techniques?*
  - b. Executive Functioning  
*\*Can we fit this in with cultural responsiveness on our training/re-licensure schedule?*  
*\*Should this be split up by buildings or grade levels since these behaviors and skills vary greatly between Pre-K and 12th graders?*  
*\*Cindy Goldrich: [LINK](#)*  
*\*Just trying to find a time to schedule this... Next fall would likely be best.*

- \*Can Sue and/or Amy reach out to her with questions? (Will develop a list of questions first).
- \*How do we then make this a part of our culture? Sustainability?

## 12. Staff Development Committee

- a.  Staff Development Committee 25-26
  - i. New form for 24-25: [NEW FORM](#)
  - ii. Updated form:  CROSBY-IRONTON STAFF DEVELOPMENT REQUEST FORM

## 13. Budget for 2026-2027: This will officially start in February 2026.

- a. This year:  Staff Development 25-26
- b. Next year's:  24-25 Staff Development Final Budget

## 14. Para staff development support

- a. Training Manual (Becki)
  - i. Next steps
    - \*Found the training manual. AFSCME officers met with Rick.
    - \*Kathy Hachey is willing to help develop a new para mentorship program.
    - \*Timeline: Will it be ready for next school year? Shadowing with an experienced para?
    - \*A substitute teacher training or in-service perhaps in August?
    - \*Can we advertise this more in the community? (Ex: "Who can be a sub?" [qualifications needed, benefits/pay, etc.]).
    - \*Can we have a district-wide "in-house" or floating sub? (Would this be worth the cost?)
    - \*A program where paras can sub in classes? (Some schools have this). But, then we would lose that para for the day and those students wouldn't get support unless we have a substitute para... Would this create more issues than solving issues?
    - \*Creating a Guest Teacher Binder at CRES like what the HS did this year.
    - \*Need to give teachers time to create "just in case" lesson plans, etc..
    - \*Much of this conversation is for admin to address in regards to training, procedures, etc..

## 15. Schedule for opening days workshops 26-27:

- a. HS: Barry Fischer
- b. Mentoring: Jessica and Wendy
  - i. Two days for CRES teachers switching grades
- c. CRES: Dan Fischer
- d. Entrance Conferences
- e. Opening Days: August 31st-September 3rd 2026  
(Depends on what is decided with the calendar as far as starting before or after Labor Day).
  - i. Bloodborne Pathogens:
  - ii. Right to Know:
  - iii. ElevatePD: Jody Rakow
  - iv. Back to School: HS: September 1st 2026
  - v. Curriculum Day: September 3rd 2026

## 16. Next meeting: December 17th 2025