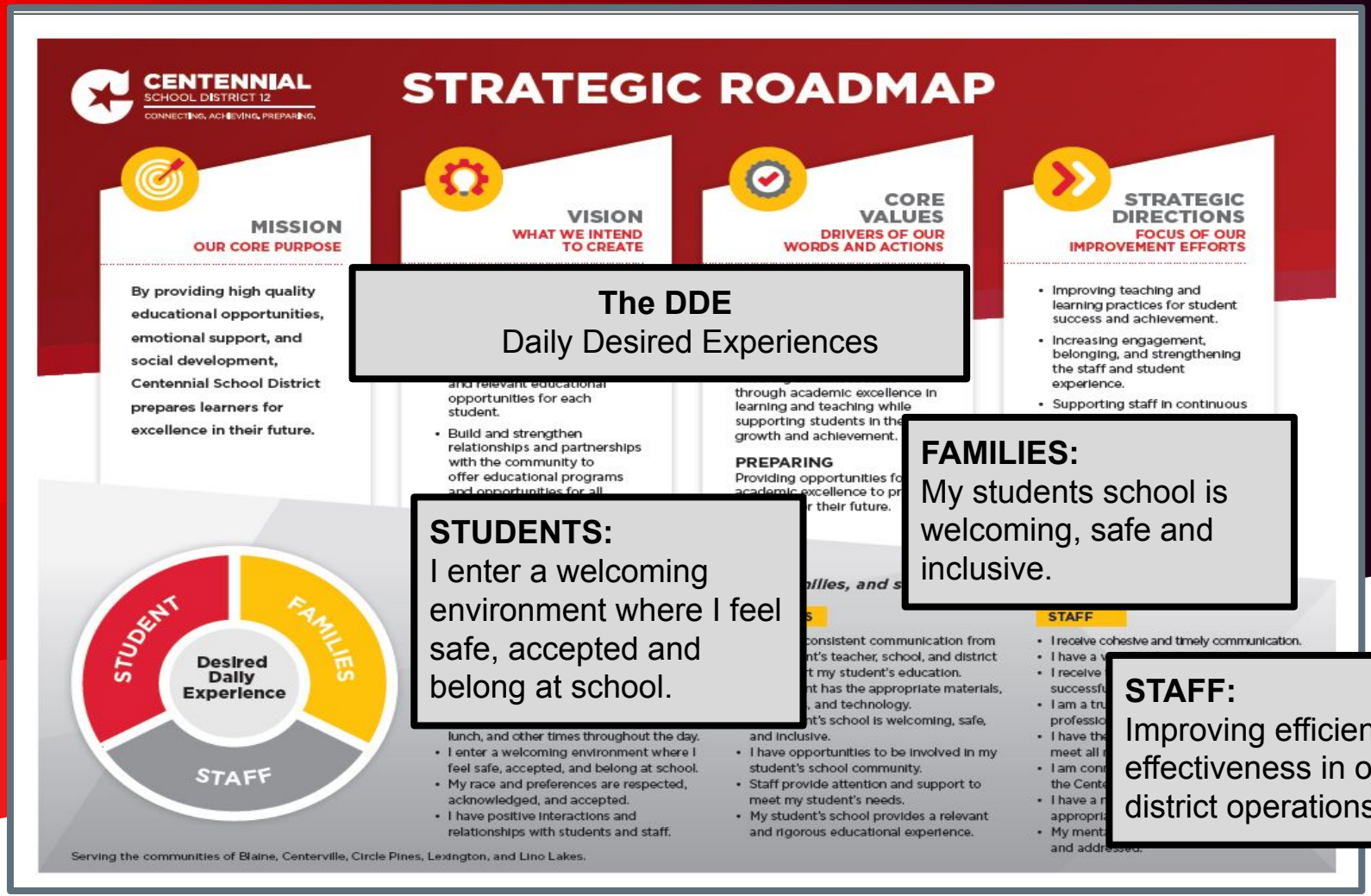
Cougar Connections and FLEX 2026-27

School Board Work Study Session

CENTENNIAL
SCHOOL DISTRICT 12
CONNECTING. ACHIEVING. PREPARING.



The DDE
Daily Desired Experiences

STUDENTS:
I enter a welcoming environment where I feel safe, accepted and belong at school.

FAMILIES:
My students school is welcoming, safe and inclusive.

STAFF:
Improving efficiency and effectiveness in our district operations.

Strategic Development Work

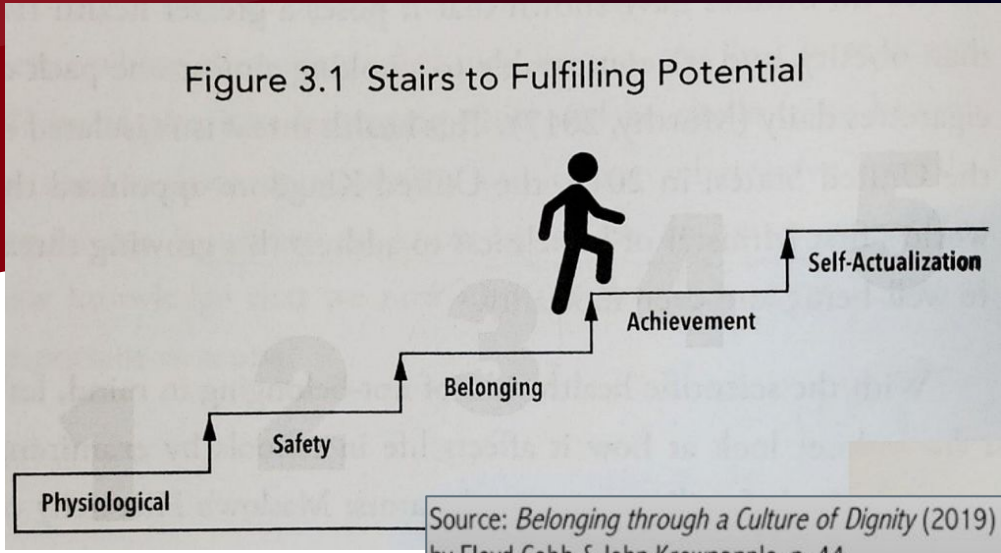
- Improving teaching and learning practices for student success and achievement.
- Increasing engagement, belonging, and strengthening the staff and student experience.
- Supporting staff in continuous improvement of professional practice.
- Increasing family engagement in student learning and school experiences.
- Improving efficiency and effectiveness

Our Outcomes

Desired Daily Experiences: Student

- Providing flexible learning and activity choices that meet the academic, emotional, and social needs.
- Creating welcoming environment where I feel safe, accepted, and belong at school.
- Fostering positive interactions and relationships with students and staff.

Cougar Connection



Source: *Belonging through a Culture of Dignity* (2019) by Floyd Cobb & John Krownapple, p. 44
Adapted from Abraham Maslow's Hierarchy of Needs

- Multi-grade leveled (6-7-8)
- Opportunities for student **leadership / mentorship**
- Establish **Safety** (routines)
- **Belonging** - Focus on SEL (groundings and circles)
- **Achievement** - Build Agency (prioritize; carry out plans)

Student Seminar - January Panel

FLEX

Daily Flex Offering Examples

Daily Flex - teachers **responsive** to the needs of their learners when creating their flex offerings.

Learners reflect on their needs and **advocate** for a flex if it is not yet offered.

Teachers have the **opportunity to schedule** learners into flex sessions, as needed.

Learners are **supported** by their advisor in choosing flex offerings, related to their goals.

Support

Additional instruction for understanding: Teacher Seminar (re-teaching), Interventions, More Practice w/Feedback, Collaborative Work Time

Enrichment

Challenge, wonder, create, inquire, inspire, explore further: Cross-Curricular, Guest Speakers, Service Leraning, STREAM/Genius Projects, Outside of Scope & Sequence.

Extension

More processing time to engage in learning more deeply: Additional learning, Applications, Labs, DOK work, 'Above & Beyond' the standard work

Draft Cougar Connection Advisory + FLEX

26-27 DRAFT - Schedule **Mock-Up**

Option 1: 2nd Hour

6th Grade	8:05-8:58 (53)	CC / Flex 9:02-9:42 (40)	9:46-10:39 (53)	Lunch 10:43-11:08 (25)	11:12-12:05 (53)	12:09-1:02 (53)	1:06-1:59 (53)	2:03-2:55 (52)
7th Grade	8:05-8:58 (53)	CC / Flex 9:02-9:42 (40)	9:46-10:39 (53)	10:43-11:36 (53)	Lunch 11:40-12:05 (25)	12:09-1:02 (53)	1:06-1:59 (55)	2:03-2:55 (52)
8th Grade	8:05-8:58 (53)	CC / Flex 9:02-9:42 (40)	9:46-10:39 (53)	10:43-11:36 (53)	11:40-12:33 (53)	Lunch 12:37-1:02 (25)	1:06-1:59 (53)	1:03-2:55 (52)

Option 2: 1st Hour

601	CC / Flex 8:05 - 8:50 (45)	8:54-9:47 (53)	9:51-10:43 (52)	Lunch 10:47-11:11 (24)	11:15-12:07 (52)	12:11-1:03 (52)	1:07-1:59 (52)	2:03-2:55 (52)
602	CC / Flex 8:05 - 8:50 (45)	8:54-9:47 (53)	9:51-10:43 (52)	Lunch 10:47-11:11 (24)	11:15-12:07 (52)	12:11-1:03 (52)	1:07-1:59 (52)	2:03-2:55 (52)
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Weekly Cougar Connection / Flex Schedule - 45 Min.

Monday	Tuesday	Wednesday	Thursday	Friday
45 Minute Extended Cougar Connection 6-7-8	**10 Min CC 6-7-8** Grounding	**10 Min CC 6-7-8** Grounding	**10 Min CC 6-7-8** Grounding	**45 Minute** Extended Cougar Connection 6-7-8
Plan / Prioritize *Student plan for flex, list priorities; student grade-level leaders* **Check & Connect** *Device-free games, Advisors check in with individual learners*	**35 Min Flex** Flex Scheduler - *Students meet learning goals / develop student agency / Teachers provide support and extension opportunities*	**35 Min Flex** Flex Scheduler - *Students meet learning goals / develop student agency / Teachers provide support and extension opportunities*	**35 Min Flex** Flex Scheduler - *Students meet learning goals / develop student agency / Teachers provide support and extension opportunities*	**Circle** *Sit in reflection circle, talking piece, greetings, shared ideas, device-free connection activity/game* **Advisory Team designs weekly Circle*

Edina Visit

Visit Schedule

October 20 Attendees:

- John Bergeland
- Brooke Johnson
- Audrey Anderson
- Sophia Ahlrichs
- Mary Millerhagen
- *Amy Smalley*

February 4 Attendees:

- Brooke Kulzer
- Abbey Bliss
- Abe Harsell
- Amy Rova Duffy
- Molly Kerfeld
- Caleb Glass
- Tobie Sanvick
- Jen Herrick
- Chris Kopp
- Kari Arvig
- Brendan Fernlund
- **Bob Stevens & Andrea Krueger*

Opportunity: Site Visit

Edina Middle School

- October 20, 2025 - CMS is Full!
- February 4, 2025 - CMS is Full!

South View's progressive work around developing agency and belonging for all learners. We will continue to be a model for what it looks like to be a responsive, challenging, empowering, equitable and engaging middle school.

Sponsoring space and time for other sites and programs to learn and share effective practices builds on our teacher efficacy. There is so much value in learning in the context of an actual school day.

Some schools come to see the flexible learning spaces, others want to see how daily flex time and advisory works, but all schools learn about instructional practices that put learners at the center so each and every student can reach their full potential and thrive.

Schedule	
8:00-8:20	**Check-In, Coffee & Donuts**
8:25-9:10	**Introduction & Building Independent Learners Overview**
9:15-9:40	**Advisory:** Classroom Visits
9:45-10:10	**Daily Flex:** Classroom Visits
10:20 - 10:40	**Student Learner Panels**
10:50 -11:35	**Breakout Sessions 1**
11:45 -12:30	**Lunch Provided -** Teacher Panel: Block Schedule
12:35-1:25	**Breakout Sessions 2**
1:40-3:00	**Pathway Options:** • **Collaboration:** Time with your team to plan with coach support available • **Classroom Visit & Debrief:** See a "Thinking Classroom" in action • **Student Leadership & Purposeful Community Overview** • **Student and Staff Podcasting**

CMS Team Planning / Feedback Loop

CMS - Advisory / Flex Time
2026-27

Dates	Connections
August & September	Intro / Invite to ALL staff: Slide Show
September 22	Met Mark Grossklaus to share vision for Advisory / Flex
Oct. 20	#1 Visit to Edina
Oct 22	Group 1 Team Debrief Meeting: Feedback from Teachers
Nov. 1	Meet with Jimmy Casas - Discuss **Clarity of Vision**
November	Met with Mark Grossklaus to share vision for next year
November	Group 1 Team Debrief #2 Meeting: Feedback from Teachers
Nov. 20	Send Jeff the survey as a heads-up - narrative/timeline
Nov. 28 - Due Dec. 5	**Survey out to Staff, Students, Parents - in Newsletters** • Student Responses - 587 Respondents • Staff Responses - 27 Respondents • Parent Responses - 18 Respondents
Dec. 15-18	Meet with Jeff - Provide survey feedback

CMS Team Planning / Feedback Loop

Feb 4	#2 Visit to Edina Slide Show
Feb 10	Group 2 Team Debrief Meeting: Feedback from Teachers
Feb…(6-13)	Visit with small groups - Edina visitors, LCLs, Professional Growth Committee, Systems Committee, Character Strong Committee • Review Data • Hopes / Dreams / Concerns - link for feedback • Shape the goal for Edina Visit: Vision / Questions
February 11	Systems of Accountability - Teaser / Update on move towards Advisory/Flex

Feb. 13	Edina Principal visits CMS 8am-10am: Presentation
	• **Success-Five:**
	  ○ **Flex Scheduler**
	  ○ **Multi-grade level Advisory**
	  ○ **PLC - Flexible grouping / Data usage**
	  ○ **Enrichment / Intervention opportunities**
	  ○ **Student choice** (Flex Scheduler supports autonomy)
	*Question for program: Can data reports pull WIN time options (choice vs. interventions); another layer of data; MTSS Team - High Risk Students

Feb / March	Flex Scheduler programs - TL, Technology
March	Scheduler Review - Edina Program
March 2	School Board Work Study - Teaser / Update on move towards Advisory/Flex

CMS Team Planning / Feedback Loop

March 3	Parent Update via Newsletter
April	Systems of Accountability - Teachers attend to present
May	School Board Work Study Session - Teachers attend to present
August	Training for Cougar Connection, Flex WIN Time / Flex Scheduler
September 2026-27	Implementation of Advisory / FLEX
Sept 2026 - May ‘27	On-Going Professional Development on Cougar Connection / Flex WIN

Staff, Student, Parent MDS Surveys

CMS Goal for MDS:

Growing student success through **Student Agency and a Sense of Belonging**

- Student Responses - 587 Respondents
- Staff Responses - 27 Respondents
- Parent Responses - 18 Respondents

Limited Teacher Availability / Support

- Teachers not always available to help students
- Some students can’t access help for make-up work or reteaching

Possible Solutions:

- Ensure consistent teacher availability
- Provide structured support for missing assignments or reteaching sessions

Time Constraints

- Limited time in MDS makes it hard to address all needs
- Scheduling conflicts with homework or other support

Possible Solutions:

- Prioritize high-impact activities per session
- Allow choice-based rotations so students can select focus areas

Student Differences & Interests

- Varying personalities, learning needs, and interests among students

- Group activities may not suit everyone

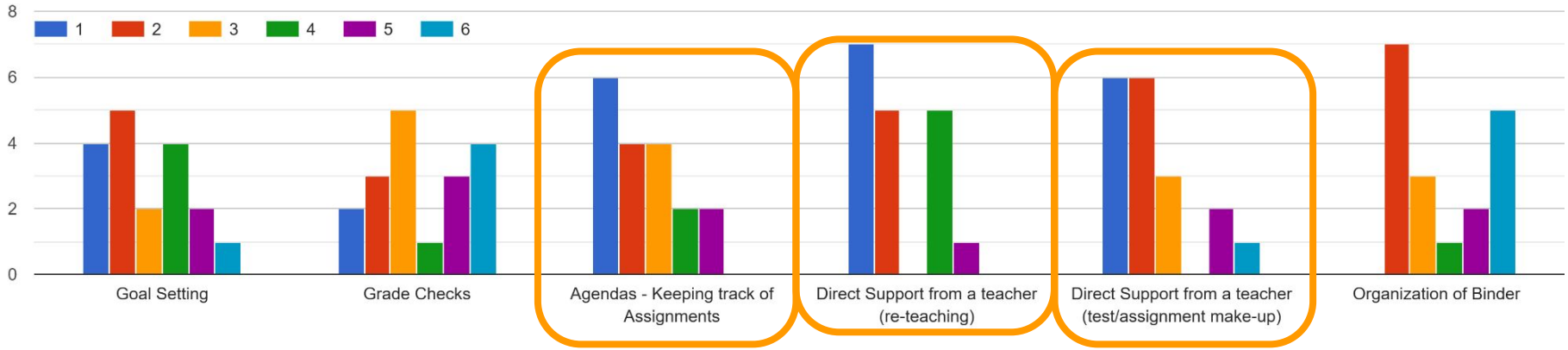
Possible Solutions:

- Offer choice in MDS activities (classrooms or topics)

- Balance group and individual work options

Please rank the following social / emotional skills in order of priority (1 being the skill that should be reinforced most frequently to 4 being the skill needing the least frequency of reinforcement)

Please rank the following academic skills in order of priority (1 being the skill that should be reinforced most frequently to 6 being the skill needing the least frequency of reinforcement)



MEETING STUDENTS' NEEDS

COUGAR CONNECT & FLEX

THRIVING

Thank you!

Questions