

Staff Development Notes

Wednesday, October 20th 2020

Members Present: T. Sablan, R. Swanhorst, A. Geotz, S. Judd, J. Strom, K. Becker, M. Gindorff, J. Skjeveland, S. Buhlmann, C. Meyer, K. Berg, R. LaBlanc, J. Fort, E. Perpich, N. Schmitt, C. Lipski.

Grounding Principles:

1. Listen to understand and see different viewpoints, not to reply.
2. Be positive in your intentions and assume others are doing the same.
3. Remember our guiding objectives:
 - a. Professional growth
 - b. Curriculum driven needs
 - c. Principal's identified needs
 - d. Relicensure requirements
4. Good enough is the enemy of great!

Topics:

1. Welcome: Dr. Skjeveland
2. CIS Credit/Other Programs Reimbursement
 - a. Options going forward: These two programs need to stay separate.
 - i. Sunset of program: Reimbursement exists in CBA (Dr. Skjeveland)
*Was desgined to maintain student attendance with CIS course offerings (vs. PSEO).
And to make sure teachers were qualified.
 - ii. Leave program as is
 - iii. Tied to language in contract.
*Is currently \$5,000 of our budget. Might be something to keep when replacing qualified retiring teachers with new teachers. Especially with certain classes, the requirements are extensive so we should have something in place to help these new teachers.
Verdict: Keep in place, as is.
 - b. Future for other programs not associated with CIS
 - i. Administrative Need, Willing Candidate, and Committee Approval
*Use this process instead of creating more new language.
 - ii. Case by Case basis from committee.
3. Cultural Competency:
 - a. This item is of the utmost importance for a number of reasons (63 students, our indigenous families, recent events, etc.). **Peter Vukelich is working on this...**
*Working on the indiegnous families outreach.

- b. We have a plan for 2021-2022. **Wendy has reached out to PELSB about their training. \$7500 for three trainers for one day. EXCELLENT Workshop!**
 - *Should this be for all staff and not just teachers? (The price above is based on the number of people who attend the training).
 - **Will check to see how this price would change based on the number of staff in attendance.
- c. Relicensure requirements-Infinitec for this year for those renewing their licenses.

4. Modern Teacher

- a. Oct. 30-Jen Strom
 - *Will be virtual. Connected via Google Meet to Sourcewell folks.
 - *Leadership Group/Staff Development Group will meet with Cindy to evaluate staff input from the survey and develop a plan for moving forward. Teacher group will meet with Maggie.
 - *Teacher feedback will determine our future with Modern Teacher.
 - *We will stick to the Early Release schedule even though this is a Distance Learning day for students.
 - **More information to be sent out to teachers and staff soon.
- b. Replace PLC 2.0-**November Site Team**

5. Social and Emotional Learning (SEL) for students and staff

- a. Needs to be purposeful.
 - i. HS: Advisory: Character Strong Curriculum
 - *Going well. Older students think they know it all, but will do it. Middle grades are engaged. Younger students (7th and 8th grade) like it and are getting something out of it. However, many 7th and 8th graders are struggling. The 7/8 PLC has discussed the challenges of connecting with all students, helping them check grades, complete missing work, etc. just once a week. Are we using advisory for its initial, intended purpose?
 - ii. CRES: Second Step Schedule has been sent out and classroom visits are getting underway.
 - iii. Staff: A check-in with staff to see how it is going. Will send out an anonymous teacher check-in survey.
 - *Employee Assistance Program? Email from Lea was sent August 7th.
 - **Send out a reminder about these services.
- b. Two groups will begin training on October 22, through Sourcewell. SEL Training.

6. Curriculum Cycle

- a. Where are we?
 - i. 2019-2020-Reviewed standards.

ii. 2020-2021-Sourcewell Update @4:00

*Cindy Swenson from Sourcewell joined us virtually. Curriculum resource review with Math? K-6 and 7-12 groups of Math teachers. MN standards are scheduled to be revised 2021-2022. More information to come...

*Partnering with Sourcewell will allow us to see what other schools in our region are doing.

*Science curriculum is on our radar.

*HS: Trying to move away from online textbooks in all subjects.

*SPED curriculum. Ex: Use 5th grade Math curriculum for a student at that ability level. Instead of having something totally separate (and old).

*The challenge is not only finding a curriculum, but also resources that are not tied to a textbook.

*Revisit the existing Curriculum Review Cycle document to make sure it aligns with where we are.

- b. Make the process better and work for us instead of making more work for us!
- c. Should be driven by intentional improvement.

7. Future Early Dismissals

- a. Bullying training (required)
- b. Staff Wellness

*Curriculum will be added to this list now.

8. Other items for continued or future discussion

- a. Hourly rate and daily workshop rate of pay has been brought up by some staff members as something we should look at. \$28/hour but \$100 stipend for a full workshop works out to less than \$15/hour for a full day. People make more in summer jobs.
 - i. Pros: More engagement by staff for professional development
 - ii. Cons: Budget impact on Staff Development

*Will continue to investigate/explore and report back.

- b. With the Technology Committee being dissolved, how are those plans and needs being addressed?

*Technology items are not/were not being brought forth for Staff Development to discuss. Part of the issue was that there should have been/should be people on both the Technology Committee and Staff Development Committee.

*There is no more DLT anymore either.

*Re-evaluate term limits and rotating committee members.

*Also evaluate the effectiveness and goals of this new "Mega Committee"

9. Other

*Adding a fourth day onto the Workshop Week schedule?

*Technology Committee Re-Start? (See notes above).