

Staff Development Notes

Wednesday, October 8th 2025

Members Present: R. Aulie, J. Dietz, L. Lee, B. Zender, B. Fischer, D. Hillsdale, S. Buhlmann, W. Gindorff, K. Lonergan, 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. Next year's meetings
 - i. Tuesday, October 14th
 - ii. Tuesday, December 9th
 - iii. Tuesday, February 17th
 - iv. Tuesday, April 28th
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 discussions for PLCs for next year, which are in progress.
 - ii. Still working on improving the documentation for PLCs.
(Revising the spreadsheet that was shared a few weeks ago).
 - b. High Reliability Schools (HRS) [LINK](#)
 - c. STAR → Fastbridge
4. Relicensure Information: Proposed Schedule
 - a. PBIS/MTSS: **2025: Fall**
 - b. Mental Health: **2024 ✓**
 - c. Suicide Prevention: **2024 ✓**
 - d. Cultural Responsiveness: **2025 Spring** (Need to do ASAP)

- 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. Infinitac: Jessica Dietz or Mike Gindorff
5. Mentoring Program updates: Jessica and Wendy
- *A new para mentorship program? More than just the binder/what was created last year.
 - *Survey? Only two new staff... Would this provide honest and accurate data/feedback?
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
- *\$40 from sock sales.
 - *Will be creating a Bingo activity coming up this month.
9. Early Dismissal Schedule:  25-26 Early Dismissal/Workshop Schedule
10. Read Act Training:
- a. Updates: **Capti** (4th-12th grade required dyslexia screening if a student is not at grade level).
 - *Some admin/staff will be attending a training on this soon.
 - *Required to start this in/by January 2026.
11. New Business
- a. Ideas for a schedule for workshops
- [Discussion regarding our professional development days \(topics, activities, logistics, etc.\)](#)
- *Have speakers/individuals come in that would benefit all staff members (not just teachers) on relevant topics. (Ex: Reading, executive functioning, etc.). [vs. individual workshops/conferences].
 - *It seems like the same people are going to workshops/conferences and we are not getting info brought back for the benefit of all teachers. Not everyone looks at the shared document we have.
 - *Perhaps this sharing could become a part of staff meetings or on Early Dismissal days?
 - *So, should people who have come back from workshops/conferences be doing something to actually share/present to other staff and not just merely filling in the Google Doc?
 - *Where do we stand on sending a whole department/grade level to a training at the same time/same days? (Consideration: Number of absences per building, availability of subs, etc.).

- *Not tying our rotation schedule to the state standards cycle (things change at the state level frequently).
- *This is what happened with the documents we created last year; things changed at the state level and therefore the national conference rotation schedules we made last year quickly became obsolete.
- *Discussed following through with initiatives, especially district-wide chosen professional development goals. (**Sustainability**) [Whatever we decide to focus on, sustainability is important].
- *More PD time to be built into the school year? (Not just at the start of the year).
- *Having PLCs during PD days/time at CRES seems redundant since there are already two scheduled for each month. This time is just more of the same, but should be for something different instead.
- *Use Early Dismissal days to build upon the same topic/identified district-wide PD goal for the year.
- *CRES Arts and Letters PD time to meet and discuss will be needed for next year.
- *We have six contract days to work with; do we give teachers more time, but have students here less? We would want to provide the board with a plan as far as what we would be doing with this extra time. In essence, providing a justification/rationale for the benefits of having more professional development time and less student contact time. (Keeping in mind that we are/have always been close to meeting the minimum contact time for 12th graders).
- *Approved two new staff development requests.

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

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
 - 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: November 19th 2025