

Staff Development Notes

Tuesday, October 12th 2021

Members Present: J. Fort, K. Coughlin, A. Armbrust, T. Novak, K. Schaefer, S. Anderson, N. Schmitt, S. Judd, K. Berg, J. Dietz, S. Buhlmann, J. Skjeveland, M. Gindorff, 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 as teachers
 - b. WBWF, curriculum-driven needs, and principal identified needs.
 - c. Relicensure requirements
4. Good enough is the enemy of greatness!

Topics of Discussion:

1. Welcome new members: Amy Armbrust and Tammy Novak
2. ACP Update
 - a. September 18th Meeting: We approved five projects.
*If you submit a project, you will need to come and present to the ACP Committee. You will also need to present to the ACP Committee once your project is completed.
 - b. **The next deadline to submit an ACP project is December 7th.**
 - c. ACP Committee meetings for the 2021-2022 School year are scheduled for:
 - i. Tuesday, September 28th
 - ii. Tuesday, December 14th
 - iii. Tuesday, February 22nd
 - iv. Tuesday, May 10th
3. WBWF Goals:
 - a. Groups were selected and the team leader meeting will happen in late October or early November. Team meetings will follow and the goal is to have presentations start after the first of the year (January 2022). [WBWF Group Sign-Up](#)
*The Strategic Plan includes Cultural Competency components. But, the challenge is about how we measure this: hard data or reporting feelings? (Need to foster and promote positive relationships and collaboration with ALL employees).
*Wait until after our Cultural Competency Training next week and then see if we could have a few folks to tackle this topic. In other words, people who will help us make Cultural Competency part of our school district culture.
 - b. All children are ready for school.
 - i. **Goal:** 75% of students in the Little Rangers program who will be entering kindergarten in the fall of 2021 will be on-level in Letter Identification and Letter Sounds as measured by the TS Gold assessment in the spring of 2021.

- ii. TS Gold Assessment %: **Letter ID - 98% Letter Sounds - 88%**
- iii. Strategies:
 - 1. AFTT
 - 2. TS Gold Assessment
- c. All third-graders can read at grade level.
 - i. **Goal:** Each grade level, 1st, 2nd, and 3rd, will achieve a Student Growth Percentile (SGP) of at least 60 on the Spring 2021 STAR Reading assessment.
 - ii. Scores:
 - 1. 1st: 39.4%
 - 2. 2nd: 58.6%
 - 3. 3rd: 53.5%
 - iii. Strategies:
 - 1. AFTT
- d. All racial and economic achievement gaps between students are closed.
 - i. **Goal:** The gap in the STAR math assessment between CI students receiving SPED services and students not receiving SPED services will decrease from 34% in 2019 to 30% in 2021.
 - ii. Data:
 - 1. Gap = 29.3%
 - iii. Strategies:
 - 1. Cultural Competency
 - 2. Learning through relationships
- e. All students are ready for careers and college.
 - i. **Goal:** 90% of 9th, 10th, and 11th graders at Crosby-Ironton High School will be on track to graduate based on credits at the end of the 2020-2021 school year.
 - ii. % of students on track:
 - 1. 9th: 76% (5+cr)
 - 2. 10th: 74.4% (11+cr)
 - 3. 11th: 67.14% (17+cr)
 - iii. Strategies:
 - 1. Robust curriculum
 - 2. Advisory period
 - 3. Plan for recovery?
- f. All students graduate from high school.
 - i. **Goal:** Crosby-Ironton High School's 4-year graduation rate will be at least 90% in 2021.
 - ii. Graduation %: 95%
 - iii. Strategies:
 - 1. Advisory Period

4. Relicensure Information: Schedule

- a. PBIS: **2023**
- b. Mental Health: **2024**
- c. Suicide Prevention: **2024**
- d. Cultural Competency: **10/20/21; 2026**

- i. Six-hour workshop with Sourcewell (\$5600) for all employees
 - ii. Model of sustainability
 - iii. Plan for absent employees
 - e. ELL Instruction: **2022 Spring Early dismissal (if needed)**
 - f. Accommodating, modifying, and adapting materials: **2022 Before School; 2025**
 - g. Reading: **2022 Fall Early dismissal; 2027**
 - h. Infinitec: Mike and Jessica: **Trained on May 25th 2021**
 - *Are we using Infinitec to its full potential?
5. Mentoring Program update: Jessica
- *A survey will be sent to new staff soon. Will then report back to the group (Staff Development Committee).
 - *Schoology training on the early dismissal day (9/29) was helpful.
6. Technology Needs: Update: James and Nicole
- *6th grade Media Center projectors: Not hardwiring them in, but there are some available.
 - *Flex spaces: Do we need to look into an audio enhancement system?
 - *New teachers need login info/credentials for Curriculum Trak.
 - *Viewpoint: We are not fans of it. Cannot log in, very "clunky" to use.
 - *Keyboards for the Promethean Boards?
7. Curriculum Cycles: Curriculum group met and have a framework: Jen and Kurt
- a. Curriculum Leads: **Did we select leads?**
 - b. Journal Mapping:
 - c. [Curriculum Review Cycle Document](#)
8. Peer Observations at CRES: Kurt
- *We are not big fans of Teach Point either... very "clunky" and not super relevant.
 - *Create something that is more of a "flowing" document? Too subjective and not confidential?
 - *Can we come up with our own template to indicate what we want to measure?
9. Northern Pines Grant: Any ideas or news?
10. Budget for 2022-2023:
- a. Start later this fall, after the audit to see reserve and enrollment data.
11. Schedule for opening days workshops 22-23: Start in January
- a. Mentoring: Jessica
 - b. Opening Days:
 - i. WBWF Goals and Teams
 - ii. Blood Borne Pathogens
 - iii. Right to Know
 - *Do this individually in the future via Infinitec?
 - iv. Accommodating, modifying, and adapting materials

- v. ACP Refresher?
- vi. Back to School Nights
- vii. Curriculum Cycle
- viii. AFTT

12. Upcoming Training:

- a. AFTT Update: Kurt
- b. Cultural Competency: Oct. 20th: Will be happening in the High School Commons. Breakfast and lunch will be provided. More details/a schedule will be forthcoming.
- c. Early Dismissal: December 15th
 - i. HS SPED: Schedules for the second semester.

13. Tentative Future Meeting Dates:

- a. November 17th
- b. December 15th
- c. January 20th
- d. February 17th
- e. March 17th
- f. April 21st
- g. May 19th

14. Requests or expenditures:

- a. Jessica Dietz: World Languages Network, \$185