

## Staff Development Notes

Wednesday, March 17th 2021

Members Present: K. Coughlin, K. Becker, S. Buhlmann, J. Skjeveland, J. Strom, C. Meyer, K. Berg, R. LaBlanc, E. Perpich, S. Sension, S. Judd, N. Schmitt, J. Dietz, J. Fort, R. Swanhorst, 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
  - b. Curriculum driven needs
  - c. Principal's identified needs
  - d. Relicensure requirements
4. Good enough is the enemy of greatness!

### Topics of Discussion:

1. ACP
  - a. ACP Committee will meet with Sourcewell on Wednesday, March 24th: [More details to come following this meeting.](#)
  - b. Questions to answer:
    - i. Teachers only?
    - ii. Any other questions?
  - c. Hoping to present it to the staff on March 26th Professional Development at High School. Will it work to do the same at CRES?
  - d. Stipend only at this time. Lane change is contractual.
  - e. Trial group: CRES Book Study. Will provide a stipend for this trial run too.
2. Relicensure Information: Proposed Schedule
  - a. PBIS- **2023**: Just did at our last early dismissal on February 26th.
  - b. Mental Illness: **2021 Before School**
  - c. Suicide Prevention: **2021 Before School**
  - d. Cultural Competency: **10/20/21**
    - i. Six-hour workshop with Sourcewell (\$5600) for ALL employees
    - ii. Model of sustainability
    - iii. Plan for absent employees. Will need to come up with something meaningful and good.  
*\*CRES had a meeting to already preview this topic.*

- \*We need to remember: IT IS MORE THAN JUST RACE.
- \*Our goal is to make this part of our school district culture.
- \*Could this almost be a two-day training? There is a lot of information and a lot to process. Additional reflection/processing time may be needed.
- \*We need to be reminded of these things more than we need to be taught.
- \*Perhaps look into refresher conversations as opposed to large, repeated training sessions.

e. ELL Instruction: **2022 Spring Early dismissal (if needed)**

\*We do not meet the criteria for the number of students in this category.

f. Accommodating, modifying, and adapting materials: **2022 Before School**

g. Reading: **2022 Fall Early dismissal**

h. Infinitic: Need an administrator. We use this program for blood-borne pathogens, right to know, etc. It can also be used for re-licensure requirements if somebody is new or missing something required for renewal. Mike will do this to start and then it will be passed on to someone else at a later point.

3. Mentoring Program update: Jessica

\*Very positive feedback. More time with technology, descriptive checklists, missing log-in information... just minor things to tweak.

\*Mid-year reboot meeting: Might be better during an early release day? Those who attended appreciated this opportunity for reflection.

\*Induction dates for 2021: August 9-11th this coming year.

4. Technology Needs: James and Nicole: Any updates?

a. Technology device requests should be submitted directly to Carmen.

\*No rotating schedule for old or non-functioning devices. Just ask Carmen directly.

\*Would be nice to have a back-up computer available for the building/grade-level when immediate needs arise.

b. Technology training needs should be submitted directly to the staff development representatives.

5. Curriculum Cycles:

a. March 26th Professional Development at High School: Jen

\*Will meet in the auditorium in person on March 26th.

6. Budget for 2021-2022: See below.

a. \$135,000 starting point

HS Workshops/Training: \$40,000

CRES Workshops/Training: \$40,000

District PLCs: \$30,000  
Mentorship Program: \$5,100 (Based on the number of new teachers each year).  
Staff Development Committee: \$5,000  
Coach/Advisor Training: \$4,000  
CIS Graduate Credits: \$5,000  
HS Site Team: \$3,000  
CRES Site Team: \$3,000  
PBIS: \$5,000  
Chair of Staff Development: \$1,000  
Secretary/Treasurer of Staff Development: \$500  
Misc.: \$3,500  
= \$145,100  
Budgeted Amount: \$135,000  
= \$-10,100  
Reserve: \$127,000  
AFTT: \$80,000  
Remaining Balance: \$36,900

7. Schedule for opening days workshops 21-22
  - a. What scenario are we planning for?
    - \*We are assuming that in June, Governor Walz will not have emergency powers. Therefore, many of the "rules" such as "close contact" will no longer exist.
    - \*Strongly believe that CRES students need to be in person.
    - \*CRES: Would consider Distance Learning on an individual basis for certain families. Would be at teacher discretion. Teachers would have the right to say "no."
    - \*High School: Infinity will be the Distance Learning option for 7-12 students.
    - \*Infinity has the highest success rate of all online schools in Minnesota.
    - \*OUR DISTRICT IS GOING TO FOCUS ON IN-PERSON LEARNING!
  
8. Requests:
  - a. 6th grade teachers/Leino: ESTEP training \$1590: Approved
  - b. SPED/Kope: Bilingual training \$25: Approved
  
9. We have an online Staff Development form on the school website to fill out. Those forms filled out electronically go to Mike.