

Staff Development Notes

Wednesday, May 21st 2025

Members Present: A. Ernst, E. Perpich, K. Lonergan, L. Lee, N. Schmitt M. Gordon, S. Buhlmann, B. Zender, J. Dietz, 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. CACR, 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

***Tentative dates. Pending calendar check.**
3. Staff Development
 - a. Comprehensive Achievement and Civic Readiness (CACR), formerly the WBWF Goals:
 - i. **Document link:** [📄 2024-2025 CACR Goal Teams](#)
 - ii. The last group presenting in August will use MCA data.
 - b. **DATA Retreat:**
 - i. **Wednesday, June 11th @ 9 a.m.**

***Who will be gathering data for this? It used to be the building principals.**
 1. Plan for 2025-2026 School Year
 - a. Planning/improving PLC
 - i. MTSS Team created monthly discussions for PLCs for next year.
 - ii. How to better teach the current generation of students? How to promote classroom engagement? ("Dopamine stream.")
 - b. Prolific
 - c. Catalyst
 - d. New Teacher Academy

- e. High Reliability Schools (HRS) [LINK](#)
- f. STAR → Fastbridge

***Starting to pilot Fastbridge at CRES for next year; not the whole district.**

***The reason for switching is to meet the new screening requirement for dyslexia.**

4. Relicensure Information: Proposed Schedule

- a. PBIS/MTSS: **2025: Fall Workshops**
- b. Mental Health: **2024 ✓**
- c. Suicide Prevention: **2024 ✓**
- d. Cultural Responsiveness: **2025 Fall Workshops**
 - 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. Infinitic: Jessica Dietz or Mike Gindorff

***Was supposed to be discussed at a high school site team meeting that was cancelled.**

5. Mentoring Program updates: Jessica and Wendy

***Just waiting for new staff to be hired. (3 SPED; 2 at HS and 1 at CRES). Potentially one more at CRES...?**

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

***Working on Promethean Boards at CRES to make sure they can access the internet.**

7. Curriculum Cycles:

- a. Curriculum Review Cycle:
 - i. HS: 📌 Curriculum Cycle
- b. 📅 CRES Staff Development Conference Cycle
- c. 📅 Curriculum Cycle
- d. 📅 Staff Development Disclaimer

***Do something with the READ Act on the curriculum day? We will decide at the data retreat.**

8. Wellness Committee Update: Sue Buhlmann and Jen Strom

***We will see what the new administrators would like to do with this.**

9. Early Dismissal Schedule: 📅 24-25 Early Dismissal/Workshop Schedule

10. Read Act Training: Taylor Demuth

- a. Updates: [LINK](#)

- b. From Sourcewell: By the end of next school year, paras must have four two-hour trainings. Sourcewell will have a train-the-trainer workshop on June 24/25.
 - i. Who's the trainer? Information forthcoming: Anything new?
- c. Grades 4 - 12 requirements are still forthcoming.
 - *Should be all finished up on Friday. The Literacy Committee will figure out what aspects should be implemented for next year.**
 - *CRES paras are done. What about HS paras? (Admin has not been at our meetings so nothing has been decided with this).**
 - *Plan for new teachers and paras? (Coming from a previous school vs. out of college).**



11. New Business

- a. Potential speaker: Cindy Goldrich: Executive Functioning Training: [LINK](#)
 - i. Available during the August workshops if we want.
 - ii. Cost: \$7,400 + travel and hotel, Associate would be \$5,600.
 - iii. Can also offer a parent session. **(Link Crew; evening session).**
 - iv. Full day in August + virtual meetings as a follow-up.
 - *Amy H. reached out to Cindy; was very responsive.**
 - *Could also do the January day in between semesters.**
 - *But, we need to make sure regardless of when we/if we schedule this, we have time for all of the other responsibilities on these days. (Grades, new courses, etc.).**
 - *We are behind with making the Workshop Week schedule because no administrators have attended our Staff Development meetings. Usually we create this schedule with admin at our Staff Development meetings every spring.**

12. Staff Development Committee

- a.  Staff Development Committee 24-25
 - i. New form for 24-25: [NEW FORM](#)
 - ii. Updated form:  CROSBY-IRONTON STAFF DEVELOPMENT REQUEST FORM

13. Budget for 2025-2026: This will officially start in July 2025.

- a. This year:  Staff Development 24-25
- b. Next year's:  24-25 Staff Development Final Budget
 - *Katie L. will become our HS parent representative.**
 - *We will need a CRES representative to join our committee for next year. Perhaps reach out to Liz Toftness?**

14. Para staff development support

- a. Training Manual (Becki)
 - i. Next steps
 - *It is lost somewhere. We will start from scratch with the new principal. There is an electronic version out there, but what was created apparently did not meet expectations/needs.**
 - *Separate HS and CRES manuals; very different expectations at each building.**

15. Schedule for opening days workshops 25-26:

- a. HS: Jen
- b. Mentoring: Jessica and Wendy
 - i. Two days for CRES teachers switching grades.
 - ii. **HS teachers with new courses: A timesheet was submitted for 70 hours.**
 - *Two days per teacher or two days per course? Consensus seemed to be two days per teacher because CRES teachers have multiple subjects/curriculum to teach.**
 - *So, the maximum amount would be two days (sixteen hours).**
- c. CRES: Taylor
- d. Entrance Conferences
- e. Opening Days: August 25th-28th, 2025
 - i. Bloodborne Pathogens: IEA
 - ii. Right to Know: IEA
 - iii. ElevatePD: Jody Rakow
 - iv. Back to School: HS: August 26th, CRES: August 27th
 - v. Curriculum Day: August 28th, 2025.
 - vi. Fastbridge, PBIS/MTSS, Cultural Competency, and Prolific.

***Looking at requesting a change for the end of the school year.**

***Some people would like a full day for teachers to wrap things up instead of just the time starting at 1:00pm once students leave after the early dismissal. (Ex: HS 1:00-3:40pm)**

***However, some others indicate that they are ready to go by the end of our contract time after the early dismissal. (Or even before).**

***Before a decision is made, all teachers should be able to voice their opinion/preference.**

****Action item:** Create a survey to get opinions of all teachers and then re-visit this at the next meeting?

***Is there a timeframe by which we would have to get this request submitted to the board, if it is something we decide we want to change?**

16. Next meeting: Fall 2025