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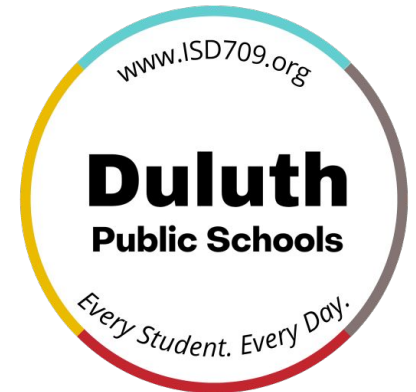
Duluth

Public Schools

Every Student. Every Day.

Superintendent's Report

August 20, 2024



OUR MISSION

Every student, every day will be empowered with learning opportunities for growth, creativity and curiosity, in preparation for their future in a global community.

OUR VISION

Duluth Public Schools provides an academically engaging, safe and inclusive environment with high expectations and responsible use of resources.

OUR CORE VALUES

Learning



Developing a love of learning through life-long inquiry.

Excellence



Having high standards for all through accountability, integrity and authenticity.

Equity



Creating conditions of justice, fairness and inclusion so all students have access to the opportunities to learn and develop to their fullest potential.

Collaboration



Working in partnership with staff, families, students and community.

Belonging



Providing a welcoming and accessible environment where everyone feels safe, seen and heard.

Topics

- Student Reports
- Unity in Our Community
- Leadership Updates
- Back-to-School Updates
- Other

Unity in Our Community

- We held our third annual Unity in Our Community event last night at Bayfront Park from 4 to 7 PM and nearly 80 partners and vendors participated!
- Our East High School Culinary Arts program ran the grills, serving up thousands of hamburgers and hotdogs for community members.
- Thousands of students received backpacks and school supplies donated by Costco, Aspirus and Neighborhood Youth Services, Inc.
- Hundreds of students received free haircuts and styling services.
- Over 5,000 brand new clothing items were donated by Maurice's.





Leadership Updates

- We facilitated multiple leadership training opportunities, including:
 - Duluth Leadership Team on August 13th
 - Principal + on August 14th
 - Elementary/Secondary Instructional Leadership Teams on August 15th
- Today, we held our new employee orientations for new certified and non-certified employees. Tomorrow, we will be holding a training for new special education employees.
- On Thursday, we will be holding our next board work session.
- Next week, our staff members return for professional development and to make final preparations for their students and families!

2024-25 Learning Leadership Teams and Structures



Supporting Every Student - Academic

Core/Tier 1 Instruction

- The What: Teacher Clarity
 - Analyzing standards
 - Communicating Learning Intentions
 - Identifying Success Criteria
 - Sharing Relevancy
 - Using Assessment Results
 - Culturally Responsive Instruction

Professional Learning Communities (PLCs)

- The How: District influenced PLCs (D-PLC) and Site PLCs (S-PLC)
 - Principal led guidance at sites
 - Connection to CITs for oversight of work
 - PLC Handbook and Expectations



Supporting Every Student - Academic

Literacy / READ Act

- The What: Science of Reading and Literacy in all content areas
 - LETRS training
 - Phase I; Year 2
 - UFLI K-2
 - Functional Phonics and Morphology 3-5



Continuous Improvement Teams (CITs)

- The How: School Improvement Plans
 - Literacy goal alignment
 - District
 - Site
 - Department
 - Individual Teacher
 - Oversight of the work of PLCs



Supporting Every Student - Social Emotional Behavior (SEB)

Focus on developing safe and impactful learning environments through implementation, monitoring, and supporting Positive Behavior Interventions and Supports (PBIS) and Multi-Tiered Systems and Support (MTSS) strategies.

The top three action items are:

- A. Support site attendance teams to develop and implement tiered supports and preventative strategies to address attendance concerns
- B. Organize, plan, and support Social Emotional Learning curriculum across tiered supports based on developmental needs of each building
- C. Assurance of PBIS implementation and fidelity at building levels



Supporting Every Student - Family and Community Engagement

Our focus this year is centered around attendance and informing our stakeholders (parents, families, and community partners) through education, teaching, and conversation about the importance of regular school attendance.

The top three action items are:

- A. Building and strengthening family and school relationships.
- B. Creating an engaging point of focus for families and students knowing and understanding the school's attendance policy.
- C. Crafting welcoming environments for staff and families to have discussions and work on establishing regular attendance conversations and check-ins.



Advancing Equity - Addressing Implicit Bias

This year, all staff will be trained on a district developed Implicit Bias training on October 14th, with continuing learning opportunities throughout the school year

The top three action items are:

- A. Implicit bias training developed and offered to all staff as part of the district-wide professional development program
- B. Work with principals, site leaders and CIT teams to ensure implicit bias professional development is a part of and aligned with site based professional development activities
- C. Develop and offer continuing learning opportunities around implicit bias for all staff groups throughout the 24/25 school year



Improving Systems: Recruitment and Retention

Vision:

- Attract, hire, and onboard top talent to support district goals.
- Create a positive and supportive work environment to retain valued employees.

Challenges:

- Staff shortage, competition for talent, diverse workforce needed.
- High turnover rates, employee dissatisfaction.



Improving Systems - Strategic Allocation of Resources

Program Initiatives

- Identify programs for district review that need financial support to move forward.
- Review and evaluate guidelines and options for site and program support. Make all proposed or ongoing programs or staffing sustainable or create specific timelines.
- Inventory internal and external controls. Work with Assistant Superintendent and Directors of TLE.



Improving Systems - Transportation and Child Nutrition

Transportation

- Improve process and communication
- Process map and incorporate weekly staffing meeting to implement new software
- Work with Transportation Manager

Child Nutrition

- Improve checkout processing
- Purchase and implement new register software



Health, Safety & Environment

Health & Safety

- Roll out I Love U Guys updates to emergency procedures (replacing ALICE)
- Updating Health & Safety Documents
- Create new-hire onboarding training
- Move from reactive to proactive safety

Environment

- Create baseline for showing environmental protection improvements



Back-to-School Updates

Gemini Artificial Intelligence (AI) Rollout

General Rollout: August 26th

Overview: [What to look for](#)

AI Draft Regulation: [524.1R - ARTIFICIAL INTELLIGENCE \(AI\) TOOL USE FOR STAFF](#)



Transportation Update

Transportation Systems Upgrade

- Complete rollover of new transportation software
- Align routes to maximize efficiency
- Improve communication systems
- Software system communicates with Infinite Campus in a nightly import



Child Nutrition Update



Child Nutrition Systems Upgrade

- Complete rollover of new food service software
- New POS (Point of Sale) terminals being installed at sites
- Software upgrade communicates with Infinite Campus



Questions