

Staff Development Notes

Wednesday, November 18th 2020

Members Present: R. Swanhorst, S. Judd, N. Schmitt, K. Berg, A. Geotz, J. Skjeveland, J. Fort, S. Buhlmann, J. Strom, M. Gindorff, K. Becker, 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:

1. Welcome: Dr. Skjeveland
2. Technology Committee update: Mike Gindorff
 - a. Carmen Z., Dr. Skjeveland, Kurt Becker, Jen Strom and I met between meetings regarding the technology committee and if it should be reformed. After lengthy discussion, it was determined that because our curriculum management systems are online (Schoology and SeeSaw) that some of our staff development needs and technology needs have become intertwined, thereby eliminating the need for the Technology Committee. As any needs arise, Carmen said she would gladly be a resource, provide training, hardware suggestions, etc.
 - b. Consider designating building reps if concerns or needs arise?
 - *This building representative will help streamline staff development requests related to technology.
 - *This will help with the curriculum side of technology and not just the technical side of technology.
 - CRES: Nicole Schmitt
 - HS: James Fort
3. Modern Teacher Feedback
 - a. Early Dismissal: October 30th
 - *There were a lot of feelings of stress and being overwhelmed via the feedback provided from the "word wall" that we completed.

*K-2 teachers would like to continue with Modern Teacher.

*Teachers would like more time to collaborate with other teachers. What we all found most valuable from October 30th was time to share with colleagues to get a sense of what others are doing in/for their classes.

*Yes, we want more time. But, to do what? Our time needs a focus with whatever we decide going forward.

*When would we find time to do a 5-8 hour Modern Teacher module? Multiple Early Dismissal days? Pay people out of contract time?

*HS needs more buy-in to Modern Teacher, if we decide to continue with it.

b. Going forward

*Will put Modern Teacher on hold for now as a whole. However, we can continue this for the groups of teachers that find this valuable, such as the K-2 teachers.

4. Staff Development Rate of Pay

a. Hourly rate and daily workshop rate of pay was brought up by some staff members as something we should look at. **\$38/hour** but \$100 stipend for a full workshop works out to less than \$15/hour for a full day. People make more in summer jobs.

i. Pros: More engagement by staff for professional development.

ii. Cons: Budget impact on Staff Development

b. Consider the following structure with the idea of monitoring the budget impact and seeing if it increases teacher participation.

i. Hourly meetings-stay at \$38/hour.

ii. Workshops-(Summers only) 4 hours or less-\$100 stipend.

iii. Workshops-(Summers only) More than four hours-\$200 stipend

iv. Mileage and Meals stay the same.

*The School Board has to approve this. This request will be brought forth by the Staff Development Committee.

5. Calendar for 21-22: Due December 4

a. Workshops: Thoughts

*Considering adding on a day to Workshop Week in August. Contractual issue? This could be on any day during the summer and does not need to be the last week of August.

b. Early Dismissals: Thoughts

*Martin Luther King Day (Monday, January 18th) will be used for end of Semester #1 and start of Semester #2 prep time, grades, etc..

*CRES AFTT dates will need to be added.

*Would be a challenge to have a full day (8 hours) of staff development. (Unless it could be chunked with built-in work time).

**If AFTT and Cultural Competency require big chunks of time, perhaps a full 8 hour staff development day would be best?

6. Cultural Competency

- a. Indigenous families: Pete Vukelich is working on this.
- b. Equity Alliance: Next fall \$7500 plus mileage for an 8 hour workshop.
 - i. Workshop day? Can we swap a student contact day for workshop day (contractual issue)?
 - ii. Pay if outside the school year?
 - iii. Do we have time if it's in our three workshop days?
*See above. If AFTT takes up more time, an extra workshop day might be needed.

7. Future Early Dismissals

- a. Bullying training (required)
- b. Staff Wellness
- c. Curriculum
 - i. Schedule?
 - ii. Needs
*Math department training from today will be helpful in setting a model for other departments or subjects in the future.

Next Meeting is December 16, 2020 at 3:45 PM In person.