

## **Staff Development Notes**

Wednesday, January 20th 2021

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

### **Topics of Discussion:**

1. Welcome: Dr. Skjeveland
  
2. ACP Presentation: Sourcewell
  - \*Jody from Sourcewell, an education consultant, joined us via Google Meet.
  - \*ACP = Alternative Career Pathways.
  - \*Will help teachers design their own personalized staff development projects.
  - \*These credits can be used for a future lane-change or a one-time stipend. (\$500 per credit). This would be determined at the district-level.
  - \*Twelve districts in our region currently participate in this program.
  - \*Since 2015, teachers in our region have earned over 2,000 credits via ACP.
  - \*May include budgetary requests to support this new learning.
  - \*ACP Process: Project Idea, Application, Committee Review, Project Approval, The Work, Exit Presentation, Project Completion.
  - \*Exit Presentation: Reflection and reporting back to Sourcewell. What was the impact of the project, was it shared with colleagues, were the learning goals met, etc..
  - \*Costs of the program: Program Cost (includes services provided by Sourcewell staff) and Project Cost (equipment, materials, resources, etc. needed for the requests). (Program Cost: About \$18,000 per year based on the number of full-time teachers). (Project Cost: Could allocate about \$17,250 in project expenditures.)
  - \*Would be paid for attendance for ACP meetings. \$25 per hour, up to five teacher members of the committee.
  - \*Sample Projects: Literacy (targeted interventions, phonics, fluency), Equity, Standards-Based Grading, TAB (Teaching for Artistic Behavior), etc..

\*Wide variety of project possibilities... Student needs, community needs, etc..

\*Discussion: This money would not come out of the Staff Development budget. \$17,250 is reimbursable by Sourcewell and so is the \$25 per committee member (up to five). (Would be \$250 per teacher to cover project costs).

\*We would pay the \$18,000 for the Program Cost.

\*A lot of these topics/projects we have discussed already or are doing already.

\*This can be done in pairs or groups of teachers within the district.

\*Kami can ask teachers within her Masters' group about what they are doing at schools around our area.

\*There is a lot of accountability built into this process.

\*Does the district decide if this will be paid via stipend or be used for a future lane change via the Master Agreement? Or will this be determined by teacher choice?

\*This would be optional, not mandatory.

### 3. Relicensure Information:

a. PBIS-Feb 2/26/21: More info will be coming.

b. Accommodating, modifying and adapting materials

c. Further Reading

d. Mental Illness

e. Suicide Prevention

f. ELL Instruction

g. Cultural Competency-10/20/21

i. Six hour workshop with Sourcewell (\$5600) for all employees

ii. Model of sustainability

1. Teacher Leaders ahead of time

2. Buy in at the training

3. Follow through to make it part of our culture (PLC Topic?)

\*The request has been made to do more of these requirements at school during provided/scheduled training days.

\*Do we know when these were last offered? Perhaps make a schedule for going forward?

### 4. Technology Needs: James and Nicole

### 5. Modern Teacher

a. Staff development/future plans?

b. Will revisit when things settle down.

\*Things are beginning to "settle down" so we will revisit this soon.

6. Curriculum Cycles: Where are we?

\*We have an opportunity to get back on track. There is a plan, but we are not on track with it.

\*We will need to do a better job following this plan.

\*Math standards will be changing soon. Are currently using 2007 standards. So does it make sense for them to get new resources at this time?

\*What is the state of MN doing with this plan/cycle? They used to put out a six/seven-year cycle...

7. New Member: Randy is retiring and it would be good to get somebody started so they know what is going on.

Thoughts/Feedback: This Spring we can see if another High School Teacher is interested in joining and bring them to a meeting.

8. Other topics or concerns?

AFTT: Need to decide by May 15th if we can do this with COVID continuing. Currently looking at potential dates.

Induction Survey/Feedback: Wendy and Jessica are working on this.

2021-2022 Budget: Get working on this ASAP. The sooner the better!