



**2025-2026**  
**Staff Development Annual Report**

Rush City Schools Staff Development Committee will be composed of the Q-Comp Council members (teachers of various grades, subject areas, at least one special education teacher), clerical staff, paraprofessional staff, parents, building principals and the superintendent.

At a minimum, the Staff Development Committee will meet two times each school year. Once in January to monitor progress and discuss the district calendar and once in the spring to evaluate and set the focus for the next school year.

Rush City Schools Staff Development Plan is designed to support the goals of the Strategic Action Plans, the Q-Comp Plan, and other licensing and Minnesota Department of Education requirements.

**District Wide Initiatives**

Focus Area	Progress Made	Next Steps
Bloodborne Pathogens, Employee Right to Know, and Mandated Reporting, Cyber Security	All district staff completed these staff development requirements during back to school days with Infinitic and Cybernut	Annual & Ongoing
Structured Literacy Science of Reading / LETRS  READ Act PD for Paras	Teachers: All K-12 reading teachers have either completed this 2 year PD or have completed year 1 and will continue to year 2 in the fall.  Paraprofessionals: All 38 paras employed at the beginning of the year completed their 8 hours of PD.	Ongoing New staff will complete the appropriate training upon hire  We are working with all SCRED Schools to collaborate and provide this learning for new staff.
K-12 ELA Curriculum Work	Continued working to learn the new ELA standards. Amplify CKLA & ELA implemented in grades K-8. Additional curriculum review & recommendations for grades 9-12.	Continue strengthening curriculum and instruction in all grades.
K-12 Social Studies Curriculum Work	Reviewed new standards, worked to identify priorities, selected new	Implement new curriculum in grades K-12, including the PD for

	curriculum to meet those priorities.	the curriculum.
Teacher Relicensure Topic: Cultural Competency	Presenter provided this important learning in November.	Topics for next year: English Language Learners  American Indian History and Culture
Para Processes and Procedures (increase or fade supports)	Processes put into place and shared with Special Education teams. Additional paraprofessional training provided throughout the school year.	Continue into the next school year.
Teacher Evaluation Plan	New observation rubric was approved and utilized. Review of process shared with teachers and feedback gathered in January and May.	No additional PD required for all. Continue with the process.
Discipline Procedures / Non-Exclusionary Discipline	Procedures updated in both buildings. Staff attended training in the fall and winter.	Seeking grant funds to continue learning and plans put into place.
I Love U Guys Standard Reunification Method	Individuals identified for various roles. Initial training took place to familiarize assigned roles.	Review roles and assigned individuals annually, providing training as needed.
Strategic Plan Implementation	Continued learning on structure of strategic plan. Create system to review action cards, vision cards.	Continue to review all & implement plans on an annual basis.
Individual Professional Development As Requested	Staff may request group or individual PD through various funding sources.	Ongoing

## Elementary Initiatives

Focus Area	Progress Made	Next Steps
Standards Based Grading Practices	Learning took place throughout the year. Documents created and shared with teacher teams. Progress made with the priority being ELA & Amplify curriculum.	Continue this work. Additional time needed, especially with new Social Studies curriculum.
Instructional Practices	Staff met 6 times to learn best practices to support students. Observations show many strategies in place.	Walk through observations looking for additional areas of need.
Science Day	Learning about standards and lab opportunities. Implemented science days to provide additional science in a new format.	Successful - continue this work. No new learning needed at this time.
ELA Standards & Curriculum Writing	Specific learning done with the supports for struggling readers.	Implement plans created.

## High School Initiatives

Focus Area	Progress Made	Next Steps
Instructional Model - GANAG	Teachers were all provided with book outlining the GANAG strategy. Team of teachers provided additional PD multiple times throughout the year.	Refresher for all components in the fall. Check for fidelity of implementation and provide additional learning as needed.
Effective PLC Practices	Team of 11 teachers attended PLC Conference in June, 2025. Changes made to PLC structure in the fall.	This needs to continue to be a priority for improvement.
Life Skills Curriculum	Changes made to Advisory including name change to Rush Hour. Life Skills Curriculum took place every Wednesday.	Continue with implementation.
AI	Team of teachers provided PD for the use of AI to support instructional planning.	Continue learning about this evolving technology.

## Requests/Potential Areas of Focus for 2026-27 School Year:

### District Wide

- Team Building / Activities for all - positive relationship opportunities - ONE TEAM
- Positive Family and Community Partnerships
- Provide overview of leadership teams for staff - what is the membership and function of our teams? how do they support our staff and students?
- Continue staff development for paraprofessionals, planning for how to support student specific needs
- Consideration for individuals with non classroom roles and elective teachers, individualized professional development plans
- Relicensure topics: English Language Learners, American Indian History and Culture
- Mandatory Trainings - flexibility to complete this on our own, make sure the hours are reflected on the PD calendar
- Math Standards and Curriculum Review
- Social Studies Curriculum Implementation
- Assessment PD CAPTI Read Basix (1 hour)
- SMART Finance - replacement for Skyward

### Elementary

- Continued ELA Mapping/Implementation
- Play-Based Connection/Learning (EC/K)
- Grade Level Common Assessments / Rubrics / Standards Alignment (next steps in Standards Based Grading)
- Talking To Stress (Trauma Informed Practices / Emotional Regulation)
- Educlimber tools and resources
- PLCs - restructuring
- Synergy - features available for many things beyond attendance and grades

### High School

- Refresh GANAG
- Grading practices / late work in the fall - continue this discussion
- PLC work - include grade level groups
- Educlimber tools and resources
- Restorative Practices & Planning Room
- Synergy - features available for many things beyond attendance and grades