

# Nevis School District 308

## Staff Development Plan

2026–2027 School Year

### Purpose

The purpose of the Nevis School District 308 Staff Development Plan is to support continuous professional growth that improves student achievement, strengthens instructional practices, and promotes a culturally responsive and inclusive learning environment for all students.

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### Staff Development Committee Members

Shawn Klimek	Interim Principal
Melinda Mowder (Chair)	High School Classroom Teacher ELA
Stephanie Houchin	High School Educational Assistant
Megan Henry	Speech/Language Pathologist/Parent
Kevin Longtin	High School Classroom Teacher ( Science)
Michelle Haldeman	Elementary Teacher/ Parent

### Goals

1. Improve instructional strategies to increase student engagement and achievement.
2. Strengthen culturally responsive teaching practices.
3. Enhance collaboration among staff.
4. Support student social-emotional well-being.
5. Use data to inform instruction and decision-making.

## Staff Development (for CEU credit) Schedule (9 Days)

Date	Focus Area	Description	Facilitator	CEU Credits
<b>Day 1: 8/31/26</b>	District Goals & Data Review	Analyze student performance data and set building goals. Blood Borne, RTK- Bullying, Seizure	Online Training & Brad Johnson	2
<b>Day 2: 9/1/26 (1 Hour Each)</b>	<b>Cultural Competency</b>	<ol style="list-style-type: none"> <li>1. Racial, cultural, and socioeconomic groups</li> <li>2. American Indian and Alaskan Native students</li> <li>3. Religion</li> <li>4. Systemic racism</li> </ol>	NWSC	4
<b>Day 3: 9/2/26</b>		JMC Training	Jodi Sandmeyer	2
<b>Day 4: 9/3/26 (1 Hour Each)</b>	<b>Cultural Competency</b>	<ol style="list-style-type: none"> <li>1. Gender identity, including transgender students</li> <li>2. Sexual orientation</li> <li>3. Language diversity</li> <li>4. Individuals with disabilities &amp; mental health concerns</li> </ol>	NWSC	4
<b>Day 5: 1/18/27 Teacher Inservice</b>	<b>Speaker or Online Training Opportunities</b>			
<b>Day 6: 2/12/27 Teacher Flex Day</b>	Must be pre-approved			Up to 6 hours- new form to track hours

Date	Focus Area	Description	Facilitator	CEU Credits
<b>Day 7: 6/1/27 Teacher Inservice</b>	TBD: Last Day of School			
<b>Days 8 &amp; 9: Late Starts 8:00-10:00</b>				
<b>9/22/26</b>	Analyze student performance data/PLC			2
<b>10/21/26 (1 hour each)</b>	<b>ELL Speaker</b>			1
<b>11/18/26</b>	TBD			
<b>12/9/26 (1 hour each)</b>	<b>PBIS Speaker</b>			1
<b>1/12/27</b>	TBD			
<b>2/9/27</b>	Analyze student performance data/PLC			2
<b>3/10/27</b>	TBD			
<b>4/20/27</b>	TBD			

### **Fall Back to School Plan: SUBJECT TO CHANGE**

- 1st day: All Staff-Blood Borne, Bullying, Seizure, Work in Room
- 2nd day: Teachers only-(Morning-Speaker 4hrs, Afternoon-gradebook, work in rooms)
- 3rd day: Teachers & EA-Open House (HS in noon-7:30)
- 4th Day: Teachers Only-(Morning-Speaker 4hrs, Afternoon-gradebook, work in rooms)

### **Other Trainings: Time and Date TBD**

- Suicide Prevention
- Stop The Bleed-Julie Nicklason 1 hour
- Cardiac Emergency Response Policy-Julie Nicklason 1 hour

- Mandated Reporter (Online Staff Training)  
<https://mnchildwelfaretraining.com/training/mandated-reporting-training/>

**Potential Trainings: Time and Date TBD**

Topic	Contact Information	Contact Made?
Peacemakers: Violence and Bullying Prevention Programming	Joanna Wallenberg & Keila McCracken <a href="#">Joanna Wallenberg, LICSW</a> (she/her/hers) Learner   Achiever   Input   Intellection   Analytical <a href="mailto:joanna@peacemakerresources.org">joanna@peacemakerresources.org</a> <a href="#">Peacemaker Resources</a> P   218.444.8048 C   218.255.3576	Yes

**Staff Development Possible Changes**

We are currently discussing moving from a 5 year rotation to a 3 year rotation of training. This will allow for flexibility if staff miss a training date or if we hire someone from another district.

**New Flex Day Form:**

[Flex Day Hours](#)