

1 May 2018 PSDC Spring Annual Meeting

Members Present:

Elizabeth Jorgensen, Joni Jensen, Sheryl Holmgren, Linda Liedle, Lynn Steinmetz, Shannon Sylvester, Damaris Campeau, David Anderson, Carol Kline, Cal Johnson, Jason Cress, Zack Fugate, Brian Collins

Narrative:

We started the meeting by looking at the Annual survey results. Regarding the likert scales, staff (45 participants) averaged 3.1/5.0 (62% favor) for outside experts presenting to us. Somewhat paradoxically, staff also showed low confidence (3/5, 60% favor) in their confidence on Trauma Informed Schools implementation. We discussed the value of the likert scale. Research shows that anything less than a 10 point scale will trend regression to the means. Perhaps we will gain the most value from this survey by looking at the "1" and the "5" responses in greater depth.

Dave Anderson and Cal Johnson presented briefly on the opportunities for Unity School District to lead the area in training and implementation of the Wisconsin DPI initiative called "Mental Health First Aid." The WiDPI has a slideshow at their web site. We have local trainers that can lead two 4-Hour workshops for 30 participants at a time.

Many staff requested Curriculum time and team meeting time. Cal suggested that we work on room readiness and material readiness first to relieve the stressors. At that point we can work meaningfully in mental and academic preparedness. Staff members have reflected that they appreciated time used for valuable and meaningful work in large time blocks. August 29 and 30 are Unity Academy days that can be used to build something and do something powerful and meaningful. Our staff are reflecting, "It is nice to have the information, but what can we DO with it?" How can we address what is directly in front of us and dive into addressing deep issues that take time, mental investment, and strategy.

August is a month of Policy and Procedure, but we also want to address Mental Health First Aid, Personalized Learning, Team Meetings, and Room Readiness. Given time to take care of room needs and learning environment FIRST, teachers will likely be more relaxed and receptive of the other tasks required of them. Giving large blocks of time is more valuable and more effective than smaller, chopped blocks of time. We could run a day of Autonomous Professional Choices—Sessions and Choices in Personalized learning that would run more like a conference. One day could also be like the old "Summer Academy".

One day early could have a large block of personal and team time to prepare.
One 75% in professional development (academy), 25% personal implementation with food and fun!

August will have two days of student activities. We discussed the value of "Soft Skills" and the importance of skills as identified by Google for corporate success. This validates the importance of Leadership and Character Education as a district goal and as an integral part of personalized learning. As educators, we need to be aware of what students are truly asking through their behaviors. "How can you help me learn this and be successful and save face at the same time?" Perhaps these days could have a "fair" or "conference" feel to them.

In the August schedule, it could work well to have a "How to..." tied to ONE topic each day. This would include implementation and the hard work. We are very good at is talking about what we need. We are not yet good at figuring out how to implement our desires for success. Growth mindset. How to... We need to have a Growth Mindset Inservice on Personalized Learning by example, through doing (No "Sit and Get").

Ultimately, our PSDC mission needs to be based on a vision of core values that we will address each and every day — leadership, Growth Mindset, and character development. We need to to build our year on the reinforcement of these ideas through our Inservice offerings.

We seem to have lost touch with our tradition of celebrations of each other and our longevity here. The celebration of duration and accomplishment needs to come back in strength. The longevity pins, awards, and recognition are important.

28th is Open House: Staff Hours unresolved...are we on 11 AM to 8 PM, perhaps?

Priorities of Meaningful and Invested Approaches:

Charlotte Danielson's Framework in Action (Staff Organization and Collaboration)
Mental Health First Aid (Two 4-hour session)

Topics for August, Policy and Procedure

Mental Health First Aide — Cal Johnson, Dave Anderson
Homeless Youth — Zack Fugate
District Goals: Personalized Learning! Heavy Work on this!!!
Leadership and Character Development
Habits of Mind

Transitions?

CPI (Restraint) — Carol Kline
ALICE — A part of our School Culture
Seclusion and Restraint
Blood Borne Pathogens
Tier 1 and Tier 2 PBIS Training — Philosophy, Reteaching
Employee Benefits
Food Service Line
Staff Photos
CESA 10 Luke Safety Training
Attendant Care Training
District Coaches
CPR
Understanding Referrals
Mandatory Reporting
IEP Reading

A Model for August Inservice: Personalized Learning Umbrella

Day 1: Classroom Preparation

Day 2: Leadership and Character Development — “Soft Skills”

Day 3: Growth Mindset — Accepting Challenge Head On

Day 4:...

Our structure should be engrained as “Do as we Do”.

Topics on Other Dates (Sept 21, Oct 5, Jan 21, May 24, June 6, June 7)

District Goals

- 1. Nurture and promote a positive culture of respect, leadership and character for all.*
 - 2. Encourage career readiness through school and community partnerships.*
 - 3. Promote and provide flexible accelerated, personalized learning opportunities for all students.*
 - 4. Encourage healthy students, staff, and community while continuing to address mental health needs through various programs and partnerships.*
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Sept 21 — Homecoming Preparation and Educator Effectiveness and Collaboration

Oct 5 — Mental Health First Aid (Full Day Inservice), Whole Child; Curriculum and Team Time

January 21 — Personalized Learning Full Day; Bringing it Back Around; Implementation Strategies (Not a Sit and Get... Working Inservice); Curriculum and Team Time

May 24 — This day will be a forward planning day using data; Growth Mindset Application; Rtl Data Retreat

June 6 — ***Awareness In Personalized Learning through Healthy Transitions:*** Elementary Transitions with Placements and Rtl Groups; Regarding transitions, it comes down to culture. As we move to improve our transitions, we focus on needs and positive growth. We do not want to dwell in negatives or labels, but we need the functionality of healthy transitions and placements. How do we best build the structures and supports of success? It comes down to academic and achievement supports and PBIS as far above the focus on behavior, history, and chemistry. Balance in culture, gender, Math, and Reading among students. In Middle School, we can look at placements in scheduling. In High School, we can transition core skills, core classes, and personalized learning!

How do we nurture enthusiasm in accepting the incoming students? Celebrate the Positive!

What you focus your time on becomes what you get, what you are, what you see. Flip the script and celebrate the positive. PBIS has a lot of statistical information on the successes associated with incorporation of the positive. Corporations that focus on what they are doing right and on goals of what they want to do nurtured success and turned them around to success.

June 7 — Administrative Inservice

Membership:

Chair: Brian Collins

Superintendent: Brandon Robinson

Administrative Team:

Jason Cress

Elizabeth Jorgensen

Zack Fugate

Director of Special Education (School Psych): Carol Kline

Elementary School Rep: David Anderson

Elementary: Joni Jensen

Elementary: **Unfilled**

Middle School Rep: Lynn Steinmetz

Middle School Rep 2: Damaris Campeau

Support Staff: Shannon

Special Education: Linda Liedle

Board: Sheryl Holmgren

High School: Cal Johnson

High School: **Unfilled**