

## Staff Development Notes

Wednesday, November 17th 2021

Members Present: T. Novak, K. Becker, K. Coughlin, K. Berg, J. Skjeveland, R. LaBlanc, S. Anderson, A. Armbrust, J. Dietz, J. Strom, K. Schaefer, S. Buhlmann, N. Schmitt, E. Perpich, 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 as teachers
  - b. WBWF, curriculum-driven needs, and principal identified needs.
  - c. Relicensure requirements
4. Good enough is the enemy of greatness!

### Topics of Discussion:

1. Welcome
2. ACP Update
  - a. The next deadline is **December 7th**
  - b. The remaining meetings for the 2021-2022 School year are scheduled for:
    - i. Tuesday, December 14th
    - ii. Tuesday, February 22nd
    - iii. Tuesday, May 10th
3. WBWF Goals:
  - a. Groups were selected and the team leader meeting will happen in late October or early November. Team meetings will follow and the goal is to have presentations start after the first of the year.  
*\*Team leaders met already and set up meetings for their groups.*
  - b. All children are ready for school.
    - i. **Goal:** 75% of students in the Little Rangers program who will be entering kindergarten in the fall of 2021 will be on-level in Letter Identification and Letter Sounds as measured by the TS Gold assessment in the spring of 2021.
    - ii. TS Gold Assessment %: **Letter ID - 98% Letter Sounds - 88%**
    - iii. Strategies:
      1. AFTT
      2. TS Gold Assessment
  - c. All third-graders can read at grade level.
    - i. **Goal:** Each grade level, 1st, 2nd, and 3rd, will achieve a Student Growth Percentile (SGP) of at least 60 on the spring 2021 STAR Reading assessment.
    - ii. Scores:
      1. 1st: 39.4%
      2. 2nd: 58.6%
      3. 3rd: 53.5%

- iii. Strategies:
  - 1. AFTT
- d. All racial and economic achievement gaps between students are closed.
  - i. **Goal:** The gap in the STAR math assessment between CI students receiving SPED services and students not receiving SPED services will decrease from 34% in 2019 to 30% in 2021.
  - ii. Data:
    - 1. Gap = 29.3%
  - iii. Strategies:
    - 1. Cultural Competency
    - 2. Learning through relationships
- e. All students are ready for careers and college.
  - i. **Goal:** 90% of 9th, 10th, and 11th graders at Crosby-Ironton High School will be on track to graduate based on credits at the end of the 2020-2021 school year.
  - ii. % of students on track:
    - 1. 9th: 76% (5+cr)
    - 2. 10th: 74.4% (11+cr)
    - 3. 11th: 67.14% (17+cr)
  - iii. Strategies:
    - 1. Robust curriculum
    - 2. Advisory period
    - 3. Plan for recovery?
- f. All students graduate from high school.
  - i. **Goal:** Crosby-Ironton High School's 4-year graduation rate will be at least 90% in 2021.
  - ii. Graduation %: 95%
  - iii. Strategies:
    - 1. Advisory Period

#### 4. Relicensure Information: Schedule

- a. PBIS: **2023**
- b. Mental Health: **2024**
- c. Suicide Prevention: **2024**
- d. Cultural Competency: **10/20/21, 2026**
  - i. **Feedback:** Lunchroom seating was not comfortable. Should not be an issue in the future.
  - ii. **Plan for sustainability:** Is part of our Strategic Plan: "Work toward becoming a more culturally responsive staff committed to continual cultural awareness across the curriculum."
    - \*Where are we today? What is our metric/measurement?
    - \*Send out a survey for feedback and follow-up from our October 20th training. (Who will develop this survey?)
    - \*Again, this goes beyond race; Socioeconomic status, LGBTQ+, etc. also need to be included in this conversation.
    - \*Some questions on the new bathrooms to be built in the commons area at the High School. These are individual rooms, not "transgender bathrooms."
  - iii. Plan for absent employees: Kurt, Jen, Jamie

\*Did we have a plan in place ahead of time?

\*How do we require this for support staff who do not need this training for relicensure?

\*An option/module on Infinitec?

- e. ELL Instruction: **2022 Spring Early dismissal (if needed)**
- f. Accommodating, modifying, and adapting materials: **2022 Before School, 2025**
- g. Reading: **2022 Fall Early dismissal, 2027**
- h. Infinitec: Mike and Jessica: **Trained on May 25, 2021**

5. Mentoring Program update: Jessica

\*Awaiting results from the induction feedback survey.

6. Technology Needs: Update: James and Nicole: **Been working on items for sixth grade remodel.**

7. Curriculum Cycles: Curriculum group met and have a framework: Jen and Kurt

a. Curriculum Leads: **Find these!**

\*Question: When can these folks start working on these tasks? Answer: ASAP

\*Contact your building principal if you are interested in this role.

b. Journal Mapping:

c. [Curriculum Review Cycle document](#)

d. 2022-2023 Calendar idea

\*Dedicate one day during August workshop week to curriculum mapping?

\*How much would this cost to pay teachers for an extra day?

\*How would this work with the paras' schedule? When would they make up this one day?

\*\*Will revisit this at the December meeting.

8. Northern Pines Grant: Any ideas or news? **Can Northern Pines create a presentation on how parent mental health impacts students and their actions/behaviors. Could be an Early Dismissal day topic?**

\*Gender identity for CRES. HS did a presentation on this topic in August. Presentation in classrooms?

Classroom presentations are already done in ninth grade health class, but not school-wide.

9. Teachpoint: Develop a new method using Google Sheets?

\*Put together a group to revisit this later on.

10. Budget for 2022-2023:

a. December meeting

b. \$242,000 in reserve

c. \$145,000 for 2022-2023

11. Schedule for opening days workshops 22-23: Start in January

a. Mentoring: Jessica

b. Opening Days:

i. WBWF Goals and Teams

ii. Blood Borne Pathogens

iii. Right to Know

iv. Accommodating, modifying, and adapting materials

v. ACP Refresher?

- vi. Back to School Nights
- vii. Curriculum Cycle
- viii. AFTT

12. Upcoming Training:

- a. AFTT Update: Kurt
- b. Early Dismissal: December 15th
  - i. HS SPED: Schedules for the second semester
  - ii. CRES: Classroom management
  - iii. HS: PLC's?
  - iv. Paras: CPR Training

13. Tentative Future Meeting Dates:

- a. December 15th
- b. January 20th
- c. February 17th
- d. March 17th
- e. April 21st
- f. May 19th

14. Requests or expenditures: None