

## Staff Development Notes

Wednesday, September 16th, 2020

Committee Members Present: N. Schmitt, C. Meyer, K. Berg, E. Perpich, K. Schaefer, J. Fort, S. Buhlmann, J. Strom, K. Becker, J. Skjeveland, R. Swanhorst, T. Sablan, 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:

1. Welcome: Mike Gindorff and Dr. Skjeveland
2. 20-21 Budget Discussion [Good](#). ☐
  - a. \$143,000 Budget allowance for the 20-21 School Year
  - b. \$86,000 Reserve
  - c. See Spreadsheet ([Chart below](#))

2020-2021 Staff Development Budget

High School Workshops/Training	\$40,000
CRES Workshops/Training	\$40,000
District PLCs	\$30,000
Mentorship Program	\$5,100
Staff Development Committee	\$5,000
Coach/Advisor Training	\$4,000
CIS Graduate Credits <a href="#">*Possible renaming of this line item in the future? (Continuing Education Credits)?</a>	\$5,000

High School Site Team	\$3,000
CRES Site Team	\$3,000
PBIS	\$5,000
Chair of Staff Development	\$1,000
Secretary/Treasurer of Staff Development	\$500
Misc.	\$3,500

- d. Have we received any additional funds? No, but there are sources if the needs are COVID related. Would we do this if it were not for COVID? If the answer is “NO” we have funds to cover that.

3. CIS Credit Reimbursement

- a. Approve Kelly Moore \$1000 Approved.
- b. Sunsets 2020. Legislature no longer funds the programs after 2020.  
We will be continuing this program and possibly combining it with/into a general Continuing Education Credits fund. (See item below).

4. Workforce Coordinator (from last year) and similar position criteria going forward.

- a. Administrative decisions-Teacher Training-Guarantee of service.  
Consensus: It is good to continue these types of programs. The language will need to be worked out.
- b. Approve Minnie Fischer \$2500 Approved.

5. Modern Teacher

- a. Feedback
  - i. Overall positive feelings, some mixed. Stipend was greatly appreciated.
  - ii. Felt like we were plopped in the middle of the program.
  - iii. Follow through.  
Discuss during October 30th Early Dismissal time: Small group discussion with Sourcewell representatives in attendance here.  
Could create a plan for us based on our feedback and needs.  
We still have access to Modern Teacher if we want to view other modules.  
We need to plan our time for literacy and fluency components.  
Will send a reminder message to those who have yet to complete the module.

- b. Future Plans
  - c. Reaching out to other districts: Little Falls?
- 6. Things on Hold:
  - a. AFTT
  - b. PLC 2.0 (replace with Modern Teacher?)
- 7. Curriculum Cycle
  - a. Where are we?
    - i. 2019-2020-Reviewed standards.
    - ii. 2020-2021-? Q: Do content teams still exist? A: Yes, but not like they used to.
  - b. Use the MDE framework
  - c. How to make the process better and work for us instead of making more work for us! No more cutting and gluing standards!
  - d. Should be driven by intentional improvement. Should reach out to other schools to see how they operate without a curriculum coordinator.  
We have money to use at Sourcewell. (\$208,000)
- 8. Cultural Competency:
  - a. This item is of the utmost importance for a number of reasons (63 students, our indigenous families, recent events, etc.). Socioeconomic status is important too. There are opportunities out there from Sourcewell. This is something that must be addressed ASAP.
  - b. We have a plan for 2021-2022. Will have people to come in and present.
  - c. Relicensure requirements
    - i. Infinitic for this year for those renewing their licenses.
- 9. Social and Emotional Learning (SEL) for students and staff
  - a. Needs to be purposeful.
    - i. HS: Advisory: Character Strong Curriculum Will start October 5th.
    - ii. CRES: Second Step
    - iii. Staff: Make sure we are looking out for each other; deeper than work. It's okay not to be okay sometimes. What does it look like to take care of each other?
  - b. Two groups beginning training at Sourcewell in October.
- 10. Early Dismissals
  - \*October 30th: Modern Teacher

\*ASAP: Cultural Competency

11. Other items for continued or future discussion

\*We are spending a lot of time learning to do things, such as technology apps. Can we find a better way to help each other? (Staff Resources)

12. Other thoughts

\*It is okay to take a break. It is okay to give kids a break too.

Next meeting: Wednesday, October 21st