Staff Development Notes

Wednesday, November 15th 2023

Members Present: J. Dietz, J. Fort, M. Gordon, B. Zender, K. Andrusick, R. Lablanc, N. Schmitt, K. Becker, K. Lonergan, J. Dietz, L. Lee, J. Skjeveland, D. Hillsdale, J. Strom, M. Gindorff, C. Lipski.

Grounding Principles:

1. Listen to understand and see different viewpoints, not reply.
2. Be positive in your intentions and assume others are doing the same.
3. Remember our guiding objectives:
   a. To be the most effective instructors
   b. Foster and promote professional growth
   c. WBWF, curriculum-driven instruction, and principal-identified needs.
   d. Relicensure requirements
4. Good enough is the enemy of greatness!

Topics of Discussion:

1. Welcome: Mike Gindorff

2. ACP Update
   a. The project deadline is Tuesday, December 15th 2023.
   b. The next meeting is Tuesday, December 12th.

3. WBWF Goals:
   a. **Document link:** **23-24 WBWF Goals**
   b. Teams: 2023-2024 WBWF Goal Teams
      i. Goals changed from five to four: Adjustment plan.

      *"Read by third grade" has been eliminated. Will come back to this and discuss how to adjust at a later date.

4. Relicensure Information: Proposed Schedule
   a. PBIS: **2025**
   b. Mental Health: **2024 Before School**
   c. Suicide Prevention: **2024 Before School**
   d. Cultural Responsiveness: **2025**
      i. Model of sustainability
         1. Teachers: PLC Talking Points
         2. AFSCME
         3. Administration
   e. ELL Instruction: **As needed**
   f. Accommodating, modifying, and adapting materials: **2026**
   g. Reading: **2026**
   h. Infinitec: Jessica Dietz or Mike Gindorff

5. Mentoring Program updates: Jessica

6. Technology Needs: Update: James and Nicole:
    a. Staff with technology **device requests** should be submitted directly to the building principal.
    b. Staff with technology **training needs** should be submitted directly to the staff development representatives. HS: James Fort and CRES: Nicole Schmitt:
    c. Ransomware training and online security training.
       *Carmen and Matt will be coming to CRES at some point to do this training.
       *Technology funds are separate and therefore cannot be cut/reduced.

7. Curriculum Cycles:
    a. August Workshops update

8. Wellness Committee Update: Sue Buhlmann and Jen Strom

9. Early Dismissal Schedule: 🟩 23-24 Early Dismissal/Workshop Schedule
    a. February planning

10. Science of Reading Training: Kurt
    a. Interdisciplinary Literacy: Jen Strom

       *For full details... READ Act (Link to MDE website)

       *The READ Act: Phase One has to be completed by July 1st 2025. Training has to be offered by July 1st 2024.
       *Three programs approved by the state to choose from. LETRS, CAREIALL, CORE.
       *Includes both asynchronous and synchronous meetings (CORE... leaning toward this program).
       *CORE has seven modules (each module is five or six hours in length).
       *Eight teachers are currently doing LETRS and would not need to do CORE (if that's what we end up choosing). But, this could affect these teachers not being able to teach reading at a certain grade level (specifically 6th grade vs. K-5th).
       *Only reimbursement from the state is for the program, not the time staff put into it. (They already acknowledged the funds will run out).
       *New college graduates would need to be trained on this as well. (Colleges aren't doing this so it will need to be on the school districts to do).
       *Starting to look at the calendar for next year and seeing where this would fit so we can all (multiple phase people) do this at the same time.
       *Decide the program, see what their schedule is like, reconcile it with the calendar for next year, and then budget for it.

11. Catalyst
    a. November 7th, 8th, and 9th: Groups of teachers will be attending at Sourcewell.
       i. Adding Para training to this.
          *Coming from Catalyst... to help support teachers in the classroom.

12. Other items?

    a. Workshops: We need a small group to work on this and develop schedule guidelines to make it equitable and linked to the curriculum schedule.
        i. I am expanding on workshop descriptions.
        ii. Small group to develop a spreadsheet resource.
            1. For more feedback information and follow-through after workshops.
            2. Email staff with guidelines and reminders that there is more than Sourcewell.
    b. eLearning: A small group to update the eLearning policy.
        i. For each building; CRES and High School.
    c. GYO/CIS: Funding is only allowed for CIS. Will clarify/confirm this again. Potential expansion in the future to GYO or work-based learning? (Not our [Staff Development] determination).
    d. HS members meeting:
        i. Online Classes
        *Infinity and Edgenuity: Cannot have more than forty kids in a class. But, it still saves us money in the long run by keeping kids here.
        *Teacher-created courses? (Like what Brainerd does).
        *Multi-tiered support.
        *Will do some more digging and will revisit this topic. Also will reach out to staff and see who would like to be a part of this discussion once more information has been gathered.

13. Staff Development Committee
    a. ✚ Staff Development Committee 23-24

14. Budget for 2024-2025: This will officially start in January 2024.
    a. Final Draft: ✚ 23-24 Staff Development Proposed Budget

15. Para staff development support
    a. Minnie/Liz
    b. Technology Training
    c. Snow Days
    d. Early Outs
    e. Catalyst

16. Schedule for opening days workshops 24-25: We will start working on this in March 2024.
    a. HS: Jen
    b. Mentoring: Jessica and Wendy
    c. CRES: Kurt
    d. Opening Days: August 26-29th, 2024
        i. WBWF Goals and Teams
        ii. Blood Borne Pathogens: IEA
        iii. Right to Know: IEA
        iv. ACP: Jody Rakow
        v. Back to School: HS: August 27th and CRES August 28th(?)

==(Entrance conferences at CRES)==

    vi.   Curriculum Day: August 29th, 2024.

17. Next meeting: December 20th 2023