

Staff Development Notes

Wednesday, September 21st 2022

Members Present: J. Fort, K. Coughlin, E. Perpich, S. Judd, S. Buhlmann, S. Anderson, J. Skjeveland, K. Andrusick, A. Armbrust, R. LaBlanc, K. Berg, K. Becker, J. Dietz, N. Schmitt, J. Strom, B. Zender, 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 first meeting was scheduled for September 27th, but no new applications were submitted.
 - b. Meetings for the 2022-2023 School year are scheduled for:
 - i. Tuesday, December 13th
 - ii. Tuesday, February 21th
 - iii. Tuesday, May 9th

**Due date for applications is one week prior to each date listed above.*
3. WBWF Goals:
 - a. June Data Retreat
 - b. Teams will be meeting this fall and presenting next spring.
 - c. Final document link: [WBWF Goals](#)

**Make sure that all new teachers are aware of this and included in our WBWF teams.*
4. Relicensure Information: Proposed Schedule
 - a. PBIS: **2023**
 - b. Mental Health: **2023 Before School**
 - c. Suicide Prevention: **2024 Before School**
 - d. Cultural Competency: **2024**
 - i. Model of sustainability: PLC talking points
 - ii. Plan for all employees
 - e. ELL Instruction: **2023 Spring Early Dismissal (if needed)**
 - f. Accommodating, modifying, and adapting materials: **2022 Before School ✓**

- g. Reading: 2022 Fall Early dismissal: October 19th
 - i. Grades K-4: Brenda Bendson and Wendy Gindorff
 - ii. Grades 5-8: Lori Vosacek and Megan Syrstad
 - iii. Grades 9-12: Katherine Thoennes and Jackie Larson
 - *Staff Development will send info as it gets closer as to what this day will look like.
 - *This is for all licensed teachers regardless of if they specifically teach reading or not.
 - *What do we have for Support Staff on this day? How about Pre-K?
- h. Infinitec: Mike and Jessica: **New training completed in August 2022**

*At some point we need to add Viewpoint training back into our training schedule... January or February?

5. Mentoring Program update: Jessica

- a. Feedback from this fall; Survey was sent out to new staff today for feedback.
- b. Needs? Catalyst Training
 - i. ENVOY (Catalyst) Training: Sue Buhlmann
 - *Kurt: Can we make this a requirement for all staff? This would help all classrooms to have the same expectations and be consistent for students throughout the year and from year to year.
 - *Can we make people do this on the weekends or after school? If so, how do we incentivize participation?
 - *Training takes a whole day.
 - *Will look into this for further details.

6. Technology Needs: Update: James and Nicole

- a. Technology device requests should be submitted directly to Carmen.
- b. Technology training needs should be submitted directly to the staff development representatives.
 HS: James Fort and CRES: Nicole Schmitt
 - *CRES has a few items but will check with Carmen again in another month once things settle down technology-wise.
 - *Revisit CRES Promethean Board issues before training. This training would likely be after school.
 - *HS: Be sure to contact James if you need assistance with technology *training* (vs. contacting Carmen with technology *issues*).

7. Curriculum Cycles:


- a. Opening Day feedback
 - i. Mostly positive and appreciative for the time to just focus on their curriculum.
 - ii. Hard to dive in on the first day.
 - *Will we use an Early Dismissal day/time to continue with this work?
 - *CRES: Monday, January 23rd?
 - *HS: Early Dismissal Day to accommodate conferences on November 10th?

8. District Video Project: Dr. Skjeveland

- *Do we know our vision statement/strategic plan?
- *Student voice, SEL, empowering students, equity, relevance, etc..

9. Edgenuity program to replace Acellus: Jen Strom
 - a. Pilot?
 - *\$1,500 with a wide range of course offerings for a few people one time.
 - *Otherwise, subscription based.
 - *We will be replacing Acellus with this anyways.
 - *Not great for elective courses, but is good for core classes.
 - *Double check on who would need training.

10. Staff Development Direction
 - a. Needs assessment or SWOT analysis (Strengths, Weaknesses, Opportunities, and Threats)
 - b. Plan development
 - c. Implementation
 - d. Progress monitoring
 - *Mike will take charge of this and conduct this survey/analysis.

11. We need a couple of members:  Staff Development Committee 22-23

12. Budget for 2022-2023: Will start in January.
 - *Pre-K and CRES Parent spots need to be filled.

13. Schedule for opening days workshops 2023-2024: Will start in the spring of 2023
 - a. HS: Jen
 - b. Mentoring: Jessica
 - c. CRES: Kurt
 - d. AFTT: Kurt
 - e. Opening Days: August 28th-31st 2023
 - i. WBWF Goals and Teams
 - ii. Blood Borne Pathogens
 - iii. Right to Know
 - iv. Mental Health
 - v. ACP
 - vi. Back to School: HS: August 29th and CRES: August 30th

14. Next meeting: October 12th (vs. October 19th as calendar indicates; change due to MEA/Early Dismissal).

*Adding a day for parent-teacher conferences in the winter/spring? There would be contractual issues to consider first.

*Could we "re-brand" this into something a bit different? Maybe a Spring Open House and/or something to showcase student accomplishments, clubs/organizations, etc.. We could also connect this to registration for next year, scholarships, FAFSA, etc.. Perhaps connect with Project Unite on this topic?

*If CRES has AFTT could the HS do something to balance this?

*Revisiting staff self-care from last year: What do the staff need? Could we have a group to help with this?