

## Staff Development Notes

Wednesday, September 17th 2025

Members Present: L. Lee, K. Lonergan, J. Kannel, M. Schubert, B. Fischer, J. Dietz, S. Buhlmann, B. Zender, D. Hillsdale, A. Ernst, M. Gordon, 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. 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. ElevatePD 2025-2026
  - a. Meeting dates for 2025-2026:
    - i. Tuesday, October 14th
    - ii. Tuesday, December 9th
    - iii. Tuesday, February 17th
    - iv. Tuesday, April 28th

\*Applications/Exit Presentations are due one week prior to meeting dates.
3. Staff Development
  - a. From the leadership retreat in June:
    - i. Plan for 2025-2026 School Year
      - a. Planning/improving PLC
        - i. MTSS Team created monthly discussions for PLCs for next year.
        - ii. How to better teach the current generation of students?
        - iii. How to promote classroom engagement? ("Dopamine stream.")

\*Some positive feedback for the new high school PLC document, but also some frustrations due to so much information/felt overwhelming.

\*Content/grade level meetings at both buildings. (Across buildings for PE, Art, Music, "Exploratory").

\*Language between grade-level meetings and PLCs? (One more student-focused and one more content-based). We have just referred to both of these as PLCs in the past.

\*This is definitely an on-going conversation about how to make PLCs/meetings be meaningful and beneficial for all.

\*We also want to ensure that teachers who have multiple grades (at the high school) are not missing crucial information about students/initiatives at each grade level.

\*Going forward, perhaps it would be best to start Staff Development Committee Meetings later to accommodate PLCs at the High School. (Staff Development starts at 3:45, but PLCs are supposed to go until 3:50).

(Do we want to start at 4pm in the future?)

- b. Catalyst
- c. New Teacher Academy
- d. High Reliability Schools (HRS) [LINK](#)
- e. STAR → Fastbridge

#### 4. Relicensure Information: Proposed Schedule

- a. PBIS/MTSS: **2025 Fall**
- b. Mental Health: **2024 ✓**
- c. Suicide Prevention: **2024 ✓**
- d. Cultural Responsiveness: **2025 Fall**
  - i. Model of sustainability
  - ii. MN Indigenous training: [MDE Key Concepts and Terms](#)
- e. ELL Instruction: **2027 ✓**
- f. Accommodating, modifying, and adapting materials: **2026**
- g. Reading: **2026**
- h. Infinitec: Jessica Dietz or Mike Gindorff



#### 5. Mentoring Program updates: Jessica and Wendy

\*Will be gathering feedback from new teachers and will report in October.

#### 6. Technology Needs:

- a. Staff requests for technology **devices** 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

#### 7. Curriculum Cycles:

- a. Curriculum Review Cycle: Restart and refresh to be done by the 2026-2027 School year.
- b.  CRES Staff Development Conference Cycle
  - \*Have gotten way off track with where each group is at in the Curriculum Cycle. We need to re-set and get this back on track.
  - \*Too much required direct instruction with CRES new reading materials? How is the piloting of these new materials going for others?
- c.  Staff Development Disclaimer

#### 8. Wellness Committee Update: Sue Buhlmann

\*Do we have funds? Yes; a part of the Sunshine Fund. (This is where it is "housed," but is still a separate balance sheet).

\*\$435 (from sock sales last year).

\*Put the extra socks out for Homecoming to sell?

9. Early Dismissal Schedule: 📅 25-26 Early Dismissal/Workshop Schedule

10. Read Act Training

a. Updates: TBD

11. New Business

\*Blood borne pathogens, mandated reporting, etc. was not covered during Workshop Week. Something will be getting sent out soon.

\*Voted on/discussed new Staff Development requests. (Tabled a few to gather further details/info).  
(Revisited the CRES Staff Development Conference Cycle in accordance with these requests).  
(Where is the High School Curriculum Cycle document that we re-did last year?)

\*Send an e-mail reminding staff to submit Staff Development requests in a timely manner for the "first come, first served" aspect of approving requests (specifically for national conferences) that we established last year.

\*Staff Development Committee compensation: Stipend (with a certain threshold of attendance) vs. hourly pay/timesheet?

12. Staff Development Committee

a. 📅 Staff Development Committee 25-26

i. [NEW FORM](#) (Staff Development Library)

ii. Updated form: 📄 CROSBY-IRONTON STAFF DEVELOPMENT REQUEST FORM

13. Budget for 2026-2027: This will officially start in February 2026.

a. This year: 📅 Staff Development 25-26 No access.

b. Next year's: 📅 24-25 Staff Development Final Budget Budgets from the last several years.

\*Need to spend down some of our balance.

14. Para staff development support

a. Training Manual (Becki)

i. Next steps

\*Status of para mentoring program/the "binder" (or Google Docs) that was created last year?

15. Schedule for opening days workshops 26-27:

a. HS: Barry Fischer

b. Mentoring: Jessica and Wendy

i. Two days for CRES teachers switching grades

c. CRES: Dan Fischer

d. Entrance Conferences

e. Opening Days: August 31st-September 3rd 2026

- i. Bloodborne Pathogens:
- ii. Right to Know:
- iii. ElevatePD: Jody Rakow
- iv. Back to School: HS: September 1st 2026
- v. Curriculum Day: September 3rd 2026

16. Next meeting: October 8th 2025?? (Moved from October 15th due to the start of MEA break).