

## Staff Development Notes

Wednesday, February 19th 2025

Members Present: K. Lonergan, L. Lee, R. LaBlanc, D. Hillsdale, N. Schmitt, S. Buhlmann, E. Perpich, J. Dietz, B. Zender, J. Fort, M. Schubert, C. Lipski.

### Staff Development Agenda: February 2025

#### 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. CACR, 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 Update
  - a. The next meeting will be on April 29th 2025.
  - b. New/Exit projects are due by April 22nd 2025.
3. Comprehensive Achievement and Civic Readiness (CACR), formerly the WBWF Goals:
  - a. **Document link:** [📄 2024-2025 CACR Goal Teams](#)
    - i. One group has presented, and all others are still working.
  - b. DATA Retreat: TBD in March
4. Relicensure Information: Proposed Schedule
  - a. PBIS: **2025: Fall Workshops**
  - b. Mental Health: **2024 ✓**
  - c. Suicide Prevention: **2024 ✓**
  - d. Cultural Responsiveness: **2025 Fall Workshops**
    - 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

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:
  - i. HS:  Curriculum Cycle
- b.  CRES Staff Development Conference Cycle
- c.  Curriculum Cycle
- d.  Staff Development Disclaimer

**\*Will we ever have a second day for Curriculum work included in the contract at some point?**


**\*If so, it would be most helpful halfway through the school year and not two days back to back in August.**

**\*Might be especially beneficial with a new CRES reading curriculum next year.**

**\*This would be something to consider when negotiations happen for the next contract.**

8. Wellness Committee Update: Sue Buhlmann and Jen Strom

- a. Milford Mine Scavenger Hunt

9. Early Dismissal Schedule:  24-25 Early Dismissal/Workshop Schedule

**\*Much of curriculum time in April will likely be focused on doing work for new courses at the high school.**

10. Read Act Training: Taylor Demuth

- a. Updates: <https://education.mn.gov/MDE/dse/READ/dev/>

**b. From Sourcewell: By the end of next school year, paras must have four two-hour trainings. Sourcewell will have a train-the-trainer workshop on June 24-25th.**

- i. **Should we consider sending a couple paras from each building to this workshop so they can help train their colleagues?**

- ii. **Who's the trainer? Information will be forthcoming.**

- c. **Grades 4-12 requirements are still forthcoming.**

**\*We could train paras on early release days throughout the school year. (Six are scheduled for next year... One of these includes the early dismissal for conferences).**

11. New Business



**\*New Teacher Academy at Sourcewell. Are teachings attending this who are supposed to?**

**Apparently this was a straight-up budgeted amount (like a contract). If people aren't going, then the sub costs are lower, etc..**



**\*Requirement or suggestion?**

**\*Can individuals decide to not go if they are not finding it beneficial?**

12. Staff Development Committee

- a.  Staff Development Committee 24-25
  - i. New form for 24-25:  
<https://docs.google.com/forms/d/1m2C7oZuCMD1yXD4k54PgOotckTaPvQEkdonBC8SNc00/edit>
  - ii. Updated form:  CROSBY-IRONTON STAFF DEVELOPMENT REQUEST FORM

13. Budget for 2025-2026: This will officially start in January 2025.

- a. Budget:  Staff Development 24-25
- b. Initial Draft:  24-25 Staff Development Final Budget
  - i. Finalized following our March meeting.
    - \*Increase funds for CRES PLCs? (No more subs anymore).**
    - \*But, we seem to be spending way less at the high school this year with the limited time that is timesheeted. (20 minutes; 3:10-3:20 and 3:40-3:50)**
    - \*Is it necessary to have a specific time when PLCs meet if we have Staff Development funds to help cover this? Could groups meet at times they choose?**
    - \*How do we revitalize PLCs to make them more productive?**
    - \*HS will be using Prolific to develop more data-driven conversations for PLCs.**
    - \*Catalyst: We spent a lot of money on this. What are we doing to keep this alive? Is this something we could re-visit in PLCs?**

14. Para staff development support

- a. Training Manual (Becki)
  - \*Not sure where it is (location-wise) or if it was what we were actually looking for in terms of content.**
  - \*Do we have digital files of these documents that were in it?**

15. Schedule for opening days workshops 25-26: We will start working on this in March 2025.

- a. HS: Jen
- b. Mentoring: Jessica and Wendy
  - i. Two days for CRES teachers switching grades
- c. CRES: Taylor
- d. Entrance Conferences **CRES**
  - \*Is on the calendar for next year. But, are the hours the same for both buildings? (Who addresses this if there is no calendar committee)? An extra fifteen minutes to account for at CRES. (Bring to CRES Site Team?)**
- e. Opening Days: August 25-28th 2025
  - i. Blood Borne Pathogens: IEA
  - ii. Right to Know: IEA
  - iii. ElevatePD: Jody Rakow
  - iv. Back to School: HS: August 26th and CRES: August 27th
  - v. Curriculum Day: August 28th 2025.

16. Next meeting: March 19th 2025