

## Staff Development Notes

Wednesday, December 15th 2021

Members Present: A. Armbrust, K. Berg, J. Skjeveland, R. LaBlanc, J. Fort, N. Ernst, J. Dietz, N. Schmitt, S. Judd, K. Schaefer, S. Anderson, S. Buhlmann, J. Strom, K. Coughlin, 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 as teachers
  - b. WBWF, curriculum-driven needs, and principal identified needs.
  - c. Relicensure requirements
4. Good enough is the enemy of greatness!

### Topics of Discussion:

1. Welcome
2. ACP Update
  - a. No new projects. One exit presentation was completed and finalized by the committee yesterday (Tuesday, December 14th).
  - b. The next deadline for ACP projects is February 15th 2022
  - c. The remaining ACP Committee meetings for the 2021-2022 School year are scheduled for:
    - i. Tuesday, February 22nd
    - ii. Tuesday, May 10th
3. WBWF Goals:
  - a. Team meetings have been happening. School board presentations should begin after the new year.
  - b. All children are ready for school.
    - i. **Goal:** 75% of students in the Little Rangers program who will be entering kindergarten in the fall of 2021 will be on-level in Letter Identification and Letter Sounds as measured by the TS Gold assessment in the spring of 2021.
    - ii. TS Gold Assessment %: **Letter ID - 98% Letter Sounds - 88%**
    - iii. Strategies:
      1. AFTT
      2. TS Gold Assessment
  - c. All third-graders can read at grade level.
    - i. **Goal:** Each grade level, 1st, 2nd, and 3rd, will achieve a Student Growth Percentile (SGP) of at least 60 on the spring 2021 STAR Reading assessment.
    - ii. Scores:
      1. 1st: 39.4%
      2. 2nd: 58.6%
      3. 3rd: 53.5%
    - iii. Strategies:

1. AFTT

- d. All racial and economic achievement gaps between students are closed.
  - i. **Goal:** The gap in the STAR math assessment between CI students receiving SPED services and students not receiving SPED services will decrease from 34% in 2019 to 30% in 2021.
  - ii. Data:
    - 1. Gap = 29.3%
  - iii. Strategies:
    - 1. Cultural Competency
    - 2. Learning through relationships
- e. All students are ready for careers and college.
  - i. **Goal:** 90% of 9th, 10th, and 11th graders at Crosby-Ironton High School will be on track to graduate based on credits at the end of the 2020-2021 school year.

\*This group (Career and College Ready) would like to continue meeting and would be open to all staff wanting to help develop the "Profile of a Ranger Graduate."
  - ii. % of students on track:
    - 1. 9th: 76% (5+cr)
    - 2. 10th: 74.4% (11+cr)
    - 3. 11th: 67.14% (17+cr)
  - iii. Strategies:
    - 1. Robust curriculum
    - 2. Advisory period
    - 3. Plan for recovery?
- f. All students graduate from high school.
  - i. **Goal:** Crosby-Ironton High School's 4-year graduation rate will be at least 90% in 2021.
  - ii. Graduation %: 95%
  - iii. Strategies:
    - 1. Advisory Period
    - 2. Ranger Profile/MCIS
    - 3. Needs: Alternative program or remediation for students that are behind.

\*If groups have updates to WBWF Goals following meetings, please let Mike Gindorff know so this information can be updated. (Specifically, updates to the "Strategies" section).

4. Relicensure Information: Schedule

- a. PBIS: **2023**
- b. Mental Health: **2024**
- c. Suicide Prevention: **2024**
- d. Cultural Competency-**10/20/21; 2026**
  - i. **Feedback**
  - ii. **Plan for sustainability**
  - iii. Plan for absent employees: Kurt, Jen, Jamie
- e. ELL Instruction: **2022 Spring Early dismissal (if needed)**
- f. Accommodating, modifying, and adapting materials: **2022 Before School; 2025**
- g. Reading: **2022 Fall Early dismissal; 2027**

h. Infintec: Mike and Jessica: **Trained on May 25; 2021**

5. Mentoring Program update: Jessica

\*Survey feedback: More time with mentors, tours of the building, visiting places in the community, having a document of "Frequently Asked Questions" to reference throughout the year.

6. Technology Needs: Update: James and Nicole: Nothing new.

7. Curriculum Cycles: Curriculum group met and have a framework: Jen and Kurt

a. Curriculum Leads: Leads were chosen. Will begin this process this spring.

b. Journal Mapping:

c. [Curriculum Review Cycle document](#)

8. Northern Pines Grant: Any ideas or news?

9. Teachpoint: Revisit in the future. If we use a Google Doc for this purpose it would also save money.

10. District Strategic Plan: Dr. Skjeveland

\*Race and gender identity are key issues. There was a Harvard implicit bias survey that some staff completed. (Will be sent to the rest of the committee too).

\*To continue with what we started in October, is there a way to engage with some "follow up" questions from Sourcewell on topics related to cultural competency?

\*We need to get beyond "yes or no" questions and perhaps have questions that measure data on a five-point scale (for example).

11. Budget for 2022-2023: First draft is included below.

a. Link to the spreadsheet : [22-23 Staff Development Proposed Budget](#)

(Need special access to this spreadsheet). Contains the same info as typed below.

2021-2022 Staff Development Budget	2022-2023 Staff Development Budget
HS Workshops/Training: \$40,000	HS Workshops/Training: \$40,000
CRES Workshops/Training: \$40,000	CRES Workshops/Training: \$40,000
District PLCs: \$30,000	District PLCs: \$30,000
Mentorship Program: \$5,100	Mentorship Program: \$5,100
Staff Development Committee: \$5,000	Staff Development Committee: \$6,500
Coach/Advisor Training: \$4,000	Coach/Advisor Training: \$4,500
CIS Graduate Credits: \$5,000	CIS Graduate Credits: \$5,000
HS Site Team: \$3,000	HS Site Team: \$3,000
CRES Site Team: \$3,000	CRES Site Team: \$3,000
PBIS: \$5,000	PBIS: \$5,000



Chair of Staff Development: \$1,000	Chair of Staff Development: \$1,000
Secretary/Treasurer of Staff Development: \$500	Secretary/Treasurer of Staff Development: \$500
Miscellaneous: \$3,500	Miscellaneous: \$3,300
= \$145,1000	Calendar Committee: \$200
Budgeted Amount: \$135,000	= \$147,100
(+/-) -\$10,100	Budgeted Amount: \$145,000
Reserve: \$127,000	(+/-) -\$2,100
<del>AFTT: \$80,000</del>	Reserve: \$242,000
Remaining Balance: \$36,900	Remaining Balance: \$239,900

\*Look into a motivational/inspirational speaker for students and a follow-up activity? Perhaps aligned with the topic of cultural competency? Will revisit in the future.

## 12. Schedule for opening days workshops 22-23: Start in January

- a. Mentoring: Jessica
- b. Opening Days: August 29th - September 1st 2022
  - i. August 29: Curriculum Work
    - \*Does this have to be the first day back? Thoughts?
  - ii. WBWF Goals and Teams
  - iii. Blood Borne Pathogens
  - iv. Right to Know
  - v. Accommodating, modifying, and adapting materials
    - \*Can our own Special Education department do this? Paul Bunyan Education Cooperative and Liz Lee might also have resources.
  - vi. ACP Refresher
  - vii. Back to School Nights (HS: August 31st; CRES: September 1st)
  - viii. AFTT

## 13. Upcoming Trainings:

- a. AFTT Update: Kurt
- b. Early Dismissal: December 15th
  - i. HS SPED: Schedules for the second semester
  - ii. CRES: Classroom management
  - iii. HS: Staff Meeting
- c. Early Dismissal: February 17th
  - i. Paras and Secretaries: CPR Training
    - \*MCIS Training for High School Teachers?
    - \*Potentially doing Viewpoint training as well at the High School?
- d. Early Dismissal: March 23rd
  - i. Paras and Secretaries: CPR Training

14. Tentative Future Meeting Dates:

- a. January 20th
- b. February 17th
- c. March 17th
- d. April 21th
- e. May 19th

15. ISTE Conference in New Orleans: Request from Allison Larsen.

\*Approved.