

## Staff Development Notes

Wednesday, October 12th 2022

Members Present: J. Fort, J. Dietz, B. Zender, S. Buhlmann, J. Skjeveland, K. Becker, K. Lonergan, K. Berg, J. Strom, S. Anderson, 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 21st
    - iii. Tuesday, May 9th

\*Applications are due by December 6th.

\*Many teachers are already doing things that would likely qualify as an ACP project. Perhaps send an email reminding teachers/staff of what "counts" as an ACP project? (Might also be helpful for all of our new teachers/staff too).
3. WBWF Goals:
  - a. June Data Retreat
  - b. Teams will be meeting this fall and presenting next spring.
  - c. Final document link: [WBWF Goals](#)
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**
      - \*A schedule (with location) will be sent out to all teachers/staff shortly.
      - \*Paras will also be attending this training.
      - \*We will be more proactive with the para training/needs prior to the December 14th Early Dismissal day.
      - \*Handle with Care (de-escalation) might be helpful for the paras to complete... And perhaps even all teachers.
      - \*Could the high school do this on December 14th while CRES is doing PLCs?
  - h. Infinitec: Mike and Jessica:
5. Mentoring Program update: Jessica
- a. Feedback from this fall
    - \*Working with mentors and meeting with principals was appreciated.
    - \*Needs: More tech support.
    - \*Spend more time on discipline procedures.
    - \*An outline of all the information presented to reference later would be helpful.
    - \*Would like a list of other new teachers and their contact info to connect with each other.
    - \*Would like to discuss the contract early on. (There was low attendance at the Know Your Contract meeting among new staff).
  - b. Rate of Pay: Current rate of pay for being a mentor is \$500. The current rate of pay of SD is \$38/hour, and that would add up to \$684 for the current requirements.
  - c. Other needs?
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
7. Curriculum Cycles:
- a. New Google sheets format: Progress check?
  - b. HS: November Early Dismissal
  - c. CRES: January Workshop
8. ALICE Training: Jen Strom
- \*ALICE Training with all staff should be happening in the future.
  - \*Familiarize officers with the buildings and perhaps do an active shooter simulation for police training purposes.
9. Dr. Skjeveland
- a. Catalyst training

\*Contacted Sourcewell. We need a couple teachers who are interested and then they can create a plan/training for us.

b. Strategic Plan

10. Edgenuity program to replace Acellus: Jen Strom

a. Updates

\*Submitted requisition. Just need to get people set up.

11. Staff Development Direction (Survey Feedback)

a. Strengths: Supportive, educated staff, many opportunities, well organized for relicensure requirements.

b. 93.8% of respondents felt supported (3 or higher on the survey) in their professional development. There were a couple of 2's (more on this below).

c. Things we should do differently:

i. Provide an opportunities newsletter or briefings for the surrounding area.

ii. PLCs should be used for grade-level communication, not outside things like AFTT.

iii. CRES PLCs after school and not during the school day.

iv. EC representative.

v. More professional trust from the administration.

d. Staff Wellness

i. All talk and no action from the district and administration. "Take care of yourself and your family, but don't really mean that."

ii. We should have dedicated times, events, or programs to promote staff wellness.

iii. Bring back the wellness committee.

iv. Plan some social events/monthly events.

v. Build better relationships (trust, respect) between administration and staff.

vi. It would be nice to have time to work without students or meetings.

12. We need a rep from ECFE:  Staff Development Committee 22-23

13. Budget for 2022-2023: Will start working on this in January.

14. Schedule for opening days workshops 2022-2023: Will start in the spring of 2023.

a. HS: Jen

b. Mentoring: Jessica

c. CRES: Kurt

d. AFTT: Kurt

e. Opening Days: August 28th-31th 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

15. Next meeting: November 16th

16. Other:

\*MCIS training for High School staff. Was on the schedule for August Workshop Week, but will have a date/time for this training coming up shortly.

\*Construction: Still making progress (slowly) toward completion.

\*Reactivating the Wellness Committee: Sue can bring info about what Graphic Packaging is doing for their employees. Reach out to the people who were on the committee before to see if they were interested in rejoining.

\*Continue to focus on "branding" C-I. We need to educate people on what our "brand" is.