

Staff Development Notes

Wednesday, February 17th 2021

Members Present: R. Swanhorst, N. Schmitt, K. Berg, S. Sension, K. Becker, J. Strom, J. Dietz, E. Perpich, S. Buhlmann, J. Skjeveland, 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
 - b. Curriculum driven needs
 - c. Principal's identified needs
 - d. Relicensure requirements
4. Good enough is the enemy of greatness!

Topics of Discussion:

1. New Members: Mike Gindorff
Made a schedule of membership and term dates.
2. ACP (Alternative Career Pathways)
 - a. Presentation: Kami Berg. Shared video of Wendy Hall, K-4 Title 1 teacher at Pillager Elementary. Book room project with sets of books for students. Also shared a slideshow ("Exit Presentation") for a mentor project for different grade levels. Showed a sample of the "paperwork" that needs to be filled out for each project (and then approved by the ACP committee). The ACP committee is made up of teachers (up to five) and one Sourcewell representative. Could also have an administrator on the committee too to make sure the projects are aligned with district/building goals.
**Details on ACP program were provided in the [January Staff Development](#)

Notes.

- b. Vote on it. Yes. Approved.
- c. If yes, select five SD members to serve as an ACP committee.
- d. Stipend only at this time. Lane change is contractual.
- e. Trial group ideas
 - i. CRES Book Study
 - ii. Modern Teacher
 - iii. Google Educator Certificate

3. Relicensure Information: Proposed Schedule

a. PBIS-Feb 2/26/21: Update from Mrs. Strom and Mr. Becker

*Who is in charge of Staff Development days and plans these days?

*Is this a building-level thing? PBIS looks different in elementary school vs. high school. So, likely will be a K-6 and 7-12 thing. More information will be forthcoming in the near future.

b. Cultural Competency: 10/20/21

i. Six hour workshop with Sourcewell (\$5600) for all employees

ii. Model of sustainability

1. Teacher Leaders ahead of time

2. Buy in at the training

a. A one and done event will be a fail

b. What metrics will be used to measure best practices

3. Follow through to **make it part of our culture** (PLC Topic?)

a. At least one teacher is currently reading a book on this

b. Book study at CRES on this

c. What will be different with white privilege?

d. What will be different with the “63” students of color/race

c. Mental Illness: **2021 Before School**

d. Suicide Prevention: **2021 Before School**

e. ELL Instruction: **2021 Fall Early dismissal**

f. Accommodating, Modifying and Adapting Materials: **2022 Before School**

g. Reading: **2022 Fall Early dismissal**

h. Schedule feedback and changes.

i. Start planning.

4. Technology Needs: James and Nicole: Any updates?

*Upper grade levels at CRES would like both Projectors and Promethean Board.

*Depending on what the state decides about the future of Distance Learning, other needs may arise.

*Is there a schedule to replace outdated and aging staff technology? Laptops, projectors, Chromebooks, etc.?

5. Modern Teacher: Do we want to continue this? We jumped into the middle of this to help with Distance Learning. Mixed responses from teachers about how it was or was not relevant to various grade levels and/or content areas.

*Turn this into an ACP project for those teachers who are interested?

*So keep Modern Teacher as an option. (The expense comes out of our \$200,000 Sourcewell fund).

6. Curriculum Cycles: We at C-I are currently on a six-year cycle, but curriculum is on a ten-year cycle from the state of Minnesota.
 - a. Where are we and how can we do this better? Mrs. Strom provided detailed schedules with the yearly focus for each department/content team moving forward.
 - b. “Old way”
 - c. Math
 - d. Science
 - e. Language Arts
 - f. Social Studies
 - g. Health/PE
 - h. Arts
 - i. CTE
7. Professional Development
 - a. February
 - i. CRES: PBIS
 - ii. HS: PBIS
 - b. March
 - i. CRES: AFTT
 - ii. HS: Curriculum stuff. And Tier II interventions for Advisory time for next year.
8. Budget for 2021-2022: March Meeting
 - a. \$135,000 starting point: Approximately will have this much money for the Staff Development Budget next year.