

Staff Development Notes

Wednesday, December 13th 2023

Members Present: J. Strom, L. Lee, J. Skjeveland, J. Fort, K. Andrusick, D. Hillsdale, J. Dietz, R. Lablanc, K. Becker, A. Ernst, S. Judd, S. Buhlmann, E. Perpich, M. Gordon, K. Lonergan, 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. ElevatePD Update
 - a. No new projects or completed projects. Several projects are in progress...
*LETRS at CRES, Thinking Classrooms (CRES Teachers and Kelly Moore), Health/PE/Ranger Speed and Strength has a project, Chelsea Lipski has four projects that will be completed by the May meeting.
 - b. The next meeting will be **February 20th**. (Deadline for project submissions is one week prior to this meeting date).
3. WBWF Goals:
 - a. **Document link:** [☰ 23-24 WBWF Goals](#)
 - b. Teams: [+](#) 2023-2024 WBWF Goal Teams
4. Relicensure Information: Proposed Schedule
 - a. PBIS: **2025**:
 - b. Mental Health: **2024 Before School**
 - c. Suicide Prevention: **2024 Before School**
 - d. Cultural Responsiveness: **2025**
 - i. Model of sustainability
 1. Teachers: PLC Talking Points
 2. AFSCME:
 3. Administration:
 - e. ELL Instruction: **As needed**
 - f. Accommodating, modifying, and adapting materials: **2026**
 - g. Reading: **2026**

h. Infinitec: Jessica Dietz or Mike Gindorff

5. Mentoring Program updates: Jessica

*No new updates.

6. Technology Needs: Update: James and Nicole:

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:

c. Ransomware training and online security training.

*No new updates.

7. Curriculum Cycles:

8. Wellness Committee Update: Sue Buhlmann and Jen Strom

*Commit 30 has been started at the High School. It's purpose is to work on goals/commitments for what you choose. The group provides support and accountability for/to each other.

9. Early Dismissal Schedule: 📅 23-24 Early Dismissal/Workshop Schedule

10. Science of Reading Training: Kurt

a. The plan is?

**Again, here is the link to the READ Act information provided by MDE: [CLICK HERE](#)

*CORE has been selected as our training program. It contains nine modules, about six hours each. It also has three one hour-long live sessions.

*September-May: One day per month when CRES does not have students for teachers to work on these modules. (Second Wednesday of each month is what is being proposed on the 2024-2025 calendar, which will be submitted to the School Board for review on Monday evening).

*The CORE modules are asynchronous (work at your own pace).

*This first phase would also include all HS SPED teachers and Megan Syrstad (Reading Intervention).

*Must pass with 85% proficiency in each module. You may keep re-doing the modules/assessments until you pass.

*Will child care be open on these days since the older students will be in school?

*What if a teacher is sick on one of these days? (MOU with Union? Get a sub on a different day? Make it up on your own time?)

*What about CRES paraprofessionals who are sick? (Submit a request to Staff Development? Stipend rate vs. hourly rate?)

*What happens if a teacher or paraprofessional does not complete this training?

*New hires: College graduates will not have had this training, but teachers coming from other districts should have this completed.

*Licensure vs. training are two completely different things.

*What about teachers placed on ULA? (Participate, but not get paid?)

**We will continue to work through some of these questions as the year continues.

11. Catalyst


a. What's the next step?

*Will revisit this topic more in depth in the future regarding what our options are to continue/reinforce this work.

12. Other items?

a. We need a small group to work on this and develop schedule guidelines linked to the curriculum schedule. (Mike, Jessica, Rocky, and Jen?)

b. Small group to develop a spreadsheet resource for improved feedback information and follow-through after workshops. (Mike, James, Nicole)

i.  SD Resource Library (No access yet.)

ii. <https://docs.google.com/forms/d/e/1FAIpQLSdoodV--9-d7gT9i9oYnpIgzp2vHLbmhNdWxB3KK1-wSx64Wg/viewform>

c. Updated form:  CROSBY-IRONTON STAFF DEVELOPMENT REQUEST FORM

d. Email staff with guidelines and reminders that there is more than Sourcewell. This email will be sent when the updated forms, curriculum cycle, and resource library are ready.


*Fill in a spreadsheet or fill out a Google Form that automatically populates into a spreadsheet?

*A Google Form would make it so the spreadsheet is not able to be edited by others.

*This Google Form should be filled in before reimbursement would be provided. (Ideally, would be sent once the request has been approved by the Staff Development committee).

*Perhaps clarify this process a bit for all staff as far as the "next steps" go.

13. Staff Development Committee

a.  Staff Development Committee 23-24

14. Budget for 2024-2025: This will officially start in January 2024.

a. Final Draft:  23-24 Staff Development Proposed Budget

15. Para staff development support

a. Minnie/Liz

b. Technology Training

c. Snow Days

d. Early outs

e. Catalyst

16. Schedule for opening days workshops 24-25: We will start working on this in March 2024.

a. HS: Jen

b. Mentoring: Jessica and Wendy

c. CRES: Kurt

d. Opening Days: August 26-29, 2024

i. WBWF Goals and Teams

ii. Blood Borne Pathogens-IEA

- iii. Right to Know-IEA
- iv. ACP-Jody Rakow
- v. Back to School: HS-August 27 CRES August 28(?) Entrance conferences at CRES
- vi. Curriculum Day: August 29, 2024.

*If Schoology goes away, which is likely, we will most likely switch to Google Classrooms (free). We will need some time and funds for training staff in Google Classroom.

17. Next meeting: **January 17th, 2024**