

Staff Development Notes

Wednesday, April 21st 2021

Members Present: K. Coughlin, J. Skjeveland, K. Becker, K. Schaefer, J. Strom, S. Judd, C. Meyer, N. Schmitt, K. Berg, E. Perpich, S. Sension, J. Dietz, R. Swanhorst, 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. Welcome-Mike Gindorff
2. ACP
 - a. Committee met with Sourcewell on Wednesday, March 24.
 - b. Questions to answer:
 - i. Teachers only? No, but still needs to follow their guidelines.
 - ii. Any other questions?
 - c. Staff communication will take place the week of April 26
 - d. Compensation
 - i. Stipend only at this time.
 - ii. Lane change is contractual. Info has been passed on to EMCI
 - iii. The recommendation is to follow Sourcewell's guidelines for a stipend.
 - e. Trial group: CRES Book Study: Awaiting info from Jody at Sourcewell.
3. Integration of WBWF Goals
 - a. All children are ready for school.
 - i. AFTT
 - b. All third-graders can read at grade level.
 - i. AFTT
 - c. All racial and economic achievement gaps between students are closed.
 - i. Cultural Competency
 - ii. Learning through Relationships

- d. All students are ready for career and college.
 - i. Robust curriculum
 - ii. Practical application skills.
- e. All students graduate from high school.
*Advisory helps with this. (Seniors)
- f. How do we collect data to measure these goals?
*These goals took a backseat during the pandemic. This is okay because we were focusing on other things during this time. (Situations created by the pandemic).
*STAR, MCA assessments, etc. will help measure achievement/track these goals.
*All teachers had chosen a goal last year to work toward, but then the pandemic happened. Some of these goals and steps taken to achieve these goals were presented to the School Board by group members.
- g. How do we use the data to drive our PD?
*Keep these goals in place for next year? MCA data looks good so far this year. (CRES)
*We will have enough data to re-write these goals and have groups ready by August workshops.

4. Relicensure Information: Proposed Schedule

- a. PBIS: **2023**
- b. Mental Health: **2021 Before School**
- c. Suicide Prevention: **2021 Before School**
- d. Cultural Competency: **10/20/21**
 - i. Six-hour workshop with Sourcewell (\$5600) for all employees
 - ii. Model of sustainability
 - iii. Plan for absent employees
*There is an Infinitec training that is three hours. Will this meet our hour requirement? (If applicable).
- e. ELL Instruction: **2022 Spring Early dismissal (if needed)**
- f. Accommodating, modifying, and adapting materials: **2022 Before School**
- g. Reading: **2022 Fall Early dismissal**
- h. Infinitec: Need an administrator. We use this program for blood-borne pathogens, right to know, etc. It can also be used for re-licensure requirements if somebody is new or missing something required for renewal. Mike is the administrator for now. If anyone else is interested in this position, please let us know.

5. Mentoring Program update: Jessica

- a. With a large influx of new teachers, what will you need?
*Info/needs will be forthcoming. The majority of new staff will all be at the high school building. As of now, there is not an extremely large number of new

teachers compared to a typical year, but rather just concentrated all in one building (compared to more evenly distributed among both buildings).

6. Technology Needs: Any updates? (James and Nicole): Nothing new.
 - a. Technology device requests should be submitted directly to Carmen.
 - b. Technology training needs should be submitted directly to the staff development representatives.

7. Curriculum Cycles:
 - a. Principals: Updates?
 - *Science has been pushed back. Our guess is that Social Studies will also be pushed back as a result.
 - *Will we be meeting again in K-12 groups? This is a summer discussion item.

8. Budget for 2021-2022: Any last thoughts, adjustments, or needs before we forward it to the School Board? Spreadsheet was sent earlier.

9. Schedule for opening days workshops 21-22
 - a. What scenario are we planning for?
 - i. At this time, full in-person regular school.
 - *Start planning August workshop days.

10. Requests:
 - a. Marie Gordon: Virtual Third Quest: \$675
 - b. CIS: James Fort: \$600
 - c. Marianne Kope: \$25

11. Other
 - *Nathan Ernst will fill the remainder of Randy Swanhorst's term on the committee.
 - *Next meeting will be May 19th. Will have a framework for August Workshop days at this point.