

Work Session

Monday, November 13, 2023 7:00 PM

Waconia Public Schools - District Office - Conf Rm A, 512 Industrial Blvd.,
Waconia, MN 55387

1. Superintendent Updates

Presenter: Brian
Gersich,
Superintendent

1.A. Strategic Planning Update (Mission, Vision,
Core Values)



Mission, Vision, Core Values, Theory of Action

MISSION STATEMENT

Our Core Purpose

- ▶ ISD110 empowers students to explore their passions and create their success by providing opportunities for academic, social, and emotional growth.

CORE VALUES

Drivers of Our Words and Actions

- ▶ **Respect**
We honor the perspectives of others and we own our individual actions.
- ▶ **Collaboration**
We work and learn together.
- ▶ **Inclusiveness**
We reach beyond ourselves to value and connect with others.
- ▶ **Empathy**
We respond to others with authentic care.
- ▶ **Resilience**
We work through challenges and setbacks with courage, persistence, and optimism.

VISION STATEMENT

What We Commit to Create

ISD110 students will:

- ▶ **Achieve academic success** through choice, rigor, and relevance
- ▶ **Be inspired** to explore who they are and who they will become
- ▶ **Feel they belong** in school and in the community

WEareONE10!

THEORY OF ACTION

Our Commitment to Continuous Learning

If we...

- ▶ **Believe** all students have the ability to learn and achieve to their potential, and
- ▶ **Create** an environment of safety and belonging, and
- ▶ **Respond** to our students' social, emotional, and academic needs, and
- ▶ **Build** trust and genuine partnerships with students, parents, and colleagues, and
- ▶ **Achieve** learning through high expectations, effective instruction, and established outcomes, and
- ▶ **Inspire and engage** students through a shared responsibility for learning, and
- ▶ **Commit** to continuous learning and improvement, **then all students will...**

...EXPLORE THEIR PASSIONS and CREATE THEIR SUCCESS!

Mission Statement

Our core purpose

ISD 110 maximizes opportunities for all students to explore their passions and create their success by committing to a community that includes academic rigor, social growth, and emotional wellbeing.

Vision Statement

What we commit to create

ISD 110 commits to:

- Establishing efficient systems and structures as part of a world-class school district that will create opportunities for staff to engage in innovative teaching and students to experience academic success.
- Inspiring students to explore a variety of pathways including academic offerings and extra curricular activities that will allow them to recognize who they are and who they will become.
- Fostering a community with a collective sense of belonging and wellbeing.

Core Values

Drivers of our words and actions

Respect

We honor and listen to all voices to ensure everyone feels valued.

Collaboration

We achieve our common goals through trust, teamwork, and partnership.

Inclusiveness

We welcome all and seek multiple perspectives to create one connected community.

Empathy

We listen and act with genuine care.

Resilience

We empower one another and persevere with courage, determination, and optimism.

1.B. School Resource Officer Discussion

2. **Proposed 2025-2026 Academic Calendar**

Presenter: Dr. Enid
Schonewise, Director
of Human Resources



2025-26

Academic Calendar

Waconia Public Schools
Monday, November 27

Calendar Objectives

Primary Objective:

To develop an academic calendar for 2025-26 that best supports student and staff learning outcomes.

Secondary Objectives:

To provide clarity in understanding the purpose of the various non-student days.

To provide consistency across all buildings and have a family friendly calendar.



Parameters

Teacher Work Day

New Teachers: 187

Returning Teachers: 184

*Must have a minimum of 6 teacher work days

Student Days

	# of Days 2023-2024 and 2024-2025	Required Hours per <u>Policy 602</u> (hours/days over required minimum)
PreK		350
K	169	850 (166.9 hours - 27.4 days)
1-5	171	935 (83.55 - 13.7 days)
6-8	171	Gr. 6 = 935 (116.9 hours - 18.6 days) Gr. 7-8 = 1020 (31.9 hours - 5.07 days)
9-12	171	1020 (12.2 hours - 1.97 days)

*Having 171 student days still allows for approximately 1.9 days above the minimum requirement for grades 9-12 even if we have two inclement weather days.





Calendar Feedback 2022

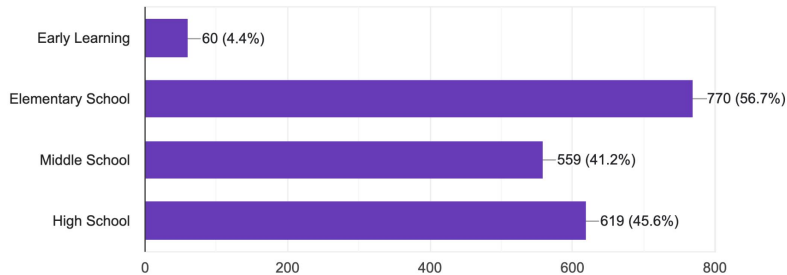
Staff, Teachers, Administrators, Parents & Community

- Survey all parents, all licensed staff Oct. 5-10,
- Teaching and Learning Advisory Council Oct. 17
- Administration Oct. 18-19
- WEA leadership Oct. 27

What level(s) do you have children attending ISD 110? Check all that apply.
What level(s) do you teach? Check all that apply

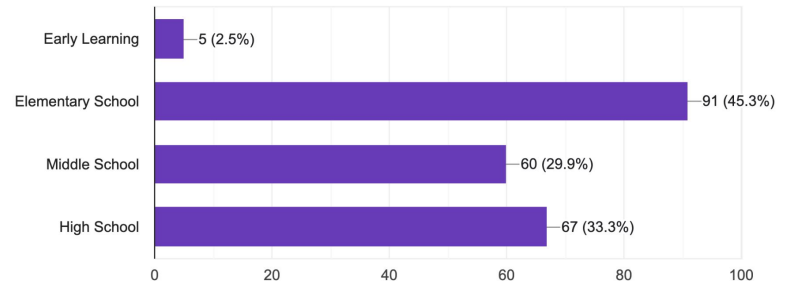
Which level(s) do you have children attending ISD110? Check all that apply.

1,357 responses



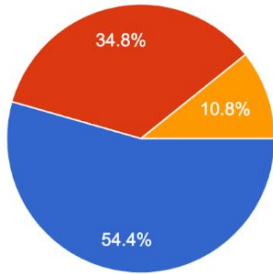
Which level(s) do you teach? Check all that apply.

201 responses



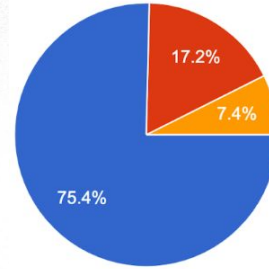
The beginning of the school year is one of the major factors that limits when ISD 110 can end the school year. What would be your preference for students to start and end the school year?

1,358 responses from parent survey



- Start before labor day and end around the first week of June
- Start after labor day and end around the second week of June
- No preference

203 responses from staff survey

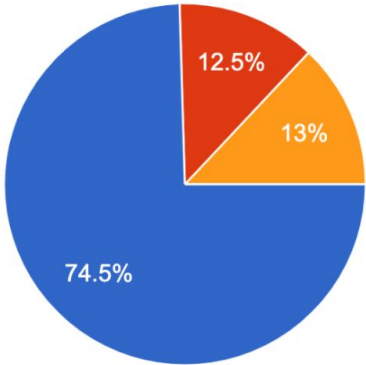


- Start before labor day and end around the first week of June
- Start after labor day and end around the second week of June
- No preference



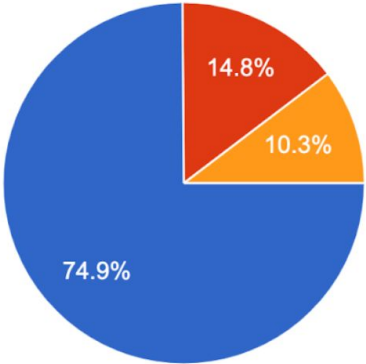
There is an operational need at ISD 110 to provide additional time for planning and professional development for our staff so they can provide targeted support for students. Do you prefer:

1,378 responses from parent survey



- 2-hour early releases
- 2-hour late starts
- No preference

203 responses from staff survey

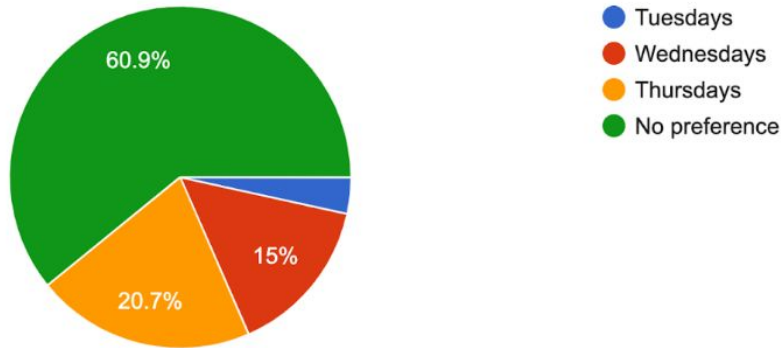


- 2-hour early releases
- 2-hour late starts
- No preference

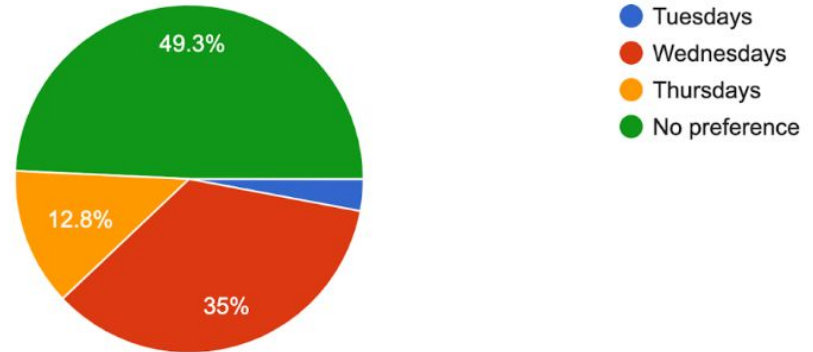


If ISD 110 made the decision to move early releases/late starts from Fridays to provide a more optimal learning experience for our teachers, which...release/late start days to appear on the calendar?

1,334 responses from parent survey



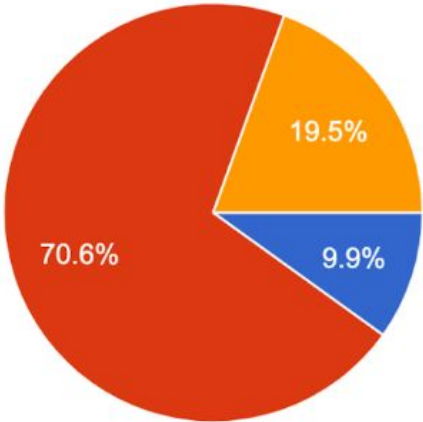
203 responses from staff survey



Parent Only Question:

ISD 110 offers parent-teacher conferences two to three times a year. What time of day do you prefer to attend conferences?

1,360 responses



- From 8:00 a.m. - 3:00 p.m. on a non-student day
- From 4:00 p.m. - 8:00 p.m. after school
- No preference



Preferences from Feedback

- Start before Labor Day, end early June
- Create more professional development time with more full-day inservice and additional early releases on Wednesdays.
- Ensure there is ample time in the evening for conferences. For consistency across buildings, conference time will be equal to 15 hours annual out-of-contract time.



Calendar Options for 2025-26

2025-26 Calendar Version 1:

- There are scheduled breaks every month
- **Option 1** - Move the April break from the 6th to the 17th to provide balanced space between breaks and to the week that had conferences. Move the January PD day back to the 5th to give teachers two full weeks at winter break and to promote a productive PD Day. Graduation moved to May 29th



2025-26 Academic Calendar Version 1

JANUARY 2026						
S	M	T	W	Th	F	S
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- 1-2 No School E-12 Winter Break
- 5 No School E-12 Teacher/Staff Development
- 19 No School E-12
- 21 WMS/WHS Conferences-Evening
- 28 2-HR Early Release (E-12)

AUGUST 2025						
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24	25	26	27	28	29	30

- 12-14 New Teacher Workshop
- 18-21 Teacher Workshop
- 20 District Open House (evening)
- 25 First Day of School-Grades 1-12
- 27 First Day of School-Kindergarten
- 29 No School E-12

FEBRUARY 2026						
S	M	T	W	Th	F	S
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- 5 K-5 Conferences – Evening
- 6 No School E-12 K-5 Conferences-Daytime WMS/WHS Staff Development
- 16 No School E-12
- 25 2-HR Early Release (E-12)

SEPTEMBER 2025						
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- 1 No School E-12
- 2 2-HR Early Release (E-12)

MARCH 2026						
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- 5 End of Trimester 2
- 6 No School E-12 Teacher Workshop
- 9-13 No School E-12 Spring Break

OCTOBER 2025						
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- 8 WMS Conferences-Evening
- 13 WMS/WHS Conferences-Evening
- 14 K-5 Conferences-Evening
- 15 No School E-12
- 16 K-5 Conferences-Daytime WMS/WHS Staff Development
- 16-17 No School E-12
- 29 2-HR Early Release (E-12)

APRIL 2026						
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- 8 2-HR Early Release (E-12)
- 15 WMS/WHS Conferences-Evening
- 17 No School E-12

NOVEMBER 2025						
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- 21 End of Trimester 1
- No School E-12 Teacher/Staff Development
- 25 No School E-12 Teacher Workshop
- 26-28 No School E-12

MAY 2026						
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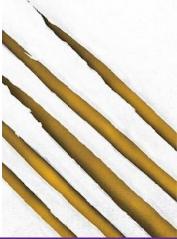
- 25 No School E-12
- 29 Class of 2026 Graduation

DECEMBER 2025						
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- 22-31 No School E-12 Winter Break

JUNE 2026						
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- 3 Last Student Day
- 4 Last Teacher Workshop
- 19 No School E-12



Calendar Options for 2025-26

2025-26 Calendar Version 2:

- There are scheduled breaks every month
- **Option 2-** shorter Winter Break, PD day Friday of W/ B , School out earlier, graduation May 22nd (Memorial Day weekend)



**2025-26
Academic
Calendar
Version 2**

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- 1-2 No School E-12 Winter Break
- 19 No School E-12
- 21 WMS/WHS Conferences-Evening
- 26 2-HR Early Release (E-12)

12-14 New Teacher Workshop

18-21 Teacher Workshop

20 District Open House (evening)

25 First Day of School Grades 1-12

27 First Day of School Kindergarten

29 No School E-12

AUGUST 2025						
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- 5 K-5 Conferences - Evening
- 4 No School E-12
- K-5 Conferences-Daytime
- WMS/WHS Staff Development
- 14 No School E-12
- 23 2-HR Early Release (E-12)

1 No School E-12

24 2-HR Early Release (E-12)

SEPTEMBER 2025						
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MARCH 2026						
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- 5 End of Trimester 2
- 4 No School E-12
- Teacher Workshop
- 9-13 No School E-12 Spring Break

8 WMS Conferences-Evening

13 WMS/WHS Conferences-Evening

14 K-5 Conferences-Evening

15 No School E-12

K-5 Conferences-Daytime

WMS/WHS Staff Development

16-17 No School E-12

29 2-HR Early Release (E-12)

OCTOBER 2025						
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- 8 2-HR Early Release (E-12)
- 15 WMS/WHS Conferences-Evening
- 17 No School E-12

21 End of Trimester 1

24 No School E-12

Teacher/Staff Development

25 No School E-12

Teacher Workshop

26-28 No School E-12

NOVEMBER 2025						
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- 23 Close of 2026 Graduation
- 25 No School E-12
- 29 Last Student Day

24-31 No School E-12 Winter Break

DECEMBER 2025						
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JUNE 2026						
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- 1 Last Teacher Workday
- 19 No School E-12





Questions?



2025-2026 Academic Calendar Version 1

JANUARY 2026

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- 1-2 No School E-12 Winter Break
- 5 No School E-12 Teacher/Staff Development
- 19 No School E-12
- 21 WMS/WHS Conferences-Evening
- 28 2-HR Early Release (E-12)

12-14 New Teacher Workshop

18-21 Teacher Workshop

20 District Open House (evening)

25 First Day of School-Grades 1-12

27 First Day of School-Kindergarten

29 No School E-12

AUGUST 2025

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FEBRUARY 2026

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1 No School E-12

24 2-HR Early Release (E-12)

SEPTEMBER 2025

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MARCH 2026

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OCTOBER 2025

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APRIL 2026

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MAY 2026

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- 25 No School E-12
- 29 Class of 2026 Graduation

22-31 No School E-12 Winter Break

DECEMBER 2025

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JUNE 2026

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- 19 No School E-12



2025-2026 Academic Calendar Version 2

JANUARY 2026

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SEPTEMBER 2025

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MARCH 2026

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OCTOBER 2025

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APRIL 2026

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19	20	21	22	23	24	25
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- 8 2-HR Early Release (E-12)
- 15 WMS/WHS Conferences-Evening
- 17 No School E-12

- 21 End of Trimester 1
- 24 No School E-12
Teacher/Staff Development
- 25 No School E-12
Teacher Workday
- 26-28 No School E-12

NOVEMBER 2025

S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

MAY 2026

S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

- 22 Class of 2026 Graduation
- 25 No School E-12
- 29 Last Student Day

- 24-31 No School E-12 Winter Break

DECEMBER 2025

S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

JUNE 2026

S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

- 1 Last Teacher Workday
- 19 No School E-12

3. **2024 Board Calendar**

Presenter: Chair
Geller

3.A. Adjust Policy and Finance Committee Meetings
Beginning in December

3.B. Date Options for January Organizational Meeting
and Work Session

January 2024						
Su	M	Tu	W	Th	F	Sa
	1 No School	2 No School (proposed Org Mtng Option 1)	3 School Resumes (proposed Org Mtng Option 2)	4	5	6
7	8	9	10	11	12	13
14	15 MLK No Meetings	16 (proposed Work Session Option 1)	17 (proposed Work Session Option 2)	18	19	20
21	22	23	24	25	26	27
28	29 Regular Meeting	30	31			

Meeting	Proposed Dates
2024 Organizational Meeting	(Option 1) Tuesday, January 2 (no school day) (Option 2) Wednesday, January 3 (school resumes)
January Work Session	(Option 1) Tuesday, January 16 (Option 2) Wednesday, January 17

4. **Planning for Superintendent's Mid-Year
Evaluation**

Presenter: Chair
Geller

5. **Negotiations Update**