

## Staff Development Notes

Wednesday, March 25th 2026

Members Present: W. Gindorff, J. Dietz, J. Kannel, E. Perpich, R. Aulie, K. Lonergan, B. Zender, S. Buhlmann, B. Fischer, 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. 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 2025-2026
  - a. Meeting dates (proposals due one week before)
    - i. Tuesday, April 28th
3. Staff Development
  - a. High Reliability Schools (HRS) [LINK](#)
4. Relicensure Information: Proposed Schedule
  - a. PBIS/MTSS: **2026 ✓**
  - b. Mental Health: **2024 ✓**
  - c. Suicide Prevention: **2024 ✓**
  - d. Cultural Responsiveness: **2027 (Temporary: Infinitec for this year's renewals)**
    - i. Model of sustainability
    - ii. <https://mn.gov/pelsb/current-educators/trainings/cct/>
    - iii. <https://mnpdcatalog.org/catalog/cultural-competency-training/>
    - iv. <https://mnteacherrelicensure.org/>
  - e. ELL Instruction: **2027 ✓**
  - f. Accommodating, modifying, and adapting materials: **April: Minnie HS CRES: ?**
  - g. Reading: **2026: March or April Early Dismissal?**
  - h. Infinitec: Jessica Dietz or Mike Gindorff
5. Mentoring Program updates: Jessica and Wendy  
*\*Are currently choosing dates for August 2026.*

6. Technology Needs: HS: James Fort/CRES: Nicole Schmitt
  - a. See January's notes: ☰ Staff Development Notes: January 21st
  
7. Curriculum Cycles:
  - a. Curriculum Review Cycle:
  
8. Wellness Committee Update: Sue Buhlmann
 

\*Sitcom Bracket is going on currently.
  
9. Early Dismissal Schedule: 📅 25-26 Early Dismissal/Workshop Schedule
  - a. Accommodations and modifications: April
 

\*Can we adjust the "Early Dismissal" for the last day of school this year to a Noon-ish release (like Thanksgiving) instead of the 1:15pm dismissal time?

\*This would allow teachers and staff more time to wrap things up for the year.
  
10. Read Act Training:
  - a. Capti Training
    - i. Who needs it
    - ii. When
 

\*Does everyone who needs the training know they need it? Have they been invited to be a part of an upcoming training?

\*\*MUST HAVE FASTBRIDGE TRAINING ALSO.
  
11. New Business
  - a. Focus for 26-27
    - i. SMART plan based on District Goals: Curriculum \*This will be our focus for next year.
    - ii. Site Coordination
      1. PLC's
      2. Grade Level Meetings \*Clarify what this looks like in each building.
      3. Relicensure
      4. Early dismissals
    - iii. Mentorship Program
  - b. Executive Functioning: Curriculum Day during fall workshops 2026
    - i. Parent Night: This will be an add-on: Vote on this.
      1. Invite other districts/parents?
  - c. Split Committee for 2026-2027
    - i. Staff Development: See above
    - ii. Technology
      1. Digital literacy/citizenship
      2. AI (There are "stroke counters" to see if papers are actually being written by students instead of just a one stroke copy and paste).
      3. Phones
      4. Devices
        - a. New

- b. Old
- c. Training

\*Teachers are supposed to be leaving their devices in their classrooms while on a long-term leave? Teachers would have a Chromebook to take home while on long-term leave.

\*Reach out and see who else would be interested in joining the Technology Committee.

\*Would need some input on the governance of the committee too; need to know what they are signing up for if they join the Technology Committee. (Have something drafted of the aim/purpose/goals and expectations of the Technology Committee before seeing who is interested.)

## 12. Staff Development Committee

### a. Staff Development Committee 25-26

i. New form for 24-25: [NEW FORM](#)

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

\*Ensure that all members of the Staff Development Committee are being paid the Staff Development rate for \$38/hour vs. their hourly rate. (Support staff).

## 13. Budget for 2026-2027: This will officially start in February 2026.

### a. This year: Staff Development 25-26

### b. Next year's: 25-26 Staff Development Initial Budget

\*Can we have a Staff Development line item to help license Special Education teachers? (Similar to what was allocated for CIS teachers in the past?)

\*Mike emailed the appropriate individual about this today and is waiting to hear back.

## 14. Para staff development support

### a. Mentoring program for paras (and other support staff)

i. Christie Elliot, Carol Yeager, and Michelle Hage have agreed to work on this for all non-certified employees.

#### 1. Budget?

\*Will put together an orientation guide for kitchen staff, paras, secretarial, etc..

\*We just need to decide on a budget for this. (Mentorship aspect and paying those to create these resources).

\*Stipend or hourly? Perhaps define expectations and parameters for the creation of the materials first before we decide on the rate of pay?

\*\$500 is what we seemed to agree on. (For each person involved in the creation of the materials/program).

\*Three components: "Book", induction, and meeting with a mentor.

\*How does this work with those hired mid-year as far as shadowing, on-boarding/induction days, etc.?

\*Make sure admin (principals and superintendent) are also consulted for their expectations for each of these positions.

\*Will also have to talk to the directors of each area, as well as newer and more experienced employees in each area for "what they wish they would have known" type info.

\*Also, there are differences for paras, kitchen staff, etc. at each building to consider.

15. Schedule for opening days workshops 26-27:

- a. HS: Barry Fischer
- b. Mentoring: Jessica and Wendy
  - i. Two days for CRES teachers switching grades. (Both involuntary and voluntary switching; \$38/hour paid from Staff Development funds).
- c. CRES: Dan Fischer
- d. Entrance Conferences
- e. Opening Days: **Workshop Week is Monday, August 24th - Thursday, August 27th 2026**
  - i. Bloodborne Pathogens:
  - ii. Right to Know:
  - iii. ElevatePD: Jody Rakow
  - iv. Back to School: HS: **Wednesday, August 26th 2026 4:45-8:00pm**
  - v. Curriculum Day: **Thursday, August 27th 2026**
  - vi. Executive Functioning: Are we doing this?

\*Yes, it would be a full day. And support staff should be there too. (District-wide initiative).

**FROM FEBRUARY MEETING:** If we do the Executive Functioning training, we thought it would be best to do it **Wednesday, August 26th 2026**.

(Would tie into the parent night option to coincide with the High School Open House).

\*Should Handle With Care be presented to more staff, especially at CRES?

\*Seems to be a lot of training needs... before the next meeting we should prioritize so as to not overwhelm staff. (Plus having the new Infinite Campus system too).

\*And teachers at CRES switching to new grade levels.

\*What do we want for Fastbridge training? Videos or a live trainer?

(This would be for anyone who administers STAR Tests too.)

\***BEFORE THE APRIL 22nd MEETING:** Small group/admin will review all the trainings and opportunities we have discussed to draft a schedule of Workshop Week 2026, allowing for adequate time to implement/adjust for other new "stuff" for next year too. (Ex: Infinite Campus, switching grades at CRES, etc..)

\*Make sure teacher evaluations are connected to Staff Development goals. Cultural competency is now a requirement for teacher evaluations. (New law/legislation).

16. Next meeting: April 22nd 2026