

AGENDA

SCHOOL DISTRICT OF NEW GLARUS HANDBOOK/PERSONNEL COMMITTEE MEETING

MONDAY, APRIL 13, 2026

**HIGH SCHOOL LIBRARY/MEDIA CENTER, ROOM 183 JOIN ZOOM MEETING USING
LINK**

**HTTPS://US02WEB.ZOOM.US/J/88267289358?PWD=SQLNHD1ZIR7I8EDS3MICKL
V10J1WNU.1 BY PHONE USING 1-646-568-7788 MEETING ID 882 6728 9358 &
PASSWORD 875767**

1701 2ND STREET

NEW GLARUS, WISCONSIN 53574

6:00 PM

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| I. | Call to Order | |
| II. | Consider Expanding LaST (Leadership and Sustainability Teams) to
Include a Special Education Team | 2 |

Special Education LaST Proposal Checklist

Basic Information

NGSD currently has a LaST group at each building level. The initiative proposes the creation of a Special Education LaST group. This team will consist of four special educators: one representing each building level (Elementary, Middle, and High School) and one district-wide special educator to provide a broad perspective. This team would be led by the Director of Student Services.

Scope & Coherence

- Grade Span: This is a 4K-12 district-wide initiative.
- Alignment: * Vertical: The district-wide member ensures consistency across grade levels.
 - Horizontal: Building-level special educators will check in occasionally with their respective building LaST teams to ensure a unified approach across the system.
- Consistency: By developing annual goals and shared priorities, this group will actively reduce inconsistencies in special education practices across different buildings.

Need and Problem Statement

- The Problem: Currently, PBIS and PLCs are institutionalized, but there is a need to bring the entire MTSS triangle together under one cohesive team.
- Evidence: The district has identified a need for systems that are "LaSTing," meaning they endure regardless of staff turnover. A dedicated SPED group ensures that specialized instructional and behavioral leadership is embedded in these permanent systems.

Research & Evidence Base

- Frameworks: The initiative is built on the proven models of Professional Learning Communities (PLCs) and Multi-Tiered Systems of Support (MTSS).
- Professional Learning: The team will utilize AWSA's SAIL (School Administrators Institute for Transformational Leadership) as a foundational training resource.
- Stakeholder Involvement & Readiness
 - Consultation: The plan involves recruiting staff who are already "passionate advocates" for student success and who possess inherent leadership qualities and systems thinking.
 - Approach: This uses a "bottom-up" approach, empowering teachers to develop innovative practices and share them with peers, which increases buy-in and implementation readiness.

Cost and Resource Impact

- Stipends/Staffing: Budgeting will be required for four positions at \$1500 each for a total of \$6,000. The LaST members will be required to attend two after-school meetings per month, summer meetings, and will also be expected to take a leadership role at staff meetings and have other leadership responsibilities.

Time and Workload Impact

- Allocation: Staff will commit to two monthly after-school meetings and summer sessions.
- Efficiency: By creating 100-day plans and clear annual goals, the group aims to prioritize work, potentially reducing the "initiative fatigue" caused by uncoordinated efforts.

Implementation Plan

- Timeline: Rollout begins in the 2026-27 school year.
- Key Dates: Mandatory SAIL training is scheduled for June 16-18, 2026.
- Responsibility: The four selected educators will be responsible for developing, implementing, and communicating 100-day or School Improvement Plans.

Evaluation & Accountability

- Measurement: Success will be measured through the evaluation of 100-day plans and the achievement of the team's annual goals.
- Culture: The team will hold members accountable to district expectations through regular communication and collaboration.

Sustainability

- System-Focus: The primary goal of LaST is to ensure work is not based on people, but on systems.
- Turnover Resilience: By institutionalizing practices and creating a "bottom-up" knowledge-sharing culture, the initiative remains stable even when individual staff members leave.

- III. **2026-27 Health Insurance Plan**
- IV. **Adjourn**

PURSUANT TO APPLICABLE LAW, NOTICE IS HEREBY GIVEN THAT A QUORUM OR A MAJORITY OF THE NEW GLARUS SCHOOL DISTRICT BOARD MEMBERS MAY ATTEND THIS MEETING. INFORMATION PRESENTED AT THIS MEETING MAY HELP FORM THE RATIONALE BEHIND FUTURE ACTIONS THAT MAY BE TAKEN BY THE NEW GLARUS SCHOOL DISTRICT BOARD.

UPON REQUEST TO THE DISTRICT OFFICE, SUBMITTED TWENTY-FOUR (24) HOURS IN ADVANCE, THE DISTRICT SHALL MAKE REASONABLE ACCOMMODATIONS INCLUDING THE PROVISION OF INFORMATIONAL MATERIAL IN AN ALTERNATIVE FORMAT FOR A DISABLED PERSON TO BE ABLE TO ATTEND THIS MEETING.