

## Staff Development Advisory Committee Meeting

<b>Meeting Date:</b>	Nov-14 -2022
<b>Meeting Start/EndTime:</b>	4 pm
<b>Meeting Location:</b>	District Office
<b>Members Present:</b>	Amanda Indra, Kristi O'Brien, Tina Johnson, Jessica Marish, Sandy Bussian Brandon Mehling, Shannon Helgeson, Terri Spartz, Justin Hanson, Dr. James Schul, Nate Warneke, Dave Anderson, Joyce Houdek, Justin Jordan, Kim Truchan,
<b>Other Attendees:</b>	Sarah Slaby, Finance Director
<b>Members Absent:</b>	Ying Hou



<p><b><i>Our Vision:</i></b> A safe and inclusive community of compassionate, curious and resilient lifelong learners.</p>	<p><b><i>Our Mission:</i></b> Inspire curiosity, empower resiliency, engage community.</p>
<p><b><i>Strategic Directions: Strategies to Achieve Our Vision</i></b>  A. Expecting high achievement for all students by improving our practices and building positive relationships  B. Understanding and meeting everyone's social-emotional, mental health, and cultural competency needs  C. Operating with and communicating clear expectations, support, and accountability  D. Implementing safe and secured schools and environments  E. Engaging and partnering with parents, families and community  F. Securing and managing all of our resources: people, money, facilities, time</p>	<p><b><i>Core Values:</i></b></p> <ul style="list-style-type: none"> <li>● <b>Safety:</b> Everyone's physical and emotional well-being is a priority.</li> <li>● <b>Integrity:</b> Everyone does the right thing and makes positive choices, even if it is difficult.</li> <li>● <b>Inclusivity:</b> Everyone belongs, is valued and is heard.</li> <li>● <b>Equity:</b> Everyone has the opportunities, access, information and support provided in the individual way they need it.</li> <li>● <b>Respect:</b> Everyone's differences are recognized, acknowledged and celebrated.</li> </ul>
<p><b><i>Committee Purpose and Collective Commitments:</i></b></p> <ul style="list-style-type: none"> <li>● To serve as an advisory committee to ensure active participation of employees in all phases of planning and implementing the district staff development activities.</li> </ul>	

- To create goals in alignment with the Minnesota legislative goals and the Winona Area Public Schools' goals for professional growth opportunities.
- To provide teachers and other district staff with individual and professional organizational growth and development opportunities to prepare them to provide excellent educational experiences for students and ultimately help them achieve the fundamental purpose of improving student learning.
- To plan a budget in alignment with the state statutes and local district policy and to monitor the expenditures on a regular basis.
- To review and monitor site professional development goals and to ensure the alignment of those goals with the district strategic directions and WBWF goals.

<b><u>Agenda Item:</u></b>	<b><u>Type:</u></b> <a href="#"><u>(Procedural, Information, Briefing, Action)</u></a>	<b><u>Discussion/Action:</u></b> <b><u>(Minutes)</u></b>	<b><u>Person Responsible:</u></b> <b><u>(Reports to Superintendent)</u></b>
Call to Order	Procedural		
Approval of <a href="#"><u>Sep Minutes</u></a>	Action Item	➤ .M/S: Spartz/KTruchan moved to approve minutes. Carried	
<a href="#"><u>SY21-22 Budget</u></a> <a href="#"><u>SY22-23 Budget</u></a>	Information	<ul style="list-style-type: none"> <li>• Sarah Slaby-Review of financials for 21-22, projected 22-23. Provided summary reports of revenue and expenses.</li> </ul>	
<a href="#"><u>SDAC Membership</u></a>		Review and intro new members	
<a href="#"><u>SDAC Yearly Plan</u></a>	Discussion/Information	<ul style="list-style-type: none"> <li>• Share Sept. 30 data</li> <li>• Kristi O'Brien shared data and plans for the year. End of quarter PD will be PD in each building in the mornings, and work in room time afternoon. CEU licensure requirements will be provided during "work in room time". Areas will rotate on an alternating year basis. Question was posed re: online option for the licensure PD with Lizz Hall, Amanda and Terri weighed in that an online option was beneficial.</li> </ul>	

		<ul style="list-style-type: none"> <li>• All End of Quarter Days are to support MTSS and Will be on subsequent days (Feb. 20, Sept. 30).</li> <li>• Sept. PD day would not have been deemed a positive response. Many responses were neutral, (will consider removing this option). Differentiation tools were still a requested PD, along with student choice and agency and how that fits in with Differentiation.</li> <li>• Feb. 20 PD day will have options in this area, a whole list of options will be available relating to either academic differentiation or climate creation. Will be whole group launches of</li> <li>• Q: Dr. Schul re: how teams are defined (PLC). Also, is there a PD which merges gen-ed/sped. KO'B: noted that they are trying to have time for common discussion between sped and gen-ed.</li> <li>• Timing of start time was explored, for elementary on days when secondary/elementary are separate.</li> </ul>	
Virtual Training Guidelines	Discussion specifically about recorded online PD (not live, or synchronous, PD)	<ul style="list-style-type: none"> <li>• Summary of what other Big 9 Districts do: <ul style="list-style-type: none"> <li>○ If we are <b>requiring</b> a teacher to attend a PD session we will get a sub or if it is recorded, we will pay them to watch it in the evening or weekend.</li> <li>○ If a <b>teacher requests</b> to attend a PD session that we have not required and it is recorded, we <b>do not</b> pay for them to watch it.</li> <li>○ So, if it is a choice PD opportunity, teachers are not paid for their hours. We use this rule for summer PD as well.</li> <li>○ Stated by Owatana and Austin, Albert Lea &amp; Fairbalt echoed theirs is similar.</li> <li>○ Noted that we should change the language to reflect "or" in both required and teacher requested PD.</li> <li>○ Question asked if this would apply to the recorded training from HR we are required to attend.</li> <li>○ Question asked how we are paid, referencing classes regarding voucher time for required trainings,</li> </ul> </li> </ul>	

		<p>particularly for WSHS staff teaching concurrently at SETech. Not paid on a 1:1 ratio.</p> <ul style="list-style-type: none"> <li>○ Question: does this disincentivize virtual trainings, vs. the expense of training in person.</li> <li>○ Comment made that it's less likely to take optional PD, when not paid.</li> <li>○ Comment made that it may be helpful that "you must have a sub" due to sub shortage.</li> <li>○ Comment that this will be continuing to come up, Ex: AVID, Science letters, etc. Content area PD is important and we'd not want to block out those needs.</li> <li>○ Issue with College in the Schools is whether hour to hour payment, despite the hours of 5-8 pm.</li> <li>○ Amanda suggested there be a subcommittee to take a closer look. Important to have representation at each level. Shannon, Kim, Marie, Terri, Brandon, Amanda. Hope to bring a proposal to the meeting in January.</li> </ul>	
Future Agenda Items		<ul style="list-style-type: none"> <li>● <a href="#">Draft Guidelines</a> M/S Terri/Justin J. to adjourn, carried.</li> </ul>	
Adjournment	Procedural	<ul style="list-style-type: none"> <li>●</li> </ul>	