



## Leadership Team Highlights

**Elementary Schools:** Happy New Year! From our schools to you ~ We wish you joy, love, peace, and prosperity in the new year!

**Respect:** Our Elementary Schools started out the new year with review and reminders for using respect for a great day at school! Our review included academic and behavior expectations for the second trimester of school. We focused on contributing to a respectful, kind, and peaceful school. All teachers use the Second Step Curriculum to teach our students social skills and managing their emotions. And this month we recognize and thank our Support Staff for all their hard work supporting our learners and helping them be successful in school.

**Gratitude:** 2019 brings us the mindful habit of ~ Giving Thanks and Being Thankful! This mindful practice builds positivity, peace of mind, and a respectful and collaborative community. The more we practice being grateful for the things that we have in life, the more benefits we will experience. Science has proved that people who often show their gratefulness will experience better well-being, greater relationships, be happier and more positive, and have stronger self-control. ***And this month we recognize and thank our Support Staff for all their hard work and dedication supporting our learners and helping them be successful in school.***

**Professional Learning Communities (PLC):** Teachers continue to support student learning through dedicating time to collaborating in teams to find the best ways to teach our students. Professional learning communities tend serve to two broad purposes: (1) improving the skills and knowledge of educators through collaborative study, expertise exchange, and professional dialogue, and (2) improving the educational aspirations, achievement, and attainment of students through stronger leadership and teaching.

**Winter Assessments:** As we prepare for the second trimester of school, winter assessment are used to provide teachers evidence of student learning and what students need next to be successful at school. Teachers will do an in depth analysis and review of all reading and math assessment data in order to provide students with the best learning supports to master the grade level standards.

**Service Learning:** Learning through services is an authentic and relevant way to learn and give to others. Martin Luther King Day inspires us and provides us with a commitment to starting each new year with service to others. Elementary students dedicate themselves to service in many ways throughout the year. Service is a strong value in our school district and we take every opportunity to teach our students this core value: Reaching out our Caring Hands to help others. Here are a few ways we are providing service in our community:

- Tie Blanket for Refugees
- Letters to Veterans
- Feed My Starving Children
- Toys for Children
- Books for Children's' Hospital



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**Grade 4 Kindness Retreat:** We believe that to do well in school, students need to be comfortable with who they are and feel physically and emotionally safe. In this effort to create a safe and caring culture, we bring in Youth Frontiers to facilitate a Kindness Retreat. Youth Frontiers staff focus on creating a more positive school community by engaging students in a variety of activities that build students' empathy skills and teach safe ways to help prevent bullying.

### **Waconia Middle School:**

**Waconia Middle School Athletics** are in the middle of the winter athletic calendar. The girls' basketball season wrapped up at the end of December, and our middle school boys started the first day of their season Wednesday, Jan. 2nd. We also have students participating in high school levels of wrestling, gymnastics, dance, and girls hockey. Other than the middle school basketball programs, all other activities follow the high school activities calendar for their respective sport. There are many opportunities for students to find their passion after school, not just with athletics. There multiple after school clubs available for any Waconia Middle School student to participate, and students should listen to morning announcements and check the weekly announcements on school tv monitors for more information.

Congratulations to **December's WMS Teacher of the Month**, 7th/8th grade Science Teacher Mrs. Britta Devinny. Mrs. Devinny was nominated by a group of students from one of her science classes. Students commented multiple times about her nicety, the fun and highly interesting labs, and the cool experiments. Mrs. Devinny's science class was mentioned as a true highlight of their school day. Thank you to PTO members Kristen Guse and Jill Derner for their excellent work with our Teacher of the Month program.

Friday's faculty meeting provided an opportunity for members of our **Advisory Design Committee** to share current progress and get feedback from teachers. The committee is currently on track to implement a daily, 25 minute advisory period next year. Committee member, Mrs. Trennepohl, presented an overview of 2nd Step, an advisory curricular resource. Beyond creating strong advisor-advisee relationships, the goals of the program include common instruction on topics including core values, digital citizenship, social and emotional learning, executive functioning skills, and service learning.

We are honored to share that WMS will be sending ten 7th and 8th grade band students to the **UW-Eau Claire Middle School Honor Band** on Friday, February 1st.

Congratulations to the following students:

**7th grade:** Joe Klembarsky, Jack Geller, Rocco Pozega, Carson Aschenbrener, Missy Schmaltz, Addy Theis, Rachel Guse, and Sam Busch

**8th Grade:** Lars Johnson and Berit Fitzsimonds

### **Waconia High School:**

The WHS Student Store, under the guidance of instructor Mary Mitchell, has been busy selling Wildcat apparel. The store is the product of an effort to create a real-life experience in creating



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and managing a business. Students have been selling their merchandise out of a mobile kiosk during lunch.

The WHS Conservation Club hosted the first 5th Grade Ice Fishing Extravaganza on Friday, January 11. 5th-graders from all three elementary schools had an opportunity to get out on Lake Waconia and try their hand at ice fishing. A very special thanks goes out to advisors Wayne Trapp and Mike Jensen for organizing this event, and to all of the Conservation Club members who donated their time and talents.

WHS students were at Laketown elementary on Friday to serve as mentors during their 4th-grade Kindness Retreat. High school students will be serving as mentors in the coming weeks at Southview and Bayview as they have their retreats.

Parent-Teacher conferences are being held on the evenings of Wednesday, January 9 and Monday, January 14. The conferences are a good time to check on student progress and address any concerns. While the role of parent conferences has changed in the past several years as electronic means of communicating grades and concerns has flourished, the opportunity to meet face-to-face remains valuable.

**Activities:** [www.waconiaathletics.com](http://www.waconiaathletics.com)

### **Community Education:**

Our Preschool and Kids' Company programs started online registration for the 2019-2020 school year on January 7. This is the first time that families have been able to register online. This has been a long process to be able to have these families register online. Overall, the first couple of days have gone very well. Families that have been in our program before have priority registration which goes from January 7 - January 15. New families are able to start registering on Thursday, January 24 at 8:00 am. The Preschool open house will take place on Tuesday, January 22 from 5:30 -7:00 pm in at the Waconia Enrichment Center.

### **Human Resources:**

Pursuant to the Local Government Pay Equity Act (LGPEA), Minnesota Statute Sections 471.991-471.999 and Minnesota Rules, Chapter 3920, the School District must submit a Pay Equity Implementation Report to the Minnesota Management and Budget every three years. The Minnesota Legislature passed the LGPEA in 1984 in an effort to correct and eliminate gender-based wage discrimination in public employment. The law requires that female-dominated job classes not be paid consistently less than male-dominated job classes when the classes require comparable levels of expertise. In an effort to use gender-neutral criteria to set wages in ISD 110, all job classes/positions in our district are evaluated and given a grade according to the level of knowledge, responsibility, and education required to do the job. This is done through the use of a compensation consultant who specializes in the area of pay equity.



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There are multiple tests for compliance used by the state. Our School District's pay equity results show compliance with all tests for this reporting period. The implementation report will be filed with Minnesota Management and Budget and official notice will be provided to all parties as required by law. The state's final results of its tests for pay equity compliance are anticipated this spring.

### Teaching & Learning:

**Assessment:** January brings winter reading and math assessments for students in grades K-5. These individually administered tests are given by a team of retired teachers from D110 and surrounding districts. This increases efficiency eliminates the need for substitute coverage and keeps teachers in the classroom. Results are used to monitor the learning growth of students and adjust instruction as necessary. Sarah Klitzke, Teaching and Learning Manager, recently held a training session with this outstanding team.

**Impact Challenge Goal:** Across the district, teachers are exploring new approaches to learning through a personalized model of professional development. Teachers used flexible time over the summer and into the fall to collaborate and research an area of passion to change their instructional practices. These ideas are now coming alive in the classroom and making an impact on student learning. Following is a small sampling of some of the Impact Challenge Goals:

- I will research the most effective ways to begin and sustain conversations about race in a way that will be meaningful to my students which will permeate our classroom discussions about current events, *To Kill a Mockingbird*, and *A Raisin in the Sun*.
- I will design an exit ticket system and journaling prompts as formative assessments, as well as to continue refining my online reteaching activities for summative assessments. It is my goal for these items together to improve students' ability to reflect upon and assess their own learning.
- Curriculum topic crossover exists between 7th and 8th grade ELA and History/Geography curriculum; we will build 2-4 lessons that embed standards from both disciplines and can be taught collaboratively. We believe this will enrich student understanding, offer greater context and application of learning, and allow for more effective differentiation.
- We will use bell ringers and exit tickets to better guide our instruction. Using these tools to start and end class will give me a better understanding of where student understanding are at. I'm also curious how these tools will foster student discussions.
- As children develop, so do their executive functioning skills. Many students, however, face delays in this development that leads to challenges within the school setting. Our team will go through current research and strategies to assist students in improvement skills in the many areas of executive functioning. In the end, our goal is to improve our ability to identify areas that are not yet developed and have suggestions for interventions within the 9 identified areas of executive functioning.
- We would like to develop materials to help personalize math learning as well as differentiate units with the new math curriculum. We hope that a renewed focus on differentiation will help our students gain awareness of strategies to best fit them as an



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individual learner.

- Social and emotional growth can impact the overall well-being of our students. We will dive into the 2nd Step curriculum and lessons, and create a bank of Morning Meeting Activities to directly teach social skills every day in the classroom. We will take the 2nd Step lesson themes and research activities, books, and resources to include in Morning Meeting/Social Skill time.
- We will establish learning progressions for 4 key areas of comprehension in both Fiction and Non-Fiction. Then, use Jennifer Serravallo's *The Reading Strategies Book* to prepare 4-6 individual or small groups reading lessons that would move a student along each progression.

### Student Services:

January 14th the Transitions program (T110) staff (Jenni Seborra and Kelly Jo Raether) organizes and hosts a Disability and Resources Fair at Waconia High School from 3:30-5:30 pm. The target audience is individuals with disabilities and their parents/caregivers. It is also open to anyone interested in learning more about local community supports and services for individuals with disabilities ages 5-21. Agencies and organizations will be there to provide information and answer questions. Agencies involved are Vocational Rehabilitation Services, Smartlink Transit, MyHealth Clinic for Teens and Adults, Carver County Case Management, Autism Law Center, National Alliance on Mental Health (NAMI), Alongside Services, Hammer Services, Hometown Bank, Special Olympics, Bethesda Lutheran Communities, and True Friends Camp.

### Superintendent:

#### Happy New Year to ALL.....Time to Reflect

As we welcome in the new year it is a time to reflect on the highlights, events, and accomplishments from 2018. The following link gives a breakdown of some of the highlights from 2018:

<https://docs.google.com/document/d/1pHxUa-CMa-yfEUMaqqeUWxDVXEYbb9On7XCFFOBYGtw/edit?usp=sharing>

#### **Here is the TOP TEN COUNTDOWN:**

##### **#10.....Leadership Training from Teamworks International**

- School Board Excellence in Governance Training
- Administrative Team Partnership Leadership Training

##### **#9.....Opened new facilities and started new programs**

- Opened WLC (Waconia Learning Center) Building
- Opened new stadium at WHS
- Added vending machines funded and operated by food service at the High and Middle School
- First High School Volleyball Season in WHS Competition Gym
- WILDCAT Girls Hockey Program Inaugural Season



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- Implementation of Wild Time/Academic Intervention at HS.
- Started Early Childhood Pyramid Model for student behavior
- Coding, Robots, Makerspaces in the classrooms - Third year with a full-time Media/Technology Specialist provides ample support and integration of technology into the curriculum.
- Created “Explore Wild Ideas” process for soliciting great ideas from our staff

### #8.....Many Student Accomplishments

- Eighth Year in a Row.....AP District Honor Roll for WHS
- National Merit semifinalist at WHS - Alina Martel
- First Robotics Team - Advance to Internationals
- FCCLA students - Advance to Nationals
- WHS Marching Band - Top ten in State
- WHS Show Choir - Top hundred in Nation
- Gymnastics Team - Section Champions - Advanced to STATE
- Jazz Dance Team - 2nd in Section - Advanced to STATE
- Wrestling Team - 2nd in Section, Individual State Champs - Tyler Wagener & Cade Mueller, State Team Academic Champions
- Boys Basketball Team - Section and State Team Academic Champions
- Boys Golf Team - Section Champions - Advanced to STATE

### #7.....School Board Changes

- We celebrate Brian Rothstein and Keith Griffin service to ISD ONE10 as they retire after 8 years of service on the school board.
- The community elected four school board members....two new members.
  - John Weinand
  - Mike Bullis
  - Rachel Myers-new
  - Jackie Johnson-new

### #6.....Wonderful Enhancements to our Communication Efforts

- Ran a successful operating levy campaign with 79 presentations
- CommuniCAT now quarterly distribution and doubled the content
- Produced 20 videos with students
- Developed additional relationships with local media – averaging 1-2 stories per week (non-sports related); wrote numerous stories for the local paper
- Navigated Twin Cities media coverage (Nerf Wars Accident)
- Continued growing social media presence
- All these excellent communication techniques get our ONE10 message to our public.

### #5.....Many Teaching and Learning, Academic and other Initiatives

- Teaching and Learning Department facilitated K-12 professional development opportunities designed to build leadership capacity. Topics included: PLC Leadership Retreat, Multi-Tiered Systems of Support, PRESS, & Reader’s Workshop in Action



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- Redesigned the D110 Mentoring Model, utilizing peer observation and micro-teaching as instructional strategies
- New curriculum and programming updates included K-6 Math, K-3 Social Studies, and a redesign of Grade 11 and 12 English/Language Arts
- Health Services partnership with Epilepsy Foundation of Minnesota to become Seizure Smart District
- Intercultural Development Inventory and Training by Impact Lives and District's IDI Qualified Administrators
- Crisis Planning and Training by Rick Kaufmann, National School Safety Consultant
- Enhancements in teaching students social/emotional skills with strong counseling support.
- Reading workshop training for all K-5 Teachers, SPED Teachers, and Media/Tech Specialist with Patti Greene. The training provided teachers with opportunities for demonstration and practice. This training was well received and teachers look forward to more training next year. Successful on the job training for our teachers.

**#4.....ISD ONE10 named 4th Best School District in MN by US News and Report**

**#3.....Celebrate Dave Kuehn retirement and  
the hiring of our WHS assistant principal, Paul Sparby**

**#2.....Approved a New ISD ONE10 Strategic Road Map**

- Used a classroom to boardroom process with staff, community, and school board members to develop the ISD ONE10 Strategic Road Map

**AND.....#1.....Passed an Operating Levy with GREAT Community Support to  
increase funding by \$525 per student**

### **No Vape Week**

Exciting things happening at WHS regarding "No-Vape week", Jan. 22 - 25, 2019. The HERO Coalition, our Drug-Free Community grant vehicle, has been working steadily with the WHS students to promote awareness messaging on the harmful health outcomes of Vaping & addiction to nicotine. In addition to community articles in the Patriot and student editorials, we are sponsoring a "No-Vape" awareness week with student-driven events and messaging that will be highlighted during the HS Lunchtimes. This corresponds with the National Drug & Alcohol Facts week. This is our action response to the need to inform students of the very real harmful effects of Vaping which has been recognized as a national epidemic. It has just been declared a "health advisory" warning by the surgeon general. With a 73% rise in underage use just last year, this is now creating higher tobacco use for the first time in a decade.

We encourage parents to have conversations with their child that addresses the real health concerns & well-being of our children around this alarming trend.



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### 5th Grade ICE Fishing on Lake Waconia



We had a great event with our students learning to ice fish from our high school conservation club. Please check out the video. So cool to see our kids exploring their passions!

### **WE ARE Day.....January 10th....1-10-19**

Through an organic process we had a great idea to declare January 10 (1-10) WE ARE Day. The students and staff did an excellent job of showing school pride on our first WE ARE ONE10 Day on January 10th, 2019. There is a lot of talk of making this a tradition. Too fun!!



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### Registration Reminder

Reminder that Kindergarten Registration Nights are coming up Feb. 11/12. We are using online registration at Pre-K through 12 grade for all of our new students. Come join the ONE10 Team!

**A Big Thanks to all the students, staff, parents and community  
for making ISD ONE10 a Great place for All...**

**"WE ARE ONE10!"**