

LEADERSHIP HIGHLIGHTS

July 2020

Elementary:

July brings planning for the reopening of a new school year! For educators, the coming year will test us in ways we've not seen before. We will reevaluate and reboot our skills so that our schools can be more effective, more inspiring, and more adaptable to an ever-changing world.

We've never had to plan a year with so little understanding of what the future will hold.

However, our priorities will ensure every student is safe, seen, heard, and valued, no matter their race, gender, socioeconomic status, and background. Our priorities will also find a balance between *health needs, community demands, and available resources*.

Planning for reopening is interdependent on all levels of our school district. Now more than ever, we are leaning on each other, listening to all voices, working together, and realizing the power of being ONE10.

Middle School:

We are excited to welcome our new Assistant Principal, Irvin Andrews, to Waconia Middle School. Irv started his new role in July and is jumping in and ready to learn and meet staff, students and families. He has six years of diverse experience in educational administration, serving most recently as an Administrative Dean at Chaska West Middle School. Prior to that position, he worked in ISD 112 as a TOSA Dean, Special Education Building Coordinator, Special Education Evaluation Specialist, and Special Education teacher. He started his educational career as a special education teacher in Montgomery-Lonsdale, and has over 21 years of experience in education.

Irv received his bachelor of arts in social studies education from Purdue, a bachelor of science in special education from Moorhead, a master of arts in education from St. Mary's and special education director and administrative licenses from St. Mary's.

Irv earned the WMS AP position following a rigorous interview process that began with more than 90 applicants and included three rounds of interviews with WMS instructional staff, ISD 110 administration, and on-site with current WMS administration. His experience and commitment to building positive relationships, being student-centered in decision making, leading building-wide middle school programs including PBIS, and vast special education knowledge and experiences will make Irv a great addition to WMS and ISD 110. We are proud to welcome Irv to our middle

school team, administrative team, and the ISD 110 community. He joins us excited and ready to continue his exceptional career and be an impactful leader for students, staff, and families in ISD 110.

Thank you to the following staff for their participation and helpful insight during the interview processes: W. Grundhofer, M. Bullis, B. Tonneson, S. Snorek, T. McDonald, K. Harper, E. Leen, S. Deren, M. Ostlie, S. Sailer, K. Oliphant, P. Sparby, P. Tordoff, P. Devine and K. Baune.

The Edible Classroom, Orchard, and Apiary have been blooming and bountiful! With the help of our 5 high school interns (thank you Barb Schank!), we have repurposed old raised beds (we are now at 50!), stained the shed, planted veggies, berries, flowers and herbs that are being used within our district kitchens, continue to turn the berm into a beautiful pollinator garden, and pruned/manicured the orchard so well that we are seeing more fruit this year than any previous season! This week we will begin harvesting sour cherries, and in a few weeks pick Parker and Luscious pear--all have been prolific this season. At the end of August, we will harvest the Honeycrisp and Zestar apples! The bees have been busy pollinating and we were lucky to have an unexpected swarm that allowed us to collect and start a new hive on the roof of Laketown Elementary. Now they too may get a closer look at the bees (through safety glass) and learn about the importance of pollinators---did I mention the honey?! The Edible Classroom was also featured June 30th as part of Ag in the Classroom's Virtual Summer Institute that was attended by 93 educators from MN and WI. Thank you to all who support this unique learning environment!

Summer school has looked a bit different this year at WMS. Staff have missed seeing students each day face-to-face, but have been able to continue to provide high-quality instruction and support for the nearly forty students who enrolled in the virtual WMS summer school program. Monday through Thursday for five weeks, students received small-group instruction in the core areas of Mathematics and English Language Arts. Each session was two hours, one hour of both math and reading. We knew we needed to strive to make virtual learning as engaging and fun as possible, and the teachers delivered! Heather Millikan (ELA) and Wendy Grundhofer (Math) teamed together to teach live engaging synchronous lessons over Zoom to incoming 6th and 7th graders. Another set of incoming 7th and 8th graders, instructed by Jamie Langer (ELA) and Tracy Hart (Math), did the same. These talented instructors gave parents a hands-off approach by delivering all of the instructions and guided practice within their live learning sessions. Parents of the students have shown a great appreciation for this opportunity and its format. Students have been able to build their academic confidence, enhance basic skills, and learn strategies to aid in their success in their next grade placement.

High School:

June provided a needed break from a hectic end to the school year, but it's beginning to feel like we're back. Our time and attention has turned to planning for next fall. We are in the process of planning for three models of instruction, face to face (our normal model), distance learning (what

we did this spring), and a hybrid model that could incorporate elements of face to face and distance learning.

While we continue to make plans, much of our work is being done with a “wait and see” approach as decisions at the state level will guide many of our final decisions.

Activities: www.waconiaathletics.com

The Activities Department continues to plan for the upcoming school year while considering the many variables that may impact our offerings. We continue to work closely with the MSHSL and conference/region leadership to proactively plan for what may come and determine how to best serve our student participants and coaches/directors/advisors. We remain hopeful that we can open fall registrations at the beginning of August as the August 17th fall sports start date will be here before we know it!

Community Ed:

The Community Education department has been very busy! We have started to be able to offer more and more programming. We are still having to update and change previously planned programs to meet all of the guidelines. We are working on getting our fall brochure out the door as well. For the first time, we are going to only offer an online fall brochure and not do a hard copy. We are doing this to save money but also due to the fact that the information keeps changing and then we are able to update the information online.

Human Resources:

Ten teachers achieved continuing contract status with our School District effective July 1, 2020. They earned this honor by providing excellent teaching and leadership services to our district's students. Each one is a valued member of our district and our administrative staff is confident they will continue to promote the school district's commitment to exceptional teaching and the pursuit of educational excellence. Minnesota law provides that a teacher has a right to a continuing contract in a public school district after they have successfully completed three consecutive years for that district (or one year if they had previously obtained continuing contract rights in another Minnesota public school district). All ten teachers have been mailed letters congratulating them on their achievement and inviting them to be recognized at the School Board's September 14, 2020 regular board meeting.

Student Services:

Extended School Year (ESY) wrapped up its June session. ESY will run for another two weeks starting Monday, July 13th. At the completion of ESY, we will get feedback on how successful ESY was for students and staff in a distance learning format.

Special education continues to plan for all three scenarios in close collaboration with building principals and district administrators. We are communicating with neighboring districts in sharing creative ideas for meeting the needs of our students in all scenarios in addition to receiving guidance from MDE's special education department. We anxiously await Gov. Walz's decision on the school scenario for the fall.

Teaching & Learning:

Curriculum and Programming Resources - July is a busy month for our department in securing instructional materials and resources for teachers. Although there are many unknowns for the upcoming school year, teachers are becoming increasingly proficient with digital tools offered through many of our online platforms. We are thankful for the support of Tracy Edsill, Administrative Assistant, who coordinates and manages ordering processes for our district.

Professional Growth, Reflection and Evaluation Pilot (i.e. Teacher Evaluation Pilot) - The PGRE pilot group has been very active over the past month. Two professional development training sessions were held in June to provide an overview of the Marzano evaluation rubric and take them through the steps of developing a Professional Growth Plan. Additional training will occur in August for the evaluator team.

Instructional Coaching Team - It is our pleasure to welcome Lindsay Seim to the D110 Instructional Coaching Team. Lindsay has 17 years of experience as a social studies teacher in Waconia and Wayzata and has served as a coach for D110 soccer programs. She holds a master's degree in education and a literacy certificate from St. Scholastica, Duluth. Lindsay will be joining Jake Hockinson, and together, they will continue to support instruction and new teacher mentoring for D110.

With this announcement we bid farewell to LeAnn Millender, who served in this role for the past 6 years. LeAnn has been instrumental in building the D110 coaching model from the ground-up and has touched virtually every faculty member in some way. We will miss her enthusiasm, positive attitude, and patient demeanor as she has worked tirelessly to help her colleagues learn and grow. LeAnn will now use her many gifts and talents as the Reading Specialist at Southview Elementary. We wish her all the best!

Superintendent:

Preparing for school to return this fall

As we all patiently wait for an executive order from Governor Waltz that will give us the direction for school this fall, we have begun initial planning for each of the three scenarios that are guided by the MDE and MDH. We understand that the Minnesota Department of Education will make the final determination of what the fall will look like by the week of July 27th.

[MDH Fall Planning Guidance](#)

[MDE Fall Planning Guidance](#)

Until then, the state requests that we prepare for each of the following scenarios:

1. Back to school in buildings face to face with social distancing guidelines;
2. A hybrid model that uses some face to face and some online/distance learning allowing for buildings to have 50% occupancy;

3. Continue with a Distance Learning model. The admin team is identifying potential structures for each scenario and will be seeking staff and community input over the next four weeks. Some staff have already started to give input which has been very helpful. More staff voice and the parent voice will be solicited through surveys and through design teams. Survey response and staff/community input will be key for our planning.

Currently, the majority of the pre-planning work is focusing on the hybrid model. We know how to structure scenarios 1 and 3 and have done this before. We will need to update and enhance these scenarios with new expectations. Scenario 2, the hybrid model, is new to all districts in Minnesota. We are in conversations with many other schools to help determine the best for ISD ONE10. There are many ideas around the state for developing the hybrid model. Most schools are landing on some form of an A/B every other day rotation. Allowing for student contact every other day and staying within the 50% capacity requirement. We are in the early stages of determining what is best for ONE10. Multiple options for scenario 2 are still on the table. Each scenario brings unique concerns and challenges which we will need to work through with input. A couple of the biggest concerns that we and other school districts have identified are the 50% bus capacity with 6 foot social distancing requirements, and the daycare needs for students when they are not in school buildings.

We know preparing for this fall is going to take a lot of designing and planning with input from all stakeholders. The process that we have created as planning steps are as follows:

- July 6-15. The admin team identifies all the challenges due to the requirements and recommendations from MDE and MDH for each scenario and starts to seek input.
- July 15-22. (We are anticipating an announcement about how to plan for fall from Governor Waltz.) Parent and staff surveys will be sent out to solicit feedback. Design teams from each building will start creating plans on how to address the concerns and challenges we face with each scenario.
- July 22-30. An overview of how to deliver each scenario will be drafted by the design teams with a list of next steps to complete in order to implement. (We expect to receive MDE guidelines as to which scenario to follow and all the expectations from the state.)
- Aug 3-14. Detail plans for the state selected scenario will be created and communicated. The implementation of the new plans for the fall will begin.

Please be patient as we work out the logistics of each plan. We know that this is trying for all involved and it will take all of us working together to produce the best outcome for kids. Let's all help each other get through this unique school year together by taking care of our students, our parents, our staff and our community..... WE Are ONE10!

Potential Operating Levy for November

Over the spring and summer, the school board and district administration have continued to discuss whether to place an operating levy question on the November ballot. We are still in SOD (Statutory Operating Debt) and the state expects us to create plans to work our way out of SOD. In order to get out of SOD, we will need to reduce our budget, raise revenue or a

combination of both. We have been very thankful for the staff's response to reduce our budget with staff reductions and the low contract/work agreement settlements. We now need to look at how to increase our revenue. There have been articles in the newspaper and CommuniCat about a potential operating levy that outline details. The following document includes talking points and the timeline of events that lead to ONE10 needing to ask voters to determine the fate of our school district. If an operating levy is placed on the November ballot, there will be much more information communicated this fall.

https://docs.google.com/document/d/1J_ikNH4rSDsk6xroLUW-AvBye0GX1loCW6ckm6YdETM/edit?usp=sharing

School Board Relations

I am very thankful for the positive relations that continue to grow between me and the school board. I am grateful for being offered a new two-year contract. The board has been completing some very important and high quality work in their development of a school board handbook, a school board calendar that identifies annual topics, committee assignments and expectations, and meeting norms. The goal is to enhance the school board's efficiency and quality of work. It has been great work and the results are showing. I am thankful for the passion of the school board to be the best they can be for ONE10.

Continue having a Wonderful Summer!
WE Are ONE10!!