



LEADERSHIP HIGHLIGHTS

Elementary:

The last trimester of the 2019-2020 school year brought COVID-19, a worldwide pandemic, and the last week of school brought tragedy in our city of Minneapolis. Our children have witnessed and have been part of worldwide changes that have impacted the health, safety, and moral fiber of all our lives. To all our families, we thank you for stepping up and supporting us as we navigated a new way of learning during this truly unprecedented times! Your care, kind words of support, and generosity is truly appreciated! Thank you for sharing your big and beautiful kind and caring hearts with all of us as you managed home, work, and teaching your own children. We thank you, we celebrate you, and we share deep appreciation for you!

As we reflected on the last trimester of school we learned what it means to be human - *caring for each other and being connected to each other!* With that in mind we closed the school year by each teacher taking the time to meet with each child and his/her family in personalized conferences to share each learner's hard work, flexibility, patience, can do attitude, ability to adapt to change in this hard to understand pandemic and unjust world. Teachers stepped up and celebrated our children with meaningful and personal connections by meeting children in their driveways and celebrating through drive ins and drive throughs!

As we reflected on the last week of school we asked ourselves, What will George Floyd's death mean for future generations? What will our young people learn about this moment? As MN Governor Tim Walz shared, "George Floyd's death is the symptom of a disease. We will not wake up one day and have the disease of systemic racism cured for us. This is on each of us to solve together, and we have hard work ahead." As a community and as educators we are impelled to do the hard work of listening, learning, and being part of the solution for justice and change. And when we come together as, ONE10 STRONG, we will find there is something special that happens within human connections and relationships.

On behalf of our elementary schools, we bid Mr. Eduardo Navidad, Laketown Elementary Principal, farewell and best wishes. We are so grateful to have had the honor of his leadership in our district for the past year. His compassion, kindness, and contributions to the education of our children will always be remembered and greatly appreciated.

Middle School:

WMS echoes the well-written words above to further highlight the challenges our students, staff and families went through and are currently experiencing. The adjustments to a worldwide

pandemic and the murder of George Floyd will clearly have historical and emotional impacts on all of us. It's during these times we wish we were in session to better support each other, our students, and our families.

The plans for our End-of-the Year Locker Clean out, Materials Turn-in, and Yearbook Collection May 28th and 29th went very smooth and safe. We estimated close to 90% of the students were on site-- and all wearing masks! It was great to see students in the building again although the masks made it hard to immediately know who everyone was. A huge thanks to our staff and parent volunteers for supervising and ensuring safe procedures.

4th Quarter final grades and report cards were ready and available for students and parents to view on the Infinite Campus Portal on Tuesday, June 2nd.

The 8th grade Farewell Program Video and the annual 8th-grade Slideshow is linked below and was available for 8th grade students and families at noon on the final day of school. The Farewell Program was not as enjoyable in a virtual format but it did recognize all 8th grade students including some individual academic and character recognitions. As usual, the slideshow was a fun trip down memory lane.

LINK: [8th-Grade Farewell Program 2020](#) (Vimeo)

LINK: [8th-Grade Slideshow 2020](#) (Vimeo- Password: wildcats8thgrade)

LINK: [8th Grade Slideshow 2020](#) (Google)

8th Grade Principal's Award Recognitions:

2019-20 Principal's Award- Top Academic Achievement (Male)- **Christopher Fulford**

2019-20 Principal's Award- Top Academic Achievement (Female)- **Bethany Langer**

2019-20 Principal's Award- Highest Positive Impact to the Culture at WMS (Male)- **Carter Hanson**

2019-20 Principal's Award- Highest Positive Impact to the Culture at WMS (Female)- **Audrey Boberg**

High School

We have been working hard to finalize the school year, finish grades, and complete all of our wrap-up activities. All of these things took additional time and energy with our distance learning model and COVID limitations. It's been quite a learning experience for all of us.

We have spent the last month in "Graduation Mode". Despite the many challenges we have worked hard to find ways to recognize, honor, and celebrate the Class of 2020. We held a Distribution Day where we handed out all of the items that go with graduation including, caps, gowns, tassels, stoles, medals, yearbooks, etc. It was a fun day with seniors driving through the parking lot, photos, snacks, and more photos. We also held a Senior Check-out and Photo activity that offered Seniors an opportunity to walk across the auditorium stage in their cap and gown. On Sunday we released the commencement video, along with a number of other

celebration links. Finally, we held a vehicle procession from the Middle School, to the High School, and back to the Middle School on Sunday afternoon.

Activities: www.waconiaathletics.com

Please join us in sharing a special note of thanks to all of our Wildcat coaches and directors for their exceptional work during this difficult spring season. Their committed efforts to continue to connect virtually with our student participants was greatly appreciated and highlights one of the many ways they are, and continue to be, instrumental in the lives of our activity participants! The amount of care provided to our students, not scoreboards, is the truly the determining factor for a successful season, and without a doubt, our spring season can be called a success! Well done Wildcats!

Community Ed:

Community Education has been working hard on rescheduling programs and figuring out what we can and can't be offered. We are following all of the health guidelines for the camps that we are offering. Our Kids' Company program starts on June 8 at both Bayview and Southview Elementary School. There are about 300 kids registered. This has been a huge undertaking with hiring of staff and training all of them with all of the new guidelines that will need to be followed. There will be about 35 groups of kids which will all be following the 1:9 ratio. It will be a very interesting summer with programming.

Human Resources:

We were recently able to provide a bit of good news to our School District's employees with unused balances in a 2019-2020 medical and/or dependent care flexible spending account. Due to COVID-19, the IRS recently provided employers with the right to amend their plans to extend a grace period for unused amounts remaining in a flexible spending account for the plan year ending June 30, 2020 and permit employees to apply those unused amounts to pay or reimburse medical care expenses or dependent care expenses incurred through December 31, 2020. This is an exceptionally welcomed change for employees who had set aside money for planned elective medical procedures later cancelled due to the pandemic. The IRS also provided employers with the right to amend their plan to raise the medical flexible spending account rollover amount to \$550, valid for the 2020 plan year to be rolled over into 2021. ISD 110 amended both its medical and dependent care flexible benefit plans to provide this added flexibility for employees and provided notice of this change to anyone with unused balances.

Student Services:

Special Education Distance Learning Recap of Education Support Professional (ESP)

Activities:

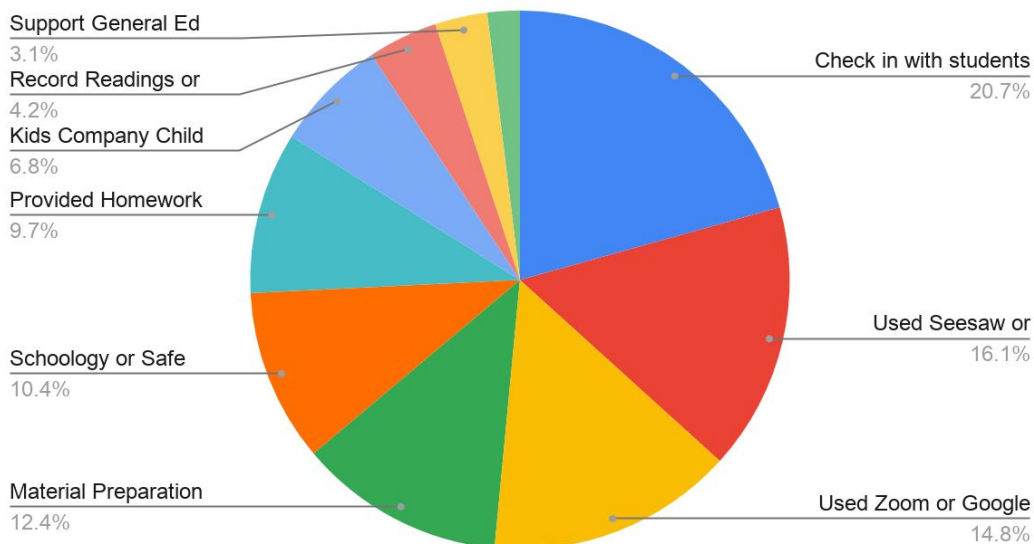
District 110 ESPs successfully participated in distance learning in a number of ways. The chart below indicates the types of activities they participated in and logged daily.

The following activities were reported most frequently:

Check in with students

Used Seesaw and Schoology to help students
 Used Zoom or Google Hangouts for a meeting
 Material Preparation
 Schoology or Safe Schools Assignment (Professional Development)
 Provided Homework support for students
 Kids Company Child Care for essential Workers
 Record readings or made videos
 Support General Ed Students
 Circle time

AM and PM Activity Log by Percent



As you can see the ESPs did a great job supporting students and contributed to distance learning in a variety of ways. The developed skills in digital platforms and systems that will be helpful going forward in the future whether we are in person, a hybrid, or a distance learning platform this fall. Special education teachers successfully utilized ESPs in many creative ways.

Extended School Year:

Extended School Year (ESY) begins in mid-June for students that meet the criteria. ESY will be delivered through distance learning. ESY runs for two weeks in June and two weeks in July. We have 23 teachers providing the services with the assistance of 5 Education Support Professionals (ESPs). Many of the teachers that provided instruction this spring in distance learning, decided to continue with their eligible students during ESY distance learning. At this time, we have over 90 students confirmed for ESY. We look forward to continuing distance learning with our students.

Part C:

Part C (Birth to 3) is year round service. Therefore, the Part C special education staff continues to work in a distance learning format with families with infants and toddlers with disabilities.

Teaching & Learning:**Professional Growth, Reflection and Evaluation Plan**

The current D110 Professional Growth, Reflection, and Evaluation Plan (i.e. Teacher Evaluation Model) sunsets in Spring of 2020. We have been working under this plan for the past 6 years and feedback gathered from faculty in 2019 clearly indicated a desire for change. In response, districtwide subcommittees have been meeting and working to completely overhaul the district plan.

This coming year, over 30 teachers will participate in a pilot of the new plan. We are seeking a 1-year extension to the current PGRE plan, providing time for the pilot and fiscal resources for full faculty implementation in Fall 2021.

Cultural Competence Teacher Cohort (Year 2)

We have made the decision to expand our second year Cultural Competence Teacher Cohort to include as many as possible. We now have 50+ teachers indicating interest and are excited to continue this experience in the 2020-2021 school year. Opportunities will include:

- Participation in the Intercultural Development Inventory
- Intercultural Leadership in Education Course with Impact Lives
- Collaborative work on Intercultural Development Plans (10+ hours)
- Field trip to the YMCA Center for Equity and Innovation

I am also thankful for members of our first year cohort, which include:

- Marjorie Anderson, WHS World Language
- Amber Bakken, WMS Grade 6
- Sarah Christian-Garceau, WHS Visual Art
- Samantha Deren, WMS Counselor
- Amy Fischer, WHS Visual Art
- Jake Hockinson, Instructional Coach
- Patti Henslin, WMS Counselor
- Shannon Kolhei, Districtwide EL
- Jill Kruger, Laketown Grade 5
- Clark Machtemes, WHS Social Studies
- Kat Mann, WHS Family Consumer Science
- Pam Melchert, WHS World Language
- Tana Meyer, WMS Reading Specialist
- Katie Niemczyk, WHS English

- Taylor Pacyna, Bayview Kindergarten
- Katt Ross, WMS Family Consumer Science
- Monica Sherman, Districtwide EL
- Cyndi Solheim, WMS Grade 6
- Melissa Weinand, WHS Media
- Kay Young, Bayview Special Education

These teachers paved the way and provided valuable feedback related to their experience. Many members of this team have decided to continue their learning into a second year. Together we are ONE10 strong!

Superintendent:

Cultural Competence

Dear ONE10 Staff:

These past several days following George Floyd's tragic death have been difficult for our communities, our state and our nation. I can't help thinking about our students as they navigate through this moment without us. It can be confusing, scary and difficult to process. I also know that ONE10 staff has made a difference in the lives of our students in helping them manage through times like this....Thank You.

Through all that is happening, I am hopeful that you are taking care of your health and well-being. As a ONE10 staff we have had opportunities for cultural competency training over the past four years. It's at times like this when we all reflect and search for how we can do more...especially for ourselves and our students. The purpose of cultural competence work in ISD 110 is to ensure an inclusive learning environment for all. Let us use our passions to make change happen and create this healthy environment for students.

This is a journey and there is more work to be done but, click the link below if you are interested in seeing the work that has been done so far in the district.

[Cultural Competency in ISD110](#)

Let's learn from each other and have honest, caring conversations that will help us grow. Please take a moment to fill out this form to let us know your thoughts, experiences, and/or share ways that you are helping yourself and those around you during these times.

[Share Your Story](#)

We will compile the submissions and share them with you over the summer.

We also asked the WEA if they would like to add some thoughts about current events happening in our state and around the world. We are so thankful for the work we do together.

We have such great teachers with a huge compassion for kids. Nate Byrne, WEA President, offered the following. Thanks Nate and all our teachers!

Waconia Education Association Statement by Nate Byrne

The Waconia Education Association stands in solidarity with the family of George Floyd and the countless other voices who are peacefully protesting for an end to systemic racism in our country. As educators, we acknowledge that Minnesota is home to one of the nation's largest achievement gaps and are aware that the decisions we make have a significant impact on the outcomes of this movement.

I am proud that our district started to have these conversations about equity well before the national spotlight was on Minneapolis. With community partnerships, staff-wide training and professional development cohorts, our district has already started to have the conversations necessary to enact change. This has never been and will never be a box we can check and say we are done, that we have solved the problem of racism in our school. It will need to be an active and ongoing process. The Waconia Education Association looks forward to working through that process with the district and the community as we continue to strive to make Waconia schools a fantastic place for all students and staff to learn. Together we are ONE10!

Safety Protocols

I want to thank all the administration and staff for following the safety protocols that we have put in place using the Governor's Executive Order, the MN Department of Health guidance and the Centers for Disease Control guidance. [ONE10 Return to Building Safety Guidelines](#). As we move into summer mode, we want to keep our buildings relatively empty to reduce the risk of spreading COVID-19. We have safety protocols in place for our Kids' Company program and will monitor those spaces closely to keep students and staff safe. We have asked all other employees to get permission from their supervisor to temporarily work in the building. An exception would be for a quick stop by the building to pick something up and be inside the building for less than 15 minutes. In these instances, we ask that all social distancing and building safety protocols are followed. It is our responsibility to do our part to keep everyone at ONE10 safe.

Come Celebrate the WHS Class of 2020....Graduation Processional on Sunday.

Sunday is the big day for the Class of 2020! There will be a virtual graduation starting at noon. The ceremony will be posted on the district's website in the high school's area. Following the ceremony, there will be a graduation processional. We are doing the processional using strict parameters outlined by Governor Walz.

- Family members may be in the vehicle together but do not carpool with non-family
- Anyone with COVID-19 symptoms should not attend - no matter what
- The event must be brief
- No food or beverages served
- Spectators MUST be safely social distanced (six feet apart) and CANNOT congregate together
- Masks are preferred
- Partner with local public safety officials

The Senior Graduation Processional on this Sunday, June 7th will start at 2:00 PM.

The procession will run from Waconia Middle School, down Community Drive to Waconia High School, through the high school parking lot, and back to the Middle School. Please see the map below.

Here are some additional details:

- Participants should plan to gather at the Middle School parking lot before 1:45 PM
- Seniors are encouraged to wear their caps and gowns one final time
- All vehicles in the procession MUST be driven by a parent, no exceptions
- Spectators should plan to arrive before 1:45 PM as Community Drive will be closed at both ends at 1:50 PM.
- Parking is available at the high school parking lot, Safari Island parking lot, the baseball field, and the hockey arena
- Spectators can line both sides of Community Drive from the Middle School to the high school and along the front of the high school and Community Center
- Social distancing protocols must be followed at all times
- Wildcat Way at Pond Lane will be closed well in advance of the event to limit the need for city staff. Community Drive and Oak Avenue, Community Drive and CSAH 10 and 94th Street, and CSAH 10 will be closed at 1:50 PM.

[Processional Route](#)

Community Ed - Summer Programs

This spring has been extremely challenging for our Community Ed Program considering the enormous amount of questions that remain unanswered. I applaud those who work in Community Ed for their patience and due diligence in designing the best program possible with all the restrictions and regulations they need to follow. The summer program guidelines from the state and county have just been given and Community Ed staff and they are working hard to develop our guidelines for summer programming. At this point, very little recreational programming is possible so we are canceling and/or postponing most programs until after July 1, 2020. We will be making adjustments as we get new information from the State. Please be patient and understanding.

School for Next Fall

At this point we have not been given guidance from MDE as to what school will look like this fall. Depending on what is allowed by the state, we will be providing education in one of the following methods or a combination:

- School will return as normal
- School will continue in the Distance Learning model
- There will be a hybrid/blended model of Distance Learning and normal school

Other options may arise over the summer as we start planning for the fall. MDE has hinted that they will start drafting options as early as June 15th, but have stated that the final guidelines will not be given out to school districts until July 31st. This puts every MN school in a process of planning for multiple options. We will update staff and families as we hear more. Until then, we will start planning our options in late June through July. I am confident that we have a staff and school community that will get us through the next stages of delivering a wonderful education at ONE10.

Best wishes to Eduardo Navidad

By now, most of you are aware that Mr. Navidad has chosen to pursue other employment options. We want to thank Eduardo for all the value, compassion and enthusiasm that he has brought to ONE10. He has been a positive leader and a wonderful person and we at ONE10 wish him well.

Congratulations to Keith Baune the new Laketown Elementary Principal

With Mr. Navidad leaving Laketown Elementary School, we had a replacement to fill. Considering what Laketown staff was asking for in a new hire, I elected to use an internal search due to the qualified candidates who are already working in the district. After vetting candidates and determining their qualities and strengths...I am pleased to announce that Keith Baune is Laketown's new principal!! Keith is a great leader and is ready for this new position. I look forward to seeing the great work that Mr. Baune and the amazing Laketown staff will do together. Keith's first day at Laketown will be July 1, 2020. Mr. Baune will continue his responsibilities at Waconia Middle School through June 30, 2020.

Congratulations to Keith Baune and to Laketown Elementary.

AP at WMS

With Keith Baune leaving his position as the assistant principal of the Middle School, we are now in search of replacing him. We had almost 100 applicants for this position. The interview committee is in the process of selecting candidates to be interviewed. We should have a new Middle School assistant principal chosen by mid to late June.

We hope you have a safe, enjoyable and healthy summer and know that the ONE10 community is always here for support.

There is no time like the present to know what it means to say, with heart, "WE ARE ONE10!"

Thank YOU!!!!

Pat Devine

Superintendent, Waconia Public Schools

Have a Wonderful Summer!
WE Are ONE10!!