



We Are ONE10 Highlights

July 6, 2018

Elementary Schools: Bayview, Laketown, Southview

At the elementary level we wrapped up the school year with many memorable events that included Kindergarten graduation, Grade 5 Farewell, Grade Level Celebrations, Track and Field, and Award and Recognitions. We are very proud of all our accomplishments and we are very grateful for another successful school year. District ONE10 staff truly do an outstanding job meeting the needs of each learner and ensuring every child has a successful school year! We acknowledge each member of our staff and share our deepest gratitude for their service to our schools.

Last year we implemented an updated interviewing process that includes extensive screenings, a collaborative interviewing process that includes all 3 elementary schools, and teaching in action. This year we repeated this process hiring 2 elementary teachers at Laketown Elementary. This is now our standard practice. Our interviewing teams put forth great effort into the interviewing process. We are reflective thinkers, flexible listeners and passionate contributors to the decision making process. The process is respectful and thoughtful! Not only are we looking for a teacher with the best qualifications to teach at our school, we also put forth great effort to find teachers who exhibit skills necessary to teach in the 21st century.

July activities involve cleaning and organizing the building, budgets and ordering, class lists, schedules, meetings with PTO teams in preparation for upcoming PTO events, Back To School Electronic Mailings, updating the website, analyzing student assessment data, staff professional development plans and preparation for workshop week. Our schools also host Kid's Company and Elementary Summer School through the summer months.

Waconia Middle School:

The Waconia Middle School Summer School program is off to a great start! The WMS Summer School program runs from 8 am- 12 pm on Mondays thru Thursdays for five weeks. This year we have over 35 students in grades 6-8 participating in the program which provides them with the opportunity to refine their skills in reading, writing, math and school skills. Another area of focus for summer school includes building students



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confidence in their academic abilities. Finally, each student also has 40 minutes daily of activity time where they get to learn and utilize team building and collaborative skills. We are proud to have a talented group of WMS teachers to work with our summer school students. Teachers this year include Mr. Jamie Langer, Mrs. Tana Meyer, Ms. Anna Rosburg and Mrs. Brittany Johnson. Collectively they do a phenomenal job of creating engaging curriculum and classroom activities that differ in approach and delivery from the standard school year instruction.

Summer cleaning and maintenance is fully underway and it feels great to be back in a summer routine that does not require mass moving and mass painting. Work is scheduled throughout the interior and exterior of the building to improve the functionality and aesthetics of our new home. Major work is planned to refinish the terrazzo flooring throughout the front half of our building. Completion of landscaping, concrete projects and the continued development of the Edible Garden continue to improve our spaces.

We are almost completely staffed for next year. At this time we are in the final interview process for a part-time Language Arts and Physical Education position. Our final hire will be a Special Education position that is shared with WHS.

July's major focus for administration will be student scheduling for the 2018-19 school year. The complex jigsaw puzzle requires intense work to build individual schedules for a wide variety of student needs and choices. The extensive work to build student schedules is a major component of designing successful school year for students and staff.

Waconia High School:

For the first time since official end of the school year the building is actually quiet. The first round of athletic camps, drivers ed classes, and Marching Band are wrapped up and the custodians are able to start their summer work. Major projects planned for the summer include a re-roofing of an older portion of the building and the replacement of a boiler. While there aren't any major projects planned for the interior of the building, the custodial staff is looking forward to having the time to complete much of the "deep cleaning" they didn't have an opportunity to complete last summer.



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We've remained busy with year-end activities, summer workshop opportunities, and hiring of staff. We are almost done with our hiring (barring any unexpected changes) and have only a special ed position left to fill. New assistant principal Paul Sparby officially started this week so we've been working through the transition process.

Our attention is focused on ordering of supplies and materials, the completion of the master schedule, and opening workshop activities (which is less than seven weeks away).

Activities: www.waconiaathletics.com

Human Resources: Twenty-two teachers achieved continuing contract status with our School District effective July 1, 2018. They earned this honor by providing excellent teaching and leadership services to our students. Each one is a valued member of our district and our administrative staff is confident they will continue to promote the 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 twenty-two teachers have been mailed letters congratulating them on their achievement and inviting them to be recognized at the School Board's September 10, 2018 regular board meeting.

Community Education:

The Community Education Fall brochure went out to the public on Tuesday, June 26. This brochure has a lot of Fall recreation programs along with many youth and adult enrichment activities. Check out the brochure and hopefully you will find something to sign up for!!

Our Kids' Company program is in full swing! There are over 300 kids registered this summer. Kids' Company is running out of Southview this summer. It works very well to



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be at a school in town. Kids are able to walk to the library, the movie theater, the Bayview park and City Square Park.

Superintendent:

Great Finish to the 2017-18 School Year!

The staff and students did a wonderful job of finishing up the 2017-18 school year. It was another successful year at ISD ONE10! Knowing how much it took to move to all our new spaces it is incredible to see the well this was accomplished. It is a tribute to our great kids, staff, parents, leadership, and community. Thanks for a great year!! June continued our busy year.....we had student athletes competing in section and state competition, we had multiple camps the week after school, we started summer school programs, the custodial team are in to the summer mode, and we completed most of our hiring for next year to include our new AP at WHS.

Impacting Conferences and Training Happening with the ONE10 Admin Team

Most of the Teaching and Learning Department along with some of the Admin Team were able to attend the Ignite and Inspire Innovation Conference and the Design Thinking Deep Dive Conference both held in Stillwater MN. The conference showcased some of the best practices happening in innovation in education. It is very exciting to see the possibilities of teaching practices that we can implement at ISD ONE10. We also went through a robust training in Design Thinking. The Stanford D-School K12 Lab Network conducted a 2-day training on the Human-Centered Design process for learning and finding solutions. The process has proven to be very impactful and can be used at all level of learning and leadership. All were engaged in a hands-on 2-day immersive challenge, developing skills in the phases of Design Thinking: Empathize, Define, Ideate, Prototype and Test. We plan to use this process to move our school in a Design Thinking model for solving problems. <https://dschool.stanford.edu/> Six of our Admin Team were trained this June as interpreters for the Intercultural Development Inventory assessment (IDI). Our Diversity Committee plans to use the IDI as an instrument to move our school district along with Diversity and Cultural Competence. The Intercultural Development Inventory® (IDI®) is the premier cross-cultural assessment of intercultural competence that is used by thousands of individuals and organizations to build intercultural competence to achieve international



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and domestic diversity and inclusion goals and outcomes. This Diversity work will be a goal for our school and we will be moving from learning work to implementation work in 2018-19. <https://idiinventory.com/idi-qualifying-seminar/>

School Board Work Session June 25th

At the ISD ONE10 School Board Work Session on June 25th much of the discussion was looking at the district budget and determining solutions for the future. When we asked voters for new facilities in 2014 due to our overcrowding we made a commitment to our voters to not ask for operating money unless or until we had to. We were very intentional in wanting to save our voters tax money by spending down the fund balance in hopes that we could grow out of our deficit spending pattern. The growth has continued some, but the state funding streams have not kept up, resulting in a continuation in deficit spending. Two areas of low state funding that have made a negative impact on our budget are: 1) not keeping up with the cost of living and 2) a new SPED funding formula that does not keep up with the growth and doesn't pay for the mandates. Because of these negative impacts on our budget, ISD ONE10 will be deficit spending at a rate of \$2.1 million for the 2019-2020 school year. We do not have enough fund balance to cover that deficit, so we need to look at how other school districts have solved this issue.....going out for an operating levy. Currently we are one of the few school districts in the state of MN that do not have a voter approved operating levy. The school board deliberated the options for solving our budget issues and have asked me to recommend an operating levy resolution that is being presented at the July 9th School Board Meeting. It is our hope the the community will continue to support our excellent school district and our decision to move this resolution forward.

The Classroom to Boardroom Strategic Planning work is completed

Through the winter and spring there has been a lot of meetings and work done to get the input needed to create a new Strategic Road Map. We are very excited to present a new Strategic Plan at the school board meeting in July. This work has happened due to the great input from staff, students, parents, community, leadership team, and school board. We are very proud of the results and very excited to see the impact it will make as we move our school district forward. Some of the highlights are:

- Mission Statement



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- Vision Statement
- Core Values
- Strategic Directions
- School Board 3-Year Agenda
- Mission Delivery Point: Desired Daily Experiences for Students, Parents, & Staff
- ISD ONE10 3-Year Operational Plan
- Theory of Action
- District Vision Card
- Community Environmental Scan

A Big Thank You to all those that help create our new ISD ONE10 Strategic Plan!!