

2021 Staff Development Report

Staff Development Advisory Committee		
Person	Sites and Subject/ Grades	Title
Jennifer Gazdzik	Annandale Middle School Grade 6 Teacher	MDE Q Comp Contact & AMS Q Comp Advisor
Bo Wilke	District Digital Learning Specialist	AMS Q Comp Advisor
Polly Kampsen	Annandale High School English Grades 9-12 Teacher	AHS Q Comp Advisor
Kelly Orvik	Annandale High School Math Grades 9-12 Teacher	AHS Q Comp Advisor
Tessa Dickinson	Annandale Elementary Grade 3 Teacher	AES Q Comp Advisor
Jessica Dircks	Annandale Elementary Grade 2 Teacher	AES Q Comp Advisor
Katie Techel	Annandale Elementary School SPED Student Service Specialist	AES Q Comp Advisor
Tim Prom	District Grades P-12	Superintendent
Rick Pullen	District Grades P-12	Business Manager
Jon Meinke	District Grades P-12	Director of Curriculum & Testing
Steve Scherber	Annandale High School Grades 9-12	AHS Principal
Jeff Erickson	Annandale Middle School Grades 6-8	AMS Principal
Jon Klippenes	Annandale Elementary School Grades K-5	AES Principal
Tiffany Grube	Annandale-Maple Lake Community & Early Education	Director of Community & Early Education & Services
Paul Zabinski	District Grades P-12	Annandale School Board Member
Barb Groth	Annandale Early & Family Education	Annandale ECFE Assistant, Parent of AHS Student

During 2020-2021, all principals, teachers, paraprofessionals and other support professionals have engaged in staff development.

Q Comp

Teachers participated in planned Q Comp study and evaluation groups organized by topic, grade level or subject area. Some study was organized with principals. Q Comp details are included in the 2021 Q Comp Report that was presented at the June 21, 2021 school board meeting.

Cultural Competency

In response to an immediate need to fulfill new licensure requirements affecting licenses up for 2021 renewal, Jessica Murphy, Instructional Coach and Equity Specialist, and Jon Meinke created a Cultural Competency course. The course supported awareness of how personal identity and bias can affect relationships with students. Over the two years approximately 75 certified teachers took advantage of the 8 hour training.

Distance Learning/Hybrid Schedule

As the district moved to distance learning in March 2020, homegrown technology staff development ramped up with Bo Wilke's guidance. Bo added to his slides collection, Digital Learning, begun as a monthly update in January 2018. Bo coached teachers individually and in groups as needed. His slides are a record of Google resources, suggested apps, and specific directions to make the most of teaching

with technology. For example, as the district ramped up to distance learning, Bo helped teachers and paraprofessionals learn and adapt Google Classroom, Zoom, Screencastify, Jamboard, Flipgrid, Wakelet, Seesaw and other apps and extensions. He knows that one app does not fit all instruction, so he kept introducing ideas for particular grades and subject areas. Bo addressed instructional problems as they arose.

EnVOY - Catalyst

Principals Jon Klippenes and Jeff Erickson identified EnVOY, a collection of management techniques that “preserves the relationship between teacher and student.” It emphasizes strategic nonverbal communication to cut verbiage and engage the student. It requires teacher training followed by observation and peer coaching. The principals are planning for expanded staff training and follow-up.

Annandale Elementary School

AES not only has worked on training teachers with Catalyst they have used the concepts with Paraprofessionals in the district. Principal Klippenes and Dean Woodford have plans to continue that work with Paraprofessionals on a monthly bases. They are planning another training with Catalyst for recess interventions and tips.

Principal Klippenes has also worked with his staff to training them in small group guided reading. This is done with the help of two professionals Mr Klippenes has brought in for the trainings. His goal was to first train teachers and then make them proficient in the concepts of guided reading.

Annandale Middle School

AMS literacy interventions and teacher coaching were supported by Jessica Murphy, Instructional Coach and Equity Specialist. AMS Math interventions, co-teaching, and teacher coaching were supported by Kelsey Harps, Gifted and Talented Coordinator and Jake Schaanaman, math teacher.

Principal Jeff Erickson and Jessica Murphy, with advice from Jon Meinke, Director of Curriculum and Testing, guided teachers in studying Minnesota Academic Standards and in establishing Safety Net Standards. These subject area standards are statements of the must-haves each student should achieve by grade level at the end of the school year. During staff meetings, teachers identified and organized the safety net standards and adjusted instruction as needed.

Annandale High School

Principal Steve Scherber planned for each subject department to deliver models of formative assessment during AHS staff meetings. Teachers gave group presentations of methods to embed formative assessment in ongoing lesson delivery. The purpose is engagement and measurement of student participation and success.

Mr. Scherber has continued his work with staff in the area of Learning Targets. Having teachers think about the direction of class and having it posted everyday on the board in the front of the room.