

INDEPENDENT SCHOOL DISTRICT 659  
REGULAR SCHOOL BOARD MEETING  
Monday, February 27, 2017, 7:00 PM  
Northfield High School, Media Center

**AGENDA**

- I. Call to Order
- II. Agenda Changes / Table File
- III. Public Comment  
This is an opportunity for residents of the Northfield School District to address the Board. You are requested to do so from the podium. After being recognized by the chair, each individual will identify themselves and the group they represent, if any. Please state your reason for addressing the Board. To ensure that all individuals have a chance to speak, speakers will be limited to one three-minute presentation. This is not a time to debate an issue, but for the Board to hear your comments.  
The Minnesota Government Data Practices Act prohibits comment about specific student matters, even without naming the student, in open session. This includes the public comment portion of our meeting. The Board respects and values input on student matters, but when it relates to a specific student or to a specific student matter, such input must be heard by the appropriate personnel - such as the building principal or superintendent - and not during an open meeting of the School Board.
- IV. Approval of Minutes
- V. Announcements and Recognitions
  - Presentation of a Student Learning Grant by Gary Benson, Director of Project Planning and Development at Kraus Anderson.
- VI. Committee Reports
- VII. Items for Discussion and /or Reports.
  1. Social/Emotional Curriculum Presentation.
  2. QComp.
  3. Summary of Superintendent's Mid-Year Evaluation.
- VIII. Superintendent's Report
  - A. Items for Individual Action
    1. Bids for the Bridgewater Roof Bonds.
  - B. Items for Consent Grouping
    1. Personnel Items.
- IX. Items for Information
  1. 2018-2019 School Year Calendar, First Reading.
- X. Future Meetings  
Tuesday, March 7, 2017, 5:30-7:30 PM, School Board Work Session, Northfield High School Media Center  
Monday, March 13, 2017, 7:00 PM, Regular School Board Meeting, Northfield High School Media Center  
Monday, March 27, 2017, 7:00 PM, Regular School Board Meeting, Northfield High School Media Center
- XI. Adjournment

# NORTHFIELD PUBLIC SCHOOLS MEMORANDUM

Monday, February 27, 2017, 7:00 PM  
Northfield High School Media Center

TO: Members of the Board of Education  
FROM: Matthew Hillmann, Ed. D., Superintendent  
RE: Explanation of Agenda Items for the February 27, 2017, School Board Meeting

- I. Call to Order
- II. Agenda Changes / Table File
- III. Public Comment
- IV. Approval of Minutes  
Minutes of the Regular School Board meeting held on February 13, 2017, are enclosed for your review and comment.
- V. Announcements and Recognitions.
  - Presentation of a \$1000 Student Learning Grant by Gary Benson, Kraus Anderson.
- VI. Committee Reports.
- VII. Items for Discussion and/or Reports
  1. Social/Emotional Curriculum Presentation.  
School Psychologist Carrie Duba will share the progress associated with the District's effort to research and recommend a Social/Emotional curriculum in alignment with the strategic plan. Ms. Duba will share the curriculum identified for consideration and the process being used to determine the District's direction.
  2. QComp.  
Superintendent Hillmann will update the Board on the District's consideration of submitting an application for the QComp program during the 2016-17 window.
  3. Summary of Superintendent's Mid-Year Evaluation.  
School Board Chair Julie Pritchard will share her summary of the Superintendent's mid-year performance evaluation. Her written summary will be included in the Table File.
- VIII. Superintendent's Report.
  - A. Items for Individual Action
    1. Bids for the Bridgewater Roof Bonds.  
A representative from Ehlers, Inc. will present the results of the bids received for the \$1,365,000 general obligation long term facilities bond sale along with a recommendation for approval. The Board approved the resolution of intent to sell bonds at the November 14, 2016, Board meeting. Ehlers will be receiving bids Monday morning. A summary of the bids will be provided in the table file.  
  
**Superintendent's Recommendation:** Motion to approve the Resolution Awarding the Sale, Determining the Form and Details, Authorizing the Execution, Delivery and Registration, and Providing for the Payment of General Obligation Facilities Maintenance Bonds, Series 2017A.
  - B. Items for Consent Grouping  
**Superintendent's Recommendation:** Motion to approve the following items listed under the Consent Grouping.
    1. Personnel Items.
      - a. Appointments.

1. Allison Gronli Community Services – Birthday Party Instructor for 3hrs./day on Saturdays District wide beginning 02/18/2017-05/31/2017; \$9.50/hr.
  2. Margaret Jewison 1.0 FTE Industrial Technology Teacher at the High School beginning 08/23/17; BA, step 0.
  3. Sandra Reiman Reading & Math Support Teacher for 4 hrs./day at Bridgewater Elementary beginning 2/1/2017-06/6/17, MA, Step 6.
  4. Emma Wellman KidVentures Site Assistant for 7.5hrs./wk. M/W/F at Greenvale Park Elementary beginning 02/22/2017-06/06/2017; \$12.43/hour.
- b. Increase/Decrease/Change in Assignment.
1. Tammy McDonough 1.0 FTE Teacher at the Middle School, change to 1.1 FTE Teacher at the Middle School beginning 1/30/2017-6/06/2017.
- c. Leave of Absence Requests.
1. CORRECTION: Mary Huberg - FMLA leave of absence beginning February 7, 2017 through February 23, 2017.
  2. CORRECTION: Annie Kruse ECSE Spec Ed Teacher at Longfellow, change to Early Childhood Coordinator with Community Services beginning 12/05/2016. Early Childhood Coordinator position changed from \$53,239/yr. for 52 wks./yr. to \$57,191 for 50 wks./yr. Step 4, Plus Masters Stipend.
  3. CORRECTION: Heather Olivier, Orchestra Teacher at the Middle School FMLA/Childcare leave beginning 02/23/2017-through the end of the 2016-17 school year.
  4. Lisa Battaglia, Teacher at the High School - Family/Medical Leave of Absence beginning on 02/13/2017-3/03/2017.
  5. Krista Betcher, Teacher at the Middle School - Unpaid Leave of absence for the 2017-2018 school year.
  6. Stefanie Bothun, Band Teacher - Family/Medical Leave of Absence – Childcare beginning on 08/28/2017-01/01/2018.
  7. Jamie Moyer, Special Education Teacher – Family Medical Leave of Absence – Childcare beginning on or about 5/14/17 for 12 work weeks.
  8. Catherine O'Connor, ECSE Teacher - Family/Medical Leave of Absence – Childcare beginning on 08/28/2017-for 41 work days.
- d. Resignations and Retirements.
1. Stephen Cade, Middle School Assistant Track Coach – resignation effective 2/22/17.
  2. Marlene Ernste-Reineke Child Nutrition Associate at Greenvale Park resignation effective 03/06/2017.
  3. Dan Foley Teacher at Sibley retirement effective end of 2016-2017 school year.
  4. Debra James Early Childhood Special Ed Teacher at Longfellow, retirement effective end of 2016-17 school year.
  5. Kyle Korynta Assistant track coach at the High School resignation effective 02/16/2017;
  6. Emery Rankin-Utevsy Event Worker declined position effective 12/28/2016.
  7. Judi Vitito RTI Coach at Bridgewater resignation effective end of 2016-17 school year.
  8. Lisa Wisdorf, Kindergarten Teacher at Bridgewater, retirement effective at the end of the 2016-17 school year.

IX. Items for Information

1. 2018-2019 School Year Calendar.

Enclosed is a copy of the proposed 2018-19 school year calendar. The Board will be asked to take action on the proposed 2018-2019 school year calendar at its regular meeting on March 13, 2017.

X. Future Meetings

Tuesday, March 7, 2017, 5:30-7:30 PM, School Board Work Session, Northfield High School Media Center,  
Monday, March 13, 2017, 7:00 PM, Regular School Board Meeting, Northfield High School Media Center  
Monday, March 27, 2017, 7:00 PM, Regular School Board Meeting, Northfield High School Media Center

XI. Adjournment

# NORTHFIELD PUBLIC SCHOOLS

## School Board Minutes

School Board Minutes

February 13, 2017

Northfield High School Media Center

- I. Call to Order  
Board Chair Julie Pritchard called the Regular meeting of the Northfield Board of Education of Independent School District 659 to order at 7:00 p.m. Present: Goerwitz, Hardy, Iverson, Pritchard, Quinnell and Stratmoen. Colangelo was absent.
- II. Agenda Changes / Table File  
The table file was added.
- III. Public Comment  
There was none.
- IV. Approval of Minutes  
On a motion by Quinnell, seconded by Goerwitz, minutes of the Minutes of the Regular School Board meeting held on January 23, 2017, were unanimously approved.
- V. Announcements and Recognitions
  - Congratulations to Tracy Closson, Grounds Coordinator. Tracy was recently elected President of the Minnesota Park and Sports Turf Managers Association.
  - Bridgewater Elementary Principal Nancy Antoine has been named one of three finalists for the Minnesota Elementary School Principals Association's 2017 National Distinguished Principal award.
  - Governor Dayton has declared Wednesday February 22, Minnesota's first, "Minnesota School Bus Driver Appreciation Day". Staff in each of our buildings will be recognizing their school's bus drivers and Benjamin Bus has several activities planned that day to celebrate all of their dedicated drivers!
  - Northfield Public Schools has adopted - as a near-term priority - the action step of "building and fostering relationships with a commitment to social/emotional health for all". Members of the student services support team have done extensive research on social/emotional curricula and has narrowed the choices to three highly regarded and effective curricula. The next step in this process is gathering feedback from stakeholders - our teachers and our families. There will be an open house at the High School Media Center on Thursday, February 23 from 3:30 pm-6:00 pm and at 5:30 at the community school for families to view the materials, ask questions of the team members, and provide written feedback on the three curricula.
  - The Raider Speech Team started their season with a 2nd place, large school finish at the Rochester John Marshall Invitational this past weekend.
  - Iverson attended the one-act play at the high school and said it was a terrific performance.
- VI. Items for Discussion and / or Reports
  1. Flexible Learning Day at the High School on February 28.  
Northfield High School Principal Joel Leer updated the Board regarding a flexible learning day set for Northfield High School students on February 28. Juniors are taking the ACT exam on site that day and seniors will be engaged in work on their capstone project on site. Freshmen and sophomores will not be at the High School site and will engage in their academic activities online that day, using their iPad as the conduit for the content. Mr. Leer provided an overview of the plan for the day, how we might use this strategy in other situations, and the plan to review the success and challenges of the flexible learning day by surveying teachers and students. The Board asked for a follow-up report at a future Board meeting.
  2. Follow-up on February 8 Board Work Session.  
The Board met in a work session on February 8, 2017, to review the Master Facilities Plan and learn about possible next steps. Superintendent Hillmann briefly reviewed the work session. Board members continued the discussion about the Master Facilities Plan and potential next steps. The Board asked for

budget projections and what the total impact to taxpayers might be for various scenarios. Another work session will likely be scheduled before spring break. (Tuesday, March 7, 5:30, HS Media Center.)

3. QComp.

Superintendent Hillmann provided a brief update on a potential QComp application process. The Board expressed concern about the timing of the \$91 Board approved levy that would be part of the application given the recent Board work session where a possible operating and bond levy election this fall was discussed. The final date an application could be submitted this year to the Minnesota Department of Education is March 15<sup>th</sup>.

4. Legislative Update.

Superintendent Hillmann shared an update on the legislative session and reviewed key points from the Southeast Minnesota Legislative Forum, held on February 4 in Rochester and sponsored by the Minnesota Association of School Administrators (MASA). Dr. Hillmann encouraged Board members that when talking with legislators to focus the discussion on increasing the basic formula and/or the special education formula.

VIII. Superintendent's Report

A. Items for Individual Action

1. Resolution Requiring Administration to make Recommendations regarding Programming and Staffing for Next Year.

On a motion by Iverson, seconded by Stratmoen, the Board authorized the administration to make recommendations for additions and reductions in program and for adding or discontinuing positions. Voting "yes" was Stratmoen, Quinnell, Iverson, Hardy and Goerwitz. No one voted "no." Colangelo was absent.

B. Items for Consent Grouping

On a motion by Hardy, seconded by Iverson, the Board unanimously approved the following items in the Consent Grouping.

1. Financial Reports – September and October 2016.

The Board approved the following:

- Paid bills totaling \$2,073,138.66, payroll checks totaling \$2,957,253.75 and the financial reports for September 2016. There were no bond payments made in September 2016.
- Paid bills totaling \$1,681,459.79, payroll checks totaling \$3,137,417.53 and the financial reports for October 2016. No bond payments were made in October 2016.

2. Personnel Items.

a. Appointments.

1. Zaret Calderon, Targeted Services Site Assistant for 1.5 hrs./day for 4 days/wk. at Greenvale Park Elementary beginning 1/30/2017-05/04/2017; Step 1 - \$12.43/hr.
2. \*Emily Maire, 1.0 FTE Long Term Substitute Orchestra Teacher at the Middle School beginning approx.02/26/2017-06/06/2017; BA, Step 0.
3. Zack Rasmussen, KidVentures Student Site Assistant for 17 hrs./wk. at Greenvale Park Elementary beginning 02/06/2017-06/06/2017; \$9.50/hr.
4. Tiffany Ryan, 1.0 FTE Long Term Substitute Grade 4 Teacher at Greenvale Park Elementary beginning 02/02/2017-06/06/2017; BA, Step 6.
5. Regina Young, Education Assistant PCA for 7.0 hrs./day at CVSEC-SUN beginning 02/09/2017; CVSEC Step 1 - \$15.58/hr.
6. \*Nancy Johnson Event Worker District wide beginning 02/15/2017.
7. Megan Kremin 1.0 FTE ECSE Special Education Teacher at Longfellow beginning 02/06/2017-06/06/2017; BA, Step 0.

b. Increase/Decrease/Change in Assignment.

1. Correction: Diane Nagy, 0.5 FTE Title/0.5 FTE Compensatory at Bridgewater, change to 0.5 FTE Title/0.5 FTE Instructional Coach at Bridgewater beginning 1/30/2017-06/06/2017.

2. Amy Allin, 1.0 FTE Teacher at the Middle School, add 1.0 + 41 days MS Teacher – Overload at the Middle School beginning 1/30/2017-06/06/2017.
  3. Jacqueline Braun, Spec Ed Teacher at the CVSEC-SUN, change to Spec Ed Teacher at the CVSEC-STEP beginning 02/06/2017.
  4. Amy Dorey, PreK Teacher at Longfellow, add New Teacher Mentor with a stipend of ½ of \$750 for a total of \$375 for second semester at Longfellow beginning 01/25/2017-06/06/2017.
  5. Jeanne Hanzlik, Science Teacher at the High School, add Teaching overload at the High School beginning 01/30/2017-06/06/2017.
  6. Corrine Kelly, administrative assistant at CVSEC-Alex, change to 1.0 FTE Confidential Administrative Assistant year round position (260 days) at CVSEC-District Office beginning upon hire of replacement.
  7. Beth Kuyper, Educational Assistant for 6.75 hrs./day at the Middle School, change to Educational Assistant for 7.0 hrs./day at the Middle School beginning 08/29/2016-06/06/2017.
  8. Hope Langston, District Assessment Coordinator/Instructional Coach with the District and Bridgewater, change to District Assessment Coordinator (full-time) with the District beginning 01/30/2017-06/06/2017.
  9. Carolyn Manderfeld, Educational Assistant for 6.75 hrs./day at the Middle School, change to Educational Assistant for 7.0 hrs./day at the Middle School beginning 08/29/2016-06/06/2017.
  10. Katrina Meehan, 1.0 FTE Teacher at the Middle School, add 1.0 + 44 days MS Teacher – Overload at the Middle School beginning 1/30/2017-06/06/2017.
  11. Katie Remmey, Educational Assistant for 6.75 hrs./day at the Middle School, change to Educational Assistant for 7.0 hrs./day at the Middle School beginning 08/29/2016-06/06/2017.
  12. Patrick Riley, Science Teacher at the High School, add Teaching overload at the High School beginning 01/30/2017-06/06/2017.
  13. Darrell Sawyer, Social Studies Teacher at the Middle School, add Building Supervisor as needed with Community Services beginning 01/30/2017. \$15.34/hr.
  14. Tammy Schwagherl, Educational Assistant for 6.75 hrs./day at the Middle School, change to Educational Assistant for 7.0 hrs./day at the Middle School beginning 08/29/2016-06/06/2017.
  15. Brenda Kell Sped EA/PCA for 14.75hrs/wk. at the Head Start/Family School, change to Sped EA/PCA for 1.75hrs/wk. at the Family School NCRC beginning 02/03/2017-06/06/2017.
  16. Brittney Laue Sped Ed Teacher at CVSEC-SUN, add Assistant Girls Softball Coach (9<sup>th</sup> Grade Part-Time Hourly) for 3hrs./day at the High School beginning 03/13/2017-06/09/2017; \$18.00/hr.
  17. Kim McMillian Instructional EA at the High School, change to Reading Teacher/Specialist/Interventionist at the High School beginning 02/07/2017-03/03/2017; BA, Step 2.
- c. Leave of Absence Requests Approved.
1. Mary Huberg, Admin Assistant at Longfellow Family/Medical Leave of Absence beginning 02/07/2017-02/20/2017.
  2. Jerry Smuda, High School Custodian Family/Medical Leave of Absence beginning 02/06/2017-02/17/2017.
  3. Jessica Enge Special Ed Educational Assistant at Longfellow, Leave of Absence/ Childcare beginning 05/01/2017 through the end of the 2016-17 school year.
- d. Resignations and Retirements.
1. Annette Armstrong, Special Education Assistant at CVSEC-Alex, resignation effective 01/20/2017.
  2. Ann Dybvik, Speech/Language Pathologist at Sibley Elementary School, retirement effective end of 2016-17 school year.

3. Clarita Kell, Early Childhood Screener, resignation effective 03/24/2017.
4. Kathleen Kopseng, Language Arts Teacher at the High School, retirement effective end of 2016-17 school year.
5. Tina Holum ESL Teacher at Greenvale Park resignation effective end of 2016-17 school year.

e. The Board approved the following:

- Softball - additional coaching position. \$1,000 will be allocated for the position (inclusive of salary/benefits) for the 2016-17 school year at an hourly rate.

\* Conditional offers of employment are subject to successful completion of a criminal background check and Pre-work screening (if applicable)

IX. Items for Information

1. Enrollment Report -- February 2017.

X. Future Meetings

Monday, February 27, 2017, 7:00 PM, Regular School Board Meeting, Northfield High School Media Center  
Tuesday, March 7, 2017, 5:30 PM, School Board Work Session, Northfield High School Media Center  
Monday, March 13, 2017, 7:00 PM, Regular School Board Meeting, Northfield High School Media Center

XI. Adjournment

On a motion by Stratmoen, seconded by Quinnell, the Board adjourned at 9:03 p.m.

Noel Stratmoen  
School Board Clerk



## Committee Report

*Board of Education*

**Name:** Julie Pritchard

**Committee:** Schools for Equity in Education (SEE)

**Date Submitted:** 2/19/2017 0:07:29

---

2/17/17 SEE Meeting attended by Julie Pritchard and Dr. Hillmann

Highlights of the meeting included:

Legislative Update:

An important equalization bill (HF1381) has been introduced in the House. The Senate companion bill will be introduced the week of 2/20/17 to provide \$80 million a year, \$40 million in debt service equalization and \$40 million in referendum equalization. This bill will provide significant property tax relief for SEE districts and will also serve to make the state's system for funding education more equitable.

Student Discipline Working Group:

The 2016 Legislature established a Student Discipline Working Group to review Minnesota statutes related to student discipline and to make recommendations to the Legislature on improving disciplinary policies, practices and procedures as they affect students and school officials as well as the effects on student outcomes. The working group's focus centered around the disproportionality of discipline for students of color and school safety. In addition, the group recommended a review of the word "willful" due to the complex balance of students' due process rights with the obligation of providing a safe school environment. Their work produced ten recommendations for the Minnesota State Legislature. Districts state-wide are hopeful that the legislators will use this group's recommendations to guide their work on this very complex issue.





## Committee Report

*Board of Education*

**Name:** Amy Goerwitz

**Committee:** Community Services Advisory Committee

**Date Submitted:** 2/20/2017 12:59:48

---

The Community Services Advisory Council met on Tuesday, January 24, 2017. Hope Langston, District Assessment Coordinator, presented data on the preschool experiences of district students entering Kindergarten, the school readiness of current Kindergarten students, and how last year's Kindergarten students are doing in first grade. This detailed information, which cannot easily be summarized in a sentence or two, has also been shared with preschool staff and Kindergarten teachers at one of the twice yearly meetings facilitated by Community Services.

In addition, Northfield Community Services happily reported that we are a recipient of the Southern Minnesota Initiative Foundation's (SMIF) 30th Anniversary Early Childhood Initiative grant. Northfield Early Childhood Initiative will be receiving \$10,000 for the "Apoyando Nuestros Bebes (Supporting Our Babies)" project. Access to high-quality early childhood programming is strongly linked to kindergarten readiness, future academic success, and overall health and well being. With support from SMIF, Northfield Public Schools Early Childhood Initiative Coalition will implement three innovative outreach efforts: The Latino Childcare Providers Network, Early Learning Childcare at the Greenvale Park Community School and Tiempo Para Bebe (Time for Baby Class).



## Committee Report

*Board of Education*

**Name:** Amy Goerwitz                      **Committee:** DCSDC

**Date Submitted:** 2/21/2017 20:52:11

---

### PLC GRANTS

So far this school year the DCSDC has awarded 15 PLC grants for book studies or to attend conferences/workshops. Approved book awards include these titles--Mathematical Mindsets; Never Work Harder Than Your Students; Readicide: How Schools are Killing Reading and What You Can Do About It; Constructing Explanations in Science; and Chemistry of Calm. Workshops attended through the grants include--Unlocking Complex Text and Generative Vocabulary; Fostering Resilience and Growth Mindset From the Start; Effectively Dealing with Disruptive Students; Improving Instruction with MCA Data; Increase Reading Skills of Your Students Struggling the Most; and Stress Resilience and Happiness. Budgeted with \$6000 at the beginning of the school year, \$400 remains to be awarded.

### CURRICULUM REVIEW CYCLE

Additionally, the committee is discussing the curriculum review cycle. Our main conclusion is that the cycle is too long. Rather than waiting seven years (the life cycle of a text book), we need to respond more quickly to the data telling us about what is working and what is not. Minimally, data should be reviewed annually to see if the curriculum is meeting our needs. We will continue to refine our recommendations at our April meeting.

### COMMITTEE BOOK STUDY

The committee is reading the book, *Quiet*. As we ran out of time, there was no discussion in February. *Quiet* is about the value of introverts in our society. The implication for education includes being aware of the introverts in the classroom; allowing longer times for students to respond; and examining group work and participation grades. As this book could be helpful throughout the district, we are looking into ways to share what we have learned with all the teachers.

Report of the District Student Support Services Team's Social Emotional Learning subcommittee  
February 27th, 2017

**Who is the DSSST and SEL subgroup?**

The District Student Support Services Team is comprised of the school psychologists, social workers and counselors, the PALS, and the District Wellness Coordinator. The SEL subgroup is comprised of members of the DSSST as well as the coordinator of the Rice County Mental Health Collective.

**What is the project?**

To review Northfield Public School data on, current practices in, and needs for social emotional learning, and to review research on SEL best practices, evidence of effectiveness, and programming options in order to identify a selection of the most promising SEL curricula and strategies to present for administrative consideration.

**What is the timeline?**

This work was started 3 years ago at the request of the administrative team at that time. The District has now identified SEL as a near term priority and since beginning our review, our team has had training in Youth Mental Health First Aid, and in the PREPaRE Crisis Prevention, Response and Recovery curriculum. Prioritization of SEL and cutting edge training helped energize, shape and inform our current work.

- 2015-2016: Youth Mental Health First Aid Training for all staff working with grades 5-12th.
- August 2016: PREPaRE training for all crisis team members and school based mental health support (DSSST) team members.
- Sept -Dec 2016: Research, review, revision of SEL and curricular recommendations
- Jan 2017: SEL subcommittee presentation to the Northfield Leadership Team
- Feb - Mar 2017: Information and opportunities for review and feedback for staff and community
- April 2017: Feedback data aggregated and presented to Northfield Leadership Team for decision on SEL materials and strategies.

**Is there stakeholder involvement?**

Yes! Information was presented to the Northfield Leadership Team, and to DEPAC. All staff were sent a screencast describing the SEL investigation process and the materials being recommended for review. All staff were provided structured feedback forms electronically and as hard copies.

Curriculum review events for staff were held at LF, GVP, BW, SB and NMS before, during, and after contract hours.

Information regarding our SEL process was shared with the community in District and building newsletters.

Curriculum review events for community members were held in the evenings at NHS and the GVP Community School. DSSST and SEL members and administrators were present at all events.

**What were the recommendations?**

Three SEL curricula were presented to stakeholders for consideration:

Strong Kids

Lion's Quest

Second Step

**What was considered when making the recommendation?**

All materials provide a unified and cohesive scope and sequence from EC/K to 8th grade.

All are evidence-based programs that address the core SEL competencies identified by CASEL.

All have options for implementation that allow buildings and teams flexibility in presentation without sacrificing fidelity in practice.

All have lessons that can be presented either as stand-alone lessons or integrated into daily curricular areas.

All have limited demand for additional teacher preparation.

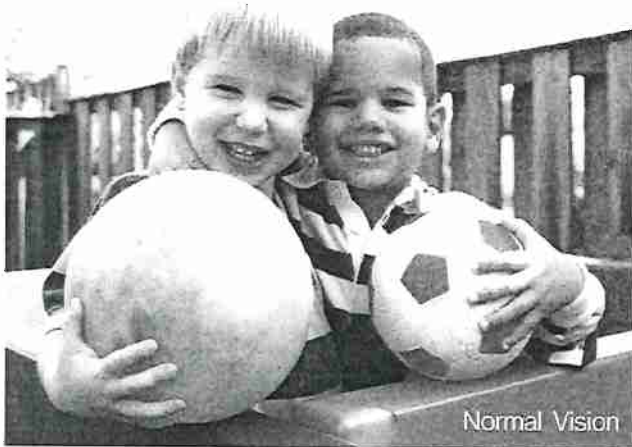


# Social Emotional Learning

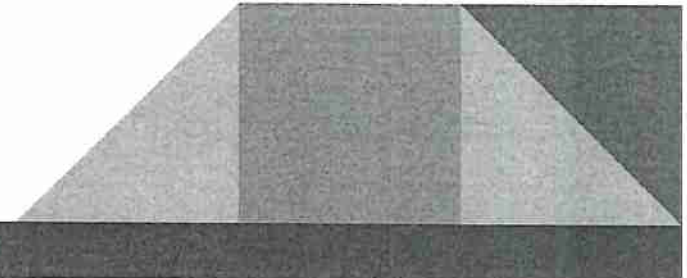
DSSST and SEL subgroup summary

# Northfield Social & Emotional Learning

*Social and emotional learning (SEL) involves the processes through which children and adults acquire and effectively apply the knowledge, attitudes, and skills necessary to understand and manage emotions, set and achieve positive goals, feel and show empathy for others, establish and maintain positive relationships, and make responsible decisions. Effective SEL programming begins in preschool and continues through high school.*



- Collaborative for Academic and Social Emotional Learning, 2013 Guide



# Process Timeline

September - December: *DSSST members: review, update and revise SEL comparison research*

January: *DSSST SEL subcommittee presentation to Northfield Leadership Team*


February - March: *SEL information screencast for all staff with structured and informal feedback opportunities*

*Curriculum review sessions for staff in LF, GVP, BW, SB, NMS*

*Curriculum review sessions for community at NHS and GVP Community School*

April: *Feedback data reviewed and presented to Northfield*

*Leadership Team*



# District Alignment



## Vision

- We will prepare every student for lifelong success within a world class learning environment with a commitment to community partnerships and sustainability

## Environment

- Learning environment: We believe everyone in our school has the right to a positive learning environment that provides physical, emotional and intellectual safety .
- Climate: an environment that fosters mutual respect, responsibility, and rigor and ensures the right to physical, emotional and intellectual safety .

## Interventions

- We will implement and evaluate a multi tiered system of academic and behavioral interventions
- Integrate practices and services for social emotional learning and children's mental well-being



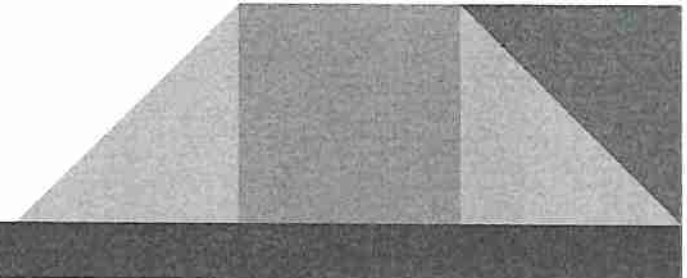
# Who

**District Student Support Services Team: Psychs, SW, Counselors, PALS**

**Why:** Area of expertise, act as first responders, partners in problem solving, evaluators, data collectors, therapy and family interface, have a concentrated experience with challenging behaviors, emotions and mental health concerns

**Community Partners: RCMHC, HCI, Nfld Promise**

**Why:** Collaboration and collective impact, shared resources, and expanded pool of expertise.



## What we considered:

The extensive SEL research on evidence of effectiveness, best practices for implementation, essential skills, and mental, emotional and chemical health.

Others who have established SEL Standards and Objectives

The research and recommendations from PREPaRE Crisis Prevention, Response and Recovery curriculum and trainings

**Collaborative for Academic, Social, Emotional, Learning (CASEL)**



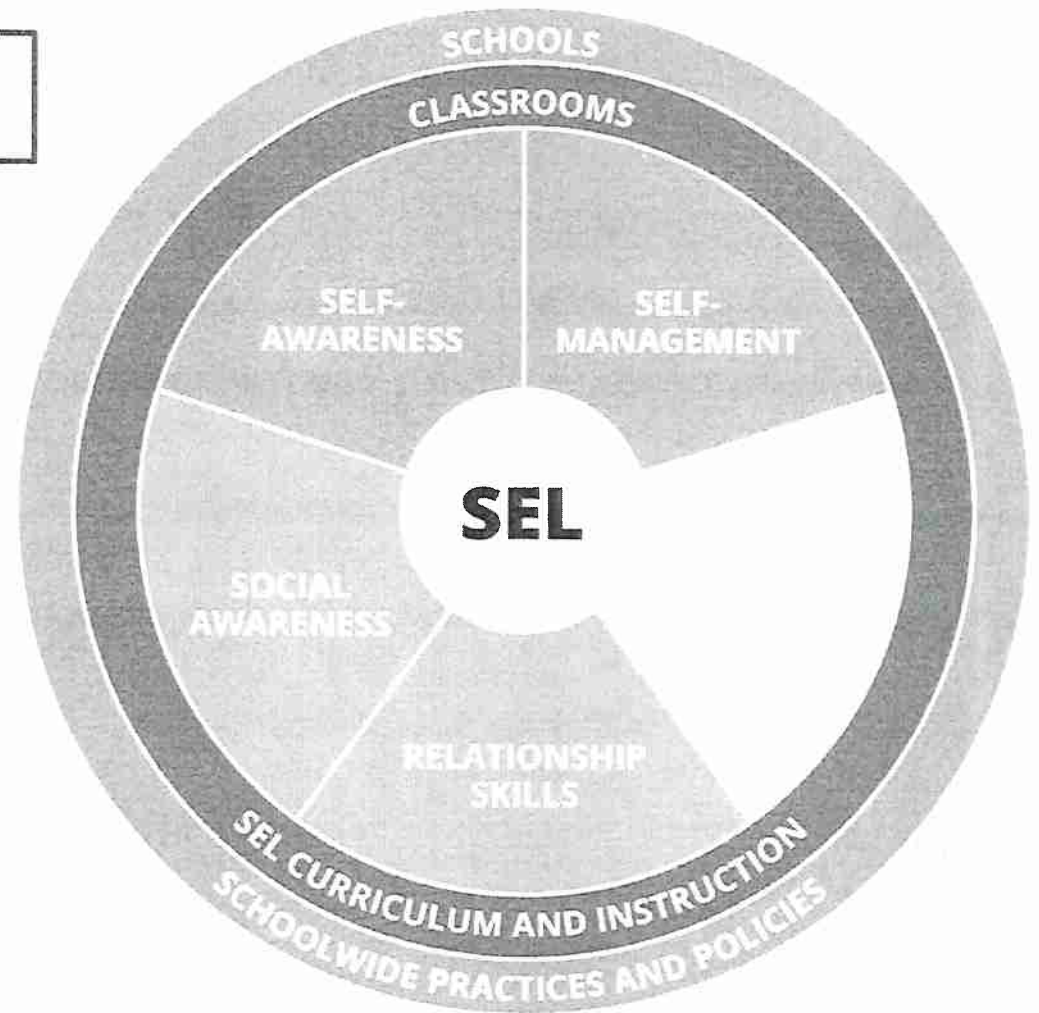


# Current Reality Data

Data	Why
<b>Discipline: ODRs, Fix it reports</b>	<i>Barometer of behaviors and teacher response</i>
<b>Special Education: current EBD, OHD and referrals</b>	<i>Students with intrusive behaviors, skill deficits in self regulation</i>
<b>Section 504 Plans: relevant diagnoses</b>	<i>Mental Health Diagnoses</i>
<b>Attendance: Secondary</b>	<i>Reflects mental health concerns</i>
<b>DAP: Developmental Assets Profile</b>	<i>Questions about skills, self worth, attitudes</i>
<b>MN Student Survey</b>	<i>Questions about feelings, engagement, safety</i>
<b>Other</b>	<i>GVP Behavior Screener, Parent Referrals, DESSA [out of school programs]</i>

# CASEL Competencies

SELF-AWARENESS
SOCIAL AWARENESS
RELATIONSHIP SKILLS
SELF-MANAGEMENT



## Reviewed and recommended for consideration

- Second Step (EC-8)
- Strong Kids (EC-12)
- Lion's Quest (EC-12)

# Program Objectives

<p><b>Second Step</b></p> <p><i>Second step scope and sequence focusing on self-regulation, executive-function skills (attention, following directions, and control behavior), making friends, managing emotions, and solving problems, communication, coping, and decision-making skills - resulting in academic success</i></p>	<p><b>Strong Kids</b></p> <p><i>Promotes social emotional learning, resilience, and increased coping skills</i></p> <p><i>Focuses on the prevention of internalizing disorders</i></p>	<p><b>Lion's Quest</b></p> <p><i>Connection to school</i></p> <p><i>Positive behavior</i></p> <p><i>Character education</i></p> <p><i>Anti-bullying</i></p> <p><i>Drug, alcohol, and tobacco awareness</i></p> <p><i>Service-learning</i></p> <p><i>EC-12th grade</i></p>
---	--	---

# Outcomes

## Second Step

By targeting risk and protective factors, the Second Step program supports healthy development, and protects students from a range of problems.

Provide Skills Instruction in Executive Functioning, Emotional Management, Problem Solving, and School Readiness for Improved Peer Relationships, and Academic Success.

[Link to Research](#)

## Strong Kids

Strong research—many studies based on hybrid model (15 studies by 2010)

Found to have preventative effect for non-at-risk students, and treatment effect for at-risk students.

[Link to Research](#)

## Lion's Quest

9% improvement in GPA

57 % decline in school absences

82% decline in in-school suspensions

44% decline in out-of-school suspensions

47% decrease in bullying

[Link to Research](#)

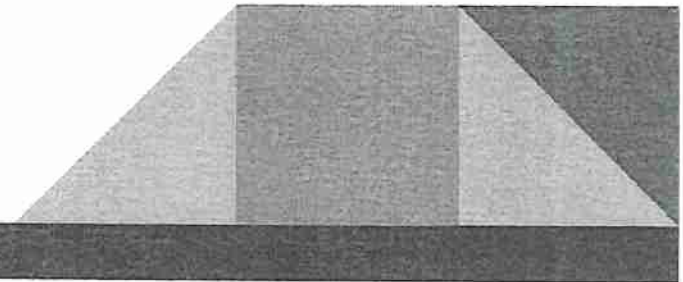


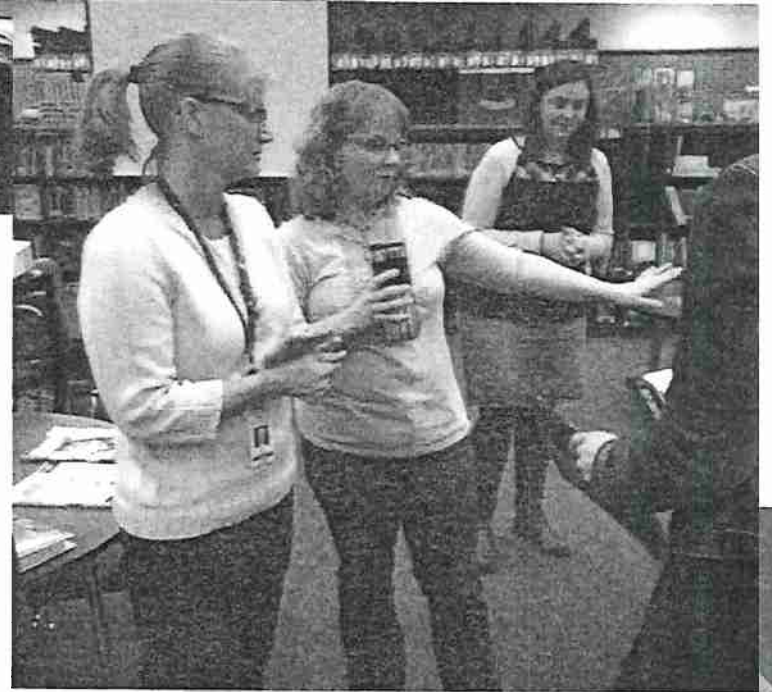
# Process Timeline

**February - March:** *SEL information screencast for all staff with structured and informal feedback opportunities*

*Curriculum review sessions for staff in LF, GVP, BW, SB, NMS*

*Curriculum review sessions for community at NHS and GVP Community School*

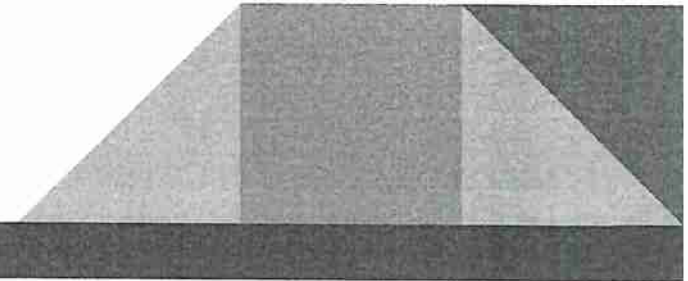




# What about high school?

The NHS SEL subcommittee is continuing to:

- Team with the Career and College Readiness subgroup of the Northfield Promise
- Collaborate with NMS and the Rice County Mental Health Collective
- Analyse high school data
- Develop clear objectives
- Establish priorities
- Investigate programming options



# To learn more and continue to explore SEL.....

**Collaborative for Academic and Social Emotional Learning:** [www.casel.org](http://www.casel.org)

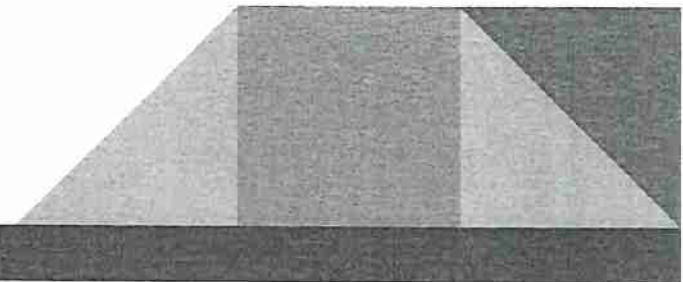
**SEL Introductions from Edutopia:** *Studies show that sustained and well-integrated social and emotional learning (SEL) programs can help schools engage their students and improve achievement. Explore the classroom practices that make up the best and most effective SEL programs:*

<https://www.youtube.com/watch?v=DqNn9qVwO1M&feature=youtu.be>

<https://www.youtube.com/watch?v=XfyC0o88zfM>

Neuroscientist Richard Davidson presents his research on how social and emotional learning can affect the brain:

<https://www.youtube.com/watch?v=o9fvvsR-CcM>



## **School Calendar Meet and Confer – 2018-19 school year**

### **School Calendar District Interests**

1. Maintain at least 174 student contact days
2. Identify snow make up days, criteria for use and marked clearly on calendar.
3. Plan for after Labor Day start (statutory).
4. Provide the maximum number of high impact instructional days prior to State MCA testing window.
5. Completion for students by end of the first full week of June.
6. Support instructional continuity by reducing the number of shortened weeks or combining shortened weeks with teacher worktime/professional development.
7. Maximize student attendance by avoiding scheduling less than three student contact days in any week.
8. Provide five days of preschool inservice to support PreK-12 staff development and teacher preparation for the start of the year as well as individual student assessment and parent interaction at the elementary level.
9. Provide four Teacher Preparation Days with no required staff development including 1 day during preservice, 1 day at the end of 1<sup>st</sup> Quarter, 1 day at the end of 2<sup>nd</sup> Quarter, and 1 day at the end of 3<sup>rd</sup> Quarter.
10. Provide five Staff Development Days including four days during preservice, and one day during the second semester.
11. Strive for balance in 1) semesters, 2) quarters
12. Provide consistent staff development using professional learning communities (PLC's) on a weekly basis during regular school hours throughout the school year. The research is clear that teachers need regular and timely opportunities to review student achievement data, develop student goals, implement teaching strategies to achieve those goals and evaluate the strategies to see how well they have worked.

# Northfield Public Schools 2018-2019 School Calendar

VERSION 5  
(No Staff Development on day  
before Thanksgiving.  
Longer winter break)

July 2018							July	January 2019							January		
Su	M	Tu	W	Th	F	Sa		Su	M	Tu	W	Th	F	Sa			
1	2	3	4	5	6	7	4	Independence Day	6	7	8	9	10	11	12	1	No School, New Year's Day
8	9	10	11	12	13	14			13	14	15	16	17	18	19	14	No School, Martin Luther King Jr. Day
15	16	17	18	19	20	21			20	21	22	23	24	25	26	24	End of Second Quarter
22	23	24	25	26	27	28			27	28	29	30	31			25	No School, Teacher Preparation Day
29	30	31															
August 2018							August	February 2019							February		
Su	M	Tu	W	Th	F	Sa		Su	M	Tu	W	Th	F	Sa			
			1	2	3	4							1	2			
5	6	7	8	9	10	11		3	4	5	6	7	8	9			
12	13	14	15	16	17	18	22,23	New Teacher Inservice	10	11	12	13	14	15	16		
19	20	21	22	23	24	25	27-30	Staff Development Days	17	18	19	20	21	22	23	18	No School, Staff Development Day
26	27	28	29	30	31		31	Teacher Preparation Day	24	25	26	27	28			18	Possible make-up day for students and teachers
September 2018							September	March 2019							March		
Su	M	Tu	W	Th	F	Sa		Su	M	Tu	W	Th	F	Sa			
						1							1	2			
2	3	4	5	6	7	8	3	Labor Day	3	4	5	6	7	8	9		
9	10	11	12	13	14	15	4	First Day of School	10	11	12	13	14	15	16		
16	17	18	19	20	21	22			17	18	19	20	21	22	23	22	End of Third Quarter
23	24	25	26	27	28	29			24	25	26	27	28	29	30	25-29	No School, Spring Break
30									31								
October 2018							October	April 2019							April		
Su	M	Tu	W	Th	F	Sa		Su	M	Tu	W	Th	F	Sa			
		1	2	3	4	5	6			1	2	3	4	5	6	1	No School, Teacher Preparation Day
7	8	9	10	11	12	13		7	8	9	10	11	12	13			
14	15	16	17	18	19	20	18-19	No School, MEA	14	15	16	17	18	19	20		
21	22	23	24	25	26	27			21	22	23	24	25	26	27		
28	29	30	31						28	29	30						
November 2018							November	May 2019							May		
Su	M	Tu	W	Th	F	Sa		Su	M	Tu	W	Th	F	Sa			
				1	2	3					1	2	3	4			
4	5	6	7	8	9	10	2	End of First Quarter	5	6	7	8	9	10	11		
11	12	13	14	15	16	17	5	No School; Teacher Preparation Day	12	13	14	15	16	17	18		
18	19	20	21	22	23	24	21-23	No School, Thanksgiving Break	19	20	21	22	23	24	25		
25	26	27	28	29	30				26	27	28	29	30	31	27	No School, Memorial Day	
December 2018							December	June 2019							June		
Su	M	Tu	W	Th	F	Sa		Su	M	Tu	W	Th	F	Sa			
						1							1				
2	3	4	5	6	7	8			2	3	4	5	6	7	8	2	Graduation
9	10	11	12	13	14	15			9	10	11	12	13	14	15	7	Last Day of School (2-hr early dismissal)
16	17	18	19	20	21	22	Dec 20-Jan 1	Winter Break, No School	16	17	18	19	20	21	22	10	Possible make-up day for students and teachers
23	24	25	26	27	28	29			23	24	25	26	27	28	29	11	Possible make-up day for teachers
30	31								30								

**Weather make-up days:**

If on or before 2/15 school is closed 3 days, make-up day is 2/18.

If school is closed 4 days on or before 2/15, make-up days are 2/18 & 6/10.

If school is closed 3 days after 2/15, make-up day is 6/10.

If additional days are cancelled, teachers only will make-up on 6/11.

Holidays, No School     Holidays

No School

No School, Teacher Preparation or Staff Development Days

**Student Days:**

Term 1: 42 days  
Term 2: 45 days  
Term 3: 39 days  
Term 4: 48 days  
TOTAL: 174 days

**Summary:**

174 student contact days  
9 non-student contract days  
4 contract days off calendar (4 conferences)  
TOTAL: 187 contract days  
87 days - first semester; 87 days - second semester

**NORTHFIELD PUBLIC SCHOOLS**  
**2018-19 Calendar**

New Teacher Activities

August 22 and 23

Pre-School Days for all Teachers

August 27, 28, 29, 30 (Staff Development Days) August 31 (Teacher Preparation Day)

September 3      **No School.** Labor Day  
September 4      First Day of School/Beginning of 1<sup>st</sup> Quarter

October 18-19    **No School.** MEA Break

November 2      End of 1<sup>st</sup> Quarter (42 days)  
November 5      **No School.** (Teacher Preparation Day)  
November 6      Beginning of 2<sup>nd</sup> Quarter  
November 21-23 **No School.** Thanksgiving Break

Dec. 20-Jan. 1   **No School.** Winter Break

January 14      **No School.** Dr. Martin Luther King's Birthday  
January 24      End of 2<sup>nd</sup> Quarter (45 days)/End of First Semester (87 days)  
January 25      **No School.** (Teacher Preparation Day)  
January 28      Beginning of 3<sup>rd</sup> Quarter and Second Semester

\* **February 18**    **No school.** Teacher staff development day. **If three (3) days are cancelled on or before February 15, 2019, the make-up day for students and teachers is February 18, 2019.**

March 22      End of 3<sup>rd</sup> Quarter (39 days)  
Mar 25-29      **No School.** Spring Break

April 1          **No School.** (Teacher Preparation Day)  
April 2          Beginning of 4<sup>th</sup> Quarter

May 27          **No School.** Memorial Day

June 2          Graduation  
June 7          **Last Day of School.** 2-hour early dismissal  
End of 4<sup>th</sup> Quarter (48 days); End of Semester (87 days)

**June 10**          **Possible make-up day for students and teachers.**

**June 11**          **Possible make-up day for teachers only.**

\* **Students and Teachers Possible Make-Up Days for 2018-19**

- If two (2) days are cancelled, no make-up days for students or teachers.
- If three (3) days are cancelled on or before Friday, February 15, 2019, students and teachers will make-up the student contact day on Monday, February 18, 2019.
- If four (4) days are cancelled on or before Friday, February 15, 2019, students and teachers will make-up the student contact days on Monday, February 18, 2019 and Monday, June 10, 2019.
- If three (3) days are cancelled after Friday, February 15, 2019, students and teachers will make-up the student contact day on Monday, June 10, 2019.
- If additional days are cancelled, teachers only will make-up on Tuesday, June 11, 2019.