LEADERSHIP HIGHLIGHTS

January 2022

Elementary:
Happy New Year! From our schools to you ~ We wish you joy, love, peace, and prosperity in the new year!

Respect: Our Elementary Schools started out the new year with review and reminders for being respectful to others and ourselves. Our review included academic and behavior expectations for the second trimester of school. We focused on contributing to a respectful, kind, and peaceful school. All teachers use the Second Step Curriculum to teach our students social skills and to manage their emotions.

Gratitude: 2022 brings us the mindful habit of ~ Giving Thanks and Being Thankful! This mindful practice builds positivity, peace of mind, and a respectful and collaborative community. The more we practice being grateful for the things that we have in life, the more benefits we will experience. Science has proved that people who frequently show their gratitude will experience better well-being, greater relationships, be happier and more positive, and have stronger self-control.

Professional Learning Communities (PLC): Teachers continue to support student learning through dedicating time to collaborating in teams to find the best ways to teach our students. Professional learning communities have been putting a focus on the following questions:

- What efforts is your team taking to ensure a successful Tier 1?
- Does your team have an 80-85% success rate?
- How are you implementing the data cycle and WIN time?

Winter Assessments: As we prepare for the second trimester of school, winter assessments are used to provide teachers evidence of student learning and what students need next to be successful at school. Teachers will do an in depth analysis and review of all reading and math assessment data in order to provide students with the best learning support to master the grade level standards.

Service Learning: Learning through services is an authentic and relevant way to learn and give to others. Martin Luther King Day inspires us and provides us with a commitment to start each new year with service to others. Elementary students dedicate themselves to service in many ways throughout the year. Service is a strong value in our school district and we take every opportunity to teach our students this core value. Here are a few ways we are providing service in our community throughout the school year:

- Tie Blanket for Refugees
- Letters to Veterans
- Feed My Starving Children

Waconia Middle School:
We have passed the midpoint of the year and students have started new third quarter and 2nd semester classes. The planning for next is underway and the 6th and 7th-grade students recently attended administrative presentations to learn about the process of selecting elective courses for the next school year. All students received a 2022-23 WMS Course Catalogand were encouraged to review and discuss the course options with their parents and guardians and complete the Course Election Worksheet together. High school counselors have also been working with 8th-grade students during their math classes to provide guidance on course selections and registration at WHS.

Students and staff have been doing their best to stay masked up as we continue with the distinct-wide masking requirement. A “Caught Being Great” program of recognizing students for positive behaviors went really well this week and the PTO supplied many fun and cool prizes during the two week program. Starting on Wednesday, January 19th, we handed out 10 prizes during each lunch period. Some of the prizes have included sweet treats, ice-cream, front-of-the-line passes, gift cards to local restaurants, and lunch parties.. We have great students that do a lot of great things that we want to continue to notice and recognize them for being great. Huge thanks to the WMS PTO for the excellent prizes.

December’s Teacher of the month was Mrs. Buettner. Mrs. Buettner is our 6th, 7th, and 8th grade French teacher. She was nominated by one of her 7th-grade students Lillian Anderson. In the nomination, Lillian wrote that she is excited to go to school to work with Mrs. Buettner and that she makes learning French fun. She also shared that she likes the way she teaches students to read and write in French with opportunities to create stories with the words they learn. Both Mrs. Buettner and Lillian received a gift certificate and a candy treat from the WMS PTO. There were many other staff members nominated by students in December and we encourage students to continue to submit nominations. Lillian and Mrs. Buettner are pictured below.

Waconia High School & Activities:
Our students have returned from our holiday break and then our distance learning break. It is good to have the students back in the building and we are hoping our short stint of distance learning will allow us to keep our students in person while keeping our students and staff healthy.

While it’s just January, much of our time and energy is focused on new courses, pre-registration and planning for the 2022-2023 school year. Pre-registration for our

students will begin at the end of the month as we gather information for our staffing discussions in February. The guidance counselors have been busy working with our 9th-11th graders as well as connecting with local private schools and WMS to get our 8th grade students registered for next year. For our parents, there are additional resources and parent videos on the guidance office page on the school website.

We have been in discussions with Carver County and the “Move Mindfully” program. Move Mindfully is a program that is partnering with Carver County and hoping to connect with schools. Move Mindfully is a program/curriculum that focuses on mental health, mindfulness, movement and social-emotional learning. This is an area \that we are looking to expand and offer more resources and opportunities to our students. We are in discussions with Carver County and hope this will be an opportunity we can offer our students at WHS.

We will be having our Career Fair on Friday, April 8th. We have been working with Christine Fenner and the Chamber and will be combining our career fair with our Community Expo, which will be held on April 9th. By combining these opportunities, businesses can set up one time and participate in both events.

Wednesday, February 9th, WHS student council and the Red Cross will be hosting a blood drive at WHS.

We would like to recognize and thank Jason Klein and TetraPak in Winsted. Jason lives in Waconia and contacted the high school about a 3D printer they no longer needed and asked if the HS would be interested and our Industrial Tech department jumped at the chance to get the printer. Thank you to TetraPak and Jason Klein for your generous donation to WHS.

Community Ed:
Community Education is thinking Spring! Registration is now open for spring recreation soccer and lacrosse. The deadline to register for these programs is Wednesday, February 2, 2022. To register, please visit the Community Education website.

Wildcat Preschool and Kids’ Company current families will be able to start registering for the 2022 summer program (Kids’ Co) along with the 2022-2023 school year. New families will be able to start registering on March 22. There will be a virtual open house along with a question and answer session on Tuesday, February 15 at 7:00 pm. The Program Supervisor’s will be providing information about each program along with answering any questions that families have.

Human Resources: Pursuant to the Local Government Pay Equity Act (LGPEA), the School District must submit a Pay Equity Implementation Report to the Minnesota Management and Budget every three years. The Minnesota Legislature passed the LGPEA in 1984 in an effort to correct and eliminate gender-based wage discrimination in public employment. The law requires that female-dominated job classes not be paid consistently less than male-dominated job classes when the classes require comparable levels of expertise. In an effort to use gender-neutral criteria to set wages in ISD 110, all job classes/positions in our District are evaluated and given a grade according to the level of knowledge, responsibility, and education required to do the job. This is done through the use of a compensation consultant who specializes in the area of pay equity.

There are multiple tests for compliance used by the state. Our School District's pay equity results show compliance with all tests for this reporting period. The state's final results of its tests for pay equity compliance are anticipated this spring.

Support Services:
January 24-28th was recognized as Paraprofessional Week in Minnesota by Governor Walz. Several of the buildings recognized the paraprofessionals with different gifts and gestures of appreciation. Waconia School District has an amazing and talented group of special education paraprofessionals. We have relied on their professionalism, flexibility, and resiliency again this year!

Seventeen special educators participated in an after school paperwork (due process) afternoon this past week. This was an opportunity for staff to work on required paperwork and get support from administration in an efficient method. The staff will have another opportunity in the spring to participate in a final paperwork afternoon.

Teaching & Learning:

Curriculum in Review: District curriculum is reviewed and revised on a regular cycle so that students have access to high-quality content and instruction. This is a collaborative process involving teachers and members of the Teaching and Learning Team. This year, the following areas will undergo review and revision: 6-12 health, K-6 science, and K-5 word study. The reason we are focusing on health and science is because the Mn Department of Education has recently updated standards in these core areas. Districts are expected to review and align local curriculum within a reasonable time frame. The area of word study (learning how to decode and read words) is receiving attention because of research regarding how children learn to read and how to best support students with dyslexia. Teachers in grades K-5 are in the process of receiving training and implementing a new curriculum to support instruction in phonics, spelling, and handwriting.

Teachers Demonstrate Flexibility and Collaboration: D110 Teachers have been highly collaborative in their professional growth by trying something new. As part of the instructional

coaching model, all teachers will engage in 1 of the following collaborative options for professional learning:

1. A collaborative observation with a colleague; or
2. A videotaped teaching lesson

These experiences involve a pre- and post- reflective conversation with an instructional coach where observations, questions, and ideas are shared. This year's focus is on student engagement, identifying critical content from the standards, and knowing the needs of students. Instructional coaches, Jake Hockinson and Lindsay Seim, report, "in a year where teachers have needed a tremendous amount of flexibility and perseverance, they remain enthusiastic and committed to professional growth." Thanks to our teachers for all they do!

Superintendent:

ONE10 is a Great Place for Kids

I am so impressed with how well our students and staff continue to deliver excellence throughout the challenges we have experienced. ONE10 staff have been amazing at finding ways to make sure our high quality academics continue and we deliver excellence in tough times. I am also so proud and impressed with how ONE10 students do not let the current challenges affect their attitude and spirit for learning. I continue to visit our school buildings when possible and it's great to see students and staff making the best out of every situation to find joy.

"WE Are ONE10 Day" was held on January 10th (1/10) to celebrate our caring staff and students. The ONE10 school community is so fortunate to have such wonderful staff, students and parents. Thank You!

ONE10 was hit hard by the January Covid Surge

The aggressive and highly contagious Omicron variant of Covid hit ONE10 hard as we saw the highest Covid numbers on record. During January 2022, we experienced more than 500 reported positive Covid cases….a record high during the pandemic. Our previous monthly high positive Covid cases reported was 180. You can see how the Covid numbers in Carver County represent this outbreak.

During this surge it was important to implement temporary increased mitigation strategies and these temporary strategies put us in a much better place going into February. Our plan and hope was to see the Covid numbers decrease at ONE10 and we have seen them decrease. The temporary masking mandate expires on January 31,22 and I will not be recommending that we continue the temporary increase to our Covid mitigation strategies and therefore we will **return to the ONE10 Safe Learning Plan** as planned.

We have been using a scalpel approach and experienced success in a slow down within identified groups. Recently, the entire school district was above the 5% of positive Covid case in 14 days threshold for making a pivot and we needed to move our entire school district to a

temporary masking mandate. We were also experiencing high staffing shortages which challenged our ability to have certified teachers in classrooms. This was not sustainable and why we had moved the high school to a short term distance learning model. These moves have been effective and therefore we have revised the Safe Learning Plan to utilize these thresholds as potential increased mitigation pivot points.

Current Covid Surge Plateau and a Decrease in Cases at ONE10

We are pleased with how our Safe Learning Plan strategies have been working. Last fall we could have never predicted the current surge and the possibility of not having enough certified teachers in front of students along with having over 5% of students and staff infected with Covid. The good news is we have seen the plateau of this surge and our increased strategies show a successful impact on our Covid numbers. We have seen the weekly Covid numbers December to January trend as follows; 57, 28, 16, 5, 135, 165, 137, 70. We have experienced the following daily trend over the past 11 days; 85, 24, 14, 14, 30-(S,S,M), 10, 8, 5, 17. This slow down in Covid cases at ONE10 gives us hope that maybe we have seen our worst and there are better days ahead.

We all want this pandemic to be over. It is exhausting for everyone at ONE10. Thank you to those who are being patient and supporting ONE10 as we navigate through these extraordinary times. We **will** get through this together…because…**WE Are ONE10!!**

ISD ONE10 will miss HR Director Sonya Sailer

This past week we were informed that our ONE10 Director of HR, Sonya Sailer, has accepted the same position at Edina Public Schools. As we are happy for Sonya, we are sad for ONE10. Sonya Sailer has been at ONE10 for over 13 years and is the first HR Director in the district. Through her incredible leadership, hard work and vision she has established all the HR protocols that we are currently using. Staff onboarding, online training, workshop presentations, work agreements and contracts, employee handbooks and expectations, substitute procedures, hiring practices and more have all been developed with Sonya's vision. Sonya truly cares for the well being of every employee and that has shown in her work at ONE10. We thank Sonya Sailer for the wonderful positive impact she has made at ONE10. She will be dearly missed and we wish her well in the next stage of her career.

Paraprofessional Recognition Week 2022

The week of January 24–30, 2022 was MN Paraprofessional Recognition Week.
Our ONE10 Paraprofessionals are the glue that supports our wonderful students at ONE10 and have stepped up in so many ways during the past year—supporting school-age care, assisting with virtual learning, helping wherever needed and more. We are so grateful for their commitment to meeting the needs of students. Please find a way to show gratitude to our ONE10 Paraprofessionals who are the BEST!!
(FYI. Some buildings are celebrating their building level paraprofessionals in the spring.)

Reminder….Polar Plunge is Scheduled for Lake Waconia on February 12th

ISD ONE10 has had great participation in the Polar Plunge for almost a decade. So much so, that MN Polar Plunge organizers have placed a plunge sight at Lake Waconia, now on year two. We have high hopes that this will be our biggest year yet at ONE10. Anyone wanting to plunge as part of ONE10 can join the team for their own school or create their own team. Please reach out to your building Polar Plunge organizer to get involved.

The money raised for each school will be going directly back to the Unified Champion Schools program at that school - each school keeps 50% of the total amount they raise! Money raised from this plunge will also be going to the Waconia Inclusive Playground and to Special Olympics. There are so many initiatives that each school will be implementing in the upcoming year for our students, and all the money raised through the Polar Plunge will help create some awesome experiences for some even more awesome students!

Plunge Date: Saturday, February 12th
Where: Lake Waconia Regional Park
Time: TBD - time slots will be released about 1 week prior to the plunge
How to Register:

1. Go to this link: https://reg.plungemn.org/group/waconiapublicschoolsisd110
2. Choose your school
3. Register for the Plunge
4. Set a fundraising goal
5. Solicit your family, friends, neighbors, and strangers to help you reach your goal! Sharing on social media is highly effective!

ONE10 has been a leader statewide for raising funds through Polar Plunge. It would be so **cool** to exceed our money raising record and be the top school district in the state, once again.
A few seconds of being cold is a small price to pay to help provide inclusive programming in the district! Please feel free to sign up or donate. Thanks! WE Are ONE10!!

Enjoy the Winter Season!!
Thanks for All You Do!
WE Are ONE10!!