

LEADERSHIP HIGHLIGHTS

May 2021

Elementary:

All schools are doing a variety of activities to honor our outstanding teachers and nurses.

Teacher Appreciation: We begin the last month of school by reflecting on the school year and sharing our deepest gratitude and appreciation for our teachers. We appreciate and are truly grateful for the love our teachers pour into our students! Our teachers have taken great care of our children in the midst of a worldwide pandemic! They have been mindful, loving, caring, resilient, and flexible! They continually go the extra mile to teach and ensure the success of each of our children! We are filled with gratitude and deep appreciation for our ISD ONE10 Teaching Team! We are celebrating great teaching and learning in District 110 - We are One10!

School Nurse Appreciation: Thank you to District ONE10 Nurses!

Our nurses have gone above and beyond to take care of the needs of our students through a school year combined with COVID-19 and quarantine. They have worked late nights and weekends to care for our students and respond to our families. On National School Nurse Day, we take special time to celebrate and recognize the contributions that our school nurses have made throughout this school year!

We will bring the school year to a close with teachers working on class placements, spring assessments, and spring events. Spring Events include a combination of Kindergarten Programs, Gr. 4 Student Showcase, Gr. 5 Graduation and Farewell, Track and Field and Incoming Kindergarten Preview. We are proud of our students' resilience, perseverance, and positive attitude!

We send a heartfelt thank you to our ISD110 School Board members for your strong leadership, guidance, and care during these unprecedented times. We appreciate and acknowledge the long hours you are putting in to make wise decisions for our school community! Thank you!

Middle School:

Teacher Appreciation Week

Students and families were encouraged to take the opportunity to share their thanks and gratitude for the impact our teachers have on the children in our communities. The WMS PTO took great care of the teachers with gift bags and morning coffee and donuts on Friday. Support staff, the WMS administration, and the district also showed their gratitude and appreciation with edible gifts and words of thanks. We also took the opportunity to recognize our WMS teachers that have reached milestone years in ISD 110.

Congratulations to the following staff on reaching a milestone year in ISD 110!

30 Years- **Kim Ryan, Beth Gerritsen**

25 Years- **John Kelzer**

20 Years- **Dan Benham, Tom McDonald, Missy Ohm, and Ron Stacken**

10 Years- **Jodi Anderson, Britta DeViny, Evan Jones, and Phil Snyder**

April Teacher of the Month

On Monday, we honored our April WMS Teacher of the Month, 7th-grade language arts teacher, Ms. Millikan. Ms. Millikan was nominated by seventh-grade student Skyler Morse. Skyler wrote about her appreciation of the help MS. Millikan has provided her with reading. She wrote, "... she helped me find a series of books to read. I used to hate to read. Thanks to Ms. Millikan I can pick up a book and read without stopping" Congratulations to Ms. Millikan the WMS April Teacher of the Month and thank you to Skyler for submitting a well-written nomination letter. Both Ms. Millikan and Skyler received treats including Laketown chocolates and Target gift cards as tokens of appreciation from the WMS PTO.

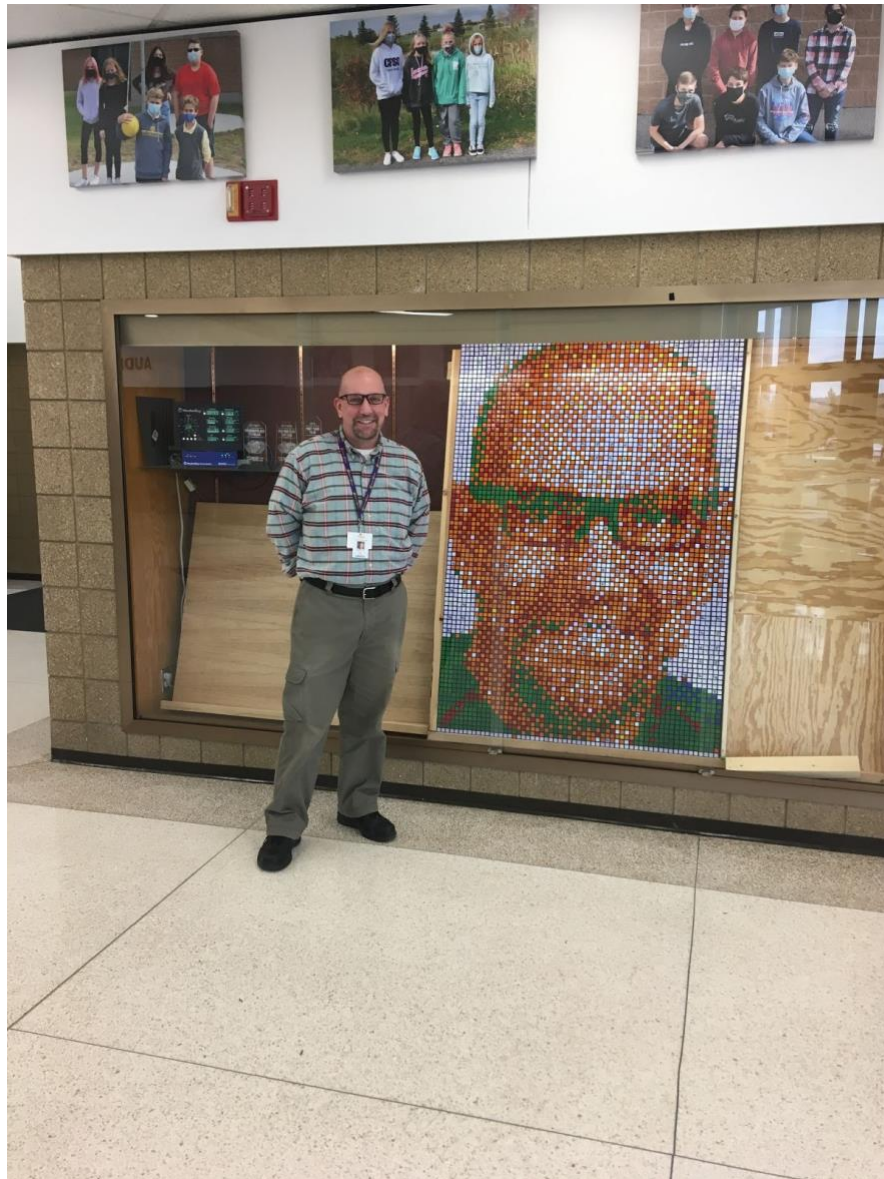
Above and Beyond

This year the WMS PTO created an avenue to recognize the essential groups at WMS that go above and beyond to make WMS such a great school. The April Above and Beyond Group are the consistent substitute teachers we have had frequently at WMS this year. The award states, "On behalf of the parents, students, and staff, THANK YOU for going above and beyond to ensure that our students have a safe and healthy environment to come to every day. We couldn't do any of this without you. "

Presented to: **LAURA JUNEAU, BODIL EMPTING, JESSICA STOCKSTEAD, CAMBRIA JACOBS, AMANDA GROEPPER, AMY SCALA, MARTHA HOFFMAN, DARLENE ENGELMAN, PETER SELF, CLAUDIA LEHESTE, MIKE WERNER, KURT ANDERSEN**

Congratulations Mr. Klitzke!

Thank you to Mr. Kinkel's 1st and 4th hour PLP classes for creating the correct sequences on roughly 600 rubiks cubes to honor Mr. Klitzke as he prepares for retirement at the end of the school year. Mr. Klitzke is a business education teacher currently teaching keyboarding in 6th-grade and Computer Applications in 7th grade.



High School:

Welcome to May and a steady stream of year-end ceremonies, events, and activities. We kicked May off with Prom on May 1. The senior-only event included a grand march, with a meal and hypnotist at Median Event Center.

Looking ahead, here are a few of the highlighted events:

May 12 - Academic Lettering, where we recognize 10-12 grade students who have earned and maintained a cumulative GPA of 3.33 or higher, and those who have 4.0 GPAs.

May 17 - NHS Induction Ceremony, where we recognize students who are members of the National Honor Society.

May 21 - Spring Choir Concert (this is the only choir concert we've been able to have this year)

May 24 - Senior Awards Night, where we present all of our scholarships and recognize our students who will be graduating with Honors.

May 27 - Spring Band Concert (just like choir, this is the only band concert this year).

May 30 - Commencement

We continue to work with Covid 19 restrictions, so all of these events will be for parents only. The Commencement ceremony will be live-streamed for those who are unable to attend.

We continue to cross our fingers and hope that the final month of school will look and feel a little more normal as we make plans to end on a positive note.

Activities: www.waconiaathletics.com

The 2021 WHS Athena Award Winner Addy Salzer!

Sponsored by the Minneapolis Athena Awards Committee, the Athena Award is a unique recognition program designed exclusively for female high school seniors. The Athena Awards program honors the athletic achievements of 56 high school seniors from Minneapolis and suburban area public and private high schools. Selection of the outstanding female athlete from each school is based on excellence in individual sports or for participation and accomplishments in team sports. Students who excel in athletic activities, who show leadership qualities, and who are model citizens are eligible for the award.

Adelyne Salzer, daughter of Jeannine and Timothy Salzer, is an outstanding student athlete that has led by example as a four year member of the Waconia High School Girls' Varsity Basketball team. Addy's commitment to the court has resulted in positive outcomes for not only her team, but for her personally, as she dedicated countless hours to the game! Addy earned four varsity letters and was a 4 time recipient of the MSHSL Spotlight on Scholarship award. Additionally, Addy's consistent and skilled efforts helped lead the 2019-2020 Wildcat Girls' Basketball team to their first ever MSHSL State tournament appearance! In her senior season, Addy was selected Team Captain and led the 2021 team to the Section 2AAA Championship game. Head Coach Dusty Neibauer, described Addy as "a fantastic person and captain...a true leader that committed tirelessly to the goals of the team and to becoming her best self, on and off of the court. Driven by her heart and passion for the game, Addy's dedicated efforts over the years and strong competitive spirit resulted in uniting the team while making school history". Addy has attained many truly amazing conference, section and state accomplishments including being named Wright County Conference All Conference 4 times, Section 2AAA Girls' Basketball Champion (2020), Section 2AAA Girls' Basketball Runner-up (2021) and a 2020 MSHSL Girls' Basketball State participant (in a tournament unfortunately cut short due to Covid-19).

Addy has also thrived academically securing top honors as a 4.0 student athlete through the beginning of her Junior year and has maintained an impressive 3.9 GPA throughout her Junior and Senior years. Additionally, Addy has been named Academic All State while taking on challenging Spanish courses, advanced placement courses and extending her learning as a PSEO student. Addy has been very active in school activities and in the community participating in a variety of program offerings including: National Honor Society and serving as a church and youth basketball program volunteer. During the pandemic, Addy took an active role in cheering

up the elderly by making greeting cards for local nursing home residents. Addy will take her extremely solid resume to Iona College, New York and continue to excel while playing for the Gaels on a basketball scholarship and pursuing a major in business!

Congratulations Addy!!

Community Ed:

Thank you to all of the Early Childhood and Kid Company teachers and staff that have worked so hard this year! There have been a lot of struggles but a lot of positives as well. It has been a great school year! I hope you all enjoy your week as we celebrate you!

We are still accepting Kids' Company registrations for summer as well as for next school year. Please visit the Community Education website for more information.

Our spring/summer brochure is now online. There are many camps, clinics and youth enrichment opportunities for kids this summer. Check it out!

Human Resources:

Applicant reviews and interviews are currently taking place for our available 2021-2022 teaching positions with some of those new teachers listed on tonight's School Board agenda. New teachers will begin their first year in our School District during our annual New Faculty Orientation, which is scheduled to begin on Tuesday, August 17, 2021. It's tradition for our School Board members to join us for the noon luncheon that day in the Waconia High School's Commons. Please let Jessica Kilian know if you are available and plan to attend.

Exit interviews are being held with our School District's retiring employees this month and a summary of their responses will be provided to the School Board this summer. Our retirees consistently talk about how proud they are of our School District and its commitment to educating students. When asked how they're going to remember our district, the most common answer is always "fondly!" They express thanks for the opportunities they have been provided over their many years of employment, the wonderful relationships they have made with students and families, and for the amazing friendships they have made within our ISD One10 team.

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 2021. We have been working under this plan for the past 7 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 year, 30 teachers participated in a pilot of the Marzano Focused Teacher Evaluation Model and have provided valuable feedback related to their experience. We thank Nate Byrne, WEA President, for his involvement and leadership and will be seeking joint approval of this plan in June.

Cultural Competence Teacher Cohort (Year 2)

This year, 52 teachers participated in the Cultural Competence cohort. Opportunities for learning and reflection included:

- Participation in the Intercultural Development Inventory
- Intercultural Leadership in Education Course with Impact Lives
- Collaborative work on Intercultural Development Plans (10+ hours)
- Bridging Cultural Differences - Understanding Identity and Diversity Course with the YMCA Center for Equity and Innovation

District 110 will continue to move forward with opportunities for learning and engagement, and will continue to build school cultures that support diversity, equity, and inclusion.

Preparing for 2021-2022

This has been an extraordinary and challenging year. As the school year winds down for students, many teachers are preparing for changes and new opportunities in the coming year. Over the summer months, Teaching and Learning will offer and support professional growth opportunities. Here are some examples:

- Marzano Focused Teacher Evaluation Model Training - All Faculty
- Advanced Placement Training - Select WHS Faculty
- Project Lead the Way Training - Select WMS and WHS Faculty
- Foundations Word Study Training - Grade 3 Faculty
- WMS Mathematics Curriculum and Program Review - WMS Math Team

Superintendent:

Teacher Appreciation Week

The week of May 3 - 7 was a well deserved celebration to honor our teachers and staff. All have done phenomenal work this year for ONE10. The ONE10 Staff have gone above and beyond expectations during the COVID-19 pandemic. We would like to recognize and acknowledge all staff at ISD 110 who work so hard every day to make us ONE10. For all those that would like to show their ONE10 pride and honor our staff send in your expressions of gratitude at:

ONE10Proud@isd110.org.

Here's an example of what we are getting from the community. This person attached several photos of her daughter in class.

Hello!

This campaign is SO great! I think our early educators deserve so much thanks! Not only are they providing great education to our littlest learners, they are also supporting parents as we entered into distance learning with our preschoolers. They have had to teach both parents and students which is challenging in the hands on learning stage. Wildcat preschool staff has done such an amazing job at creating educational activities and the outlines for them that help us parents! Here is my little Wildcat during her time in DL this year with Ms Mary Weber & Ms Trisha.

Another grateful parent let us know that she sent these packets to Bayview teachers. The card talks about how “You Rock” and included a pack of “Extra”



gum.

Once again, teachers and staff, thank you for being so great! We Are ONE10!!!!

Staff Retirements

This time of year is also bittersweet for ONE10 as we say goodbye to retiring staff. We wish them the best but will surely miss them. Each retiree has contributed so much to what makes us such a great school district. They all have made a huge impact on many. Congratulations the Retiree Class of 2021!!!!

Dave Aeling - Industrial Technology Teacher at WHS
Jodee Bass - Title I Educational Assistant at BV
Michele Felt - Special Education Educational Assistant at WHS
Mark Fredericksen - Principal at WHS
Phyllis Haberman - Receptionist at District Offices
Tracy Hart - Math Teacher at WMS
Bob Klitzke - Business Education Teacher at WMS
Marianne Nelson - Special Education Educational Assistant at WMS
Denise Storms - Custodian at Waconia High School
Cynthia Van Kirk - Licensed School Nurse at WHS
Kristie Niebeling - ECFE Teacher

Governor’s Announcement

On Thursday, May 6, Governor Walz announced changes to the COVID-19 restrictions for the state of MN and unveiled a plan to get us back to normal. One of the overall messages being...the faster that Minnesota residents get vaccinated, the faster that COVID restrictions and mandates will go away. This is exciting. We are hopeful this will lead to our schools getting back to a normal setting. Back to an environment where all students are thriving. The following is the information that the MDE sent out in response to the Governor’s announcement.

MDE Commissioner Heather Mueller What This Means for Schools

Safe Learning Plan

The Safe Learning Plan—including Executive Orders 20-19, 20-82, 20-94 and 20-95—will continue to be in full effect for the remainder of the 2020-21 school year. This means you should continue following the Safe Learning Plan until whenever the last teacher contact day is for your individual school district or charter school.

Summer Programming

The Minnesota Department of Health (MDH) has released updated [guidance for all organizations](#) which outlines social distancing, quarantine, contact tracing, hygiene, masking and other requirements. This guidance will continue to be updated as we move through the steps outlined above. Schools should refer to this guidance as they plan and implement summer programs following the end of the school year. Additional health and safety recommendations for summer programming will be provided to schools in the coming weeks.

Middle and high schools will continue to be able to offer COVID-19 testing for students through the state program throughout the summer.

Face Covering Requirements

Beginning May 7, masks will no longer be required outdoors for venues under 500 people – including during recess. Face coverings will continue to be required indoors until the statewide requirement is lifted.

Looking Ahead

We are continuing to partner with MDH to plan for next fall. We remain hopeful that we won't need to have a Safe Learning Plan for the 2021-22 school year. MDE and MDH will continue to provide guidance and recommendations for schools to ensure learning can safely continue. We will provide more information in the coming weeks.

Thank you, again, for your partnership and leadership throughout this school year.

Heather Mueller, Ed.D.

Commissioner of Education

COVID-19 Information

As we start to emerge to see the light at the end of the tunnel, we need everyone to continue doing their part. Please be responsible and continue to follow protocols. As we have during the entire pandemic, we will continue to monitor our [Determining Factors](#) to guide us in the decision-making process. Our best chance of getting back to normal is to have as many people vaccinated as possible. According to what Governor Walz shared during his May 6 address, Minnesota leads the nation with 90% of those eligible to be vaccinated either wanting to get vaccinated or have already done so. Our own student surveys show that over 80% of students 16 years of age and older plan to get vaccinated. This percentage will help us get to normalcy.

National Nurses Day

If there ever was a group to be recognized, it's ONE10's nursing staff! National Nurses Day is Wednesday, May 12. Our health services staff has stood tall throughout this year as they faced some tough COVID challenges. We are grateful for all their outstanding work and heavy lifting that they do day-in and day-out. Our ONE10 health services staff have worked under incredibly stressful circumstances and have done so with professionalism and grace.

Let's celebrate our ONE10 Health Services Staff on Wednesday, April 12th!!!!

SWMetro Intermediate School Online Academy Enterprise

Families with students who want to remain distance learning in the 2021-2022 school year will have an awesome option to stay in ONE10. Design teams from ONE10 and SWMetro are creating a K-12 online school. We fully anticipate having a catalog of options for parents to check out by July. We will be sending out a survey to ask about interest in online school. Having everyone remain a Wildcat is extremely important to us! Go Cats!

Tiered Bussing at ONE10 Fall of 2021

As stressful and chaotic as COVID has been for everyone this year, there have been some positives that have come out of it. Such as, we discovered that tiered bussing does and can work in ONE10. Tiered bussing has multiple benefits, one of the biggest ones being...elementary and secondary students are kept on separate busses. We are working with Koch Bus Company on logistics and plan to offer this in the fall. Exact timing is being finalized but we know that elementary students will start and end their day a little earlier and secondary students will start and end their day a little later. The beauty of all this is it can be done in a cost neutral model. We are excited to bring this opportunity to ONE10 as modified start times and tiered bussing are shown to be a better learning model for all age groups.

Preliminary Budget Work

The finance office has started to prepare the preliminary budget for the upcoming fiscal year which starts on July 1. We are working with the school board as there are lots of moving parts. A prelim budget is built on educated assumption with a contingency of about 1% for out of our control unknowns. One of the biggest unknowns at this point is what the state legislature will decide to do for schools. There are several other factors but, the first look appears to show ISD 110 in a very strong operating financial position, thanks to our voters passing the Operating Levy last fall. Our budget is looking quite healthy and we should be able to buy down our Statutory Operating Debt (SOD) by at least \$1.5 million. This is great news for ONE10 as many districts across the state are facing budget shortfalls due to COVID. A big thanks to ONE10 administration, teachers, staff for holding the line and hats off to the community for supporting our schools! The ONE10 Admin Team and School Board will create the prelim budget to be recommended in June.

Year End Survey to be Sent to Parents, Students and Staff

The end of the school year Reflective Survey will be sent to parents, students and staff in the next two weeks. We look forward to reviewing feedback and using it to make improvements to ONE10. We are thankful in advance for the feedback we will receive.

Random Act of Kindness Day May 13th

Each year at ONE10 we have designated May 13 as a Random Act of Kindness Day. Superintendent Devine has been doing this ever since his sister, Ann Devine, passed away years ago. This idea has taken off in our ONE10 community. Ann had Down Syndrome and was the brightest light in the family. Every part of her was kind, bringing joy and love to everyone she met. In a year like we all are going through, we need to show love and grace to each other more than ever. Let's all do something random to show kindness on May 13. If you want others to know how you brought joy to someone, tell us about it, share a photo or video: ONE10Proud@isd110.org

'Year Like No Other' - Let's End Strong

It is something that has been repeated but it still remains so true, it is a year like no other. As we finish the last few weeks of the school year, let's reflect and celebrate all the good things that

have happened during the pandemic. It has not been perfect but everyone at ONE10 is committed to giving students their very best. We have a caring and compassionate ONE10 community that has had differences but remained strong throughout the 2020-2021 school year. Let's finish it out by building on the ONE10 positive momentum we currently have going. Enjoy the year end events in a safe and fun way. Continue to be grateful and good to each other. Celebrate the last weeks and be safe. We Are ONE10!!!!

**Happy Mother's Day to All
Thanks for All You Do for Kids!!
WE Are ONE10!**