

**INDEPENDENT SCHOOL
DISTRICT #624**



**WORK SESSION
PACKET**

August 24, 2020

MISSION STATEMENT

The mission of the White Bear Lake Area School District, the community at the forefront of educational excellence, honoring our legacy and courageously building the future, is to ensure each student realizes their unique talents and abilities, and makes meaningful contributions with local and global impact through a vital system distinguished by:

- *Students who design and create their own future*
- *A culture that respects diverse people and ideas*
- *Safe, nurturing and inspiring environments*
- *Exceptional staff and families committed to student success*
- *Abundant and engaged community partners*

To: Members of the School Board

From: Dr. Wayne A. Kazmierczak
Superintendent of Schools

Date: August 17, 2020

A work session of the White Bear Lake Area School Board will be held on **Monday, August 24, 2020**, at 5:30 p.m. in the auditorium at District Center, 4855 Bloom Avenue, White Bear Lake.

Please note: This meeting is open to the public with room capacity limits while staying six feet apart and wearing a mask.

WORK SESSION AGENDA

A. PROCEDURAL ITEMS 5:30 p.m.

1. Call to Order
2. Roll Call

B. DISCUSSION ITEMS

1. 2020-21 Fall Planning Update 5:35 p.m.
2. Conscious Discipline 6:00 p.m.
3. School Board Elections 6:30 p.m.

C. ADJOURNMENT

AGENDA ITEM: **2020-21 Fall Planning Update**
MEETING DATE: **August 24, 2020**
SUGGESTED DISPOSITION: **Discussion Item**
CONTACT PERSON(S): **Dr. Wayne Kazmierczak, Superintendent**

BACKGROUND:

Dr. Kazmierczak and Cabinet members will provide information on the fall planning for the 2020-21 school year.

White Bear Lake Area Schools

FALL 2020

RETURN TO SCHOOL

Update
August 24, 2020
Work-Study Meeting



White Bear Lake Area Schools

FALL 2020 RETURN TO SCHOOL GUIDE



FALL 2020 PLAN APPROVED BY SCHOOL BOARD:

Hybrid Learning Model For Grades 6-12

Students will attend school in-person and be at home learning on an A/B day rotation by September. All students will be at home learning on Fridays.

Distance Learning Model Option

Available for all families who wish to choose that as an option.

Please submit to ChangeThisVersionoftheGuidewasaskedon8/14/20

www.isd624.org
651-407-7500

Fall 2020 FAQs

This document will continue to be updated as additional information becomes available. Recent edits to this doc are marked with **NEW** before the question.

DISTRICT COMMUNICATION

Where can I find the video/presentation of the July & August School Board Meetings?

- July 31 Special Work Session - The recording of the meeting can be found [here](#), along with the [presentation](#) that was discussed.
- August 7 Special Work Session - The recording of the August 7 School Board Special Work Session meeting can be found [here](#), along with the [presentation](#) that was discussed.
- August 10 Regular Board Meeting - The recording of the August 10 School Board Regular Meeting can be found [here](#).

Where can I find updated information about Fall 2020?

The Fall 2020 Return to School Guide will serve as a resource to families to provide information regarding the different learning models, health and safety guidelines and important general guidelines to help families as we return in September. As new information becomes available, the online PDF will be updated. Families and staff members can find the most recent communications sent to families along with other important district updates about returning to school the fall on the www.isd624.org/fall2020 website. This information can also be found translated on this [Spanish page](#).

How can families be sure they receive updates sent from the district?

Families will receive communications from their child's teacher, principal and the district throughout the school year at the contact information provided by families. Families should make sure their contact information in the student management system, Skyward District-wide messages will be sent by communications@isd624.org or 651-407-7530. Families can opt in to receive text messages from the district, which are sent periodically when important messages are shared. Find information about opting in to receive text messages [here](#).

How will the district share information in languages other than English?

Our Latino and Hmong Cultural Liaisons share district-wide messages in Spanish and Hmong. Hmong and Spanish landing pages are available on the district website, offering families the most important information in those two languages. Translations of all pages of the website are available through Google Translate. Families can request that a district staff member call them through the use of an interpreter. Information about how to make the request can be found in text/audio translations, in all languages spoken by students in the district, on the district website [here](#).

Fall 2020

Informing families of plans for the start of the school year based on guidance from the Minnesota Department of Health (MDH), the Minnesota Department of Education (MDE) and the Centers for Disease Control & Prevention (CDC).

If you are looking for general Back to School information, visit isd624.org/back-to-school.

Fall 2020 Return to School Plan

White Bear Lake Area Schools will be offering a Hybrid Learning Model for all students K-12 for Fall 2020. A Distance Learning Model will also be available for all families who choose that as an option. Regardless of which learning model a family chooses for the students, we are committed to providing an engaging, equitable and quality learning experience for each student.

Specific plans regarding transportation, health and safety guidelines and the learning models are outlined in the Fall 2020 Return to School Guide and Fall 2020 FAQ.

[Fall 2020 Return to School Guide](#)

[Fall 2020 FAQ](#)

District plans will continue to be updated as the situation evolves.

Next Steps for Families:

In order to help us adequately prepare and plan for the return to school this fall, we are requesting each family to provide us with the following information in the coming days:

- Register for School-Age Care (as applicable) - School day childcare options will be available to meet the children grades K-6 of children who are not attending school. The registration deadline is Wednesday, August 26. For 2 registrations received after this time, we will have a 10% surcharge to the program fee. Information can be found [here](#).
- Skyward Annual Online Family Update - Principals recently reached out to families with information about the Skyward Annual Online Family Update, which is now open. The update allows families to review their student information and to fill out 6 sign items specific to their student's school. The new update is also being used to verify the district of the learning model each family chooses for that student to begin the 2020-21 school year. Families and teachers can find information available for all families that have completed the Skyward Annual Online Family Update [here](#).

White Bear Lake Area Schools
HEALTHY REMINDERS
Keep 6 feet from others
Wash your hands often
Wear a face covering
Cover your cough & sneezes
Go (Stay Healthy) Bears!

Communications Updates

Communications to Families

- August 21, 2020 - Update
- August 13, 2020 - Fall 2020 FAQ/A/B Day Updates
- August 7, 2020 - School Board Approves Return to School Plan
- August 6, 2020 - School Board Special Work Session - Final
- July 31, 2020 - School Board Meeting Follow-up
- July 30, 2020 - Follow-up from Governor Walz' announcement

Communications to Staff

- School Board Presentations

Fall 2020 Updates | Click Here

[DISTRICT HOME](#) [OUR SCHOOLS](#) [STAFF](#)

[ENROLL](#) [ALUMNI](#) [HMONG](#) [ESPAÑOL](#)

White Bear Lake Area Schools

[CALENDAR](#) [DIRECTORY](#)

[ABOUT](#) [ACADEMICS](#) [PROGRAMS](#) [COMMUNITY SERVICES & REC](#) [DEPARTMENTS](#) [EMPLOYMENT](#) [CONTACT](#)

Bears Protect Bears Commitment
Sponsored by the White Bear Lake Area Educators, Local #7286

White Bear Lake Area Educators are dedicated to the community in which they work and teach. As part of this dedication, they commit to individual behaviors that will help protect our community of bears during COVID-19.

Join White Bear Lake Area Educators in this commitment! To do so, cut out the masked-up, hand-sanitized bear, color it any way you like, and post it in your front window for all to see. Ask others around you to take the pledge.

I commit to protect our White Bear Lake community by taking the following actions:

- 1) Wear a mask in public spaces
- 2) Socially distance (stay six feet apart and avoid gatherings of more than ten)
- 3) Wash my hands
- 4) Stay home at any sign of symptoms



K-12+ GRADING

8.24.2020

PROCESS:

- JULY 13-15: GRADING FOR EQUITY VIRTUAL CONFERENCE
 - 19 LEADERS (DISTRICT, BUILDING, TEACHER AND UNION)
- WORKING GROUPS: ELEMENTARY AND SECONDARY
 - 25 LEADERS (DISTRICT, BUILDING, TEACHER AND UNION)
- BUILD UPON WORK AND LEARNING FROM SPRING 2020
- EQUITY FOUNDATION OF OUR WORK

White Bear Lake Schools' Equity Commitment

To nurture the whole student, we disrupt systemic inequities by recognizing, honoring, and embracing all cultures with humility and respect.

4-Way Equity Decision Making Protocol

1. How does this help to provide opportunities to students who have been marginalized within the system in the past?
2. How does this help to ensure equitable access for all?
3. How does this help to eliminate barriers based on race/ethnicity, gender, disability, age, or other protected groups?
4. How does this ensure that the same rigorous standards for academic performance exist for all students?

FEEDBACK AND LEARNING

- THOUGHT EXCHANGE: GRADING CONTINUED TO BE A TOPIC THAT WAS IDENTIFIED BY STUDENTS AND FAMILIES AS NEEDING ATTENTION AS WE MOVE INTO LEARNING FOR 20-21.
- LEARNING FROM SPRING 2020 AND MOVING TO A SUSTAINABLE MODEL FOR 2020-21
- GUIDANCE FROM POST-SECONDARY PARTNERS, MDE, ETC.

ELEMENTARY
K-5

REPORT CARDS

- CONTINUE TO UTILIZE EXISTING STANDARDS BASED REPORT CARDS.
- CONTINUE TO USE SCORE DELINEATION OF 1,2,3 AS DETAILED IN THE RUBRIC BELOW ON STANDARDS BASED REPORT CARDS.

<u>SCORES</u>	<u>DESCRIPTION</u>
3	MEETS GRADE LEVEL STANDARD
2	PARTIALLY MEETS GRADE LEVEL STANDARD
1	NOT AT GRADE LEVEL STANDARD - SEE PROGRESS

EQUITABLE STANDARDS BASED GRADING PRACTICES

- STUDENTS DEVELOP OWNERSHIP OF THEIR LEARNING THROUGH PRACTICE/WITH SUPPORT. THEY ARE INVOLVED IN GOAL-SETTING AND PROGRESS MONITORING OF THEIR LEARNING AND DEVELOP AN UNDERSTANDING OF THEIR LEARNING PROGRESS.
 - STUDENTS HAVE MULTIPLE OPPORTUNITIES TO DEMONSTRATE MASTERY THROUGH COMMON ASSESSMENTS.
 - RUBRICS AND SUCCESS CRITERIA OUTLINE LEARNING EXPECTATIONS FOR STUDENTS.
 - LEARNING HABITS ARE EVALUATED AND REPORTED SEPARATELY FROM ACADEMIC STANDARDS.
 - HOMEWORK IS PRACTICE BUT NOT FACTORED INTO THE FINAL SCORE FOR THAT PARTICULAR STANDARD.

SECONDARY

6-12

GRADES

GRADE	DESCRIPTION
A	STUDENT CONSISTENTLY AND INDEPENDENTLY EXCEEDS MASTERY OF SOME STANDARDS/SKILLS.
B	STUDENT CONSISTENTLY AND INDEPENDENTLY DEMONSTRATES MASTERY OF THE STANDARDS/SKILLS.
C	STUDENT DEMONSTRATES MASTERY OF STANDARDS/SKILLS WITH SOME SUPPORT.
D	STUDENT DOES NOT YET DEMONSTRATE MASTERY OF SOME STANDARDS/SKILLS WITH SOME SUPPORT.
I <i>INCOMPLETE</i>	INCOMPLETE EVIDENCE TO MEASURE THE LEVEL OF THE STANDARDS/SKILLS.
NG <i>NO GRADE</i>	NO EVIDENCE OF LEARNING.

GRADE PERCENTAGES

- A: A: 92.50 - 100% A-: 89.50 - 92.49%
- B: B+: 86.50 - 89.49% B: 82.50 - 86.49% B-: 79.50 - 82.49%
- C: C+: 76.50 - 79.49% C: 72.50 - 76.49% C-: 69.50 - 72.49%
- D: D+: 66.50 - 69.49% D: 62.50 - 66.49% D-: 59.50 - 62.49%
- I: < 59.49%

GRADES WILL NOT INCLUDE

- TARDIES/ATTENDANCE
- PARTICIPATION/ENGAGEMENT (UNLESS INCLUDED IN CONTENT STANDARDS AND ALIGNED TO A RUBRIC)
- EXTRA CREDIT
- POINTS FOR PARENT SIGNATURES ON PLANNERS, PERMISSION SLIPS, SYLLABUS, ETC.
- GOOD/BAD BEHAVIOR
- LATE WORK PENALTIES
- CHEATING/ACADEMIC INTEGRITY
- GRADE ADJUSTMENTS BASED UPON BEHAVIOR/NON-ACADEMIC INDICATORS

ADDITIONAL PARAMETERS INCLUDE:

- TEACHING IS DESIGNED AROUND ESSENTIAL LEARNING OUTCOMES.
- COMMON SUMMATIVE ASSESSMENTS AND FEEDBACK MUST BE UTILIZED REGARDLESS OF THE LEARNING MODEL.
- TEACHER GRADEBOOKS ARE COMMON/IDENTICAL ACROSS COMMON COURSES.
- STUDENTS WILL CONTINUE TO RECEIVE WEIGHTED GRADES FOR AP, CIS, CITHS, AND PLTW CLASSES.
- ALC AND TEC WILL CONTINUE WITH P/NC AND VARIABLE CREDIT FOR STUDENTS.

NEXT STEPS
K-12+

2020-21

- EXAMINE GRADING DATA SYSTEMICALLY AND CONTINUE TO GATHER FEEDBACK
- VERTICAL CONVERSATIONS WITHIN OUR DISTRICT
- TALK MORE ABOUT LEARNING HABITS
 - USE OUR EQUITY DECISION MAKING PROTOCOL, INDUSTRY AND POST-SECONDARY PARTNERS TO LEARN MORE AND INTERROGATE WHAT WE ARE DEFINING AS IMPORTANT
- LEARN MORE TOGETHER- OPPORTUNITIES FOR MORE LEADERS AND EDUCATORS
- NORTH CAMPUS WILL CONTINUE TO MOVE FORWARD WITH ADDITIONAL EQUITABLE SECONDARY GRADING PRACTICES AND SHARE DATA/EDUCATOR EXPERIENCE
 - OPPORTUNITIES FOR OTHER SITES AS BUILDING LEADERSHIP TEAMS DECIDE

White Bear Lake Area Schools

FALL 2020

RETURN TO SCHOOL



AGENDA ITEM: **Conscious Discipline**

MEETING DATE: **August 24, 2020**

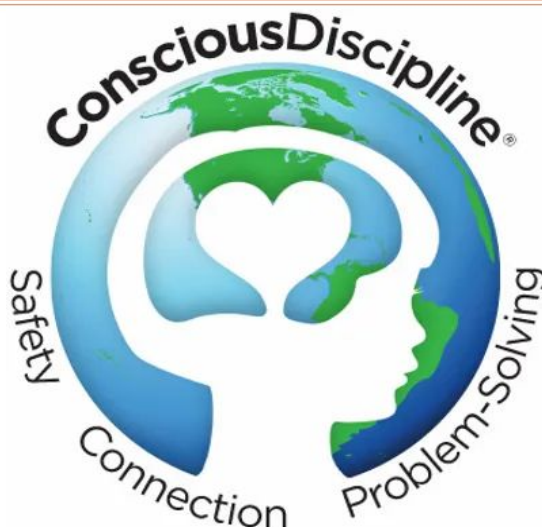
SUGGESTED DISPOSITION: **Discussion Item**

CONTACT PERSON(S): **Lisa Ouren, Director of Student Support Services**

BACKGROUND:

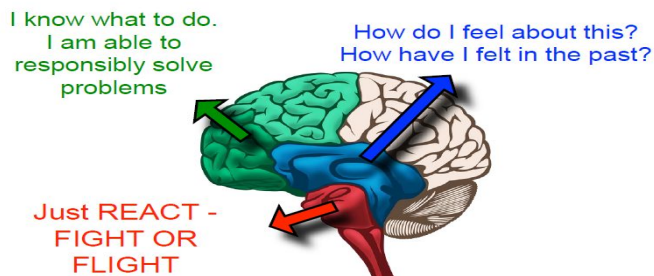
The White Bear Lake Area School District's Strategic Plan, Strategy 8, commits to "ensuring the social and emotional growth of each student." One methodology to achieve this strategy is implementing Conscious Discipline (CD) in our elementary schools. This past year we have made available professional development, coaching and consultation to our teachers, paraeducators, administrators and community education staff around the philosophies of Conscious Discipline. Conscious Discipline teaches educators on how to establish routines, create structures and use supportive language to guide students in self-regulation which in turn creates a sense of unity while promoting self-care. Tonight, Lisa Ouren will introduce our Student Support Services staff Angela Drange, Kristen Johnson and Jill Tessman to provide a brief overview of Conscious Discipline.

Promoting Social & Emotional Strengths in Adults & Children:
How Conscious Discipline can create a culture of UNITY



Why Conscious Discipline?

During times of chronic stress, children's learning, problem-solving and conflict-resolution functions are significantly impacted as the brain becomes preoccupied with its survival instincts. Our job is to identify a child's brain state and help them move from a Survival State to their "ready to learn" state.



Working with Community Partners

- Strategic Plan Strategy 8:
 - *We will ensure the social and emotional growth of each student.*
- Early Childhood - (2019-2020)
 - Sauer Foundation Grant - \$23,000
 - Great Results
- Elementary - K/1 (2020-2021)
 - PrairieCare Child and Family Fund - \$35,000
- Community Education
- Ramsey County Library
- Intermediate 916
- Solid Ground



A Bit About Conscious Discipline

Conscious Discipline coaches staff to use strategies that include scenario and situational practice, tools for self-care, new predictable routines, increased use of visuals, more opportunities for connection, helpful checklists and social stories.



- Wish You Well - COVID

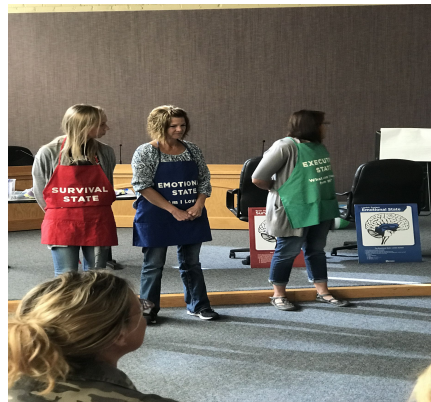
Conscious Discipline is Social Emotional Learning (SEL)

Conscious Discipline professional development with three staff cohorts over the past year:

Fall 2019 - 125 early childhood staff

Spring 2020 - 74 paraeducators, 40 licensed staff

Summer 2020 - 79 licensed staff



What are staff members saying?

- Trevor Putnam School Psychologist Birch Lake Elementary
- Katie Cain Willow Elementary
- Hanna Arnold Willow Teacher
- Aleta Schulte Psychologist Early Childhood
- Grace Kilgo ECSE Teacher
- Jonathan Luknic Principal Birch Lake Elementary

Focus on Safety

- Safety is the brain's most basic need, followed closely by connection.
- The brain thrives on predictable patterns; our patterns have been turned upside down without warning due to the impact of COVID-19 on our school community.



Focus on Unity



- Conscious Discipline methodology is based on and steeped in inclusion because, “We are all in this together”
- It teaches adults to use their words to draw attention to the POSITIVE student behaviors to create a culture of support
- It focuses on the lifelong process of uncovering our unconscious biases; creating reflective opportunities ensures our classroom policies and actions reflect the core principles of love, unity and equity.

Focus on Connection



- There has never been a greater need for connection and safety in our schools.
- During times of stress (and this is certainly one of those times), authentic connection provides a buffer that softens the negative effects of the stressful situation.
- CD teaches us to ‘Consciously’ build connecting rituals into the day as a way to bond, cultivate peace and encourage cooperation. It focuses on adults self-regulating themselves to make powerful connections with students.

Focus on Noticing



Am I safe?

Am I loved?

Am I capable?

Do I belong?

Am I respected?

Am I understood?

Do I matter?

Questions

**We Wish
You Well!**



AGENDA ITEM: **School Board Elections**

MEETING DATE: **August 24, 2020**

SUGGESTED DISPOSITION: **Discussion Item**

CONTACT PERSON(S): **Dr. Wayne Kazmierczak, Superintendent**

BACKGROUND:

White Bear Lake Area Schools (WBLAS) currently holds its School Board elections in the odd year, and we take part in the primary system. I have prepared information that will help us discuss the possibility of moving to even year elections and to eliminate the primary.

According to the Minnesota School Boards Association (MSBA), 299 Minnesota school districts hold elections in the even year while 33 hold elections in the odd year. In 2002, 172 Minnesota school districts held elections in the even year, with 168 in the odd year. After the Help America Vote Act of 2002, many school districts in Minnesota shifted to even-year elections due to new technological requirements and the associated costs. Another reason cited by MSBA as a significant reason for the shift was low voter turnout in odd-year elections. Since 2010, voter turnout in WBLAS elections has ranged from a low of 10% of registered voters in 2015 to a high of 34% in 2019.

Nine out of 332 Minnesota school districts take part in the primary system, according to MSBA. WBLAS last conducted a primary in 2015, and voter turnout was between 1-2% of registered voters, according to then Ramsey County Elections Manager Joe Manskey. The cost of conducting that primary election was approximately \$30,000. WBLAS is the only school district in Ramsey County that has a school district primary, St. Paul Public Schools discontinued the practice in 2011. Due to the low level of public interest and the cost to conduct a primary election, Mr. Manskey at that time recommended that we consider discontinuing this practice.