



The start of November brings with it crisp night air and increasingly cooler days. Teacher goal setting has to be completed by 15 November 2021, with those goals tied to the schools' Strategic Plan and academic and social-emotional data. The collective teacher learning plans are due in November. November also brings the end of the first quarter at the High School and the beginning of the second trimester in the Elementary Schools.

Curriculum

Curriculum review and revision is an ongoing process in the Region. There are several projects underway for the 2021-22 school year, including revising Social Studies curriculum (K-8), creating School Counseling (K-12), updating Science (K-8) and varied work on High School courses.

Additionally, we have begun the work necessary to allow our curriculum to be made public through a portal on each school website. We plan to begin this effort with ELA and Math in early 2022.

Hiring

We have had a number of positions that have opened up since the beginning of the year. As we have moved current members of the faculty into new positions, we have their positions to fill. During October we were able to fill 2 Pre-Kindergarten positions and an Administrative Assistant for the Assistant Superintendents. Several positions are currently open--a school psychologist, behavior technicians, and a math interventionist. We will be reaching out to the local colleges to make those positions known to December graduates.

We were also able to hire a new Administrative Assistant to the Assistant Superintendents following Toni Ramcharren's resignation. Our new Administrative Assistant is Gale Caruso, who has worked at the High School in both Title I and currently the Library. We are excited to welcome Gale to the central office team!

Teacher Evaluation

Using the guidelines provided by the State Department of Education (the "Flexibilities for 2021-2022"), teachers have until November 15 to set goals with their evaluators. The goals can focus on a number of areas, including social-emotional learning and mitigating learning loss due to the pandemic. We have also started our first round of observations, beginning with our 2nd year teachers in all schools. Once we have finished the observations and feedback for our 2nd year teachers, we will move to observations of teachers in their tenure year, and then to our 1st year teachers. We also will continue to visit all of the schools in the Region to ensure that we are familiar faces to all, and encourage teachers to reach out to us with any questions that may arise.

We have also been working with Amy Tepper (of Tepper & Flynn) to train everyone who will be in a position to provide feedback to teachers in the current regional model called *The Continuum of Professional Practice* (CPP). The CPP is Region One's description of quality professional practice for student learning and therefore Amy is working with complementary evaluators, Department Chairs, and Instructional Coaches, to align all of our language with that instrument. Additionally, Amy has started to work with Bena Kallick on Habits of Mind, which has resulted in both Habits of Mind (HoM) and the Portrait of a Graduate (PoG) are embedded into the document. So, we are making explicit how both HoM and PoG can be integrated into curriculum and instruction.

Professional Learning

During the month of October, Amy Tepper provided professional learning for administrators, high school department chairs, and complementary evaluators throughout the Region. This work supported the groups in developing a deeper understanding of the CPP and the integrations of HoM and PoG in that document.

Mandi Van Dellen met with the instructional coaches in each building and talked about structures and strategies for coaching in the 2021-22 school year. They also discussed needs and created plans for ongoing professional learning opportunities for the coaches to continue to develop and refine their coaching practice.

Looking ahead into November, two training sessions are scheduled with a trainer from EduClimber. The first, on November 1, will train staff providing tiered interventions in how to use EduClimber to monitor and adjust interventions and track all associated data and meeting notes. The second session, on November 15, will support administrators in using the tools for data analysis within EduClimber.

Grant Update

We have received word that all of the 7 ARP ESSER Grants have been approved. This is good news as it now allows the districts to begin to draw down the money from the grant to pay for expenses incurred since our Summer School in July.

EL Report

[Report from Celina Huber](#)

Respectfully submitted.

Scott A. Fellows

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Jill Pace

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