



School District 622

NORTH ST. PAUL | MAPLEWOOD | OAKDALE

Ready for tomorrow

Reimagine MN – Strategy F

North St. Paul – Maplewood - Oakdale

March 7, 2018

Christine Osorio – Superintendent

Ty Thompson – Tartan High School Principal

Lynn Pham – Skyview Middle School Principal

Strategy F:
Eliminate disproportionality due
to adult behavior and policies;
provide growth-oriented student
support

Elementary Examples

MTSS Established for Reading and Math

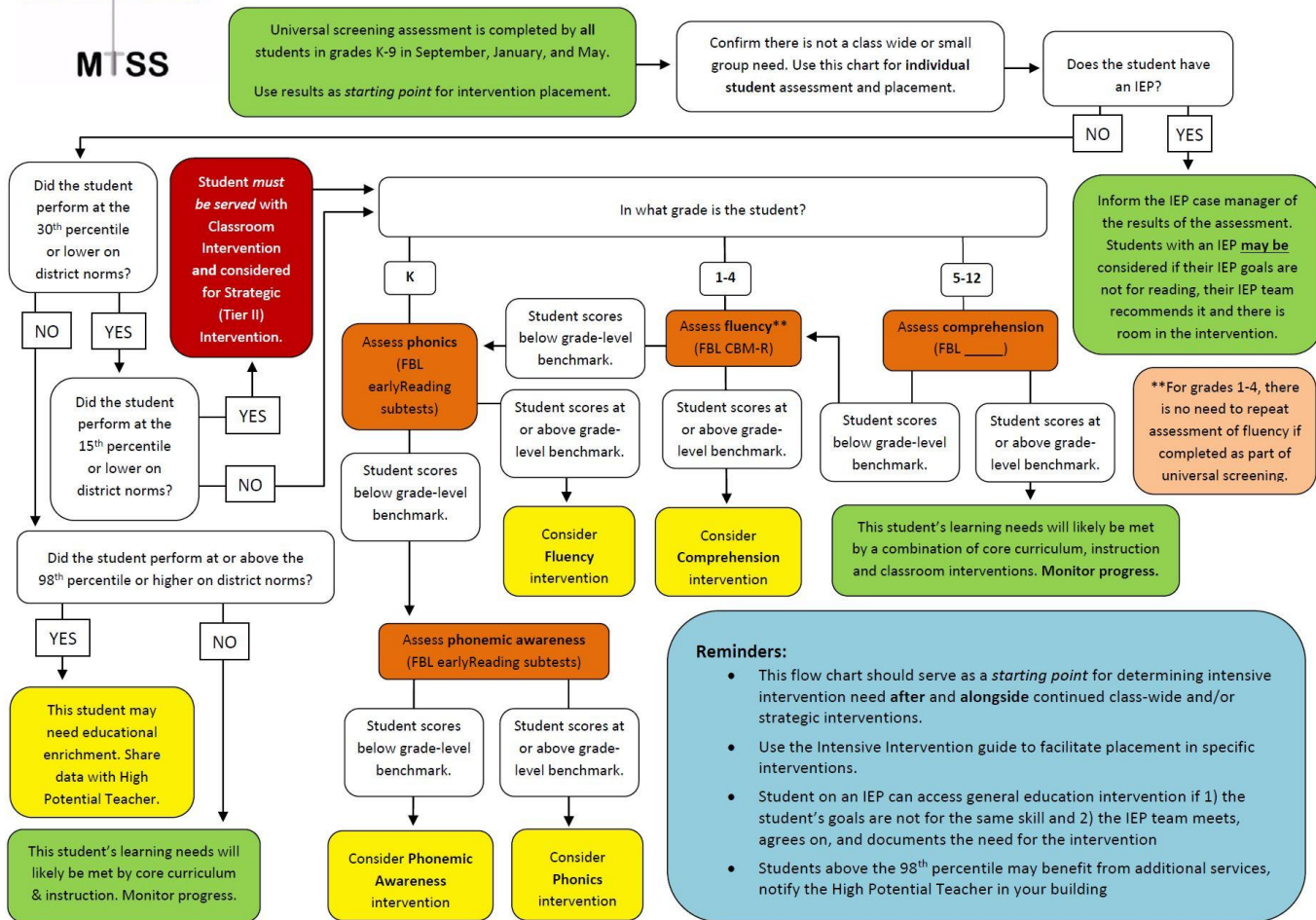
Enrichment (formerly Gifted) Programming
reflective of student demographics



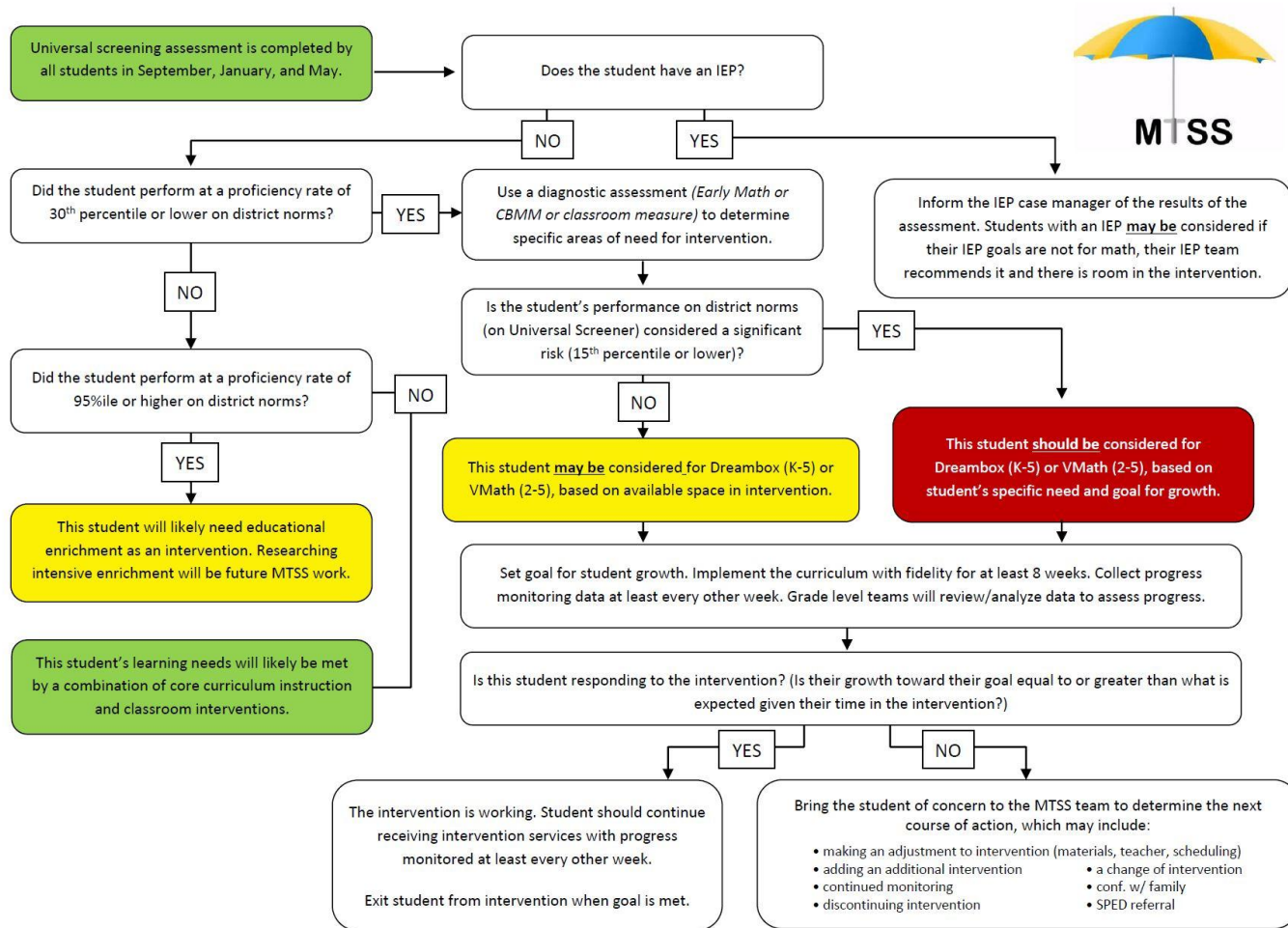
Shift in Thinking about
Behavior Intervention & Support



K-8 Reading Assessment & Intervention Flow Chart 2017-18



ISD 622 MTSS K-5 Mathematics Decision Making Flow Chart 2016-17





Middle School Examples

Understanding All Students

SEL Focus

Beliefs Drive Our Actions

Changing Mindsets

Focusing on Safe Learning Environments

Proactive vs. Reactive



Understanding All Students

Changing Adult Mindsets

Strategy #1

1. Provide De-Escalation Techniques for the Adults in the Building.
2. Create a solid plan for teachers to welcome students back regardless of their behavior and start fresh every day.

Strategy #2

1. Devote staff development focusing on brain development of middle schoolers.
2. Focus on the functions of behavior and not to take it personal.





Beliefs Drive Our Actions

Changing Adult Mindsets

Strategy #1

1. Distribute Beliefs Survey
2. Gather Data and Create Shared Beliefs
3. Look at Referral Data and Compare that to the Beliefs Data
4. Have Courageous Conversations with Staff and Aligning that with our Shared Beliefs

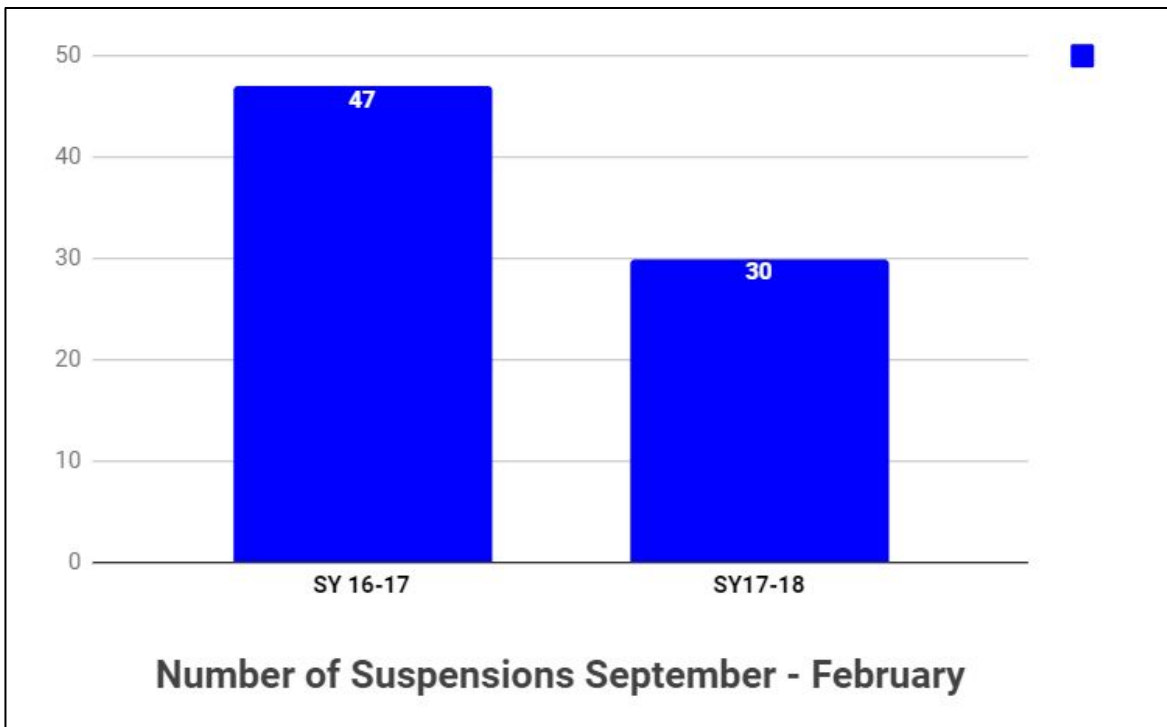
Strategy #2

1. Socratic Seminar with Teachers around a “high flyer” student.





Focusing on Safe Learning Environments



Changing Adult Mindsets

1. As an admin team identify what results in a suspension.
2. Get naysayers together to spend 10% venting and 90% focusing on action and solutions.
3. Take the time to celebrate wins to build momentum with staff.





High School Examples

Beliefs Drive Our Actions

Changing Mindsets

Focusing on Safe Learning Environments

Proactive vs. Reactive

Aligning Resources with our Mission

Master Schedule



Beliefs Drive Action



'S GOLDEN CIRCLE

Why? = The Purpose

- Individuals learn and thrive through connections in a safe, caring, and supportive environment.
- High expectations with appropriate supports result in growth.

How? = The Process

- Site Improvement Plan (SIP)
- Costa's Level of thinking/questioning
- AFL
- CLR

Why?



How?

What?

What? = The Result. The proof.

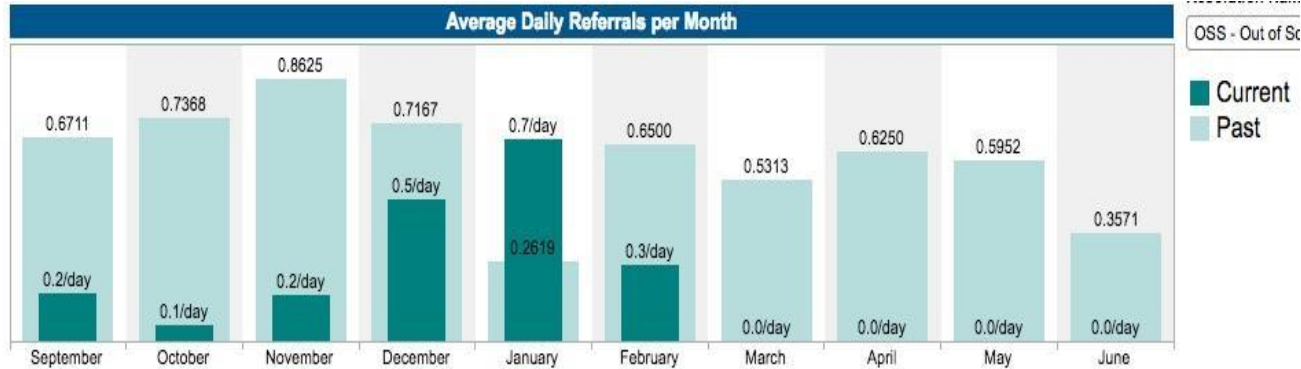
- We commit each day to develop and empower lifelong learners who thrive in diverse communities.

Tartan 2017-18
Site Improvement Plan

Existing Practice	Intended Outcome	Measurable Goal	Indicator	Measurement Method
Teachers will conduct AFL sessions, when planning and during class work.	All 100% of teachers will deliver practice at the same rate.	Teachers will deliver practice at the same rate.	Teachers will deliver practice at the same rate.	Teachers will deliver practice at the same rate.
Teachers will deliver Costa's level of thinking/questioning in all lessons.	All 100% of teachers will deliver Costa's level of thinking/questioning in all lessons.	Teachers will deliver Costa's level of thinking/questioning in all lessons.	Teachers will deliver Costa's level of thinking/questioning in all lessons.	Teachers will deliver Costa's level of thinking/questioning in all lessons.
Teachers will deliver AFL sessions, when planning and during class work.	All 100% of teachers will deliver AFL sessions, when planning and during class work.	Teachers will deliver AFL sessions, when planning and during class work.	Teachers will deliver AFL sessions, when planning and during class work.	Teachers will deliver AFL sessions, when planning and during class work.



Focusing on Safe Learning Environments

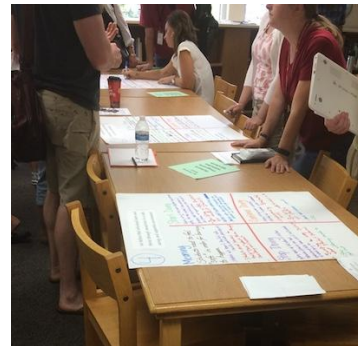




Aligning Resources with our Mission

2017-2018 TARTAN MASTER SCHEDULE

DEPT	TEACHER	1	2	3	4	5	6
ART	Bast	EMPTY	EMPTY	EMPTY	Photography 1	Sculpture	Photography 1
				Photography 1	Photography 2	Sculpture	Sculpture
				Photography 1	Photography 1	Photography 2	Sculpture
	Granlund	Video Production 1	Graphic Arts 1	Video Production 1	Jewelry	Graphic Arts 1	PREP
		Graphic Arts 2	PREP	Jewelry	Jewelry	Video Production 2	Video Production 1
		Jewelry	Sculpture	PREP	Sculpture	Video Production 1	Video Production 2
	Moe	PREP	Sculpture	Studio Art 1	Studio Art 1	Studio Art 2A (Drawing)	Studio Art 2 (Painting) & IS Studio Art
		PREP	Sculpture	Studio Art 2A (Drawing)	Studio Art 2B (Painting)/AP Studio Art	Studio Art 1	Studio Art 1 & Studio Art (Draw/Paint)
		Studio Art 1	PREP	Studio Art 1	Studio Art 3/AP Studio Art C	Studio Art 1	Studio Art 2 A (Drawing) & IS Student Art (Draw/Paint)
BUSINESS	Kapaun	Video Game Design	AVID 12A	AVID 12A	Seminar BPAA	Internship BPAA	Internship BPAA
		Web Page Design	AVID 12B	AVID 12B	Seminar BPAA B	Internship BPAA B	Internship BPAA B
		Video Game Design	AVID 12C	AVID 12C	Seminar BPAA C	Internship BPAA C	Internship BPAA C
	Raebel	Intro to Word Processing	Accounting 1	Finance & Investing	PREP	Finance & Investing	Intro to Word Processing
		Intro to Word Processing	Careers	Careers	PREP	Entrepreneurship	Intro to Word Processing
		Intro to Word Processing	Information Tech Exploration	Intro to Word Processing	PREP	Intro to Business	Intro to Business
	Spreiter	Sales & Marketing	Sales & Marketing	School Store Manager	Seminar DECA A	Internship DECA A	Internship DECA A
		Intro to Marketing	PREP (School Store Manager)	Intro to Marketing	Seminar DECA B	Internship DECA B	Internship DECA B
		Entertainment & Sports Marketing	Advertisement & Promotions	School Store Manager	Seminar DECA C	Internship DECA C	Internship DECA C
EL	Klagmann	EL Lang Arts 3 A	Intermediate Algebra A (PRICE)	EL Lang Arts 2A	English 9A (SLATER)	PREP	EL Workshop A (REASONER)
		EL Lang Arts 3 B	Intermediate Algebra B (PRICE)	EL Lang Arts 1B/EL Workshop B	English 9B (SLATER)	PREP	EL Workshop B (REASONER)
		EL Lang Arts 3 C	Intermediate Algebra C (PRICE)	EL Lang Arts 2C	English 9C (SLATER)	PREP	EL Workshop C (REASONER)
	Reasoner	Instructional Coach	EL Lang Arts 4A	PREP	US History A (BROWN)	EL Lang Arts 1A	EL Workshop A (KLAGMANN)
		Instructional Coach	EL Lang Arts 2B	PREP	US History B (BROWN)	EL Lang Arts 2B	EL Workshop B (KLAGMANN)



District-Wide Examples

Inclusive Strategic Planning

World Café Model – Over 1000 Participants

Principals as a Learning Community

Practice Courageous Conversations

Changes to Contract

Tools to Address Toxic Adult Behavior

Article X, Section 5, Subd. 10



Table-Top Discussion

1. What is your district currently doing to engage in this strategy?
2. What are other districts doing that interests you?
3. Based on what you heard/learned, what new or additional steps will you take to implement this strategy in your district?