



## HOWARD LAKE • WAVERLY • WINSTED

**NATE WALBRUCH, SUPERINTENDENT**

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Board Members,

Please see the report below for the School Board Meeting on 2/12/24

**Professional Development:** I have engaged in a number of professional development activities for myself during the past month. As mentioned previously, my continued participation in the superintendent mentoring program provides a lot of day-to-day guidance and support. I am grateful for a set of practicing superintendents to help me with questions about practices, policies and avoiding issues. MSBA's conference this month was a great opportunity to network and learn about efficiencies and better practices for superintendents specifically and districts generally. Finally, I attended a Stress-less Leadership workshop. This was a little different than opportunities I usually participate in as I was the only educator in the room. It was a great chance to learn from leaders in other industries as to how they lead and guide their organizations.

**Highly Qualified (HQ) Paraprofessionals:** Throughout the year, schools around the state have been worried about getting audited for paraprofessional qualifications. Districts have been creating plans, mobilizing efforts and pushing paraprofessionals to become HQ. MDE has recently shared there are no imminent plans to verify these qualifications. However, there will come a time when these will need to be verified. As mentioned previously, we do have a plan, but we can now be more intentional about how we support our employees in acquiring these qualifications.

**Strategic Plan:** We have started collecting input and advertising our efforts across the community! So far, we have been well-received! I do think our previous work of going to community groups was a great start and has opened a lot of doors. Numerous community members have positively remarked of their own personal experiences in developing and bringing to life a strategic plan. Thursday, February 15th is a big day of Listening Sessions. We will be assembling the Strategic Planning Committee to analyze data, and create the plan.

**Long-Range Planning:** Our Strategic Plan is our first big step towards being committed to long-range planning. I hope to create a situation for our decision makers where we are able to keep big decisions in the distance. In other words, we are intentional about our direction and we take time to gather information and make the big decisions.

**Refunding:** Our refunding process is inching closer to being closed! A huge thank you to Ehler's for keeping an eye on the markets on our behalf. As you know, this refunding will save district tax payers money in the future!