

## Monthly Committee of the Whole Board Meeting

Duluth Public Schools, ISD 709

Agenda

Tuesday, October 6, 2020

VIA VIDEO CONFERENCE

Google Meet

Duluth, MN 55802

4:30 PM

### 1. CALL TO ORDER

### 2. ROLL CALL

### 3. AGENDA ITEMS

#### A. Curriculum and Instruction

##### 1) Action Items - Consent Agenda

a. Presentation Items Requiring Approval - NONE

b. Other Action Items - NONE

c. Resolutions - NONE

##### 2) Informational Items

###### a. Presentations

(1) Mental Health & Social Emotional Learning Supports 3

During Hybrid & Distance Learning

District Mental Health Partnerships Coordinator Callie DeVriendt

Brief summary of some of the amazing social emotional learning and mental health services that are occurring throughout the district during hybrid and distance learning.

(2) COVID-19 Response Coordination and Communication 17

District Lead Nurse Crystal Diehl

(3) Digital Learning Update 18

Interim Director of Curriculum and Instruction Jen Larva

Overview of teacher preparation with Learning Management Systems and the upsides and challenges of digital learning.

#### B. Other

1) MSBA Model Policy 536 Political Campaigns and Activities 26

Assistant Superintendent Anthony Bonds

Per Policy 208 - Development, Adoption, and Implementation of Policies Bylaw,

Section IV. Adoption of Policy, Subsection B, administration is

recommending emergency adoption of MSBA Model Policy 536 Political

Campaigns and Activities to ensure a safe and welcoming learning environment

leading up to the November election. This policy will be presented for further

discussion at the October 8, 2020 Policy Committee Meeting.

2) Public Hearing Overview

CFO Cathy Erickson

### 4. ADJOURN



# Mental Health & Social Emotional Learning<sup>3</sup> Supports During Hybrid & Distance Learning



ISD  
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Duluth  
Public Schools

Callie DeVriendt, MSW, LICSW  
Mental Health Partnership  
Coordinator (ISD 709) & Social,  
Emotional, Behavioral MTSS  
Coordinator (LPMS)

# Professional Development

- ❑ All staff at the end of last school year received training on recognizing and supporting students mental health needs during distance learning. Link to: [Emergency Distance Learning & Crisis Support for Students with Mental Health Needs](#) & [Better Together Video](#)
- ❑ All Social Workers, Counselors, Psychologists, Nurses, Admin, and Mental Health Practitioners were trained in applying the crisis response/suicide response protocol during distance learning.

# Tier 1 Social Emotional Learning Supports

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- ❑ Teaching expectations around virtual learning and covid precautions (PBIS in some schools)
- ❑ Second Step or other SEL being taught by each school (last year lesson plans were created to be the same for all students)
- ❑ Youtube SEL lessons
- ❑ Virtual Calming Rooms in some bldgs through Seesaw or webpage: [The Chill Out Space](#)
- ❑ Virtual SEL libraries
- ❑ Counselor and Dean pages in Canvas
- ❑ Daily SEL announcements

# Tier 1 Social Emotional Learning Supports

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- ❑ Connecting students to their needs including technology needs, food, clothing, and school materials.
- ❑ Parent support and engagement
- ❑ Offering SEL lessons in person in the classroom in some schools that are hybrid
- ❑ Restorative Practices occurring in some locations (LPMS Restorative Practices Team offers check-in questions and relationship building activities for teachers to post on their Canvas pages)
- ❑ Positive recognition systems for students

# Tier 1 Social Emotional Learning Supports

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- ❑ Virtual orientation & welcome/community building opportunities for students such as through videos and webpages. [Ordean East video](#) & [LPMS Virtual Orientation](#)
- ❑ Videos shared last school year during distance learning
  - ❑ [Grief & Loss Video for Teens with Grief Therapist Gina Dixon & Ron Lake](#)
  - ❑ [Grief & Loss for Parents & Staff with Essentia Therapist Cheryl Lagergren & Ron Lake](#)
  - ❑ [Sleep & Relaxation with Dr. Dave Plude & Ron Lake](#)

# Tier 2 Social Emotional Learning Supports

- ❑ Groups via google meet by Counselors, Gen Ed Social Workers, SEL Specialists, MTSS Coordinators
- ❑ Reaching out to students and families using several modes of communication to support attendance
- ❑ Using restorative practices in some schools to resolve student problems as they arise
- ❑ Phone calls, emails, and home visits with parents to engage family in child's learning or on child's mental health or basic need supplies, etc.



# Tier 3 Social Emotional Learning & Mental Health Supports

## Social Workers:

- ❑ Offering 1:1 google meets or group meets
- ❑ Canvas or Seesaw Courses
- ❑ Videos on social emotional topics
- ❑ Phone calls, emails and text messages
- ❑ Mental Health Referrals
- ❑ Mini Mental Health Status Questions : sleep, diet, mood, exercise

# Co-Located Mental Health Partnerships

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- ❑ Every school (except ALC) has access to a co-located mental health therapist.
- ❑ Each agency has adjusted their current model from previously seeing students at school sites to now being available via telehealth or at their main office location.
- ❑ Northwood Children's Services Day Treatment Program is still seeing students on site. At LPMS they are providing transportation of students to the program since bussing is not available.

# Co-Located Mental Health Partnerships

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- ❑ During hybrid learning, should telehealth not support the students' needs then the agency will consider seeing the student at school after consulting with the mental health team at the school.
- ❑ Each school was encouraged to schedule google meetings bi-weekly with the co-located therapists at their site to consult on students/referrals.

# Co-Located Mental Health Partnerships

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**Denfeld-** Nystrom & Associates & Fond Du Lac School Linked Mental Health

**East-** Arrowhead Psychological

**LPMS-** The Human Development Center, Fond Du Lac School Linked Mental Health, Northwood Children's Services Day Treatment Program

**Ordean-** Arrowhead Psychological

# Co-Located Mental Health Partnerships

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**Piedmont-** Northwoods Outpatient Services & Northwoods Day Treatment Program (in process of establishing w/ Fond Du Lac)

**Laura Mac-** Northwoods Outpatient Services & Northwoods Day Treatment Program (in process of establishing w/ Fond Du Lac)

**Myers Wilkins-** The Human Development Center & Northwoods Day Treatment Program (in process w/ Fond Du Lac)

**Lowell-** Northwoods Outpatient Services (in process with FDL)

# Co-Located Mental Health Partnerships

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**Lester Park, Congdon, Lakewood, Homecroft, Stowe** - The Human Development Center

**The Hills Youth & Family Services (Cambia)**- outpatient transition services to support student exiting a higher level of care back into the schools (12-18 year olds)

**Therapeutic Services Agency**- outpatient therapy for students that are deaf & hard of hearing

# Additional Community Connections

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- ❑ School Social Work Team just met with St. Louis County Initial Intervention Unit Supervisor last week to coordinate services and collaborate.
- ❑ Community Schools Partners support our students' social emotional needs even during distance learning.

# Staff Mental Health and Wellbeing Happenings

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- ❑ Check-in Buddy System
- ❑ Staff Restorative Support Circles at LPMS
- ❑ Some buildings have team builders
- ❑ HDC Providing group consultation opportunities for ISD 709 staff for anyone who wants to participate and sign up
- ❑ Social Workers, Counselors, SEL Specialists, MTSS Coordinators, Deans, Admin, etc. offering support to staff and teachers





# COVID-19 Communication



**Employee Tests Positive**



Contact District COVID Contact  
**reportcovid@isd709.org**  
**218-336-8731 & leave message**



**District COVID Contact reaches out by phone** (avg. response time 6 hours) starts investigation and records data



Employee must record leave or request temporary remote working.

**Request Remote Working Acknowledgment Form**

**If Principals, Program Managers, or other district staff are notified of the positive case first, direct employee to report to District Covid Contact and take no other action. Staff must maintain confidentiality and not contact others.**

POSSIBLE other communication from the district to others via District COVID Contact, HR or Press Release



Building Staff will be notified via Email from District COVID Contact of a Positive Case



Employee who tests positive is given instructions for isolation based on the **MDH Decision Tree**

Employee provides additional information for possible contact tracing



MDH may require the district to do further action. (May take up to 24 hours)



**District COVID Contact will notify MDH of ALL positive cases.**



District COVID Contact fills out Google Form for Employee Case Log which maintains the district-wide isolation status of employees with confirmed positive cases.

District COVID Contact will notify all determined **close contacts** and advise next steps



## Curriculum and Instruction

### Digital Learning Update

- Presentation with Joe Schingen
  - Overview of teacher preparation with LMS
  - Upsides of Digital Learning
    - Differentiation and Digital Learning
    - Asynchronous Flexibility
    - Collaboration
    - Parent Access
  - Challenges of Digital Learning
    - Relationships
    - Opting Out of Learning
- Questions & Answers



# **Curriculum and Instruction Update**

**Distance Learning 2020**

*Camera View* to access presentation



- **Training Summary:**
  - Staff
  - Administrators
  - Paraprofessionals
  - Counselors
  - Integration Specialists
- **Orientation Summary:**
  - Families
  - Students



- **Upsides of Digital Learning**
  - Differentiation and Personalization
  - Asynchronous Flexibility
  - Collaboration
  - Parent Access=Parent Allies
  - Real-Time Data

- **Challenges of Digital Learning**
  - Early Rapport
  - Assessment through Observation
  - Steep Learning Curve
  - Opting Out of Learning
  - Logistics of Hybrid Model



- **Feedback and Insights:**

- Parents

- Concerned at first with the inevitable bumpiness
- Pleased with the rigor and pacing overall

- Students

- DL is not a good fit for all learning styles
  - Introverts are thriving
  - Extroverts are struggling to process concepts without others
- Engaged Overall

- Programs in the Community

- Excited about Online Components
  - More access than ever
  - More connected to the schools than ever
  - Silos are uniting



- Next Steps
  - Work to narrow achievement gaps
  - Address Opportunity Gaps
  - Increase Accessibility to students
  - PD on building online community, engagement, tech tools for student creation, student monitoring, coaching student skills, and supporting families by widening our lines of communication.

## 536 POLITICAL CAMPAIGNS AND ACTIVITIES

### I. PURPOSES

The purpose of this policy is to recognize the participation of students and employees in political issues. Further, the purpose of this policy is to establish guidelines for the participation of students and employees in political campaigns, partisan or non-partisan election activities, and the distribution of political or partisan materials.

### II. GENERAL STATEMENT OF POLICY

- A. The school district will maintain neutrality as to all political campaigns and issues. The school district will not expend public funds or resources to advocate for particular candidates or for only one side of a controversial question. However, the school district may expend reasonable amounts to apprise voters in the school district of facts pertinent to an election, bond issue, or referendum.
- B. The school district recognizes the rights of students and employees to participate in political campaigns and political issues, elections, and public service and the right of students to pursue an education conducted in a suitable academic environment free from disruption.
- C. To protect First Amendment rights, while at the same time preserving the integrity of the education objectives and responsibilities of the school district, the school board adopts the following guidelines.

### III. DEFINITIONS

- A. "Distribution" means circulation or dissemination of material by means of handing out free copies, selling or offering copies for sale, accepting donations for copies, or posting or displaying material. This includes, but is not limited to, posting on a wall, bulletin board, or other building surface, or anywhere on school district property; leaving items to be picked up by interested persons; directly giving items to persons; or placing items in rooms in a school district building.
- B. "Nonschool-sponsored material" or "unofficial material" includes all materials or objects intended for distribution, except school newspapers, employee newsletters, literary magazines, yearbooks, and other publications funded and/or sponsored or authorized by the school. Examples of nonschool-sponsored material include, but are not limited to, leaflets, brochures, buttons, badges, fliers, petitions, posters, **tee shirts, face covering (i.e. mask)**, and underground newspapers, whether written by students or employees.
- C. "Nonschool person" means any person who is not a currently enrolled student or a current employee of the school district.

- D. "Political materials" include, but are not limited to, any paper, handbill, poster, booklet, brochure, advertisement, **tee shirts, face coverings (i.e. mask)**, sample ballot, display, or audio or video presentation, that pertains to a political candidate or political issue.
- E. "Political issue" is an issue that is the subject of a public referendum which is being debated by political candidates or organizations.
- F. "Political candidate" is a person who seeks nomination or election to partisan or nonpartisan public or party office or who has filed as candidate for election.
- G. A "political activity" is an act that is of a nature, done with intent, or done in a way, to influence or tend to directly or indirectly influence, voting at a primary or an election or, if it is done because a person is about to vote, has voted, or has refrained from voting at a primary or an election.
- H. "School activities" means any activity sponsored by the school including, but not limited to, classroom work, library activities, physical education classes, official assemblies and other similar gatherings, school athletic contests, band concerts, school plays, and in-school lunch periods.
- I. "Work hours" for school district employees refer to the period between the time an employee is scheduled to begin work and the end of the employee's assigned work day (excluding the employee's lunch and break periods), and any paid overtime hours or extra-duty hours for which the employee has volunteered or been assigned.

#### **IV. PROCEDURES**

- A. Political Activities of Employees in General
  - 1. Employees of the school district, while acting in the capacity of a school district employee, shall not engage in any political activity during the school day, during work hours, or at school activities.
  - 2. School district employees shall be free to engage in political activities outside of the school day, work hours, or school activities and to campaign and run for political office. Employees shall not allow such political activities to interfere with the proper performance of their school duties and shall not use school time, supplies, or equipment in these activities.
  - 3. A school district employee or official shall not use his or her official authority or influence to compel a person to take part in a political activity, to pay or promise to pay a political contribution, or apply for membership in or become a member in a political organization.
  - 4. Teachers or other school district employees may not use or recruit students during the school day, during work hours, or at school

activities for either distribution of political materials or other political activities.

5. School district employees, while acting in the capacity of a school district employee, shall refrain from any conduct that is intended to be or that reasonably could be perceived as endorsing or opposing specific political issues or political candidates. **For example, the wearing of a face covering (i.e. mask) that supports a political party or candidate is prohibited.**
6. The implementation of and compliance with this policy shall be coordinated by the **Assistant Superintendent**. All inquiries regarding school district elections referendum candidates and campaigns shall be referred to the **Chief Financial Officer**.

#### B. Distribution of Political Materials

- ~~1. The distribution of political materials on school district property by nonschool persons is governed by Policy 904, Distribution of Materials on School District Property by Nonschool Persons.~~
2. The distribution of political materials on school district property by students and employees is governed by Policy ~~505~~ **5165**, Distribution of Nonschool-sponsored Materials on School Premises by Students and Employees.

#### C. School District Property, Facilities, and Activities

1. Nonpublic forums. All school district property and facilities are nonpublic forums that are designated as reserved for their intended purpose of education and education-related activities. Political activities will not be allowed in such nonpublic forums unless it is part of the approved curriculum. Further, reasonable time, place, and manner restrictions may be imposed in such a nonpublic forum. **During a scheduled School Board Meeting a school site or facility may be temporarily recognized as a nonpublic forum.**
2. Public forums by designation. The building principal, with approval of the superintendent and the school board, may designate specific property or facilities of the school district as limited public forums open for certain expressive activity such as political speech. The open character of such property or facilities will not be retained indefinitely. Further, reasonable time, place, and manner restrictions may be imposed. The building principal and the superintendent are responsible for establishing the time, place, and manner restrictions and for ensuring equality of treatment toward all candidates and issues when such a designated public forum is created.

## V. VIOLATION OF POLICY

- A. Violation of this policy by a student will be halted, and appropriate disciplinary action will be taken in accordance with the school district's student discipline policy and/or any governing statute.
- B. Violation of this policy by an employee will be halted, and appropriate disciplinary action will be taken, in accordance with any individual contract, collective bargaining agreement, school district policies and procedures, and/or governing statute.
- C. Any other party violating this policy will be requested to leave the school property immediately and, if necessary, the police will be called. In addition, other action may be taken, if appropriate.

## **VI. IMPLEMENTATION/NOTICE OF POLICY**

- A. A copy of this policy will be available in school buildings. The policy will be noted in student handbooks and available to students, staff, employees and community members in school buildings and the administrative office.
- B. The school district will develop a method of discussing the policy with students and employees.
- C. The school district administration may develop any additional guidelines and procedures necessary to implement his policy. Such additional guidelines shall be submitted to the school board for approval. Upon approval, such guidelines and procedures shall be an addendum to this policy.

**Legal References:** Minn. Stat. § 10A.01, Subd. 5  
 Minn. Stat. § 43A.32  
 Minn. Stat. § 211A.02, Subd.8  
 Minn. Stat. § 211B.09 (Prohibited public employee activities)  
 Op. Minn. Atty. Gen. 159a-3 (May 24, 1966) (concluding that a school district could not make expenditure of public funds for printing and mailing of literature urging passage of a bond issue)

**Cross References:** Policy 505 5165 (Distribution of Nonschool-sponsored Materials on School Premises by Students and Employees)  
~~Policy 904 (Distribution of Materials on School District Property by Nonschool Persons)~~