



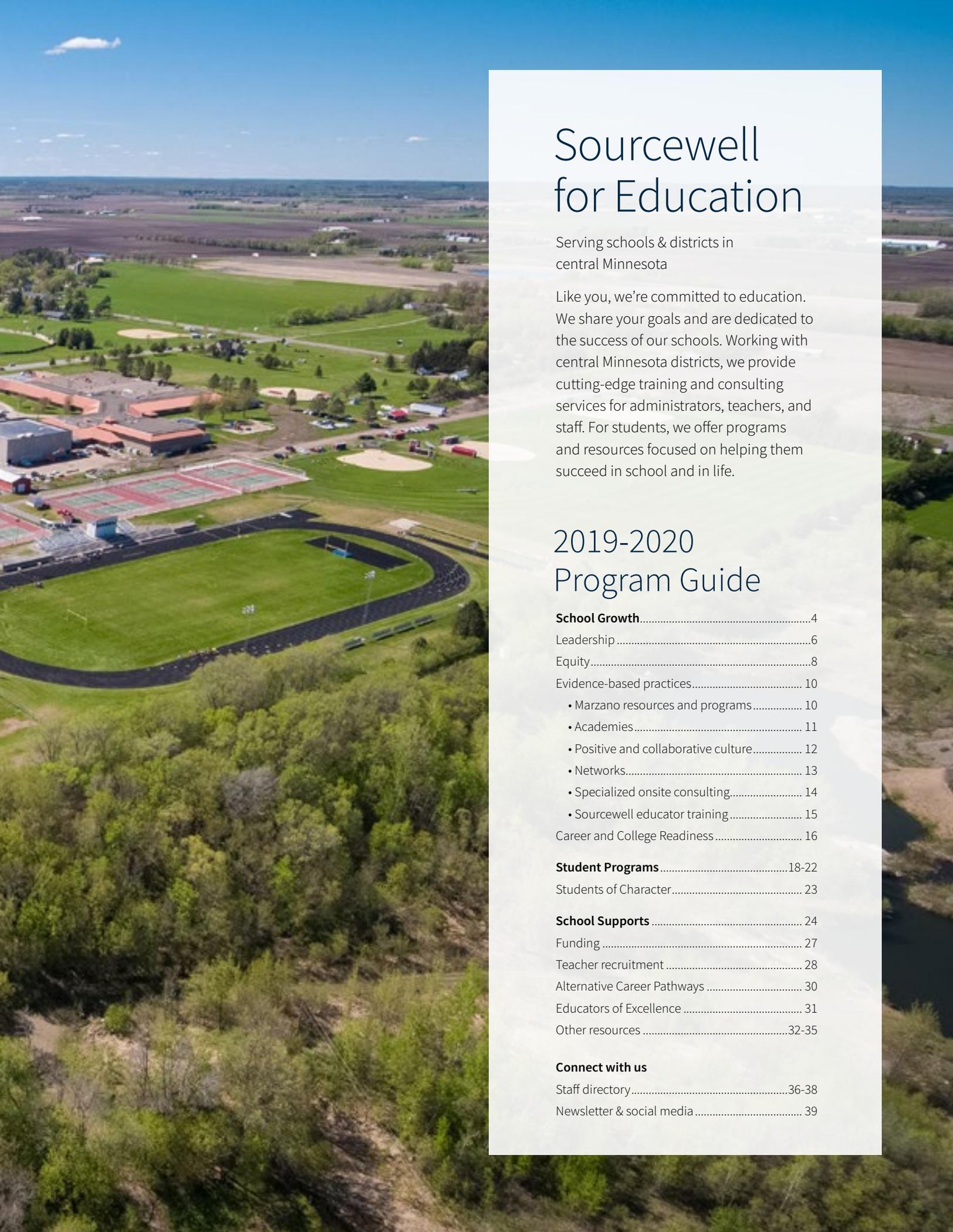
2019-2020 Program Guide

For central Minnesota schools

Fifth and sixth
grade Math Masters
competitors
delight in a win.

An aerial view of Pioneer Elementary and the Pierz Healy High School in Pierz, Minn.





Sourcewell for Education

Serving schools & districts in
central Minnesota

Like you, we're committed to education. We share your goals and are dedicated to the success of our schools. Working with central Minnesota districts, we provide cutting-edge training and consulting services for administrators, teachers, and staff. For students, we offer programs and resources focused on helping them succeed in school and in life.

2019-2020 Program Guide

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School growth

Your partner for
school effectiveness





The Minnesota Summit for Learning and Leading provides K-12 educators an opportunity to engage with leading educational experts to create a culture of learning for all students. Tammy Heflebower, Ed.D, from Marzano Research engages with a packed house at the 2018 Minnesota Summit.

Leadership support

Elevate your school's success with proven programs and techniques. No matter where you are in the planning process, we can support your work and enhance leadership development.

Strategic planning for your school or district

Research shows highly effective schools:

- Are defined by vision and leadership
- Offer a safe and collaborative culture
- Align data, assessments, and curriculum
- Deliver highly effective instruction
- Engage families and the community

We can help guide your planning to meet these outcomes using the Sourcewell Strategic Planning Process.





Develop an apprenticeship culture
with GiANT Leadership training.

GiANT Leadership

Relational apprenticeship is the key to growing leaders and building healthy organizational culture. Teach leaders to support and challenge their people and create a culture of growth and high performance.

Sourcewell partners with GiANT Worldwide, a team that grows leadership capacity for next-level success. Its method builds an apprenticeship culture, raises personal capacity toward instructional leadership, and improves the organizational health with:

- Personal growth in life and leadership
- Learning how to build an apprenticeship culture
- Tools and common language for your organization
- Networking with fellow liberators

Equity

Inequities are hard to recognize.

Help your school discover biases, respond in productive ways, and fix inequities at their roots so all students feel safe and set up for success.

SEED Seminar

Join SEED (Seeking Educational Equity and Diversity), a peer-led program promoting change and helping create equitable curriculum, schools, and communities. You'll participate with fellow regional educators in seminars that challenge your personal beliefs and practices and help you better connect with others. SEED leader and Sourcewell Education Consultant Rachel Logan leads the seminars.

Have a group of 10 or more?

Host a seminar at your school. Contact us to learn how.

Equity Advocates Leadership Cohort

Learn to identify and address biases and inequities at their roots to create long-lasting positive change in your school. You'll discover how to adapt and advocate for schoolwide policies and practices that foster equitable learning environments and increase student engagement and achievement. The cohort is offered in partnership with Marceline DuBose, the Equity Advocates Leadership Cohort.

Training through the Equity Literacy Institute

Attend a training led by Marceline DuBose and Paul Gorski of the Equity Literacy Institute and learn how to bring equity literacy to your school. Watch for Equity trainings and courses at Sourcewell throughout the year.





Wadena-Deer Creek teacher Sara Lenz knows her students come from different backgrounds. Training through the SEED program helps Lenz ensure she is sensitive to students' diverse and growing needs.

Evidence-based practices

Adopt programs and methods that are proven to impact student success. Choose from a wide range of opportunities and support that Sourcewell has carefully picked for our region.

Marzano Resources – High Reliability Education

Based on 40 years of educational research, the Marzano High Reliability Schools (HRS) framework defines five progressive levels of performance that a school must master to become a high reliability school — where all students learn the content and skills they need for success in college, careers, and beyond.

Many schools already use processes that align with the framework, and many educators already practice research-based strategies. The HRS framework shows how best practices work together and provides indicators to empower districts and schools to measure their progress on attaining five increasing levels of reliability:

1. Safe, supportive, and collaborative culture
2. Effective teaching in every classroom
3. Guaranteed and viable curriculum
4. Standards-referenced reporting
5. Competency-based education

Sourcewell supports your school in the process:

- Training to learn the five levels
- Surveys and data coaching
- Strategic planning based on identified needs and goals
- Monthly coaching and leadership development
- Ongoing progress monitoring
- Access to resources to gather data at each level
- Copies of "A Handbook for High Reliability Schools"
- Two retreats with all HRS schools in Region 5
- Site visits to certified HRS schools in Region 5

High Reliability Teacher™

Increase your instructional effectiveness to the highest possible level with Marzano's High Reliability Teacher (HRT) model. The process is designed to culminate in certification as a High Reliability Teacher at one or more of the three levels. Teachers have one year to become certified in one or more levels (though there is no guarantee of certification).

Certification Levels

Level 1: Demonstration of effective use of instructional strategies

Level 2: Demonstration of student learning

Level 3: Demonstration of valid and rigorous feedback

Sourcewell supports teachers in achieving certification with:

- Training to learn the three levels of certification
- Monthly coaching and access to resources
- Three retreats to network with other HRT teachers in Region 5
- Site visits to observe certified HRTs in Region 5

This is an online certification program through Marzano Resources. Fees for participation are available on the Marzano Research website: marzanoresources.com.

Academies

Join an academy for extra support on a specific topic.

Carnegie Math Academy

Improve your math knowledge and learn how to win student buy-in and skills confidence with Carnegie Math Academy.

The professional development series includes an intensive summer training, three trainings throughout the school year, and onsite follow-up coaching.

Expect to gain:

- A deeper understanding of mathematical principles
- Tools to guide instruction
- Techniques to improve learning

Literacy Leaders Academy

Champion a culture of literacy in your school through Literacy Leaders Academy. Meet with your cohort four times throughout the school year, plus have a literacy specialist provide regular support for your team onsite at your school.

Expect to gain:

- Use data in literacy
- Adopt effective instructional practices
- Work in collaborative literacy teams

New Teachers Academy

New to teaching? Or, starting out at a new school or with a new grade or subject? Get extra support and gain confidence as you take on something new.

With a group of peers in a similar situation, you will learn:

- Classroom management strategies
- Effective instruction and assessment practices from "The New Art and Science of Teaching" (included with registration)
- Practical communication skills with students, parents, and colleagues
- Technology integration best practices
- Reflective practice
- Equity awareness

The New Teachers Academy includes:

- Five full-day training sessions at Sourcewell
- Four, one-on-one, onsite classroom coaching sessions
- ENVoY I and ENVoY Live

Educators gather for 'A Cat in the Doghouse,' a specialized ENVoY training session designed to help educators create stronger classroom relationships.



Positive & collaborative culture – ENVoY

Manage your classroom without saying a word.

Educational Nonverbal Yardsticks, or ENVoY, is a series of nonverbal techniques that improve educator/provider-to-child relationships, enhance influence and time on task, and decrease the level of staff burnout. The techniques are simple and practical.

Start with the ENVoY I course and refine your skills with any successive ENVoY training. Sourcewell also recommends following up coursework with coaching and/or attending an ENVoY Live session at one of two certified demonstration schools (Wadena-Deer Creek or Pillager) to see the strategies in action.

Use these techniques to:

- Maximize time for learning – gain an average of an hour of curriculum time per week
- Reduce time spent on discipline
- Improve classroom climate
- Enhance student productivity
- Decrease burnout



Networks

Meet with your Region 5 peers for regular collaboration

Grow and develop through sharing new knowledge, essential information, personal experience, and challenges/successes.

All networks meet at Sourcewell. Participation is free.

- AVMR (Math Recovery)
- Arts (Visual and Music)
- AVID
- Counseling
- Curriculum Coordination (CC)
- Data Assessment Coordination (DAC)
- Early Childhood
- English Language Arts (ELA)
- Gifted and Talented
- Instructional Coaching
- Metier
- Multi-language learners
- Mathematics
- Media/Library Support
- Physical Education & Health
- PRESS
- Science
- Social Studies
- Special Education
- Speech and Language Pathology
- Technology Integration
- Tech Mobile
- Title I
- World Language

Specialized onsite consulting

Sometimes you need consulting in specialized subjects. Get onsite school support customized to the needs and desired outcomes of your school.

Sourcewell consultants can work with individuals, small group, large group, and leadership teams. Select the content that best meets your needs.

Beyond providing training, Sourcewell consultants are highly skilled in follow-up consulting and coaching to ensure fidelity and sustainability of new practices.

Select the content that best meets your needs.

Onsite support specialties include:

- Leadership
- Professional Learning Communities
- Peer and instructional coaching
- Standards and curriculum
- Standards-based grading
- Resource adoption
- Data
- High-impact instructional strategies
- Assessment
- Intervention
- Co-teaching
- Math instruction
- Balanced literacy
- Content-area literacy
- Multi-language learners
- Google for education
- Gifted education
- Technology integration
- Positive behavior supports/ENVoY
- Equity



Sourcewell Educator Training

Your local source for professional development
proven to boost student success

Find the course that fits your needs

- Leadership/building capacity
- Career and college readiness
- Positive behavior reinforcement
- Equity
- Math instruction
- Mental health
- Reading instruction
- And much more

See all courses and register at
sourcewell-mn.gov/edregistration

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Career and College Readiness

Prepare every student for life after school

You want to see all students succeed and reach their full potential. Your school can partner with Sourcewell and access programs focused on:

- Transitioning students from school to work and college
- Developing effective K-12 career planning and exposure
- Enhancing opportunities for students to gain work experience and earn college credit and industrial certifications

Help your students go from school to success with any of these Sourcewell programs.

AVID (Advancement via Individual Determination)

AVID (Advancement via Individual Determination) is a system that prepares students for college, career, and other postsecondary choices. AVID serves students who are often under represented in college while also providing research-based strategies schoolwide.

Metier

Metier is a practical middle school program to help students understand their interests and choose a career that matches.

Project Lead the Way

Project Lead the Way is a K-5 program that provides problem-based learning in engineering, health, and informational technology. Sourcewell helps schools access online curriculum, equipment, and training.

Teacher Externships

Teacher Externships pay teachers to participate in a week-long, summer business experience. From there, teachers develop a plan and build connections from career to the classroom.

Tech Mobile

Technology Mobile is your classroom on wheels. Access STEAM-based equipment, curriculum, professional development, and project-based learning activities for K-12 students. Trained consultants work with schools on program activities. Curriculum aligns with Minnesota state standards and is designed to excite and inspire students with hands-on, technology-centered learning.

Workforce Conference

Workforce Conference is an annual collaboration of schools, businesses, higher education, and community members. The event is a chance to dream and plan for a stronger central Minnesota workforce.



Brainerd High School Family and Consumer Science teacher Emily Neistadt learns with Grand View Lodge Chef Rick Herzog through the Sourcwell Teacher Externship program. Regional educators can complete an externship, trying out a vocation and making connections for the benefit of student career exploration.



Nearly 200 students from Region 5 attended the 2018 Young Author's Conference, November 13 at Central Lakes College in Staples. Due to popular demand, the 2019 Conference will expand to a multiple-day offering.



Student Academic Programs

Your partner for learning
outside the classroom

Conference

Young Authors Conference

Grades 4-12

Give young writers the opportunity to explore the skill on a deeper level with the Young Authors Conference. The full-day event includes a keynote address and three interactive writing sessions led by fiction and nonfiction writers, poets, songwriters, playwrights, actors, illustrators, and more.

Presenters encourage and challenge students to become better writers. Students leave with a greater passion to write, new tools, and inspiration to continue the journey of writing.

Competitions

Academic Decathlon

Grades 9-12

Stimulate intellectual growth and encourage greater respect for knowledge with Academic Decathlon, a national scholastic competition. The Academic Decathlon® curriculum addresses national content and curriculum standards and tests students of all skill levels in 10 events: economics, math, science, social science, literature, art, music, essay, speech, and interview.

Teams consist of nine students:

- Three A, or honor roll, students
- Three B, or scholastic, students
- Three C, or varsity, students and alternates

Teams compete in three online scrimmages in October, November, and December with the online regional meet in January. They advance to the live state competition in February. The 2019-20 national competition will take place in April in Alaska. There, teams compete with others from across the world.

Math Masters

Grades 5-6

Challenge critical-thinking skills and problem-solving abilities as a part of Math Masters. Sourcewell is a proud host of this mathematics competition focused on recognizing academic effort and achievement.

Knowledge Bowl

Grades 6-12

Promote academic achievement and provide a rewarding experience with Knowledge Bowl.

Knowledge Bowl tests:

- Recall and problem solving
- Critical-thinking skills
- Teamwork skills

Students compete in three scrimmages in January and February, with regional competitions in March. The top four senior high teams advance to the Minnesota Services Cooperatives (MSC) State Knowledge Bowl competition in April.

Spelling Bee

Grades 3-8

Improve spelling skills and increase vocabulary development with the Spelling Bee. Sourcewell organizes and hosts the Region 5 Spelling Bee, which features students who were finalists or champions in their respective districts. The champion of the Regional Spelling Bee advances to the National Bee in Washington, D.C. Sourcewell covers all costs for the speller plus one parent or guardian.

The Upsala Senior High Knowledge Bowl team, led by coach Jennifer Henry, made school history in 2019 by taking second place at Regions, also earning an invitation to attend the State Tournament.



Support

Student Online Courses

Sourcewell partners with a fully accredited, virtual education partner powered by high-end courseware and taught by experienced teachers certified in Minnesota. Teachers interact with their students through: email, text, ZOOM, phone calls, and live tutoring sessions.

Courses are nationally recognized by review organizations, including Academic Benchmarks, ISTE, Quality Matters, and Marzano affiliated. This online partnership supports graduation rates, as well as college and career readiness beyond the traditional classroom.

Region 5 schools are eligible for 2019-2020 consortium pricing. All districts that qualify may register using the Sourcewell Consortium Contract.

Enrichment opportunities

New offerings each year

Grades 4-12

Bring learning to life and engage students in unique and innovative ways with student enrichment opportunities. 2019-20 offerings will be revealed early fall 2019.



Showcases

The Regional Art Show

Grades 4-12

Celebrate the artistic talents of our region's students at the annual spring Regional Art Show. The show exhibits student works in painting, drawing, crafts, mixed media, digital art, photography, printmaking, sculpture, and pottery/ceramics.

This event is in collaboration with art instructors in Region 5.

Student Art Gallery at Sourcewell

Grades K-12

Have your students' artwork on display at Sourcewell. The gallery hosts five pieces of art from a school district per quarter. Contact Sourcewell to get your school district on the gallery schedule.

Science Fair

Grades 4-6

Encourage students' natural curiosity through the exploration of the scientific method and find an answer to a question or observation through an experiment or research project.

The annual spring Science Fair is a chance to increase awareness and enjoyment of science and acquire a better understanding of the scientific process through independent learning. This event is in collaboration with science instructors in Region 5.

You know your students –
their challenges, triumphs,
and contributions.

We need your help.

Every spring, Sourcewell celebrates quiet student leaders in our region at the Students of Character Celebration. Will you help us find deserving students?

We're looking for students who...

- Are in grades 11 and 12
- Contribute behind the scenes to their schools and communities
- Have perhaps had to overcome unique challenges or obstacles
- Create a positive, safe, and collaborative environment within their schools and communities

Have a student in mind?

Let your high school's guidance counselor(s) and administration know, today. Nominations are open from mid-December 2019 to early February 2020.

Learn more at sourcewell-mn.gov/education

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School supports

Your source for school services
and resources

Principal Arick Follingstad (left) and Superintendent Paul Brownlow represent the Verndale School District during the 2019 Leadership Retreat at Grand View Lodge. This annual event provides an opportunity for leadership teams to refresh, reflect, plan, and grow before moving into a new school year.



Regional school leaders and staff share best practices and collaborate for the greater good of all students at the 2019 Sourcewell Leadership Retreat.

Funding

Get the funding you need to support initiatives that boost student success in your school by partnering with Sourcewell.

School continuous improvement funding

This funding is provided to schools toward Sourcewell services and approved projects based on schools' strategic planning. Schools are allocated a maximum funding amount based on enrollment. This money can be used for professional development and student programming that leads to educator and student growth, such as:

- Alternative Career Pathways
- Career and college readiness programs
- Tech Mobile
- Educator training/professional development
- Student academic programs

Schools will be asked to submit their plan for funding use in alignment with their strategic plans (e.g., their district's strategic framework, World's Best Workforce plan, Title I plan, CIP, etc.)

Small Project Partnership Funding

This funding is provided toward small projects that would not be possible without the funding. Funds can be used toward unique classroom materials, special speakers, field trips, etc. Matching funding is based on enrollment with a minimum allocation of \$2,500 per district per year.

School foundation matching funds

This funding is provided to school foundations to be used toward Innovative Classroom Grants. Matching funds of up to \$5,000 per district are provided through the Initiative Foundation.

Level IV facilities

This funding is provided toward capital funds needed to construct Level IV facilities benefitting students from regional school districts.

Subsidized services

Funding will also be used to subsidize many of Sourcewell's education services, including professional development and teacher recruitment/retention efforts.

Teacher Recruitment

Sourcewell works in partnership with Region 5 schools to develop short- and long-term solutions to address the teacher shortage crisis in Region 5.

We research and collaborate with other educational entities to create pathways and eliminate barriers to obtaining an education degree and teacher license in rural Minnesota.

Other strategies include:

Central Minnesota Education Job Fair

Save the date for the second annual Central Minnesota Education Job Fair on Wednesday, April 1, 2020. Only Region 5 school districts are offered a booth at this job fair. This opportunity offers school leadership an opportunity to connect with potential applicants to discuss and/or interview for current or future job openings. All colleges that offer education degrees in Minnesota and its border states are invited to attend.

Applicant Tracking

Many Region 5 school districts have purchased Applicant Tracking, an automated and intuitive hiring process designed to attract school district applicants. The platform simplifies the hiring process, tracks applicants, and manages interview scheduling. Sourcewell facilitated the Applicant Tracking onboarding for new districts and the transfer for districts that had a stand-alone version of the platform.

In addition, all Region 5 districts that use the platform are members of the Applicant Tracking Network hosted by Sourcewell. This working group covers topics that are a struggle for users and offers suggestions and shortcuts to help simplify the process and save time.

Student teaching

Sourcewell works to develop strong partnerships with university field supervisors, career advisors, and deans to promote our region's communities and schools to prospective student teachers and teaching candidates. Sourcewell offers a free course in positive and collaborative culture training (ENVoY) to all student teachers placed in Region 5. We also partner with St. Cloud State University to offer resources to student teachers as they prepare for state required testing.

This fall, Sourcewell will offer mentor-coaching services in partnership with Bemidji State University, uplifting the role of the classroom cooperating teacher. Watch for updates as Sourcewell continues to phase in resources, partnerships, and strategies to make Region 5 a destination for student teachers.

If you are the superintendent, principal, or human resource staff member in charge of hiring, please contact us to share your needs so we can highlight them to potential candidates.



Forty-seven prospective teachers attended the first annual Central Minnesota Education Job Fair at Sourcewell in April 2019. Attendees had the chance to meet and interview with administration from 18 of our region's schools.

Alternative Career Pathways

Design your own professional development experience and advance on the salary scale with Alternative Career Pathways (ACP).

- Identify and address needs in your classroom or school
- Choose a project and topic that interests you
- Custom build your professional growth

Apply for and request financial support for your project. A local district committee reviews requests. Sourcewell offers funding for approved projects.

Examples of recent projects that have boosted student and community success.



Communicating with families

Long Prairie-Grey Eagle staff used the Rosetta Stone program to learn Spanish to improve communication with families in their district.



Content-specific professional development

In all ACP districts, teachers explore opportunities to enhance classroom instruction with strategies and resources in a variety of areas.



Best practices in literacy instruction

In some ACP districts, teachers engage in professional development to positively impact student literacy.

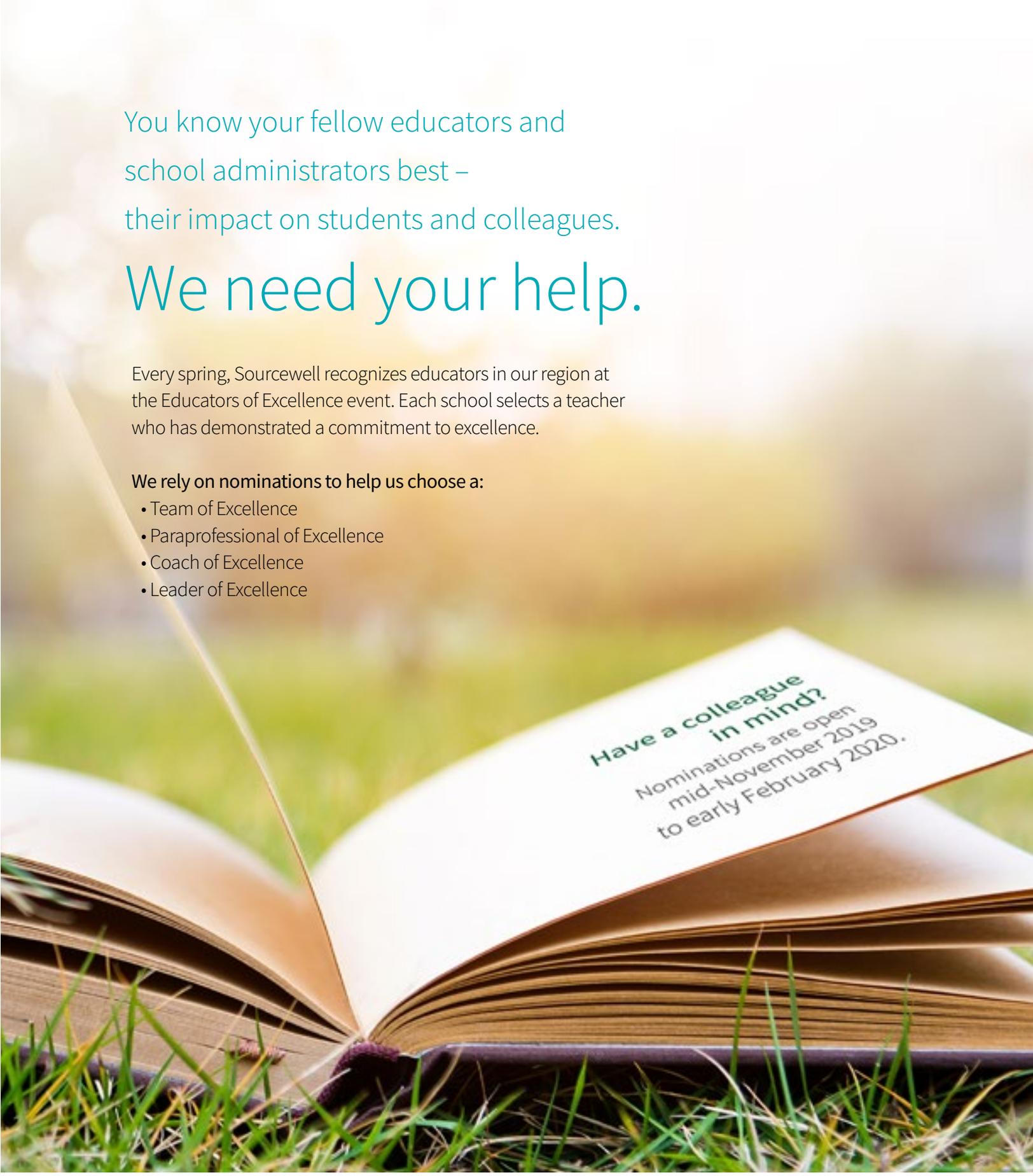
You know your fellow educators and school administrators best – their impact on students and colleagues.

We need your help.

Every spring, Sourcewell recognizes educators in our region at the Educators of Excellence event. Each school selects a teacher who has demonstrated a commitment to excellence.

We rely on nominations to help us choose a:

- Team of Excellence
- Paraprofessional of Excellence
- Coach of Excellence
- Leader of Excellence



**Have a colleague
in mind?**
Nominations are open
mid-November 2019
to early February 2020.

Learn more at sourcewell-mn.gov/education

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Regional & Low-incidence Project and Collaborative Service Team

The low-incidence project provides support staff to give appropriate public education in the least restrictive environment for students with disabilities. Sourcewell is the fiscal host for this program in regions 5 and 7.

In addition, Sourcewell leads a contracted Collaborative Service Team (CST) in Crow Wing County to work in partnership with families, schools, and community agencies.

Technology Services

Many government and education entities find they don't have the internal expertise or enough resources to effectively manage their growing information technology infrastructures and related demands.

IT support and services for Region 5 members are delivered through technology experts at Sourcewell Technology — a specialized division of Sourcewell.

Cooperative Purchasing

Sourcewell provides effective and efficient cooperative contract purchasing solutions for our members. With over 50,000 member agencies, Sourcewell utilizes its large purchasing power to solicit competitive pricing for high-quality products, equipment, and services.

Sourcewell rebates back to members the administrative fees earned from sales to Region 5 members.

Sourcewell Library

Support your professional learning with evidence-based research materials. Sourcewell has an extensive library of resources across a variety of disciplines and focus areas.

Check out books for your own professional development or a set of books to collaboratively study in a professional learning community.

See a list of titles on our web page under Tools & Resources.





Insurance and Employee Benefits

Lead your school staff to the highest possible state of wellness with Sourcewell's health insurance pool. The pool is a community of public employers from across Minnesota who leverage the power of cooperative purchasing and risk sharing for an affordable and stable health plan and related services.

You get ...

- Collaboration
- Online health portal
- Wellness incentive money
- Annual flu shots and biometric screenings

Sourcewell also offers additional coverage options in ancillary benefits to help your district meet the unique needs of your staff.

Choose from dental, vision, disability, and life insurance options as well as Employee Assistance Program services.

School Violence Prevention Training

Most school violence trainings are reactionary. Be proactive with school violence prevention training from National School Safety Consulting, LLC. NSSC believes you can prevent acts of violence using the four foundational truths of their RIPL training – Relational, Impactful, Preventative, caring Leadership.

Teach your staff how to:

- Develop meaningful connections with students and make school a better place
- Detect and address early warning signs of violent and suicidal behavior

Training includes hands-on tool kits for teachers and leadership to support the RIPL experience.

Here to serve you

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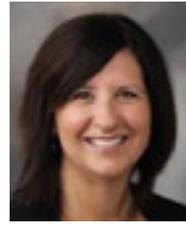
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Connect with us



Monthly E-newsletter

Get information about upcoming events plus regional educational news sent directly to your inbox every month. Contact education@sourcewell-mn.gov to be added to the mailing list.



Find us on Facebook

Follow the Sourcewell Facebook page to see the latest news and events: facebook.com/sourcewellgov.

Collaborate, share ideas, and engage in conversation via the [Education Solutions Facebook Group](#). Ask to join, today!

Sourcewell: we are driven to serve our region

Who is Sourcewell?

Formerly National Joint Powers Alliance (NJPA), Sourcewell is a self-supporting government organization, partnering with education, government, and nonprofits to boost student and community success.

As one of Minnesota's nine service cooperatives, we offer training and shared services to our central Minnesota members.

Throughout North America, we offer a cooperative purchasing program with over 300 awarded vendors on contract.

We are driven by service and the ability to strategically reinvest in member communities.

Our core services

- Cooperative Purchasing
- City, County, Nonprofits, and other Government Associations
- Education and Career and College Readiness
- Regional Low Incidence Project and Collaborative Service Workers
- Insurance and Employee Benefits
- Technology