

"2014-15 CELEBRATIONS"

Board of Education

- Completed the enrollment/demographic study and District Facilities Master Plan. (District)
- Determined to maintain existing school day start times for near future. (District)
- Dedicated time during year to review efforts of PLC and building/program improvement teams. (District)
- Reviewed/revised/added individual Board Policies as needed. (District)
- Determined to maintain current District Strategic Plan. (District)
- Used District Educational Program Advisory Council (DEPAC) to identify key goals for District including support for World's Best Work Force (WBWF). (District)
- Completed newly required annual authorizer evaluation as well as the annual evaluation of district-authorized Arcadia and Prairie Creek charter schools and prepared for District Authorizer Renewal process. (District)

Teaching and Learning- Curriculum/Instruction, Assessment, Title I-III, RtI, PBIS, MTSS, ALC, Longfellow

- Implemented expanded role of Director of Teaching and Learning to oversee and supervise the District Assessment Coordinator in addition to current oversight of Title and English Learner programs, Area Learning Center (ALC), Longfellow Building, curriculum/staff development, systematic interventions using the Response to Intervention (RtI) model and RtI coaches, Positive Behavior Intervention System (PBIS) and Multi-Tier Systems of Support (MTSS). (District)
- Completed application for State ADSIS funding for additional intervention staff K-12.
- Continued systematic RtI supported by RtI coaches and Accelerate Northfield volunteers. (Elementary)
- Continued systematic intervention strategies to support middle school students. (MS)
- Continued 9th grade Academy to provide extra academic support to 20% of our freshman students and 10th grade seminar program for those continuing to require additional support. (HS)
- Continued Cognitive Coaching of tenured/probationary staff with expanded coaching cadre. (District)
- Provided regular classroom teachers with common planning and common instructional time, supported flexible learning and differentiated instruction for students of all ability levels. (Elementary)
- Continued Bridges to Kindergarten, 6th grade WEB program and 9th grade LINK. (Elementary/MS/HS)
- Completed implementation of modified Compañeros and EL kindergarten (transitioned to Spanish/English literacy) programs, new 5th grade Spanish literacy curriculum, gathered effectiveness data. (Elementary)
- Implemented all day kindergarten programming for all elementary buildings. (Elementary)
- Monitored class size issues and provided additional contingency staffing. (District)
- Implemented next curriculum development/materials selection cycle for selected areas. (District)
- Continued to provide online learning courses and blended instruction for high school students. (High School)
- Maintained the new World-Class Instructional Design and Assessment (WIDA) standards and WIDA-Access testing to address the changing demographics of EL students. (District)
- Supported Transformational Technology implementation SAMR model focusing on augmentation. (District)
- Continued and expanded implementation of Math Corp and Reading Corp. (Elementary)

Teaching and Learning- Assessment and Accountability

- Worked closely with Northfield Promise to address new State accountability statute (World's Best Work Force) and develop strategies that support/assess student readiness, literacy and career and college readiness. (District)
- Implemented RtI universal screening/progress monitoring and qualifications for Tier 2-3 services. (Elementary)
- Completed RtI and PBIS training and began RtI and PBIS implementation at the secondary level. (Secondary)
- Continued weekly Professional Learning Communities (PLCs) in all buildings focused on gathering and analyzing data on student performance, identifying students who are not successful and implementing instructional strategies/interventions that support greater success for all students. (District/Buildings/Programs)

- Informed Board/parents/community about impact of PLCs on classrooms/students through year-end presentations and posting of each PLC's Evidence of Practice each semester. (District/Buildings/Programs)
- Maintained/streamlined continuous improvement/staff development model at each site. (Buildings/Programs)
- Responded to State accountability designations including World's Best Workforce/Read Well by Third Grade and focused efforts to achieve adequate yearly progress at District and building levels. (District/Buildings)
- Responded to increasing testing demands through increased assessment coordination, increased computer assessment, instructional technology availability and new District Assessment Coordinator. (District)

Student Services- Special Education

- Continued shared Special Education Director with Faribault, increased revenue through SPED financial support, and implemented new Assistant Director of Special Education. (District)
- Increased collaboration of staff between districts including speech, early childhood special education (ECSE/EC)/Autism Spectrum (ASD)/Therapy (OT/PT). (District)
- Continued implementing Students with Unique Needs (SUN) program, Secondary Transition Education Program (STEP), and Level IV EBD program in cooperation with Faribault/State Academies at the Cannon River Education Center to support students with significant special education needs. (District/Buildings)
- Implemented relocated District DCD program at Greenvale Park. (District)
- Shifted role of psychologists to support MTSS and "due process" efforts. (District)
- Implemented joint Student Services handbook aligning special education procedures/practices/forms. (District)
- Continued growth of assistive technology process to support student access to all levels of instruction. (District)
- Provided training - CPI (non-violent crisis intervention), "restrictive procedures" and CPR/First Aid. (District)

Community Services

- Expanded MDE Scholarship access for early childhood programs and significantly increased school-age summer enrollment to better serve all children including the most at-risk children and their families. (District)
- Expanded the model and spaces for early childhood programs and school-age services to effectively serve all children in the District including the most at-risk children and their parents. (District)
- Supported successful implementation of community collective impact initiative, Northfield Promise. (District)
- Continued successful voluntary summer ELC trip for middle school students. (District)
- Successfully implemented staffing/programming for grant-funded GVP Community School. (District)
- Secured grant funding for Community Services portion of PLUS and School Readiness programs. (District)
- Managed the FY 15 budget resulting in a positive fund balance of available revenues. (District)
- Over 79,000?? children and adults accessed District facilities through Community Services. (District)
- Continued to implement security options for Youth Wing of NCRC building. (District)

Administrative Services- Human Resources/Staff Development

- Continued principal evaluation system and implemented new teacher evaluation systems. (District)
- Completed 2014-16 negotiations with 15 bargaining/meet and confer employee groups. (District)
- Continued self-funded health insurance program stabilizing costs and reducing inflationary increases. (District)
- Continued to respond to new requirements of Affordable Care Act (ACA). (District)
- Successfully implemented new bullying prevention/intervention statute. (District)
- Enhanced strategies for recruiting and retaining quality staff in high needs areas. (District)
- Continued to implement merged human resources/business services operations and software systems. (District)

Administrative Services - Technology

- Continued implementation of Phase II of comprehensive plan for technology transformation using 1:1 iPad initiative for all 6-12th grade students and pods of 4-6 iPads for all regular elementary classrooms. (District)
- Supported hardware/software replacement cycles and wireless network upgrades across all buildings. (District)
- Expanded technology training including summer "Boot Camp" and school year staff learning option. (District)
- Refined district/building web pages, and web-based productivity software. (District)
- Supported new Director of Technology and continued implementation of 3-year technology plan. (District)

Administrative Services- Facilities/Security/Crisis Intervention/Child Nutrition

- Completed District Enrollment/Demographic Projection and Master Facilities Plan studies and provided initial presentations to staff and parents in each building. (District)
- Prioritized and completed capital projects that address highest facility needs on 10-year capital plan. (District)
- Refined facilities and staffing plan to proactively address building security issues. (District)
- Continued to implement new meal patterns including School Breakfast meal patterns. (District)
- Completed additional facilities upgrades for school kitchens and cafeterias. (District)
- Maintained Farm to School initiative with Statewide Health Improvement Program (SHIP) minigrant. (District)
- Continued to address and update priority District security measures and crisis intervention plans and provide expanded security training for staff. (District)

Administrative Services- Budgets and Funding

- Maintained the cash balance and budget reserve required to address the continued uncertainty of State funding level while maintaining our existing staff/programs for the 2014-15 and 2015-16 school years. (District)
- Maintained stewardship of our operating and capital projects levies and continued a leasing approach that provides sustainable funding of the Phase II Technology Transformation. (District)
- Continued to address class size issues caused by lack of funding or choice program availability. (District)
- Addressed increased Title/special education funding shortfalls caused by Federal sequestration. (District)

“2015-16 "Challenges"”

Board of Education

- Monitor impact of calendar changes reflecting negotiated agreements/research in student learning. (District)
- Address identified district facilities needs after gathering input and feedback on the District Master Facilities Plan document from staff, students, parents and community. Determine major construction or remodeling proposals for possible Board approval and submission to a community bond referendum. (District)
- Determine additional documentation and data needed to support implementation of World's Best Work Force (WBWF) and meet the new guidelines and documentation required by the State. (District)
- Complete the required Five Year Charter Authorizer Renewal, District annual evaluation, annual evaluation of the Arcadia and Prairie Creek charter schools and Prairie Creek Contract Renewal process. (District)
- Review and revise individual Board Policies as needed. (District)
- Dedicate time during year to review efforts of PLC and building/program improvement teams. (District)
- Determine need to revisit and revise current District Strategic Plan. (District)

Teaching and Learning- Curriculum/Instruction, Title I-III, RtI, PBIS, MTSS, District Assessment, ALC, LGF

- Maintain role of Director of Teaching and Learning including District oversight and supervision of District Assessment Coordinator, Title and English Learner programs, Area Learning Center, Longfellow Building, curriculum/staff development, systematic intervention using the Response to Intervention (RtI) model and RtI coaches, Positive Behavior Intervention System (PBIS) and Multi-Tier Systems of Support (MTSS). (District)
- Continue 9th grade Academy to provide extra academic support to 20% of our freshman students and 10th grade seminar program for those continuing to require additional support. (High School)
- Expand interventions to address student social/emotional needs across the system. (Elementary/MSIHS)
- Continue Cognitive Coaching of tenured and probationary staff using the expanded coaching cadre. (District)
- By providing regular classroom teachers with common planning and common instructional time, support flexible and modified cluster group learning opportunities, leveled academic interventions, differentiated instruction for all ability groups in every classroom and enhanced collaboration. (Elementary)
- Continue Bridges to Kindergarten, 6th grade WEB program and 9th grade LINK. (Elementary/MSIHS)
- Monitor implementation of fully modified Compañeros and EL kindergarten programs including Spanish literacy curriculum and gather data on program effectiveness and efficiency. (Elementary/District)
- Continue to monitor class size issues driven by enrollment changes. (District)
- Implement next curriculum development/materials selection cycle for selected areas. (District)

- Maintain support for English Language Learners, Sheltered Instruction Observation Protocol (SIOP) training for staff, clustering, co-teaching, and implementation of WIDA standards. (District)
- Support transformational technology implementation of SAMR model focusing on modification. (District)
- Monitor implementation of all day kindergarten at all elementary buildings. (Elementary)

Teaching and Learning- Assessment and Accountability

- Implement/communicate revised World's Best Work Force standards and collaborate with Northfield Promise to develop/implement strategies to achieve five WBWF goals for all students. (District/Buildings)
- Implement ADSIS funded staffing to expand elementary/secondary interventions. (District/Buildings)
- Continue to implement a comprehensive Response to Intervention (RtI) plan using trained RtI coaches and classroom teachers to provide universal screening and progress monitoring, problem solving and a set of scientifically based Tier 1, Tier 2 and Tier 3 interventions that support the needs of all students. (Elementary)
- Fully implement RtI, PBIS and MTSS programming at the secondary level. (Secondary Buildings)
- Continue weekly Professional Learning Communities (PLCs) in all buildings focused on gathering and analyzing data on student performance, identifying students who are not successful and implementing instructional strategies/interventions that support greater success for all students. (District/Buildings/Programs)
- Continue year-end presentations and end of semester Evidence of Practice (EOP) to inform Board, parents and community about the impact of PLCs on classrooms and students. (District/Buildings/Programs)
- Respond to increasing testing demands through enhanced data support from the District Assessment Coordinator (DAC) and increased computer assessment and technology availability for instruction. (District)

Special Education

- Implement new Northfield Public Schools Director of Special Services for the 2015-16 school year. (District)
- Continue SUN, STEP and Setting 4 EBD programs with Faribault for 2015-16 only. (District/Buildings)
- Prepare to implement new Southeast Minnesota Special Education Cooperative (SEMSEC) or alternative strategy to effectively support all Setting 4 students in the fall of 2016. (District)
- Shift role of psychologists to support multi-tier systems of support and due process efforts. (District)
- Implement legislative changes made to the mandated district-wide "restrictive procedures" policy. (District)
- Maintain Special Services Handbook that aligns special education procedures/practices. (District)
- Monitor District DCD program at Greenvale Park. (Elementary)
- Continue shared staff training – common core standards, CPI- non-violent crisis intervention, "restrictive procedures", CPR/First Aid, and data privacy. (District)

Community Services

- Expand number of at-risk students accessing early learning scholarships provided by MDE. (District)
- Support Northfield Promise initiative bringing together all school/community resources for children. (District)
- Expand the model and spaces for early childhood programs and school-age services to more effectively serve all children in our district including the most at-risk children and their families. (District)
- Secure grant funding for Community Services portion of PLUS and School Readiness programs. (District)
- Continue staffing/programming for the grant-funded Community School model at Greenvale Park. (District)
- Continue to implement security modifications at the NCRC. (District)
- Maintain balance of revenues/expenditures to support all fee-based and grant supported programs. (District)

Administrative Services- Human Resources/Staff Development

- Complete 2015-17 negotiations with Northfield Education Association. (District)
- Continue self-funded health insurance program stabilizing costs and reduce inflationary increases. (District)
- Continue response to changing/expanded Affordable Care Act (ACA) requirements.
- Enhance strategies for recruiting/retaining quality staff in high needs areas. (District)
- Continue to analyze job descriptions, job rankings and evaluation instruments, manuals and handbooks as well as processes and procedures that support efficient and effective collaboration. (District)
- Monitor impact of principal evaluation and new teacher evaluation systems and modify as needed. (District)
- Facilitate seamless integration between Human Resources and Finance software systems. (District)
- Monitor implementation of State Bullying Prevention statute to determine program/staff impact. (District)

Administrative Services - Technology

- Continue implementation of comprehensive technology transformation plan with expansion of 1:1 iPad initiative to 4th-12th grade, pods of 8-12 iPads in K-3rd, and monitor impact on staff and students. (District)
- Maintain expanded technology training including summer "Tech Tuesdays" and school year training. (District)
- Maintain replacement cycle and review leasing models for hardware/software. (District)
- Refine District/building web pages, and web-based productivity software. (District)
- Implementation of new 3-year technology plan. (District)

Administrative Services - Facilities/Crisis Intervention/Child Nutrition

- Use District Master Facilities Plan to implement major capital projects that address highest priority facility needs for our students, staff and parents. (District)
- Plan to address priority deferred maintenance projects with 10-year capital plan and new funding. (District)
- Continue to address priority building security projects and staffing needs. (District)
- Continue to update and expand crisis intervention plans to address new concerns. (District)
- Implement additional facilities upgrades for school kitchens and cafeterias. (District)
- Continue to implement meal patterns, School Breakfast Program and Healthy Snacks. (District)
- Maintain Farm to School initiative to support farmer visits and sampling of produce. (District)

Administrative Services - Budgets and Funding

- Maintain our cash balance and provide budget reserve required to address the uncertainty of State funding and maintain our existing staff and programs during the 2015-16 and 2016-17 school years. Address state and federal funding shortfalls, and underfunded mandates as they occur. (District)
- Maintain stewardship of operating levy and capital projects levy and implement approach that provides sustainable funding of the Phase 2 Technology Transformation implementation. (District)
- Continue to look at ways to address class size issues caused by lack of funding and statutory changes. (District)
- Prepare for additional Title and Special Education funding shortfalls caused by Federal sequestration. (District)