



2015-16 Site Progress Report and 2016-17 Site Improvement Plan Northfield Area Learning Center

Site Vision Statement:

The Northfield Area Learning Center staff is committed to providing an effective and responsive education to our students while meeting their diverse needs.

Site Statement of Collective Commitments:

1. We will provide an inviting school environment for students, safe environment with clear and consistent expectations, and specific academic goals.
2. We will promote a positive school climate by modeling the qualities and characteristics that we hope to instill in our students.
3. We will collaborate with one another and our students so that we can achieve our mission more effectively
4. We will work collaboratively in developing instructional strategies.
5. We will hold students accountable for their educational achievement; thus empowering students to succeed.
6. We will continue to have weekly progress monitoring meetings for staff members.
7. We will involve parent(s)/guardian(s) in the education of their children by keeping them informed.
8. We will demonstrate our commitment to ongoing professional development and continuous improvement.

Site Improvement Team Members:

Eric Swan McDonald	Burt Bemmels	Cheryl Mathison	Sherri Goehring	Chris Riaz
Daryl Kehler	Elizabeth Pfeiffer	Renee Burnham	Micah Schultz	

Reviewed by Staff: Signature _____ Date _____

Final approval by
Site Improvement Team: Signature _____ Date _____

Final Approval by
Superintendent: Signature _____ Date _____

Northfield Area Learning Center (ALC)

Site Improvement Objective: #1

Site Improvement Objective: The Northfield Area Learning Center will increase attendance rates of students.

New/Continuing Objective: Continuing

Length of Objective: 3 years

Which Year: 2nd year

District or DEPAC Strategy/Strategies Supported:

- Strategic Plan Quality Education - We will hire and retain highly qualified educators and provide them with ongoing support and training to deliver high quality instruction that meets the unique needs of all learners.
- Strategic Plan Stewardship - We will consistently demonstrate good stewardship by analyzing information, prioritizing needs and managing our financial, physical and human resources to support our mission.
- Strategic Plan Climate - We will create and strengthen an environment that fosters mutual respect, responsibility and rigor, and ensures the right to physical, emotional and intellectual safety for every person.
- Strategic Plan Communications/Partnerships - We will build and strengthen bridges of open communication that engage staff, students, families and communities as effective partners in education.
- Strategic Plan Curricular Outcomes - We will implement a consistent, comprehensive and challenging set of curricular outcomes that reach and engage all learners.
- Strategic Plan Diversity - We will implement plans and practices that foster full participation by all learners and that address issues that include, but are not limited to, race, gender, culture, religion, sexual orientation, language, disabilities and socio-economic factors.
- DEPAC 2015-16 Assessment - Every Professional Learning Community will have a comprehensive formative assessment framework.
- DEPAC 2015-16 Teaching and Learning - Northfield Public Schools will develop continuous, accurate, and separate measurement of each student's progress toward academic mastery, work habits, and behavior standards.
- DEPAC 2015-16 Teaching and Learning - Staff will foster meaningful classroom relationships by increasing awareness of diversity and developing instruction that addresses multiple learning styles and promotes engagement. Leadership will create structures that support this effort.
- DEPAC 2015-16 Student Services - Northfield Public Schools will continue the implementation of the Multi-Tiered Systems of Support (MTSS) for academic and behavioral interventions.
- DEPAC 2015-16 Student Services - Northfield Public Schools will implement integrated systems of practice and services that provide comprehensive supports for social emotional learning and children's mental health.
- DEPAC 2015-16 Student Services - Northfield Public Schools will foster school connectedness amongst students, families, and staff, promoting mutual respect and responsibility in order to enhance engagement.

Measurable Evidence of Need:

Our reality is that a number of students demonstrate poor attendance throughout the course of the year, as is documented in Skyward, which is the main reason why they struggle to gain credits towards graduation.

Student SMART Achievement Goal:

The ALC will have 60% of students achieve an 85% or better attendance rate per grading period for the 2015-16 school year.

2015-16 Action Plan Completion Details:

Task No.	Tasks	Done	Not Done	Evidence of Completion if Completed
1	Collect and review current attendance %	X		Students met goal in grading period 1 & 5. In grading period one 71.43% of students were at or above 85% attending. In grading period five 63.89% of students were at or above 85% attending.
2	Weekly PLC meetings to discuss interventions	X		Discussed interventions and used PBIS strategies to cover 4 Cs. We implemented activities that addressed the 4 Cs throughout the year.
3	Staff meeting reviews and discussions	X		We monitored specific student issues and discussed policy changes. If there were outside issues, we tried to give the student resources to help so they could still attend as much as possible.

Which of these steps were especially powerful?

We noticed the activities had an impact. Students would often complain about doing the activity at first, but once we started them many were engaged and reflected positively. We also observed some topics we covered in use after the activity was over, for example more team work displayed after a team building activity.

What implications do this year's results have for 2016-17?

For 2016-17 we are going to try some SEL (Social Emotional Learning) strategies to see if we can increase attendance rates.

Northfield Area Learning Center (ALC)

Site Improvement Objective: #2

Site Improvement Objective: Increase academic performance of all ALC students.

New/Continuing Objective: Continuing

Length of Objective: 3 years

Which Year: 2nd year

District or DEPAC Strategy/Strategies Supported:

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Measurable Evidence of Need:

Data indicates that a percentage of students continue to gain little to no credits each grading period.

Student SMART Achievement Goal:

Of the total credits attempted, there will be a 5% increase in credits earned per grading period when compared to the same grading period from the previous school year.

2015-16 Action Plan Completion Details:

Task No.	Tasks	Done	Not Done	Evidence of Completion if Completed
1	Data collection and analysis	X		Spreadsheets created for data analysis
2	PLC discussions of interventions	X		EOP documentation, interventions implemented
3	Staff meeting updates	X		Interventions used, advisors
4	Attend Professional Development opportunities	X		Staff attended staff development opportunities like MAAP conference, PBIS coaches training, and PBIS trainings

Which of these steps were especially powerful?

The combination of data analysis and interventions we created to attempt to get students to earn credits. We looked at the data every grading period to see trends and target specific students to intervene with. We had staff such as the Promise Fellow, teachers, and Daryl update students regularly with credit completion.

What implications do this year's results have for 2016-17?

We met the goal in 1 of the 8 grading periods; 8th grading period went up by 19%. This data is often extreme as seniors wanting to graduate do the best in the last grading period. We changed the attendance policy which made obtaining credits more difficult because students could not miss as much before losing credit. This also affected our credit completion rates for the 2015-16 school year.

Northfield Area Learning Center (ALC)

Site Improvement Objective: #3

Site Improvement Objective: Increase post-secondary awareness and planning of the ALC students.

New/Continuing Objective: Continuing

Length of Objective: 3 years

Which Year: 2nd year

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Measurable Evidence of Need:

Our reality is some students from the ALC are unsure if they will attend college, join the military, or enter the workforce upon completion of the high school graduation requirements. Our staff will strive to have a post-secondary plan in place for every student that graduates from the ALC.

Student SMART Achievement Goal:

All graduating seniors will have a post-secondary life plan including; being currently employed, enrolled (or in process) in college, or enlisted in the military.

2015-16 Action Plan Completion Details:

Task No.	Tasks	Done	Not Done	Evidence of Completion if Completed
1	Talk with seniors to develop life plan	X		Every senior had an exit interview with Promise Fellow to determine life plan.
2	Have military recruiters visit ALC	X		Recruiters visited and were guest speakers in business classes.
3	Have workforce visit ALC	X		Workforce made weekly visits to check in with students
4	Have college visits assessable for ALC students	X		We made college visits to South Central and Riverland, and also had students go with High School TORCH group.
5	Provide support to students in any of the life plan choices they make	X		Met with Promise Fellow, Workforce, business teacher, military recruiters, and other resources when identified.

Which of these steps were especially powerful?

Having the exit interview was helpful because it allowed the staff to formally identify those that needed a plan and those that already had a plan in place. This allowed us to talk amongst ourselves and identify the resources each student needed.

What implications do this year's results have for 2016-17?

Continue to have Promise Fellow conduct exit interviews of those graduating. Also, ensure staff are talking with students several times prior to when they finish so we know what resources are needed before it is too late.

2016-17 Site Continuous Improvement Plan

Northfield Area Learning Center (ALC)

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The Northfield ALC will increase attendance rates of students.

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- DEPAC 2016-17 Student Services - To ensure student engagement, connectedness and success, Northfield Public Schools will implement and evaluate a multi-tiered system of academic and behavioral interventions.
- DEPAC 2016-17 Student Services - To ensure student engagement, connectedness and success, Northfield Public Schools will integrate practices and services for social emotional learning and children's mental well-being.

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2016-17 Action Plan Details:

Task No.	Task to be Completed	Begin Date	End Date	Assigned to	Resources Reallocated Time/\$/Materials	Monitoring Dates	Monitoring Indicators
1	Collect and review current attendance percentage	9/6	6/6	ALC Staff	Time	End of each grading period	Data from Skyward
2	Weekly PLC meetings to discuss interventions	9/6	6/6	ALC Staff	Time	Weekly	Data collection and analysis
3	Staff meeting reviews discussions	9/6	6/6	ALC Staff	Time	Weekly	Data analysis

2016-17 Site Continuous Improvement Plan

Northfield Area Learning Center (ALC)

Site Improvement Objective: #2

Increase academic performance of all ALC students.

Site Improvement Objective:

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New/Continuing Objective: Continuing

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2	PLC discussions of interventions	9/6	6/6	ALC Staff	Time	weekly	Data from Skyward
3	Staff meeting updates	9/6	6/6	ALC Staff	Time	weekly	Data from Skyward
4	Attend Professional Development opportunities	9/6	6/6	ALC Staff	Time/Staff Dev \$	ongoing	Materials/Resources collected

2016-17 Site Continuous Improvement Plan

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Increase post-secondary awareness and planning of the ALC students.

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1	Talk with seniors to develop life plan	9/6	6/6	Promise Fellow	Time	ongoing	Exit interview with Promise Fellow, staff
2	Have military recruiters visit ALC	9/6	6/6	ALC Staff	Time	ongoing	Staff documentation
3	Have workforce visit ALC	9/6	6/6	ALC Staff	Time	ongoing	Staff documentation
4	Have college visits assessable for ALC students	9/6	6/6	ALC Staff	Time/\$	ongoing	Promise Fellow arrangements of tours
5	Provide support to students in any of the life plan choices they make	9/6	6/6	ALC Staff	Time/materials	ongoing	Discussions with staff