

Purpose

The purpose of the school improvement planning process is to establish a clear set of shared goals, aligned with the District strategic plan, that inspire action and align efforts for student growth and achievement.

2016-17 School Improvement Plan Goals Review and Key Reflections

Goal	Results
Expand and enhance the Northfield Promise (Collective Impact Initiative) in the community that will focus on supporting ALL Northfield youth from cradle to career.	<ul style="list-style-type: none"> • Administered surveys to incoming Kindergarten families at Ready, Set, Go Day with an 82% completion rate. • Held 8 monthly meetings of the Latino Childcare Network. • Sent 10 district staff members to a “Pre-K to Grade 3” alignment strategy session. • Held 2 Pre-Kindergarten and Kindergarten staff meetings. • Conducted registrations and physicals for MS and HS sports at the Community Youth Fairs and Promise FAIRS. • Provided individualized staff feedback sessions to 5 new recreation staff. • Held 10 Saturday Science Clubs with 20 girls in attendance. • KidVentures partnered with St. Olaf’s Creativity for the Community Honor House, which led an art or fine art project for KidVentures students on 9 days (3 days at each building). • Administered SEL staff self-assessment to all staff at the Middle School Youth Center (MSYC). • KidVentures and the MSYC participated in the “Vote for Kindness” campaign throughout October and November 2016, encouraging students to participate in random acts of kindness and to be observant of the kindness that they see daily. At the MS, 529 pledges were collected and displayed. • Reached MDE attendance goals at the GVP Community School and secured grant funding for years 4 and 5.
Determine appropriate space and programming needs for Community Services programs.	<ul style="list-style-type: none"> • Expanded programming at the Community School to include childcare every Tuesday and Thursday night and monthly early childhood offerings by ECFE staff. • A “safe space” was designed for each KidVentures location, which can be used in the case of an emergency during out of school time. • Installed new wood chips on the Longfellow playground. • Community Services staff shared information from visits to other community education programming sites with Superintendent Hillmann.

	<ul style="list-style-type: none"> • Surveyed 36 districts regarding their facility use fees and policies and developed clearer internal procedures. • Reviewed 7 established curricula (Big Day for PreK, Owl, Help, DLM, Creative Curriculum, Handwriting Without Tears, Everyday Math) and tried 10 sample lessons across birth-5 programs. • Developed ECFE outreach programming with the Northfield Public Library. This resulted in 8 visits throughout the year with 75 participants. • Developed ECFE class coupons that allowed families to try classes – 8 coupons were used (coupons were not always turned in). • Supported 46 Hand in Hand students receiving scholarships.
Expand and enhance professional development opportunities for all Community Services staff.	<ul style="list-style-type: none"> • All EarlyVentures staff completed the equivalent of 2% of working hours on professional development. All EarlyVentures staff participated in a sensory processing training and positive behavior support training. Two EarlyVentures staff also traveled to Stout and participated in a two-day Early Childhood Conference. • KidVentures Site Leaders completed the equivalent of 2% of working hours on professional development. All three Site Leaders participated in a South Side Out of School Time forum, designed to train and support staff in an Out of School Time leadership position. • MSYC staff participated in 6 hours of staff training. • Two Community Services Coordinators attended the Minnesota Community Education Association (MCEA) conference in St. Cloud. • One staff member participated in the MCEA Mentoring Experience. • Five Community Services Coordinators/Director participated in program specific networking groups. • Provided an ECFE teacher mentor for new staff.

Key Reflections:

- Northfield Promise has become well established in the community, with more people familiar with the reach and focus of the work and involved on action teams. Additionally, Northfield Promise has secured funding sources to help action teams (some run by and directly impacting the Community Services Division) accomplish their work.
- The data collected from Kindergarten families at Ready, Set, Go Day has provided valuable information for the Ready for Kindergarten action team and the Pre-Kindergarten and Kindergarten teachers.
- The success and growth of the Community School continues and has led to funding for years 4 and 5.
- Space challenges continue to limit some of the Community Services capability to serve all families or serve them in the manner we would prefer.
- Intentional outreach efforts have taken place in all program areas and this is an area we will expand on this year.
- Staff at all levels have appreciated the intentional focus on professional development.

2017-18 School Improvement Plan Goals, Strategies and Evaluation

Goal	Strategies	Evaluation
Determine appropriate space and programming needs for Community Services programs.	<ul style="list-style-type: none"> • Increase focus on STEAM and outdoor education in ECFE. • Purchase curriculum to support Early Childhood programming – SEL, 	<ul style="list-style-type: none"> • Develop outdoor education space at the NCRC and access space during four classes/week, have one lesson a

	<p>Mother Goose, Handwriting Without Tears and Everyday Math.</p> <ul style="list-style-type: none"> • Explore additional locations and services in the Northfield community for Community Services programs. • Offer programming to new audiences and/or in new spaces. 	<p>month focus on STEAM, have STEAM bin available in classroom.</p> <ul style="list-style-type: none"> • Late fall review if curriculum is working, ensure continuity throughout the program (self reporting, follow scope and sequence, create schedule of SEL topic each week), update scope and sequence in district curriculum guide, organize and create material library. • Explore ABE programming at Emmaus Church, Hand in Hand transportation options, and reconfigure Longfellow spaces to fit needs. • Offer or explore KidVentures and EarlyVentures swim lessons, BLAST swim lessons and 1 enrichment class a semester at the MS.
Expand and enhance professional development opportunities for all Community Services staff.	<ul style="list-style-type: none"> • Provide Ventures staff with training necessary to comply with recent legislation in the Health and Human Services bill. • Increase opportunities for Community Services Coordinators/Director to receive internal and external professional development. • Provide ongoing support and training for Early Childhood staff. 	<ul style="list-style-type: none"> • Follow new training requirements to receive CCAP dollars, Ventures staff participate in workshop week, EarlyVentures staff receive SEL training. • Half-day CSD leadership team retreat, 3 staff attend MCEA conference. • Survey early childhood staff for professional development needs and plan 2 professional development days, overview of early childhood programming at workshop week.
Expand and enhance outreach efforts for community members to access Community Services programs and services.	<ul style="list-style-type: none"> • Expand and enhance home visits in early childhood programs. • Increase participation numbers in free-reduced price programming. • Continue servicing families receiving CCAP dollar at EarlyVentures and KidVentures. • Market programs and scholarship opportunities at events. • Explore new programming opportunities. 	<ul style="list-style-type: none"> • Increase 0-5 general ed home visits by 50%, increase 3-5 ECSE home visits by 10%, create plan/structure for home visits, follow up with those who do not attend conferences. Four families attend Tiemp para Bebe, 30 students access Hand in Hand scholarships, increase MSYC/BLAST participation numbers by 20% over 2016-17. • Adhere to new CCAP guidelines. • Presence at all 4 Promise FAIRS, purchase new department banner. • Increase family programming by 2 programs, explore expanding evening recreation opportunities.