



## 2015-16 Site Progress Report and 2016-17 Site Improvement Plan Northfield High School

**Site Vision Statement:** Empowering Learners; Discovering Purpose

**Site Statement of Collective Commitments:**

- Engaging students in curricular and co-curricular activities that support their passions and encourage the development of independent thought.
- Inspiring learners to be confident, responsible citizens.
- Motivating students in a safe environment that inspires them to be contributing members of our society.

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### Northfield High School

#### Site Improvement Objective: #1

**Site Improvement Objective:** Northfield HS MTSS team will use MAP, MCA, academic achievement, and other data to identify students they will support and expand classroom interventions that will increase the students' academic progress.

**New/Continuing Objective:** Continuing

**Length of Objective:** 3 years

**Which Year:** Year 2 of 3

#### District or DEPAC Strategy/Strategies Supported:

- 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.

#### Measurable Evidence of Need:

6.8% of NHS students failed a class or more during the 2014-15 school year.

#### Student SMART Achievement Goal:

96% of NHS students, and 85% of NHS students identified for intervention by MTSS staff, will pass all their classes during the 2015-16 school year.

#### 2015-16 Action Plan Completion Details:

Task No.	Tasks	Done	Not Done	Evidence of Completion if Completed
1	MTSS Team will look at data to create list of students who will receive added support	x		List completed and implemented.
2	MTSS team will draft and send letters to parents, indicating interventions and explanation of placement in interventions (Academy, Standards Courses, Read 180, Achievement Seminar)	x		Letters sent and placements made.
3	MTSS team will track progress of identified students through monthly meetings, looking at data from formative and summative assessments, grade tracking, and DIF list.	x		Log of interventions & meeting notes in shared folder
4	MTSS team will analyze year-end data to determine success of MTSS intervention system.	x		Passing report complete and analyzed. Discussion complete.

**Which of these steps were especially powerful?**

While we came up short of our intended goal of 96% of all students passing all their classes (95%), we continue to see the power of individualized attention to students (ala TORCH and MTSS) and have seen a significant “win over” of staff toward the intervention system.

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

We continue to move toward 100% passing rate, and ways to expand our program to make that a reality.

## 2015-16 Site Progress Report

### Northfield High School

**Site Improvement Objective:** #2

**Site Improvement Objective:** To Improve School Climate

**New/Continuing Objective:** Continuing

**Length of Objective:** 3 years

**Which Year:** Year 2 of 3 (Abandoned)

**District or DEPAC Strategy/Strategies Supported:**

- 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.

**Measurable Evidence of Need:**

At the end of the 2014-15 school year:

1. 33% of NHS staff felt that expected behaviors were taught directly.
2. 51% of NHS staff believed problem behaviors were defined clearly.
3. 29% of NHS staff believed consequences for problem behaviors were clearly defined.
4. 39% believed distinctions between office & classroom managed behaviors were clear.

**Student SMART Achievement Goal:**

1. 100% of staff will use the 3 keys or Minor Incident Report (MIR).
2. 50% of staff will feel expected behaviors are taught directly.
3. 60% of staff will feel that consequences for problem behaviors are clearly defined.
4. 75% of staff will believe problem behaviors are defined clearly.
5. 75% of staff will believe the distinctions between office and classroom managed behaviors are clear.

**2015-16 Action Plan Completion Details:**

Task No.	Tasks	Done	Not Done	Evidence of Completion if Completed
1	Complete and Distribute Classroom Matrix	x		Matrices completed, distributed, and displayed on classroom walls.
2	Classroom Matrix Videos	x		Four videos completed and shown in Fall 2015.
3	Review of Incentive Program	x		Completed Summer 2016.
4	PBIS Data Collection	x		Data gathered and shared with staff.

**Which of these steps were especially powerful?**

One key component of the data was seeing that absenteeism is far and away the biggest “disciplinary” issue at our school.

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

Re-invention of our PBIS initiative with roll-out in Fall 2016: RaiderNation **PRIDE** (Preparedness, Respect, Integrity, Dependability, Excellence). Given the issue of absenteeism, we believe that the more connected our students are to school, the more they will want to attend.

### Northfield High School

#### Site Improvement Objective: #3

**Site Improvement Objective:** To provide the flexibility necessary for all secondary Professional Learning Communities to set meaningful goals that reflect their area of teaching expertise.

**New/Continuing Objective:** Continuing

**Length of Objective:** 3 years

**Which Year:** Year 2 of 3

#### **District or DEPAC Strategy/Strategies Supported:**

- Strategic Plan Curricular Outcomes - We will implement a consistent, comprehensive and challenging set of curricular outcomes that reach and engage all learners.
- DEPAC 2015-16 Assessment - Every Professional Learning Community will have a comprehensive formative assessment framework.

#### **Measurable Evidence of Need:**

6.8% of students 9-12 failed a class or more in 2014-15.

#### **Student SMART Achievement Goal:**

We will demonstrate increased proficiency for each student in the essential learning of content areas as measured by either passing rates or common assessments selected by Professional Learning Communities. As a result, 96% of students 9-12 will pass all their classes.

#### **2015-16 Action Plan Completion Details:**

Task No.	Tasks	Done	Not Done	Evidence of Completion if Completed
1	Weekly PLC Meetings	x		Minutes of Meetings; EOPs
2	Progress Checks	x		EOPs completed and published.
3	Generate DIF List	x		DIF lists generated and evaluated (x8 mid- and end-of- term)

#### **Which of these steps were especially powerful?**

The work of PLCs, coupled with our MTSS initiative, have us flirting with 100% passing rate.

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

Continued work in PLCs focused on improvement of instruction, working toward 100% passing rate.

## 2016-17 Site Continuous Improvement Plan

### Northfield High School

#### Site Improvement Objective: #1

**Site Improvement Objective:** Northfield HS MTSS team will use MAP, MCA, academic achievement, and other data to identify students they will support and expand classroom interventions that will increase the students' academic progress.

**New/Continuing Objective:** Continuing

**Length of Objective:** 3 years

**Which Year:** 3rd Year of 3

#### District or DEPAC Strategy/Strategies Supported:

- 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 2016-17 Teaching and Learning - To meet specific needs of all learners and improve student achievement, Northfield Public Schools will develop and implement continuous, accurate, and separate measurements of each student's progress toward academic mastery, work habits, and behavior standards.
- DEPAC 2016-17 Teaching and Learning - To meet specific needs of all learners and improve student achievement, Northfield Public Schools will utilize assessment data to guide programmatic and instructional decisions.
- 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.

#### Measurable Evidence of Need:

5% of NHS Students failed a class or more. While this is an excellent overall percentage, we strive to find ways to reach those students who continue to struggle in spite of our efforts with our current interventions.

#### Student SMART Achievement Goal:

96% of NHS students, and 85% of NHS students identified for intervention by MTSS staff, will pass all their classes during the 2016-17 school year.

#### 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	MTSS Team will look at data to create list of students who will receive added support	6/16	6/16	MTSS Team	Meeting time; Viewpoint.	6/16	List complete

2	MTSS team will draft and send letters to parents, indicating interventions and explanation of placement in interventions (Academy, Standards Courses, Read 180, Achievement Seminar)	8/16	8/16	MTSS team; Joel	Time; Cost of paper, envelopes, and postage	8/16	Letters sent
3	MTSS team will track progress of identified students through monthly meetings, looking at data from formative and summative assessments, grade tracking, and DIF list.	9/16	6/17	MTSS Team	Monthly meeting time, data prep time, subs for teachers on data team (eg. EL).	Monthly	Log of interventions & meeting notes in shared folder
4	MTSS team will analyze year-end data to determine success of MTSS intervention system.	6/17	6/17	MTSS Team	Meeting time.	6/17	Passing Rate Report.



## 2016-17 Site Continuous Improvement Plan

### Northfield High School

**Site Improvement Objective: #2**

**Site Improvement Objective: To Improve School Climate**

**New/Continuing Objective:** New

**Length of Objective:** 3 Years

**Which Year:** 1st Year of 3 (Replacing Abandoned 3 Keys Initiative)

**District or DEPAC Strategy/Strategies Supported:**

- 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.

**Measurable Evidence of Need:**

27% of students 10-12 surveyed in September 2016 indicated they feel connected to their high school “sometimes” and 8% “rarely/not at all.”

**Student SMART Achievement Goal:**

Surveyed in May 2017, 80% of students 10-12 will indicate they feel connected to their high school “almost always” and “often.”

**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	Fall Student Survey	9/16	9/16	Leer	Time to create survey	9/16	Survey Complete; Data Analyzed
2	Spring Student Survey	5/17	5/17	Leer	Time to create survey	5/17	Completed Survey
3	RaiderNation T-Shirt Initiative	9/16	11/16	PBIS Team	Donations from community members; design created & shirts ordered and distributed	12/16	All shirts distributed, all students wanting shirt in possession.
4	Activity Pass Initiative	9/16	12/16	Graupmann	Reduction of pass to \$5	12/16	Increase attendance at events.
5	PRIDE Signs & Matrix	9/16	9/16	Thompson, PBIS Team	Site improvement Funds (\$1100), Time to install signs	9/16	Completed Matrix, Signs hung in cafeterias, gym, and hallways

## 2016-17 Site Continuous Improvement Plan

### Northfield High School

#### Site Improvement Objective: #3

**Site Improvement Objective:** To provide the flexibility necessary for all secondary Professional Learning Communities to set meaningful goals that reflect their area of teaching expertise.

**New/Continuing Objective:** Continuing

**Length of Objective:** 3 years

**Which Year:** Year 2 of 3

#### **District or DEPAC Strategy/Strategies Supported:**

- Strategic Plan Curricular Outcomes - We will implement a consistent, comprehensive and challenging set of curricular outcomes that reach and engage all learners.
- DEPAC 2016-17 Assessment - To support the ongoing measurement of student growth, Northfield Public Schools will develop a comprehensive formative assessment framework within each Professional Learning Community.

#### **Measurable Evidence of Need:**

5% of students 9-12 failed a class or more in 2015-16.

#### **Student SMART Achievement Goal:**

We will demonstrate increased proficiency for each student in the essential learning of content areas as measured by either passing rates or common assessments selected by Professional Learning Communities. As a result, 96% of students 9-12 will pass all their classes.

#### **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	Weekly PLC Meetings	9/16	6/17	All Staff	Time; late start	Monthly	Meeting minutes; PLC documentation
2	Progress Checks	1/17	6/17	All Staff	Time	1/17; 6/17	Evidence of Practice Completed
3	Generate DIF List	6/17	6/17	Admin	Time	2/quarterly	Report to Principal