

INDEPENDENT SCHOOL DISTRICT 659
REGULAR SCHOOL BOARD MEETING
Monday, October 27, 2014, 7:00 PM
Northfield High School, Media Center

AGENDA

- I. Call to Order
- II. Agenda Changes / Table File
- III. Public Comment
This is an opportunity for members of the school district to address the Board. You are requested to do so from the podium. After being recognized by the chair, each individual will identify himself/herself and the group represented, if any. He/She will then state the reason for addressing the Board. To insure that all individuals have a chance to speak, speakers will be limited to one three-minute presentation. Please know that this is not a time to debate an issue, but for you to make your comments.
- IV. Approval of Minutes
- V. Announcements and Recognitions
- VI. Items for Discussion and /or Reports.
 1. School Improvement Plan Presentation – Sibley Elementary School.
- VII. Superintendent's Report
 - A. Items for Individual Action
There are no items at this time.
 - B. Items for Consent Grouping
 1. Updated List of Co-Curricular Overnight Trips for 2014-2015.
 2. Personnel Items.
- VIII. Items for Information
 1. Reception for Commended National Merit Scholars.
- IX. Future Meetings
Monday, November 10, 2014, 6:15 PM, Reception for Commended National Merit Scholars, Northfield High School, Upper Cafeteria
Monday, November 10, 2014, 7:00 PM, Regular School Board Meeting, Northfield High School Media Center
Monday, November 24, 2014, 7:00 PM, Regular School Board Meeting, Northfield High School Media Center
- X. Adjournment

NORTHFIELD PUBLIC SCHOOLS

MEMORANDUM

Monday, October 27, 2014, 7:00 PM
Northfield High School Media Center

TO: Members of the Board of Education
FROM: L. Chris Richardson, Ph. D., Superintendent
RE: Explanation of Agenda Items for the October 27, 2014, School Board Meeting

- I. Call to Order
- II. Agenda Changes / Table File
- III. Public Comment
- IV. Approval of Minutes
Minutes of Regular School Board meeting held on October 13, 2014, are enclosed for your review and comment.
- V. Announcements and Recognitions
- VI. Items for Discussion and / or Reports
 1. School Improvement Plan Presentation – Sibley Elementary School.
On Monday night Sibley Elementary School will present its continuous school improvement plan to the Board. The presentation will include a progress report on the goals set for the 2013-14 school year as well as the new goals set for the 2014-15 school year.
- VII. Superintendent's Report
 - A. Items for Individual Action
There are no items for individual action at this time.
 - B. Items for Consent Grouping
Superintendent's Recommendation: Motion to approve the following items listed under the Consent Grouping.
 1. Updated List of Co-Curricular Overnight Trips for 2014-2015.
Activities Director Tom Graupmann has provided the enclosed updated list of co-curricular overnight trips for the 2014-2015 school year. There has been one addition to the list since it was approved by the Board on May 27, 2014. The addition is Girls Golf on April 17-18 in Lake City.
 2. Personnel Items.
 - a. Appointments*
 1. Kathryn Bakke, SpecEd Education Assistant-PCA at Bridgewater for 6.75 hours/day beginning 10/23/2014 – 06/05/2015; SpecEd Step 1, \$13.73/hour.
 2. Erik Burton, Community Services Recreation Flag Football Coach and Recreation Substitute beginning 9/4/2014 – 05/31/2015; \$10.50/hour.
 3. Tony Daza, CS Community Evening School Site Assistant at Greenvale Park Elementary for 2 hours/day, 2 days/week beginning 10/21/2014 – 06/06/2014; Step 1, \$11.67/hour.
 4. Jamie Forbord, SpecEd Education Assistant-PCA at Bridgewater for 6.75 hours/day beginning 10/23/2014 – 06/05/2015; SpecEd Step 3, \$14.58/hour.
 5. Quinn Line, KidVentures Student Site Assistant at GVP for up to 2.5 hours/day beginning 10/27/2014; \$8.39/hour.
 6. Jeff Pesta, Assistant Nordic Ski Coach at the High School beginning 11/10/2014 – 02/12/2015; Level G, Step 1.
 7. Mark Thacher, Assistant Nordic Ski Coach at the High School beginning 11/10/2014 – 02/12/2015; Level G, Step 1.
 8. Justine Tramontana, SpecEd Education Assistant-PCA at Bridgewater for 6.75 hours/day beginning 10/24/2014 – 06/05/2015; SpecEd Step 1, \$13.73/hour.

b. Increase/Decrease/Change in Assignment

1. Michelle Cole, Rice County Assistant Family Services Collaborative Coordinator for 30 hours/week, change to Family Services Collaborative Coordinator for 40 hours/week beginning 10/31/2014.
2. Vanessa Grave, KidVentures Site Leader for 29.5 hours/week, add GenEd EA (Supv) at Bridgewater for 2 hours/day beginning 10/27/2014 – 06/05/2015; GenEd Step 6, \$15.12/hour.
3. Cindy Keogh, KidVentures Site Assistant at Sibley for 14.5 hours/week, change to KidVentures Site Assistant at Bridgewater for 19.75 hours/week beginning 10/20/2014.
4. Anne Larson, Second Grade Teacher at Greenvale Park, add Targeted Services PLUS Program Teacher at Greenvale Park for approximately 1.25 hours/day (two days/week) beginning 10/10/2014 – 10/30/2014. (Change from MS to GVP)
5. Darren Lofquist, Second Grade Teacher at Bridgewater, add Student Council Advisor at Bridgewater beginning 09/02/2014; Level K, Step 1 (50% Stipend).
6. Kristy Malecha, Education Assistant at Greenvale Park for 7 hours/day, add Targeted Services Club Leader at GVP for approximately 1.25 hours/day, 2 days/week beginning 11/04/2014 – 12/18/2014.
7. Rustianna Mechura, Child Nutrition Associate/KidVentures Site Assistant at Bridgewater, add PLUS Site Lead at Bridgewater for 1.5 hours/day (M-Th) beginning 11/04/2014 – 04/16/2015.
8. Nicki Pulju, KidVentures Site Assistant at Bridgewater for 21 hours/week, change to KidVentures Site Assistant at Greenvale Park for 21 hours/week beginning 10/20/2014.
9. Kathy Sandberg, Rice County Family Service Collaborative Coordinator for 40 hours/week, change to Assistant Family Services Collaborative Coordinator for 30 hours/week beginning 10/31/2014.
10. Katherine Woodstrup, Visual Arts Teacher at Bridgewater, add PLUS teacher at Bridgewater for 1.25 hours/day (M-Th) beginning 11/04/2014 – 04/16/2015; add Student Council Advisor at Bridgewater beginning 09/02/2014; Level K, Step 1 (50% Stipend).

c. Leaves of Absence

1. Barb Brunette, Family/Medical Leave of Absence extended through 10/24/2014.
2. Colleen Hohrman, Unpaid Leave of Absence beginning 10/13/2014 – 11/28/2014.

d. Resignations

1. Paul Bernhard, Student Council Advisor at Bridgewater, resignation effective 09/02/2014.
2. Brittany Ellerbusch, Student Council Advisor at Bridgewater, resignation effective 09/02/2014.
3. Christine Lee, GenEd EA at Bridgewater, declined employment effective 10/14/2014.
4. Melissa Larsen, Knowledge Masters Advisor at the Middle School, resignation effective 10/13/2014.

* Conditional offers of employment are subject to successful completion of a criminal background check.

VIII. Items for Information

1. Reception for Commended National Merit Scholars – Monday, November 10 at 6:15 PM, High School, Upper Cafeteria.

There are three Commended Scholars. They are Evan Pak, Alexander Battiste and Benjamin Andrew. Congratulations to these students and their parents.

IX. Future Meetings

Monday, November 10, 2014, 6:15 PM, Reception for Commended National Merit Scholars, High School, Upper Cafeteria
Monday, November 10, 2014, 7:00 PM, Regular School Board Meeting, Northfield High School Media Center
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X. Adjournment

NORTHFIELD PUBLIC SCHOOLS

School Board Minutes

School Board Minutes
October 13, 2014
Northfield High School Media Center

- I. Call to Order
Board Chair Ellen Iverson called the Regular meeting of the Northfield Board of Education to order at 7:00 PM. No one was absent.
- II. Agenda Changes / Table File
The table file was added.
- III. Public Comment
There was no one.
- IV. Approval of Minutes
On a motion by Maple, seconded by Hardy, minutes of the Regular School Board meeting held on September 22, 2014, were unanimously approved.
- V. Announcements and Recognitions
 - The TORCH initiative was among the 10 recipients of the \$1.3 million in College Ready grants awarded by Great Lakes Higher Education Guaranty Corporation. The \$55,660 grant will fund rigorous extracurricular instruction in math and English to help 56 Northfield high school juniors and seniors ultimately pass college-level courses. The 56 students will be members of the TORCH cohort, which serves youth who are low-income, students of color, and/or potential first-generation college attendees.
 - A Northfield High School senior artist in the Art Department, Noah Heil, has a solo art show on display at the Paradise Center for the Arts in Faribault. Noah's amazing watercolor and acrylic paintings from his junior year are on display at the Paradise until November 11th.
 - Northfield High School has three National Merit Commended Scholars. They are Evan Pak, Alexander Battiste and Benjamin Andrew. Congratulations to these students and their parents. The High School will be hosting a reception for these students and their families before the Monday, November 10th Board meeting.
 - The Community Services Division was awarded a Rice County Public Health Statewide Health Improvement Plan (SHIP) Neighborhood Mini Grant of \$4500 to use toward efforts at the Greenvale Park Community School. This was the maximum eligible dollar amount for this grant. These grant dollars will be used to establish a healthy Greenvale Family Meal and open recreation spaces for community use. We are not able to use funds from the 21st Century Community Learning Center grant to cover the items now covered by the SHIP grant.
- VI. Items for Discussion and / or Reports
 1. Northfield Public Library Update.
The Northfield Public Library is currently in the planning stage of an improvement project designed to make the current Library more flexible, accessible and efficient for patrons and staff. Because of the Library's important role in Northfield's literacy and education infrastructure, Bill North, President of the Friends and Foundation of the Northfield Public Library, updated the School Board on the state of planning and what the Design Team and Library Staff see as the benefits of these enhancements for the Northfield community. Members of the Board asked clarifying questions about the design.
 2. 2014-2015 World's Best Workforce Plan Update.
Director of Teaching and Learning, Mary Grace Hanson, and District Assessment Coordinator, Hope Langston, provided the Board with an update on the 2014-15 World's Best Workforce (WBWF) Plan. Their presentation included a review of the WBWF goals, examples of 30 different data elements that are currently being collected to measure our progress in each goal area and a draft scorecard or dashboard that identifies each of the goals and the metrics and assessment tools that will be used to measure progress in

that goal area. They also shared how they have and will be working with teaching staff so they can provide more consistent instruction across grade levels and effectively use assessment data to determine the best instructional approaches.

VII. Superintendent's Report

A. Items for Individual Action

1. Minnesota State High School League (MSHSL) Foundation Grant for Student Participation.

On a motion by Nelson, seconded by Pritchard, the Board unanimously approved the following resolution:

WHEREAS, the Minnesota State High School League Foundation was formed to provide support for Minnesota's high school youth to participate in athletics and fine arts;

WHEREAS, the School Board of Independent School District No. 659 recognizes the value of students participation in extracurricular activities; and

WHEREAS, the MSHSL Foundation is offering grants and funding to assist school districts in recognizing, promoting and funding extracurricular participation by high school students in athletic and fine arts programs.

THEREFORE, BE IT RESOLVED, that the Northfield School Board supports the District's application to the Minnesota State High School League Foundation for a FORM A grant to offset student activity fees.

Voting 'yes' was Fossum, Maple, Pritchard, Nelson, Hardy, Stratmoen and Iverson. No one voted 'no.'

B. Items for Consent Grouping

On a motion by Fossum, seconded by Maple, the Board unanimously approved the Consent Grouping.

1. Gift Agreement.

The Board accepted the \$6000 gift from the Sibley Elementary School PTO to be used for classroom funding.

2. Personnel Items.

a. Appointments*

1. Katherine Arnold, Community School Club Leader at Greenvale Park beginning 09/30/2014 for 1 hour/day, two days/month; \$18.68/hour.
2. Duane Bjorklund, Building & Grounds Master Electrician for the district for 8 hours/day beginning 10/20/2014; \$68,624 – prorated to number of days worked.
3. Erin Carson, Assistant Yearbook Advisor at the High School beginning 09/29/2014 – 06/12/2015, \$14.00/hour.
4. Tracy Closson, Assistant Alpine Ski Coach at the High School beginning 11/10/2014 – 02/11/2015; Level G, Step 1.
5. Elliott Courchaine, Assistant Wrestling Coach at the High School beginning 11/10/2014 – 02/28/2015; Level E, Step 1 (1/2 of stipend \$1,681.50).
6. Tyler Faust, Assistant Wrestling Coach at the High School beginning 11/10/2014 – 02/28/2015; Level E, Step 4 (1/2 of stipend, \$1,832.50).
7. Dana Holden, Dance Team Coach at the Middle School beginning 10/20/2014 – 02/14/2015; \$14.00/hour (\$2,000 Max).
8. Christine Lee, GenED Education Assistant at Bridgewater Elementary for 2 hours/day beginning 10/20/2014 – 6/5/2015;
9. Renee Malecha, Long-Term Substitute Office Generalist at the High School beginning or or about 11/17/2014 – on or about 12/15/2014; \$12.59/hour.
10. Natalia Marchan, Community School Evening Club Site Assistant beginning 10/02/2014 – 06/06/2015 for up to 2.5 hours/day; Step 1, \$11.67/hour.
11. Rustianna Mechura, KidVentures Site Assistant at Bridgewater for up to 2 hours/day beginning 09/24/2014; Step 3, \$12.28/hour.
12. Mark Mecurio, Assistant Middle School Wrestling Coach (part-time) beginning 11/03/2014 – 02/28/2015; \$12.00/hour.

13. Leah Randt, Dance Team Assistant Coach at the High School beginning 10/20/2014 – 02/14/2015; Level F, Step 1.
 14. Rachael Schlossin, 1.0 FTE Long-Term Substitute Sixth Grade Teacher at the Middle School beginning 10/02/2014 – 06/05/2015; BA, Step 2.
 15. William Seeberg, Homebound Instructor at the Middle School for up to 5 hours/week beginning 09/25/2014 – date to be determined; BA60, Step 14.
 16. Tonya Skluzacek, KidVentures Site Assistant at Sibley beginning 09/29/2014 for up to 4 hours/day; Step 2, \$11.98/hour.
 17. Kathleen Tilderquist, .70 FTE Long-Term Substitute Teacher at the HS beginning 09/15/2014 – 01/23/2015; BA, Step 6.
 18. Thomas White Jr., Assistant Wrestling Coach at the High School beginning 11/10/2014 – 02/28/2015; Level E, Step 3 (1/2 of stipend, \$1,782.50).
 19. Russel Boyington, KidVentures Site Assistant at Sibley Elementary for up to 5 hours/day beginning 10/20/2014; Step 1, \$11.67/hour.
 20. Jerry Jarvis, Evening Custodian at the Sibley and Greenvale Park Elementary Schools, beginning 10/15/2014; Step 5, \$16.15/hour.
 21. Andrew Jaynes, Building Supervisor for Community Services beginning 10/13/2014; \$14.55/hour.
 22. Angela Perez, Long-Term Substitute Child Nutrition Associate at Sibley Elementary School beginning 10/13/2014 – 01/01/2015 for 3 hours/day; \$15.21/hour.
- b. Increase/Decrease/Change in Assignment
1. Sheila Atkinson, SpecEd EA-PCA at Bridgewater for 6.75 hours/day, add Targeted Services PLUS Site Assistant at GVP for approximately 1.25 hours/day (M-Th) beginning 09/16/2014 – 05/28/2015.
 2. Kim Bauer, Parking Lot/Security Staff at the High School for 8 hours/day on student days beginning 09/02/2014.
 3. Cheryl Dueffert, Targeted Services PLUS Teacher at GVP for 1.25 hours/day (M-Th), change to TS PLUS Teacher at GVP for 1.25 hours/day (one day/week) beginning 09/16/2014 – 10/30/2014.
 4. Debra Herman, Special Education Teacher at Sibley, add Homebound Instruction at the Middle School for 5 one hour sessions beginning 10/06/2014 – 11/01/2014.
 5. Tasha Jasper, GenEd Education Assistant at Sibley for 6.84 hours/day, change to GenEd EA at Sibley for 7.09 hours/day beginning 09/09/2014.
 6. Bonnie Klamm, SpecEd EA-PCA at Greenvale Park for 6.75 hours/day, add Targeted Services PLUS Site Assistant at GVP for 1.5 hours/day (M-Th) beginning 09/16/2014 – 05/28/2015.
 7. Karen Koester, .60 FTE Business Education Teacher at the High School, change to .70 FTE Business Education Teacher at the HS beginning 08/25/2014 – 01/23/2015.
 8. Sue Leidner, SpecEd EA-PCA for 6.75 hours/day/GenEd EA (Supv) for .33 hours/day (7.08), change to SpecEd EA-PCA for 6.42 hours/day; GenEd EA (Supv) for .42 hours/day (6.84 hours/day) beginning 09/02/2014.
 9. Kristy Malecha, GenEd EA/Spec Ed EA-PCA for 7 hours/day at Greenvale Park, add Targeted Services Club Leader at GVP for approximately 1 hour/day (M-Th) beginning 09/16/2014 – 05/28/2015.
 10. Lori Malecha, Child Nutrition Associate 3 at Sibley for 6 hours/day, change to Child Nutrition Manager (temporary) for 7 hours/day beginning 09/22/2014 to a date to be determined; \$19.02/hour.
 11. Cheryl Mathison, 1.0 FTE Business Teacher at the ALC, add Independent Study Teacher at the ALC for 2 hours/day on Mondays and Thursdays only beginning 09/29/2014 – 04/21/2015.
 12. Mary Momberg, Special Education Teacher at the Middle School, add Homebound Instruction at the Middle School for 5 one hour sessions beginning 10/06/2014 – 11/01/2014; (overload calculation).
 13. Ashley Mrozinski, Child Nutrition Manager at Greenvale Park for 7.5 hours/day, increase to 8.0 hours/day beginning 09/22/2014.

14. Darla Neufeldt, SpecEd EA-PCA at Greenvale Park for 6.75 hours/day, add Targeted Services PLUS Site Assistant for 1.5 hours/day (M-Th) beginning 09/16/2014 – 05/28/2015.
 15. Corrine Oian, Guidance Counselor at the Middle School, add Targeted Services Blast Program Teacher at the Middle School for approximately 1.5 hours/day (one day/week) beginning 10/8/2014 – 04/16/2015.
 16. Nicole Papke, 1.0 FTE Title I Teacher at Greenvale Park, change to 1.0 FTE Academic Support Teacher at Greenvale Park beginning 08/25/2014.
 17. MaDonna Pumper, Child Nutrition Associate I at Sibley for 3 hours/day, increase to Child Nutrition Associate 3 (Temporary) for 6 hours/day beginning 09/22/2014 to a date to be determined; \$17.85/hour.
 18. Tony Seidl, 1.0 FTE Grade 4 Teacher at Greenvale Park, change to 1.0 FTE Grade 3 Teacher at GVP beginning 08/25/2014.
 19. Brigitte Tisdale, .8 FTE Title I Teacher at Greenvale Park, add Targeted Services Plus Program Teacher at GVP for 1.25 hours/day Monday-Thursday beginning 09/22/2014 – 05/28/2015.
 20. Dee Tomzik, GenEd EA at Bridgewater for 7 hours/day, add Targeted Services PLUS Site Assistant at Bridgewater for 1.25 hours/day (M-Th) beginning 11/04/2014 – 06/04/2015.
 21. Arlene Tuma, GenEd EA (ECFE) at Community Services, add PLUS Site Assistant at Greenvale Park for approximately 1.5 hours/day (Monday-Thursday) beginning 09/30/2014 – 06/04/2015.
 22. Dylan Warner, KidVentures Site Assistant at Bridgewater, change from 27.5 hours/week to 14.5 hours/week beginning 09/02/2014.
 23. Anne Jarvis, Sixth Grade Teacher at the Middle School, add Targeted Services Blast Program Teacher at the Middle School for approximately 1.5 hours/day (one day/week) beginning 10/8/2014 – 04/16/2015.
 24. Robyn Jessen, GenEd/SpecEd EA-PCA at Greenvale Park for 7.0 hours/day, add PLUS Site Assistant at Greenvale Park for approximately 1.5 hours/day (M-Th) beginning 10/27/2014 – 05/28/2015.
 25. Anne Larson, Second Grade Teacher at Greenvale Park, add Targeted Services PLUS Program Teacher at the Middle School for approximately 1.25 hours/day (two days/week) beginning 10/10/2014 – 10/30/2014.
 26. Christine Lee, GenEd Education Assistant at Bridgewater Elementary for 2 hours/day, change start date from 10/20/2014 to 10/23/2014 – 06/05/2015.
 27. Micah Schultz, Long-Term Substitute Social Studies Teacher at the ALC through 10/3/2014, extend to Long-Term Substitute through 06/05/2015.
- c. Leaves of Absence
1. Barb Brunette, Family/Medical Leave of Absence beginning 9/26/2014 – 10/10/2014.
 2. Colleen Gottsch, Medical Leave of Absence extended through 01/01/2015.
 3. Jacie Myers, Family/Medical Leave of Absence beginning on or about 1/7/2015 through the end of the 2014-15 school year.
 4. Brianna Spittle, Family/Medical Leave of Absence beginning 09/30/2014 through 10/15/2014 with a return to work date of 10/16/2014.
 5. Darcy Seurer, Family/Medical Leave of Absence beginning 09/02/2014 through 10/10/2014.
- d. Resignations / Termination
1. Stephanie Ianfolla (Balvin), Assistant Girls Basketball Coach, resignation effective 9/25/2014.
 2. Natalie Crooks, Education Assistant at the Middle School, resignation effective 11/21/2014.
 3. Hannah Curtis, KidVentures Site Assistant, declined employment effective 9/23/2014.
 4. Andrea Duron, EarlyVentures Site Assistant, resignation effective 10/10/2014.
 5. Tyler Grave, KidVentures Site Assistant, resignation effective 10/10/2014. Tyler will continue as a substitute site assistant for the program.
 6. Erin Maher, Education Assistant, termination effective 9/25/2014.

7. Pam Haupt, Child Nutrition Director, resignation effective 11/30/2014.

e. The Board approved the following:

- Policy covering wages, working conditions and fringe benefits of the "Other Staff", the Educational Interpreters for Deaf and Hard of Hearing, and the Certified Occupational Therapy Assistants/Speech Language Assistant period extending July 1, 2014 through June 30, 2016.

* Conditional offers of employment are subject to successful completion of a criminal background check.

VIII. Items for Information

1. Enrollment Report – October 1, 2014.

2. Update on District Master Facilities Planning Process.

Superintendent Richardson and Director of Administrative Services Matt Hillmann provided an update on the progress being made in the completion of the District Master Facilities Plan. Discussion focused on the gathering of ideas from 18 different groups, including individual building staffs, building parents and community members; district co-curricular coaches and sponsors; and high school students. Superintendent Richardson and Mr. Hillmann have been impressed by the thoughtfulness and enthusiasm of participants and their willingness to share their ideas about each of our facilities. Information on how these ideas will be collected and shared, as well as how this data will inform the work of our architectural firm, ATS&R, was discussed.

IX. Future Meetings

Monday, October 27, 2014, 7:00 PM, Regular School Board Meeting, Northfield High School Media Center

Monday, November 10, 2014, 6:15 PM, Reception for Commended National Merit Scholars, High School, Upper Cafeteria

Monday, November 10, 2014, 7:00 PM, Regular School Board Meeting, Northfield High School Media Center

X. On a motion by Stratmoen, seconded by Nelson, the Board adjourned at 8:46 PM.

Noel Stratmoen
School Board Clerk

2013-14 Site Progress Report and 2014-15 Site Improvement Plan for: Sibley Elementary School

Site Vision Statement:

To achieve our mission at Sibley Elementary we must develop our capacity to function as a professional learning community. We envision a school in which staff:

- ~Work collaboratively to determine a common purpose and clear goals;
- ~Seek and implement effective strategies for improving student achievement on a continuing basis;
- ~Monitor each student's progress; and
- ~Create and sustain a school community that promotes social skills, academic skills and respect for differences

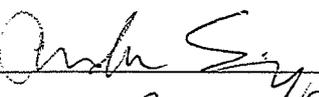
Site Statement of Collective Commitments:

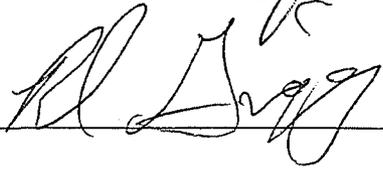
To function as a professional learning community, the Sibley staff is committed to the following core values:

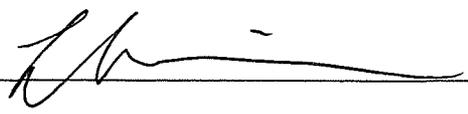
- ~Promote a positive school climate by modeling the qualities and characteristics that we hope to instill in our students;
- ~Collaborate with one another, students and parents to achieve our shared vision;
- ~Create a partnership with parents and community to ensure success for all Sibley students;
- ~Align Northfield School District Curriculum;
- ~Utilize a variety of instructional strategies;
- ~Use assessment data to guide and inform instruction; and
- ~Engage in meaningful, job-related, staff development to enhance professional skills.

Site Improvement Team Members:

Gretchen Heil	Amanda Sieger	Paula Seeberg
Rich Guggisberg	Becki Haar	Dan Foley
Lori Peterson	Tania Will	Becky Gainey
Katy Schuerman	Scott Sannes	

Reviewed by Staff: Signature  _____ Date 10-21-14

Final Approval by Site Improvement Team: Signature  _____ Date 10-21-14

Final Approval by Superintendent: Signature  _____ Date 10/21/14

2013-14 Site Progress Report for:

Site Improvement Objective: # 1

Site Improvement Objective: *All students will demonstrate measurable gains in reading fluency and comprehension.*

New/Continuing Objective:

Length of Objective: 3 Years

Which Year: Year 1

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 2013-14 Assessment - We will partner with community agencies that serve students by providing meaningful data support, emphasizing key transitions young people make on the “cradle to career” continuum.

DEPAC 2013-14 Assessment - Students, teachers, and parents will collaborate by using a broad range of student information to select individual approaches for personal growth, aligned with student strengths and challenges.

DEPAC 2013-14 Teaching and Learning - The District will continue the implementation of a system of academic and behavioral interventions (RtI) at the elementary level, and begin implementing that system at the secondary level in 2013-14..

DEPAC 2013-14 Teaching and Learning – The District will implement consistent standards-based grading strategies and procedures at the elementary level, and continue studying standards-based grading at the secondary level during 2013-14.

DEPAC 2013-14 Teaching and Learning - The District will provide curricular and staff development support in the implementation of the tablet initiative using the Substitution, Augmentation, Modification, and Redefinition (SAMR) model.

DEPAC 2013-14 Student Services - The District will establish specific behavioral expectations, train staff, and teach pro-social behaviors to all students that promote respect, responsibility and self-regulations.

DEPAC 2013-14 Student Services - The District will foster school connectedness amongst students, families, and staff promoting mutual respect and enhancing emotional health.

Measurable Evidence of Need:

MCA III data indicate reading proficiency rates continue to be above state average. Because reading is a critical element in each child's education, we will again focus on it as one of our building goals. We will focus on three main areas: fluency, comprehension and word knowledge. With the adoption of common core standards for English, it is relevant to build word knowledge and vocabulary in both fiction and nonfiction context. Also in keeping with the common core standards, our reading instruction will reflect an increased focus on nonfiction text and nonfiction reading strategies.

Students are being asked to read more complex texts in content areas, so a focus on academic vocabulary is an important part of our work. As the material becomes more difficult and the volume of work expands, students who are not reading fluently have a difficult time keeping up with schoolwork.

Assessments, authentic and formal, will be ongoing in both comprehension and fluency. We will use MCAIII scores to measure overall progress. We will use MAP target growth scores to measure individual and classroom progress. And finally, we will use formative assessments as a part of instruction to provide the information needed to adjust teaching and learning while they are happening.

MCA III

~69.41% of 3rd grade students were proficient on the 2014 MCA III Reading assessment.

~67.33% of 4th grade students were proficient on the 2014 MCA III Reading assessment.

~74.77% of 5th grade students were proficient on the 2014 MCA III Reading assessment.

MAP Data

~ 19% of Sibley 2nd Graders met or exceeded 125% of their typical growth as based by NWEA-MAP (Reading) Fall to Fall Assessments.

~ 15% of Sibley 3rd Graders met or exceeded 125% of their typical growth as based by NWEA-MAP (Reading) Fall to Fall Assessments.

~24% of Sibley 4th Graders met or exceeded 125% of their typical growth as based by NWEA-MAP (Reading) Fall to Fall Assessments.

~35% of Sibley 5th Graders met or exceeded 125% of their typical growth as based by NWEA-MAP (Reading) Fall to Fall Assessments.

2013-14 Action Plan Completion Details:

Task No.	Tasks	Done	Not Done	Evidence of Completion if Completed
1	<i>Teachers will continue to practice Reader's Workshop to allow for differentiated instruction and is based on best practice.</i>	X		<i>Classroom Observations by principal and RtI coaches. RTI coach pushes in to classrooms to co-teach and model lessons.</i>
2	<i>Identify students performing below grade level on MAP, MCA, DIBELS, BAS, WTW.</i>	X		<i>Confidential data kept on Viewpoint and by classroom teachers.</i>
3	<i>PLC Plans</i>	X		<i>Archived documents on District website</i>
4	<i>PLC/Common Planning/Flex Groups</i>	X		<i>Classroom/Grade Level Schedules</i>
5	<i>DIBELS literacy Universal screener</i>	X		<i>DIBELS data stored on www.dibels.net</i>
6	<i>SST identify and support teachers and students with interventions and progress monitoring.</i>	X		<i>Confidential notes from weekly meetings</i>
7	<i>Literacy training for Accelerate Northfield</i>	X		<i>Accelerate Northfield volunteers are trained on an individual basis to implement one-on-one interventions for students below benchmarks. Follow-up integrity checks completed by RTI coach.</i>
8	<i>Small group support for identified struggling readers</i>	X		<i>Teachers schedules/notes/plans</i>
9	<i>Implementation of LLI(Leveled Literacy Intervention)program for struggling readers</i>	X		<i>Reading support provided in small groups utilizing Leveled Literacy Intervention resource. Students are progress monitored using DIBELS to determine support plan.</i>
10	<i>Addition of MN Reading Corps</i>	X		<i>Documented schedule, weekly student progress, integrity checks utilized to determine support plan.</i>
11	<i>Implementation of Text leveling system BAS</i>	X		<i>Teachers were trained in BAS to help determine independent and instructional text levels of students. Text levels are needed to determine guided reading groups and to determine the amount of support needed.</i>
12	<i>Ready, Set, Go Day</i>	X		<i>Schedules, feedback surveys, etc.</i>

Which of these steps were especially powerful: The benchmark assessments have been instrumental in determining which students need support. Ready, Set, Go Day gave us important data about students before the school year even started. Classroom teachers, RTI coaches and Reading Support staff were quickly able to analyze the data to determine the level of support students need. The use of this initial data to inform instruction and set goals for students has been a key component for making decisions that help students be successful. The use of a text leveling system helps teachers determine independent and instructional text levels. Knowing text levels allow for differentiation in core literacy instruction.

What implications do this year's results have for 2014-15:

We continue to use data to work smarter. The same strategies along with new initiatives will be in place as we move forward with a more focused effort on data mining and data usage.

2013-14 Site Progress Report for:

Site Improvement Objective: # 2

Site Improvement Objective: *All students will demonstrate measurable gains in math.*

New/**Continuing Objective:**

Length of Objective: 3 Years

Which Year: Year 1

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 2013-14 Assessment - We will partner with community agencies that serve students by providing meaningful data support, emphasizing key transitions young people make on the “cradle to career” continuum.

DEPAC 2013-14 Assessment - Students, teachers, and parents will collaborate by using a broad range of student information to select individual approaches for personal growth, aligned with student strengths and challenges.

DEPAC 2013-14 Teaching and Learning - The District will continue the implementation of a system of academic and behavioral interventions (RtI) at the elementary level, and begin implementing that system at the secondary level in 2013-14..

DEPAC 2013-14 Teaching and Learning – The District will implement consistent standards-based grading strategies and procedures at the elementary level, and continue studying standards-based grading at the secondary level during 2013-14.

DEPAC 2013-14 Teaching and Learning - The District will provide curricular and staff development support in the implementation of the tablet initiative using the Substitution, Augmentation, Modification, and Redefinition (SAMR) model.

DEPAC 2013-14 Student Services - The District will establish specific behavioral expectations, train staff, and teach pro-social behaviors to all students that promote respect, responsibility and self-regulations.

DEPAC 2013-14 Student Services - The District will foster school connectedness amongst students, families, and staff promoting mutual respect and enhancing emotional health.

Measurable Evidence of Need:

The percentage of students labeled proficient on the MCA III Math assessment indicated the following:

MCA

~73.26% of 3rd grade students were proficient on the 2014 MCA III Math assessment.

~81.19% of 4th grade students were proficient on the 2014 MCA III Math assessment.

~70.27% of 5th grade students were proficient on the 2014 MCA III Math assessment.

MAP DATA

~22% of Sibley 2nd Graders met or exceeded 125% of their typical growth as based by NWEA-MAP (Math) Fall to Fall Assessments.

~10% of Sibley 3rd Graders met or exceeded 125% of their typical growth as based by NWEA-MAP (Math) Fall to Fall Assessments.

~49% of Sibley 4th Graders met or exceeded 125% of their typical growth as based by NWEA-MAP (Math) Fall to Fall Assessments.

~32% of Sibley 5th Graders met or exceeded 125% of their typical growth as based by NWEA-MAP (Math) Fall to Fall Assessments.

2013-14 Action Plan Completion Details:

Task No.	Tasks	Done	Not Done	Evidence of Completion if Completed
1	Teachers will implement Xtra Math, an individualized web-based fluency-building program.	X		<i>Confidential files of individual student progress in fact fluency</i>
2	Teachers will continue to include a 60-minute block of instructional time for math daily.	X		<i>Blocks of time designated for math instruction embedded in each Grade level schedule</i>
3	Teachers will identify students performing below grade level on the Spring 2013 MCA and most current MAP	X		<i>Viewpoint printouts and data review during PLCs</i>
4	PLC Plans	X		<i>Minutes of PLC Meetings</i>
5	PLC/Common Planning/Flex Grouping	X		<i>Minutes of PLC Meetings and lesson plans for flexible grouping</i>
6	Student Support Team will identify and support teachers and students with interventions and progress monitoring	X		<i>Weekly SST meetings, documentation, and follow-up meetings</i>
7	Math Interventions will be reviewed and utilized for identified students	X		<i>Intervention folders with log, tracking and progress</i>
8	Implement Math Elevations, a Tier 2 Intervention system for Math	X		<i>Lesson plans of Grade 3, 4 & 5 flex grouping for those just below benchmark</i>
9	Site based staff development focused on specific instructional practices that support student engagement	X		<i>Staff Development presentations and folders on "High Impact Instruction"</i>
10	Implement Math Boxes and Bins with math volunteers to support student learning.	X		<i>Teacher record keeping with volunteers included with binder</i>
11	Partner with Accelerate Northfield to provide Intervention Volunteers	X		<i>Schedule of volunteers, students and interventions</i>

12	Attend Everyday Math Consortiums	X		<i>Agenda from one consortium (the consortium disbanded with the retirement of the leader)</i>
13	Plan and Implement Celebrate Math Week	X		<i>Overview of Activities (Jan. 28-31)</i>
14	Midwest Instructional Leadership Conference	X		<i>Fall Conference attendance</i>
15	Support Ready, Set, Go! Day	X		<i>Staff Training, Surveys, and Parent/Family interaction</i>
16	Implement DIBELS Math as a universal screener and benchmarking system.	X		<i>Confidential student results benchmarked 3 times per year in computational fluency</i>
17	Provide targeted support for Grade 4/5 students through Math Corps.	X		<i>Math Corps schedule servicing 22 students</i>

Which of these steps were especially powerful:

The implementation of Xtra Math as a replacement technology supporting fact fluency was especially powerful. This tool combined the use of transformational technology and paper reduction in an effort to move toward the high fluency standards.

Continuation of a solid 60 minute block of math at each grade level has been particularly powerful in meeting the needs of all learners. This block of time has allowed teachers to orchestrate a more guided math approach to learning.

What implications do this year's results have for 2014-15:

We will continue to use Xtra Math as a fluency building tool. We will also continue with the 60 minute block of time to optimize teaching and learning of mathematics.

Teachers will continue to use data to inform their instruction and to initiate intervention and enrichment as outlined in the four questions of PLCs.

2013-14 Site Progress Report for:

Site Improvement Objective: #3

Site Improvement Objective: *Educate students, teachers and support staff in ways to create and sustain a school community that is safe, creates a sense of trust and helps students focus and understand the need for social skills, academic skills and respect for differences.*

New/**Continuing Objective:**

Length of Objective: 3 Years

Which Year: Year 1

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 2013-14 Assessment - We will partner with community agencies that serve students by providing meaningful data support, emphasizing key transitions young people make on the “cradle to career” continuum.

DEPAC 2013-14 Assessment - Students, teachers, and parents will collaborate by using a broad range of student information to select individual approaches for personal growth, aligned with student strengths and challenges.

DEPAC 2013-14 Teaching and Learning - The District will continue the implementation of a system of academic and behavioral interventions (RtI) at the elementary level, and begin implementing that system at the secondary level in 2013-14..

DEPAC 2013-14 Teaching and Learning – The District will implement consistent standards-based grading strategies and procedures at the elementary level, and continue studying standards-based grading at the secondary level during 2013-14.

DEPAC 2013-14 Teaching and Learning - The District will provide curricular and staff development support in the implementation of the tablet initiative using the Substitution, Augmentation, Modification, and Redefinition (SAMR) model.

DEPAC 2013-14 Student Services - The District will establish specific behavioral expectations, train staff, and teach pro-social behaviors to all students that promote respect, responsibility and self-regulations.

DEPAC 2013-14 Student Services - The District will foster school connectedness amongst students, families, and staff promoting mutual respect and enhancing emotional health.

Measurable Evidence of Need:

Research of other schools showed a significant decrease in disciplinary issues when students are taught, through peer interaction on a daily basis, how to deal with social skills, focus on academic skills and respect all peers inside and outside the classroom. The Northfield Public Schools Climate Survey in 2004 indicated that Sibley students and parents perceived bullying to be a bigger problem than the Sibley staff perceived. While we have made drastic improvements since 2004, we realize that vigilance in this area is ongoing and always in need of fine tuning. Our student population changes significantly each year with 5th graders moving on to the middle school and kindergartners coming in, so this area will be a continual focus for Sibley Elementary School.

Student SMART Achievement Goal:

In completing the spring survey, 95% of the parents surveyed will agree or strongly agree that students show respect for other students.

90% of parents agreed or strongly agreed with this statement.

In completing the spring survey, 95% of the parents surveyed will agree or strongly agree that teachers show respect for other students.

95% of parents agreed or strongly agreed with this statement.

In completing the spring survey, 95% of the parents surveyed will agree or strongly agree that they feel welcome at Sibley.

94% of parents agreed or strongly agreed with this statement.

2013-14 Action Plan Completion Details:

Task No.	Tasks	Done	Not Done	Evidence of Completion if Completed
1	<i>Train New Teachers in Responsive Classroom I</i>	X		<i>Four new teachers were trained and two others attended RC II training during in June 2014.</i>
2	<i>Conduct Five Lockdown Drills</i>	X		<i>Dates and times kept in school log.</i>
3	<i>Conduct Climate Survey</i>	X		<i>Completed in April 2014</i>
4	<i>Continue the DARE program in 5th Grade</i>	X		<i>DARE program continued...all 5th graders graduated.</i>
5	<i>Continue Youth Kindness Retreat</i>	X		<i>Kindness Retreat held November 2013</i>
6	<i>Revamp Recess Supervision</i>	X		<i>Classroom Teachers Supervised Recess – Discipline referrals dropped</i>

Which of these steps were especially powerful:

Maintaining the Responsive Classroom focus within the building is powerful as all classroom teachers share common knowledge, language and practices to better work with students.

What implications do this year's results have for 2014-15:

We need to continue to work at refining and adapting our educational practices to meet the needs of our specific learners and ever-changing staff. New teachers were trained in Responsive Classroom I, and we were able to send four additional teachers to Responsive Classroom II.

2014-15 Site Continuous Improvement Plan for:

Site Improvement Objective: # 1

Site Improvement Objective: *All students will demonstrate measurable gains in reading fluency and comprehension.*

New/**Continuing Objective:**

Length of Objective: 3 Years

Which Year: 2

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 2014-15 Assessment - We will partner with community agencies that serve students by providing meaningful data support emphasizing key transitions young people make on the "cradle to career" continuum.

DEPAC 2014-15 Assessment - Students, teachers, and parents will collaborate to implement and evaluate individualized and holistic approaches leading to personal growth aligned with student strengths and challenges.

DEPAC 2014-15 Teaching and Learning - The District will provide curricular and staff development support in the implementation of the tablet initiative using the Substitution, Augmentation, Modification, and Redefinition (SAMR) model.

DEPAC 2014-15 Teaching and Learning - Staff will teach the standards of instruction by utilizing authentic assessment and grading while implementing multi-tiered systems of support to meet the needs of all students.

DEPAC 2014-15 Student Services - The District will refine the implementation of the MTSS model, which includes RtI, PBIS, and Social Emotional Learning.

DEPAC 2014-15 Student Services - The District will investigate systems and services that will provide comprehensive approach to children's mental health within the MTSS and Problem Solving Model.

DEPAC 2014-15 Student Services - The District will foster school connectedness amongst students, families, and staff promoting mutual respect and responsibility to enhance engagement.

Measurable Evidence of Need:

MCA III data indicate reading proficiency rates continue to be above state average. Because reading is a critical element in each child's education, we will again focus on it as one of our building goals. We will focus on three main areas: fluency, comprehension and word knowledge. With the adoption of common core standards for English, it is relevant to build word knowledge and vocabulary in both fiction and nonfiction context. Also in keeping with the common core standards, our reading instruction will reflect an increased focus on nonfiction text and nonfiction reading strategies. Students are being asked to read more complex texts in content areas, so a focus on academic vocabulary is an important part of our work. As the material becomes more difficult and the volume of work expands, students who are not reading fluently have a difficult time keeping up with schoolwork.

Assessments, authentic and formal, will be ongoing in both comprehension and fluency. We will use MCAIII scores to measure overall progress. We will use MAP target growth scores to measure individual and classroom progress. And finally, we will use formative assessments as a part of instruction to provide the information needed to adjust teaching and learning while they are happening.

MCA III

~69.41% of 3rd grade students were proficient on the 2014 MCA III Reading assessment.

~67.33% of 4th grade students were proficient on the 2014 MCA III Reading assessment.

~74.77% of 5th grade students were proficient on the 2014 MCA III Reading assessment.

MAP Data

~ 19% of Sibley 2nd Graders met or exceeded 125% of their typical growth as based by NWEA-MAP (Reading) Fall to Fall Assessments.

~ 15% of Sibley 3rd Graders met or exceeded 125% of their typical growth as based by NWEA-MAP (Reading) Fall to Fall Assessments.

~24% of Sibley 4th Graders met or exceeded 125% of their typical growth as based by NWEA-MAP (Reading) Fall to Fall Assessments.

~35% of Sibley 5th Graders met or exceeded 125% of their typical growth as based by NWEA-MAP (Reading) Fall to Fall Assessments.

Student SMART Achievement Goal:

By the Fall of 2015, 50% of Sibley 2nd Graders will meet or exceed their individualized growth target on the NWEA-MAP (Reading) Fall to Fall Assessment.

By the Fall of 2015, 50% of Sibley 3rd Graders will meet or exceed their individualized growth target on the NWEA-MAP (Reading) Fall to Fall Assessment.

By the Fall of 2015, 50% of Sibley 4th Graders will meet or exceed their individualized growth target on the NWEA-MAP (Reading) Fall to Fall Assessment.

By the Fall of 2015, 50% of Sibley 5th Graders will meet or exceed their individualized growth target on the NWEA-MAP (Reading) Fall to Fall Assessment.

By the Spring of 2015, Sibley 4th grade English Learners will average a greater than zero "Z" score as measured on the MCA Reading assessment.

By the Spring of 2015, Sibley 5th grade English Learners will average a greater than zero "Z" score as measured on the MCA Reading assessment.

2014-15 Action Plan Details:

Task No.	Task to be Completed	Begin Date	End Date	Assigned to	Resources Reallocated Time/\$/Materials	Monitoring Dates	Monitoring Indicators
1	Teachers continue to practice Reader's Workshop to allow for differentiated instruction.	9/14	6/15	RTI coach and classroom teachers	Books for classroom library, LBD leveled readers, supplemental resources. 90 minute daily literacy block	Ongoing	Guided reading notes, conference notes, DIBELS progress monitoring tools, literacy assessments.
2	Identify students performing below grade level and match	9/14	6/15	RTI coach and	Weekly PLC meetings	8/2014 1/2015	Viewpoint data, BAS text level, Words Their

	interventions to student needs.			classroom teachers		5/2015	Way Inventories
3	PLC Team Work	9/14	6/15	All staff	0	Ongoing	PLC minutes
4	District Joint PLC work	10/14	5/15	All staff	0	10/14 1/15 5/15	End of year survey
5	Flex Grouping to differentiate reading instruction.	9/14	6/15	All staff	Reorganized Specialist schedule, support staff pushes in	Ongoing	Local common assessments and pacing
6	Small group reading support for students below grade level	9/14	6/15	Reading support staff	LLI, Touchphonics	Ongoing	DIBELS progress monitoring data
7	MN Reading Corps Tutor	9/14	6/15	RTI Coach and MRC tutor	Americorps grant	Ongoing	EDSPRING database of weekly progress monitoring
8	Ready, Set, Go Day	8/14	8/14	All Staff	DIBELS, BAS Text leveling system		Benchmark assessments, parent and teacher surveys
9	Differentiated Staff Development	9/14	6/15	RTI coaches and staff	0	Ongoing	Reflection surveys
10	Training of Accelerate Northfield Tutors to administer reading interventions	9/14	6/15	Staff and volunteers	0	Integrity checks	DIBELS progress monitoring
11	Beyond Words ~ A school celebration of Arts and Literacy	4/15	4.15	RtI Coach, Art Teacher and Classroom Teachers	TBD	4/15	Family Survey

2014-15 Site Continuous Improvement Plan for:

Site Improvement Objective: # 2

Site Improvement Objective: *All students will demonstrate measurable gains in math.*

New/**Continuing Objective:**

Length of Objective: 3 Years

Which Year: Year 2

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 2014-15 Assessment - We will partner with community agencies that serve students by providing meaningful data support emphasizing key transitions young people make on the “cradle to career” continuum.

DEPAC 2014-15 Assessment - Students, teachers, and parents will collaborate to implement and evaluate individualized and holistic approaches leading to personal growth aligned with student strengths and challenges.

DEPAC 2014-15 Teaching and Learning - The District will provide curricular and staff development support in the implementation of the tablet initiative using the Substitution, Augmentation, Modification, and Redefinition (SAMR) model.

DEPAC 2014-15 Teaching and Learning - Staff will teach the standards of instruction by utilizing authentic assessment and grading while implementing multi-tiered systems of support to meet the needs of all students.

DEPAC 2014-15 Student Services - The District will refine the implementation of the MTSS model, which includes RtI, PBIS, and Social Emotional Learning.

DEPAC 2014-15 Student Services - The District will investigate systems and services that will provide comprehensive approach to children's mental health within the MTSS and Problem Solving Model.

DEPAC 2014-15 Student Services - The District will foster school connectedness amongst students, families, and staff promoting mutual respect and responsibility to enhance engagement.

Measurable Evidence of Need:

The percentage of students labeled proficient on the MCA III Math assessment indicated the following:

MCA

~73.26% of 3rd grade students were proficient on the 2014 MCA III Math assessment.

~81.19% of 4th grade students were proficient on the 2014 MCA III Math assessment.

~70.27% of 5th grade students were proficient on the 2014 MCA III Math assessment.

MAP DATA

~22% of Sibley 2nd Graders met or exceeded 125% of their typical growth as based by NWEA-MAP (Math) Fall to Fall Assessments.

~10% of Sibley 3rd Graders met or exceeded 125% of their typical growth as based by NWEA-MAP (Math) Fall to Fall Assessments.

~49% of Sibley 4th Graders met or exceeded 125% of their typical growth as based by NWEA-MAP (Math) Fall to Fall Assessments.

~32% of Sibley 5th Graders met or exceeded 125% of their typical growth as based by NWEA-MAP (Math) Fall to Fall Assessments.

Student SMART Achievement Goal:

By the Fall of 2015, 50% of Sibley 2nd Graders will meet or exceed their individualized growth target on the NWEA-MAP (Math) Fall to Fall Assessment.

By the Fall of 2015, 50% of Sibley 3rd Graders will meet or exceed their individualized growth target on the NWEA-MAP (Math) Fall to Fall Assessment.

By the Fall of 2015, 50% of Sibley 4th Graders will meet or exceed their individualized growth target on the NWEA-MAP (Math) Fall to Fall Assessment.

By the Fall of 2015, 50% of Sibley 5th Graders will meet or exceed their individualized growth target on the NWEA-MAP (Math) Fall to Fall Assessment.

By the Spring of 2015, Sibley 4th grade English Learners will average a greater than zero "Z" score as measured on the MCA Math assessment.

By the Spring of 2015, Sibley 5th grade English Learners will average a greater than zero "Z" score as measured on the MCA Math assessment.

2014-15 Action Plan Details:

Task No.	Task to be Completed	Begin Date	End Date	Assigned to	Resources Reallocated Time/\$/Materials	Monitoring Dates	Monitoring Indicators
1	Teachers will continue to utilize Xtra Math, an individualized web-based program, to track student progress with fact fluency.	9/14	6/15	RTI coach and classroom teachers	iPads,	Ongoing until individual fluency goals are complete	Xtra Math progress charts, DIBELS computational fluency benchmarks and progress monitoring
2	Teachers will continue to include a 60-minute block of instructional time for math daily.	9/14	6/15	RTI coach and classroom teachers	Curriculum and Assessment Materials for Teachers	Ongoing	Classroom Schedules and Visits
3	Identify students performing below grade level and match interventions to student needs.	9/14	6/15	RTI coach and classroom teachers	PLC, SST, Data Review, interventions, and progress monitoring materials	Benchmarking :8/14, 1/15, 5/15 Ongoing	Viewpoint Data, DIBELS Computation Data
4	PLC Team Work	9/14	6/15	All Staff	Weekly PLC Meetings	Ongoing	PLC Minutes and EOP
5	Flex Grouping to differentiate	9/14	6/15	All Staff	Reorganized Specialist	Ongoing	Common Assessments

	math instruction				Schedule, Support Staff		and EM Unit Tests
6	Utilize Math Elevations and Focus Math as targeted and intensive intervention resources.	9/14	6/15	RTI Coach, and Flex Group Teachers	Focus Math Materials, Math Elevations Materials	Ongoing	DIBELS and Skill Specific Progress Monitoring
7	MN Math Corps	9/14	6/15	Internal Coach (RTI) and MMC Tutor	Americorps Grant In Kind Materials: math manipulatives, iPad access,	Ongoing	Database of student progress
8	Ready, Set, Go Day	8/14	9/14	All Staff	iPads, DIBELS Computation Benchmarking Materials		Benchmark Assessments
9	Differentiated Staff Development	9/14	6/15	RTI Coaches and Staff	Monthly Meeting Time	Ongoing	Reflection Surveys
10	Train Accelerate Northfield Tutors to administer math interventions.	9/14	6/15	RTI Coaches, Staff and Volunteers	Intervention Materials	Ongoing	DIBELS Progress Monitoring and Tracking Sheets
11	Celebrate Math Week	1/26/ 15	1/30 /15	RTI Coach and Staff	Classroom Materials	1/15	Participation Roster and Events

2014-15 Site Continuous Improvement Plan for:

Site Improvement Objective: # 3

Site Improvement Objective: *Educate students, teachers and support staff in ways to create and sustain a school community that is safe, creates a sense of trust and helps students focus and understand the need for social skills, academic skills and respect for differences.*

New/**Continuing Objective:**

Length of Objective: 3 Years

Which Year: Year 2

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.

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DEPAC 2014-15 Teaching and Learning - The District will provide curricular and staff development support in the implementation of the tablet initiative using the Substitution, Augmentation, Modification, and Redefinition (SAMR) model.

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DEPAC 2014-15 Student Services - The District will foster school connectedness amongst students, families, and staff promoting mutual respect and responsibility to enhance engagement.

Measurable Evidence of Need:

Research of other schools showed a significant decrease in disciplinary issues when students are taught, through peer interaction on a daily basis, how to deal with social skills, focus on academic skills and respect all peers inside and outside the classroom. The Northfield Public Schools Climate Survey in 2004 indicated that Sibley students and parents perceived bullying to be a bigger problem than the Sibley staff perceived. While we have made drastic improvements since 2004, we realize that vigilance in this area is ongoing and always in need of fine tuning. Our student population changes significantly each year with 5th graders moving on to the middle school and kindergartners coming in, so this area will be a continual focus for Sibley Elementary School.

Student SMART Achievement Goal:

In completing the spring survey, 95% of the parents surveyed will agree or strongly agree that students show respect for other students.

In completing the spring survey, 95% of the parents surveyed will agree or strongly agree that teachers show respect for other students.

In completing the spring survey, 95% of the parents surveyed will agree or strongly agree that they feel welcome at Sibley.

2014-15 Action Plan Details:

Task No.	Task to be Completed	Begin Date	End Date	Assigned to	Resources Reallocated Time/\$/Materials	Monitoring Dates	Monitoring Indicators
1	<i>Train New Teachers in Responsive Classroom I</i>	<i>Summer 2014</i>	<i>Summer 2015</i>	<i>Principal</i>	<i>\$800 per teacher</i>	<i>September 2014</i>	<i>Attendance and Rosters</i>
2	<i>Conduct Five Lockdown Drills</i>	<i>Fall 2014</i>	<i>Spring 2015</i>	<i>Principal</i>	<i>0</i>	<i>Monthly</i>	<i>Student and Staff Follow Procedures-Record of Drills</i>
3	<i>Conduct Climate Survey</i>	<i>Winter 2015</i>	<i>Winter 2015</i>		<i>0</i>	<i>March 2015</i>	<i>Questions from 2011-14 survey for data analysis</i>
4	<i>Continue the DARE program in 5th Grade</i>	<i>Spring 2015</i>	<i>Spring 2015</i>	<i>Principal/5th Grade Teachers</i>	<i>0</i>	<i>May 2015</i>	<i>Attendance Roster-Follow-up survey from students</i>
5	<i>Continue Youth Kindness Retreat</i>	<i>Fall 2014</i>	<i>Fall 2014</i>	<i>SSW/5th Grade Teachers</i>	<i>\$2,100</i>	<i>December 2015</i>	<i>Student Survey</i>
6	<i>Structure Recess and Supervision</i>	<i>Fall 2014</i>	<i>Spring 2015</i>	<i>Principal</i>	<i>0</i>	<i>Monthly</i>	<i>Survey Teachers and Analyze Climate Survey</i>
7	<i>Bullying Basics Training</i>	<i>Fall 2014</i>	<i>Fall 2014</i>	<i>Mary Hanson</i>	<i>Time</i>	<i>October 2014</i>	<i>Mary Hanson checks progress</i>



NORTHFIELD HIGH SCHOOL

Raiders

e _____ 1400 Division St. Northfield, MN 55057

507-663-0632

Updated:
October 15, 2014

Co-Curricular Trips List of Overnight trips for 2014-15

Boys Soccer – Grand Rapids (August 15-18)
Girls Soccer – Duluth (August 18-20)
Cross Country – Decorah (September 12)
Girls Swim & Dive – Edina (September 19)
Volleyball – Marshall (September 5)
Volleyball – Rochester (October 17)
Girls Hockey – Brainerd (November 7, 8)
Girls Hockey – Lakeville (December 29, 30)
Alpine Ski – Giant’s Ridge (January 9)
Nordic Ski – Giant’s Ridge (January 9, 10) – dependant on snow
Nordic Ski – Site TBD (January 23, 24) – dependant on snow
Dance Team – St. Paul (February 13, 14)
Wrestling – Rochester (February 20)
Weight Lifting (National Tournament) – March, 2015—exact location and date TBD)
Girls Golf – Lake City (April 17, 18)

All trips are self-funding except for those who qualify for state tournament competition.