

**NORTHFIELD PUBLIC SCHOOLS**  
**Office of the Superintendent**  
**Memorandum**

**TO:** Board of Education  
**FROM:** L. Chris Richardson, Ph.D., Superintendent  
**RE:** Table File Items for November 24, 2014, Regular School Board Meeting

VI. Items for Discussion and / or Reports.

1. School Improvement Plan Presentations – Bridgewater Elementary School and Northfield Middle School.

Enclosed in the table file are the power point presentations to accompany Bridgewater Elementary School's and Northfield Middle School's Improvement Plan presentations.

VII. Superintendent's Report

B. Items for Consent Grouping

2. Personnel Items.

a. Appointments \*

5. Monika Burkhead, Student Council Co-Advisor at the Middle School beginning 11/19/2014 – 05/30/2015; Level I, Step 1 (50% Stipend).
6. Heather Kuehl, Student Council Co-Advisor at the Middle School beginning 11/19/2014 – 05/30/2015; Level I, Step 1 (50% Stipend).
7. Anaiah Legare, Community Services Recreation Lifeguard beginning 01/01/2015 – 05/31/2015; \$8.50/hour.
8. Marilynn Neuville, Assistant Speech Coach at the Middle School beginning 11/19/2014 – 05/30/2015; Level L, Step 3.
9. Chris O'Neill, Knowledge Masters Coach at the Middle School beginning 11/19/2014 – 05/30/2015; Level K, Step 1.
10. Stephany Stromme, Director of Child Nutrition in the District beginning 12/02/2014; \$62,676/year prorated to number of work days in 2014-15, Step 1.

b. Increase/Decrease/Change in Assignment

4. Danielle Crase, SpecEd EA-PCA at Sibley, change to SpecEd EA-PCA at the Middle School beginning 11/17/2014.
5. Cindy Keogh, KidVentures Site Assistant at Bridgewater for 19.75 hours/week, increase to 21 hours/week beginning 12/01/2014.

c. Leaves of Absence

4. Renae Schuster, Change Family/Medical Leave of Absence from 11/17/2014 – 11/24/2014 to 11/26/2014. (Change return to work date from 11/25 to 12/01/2014).

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

VIII. Items for Information

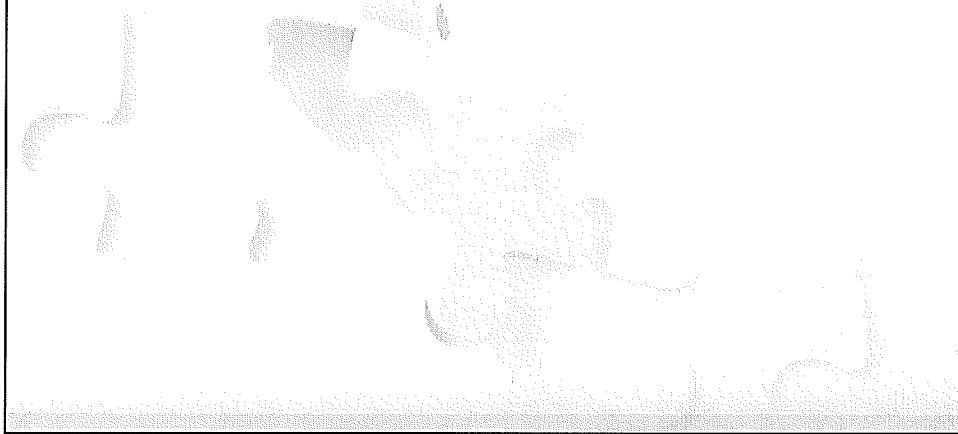
3. Fall Parent-Teacher Conferences.

Attendance at Greenvale Park's fall parent-teacher conferences was 94%.

# **Bridgewater School Improvement Plan**

2014 – 2015

Putting the Pieces Together



## **Our Mission**

**Empowering the learner;  
building foundations**

We strive to be a respectful, successful, safe  
community of high-achieving learners.

## Where We Were

### 2013/2014 Site Improvement Objectives

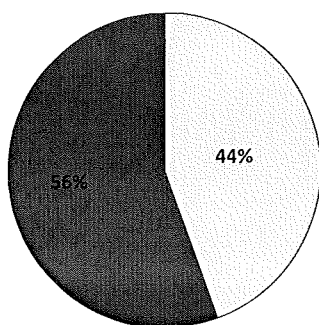
All students will demonstrate growth toward grade level proficiency or above in reading and math as measured by MCA and MAP assessments.

### 2013/2014 MCA Growth

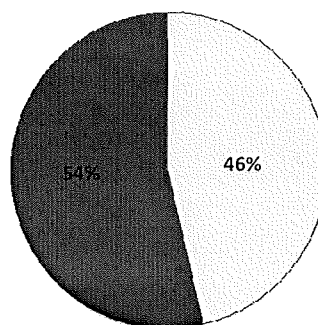
	Reading Z Scores				Math Z Scores			
	2011	2012	2013	2014	2011	2012	2013	2014
Grade 4	0.3131	0.5582	0.4002	0.1464	0.3475	0.6361	0.3105	0.5259
LEP	(0.4567)	0.3198	0.0551	(1.9754)	(0.6577)	0.5624	0.8947	(0.2587)
FRP	(0.1769)	0.2784	0.1839	0.2121	0.0578	0.5068	0.4253	0.3380
SPED	0.0083	0.5885	0.0809	0.1309	0.3195	0.4369	0.2921	0.0736
Grade 5	0.5057	0.4178	(0.1060)	0.1088	0.1476	(0.1108)	(0.3606)	(0.2854)
LEP	0.3149	(0.0266)	0.0121	0.3982	(0.1329)	(0.7264)	(0.4014)	0.4335
FRP	0.4943	0.3675	(0.0064)	0.1247	0.0805	(0.3778)	(0.3282)	(0.3525)
SPED	0.0249	0.6758	(0.1012)	0.1008	(0.7563)	(0.4347)	(0.4227)	(0.7440)

## 2013/2014 Spring to Spring MAP Growth

**K – 5 Reading**  
□ Meets ■ Did Not Meet

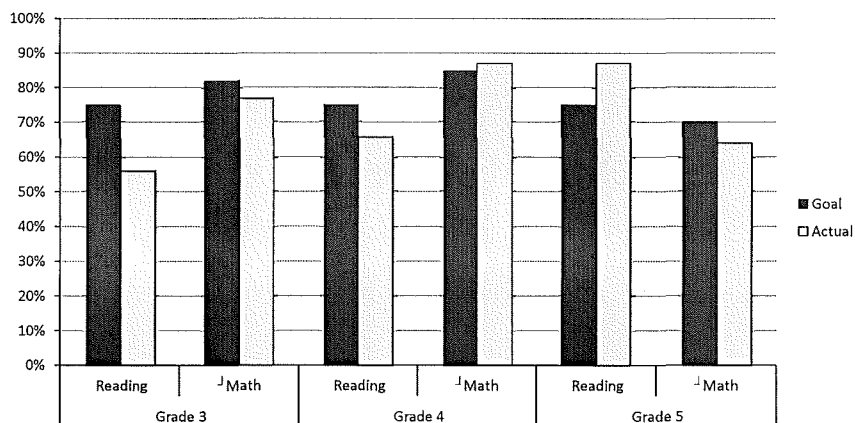


**K – 5 Math**  
□ Meets ■ Did Not Meet

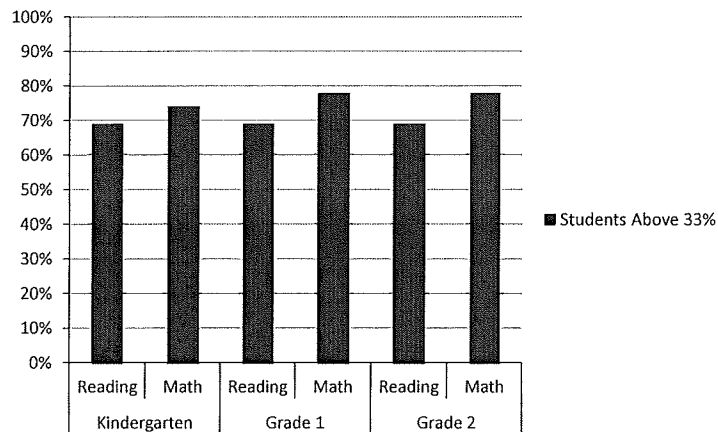


## 2013/2014 MCA Results

**2014 MCA Proficiency  
Actual vs Goal**



## Spring 2014 K-2 MAP Proficiency



## Assessment Wins

- All subgroups met AYP
- EL 2014 math proficiency rate of 80%; third year of upward trend
- Fifth Grade MCA Reading
- Fourth Grade MCA Math
- 72% of kindergartners met MAP Fall 2013 to Spring 2014 growth target

## Keeping What Works

We still have all the pieces in place that have worked for students in the past:

- Reading Support – Leveled Literacy Intervention and TouchPhonics
- Math Support – Focus Math and Math Elevations
- Targeted Reading and Math Interventions – Implemented by teachers and tutors
- Minnesota Reading and Math Corps
- Accelerate Northfield tutors
- Flexible Grouping Times
- Foster Grandparents

## Staff Development Survey

### Looking Ahead to 2014-2015 Staff Development

What type of staff development opportunities would be most beneficial to you as we plan for next year?

Rank your top 5 choices (1 being most useful to 5 being least preferred)

Topic	Ranking
Book study Topic Idea: _____	
I've got all this data... now what do I do with it?	
Hearing colleague success stories that you can put to use in your own classroom	
Developing a scope and sequence for your literacy instruction	
Implementing Guided Math in the classroom	
How to get more instructional time with your needy readers	
Using Guided Reading groups in the classroom	
How to use Viewpoint/Diabelogist/NEEMCA Website	
How to support building goals in Math and Reading in my special area?	
Extension/Enrichment resources available at BW	
Words Their Way Year 2	
Using the IEdg for interventions	
What counts as an intervention (both behavior and academic)	
SSI Referral Process Year 3	
How to do a running record	
Other ideas:	

## Summer Work

Literacy scope and sequence with the initial development and implementation of common assessments



## Essential Questions of our PLCs

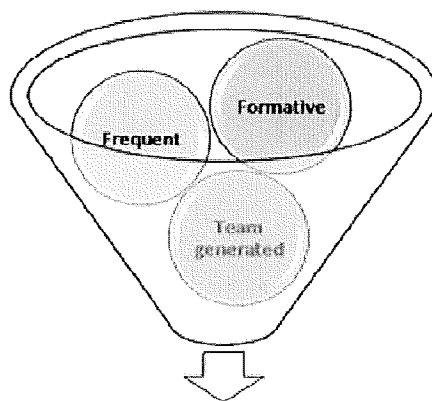
- What is it we want our students to learn?
- How will we know if each student has learned it?
- How will we respond when some students do not learn it?
- How can we extend and enrich the learning for students who have demonstrated proficiency?

## The Power of Common Formative Assessments

The research indicates that achievement gains realized by students whose teachers rely on formative assessment can range from 15 to 25 percentile points.

(Black and Wiliam, 1998)

## Common Formative Assessments





## **The Work is Ongoing**

Common Formative Assessments:

- Are a work in progress
- Foster reflection
- Involve horizontal and vertical collaboration
- In different developmental stages with each of our grade levels

## **The Tale of Two PLCs**

- Fourth Grade
- Fifth Grade

## Applying What Works

- Past successes in math – 4<sup>th</sup> grade math students at Bridgewater have had positive Z scores, and high proficiency rates for over four years
- Checking along the way
- Revisiting the essential PLC questions
  - What is it we want our students to learn?
  - How will we know if each student has learned it?
  - How will we respond when some students do not learn it?
  - How can we extend and enrich the learning for students who have demonstrated proficiency?

## Fourth Grade

### Assess Student Learning and Reteach or Extend



Scan the QR code and you will see three words.

Write the word that is a synonym for the word commence.

\_\_\_\_\_



Scan the QR code and you will see three words.

Write the word that is an antonym for the word affluent.

\_\_\_\_\_



Scan the QR code and you will see three words.

Write the word that is a synonym for the word battle.

\_\_\_\_\_

## Fifth Grade – The Work Of PLCs



## Shift in Team Thinking

- Build student success
- Companeros programming change at the 5<sup>th</sup> grade level
- Collaborating across the grade level to respond to the PLC questions – what do we do when they know it, what do we do when they don't know it

## Grade 5 Common Assessment

*Last name, First name*

\_\_\_\_\_

*Teacher*

- ☐ Anderson
- ☐ DuChene
- ☐ Kohl
- ☐ Rauk

*1. What is the point of view of this passage?*

"Do you like candy?" I asked my friend. I always make friends with other people.

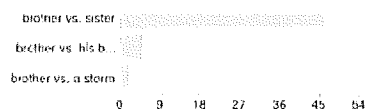
- ☐ First Person
- ☐ Second Person
- ☐ Third Person

## Technology Integration

Tools to assist teachers in the common assessment process.

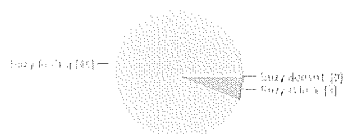
Kohl	5	83.33%	1
Kohl	3	50.00%	1
Kohl	4	60.66%	1
Kohl	5	83.33%	1
Kohl	5	83.33%	1
Kohl	1	16.66%	1
Kohl	2	33.33%	1
Kohl	2	33.33%	1
Kohl	2	33.33%	1
Kohl	3	50.00%	1
Anderson	3	50.00%	2
DuChene	6	100.00%	1
DuChene	6	100.00%	1
DuChene	6	100.00%	1

## Summary Data



brother vs. his baseball team	5	10%
brother vs. a storm	2	4%

4. Which of the following is an example of character vs. self?



Suzy is in a fight with her mom	3	6%
Suzy feels guilty for cheating on the test	46	94%
Suzy doesn't like what is for supper	0	0%

5. Which of the following is an example of character vs. nature?



Tim is in a fight with Jim	0	0%
Tim can't decide what college to attend	2	4%
Tim is lost on a hike and it's getting dark	47	98%

## 2014/2015 Site Objective 1

All students will demonstrate growth toward grade level proficiency or above in reading and math as measured by the MCA in grades 3-5, MAP in grades 1-2 and the Northfield Kindergarten Academic Benchmarks for kindergarten students.

## **2014/2015 Student SMART Achievement Goal**

80% of our students, K-5, will demonstrate mastery of literacy and math standards as indicated by a score of 80% or higher on the quarterly common assessments in reading and math.

## **BRIDGEWATER CLIMATE GOALS**

## 2013/2014 Site Objective 3

All students and staff will contribute to a respectful, safe and welcoming environment.

## Review of Climate Goals 2013/2014

Goal	Result
Conference attendance will remain at or above 95% participation by one or both parents.	92% conference attendance by one or both parents**
95% of parents will agree that they are informed about their child's progress.	97% of parents will agree that they are informed about their child's progress.
85% of students will receive no more than one fix-it plan for the school year.	87% of students received no more than one fix-it plan.
Reduce the number of fix-it plans by 5%.	Fix-it plans reduced by 35%. (212 down to 138)
In completing the climate survey, 95% of staff will agree that they are supportive of their colleagues and contribute to a positive climate at Bridgewater.	Replaced by principal survey.

## 2014/2015 Site Objective 2

All students and staff will contribute to a respectful, safe and welcoming environment.

## Climate Goals 2014/2015

### SMART Achievement Goals

88% of our students will receive no more than one-fix it plan for the school year following the Bridgewater behavior guidelines:  
Work, Respect, Belong.

In completing the climate survey, 95% of staff will agree that they are supportive of their colleagues.

In completing the climate survey, 95% of staff will agree that they contribute to a positive climate at Bridgewater.

In completing the climate survey, 90% of parents will agree that their child's social and emotional needs are being met at school.





# Questions?

conscious?

# **NORTHFIELD MIDDLE SCHOOL**

## **PREPARING FOR SUCCESS IN A DYNAMIC WORLD**

### **2013-14 SITE IMPROVEMENT PROGRESS REPORT AND 2014-15 SITE IMPROVEMENT PLAN**

## **2013-14 PROGRESS REPORT**

- **GOAL #1:** We will demonstrate increased proficiency for each student in the essential learning of content areas.
- Year 3 Goal Completed
- PLC groups have shifted over the time of this goal to more of a content area focus which has increased the focus on essential learning.

## PROGRESS REPORT

- **GOAL #2:** We will provide increased opportunities for students to apply oral communication skills, to include expanding spring student led conferences.
- Year 2 Goal Completed
- Adjustments are still needed. Parent survey's show that even though parents are attending, they would like to see discussion topics adjusted

## PROGRESS REPORT

- **Goal #3:** We will maintain a low school-wide disciplinary referral level and begin to implement elements of Positive Behavior Interventions and Supports.
- Year 2 Goal Completed
- This goal will transfer into a Positive Behavior Interventions and Supports (PBIS) Goal for the next 2 years.

# 2014-15 MIDDLE SCHOOL SITE IMPROVEMENT PLAN

## 2014-15 SITE IMPROVEMENT PLAN

- **OBJECTIVE #1:** To provide time for our teachers to analyze summative and formative data which will be used to differentiate their curriculum.
- **EVIDENCE OF NEED:** 2013-14 MCA data showed the Middle School scored 10.6% higher than the state average in Mathematics and 11.0% higher in Reading.

# WANTING TO KEEP RAISING THE BAR

## ACHIEVEMENT GOAL

- Middle School Students will score 12% higher than the state average on the 2014-15 MCA Mathematics test.
- Middle School Students will score 13% higher than the state average on the 2014-15 MCA Reading test

# HOW WILL WE GET THERE?

- Continuing with our hour late start for PLC work allows us to analyze student data regularly and address individual needs more effectively.
- Multi-Tier System of Support (MTSS) at the Middle School is new intervention in Mathematics and Reading

## 2014-15 SITE IMPROVEMENT PLAN

- **OBJECTIVE #2:** Multi-Tier System of Support (MTSS) Coaches will look at MAP and MCA data to identify a group of students who they will support and create classroom interventions that will increase the student's academic success.
- **Middle School MTSS Coaches are:** Dan Meyers in Mathematics, Leah Sand in Reading and Rachael Hudson working with Behaviors

## 2014-15 SITE IMPROVEMENT PLAN

### EVIDENCE OF NEED

- 2013-14 MCA data showed 67.2% of Middle School students were Proficient in Mathematics and 68.2% in Reading.
- English Language Learners, students in Special Education and students receiving Free or Reduced lunches scored only slightly above or below the state average.

## 2014-15 SITE IMPROVEMENT PLAN

- **ACHIEVEMENT GOAL:** 75% of the students identified by the MTSS Coaches will improve from "Does Not Meet Standard" to "Partially Meets Standard" or from "Partially Meets Standard" to "Meets Standard" in Mathematics and Reading.

## EARLY CONCERN

- After doing their data analysis they found over 100 students (all grades) in Math and in Reading that did not meet or partially met standards on the MCA and were falling below grade level on the MAP test.
- Focusing on 29 Reading and 42 Math Students for the 2014-15 school year.
- Only one hour a day to devote to this group of students.

## PLAN OF ACTION

- Coaches analyzed MAP and MCA data to create a focus group of students to support.
- Coaches work on supporting these students in their core classes as well as working on individual skill development.
- Coaches will track progress through formative and summative assessments throughout the year

## 2014-15 SITE IMPROVEMENT PLAN

- **OBJECTIVE #3:** We will look at a specific group of students who have struggled in Science in the past and work to improve their organization skills, study habits and build self-confidence through a specialized Science Program (GeoScience Plus).



## 2014-15 SITE IMPROVEMENT PLAN

- **EVIDENCE NEED:** 51.3% of last years 8<sup>th</sup> graders scored as being proficient on the 2013-14 MCA Science Test.
- **Important Items to Note:**
  - Little or no guidance from the MDE on what topics are tested.
  - Only tested in 8<sup>th</sup> grade. No opportunity to improve individual students scores at the Middle School.

## 2014-15 SITE IMPROVEMENT PLAN

- **ACHIEVEMENT GOAL:** Middle School 8<sup>th</sup> graders 2014-15 MCA Science results will be 10% higher than the Minnesota state average.

## WHAT IS THE PLAN?

- We will continue offering after school GeoScience help sessions through our Middle School Youth Center on Wednesday's.
- Build off the success of our Geography Plus class by creating a GeoScience Plus class.
- 8<sup>th</sup> Grade GeoScience Teachers are analyzing MCA Data, looking at curriculum and sequencing of topics they cover prior to the MCA test.

## WHAT ARE PLUS CLASSES?

- Geography and GeoScience Plus has 23 8<sup>th</sup> graders who have not met or partially met standards on the MCA Math and Reading tests.
- Plus students are students who need help with organization and study skills
- Plus students are students who do not see themselves continuing their education beyond high school.
- Weekly seminar, Cornell Notes and Speakers on different careers are incorporated into the curriculum

## 2014-15 SITE IMPROVEMENT PLAN

- **OBJECTIVE #4:** To provide the flexibility necessary for all secondary professional learning communities to set meaningful goals that reflect their area of teaching expertise.
- **EVIDENCE OF NEED:** Mathematics, Reading and Science are the only subjects who's curriculum is directly connected to state data.

## GOAL AND PLAN

- **ACHIEVEMENT GOAL:** We will show increased proficiency for each student in the essential learning of all content areas.
- **PLAN:** All full time staff members are active participants in weekly Professional Learning Community's and will show evidence of practice twice a year.

## 2014-15 SITE IMPROVEMENT PLAN

- **OBJECTIVE #5:** We will continue to work on implementing a Positive Behavior Intervention and Support (PBIS) program with full implementation at the start of the 2015-16 school year.
- **EVIDENCE OF NEED:** The Middle School PBIS team will complete the two year training to fully implement this District and State supported program.

## GOAL AND PLAN

- **GOAL:** To fully implement PBIS into the climate at the Middle School, with 80% or greater support from all staff members
- **PLAN:** We will continue to add parts of PBIS throughout the 2014-15 school year.

## MIDDLE SCHOOL PBIS ACCOMPLISHMENTS

- Student and Staff award programs
- Behavior Matrix created and introduced to students
- Matrix and Basic Posters throughout the building
- Booster lesson to all 6<sup>th</sup> grade students
- Staff created list of Major and Minor offenses
- Increased Positive School Climate

OUR FUTURE  
IS EXCITING AND  
OUR BEST WORK IS  
YET TO COME