

INDEPENDENT SCHOOL DISTRICT 659
REGULAR SCHOOL BOARD MEETING
Monday, November 23, 2015, 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 Presentations – Bridgewater Elementary School and Northfield High School.
- VII. Superintendent's Report
 - A. Items for Individual Action
There are no items for individual action at this time.
 - B. Items for Consent Grouping
 1. Student Activity Account – Boys Basketball Team.
 2. Personnel Items.
- VIII. Items for Information
 1. Transformational Technology Lease Update.
- IX. Future Meetings
Monday, December 14, 2015, 7:00 PM, Regular School Board Meeting, Northfield High School Media Center
Monday, January 11, 2016, 7:00 PM, Organizational School Board Meeting immediately followed by Regular School Board Meeting,
Northfield High School Media Center
- X. Adjournment

NORTHFIELD PUBLIC SCHOOLS MEMORANDUM

Monday, November 23, 2015, 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 November 23, 2015, School Board Meeting

- I. Call to Order
- II. Agenda Changes / Table File
- III. Public Comment
- IV. Approval of Minutes
Minutes of the Regular School Board meetings held on November 9, 2015, are enclosed for your review and comment.
- V. Announcements and Recognitions
- VI. Items for Discussion and / or Reports
 1. School Improvement Plan Presentations – Bridgewater Elementary School and Northfield High School
On Monday night representatives of Bridgewater Elementary School and Northfield High School will present their school improvement plans to the Board.
- 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. Student Activity Account – Boys Basketball Team
The Board is being asked to designate up to \$600 from the Boys Basketball Team's student activity account to pay for an additional coach. The rate of pay will be an hourly rate. The Boys Basketball Team intentionally fundraised so that this coach could be secured. This would be for the 2015-2016 school year only.
 2. Personnel Items
 - a. Appointments.
 1. Cheryl Dueffert, Targeted Services PLUS Teacher at Greenvale Park for 1.25 hours/day (M-Th) beginning 11/13/2015 – 05/19/2016; Year 2, \$27.11/hour.
 2. David Finholt, Assistant Boys Basketball Coach (student activities account) at the High School beginning 11/18/2015 – 03/12/2016; \$14.00/hour.
 3. Meghan Hindermann, Special Education Teacher at Bridgewater beginning 11/23/2015 – 06/08/2016; BA, Step 1.
 4. Calisandra Larson, Community Services Recreation (Birthday Party Staff, \$9.25/hour) beginning 11/07/2015 – 05/31/2015.
 5. Madeline Baccam, Activities Event Worker beginning 11/11/2015.
 - b. Increase/Decrease/Change in Assignment
 1. Dan DuPay, Assistant Boys Swim Coach (30% stipend), change to Assistant Boys Swim Coach (40% stipend) at the Middle School beginning 11/09/2015; Level E, Step 5 (40%).
 2. Jacque Ims, 1.0 FTE School Psychologist at GVP, add ECSE Lead at Longfellow (overload) beginning 09/08/2015 – 11/13/2015.

3. Cheyenne Lax, ECFE Teacher/Parent Educator at the NCRC/LF, add Community Evening School Club Leader at Greenvale Park for up to 5 hours/week beginning 11/13/2015 – 06/08/2016; \$19.50/hour.
 4. Darren Lofquist, Assistant Boys Swim Coach (70% stipend), change to Assistant Boys Swim Coach (100% stipend) at the Middle School beginning 11/09/2015; Level E, Step 3.
 5. Tiffany Malecha, 1.0 FTE Kindergarten Teacher at GVP, add Targeted Services PLUS Teacher at GVP for 1.25 hours/day (M-Th) beginning 11/12/2015-05/18/2016; Year 3, \$27.11/hour.
 6. Liz Nelson, Child Nutrition Associate for 3.75 hours/day at Bridgewater, add Special Education Educational Assistant Bus EA-PCA for 1.75 hours/day beginning 11/09/2015 – 06/08/2016; Step 1, \$13.98/hour. Liz will return to her regular CNA hours at the completion of bus duties for 2015-16.
 7. Nicole Papke, 1.0 FTE Title I Teacher at Greenvale Park, add Targeted Services PLUS Teacher at GVP for 1.25 hours/day (M-Th) beginning 11/10/2015 – 05/18/2016; Year 1, \$27.11/hour.
 8. Deb Seitz, Assistant Boys Swim Coach, change to Assistant Boys Swim Coach (60% stipend) at the Middle School beginning 11/09/2015; Level E, Step 10 (60%).
 9. Jennifer Severson, SpecEd EA-PCA at Greenvale Park for 6.75 hours/day, change to SpecEd EA-PCA (5.55 hours/day), Bus EA-PCA AM (1 hour/day), Bus EA-PCA PM (1.45 hours/day) beginning 11/09/2015 to a date to be determined (8.0 hours/day). Jennifer's hours will return to 6.75 hours/day at GVP when bus services are no longer needed.
 10. Karl Tise, Long-Term Substitute English Teacher at the High School beginning 10/8/2015 – 11/06/2015; extended through 02/01/2016; MA60, Step 6.
 11. Ellen Trotman, 1.0 FTE EL Teacher at Greenvale Park, add Targeted Services PLUS Teacher at GVP for 1.25 hours/day (M-Th) beginning 11/11/2015 – 05/18/2016; Year 1, \$27.11/hour.
- c. Leave of Absence.
1. Michelle Bauer, Family/Medical Leave of Absence beginning 09/03/2015 for up to 60 work days. Leave of Absence extended through 02/01/2016 (return to work date of 02/02/2016).
 2. Debra James, ECFE Special Education Teacher at Longfellow, Family/Medical Leave of Absence beginning 11/16/2015 through 11/25/2015.
 3. Dolores Larsen – Educational Assistant at Sibley, Leave of Absence beginning 08/31/2015 – 09/28/2015, extended through 11/6/2015 (return to work date of 11/10/2015).
- d. Resignations/Termination.
1. Deanna Rasmussen, SpecEd EA-PCA at the Middle School, termination effective 11/13/2015.

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

VIII. Items for Information

1. Transformational Technology Lease Update.

Director of Technology Services Kim Briske will present an update about the District's three-phase iPad lease renewal approved on April 13, 2015. This plan reflects current pricing of iPads, which is different than projected in the spring, as well as enrollment increases since original projections. The plan maintains financial stewardship by keeping our iPad lease and management costs within the approved capital budget. It also continues to provide high quality tools to our staff and students as part of our mission to provide educational excellence through transformational technology.

IX. Future Meetings

Monday, December 14, 2015, 7:00 PM, Regular School Board Meeting, Northfield High School Media Center
Monday, January 11, 2016, 7:00 PM, Organizational School Board Meeting immediately followed by Regular School Board Meeting, Northfield High School Media Center

X. Adjournment

INDEPENDENT SCHOOL DISTRICT 659
PUBLIC HEARING
MINUTES
Monday, November 9, 2015
6:30 PM -7:00 PM
Northfield High School, Media Center

- I. Call to Order
Board Chair Julie Pritchard called the Public Hearing of the Northfield Board of Education of Independent School District 659 to order at 6:30 PM. Present: Colangelo, Hardy, Iverson, Maple, Pritchard, Quinnell and Stratmoen.
- II. Director of Teaching and Learning Mary Grace Hanson and District Assessment Coordinator Hope Langston reviewed the goals, outcomes and strategies of the 2014-2015 World's Best Workforce Plan, which will guide the goals and plan for the upcoming school year.
- IV. Opportunity for Community Feedback.
While there were community members present, no one asked questions or provided feedback. Board Chair Pritchard thanked them for their presence.
- V. On a motion by Iverson, seconded by Quinnell, the Public Hearing adjourned at 6:56 PM.

Noel Stratmoen
School Board Clerk

NORTHFIELD PUBLIC SCHOOLS

School Board Minutes

School Board Minutes
November 9, 2015
Northfield High School Media Center

- I. Call to Order.
Board Chair Julie Pritchard called the Regular meeting of the Northfield Board of Education of Independent School District 659 to order at 7:00 PM. Present: Colangelo, Hardy, Iverson, Maple, Pritchard, Quinnell and Stratmoen.
- II. Agenda Changes / Table File
The table file was added.
- III. Public Comment
There was no public comment.
- IV. Approval of Minutes
On a motion by Iverson, seconded by Colangelo, minutes of the Regular School Board meeting held on October 26, 2015 were unanimously approved.
- V. Announcements and Recognitions
 - On October 27th the Rice County Community Transition Interagency Committee held a Transition Forum for parents and students. It was a big success with approximately 25 parents and as many staff and agency partners in attendance. The message shared was to start planning early, include students in the process, build self advocacy skills and keep expectations high for all students.
 - The short recorded message from Senator Al Franken that was shown to the Board was shown at a 50th anniversary celebration of VISTA held at the University of Minnesota. The clip is a great endorsement of the TORCH program.
 - During the first part of October, the Greenvale Park PTO sponsored a Move-a-thon. Students did fun activities and exercises to get their bodies moving! The PTO's fundraising goal was \$20,000. Congratulations to Greenvale Park for reaching that \$20,000 goal, which meant that Principal Craft slept in a tent on the roof of Greenvale Park the night of November 9!
- VI. Items for Discussion and / or Reports
 1. Summary of Public Hearing regarding the 2014-2015 World's Best Workforce Plan.
Director of Teaching and Learning Mary Grace Hanson, District Assessment Coordinator Hope Langston and Superintendent Richardson summarized the 2014-2015 World's Best Workforce Plan that was presented at a Public Hearing that preceded the Regular School Board meeting. Reporting requirements for World's Best Workforce are an evolving process. In 2014 MDE allowed districts to determine goals and the format of their report. In 2015 MDE requires that each district set district-wide SMART goals using recommended data points for each of the World's Best Workforce components and report outcomes in a very specific format. The five goals for 2015 are: (1) All students will be ready for Kindergarten. (2) All students in third grade will achieve grade-level literacy. (3) Close the achievement gap among all groups: (4) All students will be career and college ready by graduation. (5) All students will graduate.
 2. School Improvement Plan Presentations – Sibley Elementary School and Northfield Middle School.
Principal Scott Sannes presented Sibley's school improvement plan. Principal Sannes began reviewing Sibley's 2014-2015 student achievement goals by highlighting Reading and Math MAP scores and English Learners' Reading and Math MCA scores. Progress on Sibley's climate goals were illustrated through the spring 2015 parent survey results. 2015-2016 Reading, Math, English Learner and Climate SMART goals were then presented. Instructional Coach Becky Gainey looked ahead to the 2015-2016 school year by telling the Board how Sibley intends to achieve this year's goals through strong core teaching, flexible learning groups, interventions, and creatively offering reading support and extended learning. A video on the work of the Specialists PLCs was shown. Instructional Coach Tania Will focused on empowering the learner through responsive classroom, high quality instruction and professional development. Ms. Gainey concluded the presentation by speaking about how Sibley "celebrates the journey" through

various events, like Beyond Words, that will expand its focus this year to include Math in addition to Art and Literacy.

Principal Greg Gelineau presented the Middle School's school improvement plan. The presentation began with Principal Gelineau speaking about the Middle School's Math, Reading and Science goals from the 2014-2015 school year and the progress that was made. The Multi-Tier System of Support (MTSS) Coaches looked at Math and Reading data and identified a group of students who they supported by creating classroom interventions that increased the student's academic success. For 2015-2016 the Middle School has developed four student achievement goals. Principal Gelineau spoke about how the Middle School will work toward accomplishing these goals. The Middle School will continue to fully implement a Positive Behavior Intervention and Support (PBIS) program as part of the Middle School culture. The public reporting of the Middle School's School Improvement Plan ended with a video highlighting the work of several specialists applying supports and interventions for Middle School students.

VII. Superintendent's Report

A. Items for Individual Action

1. World's Best Workforce 2014-2015 Annual Report.

On a motion by Stratmoen, seconded by Quinnell, the Board unanimously approved the 2014-2015 World's Best Workforce Annual Report as presented.

2. American Education Week Proclamation.

On a motion by Iverson, seconded by Hardy, the Board unanimously approved the following American Education Week Proclamation:

WHEREAS, public schools are the backbone of our democracy, providing young people with the tools they need to maintain our nation's precious values of freedom, civility and equality; and

WHEREAS, by equipping young Americans with both practical skills and broader intellectual abilities, schools give them hope for, and access to, a productive future; and

WHEREAS, education employees--be they custodians or teachers, bus drivers or librarians--work tirelessly to serve our children and communities with care and professionalism; and

WHEREAS, schools are community linchpins, bringing together adults and children, educators and volunteers, business leaders, and elected officials in a common enterprise;

NOW THEREFORE, the Northfield Public Schools Board of Education does hereby proclaim November 16 – 20, 2015, as the 94th annual observance of American Education Week.

B. Items for Consent Grouping

On a motion by Maple, seconded by Hardy, the Board unanimously approved the following items listed under the Consent Grouping.

1. Grant Request.

The Board approved an \$11,569.50 grant request to Northfield Shares for support of recreational opportunities for youth and adults in the Northfield area. Community Services has chosen four programs for which grant funds will help bring about more participation and opportunity for youth and adults from all socioeconomic backgrounds.

2. Gift Agreement.

Northfield Public Schools has received \$10,000 from Dakota Electric to be used for instructional programming.

3. Personnel Items.

a. Appointments.*

1. David Allen, Targeted Services BLAST Teacher at the Middle School for up to 5 hours/week (M-Th) beginning 11/10/2015 – 05/26/2016; Year 1, \$27.11/hour.

2. Katie Goehring, EarlyVentures Site Assistant at Longfellow for 40 hours/week beginning 11/09/2015; Step 1, \$12.19/hour.

3. Karen Johnson, Targeted Services PLUS Site Assistant at Bridgewater for 1.5 hours/day (M-Th) beginning 11/05/2015 – 04/07/2016; Step 1, \$12.19/hour.
 4. Ryan Trotman, EarlyVentures Site Assistant at Longfellow for 40 hours/week beginning 11/16/2015; Step 1, \$12.19/hour.
 5. Community Services Recreation Staff beginning 11/02/2015 – 05/31/2015:
 - A. Erin Johnson, Swim Aide; \$9.25/hour.
 - B. Trent Swartwoudt, CS Recreation (lifeguard); \$9.50/hour.
 6. Event Workers:
 - A. Katherine Szydlo – beginning 11/02/2015
 - B. William Szydlo – beginning 11/02/2015
 - C. Megan Gehle – beginning 11/04/2015
 7. Event Workers – beginning 11/11/2015: Nathan Crowe and Helen Dillon
- b. Increase/Decrease/Change in Assignment.
1. Paul Bernhard, Co-Head Gymnastics Coach at the High School, change from Level A, Step 5 to Level A, Step 6 (50% Stipend) beginning 10/26/2015.
 2. Christa Danielson, Kindergarten Teacher at Bridgewater, add Targeted Services Recruitment Specialist for 35 hours per school year at Bridgewater, beginning 10/28/2015; Year 12, \$28.82/hour.
 3. Rafael Estrella, Art Teacher at the Middle School, add Targeted Services BLAST Teacher at the Middle School for up to 5 hours/week (M-Th) beginning 11/03/2015 – 05/26/2016; Year 1, \$27.11/hour.
 4. Pamela Hanson, General Education Educational Assistant at the High School (6 hours/day), shift 2 hours/day to Substitute Teacher for the Read 180 program at the High School beginning 10/08/2015 – 11/06/2015.
 5. Mauricio Lozada, GenEd EA at the Middle School (6.75 hours/day), add Targeted Services Site Lead at Sibley for 1.5 hours/day (M-Th) beginning 11/05/2015 – 04/07/2016; Step 3, \$15.83/hour.
 6. Jeanne Mahoney-Hanzlik, Science Teacher at the High School, add Homebound Instructor at the High School beginning 10/05/2015 to an end date to be determined.
 7. Brent Rauk, Assistant Baseball Coach-9th Grade at the High School, change to Assistant Baseball Coach-JV at the High School beginning 03/21/2016; Level F, Step 9.
 8. Gina Swenson, First Grade Teacher at Sibley, add Targeted Services Recruitment Specialist at Bridgewater for 35 hours per school year beginning 11/02/2015; Year 3, \$27.11/hour.
 9. Steve Taggart, IT Teacher at the Middle School, add Targeted Services BLAST Teacher at the Middle School for up to 5 hours/week (M-Th) beginning 11/03/2015 – 05/26/2016; Year 1, \$27.11/hour.
 10. Mary Wojick, PE Teacher at Greenvale Park, add Community Evening School Club Leader for two days/week (M & Th for 30 minutes/day) beginning 11/12/2015 – 03/17/2016; \$19.50/hour.
 11. Elisabeth Alderks, Assistant Speech Coach (Hourly, Activity Account Transfer) at the High School, change to Assistant Speech Coach (50% stipend) at the High School beginning 11/9/2015; Level H, Step 5.
 12. Elliott Courchaine, High School Assistant Wrestling Coach (1/2 stipend) at the High School, change to Middle School Wrestling Coach at the High School 100% salary beginning 11/9/2015; Level I, Step 2.
 13. Celeste Maus, Long-Term Substitute Read 180 Educational Assistant at the Middle School beginning 9/21/2015 – 11/11/2015, extend through 12/22/2015.
 14. Geoff Staab, High School Assistant Wrestling Coach (1/2 stipend) at the High School, change to HS Assistant Wrestling Coach at the High School 100% salary beginning 11/9/2015; Level E, Step 6.
 15. Brigitte Tisdale, Title I Teacher at Greenvale Park, add Targeted Services PLUS Teacher at GVP for 1.25 hours/day (M-Th) beginning 11/10/2015 – 05/18/2016; Year 3, \$27.11/hour.

- c. Leave of Absence.
1. Bonnie Klamm, Family/Medical Leave of Absence beginning 01/04/2016 and is expected to continue through 04/06/2016 (60 work days) with a planned return to work date of 04/07/2016.
 2. Amy Tacheny, Family/Medical Leave of Absence beginning on or about 04/24/2016 and will extend through the end of the 2015-16 school year (06/08/2016).
 3. Amy Dory, Family/Medical Leave of Absence beginning on or about 02/24/2016 and extending through 06/30/2016 (first 60 days will fall under FMLA).
 4. Alison Perry, Unpaid Leave of Absence beginning 09/16/2015 – 11/11/2015, extended to 11/12/2015 – 12/22/2015. Return to work date is expected to be 01/04/2016.
- d. Resignations.
1. Brent Rauk, Assistant Baseball Coach-9th Grade, resignation effective 10/26/2015. Brent will change to Assistant Baseball Coach-JV Coach.
 2. Jessica Rushton, Early Ventures Site Assistant, resignation effective 11/6/2015.
 3. Alyssa Berg, Assistant Speech Coach at the High School, resignation effective 4/15/2015.
 4. Dan DuPay, Middle School Head Wrestling Coach, resignation effective 11/3/2015.
 5. Jaclyn McKay, Assistant Speech Coach at the High School, resignation effective 4/15/2015.
 6. Rachel Palermo, Assistant Speech Coach at the High School, resignation effective 4/10/2015.
 7. Sara Putnam, KidVentures Site Assistant at Greenvale Park, resignation effective 11/18/2015.
 8. Nicole Wagner, Assistant Speech Coach at the High School, resignation effective 04/10/2015.

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

VIII. Items for Information

1. Enrollment Options Report.
Student Information Systems Specialist Christine Neset provided the 2015-2016 Enrollment Options Report. Northfield Public Schools has 281 students attending our schools from other school districts this school year compared to 282 last year. 729 Northfield students are attending school elsewhere, including other public schools (179), charter schools (272), home schools (120) and non-public schools (158). Last year 759 students attended school elsewhere.
2. Enrollment Report – November 2015.
3. Monday, November 23, 2015, 6:00 PM, Reception for National Merit Scholars, Northfield High School Cafeteria.

IX. Future Meetings

Monday, November 23, 2015, 6:00 PM, Reception for National Merit Scholars, Northfield High School Cafeteria
Monday, November 23, 2015, 7:00 PM, Regular School Board Meeting, Northfield High School Media Center
Monday, December 14, 2015, 7:00 PM, Regular School Board Meeting, Northfield High School Media Center

- X. On a motion by Quinnell, seconded by Colangelo, the Board adjourned at 8:38 PM.

Noel Stratmoen
School Board Clerk

2014-15 Site Progress Report and 2015-16 Site Improvement Plan for Bridgewater Elementary School

Site Vision Statement:

We believe the best way to achieve our mission is to work as a professional learning community.

We will:

- Work together to achieve building goals.
- Research and implement best practice for improving student achievement.
- Monitor each student's progress; and
- Reinforce social skills and respect for all.

Site Statement of Collective Commitments:

To achieve the vision of Bridgewater Elementary School, we commit to:

- Provide an inviting school environment for students-an environment with clear expectations, consistent consequences, and specific academic goals.
- Understand and use methods of assessment to monitor progress and inform instruction.
- Engage in meaningful staff development to enhance professional skills.
- Involve parents and the community in the education of our children so that as a team, we work together to increase student achievement by modeling the qualities and characteristics we hope to instill.

Site Improvement Team Members:

Nancy Antoine, Paul Bernhard, Brittany Ellerbusch, Brenda Hand, Kristin Hummel, Hope Langston, Elizabeth Larson, Darren Lofquist, JoAnne Olson, Brent Rauk, Renae Schuster, Lahna Tran, Judi Vitito

Reviewed by Staff:	Signature <u>Judi Vitito</u>	Date <u>11/12/15</u>
Final Approval by Site Improvement Team:	Signature <u>Hope Langston</u>	Date <u>11/10/15</u>
Final Approval by Superintendent:	Signature <u>[Signature]</u>	Date <u>11/16/15</u>

2014-15 Site Progress Report

Bridgewater Elementary

Site Improvement Objective: # 1

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

New/Continuing Objective: Continuing

Length of Objective: 3 years

Which Year: 1

District or DEPAC Strategy/Strategies Supported: (Delete all strategies that are not applicable)

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 - 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 2014-15 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 2014-15.

DEPAC 2014-15 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 2014-15.

DEPAC 2014-15 Student Services - The District will foster school connectedness amongst students, families, and staff promoting mutual respect and enhancing emotional health.

Measurable Evidence of Need:

- Of the 283 students, which include grade K-2, and new students in grades K-5, 81% tested within 2 points or surpassed their individual fall-to-spring growth target on the Spring 2014 Math MAP.
- Using the spring-to-spring results, 56% of students tested within 2 points or surpassed their individual spring-to-spring growth target on the Spring 2014 Math MAP.
- MCA Math proficiency results: Grades 3—67% Grade 4—87%, Grade 5—64%
- Of the 276 students who were tested, 56% tested within 2 points or surpassed their individual fall-to-spring growth target on the Spring 2014 Reading MAP.
- Of the 437 students who were tested, 56% tested within 2 points or surpassed their individual spring-to-spring growth target on the Spring 2014 Reading MAP.
- MCA Reading proficiency results: Grade 3—56.2%, Grade 4—66%, Grade 5—87.2%

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.

2014-15 Action Plan Completion Details:

Task No.	Tasks	Done	Not Done	Evidence of Completion if Completed
1	Common Assessment Development	!!		Teacher work August 2014
2	Identify and support the growth of students in each subgroup.	!!		PLC and SST weekly and biweekly meetings
3	EL training for staff		!!	
4	Ensure LEP students receive services while testing is done	!!		Student's schedules adjusted during testing to ensure services were met.
5	Begin exploring co-teaching model	!!		EL and READ 180.
6	Common assessment training for	!!		Done during PLC weekly meetings

	teachers-one per grade level			
7	Further develop data collection and analysis of the assessment	!!		Introduced at TLC and carried out during PLCs.

Which of these steps were especially powerful: Task 1, 6 and 7 were very powerful for our teachers. They spent time on this during the summer and during the school year.

What implications do this year's results have for 2015-16: We will continue using common formative assessment and use them with PLC goals.

Site Improvement Objective: # 2

Site Improvement Objective: All students and staff will contribute to a respectful, safe and welcoming environment.

New/Continuing Objective: Continuing Length of Objective: 5 years Which Year: 1

District or DEPAC Strategy/Strategies Supported: (Delete all strategies that are not applicable)

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 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 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 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 2014-15.

DEPAC 2014-15 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 2014-15 Student Services - The District will foster school connectedness amongst students, families, and staff promoting mutual respect and enhancing emotional health.

Measurable Evidence of Need:

- 79% of parents agree that their child's social and academic needs are being met at school.
- Conference attendance is above 90% by one or both parents.
- 97% of parents agreed that they are informed about their child's progress.
- 87% of students received no more than one fix-it plan for the school year by following the Bridgewater Behavior Guidelines of work, respect, belong and safety.

Student SMART Achievement Goal:

- 88% of students will receive no more than one fix-it plan for the school year following the Bridgewater Behavior Guidelines of work, respect, belong and safety.
- 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 parent survey, 90% of parents will agree that their child's social and academic needs are being met at school.

2014-15 Action Plan Completion Details:

Task No.	Tasks	Done	Not Done	Evidence of Completion if Completed
1	Parent Events planned by grade level teams.	!!		At least one event per grade level was planned and executed with nearly 100% participation.
2	Kindness Retreat for fourth grade students.	!!		Held on 10/2/14
3	D.A.R.E. Program for fifth grade students.	!!		Modified program held for fifth grade students with graduation ceremony.
4	Veterans Day Assembly	!!		Held on 11/11/14. Follow up from Jodie Greene with third grade class.
5	Bus Driver Appreciation	!!		Held on 10/24/14.
6	Grandparents Day	!!		Held on 11/25/14. Classrooms provided activities highlighting iPads.
7	Monitor Fix-It Plans and implement appropriate behavioral interventions	!!		Fix-it plans were collected, organized and tabulated. Results were shared with Student Support Team.
8	Volunteer Appreciation	!!		Volunteer Appreciation Week -April 6-10, 2015
9	Staff Connection Activities	!!		This was a start, and we need to continue to add to this goal.
10	Continue communication with parents through the use of Skylert	!!		Weekly communication with parents with Friday Update.

Which of these steps were especially powerful: All of the steps were important for the climate of our building.

What implications do this year's results have for 2015-16: We will continue these steps since they make a positive difference for our stakeholders.

Bridgewater Elementary

Site Improvement Objective: #1

Site Improvement Objective: 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 Benchmarks for kindergarten students.

New/Continuing Objective: Continuing Length of Objective: 3 years Which Year: 2

District or DEPAC Strategy/Strategies Supported: (Delete all strategies that are not applicable.)

Strategic Plan Quality Education - We will hire and retain highly qualified educators and provide them with ongoing support and training to deliver high quality instruction that meets the unique needs of all learners.

Strategic Plan Stewardship - We will consistently demonstrate good stewardship by analyzing information, prioritizing needs and managing our financial, physical and human resources to support our mission.

Strategic Plan Climate- We will create and strengthen an environment that fosters mutual respect, responsibility and rigor, and ensures the right to physical, emotional and intellectual safety for every person.

Strategic Plan Communications/Partnerships - We will build and strengthen bridges of open communication that engage staff, students, families and communities as effective partners in education.

Strategic Plan Curricular Outcomes - We will implement a consistent, comprehensive and challenging set of curricular outcomes that reach and engage all learners.

Strategic Plan Diversity - We will implement plans and practices that foster full participation by all learners and that address issues that include, but are not limited to, race, gender, culture, religion, sexual orientation, language, disabilities and socio-economic factors.

DEPAC 2015-16 Assessment – The District 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 2015-16 Assessment – Every Professional Learning Community will have a comprehensive formative assessment framework.

DEPAC 2015-16 Teaching and Learning – Northfield Public Schools will develop continuous, accurate, and separate measurement of each student’s progress toward academic mastery, work habits, and behavior standards.

DEPAC 2015-16 Teaching and Learning - Staff will foster meaningful classroom relationships by increasing awareness of diversity and developing instruction that addresses multiple learning styles and promotes engagement. Leadership will create structures that support this effort.

DEPAC 2015-16 Student Services – Northfield Public Schools will continue the implementation of the Multi-Tiered Systems of Support (MTSS) for academic and behavioral interventions.

DEPAC 2015-16 Student Services – Northfield Public Schools will foster school connectedness amongst students, families, and staff, promoting mutual respect and responsibility in order to enhance engagement.

Measurable Evidence of Need:

- **Spring 2015 and Fall 2015 MCA and Map results indicated the need for continued improvement to ensure acceleration for all students in the areas of reading and math.**
- **Current Data:**
 - **The following percentage of students 1-5 met their individual growth target on the Fall 2015 MAP measuring growth from fall 2014 to fall 2015: 55.1% in Math and 57.5% in Reading.**

Grade	Measure	13/14 Results	14/15 Results
1	Meet Fall to Spring MAP Growth Target		
	Reading	39.4%	68.8%
2	Meet Fall to Spring MAP Growth Target		
	Reading	64.6%	64.6%
3	MCA Proficiency		
	Reading	56.2%	65.5%
4	MCA Proficiency		
	Reading	66.3%	70.4%
5	MCA Proficiency		
	Reading	86.7%	81.1%
	Math	54.8%	61.2%
	Math	51.9%	64.6%
	Math	67.6%	77%
	Math	87.1%	84.3%
	Math	64.4%	75.5%

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.

2015-16 Action Plan Details:

Task No.	Task to be Completed	Begin Date	End Date	Assigned to	Resources Reallocated Time/\$/Materials	Monitoring Dates	Monitoring Indicators
1	Common Assessment Development	August 2015	June 2016	PLCs	PLC time	Quarterly	Student assessment results
2	Identify and support the growth of students in each subgroup	Sept. 2015	June 2016	PLCs and PST	PLC and PST time	Quarterly	Student assessment results
3	EL Training for Staff	Nov. 2015-	June 2016	EL, TLC and DCSDC	Time	On-going	Participation numbers
4	Ensure LEP students receive services while testing is done.	Oct. 2015	June 2016	Classroom Teachers and EL Teacher	Sub costs	On-going	Number of days with/without teacher or substitute teacher
5	Common assessment data collection	Oct. 2015	June 2016	TLC, PST and PLCs	Time, Cost of Subs	On-going	Student assessment results
6	Teacher coaching/mentorship	Sept 2015	June 2016	Instructional Coaches & Classroom Teachers	Time	Quarterly	Participation numbers

Site Improvement Objective: #2

Site Improvement Objective: All students and staff will contribute to a respectful, safe and welcoming environment.

New/Continuing Objective: Continuing Length of Objective: 5 years Which Year: 2

District or DEPAC Strategy/Strategies Supported: (Delete all strategies that are not applicable.)

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 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 Diversity - We will implement plans and practices that foster full participation by all learners and that address issues that include, but are not limited to, race, gender, culture, religion, sexual orientation, language, disabilities and socio-economic factors.

DEPAC 2015-16 Assessment – The District 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 2015-16 Teaching and Learning - Staff will foster meaningful classroom relationships by increasing awareness of diversity and developing instruction that addresses multiple learning styles and promotes engagement. Leadership will create structures that support this effort.

DEPAC 2015-16 Student Services – Northfield Public Schools will continue the implementation of the Multi-Tiered Systems of Support (MTSS) for academic and behavioral interventions.

DEPAC 2014-15 Student Services – Northfield Public Schools will implement integrated systems of practice and services that provide comprehensive supports for social emotional learning and children’s mental health.

DEPAC 2015-16 Student Services – Northfield Public Schools will foster school connectedness amongst students, families, and staff, promoting mutual respect and responsibility in order to enhance engagement.

Measurable Evidence of Need:

- 94% of students received one fix-it plan or less for the school year. 87% of students did not receive a single fix-it plan.
- 96% of parents agreed that their child's social and academic needs are being met at school.

Student SMART Achievement Goal:

- 90% of students will receive no more than one fix-it plan for the school year following the Bridgewater Behavior Guidelines of work, respect, belong and safety.
- 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 parent survey, 90% of parents will agree that their child's social and academic needs are being met at school.

2015-16 Action Plan Details:

Task No.	Task to be Completed	Begin Date	End Date	Assigned to	Resources Reallocated Time/\$/Materials	Monitoring Dates	Monitoring Indicators
1	Parent Events planned by grade level teams.	Sept 2015	June 2016	Teachers	Invitations, Food, Time	Discuss at TLC meeting	Number of parents attending each event
2	Kindness Retreat for fourth grade students	10/8/15	10/8/15	Fourth Grade Teachers, Social Worker, Youth Frontiers Staff	In-kind funding from PTO, high school volunteers, teacher time	On-going	Individual Student Behaviors
3	D.A.R.E. Program for fifth grade students	Mar 2016	June 2016	D.A.R.E. Officer, Fifth Grade Teachers, Students	In-kind funding from Nfld Police Dept., Time in fifth grade schedule	6/7/16	Student survey, D.A.R.E. graduation
4	Veterans Day Assembly	11/11/15	11/11/15	Staff and Student	Invitation, Refreshments for Veterans	11/12/15	Assembly participation by classes and attendance by veterans.

5	Bus Driver Appreciation	10/23/15	10/23/15	Staff and Students	Food prepared by staff, cards, performances created by students and staff	10/23/15	Bus Driver Attendance
6	Grandparents Day	11/24/15	11/24/15	All Staff	Food for reception and activities planned by teachers.	11/24/15	Attendance by special guests
7	Monitor Fix-It Plans an implement appropriate behavioral interventions	9/8/15	6/8/16	PST and Office Generalist	Time, Skyward	Quarterly	Number of fix-it plans and interventions
8	Volunteer Appreciation	9/8/15	6/8/16	All Staff	Daily gratitude and appreciation. Volunteer event in April 2016	On-going	Number of returning volunteers
9	Staff Connection Activities	Oct 2015	June 2016	TLC, Principal and PTO	Ideas, events and incentives	On-going	Staff Survey
10	Staff Ed Camps	10/7/15	May 2016	All Staff	Time and Space	On-going	Staff Survey
11	Continue communication with parents through the use of Skylert	Aug 2015	June 2016	Principal	Skylert program and time	On-going	Parent Survey

BRIDGEWATER ELEMENTARY SCHOOL

School Progress Report
November 23, 2015



BRIDGEWATER SCHOOL IMPROVEMENT PLAN

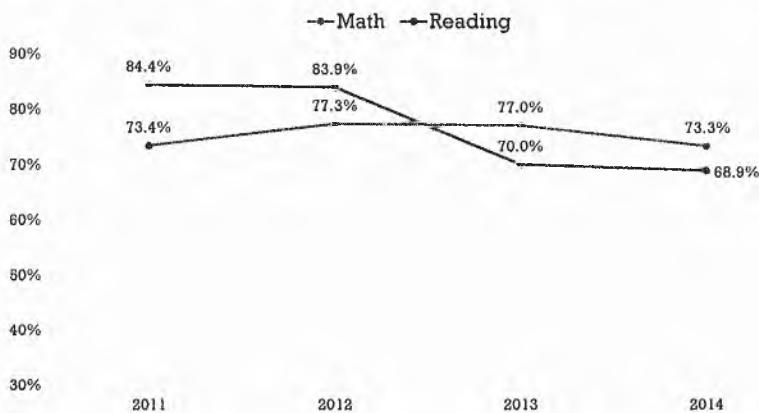
2014 – 2015 Site Progress Report

SITE IMPROVEMENT OBJECTIVES

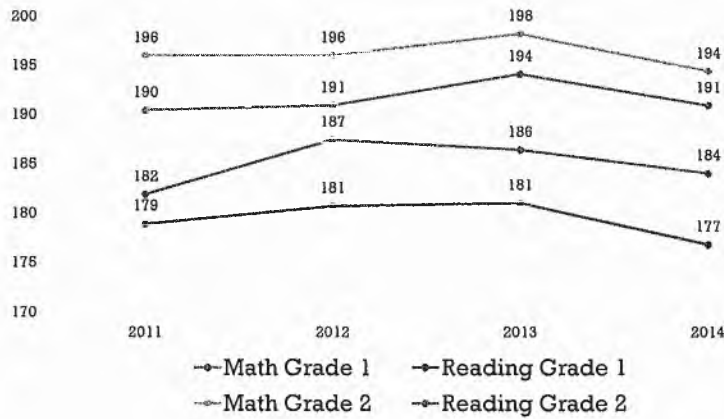
- **All students will demonstrate growth toward grade level proficiency or above in reading and math as measured by the MCA in grads 3-5, MAP in grades 1-2 and the Northfield Kindergarten Academic Benchmarks for kindergarten students.**
- **All students and staff will contribute to a respectful, safe and welcoming environment.**



WHERE WE HAVE BEEN – MCA RESULTS



WHERE WE HAVE BEEN – MAP RESULTS



2014-2015 BUILDING SMART GOALS

Goal	Outcome
80% of our K-5 students will demonstrate mastery of literacy and math standards as indicated by a score of 80% or higher on quarterly common assessments in reading and math.	Of the 46 quarterly common assessments given in grades K-5, 80% of our students scored above 80% on 57% of the quarterly common assessments.
88% of students will receive no more than one fix-it plan for the school year by following the Bridgewater behavior guidelines of work, respect, belong and safety.	94% of students received one fix-it plan or less for the 14/15 school year.
90% of parents will agree that their child's social and academic needs are being met at school.	96% of parents agreed that their child's social and academic needs are being met at school.

80% OF OUR K-5 STUDENTS WILL DEMONSTRATE MASTERY OF LITERACY AND MATH STANDARDS AS INDICATED BY A SCORE OF 80% OR HIGHER ON QUARTERLY COMMON ASSESSMENTS IN READING AND MATH

Building-wide focus on standards-based micro assessments throughout the school year.



QUARTERLY COMMON ASSESSMENT REPORTING TOOL

**Bridgewater Elementary
School Improvement Plan
Quarterly Common
Assessment Reporting**

Goal: 80% of our students will score 80% or higher on standards based quarterly common assessments in reading and math.

Grade Level Reporting											
Fill in the Yellow Cells Only											
Quarter 1 Math			Quarter 2 Math			Quarter 3 Math			Quarter 4 Math		
Name of Assessment	Score	Number of Students	Percent of Students	Name of Assessment	Score	Number of Students	Percent of Students	Name of Assessment	Score	Number of Students	Percent of Students
2014-2015 Total	100-90%	10	25%	2014-2015 Total	100-90%	11	27%	2014-2015 Total	100-90%	10	25%
	82-80%	11	27%		82-80%	20	50%		82-80%	11	27%
	Subtotal scoring above 80%	21	52%		Subtotal scoring above 80%	31	77%		Subtotal scoring above 80%	21	52%
	70-70%	1	2%		70-70%	0	0%		70-70%	0	0%
	60-5%	0	0%		60-5%	0	0%		60-5%	0	0%
Total	21	52%	Total	31	77%	Total	21	52%	Total	21	52%

Grade Level Reporting											
Fill in the Yellow Cells Only											
Quarter 1 Reading			Quarter 2 Reading			Quarter 3 Reading			Quarter 4 Reading		
Name of Assessment	Score	Number of Students	Percent of Students	Name of Assessment	Score	Number of Students	Percent of Students	Name of Assessment	Score	Number of Students	Percent of Students
2014-2015 Total	100-90%	10	25%	2014-2015 Total	100-90%	11	27%	2014-2015 Total	100-90%	10	25%
	82-80%	11	27%		82-80%	20	50%		82-80%	11	27%
	Subtotal scoring above 80%	21	52%		Subtotal scoring above 80%	31	77%		Subtotal scoring above 80%	21	52%
	70-70%	1	2%		70-70%	0	0%		70-70%	0	0%
	60-5%	0	0%		60-5%	0	0%		60-5%	0	0%
Total	21	52%	Total	31	77%	Total	21	52%	Total	21	52%

CHANGE OF FOCUS = RESULTS

End of Year Celebration



FIRST GRADE CURRICULUM DEVELOPMENT

- Introducing our team -they are improving outcomes for kids!
- Grade 1 Scope and Sequence
- Grade 1 Literacy
- CFA Example
- Reteaching/Intervention

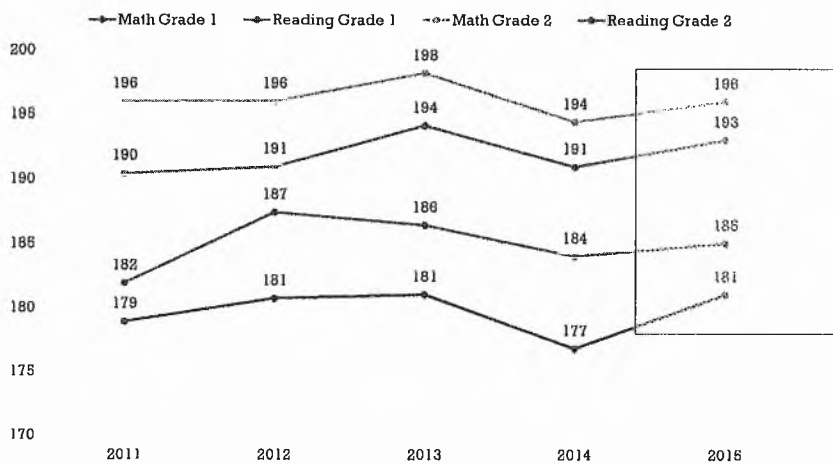


BACK TO SCHOOL STAFF MEETING ~REVISITING THE DATA~

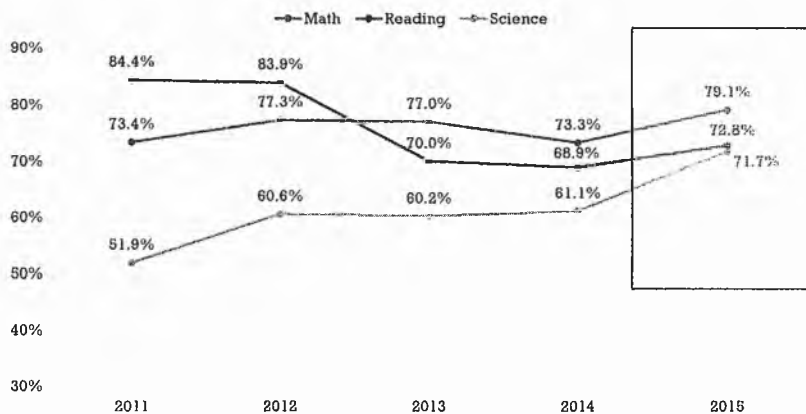
Back To School Presentation



2015 MAP RESULTS



2015 MCA RESULTS



LAYERS OF SUPPORT FOR ALL STUDENTS

- Core Curriculum
- Special Education
- ADSIS
- Title
- Read 180
- Reading and Math Corps
- Accelerate Northfield
- Enrichment
- Parents and Caretakers
- PTO



IT'S ALL ABOUT **W**_{HAT} **I** **N**_{EED TO} **S**_{UCCEED}



Through
Layers
of
Support



QUESTIONS?



2014-15 Site Progress Report and 2015-16 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.

Site Improvement Team Members:

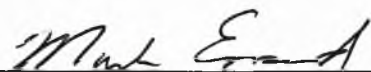
- Lisa Battaglia, Chair; Ron Zoromski, Sarah Swan-McDonald, Lori Rossmiller, Kyle Eastman, Jeanne Hanzlik, Karna Hauck, Shari Karlsrud, Joni Karl, Jaci McKay, Mark Ensrud, Lisa Lagergren

Reviewed by Staff:

Signature 

Date 10-19-15

Final Approval by
Site Improvement Team:

Signature 

Date 10-19-15

Final Approval by
Superintendent:

Signature 

Date 10/20/15

Northfield High School

Site Improvement Objective: #: 1

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

New/Continuing Objective: New Length of Objective: 1 Which Year: 1 of 1

District or DEPAC Strategy/Strategies Supported: (Delete all strategies that are not applicable)

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.

Measurable Evidence of Need: 9% of NHS students failed a class or more during the 2013-14 school year.

Student SMART Achievement Goal: 94% of NHS students, and 80% of NHS students identified for intervention by MTSS staff, will pass all their classes during the 2014-15 school year.

2014-15 Action Plan Completion Details:

Task No.	Tasks	Done	Not Done	Evidence of Completion if Completed
1	Summer Meeting w/ MTSS Staff	x		Meetings were held.
2	MTSS Coaches will look at data to create list of students who will receive added support	x		MTSS team examined data to determine which students would be placed in various interventions and supports (structured study halls, standards courses, achievement seminars, reading push-in).
3	MTSS Coaches will track progress of identified students through formative and summative assessments	x		Database of selection criteria, identified student list, and monitoring data are housed in MTSS shared folder.

4	MTSS Coaches will analyze year-end data to determine success of MTSS intervention system.	x	Completed, related to SMART goal.
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Which of these steps were especially powerful: For the first time, the selection and monitoring process did two things: made our distribution of students into various interventions defensible; and, allowed us to track AND adjust interventions dependent on student progress in given interventions

What implications do this year's results have for 2015-16: A clear message for the need for expansion...into identification of students for the 9th grade academy, reading seminars; continuance and expansion of achievement seminars, and dedicated MTSS staff.

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

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.

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 foster school connectedness amongst students, families, and staff promoting mutual respect and responsibility to enhance engagement.

Measurable Evidence of Need:

1. During the 2013-14 school year:
 - a. Only 16% of NHS staff felt that expected behaviors were taught directly.
 - b. Only 1/3 believed problem behaviors were defined clearly.
 - c. Only 8% believed distinctions between office & classroom managed behaviors were clear.

Student SMART Achievement Goal:

1. 90% of staff will use the 3 keys or Minor Incident Report (MIR).
2. 95% of students and staff surveyed in June 2015 will identify the 3 keys or the behavior statement.
3. 80% of staff will feel expected behaviors are taught directly.
4. 80% of staff will believe problem behaviors are defined clearly.
5. 70% of staff will believe the distinctions between office and classroom managed behaviors are clear.

2014-15 Action Plan Completion Details:

Task No.	Tasks	Done	Not Done	Evidence of Completion if Completed
1	Complete PBIS Training	x		All sessions attended.
2	Complete PBIS Implementation Videos	x		Videos completed and shown to staff and student body – archive available.
3	Complete Matrix Signage	x		Matrix signage completed and posted for bathrooms, hallways, and cafeterias.
4	Create MIR & 3 Keys QR code and form	x		Done. All staff given QR code and QR code utilized in implementation of 3 Rs.
5	Order PBIS “incentives”	x		Done. Staff assigned to distribution of PBIS incentives.
6	PBIS team will collect and analyze data	x		Data Collected.

Which of these steps were especially powerful: I think the simple process of collecting the behavioral data so we could really focus on those areas that are at a level of concern: technology misuse and attendance (absence and tardies). Having the data allowed us to stare the truth in the face and begin to talk about next steps in the process of reducing those behaviors.

What implications do this year’s results have for 2015-16: A commitment to an overhaul of the ipad management system and a renewed focus on improved incentives as a response to expected behaviors. This is the direct result of data gathered through the PBIS system that suggested technology distraction was one of our main issues to address. Also, it became clear that the incentive program was ineffective in its first version, and will need to be revised in 2015-16.

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: New **Length of Objective:** 3 years **Which Year:** 1st

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 Curricular Outcomes - We will implement a consistent, comprehensive and challenging set of curricular outcomes that reach and engage all learners.

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.

Measurable Evidence of Need: 9% 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, 94% of students 9-12 will pass all their classes.

2014-15 Action Plan Completion Details:

Task No.	Tasks	Done	Not Done	Evidence of Completion if Completed
1	Weekly PLC Meetings	X		Meetings held; minutes on record; EOPs completed.
2	Progress Checks	X		EOPs completed.
3	End of Year DIF List	X		Report Completed.

Which of these steps were especially powerful: The power of the PLC has never been in question – when it is coupled with the implementation of the MTSS program, it has the power to move us as an institution to a place we've never been: nearing a day when all students pass all classes. Knowing that is a realistic future goal is incredibly powerful and empowering.

What implications do this year's results have for 2015-16: Emphasis on the partnership of MTSS and the PLC process, as well as a focus on further understanding by teaching staff of how the PLC process and the teacher development and evaluation process are linked.

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:** 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 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	6/15	6/15	MTSS Team	Meeting time; Viewpoint.	6/15	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)	8/15	8/15	MTSS team; Joel	Time; Cost of paper, envelopes, and postage	8/15	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.	9/15	6/16	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.	6/16	6/16	MTSS Team	Meeting time.	6/16	Passing Rate 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: 2nd

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:

1. At the end of the 2014-15 school year:
 - a. 33% of NHS staff felt that expected behaviors were taught directly.
 - b. 51% of NHS staff believed problem behaviors were defined clearly.
 - c. 29% of NHS staff believed consequences for problem behaviors were clearly defined.
 - d. 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 Details:

Task No.	Task to be Completed	Begin Date	End Date	Assigned to	Resources Reallocated Time/\$/Materials	Monitoring Dates	Monitoring Indicators
1	Complete and Distribute Classroom Matrix	8/15	12/15	PBIS Team	Time to Meet; paper; lamination supplies	1/16	Matrix complete, signs posted.
2	Classroom Matrix Videos	12/15	6/16	Jorgensen	Time, Video Recording Supplies	6/16	Videos Shown.

3	Review of Incentive Program	10/15	12/16	PBIS Team	Time to Meet; \$ for new incentives	6/16	New Incentives in place.
4	PBIS Data Collection	6/16	6/16	PBIS Team	Time	6/16	Report to Principal.

2015-16 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:** 2nd

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 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	9/15	6/16	All Staff	Time; late start	Monthly	Meeting minutes; PLC documentation
2	Progress Checks	1/16	6/16	All Staff	Time	1/16; 6/16	Evidence of Practice Completed
3	Generate DIF List	6/16	6/16	Admin	Time	2/quarterly	Report to Principal

Northfield

Public Schools I.S.D. 659 MINNESOTA

Northfield High School

1100 Northfield St. Northfield, MN 55057

To: Dr. Chris Richardson

From: Tom Graupmann

RE: Student Activity Account/ Boys' Basketball Team

Date: November 10, 2015

This memo explains the procedure of transferring Student Activity Funds into a payroll account to help pay for a stipend for volunteer coaches/advisors. This procedure has been reviewed by Val Mertesdorf and me. We have received approval by an auditor who indicated that it is appropriate to allocate and disperse from student activity accounts funds to individuals who perform a necessary service to our students/school district. The items necessary for such action are: 1.) Fundraising monies need to be designated for a stipend(s); students in the activity/sport need to understand and agree to the spending of student activity monies for salary. 2.) Upon school board approval it was noted by the auditor that approval should occur before the work performed, but approval could also occur during or after the service; the designated monies should be transferred to a payroll account and dispersed in that manner. 3.) The coach/advisor should fill out a payroll claim form to receive payment.

I have a request from the Boys' Basketball Team to designate up to \$600.00 (includes salary and any benefits) from their Boy's Basketball Team student activity account to pay for an additional coach. The rate of pay will be an hourly rate. The Boys Basketball Team team intentionally fundraised so that this coach could be secured. This would be for School-year, 2015-16.

If you have any questions, please contact me.

Thanks!

RECEIVED

NOV 11 2015

COMMUNITY SERVICES DIVISION

1651 Jefferson Parkway

Northfield, MN 55057

PH 507.664.3650 • FAX 507.664.3651

www.nfld.k12.mn.us

Date: November 5, 2015
TO: Human Resources
FROM: Melissa Bernhard
RE: CS Recreations Positions

I recommend for hire all individuals listed below for Community Services recreations positions:
Effective 11/7/15 – 5/31/15

Calisandra Larson – Birthday Parties, \$9.25/hour

To: Human Resources
From: Tom Graupmann
Date: November 10, 2015
RE: Event Workers (Job ID #1526)

I recommend for hire all individuals listed below beginning 11/¹¹~~10~~/2015:

Baccam	Madeline
--------	----------

Transformational Technology Refresh

November 23, 2015

Our Journey

- Continuously improving our practice in delivering educational excellence
 - Focus on professional learning
 - Ongoing skill, knowledge, and resource development
- Providing access to resources for **all** of our students
 - Common tools
 - Equity in access to resources
- Preparing our students to engage in our world
 - Relevant learning opportunities
 - Opportunities for interaction application of 21st Century skills

Walking out our Plan

iPad Recommendation

3-step lease renewal:

- 4/3 lease of iPad Mini 2s in July of 2015
 - Staff
 - 4th and 5th grade 1:1
- 4/3 lease of iPad Air 2s in January of 2016
 - Secondary 1:1 (to be distributed gradually)
 - Staff replacement of Mini if desired (distributed as requested)
- 4/3 lease of iPad Mini 2s in July of 2016
 - K-3 1:2

Current Reality

Enrollment Data

Enrollment Range 2012-13 to Present			
	MIN	MAX	Difference
K-3	1056	1095	39
4-5	526	562	36
6-8	933	983	50
9-12	1264	1359	95

Full Data Set: <https://goo.gl/ejr8nN>

Enrollment Data

Start and End of Year Enrollment (Grades 6-12)		
	Start	End
2012-13	2220	2203
2013-14	2216	2223
2014-15	2247	2263
2015-16	2308	--

Full Data Set: <https://goo.gl/ejr8nN>

iPad Pricing

Lease Type	iPad Model	Total Price	Price/Year
4/3	iPad Air 2	\$474	\$129.36
3-year FMV	iPad Air 1	\$374	\$136.42*
4/3	iPad Air 1	\$374	\$103.69**
4/3	iPad Mini 2	\$274	\$78

*iPad Air 1 FMV lease is the same pricing that we pay in our current lease model for our iPad 2s.

**iPad Air 1 4/3 is the same pricing that we approved in the spring for the iPad Air 2.

Contrary to past precedent, no new iPad was released this year to replace the current models, which means that pricing stayed the same as last year.

Next Steps

Original Plan:

3-step lease renewal:

- 4/3 lease of iPad Mini 2s in July of 2015
 - Staff
 - 4th and 5th grade 1:1
- 4/3 lease of ~~iPad Air 2s~~ **iPad Air 1s** in January of 2016
 - Secondary 1:1 (to be distributed gradually)
 - Staff replacement of Mini if desired (distributed as requested)
- 4/3 lease of iPad Mini 2s in July of 2016
 - K-3 1:2

Increase in Enrollment

	2015-16	2016-17	2017-18	2018-19
Current student lease	\$329,800			
910 iPad Minis 4/3 July 2015	\$70,900	\$70,900	\$70,900	\$70,900
2,650 iPad Air 2s 2,750 iPad Air 1s 4/3 January 2016		\$274,200 \$285,148	\$274,200 \$285,148	\$274,200 \$285,148
250 iPad Minis 300 iPad Minis 4/3 July 2016		\$19,500 \$23,400	\$19,500 \$23,400	\$19,500 \$23,400

Overall Impact

- iPad lease completely paid from operating capital budget
- Capital process approved additional \$30,000 last year, bringing total iPad lease approval (staff and student) to \$415,000
- Total cost of iPad lease and management remains within \$415,000 of capital budget at \$400,748.