

2016-17 MIDDLE SCHOOL SITE IMPROVEMENT PLAN

NMS PRIDE

2015-16 PROGRESS REPORT

GOAL #1: Northfield Middle School's 2015-16 MCA III Reading and Mathematics results will be 15% higher than the Minnesota state average.

RESULTS: State = 59.9%

Middle School = 65.5%

2015-16 PROGRESS REPORT

GOAL #2: 75% of the students identified by the Northfield Middle School's MTSS coaches will show positive growth on the MCA test, when compared to their 2014-15 score.

RESULTS:

- **72% of MTSS Math students showed positive growth**
- **71% of MTSS Reading Students showed positive growth**

2015-16 PROGRESS REPORT

GOAL #3: 50% of the students identified by the Northfield Middle School's MTSS coaches will improve from "does not meet standard" to "partially meets standard" or from "partially meets standard" to "meets standard" on the MCA III Mathematics and Reading tests

RESULTS:

- **29% of MTSS Math students move up an achievement level**
- **38% of MTSS Reading students moved up an achievement level**

2015-16 PROGRESS REPORT

- **GOAL #4:** Northfield Middle School's 2015-16 MCA III Science results will be 8% higher than the Minnesota state average.

RESULTS: **MS proficiency= 53.6%** **State proficiency= 47.5%**
6.1% higher than state

2015-16 PROGRESS REPORT

GOAL:

- We will show an increase in the number of students that feel that Northfield Middle School promotes respectful behavior in students by 10%, as reported by a survey given to students 3 times during the 2015-16 school year.

RESULT: This goal was difficult to measure an increase or decrease with the survey we gave to students 3 different times during the 2015-16 school year. What we did find is with over 700 student responses to the question "do you feel connected to the middle school" the average score was a 3.13 on a 4-point scale.

2015-16 PROGRESS REPORT

- **GOAL:** We will increase the number of students that feel they have at least one adult at school they can talk with when they have a problem by 10%, as reported by a survey given to students 3 times during the 2015-16 school year.

RESULTS: The average student score was a 3.05 on a 4 point scale
An additional statistic is that 71% of our students could tell us what the acronym PRIDE stands for.

MIDDLE SCHOOL SITE IMPROVEMENT PLAN 2016-17

- **GOAL #1:** Northfield Middle School will have an increase of 5% of all students in grades 6, 7 and 8 who show positive growth on their State MCA Reading and Math Test during the 2016-17 school year.

PLAN HIGHLIGHTS

- WEDNESDAY READS PROGRAM CONTINUES
- IMPLEMENT A WEB BASED SUPPLEMENTAL TOOL FOR ALL 6TH GRADERS IN MATH AND READING. (SUCCESS MAKER, THINK THROUGH MATH)
- STAFF DEVELOPMENT ON CURRENT GOALS AND DATA

MIDDLE SCHOOL SITE IMPROVEMENT PLAN 2016-17

- GOAL: Northfield Middle School will decrease the achievement GAP with our FRP students by 10% in Math and Reading in grades 6, 7 and 8.

PLAN HIGHLIGHTS

- 7TH AND 8TH GRADE SCIENCE TEACHERS CREATED A TOOL TO HELP STUDENTS STUDY AND PRESENTED IT TO THE AFTER SCHOOL PROGRAM, SPECIAL EDUCATION CASEMANAGERS AND EL TEACHERS.
- PREVIOUS HIGHLIGHTS ALSO WORK ON THIS GOAL

MIDDLE SCHOOL SITE IMPROVEMENT PLAN 2016-17

- GOALS: . Northfield Middle School will increase the number of students who know what the acronym NMS PRIDE stands for by 10%, as reported through a school survey

PLAN HIGHLIGHTS

- MONDAY MORNING NEWS PROGRAM IS 100% ABOUT NMS PRIDE
 - VIDEOS, TALKING POINTS, PRIDE LESSONS, RECOGNIZING STUDENTS
- 6TH GRADE TEAM TIME PRESENTATIONS THROUGHOUT THE YEAR
- CHALLENGING STAFF TO IMPLEMENT PRIDE LANGUAGE INTO THEIR CLASSROOM.

MIDDLE SCHOOL SITE IMPROVEMENT PLAN 2016-17

- GOAL: Northfield Middle School will increase the number of students who participate in at least one Middle School Sponsored activity, during the 2016-17 school year by 5%. Activities can meet before, during or outside the school day.

PLAN HIGHLIGHTS

- KEEPING FAMILIES INFORMED OF WHAT WE HAVE TO OFFER THROUGH WEEKLY SKYLERTS
- 6TH GRADE PARENT INFORMATION NIGHT (NEW)
 - SCHOODOLOGY
 - ACADEMIC SUPPORT
 - SOCIAL EMOTIONAL SUPPORT
 - "PARENTING A MIDDLE SCHOOL STUDENT FOR LONGTERM SUCCESS"
 - ACTIVITIES FOR 6TH GRADE

QUESTIONS?

NMS PRIDE
Prepared
Respect
Integrity
Dependability
Excellence



2015-16 Site Progress Report and 2016-17 Site Improvement Plan Middle School

Site Vision Statement:

Preparing for success in a dynamic world.

Site Statement of Collective Commitments:

- *We acknowledge the variety of levels of our students in order to help them achieve their potential.
- *We recognize the strengths of our diversity of program and opportunities for students in academics, the arts, and activities.
- *We establish and maintain high and consistent expectations of students.
- *We are aware of and are interested in the social and emotional welfare of our students.
- *We encourage students to develop as learners and citizens in our school community.
- *We develop young minds, challenge all students to excel and provide guidance when they encounter challenges.
- *We recognize positive accomplishments of students and staff to enhance school pride and individual accomplishments.

Site Improvement Team Members: Alexi Thompson (parent), Elizabeth Lathrop (parent), Heidi Streiff (parent), Jen Rauk (parent), Mary Hillmann (parent), Melissa Beithon (parent), Thomas Baraniak (parent), Michael O'Keefe, Mary Momberg, Jennifer Streefland, Heather Stanton-Ims, Anita Fisher-Egge, Amy Stowe, Greg Gelineau

Reviewed by Staff: Signature [Signature] Date 10/4/16

Final Approval by Site Improvement Team: Signature [Signature] Date 10-4-16

Final Approval by Superintendent: Signature Matthew J Hillman Date 10/5/2016

2016-17 Site Continuous Improvement Plan

Middle School

Site Improvement Objective #1:

New/Continuing Objective: New

Length of Objective: One Year

Which Year: 2016-17

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.

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

DEPAC 2016-17 Assessment - To support the ongoing measurement of student growth, Northfield Public Schools will develop a comprehensive formative assessment framework within each Professional Learning Community.

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

DEPAC 2016-17 Teaching and Learning - To meet specific needs of all learners and improve student achievement, Northfield Public Schools will utilize assessment data to guide programmatic and instructional decisions.

DEPAC 2016-17 Teaching and Learning - To meet specific needs of all learners and improve student achievement, Northfield Public Schools will collect and implement best practices, collaborate and share successes, challenges and strategies.

Measurable Evidence of Need: For the past several years the Middle School has been working on trying to increase our MCA III Math and Reading scores by a percentage. This is an overwhelming task that has been difficult to make progress. The idea that our Site Improvement Team had was to break this challenge down to something more manageable to build momentum moving forward.

Student SMART Achievement Goal: Northfield Middle School will have an increase of 5% of all students in grades 6, 7 and 8 who show positive growth on their State MCA III Reading and Math Test during the 2016-17 school year.

2016-17 Action Plan Details:

Task No.	Task to be Completed	Begin Date	End Date	Assigned to	Resources Reallocated Time/\$/Materials	Monitoring Dates	Monitoring Indicators
1	Address the entire staff during preschool workshop and layout our building goals.	8-30-16	8-30-16	Administration	Preschool presentation	8-30-16	Will have presentation to show details.
2	Data presentation to staff on Z scores and FRP students.	8-30-16	12-1-16	Administration and DAC	Time at staff meeting.	10-18-16	Administration will finalize a date with DAC to present
3	Implement a web based tool for 6 th grade Reading and Math	8-30-16	9-6-16	Administration	Administration will purchase licenses for 6 th grade	9-6-16 have chosen and purchased a product.	Administration, our district DAC and MTSS coaches will be resources to support 6 th grade staff.
4	Wednesday Reads program will continue during the 2016-17 school year.	9-7-16	6-8-17	Language Arts PLC and Administration	Both Administration and PLC will keep sending information to staff throughout the year to keep momentum going	Administration will check with PLC 4 times during the year.	Administration will observe Wednesday Reads in action while doing walk through's.

2016-17 Site Continuous Improvement Plan

Middle School

Site Improvement Objective #2:

New/Continuing Objective: New

Length of Objective: One Year

Which Year: 2016-17

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.

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

DEPAC 2016-17 Assessment - To support the ongoing measurement of student growth, Northfield Public Schools will develop a comprehensive formative assessment framework within each Professional Learning Community.

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

DEPAC 2016-17 Teaching and Learning - To meet specific needs of all learners and improve student achievement, Northfield Public Schools will utilize assessment data to guide programmatic and instructional decisions.

DEPAC 2016-17 Teaching and Learning - To meet specific needs of all learners and improve student achievement, Northfield Public Schools will collect and implement best practices, collaborate and share successes, challenges and strategies.

Measurable Evidence of Need: Looking at the last three years on the MCA III test the middle school consistently scores around the state average. In Math our FRP students scored below the state average in two of the three years. Reading is better with scores above the state average all three years but the range is from 4.6% in 2016 to less than 1% in 2015.

Student SMART Achievement Goal: Northfield Middle School will decrease the achievement GAP with our FRP students by 10% in Math and Reading in grades 6, 7 and 8.

2016-17 Action Plan Details:

Task No.	Task to be Completed	Begin Date	End Date	Assigned to	Resources Reallocated Time/\$/Materials	Monitoring Dates	Monitoring Indicators
1	Present building goal and why we need to work on growing our FRP students.	8-29-16	6-8-17	Administration.	Address during pre-school workshop.	8-29-16 when staff listened to opening staff meeting.	Administration will send out building goals and they will be placed on PLC documents.
2	Data presentation to the staff.	10-18-16	10-18-16	Administration and DAC	Presentation during staff meeting.	Meet with DAC the week of 10-3-16.	Administration will give a survey asking for feedback on presentation.
3	Find and implement web based Math and Reading tool in 6 th grade	8-29-16	9-6-16	Administration, Director of Teaching and Learning	Administration will commit to funding both programs.	MTSS will implement the programs by 9-20-16 and 6 th grade teachers by second quarter.	Trainers for both programs will come in twice during the year and by May 12, 2017 we will make a decision if we should fund the program for the next year.
4	7 th and 8 th grade Science teachers will create a study tool for students that our after school program can use.	7-1-16	9-6-16	7 th and 8 th grade Science Teachers	Administration will pay teachers curriculum writing time to develop this tool over the summer.	During pre-school workshop teachers will give Administration an update.	7 th grade teachers will present tool to after school program, special education teachers and EL teachers the week of 9-19-16.

2016-17 Site Continuous Improvement Plan

Middle School

Site Improvement Objective #3:

New/Continuing Objective: New **Length of Objective:** One Year **Which Year:** 2016-17

District or DEPAC Strategy/Strategies Supported:

DEPAC 2016-17 Student Services - To ensure student engagement, connectedness and success, Northfield Public Schools will implement and evaluate a multi-tiered system of academic and behavioral interventions.

DEPAC 2016-17 Student Services – To ensure student engagement, connectedness and success, Northfield Public Schools will integrate practices and services for social emotional learning and children's mental well-being.

Measurable Evidence of Need: We had a similar goal for 2016 and our survey results showed that 71% of our students could write what the acronym NMS PRIDE represented. We feel it is important to keep increasing this to as close to 100% as we can.

Student SMART Achievement Goal: Northfield Middle School will increase the number of students who know what the acronym NMS PRIDE stands for by 10%, as reported through a school survey.

2016-17 Action Plan Details:

Task No.	Task to be Completed	Begin Date	End Date	Assigned to	Resources Reallocated Time/\$/Materials	Monitoring Dates	Monitoring Indicators
1	Videos on Morning news teaching PRIDE, Behavior Matrix and Basics	9-6-16	9-16-16	PBIS Team	Rachael Hudson created videos and sent them to the morning news.	PBIS has taken the first 9 days of the morning news to set the tone and teach expectations.	We should be able to see results on the number of students who know what the acronym stands for.
2	6 th grade meetings	9-21-16	6-8-17	6 th Grade Teams and Administration.	Administration will speak to each team of 6 th graders during team time a minimum of 3 times during the year.	The idea is to keep NMS PRIDE fresh on the 6 th graders minds. We will meet with them once during quarters 1-3.	Administration will be invited to team time and place the dates on their calendar.

3	Student recognition two times a month and at assemblies	9-19-16	6-8-17	Administration and Student Support Services	Administration will do PRIDE drawings and advertise student winners on the morning news. Administration, student council and the middle school SIT have made a financial commitment to the program.	The PBIS team will meet and evaluate progress a minimum of 2 times a quarter.	PBIS updates will be given to the staff each quarter. These will take the form of a staff meeting, staff development day or an e-mail.
4	Staff will increase the use of PRIDE language in their classrooms and Administration will increase the use when speaking with students.	9-9-16	6-8-17	All Middle School Staff	Teachers need to take time to introduce PRIDE at the beginning of the year when our videos are shown on the news.	Administration will observe increased PRIDE language while doing regular walk throughs	Administration will continue to discuss how staff can add PRIDE language into classrooms during evaluation meetings and during professional development opportunities.

2016-17 Site Continuous Improvement Plan

Middle School

Site Improvement Objective #4:

New/Continuing Objective: New

Length of Objective: One Year

Which Year: 2016-17

District or DEPAC Strategy/Strategies Supported:

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

DEPAC 2016-17 Student Services - To ensure student engagement, connectedness and success, Northfield Public Schools will implement and evaluate a multi-tiered system of academic and behavioral interventions.

DEPAC 2016-17 Student Services – To ensure student engagement, connectedness and success, Northfield Public Schools will integrate practices and services for social emotional learning and children’s mental well-being.

Measurable Evidence of Need: Research clearly shows that students who are connected in some way to their school perform at a higher level than their peers who do not. We also know that students who are connected to their school have better attendance, which leads to being more successful in school.

Student SMART Achievement Goal: Northfield Middle School will increase the number of students who participate in at least one Middle School Sponsored activity, during the 2016-17 school year by 5%. Activities can meet before, during or outside the school day.

2016-17 Action Plan Details:

Task No.	Task to be Completed	Begin Date	End Date	Assigned to	Resources Reallocated Time/\$/Materials	Monitoring Dates	Monitoring Indicators
1	Send messages to families about signing up for activities.	8-15-16	6-8-17	Administration	None. These are added to our weekly parent Skylerts	Weekly we add activities information to a Skylert to parents.	We will have a record of the weekly Skylerts. We should also see an increase in the number of students signing up for activities.
2	Activities are listed in our building calendar that is sent to parents weekly	8-15-16	6-8-17	Administration	None. These are added to our weekly parent Skylerts	Games/matches and competitions are listed on the weekly calendar.	Parent feedback through thought exchange or another survey will show if families are reading the weekly messages.

2015-16 Site Progress Report

Northfield Middle School

Site Improvement Objective: #1

Site Improvement Objective: To provide the flexibility necessary for all secondary Profession Learning communities (PLC's) to set meaningful goals that reflect their area of expertise.

New/Continuing Objective: New

Length of Objective: 1 year

Which Year: 2015-16

District or DEPAC Strategy/Strategies Supported:

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 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 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 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: Only Mathematics, Reading and Science teachers are able to directly align their SMART goals with MCA Data.

Student SMART Achievement Goal:

1. Northfield Middle School's 2015-16 MCA Mathematics results will be 15% higher than the Minnesota state average.
2. Northfield Middle School's 2015-16 MCA Reading results will be 15% higher than the Minnesota state average.

2014-15 Action Plan Completion Details:

Task No.	Tasks	Done	Not Done	Evidence of Completion if Completed
1	All full time staff will participate in a one-hour late start on Wednesday's during the 2015-16 school year for professional learning communities.	X		All of the middle school PLC's submitted an Evidence of Practice document both at mid-year and the end of the year.
2	Opportunities to learn from peers in other departments in secondary buildings.	X		The Middle school participated in joint PLC's three times with our high school colleagues. The reviews were mixed on if staff felt these had value.
3	Staff development on formative and summative assessments.	X		During the 2015-16 school year the middle school participated in an all day professional development day that helped connect data to classroom practice.

Which of these steps were especially powerful? The PLC process is one that can and has driven curriculum decisions. During the 2015-16 school year the middle school staff felt the all day workshop was the most beneficial. This being said, most of the PLC's took the information they learned was brought back and put it into practice.

What implications do this year's results have for 2015-16? This is a goal that will be discontinued. Over the years it was thought that buildings needed a general goal to allow curricular areas that had a difficult time connecting with Math and Reading and alternative. We are moving in the direction of student growth combined with school climate goals gives all PLC's options.

2015-16 Site Progress Report

Northfield Middle School

Site Improvement Objective: #2

Site Improvement Objective: MTSS coaches will look at multiple forms of data to monitor and adjust individualized learning so students who fall in the bottom 20th percentile in Mathematics and Reading will show academic progress.

New/Continuing Objective: New

Length of Objective: 1year

Which Year: 2015-16

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

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 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 provide curricular and staff development support in the implementation of the tablet initiative using the Substitution, Augmentation, Modification, and Redefinition (SAMR) model.

Measurable Evidence of Need: Last year the data showed that we had 22% students in Math move up a proficiency level and 29% in Math. The data also showed that 35% of our MTSS students showed at least 5% growth and 33% in Reading. This year we have restructured the program with different criteria and increased the number of courses we offer. We feel having the percentage for the proficiency level lowered to a more realistic level is appropriate, but we still feel the high percentage for growth is realistic.

Student SMART Achievement Goal:

1. 50% of the students identified by the Northfield Middle School's MTSS coaches will improve from "does not meet standard" to "partially meets standard" or from "partially meets standard" to "meets standard" on the MCA III Mathematics and Reading tests.

2. 75% of the students identified by the Northfield Middle School's MTSS coaches will show positive growth on the MCA test, when compared to their 2014-15 score.

2014-15 Action Plan Completion Details:

Task No.	Tasks	Done	Not Done	Evidence of Completion if Completed
1	Look at student data and find students who meet criteria set by ADSIS in Mathematics and Reading.	X		The middle school created classes of 6 th , 7 th and 8 th grade students to give them individualized instruction in Math and Reading. These courses were in addition to their regular Math and Reading/Language Arts classes.
2	Students will have 12 data points every 7 weeks.	X		This was a requirement for ADSIS funding. Both our Math and Reading MTSS classes had a minimum of 7 points every week.
3	MTSS coaches will combine group instruction with individual instruction.	X		The middle school Math and Reading MTSS class began the year with using a web based program that individualized student instruction (compass). By mid-year our math classes switched to another program (Think Through Math). These programs were just one part of the course.

Which of these steps were especially powerful? All three of these are equally powerful. Our results showed that we made very good progress with several students. Below are our results for the 2015-16 school year.

Based on 64 students in grades 6, 7 and 8

72% of MTSS Math students showed positive growth

49% of MTSS Math students met or exceeded their expected growth score

29% of MTSS Math students move up an achievement level

Based on 41 students in grades 6, 7 and 8

71% of MTSS Reading Students showed positive growth

60% of MTSS Reading students met or exceeded their expected growth score.

38% of MTSS Reading students moved up an achievement level

What implications do this year's results have for 2015-16? We are pleased with these results and will continue to offer our MTSS classes. What we did find is that 6th grade students did not succeed at as high of a rate as 7th and 8th grade students. Because of this we will have 6th grade MTSS students have class every day vs every other day as we did in 2015-16. Another adjustment is in Reading only where we have switched to Success Maker for our web based individualized learning tool vs Compass that was used last year.

2015-16 Site Progress Report

Northfield Middle School

Site Improvement Objective: #3

Site Improvement Objective: To build Science skills by making sure all grades are teaching the standards in a sequence that will allow students to be prepared to take the MCA III Science test in 8th grade.

New/Continuing Objective: New

Length of Objective: 1 year

Which Year: 2015-16

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.

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.

Measurable Evidence of Need: Last year we met our goal to exceed the state average by a minimum of 5%. This year our 6th, 7th and 8th grade teachers are collaborating even more and we would like to see the gap between the state and Northfield Middle School increase.

Student SMART Achievement Goal: Northfield Middle School's 2015-16 MCA III Science results will be 8% higher than the Minnesota state average.

2014-15 Action Plan Completion Details:

Task No.	Tasks	Done	Not Done	Evidence of Completion if Completed
1	Crate a list of students who meet the criteria to be invited to participate in the Plus Program	X		Prior to the start of the 2015-16 school year administration, with the assistance of the plus teachers looked at data and spoke with 7 th grade teachers to generate a list of students that would benefit from a specialized program that worked on organization, study skills and a alternate delivery system.
2	Plus classes will offer seminar tie every week in one of the two classes. This will teach students problem solving and collaboration skills.	X		Plus classes were able to not only offer seminar, but also most students had their Science teacher for a study hall. This allowed the teacher to give students extra time when students struggled.
3	Grade 6,7 and 8 th grade teachers will work to align standards and work on vocabulary to better prepare students to take the MCA III Science test in 8 th grade.	X		All 3 grades have done a nice job with looking at the standards and creating a list of agreed on vocabulary that will help students be more successful. We will not truly know if this has helped until the 2017-18 school year when this past years 6 th grade take the MCA III Science test in 8 th grade.

Which of these steps were especially powerful? I am not sure any of the 3 had a large effect on our MCA results. I do believe students were more successful in their science class because of all three action plans, but not finding direct evidence that any of them had an effect on our results.

MS proficiency= 53.6%

State proficiency= 47.5%

**6.1% higher than state
(5.3% higher in 2015)**

What implications do this year's results have for 2015-16? Due to a large 2016-17 8th grade class we were not able to offer our Plus classes this year. After two years of trying to increase our percentage we will be focusing more on our FRP students and giving them more opportunities to learn outside of the Science class. 7th and 8th grade Science teachers created learning tools for the iPad and did a demonstration for special education teachers and our after school staff.

2015-16 Site Progress Report

Northfield Middle School

Site Improvement Objective: #4

Site Improvement Objective: To improve the Middle School Climate by creating a culture of PRIDE (Prepared, Respect, Integrity, Dependability and Excellence) and connectedness.

New/Continuing Objective: New

Length of Objective: 1 year

Which Year: 2015-16

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 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: Now that the middle school is in the first year of fully implementing PBIS (Positive Behavior Interventions and Supports), we need to use this program as a spring board to creating a culture of that students are connected and acknowledge for doing great things.

Student SMART Achievement Goal:

1. We will show an increase in the number of students that feel that Northfield Middle School promotes respectful behavior in students by 10%, as reported by a survey given to students 3 times during the 2015-16 school year.
2. We will increase the number of students that feel they have at least one adult at school they can talk with when they have a problem by 10%, as reported by a survey given to students 3 times during the 2015-16 school year.

2014-15 Action Plan Completion Details:

Task No.	Tasks	Done	Not Done	Evidence of Completion if Completed
1	The middle school PBIS team will create and implement a recognition program for students and staff.	X		Administration has committed finances to be used for recognizing students for showing their NMS PRIDE. The middle school Site Improvement team and student council have also supported the program as well. We did golden ticket drawings one time a month.
2	The middle school will visually display expectations and positive messages throughout the building.	X		The middle school has both behavior matrix's and basics posted throughout the building and many classrooms have them as well. We also took advantage of a grant from HCI to purchase banners that are now displayed through the building and administration purchased wall clings for the main office and conference room. Students and staff also received water bottles with the logo NMS PRIDE on them.
3	Student support services and administration will create a survey to give all 3 grades to collect data on climate and connectedness.	X		We did create a survey that gave us information on how many students felt respectful behavior was being promoted and how many students felt a connection with at least one adult. The survey was sent out to students via Schoology 3 times during the year. The data was difficult to evaluate and we will need to make an adjustment for the 2016-17 school year. We had a high participation level and a surprisingly high percentage of students who felt connected and knew what the acronym PRIDE stood for. Participation took a large drop with each additional survey and I felt even though the results were still positive, it was not a large enough sample to analyze.

Which of these steps were especially powerful? I believe the visual “branding” of NMS PRIDE has had the largest effect on the middle school climate. Between the banners, posters, water bottles and using the logo at the end of all communications we have taken a large step in creating a positive culture that has a direct effect on our students developing character.

What implications do this year's results have for 2015-16? The goal for the 2016-17 school year is to continue to build on our recognition program and to challenge staff to find ways to make it part of their individual classrooms. I have spoken and wrote about finding ways to implement PRIDE into the classroom both during our preschool workshop week and during evaluation conferences in 2016. We now have every Monday as NMS PRIDE day instead of the regular morning news. During this time, we have multiple videos with optional discussion questions for teachers to use. We also take the time to formally recognize the winners of our Golden Ticket drawings.

Our survey results showed that 71% of our students could tell us what PRIDE stands for. It was difficult to show any increase from the beginning of the year to the end, due to considerably less students taking the survey in the spring. Other data showed us that our of a 4 point scale, students averaged a 3.13 when asked if they feel a part of the school. Students averaged 3.05 when asked if they felt their teachers care about them.

Northfield High School

Empowering Learners; Discovering Purpose

Site Improvement
Progress Report 2015-16
&
Site Improvement Plan 2016-17

Making NHS Even Better

- The Big Deals:
 - Toward 100% Passing Rate
 - MTSS Maintenance, Expansion & Improvement
 - Connecting Students and School

In Review...

- Goal 1: 96% of NHS students, and 85% of NHS Students identified for intervention by MTSS staff, will pass all their classes during the 15-16 school year.
- Goal 2: Three Keys Climate Goal
- Goal 3: PLC Goal – We will demonstrate increased proficiency as measured by assessments selected in PLCs. 96% passing rate.

Student Achievement Progress Report

Passing Rates at NHS – Goal of 96%



Takeaways...

- The power of 1:1
- Student Academic Coaches
- Staff Buy-In
- Focused PLCs
- Relationships

Looking Ahead...

- Goal 1: 96% of all students, and 85% of students identified for interventions by MTSS staff will pass all their classes during the 2016-17 school year.
- Goal 2: Surveyed in May 2017, 80% of students 10-12 will indicate they feel connected to their high school “almost always” and “often.”
- Goal 3: Demonstrated increased proficiency on assessments identified by PLCs. 9% passing rate.

Getting There...

- MTSS Progress Reviews
- Student Surveys
- PRIDE Initiatives (t-shirts, ongoing themed activities)
- PLC goal-setting & monitoring

Your Questions.

...And Thank You



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

Site Vision Statement:

- Empowering Learners; Discovering Purpose

Site Statement of Collective Commitments:

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

Site Improvement Team Members:

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

Reviewed by Staff:

Signature Brian Stevens Date 10/6/16

Final Approval by
Site Improvement Team:

Signature Shari Karlsrud Date 10/6/16

Final Approval by
Superintendent:

Signature Matthew J. Hallman Date 10/6/2016

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.

3rd Year of 3

District or DEPAC Strategy/Strategies Supported:

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

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

DEPAC 2016-17 Teaching and Learning - To meet specific needs of all learners and improve student achievement, Northfield Public Schools will utilize assessment data to guide programmatic and instructional decisions.

DEPAC 2016-17 Student Services - To ensure student engagement, connectedness and success, Northfield Public Schools will implement and evaluate a multi-tiered system of academic and behavioral interventions.

DEPAC 2016-17 Student Services – To ensure student engagement, connectedness and success, Northfield Public Schools will integrate practices and services for social emotional learning and children's mental well-being.

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

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

2016-17 Action Plan Details:

Task No.	Task to be Completed	Begin Date	End Date	Assigned to	Resources Reallocated Time/\$/Materials	Monitoring Dates	Monitoring Indicators
1	MTSS Team will look at data to create list of students who will receive added support	6/16	6/16	MTSS Team	Meeting time; Viewpoint.	6/16	List complete
2	MTSS team will draft and send letters to parents, indicating interventions and explanation of placement in interventions (Academy, Standards Courses, Read 180, Achievement Seminar)	8/16	8/16	MTSS team; Joel	Time; Cost of paper, envelopes, and postage	8/16	Letters sent
3	MTSS team will track progress of identified students through monthly meetings, looking at data from formative and summative assessments, grade tracking, and DIF list.	9/16	6/17	MTSS Team	Monthly meeting time, data prep time, subs for teachers on data team (eg. EL).	Monthly	Log of interventions & meeting notes in shared folder
4	MTSS team will analyze year-end data to determine success of MTSS intervention system.	6/17	6/17	MTSS Team	Meeting time.	6/17	Passing Rate Report.

2016-17 Site Continuous Improvement Plan

Northfield High School

Site Improvement Objective: #2

Site Improvement Objective: To Improve School Climate

1st Year of 3 (Replacing Abandoned 3 Keys Initiative)

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

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

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

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

2016-17 Action Plan Details:

Task No.	Task to be Completed	Begin Date	End Date	Assigned to	Resources Reallocated Time/\$/Materials	Monitoring Dates	Monitoring Indicators
1	Fall Student Survey	9/16	9/16	Leer	Time to create survey	9/16	Survey Complete; Data Analyzed
2	Spring Student Survey	5/17	5/17	Leer	Time to create survey	5/17	Completed Survey
3	RaiderNation T-Shirt Initiative	9/16	11/16	PBIS Team	Donations from community members; design created & shirts ordered and distributed	12/16	All shirts distributed, all students wanting shirt in possession.
4	Activity Pass Initiative	9/16	12/16	Graupmann	Reduction of pass to \$5	12/16	Increase attendance at events.
5	PRIDE Signs & Matrix	9/16	9/16	Thompson, PBIS Team	Site improvement Funds (\$1100), Time to install signs	9/16	Completed Matrix, Signs hung in cafeterias, gym, and hallways

2016-17 Site Continuous Improvement Plan

Northfield High School

Site Improvement Objective: #3

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

Year 2 of 3.

District or DEPAC Strategy/Strategies Supported:

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

DEPAC 2016-17 Assessment - To support the ongoing measurement of student growth, Northfield Public Schools will develop a comprehensive formative assessment framework within each Professional Learning Community.

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

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

2016-17 Action Plan Details:

Task No.	Task to be Completed	Begin Date	End Date	Assigned to	Resources Reallocated Time/\$/Materials	Monitoring Dates	Monitoring Indicators
1	Weekly PLC Meetings	9/16	6/17	All Staff	Time; late start	Monthly	Meeting minutes; PLC documentation
2	Progress Checks	1/17	6/17	All Staff	Time	1/17; 6/17	Evidence of Practice Completed
3	Generate DIF List	6/17	6/17	Admin	Time	2/quarterly	Report to Principal

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.

Year 2 of 3

District or DEPAC Strategy/Strategies Supported:

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

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

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

2015-16 Action Plan Completion Details:

Task No.	Tasks	Done	Not Done	Evidence of Completion if Completed
1	MTSS Team will look at data to create list of students who will receive added support	x		List completed and implemented.
2	MTSS team will draft and send letters to parents, indicating interventions and explanation of placement in interventions (Academy, Standards Courses, Read 180, Achievement Seminar)	x		Letters sent and placements made.

3	MTSS team will track progress of identified students through monthly meetings, looking at data from formative and summative assessments, grade tracking, and DIF list.	x		Log of interventions & meeting notes in shared folder
4	MTSS team will analyze year-end data to determine success of MTSS intervention system.	x		Passing report complete and analyzed. Discussion complete.

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

What implications do this year’s results have for 2016-17? We continue to move toward 100% passing rate, and ways to expand our program to make that a reality.

Northfield High School**Site Improvement Objective: #2**

Site Improvement Objective: To Improve School Climate

Year 2 of 3 (Abandoned)**District or DEPAC Strategy/Strategies Supported:**

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

Measurable Evidence of Need:

- At the end of the 2014-15 school year:
 1. 33% of NHS staff felt that expected behaviors were taught directly.
 2. 51% of NHS staff believed problem behaviors were defined clearly.
 3. 29% of NHS staff believed consequences for problem behaviors were clearly defined.
 4. 39% believed distinctions between office & classroom managed behaviors were clear.

Student SMART Achievement Goal:

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

2015-16 Action Plan Completion Details:

Task No.	Tasks	Done	Not Done	Evidence of Completion if Completed
1	Complete and Distribute Classroom Matrix	x		Matrices completed, distributed, and displayed on classroom walls.
2	Classroom Matrix Videos	x		Four videos completed and shown in Fall 2015.

3	Review of Incentive Program	x		Completed Summer 2016.
4	PBIS Data Collection	x		Data gathered and shared with staff.

Which of these steps were especially powerful? One key component of the data was seeing that absenteeism is far and away the biggest “disciplinary” issue at our school.

What implications do this year’s results have for 2016-17? Re-invention of our PBIS initiative with roll-out in Fall 2016: RaiderNation **PRIDE** (Preparedness, Respect, Integrity, Dependability, Excellence). Given the issue of absenteeism, we believe that the more connected our students are to school, the more they will want to attend.

Northfield High School

Site Improvement Objective: #3

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

Year 2 of 3

District or DEPAC Strategy/Strategies Supported:

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

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

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

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

2015-16 Action Plan Completion Details:

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

Which of these steps were especially powerful? The work of PLCs, coupled with our MTSS initiative, have us flirting with 100% passing rate.

What implications do this year's results have for 2016-17? Continued work in PLCs focused on improvement of instruction, working toward 100% passing rate.