

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

**TO:** Board of Education  
**FROM:** Matt Hillmann Ed.D., Superintendent  
**RE:** Table File Items for August 13, 2018, Regular School Board Meeting

V. Items for Discussion and Reports

B. Bridgewater Continuous School Improvement Plan Presentation

An updated version of the slide deck and narrative for this presentation are included.

VI. Consent Agenda

B. Personnel Items

a) Appointments

23. Madeline Carras, ESL EA for 6.5 hours/day at the High School, beginning 08/27/2018; Gen Ed Step 1-\$15.03/hr.

24. \*Jess Peterson, Assistant Girls Soccer for 2 hours/day at the High School, beginning 08/14/2018; Level F, Step 1

25. Derrick Skoglund, Assistant Boys Soccer Coach 9<sup>th</sup> Grade for 2 hours/day at the High School, beginning 08/13/2018; Level F, Step 5

b) Increase/Decrease/Change in Assignment

28. Leticia Arredondo, Class II Due Process for 3.75 hours/day for 2017-18 only at Bridgewater, change to Class II Due Process for 3.75 hours/day for 2018-19 only at Bridgewater, effective 09/04/2018-06/07/2019; Class II, Step 4-\$18.91/hr.

29. Becca Meyers, Early Childhood Teacher ECFE for 33 hours/wk at the NCRC, add 1 section of Early Childhood Teacher School Readiness Preschool for a total of 38 hours/wk at the NCRC, effective 08/27/2018.

30. Gloria Sterud, Spec Ed EA-PCA at the Middle School, add General Ed EA for .50 hours/day at the Middle School, effective 09/04/2018-06/08/2019.

*\*Conditional offers of employment are subject to successful completion of a criminal background check and Prework screening (if applicable)*

VIII. Items for Information

B. MDE 2018-2019 Minimum Prices for Adults and Other Non-Program Meals

Superintendent Hillmann will share information from MDE regarding 2018-2019 non-program meal pricing.

C. Back-to-School Breakfast and Program

The Back-to-School Breakfast and Program will be held on Monday, August 27 at the Northfield Middle School. Breakfast begins at 7:00am followed by the program at 8:15am.

**Purpose**

The purpose of the school improvement planning process is to establish a clear set of shared goals, aligned with the District's strategic plan, that inspire action and align efforts for student growth and achievement.

**2017-18 School Improvement Plan Goals Review and Key Reflections**

Goal	Results
K: The number of students in the low-risk category on the spring FAST will increase by 10% in both reading and math.	Low risk in math was 64% in the spring. Fall was 64%. Goal not met Low risk in reading in the spring was 49%. Fall was 47%. Goal not met.
1: The number of students meeting their fall to spring MAP target growth will remain at 80% or higher in both reading and math.	Reading: 81% met their growth target. <b>Goal met.</b> Math: 85% met their growth target. <b>Goal met.</b>
2: The number of students meeting their fall to spring MAP growth target will be 65% in reading and 75% in math.	Reading: 68% met their growth target. <b>Goal met.</b> Math: 70% met their growth target. Goal not met.
3: The percentage of students outperforming the fall MAP predictor of proficiency will be more than 15% in reading and 10% in math.	Reading - Fall predicted pass rate: 51%, preliminary MCA pass rate: 64% (13% increase). Goal not met. Math -Fall predicted pass rate: 71%, preliminary MCA pass rate: 78% (7% increase). Goal not met.
4: The number of students meeting or exceeding their MCA target score based on prior year scale score will be 60% in reading and 75% in math.	Reading: Met expected growth was 57%. Goal not met. Math: Met expected growth was 64%. Goal not met.
5: The number of students meeting or exceeding their MCA target score based on prior year scale score will be 50% in reading and 50% in math.	Reading: 57% met expected growth. <b>Goal met.</b> Math: 26% met expected growth. Goal not met.
90% of students will receive no more than one fix-it plan for the 17-18 school year following the Bridgewater Behavior Guidelines of work, respect, belong and safety.	10 students received more than one fix-it plan. The equates to 2% of the student body. Goal met.
Conference attendance will be above 92% by one or both parents.	Conference attendance was 97% by one or both parents. Goal met.

Key reflections: The Bridgewater SMART goals were written with each PLC, and they were tailored to be stretch goals to push all students academically. While some grade levels did not reach their goals, student outcomes were solid. Contributing factors to our success included the use of the Reading Street literacy program in grades three and four, teacher continuous use of data, the

implementation of PBIS with the SEL curriculum, the partnerships with parents, and the high quality of instruction by Bridgewater teachers.

## 2018-19 School Improvement Plan Goals, Strategies, and Evaluation

SMART Goal	Strategies	Evaluation
K: 75% of students will score average or above in reading and math on the spring MAP.	<ul style="list-style-type: none"> <li>Continue the use of intervention groups based on student needs.</li> <li>Implement CCC with all students.</li> </ul>	<ul style="list-style-type: none"> <li>PLC minutes</li> <li>MAP data</li> </ul>
1: The number of students meeting their fall to spring MAP target growth will remain at 80% or higher in both reading and math.	<ul style="list-style-type: none"> <li>Continue with current practices of monitoring student progress and support of both struggling and advanced learners.</li> </ul>	<ul style="list-style-type: none"> <li>PLC minutes</li> <li>MAP and common assessments data, CCC assessment data</li> </ul>
2: The number of students meeting their fall to spring MAP growth target will be 70% in reading and 75% in math.	<ul style="list-style-type: none"> <li>Continue sharing math unit test data with the EM4.</li> <li>Implement CCC with all students.</li> </ul>	<ul style="list-style-type: none"> <li>PLC minutes</li> <li>MAP, EM4, and common assessments data, CCC assessment data</li> </ul>
3: The percentage of students outperforming the fall MAP predictor of proficiency will be more than 15% in reading and 10% in math.	<ul style="list-style-type: none"> <li>Continue sharing math unit test data with the EM4.</li> <li>Implement CCC with all students</li> </ul>	<ul style="list-style-type: none"> <li>PLC minutes</li> <li>MAP, EM4, and common assessments data, CCC assessment data</li> </ul>
4: The number of students meeting or exceeding their MCA target score based on prior year scale score will be 60% in reading and 75% in math.	<ul style="list-style-type: none"> <li>Continue sharing math unit test data with the EM4.</li> <li>Implement CCC with all students</li> </ul>	<ul style="list-style-type: none"> <li>PLC minutes</li> <li>MAP, Common assessments, and MCA data, CCC assessment data</li> </ul>
5: The number of students meeting or exceeding their MCA target score based on prior year scale score will be 55% in reading and 55% in math.	<ul style="list-style-type: none"> <li>Continue sharing math unit test data with the EM4.</li> <li>Implement CCC with all students</li> </ul>	<ul style="list-style-type: none"> <li>PLC minutes</li> <li>MAP, common assessments, and MCA data, CCC assessment data</li> </ul>
95% of students will receive no more than one fix-it plan for the 18-19 school year following the Bridgewater Behavior Guidelines of Be Respectful, Be Responsible, Be Safe, and Do Your Best.	<ul style="list-style-type: none"> <li>Continue with PBIS to enhance our building wide discipline procedures.</li> <li>Continue with the SEL monthly assemblies.</li> </ul>	<ul style="list-style-type: none"> <li>Fix-it plan data and other school-wide measures from PBIS</li> <li>Tracking Bear Paw data</li> </ul>
Conference attendance will be above 95% by one or both parents.	<ul style="list-style-type: none"> <li>Continue inviting / scheduling parents to attend parent-teacher conferences.</li> <li>Use SignUp Genius for parents to choose the time that works best.</li> </ul>	<ul style="list-style-type: none"> <li>Conference attendance data</li> </ul>

### Summary

The Northfield School District has adopted the CCC curriculum that will be implemented this coming year. We are excited to see how this will positively affect all students in the area of literacy.

The Bridgewater School Climate Committee has implemented many effective strategies to address student behavior. These strategies along with training will continue. The Social-Emotional Learning Curriculum will be used again along with the monthly assemblies lead by our Behavior Coach.

We will continue to address the student achievement improvement results through grade-level PLCs offering support and strategies to assist students at all developmental levels. We will also continue to address the needs of advanced learners to ensure that they are academically challenged at their level. STEAM activities will continue to provide students with unique ways to apply their learning.

# Bridgewater Elementary

2018-19 School Improvement Plan Report  
August 13, 2018

# Continuous Improvement

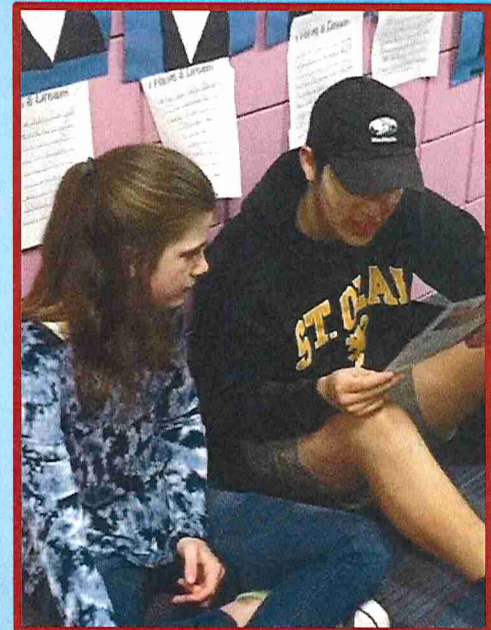
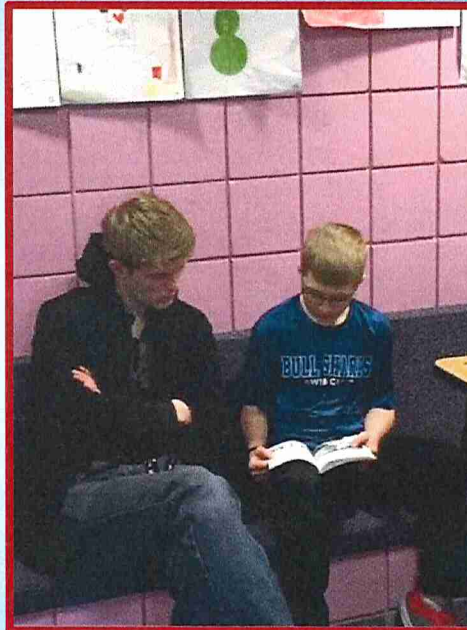


- Bridgewater Elementary teachers focus all practices on the social and academic needs of all students.
- We seek to improve each year by working together, partnering with parents and the community.
- We focus on growth because all students deserve the opportunity to learn and grow.
- We will try a variety of ideas and strategies to meet students where they are at and grow them from there.

# 2017-18 Bridgewater SIP Goals Review

- Met 4 of 12 grade-level math and reading goals in Grades K-5
- Met climate goal
- Met parent engagement goal

Work to be Done



## Key reflections from 2017-18 SIP

If a child can't **learn**  
the way *we* teach,  
maybe we should  
**teach** the way *they*  
learn.

- Ignacio Estrada

- Grade-level SMART goals designed to raise the bar to meet the needs of all learners.
- Student outcomes were solid even when the goal was not met.
- Factors to success: third and fourth-grade Reading Street curriculum, use of data in PLCs, Behavior Coach, partnership with parents, belief in the gifts of all students.
- Social-Emotional Learning is needed for Academic Learning to take place.



## 2018-19 School Improvement Plan Academic Goals

- **Kindergarten:** 75% of students will score average or above in reading and math on the spring MAP.
- **First Grade:** The number of students meeting their fall to spring MAP target growth will remain at 80% or higher in both reading and math.
- **Second Grade:** The number of students meeting their fall to spring MAP growth target will be 70% in reading and 75% in math.
- **Third Grade:** The percentage of students outperforming the fall MAP predictor of proficiency will be more than 15% in reading and 10% in math.
- **Fourth Grade:** The number of students meeting or exceeding their MCA target score based on prior year scale score will be 60% in reading and 75% in math.
- **Fifth Grade:** The number of students meeting or exceeding their MCA target score based on prior year scale score will be 55% in reading and 55% in math.

## 2018-19 School Improvement Plan Climate Goals

- 95% of students will receive no more than one fix-it plan for the 17-18 school year following the BW Behavior Guidelines of work, respect, belong and safety.
- Conference attendance will be above 95% by one or both parents.

# 2018-19 Strategies and Assessments

- Support PLCs to address the needs of all students. SST used to intervene with students academically and behaviorally.
- Use data to inform instruction.
- Implement CCC to all students.
- Build effective partnerships with parents and community.
- Continue with PBIS and SEL.
- Full STEAM ahead!
- Use of MAP, MCA, EM4 and common assessment data.



## Questions and Discussion

**THE FUTURE  
OF THE WORLD IS IN  
MY CLASSROOM  
TODAY.**

