

INDEPENDENT SCHOOL DISTRICT 659
REGULAR SCHOOL BOARD MEETING
Monday, September 10, 2018 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 residents of the Northfield 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 themselves and the group they represent, if any. Please state your reason for addressing the Board. To ensure that all individuals have a chance to speak, speakers will be limited to one three-minute presentation. This is not a time to debate an issue, but for the Board to hear your comments. The Minnesota Government Data Practices Act prohibits comment about specific student matters, even without naming the student, in open session. This includes the public comment portion of our meeting. The Board respects and values input on student matters, but when it relates to a specific student or to a specific student matter, such input must be heard by the appropriate personnel - such as the building principal or superintendent - and not during an open meeting of the School Board.
- IV. Announcements and Recognitions
- V. Items for Discussion and Reports
 - A. Community Services Continuous Improvement Plan Presentation
 - B. District Assessment Report
 - C. Superintendent's State of the District Overview
- VI. Consent Agenda
 - A. Approval of Minutes
 - B. ALC Co-Curricular Overnight Field Trip for 2018-2019
 - C. Personnel Items
- VII. Superintendent's Report
 - A. Items for Individual Action
 - 1. Superintendent's 2018-2019 Goals
- VIII. Items for Information
 - A. Bond Referendum Update
 - B. School Safety Grants Update
- IX. Future Meetings
 - A. Monday, September 24, 2018, 7:00 PM, Regular Board Meeting, NHS Media Center
 - B. Monday, October 8, 2018, 7:00 PM, Regular Board Meeting, NHS Media Center
 - C. Monday, October 22, 2018, 7:00 PM, Regular Board Meeting, NHS Media Center
- X. Adjournment

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- IV. Announcements and Recognitions
- V. Items for Discussion and Reports
 - A. Community Services Continuous School Improvement Plan Presentation

Breezy Barrett, Ventures Coordinator, and Sara Line, Early Childhood Coordinator will present the Community Services school improvement plan to the Board. The presentation will include a progress report on the goals set for the 2017-2018 school year as well as new goals set for the 2018-2019 school year.
 - B. District Assessment Report

Director of Assessment Services Hope Langston will provide an update on data and assessment services, a high-level overview of the District's performance on some system-level standardized assessments, and discuss the District's approach to continuous improvement.
 - C. Superintendent's State of the District Overview

Superintendent Hillmann will present an overview of the programs and activities completed during the 2017-2018 school year, as well as look ahead to the challenges the District faces in 2018-2019. A narrative is included in the packet. The slide deck will be included in the table file.
- VI. Consent Agenda
 - A. Minutes

The Board is asked to approve the Minutes of the August 27, 2018 Regular School Board meeting.
 - B. ALC Co-Curricular Overnight Field Trip for 2018-2019

ALC teachers Cheryl Mathison and Eric McDonald are requesting School Board approval for a co-curricular overnight trip for the 2018-2019 school year.

C. Personnel Items

a) Appointments

- 1) CORRECTION: Kimberly Medin, 1.0 FTE Special Education EBD Teacher at the Middle School, beginning 08/27/2018; BA+30, Step 1
- 2) Ricky Brown, Community Recreation Position with Community Services, beginning 09/5/2018-05/31/2019; Flag Football \$10.00/hr.
- 3) Sara Carroll, Supervisory EA for 2 hours/day at Bridgewater, beginning 09/04/2018-06/07/2019; Gen Ed Step 2-\$15.38/hr.
- 4) Valerie Carter, Supervisory EA for 2 hours/day at Bridgewater, beginning 09/04/2018-06/07/2019; Gen Ed Step 1-\$15.03/hr.
- 5) Vernon Green, Community Recreation Position with Community Services, beginning 09/5/2018-05/31/2019; Flag Football \$10.00/hr.
- 6) Ben Heath, ALC Independent Study Teacher as needed with the ALC, beginning 09/04/2018-06/07/2019; MA, Step 7
- 7) Mikayla Hoff, 1.0 FTE Fill-Time Substitute with the District, beginning 09/04/2018; \$25.91/hr.
- 8) Ethan Johnson, Community Recreation Position with Community Services, beginning 09/5/2018-05/31/2019; Flag Football \$9.65/hr.
- 9) Cindy Keogh, Supervisory EA for 2 hours/day at Sibley, beginning 09/04/2018-06/07/2019; Gen Ed Step 4-\$16.19/hr.
- 10) Alissa Lien, KidVentures Student Site Assistant for up to 16 hours/wk at Bridgewater, beginning 09/04/2018; \$9.65/hr.
- 11) *William Rauseo, Community Recreation Position with Community Services, beginning 09/5/2018-05/31/2019; Flag Football \$10.00/hr.
- 12) Budda Rose-Buchta, Long Term Substitute Special Ed EA-PCA for 7.25 hours/day at Greenvale Park, beginning 09/04/2018-01/24/2019; Spec Ed Step 4-\$16.76/hr.
- 13) Colin Staerk-Bandy, Community Recreation Position with Community Services, beginning 09/5/2018-05/31/2019; Flag Football \$9.65/hr.
- 14) James Vitito, Community Recreation Position with Community Services, beginning 09/5/2018-05/31/2019; Flag Football \$9.65/hr.
- 15) Ruby Williams, .6 FTE Business Education Teacher at the High School, beginning 08/30/2018-01/25/2019; MA+15, Step 15
- 16) Fall, Winter, Spring Recreation Positions #2822, Effective September 5, 2018 – May 31, 2019
Andrew Bealles, Flag Football/General Recreation, \$9.65/hour
Mason Zick, Flag Football/General Recreation, \$9.90/hour
Khayleb Willis, Flag Football/General Recreation, \$9.90/hour
Lars Prestemon, Flag Football/General Recreation, \$10.25/hour
Marcel Diggs, Flag Football/General Recreation, \$10.25/hour
Benjamin Selchow, Flag Football/General Recreation, \$9.65/hour
Cindy Keogh, General Recreation Supervisor, \$15.25/hour & Building Supervisor \$15.90/hour
Marcella Manivel, Lifeguard \$10.25/hour, Swim Aide \$9.90/hour, Class Lead \$10.50/hour
Zoe Ingersoll, General Recreation \$9.65/hour, Class Lead \$10.50/hour
Briana Peterson, General Recreation \$9.90/hour, Class Lead \$10.75/hour
Jacqueline McNeil, Community Services Interpreter \$25/hour

b) Increase/Decrease/Change in Assignment

1. Amy Allin, 1.0 FTE Science Teacher at the Middle School, add an overload for second semester (87 days), effective 01/28/2019-06/07/2019.
2. Jill Bohlen, Special Ed EA-PCA for 6 hours/day and Supervision for 1.5 hour/day at Greenvale Park, change to Special Ed EA-PCA for 5.5 hours/day and Supervision for 1.75 hours/day at Greenvale Park, effective 09/04/2018.
3. Russel Boyington, KidVentures Site Assistant for 40 hours/wk at Sibley, change to KidVentures Site Assistant for 23.5 hours/wk at Bridgewater, effective 09/04/2018.
4. Matthew Crase, Special Ed EA-PCA at the Middle School, add Grade 6 Volleyball Coach at the Middle School, effective 08/30/2018; \$14.00/hr.
5. Mark Ensrud, Guidance Counselor at the High School, add an overload for Career/Technical Education Coordination at the High School, effective 08/26/2018-06/07/2019; \$11,293.41
6. Sarah Erny-Moyer, Special Ed EA-PCA for 6 hours/day and Supervision for .75 hours/day at Greenvale Park, change to Special Ed EA-PCA for 4 hours/day, Supervision for .75 hours/day and Kindergarten for 2 hours/day at Greenvale Park, effective 09/04/2018-01/25/2019.

7. Kristin Freeman, KidVentures Site Assistant for 35.5 hours/wk at Sibley, change to KidVentures Site Assistant for up to 17 hours/wk at Bridgewater, effective 09/04/2018.
8. Aimee Gerdesmeier, KidVentures Site Leader for 40 hours/wk at Sibley, change to KidVentures Site Leader for 30 hours/wk at Sibley, effective 09/04/2018.
9. Mackenzie Glassing, KidVentures Student Site Assistant for 20 hours/wk at Sibley, change to KidVentures Student Site Assistant for up to 17 hours/wk at Greenvale Park, effective 09/04/2018.
10. Anne Jarvis, Teacher at the Middle School, add Targeted Services BLAST Teacher for up to 5 hours/wk Mon.-Thurs., at the Middle School, effective 09/04/2018-06/07/2019. Yr. 4-\$27.73/hr.
11. Melissa Kaderlik, Special Ed EA-PCA for 6.75 hours/day at Sibley, add EA Supervisory for .16 hours/day for a total of 6.91 hours/day at Sibley, effective 09/05/2018-06/07/2019.
12. Melissa Kaderlik, Special Ed EA-PCA at Sibley, add Special Ed EA-PCA for a student in WEB as needed for additional non-academic or extra-curricular activities with the District, effective 08/30/2018-06/07/2019.
13. Briana Kane, KidVentures Site Assistant for 34 hours/wk at Sibley, change to KidVentures Site Assistant for 22.5 hours/wk at Sibley, effective 09/04/2018.
14. Anna Kelly, Media Center EA at Greenvale Park, add Community School Evening Club Leader for 8.75 hours/wk at Greenvale Park, effective 09/04/2018-06/07/2019. \$21.01/hr.
15. Anna Kelly, Media Center EA at Greenvale Park, add Targeted Services Club Leader for up to 4 hours/wk Mon.-Thurs. at Greenvale Park, effective 09/04/2018-06/07/2019; \$21.01/hr.
16. Cindy Keogh, KidVentures Site Assistant for 40 hours/wk at Sibley, change to KidVentures Site Assistant for 23.5 hours/wk at Sibley, effective 09/04/2018.
17. Lisa Laine, Special Ed EA-PCA for 4.25 hours/day, Gen Ed Kindergarten for 2 hours/day and Supervisory for .50 hours/day at Greenvale Park, add .25 Supervision for a total of .75 Supervision, effective 09/04/2018.
18. Quinn Line, KidVentures Site Assistant for 33 hours/wk at Sibley, change to KidVentures Site Assistant for 26 hours/wk at Bridgewater, effective 09/04/2018.
19. Jennifer Link, Teacher at the Middle School, add Targeted Services BLAST Teacher for up to 5 hours/wk Mon.-Thurs. at the Middle School, effective 09/04/2018-06/07/2019. Yr. 2-\$27.11/hr.
20. Cheryl Mathison, Teacher at the ALC, add Independent Study Teacher for two sessions at the ALC, effective 09/04/2018-06/07/2019.
21. Makenzie Matthews, Special Ed EA-PCA at Longfellow, add Special Ed EA-PCA for a student in WEB as needed for additional non-academic or extra-curricular activities with the District, effective 08/30/2018-06/07/2019.
22. Robert Matthies, Custodian for 3 hours/day at the High School, change to Custodian for 5 hours/day at the High School, effective 09/04/2018.
23. Peter McGorry, EA Instructional for 4.09 hours/day at Sibley, add Instructional EA for 1.91 hours/day for a total of 6 hours/day, effective 09/05/2018-06/7/2019.
24. Katrina Meehan, 1.0 FTE Science Teacher at the Middle School, add an overload for first semester (87 days) at the Middle School, effective 09/04/2018-01/24/2019.
25. Tonya Merritt, KidVentures Site Leader for 40 hours/wk at Sibley, change to KidVentures Site Leader for 30 hours/wk at Bridgewater, effective 09/04/2018.
26. Melvin Miller, Community Services Recreation Position, add Door Greeter-General Ed EA at the High School, effective 09/04/2018-12/19/2018; Gen Ed, Step 3-\$15.73/hr.
27. Peggy Mills, KidVentures Site Assistant for 21 hours/wk at Sibley, change to KidVentures Site Assistant for 23.5 hours/wk at Sibley, effective 09/04/2018.
28. Sofie Nelson, KidVentures Site Assistant for 20 hours/wk at Sibley, change to KidVentures Site Assistant for up to 17 hours/wk at Sibley, effective 09/04/2018.
29. Zack Rasmussen, KidVentures Site Assistant for 24 hours/wk at Sibley, change to KidVentures Site Assistant for 26 hours/wk at Bridgewater and Greenvale Park, effective 09/04/2018.
30. Oliver Reitan, German Teacher at the Middle School, add Grade 8 Football Coach at the Middle School, effective 08/30/2018. \$18.00/hr.
31. Mackenzie Schewe, KidVentures Student Site Assistant for up to 40 hours/wk at Sibley, change to KidVentures Student Site Assistant for up to 17 hours/wk at Sibley, effective 09/04/2018.
32. Gloria Sterud, Special Ed EA-PCA at the Middle School, add Special Ed EA-PCA for a student in WEB as needed for additional non-academic or extra-curricular activities with the District, effective 08/30/2018-06/07/2019.
33. Pam Taubman, KidVentures Site Assistant for 17.5 hours/wk at Sibley, change to KidVentures Site Assistant for 23.5 hours/wk at Greenvale Park, effective 09/04/2018.
34. Dylan Warner, KidVentures Site Leader for 40 hours/wk at Sibley, change to KidVentures Site Leader for 30 hours/wk at Greenvale Park, effective 09/04/2018.

35. Victoria Voegelé, Special Ed EA-PCA for 6.75 hours at Sibley, add Supervisory for .25 hours/day for a total of 7 hours/day at Sibley, effective 09/05/2018-06/07/2019.
36. Madison Warner, Child Nutrition Student Associate Sub at Longfellow, change to Child Nutrition Student Associate for approximately 1 hour/day at Longfellow, effective 08/29/2018. \$9.65/hr.

c) Leave of Absence

d) Retirements/Resignations/Terminations

1. Cash Alladin, .6 FTE Business Ed Teacher at the High School, declined position effective 08/28/2018.
2. Jordan Bartholomew, Community Recreation Position with Community Services, declined position effective 09/04/2018.
3. Shiloh Goodwin, Community Recreation Position with Community Services, declined position effective 09/04/2018.
4. Jennifer Valek, Administrative Support Assistant at Bridgewater, resignation effective 09/20/2018.

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

VII. Superintendent's Report

A. Items for Individual Action

1. Superintendent's 2018-2019 Goals.

At the August 27, 2018 School Board meeting Superintendent Hillmann presented his goals for the 2018-2019 school year.

Superintendent's Recommendation: Motion to approve the Superintendent's 2018-2019 goals as presented.

VIII. Items for Information

- A. Bond Referendum Update. Dr. Hillmann will provide an update on preparations for the November 6, 2018 referendum.
- B. School Safety Grants Update. Dr. Hillmann and Director of Finance Val Mertesdorf will provide an update on school safety grants.

IX. Future Meetings

- A. Monday, September 24, 2018, 7:00 PM, Regular Board Meeting, NHS Media Center
- B. Monday, October 8, 2018, 7:00 PM, Regular Board Meeting, NHS Media Center
- A. Monday, October 22, 2018, 7:00 PM, Regular Board Meeting, NHS Media Center

X. Adjournment

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 |
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| Determine appropriate space and programming needs for Community Services programs. | <ul style="list-style-type: none"> • An outdoor educational space was developed at the Northfield Community Resource Center (NCRC) with numerous playstations. ECFE classes access this space regularly. • Purchased Social Emotional Curriculum, Mother Goose Curriculum, Handwriting Without Tears, and Everyday Math for our early childhood programs. Surveyed staff throughout the year to gain feedback about curriculum implementation. • Updated the early childhood scope and sequence in the District's curriculum guide. • Adult Basic Education held regular programming at Emmaus Church. • Hand in Hand Preschool will pilot transporting some students using Benjamin Bus in fall 2018. • Through recreation programming, Kid Ventures and Early Ventures participants had the opportunity to participate in swim lessons. • Tai Chi (enrichment class) was offered at the Middle School to allow enrollment from kids attending the Middle School Youth Center. |
| Expand and enhance professional development opportunities for all Community Services staff. | <ul style="list-style-type: none"> • Kid Ventures participated as a pilot location for new requirements related to the Childcare Block Grant legislation. This allows Community Services to accept county childcare assistance dollars to support low income families in school age care. • Community Services Director and Coordinators participated in a half-day retreat to reflect on the current year's work and set goals for next year. • Four staff attended the Minnesota Community Education Association fall conference. • Surveyed early childhood staff regarding professional development needs and used this information to plan professional development days and the 2018 workshop week. |

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| | <ul style="list-style-type: none"> • Ventures employees participated in workshop week. |
| Expand and enhance outreach efforts for community members to access Community Services programs and services. | <ul style="list-style-type: none"> - Four families attended Tiempo para Bebe (Spanish Baby Talk). - 49 general education students had access to Hand in Hand preschool through scholarships. - Middle School Youth Center (MSYC) increased the number of students coming at least 1 time by 59% (88 students to 140 students). - MSYC increased the number of students coming 6+ times by 46% (76 students to 111 students). - Community Services had a presence at all four Promise FAIRS. |

Key reflections:

- Early Ventures and Kid Ventures swim lesson collaboration was very successful and addressed issues for parents who struggle to get their child(ren) to swim lessons or need transportation during the day in order for their child(ren) to participate in activities.
- The early childhood outdoor educational space at the Northfield Community Resource Center addresses needs and is used by all ages and groups (ECFE classes, Head Start, the neighborhood).
- Due to participating in the Department of Human Services (DHS) certification pilot, Community Services is ready when DHS certification is implemented for school age care programs accepting child care assistance.
- Ventures employees participated in workshop week, which allowed for additional time to prepare for students, the ability to maintain mandatory professional development hours, and made this employment group feel more a part of the larger District.
- Served a large number of low income students in Hand in Hand Preschool. Hand in Hand Preschool serves the largest number and highest percentage of low income students in the Northfield community.
- The expansion of popular recreation programs to other times of the year increased enrollment.
- Designed and printed a Community Services banner that is professional and easy to use. In addition, it helps with branding and uses pictures from the community.
- It is difficult to find space at Longfellow School.

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

| SMART Goal | Strategies | Evaluation |
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| Determine appropriate space and programming needs for Community Services programs. | <ul style="list-style-type: none"> • Develop English Learner (EL) Preschool section at the Northfield Community Resource Center • Adjust ages in Early Ventures classrooms to accommodate current families • Continue to support needs of all early childhood students • Offer programming to new audiences and/or in new spaces | <ul style="list-style-type: none"> • Minimum of six students enrolled in the English Learner Preschool section • Complete necessary changes to support EL Preschool and adjusted Early Ventures classrooms - dedicated storage space, hire staff, add more cubbies, explore the cost and feasibility of adding a bathroom in a Longfellow classroom • Better utilize the Longfellow resource room and room 105 to accommodate all student needs • As needed, purchase slots in community-based preschools to |

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| | | <p>support special education students</p> <ul style="list-style-type: none"> • Work with community preschools to support and enroll students with financial needs. Meet as Preschool Directors at least four times during the school-year. • Hire, train and support four Reading Corps members and one AmeriCorps LEAP member in Hand in Hand Preschool and Early Ventures • Hire, train, and support an internal Reading Corps coach for Early Ventures and Hand in Hand Preschool. • Continue Adult Basic Education (ABE) programming at Emmaus Church and add a class at the Northfield Library • Continue to review space needs for a growing Kid Ventures program |
| <p>Use of Data - Determine what data the Community Services Division collects and what do we do with it.</p> | <ul style="list-style-type: none"> • Map addresses of Community Services participants - as a department whole and by program areas • Track retention of program participants • Online assessment for Hand in Hand Preschool • Track children's experiences prior to entering Kindergarten • Increase retention and student contacts at the Middle School Youth Center (MSYC) • Develop online class surveys for recreation and enrichment programming • Analyze and review online data analytics | <ul style="list-style-type: none"> • Learning where Community Services program participants reside, review gaps, transportation needs, where to hold classes and who we are missing • Conduct regular meetings of the EL Preschool team and explore assessment options for this section • Assess students in Hand in Hand Preschool three times per year. Review, evaluate progress and make adjustments as needed after each assessment • Develop tracking system to determine program participants use of Community Services programs (do participants start in early childhood programming and continue on to other Community Services programming) • Track long-term outcomes of participants in Family School, EL Preschool and Hand in Hand Preschool • Administer Pre-Kindergarten Experiences survey to Kindergarten students. Evaluate survey data and share with Pre-K and Kindergarten staff • 70% of students enrolled |

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| | | <p>(attending 6+ times) in the MSYC will attend 30+ times</p> <ul style="list-style-type: none"> ● 60% of 6th graders who attended PLUS as 5th graders, will attend MSYC as 6th graders ● Review return rate of online classes surveys, analyze how participants learn about programming and compare surveys among program areas ● Track website page clicks, viewing of the online brochure after release and registration numbers after marketing (youth flyers, Promise FAIRS) |
| Review and evaluate Community Services Division's internal operations. | <ul style="list-style-type: none"> ● Increase clarity about Division's policies and operations and who handles specific job duties ● Recruit and retain high quality staff ● Continue to explore software management systems ● Increase programming collaborations within the department ● Review summer brochure cycle | <ul style="list-style-type: none"> ● Clean store room and storage in upstairs classrooms by January 1, 2019 ● Determine areas of program support for administrative support staff ● Determine support for brochure production needs ● Cross train administrative staff ● Standardize procedures - billing, deposits, discounts/promo codes, class contracts, facility permit language, reserving rooms for ABE classes, and making sure customers get the same message ● Frequently check-in with new staff ● Hold a High School job fair to recruit for seasonal positions ● Continue conversations with area colleges regarding the federal work study/community based work study program ● Market seasonal positions at area colleges ● Increase diversity of staff ● Recruit photographer to cover programs ● Review other districts software management systems ● Conduct two site visits to other Community Education Departments to discuss and review software ● Pursue the following collaborations: BLAST swim lessons, advertise recreation programming with Kid Ventures, share information with ABE |

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| | | <div>students</div> <ul style="list-style-type: none">● Determine the potential to release summer brochure information earlier● Review brochure advertising policies |
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Summary

The Community Services Division is excited to pursue these goals in the 2018-19 school year.

Community Services Division

2018-19 School Improvement Plan Report
September 10, 2018

Opportunities for Learning and Recreation for all Ages



- Northfield Public Schools Community Services supports the learning and participation of adults and children in our community. Through citizen involvement, access to school and community resources, and promotion of collaboration and partnerships, **Community Services brings the community together.** We offer programs that develop skills, inspire creativity and promote living healthfully.

2017-18 SIP Goals Review

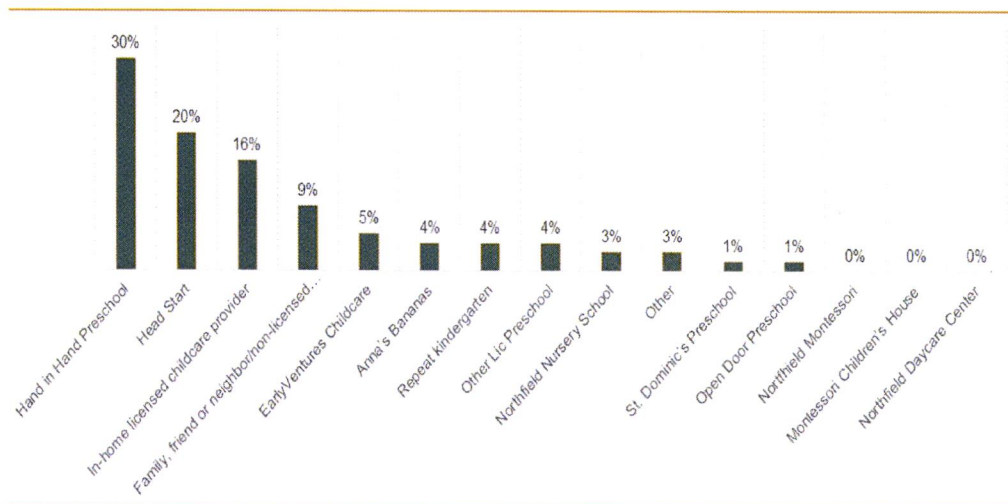
- Determine appropriate space and programming needs for Community Services programs.
- Expand and enhance professional development opportunities for all Community Services staff.
- Expand and enhance outreach efforts for community members to access Community Services programs and services.



Key reflections from 2017-18 SIP

Pre-Kindergarten Institutional Breakdown

Northfield Schools FRP Students



- The early childhood outdoor educational space at the NCRC addresses needs and is heavily used.
- Due to participating in the Department of Human Services (DHS) certification pilot, Community Services is ready when the DHS certification is implemented.
- Important for Ventures staff to be part of workshop week.
- Served a large number of low income children in Hand in Hand Preschool.
- It is difficult to find space to support programs at Longfellow School.

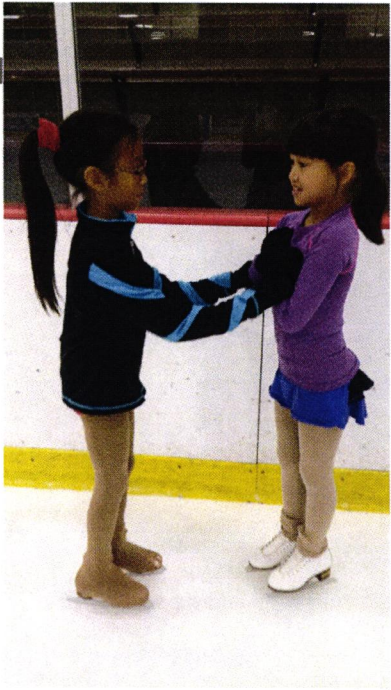
2018-19 Site Improvement Plan Goals

- Determine appropriate space and programming needs for Community Services programs.
- Use of Data - Determine what data the Community Services Division collects and what we do with it.
- Review and evaluate Community Services internal operations.

2018-19 Strategies and Assessments

- Continue to support needs of all early childhood students - EL Preschool, adjust ages in Early Ventures classrooms, expand use of community based preschool slots for financial need and SPED students, Reading Corp members
- Gather and analyze data to inform decisions - review gaps, transportation needs, where to hold classes, how early childhood students progress, and how to best market our programs
- Increase clarity about Division's policies/operations
- Recruit and retain high quality staff

Questions and Discussion



ESSA Year 1
Narrative Presentation to the School Board
September 10, 2018

| Slide Number | Notes |
|--------------|--|
| 1 | <p>I am pleased to have the opportunity to update the board on our 2018 assessment results. Together we are working toward our mission to deliver educational excellence that empowers all learners to engage in our dynamic world.</p> |
| 2 | <p>We know that the needle on the macro assessments moves when we have a strong system of micro assessments in place that is monitored closely at the building and classroom level. Assessments are our indicators about how our students are doing on their educational path in our system. Our district vision is to prepare <u>every</u> student for lifelong success and our assessments help to measure the progress of all of our students.</p> <p>It is exciting and gratifying to share our 2018 results with you because we have many bright spots across the district.</p> <p>This presentation will provide a partial review of our results. Additional information about our progress will be included in the World's Best Workforce Report later this fall.</p> |
| 3 | <p>While proficiency levels for all students in Minnesota declined, Northfield saw MCA gains in every subject area this year. These gains are the result of Matt's leadership and consistent messaging about the importance of continuous improvement, in combination with the the relentless work of our staff. These wins are a total team effort.</p> <p>Last year, I stood before you reporting flat results in math and reading, with a larger decline in science. This year, we tell a very different story. Our work is not done, but we have made some important gains.</p> |

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| 4 | Reading results at the state level declined by less than 1%, but we saw an overall increase of 3%. Our focus on literacy as we implement a new elementary curriculum, the addition of online instructional programming, and a strong reading support program contributed to this gain. I will speak to specific bright spots later in this presentation. |
| 5 | The state proficiency rate reflects a fifth year of gradual decline in math proficiency. Northfield proficiency, however, increased for the second year in a row. While the increase is small, every year we continue this upward trend is moving us toward our goal of every child meeting grade level standards. |
| 6 | We see similarly improving results on the science MCA. While the state proficiency rate declined for the third year in a row, Northfield experienced a proficiency increase of 6% in 2018. Each of the three grade levels testing science (5, 8, 10) saw improvement. I will speak to a particular science bright spot in a later slide. |
| 7 | <p>This overview of all tested subjects and grades provides a visual of our success this year. We were anticipating a drop in 4th grade math proficiency due to Bridgewater's particularly high achievement (89%) in 2017. Grade 6 also saw a decline in math proficiency, but this was a cohort with a 57% proficiency rate in 5th grade. We consider the grade 6 62.4% math proficiency a win for this group of students.</p> <p>We performed particularly well in the state context in grade 5 reading, and grades 7 and 8 in both reading and math, outperforming 80% or more districts in the state.</p> |

Some of our many bright spots this year:

Grade 3 had the support of Northfield Promise and the Accelerator Fund this year as we worked to improve the reading proficiency of our third graders. Move 5 provided funding for teachers to supplement their reading instruction with additional materials or targeted support, and staff also met as a district group three times to celebrate wins and share successful strategies. Their work resulted in the reversal of a five year decline in proficiency rates with an improvement of almost 7%.

Grade 8 Science: While the entire eighth grade teaching team should be congratulated for their work increasing the percentage of students meeting grade level standards in reading, math and science, I want to highlight the work of Tammy McDonald and Craig Croone. These two teachers collaborated with the elementary staff to identify instructional areas of particular need, spent time digging into the state science standards and realigning their curriculum, made adjustments to their instructional and assessment approaches and worked tirelessly to improve outcomes for all students. As you can see, they were incredibly successful, improving student proficiency and outperforming 92% of districts in the state.

Grade 7: Another team to celebrate! Jan Ensrud and Heather Kuehl were committed to increasing the number of students meeting grade level standards. They implemented Reading Plus, realigned their instruction and saw tremendous results for their students. Strong results in the MTSS program also contributed to this gain.

The seventh grade math team of Tina Dokken and Erin Brush saw continued gains and had the 13th highest math proficiency rate in the state. Students of challenged demographic groups perform particularly well year after year in 7th grade math, with every group exceeding the state average. Strong results in the MTSS program also contribute to these results.

GVP Grade 5: Jackie Harding and Michelle Sickler supplemented their reading instruction with Reading Plus. They utilized their reading data to target student instructional need and as a result, 77% of their students met state standards, up from 50% for the same cohort in grade 4.

Sibley Elementary: Congratulations to Sibley staff and students for increasing proficiency in every subject and grade level this

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|------------------------|--|------------------------|-------------|-------------|-------------|-------------|-------------|-----|-----|-----|-----|-----|-----|------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|--|--|--|--|--|--|------------------------|-------------|-------------|-------------|-------------|-------------|-----|-----|-----|-----|-----|-----|------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|--|--|--|--|--|--|------------------------|-------------|-------------|-------------|-------------|-------------|-----|-----|-----|-----|-----|-----|------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|--|--|--|--|--|--|---------------------|-------------|-------------|-------------|-------------|-------------|-----|-----|-----|-----|-----|-----|------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| | year. The staff responded to their data with adjustments in instruction and a commitment to the growth of every student. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 9 | Our work is not done. We continue to be challenged by persistent achievement gaps in the proficiency rates between our demographic groups. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 10 | <p>District-wide, our gaps are fairly consistent year to year. We do have some wins to highlight, but the reality is that the proficiency rate increase of our challenged groups needs to move at a faster rate than our non challenged groups to productively close the achievement gap. We continue to strive for this gap closure.</p> <table><tr><td>Grade 5 Reading</td><td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td></tr><tr><td>FRP</td><td>68%</td><td>55%</td><td>53%</td><td>56%</td><td>60%</td></tr><tr><td>NFRP</td><td>83%</td><td>87%</td><td>82%</td><td>83%</td><td>87%</td></tr><tr><td>Gap</td><td>15%</td><td>32%</td><td>29%</td><td>28%</td><td>27%</td></tr><tr><td colspan="6"></td></tr><tr><td>Grade 6 Reading</td><td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td></tr><tr><td>FRP</td><td>43%</td><td>47%</td><td>49%</td><td>48%</td><td>53%</td></tr><tr><td>NFRP</td><td>75%</td><td>74%</td><td>73%</td><td>78%</td><td>82%</td></tr><tr><td>Gap</td><td>32%</td><td>28%</td><td>24%</td><td>30%</td><td>29%</td></tr><tr><td colspan="6"></td></tr><tr><td>Grade 7 Reading</td><td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td></tr><tr><td>FRP</td><td>43%</td><td>36%</td><td>45%</td><td>39%</td><td>48%</td></tr><tr><td>NFRP</td><td>78%</td><td>74%</td><td>69%</td><td>75%</td><td>77%</td></tr><tr><td>Gap</td><td>35%</td><td>37%</td><td>25%</td><td>36%</td><td>29%</td></tr><tr><td colspan="6"></td></tr><tr><td>Grade 7 Math</td><td>2014</td><td>2015</td><td>2016</td><td>2017</td><td>2018</td></tr><tr><td>FRP</td><td>47%</td><td>54%</td><td>46%</td><td>48%</td><td>54%</td></tr><tr><td>NFRP</td><td>81%</td><td>78%</td><td>80%</td><td>81%</td><td>85%</td></tr><tr><td>Gap</td><td>34%</td><td>24%</td><td>34%</td><td>33%</td><td>31%</td></tr></table> | Grade 5 Reading | 2014 | 2015 | 2016 | 2017 | 2018 | FRP | 68% | 55% | 53% | 56% | 60% | NFRP | 83% | 87% | 82% | 83% | 87% | Gap | 15% | 32% | 29% | 28% | 27% | | | | | | | Grade 6 Reading | 2014 | 2015 | 2016 | 2017 | 2018 | FRP | 43% | 47% | 49% | 48% | 53% | NFRP | 75% | 74% | 73% | 78% | 82% | Gap | 32% | 28% | 24% | 30% | 29% | | | | | | | Grade 7 Reading | 2014 | 2015 | 2016 | 2017 | 2018 | FRP | 43% | 36% | 45% | 39% | 48% | NFRP | 78% | 74% | 69% | 75% | 77% | Gap | 35% | 37% | 25% | 36% | 29% | | | | | | | Grade 7 Math | 2014 | 2015 | 2016 | 2017 | 2018 | FRP | 47% | 54% | 46% | 48% | 54% | NFRP | 81% | 78% | 80% | 81% | 85% | Gap | 34% | 24% | 34% | 33% | 31% |
| Grade 5 Reading | 2014 | 2015 | 2016 | 2017 | 2018 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| FRP | 68% | 55% | 53% | 56% | 60% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| NFRP | 83% | 87% | 82% | 83% | 87% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Gap | 15% | 32% | 29% | 28% | 27% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| Grade 6 Reading | 2014 | 2015 | 2016 | 2017 | 2018 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| FRP | 43% | 47% | 49% | 48% | 53% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| NFRP | 75% | 74% | 73% | 78% | 82% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Gap | 32% | 28% | 24% | 30% | 29% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| Grade 7 Reading | 2014 | 2015 | 2016 | 2017 | 2018 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| FRP | 43% | 36% | 45% | 39% | 48% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| NFRP | 78% | 74% | 69% | 75% | 77% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Gap | 35% | 37% | 25% | 36% | 29% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| Grade 7 Math | 2014 | 2015 | 2016 | 2017 | 2018 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| FRP | 47% | 54% | 46% | 48% | 54% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| NFRP | 81% | 78% | 80% | 81% | 85% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Gap | 34% | 24% | 34% | 33% | 31% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 11 | <p>The remainder of the presentation is an introduction to ESSA and the new accountability indicators.</p> <p>The MDE has set new goals for all schools to reach by 2025:</p> <p>All Grades - Achievement Gap Goals - By the year 2025: Reach a reading achievement rate of 90 with no student group below 85. Reach a math achievement rate of 90 with no student group below 85.</p> <p>Grade 3 Reading Achievement Gap Goal - By the year 2025: Reach a third grade reading achievement rate of 90 with no student group below 85.</p> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

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| | <p>Grade 8 Math Achievement Gap Goal - By the year 2025: Reach an eighth grade math achievement rate of 90 with no student group below 85.</p> <p>Progress toward English Language Proficiency Goal - By the year 2025: Reach a goal of 85 percent of students making progress in achieving English language proficiency.</p> <p>Graduation Rate Goal - By the year 2020: Reach a four-year graduation rate of 90 percent with no student group below 85 percent.</p> <p>Consistent Attendance Goal - By the year 2020: Reach a consistent attendance rate of 95 percent with no group below 90 percent.</p> |
| 12 | <p>These are the ESSA accountability indicators. We have covered academic achievement, and we will discuss academic progress tonight as well.</p> <p>Graduation and Progress Toward English Language Proficiency will be covered in the WBWF report.</p> <p>Attendance has been addressed as a system. My thanks to Chris Neset and Marnie Thompson who have been instrumental in standardizing our attendance coding. We did not make the Year 1 threshold of 90% consistent attendance at the secondary level because of inconsistent coding of school related absences. We have trained staff, adjusted the codes in Skyward and standardized procedures across the district to correct and increase our attendance rates moving forward.</p> <p>We did have two schools recognized for top attendance rates:</p> <p>Sibley was a School of Recognition for their EL student group attendance rate.</p> <p>NMS was a School of Recognition for their multiracial student group attendance rate.</p> |

| | |
|----|---|
| 13 | <p>MDE developed a new growth model under ESSA which focuses on the improvement in student achievement level. While Z scores are still reported in our district files, we are now measured by the points gained as students move to higher levels of proficiencies.</p> <p>This slide indicates the number of points awarded per student for maintaining or increasing proficiency level.</p> <p>Northfield schools outperformed the state average for all students in this metric.</p> |
| 14 | <p>We had two significant wins to note for Greenvale Park and the Middle School.</p> |
| 15 | <p>The ALC was identified for additional support because the 4-year graduation rate (2015-2017 average) for the All and White Student Groups was less than 67%.</p> <p>We are working with a team from the Regional Centers for Excellence (RCE) to meet our requirements for identification.</p> |
| 16 | <p>We believe it is important to place our ALC graduation rate in the larger state context. There is work to be done, and we recognize that the very population served by the ALC is one challenged to meet high school graduation requirements.</p> <p>We believe our ALC is doing great work for kids. Our goal is to collaborate with the RCE for additional ways to improve the ALC graduation rate at 4 through 7 years.</p> |
| 17 | <p>I am happy to schedule any additional time with anybody who wishes to dig a little deeper into our district data.</p> |



ESSA Year 1 Northfield Public Schools

September 10, 2018



2018 MCA Results

Statewide Proficiency

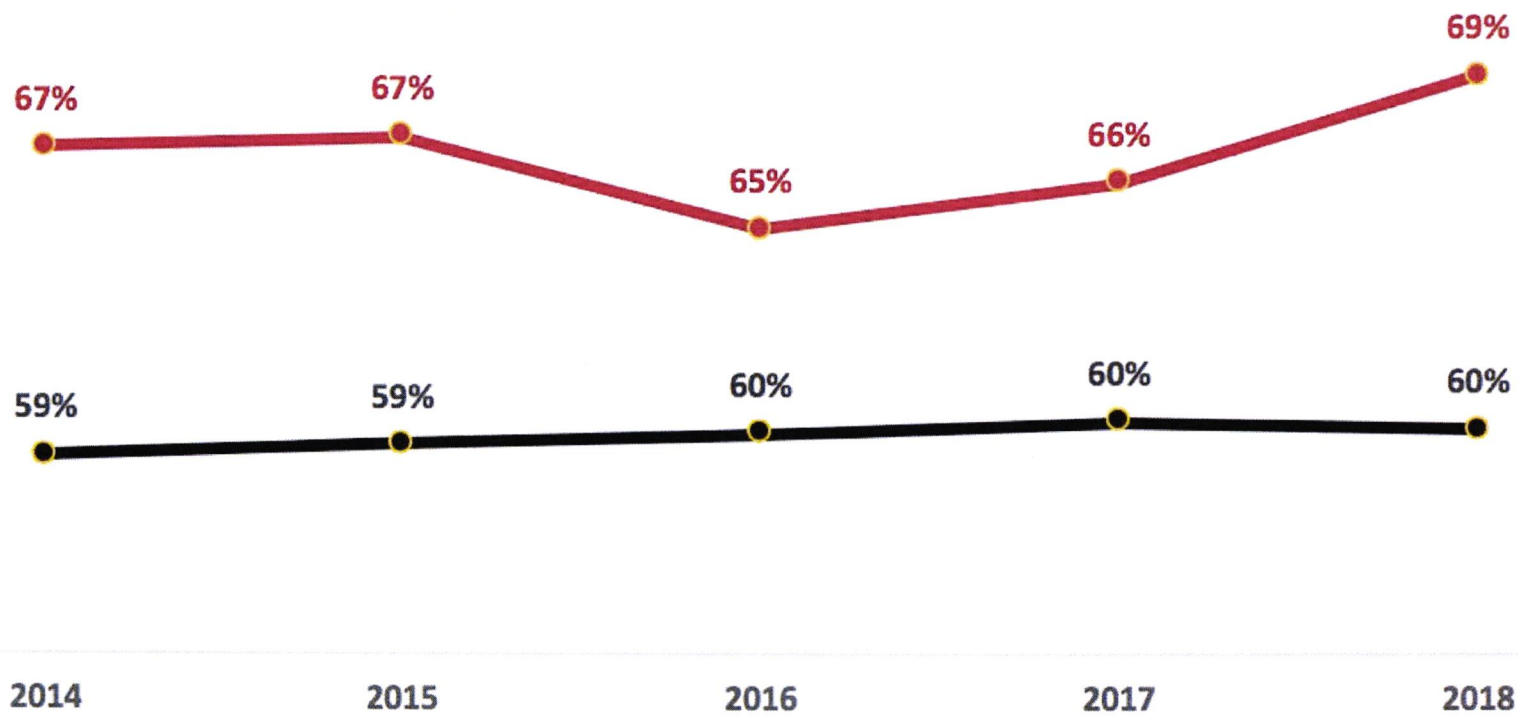


Northfield Proficiency



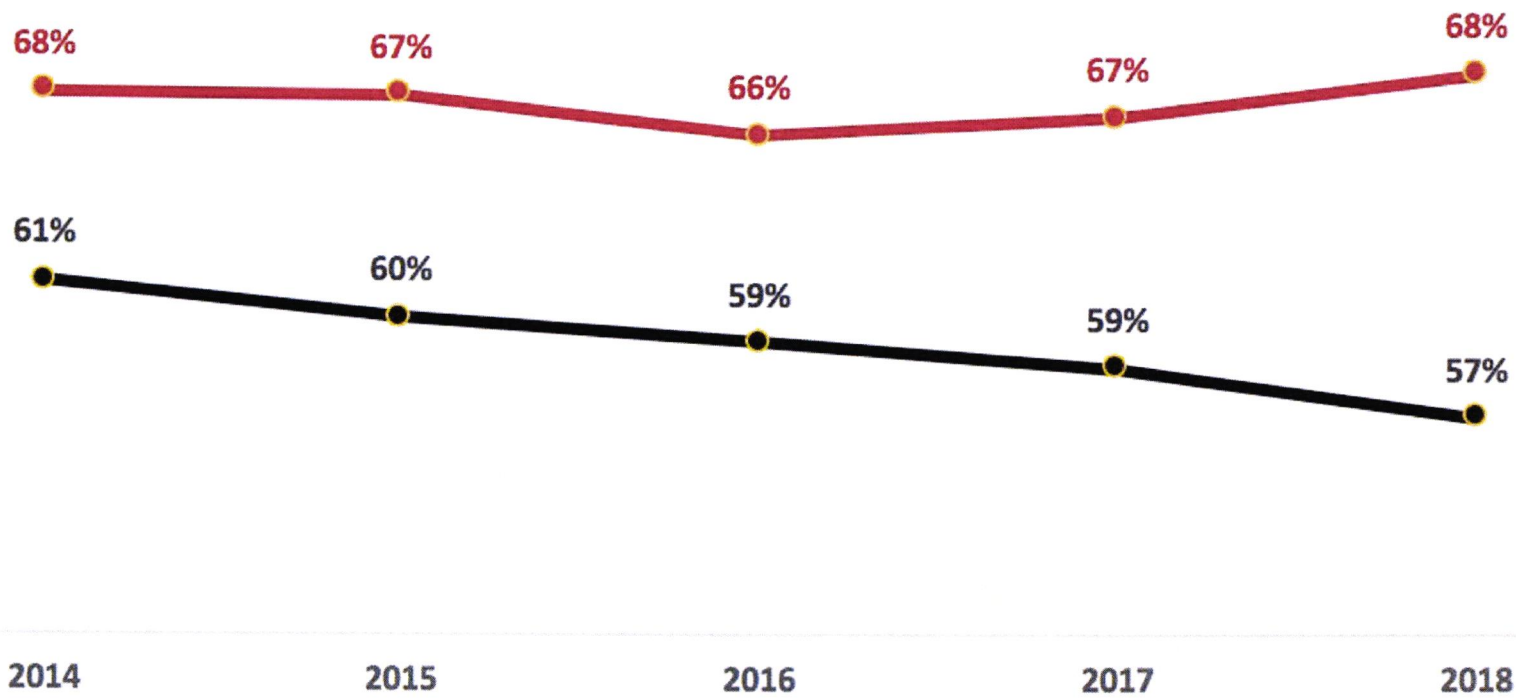
Northfield Schools MCA III Reading Trends

—●— Northfield —●— State



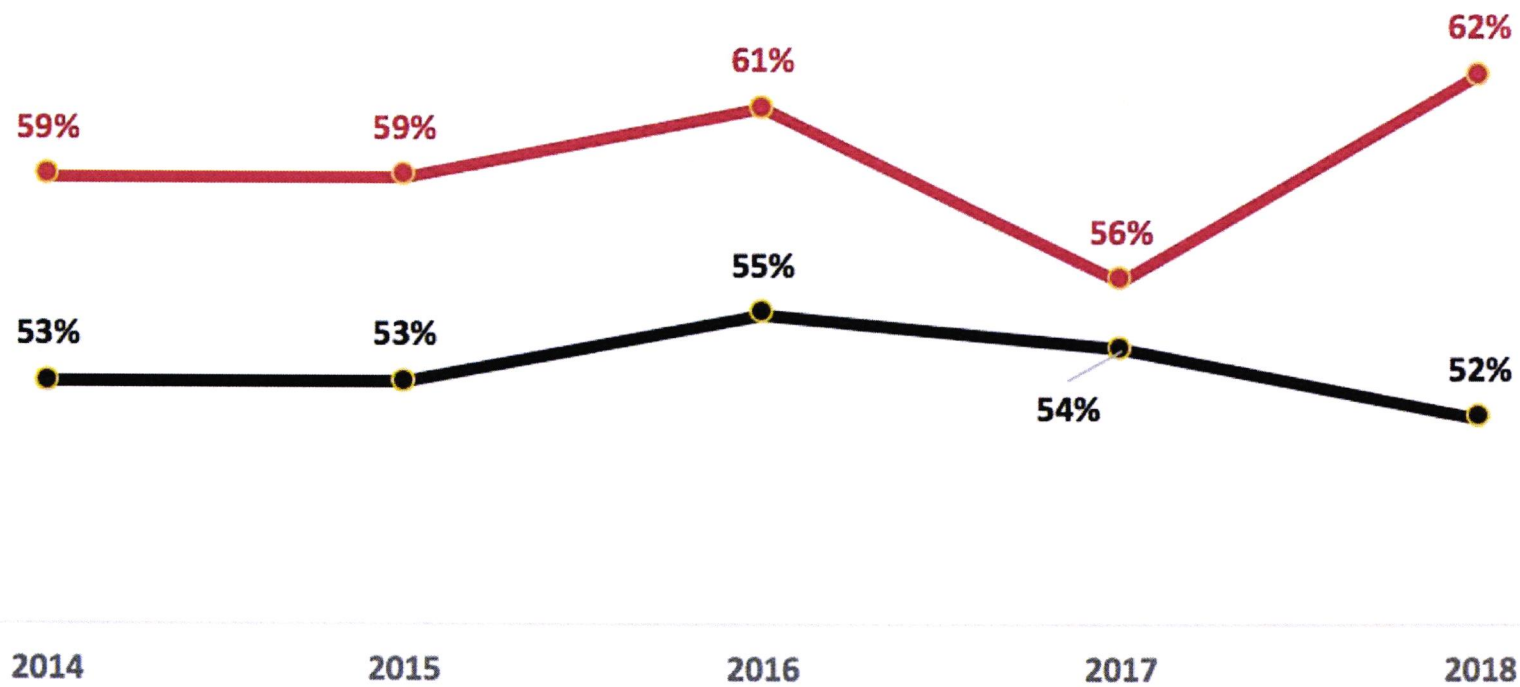
Northfield Schools MCA III Math Trends

—●— Northfield —●— State



Northfield Schools MCA III Science Trends

● Northfield ● State



Northfield Overview

All grades and subjects
with state context

2018 Northfield MCA Results with State Context

| Grade | Subject | 2018 MCA Proficiency Rate | Proficiency Change from 2017 | Percent of Districts (01) with Lower 2018 Proficiency Rates |
|-------|---------------------------------|------------------------------|------------------------------------|--|
| | Above State Proficiency Rate | | Increase Decrease | |
| 3 | Reading | 63.9% | +6.8% | 63% |
| | Math | 73.7% | +10.5% | 54% |
| 4 | Reading | 61.4% | -2.3% | 60% |
| | Math | 73.7% | -3.9% | 62% |
| 5 | Reading | 80.0% | +5.1% | 85% |
| | Math | 63.0% | +5.3% | 67% |
| | Science | 63.0% | +1.8% | 52% |
| 6 | Reading | 74.3% | +4.0% | 74% |
| | Math | 62.4% | -3.1% | 66% |
| 7 | Reading | 70.3% | +5.6% | 86% |
| | Math | 78.8% | +6.6% | 96% |
| 8 | Reading | 68.1% | +1.6% | 86% |
| | Math | 76.3% | +4.0% | 91% |
| | Science | 62.4% | +10.1% | 92% |
| HS | Reading | 67.4% | -1.0% | 73% |
| | Math | 58.2% | -2.0% | 79% |
| | Science | 61.4% | +3.5% | 73% |

Source: MDF Report Card/MCA III/Accountability Criteria Met and Public MCA Files

Notable Wins

- Grade 3 **Move 5 Project**
- Grade 8 Science **Instructional Change and Vertical Collaboration**
- Grade 7 **Relationships/Expectations/Instructional Change**
- Grade 5 Reading - GVP **Targeted Instruction**
- Sibley Results **Responding to Data**

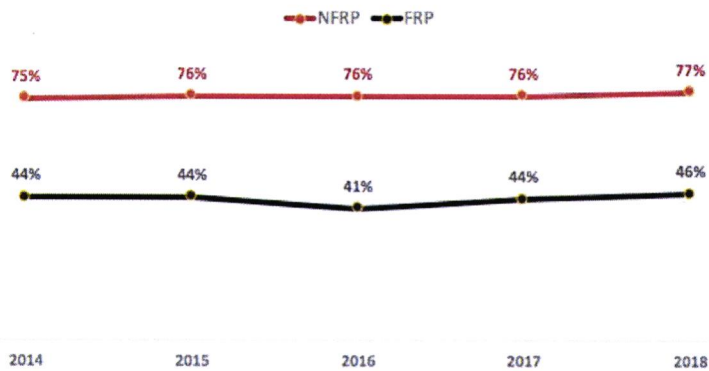


Areas for Growth

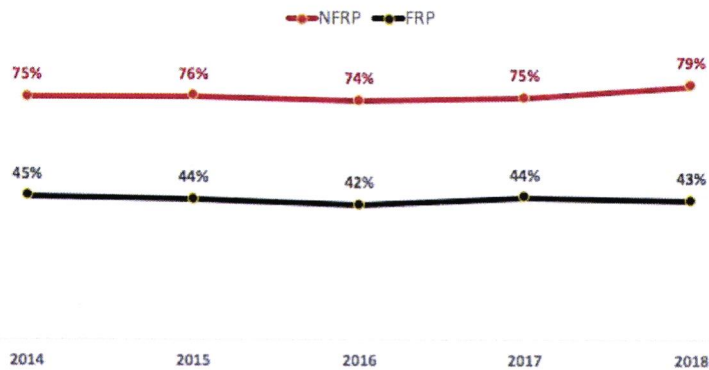
Tackling the Proficiency Gaps

Socioeconomic Gap

Math Proficiency Trends by Economic Challenge

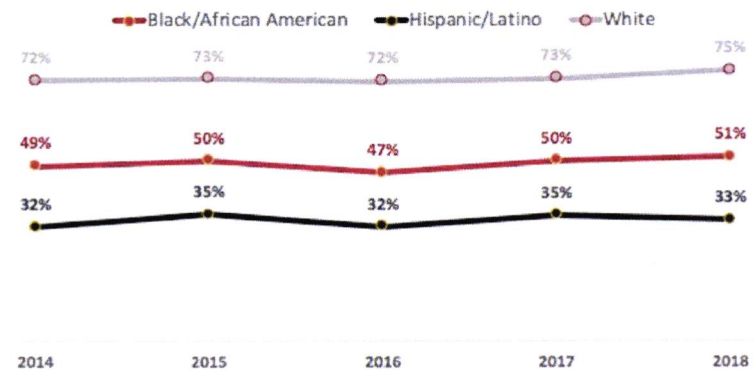


Reading Proficiency Trends by Economic Challenge

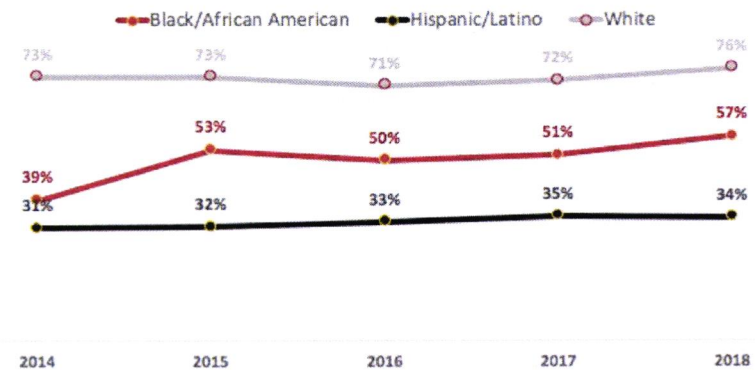


Gaps by Ethnicity

Math Proficiency Trends By Ethnicity



Reading Proficiency by Ethnicity





Minnesota Goals for 2025

ESSA Indicators

The ESSA Indicators



Academic Achievement

The number of students at the “Meets Standards” or “Exceeds Standards” achievement levels divided by all students in tested grades. Calculated separately for **math** and **reading**.



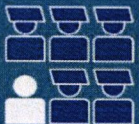
Progress Toward English Language Proficiency

The average progress English learners made toward individual growth targets on the ACCESS for ELLs test.



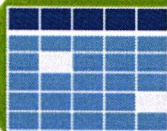
Academic Progress

A score based on students’ achievement levels from one year to the next. Calculated separately for **math** and **reading**.



Graduation Rates

The percentage of students who graduated in **four years** and **seven years**.



Consistent Attendance

The percentage of students attending more than 90 percent of the days they are enrolled.

ESSA Academic Progress Matrix

| This Year → Previous Year ↓ | Does Not Meet Standards | Partially Meets Standards | Meets Standards | Exceeds Standards |
|--------------------------------|----------------------------|------------------------------|-----------------|-------------------|
| Exceeds Standards | 0 | 0 | 0 | 3 |
| Meets Standards | 0 | 0 | 2 | 5 |
| Partially Meets Standards | 0 | 2 | 6 | 9 |
| Does Not Meet Standards | 0 | 8 | 12 | 15 |



ESSA Average Progress Points

- Of the **708** elementary schools testing 20 or more students in 2018, **GVP** had the **5th highest** average progress points for all students in reading
- Of the **224** middle schools testing 20 or more students in 2018, **NMS** had the **3rd highest** average progress points for all students in math



ALC ESSA Identification - Graduation Rate

- **Comprehensive support** and improvement plans are required for:
 - The lowest 5 percent of schools on the accountability system.
 - High schools with graduation rates of less than 67 percent.
 - Schools where any student group (based on race/ethnicity, disability status and economic status) routinely performs at the same level as schools in the lowest 5 percent.
- **Targeted support** and improvement plans are required for schools where student groups are consistently underperforming



ALC Identification in Context

Of MN Independent School Districts:

- 50 identified for comprehensive support due to four year graduation rate below 67% for All Students
 - **Northfield ALC has third highest rate (59.24%) of these 50 schools**
- 30 identified for comprehensive support due to four year graduation rate below 67% for White Students
 - **Northfield ALC has highest rate (64.13%) of these 30 schools**



Questions?

Teaching and Learning

- Continued implementation of state-mandated World's Best Workforce, identifying alignment with Northfield Promise.
- Supported key student transitions through Bridges to Kindergarten, WEB, and LINK programs.
- As a District, students continued to outperform the state average on all Minnesota Comprehensive Assessment (MCA) examinations, increasing proficiency rates in 13 of 17 areas tested.
- Eighty-five percent (85%) of the 418 Advanced Placement tests taken at Northfield High School in 2018 resulted in students eligible for college credit.
- Students continued to outperform averages for both Minnesota and the rest of the nation on the ACT.
- Celebrated with two National Merit finalists and two National Merit commended scholars.
- Selected *Collaborative Classroom* as the District's K-5 reading curriculum and provided 18 hours of professional development for K-5 teachers focused on reading instruction.
- Northfield Public Schools' Orchestra department has been named the 2016 Meritorious Orchestra Program of the Year by the MN String and Orchestra Teachers Association.
- 79% of Northfield High School students participated in Raider activities through athletics, drama, music, and other programming.
- Held fourth annual Business and Technical Trades career explorations day at Northfield Middle School with more than three dozen businesses/organizations participating.
- Transitioned teaching staff from desktop computers to laptop computers, providing flexibility and greater ability to collaborate.
- Tackling Obstacles and Raising College Hopes TORCH served 500 students with 353 receiving over 10 contacts in grades 6-12 and 200 alumni receiving services.
- Continued job-embedded professional development for teaching staff through weekly Professional Learning Communities.

| Board of Education | Community Services | District Services | Student Services |
|--|--|---|---|
| <ul style="list-style-type: none"> Successful operating levy campaign provides financial stability in light of chronic state underfunding. Continued ThoughtExchange community engagement processes about the state of the district (934 participants for "Continue the Conversation" and 398 for "Facilities Exchange"). Continued successful participation with Northfield Promise and Chamber of Commerce. Successfully completed the Minnesota Department of Education process to continue as an official charter school authorizer. | <ul style="list-style-type: none"> Community School at Greenvale Park drew over 1,500 total participants (including students, teachers, and family members). 41,598 children, youth and adults participated in a Community Services program. 101,647 people had access to a school district facility through Community Services. Ventures programs served 722 children. Supported 49 students receiving scholarships at Hand in Hand Preschool. | <ul style="list-style-type: none"> The Buildings and Grounds Department completed \$495,000 in maintenance projects. Self-funded health insurance program reserves allowed for a reduction in employee premiums. Child Nutrition joined seven school districts as part of the Minnetonka food purchasing cooperative, maximizing its buying power. Managed student growth through the use of contingency FTE addressing targeted class size concerns. Human Resources provided orientation for 35 new employees and completed 2,042 volunteer background checks. Received MDE School Finance Award for the 6th consecutive year and received another "clean audit." Demonstrated fiscal stewardship by ensuring the 83.6% of expenditures allocated to direct classroom instruction. | <ul style="list-style-type: none"> Celebrated Director of Special Services Cheryl Hall's election as the President of the Minnesota Administrators of Special Education. Successfully recruited Sara Pratt, the new Assistant Director for Special Services Managed and provided specialized instruction for 623 students through Individual Education Plans from ages Birth-21. Managed 161 Section 504 plans. |

Challenges 2018-19

“Accept the challenges so that you can feel the exhilaration of victory.”

George S. Patton

1. Increasing school security while maintaining a welcoming learning environment.
2. Continue successful academic, social/emotional, and co-curricular performance trajectories.
3. Managing growth due to increased enrollment.
4. Implement new K-12 *Collaborative Classroom* reading curriculum, focusing on increasing the percentage of students proficient in reading by the end of Grade 3.
5. Institutionalize PreK-8th Grade *Second Step* social/emotional learning curriculum.
6. Institutionalize *Ramp-up to Readiness* curriculum at Northfield Middle School
7. Recruiting and retaining a high-quality staff despite the imminent teacher shortage and navigating new state-level licensure changes.
8. Increase access to early learning programs, especially for underserved populations, focusing on increasing the percentage of students who have a high-quality pre-school experience.
9. Decrease unacceptable opportunity gaps present across Northfield Public Schools assessment data.
10. Continue to provide a breadth of the academic course and program choice while maintaining reasonable class sizes across the District.
11. Increase customization of learning, timely feedback, and academic choice through tight integration of technology within the District’s pedagogy.
12. Implementation of Northfield High School Flex Hour.
13. Influence mindset about what post-graduate success means for Northfield students to emphasize multiple pathways - including traditional four-year college, community/technical college, military, or volunteer service.
14. Developing a systematic approach to continuous improvement through a partnership with Studer Education for maximum accountability.
15. Inform the public about and administer the 2018 bond referendum election.

NORTHFIELD PUBLIC SCHOOLS

School Board Minutes

August 27, 2018

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 p.m. Present: Goerwitz, Stratmoen, Quinnell, Colangelo, Iverson, and Pritchard. Absent: Hardy. Goerwitz left the meeting at 8:15 p.m.
- II. Agenda Changes / Table File
Table File items were added.
- III. Public Comment
No public comment.
- IV. Announcements and Recognitions
 - Thank you to Director of Teaching & Learning, MaryGrace Hanson and Cheryl Hall who were in charge of the new teacher workshop last week and warmly welcomed the twenty-two new staff to Northfield Public Schools.
 - The Welcome Back & Staff Appreciation Breakfast was held this morning at Northfield Middle School. The program was well attended and included three performances, Dr. Hillmann's remarks, years of service awards, and a gift drawing. Thank you to all faculty, staff, and community members who made this event possible.
- V. Items for Discussion and Reports
 - A. Sibley Continuous School Improvement Plan Presentation
Sibley Principal Scott Sannes presented the continuous school improvement plan to the Board. The presentation included a progress report on the goals set for the 2017-2018 school year as well as new goals set for the 2018-2019 school year.
 - B. Middle School Continuous School Improvement Plan Presentation
Middle School Principal Greg Gelineau presented the continuous school improvement plan to the Board. The presentation included a progress report on the goals set for the 2017-2018 school year as well as new goals set for the 2018-2019 school year.
 - C. Superintendent's 2018-2019 Goals
Superintendent Hillmann shared a draft of his proposed goals for 2018-2019. This will be an item for action at the September 10, 2018 Board meeting.
- VI. Committee Reports
No committee reports.
- VII. Consent Agenda
On a motion by Quinnell, seconded by Colangelo, the Board approved the following Consent Agenda items:
 - A. Minutes. Minutes of the August 13, 2018 Regular School Board meeting.
 - B. Personnel Items
 - a) Appointments
 1. Chrissy Alexander, Gen Ed EA for 4.5 hours/day at Greenvale Park, beginning 8/27/2018; Gen Ed, Step 1-\$15.03/hr.
 2. Cash Alladin, .6 FTE Business Education Teacher at the High School, beginning 08/27/2018; BA, Step 1
 3. Stephanie Ennis, 1.0 FTE Long Term Substitute Grade 1 Teacher at Greenvale Park, beginning on or about 10/25/2018-2/1/2019; MA, Step 2

4. Johnna Harmer, KidVentures Site Assistant for up to 15 hours/wk at Greenvale Park, beginning 08/27/2018; Step 3-\$13.56/hr.
5. Rebekah Hedberg, KidVentures Site Assistant for 8.5 hours/wk at Bridgewater, beginning 08/27/2018; Step 1-\$12.88/hr.
6. Lucinda Huschle, Long Term Substitute Special Ed EA-PCA for 6.75 hours/day at the High School, beginning 08/27/2018-06/07/2019; Spec Ed, Step 4-\$16.76/hr.
7. Kristin Johnson, 1.0 FTE Instructional Coach-Behavior at Greenvale Park, beginning 08/27/2018-6/07/2019; MA, Step 4
8. Jacqueline McNeil, Sign Language Interpreter for 6.75 hours/day with the District, beginning 8/27/2018; Level B, \$21.77/hr.
9. Rebecca Meyer, Spec Ed EA-PCA for 6.75 hours/day at the High School, beginning 08/27/2018; Spec Ed, Step 1-\$15.62/hr.
10. Caitlin Robertson, 1.0 FTE 6th Grade Teacher at the Middle School, beginning 08/27/2018-06/07/2019; MA, Step 5
11. Jessica Van Zuilen, Spec Ed EA-PCA for 6.75 hours/day at the High School, beginning 8/27/2018; Spec Ed, Step 1-\$15.62/hr.
12. *Jordan Bartholomew, Community Recreation Position with Community Services, beginning 09/05/2018-05/31/2018; \$10.00/hr.
13. LeAnn Carlson, Early Childhood EA for up to 30 hours/wk at the NCRC, beginning 08/30/2018; Gen Ed, Step 4-\$16.19/hr.
14. Josh Dresow, Community Recreation Position with Community Services, beginning 09/05/2018-05/31/2018; \$9.65/hr.
15. *Francesco Finali, Community Recreation Position with Community Services, beginning 09/05/2018-05/31/2018; \$10.00/hr.
16. *Shiloh Goodwin, Community Recreation Position with Community Services, beginning 09/05/2018-05/31/2018; \$10.00/hr.
17. *Gonzalo Pirela, Community Recreation Position with Community Services, beginning 09/05/2018-05/31/2018; \$10.00/hr.
18. Angela Schock, 1.0 FTE Grade 6 Math Teacher at the Middle School, beginning 08/27/2018-06/07/2019; MA, Step 10
19. *Parth Shukla, Community Recreation Position with Community Services, beginning 09/05/2018-05/31/2018; \$10.00/hr.

b) Increase/Decrease/Change in Assignment

1. CORRECTION: Sean DuBe, 1.0 FTE English/Language Arts Teacher at the High School, change from MA, Step 7 to MA+15, Step 7
2. CORRECTION: Lydia Gross, 1.0 FTE Early Childhood Special Education Teacher at Longfellow, change from BA+30, Step 1 to BA+45, Step 1
3. CORRECTION: Jeff Wright, Assistant Boys Lacrosse Coach at the High School, change from Level D, Step 3 to Level D, Step 5
4. Danielle Amundson, Teacher at Greenvale Park, add Compañeros Mentor at Greenvale Park, effective 08/27/2018-06/07/2019; \$750 Stipend
5. Stephanie Balma, Early Ventures Teacher for 26 hours/wk at Longfellow, change to Early Ventures Teacher for 40 hours/wk at Longfellow, effective 08/27/2018-06/12/2019.
6. Paula Baragary, Teacher at Sibley, add Teacher Mentor at Sibley, effective 08/27/2018-06/07/2019; \$750 Stipend
7. Trisha Beacom, Early Ventures Teacher for 30 hours/wk at Longfellow, change to Early Ventures Teacher for 40 hours/wk at Longfellow, effective 08/27/2018-06/12/2019.
8. Courtney Beumer, Early Ventures Teacher for 25.5 hours/wk at Longfellow, change to Early Ventures Teacher for 38 hours/wk at Longfellow, effective 08/27/2018-06/12/2019.
9. Haanah Braun, Early Ventures Site Assistant for 18 hours/wk at Longfellow, change to Early Ventures Site Assistant for 38.75 hours/wk at Longfellow, effective 08/27/2018-06/12/2019.
10. Stephani Carlson, Special Ed Teacher at Greenvale Park, add Spec Ed Teacher Mentor at Greenvale Park, effective 08/27/2018-06/07/2019; 50% Stipend \$375

11. Anita Corwin, Early Ventures Site Assistant for 23.5 hours/wk at Longfellow, change to Early Ventures Site Assistant for 40 hours/wk at Longfellow, effective 08/27/2018-06/12/2019.
12. Matthew Crase, Spec Ed EA at the Middle School, add Student Support for WEB at the Middle School, effective 08/30/2018-06/04/2019.
13. Natalie Czech, Special Ed Teacher at Bridgewater, add Special Ed Teacher Mentor at Bridgewater, effective 08/27/2018-06/07/2019. Stipend \$750
14. Stephanie Ennis, Full-time Substitute with the District, change to 1.0 FTE Long Term Substitute Kindergarten Teacher at Bridgewater, effective 08/27/2018-10/24/2018. MA, Step 2
15. Jan Ensrud, Teacher at the Middle School, add Teacher Mentor at the Middle School, effective 08/27/2018-06/07/2019. Stipend \$750
16. Julie Erickson, Early Ventures Teacher for 38 hours/wk at Longfellow, change to Early Ventures Teacher for 40 hours/wk at Longfellow, effective 08/27/2018-06/12/2019.
17. Debbie Foley, Early Ventures Assistant Teacher for 28.75 hours/wk at Longfellow, change to Early Ventures Assistant Teacher for 30 hours/wk at Longfellow, effective 08/27/2018-06/12/2019.
18. Michelle Gaertner, Special Ed Teacher at the Middle School, add Spec Ed Teacher Mentor at the Middle School, effective 08/27/2018-06/07/2019; Stipend \$750
19. Sara Gerdesmeier, Early Ventures Site Assistant for 20 hours/wk at Longfellow, change to Early Ventures Site Assistant for 32.5 hours/wk at Longfellow, effective 08/27/2018-06/12/2019.
20. Paige Haley, Long Term Substitute Kindergarten Teacher at Bridgewater, change to 1.0 FTE Kindergarten Teacher at Bridgewater, effective 08/27/2018-06/07/2019.
21. Kaci Henry, Early Ventures Teacher for 28.75 hours/wk at Longfellow, change to Early Ventures Teacher for 40 hours/wk at Longfellow, effective 08/27/2018-06/12/2019.
22. Melissa Kaderlik, Spec Ed EA-PCA for 6.75 hours/day at Step 1-\$15.62/hr. at Sibley, change Spec Ed EA-PCA for 6.75 hours/day at Step 3-\$16.30/hr. at Sibley, effective 08/27/2018.
23. Anna Kelly, Media Center EA at Greenvale Park, add Community School Club Leader at Greenvale Park, effective 09/04/2018-06/07/2019; \$21.01/hr.
24. Gail Kohl, Teacher at Bridgewater, add Teacher Mentor at Bridgewater, effective 08/27/2018-06/07/2019; Stipend \$750
25. Dan Kust, 1.0 FTE 6th Grade Teacher at the Middle School, and an overload for the 2018-19 school year, effective 09/04/2018-06/07/2019.
26. Elizabeth Larson, Teacher at Bridgewater, add Companeros Mentor at Bridgewater, effective 08/27/2018-06/07/2019; Stipend \$750
27. Mary Magnuson, Special Ed Teacher at the High School, add Spec Ed Teacher Mentor at the High School, effective 08/27/2018-06/07/2019; Stipend \$750
28. Carol Nick, Early Ventures Teacher for 20 hours/wk at Longfellow, change to Early Ventures Teacher for 35 hours/wk at Longfellow, effective 08/27/2018-06/12/2019.
29. April Ostermann, Teacher at Sibley, add Compañeros Mentor at Sibley, effective 08/27/2018-06/07/2019; \$750 Stipend
30. Kelli Otting, Special Ed Teacher at Sibley, add Spec Ed Teacher Mentor at Sibley, effective 08/27/2018-06/07/2019; Stipend \$750
31. Caitlin Robertson, 1.0 FTE 6th Grade Teacher at the Middle School, change to .8 FTE 6th Grade Teacher and will have 50 minutes/day for supervision, effective 08/27/2018.
32. Kathy Roth, Early Ventures Teacher for 39.75 hours/wk at Longfellow, change to Early Ventures Teacher for 39.75 hours/wk at Longfellow, effective 08/27/2018-06/12/2019.
33. Bobbi Schmidtke, Early Ventures Site Leader for 30 hours/wk at Longfellow, change to Early Ventures Site Leader for 40 hours/wk at Longfellow, effective 08/27/2018-06/12/2019.
34. Katie Schuman, Early Ventures Teacher for 30 hours/wk at Longfellow, change to Early Ventures Teacher for 40 hours/wk at Longfellow, effective 08/27/2018-06/12/2019.
35. Andrea Stowe, Early Ventures Teacher for 39.75 hours/wk at Longfellow, change to Early Ventures Teacher for 34.75 hours/wk at Longfellow, effective 08/27/2018-06/12/2019.
36. Sarah Swan McDonald, Teacher at the High School, add Teacher Mentor at the High School, effective 08/27/2018-06/07/2019; \$750 Stipend

37. Diane Wiese, Special Ed Teacher at Greenvale Park, add Spec Ed Teacher Mentor at Greenvale Park, effective 08/27/2018-06/07/2019; 50% Stipend \$375
 38. Kari Winter, Teacher at Longfellow, add Special Ed Teacher Mentor at Longfellow, effective 08/27/2018-06/07/2019; Stipend \$750
 39. Sarah Woodcock, Early Ventures Teacher for 35.5 hours/wk at Longfellow, change to Early Ventures Teacher for 38.5 hours/wk at Longfellow, effective 08/27/2018-06/12/2019.
 40. Brent Yule, Phy Ed Teacher at Greenvale Park, add Assistant Football Coach at the High School, effective 08/17/2018; 20% Stipend Level E, Step 1.
 41. Sari Zach, Teacher at Greenvale Park, add Teacher Mentor at Greenvale Park, effective 08/27/2018-06/07/2019; \$750 Stipend.
 42. Stephanie Balma, Early Ventures Teacher at Longfellow, change to Hand in Hand School Readiness Teacher at Longfellow, effective 08/27/2018; \$26.76/hr.
 43. Cale Steinhoff, Assistant Soccer Coach-Hourly at the High School, change to Assistant Soccer Coach at the High School, effective 08/13/2018; Level F, Step 4.
- c) Leave of Absence
1. Danielle Crase, Special Ed Teacher at the High School, Family/Medical Childcare Leave, effective on or about 12/05/2018 for 8 work weeks.
 2. Matthew Crase, Special Ed EA-PCA at the Middle School, Family/Medical Childcare Leave, effective on or about 12/05/2018 for 2 work weeks.
 3. Angela Kruse, Speech and Language Pathologist at Greenvale Park, Family/Medical Leave of Absence, effective on 08/27/2018-09/3/2018.
 4. Lori Warner, Occupational Therapist at Longfellow, Family/Medical Leave of Absence, effective 08/27/2018-09/14/2018 and may need further leave on an intermittent/reduced schedule.
 5. Correction: Jessy Nivala, Teacher at Greenvale Park, Family/Medical Childcare Leave, effective on 10/08/2018-02/01/2019.
- d) Retirements/Resignations/Terminations
1. Samantha Anderson, Enrichment and Project A.B.L.E Coordinator with Community Services, resignation effective 09/05/2018.
 2. Timothy Biegert, Industrial Tech Teacher at the High School, retirement effective 01/25/2019.
 3. Kristi Hayes, Spec Ed EA-PCA at Longfellow, resignation effective 08/10/2018.
 4. Rachael Langer, Teacher at the Middle School, resignation effective 08/16/2018.
 5. Jake Mathison, 8th Grade Football Coach at the Middle School, resignation effective 08/15/2018.
 6. Caitlin Robertson, Early Childhood Teacher at Hand in Hand Preschool, resignation effective 08/25/2018 in order to accept a new position with the district.
 7. Jessica Wedel, Gen Ed EA at Greenvale Park, resignation effective 08/01/2018.

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

VIII. Superintendent's Report

A. Items for Individual Action

1. Preschool/EarlyVentures/KidVentures Handbooks for 2018-2019.
On a motion by Iverson, seconded by Colangelo, the Board approved the Preschool, EarlyVentures, and KidVentures Handbooks for the 2018-2019 school year.
2. 2018-2019 Minimum Prices for Adults and Other Nonprogram Meals.
On a motion by Colangelo, seconded by Iverson, the Board approved a \$.05 increase to the adult lunch meal price for the 2018-2019 school year. The Minnesota Department of Education has revised the 2018-2019 minimum prices for adults and other nonprogram meals. Nonprogram meals, including meals served to adults and second meals served to students, may not be subsidized by the school food service account. Meal charges must be set high enough to cover meal costs. The minimum meal prices are based on the current amount of federal reimbursements received for free school meals, rounded up to the nearest five cents. Minimum meal prices for the 2018-2019 school year must be \$1.80 for breakfast and

\$3.75 for lunch (includes value of USDA Foods). The current price of an adult lunch meal is \$3.70. The new price of an adult lunch meal will be \$3.75.

IX. Items for Information

- A. Filing for School Board closed on Tuesday, August 14. Jeff Quinnell, Julie Pritchard, and Tom Baraniak have filed for School Board. The election for three seats will occur on Tuesday, November 6, 2018.
- B. Bond Referendum Update. Dr. Hillmann provided an update on preparations for the November 6, 2018 referendum. The Review and Comment document was submitted to the Minnesota Department of Education in early August. We do not anticipate any issues and are waiting for feedback. The bond referendum question will be on the November 6, 2018 ballot and the information campaign will begin the second week of this school year. We want every child ready for Kindergarten and every child reading well by the end of third grade. This will be the desired academic outcome of the bond referendum and our focus will remain on early childhood and space. In addition, we want all children to attend secure schools. The bond would result in completing secure entrances at each building in the District.

X. Future Meetings

- A. Monday, September 10, 2018, 7:00 PM, Regular Board Meeting, NHS Media Center
- B. Monday, September 24, 2018, 7:00 PM, Regular Board Meeting, NHS Media Center
- C. Monday, October 8, 2018, 7:00 PM, Regular Board Meeting, NHS Media Center

XI. Adjournment

On a motion by Stratmoen, seconded by Iverson, the Board adjourned at 8:40 p.m.

Noel Stratmoen
School Board Clerk

**Overnight Student Field Trip Proposal
For the
Alternative Learning Center**

Date of Proposal: August 29th , 2018

Purpose of Trip: To take 7 Alternative Learning Center students into the Boundary Waters Canoes Area.

Destination: Tofte, MN and BWCA

Dates: June 10th--June 14th

Itinerary:

June 10th - Leave Northfield and drive up to Sawbill Campground, camping there for the night. We stop in Duluth, Gooseberry Falls, Palisade Head and hike up to Carleton Peak and Tofte Overlook on the way.

June 11th - We will go to Sawbill outfitters, get our gear and hopefully be on the water by 10:a.m.

June 12th -Canoe all day, finding a site for the evening.

June 13th Canoe for a second full day, finding another site for evening.

June 14th We will canoe out of the BWCA and return to Northfield by early evening.

Educational Benefits: Students are required to complete a .25 credit class on wilderness camping and survival and research information about Minnesota's Boundary Waters Canoe Area.

The trip itself will address 17 of the 37 SCANS skills identified by the U.S Department of Labor as the competencies needed to span the gap between the world of school and the workplace. These are the skills the students will use for this trip: reading, writing, speaking, listening, decision making, problem solving, responsibility, social skills, self-management, honesty, time management, team member, leadership, negotiation skills, adaptability, manage resources and teaching others. Additional areas that will be affected include self-esteem, self-confidence, perseverance and patience.

Staff Involved: Cheryl Mathison and Eric McDonald

Time Commitment for Planning: This will be our 15^h trip up there with students. Due to our experience and knowledge we” have the system down” as far as the planning goes ☺

Transportation: Van

Lodging Arrangements: We will be making BWCA camping reservations.

Budget:

| Supplies | | Instructional Salary |
|------------------------|-----------|----------------------|
| Gas | \$ 150.00 | Appx \$4200 |
| Groceries | \$ 275.00 | |
| Sawbill Outfitter | \$ 900.00 | |
| Film Development | \$100.00 | |
| BWCA & campground fees | \$125.00 | |
| | \$1550.00 | |

Funding Sources Pop machine profits, other grants we will be pursuing and state funding from student credit earned covers the instructional salary.

Scholarship Availability- None needed

Student Participants- 7

Staff Chaperones: 2

Parent Chaperones- none

Activities for non-participating students: This is part of an elective class. Students not enrolled in the class are not affected.

TO: Julie Pritchard, Chairperson
Northfield School District Board of Education

FROM: Superintendent Matthew J. Hillmann, Ed.D.

DATE: September 10, 2018

RE: Superintendent's Goals 2018-19

As part of the updated Superintendent's Evaluation process, please consider the following proposed goals for the 2018-19 school year:

1. The District will complete all required components to administer the District's bond referendum on November 6, 2018.
2. The District will implement a consistent literacy curriculum (Collaborative Classroom) as evidenced by the district-wide collection of selected curriculum-based assessments and two teacher satisfaction surveys. The Superintendent will draft a reflection for the Board based on the data.
3. The District will emphasize continued successful implementation of the Second Step curriculum as evidenced by the district-wide collection of the *Social, Academic, and Emotional Behavior Risk Screener* (SAEBRS) in Grades K-4, the Second Step curriculum-based screener for Grades 5-8, and two teacher satisfaction surveys. The Superintendent will draft a reflection for the Board based on the data.
4. Improve use of stakeholder feedback through implementation of Studer Education-developed District Support Services, Parent Satisfaction, and Employee Engagement surveys and reporting the results to the corresponding stakeholder groups and the Board of Education by March 30, 2019.

These targets are set recognizing there will be additional work towards the District's realization of its strategic plan, near-term, and ongoing priorities.