

NORTHFIELD PUBLIC SCHOOLS
Office of the Superintendent
Memorandum

TO: Board of Education
FROM: Matt Hillmann Ed.D., Superintendent
RE: Table File Items for September 10, 2018, Regular School Board Meeting

- V. Items for Discussion and Reports
C. Superintendent's State of the District Overview
Additional and updated material is provided for Dr. Hillmann's presentation.
- VI. Consent Agenda
C. Personnel Items
a) Appointments
17. CORRECTION: Kristin Johnson, 1.0 FTE Instructional Coach-Behavior at Greenvale Park, beginning 08/27/2018-06/07/2019; MA, Step 6
 18. CORRECTION: Angela Schock, 1.0 FTE Grade 6 Math Teacher at the Middle School, beginning 08/27/2018-06/07/2019; MA +15, Step 10
 19. Eddie Bryson, Community Recreation Position with Community Services, beginning 09/10/2018-05/31/2019; Flag Football \$10.00/hr.
 20. Anthony Costello, Community Recreation Position with Community Services, beginning 09/10/2018-05/31/2019; Flag Football \$10.00/hr.
 21. Spencer Francis, Community Recreation Position with Community Services, beginning 09/13/2018-05/31/2019; Flag Football \$10.00/hr.
 22. Noah Hillman, Community School Evening Site Assistant for 3 hours/day for 2 days/wk at Greenvale Park, beginning 09/13/2018-05/16/2019; Step 2-\$16.22/hr.
 23. Fletcher Metz, Community Recreation Position with Community Services, beginning 09/13/2018-05/31/2019; Flag Football \$10.00/hr.
 24. Dylan Rye, Community Recreation Position with Community Services, beginning 09/13/2018-05/31/2019; Flag Football \$10.00/hr.
 25. James Schreffler, Special Ed EA-PCA for 6.75 hours/day at the ALC, beginning 09/07/2018-11/20/2018; Special Ed, Step 2-\$15.96/hr.
 26. Caleb Voight, Community Recreation Position with Community Services, beginning 09/10/2018-05/31/2019; Flag Football \$9.65/hr.
 27. Community Services Winter/Spring 2018 Brochure Instructors-See Attached.
 28. Fall/Winter Spring Recreation Positions #2822, Effective September 10, 2018 – May 31 2019
Christian Heuchert, Lifeguard \$10.40/hour, Swim Aide \$9.90/hour, Class Lead \$10.50/hour
Tristan Belzer, Lifeguard \$10.25/hour, Swim Aide \$9.90/hour, Class Lead \$10.50/hour
Jeremy Soehlin, Flag football & general recreation \$10.25/hour, Lifeguard \$10.25/hour, Swim Aide \$9.90/hour, Class Lead \$10.50/hour
- b) Increase/Decrease/Change in Assignment
37. Kristin Basinger, Special Ed EA-PCA at the Middle School, add Bus EA for approximately 2 hours/day with the District, effective 09/04/2018-06/07/2019.
 38. Kathleen Beck, Special Ed EA-PCA at Sibley, add Bus EA for approximately 1.25 hours/day with the District, effective 09/04/2018-06/07/2019.
 39. Robert Benson, EA at Sibley, add PLUS Site Lead for up to 1.5 hours/day Mon.-Thurs. at Sibley, effective 09/24/2018-05/02/2019; Step 3-\$16.56/hr.
 40. Russell Boyington, KidVentures at Bridgewater, add Lunch Supervision for 2 hours/day at Greenvale Park, effective 09/10/2018-06/07/2019. Gen Ed Step 4-\$16.19/hr.
 41. Shari Bridley, Special Ed EA-PCA at Longfellow, add Bus EA for approximately 2 hours/day with the District, effective 09/04/2018-06/07/2019.
 42. Natalie Czech, Teacher at Bridgewater, add PLUS Teacher for up to 1.5 hours/day Mon.-Thurs. at Bridgewater, effective 11/06/2018-03/21/2019; Yr. 2-\$27.11/hr.
 43. Michael Garlitz, Accelerate Northfield Volunteer Coordinator with the District, add Community School Site Assistant for 14 hours/wk at Greenvale Park, effective 09/05/2018-06/07/2019.

44. Jackie Groth, Special Ed EA-PCA for 6.75 hours/day and Supervisory for .50 hours/day at Bridgewater, change to Special Ed EA-PCA for 6.5 hours/day and Supervisory for .50 hours/day at Bridgewater, effective 09/04/2018.
45. Mara Hessian, Special Ed EA-PCA for 6.75 hours/day at Bridgewater, change to Special Ed EA-PCA for 6.5 hours/day at Bridgewater, effective 09/04/2018.
46. Richelle Kruger, Special Ed EA-PCA at the High School, add Bus EA for approximately 2 hours/day with the District, effective 09/04/2018-06/07/2019.
47. Katie Malecha, Special Ed EA-PCA for 5 hours/day and Supervisory for .50 hours/day at Bridgewater, change to Special Ed EA-PCA for 5.5 hours/day and Supervisory for .50 hours/day at Bridgewater, effective 09/04/2018.
48. Carolyn Manderfeld, Special Ed EA-PCA at the Middle School, add Community School Site Assistant for 6 hours/wk at Greenvale Park, effective 09/05/2018-06/07/2019. Step 2-\$13.22/hr.
49. Jacqueline Meyer, Special Ed EA-PCA at the High School, add Bus EA for approximately 1.25 hours/day with the District, effective 09/04/2018-06/07/2019.
50. Nancy Meyers, Child Nutrition Associate at Bridgewater, add Special Ed EA Bus for approximately 3 hours/day with the District, effective 08/27/2018-06/07/2019; Special Ed- Step 3-\$16.30/hr.
51. Ruth Morgan-Malecha Special Ed EA-PCA at the High School, add Bus EA for approximately 1.5 hours/day with the District, effective 09/04/2018-06/07/2019.
52. Deb Pack, Special Ed EA-PCA at the High School, add Bus EA for approximately 3 hours/day with the District, effective 09/04/2018-06/07/2019.
53. Melissa Reuvers, Special Ed EA-PCA for 6.75 hours/day and Supervisory for .75 hours/day at Bridgewater, change to Special Ed EA-PCA for 6.5 hours/day and Supervisory for .75 hours/day at Bridgewater, effective 09/04/2018.
54. Pamela Rivera, Special Ed EA-PCA for 6.75 hours/day and Supervisory for .50 hours/day at Bridgewater, change to Special Ed EA-PCA for 6.5 hours/day and Supervisory for .50 hours/day at Bridgewater, effective 09/04/2018.
55. Deborah Russell, Long Term Substitute at Bridgewater, add Community School Club Leader for 4 hours/wk at Greenvale Park, effective 09/06/2018-06/07/2019; \$21.01/hr.
56. Derrick Schroeder, Special Ed EA-PCA with the District, add Bus EA for up to 4 hours/day with the District, effective 09/04/2018-06/07/2019. Step 4-\$16.76/hr.
57. Mary Stanchina, Special Ed EA-PCA for 5.33 hours/day and Supervisory for .50 hours/day at Bridgewater, change to Special Ed EA-PCA for 5.5 hours/day and Supervisory for .50 hours/day at Bridgewater, effective 09/04/2018.
58. Ella Stromme Summer PLUS Site Assistant at Greenvale Park, change to PLUS Site Assistant for up to 1.5 hours/day Mon.-Thurs. at Greenvale Park, effective 09/24/2018-05/02/2019; Step 1-\$12.88/hr.
59. Christina Suhsen, Special Ed EA-PCA for 17.5 hours/wk at Longfellow, change to Special Ed EA-PCA for 18 hours/wk at Longfellow, effective 09/04/2018.
60. Christina Suhsen, Special Ed EA-PCA at Longfellow, add Bus EA for approximately .50 hours/day with the District, effective 09/04/2018-06/07/2019.
61. Karrie Van Zuilen, Special Ed EA-PCA for 10.5 hours/wk at Longfellow, change to Special Ed EA-PCA for 11 hours/wk at Longfellow, effective 09/04/2018.
62. Michele Warden, Special Ed EA-PCA for 1.3 hours/day and Gen Ed for 4.17 hours/day at Bridgewater, change to Special Ed EA-PCA for 1.83 hours/day and Gen Ed for 4.17 hours/day at Bridgewater, effective 09/04/2018.

c) Leave of Absence

d) Retirement/Resignation/Termination

TRA Part-Time Teacher Program

The Board is requested to authorize participation for the following teachers to participate in the TRA Part-Time Teacher Program, whereby the teachers who qualify can personally purchase TRA service credit at no cost to the Northfield School District.

Shelley Hansen

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

D. Gift Agreement

The School Board is asked to approve a gift agreement.

- \$1,324 for summer band and orchestra lesson scholarships.

COMMUNITY SERVICES
Fall 2018 Brochure Instructors

Jonathan Abbott	Steve Hatle
Victor Albrecht	Heartwork Yoga Studio
American Red Cross	Jesse James Lanes
The Artist Edge	Naomi Jirele
Doug Bengtson	Marty Johnson
Carly & John Born	Christopher Kauffield
John Campion	Robert Knutson
C&C Apiaries, LLC	Mike Lynch
Joseph Coffey	Dan McHugh
College Inside Track	Mad Science of Minnesota
Community Services Staff	Michelle Michaud
Computer Explorers	Erik Myran
Cornerstone on the Vermillion	North Star Haidong Gumdo
Kevin Dahle	Northfield Arts Guild
Frank Daly	Nfld Raiders Clay Target Team
Wesley Dayus	Northfield Skating School Staff
Laura DeGroot	Linda O'Connor
Michael Detjen	Prairie Fire Children's Theatre
Doorway to College	Project ABLE Staff
Jacqui Dorsey	Renee Reinardy
Ashley Drobney	Ring the Bell Fitness
Sheriff Troy Dunn	Carol Schaub
Shahar Fearing	Susan Shirk
Four Winds Dog Training	Sandy Thibault
Tim Gilbom	Jutta Thompson
Dave Gilmore	Carey Tinkelenberg
Rachel Gordon Mercer	Nate Truman
GoSolar! Kidz	Vicki Tyler
Tracy Giza	Watch Me Draw
Gary Greenlund	Mark Welinski
Lori Hameister	Mark & Sarah Wurdeman
	Youth Enrichment League Staff

Celebrations | 2017-18

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.
- Implemented Second Step Social/Emotional Learning Curriculum in Pre-Kindergarten through 8th Grade.
- 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.

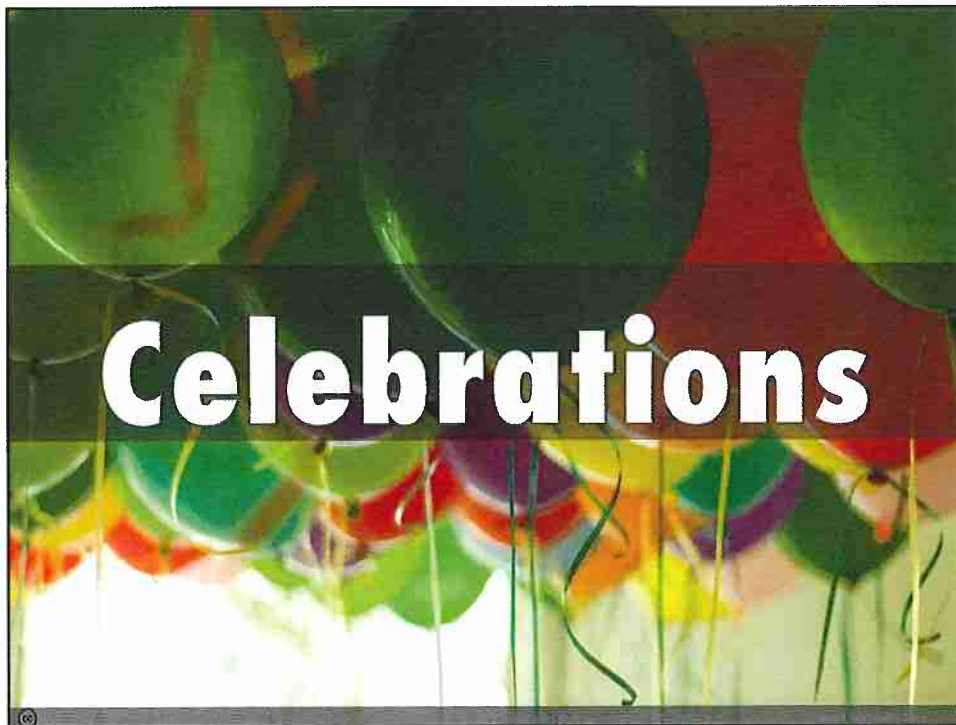
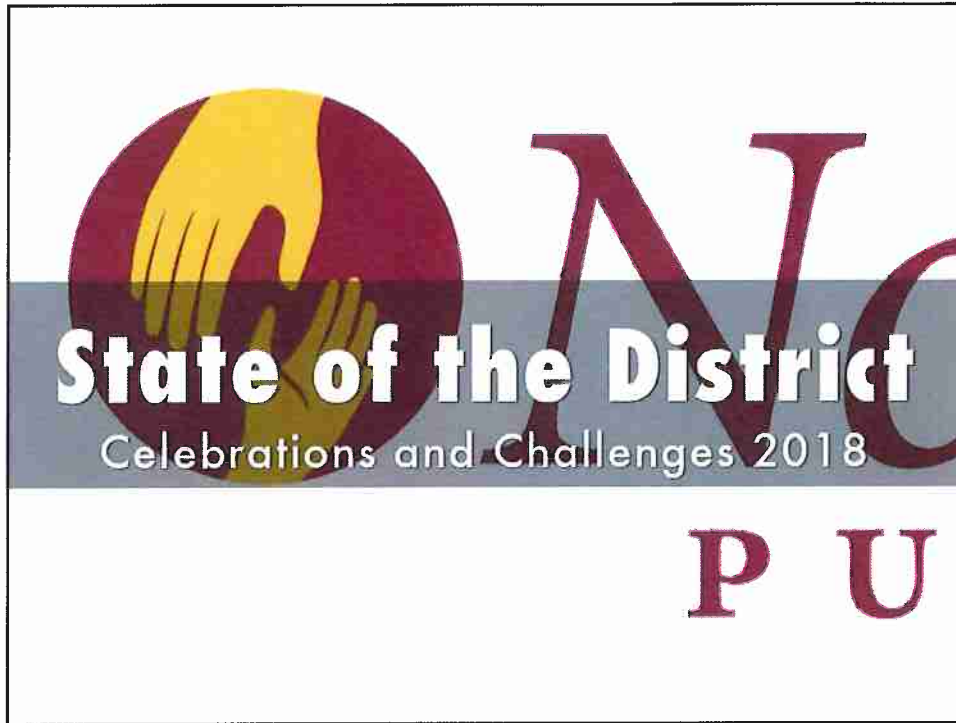
Board of Education	Community Services	District Services	Student Services
<ul style="list-style-type: none"> ● Successful operating levy campaign provides financial stability in light of chronic state underfunding. ● Continued ThoughtExchange community engagement processes about the state of the district (934 participants for “Continue the Conversation” and 398 for “Facilities Exchange”). ● Continued successful participation with Northfield Promise and Chamber of Commerce. ● Soliciting input from the Facilities Action Team to develop 2018 bond referendum strategy. ● Implemented oversight of authorized charter schools. 	<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 students through Individual Education Plans from ages Birth-21. ● Managed 161 Section 504 plans.

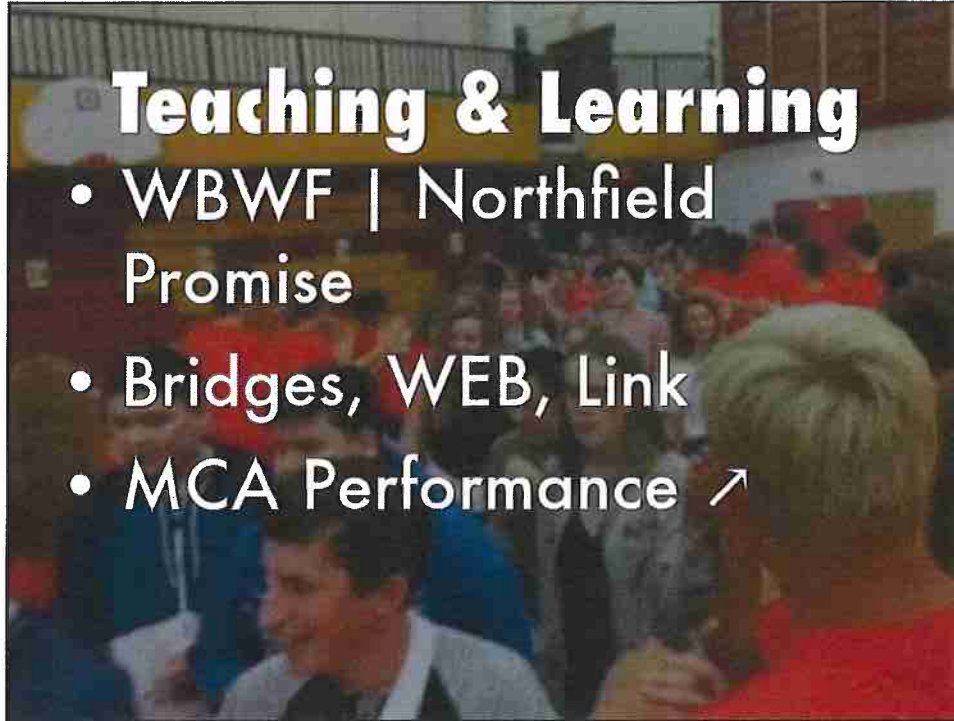
Challenges 2018-19

“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.





Teaching & Learning

- WBWF | Northfield Promise
- Bridges, WEB, Link
- MCA Performance ↗



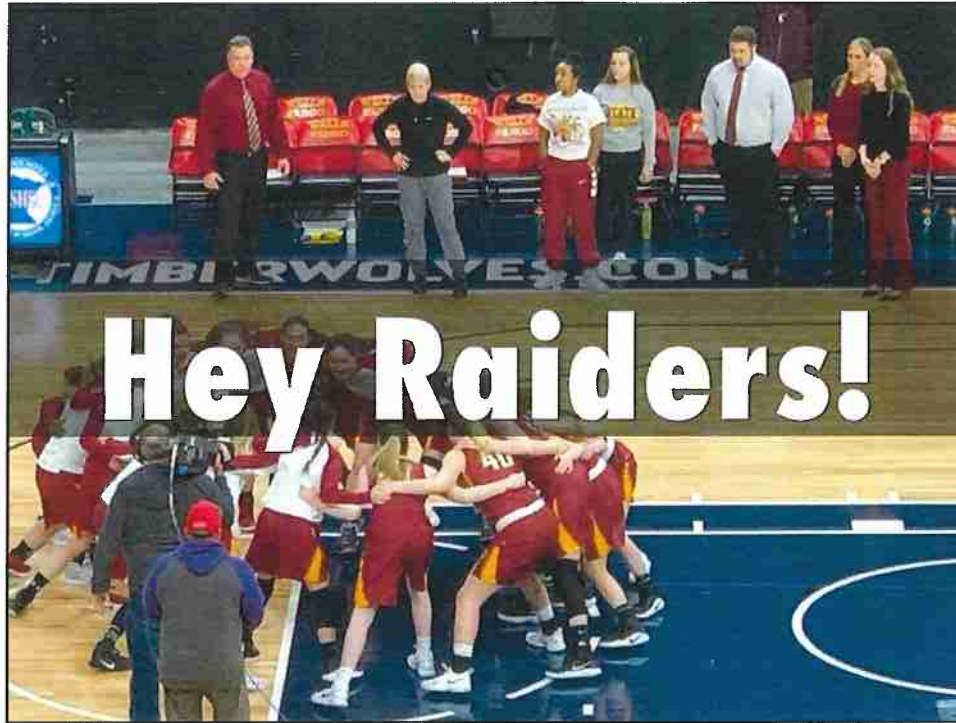
Teaching & Learning

- Advanced Placement
- ACT
- National Merit Recognition

Second Step

S Say the problem without blame	T of solutions safe and respectful	E what could happen if...	P Pick the best solution make your plan
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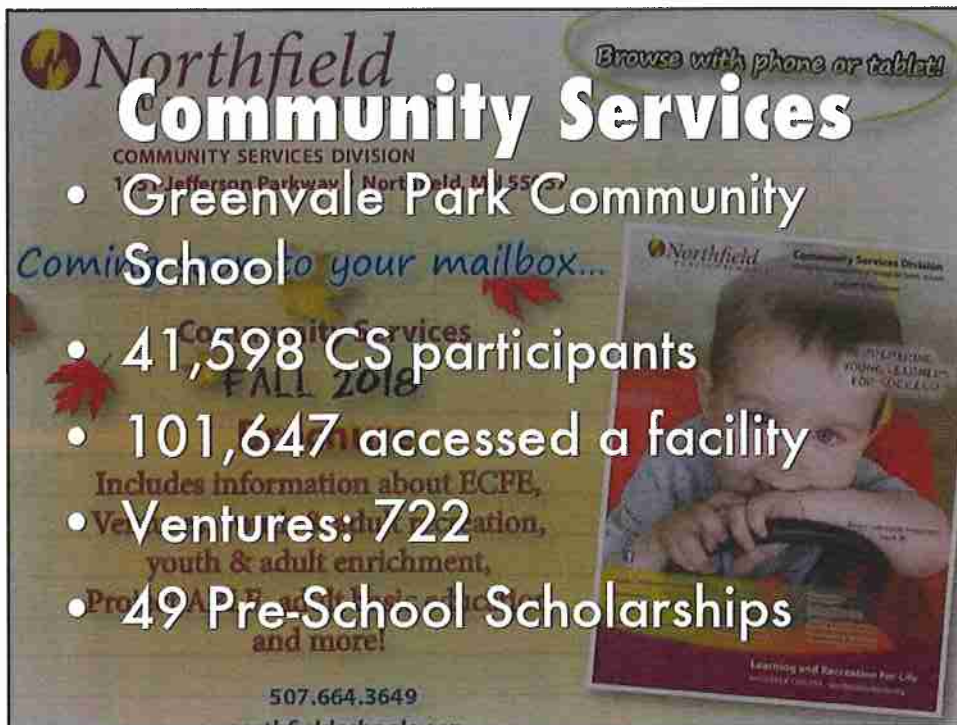






Board of Education

- Operating Levy
- Thoughtexchange
- Northfield Promise
- Chamber of Commerce
- Charter School Oversight
- Facilities Action Team



Northfield
COMMUNITY SERVICES DIVISION
1000 Jefferson Parkway, Northfield, MN 55057

Browse with phone or tablet!

Community Services

- Greenvale Park Community School

Coming to your mailbox...

- 41,598 CS participants
- 101,647 accessed a facility
- Ventures: 722
- 49 Pre-School Scholarships

Includes information about ECFE, Youth & Recreation, youth & adult enrichment, Pre-School Scholarships, and more!

507.664.3649

Learning and Recreation For Life



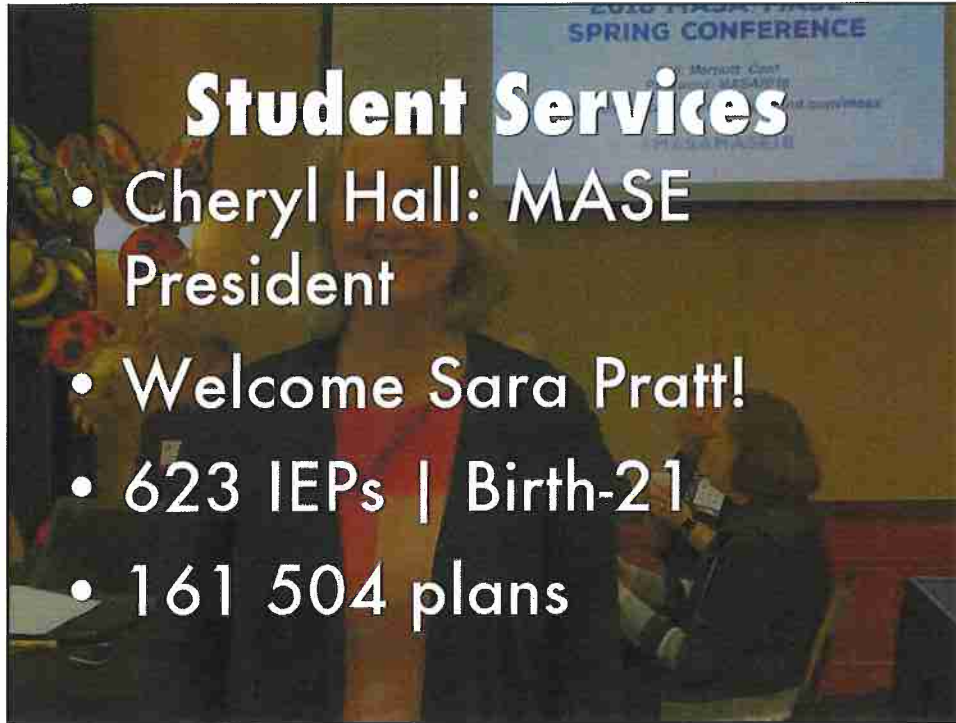
District Services

- Buildings & Grounds: \$495k
- Self-funded insurance
- Minnetonka food purchasing cooperative
- Contingency FTE



District Services

- HR: New hires, volunteers
- School Finance Award
- Clean Audit
- Classroom prioritization



Student Services

- Cheryl Hall: MASE President
- Welcome Sara Pratt!
- 623 IEPs | Birth-21
- 161 504 plans



Challenges

Security

Keep on Keeping On
continuing to improve performance



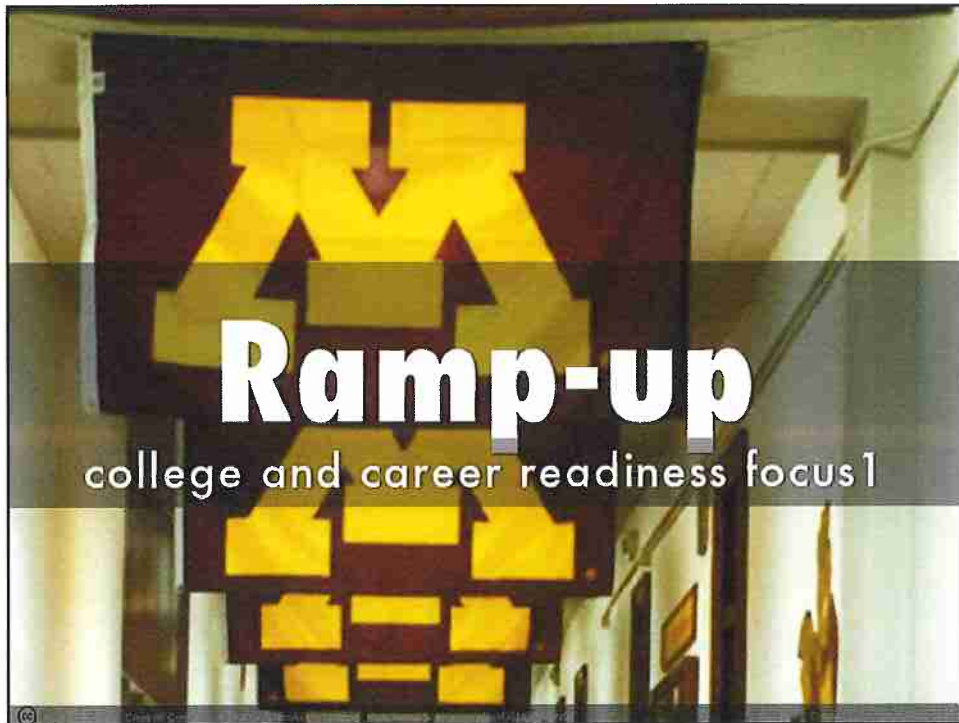
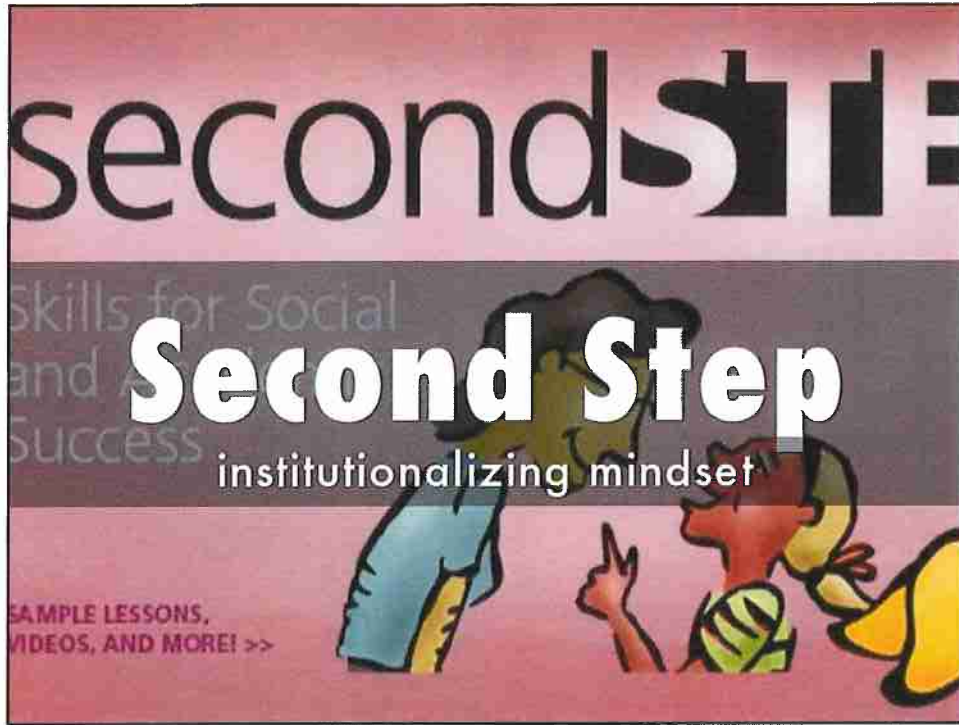
Manage Growth

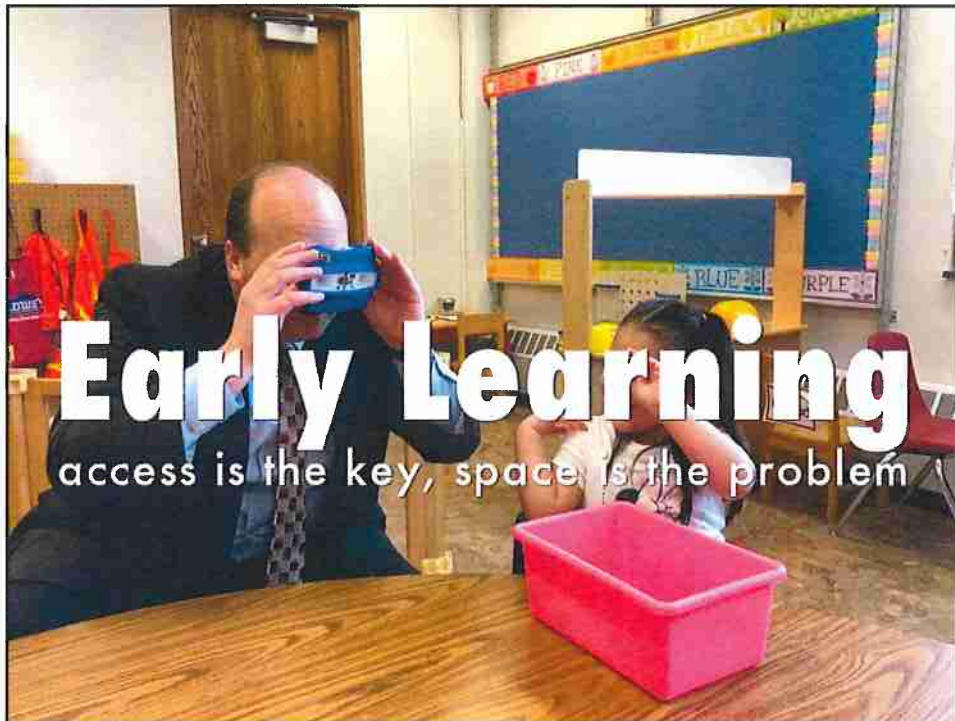
increased enrollment



Collaborative Classroom

implementation dip





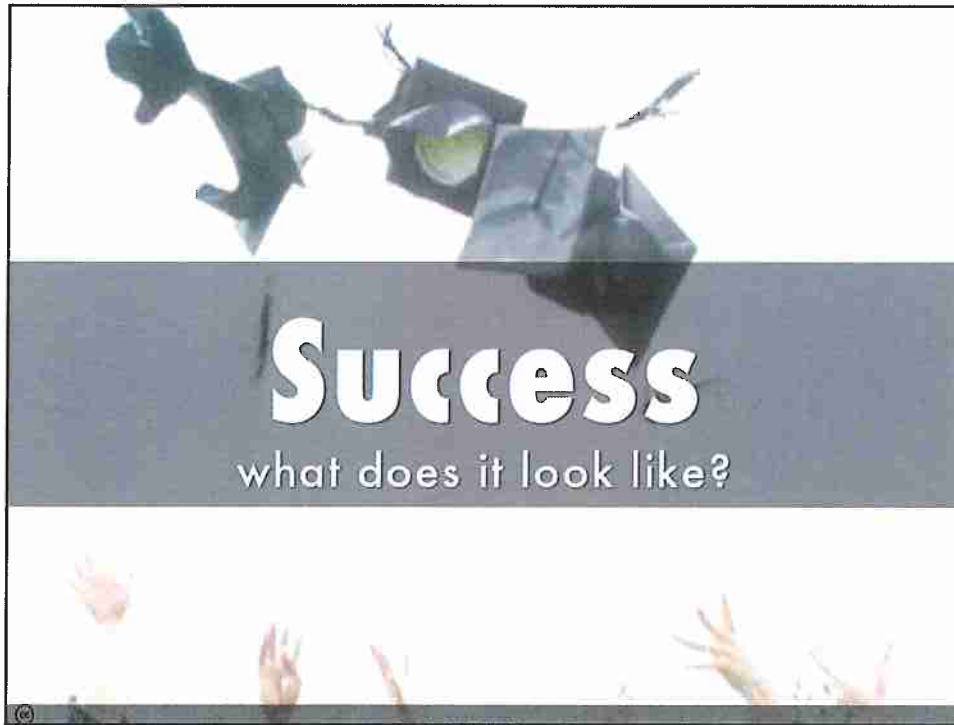
Opportunity Gaps

prepare the path so every child has success

Program Choice

variety vs. class size







NORTHFIELD SCHOOL DISTRICT GIFT AGREEMENT

This agreement made this 31st day of August, 2018, by and between Northfield Fine Arts Boosters, hereinafter the "Donor", and Independent School District No. 659, Northfield, Minnesota, pursuant to the District's policy for receiving gifts and donations, as follows:

TERMS

\$1,324 for summer band, orchestra lesson scholarships.

Krista E. Middlebrooks, Treasurer
Donor NEAB

By:

Approved by resolution of the School Board on the _____ day of _____, _____.

INDEPENDENT SCHOOL DISTRICT No. 659

By: _____

Clerk