

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.

Due to the disruption in education caused by COVID-19, the School Improvement Plan for Northfield Public Schools has been modified to reflect the distance learning experience.

School Improvement Planning Team

2019-20 Distance Learning Data Review and Key Reflections

Distance Learning Metric	Key Reflections
Credit Completion was cut in half during Distance Learning	We were able to get students technology in a short amount of time
Students earning 100% of their credit was cut in half during Distance Learning	Individualized reaching out was appreciated by students and families
	Teachers plan to practice technology related skills more so students are more prepared.
Distance Learning Student Stories	Key Reflections
Students did not like Distance Learning, they wanted to come to school!	Continue to provide opportunities for students to feel engaged with staff in various forms

2020-21 School Improvement Plan Goals, Strategies, and Evaluation

The following goals are written with the intent to measure progress quarterly during the 2020-21 school year. All goals are written to equitably serve every student.

People	
SMART Goal(s)	Quarterly Progress
Family Engagement Goal The ALC will increase our parent conference attendance from 5 to 10 parents attending each conference of the 2020-21 school year.	<ul style="list-style-type: none"> ● Q1: ● Q2: ● Q3: ● Q4:
Employee Engagement Goal The ALC Director will improve staff perception of increased efficiency during staff meetings as measured by the Studer Employee Engagement survey.	<ul style="list-style-type: none"> ● Q1: ● Q2: ● Q3: ● Q4:

Anti-Racism Goal The ALC staff will reflect, analyze, and engage in at least 3 sessions relating to policies of the ALC and how they may contribute to systemic racism during the 2020-21 school year.	<ul style="list-style-type: none"> ● Q1: ● Q2: ● Q3: ● Q4:
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Learner Outcomes	
SMART Goal(s)	Quarterly Progress
<ul style="list-style-type: none"> ● 75% of the students entering the ALC from NHS will be at or above the credit threshold on the credit matrix for 4 year graduation. 	<ul style="list-style-type: none"> ● Q1: ● Q2: ● Q3: ● Q4:
<ul style="list-style-type: none"> ● The overall attendance rate for ALC students will reach the consistent attendance of 90% as measured per grading period for the 2020-21 school year. 	<ul style="list-style-type: none"> ● Q1: ● Q2: ● Q3: ● Q4:

Stewardship	
SMART Goal(s)	Quarterly Progress
The ALC will breakeven or have a budget surplus by Fiscal year 2021.	<ul style="list-style-type: none"> ● Q1: ● Q2: ● Q3: ● Q4:

Partnerships	
SMART Goal(s)	Quarterly Progress
100% of our students will have access to their schoolwork.	<ul style="list-style-type: none"> ● Q1: ● Q2: ● Q3: ● Q4:
50% of ALC students that also attend the Key will reach 90% attendance (seat based) each grading period.	<ul style="list-style-type: none"> ● Q1: ● Q2: ● Q3: ● Q4:

Summary

The Northfield Area Learning Center strives to assist at-risk youth in graduating. Our program mission is to provide a safe, welcoming, and respectful environment for all involved with our program. In order to continually improve on our school climate and equity, we will analyze our policies to challenge any that may be contributing to systemic racism. We also intend on strengthening our connections with families so communication is evident. Finally, we will continue to work on the attendance of our students as that is the foundation for credit completion.