
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
Equity of Access	Midway through the distance learning experience, a colleague said, "Every day of distance learning that passes, the gap widens." We have to be relentless in our pursuit of equity of access - making sure that opportunities and resources are not only offered and available, but supports are connected in a way that ensures success for all.
Student Engagement	Our 9-12 passing rate (the percentage of students who pass all their classes) was adversely impacted by DL--suggesting that engagement was a challenge for our academically vulnerable students. We must continue to consider the ways that our system places roadblocks in the educational journey of all our students.
Digital Tools & Their Use	Distance learning taught us clearly that we need to be more consistent in the way we use digital platforms like Schoology & Skyward so students and parents can rely on a higher level of predictability in regard to where assignments are posted, how they are organized, and what they mean.
Distance Learning Student Stories	Key Reflections
The photo of a math teacher sitting in a lawn chair, in a driveway, working one-on-one with a student to finish her school work.	Apologies for the cliché, but time and time again DL taught us that it truly takes a village, and all the villagers, to educate our children.

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
<p>Family Engagement Goal</p> <p>NHS staff will provide positive contacts to students and their families. This year, 100% of student families will receive two positive phone calls, emails, or notes from staff members by June 2021.</p>	<ul style="list-style-type: none"> • Q1: • Q2: • Q3: • Q4:
<p>Employee Engagement Goal</p> <p>Rounding conversations will be conducted with 100% of our licensed and non-licensed staff by April 2021.</p> <p>Drop ins & followup emails/conversations will be conducted with 100% of our teaching staff each academic quarter.</p>	<ul style="list-style-type: none"> • Q1: • Q2: • Q3: • Q4:
<p>Anti-Racism Goal #1</p> <p>Curriculum (Social Studies) will be updated and curricular resources (Language Arts) will be added to better ensure every child feels represented.</p>	<ul style="list-style-type: none"> • Q1: • Q2: • Q3: • Q4:
<p>Anti-Racism Goal #2</p> <p>Staff and students will address 100% of racist behaviors/comments within one school day, and we will work together to stand up and support others.</p>	<ul style="list-style-type: none"> • Q1: • Q2: • Q3: • Q4:

Learner Outcomes	
SMART Goal(s)	Quarterly Progress
<p>College ready composite benchmark scores for high school seniors who qualify for FRP will increase from 35% (baseline based on a three year rolling average 2017-19) to 60% (2019 baseline for non-FRP students) in 2022 as measured by either the ACT composite benchmark score, Accuplacer Next-Generation Reading and Math, or ASVAB</p>	<ul style="list-style-type: none"> • Q1: • Q2: • Q3: • Q4:
<p>95% of NHS students, and 87% of NHS students identified for intervention by MTSS staff, will pass all their classes during the 2020-21 school year.</p>	<ul style="list-style-type: none"> • Q1: • Q2: • Q3: • Q4:

Stewardship	
SMART Goal(s)	Quarterly Progress
<p>We will manage resources in response to instructional models to remain within allocated building and staffing budgets.</p>	<ul style="list-style-type: none"> • Q1: • Q2: • Q3: • Q4:

Partnerships	
SMART Goal(s)	Quarterly Progress

We will partner with community organizations to ensure 100% of our students and families will have access to their schoolwork in a hybrid or distance learning model.	<ul style="list-style-type: none">• Q1:• Q2:• Q3:• Q4:
---	---

Summary

Equity. Equity. Equity. If there has ever been a year for us to focus on making sure that every learner has the same opportunities and the same supports, it is this one. There will be challenges. We may find ourselves working through multiple learning models, and having to confront obstacles along the way. But we need to give each of our learners the chance to succeed, to see themselves reflected in the curriculum, to know they are cared for, and to know that they matter.