

INDEPENDENT SCHOOL DISTRICT NO. 659
REGULAR SCHOOL BOARD MEETING

Monday, September 13, 2021 ~ 7:00 p.m.

Northfield District Office Boardroom

Zoom Link: <https://northfieldschools-org.zoom.us/j/89048951947?pwd=MnlXcXpYbnJQRi8xUktaSWVMc2U1UT09>

Passcode: 679465

AGENDA

1. Call to Order
2. Agenda Approval/Table File
3. Public Comment
4. Announcements and Recognitions
5. Items for Discussion and Reports
 - a. Instructional Services Presentation
 - b. Northfield High School Improvement Plan
 - c. Northfield Middle School Improvement Plan
 - d. Policy Committee Recommendations
 - e. Superintendent Operations and COVID-19 Update
6. Consent Agenda
 - a. Minutes
 - b. Gift Agreements
 - c. Personnel Items
7. Items for Individual Action
 - a. Employment Action Regarding Probationary Teacher Contract
 - b. Action on Grievance
8. Items for Information
 - a. Open Houses
9. Future Meetings
 - a. Monday, September 27, 2021, 7:00 p.m., Regular Board Meeting, Northfield DO Boardroom
 - b. Monday, October 11, 2021, 7:00 p.m., Regular Board Meeting, Northfield DO Boardroom
10. Adjournment

NORTHFIELD PUBLIC SCHOOLS
MEMORANDUM

Monday, September 13, 2021 ~ 7:00 p.m.

Northfield District Office Boardroom

Zoom Link: <https://northfieldschools-org.zoom.us/j/89048951947?pwd=MnlXcXpvbnJlORi8xUktaSWVMc2U1UT09>

Passcode: 679465

TO: Members of the Board of Education

FROM: Matthew Hillmann, Ed.D., Superintendent

RE: Explanation of Agenda Items for Monday, September 13, 2021, Regular School Board Meeting

1. Call to Order

2. Agenda Approval/Table File

3. Public Comment

Public comment for this school board meeting may be made in person at the beginning of the meeting. Comments must comply with the district's public comment guidelines. The board may limit the number of people permitted to participate in public comment.

4. Announcements and Recognitions

5. Items for Discussion and Reports

- a. Instructional Services Presentation. Director of Instructional Services Hope Langston will provide an update on the Instructional Services Department and the work being done to support the areas of district operations, staff instructional coaching, and professional development from PreK to twelfth grades. Kelly Johnson, Dustee Phenow, and Tania Will will review the science specialist plan that was implemented in the spring of 2020.
- b. Northfield High School Improvement Plan. High School Principal Dr. Joel Leer will present to the board the continuous school improvement plan for the high school. The presentation will include a progress report on the goals set for the 2020-2021 school year as well as new goals set for the 2021-2022 school year.
- c. Northfield Middle School Improvement Plan. Greg Gelineau, Middle School Principal, will present to the board the continuous school improvement plan for the middle school. The presentation will include progress reports on the goals set for the 2020-2021 school year as well as new goals set for the 2021-2022 school year.
- d. Policy Committee Recommendations. Superintendent Hillmann will present the policy committee's recommendations on policies 524.2 and 616. This will be an item for individual action at the next board meeting.
- e. Superintendent Operations and COVID-19 Update. Dr. Hillmann will provide an update about district operations and COVID-19 preparations.

6. Consent Agenda

Recommendation: Motion to approve the following items listed under the Consent Agenda

- a. Minutes
Minutes of the Regular School Board meeting held on August 23, 2021
- b. Gift Agreements
 - \$1,000.00 from Baseball Done Right, LLC for placing the Twins Camp in the Community Education brochure and for the use of facilities
 - \$4,800.00 from Spring Creek PTO for classroom funding for 24 teachers
- c. Personnel Items

i. Appointments

1. Carley Amys-Roe, General Ed EA-Supervisory for 6.5 hours/day at the High School, beginning 9/20/2021-6/9/2022; Step 4-\$16.92/hr.
2. Duane Bogne, Program Assistant with Community Education Recreation, beginning 9/13/2021-5/31/2022; \$10.50/hr.
3. Bea Chang, EarlyVentures Site Assistant for up to 15 hours/week at the NCEC, beginning 9/7/2021; Step 1-\$14.11/hr.
4. Maya Deschamp, Program Assistant with Community Education Recreation, beginning 9/18/2021-5/31/2022; \$10.25/hr.
5. Anna Edwards, Special Ed EA-PCA for 6.75 hours/day and Supervisory for .25 hours/day at Spring Creek, beginning 8/30/2021; Spec Ed- Step 4-\$17.52/hr.; Gen Ed-Step 4-\$16.92/hr.
6. Gisele EL Achkar, 1.0 FTE Special Ed DCD Teacher at the High School, beginning 9/7/2021; BA+20, Step 2
7. Nancy Fox, Building Supervisor with Community Ed Recreation, beginning 9/8/2021-5/31/2022; \$17.41/hr.
8. Steven D Hill, .5 Assistant Football Coach at the High School, beginning 8/16/2021; Level E, Step 5
9. Jessica Holz, 1.0 FTE Portage Secondary Learning Coach, beginning 8/30/2021; MA+40, Step 9
10. Jamie Jerdee, 9th Grade Football Coach for 2 hours/day for 5 days/week, beginning 8/26/2021; Hourly
11. Laura Johannes, 1.0 FTE Long Term Substitute Kindergarten Teacher at Spring Creek, beginning 8/30/2021-12/22/2021; MA, Step 5
12. Lacy Knutson, Special Ed EA PCA for 6.75 hours/day at the Middle School, beginning 9/20/2021; Step 4-\$17.52/hr.
13. Paige Koch, KidVentures Student Site Assistant for up to 17 hours/week at Bridgewater, beginning 9/2/2021; \$10.08/hr.
14. Delaney Levy, KidVentures Site Assistant for up to 15 hours/week at Greenvale Park, beginning 9/9/2021; Step 2-\$14.48/hr.
15. Heather Mier, Event Worker at the High School, beginning 9/7/2021.
16. David Miller, Middle School Band Lessons for 1.6 hours/day, beginning 8/30/2021; MA, Step 10
17. Beth Morrell, 1.0 FTE Long Term Substitute Companeros Spanish Immersion Teacher at Bridgewater, beginning 8/30/2021-10/27/2021; MA, Step 1
18. Nolan Nagy, Program Assistant with Community Education Recreation, beginning 9/13/2021-5/31/2022; \$10.25/hr.
19. Julia Peterson, KidVentures Student Site Assistant for up to 17 hours/week at Greenvale Park, beginning 9/2/2021; \$10.08/hr.
20. Kaed Rauk, Program Assistant with Community Education Recreation, beginning 9/13/2021-5/31/2022; \$10.25/hr.
21. Lorenzo Riley-Combs, Program Assistant with Community Education Recreation, beginning 9/13/2021-5/31/2022; \$11.25/hr.
22. Victoria Salaba, 9th Grade Girls Basketball Coach at the High School, beginning 11/15/2021; Hourly
23. Tate Sand, Program Assistant with Community Education Recreation, beginning 9/8/2021-5/31/2022; \$10.25/hr.
24. Katherine Schultz, 1.0 FTE Portage Secondary Learning Coach, beginning 8/30/2021; MA, Step 5
25. Kyle Schulz, Program Assistant with Community Education Recreation, beginning 9/8/2021-5/31/2022; \$10.25/hr.
26. Isaiah Stiner, KidVentures Student Site Assistant for up to 17 hours/week at Spring Creek, beginning 9/2/2021; \$10.08/hr.
27. Veronica Torres-Bermudez, KidVentures Student Site Assistant for up to 15 hours/week at Greenvale Park, beginning 9/7/2021; \$10.08/hr.
28. Jessica Weber, 1.0 FTE Portage Elementary Teacher, beginning 8/30/2021; MA, Step 1
29. Owen Wheeler, KidVentures Student Site Assistant for up to 17 hours/week at Bridgewater, beginning 9/2/2021; \$10.08/hr.
30. Stephanie Wilson, EarlyVentures Teacher for up to 40 hours/week at the NCEC, beginning 9/7/2021; Step 1-\$17.18/hr.
31. Elizabeth Winter, General Ed EA-Supervision for 5.5 hours/day at Greenvale Park, beginning 8/30/2021; Step 4-\$16.92/hr.
32. Community Education Fall 2021 Brochure Instructors-See attached.

ii. Increase/Decrease/Change in Assignment

1. Rachael Basinger, Special Ed EA for 6.75 hours/day at the Middle School, change to Special Ed EA for 6.5 hours/day at the Middle School, effective 9/7/2021.
2. Lisa Battaglia, .4 ADSIS/.6 MTSS Teacher at the High School, change to 1.0 MTSS Teacher at the High School, effective 8/30/2021.

3. Stephen Beaulieu, Teacher the High School, add Secondary Portage Content Tutor with the District, effective 9/9/2021-6/9/2022; Stipend \$10,500/year.
4. Mairin Born, Teacher at Spring Creek, add Substitute for Jumpstart to First Grade, effective 8/23/2021-8/24/2021.
5. Ana Bravo Gatton, General Ed EA for 6.75 hours/day and Crossing Guard for .25 hours/day at the Middle School, change to General Ed EA for 6.75 hours/day at the Middle School, effective 9/3/2021.
6. Elizabeth Brewer, Special Ed EA for 6.75 hours/day and Crossing Guard for .25 hours/day at the Middle School, change to Special Ed EA for 6.75 hours/day at the Middle School, effective 9/3/2021.
7. Katie Casson, 1.0 German Language Teacher at the High School, change to .8 High School and .2 Middle School, effective 8/30/2021.
8. Margaret Christensen, Child Nutrition at the Middle School, add Special Ed EA/PCA Bus EA for 3.17 hours/week with the District, effective 8/30/2021-6/9/2022; Step 2-\$16.53/hr.
9. Kathy Clark, Administrative Assistant at the High School, add Event Worker at the High School, effective 9/13/2021.
10. Andria Cornell, Hand in Hand Teacher at the NCEC, add Bridges to Kindergarten Substitute at Greenvale Park, effective 8/25/2021-8/25/2021.
11. Brea Cruce, Special Ed EA at the NCEC, add Bridges to Kindergarten Substitute at Greenvale Park, effective 8/26/2021-8/26/2021.
12. Kelly Foster, Gen Ed EA MTSS/9th Grade Academic Support for 8 hours/day at the High School, change to Gen Ed EA MTSS/9th Grade Academic Support for 7 hours/day at the High School, effective 9/7/2021.
13. Kelly Hebzynski, Teacher at the Middle School, add .5 Head Volleyball Coach and .5 Assistant Volleyball Coach Grade 7 at the Middle School, effective 9/7/2021.
14. Monica Irwin, Gen Ed EA-Kindergarten for 2 hours/day at Greenvale Park, add .5 Gen Ed Supervision for .5 hours/day at Greenvale Park, effective 9/9/2021.
15. Anna Kelly, Gen Ed EA-Media At the High School, change to Long Term Substitute Grade 2 Teacher at Greenvale Park, effective 8/30/2021-6/9/2022; BA, Step 1
16. Mackenzie Kodada, Long Term Substitute Kindergarten Teacher at Spring Creek, change to 1.0 FTE Long Term Substitute Grade 4 Teacher at Spring Creek, effective 8/30/2021-6/9/2022.
17. John Kromschroeder, Custodian at the Middle School, change to Head Custodian-Temporary at the Middle School, effective 9/13/2021-Tentatively 11/8/2021; \$27.58/hr.
18. Dan Kust, Teacher at the Middle School, add Grade 6 Football Coach for 2 hours/day at the Middle School, effective 9/3/2021.
19. Ashley Larish, General Ed EA-Door Supervisory for 7.25 hours/day at the High School, change to General Ed EA-Media for 7.25 hours/day M/T/TH/F and 6.25 hours/day on Wednesday at the High School, effective 9/9/2021-6/9/2022.
20. Jeanne Mahoney-Hanzlik, Teacher at the High School, add Secondary Portage Content Tutor with the District, effective 9/9/2021-6/9/2022; Stipend \$10,500/year.
21. Sarah Marohl, Gen Ed EA-Kindergarten/Health Aide for 4 hours/day at Greenvale Park, add .25 Gen Ed Supervision at Greenvale Park, effective 9/7/2021.
22. Tammy McDonough, Teacher at the High School, add Event Worker at the High School, effective 8/27/2021.
23. Nancy Meyers, CNA at the Middle School, add Special Ed EA PCA Bus for 3 hours/day morning and afternoon routes with the District, effective 8/30/2021-6/9/2022.
24. Amanda Morelan, General Ed/Special Ed EA PCA for 5.01 hours/day at Bridgewater, change to Special Ed EA PCA for 3 hours/day at the Middle School and Special Ed EA PCA for 4 hours/day at Bridgewater for a total of 7 hours/day, effective 9/7/2021.
25. Elizabeth Musicant, .20 German Language Teacher at the Middle School and .20 German Language Teacher at the High School, change to .40 German Language Teacher at the High School, effective 8/30/2021.
26. Chelsey Oberstar, Special Ed Teacher at the High School, add Event Worker with the High School, effective 8/26/2021.
27. Danielle Olson, School Social Worker at the NCEC, add Non-Licensed Mental Health Navigator for 20 hours/week student contact days with the District, effective 8/30/2021-6/9/2022; \$23.00/hr.
28. Caroline Peterson, Community ED Recreation Staff, add Jump Start to First Grade Special Ed EA at Greenvale Park, effective 8/26/2021-8/28/2021; Step 1-\$16.17/hr.
29. Daniel Peterson, Custodian at the Middle School, change to Night Custodian Engineer w/o License at Greenvale Park, effective 9/7/2021; Cust. Eng. w/o Lic Step 2-\$23.25/hr.
30. Natalie Ponciano Bartolo, Special Ed EA for 6.75 hours/day and Gen Ed EA for .50 hours/day at Bridgewater, change to Special Ed EA for 6.5 hours/day and Gen Ed EA for .50 hours/day at Bridgewater, effective 9/9/2021.
31. Chris Riazi, Teacher at the ALC, add Secondary Portage Content Tutor with the District, effective 9/9/2021-6/9/2022; Stipend \$10,500/year.

32. Angie Schock, Teacher at the Middle School, add .5 Head Volleyball Coach and .5 Assistant Volleyball Coach Grade 8 at the Middle School, effective 9/7/2021.
 33. Landon Shroyer, Community Ed Coach, add .5 Football Coach 9th Grade at the High School, effective 9/3/2021.
 34. Krista Sorenson, Media EA for 5.5 hours/day at Spring Creek, add Supervisory for .25 hours/day at Spring Creek, effective 9/7/2021.
 35. Scott Stanina, Teacher at the High School, add Secondary Portage Content Tutor with the District, effective 9/9/2021-6/9/2022; Stipend \$10,500/year.
 36. Cale Steinhoff, Assistant Boys Soccer Coach at the High School, change to Interim Head Boys Soccer Coach at the High School, effective 9/1/2021-11/15/2021.
 37. Jeff Sullivan, Olympic Weight Lifting Coach at the High School, add Strength Training Weight Room Fall at the High School, effective 9/7/2021. Level G, Step 1
 38. Amanda Tracy, .8 Spanish Language Teacher at the High School, change to .8 Spanish Language Teacher/HS and .2 Spanish Language Teacher/MS, effective 8/30/2021.
 39. Deborah Wagner, Volleyball Coach at the Middle School, change to add .5 Head Volleyball Coach and .5 Assistant Volleyball Coach Grade 8 at the Middle School, effective 9/7/2021.
 40. Andrea Waldo, Special Ed EA for 6.75 hours/day and Gen Ed for .50 hours/day at Bridgewater, change to Special Ed EA for 6.50 hours/day and Gen Ed for .50 hours/day at Bridgewater, effective 9/9/2021.
 41. Katrina Warner, Special Ed EA for 6.75 hours/day at Bridgewater, change to Special Ed EA for 6.50 hours/day and Gen Ed for .50 hours/day at Bridgewater, effective 9/9/2021.
 42. TJ Wiebe, 9th Grade Football Coach at the High School, change to Assistant Football Coach at the High School, effective 8/16/2021; Level E
 43. Cori Yamry, School Counselor at the Middle School, add .5 Head Volleyball Coach and .5 Assistant Volleyball Coach Grade 7 at the Middle School, effective 9/7/2021.
- iii. Leave of Absence
1. Robert Benson, EA at Spring Creek, Leave of Absence for the 2021-2022 school year, effective 8/25/2021.
 2. Vicky Chlan, Teacher at the High School, Family/Medical Leave of Absence beginning 9/7/2021-9/8/2021.
 3. Correction: Kaci DeGroot, EarlyVentures Teacher at the NCEC, Family/Medical Leave of Absence, effective on or about 6/14/2021-8/25/2021.
 4. Ron Oeltjenbruns, Head Custodian at the Middle School, Family/Medical Leave of Absence beginning 9/13/2021-11/22/2021.
- iv. Retirements/Resignations/Terminations
1. Westley Dayus, Head Soccer Coach, resignation effective 9/1/2021.
 2. Sarah Krummel, Long Term Substitute Fourth Grade Teacher at Spring Creek, declined position effective 8/25/2021.
 3. Tabatha Lagro, EA at Greenvale Park, resignation effective 8/27/2021.
 4. Michael Merry, Assistant Network Manager, resignation effective 9/8/2021.
 5. Melissa Roth, Special Ed Teacher at the High School, resignation effective 8/10/2021.
- v. 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.

Brian Stevens

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

7. Items for Individual Action

- a. Employment Action Regarding Probationary Teacher Contract. The board will consider taking action regarding a probationary teacher contract.

Superintendent's Recommendation: Motion to approve the employment action regarding a probationary teacher contract.

- b. Action on Grievance. The board will take action on an employee grievance.

8. Items for Information

- a. Open Houses. The district is hosting open houses and building tours on Thursday, September 23, 4:00 p.m. - 7:00 p.m. at Spring Creek Elementary, Bridgewater Elementary, Area Learning Center and District Office, the Northfield Community Education Center, and Greenvale Park Elementary. The Greenvale Park ribbon cutting ceremony will take place at 6:30 p.m. followed by a short program.

9. Future Meetings

- a. Monday, September 27, 2021, 7:00 p.m., Regular Board Meeting, Northfield DO Boardroom
- b. Monday, October 11, 2021, 7:00 p.m., Regular Board Meeting, Northfield DO Boardroom

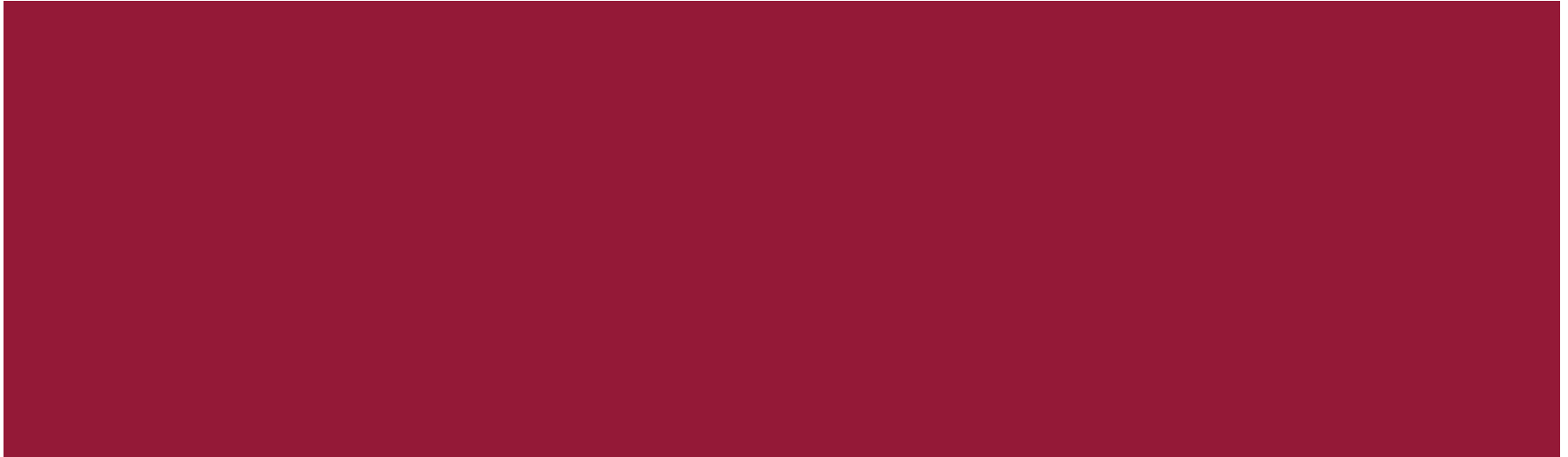
10. Adjournment

Northfield Public Schools - Instructional Services Update
Narrative Presentation to the School Board
September 13, 2021

Slide Number	Notes
1	<p>We are pleased to be here tonight to provide an update from the Instructional Services team. Please note that the MCA and related WBWF data will be presented in November as part of the annual World's Best Workforce public meeting.</p> <p>Tonight we will provide an update on the summer work teams, other areas of focus for the department and most importantly an overview of the first year of the elementary science program.</p>
2	<p>Just a review of our department mission:</p> <p>The mission of the Department of Instructional Services is to strive for excellence in teaching and learning with a commitment to maximizing student outcomes within a system of continuous improvement.</p> <p>The department works to ensure the quality of educational experiences for every child by collaborating with schools and departments to provide and support evidence-based and inclusive learning and teaching practices, data-informed professional learning communities and robust teacher professional development.</p> <p>Our year 1 work was disrupted by the pandemic as we supported various immediate needs across the district. We are looking forward to focusing our efforts on instruction and learning this year to support the academic and emotional growth of our students.</p>
3	<p>An overview of the targeted work areas of our department.</p>
4	<p>Over 70 members of our staff joined one of nine summer work teams. The funding for this work came from the three elementary principals who collaboratively pooled their remaining professional development funds to support these efforts. Teachers applied for membership and worked hard to meet the team goals and deliverables, with the overarching goal of taking a comprehensive look at how we support learning in the 21-22 school year.</p> <p>Each team recommended action steps that were approved by the administrative team.</p>
5	<p>We rolled out a Content and Instructional Review Cycle to all staff. We believe this structured process will better support learner outcomes by ensuring that every content area undergoes a periodic review of the most current research relating to their subject matter and that we are using relevant, vertically aligned and consistent curricular resources to promote teaching with best practices so that all students thrive.</p> <p>Many thanks to Val Mertesdorf for her assistance in developing a 10 year budget and plan for the Instructional Services Department. This living budget is in the development phase, and will</p>

	provide the district with a clear understanding of the resources tied to our instructional vision.
6	We implemented the science specialist plan in the spring of 2020 to provide every K-5 student with a consistent, vertically aligned instructional sequence in Science. Tonight, please welcome Kelly Johnson, Dustee Phenow and Tania Will. These teachers have done a remarkable job launching a program during a pandemic year. As you will see in the slides below, each of our elementary students fully participated in their science experience this year.
7-8	Introduction and instructional planning focus for year 1
9	Instructional planning focus for year 2
10	The elementary science team selected FOSS Science for its curricular resource
11-12	The focus on three dimensional learning and active investigation
13	Minnesota science standard alignment by topic
14 - 15	The Northfield elementary science model
16 - 30	Science in action photos
31	The learning continued through the summer
32	<p>The key components of the new science standards are:</p> <ul style="list-style-type: none"> • Scientific and Engineering Practices • Crosscutting Concepts • Disciplinary Core Ideas
33	The focus of the elementary science experience is learning through exploration
34	What's next for elementary science?
35	Your questions?

Instructional Services Update - September 13, 2021



The mission of the Department of Instructional Services is to strive for excellence in teaching and learning with a commitment to maximizing student outcomes within a system of continuous improvement.

The department works to ensure the quality of educational experiences for every child by collaborating with schools and departments to provide and support evidence-based and inclusive learning and teaching practices, data-informed professional learning communities and robust teacher professional development.

District Operations

Assessment Support

Curricular Materials

PreK - 12 Standards
Alignment

EL Programming

District Reporting

Coaching

PLC Support and
Monitoring

Data Use and
Analysis

Content Alignment

Systems
Development

District/Building
Committee Work

Professional
Development

District

Building

Curriculum Training

Technology
Integration

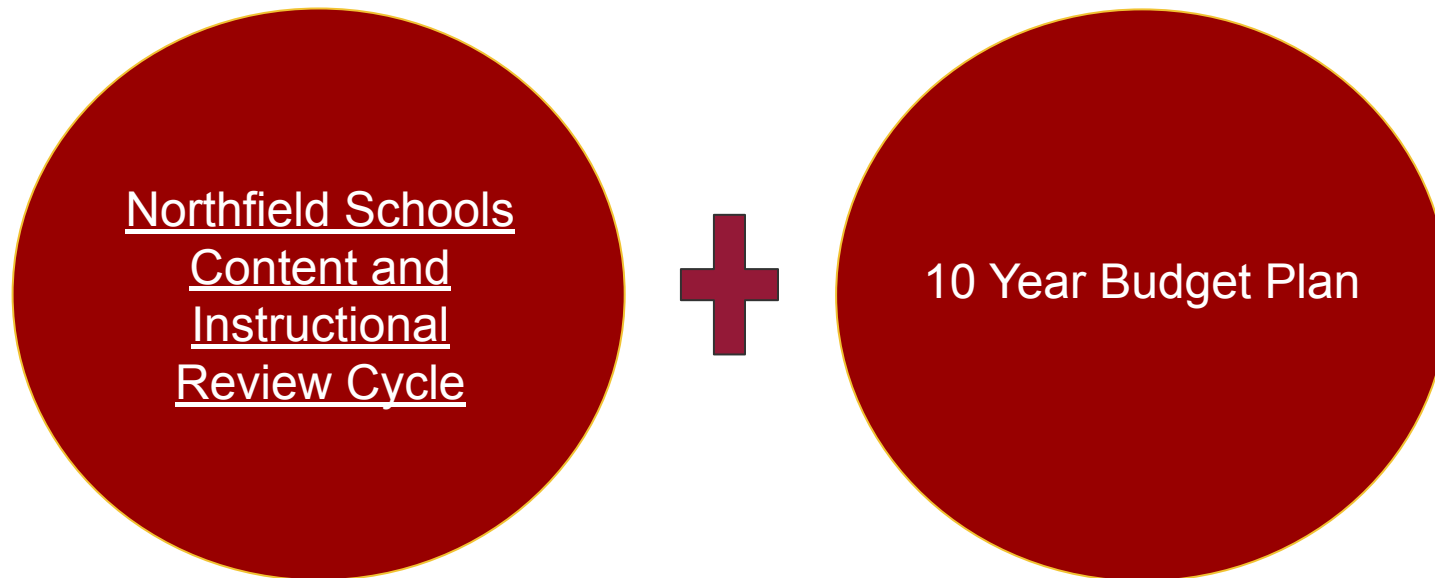
Continuous
Improvement Model

Summer Work Teams

- Kinder Literacy Team
- Benchmark Testing Team
- K-5 Math Team
- K-5 Literacy Team
- Online Product
- Health Curriculum 4-5
- 5th/6th Grade Transition
- SEL Team K-12
- MTSS Team K-12



The Work Ahead



Elementary Science Specialists

- ❖ Kelly Johnson
- ❖ Dustee Phenow
- ❖ Tania Will



Celebrating our bright spots!

Elementary Science Update



K-5 Science Education

Northfield Public Schools



Elementary Science - Year 1

Summer 2020

- Review Next Generation Standards
- Select Curriculum
- Create Implementation Plan
- Present Plan to Administration

2020-21 School Year

- Deliver Science Instruction to Every Student
- Implement Year 1 Modules
- Structure: Grade Bands (K-1, 2-3, 4-5)



Elementary Science - Year 2

Summer 2021

- Review and Reflect on Year 1 Implementation
- Secure Materials and Equipment
- Select Critical Pathways for Year 2 Modules
- Format Lessons for Year 2 Implementation

2021-22 School Year

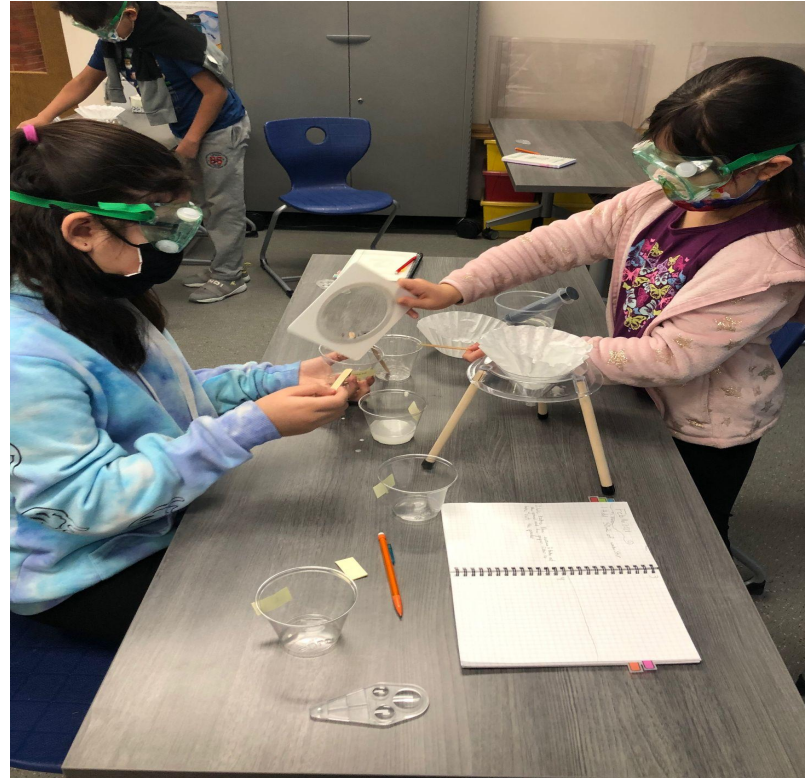
- Deliver Science Instruction to Every Student
- Implement Year 2 Modules
- Structure: Grade Bands (K-1, 2-3, 4-5)



**FULL OPTION
SCIENCE SYSTEM™**

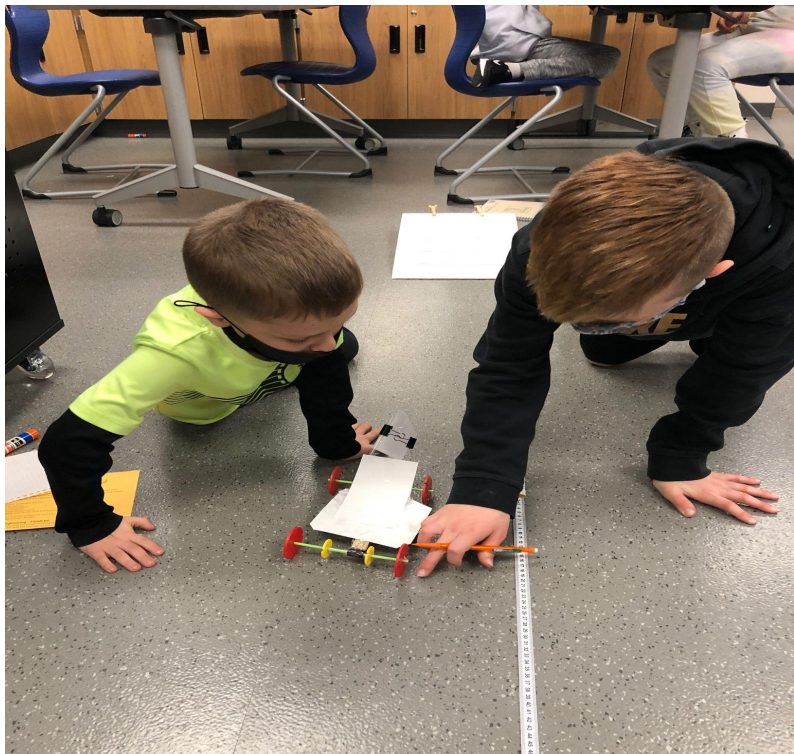
FOSS was designed from its roots to provide every child with the opportunity to develop their ability to think scientifically.

FOSS integrates active investigation and multisensory learning, an approach proven effective for all learners, regardless of prior knowledge, language, or background.





Three-Dimensional Learning



**FOSS promotes
three-dimensional
learning.**

Science & Engineering Practices

Disciplinary Core Ideas

Cross-cutting Concepts

Active Investigation

Active investigation is at the heart of FOSS.

FOSS is built around first-hand investigation of phenomena, using classroom-tested pedagogies and practices to build students' understanding of disciplinary core ideas in science.

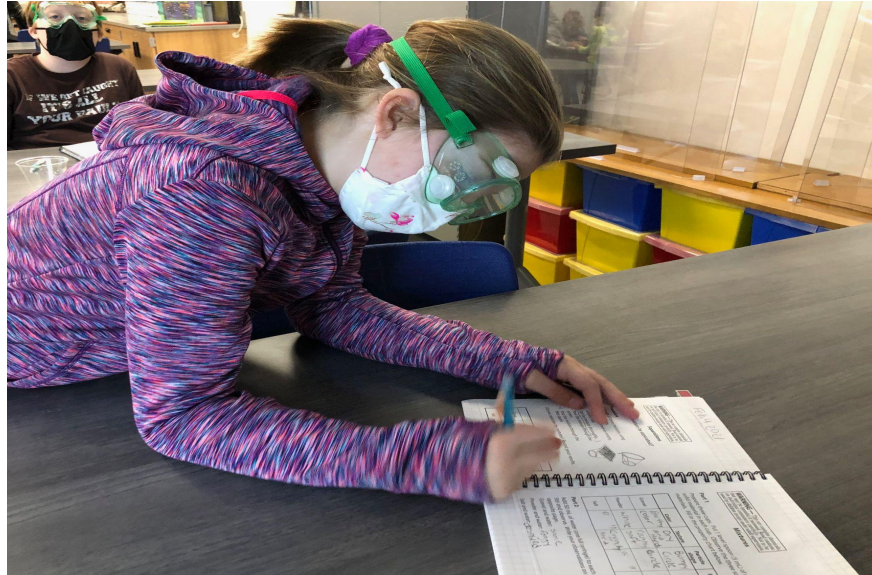


FOSS Minnesota Recommendations

Grade	Physical Science	Earth Science	Life Science
5	Mixtures & Solutions	Earth & Sun	Living Systems
4	Energy	Soils, Rocks & Landforms	Environments
3	Motion & Matter	Water & Climate	Structures of Life
2	Solids & Liquids	Air & Weather	Insects & Plants
1	Sound & Light	Pebbles, Sand & Silt	Plants & Animals
K	Materials & Motion	Trees & Weather	Animals Two by Two

Northfield Elementary Schools

Science learning occurs through a specialist format.



~50-60 minutes of science class each week.

~Active investigations around grade band topics.

~Authentic materials and equipment support science and engineering practices.

~Science notebooks used to collect and record data.

Northfield Elementary Schools

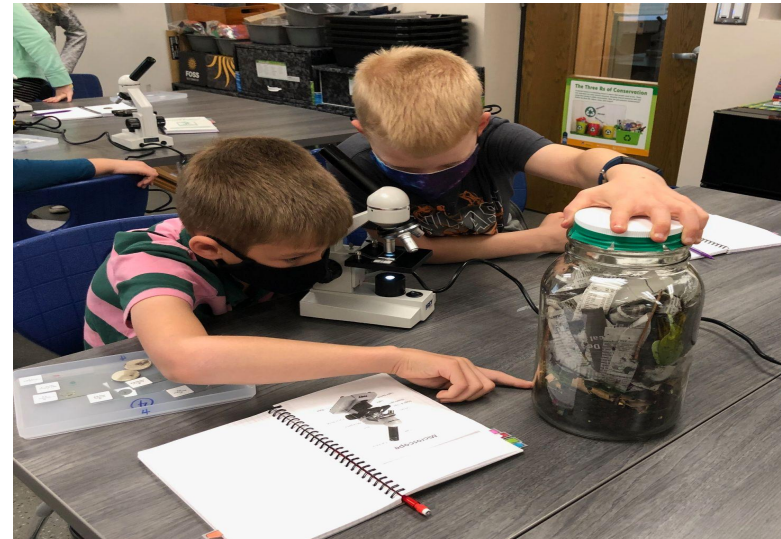
Students will function as a community of learners who regularly:

~explore and develop questions around phenomenon,

~investigate and gather data from experiments,

~communicate understanding through models and evidence,

~design and build solutions to problems.





Earth and Space Science

Pebbles, Sand & Silt

Water and Climate

Earth and Sun



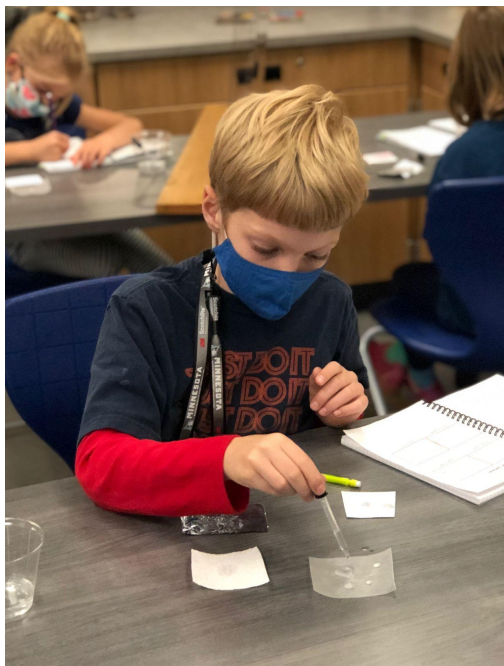


Earth and Space Science

Pebbles, Sand & Silt

Water and Climate

Earth and Sun





Earth and Space Science

Pebbles, Sand & Silt

Water and Climate

Earth and Sun



Physical Science

Sound & Light

Motion & Matter

Mixtures & Solutions

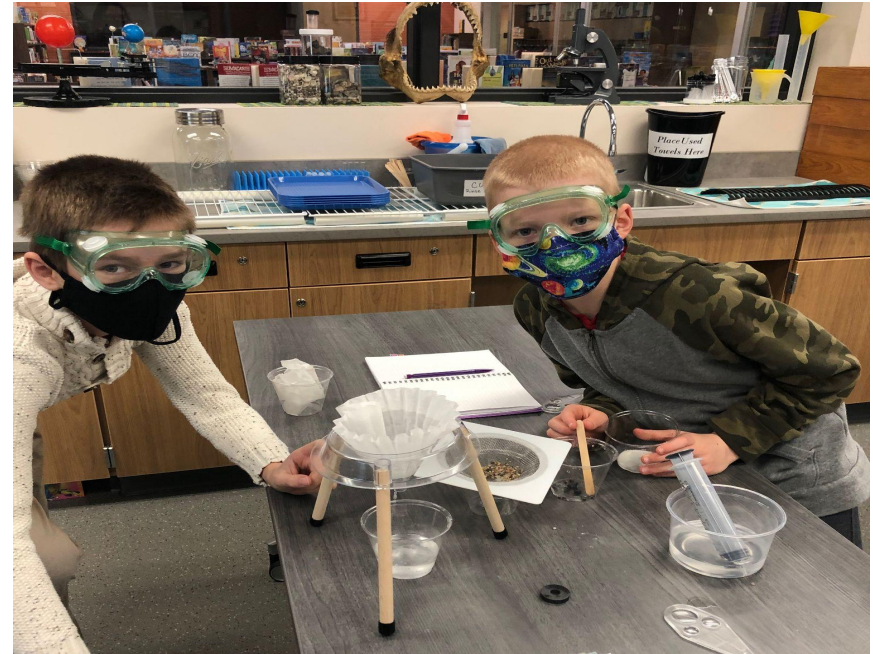


Physical Science

Sound & Light

Motion & Matter

Mixtures & Solutions

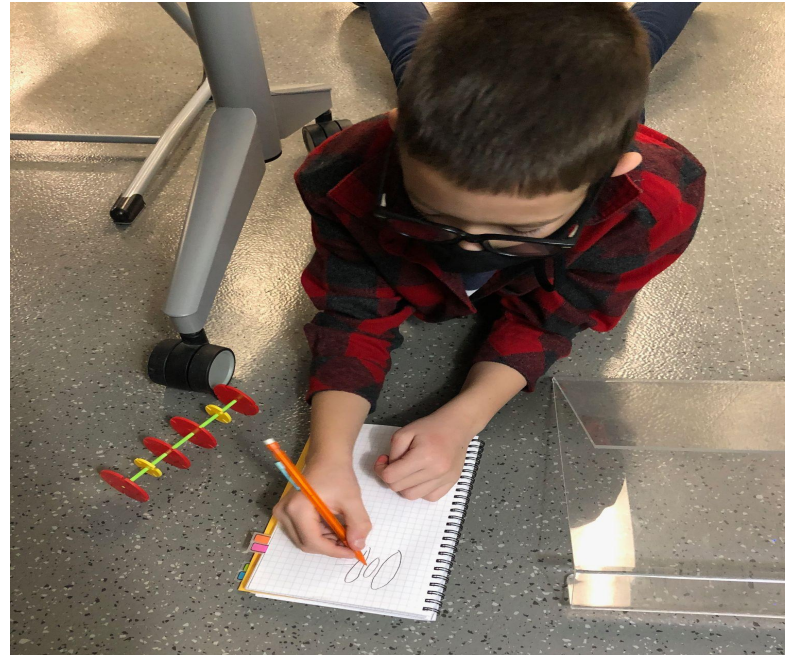


Physical Science

Sound & Light

Motion & Matter

Mixtures & Solutions





Life Science

Plants & Animals

Structures of Life

Living Systems



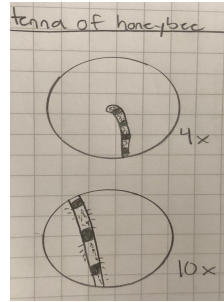
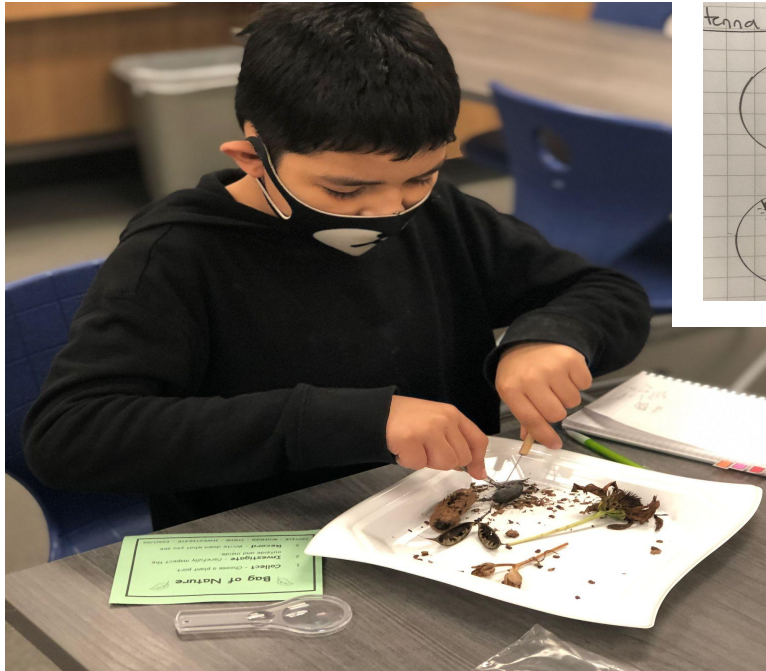


Life Science

Plants & Animals

Structures of Life

Living Systems

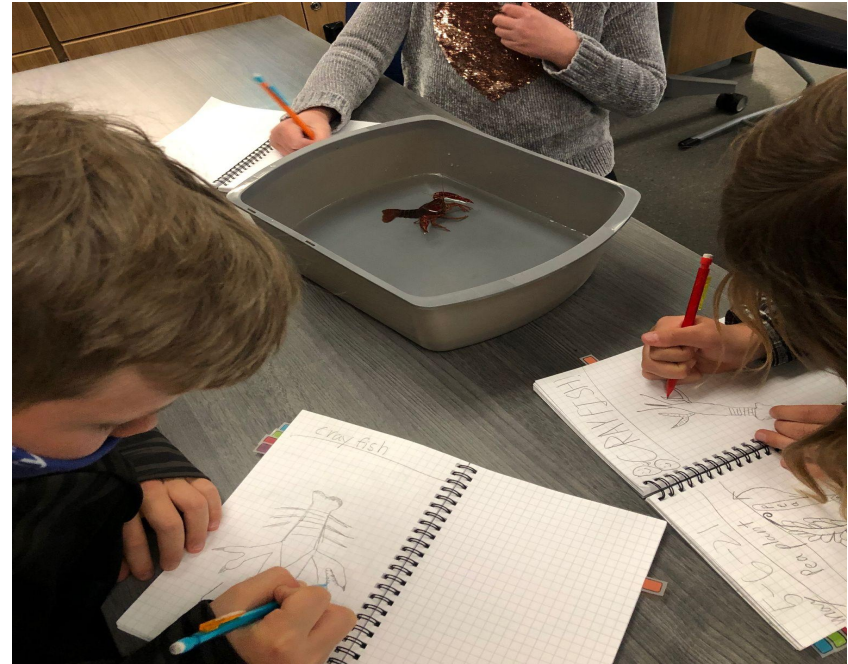


Life Science

Plants & Animals

Structures of Life

Living Systems



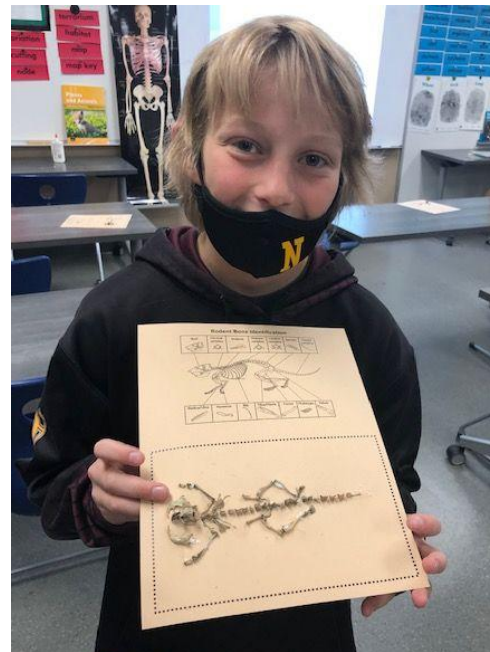


Life Science

Plants & Animals

Structures of Life

Living Systems

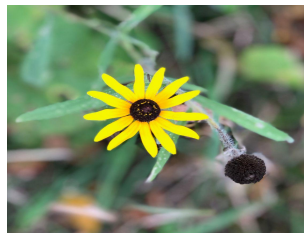


Outdoor Education





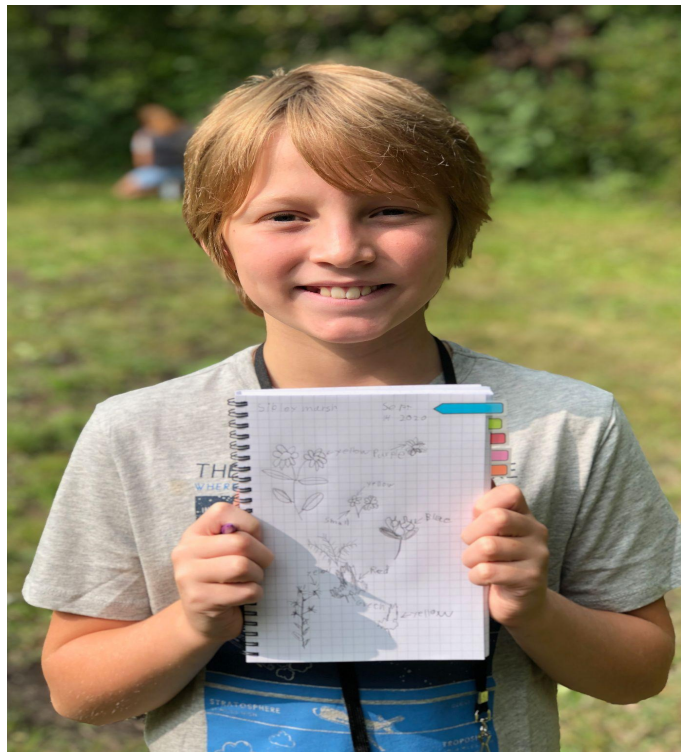
Outdoor Education



Outdoor Education



Outdoor Education



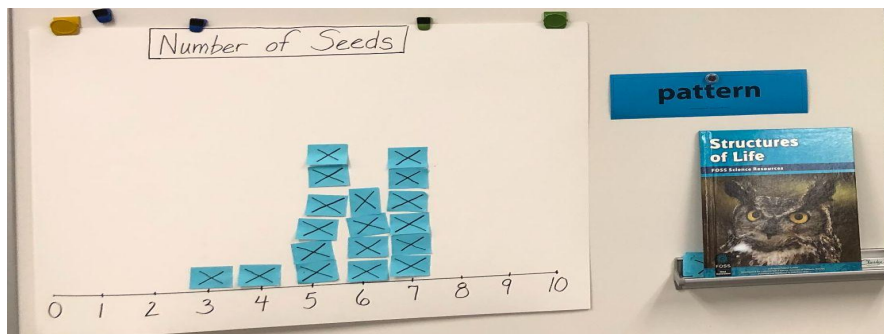


Outdoor Education





Science through the Summer





Next Generation Science Standards

Scientific & Engineering Practices (SEP)	Disciplinary Core Ideas (DCI)
<ol style="list-style-type: none"> 1. Asking questions and defining problems 2. Developing and using models 3. Planning and carrying out investigations 4. Analyzing and interpreting data 5. Using mathematics and computational thinking 6. Constructing explanations and designing solutions 7. Engaging in argument from evidence 8. Obtaining, evaluating, and communicating information 	<p>Physical Science</p> <ol style="list-style-type: none"> 1: Matter and its interactions 2: Motion and stability: Forces and interactions 3: Energy 4: Waves and their applications in technologies for information transfer <p>Life Science</p> <ol style="list-style-type: none"> 1: From molecules to organisms: Structures and processes 2: Ecosystems: Interactions, energy, and dynamics 3: Heredity: Inheritance and variation of traits 4: Biological evolution: Unity and diversity
Crosscutting Concepts (CCC)	<p>Earth and Space Science</p> <ol style="list-style-type: none"> 1: Earth's place in the universe 2: Earth's systems 3: Earth and human activity <p>Engineering, Technology, and Applications of Science</p> <ol style="list-style-type: none"> 1: Engineering design 2: Links among engineering, technology, science, and society
<ol style="list-style-type: none"> 1. Patterns 2. Cause and effect: Mechanism and explanation 3. Scale, proportion, and quantity 4. Systems and system models 5. Energy and matter: Flows, cycles, and conservation 6. Structure and function 7. Stability and change 	

Learning through Exploration

- Experiences for Every Learner
- Multimodal Lessons
- Authenticity
- Mission Statement



What's Next? Hopes and Dreams

- Starting the New School Year
- Forming Partnerships
- Enriched, Life-long Learners





Questions?



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 impact of COVID-19 during the 2020-21 school year, the School Improvement Plan for Northfield Public Schools has been modified to reflect those experiences.

School Improvement Planning Team

2020-21 Key Reflections

Key Reflections
<ul style="list-style-type: none"> • We survived and thrived! • Hybrid, Distance Learning, and our online platforms taught us a lot about who we are, how we instruct, and what's possible. It also taught us a lot about how much in-person learning is vital for so many of our students! Students want to be in school! • Relationships matter maybe even more than we thought. Social & emotional components of what we do make the learning possible for many of our students. • Flexibility was on display daily. • Equity matters to a LOT of people.

2021-22 School Improvement Plan Goals, Strategies, and Evaluation

The following goals are written with the intent to measure progress quarterly during the 2021-22 school year. All goals are written to equitably serve every student.

Equity Outcomes	
SMART Goal(s)	Strategies & Assessments
<ul style="list-style-type: none"> • Equity Outcomes <ul style="list-style-type: none"> ○ Educational access (3 Year Goal) <ul style="list-style-type: none"> ■ Enrollment of minoritized students in advanced level courses will be representative of the demographic of students at NHS. ○ Referrals <ul style="list-style-type: none"> ■ Quarterly referral totals for students of color will be representative of the demographic of students at NHS. ○ Student Satisfaction 	<ul style="list-style-type: none"> • Teachers will be immersed in activities related to our building goals throughout the year, focused primarily in our PLC time slots. The finished products of their work will be the assessment of the academic goal.

<ul style="list-style-type: none"> ■ 70% of students of color will agree or strongly agree that “Most teachers care about and are interested in me as a person.” ■ 95% of students of color will agree or strongly agree with the statement that “Teachers at my school care about students.” 	<ul style="list-style-type: none"> ● We will survey students once a quarter, analyze the results and make any necessary adjustments to assure we are making progress. ● Administration will analyze historic and current discipline data, and also examine historically what demographic students have taken our higher level courses, and look to incorporate strategies to authentically open access to our advanced level coursework.
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Learner Outcomes	
SMART Goal(s)	Quarterly Progress
<ul style="list-style-type: none"> ● Learner Outcomes <ul style="list-style-type: none"> ○ Student Satisfaction <ul style="list-style-type: none"> ■ 70% of students will report that “Most teachers care about and are interested in me as a person.” (Baseline from 2021 student survey was 59% agree or strongly agree) ■ 95% of students will agree or strongly agree with the statement that “Teachers at my school care about students.” (Baseline from 2021 student survey was 88% agree or strongly agree.) <u>While these are not “grade” or “academic” in nature, we believe that focus on these elements will directly impact student learning.</u> ○ Academic Achievement <ul style="list-style-type: none"> ■ Teaching staff will complete individual course mapping with consistent standards per course. ■ Teaching staff will develop common summative assessments as part of their PLC work. 	<ul style="list-style-type: none"> ● Teachers will be immersed in activities related to our building goals throughout the year, focused primarily in our PLC time slots. The finished products of their work will be the assessment of the academic goal. ● We will survey students once a quarter, analyze the results and make any necessary adjustments to assure we are making progress. ● Administration will analyze historic and current discipline data, and also examine historically what demographic students have taken our higher level courses, and look to incorporate strategies to authentically open access to our advanced level coursework.

Summary

We are SO looking forward to having a nice, quiet, regular, amazing 2021-22 school year. Thank you, board, for your amazing support of our programs, learners, and staff!

Northfield High School

2021-22 School Improvement Plan Report
13 September 2021

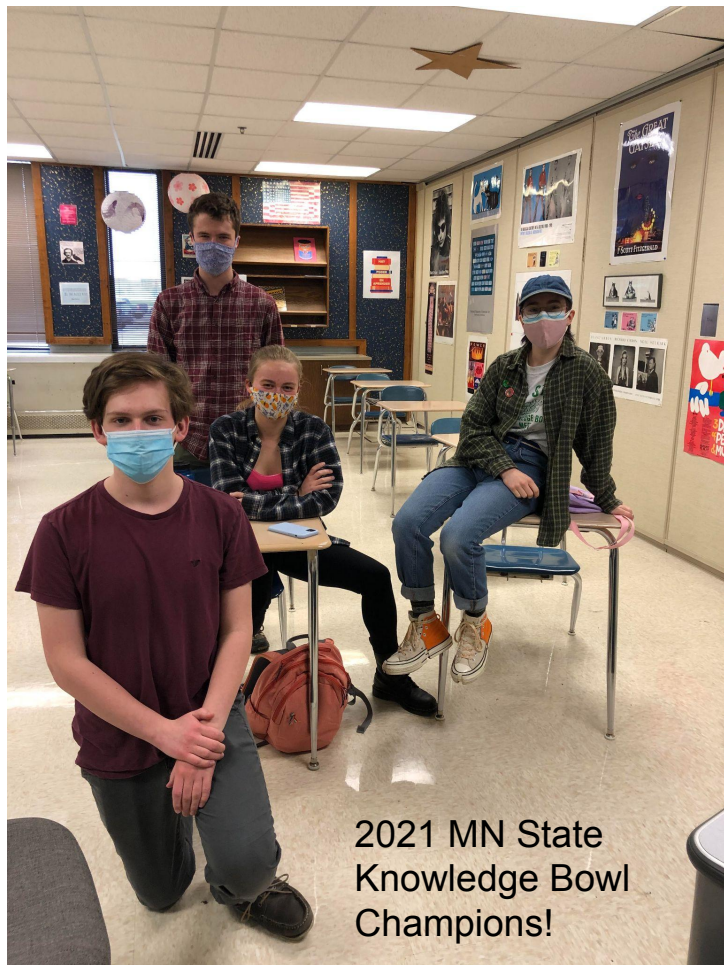
Purpose of the NHS Site Improvement Plan



- 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.
- The site improvement plan allows our staff to turn the concept of growth into a quantifiable result.

2020-21 Goals Review

- **College Readiness:** 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.
- **Parent Satisfaction:** Parent satisfaction survey results for the questions *I regularly receive feedback from school staff on how well my child is learning* and *I receive positive phone calls, emails, or notes about my child from the school* will increase from 2.95 & 2.64 (baseline based on Spring 2019 survey results) to 4.0 and 4.0 respectively (2021 survey results) as measured by the Studer Parent Engagement survey.
- 😊 **Student Engagement:** 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. **ACTUAL:** ____ and 55%



2020-21 Goals Review

- **Family Engagement Goal**

😊 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.

- **Employee Engagement Goal**

😊 Rounding conversations will be conducted with 100% of our licensed and non-licensed staff by April 2021.



Drop ins & follow up emails/conversations will be conducted with 100% of our teaching staff each academic quarter.

- **Anti-Racism Goal #1**



Curriculum (Social Studies) will be updated and curricular resources (Language Arts) will be added to better ensure every child feels represented.

- **Anti-Racism Goal #2**



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.



2020-21 Key Reflections, Data & Representative Student Stories



- We survived and thrived!
- Hybrid, Distance Learning, and our online platforms taught us a lot about who we are, how we instruct, and what's possible. It also taught us a lot about how much in-person learning is vital for so many of our students! **Students want to be in school!**
- Relationships matter maybe even more than we thought. Social & emotional components of what we do make the learning possible for many of our students.
- Flexibility was on display daily.

2021-22 School Improvement Plan Goals

- Learner Outcomes
 - **Student Satisfaction**
 - 70% of students will report that “Most teachers care about and are interested in me as a person.” (Baseline from 2021 student survey was 59% agree or strongly agree)
 - 95% of students will agree or strongly agree with the statement that “Teachers at my school care about students.” (Baseline from 2021 student survey was 88% agree or strongly agree.)
 - While these are not “grade” or “academic” in nature, we believe that focus on these elements will directly impact student learning.
 - **Academic Achievement**
 - Teaching staff will complete individual course mapping with consistent standards per course.
 - Teaching staff will develop common summative assessments as part of their PLC work.

2021-22 School Improvement Plan Goals

- Equity Outcomes
 - Educational access (3 Year Goal)
 - Enrollment of minoritized students in advanced level courses will be representative of the demographic of students at NHS.
 - Referrals
 - Quarterly referral totals for students of color will be representative of the demographic of students at NHS.
 - Student Satisfaction
 - 70% of students of color will agree or strongly agree that “Most teachers care about and are interested in me as a person.”
 - 95% of students of color will agree or strongly agree with the statement that “Teachers at my school care about students.”

2021-22 Strategies and Assessments

Teachers will be immersed in activities related to our building goals throughout the year, focused primarily in our PLC time slots. The finished products of their work will be the assessment of the academic goal.

We will survey students once a quarter, analyze the results and make any necessary adjustments to assure we are making progress.

Administration will analyze historic and current discipline data, and also examine historically what demographic students have taken our higher level courses, and look to incorporate strategies to authentically open access to our advanced level coursework.

Thank You and Questions

Commencement in
3D with no masks!



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 impact of COVID-19 during the 2020-21 school year, the School Improvement Plan for Northfield Public Schools has been modified to reflect those experiences.

School Improvement Planning Team

2020-21 Key Reflections

Key Reflections	Supporting Data & Representative Student Stories
Relationships need to be a priority	Students who connected with adults did better in classes and seemed to manage the different schedules better than other students. We also had a small targeted group who came into the building for extra help on non cohort days and what we saw from them was incredible. Our TORCH staff and administration made an extra effort to connect with them on these days and most of them made significant progress.
More is not always better	Being forced to look at the critical core needs during PLC time allowed staff to do what I call well overdue spring cleaning. I had multiple conversations with people who found it refreshing to not teach some units and evaluate what qualifies as a “must have.” Many people actually told me it has allowed the opportunities to try things they have wanted to for a while.
Students want to be in school	For all the grumbling students can do about being in school, it became crystal clear when it was taken away that students wanted to be in the building. I cannot tell you the number of students who asked us over and over again, “when will we be able to all be back together every day.” Students missed making connections with other students and their teachers and they communicated this with us.
Consistency goes a long way	Going to a consistent model for Schoology was a great move by our district. In past years I would field phone calls and emails from frustrated families that could not figure out how to get information on Schoology. More often than not they would ask “why can’t everyone just put things in the same place.” In 2020-21 these communications were extremely minimal and I attribute this to the consistent expectations the district mapped out for all teachers.
Continuous improvement never ends	As redundant as this may seem, the pandemic pushed us to not

	only say we have a continuous improvement model, but show that we are. Teaching needed to be different and no one took a class on how to get students engaged in a pandemic. We needed to try new things, evaluate and adjust continually throughout the year. It was exhausting, but we did it and I am proud of what the MS did with our students.
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2021-22 School Improvement Plan Goals, Strategies, and Evaluation

The following goals are written with the intent to measure progress quarterly during the 2021-22 school year. All goals are written to equitably serve every student.

Anti-Racism Goals	
<p><u>Educational access</u> (2021-22 will be a baseline year)</p> <p>Student enrollment in advanced level courses and leadership groups will have the same demographic representation as the entire NMS student body. Year 1 of 3</p> <p><u>Office Discipline Referrals</u></p> <p>Quarterly referral totals for students of color will be representative of the demographic of students at NMS. Year 1 of 3</p> <p><u>Student Satisfaction</u></p> <p>Students of color will report that they agree or strongly agree with the statement “Most teachers care about and are interested in me as a person.” at an increased rate of 20%, each of the next 3 years. (Baseline from 2020-21 student survey was 20% agree or strongly agree).</p> <p>Students of color will report that they agree or strongly agree with the statement that “Teachers at my school care about students.” at an increased rate of 5%, each of the next 3 years. (Baseline from 2020-21 student survey was 70% agree or strongly agree.)</p>	<ul style="list-style-type: none"> • Q1: We will do an historical analysis of our programs. • Q2: Continue our analysis and start planning on any needed adjustments. • Q3: Communicate our historical data to staff and any adjustments to our processes. Collect feedback from staff • Q4: Finalize plan for the 2022-23 school year.

Learner Outcomes	
SMART Goal(s): Academic	Quarterly Progress
<p>1. 70% of students will report that “Most teachers care about and are interested in me as a person.” (from the student survey-base line 2021 was 40% agree or strongly agree)</p> <p>2. 90% of students will report that “Teachers at my school care about students.” (Baseline from the 2021 student survey was 73% agree or strongly agree.)</p>	<ul style="list-style-type: none"> • MQ1: Give students a short survey to see how we are doing. Communicate our results and reflect on anything we should be doing differently. • MQ2: Same process as MQ1. • MQ3: Same process as MQ1. • MQ4: Same process as MQ1. Evaluate if our goal needs to be adjusted.

Summary

We did an activity with our district leadership team and I repeated it with the MS staff. We asked the question, “what did you do this summer that energized you and what can you take from that into the school year?” For me, hiking in the mountains fills my bucket everytime. From this I need to learn to slow down during the school year, take time to look around at all the amazing things happening and focus on what is important.

This fits directly with our goals. We need to recommit to connecting with every student and know that if we don’t, some of our students will be left behind. We need to recommit to ourselves and each other that we believe that every student can have lifelong success and look to meet our students where they are at.

I believe that with our AVID journey beginning and the focus being on rebuilding routines and connecting with students, we will support our students' social/emotional and academic needs better than ever. I want to thank everyone for your support and look forward to reporting back on our positive progress later in the fall.

Middle School

2021-22 School Improvement Plan Report
September 13, 2021



Priorities for 2020-21

- Health and safety.
- Set up systems to efficiently contact trace with minimal disruptions.
- Over-communication with families and staff on expectations.
- Focused on customer service when working with families and students.
- Consistent messaging that aligned with the district messages.
- Prioritized the following principles:
 - Relationships first
 - Equitable Access (PRIDE Time)
 - Showing grace to students, families and staff

2020-21 SIP Goals Review

Achievement Goals

- 1. Northfield Middle School will decrease the total number of failing grades by 25% in grade 6 and 50% in grades 7 and 8.
- 2. Northfield Middle School's FRP students will have the same or lower failing rate compared to non FRP students.

Grade 6: failures increased from 17% in 2020 to 30% in 2021 (+13%)--Goal not met

Grade 7 and 8: Failures increased from 25% in 2020 to 49% in 2021 (+24%)--Goal not met

Grade 6 FRP: Failures increased from 34% in 2020 to 54% in 2021. (+20%)--Goal not met

Grade 7 and 8 FRP: Failures increased from 52% in 2020 to 59% in 2021. (+7%)--Goal not met

Perspective

Percent of Districts with Lower 2021 Proficiency Rate

Grade 6 Reading	92%
Grade 6 Math	85%
Grade 7 Reading	80%
Grade 7 Math	79%
Grade 8 Reading	89%
Grade 8 Math	85%
Grade 8 Science	91%

Percent of Northfield Students Testing

Grade 6 Reading	85.8%
Grade 6 Math	74.8%
Grade 7 Reading	85.3%
Grade 7 Math	85%
Grade 8 Reading	887.2%
Grade 8 Math	86.5%
Grade 8 Science	86.5%

2020-21 SIP Goals Review

Climate Goals

1. Northfield Middle School will have a family conference with 75% or our families at least twice during the 20-21 school year.

2. Northfield Middle School will keep the percentage of students and families who feel the transitions between grades was smooth and the students were well prepared to be at or above 90%.

Fall Family Conferences had 99% attendance. Spring Conferences had 76% (Zoom Conferences for both fall and spring)

Adjusted to ask about transition from Hybrid to DL: About $\frac{1}{3}$ of families responded to survey. Grade level split on responses was 38%(6), 30% (7), 33% (8). 71% answered a well or very well

2020-21 Distance Learning Data Review and Key Reflections



Relationships need to be a priority

More is not always better

Students want to be in school

Consistency goes a long way

Continuous improvement never ends

2021-22 School Improvement Plan Goals

Equity Goals

- **Educational access** (2021-22 will be a baseline year)
 - Student enrollment in advanced level courses and leadership groups will have the same demographic representation, as the entire NMS student body. Year 1 of 3
- **Office Discipline Referrals**
 - Quarterly referral totals for students of color will be representative of the demographic of students at NMS. Year 1 of 3

2021-22 School Improvement Plan Goals

Equity Goals

- Student Satisfaction

- Students of color will report that they agree or strongly agree with the statement “Most teachers care about and are interested in me as a person.” at an increased rate of 20%, each of the next 3 years. (Baseline from 2020-21 student survey was 20% agree or strongly agree).
- Students of color will report that they agree or strongly agree with the statement that “Teachers at my school care about students.” at an increased rate of 5%, each of the next 3 years. (Baseline from 2020-21 student survey was 70% agree or strongly agree.)

2021-22 School Improvement Plan Goals

Academic Goal

- 1. 70% of students will report that “Most teachers care about and are interested in me as a person.” (from student survey-base line 2021 was 40% agree or strongly agree)**
- 2. 90% of students will report that “Teachers at my school care about students.” (Baseline from 2021 student survey was 73% agree or strongly agree.)**

2021-22 Strategies and Assessments

As a district we continue to prioritize equity and all staff will receive professional development once a month.

We will survey students once a quarter, analyze the results and make any necessary adjustments to assure we are making progress.

Administration will analyze historically demographic data to determine who has taken our higher level Math courses and taken part in our student leadership opportunities.

2021-22 Strategies and Assessments

I will keep all of our goals in front of our staff through my weekly updates and in formal and informal conversations.

We will continue to look at how Northfield Middle School compares to the rest of the state on our MCA tests.

We are implementing “Star” testing to replace MAP. We believe this will give us a better and more accurate view of how our students are progressing on their academics.

A scenic landscape photograph of a calm lake. In the foreground, a large, gnarled tree branch hangs from the top right corner. The lake's surface is dark with gentle ripples. The middle ground is filled with a dense forest of evergreen trees. In the background, majestic mountains with rocky, layered cliffs and patches of snow rise against a cloudy sky. The overall tone is serene and natural.

Questions and Discussion

Policy 524.2 USE OF TECHNOLOGY AND TELECOMMUNICATION SYSTEMS BY STUDENTS

I. PURPOSE

The ~~Northfield School District~~ provides technology and telecommunications resources for district students to support and enhance student learning. Access to and use of technology resources for students and employees is a fundamental part of education. This policy covers district student use of all technology and telecommunications resources in the district. The purpose of this policy is to govern and guide the appropriate use of these resources.

II. GENERAL STATEMENT OF POLICY

The ~~school~~ district provides students with access to computers and peripherals, district networks, Internet, software applications and other technology services in order to support and enhance student learning and to prepare them for work and life.

III. ACCEPTABLE/UNACCEPTABLE USES

1. Each student shall act responsibly when utilizing technology resources.
 - a. The use of the school district networks/computers/peripherals and internet/software applications and systems is a privilege that can be revoked at any time for abusive behavior. All activity and utilization of district technology resources must comply with Student Citizenship Handbook and school board policies.
 - b. ~~Students will not:~~ ~~Access to the Internet will be for educational purposes only, and students will not u~~
 - e. ~~Use the school~~ district technology resources to access, review, display, store, upload, download, distribute, post, receive, transmit, or print pornographic, obscene or sexually explicit materials or language, or other visual depictions that are harmful to minors.
 - d. ~~Students will not u~~ ~~Use the school~~ district technology resources to access, display, store, upload, download, distribute or print materials that advocate violence, harassment or discrimination (hate literature) or are disruptive in any way.
 - e. ~~Students will not s~~ ~~Send~~ abusive, intimidating, harassing, or unwanted material causing the work of others to be disrupted.
 - f. ~~Students will not u~~ ~~Use the school~~ district technology resources to vandalize, damage or disable the property of another person, will not make deliberate attempts to degrade, vandalize or disrupt equipment, software, or system performance, will not violate the network's security in any way, and will not use the school district network/Internet/email system in any way so as to disrupt the use of the system by other users.
 - g. ~~Students will not u~~ ~~Use the school~~ district technology resources to gain unauthorized access to resources, passwords, accounts, information or files without direct permission from the district.
 - h. ~~Students will not u~~ ~~Useschool~~ district technology resources to violate copyright laws, download or pirate software or plagiarize information, or engage in any illegal act or violate any local, state, or federal statute or law.

- ~~i. Students will not s~~Send or forward unnecessary or frivolous emails or messages in any quantity to other users of the district email system or other digital applications. Transmission of chain letters and pyramid schemes is strictly prohibited.
 - ~~j. Students will not u~~Use school district technology resources for commercial purposes, political lobbying or solicitation of any kind.
 - ~~k. No Use~~ non-district owned equipment or devices ~~can be used~~ to access networks and file servers that require district-provided credentials.
 - ~~l. Students will not u~~Use district technology resources to communicate under a false name or designation or a name or designation they are not authorized to use, including instances in conjunction with representing that they are somehow acting on behalf of or under the auspices of the school district.
 - ~~m. Students will not u~~Use the name “Northfield Public Schools” in any form or use any symbol or logo or graphic used by Northfield Schools without the district’s prior consent.
 - c. Students will use electronic information resources in compliance with all existing school board policies. Non-district owned equipment may access district guest networks but must comply with school district policy and procedures.
2. Each student shall respect private passwords, copyright and other intellectual property rights.
- a. Copying of data, files or using passwords belonging to others will be considered a violation of school district policies, a violation of law, and may constitute fraud, plagiarism or theft.
 - b. Software licensed by the ~~school~~ district must only be used in accordance with applicable license specifications and agreements. Illegal copying and/or installing of software on district computers is strictly prohibited. Illegal copying and/or installing of district licensed software on personal devices is strictly prohibited.
 - c. Modifying or damaging information without authorization including but not limited to altering data, introducing viruses or damaging files or data is unethical and a violation of school district policies.
3. Each student shall abide by security restrictions on all systems and information.
- a. Distributing or making your password or another person’s password or access code available to others or otherwise attempting to evade, disable or “crack” passwords, desktop security systems, or other security precautions, or assisting others in doing so threatens work, privacy and the integrity of school district information, and is a serious violation of school district policy.
 - b. Attempts to “bypass” virus protection software on workstations or servers are violations of district security procedures.
 - c. Software or applications are generally installed by District technology services staff. Software or applications may only be installed by students with specific permission from the District.
4. Each student shall recognize limitations to privacy and use of electronic communications. Employees, staff and students do not own ~~school~~ district technology and telecommunications equipment or software. The school district reserves the right to access user files at any time to protect the integrity of the systems and property of the ~~school~~ district.

- a. The district may examine or make copies of files that are suspected of misuse, or that have been corrupted or damaged. Files may be subject to search by law enforcement agencies if files contain information, which may be used as evidence in a court of law.
 - b. An individual investigation or search will be conducted if school authorities have a reasonable suspicion that the search will uncover a violation of law or school district policy. The school district will cooperate fully with local, state and federal authorities in any investigation concerning or related to any illegal activities and activities not in compliance with school district policies.
5. Each student shall be aware that data and other materials in files maintained on school district property or hosted solutions licensed by the district may be subject to review, disclosure or discovery under State and Federal legislation, including the Minnesota Government Data Practices Act.
- a. The ~~School District~~ district can and will monitor the online activities of all employees and students, and employ “filtering” protection measures during any use by employees and/or students. The “filtering” measures are intended to block Internet sites that contain violent, obscene, pornographic or sexually explicit materials. The district will comply with any and all state and federal requirements around Internet filtering for student use. The use of this software does not guarantee that students or staff will not be able to obtain objectionable or pornographic materials over the Internet, but the chances have been minimized.
 - b. It is mandatory that staff closely monitor and supervise student use of the Internet and all other technology resources at school to ensure appropriate, educational use.

IV. PARENTS’ RESPONSIBILITY; NOTIFICATION OF STUDENT INTERNET USE

Outside of school, parents bear responsibility for monitoring their student's use of the school district system and of the Internet if the student is accessing the school district system from home or a remote location.

Policy 524.2 Use of Technology and Telecommunications Systems by Students

Adopted: 4/13/98; Revised: 7/19/01, 5/10/04, 6/10/13; Updated: 03.09.2020; INSERT DATE HERE

Board of Education

INDEPENDENT SCHOOL DISTRICT NO. 659

Northfield, Minnesota

Legal References: 15 U.S.C. § 6501 et seq. (Children’s Online Privacy Protection Act)
 17 U.S.C. § 101 et seq. (Copyrights)
 47 U.S.C. § 254 (Children’s Internet Protection Act of 2000 (CIPA))
 47 C.F.R. § 54.520 (FCC rules implementing CIPA)
 Minn. Stat. § 121A.031 (School Student Bullying Policy)
 Minn. Stat. § 125B.15 (Internet Access for Students)
 Minn. Stat. § 125B.26 (Telecommunications/Internet Access Equity Act)
 Tinker v. Des Moines Indep. Cmty. Sch. Dist., 393 U.S. 503, 89 S.Ct. 733, 21 L.Ed.2d 731 (1969)
 United States v. Amer. Library Assoc., 539 U.S. 194, 123 S.Ct. 2297, 56 L.Ed.2d 221 (2003) 524-11
 Doninger v. Niehoff, 527 F.3d 41 (2nd Cir. 2008)
 R.S. v. Minnewaska Area Sch. Dist. No. 2149, No. 12-588, 2012 WL 3870868 (D. Minn. 2012)
 Tatro v. Univ. of Minnesota, 800 N.W.2d 811 (Minn. App. 2011), aff’d on other grounds 816 N.W.2d 509 (Minn. 2012)
 S.J.W. v. Lee’s Summit R-7 Sch. Dist., 696 F.3d 771 (8th Cir. 2012)

Kowalski v. Berkeley County Sch., 652 F.3d 565 (4th Cir. 2011)
Layshock v. Hermitage Sch. Dist., 650 F.3d 205 (3rd Cir. 2011)
Parents, Families and Friends of Lesbians and Gays, Inc. v. Camdenton
R-III Sch. Dist., 853 F.Supp.2d 888 (W.D. Mo. 2012)
M.T. v. Cent. York Sch. Dist., 937 A.2d 538 (Pa. Commw. Ct. 2007)

Cross References: MSBA/MASA Model Policy 403 (Discipline, Suspension, and Dismissal of School District Employees)
MSBA/MASA Model Policy 406 (Public and Private Personnel Data)
MSBA/MASA Model Policy 505 (Distribution of Nonschool-Sponsored Materials on School Premises by Students and Employees)
MSBA/MASA Model Policy 506 (Student Discipline)
MSBA/MASA Model Policy 514 (Bullying Prohibition Policy)
MSBA/MASA Model Policy 515 (Protection and Privacy of Pupil Records)
MSBA/MASA Model Policy 519 (Interviews of Students by Outside Agencies)
MSBA/MASA Model Policy 521 (Student Disability Nondiscrimination)
MSBA/MASA Model Policy 522 (Student Sex Nondiscrimination)
MSBA/MASA Model Policy 603 (Curriculum Development)
MSBA/MASA Model Policy 604 (Instructional Curriculum)
MSBA/MASA Model Policy 606 (Textbooks and Instructional Materials)
MSBA/MASA Model Policy 806 (Crisis Management Policy)
MSBA/MASA Model Policy 904 (Distribution of Materials on School District Property by Nonschool Persons)

Policy 616 SCHOOL DISTRICT SYSTEM ACCOUNTABILITY

I. PURPOSE

The purpose of this policy is to focus public education strategies at Northfield Public Schools on a process which promotes higher academic achievement for all students and ensures broad-based community participation in decisions regarding the implementation of the Minnesota Academic Standards and federal law.

II. GENERAL STATEMENT OF POLICY

Implementation of the Minnesota academic standards and federal law will require a new level of accountability for the ~~school~~ district. The district will establish a system to transition to the graduation requirements of the Minnesota academic standards. The district also will establish a system to review and improve instruction, curriculum, and assessment which will include input by students, parents or guardians, and local community members. The district will be accountable to the public and the state through annual reporting.

III. DEFINITIONS

- A. “Credit” means a student’s successful completion of an academic year of study or a student’s mastery of the applicable subject matter, as determined by the ~~school~~ district.
- B. “Graduation Standards” means the credit requirements and locally adopted content standards or Minnesota Academic Standards that ~~school~~ districts must offer and certify that students complete to be eligible for a high school diploma.
- C. “World’s Best Workforce” means striving to meet school readiness goals; have all third grade students achieve grade-level literacy; close the academic achievement gap among all racial and ethnic groups of students and between students living in poverty and students not living in poverty; have all students attain career and college readiness before graduating from high school; and have all students graduate from high school.

D. “Advisory committee” is Northfield Forward. Northfield Forward includes a variety of district stakeholders and meets four times every year. Northfield Forward is positioned as the district’s “critical friend” and provides feedback on the strategic plan, World’s Best Workforce report, building goals and results, and Professional Learning Communities’ goals and results.

IV. ESTABLISHMENT OF GOALS; IMPLEMENTATION; EVALUATION AND REPORTING

- A. School District Goals

1. The school board has established school districtwide goals which provide direction for the ~~school~~ district. Incorporated in these goals are the graduation and education standards contained in the Minnesota academic standards and federal law. The goals shall be reviewed annually and approved by the school board.
2. The Advisory Committee will be established by the school board to ensure active community participation in planning and improving the instruction and curriculum affecting state and district academic standards.

B. System for Reviewing Curriculum, Instruction and Assessment.

Incorporated in the process will be analysis of the ~~school~~ district's progress toward implementation of the Minnesota academic standards. Instruction and curriculum shall be reviewed and evaluated by taking into account strategies and best practices, student outcomes, principal evaluations under Minn. Stat. § 123B.147, Subd. 3, and teacher evaluations under Minn. Stat. § 122A.40, Subd. 8, or 122A.41, Subd. 5.

C. Implementation of Graduation Requirements

The educational assessment system component utilized by the school board to measure individual students' educational progress must be based, to the extent annual tests are administered, on indicators of achievement growth that show an individual student's prior achievement. Indicators of achievement and prior achievement must be based on highly reliable statewide or districtwide assessments.

D. The advisory committee shall, when possible, be composed of at least two-thirds community representatives and shall reflect the diversity of the community. To the extent possible, the advisory committee shall reflect the diversity of the ~~school~~ district and its school sites and include teachers, parents, support staff, students, and other community residents.

E. Translation services should be provided to the extent appropriate and practicable.

F. Reporting

1. Consistent with Minn. Stat. 120B.36, Subd. 1, the school board shall publish a report in the local newspaper with the largest circulation in the district, by mail, or by electronic means on the ~~school~~ district website. The school board shall hold an annual public meeting to review and revise, where appropriate, student achievement goals, local assessment outcomes, plans, strategies, and practices for improving curriculum and instruction and cultural competency and efforts to equitably distribute diverse, effective, experienced, and in-field teachers, and to review ~~school~~ district success in realizing the previously adopted student achievement goals and related benchmarks

and the improvement plans leading to the world's best workforce. The school board must transmit an electronic summary of its report to the Commissioner in the form and manner the Commissioner determines. The ~~school~~ district shall periodically survey affected constituencies in their native languages, where appropriate and practicable, about their connection to and level of satisfaction with school. The ~~school~~ district shall include the results of this evaluation in its summary report to the Commissioner.

2. The school performance report for a school site and a school district must include performance reporting information and calculate proficiency rates as required by the most recently reauthorized Elementary and Secondary Education Act.

Policy 616 School District System Accountability

Adopted: 9/27/04; Revised: 9/23/13, 8/17; Revised: 04.13.2020; Updated: INSERT DATE HERE

Board of Education

INDEPENDENT SCHOOL DISTRICT NO. 659

Northfield, Minnesota

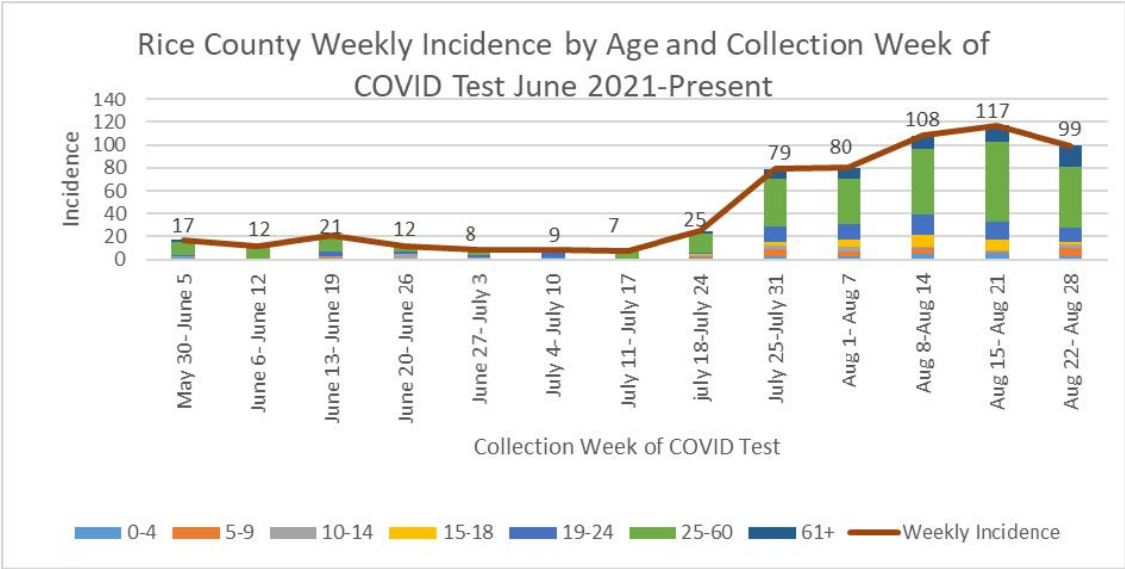
Legal References: M.S. 120B.018 (Definitions)
M.S. 120B.02 (Educational Expectations for Minnesota's Students)
M.S. 120B.11 (School District Process)
M.S. 120B.35 (Student Achievement Levels)
M.S. 120B.36 (School Accountability; Appeals Process)
M.S. 122A.40, Subd. 8 (Employment; Contracts; Termination)
M.S. 122A.41, Subd. 5 (Teacher Tenure Act; Cities of the First Class; Definitions)
M.S. 123B.04 (Site Decision Making Agreement)
M.S. 123B.147, Subd. 3 (Principals)
Minn. Rules Parts 3501.0640-3501.0655 (Academic Standards for Language Arts)
Minn. Rules Parts 3501.0700-3501.0745 (Academic Standards for Mathematics)
Minn. Rules Parts 3501.0800-3501.0815 (Academic Standards for the Arts)
Minn. Rules Parts 3501.0900-3501.0955 (Academic Standards in Science)
Minn. Rules Parts 3501.1300-3501.1345 (Academic Standards for Social Studies)
Minn. Rules Parts 3501.1400-3501.1410 (Academic Standards for Physical Education)
20 U.S.C. 6301, *et seq.* (Every Student Succeeds Act)

Cross References: MSBA/MASA Model Policy 104 – School District Mission Statement
MSBA/MASA Model Policy 601 - School District Curriculum and Instruction Goals
MSBA/MASA Model Policy 613 – Graduation Requirements
MSBA/MASA Model Policy 614 – School District Testing Plan and Procedure
MSBA/MASA Model Policy 615 – Testing Accommodations, Modifications, and Exemptions for IEPs, Section 504 Plans, and LEP Students
MSBA/MASA Model Policy 617 - School District Ensurance of Preparatory and High School Standards
MSBA/MASA Model Policy 618 - Assessment of Student Achievement
MSBA/MASA Model Policy 619 – Staff Development for Standards
MSBA/MASA Model Policy 620 – Credit for Learning

Executive Summary: This report provides an overview of the district’s operations, bright spots, anti-racism work, and response to COVID-19.

COVID-19 Update

The graph below represents the COVID-19 cases in Rice County per week. The chart is from the Rice County Public Health website. We are hopeful that the reduction in weekly reported cases between the Aug. 15-21 and Aug. 22-28 reporting periods continues. However, for comparison, the county had a total incident count of 53 cases during a similar reporting period last year (Aug. 23-29, 2020.)



District COVID-19 Dashboard

The district is updating its COVID-19 dashboard again, beginning on Aug. 31. The data that will be updated is as follows:

- Current cases: The number of laboratory-positive COVID-19 cases that have been reported to Northfield Public Schools for staff or students in a specific building within the last 14 days.
- Total cumulative cases: The number of positive COVID-19 cases that have been reported to Northfield Public Schools for staff or students in a specific building since the beginning of the 2021-22 school year (Tracking began Aug. 31)
- Influenza-like illness rate: The influenza-like illness rate is the percentage of students absent due to symptoms consistent with influenza-like illnesses, including COVID-19. This rate includes positive student COVID-19 cases. This data is updated weekly, using daily averages with a Friday-Thursday reporting period.
- Student quarantine rate: The student quarantine rate column indicates the percentage of students absent due to the need to be quarantined because they were a close contact with a person who has tested positive for COVID-19. This data is updated weekly, using daily averages with a Friday-Thursday reporting period.

Family Conferences

A bright spot was the uplifting energy in our schools during family conferences on Sept. 7 and 8. While attendance rates are still being calculated, families had an opportunity to:

- Build a relationship with their teacher(s) and dialogue using these questions:
 - How was your family’s school experience last year?
 - What are you/is your student looking forward to this year?

- Do you have any concerns about starting this year?
- Is there any information you want me to know right away?
- What questions do you have about the start of the school year?
- Introduction to Talking Points
- Skyward/Skylert
- Federally-required technology access questionnaire
- How to access technology support

A copy of the standard slide deck that our teachers used to facilitate the conversation is included with this report.

Staffing Update

There have been national press reports about staffing shortages in schools. Northfield is no exception. We are still seeking approximately 12 educational assistants, three child nutrition staff, and substitutes in all areas.

Commissioner of Education and Lieutenant Governor visit Greenvale Park

Lieutenant Governor Peggy Flanagan, Commissioner of Education Dr. Heather Mueller and Deputy Commissioner Dr. Stephanie Burrage visited Greenvale Park Elementary on the first day of school.





Welcome!

**Thank you for meeting with
me today.**

Let's check in!



Welcome (back)! We are glad you're here!

- Checking in:
 - How was your family's school experience last year?
 - What are you/is your student looking forward to this year?
 - Do you have any concerns about starting this year?
 - Is there any information you want me to know right away?
 - What questions do you have about the start of the school year?



District Information

Important things we need all families to know!

Talking Points

New multilingual, two way
texting platform for Northfield
Public Schools

TalkingPoints

TalkingPoints is an education, multilingual technology platform that connects and empowers families and teachers by using **two-way translated communication (texting)**.

- Private and direct texting between parents and teachers
- **Opt-out**: no need to sign-up to start, but can unsubscribe
- Free parent app to improve experience - not necessary to participate
- Regular texting fees apply

TalkingPoints

We want to be sure we have the preferred mobile number for our families in Skyward as the primary number

(you can include this in your updates to your student's account later in this conference)

There are benefits to using the **free** parent app! These include:

- Text to speech
- “Help me understand” feature - Parents can have a human translator improve translations
- Access to TalkingPoints tech support

[Letters for families translated into all TalkingPoint languages about how to get started and use the features](#)

TalkingPoints

- Parents can download free parent app by scanning the QR

[\(For the video tutorial click here!\)](#)

Apple App



Google Play



SKYWARD/SKYLERT

— Navigating and Updating Family —
Access in Skyward


Family Access QR Code or Link



[Family Access Log-in](#)

Skyward Login:

ese estudiante no será enviado a transporte hasta después de la primera semana de clases.
Si tiene alguna pregunta, puede comunicarse conmigo al 507-645-5720 o jlandis@benjaminbus.com
que todos estamos experimentando diferencias durante este tiempo sin precedentes, Benjamin Bus continuará brindando transporte SEGURO y profesional a todos los que servimos.



Northfield School District MN
Student Database

Login ID:

Password:

[Forgot your Login/Password?](#)

05.20.06.00.07

Login Area: Family/Student Access

What if I forgot my Skyward Family Access Password?

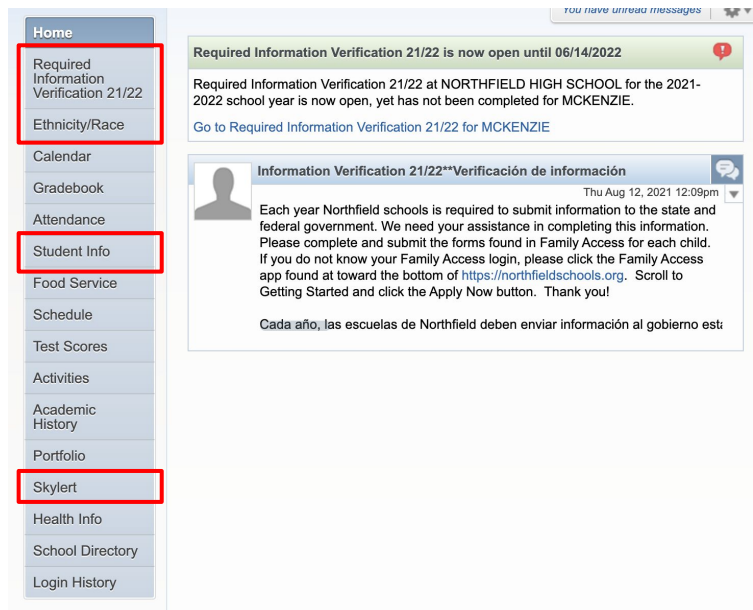
1. Click on “forgot password” and submit.
2. If this does not work, please check in with the main office where personnel may be able to access previous Family Access information.

What if I don't have a Skyward Account activated?

- Try conventional login first (see slideshow notes)
- Complete this form to apply for Family Access: [Application for Family Access](#)

On the first page,
look for four tabs:

- Required Information Verification 21/22
- Ethnicity/Race
- Student Info.
- Skyler



Complete Technology at Home Questions:

1. This is a required form in the 21-22 school year.
2. Click Required Information Verification
3. Complete Technology at Home questions

Required Information Verification 21/22

MCKENZIE (NORTHFIELD HIGH SCHOOL 2021-2022)

Step 3a. Verify Student Information: Student Information (Required) [Undo](#)

New information is needed on technology at home. Please make sure to scroll to the bottom of the page and complete questionnaire.

General Information

First: MCKENZIE Middle: HUNTER
 Last: NESET Suffix:
 * Birthdate: 10/31/2000 Gender: Female
 * Gender Identity: FEMALE
 Language: ENGLISH Race: WHITE
 Cell: 999-999-9999 Ext:
 School Email: mneset19@northfieldschools.org Home Email: something@yahoo.com
 Birth County: Rice
 Birth State: MN - MINNESOTA
 Birth Country: USA

Technology at Home

Does the student have access to the internet on their primary learning device at home?:

What is the primary type of internet service used at the residence?:

Can the student stream a video on their primary learning device without interruption?:

What device does the student most often use to complete school work at home?:

Who is the provider of the primary learning device?:

Is the primary learning device shared or not shared with another individual?:

If not yet complete on the Ethnicity/Race tab:

1. Verify Ethnicity or Race: check the appropriate boxes to answer the 6 questions.
2. Click SAVE upper right corner.

Validate Ethnicity and Race

Ethnic and Racial Demographic Designation Form

Schools are required to report ethnicity and race to the state and to the U.S. Department of Education. Because of recent changes to Minnesota state law, Minnesota disaggregates each category into detailed groups to further represent our student populations. Parents or guardians are not required to answer the federal questions (in bold) for their children. If you choose not to answer the federal questions (in bold), federal law requires schools to choose for you. This is a last resort—we prefer if parents or guardians complete the form. State questions are labeled as "Optional" and schools will not fill in this information for you.

This information helps improve teaching and learning for everyone and helps us accurately identify and advocate for students currently underserved. The information this form collects is considered private information. You can review the privacy notice to learn more about the purpose of collecting this information, how it will be used and not used, and how the detailed groups were identified. The privacy notice can be found in our [Frequently Asked Questions: Ethnic and Racial Designation Form](#).

Is the student Hispanic/Latino as defined by the federal government? The federal definition includes persons of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.¹
 [You must select "yes" or "no" to this question.]

☐ Yes [If yes, go to Question A.] ☒ No [If no, go to Question 1.]

Optional Question A: If yes was chosen above, select all that apply from the list below (this question will not be answered by school staff):

☐ Decline to indicate ☐ Guatemalan ☐ Salvadoran ☐ Other Hispanic/Latino
☐ Colombian ☐ Mexican ☐ Spanish/Spanish/ ☐ Unknown
☐ Ecuadorian ☐ Puerto Rican ☐ Spanish-American

[Select "yes" to at least one of the Questions (1-6) below.]

Question 1. Does the student identify as American Indian or Alaska Native as defined by the state of Minnesota? The state of Minnesota definition includes persons having origins in any of the original peoples of North America and maintain cultural identification through tribal affiliation or community recognition. [This question is needed to calculate state aid/funding.]

☐ Yes [If yes, go to Question 1a.] ☒ No [If no, go to Question 2.]

Optional Question 1a: If yes was chosen above, select all that apply from the list below (this question will not be answered by school staff):

☐ Decline to indicate ☐ Cherokee ☐ Other North American Indian Tribal Affiliation
☐ Arishshaabe/Ojibwe ☐ Dakota/Lakota ☐ Unknown

Go to Question 2.

Question 2. Is the student American Indian from South or Central America?

☐ Yes [Go to Question 3.] ☒ No [Go to Question 3.]

Question 3. Is the student Asian as defined by the federal government? The federal definition includes persons having origins in any of the original

On the Student Information tab:

1. In the upper right corner, select:
“Request Changes for STUDENT”
[this is highlighted in the picture]
2. Then select an option from the dropdown. A field will open for editing...

The screenshot shows the Skyward Family Access interface. On the left is a navigation menu with options like Home, Ethnicity/Race, Calendar, Gradebook, Attendance, Student Info (highlighted), Busing, Food Service, Schedule, Test Scores, Activities, Academic History, Portfolio, SkyAlert, Health Info, School Directory, and Login History. The main content area is titled 'Student Information'. It includes fields for School, Call, Phone, Grade, Discipline Officer (NANCY VEVERKA), and Counselor. There is a 'View Family' link. Below these are fields for Gender, Language (ENGLISH), Other ID, Age (Birthday), and Graduation Year. At the bottom, there are sections for Emergency Contacts, Primary Phone, Second Phone, Third Phone, Employer's Phone, and Home Email. A dropdown menu in the top right corner is open, showing options like 'Request Changes for', 'Student Information' (highlighted), 'Family Address', 'Family Information', 'Emergency Information', 'Emergency Contacts', 'Add Emergency Contact', 'View History', and 'View Unread Denials'.

Student Information editing mode:

1. Make any necessary corrections to all contact information
2. Click save

The screenshot shows a 'Family Address for' editing window. It has two main sections: 'Address: Preview Address' and 'Mailing Address'. The 'Address' section includes fields for Street Number, Street Dir, Street Name, SUD (a dropdown), #, P.O. Box, Address 2, Zip Code (55057), Plus 4, and City/State (NORTHFIELD, MN). The 'Mailing Address' section has a checkbox labeled 'Same as Address' which is checked. It also has fields for Street Number, Street Dir, Street Name, SUD, #, P.O. Box, Address 2, Zip Code, Plus 4, and City/State. At the bottom, there is a red note: 'All fields with bold text and borders are currently waiting for approval by the district.' and two buttons: 'Undo Change Requests' and 'Save'.

Select Skylert tab for editing mode:

Make any necessary corrections to all contact information.

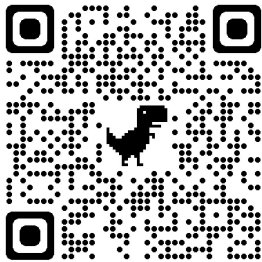
Skylert, continued:

1. Opt-in to the text messaging (near the bottom, highlighted in picture) through Skylert by adding phone numbers.
2. Click save.

There is one more step to activate text messaging:

If you did not respond to an “opt-in message” when Skylert was activated in February 2010 or you add a text message recipient, you’ll need to text the word, subscribe, to 68453. **You’ll know you were successful if you receive the following automatic response SMS message:**

You are registered to receive aprox 3 msgs/mo. Txt STOP to quit, HELP for help.



iPad Protection

Purchase or request a
scholarship



The iPad Protection Plan is available for all students and covers accidental damage (water damage, broken screen, etc.) or theft of a district iPad. The iPad Protection Plan does not provide new cases, chargers, or Logitech Crayons to students if those are damaged or lost. Replacement of any defective equipment is available to all students.

[Click here for more information in the
PURCHASE THE IPAD
PROTECTION PLAN TAB](#)

Need help with technology?

- Check the page below for account, platform and device help!



Click Parent Icon in upper right  and select Tech Support button 

Other Items

NHS ONLY ITEMS (All other levels please delete.)

Time Remaining? Other topics to share or touch on for HS parents:

- Administration: Joel Leer, Principal; Nancy Veverka - AP for 10/12; Rico Bohren - AP 9/11.
- Need information about sports and activities? New office across from the main office!
- You can purchase tickets for sporting events using an app on your phone! See the HS activities website for information!
- FLEX Period? What have you heard? (Offer a brief description and renewed academic emphasis)
- CCR? What is it? When? What will be covered? (See grade level sheet referenced by MEnsrud.)
- What if a student needs extra support? (Flex academic support, MTSS, TORCH) Where do I find those? (MTSS - D110, TORCH - D112) When are they "open"? (The entire school day)
- Technology - What if my student's device isn't working?
 - Northfield Schools Web Site - Click the "LEARNING" tab - select "TECHNOLOGY"
- Child Nutrition Information?
 - Northfield Schools Web Site - Click "ABOUT" tab - Click "DEPARTMENTS" Tab - select "CHILD NUTRITION" - You'll find menus, free-reduced lunch applications, and nutritional info!
 - Breakfasts and lunches are free for all students all year this year!
- Direct parents to the NHS web site as a great source of information.

NORTHFIELD PUBLIC SCHOOLS

School Board Minutes

August 23, 2021

District Office Boardroom

1. Call to Order

Board Chair Julie Pritchard called the Regular meeting of the Northfield Board of Education of Independent School District No. 659 to order at 7:00 p.m. Present: Baraniak, Butler, Gonzalez-Goerge, Goerwitz, Pritchard and Stratmoen. Absent: Quinnell. This meeting was open to the public, live-streamed and recorded, and access to the recording was posted to the school district website.

2. Agenda Approval/Table File

On a motion by Goerwitz, seconded by Stratmoen, the board approved the agenda.

3. Public Comment

There was public comment from Dr. Felicity Enders, Dr. Jane Runzheimer, Dr. Ben Flannery, Lindsey Briskie, Jessica Leibrock, Dr. Kyle Hoffert, Kevin Christopherson, Dr. Sarah Meerts, Travis Smith, and Michelle Martin regarding required masking inside school district buildings.

4. Announcements and Recognitions

There were no announcements or recognitions.

5. Items for Discussion and Reports

- a. Elementary Schools' Improvement Plan. Elementary Principals Nancy Antoine, Scott Sannes and Sam Richardson presented the continuous school improvement plan for the elementary schools. The presentation included a progress report on the 2020-2021 goals: students did demonstrate learning growth, postcards were sent to every student, staff demonstrated strong use of online tools, employee and student resiliency, and community support. The goals set for the 2021-2022 school year include 80% of students will meet district standards for skills as measured by district developed common assessments, 80% of students will attain 90% accuracy on district developed quarterly common assessments of timed math fact fluency, social and emotional learning, family engagement, employee engagement, anti-racism, partnerships and stewardship.
- b. Area Learning Center (ALC) and Portage Improvement Plans. Daryl Kehler, Director of the ALC and Portage, presented the continuous school improvement plan for the ALC and Portage. The ALC progress report on the 2020-2021 goals included students entering the ALC from NHS will be at or above the credit threshold on the credit matrix for four year graduation, consistent attendance of 90%, in-person interactions and positive relationships. The ALC goals set for the 2021-2022 school year include family engagement, employee engagement, anti-racism, learner outcomes, stewardship and partnerships.

The Portage program did not have strategic improvement goals for 2020-2021. The 2021-2022 will serve as a baseline data year as this is the first year of the program. In 2020-2021 attendance was not the most valuable metric as attendance did not equate to engagement and there was a lot of movement in and out of both elementary and secondary programming. The Portage goals set for the 2021-2022 school year include family engagement, employee engagement, anti-racism, learner outcomes and stewardship.

- c. Superintendent Operations and COVID-19 Update. Dr. Hillmann reported there continues to be an increase in COVID-19 infections in Rice County. The district's face mask procedures will be similar to last year and the district has prepared procedures to our safety measures and we have received Minnesota State High School League (MSHSL) guidance. The latest analysis shows just over half of the district's students ages 12-to-17 have been vaccinated. The Minnesota Department of Education has announced a COVID-19 testing program for schools during the 2021-2022 school year with a focus on unvaccinated students. The district will not be requiring COVID testing.

The district was selected for a pilot new teacher mentoring program, Educators Leading the Profession, in partnership with Education Minnesota. This program will support up to 14 teachers and utilize three of our own staff as building mentors. Northfield Public Schools is one of three districts selected for the pilot program.

Northfield Public Schools welcomed Cole Nelson, our new Director of Buildings and Grounds.

6. Consent Agenda

On a motion by Goerwitz, seconded by Butler, the board approved the consent agenda.

a. Minutes

- Minutes of the Regular School Board meeting held on August 9, 2021

b. Personnel

i. Appointments

1. Michelle Anderson, Special Ed EA-PCA for 6.75 hours/day and Supervisory for .50 hours/day at Greenvale Park, beginning 8/30/2021; Spec Ed- Step 4-\$17.52/hr.; Gen Ed-Step 4-\$16.92/hr.
2. Jennifer Eggum, Child Nutrition Associate I for 3.75 hours/day at the Middle School, beginning 8/30/2021; \$19.28/hr.
3. Liam Fisher, Auditorium Technician for up to 728 annual hours with Community Education, beginning 8/25/2021; \$24.28/hr.
4. Michael Garlitz, Bridges to Kindergarten Special Ed EA for 3.5 hours/day at Spring Creek, beginning 8/23/2021-8/27/2021; Step 4-\$17.52/hr.
5. Anna Hruby, 1.0 FTE Elementary Teacher at Spring Creek, beginning 8/30/2021-6/9/2022; BA, Step 3
6. Tammy Iszler-Johnson, .5 FTE Licensed Occupational Therapist at Bridgewater, beginning 8/30/2021; BA, Step 11
7. Mackenzie Kodada, 1.0 FTE Long Term Substitute Kindergarten Teacher at Spring Creek, beginning 8/30/2021-12/22/2021; BA, Step 1
8. Sarah Krummel, 1.0 FTE Long Term Substitute Fourth Grade Teacher at Spring Creek, beginning 8/30/2021-6/9/2022; BA, Step 3
9. Beth Morrell, Assistant Girls Swim/Dive Coach for 2 hours/day at the High School, beginning 8/16/2021; Level E, Step 1 - 30% stipend
10. Ashley Opatrny, Bridges to Kindergarten Special Ed EA for 3.5 hours/day at Spring Creek, beginning 8/23/2021-8/27/2021; Step 4-\$17.52/hr.
11. Heidi Peterson, Bridges to Kindergarten Special Ed EA for 3.5 hours/day at Greenvale Park, beginning 8/23/2021-8/27/2021; Step 4-\$17.52/hr.
12. Kelli Rehbein, EarlyVentures Teacher for 40 hours/week at the NCEC, beginning 8/26/2021; Step 4
13. Megan Roe, EarlyVentures Teacher for 40 hours/week at the NCEC, beginning 8/26/2021; Step 2
14. Rebecca Stoufis, 1.0 FTE Portage Special Ed LD/EBD Teacher with the District, beginning 8/30/2021; BA, Step 3.
15. Megan Zwolenski, Special Ed EA PCA for 6.75 hours/day at Greenvale Park, beginning 8/30/2021; Spec Ed-Step 1-\$16.17/hr.
16. Correction: Claire Anderson, 1.0 FTE MTSS Reading Teacher at the Middle School, beginning 8/30/2021; MA, Step 9.
17. Brittany Braucher, Child Nutrition Associate II for 7.6 hours/day at the Middle School, beginning 8/30/2021; CNA II \$20.28/hr.
18. Bonnie Eliason, Child Nutrition Associate I for 3 hours/day at the High School, beginning 8/30/2021; \$19.28/hr.
19. Alexis Finger, KidVentures Student Site Assistant at Bridgewater, beginning 8/26/2021; \$10.08/hr.
20. John Harris, Summer Recreation Position with Community Education, beginning 8/25/2021-8/31/2021; \$11.75/hr.
21. Grace Higgins, KidVentures Student Site Assistant at Greenvale Park, beginning 8/30/2021; \$10.08/hr.
22. Leslie Hayden, Football Coach for 7th and 8th Grade at the Middle School, beginning 8/30/2021-10/29/2021; Level H, Step 1.
23. Chris Jackson, Football Coach for 7th and 8th Grade at the Middle School, beginning 8/30/2021-10/29/2021; Level H, Step 1.
24. Correction: Sarah Krummel, 1.0 FTE Long Term Substitute Fourth Grade Teacher at Spring Creek, beginning 8/30/2021-6/9/2022; BA, Step 4.

25. Ashley Larish, Gen Ed EA-Supervisory for 6.75 hours/day at the High School, beginning 8/30/2021-6/9/2022; Step 3-\$16.29/hr.
 26. Megan Latterner, 1.0 FTE Long Term Substitute Early Childhood Teacher at the NCEC, beginning 8/25/2021-11/23/2021; BA, Step 2.
 27. Sean O'Brien, .60 FTE Social Studies Teacher at the High School, beginning 8/30/2021; MA, Step 5.
 28. Sean O'Brien, .40 FTE English Learner Teacher at the High School, beginning 8/30/2021; MA, Step 5.
 29. Sean O'Brien, Grade 7th/8th Football Coach at the Middle School, beginning 8/30/2021; Level H, Step 3.
 30. Steven Ryan, Life Coach for 7 hours/day for 173 Student Contact days with the District, beginning 8/30/2021-6/9/2022; \$32.00/hr.
 31. Joquan Williams, KidVentures Site Assistant at Bridgewater, beginning 8/30/2021; Step 3-\$14.85/hr.
 32. Brisa Zubia, 1.0 FTE Office Specialist Class III Community School at Greenvale Park, beginning 8/30/2021; Class III Step 3-\$21.52/hr. + \$.50/hr. Spanish Speaking Stipend.
- ii. Increase/Decrease/Change in Assignment
1. Alexandra Bornhauser, 9th Grade Volleyball Coach at the High School, change to JV Volleyball Coach at the High School, effective 8/16/2021. Level E, Step 5
 2. Martha Donahoe, .5 FTE Office Specialist (Class III) and .5 FTE Due Process Clerical at NCEC, change to 1.0 FTE Office Specialist (Class III) with Community Education at the NCEC, effective 8/30/2021.
 3. Lindsey Downs, First Grade Teacher at Spring Creek, change to Literacy Support Specialist at Spring Creek for the 2021-22 school year, effective 8/30/2021-6/9/2022.
 4. Kelle Edwards, Special Ed EA-PCA at Greenvale Park, change to Special Ed EA-PCA for 6.75 hours/day at the High School, effective 8/30/2021.
 5. Rafael Estrella, Art Teacher at the Middle School, add an overload for Art in lieu of supervision for the 2021-2022 school year, effective 9/9/2021-6/10/2022.
 6. Becki Haar, Teacher at Spring Creek, change to Portage Elementary Teacher with the District, effective 8/30/2021-6/9/2022.
 7. Katie Hanson, Special Ed Teacher at the High School, add Special Ed New Teacher Mentor at the High School, effective 8/20/2021-6/30/2022. \$750 Stipend
 8. Anna Hershberger, Gen Ed EA-Media for 5.5 hours/day at Greenvale Park, change to Gen Ed EA-Media for 5.47 hours/day at Greenvale Park, effective 8/30/2021.
 9. Kristi Kortuem, Math League Advisor at the High School, change to Math League Advisor at the Middle School, effective 8/30/2021; Level J, Step 2
 10. Chris Howard, Spanish Teacher at the Middle School, add an overload in lieu of supervision for the 2021-2022 school year, effective 8/30/2021-6/10/2022.
 11. Annie Kruse, Special Ed Teacher at the NCEC, add Special Ed New Teacher Mentor at the NCEC, effective 8/16/2021-6/30/2022. \$750 Stipend
 12. Sydney Larson, Teacher at the High School, add 1.0 9th Grade Assistant Volleyball Coach at the High School, effective 8/16/2021. Level E, Step 1
 13. Jennifer Link, Special Ed Teacher at the Middle School, add Special Ed New Teacher Mentor at the Middle School, effective 8/16/2021-6/30/2022. \$750 Stipend
 14. Armando Martinez Rosas, Night Engineer without license at Spring Creek, change to Night Engineer with license at Spring Creek, effective 8/9/2021; Step 5-\$25.84/hr.
 15. Amy Moeller, .4 FTE English Teacher at the High School, add .1 AP Test Coordinator at the High School, effective 8/31/2021-6/9/2022.
 16. Kelli Otting, Special Ed Teacher at Spring Creek, add Special Ed New Teacher Mentor at Spring Creek, effective 8/16/2021-6/30/2022. \$750 Stipend
 17. Natalie Ponciano Bartolo, Special Ed EA-PCA at Bridgewater, add Bridges to Kindergarten Special Ed EA PCA at Bridgewater, effective 8/23/2021-8/27/2021.
 18. Nicole Rasmussen,, Special Ed EA-PCA at Bridgewater, add Bridges to Kindergarten Special Ed EA PCA at Bridgewater, effective 8/23/2021-8/27/2021.
 19. Brent Rauk, MTSS Math Teacher at the Middle School, add 7th and 8th Grade Football Coach-hourly for 2 hours/day at the Middle School, effective 8/23/2021. \$18.00/hr.
 20. Jessica Rushton, Special Ed EA PCA at Spring Creek, change to Special Ed EA PCA with Portage, effective 8/30/2021.
 21. Grace Schultz, Early Childhood Teacher-Hand in Hand for 30 hours/week at the NCEC, change to Early Childhood Teacher-Hand in Hand for 40 hours/week at the NCEC, effective 8/30/2021.
 22. Bernard Selwan, Math League Advisor at the Middle School, change to Math League Advisor at the High School, effective 8/30/2021-6/10/2022; Level H, Step 2
 23. Janet Smith, Teacher at the High School, add General Ed Teacher Mentor at the High School, effective 8/30/2021-6/9/2022. \$750 stipend.

24. Christina Suhsen, Special Ed EA-PCA at the NCEC, add Bridges to Kindergarten Special Ed EA PCA at Greenvale Park, effective 8/23/2021-8/27/2021.
 25. Amy Tacheny, 5th Grade Contemporary Teacher at Greenvale Park, change to 5th Grade Companeros Teacher at Greenvale Park, effective 8/30/2021.
 26. Cynthia Thomas, EA PCA/Health Aide at the Middle School/High School for the 2020-2021 school year, position extended for the 2021-2022 school year, effective 8/30/2021-6/9/2022.
 27. Alicia Veltri, Special Education Teacher at Greenvale Park, add Special Ed New Teacher Mentor at Greenvale Park, effective 8/20/2021-6/30/2022. \$750 Stipend
 28. Lisa Weis, Teacher at the Middle School, add overload in lieu of supervision - 87 days for the 2021-2022 school year, effective 8/30/2021-6/10/2022.
 29. TJ Wiebe, 9th Grade Football Coach at the High School, change to 1.0 Assistant Coach at the High School, effective 8/16/2021; Level E
 30. Megan Zwolenski, Special Ed EA PCA at Greenvale Park, add Supervisory .5 FTE/day at Greenvale Park, effective 8/30/2021; Gen Ed Step 1-\$15.57/hr.
 31. Katie Bauer, Administrative Assistant at the ALC, add Secondary Portage Content Tutor, effective 9/7/2021-6/9/2022; Stipend \$10,500/year.
 32. Michelle Bauer, Instructional Coach with the District, add Secondary Portage Content Tutor, effective 9/7/2021-6/9/2022; Stipend \$10,500/year.
 33. Cindy Boyum, .90 Assistant Girls Swim/Dive Coach at the High School, change to .60 Assistant Girls Swim/Dive Coach at the High School, effective 8/18/2021.
 34. Matthew Detjen, Assistant Boys Swim/Dive Coach at the High School, add .80 Assistant Girls Swim/Dive Coach at the High School, effective 8/18/2021.
 35. Kelly Foster, Gen Ed EA 9th Grade Academy at the High School, change to Gen Ed EA MTSS/9th Grade Academic Support at the High School, effective 9/9/2021.
 36. Jackie Groth (Tuma), Summer PLUS Site Assistant at Greenvale Park, change to Club Leader for up to 6 hours/day at Greenvale Park, effective 8/16/2021-8/19/2021; \$23.01/hr.
 37. Lisa Hovden, Teacher at the Middle School, add Secondary Portage Content Tutor, effective 9/9/2021-6/9/2022; Stipend \$10,500/year.
 38. Anna Kelly, Gen ED EA-Media at the High School, change to Long Term Substitute Second Grade Teacher at Greenvale Park, effective 8/30/2021-6/9/2022; BA, Step 1
 39. Kimberly Luke, Special Ed EA PCA-Job Coach at the High School, change to Special Ed EA PCA with Portage, effective 8/30/2021.
 40. Beth Morrell, .30 Assistant Girls Swim/Dive Coach at the Middle School, change to .60 Assistant Girls Swim/Dive Coach at the High School, effective 8/18/2021; Level E, Step 1
- iii. Leave of Absence
1. Ana Bravo Gatton, Educational Assistant at the Middle School, childcare leave of absence beginning on or about 9/21/2021 for 8 weeks.
 2. Caitlin David, Special Ed Teacher at Bridgewater, Family/Medical Leave of Absence beginning on or about 11/19/2021 for 12 work weeks.
 3. Stephanie DeAdder, Administrative Support Assistant at the District Office, Family/Medical Leave of Absence beginning 8/11/2021 and continuing on an intermittent basis for up to 60 work days.
 4. Updated: Kaci DeGroot, EarlyVentures Teacher at the NCEC, Family/Medical Leave of Absence, effective on or about 6/14/2021-9/25/2021.
 5. Anna Kelly, Gen Ed EA-Media at the High School, Leave of Absence due to accepting a different position with the district for the 2021-2022 school year, effective 8/27/2021.
- iv. Retirements/Resignations/Terminations
1. Chrissy Alexander, EA at Greenvale Park, resignation effective 8/11/2021.
 2. Chrissy Alexander, Assistant Volleyball Coach at the High School, resignation effective 8/15/2021.
 3. Tammy Cravalho, Custodian at Greenvale Park, termination effective 8/10/2021.
 4. Martha Donahoe, Due Process Clerk at the NCEC, resigned due to accepting another position with the district, effective 8/27/2021.
 5. Robert Garcia, Football Coach at the Middle School, resignation effective 8/18/2021.
 6. Rebecca Meyers, Preschool Teacher at the NCEC, resignation effective 8/9/2021.
 7. Isaiah Schwab, Summer Maintenance Crew with the District, resignation effective 8/20/2021.
 8. Brianna Theis, EA at the High School, resignation effective 8/24/2021.
 9. Erik Burton, Teacher at the High School, resignation effective 8/3/2021.
 10. Karissa Olsen, EA at Spring Creek, resignation effective 8/18/2021.
 11. Steve Ryan, EA at the High School, resignation due to accepting a different position with the District, effective 8/18/2021.

12. Karie Svien, EA at the Middle School, resigned effective 8/23/2021.

v. Superintendent Contract Provisions for the 2021-2022 Contract Year

Enclosed was a memorandum from School Board Chair Pritchard. The memorandum included a recommendation that Dr. Hillmann's compensation package reflect a 1.7% increase for the 2021-22 contract year. This modest increase, while not commensurate with Dr. Hillmann's outstanding job performance, aligned with our mutual understanding of the district's ongoing financial challenges. The package includes a 1.58% salary increase and an increase to the district's contribution towards health insurance premiums that matches the increase in the NEA agreement.

iv. District Administration is Recommending the Approval of the Following Employment Contracts:

1. Northfield Education Association (Teachers) for the period July 1, 2021 through June 30, 2023.

The district recommended approval of the 2021-23 master agreement with the Northfield Education Association. The agreement includes a two percent base salary increase in each year of the agreement and a five percent increase to the district contribution for health insurance in each year of the agreement. It also includes compression of the salary schedule from 15 steps to 10 steps.

2. Superintendent of Schools Contract Enclosed was the Superintendent's contract for the period July 1, 2022 through June 30, 2025. It was the recommendation of the Board of Education of ISD No. 659 to enter into a contract with Dr. Matthew J. Hillmann as Superintendent of Northfield Public Schools ISD No. 659 for the years 2022 - 2025.

7. Items for Individual Action

- a. Procedures Supporting 2021-2022 COVID-19 Safety Protocols. On a motion by Baraniak, seconded by Goerwitz, the board approved the procedures supporting 2021-2022 COVID-19 safety protocols. This included a set of procedures designed to support the safety protocols adopted by resolution at the August 9, 2021 school board meeting. There are two sets of procedures: one governs the use of face coverings and the other governs Minnesota State High School League (MSHSL) interscholastic activities.
- b. 2021-2022 Portage Handbooks. On a motion by Goerwitz, seconded by Stratmoen, the board approved the 2021-2022 Elementary and Secondary Portage handbooks as presented.
- c. Superintendent's Goals. On a motion by Baraniak, seconded by Butler, the board approved Superintendent Hillmann's proposed goals for the 2021-2022 school year as presented.
- c. Bid for District MacBooks. On a motion by Butler, seconded by Goerwitz, the board approved the Tech to School bid for the district's previously leased MacBook Pro and MacBook Air laptops. The bid from Tech to School had the highest guaranteed minimum purchase price for our equipment, the highest maximum purchase price (assuming no deductions for condition), and the highest estimated purchase price for our equipment on a graded scale that assumes some deductions for the condition of the laptops. Tech to School will purchase our equipment with a minimum guaranteed buyout amount of \$140,000.00.

8. Items for Information

- a. e-Learning Plan. Superintendent Hillmann provided an update and overview of the district's e-Learning plan for the 2021-2022 school year. A teacher work team will be assembled to review our e-Learning plan and update it if necessary.

9. Future Meetings

- a. Monday, September 13, 2021, 7:00 p.m., Regular Board Meeting, Northfield DO Boardroom
- b. Monday, September 27, 2021, 7:00 p.m., Regular Board Meeting, Northfield DO Boardroom

10. Adjournment

On a motion by Stratmoen, seconded by Baraniak, the board adjourned at 9:28 p.m.

Noel Stratmoen
School Board Clerk

NORTHFIELD SCHOOL DISTRICT GIFT AGREEMENT

This agreement made this 24th day of August, 2021, by and between Baseball Done Right LLC, 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

\$1,000.00 recreation program donation for placing the Twins Camp in the Community Services brochure and for the use of facilities, check # 5423.

Baseball Done Right LLC
Donor

By: Received in Community Services office

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

INDEPENDENT SCHOOL DISTRICT No. 659

By: _____

Clerk

NORTHFIELD SCHOOL DISTRICT GIFT AGREEMENT

This agreement made this 27 day of August, 2021, by and between Sibley (Spring Creek) PTO, 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

\$4800 (Classroom Funding - 24 teachers)



Donor

Approved by resolution of the School Board on the ____ day of ____, 20__.

INDEPENDENT SCHOOL DISTRICT No. 659

By: _____

Clerk

RESOLUTION ACCEPTING DONATIONS

The following resolution was moved by _____ and seconded by _____:

WHEREAS, Minnesota Statutes 123B.02, Sub. 6 provides: "The board may receive, for the benefit of the district, bequests, donations, or gifts for any proper purpose and apply the same to the purpose designated. In that behalf, the board may act as trustee of any trust created for the benefit of the district, or for the benefit of pupils thereof, including trusts created to provide pupils of the district with advanced education after completion of high school, in the advancement of education."; and

WHEREAS, Minnesota Statutes 465.03 provides: "Any city, county, school district or town may accept a grant or devise of real or personal property and maintain such property for the benefit of its citizens in accordance with the terms prescribed by the donor. Nothing herein shall authorize such acceptance or use for religious or sectarian purposes. Every such acceptance shall be by resolution of the governing body adopted by a two-thirds majority of its members, expressing such terms in full."; and

WHEREAS, every such acceptance shall be by resolution of the governing body adopted by a two-thirds majority of its members, expressing such terms in full;

THEREFORE, BE IT RESOLVED, that the School Board of Northfield Public Schools, ISD 659, gratefully accepts the following donations as identified below:

Donor	Item	Designated Purpose (if any)
Baseball Done Right, LLC	\$1,000.00	Recreation program donation for Twins Camp
Spring Creek PTO	\$4,800.00	Classroom funding for 24 teachers

The vote on adoption of the Resolution was as follows:

Aye:

Nay:

Absent:

Whereupon, said Resolution was declared duly adopted.

By: Julie Pritchard, Chair

By: Noel Stratmoen, Clerk

COMMUNITY EDUCATION**Fall 2021 Brochure Instructors**

	Victor Albrecht		North Star Haidong Gumdo
	Dr. Noel Aldrich		Northfield Arts Guild
	American Red Cross		Northfield Skating School Staff
	Doug Bengtson		Northfield Hiliner Booster Club
	Carly & John Born		Northfield Touchdown Club
	Cannon River Sportsmen's Club		Janice Novak
	College Inside Track		Linda O'Connor
	Community Services Staff		Prairie Fire Theatre
	Cornerstone on the Vermillion		Project ABLE Staff
	Dr. Eric Cram		Liz Richert
	Kevin Dahle		Ring the Bell Fitness
	LaVergne Dickerson		Darrell Sawyer
	Doorway to College		Tom Schmaltz
	Drama Lab		Peggy Sheldon
	Sheriff Troy Dunn		Susan Shirk
	Shahar Fearing		Susannah Shmurak
	Dave Gilmore		Craig Simmons
	Peter Gittins		Sports Unlimited
	Kurt Halvorson		Heidi Streiff
	Lori Hameister		Gerie Thelen
	Steve Hatle		Jessica Thomas
	Healthy Focus		Thomsen Systems/Tech Academy
	Jesse James Lanes - New owners		Carey Tinkelenberg
	Chris Kauffeld		Vicky Tyler
	Kid Create		Uniquely Fit Lifestyle, LLC
	Thomas Kline		Mike Wilson
	Mike Lynch		Youth Enrichment League Staff
	Sylvia Marccarelli		Mary Zelmer
	Dan McHugh		
	Michelle Michaud		