

Northfield Public Schools Board of Education

Thursday, November 18, 2021 Work Session

5:00 p.m. - 7:00 p.m.

District Office Boardroom

Agenda

1. Welcome and Overview
2. Five Year Strategic Plan
3. Next Steps

Reaching Out, Reaching Up: The 2027 Northfield School District Strategic Plan Overview and Draft Matt Hillmann, Ed.D., Superintendent | 11.08.2021

Summary: The district has been soliciting feedback from stakeholders over the past six months about a five-year strategic plan. The district has held 15 meetings with staff, students, families, and advisory groups. It has considered feedback from family and staff surveys. The following is a text-based version of the draft for the board. Neuger Communications will produce a more visual representation of the plan as the board polishes the plan over the next month.

What is a strategic plan? Our strategic plan provides a vision that the district aspires to achieve, strategic commitments (sometimes called values) to guide decision-making, and benchmarks for judging progress.

Schools and district departments use the strategic plan to identify specific goals that align with the benchmarks and strategies to achieve those goals.

A report on the strategic plan process is provided annually for the board and community through the state of the district presentation and school improvement plans.

What is the schedule for the board to approve the plan? The board is seeing the first draft on Nov. 8. A work session about the strategic plan is scheduled for Nov. 18. The second draft will be shared at the Nov. 22 regular board meeting. The board will be asked to adopt the strategic plan at the Dec. 13 board meeting.

Reaching Out, Reaching Up: the Northfield School District Strategic Plan ***draft***

Vision: We will prepare every student for lifelong success within a world-class learning environment with a commitment to community partnerships and sustainability.

Strategic Commitments

- **People:** We will prioritize the engagement, satisfaction, and support of every student, staff member, and family.
- **Learner Outcomes:** We will prepare every student to be academically and socially ready to choose their post-secondary path after high school graduation.
- **Stewardship:** We will judiciously use our funding, human capital, and time while being conscious of our environmental impact.
- **Partnerships:** We will seek community partnerships that accelerate the achievement of district benchmarks.
- **Equity:** Our decisions will ensure that every child has a fair opportunity to reach their full potential.

District and Community Benchmarks

1. All children will be ready for Kindergarten.
2. All children will be connected to the community during the early childhood years.
3. All children will be at grade level in reading and math by the end of third grade.
4. All children will exhibit physical, social, and emotional well-being in elementary school.
5. All children will be at grade level in reading and math by the end of 6th grade.

6. All children will have a connection with a caring adult beyond their parents as they transition to middle school.
7. All children will have interests, goals, and a vision for the future by the end of 8th grade.
8. All children will exhibit physical, social, and emotional well-being in high school.
9. All children will report feeling connected in their high school community.
10. All children will graduate from high school with a plan to reach their full potential.
11. All employees will report satisfaction in the workplace.
12. All parents will report satisfaction with their children's educational experience.
13. The district will maintain 16% of its annual expenditures in its unassigned fund balance to ensure financial stability.

Note: The first ten benchmarks are the same benchmarks identified by Northfield Promise, a collective impact consortium of 20 community organizations committed to helping Northfield's youth thrive "from cradle to career." This alignment would be among the first in the nation in the StriveTogether network of communities focused on similar outcomes for children.