

## Purpose

The purpose of the school improvement plan is to share success stories, identify focus areas for the upcoming school year, align efforts, and inspire action toward achieving our strategic plan and vision to prepare **every** student for lifelong success!

## School Improvement Plan Highlights and Goals

Highlights		
Highlight No. 1	<a href="#">Benchmark Alignment</a>	Narrative
We had a goal of achieving an 85% attendance rate each grading period of the 24-25 school year. We met this goal in 3 of the 8 grading periods. Our lowest attendance rate was 81.87% so even that is within the distance of making this a reality soon. The overall average increased from 80.31% for the 23-24 school year, to 84.05% for the 24-25 school year.	<ul style="list-style-type: none"> <li>• All students are connected to the community.</li> <li>• All students graduate from high school with a plan to reach their full potential.</li> </ul>	Attendance has long been a part of our school improvement process as we typically have 25-30% of our students qualify to attend the ALC by being truant. We strive to re-engage students and change their mindset to wanting to attend school instead of being forced to. We do this by purposefully building relationships with the students and creating an environment that is caring, welcoming, safe, and respectful.
Highlight No. 2	<a href="#">Benchmark Alignment</a>	Narrative
We had a goal to have 75% of credits earned that we attempted each grading period for the 24-25 school year. We met this goal in 6 of the 8 grading periods. Our lowest credit completion was 72.56%, so this is very close to having all grading periods meet this goal. Our overall average for the year increased from 71.75% for the 23-24 school year to 78.69% for the 24-25 school year.	<ul style="list-style-type: none"> <li>• All students are connected to the community.</li> <li>• All students exhibit physical, social, and emotional well-being.</li> <li>• All students graduate from high school with a plan to reach their full potential.</li> </ul>	Credit completion is the other aspect that the ALC staff has long focused on as this is imperative for graduation. Students often come to the ALC having experienced limited success in school. Our goal is to support them to feel success and then nurture that newfound sense of accomplishment. Since the overall goal is graduation, credits need to be earned and we have implemented strategies to maximize credit completion. For example, we have short grading periods of about 20 days, so students do not have to maintain a grade for a long

		period before seeing success. Also, if they have a tough grading period where they did not earn many credits, there is another opportunity soon to try and rebound. Flexibility is another strength of the ALC as we work with students through several plans if needed to find what works for them.
<b>Highlight No. 3</b>	<b><u>Benchmark Alignment</u></b>	
<p>Our final highlight is the area of connectedness. We use the Student Engagement Instrument (SEI) to survey students in the fall, winter, and spring each year to gauge their social emotional well being and connectedness to the school. We had several areas that had 100% agreement (agree or strongly agree) in the Spring SEI.</p> <p>Those areas were: Teachers are there for me; Adults listen to the students at my school; I feel safe at this school; I have a say at what happens to me at school; and Teachers care about the students at my school. We completed a historical data analysis this year and found that all areas involving the teachers/staff had a history of very strong results and are trending in a positive direction.</p>	<ul style="list-style-type: none"> <li>• All students are connected to the community.</li> <li>• All students exhibit physical, social, and emotional well-being.</li> <li>• All students have a connection with a caring adult beyond their parents as they transition to middle school.</li> </ul>	<p>The ALC's main purpose is to build positive relationships with students. We do this in a variety of ways, from greeting them every morning to taking field trips and doing activities at school. We utilize restorative practices and are increasing our use of Circles to build and maintain a positive atmosphere. The area of student to teacher relationships has a long history of being positive, but our PLC work is often focused on the area of peer to peer relationships since that area has room for growth. We have seen some growth in this area this past school year, but we will continue to work on ensuring all aspects of the students' experience at the ALC are positive.</p>
<b>Highlights</b>		
<b>Goal No. 1</b>	<b><u>Benchmark Alignment</u></b>	<b>Action Steps</b>
<p>Academic goal</p> <p>In following with the new direction of goal setting, our academic goal will be: Students will earn at least 80% of the credits attempted each grading period for the 25-26 school year.</p>	<ul style="list-style-type: none"> <li>• All students are connected to the community.</li> <li>• All students exhibit physical, social, and emotional well-being.</li> <li>• All students have a connection with a caring adult beyond their parents as they transition to middle school.</li> <li>• All students graduate from high school with a plan to reach their full potential.</li> </ul>	<p>Because it is my belief that connectedness, social/emotional well being, and having a caring adult are all crucial in getting students to a place to experience success, I have included these benchmarks.</p> <ol style="list-style-type: none"> <li>1. The staff at the ALC will continue to care about students as shown by their day-to-day interactions and measured by the SEI survey.</li> <li>2. The ALC staff will continue to be flexible when working with students and families to find the plan that is needed where they are at right now. This will be measured by the credits completed.</li> <li>3. The ALC staff will continue to offer opportunities such as field trips and other activities such as picnics and staff prepared meals as a way to build community.</li> </ol>

Goal No. 2	<a href="#">Benchmark Alignment</a>	Action Steps
<p>Employee engagement survey goal</p> <p>Staff will report an increased feeling (more than 3.8 rating as measured by the Studer Employee Engagement survey) that organization-level resources are allocated to maximize effectiveness across the organization.</p>	<ul style="list-style-type: none"> <li>All employees report satisfaction in the workplace.</li> </ul>	<p>I will involve staff on decision-making aspects related to resource allocation. I will be transparent when allocating resources and explain the reasoning behind decisions.</p>
Goal No. 3	<a href="#">Benchmark Alignment</a>	Action Steps
<p>Parent satisfaction survey goal</p> <p>The ALC will have at least 15% of families complete the Studer parent engagement survey for the 25-26 school year..</p>	<ul style="list-style-type: none"> <li>All parents report satisfaction with their children's educational experience.</li> </ul>	<p>We have struggled to have parents fill out the parent engagement survey for the past several years. We have had 4 (24-25) and 5 (23-24) families fill out the survey, so we have limited data to draw conclusions from. Of the responses, we typically have a strong score in being treated with respect and having the resources for their child. We typically score lower in receiving regular feedback from the school. As we continue to work and communicate more with families, we will document other comments made to increase the data we gather.</p>

## Summary

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The Northfield Area Learning Center had some great wins and highlights for the 24-25 school year including increased attendance and credit completion rates. We look forward to continuing this momentum and building off these successes for the 25-26 school year. Although we have strong connectedness data for students and adults, we would like to continue to work on peer to peer relationships and making those as positive as possible as well. The vision of our program is to have a safe, welcoming, and respectful environment, and we will continue to prioritize relationships to make the atmosphere as positive as possible.