

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.

2021-22 Key Reflections

Key Reflections	Supporting Data & Representative Student Stories
Goal: 95% of all students will agree or strongly agree that teachers at my school care about students.	In the spring of 2022, 88 percent of all students agreed with this statement and 89 percent of students of color agreed with this statement.
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)	In the spring of 2022, 85 percent of all students agreed with this statement and 83 percent of students of color agreed with this statement.

2022-23 School Improvement Plan Goals, Strategies, and Evaluation

The following goals are written with the intent to measure progress quarterly during the 2022-23 school year. All goals are written to equitably serve every student. Buildings are required to have a goal(s) for the People, Learner Outcomes, and Equity strategic commitments every year. Buildings are not required to have goals in Communication, Stewardship, and Partnerships every year.

People	
SMART Goal(s)	Quarterly Progress
Employee Engagement Goal: The score for the question “My principal/supervisor consults me on the decisions that affect my job” will increase from 3.21 to 4.0 from spring 2022 to spring 2023.	<ul style="list-style-type: none"> Q1: Q2: Q3: Q4:

Learner Outcomes	
SMART Goal(s)	Quarterly Progress
Academic Goal: In alignment with the Achievement and Integration Plan: The percentage of 9th through 12th grade FRP students who are credit deficient and not on track for graduation within 4 years will decline from 27% in 2022 to 13% or less in 2025. (Baseline FY 2022 Data: 27% of FRP and 13% of NFRP students are credit deficient)	<ul style="list-style-type: none"> Q1: Q2: Q3: Q4:
95% of all students (disaggregated by student group) will report that “Most teachers care about and are interested in me as a person.” (Baseline is 85% for all students and 83% for students of color)	<ul style="list-style-type: none"> Q1: Q2: Q3:

<u>SEL survey questions to add to understand level of student engagement:</u> <ol style="list-style-type: none"> 1. Most teachers care about and are interested in me as a person. 2. I have at least one class I look forward to each day. 3. I have at least one activity/club I look forward to participating in. 4. I have at least one adult at school I look forward to seeing each day. 	<ul style="list-style-type: none"> • Q4:
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Equity	
SMART Goal(s)	Quarterly Progress
Anti-Racism and Inclusivity Goal: <ul style="list-style-type: none"> • Staff and students will address 100% of negative behaviors/comments within one school day, and we will work together to stand up and support others. 	<ul style="list-style-type: none"> • Q1: • Q2: • Q3: • Q4:
Goal: Office discipline referrals will have no more than 5% discrepancy from the demographic representation of each student group enrolled at Northfield High School. Data will be disaggregated by race and specialized programming.	<ul style="list-style-type: none"> • Q1: • Q2: • Q3: • Q4:

Communication	
SMART Goal(s)	Quarterly Progress
Family Engagement Goal: This year, 100% of parents/guardians will receive individualized feedback messages from each of their child's teachers via (email, talking points, schoology, etc...) prior to the end of the 4th quarter.	<ul style="list-style-type: none"> • Q1: • Q2: • Q3: • Q4:
Two (2) personalized feedback messages for year long classes One (1) personalized feedback message for semester classes	

Summary

Student engagement indicators:

1. Attendance.
2. SEL survey results (+4 questions).
3. On track for graduation.
4. Focus group feedback.
5. Achievement data.
6. What is the value of attending class?

NHS will be identified as a school eligible for additional support from the Regional Centers for Excellence per the MDE data release. The reason is that it is a "linked" school to the ALC and the ALC's four-year graduation rate is below 67%. "Linked" means that 30% of the ALC students come from NHS.

- Our School improvement goal is to increase the number of students on track for graduation. Additionally our MTSS Leadership Team redesign includes a focus on core instruction, and tier II and III system of support to help all students achieve at high levels.