



Northfield Area Learning Center (ALC)
School Improvement Plan
2026-27

Presented to the Board on 8.10.2026

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	80/90/100 Framework Alignment	Narrative
The ALC uses an instrument called the Student Engagement Instrument (SEI) to measure SEL and school connectedness. For the 2025-26 school year, we had 100% of students surveyed strongly agree or agree to the following statements; -My teachers are there for me when I need them. -I enjoy talking with teachers here. -At my school, teachers care about the students. -I feel safe at this school.	The ALC is striving to maintain our current level of having 100% of students feeling safe and connected to the school.	In order to maintain a high level of connectedness, the staff at the ALC implement field trips, variations in scheduling, community meals, and special events. We are also very intentional about how we interact with students as we keep building positive relationships in the forefront. We have restorative practices implemented as a way to repair harm done to relationships and our space if needed. The goal of the program is to have a safe, welcoming, and respectful environment for students, staff, and community to be part of.
Highlight No. 2	80/90/100 Framework Alignment	Narrative
The ALC keeps track of the credit completion rate each grading period so we can determine how well students are achieving credits. For the 2025-26 school year, we had an above average percentage of credits completed for all but one grading period. The baseline average is the average of the 2015-2025 school years.	The ALC has set a goal of having an 80% credit completion rate. In order to see how we are doing towards this stretch goal, we keep track of each grading period in each year by averages to see if we are increasing our average and therefore getting closer and closer to achieving the 80% mark.	The ALC strives to have students connected to the program, as this has been the most effective way for student engagement. Staff also are flexible and work with students by differentiating instruction and how the work gets completed.
Highlight No. 3	80/90/100 Framework Alignment	
The Minnesota Department of Education Report Card	The ALC has been identified as a school in need of	The ALC works with students to obtain a diploma and

keeps track of schools' graduation rates. The Northfield ALC's seven year graduation rate for 2025 was 80%, which was the highest amongst Big 9 schools.	improvement by not having a sufficient four year graduation rate. The ALC does take into account the four year rate as an important data point, but we also look at the five, six, and seven year rates to give the whole picture of the at-risk students we work with. This also aligns with the 100% growth as we seek to have 100% of students graduate, but realize there are other journeys as well.	we have many ways to recover credit, obtain credit, and work towards that goal. We maintain a flexible approach so we can address barriers that may come up for students. We also counsel students and families on other options such as an adult diploma or GED if that is the route they prefer.
Highlights		
Goal No. 1	80/90/100 Framework Alignment	Action Steps
The Northfield ALC will increase our attendance rate from 83% to at least 85% for each grading period during the 2026-27 school year.	The ALC tried to stay within the 80/90/100 framework, but because of the current percentages it makes more sense to keep the goal at 85%. We already have consistently made 80% attendance rate, but 90% is too much of a reach goal at this time so we are staying with 85% as the mark to reach.	The adult actions the ALC staff will take is to maintain our approach to building connectedness in the program. We have seen the trend in the right direction, but it takes time for us to achieve the levels we are going for so we don't want to change course, just fine tune things along the way. Some of the fine tuning includes slight changes to our student support team's approach to helping students with attendance. We plan adjusting our tiers and how to best keep track of the effectiveness of interventions used.
Goal No. 2	80/90/100 Framework Alignment	Action Steps
Students at the ALC will increase from a 74% credit completion rate, to at least 80% credit completion for each grading period during the 2026-27 school year.	The ALC's credit completion rate has trended positively over the past few years, but the 2025-26 school year had a slight downward trend. We feel we can still get to 80% credit completion as we have made that goal in prior grading periods. It is a stretch goal for us as we only made this mark once this past school year, but we feel we can make strides towards this goal.	The adult actions the ALC staff will take is to maintain our flexible approach when working with students. We have found success in having a very individualistic approach to working with students and families as each situation is so unique with its own barriers. The support staff is fine tuning the interventions and going through our list of past practices to continue what is working well and discontinuing ineffective practices.
Goal No. 3	80/90/100 Framework Alignment	Action Steps
The ALC will increase staff agreement that organization level information is communicated across the organization from 40% agreeing to at least 80% of staff agreeing to this statement as measured by the employee engagement survey for the 2026-27 school year.	The goal is to be proficient in areas at a rate of 80%, so this is the standard set. Even though this would double the rate, our sample size is small so I believe this is an achievable goal.	If there is organization level information to be shared, the director will ensure this happens in a timely manner. This will be done through staff meetings, PLCs, and/or emails with staff.

Summary

As summarized by ChatGPT:

The Northfield ALC continues to focus on creating a safe, supportive, and engaging learning environment while improving student outcomes. During the 2025–26 school year, 100% of surveyed students reported feeling safe, connected, and supported by their teachers, reflecting the program’s strong emphasis on relationship-building, restorative practices, field trips, community activities, and personalized student support. Academic performance remained a strength, with credit completion rates exceeding historical averages in all but one grading period, and the school continues to pursue its goal of reaching an 80% credit completion rate through flexible, individualized instruction and targeted interventions. The ALC also achieved an 80% seven-year graduation rate in 2025, the highest among Big 9 schools, demonstrating its commitment to helping at-risk students earn a diploma through multiple pathways and credit recovery options. Looking ahead to 2026–27, the ALC has established goals to increase attendance from 83% to 85%, raise credit completion from 74% to 80%, and improve staff perceptions of organizational communication from 40% to 80% agreement. To achieve these goals, the program will continue strengthening student connections, refining attendance interventions, maintaining individualized supports, and enhancing communication among staff through meetings, professional learning communities, and timely updates.