



**Bridgewater Elementary School
School Improvement Plan
2025-26**

Presented to the Board on 10/14/2025

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	Benchmark Alignment	Narrative
Math Momentum in Bridges Math Adoption Year One: Grades 3 and 4 achieved 78% proficiency, outperforming nearly 9 in 10 schools statewide and marking a strong rebound in post-COVID learning.	<ul style="list-style-type: none">• All students are at grade level in reading and mathematics by the end of 3rd and 6th grades.	<ul style="list-style-type: none">• Grade 3 Math MCA Proficiency: 78% with 5 years of 70% plus proficiency. Grade 4 rebounded to its highest proficiency since the COVID disruption at 78.3%.• Of 697 independent school district elementary schools testing 10+ students in 2025, grade 3 proficiency was higher than 86.4% of statewide schools and grade 4 higher than 88.5% of these schools.• The grade 3 FRP student proficiency rate of 55% was higher than 74.8% of schools testing; the grade 4 rate of 54.2% was higher than 77.7% of statewide schools.• TNTP training and class walkthroughs provided system level data about instructional needs.• Pacing checks and entering unit test scores into Skyward provided a building-level fidelity touchpoint for the MTSS school leadership team.

Highlight No. 2	Benchmark Alignment	Narrative
<p>Attendance on the Rise: Bridgewater was the first building that reached the state, district and pilot goal of 90% of students present 90% of the time.</p>	<ul style="list-style-type: none"> • All students are connected to the community. • All students are at grade level in reading and mathematics by the end of 3rd and 6th grades. • All students exhibit physical, social, and emotional well-being. 	<ul style="list-style-type: none"> • Bridgewater's average consistent attendance rate for the 2024-2025 school year was 95%. • The percentage of students who were chronically absent for the 2024-2025 school year was 7.3%; a significant improvement from the 2023-2024 rate of 12%. • Successful strategies included a data-forward building meeting format and partnership with teachers as soon as individual student rates started increasing. • Cindy Santa, our HCI Family Engagement Navigator is a vital part of the Bridgewater team.
<p>Upward Momentum in Parent and Employee Experience Measures: Both employee engagement and parent satisfaction survey results reflect a three-year high overall score.</p>	<p>Benchmark Alignment</p> <ul style="list-style-type: none"> • All employees report satisfaction in the workplace. • All parents report satisfaction with their children's educational experience. 	<ul style="list-style-type: none"> • The 2024-2025 Parent/Caregiver Satisfaction Survey overall score increased to 4.27 with the greatest strengths identified as: <ul style="list-style-type: none"> ◦ I am treated with respect at this school. ◦ I believe the school is clean and well maintained. • The 2024-2025 Employee Engagement survey overall score increased to 3.88 with the greatest strengths identified as: <ul style="list-style-type: none"> ◦ I have a clear understanding of the mission and goals of my organization. ◦ I would recommend that parents select my organization to serve their child. ◦ I believe that leaders in my immediate work environment are genuinely concerned for my welfare.

Highlights		
Goal No. 1	<u>Benchmark Alignment</u>	Action Steps and Metrics
District Academic Goal: 80% of students will meet grade level benchmarks in each subject area.	<ul style="list-style-type: none"> • All students are at grade level in reading and mathematics by the end of 3rd and 6th grades. 	<ul style="list-style-type: none"> • Deliver consistently good instruction and grade level content to students. <ul style="list-style-type: none"> ◦ 100% completion of classroom walkthroughs using TNTP protocols ◦ 100% of teachers on track with district pacing guides ◦ 100% of teachers using district curriculum • Support 100% of students identified as high risk on screening data by building MTSS and PST teams. • Regular analysis and response to classroom student data and adjust/differentiate instruction as needed by PLC teams. • Maintain vigilant attendance monitoring and rapid, targeted responses to student absences. • Develop capacity of teachers and teams to use eduCLIMBER to identify trends in student data at both the grade and individual student levels.
Goal No. 2	<u>Benchmark Alignment</u>	Action Steps
Building Employee Engagement survey goal: Increase overall score to 4.1 (5% increase from 2025 score of 3.88) and increase response score for the statement: <i>I have the opportunity to provide input on decisions that affect my job</i> from 3.49 to 3.66.	<ul style="list-style-type: none"> • All employees report satisfaction in the workplace. 	<ul style="list-style-type: none"> • Increase survey participation from a baseline of 33 (~47% of staff) in the 2024-2025 school year to 53 (75%) staff members by incorporating solutions developed by the building leadership teams during the 2025-2026 school year. • Utilize collaborative meeting and decision-making approach to problem solve building issues whenever possible.

Goal No. 3	Benchmark Alignment	Action Steps
<p>Parent Satisfaction survey goal: Increase overall score to 4.5 (5% increase from 2025 score of 4.27) and increase the response score for the statement: <i>I receive positive phone calls, emails, or notes about my child from the school</i> from 3.65 to 3.83.</p>	<ul style="list-style-type: none"> • All parents report satisfaction with their children's educational experience. 	<ul style="list-style-type: none"> • Increase survey response count from a baseline of 51 in the 2024-2025 school year to 70 responses in 2025-2026 by incorporating solutions developed by the building leadership teams and Bridgewater Booster Club. • Provide weekly updates on participation to families with clear targets for participation and public recognition once survey goals are met. • Define methods of family/student feedback explicitly in building communication and develop PLC team plans for providing feedback to families about their students.

Summary

Bridgewater's 2024-2025 successes reflect a year of momentum, connection, and commitment. In the first year of Bridges Math, students in grades 3 and 4 achieved 78% proficiency, outperforming nearly 9 in 10 schools statewide and demonstrating the strongest rebound in learning since COVID. Attendance metrics also reached new heights, with Bridgewater leading the district as the first school to meet the Minnesota 90% attendance goal. Equally encouraging, both staff and family survey results climbed to three-year highs, reflecting a shared sense of pride, trust, and engagement within the school community.

The goals and action steps for the 2025-2026 school year reflect our efforts to continue this positive momentum. We will build on these successes by deepening instructional practices, strengthening family partnerships, and maintaining a strong focus on student engagement and belonging.