



Northfield Middle 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	<u>Benchmark Alignment</u>	Narrative
<p>The Middle School has been selected as a 2025 Blue Ribbon School for being an Exemplary High Performing School and an Exemplary Closing Gaps Achievement School.</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.• All students have a connection with a caring adult beyond their parents as they transition to middle school.• All students have interests, goals, and a vision for the future by the end of 8th grade.• All employees report satisfaction in the workplace.• All parents report satisfaction with their children's educational experience.	<p>Celebrating Northfield Middle School's National Recognition</p> <p>In May, Northfield Middle School was nominated for the National Blue Ribbon Award in two categories: Exemplary High Performing School and Exemplary Closing the Gaps School. We completed the nomination process and, in August, were informed that we would be receiving both distinctions for 2025—a truly remarkable accomplishment.</p> <p>Shortly after, however, the U.S. Department of Education announced that the Blue Ribbon program was being discontinued immediately, and no awards would be given this year. While this decision is frustrating, it does not diminish the fact that Northfield Middle School was recognized nationally for excellence in both academic achievement and equity.</p> <p>This recognition reflects the dedication of our staff, the hard work of our students, and the support of our families and community. To put this in perspective, very</p>

		<p>few Minnesota schools have ever received a Blue Ribbon Award, and even fewer in both categories. Northfield Middle School stands among a rare group.</p> <p>Official award or not, we are proud to say: Northfield Middle School is an Exemplary High Performing School.</p>
Highlight No. 2	<u>Benchmark Alignment</u>	Narrative
Student participation in activities remains at a very high level, despite fluctuating enrollment.	<ul style="list-style-type: none"> • All students exhibit physical, social, and emotional well-being. • All students have a connection with a caring adult beyond their parents as they transition to middle school. 	<p>The middle school has consistently had over 700 registrations for activities during the school year. Students that get involved have better attendance, are more successful academically and feel connected to their school.</p> <p>Fall registrations for this year were 302.</p>
Highlight No. 3	<u>Benchmark Alignment</u>	
<p>Our student connectedness survey shows that most students like attending NMS.</p> <p>And</p> <p>NMS staff has an incredible amount of longevity with its licensed staff.</p>	<ul style="list-style-type: none"> • All students exhibit physical, social, and emotional well-being. • All students have a connection with a caring adult beyond their parents as they transition to middle school. • All parents report satisfaction with their children's educational experience. <ul style="list-style-type: none"> • All employees report satisfaction in the workplace. 	<p>76% of our students responded that they feel connected to at least one adult at the middle school. 84% of our students stated that they are excited to attend at least one of their classes.</p> <p>Keeping students excited and connected to school is the number one way we can make sure we have a high attendance rate, which is directly related to academic and social emotional growth. We continue to have a positive culture and high expectations for students and adults make connecting with students a priority.</p> <p>And</p> <p>42% of NMS licensed staff have been working at the middle school for 20 or more years and 62% have been at the middle school for more than 10 years. Adding to this, we have hired multiple teachers who came to us with several years of experience and the above numbers</p>

		only reflect time at NMS.
Highlights		
Goal No. 1	<u>Benchmark Alignment</u>	<u>Action Steps</u>
<p>80% of our students will meet academic proficiency outcomes.</p> <p>The middle school will increase this Employee Engagement Survey question, “I have the support needed from administration to accomplish my objectives,” by 3% each of the next 3 years, so we have 90% of employees agreeing or strongly agreeing with this statement.</p>	<ul style="list-style-type: none"> • All students are at grade level in reading and mathematics by the end of 3rd and 6th grades. • All students have a connection with a caring adult beyond their parents as they transition to middle school. • All employees report satisfaction in the workplace. • All parents report satisfaction with their children’s educational experience. 	In order to reach this goal, administration will visit every middle school PLC 20 times during the 2025-26 school year and give both positive feedback and be a resource to assure each PLC makes progress on their individual goals.
Goal No. 2	<u>Benchmark Alignment</u>	<u>Action Steps</u>
<p>90% of our students will meet social/emotional proficiency outcomes</p> <p>We will increase our percent of students who feel connected to at least one adult by 5% each of the next 3 years.</p>	<ul style="list-style-type: none"> • All students exhibit physical, social, and emotional well-being. • All parents report satisfaction with their children’s educational experience. 	<p>The middle school will continue with its PBIS program and end of the quarter celebrations. We will also implement SEL lessons into all classes twice a month, in addition to our 8th grade students in Health and 6th grade students during launch.</p> <p>Currently, the middle school leadership team is working on defining SEL proficiency.</p>
Goal No. 3	<u>Benchmark Alignment</u>	<u>Action Steps</u>

<p>100% of our students feel safe at school.</p> <p>We will improve our Parent/Caregiver Satisfaction Survey question that reads, “The school provides a safe environment for my child to learn,” by 2% each year, until we reach our goal of 100% of our responses agree or strongly agree.</p>	<ul style="list-style-type: none"> • All students exhibit physical, social, and emotional well-being. • All parents report satisfaction with their children’s educational experience. 	<p>The middle school will continue with PRIDE, greeting students at the front door in the morning and being visible between classes. We will also continue prioritizing making connections with all students so that 85% of our students respond that they feel at least one adult cares about them, on the SSIS survey in the spring. In addition, we will consistently and faithfully execute the district’s student citizenship handbook.</p>
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Summary

I am incredibly proud of the entire middle school staff for the work they have done over the years and receiving the National Blue Ribbon in both areas is affirming that we are doing great things for our students. For years the middle school has had goals that have made us focus on student outcomes and this has clearly served us well. However, I believe that in order to take the middle school to the next level, we need to focus on instruction, student SEL needs and ensuring all students feel safe. If we do these three things well, every student will make even greater progress toward our district vision of preparing every student for lifelong success by developing critical thinkers who are curious and ready to engage in our society.