

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
Academic Goals Adult Basic Education (ABE) 37.9% of ABE students showed Measurable Skill Gains (MSGs) (Last year's goal: 36.7% of ABE students will show Measurable Skill Gains (MSGs)). Birth - age 5/Service Providers 94% of Birth to age 5 students met their IFSP/IEP (An IFSP (Individualized Family Service Plan) supports infants and toddlers with developmental delays from birth to age three, while an IEP (Individualized Education Program) supports students ages three to 21 with special education needs in school) goals over the last school year. (Last year's goal: 80% of students receiving Special Education services will achieve all of their IEP goals.) Early Ventures 100% of Early Ventures students who are entering Kindergarten this fall showed growth. 81% of Early Ventures students who are entering Kindergarten this fall demonstrated academic	For most programs at the Northfield Community Education Center (NCEC) our goals are framed around 80% of students showing proficiency and 100% of students showing growth.	The Adult Basic Education (ABE) increase in MSGs is especially impactful since the presence of federal immigration agents caused many students to not attend classes this past year which meant they weren't in school long enough to take a post-test. Adult Basic Education (ABE) spaces at the NCEC underwent a significant grant-funded remodel this summer. These spaces are now better designed for adult learning. Some examples of this include: - Updated technology allowing for hybrid class offerings - Dedicated GED testing space - Computer lab for students to complete work outside of class times - Clinic space to support adult learners health needs Hand in Hand Preschool spent last year's PLC time focused on training all classroom teachers in the Teaching Strategies GOLD assessment and completing a curriculum pilot. This year, the team will implement a

proficiency on the spring assessment. Last year's goal: 100% of students will show growth 80% of students will demonstrate academic proficiency (as determined by the Mother Goose assessment (a Parent Aware assessment)) Hand in Hand Preschool 100% of students showed growth 91% of students demonstrated academic proficiency in physical skills 78% of students demonstrated academic proficiency in language skills 75% of students demonstrated academic proficiency in cognitive skills 86% of students demonstrated academic proficiency in literacy skills 84% of students demonstrated academic proficiency in mathematics skills Last year's goal: 100% of students will show growth 80% of students will demonstrate academic proficiency (as determined by the Teaching Strategies Gold assessment)		new curriculum. Additionally, Hand in Hand Preschool has been added to the district's curriculum review cycle, better aligning this work with the district and creating a true E-12 system. Hand in Hand Preschool is an integrated preschool with co-taught classrooms serving up to 12 general education students and six students receiving special education services. In addition, Hand in Hand Preschool has a SPARK classroom.
Highlight No. 2	80/90/100 Framework Alignment	Narrative
On the NCEC Employee Engagement survey, our greatest growth opportunity was in, "I receive feedback concerning areas for improving my performance." The number of staff who rated this statement as a four or five increased 5.1%. A four or five rating means the employee agrees or strongly agrees with the statement.	Receiving timely and specific feedback will help educators improve their craft, which leads to higher academic outcomes for students.	The NCEC implemented the following employee engagement and connectedness strategies last school year. - Rounding conversations were offered to all employees in October and April. Feedback was shared with all building staff. - Weekly staff shoutouts and building-wide employee award recognition happened regularly. - The Community Education Director and program coordinators provided direct feedback to staff during individual and group meetings.
Highlight No. 3	80/90/100 Framework Alignment	
All parents report satisfaction with their children's	The NCEC is striving to maintain a 4.5 average	This is the history of NCEC Parent Satisfaction Survey

educational experience. Here are the results from the Parent Satisfaction Survey conducted in spring 2026. The NCEC had a mean score of 4.8. These scores are based on a 5 point scale.

Northfield Community Education Center							
Parent/Caregiver Experience Survey Spring 2026							
Item-Level Results — Spring 2026							
Scale: 1 = Strongly Disagree 2 = Disagree 3 = Neutral/Mixed 4 = Agree 5 = Strongly Agree Δ and Top Box% colors: green = above district red = below district							
#	Survey Item	Bldg Mean	District Mean	Δ Mean	Bldg Top Box%	District Top Box%	Bldg Top 2 Box%
1	I believe my child's learning is a high priority at this school.	4.78	4.33	+0.45	80.0%	51.3%	97.8%
2	I believe school rules are enforced consistently at this school.	4.82	4.11	+0.71	82.2%	41.3%	100.0%
3	I regularly receive feedback from school staff on how well my child is learning.	4.31	3.58	+0.73	57.8%	31.3%	73.3%
4	I am treated with respect at this school.	4.87	4.53	+0.34	86.7%	67.6%	100.0%
5	I believe my child has every opportunity to be successful at this school.	4.82	4.20	+0.62	82.2%	48.7%	100.0%
6	I believe my child has the necessary classroom supplies and equipment for effective learning.	4.82	4.42	+0.40	86.7%	60.1%	95.6%
7	I believe this school positively impacts my child's growth and development.	4.93	4.26	+0.67	93.3%	50.5%	100.0%
8	I believe this school provides a safe environment for my child to learn.	4.89	4.39	+0.50	88.9%	58.8%	100.0%
9	I believe my child is recognized for good work and behavior at this school.	4.80	4.07	+0.73	82.2%	45.8%	97.8%
10	I believe the school is clean and well maintained.	4.89	4.51	+0.38	88.9%	64.6%	100.0%
11	I believe the teachers, staff, and administration at this school demonstrate a genuine concern for my child.	4.87	4.22	+0.65	86.7%	53.3%	100.0%
12	I am proud to say I have a child at this school.	4.93	4.29	+0.64	93.3%	55.4%	100.0%
13	I receive positive phone calls, emails, or notes about my child from the school.	4.64	3.39	+1.25	73.3%	31.1%	91.1%
14	I feel comfortable approaching school administration.	4.80	4.30	+0.50	80.0%	58.1%	100.0%
15	I believe school administration make decisions that are in the best interest of children and families.	4.82	4.09	+0.73	82.2%	47.2%	100.0%
OVERALL		4.8	4.18	+0.62	83.0%	51.3%	97.0%

on the district Parent Satisfaction Survey.

results:

Northfield Public Schools: Parent/Caregiver Experience Survey					
Northfield Community Education Center: Overall Results					
	Spring 2023	Spring 2024	Spring 2025	District Results	
Participants	19	63	63	457	
Mean	4.67	4.59	4.54	4.10	
▲	Spring 2023	Spring 2024	Spring 2025	District Results	
1	I believe my child's learning is a high priority at this school.	4.78	4.70	4.67	4.26
2	I believe school rules are enforced consistently at this school.	4.47	4.52	4.54	4.00
3	I regularly receive feedback from school staff on how well my child is learning.	4.53	4.11	4.08	3.44
4	I am treated with respect at this school.	4.79	4.73	4.68	4.38
5	I believe my child has every opportunity to be successful at this school.	4.63	4.67	4.68	4.15
6	I believe my child has the necessary classroom supplies and equipment for effective learning.	4.68	4.70	4.65	4.32
7	I believe this school positively impacts my child's growth and development.	4.74	4.76	4.73	4.21
8	I believe this school provides a safe environment for my child to learn.	4.68	4.75	4.70	4.24
9	I believe my child is recognized for good work and behavior at this school.	4.58	4.59	4.66	4.02
10	I believe the school is clean and well maintained.	4.68	4.60	4.60	4.31
11	I believe the teachers, staff, and administration at this school demonstrate a genuine concern for my child.	4.84	4.78	4.67	4.23
12	I am proud to say I have a child at this school.	4.74	4.69	4.63	4.20
13	I receive positive phone calls, emails, or notes about my child from the school.	4.58	4.26	4.24	3.40
14	I feel comfortable approaching school administration.	4.72	4.55	4.49	4.21
15	I believe school administration make decisions that are in the best interest of children and families.	4.58	4.48	4.59	4.07

Our goal was to maintain a 4.5 overall rating, so we are extremely pleased with these results and the efforts of all staff at the NCEC.

Highlights

Goal No. 1

Hand in Hand Preschool

- 100% of students will show growth
- 80% of students will demonstrate academic proficiency (as determined by the Teaching Strategies Gold assessment)

80/90/100 Framework Alignment

- This goal aligns to the district-wide goal of 80% of students demonstrating academic proficiency and 100% of students showing growth.

Action Steps

- 90% of lessons are using Creative Curriculum (the district curricula) “as intended.” This will be measured at two points in the year (October and January/February).
- Hand in Hand Preschool staff will be trained on EduClimber. EduClimber will provide a data warehouse solution for analyzing and monitoring student progress throughout the year.
- PLC weekly meetings will provide additional professional learning around the new curriculum.
- Data Day meetings allow teacher teams to analyze data and plan for instruction. These

		will take place in December and May.
Goal No. 2	80/90/100 Framework Alignment	Action Steps
The NCEC will use the Teaching Strategies GOLD assessment to measure SEL skills in Hand in Hand Preschool. 90% of students will demonstrate proficiency on the social/emotional outcome.	This goal aligns to the district-wide goal of 90% of students demonstrating social/emotional proficiency.	- The Second Step SEL curriculum will be taught and supported by the Building MTSS Team. - Tiered support will be provided by a Social Worker (who has increased time at the NCEC this year), Fernbrook Therapist and St. Olaf Social Work Practicum Student. - The Teaching Strategies GOLD data is used to provide interventions and connect with families. - One NCEC PLC will focus their time on Facilitate Attuned Interactions (FAN). In addition, they will meet regularly with a local licensed social worker with an infant mental health endorsement. - In addition, we will support mental health for staff, parents, and students.
Goal No. 3	80/90/100 Framework Alignment	Action Steps
Employee engagement survey goal On the NCEC Employee Engagement survey, our greatest growth opportunity was in, “I have the opportunity to provide feedback on decisions that impact my job.” We will increase the top two box score (agree or strongly agree) on this question from 71.43% to 75%. Parent/Caregiver satisfaction survey goal The NCEC will maintain a 4.5 overall rating, while increasing the number of parents/caregivers who complete the survey.	The NCEC is striving to have all staff report satisfaction in the workplace and all caregivers report satisfaction in their child’s school environment.	The NCEC will implement the following employee engagement and connectedness strategies this school year. - Rounding conversations will be offered to all employees in October and April. Feedback will be shared with all staff. - The Community Education Director, Assistant Director of Special Services and program coordinators will create structures and systems for clear feedback loops for staff. - Communicate leveled decision-making processes and share decision levels when making decisions with staff input. - PLCs, Building Teams, MTSS will provide collective input for team and building-level decisions. The NCEC will implement the following family engagement and connectedness strategies this school year.

		● Early Ventures Learning Center and Hand in Hand Preschool will provide positive contacts to students and their families. This year, 100% of students will receive two personalized, positive phone calls, emails, notes, or an individual SeeSaw message from staff members. The first contact will happen prior to October 15, 2026 and the second contact will happen prior to March 15, 2027. ● Hand in Hand Preschool and Early Ventures will have weekly and monthly communication with families through newsletters, SeeSaw and conferences. ● The NCEC will host five events throughout the school year for families to attend. These events include Playground and Popsicles, Truck and Tractor Night, the NCEC Carnival, open gyms/stay and plays, and program specific events.
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Summary

The NCEC prioritizes creating a safe, welcoming, and respectful environment for students, staff, families, and community members. The building has become a hub of resources for both those directly connected to it and residents of Northfield’s north side. Strong community connections have enabled the NCEC to serve a diverse population, with growing interest in its programs leading to waitlists for some offerings.