

NORTHFIELD PUBLIC SCHOOLS
Office of the Superintendent
Memorandum

TO: Board of Education
FROM: L. Chris Richardson, Ph.D., Superintendent
RE: Table File Items for November 25, 2013, Regular School Board Meeting

VI. Items for Discussion and / or Reports.

1. Continuous Improvement Plan Presentations – Bridgewater Elementary School and Northfield High School.

Enclosed in the table file are the power point presentations for Bridgewater Elementary School and Northfield High School.

VII. Superintendent's Report

B. Items for Consent Grouping

2. Personnel Items.

a. Appointments *

8. Susan Mary Nelson, .55 FTE READ 180 Long-Term Substitute Teacher at Bridgewater beginning on or about 12/09/2013 – 02/28/2014; Substitute Daily Rate of Pay. (no more than 15 consecutive days per teaching license)
9. Activity Event Workers – list attached.

b. Increase/Decrease/Change in Assignment

6. Shelly Cole, Asst. Family Services Collaborative Coordinator at Community Services for 25 hours/week, change to 30 hours/week beginning 11/16/2013.
7. Elliott Courchaine, Educ. Asst. Class IV at the Middle School for 5.07 hours/day through 01/03/2014, change to EA Class IV at the Middle School for 6.75 hours/day beginning 11/25/2013 – 06/06/2014.
8. Claudia Roman-Jimenez, MSYC Site Assistant at the Middle School for 10 hours/week, change to MSYC Site Asst. for 6.25 hours/week; add Long-Term Substitute EA Class IV at the Middle School for 6.75 hours/day beginning 11/25/2013 – 12/20/2013. Effective 01/06/2014 Claudia will return to her hours as MSYC Site Assistant for 10 hours/week.

c. Leave of Absence

1. Paula Baragary, FMLA Leave of Absence beginning 11/25/2013 through 12/06/2013.

d. Resignation

1. Melissa Gregory, Educational Assistant at Sibley, resignation effective 11/22/2013.

*Conditional offers of employment are subject to successful completion of a criminal background check.

3. Gift Agreement.

The Activities Office has received a \$1500 gift from Kregg and Elizabeth Hurlbert to be used toward upgrading and repairing the timing equipment at the swimming pool located at Northfield Middle School.

Bridgewater Elementary School

Site Improvement Plan
2013 - 2014

Our Mission

Empowering the learner; building foundations

We strive to be a respectful, successful, safe community of high-achieving learners.

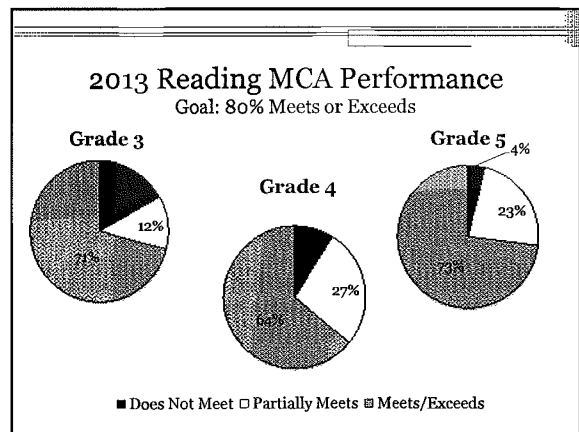
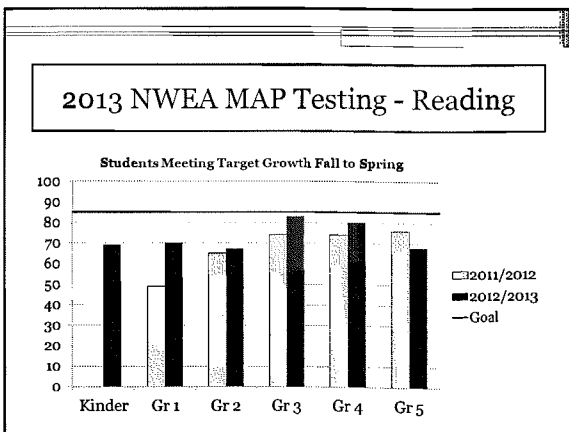
2012/2013 Objectives

Reading	All students will demonstrate growth toward grade level proficiency or above in reading as measured by MCA and MAP assessments.
Math	All students will demonstrate growth toward grade level proficiency or above in math as measured by MCA and MAP assessments.
Climate	All students and staff will promote a respectful, safe and welcoming environment.


2012/2013 Student Achievement Goals

Reading

- ❖ 85% of students will meet fall to spring individual growth target on the Spring 2013 MAP test
- ❖ 80% of students grades 3-5 will meet or exceed standards on the MCA test




All Subgroups Met AYP in Reading



Disaggregating the Data

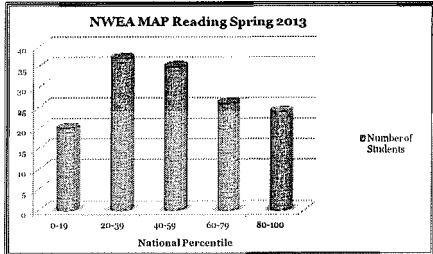
MAP Reading Target Growth

Did meet Did not meet goal At or above 70%ile Below 70%ile



Growth Profile Analysis

NWEA MAP Reading Spring 2013



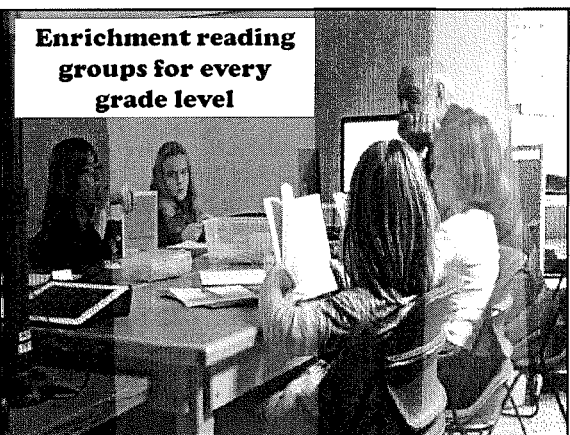
National Percentile	Number of Students
0-19	20
20-39	38
40-59	35
60-79	25
80-100	22

Number of students within 2 points of reaching their target growth: 44/142 (31%)

Action Steps with Targeted Impact

- Individual data conferences with teachers and grade level data retreats
- Challenge reading groups
- Reading flex groups in every grade level 4 days per week
- Words Their Way Grades K-5
- Use of volunteers and Foster Grandmas
- Continued student interventions through the Summer PLUS program

Enrichment reading groups for every grade level



Response to Intervention Year 2

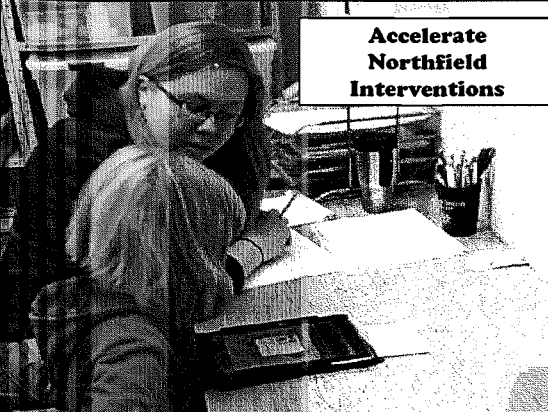
Reading

- Minnesota Reading Corps
- Accelerate Northfield RtI Tutors seeing 24 students for researched based interventions 4 days a week
- Piloting iPad reading intervention
- Reading fluency and early literacy interventions
- Touchphonics

Minnesota Reading Corps



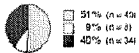
**Accelerate
Northfield
Interventions**



**Teacher Driven
Interventions**

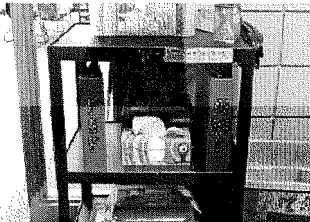
*Responding to student
needs identified in Dibels*

First Sound Fluency



51% (n=46)
9% (n=8)
40% (n=34)


Number of Students = 85
Average = 11.8
Standard Deviation = 12.1
Score Range = 0 to 47



Touchphonics®
Explicit phonics instruction



Leveled Literacy Instruction
Embedded Phonics Instruction



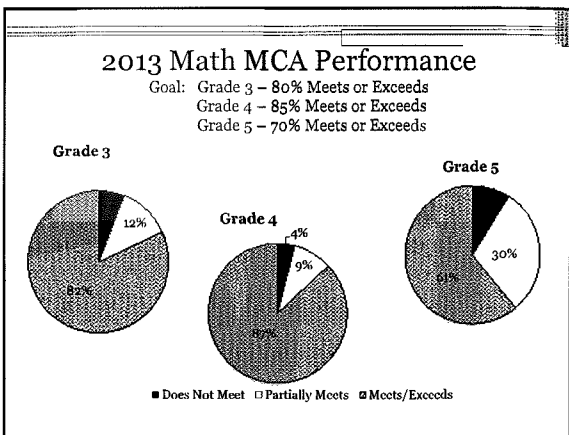
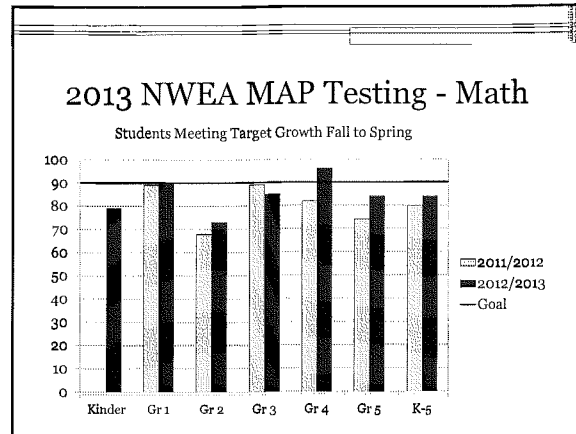
2013/2014 Reading Achievement Goals

Bridgewater Student Achievement Levels
75% of all students K-5 will meet their individual NWEA reading growth targets, measuring Spring to Spring
75% of students in grades 3-5 will meet or exceed standards on the 2014 Reading MCA
All subgroups will meet AYP

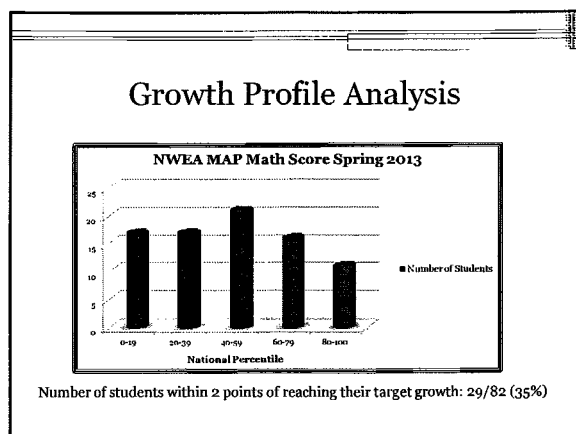
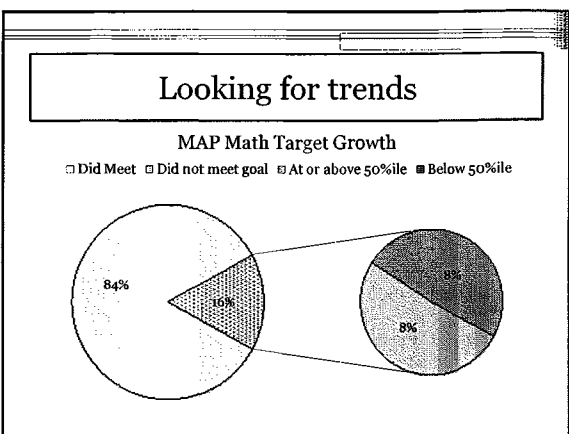
2012/2013 Student Achievement Goals

Math

- ❖ 90% of students will meet fall to spring individual growth target on the Spring 2013 MAP test
- ❖ On the MCA Math test, 80% of students in grade 3, 85% in grade 4 and 70% in grade 5 will meet or exceed standard

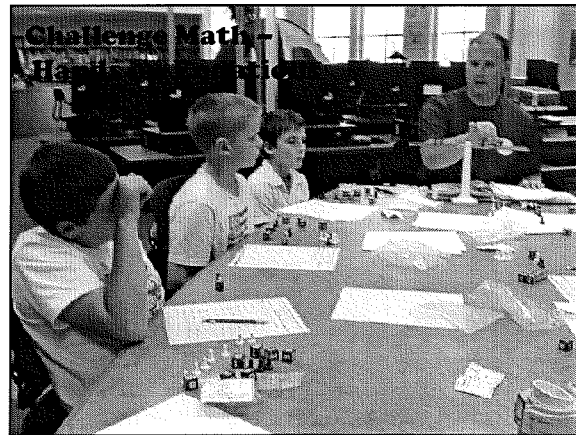


All Subgroups Met AYP in Math

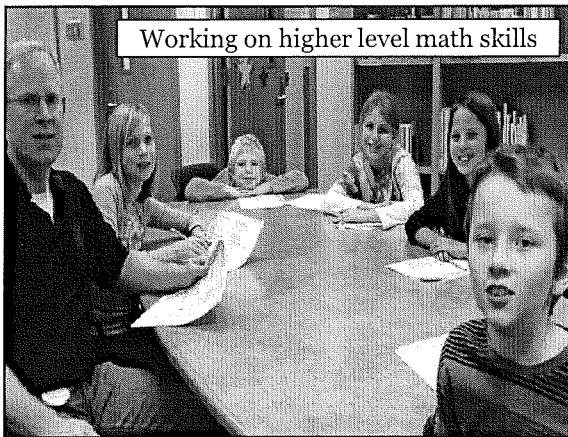


Action Steps with Targeted Impact

- Individual data conferences with teachers and grade level data retreats
- Challenge math groups in every grade level
- Math flex grouping 4 days a week in 4th and 5th grade
- Minnesota Math Corps
- Xtra Math with at-home component



Working on higher level math skills



Response to Intervention Year 2

Math

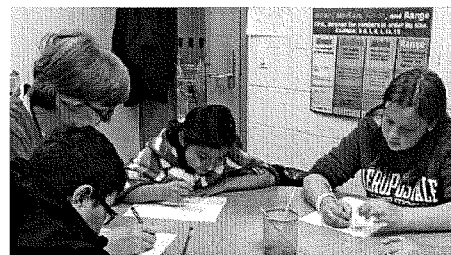
- Minnesota Math Corps
- Math Elevations
- Foundational skill interventions
- Fact fluency interventions

Minnesota Math Corps



Math Elevations

Moving students from concrete to abstract understanding



2013/2014 Math Achievement Goals

Bridgewater Student Achievement Levels
<i>85% of all students in grades K-5 will test within 2 points or surpass their individual growth target on the Spring 2014 Math MAP</i>
Proficiency Levels on Math MCA: Grade 3: 82% Grade 4: 85% Grade 5: 70%
All subgroups will meet AYP

Bridgewater Climate Goals

All students and staff will promote a respectful, safe and welcoming environment

Bridgewater Climate – 2012/2013 Goal Review

Goal	Result
Conference attendance will remain at or above 96% participation by one or both parents.	96% Attendance
In completing the climate survey, 95% of parents will agree that they are informed about their child's progress.	95% of parents agree
In completing the fall and spring survey, 93% of students will agree that they follow the Bridgewater behavior guidelines of work, respect, belong and safety.	95% of students agree

Bridgewater Climate – 2012/2013 Goal Review (cont)

Goal	Result
In completing the climate survey, 95% of staff will agree that they are supportive of their colleagues.	97% of staff agree
In completing the climate survey, 95% of staff will agree that they contribute to a positive climate at Bridgewater.	100% of staff agree
Reduce the number of fix-it plans by 10%.	Fix it plans reduced by 23%

Bridgewater Climate – 2013/2014

Goals
Conference attendance will remain at or above 95% participation by one or both parents.
In completing the climate survey, 95% of parents will agree that they are informed about their child's progress.
85% of students will receive no more than one fix-it plan for the school year following the Bridgewater behavior guidelines: Work, Respect, Belong.

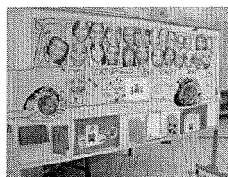
Bridgewater Climate – 2013/2014 (cont)

Goals
In completing the climate survey, 95% of staff will agree that they are supportive of their colleagues.
In completing the climate survey, 95% of staff will agree that they contribute to a positive climate at Bridgewater.
Reduce the number of fix-it plans by 5%.

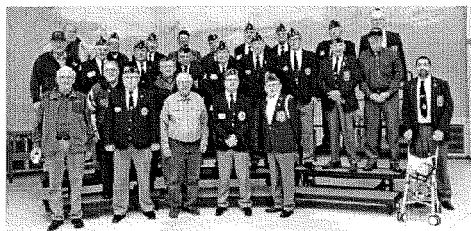
Climate Action Plan Steps

- Bus Driver Appreciation Breakfast
- Grade level parent events
- Veterans Day Assembly
- Grandparents Day
- Staff Climate Builders
- Skylert communication system

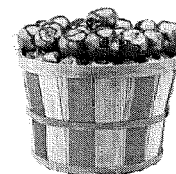
Bus Driver Appreciation Breakfast



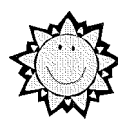
Veterans Day 2013



Apple and a Book Day



Grandparent's Day



**Staff Climate Builders
Job Satisfaction Matters!**



2013/2014 Staff Development

- Using Benchmark testing materials and data to guide instruction
- Effective use of EDM online resources
- Strengthening our core instruction
- Staff team building

Here at Bridgewater...



Every Student Counts

Questions?




Northfield High School

Empowering Learners; Discovering Purpose

Site Improvement
Progress Report 2012-13
&
Site Improvement Plan 2013-14

2012-13 – Year in Review




- 2 Goals
 - To improve school climate
 - To improve student achievement

Climate Goal Progress Report

- Positives:
 - Focus on 3 themes:
 - 72% of students believe they feel empowered at NHS.
 - 89% of students believe they feel safe at NHS.
 - 89% of students believe they have a place at NHS.
- Continuing concerns:
 - 11% of Students not feeling "safe" at NHS.
 - Staff had 2 or fewer connections down to less than 7 students overall but 21% of students believe they had 1 or 0 connections, which is a significant gap.
- Implications for 2013-14:
 - Further address where/when students feel empowered, safe, and have a place at NHS.
 - Be intentional with staff and students to define more clearly what a "connection" means at NHS.

Student Achievement Goal Progress Report

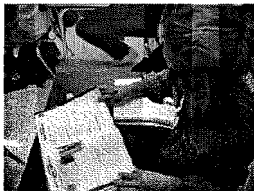
- ☑ Demonstrating increased proficiency for all students in the essential learning's... as measured by passing rates...
 - ☑ PLCs
 - ☑ 9th Grade Academy
 - ☑ Seminar 10
 - ☑ Structured Study Centers
 - ☑ Reading 10
 - ☑ Reading 11
 - ☑ Standards Biology
 - ☑ Standards Chemistry




Student Achievement Progress Report

Passing Rates:

- 2009-2011 (2 year period): 85% of all students
- 2011-2012: 88% of all students
- 2012-2013: 93% of all students



Implications



- Work toward zero percent student failure rate.
- Broadened System of Interventions so that our Multi-Tiered System of Supports (MTSS) complement the elementary RtI implementation which will include Positive Behavioral Intervention Systems (PBIS) and Standards Based Grading.

Site Improvement Plan 2013-14

- Objective: Northfield High School will have in place a building wide systematic intervention plan that meets the instructional needs of our students at their instructional level.
- Evidence of Need: 7% of students at NHS failed one class or more during the 2012-13 school year
- Goal:
 - We will demonstrate increased proficiency for all students in the essential learning of all content areas with an increase from 93% to 94% as measured by passing rates in each discipline's assessments by June, 2014.

Plan 2013-14

- Objective: We will improve school climate.
- Evidence of Need: Spring 2013 data indicates that 21% (123 students) believe they have fewer than 1 or 0 connections here at NHS. From the same survey, 11% (61) students believe that there is no place in the building they felt they belonged.
- Goal: We will increase student connections so that 81% of students indicate they have 2 or more connections to staff and 91% of students indicate there is a place where they belong at NHS. We also want to improve school climate so that 90% of students indicate they are "very satisfied" or "satisfied" as a student at NHS.

And How Will We Get There?

- Student Achievement
 - PLC's
 - 9th Grade Academy
 - Structured Study Centers
 - Seminar 10
 - PBIS
 - Standards-Based Grading
 - Multi-Tiered Systems of Supports
 - Reading 10
 - Reading 11
 - Standards Biology
 - Standards Chemistry
- Climate
 - Respect Retreat
 - Student checklist activity
 - PRIDE student group



2013-14 NHS Site Council

- | | |
|----------------------------|----------------------------------------|
| ■ Kyle Eastman - Music | ■ Joel Leer - Admin |
| ■ Rachel Hoffelt - Math | ■ Lori Rosmiller – W Lang |
| ■ Karna Hauck - Art | ■ Jaci McKay - English |
| ■ Jeanne Hanzlik - Science | ■ Lisa Battaglia – Academy/Special Ed. |
| ■ Kevin Dahle – Social St | ■ Ron Zoromski – Industrial Technology |
| ■ Shari Karlsrud - FACS | ■ Mark Ensrud - Guidance |

To: Human Resources
From: Tom Graupmann
Date: November 22, 2013
RE: Event Workers (Job ID #1526)

I recommend for hire all individuals listed below:

Rachel Palermo	Jacalyn Moon
Jaclyn McKay	Linda Wasner
Rachel Hoffelt	Elliot Courchaine
Alissa Jorgensen	Ann Schmidt
Patricia Baker	Rena Schuster
Richard Guggisberg	Karen Collins
Emileana Graupmann	Linda Kovach
Brent Rauk	Amber Iwanski
Richelle Kruger	Debra Pack
Jan Ensrud	Mauricio Lozada
Lori Christophersen	Renell Pettinelli
Brenda Niebuhr	Sarah Van den Akker
Jody Saxton West	Stephen Cade
Jennifer Lompart	Bob Sullivan
Tony Mathison	Mary Boyum
Corrine Oian	Thomas Graupmann
Sheryl Docken	Raymond Coudret
Amy Stowe	Kiwi Bielenberg
Amy Klein	Chad Kageyama
Barry Vig	Meosha Dinwiddie
Laura Kay Allen	Sherri Goehring
Dwayne Cowdin	Dale Ness
Noel Tetreault	Brent Dack
Michael Garlitz	Kenneth Persons
Zeebo Karuoso	Paul Bernhard
Michael O'Donnell	Suzanne Pasch
Jon Rieber Paulson	Mark Kieke
Barbara Budd	Andrew Yurek
Robert Benson	Christopher Graupmann

NORTHFIELD HIGH SCHOOL

Activities Office

TO: Chris Richardson

FROM: Tom Graupmann

DATE: November 23, 2013

RE: **Gift Agreement**

Enclosed please find a gift agreement in the total amount of **\$1,500.00** from Kregg and Elizabeth Hurlbert; to be used toward upgrading and repairing the Middle School Swimming Pool's timing equipment.

If this meets your approval please pass it on to the School Board for their acceptance.

Thanks!

cc Joel Leer

NORTHFIELD SCHOOL DISTRICT GIFT AGREEMENT

This agreement made this 25th day of November, 2013
by and between Kregg Hurlbert,
hereinafter the "Donor", and Independent School District No. 659, Northfield Minnesota,
hereinafter the "District", pursuant to the District's policy for receiving gifts and donations, as
follows:

TERMS

The donor (Kregg Hulbert) agrees to give the district a financial gift of \$1,500.00 to help cover
the cost of repairs to the timing system at the Northfield Middle School Swimming Pool.

Elisabeth Hurlbert (for husband, Kregg)
Donor

By: _____
Ellen Iverson (Chairperson of the Board of Education)

Approved by resolution of the School Board on the 25 day of
November, 20 13.

INDEPENDENT SCHOOL DISTRICT No. 659

By: _____
Clerk