

NORTHFIELD PUBLIC SCHOOLS
Office of the Superintendent
Memorandum

TO: Board of Education
FROM: L. Chris Richardson, Ph.D., Superintendent
RE: Table File Items for October 27, 2014, Regular School Board Meeting

VI. Items for Discussion and / or Reports.

1. School Improvement Plan Presentation – Sibley Elementary School.
Enclosed in the table file is a power point presentation to accompany Sibley's School Improvement Plan presentation.

VII. Superintendent's Report

B. Items for Consent Grouping

2. Personnel Items.

a. Appointments *

9. Alisa Jamshidi, SpecEd EA-PCA at the Middle School for 5.75 hours/day beginning 10/27/2014 – 06/05/2015; SpecEd Step 1, \$13.73/hour.
10. Michael Kopp, Community Services Recreation Staff beginning 10/27/2014 – 05/31/2015; \$8.50/hour.
11. Betty Schultz, Long-Term Substitute Child Nutrition Associate I at the High School for 3 hours/day beginning 10/31/2014 – 01/30/2015; \$15.21/hour.
12. Event Workers – Activities & Athletics: Kathy Clark, Paul Eddy, Elizabeth Schmidt, Daniel Taylor and Bob Vanderhoof.

b. Increase/Decrease/Change in Assignment

11. Sara Anderson, Fifth Grade Teacher at Bridgewater, add Targeted Services PLUS Teacher for 1.25 hours/day (M-Th) beginning 11/04/2014 – 04/16/2015; Year 2, \$27.11/hour.
12. Brittany Laue, SpecEd EA-PCA at Longfellow for 3.93 hours/day, add SpecEd Bus EA-PCA for 1.75 hours/day (28.39 hours/week total) beginning 09/29/2014 – 06/05/2014.
13. Mauricio Lozada, GenEd EA at the MS for 6.75 hours/day, add PLUS Site Lead at Sibley for 1.5 hours/day (M-Th) beginning 10/27/2014 – 04/16/2015; Step 2, \$14.85/hour.
14. Kristy Malecha, GenEd EA (Supv. .5)/SpecEd EA-PCA (6.5) at Greenvale Park, change to GenEd EA (Supv) at GVP for 1.5 hours/day and SpecEd EA-PCA for 5.5 hours/day (7.0 hours/day total) beginning 10/23/2014.
15. Carolyn Manderfeld, SpecEd EA-PCA at Sibley for 6.75 hours/day, change to SpecEd EA-PCA at Sibley for 6.75 hours/day and GenEd EA for .17 hours/day (6.92 hours/day total) beginning 09/22/2014 – 06/05/2015.
16. LaDonna Miller, GenEd EA (Supv-Inst.) for 6.75 hours/day at Greenvale Park, change to GenEd EA at GVP for 5.25 hours/day and SpecEd EA-PCA for 1.5 hours/day (6.75 hours/day total) beginning 10/23/2014.
17. Brittney Neset, GenEd EA at the HS for 6.00 hours/day, add PLUS Site Assistant at Bridgewater for 1.5 hours/day (M-Th) beginning 10/27/2014 – 04/16/2015; Step 1, \$11.67/hour.
18. Amy Pantze, SpecEd EA-PCA at Greenvale Park for 6.5 hours/day, change to GenEd EA at GVP for .5 hours/day and SpecEd EA-PCA for 6.0 hours/day (6.5 hours/day total) beginning 10/23/2014.
19. Micah Schultz, Classroom Instructor at the ALC, add BLAST Teacher at the Middle School for 1.25 hours/day (3 days/week) beginning 11/04/2014 – 04/16/2015; Year 1, \$27.11/hour.
20. Linda Wasner, SpecEd EA-PCA at Longfellow for 6.5 hours/day, add SpecEd Bus EA-PCA for .67 hours/day (7.17 hours/day total) beginning 09/29/2014 – 06/05/2014.

d. Resignations / Retirement

5. Mary E. Beck, Classroom Teacher at Sibley – retirement effective 11/26/2014.

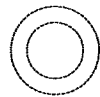
* Conditional offers of employment are subject to successful completion of a criminal background check.

Sibley Elementary School



SCHOOL IMPROVEMENT PLAN
2014-2015

Sibley Elementary School



~ TEACHING 
AND LEARNING
AT WORK

2013-14 Reading Scores



MCA

~69.41% of 3rd grade students were proficient on the 2014 MCA III Reading assessment.

~67.33% of 4th grade students were proficient on the 2014 MCA III Reading assessment.

~74.77% of 5th grade students were proficient on the 2014 MCA III Reading assessment.

2013-14 Reading Scores Cont.



MAP

~ 19% of Sibley 2nd Graders met or exceeded 125% of their typical growth as based by NWEA-MAP (Reading) Spring to Spring Assessments.

~ 15% of Sibley 3rd Graders met or exceeded 125% of their typical growth as based by NWEA-MAP (Reading) Spring to Spring Assessments.

~24% of Sibley 4th Graders met or exceeded 125% of their typical growth as based by NWEA-MAP (Reading) Spring to Spring Assessments.

~35% of Sibley 5th Graders met or exceeded 125% of their typical growth as based by NWEA-MAP (Reading) Spring to Spring Assessments.

2013-14 Math Scores



MCA

~73.26% of 3rd grade students were proficient on the 2014 MCA III Math assessment.

~81.19% of 4th grade students were proficient on the 2014 MCA III Math assessment.

~70.27% of 5th grade students were proficient on the 2014 MCA III Math assessment.

2013-14 Math Scores Cont.



MAP DATA

~22% of Sibley 2nd Graders met or exceeded 125% of their typical growth as based by NWEA-MAP (Math) Spring to Spring Assessments.

~10% of Sibley 3rd Graders met or exceeded 125% of their typical growth as based by NWEA-MAP (Math) Spring to Spring Assessments.

~49% of Sibley 4th Graders met or exceeded 125% of their typical growth as based by NWEA-MAP (Math) Spring to Spring Assessments.

~32% of Sibley 5th Graders met or exceeded 125% of their typical growth as based by NWEA-MAP (Math) Spring to Spring Assessments.

School Climate Goals



In completing the spring survey, 95% of the parents surveyed will agree or strongly agree that students show respect for other students.
90% of parents agreed or strongly agreed with this statement.

In completing the spring survey, 95% of the parents surveyed will agree or strongly agree that teachers show respect for other students.
95% of parents agreed or strongly agreed with this statement.

In completing the spring survey, 95% of the parents surveyed will agree or strongly agree that they feel welcome at Sibley.
94% of parents agreed or strongly agreed with this statement.

2014-15 Literacy SMART Goals



By the Fall of 2015, 50% of Sibley 2nd Graders will meet or exceed their individualized growth target on the NWEA-MAP (Reading) Fall to Fall Assessment.

By the Fall of 2015, 50% of Sibley 3rd Graders will meet or exceed their individualized growth target on the NWEA-MAP (Reading) Fall to Fall Assessment.

By the Fall of 2015, 50% of Sibley 4th Graders will meet or exceed their individualized growth target on the NWEA-MAP (Reading) Fall to Fall Assessment.

By the Fall of 2015, 50% of Sibley 5th Graders will meet or exceed their individualized growth target on the NWEA-MAP (Reading) Fall to Fall Assessment.

2014-15 English Learner Goals



By the Spring of 2015, Sibley 4th grade English Learners will average a greater than zero "Z" score as measured on the MCA Reading assessment.

By the Spring of 2015, Sibley 5th grade English Learners will average a greater than zero "Z" score as measured on the MCA Reading assessment.

2014-15 Math SMART Goals



By the Fall of 2015, 50% of Sibley 2nd Graders will meet or exceed their individualized growth target on the NWEA-MAP (Math) Fall to Fall Assessment.

By the Fall of 2015, 50% of Sibley 3rd Graders will meet or exceed their individualized growth target on the NWEA-MAP (Math) Fall to Fall Assessment.

By the Fall of 2015, 50% of Sibley 4th Graders will meet or exceed their individualized growth target on the NWEA-MAP (Math) Fall to Fall Assessment.

By the Fall of 2015, 50% of Sibley 5th Graders will meet or exceed their individualized growth target on the NWEA-MAP (Math) Fall to Fall Assessment.

2014-15 English Learner Goal



By the Spring of 2015, Sibley 4th grade English Learners will average a greater than zero "Z" score as measured on the MCA Math assessment.

By the Spring of 2015, Sibley 5th grade English Learners will average a greater than zero "Z" score as measured on the MCA Math assessment.

School Climate Goals



In completing the spring survey, 95% of the parents surveyed will agree or strongly agree that students show respect for other students.

In completing the spring survey, 95% of the parents surveyed will agree or strongly agree that teachers show respect for other students.

In completing the spring survey, 95% of the parents surveyed will agree or strongly agree that they feel welcome at Sibley.

Sibley Elementary School

~ *TEACHING*
AND LEARNING
AT WORK

ready.set.
go! 

*Connecting
with Families*

*Building
Relationships*

*Early
Assessment*

	Reading Screeners	Math Screeners
K-1	Early Literacy Concepts Text Level (Grade 1)	Early Math Concepts DIBELS Computation (Grade 1)
2 - 5	DIBELS Oral Reading Fluency Text Level	Xtra Math Placement (IPad)

Strong Core Teaching

•Best Practices:

- *Clear Instruction*
- *Short Feedback Cycle*
- *Active Engagement*



Optimal Learning Model:

- *Teacher Modeling (I do)*
- *Guided Practice (We do)*
- *Independent Practice (You do)*

Professional Learning Communities

Grade Level PLC



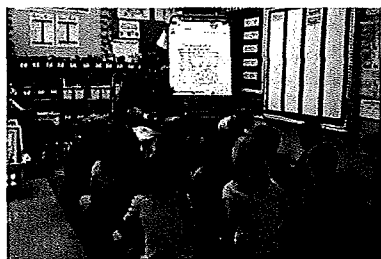
- Guiding Questions*
- Formative Assessments*
- Common Pacing*
- Data-Driven Decision Making*

PLC

Content Area PLC



Flexible Grouping



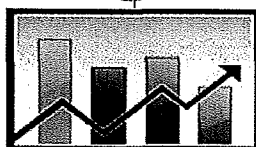
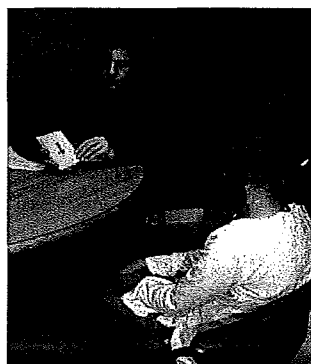
- *Student needs are met when grouped with peers at similar levels.*

- *Students are grouped based on data. Support staff joins classroom teachers to increase the teacher/student ratio.*

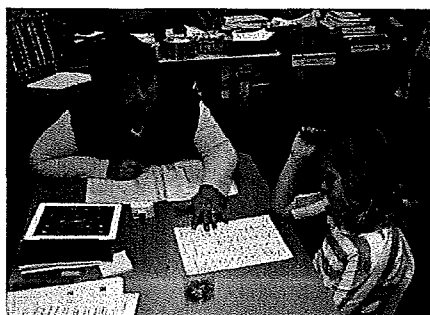


Interventions

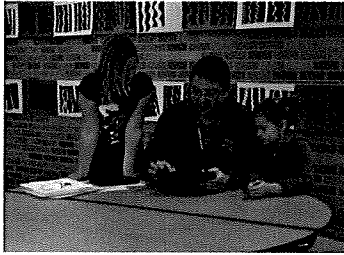
Incremental Rehearsal – Fact Fluency



HELPS Fluency



Supporting Diverse Needs



MN Math Corps



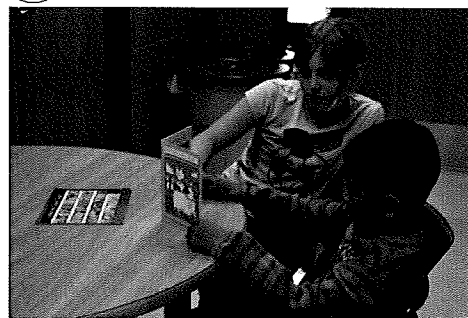
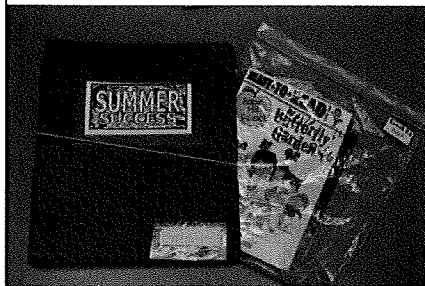
MN Reading Corps



Reading Support

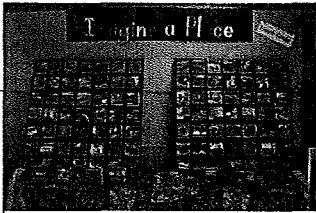
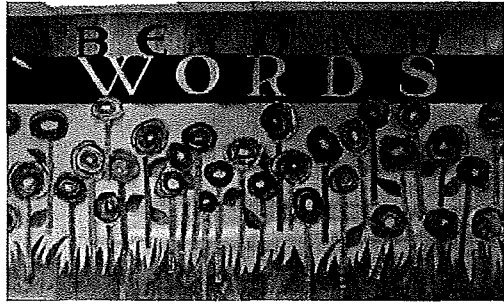

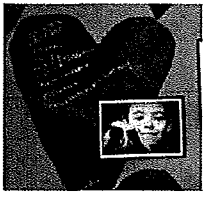
Creative Ways to Offer Reading Support

***SUPER TUTORS!**
4th and 5th Grade students are trained
to work with our youngest readers.*




***SUMMER SUCCESS!**
Intervention binders and books
went home with over 90 students.*

Beyond Words





A Celebration of Art and Literacy



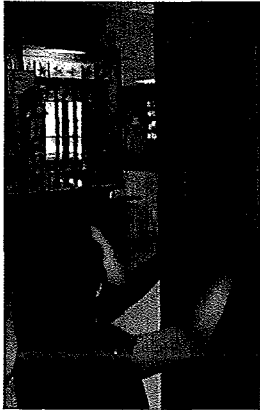
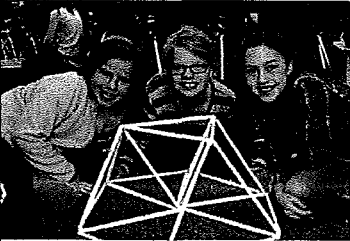
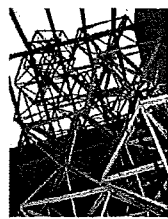
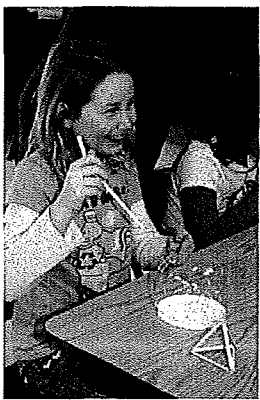
Thursday April 9, 2015

Celebrate Math Week



Math and Art *Math and Engineering* *Jan. 26-30, 2015*

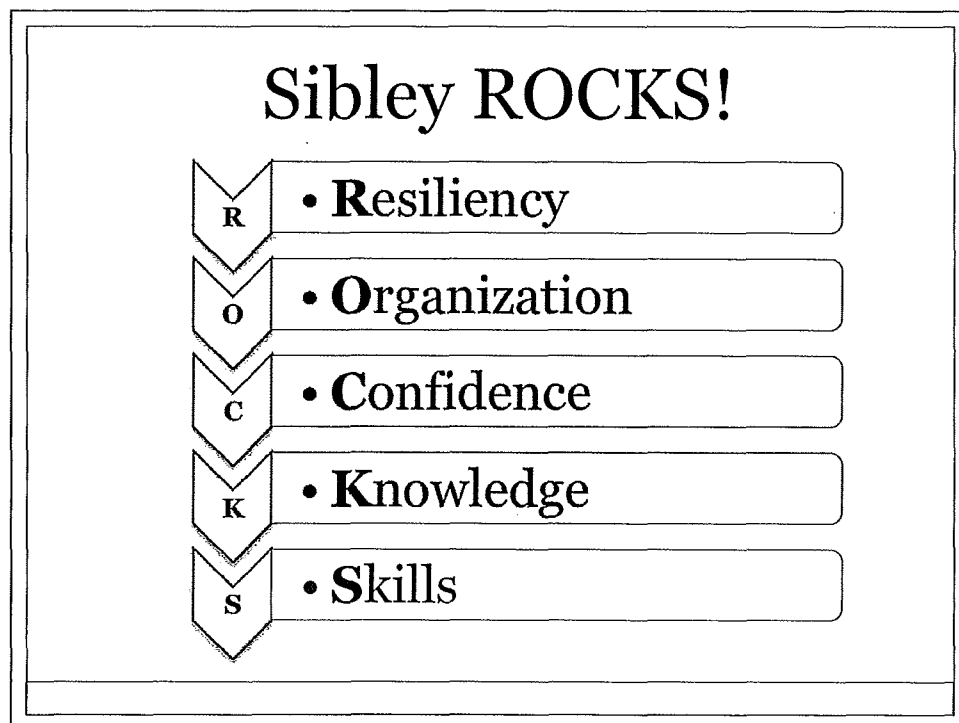
Math and Science *Math at Work*



<h1>LITERACY</h1>	
Current Practices	Looking Ahead
<ul style="list-style-type: none"> • Strong Core Instruction • BAS Text Leveling System • Words Their Way • Interventions • Implementing Common Core Standards • Summer Success • Super Tutors 	<ul style="list-style-type: none"> • Essential Learnings • Common Pacing • Creating Common Local Assessments • Target the Intervention • Focus on Non-fiction and Vocabulary

<h1>MATH</h1>	
Current Practices	Looking Ahead
<ul style="list-style-type: none"> • Strong Core Instruction • Fact Fluency –Xtra Math • Math Interventions • Progress Monitoring System – DIBELS Math • Celebrate Math Week – January 2015 	<ul style="list-style-type: none"> • Explore Guided Math • Fact Fluency Goals • Problem Solving Interventions • Focus Math-Intensive Intervention • Match Math Volunteers to Student Needs

<h1>CLIMATE</h1>	
Current Practices	Looking Ahead
<ul style="list-style-type: none"> • Responsive Classroom • DARE • Kindness Retreat • Safety Drills • Climate Survey • Recess Plan • Bullying Basics Training 	<ul style="list-style-type: none"> • Staff Development • Continue with Current Practices



STAFF DEVELOPMENT

A Differentiated Approach



- ✦ High Impact Instruction
- ✦ Engagement and Learning
- ✦ Building Confidence in EL Learners
- ✦ Response to Intervention Website
- ✦ Instructional Coaching
- ✦ Community Building
- ✦ Growth Mindset
- ✦ Tapping into our Local Experts—teachers!

Questions or Comments

