

INDEPENDENT SCHOOL DISTRICT 659  
REGULAR SCHOOL BOARD MEETING  
Monday, November 9, 2015, 7:00 PM  
Northfield High School, Media Center

**AGENDA**

- I. Call to Order
- II. Agenda Changes / Table File
- III. Public Comment  
This is an opportunity for members of the school district to address the Board. You are requested to do so from the podium. After being recognized by the chair, each individual will identify himself/herself and the group represented, if any. He/She will then state the reason for addressing the Board. To insure that all individuals have a chance to speak, speakers will be limited to one three-minute presentation. Please know that this is not a time to debate an issue, but for you to make your comments.
- IV. Approval of Minutes
- V. Announcements and Recognitions
- VI. Items for Discussion and /or Reports.
  - 1. Summary of Public Hearing regarding the 2014-2015 World's Best Workforce Plan.
  - 2. School Improvement Plan Presentations – Sibley Elementary School and Northfield Middle School.
- VII. Superintendent's Report
  - A. Items for Individual Action
    - 1. World's Best Workforce 2014-2015 Annual Report.
    - 2. American Education Week Proclamation.
  - B. Items for Consent Grouping
    - 1. Grant Request.
    - 2. Gift Agreement.
    - 3. Personnel Items.
- VIII. Items for Information
  - 1. Enrollment Options Report.
  - 2. Enrollment Report – November 2015.
  - 3. Monday, November 23, 2015, 6:00 PM, Reception for National Merit Scholars, Northfield High School Cafeteria.
- IX. Future Meetings  
Monday, November 23, 2015, 6:00 PM, Reception for National Merit Scholars, Northfield High School Cafeteria  
Monday, November 23, 2015, 7:00 PM, Regular School Board Meeting, Northfield High School Media Center  
Monday, December 14, 2015, 7:00 PM, Regular School Board Meeting, Northfield High School Media Center
- X. Adjournment

# NORTHFIELD PUBLIC SCHOOLS

## MEMORANDUM

Monday, November 9, 2015, 7:00 PM  
Northfield High School Media Center

TO: Members of the Board of Education  
FROM: L. Chris Richardson, Ph. D., Superintendent  
RE: Explanation of Agenda Items for the November 9, 2015, School Board Meeting

- I. Call to Order
- II. Agenda Changes / Table File
- III. Public Comment
- IV. Approval of Minutes  
Minutes of the Regular School Board meetings held on October 26, 2015, are enclosed for your review and comment.
- V. Announcements and Recognitions
- VI. Items for Discussion and / or Reports
  1. Summary of Public Hearing regarding the 2014-2015 World's Best Workforce Plan.  
Director of Teaching and Learning Mary Grace Hanson and District Assessment Coordinator Hope Langston will summarize the 2014-2015 World's Best Workforce Plan and any community feedback received at the Public Hearing that will precede the Regular School Board meeting.
  2. School Improvement Plan Presentations – Sibley Elementary School and Northfield Middle School.  
On Monday night representatives of Sibley Elementary School and Northfield Middle School will present their school improvement plans to the Board.
- VII. Superintendent's Report
  - A. Items for Individual Action
    1. World's Best Workforce 2014-2015 Annual Report.  
**Superintendent's Recommendation:** Motion to approve the 2014-2015 World's Best Workforce Annual Report as presented.
    2. American Education Week Proclamation.  
American Education Week is November 16 – 20, 2015. The following are the events being planned in recognition of the 94th annual observance of American Education Week. Both events are co-sponsored by the Northfield Education Association (NEA).
      - Retired Educators Luncheon, November 23 at the Northfield Community Resource Center (NCRC).
      - Staff Appreciation Breakfast, November 25 at the Northfield Middle School.  
Highlights will include recognition of those employees who have reached years of service milestones with the district, as well as the NEA's presentation of the "Teacher of the Year," "Education Assistant of the Year" and "Friend of Education" awards.

**American Education Week Proclamation**  
WHEREAS, public schools are the backbone of our democracy, providing young people with the tools they need to maintain our nation's precious values of freedom, civility and equality; and  
WHEREAS, by equipping young Americans with both practical skills and broader intellectual abilities, schools give them hope for, and access to, a productive future; and  
WHEREAS, education employees--be they custodians or teachers, bus drivers or librarians--work tirelessly to serve our children and communities with care and professionalism; and

WHEREAS, schools are community linchpins, bringing together adults and children, educators and volunteers, business leaders, and elected officials in a common enterprise; NOW THEREFORE, the Northfield Public Schools Board of Education does hereby proclaim November 16 – 20, 2015, as the 94th annual observance of American Education Week.

**Superintendent's Recommendation:** Motion to approve the American Education Week Proclamation as presented.

B. Items for Consent Grouping

**Superintendent's Recommendation:** Motion to approve the following items listed under the Consent Grouping.

1. Grant Request.

Community Services' Recreation Coordinator Melissa Bernhard is requesting approval of her \$11,569.50 grant request to Northfield Shares for support of recreational opportunities for youth and adults in the Northfield area. Community Services has chosen four programs for which grant funds will help bring about more participation and opportunity for youth and adults from all socioeconomic backgrounds.

2. Gift Agreement.

Northfield Public Schools has received \$10,000 from Dakota Electric to be used for instructional programming.

3. Personnel Items.

a. Appointments.\*

1. David Allen, Targeted Services BLAST Teacher at the Middle School for up to 5 hours/week (M-Th) beginning 11/10/2015 – 05/26/2016; Year 1, \$27.11/hour.
2. Katie Goehring, EarlyVentures Site Assistant at Longfellow for 40 hours/week beginning 11/09/2015; Step 1, \$12.19/hour.
3. Karen Johnson, Targeted Services PLUS Site Assistant at Bridgewater for 1.5 hours/day (M-Th) beginning 11/05/2015 – 04/07/2016; Step 1, \$12.19/hour.
4. Ryan Trotman, EarlyVentures Site Assistant at Longfellow for 40 hours/week beginning 11/16/2015; Step 1, \$12.19/hour.
5. Community Services Recreation Staff beginning 11/02/2015 – 05/31/2015:
  - A. Erin Johnson, Swim Aide; \$9.25/hour.
  - B. Trent Swartwoudt, CS Recreation (lifeguard); \$9.50/hour.
6. Event Workers:
  - A. Katherine Szydlo – beginning 11/02/2015
  - B. William Szydlo – beginning 11/02/2015
  - C. Megan Gehle – beginning 11/04/2015

b. Increase/Decrease/Change in Assignment.

1. Paul Bernhard, Co-Head Gymnastics Coach at the High School, change from Level A, Step 5 to Level A, Step 6 (50% Stipend) beginning 10/26/2015.
2. Christa Danielson, Kindergarten Teacher at Bridgewater, add Targeted Services Recruitment Specialist for 35 hours per school year at Bridgewater, beginning 10/28/2015; Year 12, \$28.82/hour.
3. Rafael Estrella, Art Teacher at the Middle School, add Targeted Services BLAST Teacher at the Middle School for up to 5 hours/week (M-Th) beginning 11/03/2015 – 05/26/2016; Year 1, \$27.11/hour.
4. Pamela Hanson, General Education Educational Assistant at the High School (6 hours/day), shift 2 hours/day to Substitute Teacher for the Read 180 program at the High School beginning 10/08/2015 – 11/06/2015.
5. Mauricio Lozada, GenEd EA at the Middle School (6.75 hours/day), add Targeted Services Site Lead at Sibley for 1.5 hours/day (M-Th) beginning 11/05/2015 – 04/07/2016; Step 3, \$15.83/hour.

6. Jeanne Mahoney-Hanzlik, Science Teacher at the High School, add Homebound Instructor at the High School beginning 10/05/2015 to an end date to be determined.
  7. Brent Rauk, Assistant Baseball Coach-9<sup>th</sup> Grade at the High School, change to Assistant Baseball Coach-JV at the High School beginning 03/21/2016; Level F, Step 9.
  8. Gina Swenson, First Grade Teacher at Sibley, add Targeted Services Recruitment Specialist at Bridgewater for 35 hours per school year beginning 11/02/2015; Year 3, \$27.11/hour.
  9. Steve Taggart, IT Teacher at the Middle School, add Targeted Services BLAST Teacher at the Middle School for up to 5 hours/week (M-Th) beginning 11/03/2015 – 05/26/2016; Year 1, \$27.11/hour.
  10. Mary Wojick, PE Teacher at Greenvale Park, add Community Evening School Club Leader for two days/week (M & Th for 30 minutes/day) beginning 11/12/2015 – 03/17/2016; \$19.50/hour.
- c. Leave of Absence.
1. Bonnie Klammer, Family/Medical Leave of Absence beginning 01/04/2016 and is expected to continue through 04/06/2016 (60 work days) with a planned return to work date of 04/07/2016.
  2. Amy Tacheny, Family/Medical Leave of Absence beginning on or about 04/24/2016 and will extend through the end of the 2015-16 school year (06/08/2016).
- d. Resignations.
1. Brent Rauk, Assistant Baseball Coach-9<sup>th</sup> Grade, resignation effective 10/26/2015. Brent will change to Assistant Baseball Coach-JV Coach.
  2. Jessica Rushton, Early Ventures Site Assistant, resignation effective 11/6/2015.

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

VIII. Items for Information

1. Enrollment Options Report.

Student Information Systems Specialist Christine Neset has provided the enclosed 2015-2016 Enrollment Options Report. Northfield Public Schools has 281 students attending our schools from other school districts this school year compared to 282 last year. 729 Northfield students are attending school elsewhere, including other public schools (179), charter schools (272), home schools (120) and non-public schools (158). Last year 759 students attended school elsewhere.

2. Enrollment Report – November 2015.

3. Monday, November 23, 2015, 6:00 PM, Reception for National Merit Scholars, Northfield High School Cafeteria.

IX. Future Meetings

Monday, November 23, 2015, 6:15 PM, Reception for National Merit Scholars, Northfield High School Cafeteria  
Monday, November 23, 2015, 7:00 PM, Regular School Board Meeting, Northfield High School Media Center  
Monday, December 14, 2015, 7:00 PM, Regular School Board Meeting, Northfield High School Media Center

X. Adjournment

# **NORTHFIELD PUBLIC SCHOOLS**

## **School Board Minutes**

School Board Minutes  
October 26, 2015  
Northfield High School Media Center

- I. Call to Order.  
Board Chair Julie Pritchard called the Regular meeting of the Northfield Board of Education of Independent School District 659 to order at 7:00 PM. Present: Colangelo, Hardy, Iverson, Maple, Pritchard, and Stratmoen. Quinnell was absent.
- II. Agenda Changes / Table File  
The table file was added.
- III. Public Comment  
There was no public comment.
- IV. Approval of Minutes  
On a motion by Iverson, seconded by Maple, minutes of the Regular School Board meeting held on October 12, 2015 were unanimously approved.
- V. Announcements and Recognitions
  - Lights on After School Events were held on October 22<sup>nd</sup> at Greenvale Park and the Middle School. This was a great opportunity for the school district to showcase its after school programs: KidVentures, Middle School Youth Center and the Greenvale Park Community School.
- VI. Items for Discussion and / or Reports
  1. Improvement Plan Presentations – Area Learning Center and Community Services.  
Presenting the School Improvement Plan for the Area Learning Center was Director Daryl Kehler. The ALC identified attendance and credit completion, as well as ensuring that all graduating seniors have a post- secondary life plan for employment, as the goals they will continue to work on during the 2015-2016 school year.  
The Community Services' site improvement plan was presented by Director Erin Bailey and Breezy Barrett, Ventures Coordinator. They spoke about the progress being made on the implementation of the Collective Impact Initiative in the community and engaging the Ventures childcare sites in a continuous improvement model. These initiatives are directly impacting the community's Northfield Promise initiative. They closed their presentation by citing some interesting facts for fiscal year 2014-2015:
    - 40,827 children, youth and adults participated in a Community Services program (a 9,000 person increase over last year – due to the Greenvale Park Community School and more guidelines from MDE)
    - 98,763 people had access to a school district facility through Community Services (a nearly 15,000 person increase over last year)
    - Community Services provided scholarships to 237 program participants in 31 program areas. These scholarships totaled \$7,615.
- VII. Superintendent's Report
  - A. Items for Individual Action  
There were no items for individual action.
  - B. Items for Consent Grouping  
On a motion by Stratmoen, seconded by Iverson, the Board unanimously approved the following items listed under the Consent Grouping.
    1. Financial Reports – August and September 2015.  
The Board approved the following financial reports:
      - Paid bills totaling \$1,196,009.53, payroll checks totaling \$730,460.54 and the financial reports for August 2015. There were no bond payments made in August 2015.
      - Paid bills totaling \$1,531,241.19, payroll checks totaling \$2,654,985.67 and the financial reports for September 2015. No bond payments were made in September 2015.

2. Overnight Student Field Trip Proposal.  
The Board approved the 12<sup>th</sup> annual Area Learning Center trip to the Boundary Waters Canoe Area June 13-17, 2016.
3. Personnel Items.
  - a. Appointments.\*
    1. Sonya Ehmer, Targeted Services PLUS Site Assistant at Bridgewater for 1.5 hours/day (M-Th) beginning 11/05/2015 – 05/18/2016; Step 1, \$12.19/hour.
    2. Elaine Grafelman, Targeted Services PLUS Site Assistant at Sibley for 1.5 hours/day (M-Th) beginning 11/05/2015 – 04/07/2016; Step 1, \$12.19/hour.
    3. Stephanie Lindenfelser, Middle School Youth Center Site Assistant at the Middle School for 6-8 hours/week (M-Th) beginning 10/27/2015 – 05/22/2016; Step 1, \$12.19/hour.
    4. Joyce Lindstrom, 1.0 FTE Long-Term Substitute EL Teacher at Greenvale Park Elementary beginning 10/22/2015 through 06/08/2016; BA +60, Step 10.
    5. Jennifer Route, Targeted Services PLUS Site Assistant at Sibley for 1.5 hours/day (M-Th) beginning 11/05/2015 – 05/18/2016; Step 1, \$12.19/hour.
    6. Bill Seeberg, Homebound Instructor for Special Education beginning 10/12/2015 – to a date to be determined; BA60, Step 14.
    7. Joan McGorry, Special Education Educational Assistant at Longfellow for 6.35 hours/day beginning 10/28/2015 – 06/08/2016; SpecEd EA, Step 1, \$13.97/hour.
    8. Event Workers – beginning 10/30/2015: Paul Beck and Kyle Eastman
  - b. Increase/Decrease/Change in Assignment.
    1. Katie Bakke, Special Education Educational Assistant-PCA (6.75 hours/day) at the MS; add SpecEd Bus EA-PCA for .5 hours/day at Bridgewater beginning 10/9/2015 – 06/08/2015 (6.75 hours/day to 7.25 hours/day).
    2. Tyla Christensen, Special Education Educational Assistant-PCA (6.75 hours/day); Bus EA-PCA (.75 hours/day); decrease Bus EA-PCA from .75 hours/day to .50 hours/day (SpecEd-EA-PCA from 7.50 hours/day to 7.25 hours/day) beginning 10/9/2015 – 06/08/2015.
    3. Lori Christopherson, Administrative Assistant at the High School, add Junior Class Co-Advisor at the HS (50% stipend) beginning 10/20/2015; Level J, Step 1 (50 %).
    4. Rachael Hudson, Co-Advisor for Musical/Play at the Middle School, change from 3/5 stipend to 50% stipend beginning 12/01/2015 – 02/29/2016.
    5. Tyler Hudson, Co-Advisor for Musical/Play at the Middle School, change from 2/5 Stipend to 50% stipend beginning 12/01/2015 – 02/29/2016.
    6. Robyn Jessen, Targeted Services PLUS Site Assistant, change from 1.25 hours/day to 1.5 hours/day (M-Th) beginning 10/12/2015 – 05/18/2016; Step 2, \$12.52/hour.
    7. Rustianna Mechura, Child Nutrition Associate at Bridgewater Elementary (18.75 hours/week); Community School Club Leader (5 hours/week); KidVentures Site Assistant (2.5 hours/week); TS PLUS Club Leader (4 hours/week); change PLUS Club Leader 4 hours/week to TS PLUS Site Lead/Club Leader for up to 6 hours/week beginning 11/10/2015 – 04/07/2016; Site Lead Step 3, \$15.83/hour; Club Leader \$19.50/hour.
    8. Kari Prestemon, .8 FTE School Social Worker at the High School, increase to 1.0 FTE School Social Worker at the High School beginning 10/26/2015 – 06/08/2016.
    9. Correction: Shari Setchell, High School Musical Assistant Director (Fall) beginning 09/25/2015 – 11/30/2015; change from Level I, Step 6 to Level I, Step 7.
    10. Melissa Bernhard, Assistant Girls Gymnastics Coach at the High School, change to Co-Head Gymnastics Coach at the High School beginning 10/26/2015; Level A, Step 9 (50% stipend).
    11. Paul Bernhard, Head Gymnastics Coach at the High School, change to Co-Head Gymnastics Coach at the High School beginning 10/26/2015; Level A, Step 5 (50% stipend).
    12. LeAnne Fricke (Eckloff), Assistant Girls Gymnastics Coach (paid hourly from student activity account) at the High School, change to Assistant Girls Gymnastics Coach at the High School beginning 10/26/2015; Level E, Step 7.

13. Marcy Korynta, .6 FTE School Psychologist at the High School, add .37 ADSIS Behavior Intervention Tutor at GVP beginning 11/02/2015 – 06/-08/2016.
  14. Joshua M. Spitzack, Third Grade Teacher at Greenvale Park, add Assistant Boys Baseball Coach at the High School beginning 03/21/2016 – 06/17/2016; Level E, Step 4.
  15. Joshua M. Spitzack, Third Grade Teacher at Greenvale Park, add Assistant Girls Basketball Coach at the High School beginning 11/16/2015 – 03/19/2016; Level E, Step 4.
- c. Leave of Absence.
1. Jeanne Mahoney-Hanzlik, Family/Medical Leave of Absence beginning 10/19/2015 to be used on an intermittent basis as needed for up to 60 work days.
- d. Resignations.
1. Emileana Grapumann, Junior Class Co-Advisor, resignation effective 10/12/2015.
  2. Tammie Warner, EarlyVentures Site Assistant, resignation effective 10/30/2015.

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

VIII. Items for Information

1. Master Facilities Planning Update.

Director of Administrative Services, Matt Hillmann, and Superintendent Richardson provided an update about the staff, parent and community listening sessions held this fall. They reviewed the independent and interdependent master facilities approaches, as well as what additional steps will be taken to gather feedback from staff, parents and community members concerning how the district should address future facilities needs. The goal is to finalize a Master Facilities Plan in Spring 2016.

IX. Future Meetings

Monday, November 9, 2015, 6:30 PM, Public Hearing, Northfield High School Media Center  
Monday, November 9, 2015, 7:00 PM, Regular School Board Meeting, Northfield High School Media Center  
Monday, November 23, 2015, 6:00 PM, Reception for National Merit Scholars, Northfield High School Cafeteria  
Monday, November 23, 2015, 7:00 PM, Regular School Board Meeting, Northfield High School Media Center

X. On a motion by Stratmoen, seconded by Colangelo, the Board adjourned at 9:02 PM.

Noel Stratmoen  
School Board Clerk

## 2014-15 Site Progress Report and 2015-16 Site Improvement Plan for:

### Site Vision Statement:

*To achieve our mission at Sibley Elementary we must develop our capacity to function as a professional learning community. We envision a school in which staff:*

- ~Work collaboratively to determine a common purpose and clear goals;*
- ~Seek and implement effective strategies for improving student achievement on a continuing basis;*
- ~Monitor each student's progress; and*
- ~Create and sustain a school community that promotes social skills, academic skills and respect for differences*

### Site Statement of Collective Commitments:

*To function as a professional learning community, the Sibley staff is committed to the following core values:*

- ~Promote a positive school climate by modeling the qualities and characteristics that we hope to instill in our students;*
- ~Collaborate with one another, students and parents to achieve our shared vision;*
- ~Create a partnership with parents and community to ensure success for all Sibley students;*
- ~Align Northfield School District Curriculum;*
- ~Utilize a variety of instructional strategies;*
- ~Use assessment data to guide and inform instruction; and*
- ~Engage in meaningful, job-related, staff development to enhance professional skills.*

### Site Improvement Team Members:

<i>Gretchen Heil</i>	<i>Amanda Sieger</i>	<i>Paula Seeberg</i>
<i>Rich Guggisberg</i>	<i>Laura McManus</i>	<i>Dan Foley</i>
<i>Lori Peterson</i>	<i>Tania Will</i>	<i>Becky Gainey</i>
<i>Scott Sannes</i>		

Reviewed by Staff: Signature *Laura C. McManus* Date *10/20/15*

Final Approval by Site Improvement Team: Signature *Lori Peterson* Date *10/20/15*

Final Approval by Superintendent: Signature *[Signature]* Date *10/20/15*



## 2014-15 Site Progress Report

### Sibley Elementary School

#### Site Improvement Objective: # 1

Site Improvement Objective: *All students will demonstrate measurable gains in reading fluency and comprehension*

New/Continuing Objective: \_\_\_\_\_ Length of Objective: 3 Years Which Year: Year 2

District or DEPAC Strategy/Strategies Supported: (Delete all strategies that are not applicable)

Strategic Plan Curricular Outcomes - We will implement a consistent, comprehensive and challenging set of curricular outcomes that reach and engage all learners.

DEPAC 2014-15 Teaching and Learning – The District will implement consistent standards-based grading strategies and procedures at the elementary level, and continue studying standards-based grading at the secondary level during 2014-15.

Measurable Evidence of Need: *MCA III data indicate reading proficiency rates continue to be above state average. Because reading is a critical element in each child's education, we will again focus on it as one of our building goals. We will focus on three main areas: fluency, comprehension and word knowledge. With the adoption of common core standards for English, it is relevant to build word knowledge and vocabulary in both fiction and nonfiction context. Also in keeping with the common core standards, our reading instruction will reflect an increased focus on nonfiction text and nonfiction reading strategies. Students are being asked to read more complex texts in content areas, so a focus on academic vocabulary is an important part of our work. As the material becomes more difficult and the volume of work expands, students who are not reading fluently have a difficult time keeping up with schoolwork.*

*Assessments, authentic and formal, will be ongoing in both comprehension and fluency. We will use MCA scores to measure overall progress. We will use MAP target growth scores to measure individual and classroom progress. And finally, we will use formative assessments as a part of instruction to provide the information needed to adjust teaching and learning while they are happening.*

**Student SMART Achievement Goal:**

*61% of Sibley 2<sup>nd</sup> Graders met or exceeded their individualized growth target on the NWEA-MAP (Reading) Fall to Fall Assessment in 2015.*

*66% of Sibley 3<sup>rd</sup> Graders met or exceeded their individualized growth target on the NWEA-MAP (Reading) Fall to Fall Assessment in 2015.*

*61% of Sibley 4<sup>th</sup> Graders met or exceeded their individualized growth target on the NWEA-MAP (Reading) Fall to Fall Assessment in 2015.*

*53% of Sibley 5<sup>th</sup> Graders met or exceeded their individualized growth target on the NWEA-MAP (Reading) Fall to Fall Assessment in 2015.*

*Sibley 4<sup>th</sup> grade English Learners had a +0.6089 "Z" score as measured on the MCA Reading assessment.*

*Sibley 5<sup>th</sup> grade English Learners had a -0.0190 "Z" score as measured on the MCA Reading assessment.*

**2014-15 Action Plan Completion Details:**

Task No.	Tasks	Done	Not Done	Evidence of Completion if Completed
1	Teachers continue to practice Reader's Workshop to allow for differentiated instruction.	X		Reader's Workshop is a practice Sibley teachers continue to refine each year. This is the format by which balanced literacy instruction is delivered. Reading, writing and word work are differentiated in the workshop to best meet the needs of all learners. Teacher observations, co-teaching, modeling and instructional coaching sessions provide evidence of Reader's Workshop.
2	Identify students performing below grade level and match interventions to student needs.	X		Viewpoint and NWEA reports help us initially identify students performing below grade level. Once those students are identified, we dig deeper using BAS text leveling system and various early literacy tools to determine specifically which interventions match individual student needs.
3	PLC Team Work	X		Archived documents on district website.
4	District Joint PLC work	X		All district elementary teachers met at each of the 3 buildings.
5	Flex Grouping to differentiate reading instruction.	X		Classroom/Grade level schedules. School-wide flex grouping schedule.
6	Small group reading support for students below grade level	X		Teachers schedules, notes, plans. PLC documents completed by Reading PLC team.
7	MN Reading Corps Tutor	X		Minnesota Reading Corps Edspring database houses confidential data of K-3 students served.
8	Ready, Set, Go Day	X		Schedules, feedback, surveys, etc.
9	Differentiated Staff Development	X		Schedule of 2014-15 staff development.

10	Training of Accelerate Northfield Tutors to administer reading interventions	X		RtI coaches train volunteers individually to implement one-on-one interventions with students. Schedules and notes.
11	Beyond Words ~ A school-wide celebration of Arts and Literacy	X		Student surveys, HCI grant reflection.

Which of these steps were especially powerful:

We know our students better, because we are getting more refined in looking at the data. Ready, Set, Go day gives us initial information about students as readers before the school year even starts. Classroom teachers along with the reading support staff are quickly able to analyze data to determine the level of support students need. We take a closer look at students performing below grade level to determine interventions to meet individual's need with the goal of success for all. Flex grouping has helped teachers differentiate instruction to meet varying needs of students.

What implications do this year's results have for 2015-16:

We continue to use data to work smarter and help us meet the needs of all students. The addition of more Minnesota Reading Corps members will help serve more struggling readers. A consistent team of reading support helps us be more efficient. We know which students need extra help in reading and can target their interventions almost immediately at the start of the year. The addition of ADSIS reading support will allow for even more students to be served in the area of reading.

**Sibley Elementary School****Site Improvement Objective: # 2**

**Site Improvement Objective:** *All students will demonstrate measurable gains in math.*

**New/Continuing Objective:** \_\_\_\_\_ **Length of Objective:** 3 Years **Which Year:** Year 2

**District or DEPAC Strategy/Strategies Supported:** (Delete all strategies that are not applicable)

Strategic Plan Curricular Outcomes - We will implement a consistent, comprehensive and challenging set of curricular outcomes that reach and engage all learners.

DEPAC 2014-15 Assessment - Students, teachers, and parents will collaborate by using a broad range of student information to select individual approaches for personal growth, aligned with student strengths and challenges.

DEPAC 2014-15 Teaching and Learning - The District will continue the implementation of a system of academic and behavioral interventions (RtI) at the elementary level, and begin implementing that system at the secondary level in 2014-15.

**Measurable Evidence of Need:** *The percentage of students meeting their growth target on the NWEA-MAP (Math) Fall to Fall Assessment*

*67% of Sibley 2<sup>nd</sup> Graders met or exceeded their individualized growth target on the NWEA-MAP (Math) Fall to Fall Assessment in 2015.*

*44% of Sibley 3<sup>rd</sup> Graders met or exceeded their individualized growth target on the NWEA-MAP (Math) Fall to Fall Assessment in 2015.*

*58% of Sibley 4<sup>th</sup> Graders met or exceeded their individualized growth target on the NWEA-MAP (Math) Fall to Fall Assessment in 2015.*

*44% of Sibley 5<sup>th</sup> Graders met or exceeded their individualized growth target on the NWEA-MAP (Math) Fall to Fall Assessment in 2015.*

*Sibley 4<sup>th</sup> grade English Learners had a +.05611 "Z" score as measured on the MCA Math assessment.*

*Sibley 5<sup>th</sup> grade English Learners had a -0.4095 “Z” score as measured on the MCA Math assessment.*

**2014-15 Action Plan Completion Details:**

Task No.	Tasks	Done	Not Done	Evidence of Completion if Completed
1	Teachers will continue to utilize Xtra Math, an individualized web-based program, to track student progress with fact fluency.	X		Teachers collected confidential files of individual student progress in fact fluency.
2	Teachers will continue to include a 60-minute block of instructional time for math daily.	X		Blocks of time designated for math instruction were embedded in each grade level schedule.
3	Identify students performing below grade level and match interventions to student needs.	X		Spreadsheets of student data were used to determine appropriate interventions. The Student Support Team minutes indicated specific intervention matches and schedules for students.
4	PLC Team Work	X		Minutes of each weekly meeting were stored in a shared folder.
5	Flex Grouping to differentiate math instruction	X		Lesson plans of flex grouping and minutes of PLC meetings reflected purposeful instruction.
6	Utilize Math Elevations and Focus Math as targeted and intensive intervention resources.	X		Lesson plans and learning logs were used to track progress.
7	MN Math Corps	X		The Math Corps schedule of student service and record of student progress were submitted to Math Corps.
8	Ready, Set, Go Day	X		DIBELS benchmark records with individual student results were collected and used as a universal screener.
9	Differentiated Staff Development	X		A schedule of staff development options was presented to staff. All licensed staff selected and attended at least one monthly session. Presentation notes and visuals were used to guide each session.
10	Train Accelerate Northfield Tutors to administer math interventions.	X		Email communication, initial training, progress monitoring sheets, learning logs and fidelity checks all served as pieces of the partnership between Accelerate Northfield and RtI.
11	Celebrate Math Week	X		An overview of activities was used to communicate the learning goals, lessons and activities of the week.

**Which of these steps were especially powerful:**

The solid 60 minute block of time devoted to math instruction has laid the groundwork for meeting the needs of all learners.

The continued emphasis on fact fluency has strengthened the foundational skills needed for more complex problem solving.

The differentiated staff development sessions allowed teachers to reflect on their own instruction, while empowering them to take the next steps in positively impacting learning in their classrooms.

**What implications do this year's results have for 2015-16:**

We will continue to use at least a 60 minute block of time to optimize the teaching and learning of mathematics.

We will also continue to strengthen fact fluency, while also working on the application of math facts through solving number stories.

### Sibley Elementary School

#### Site Improvement Objective: # 3

**Site Improvement Objective:** *Educate students, teachers and support staff in ways to create and sustain a school community that is safe, creates a sense of trust and helps students focus and understand the need for social skills, academic skills and respect for differences.*

New/Continuing Objective: \_\_\_\_\_ Length of Objective: 3 Years Which Year: 2

District or DEPAC Strategy/Strategies Supported: (Delete all strategies that are not applicable.)

Strategic Plan Quality Education - We will hire and retain highly qualified educators and provide them with ongoing support and training to deliver high quality instruction that meets the unique needs of all learners.

Strategic Plan Climate- We will create and strengthen an environment that fosters mutual respect, responsibility and rigor, and ensures the right to physical, emotional and intellectual safety for every person.

Strategic Plan Diversity - We will implement plans and practices that foster full participation by all learners and that address issues that include, but are not limited to, race, gender, culture, religion, sexual orientation, language, disabilities and socio-economic factors.

DEPAC 2015-16 Teaching and Learning - Staff will foster meaningful classroom relationships by increasing awareness of diversity and developing instruction that addresses multiple learning styles and promotes engagement. Leadership will create structures that support this effort.

DEPAC 2015-16 Student Services – Northfield Public Schools will foster school connectedness amongst students, families, and staff, promoting mutual respect and responsibility in order to enhance engagement.

**Measurable Evidence of Need:** *Research of other schools showed a significant decrease in disciplinary issues when students are taught, through peer interaction on a daily basis, how to deal with social skills, focus on academic skills and respect all peers inside and outside the classroom. The Northfield Public Schools Climate Survey in 2004 indicated that Sibley students and parents perceived bullying to be a bigger problem than the Sibley staff perceived. While we have made drastic improvements since 2004, we realize that vigilance in this area is ongoing and always in need of fine tuning. Our*

*student population changes significantly each year with 5th graders moving on to the middle school and kindergartners coming in, so this area will be a continual focus for Sibley Elementary School.*

**Student SMART Achievement Goal:** 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 Action Plan Completion Details:**

Task No.	Tasks	Done	Not Done	Evidence of Completion if Completed
1	<i>Train New Teachers in Responsive Classroom I</i>	<i>X</i>		<i>Two new teachers were trained and two others attended RC II training during in June 2015.</i>
2	<i>Conduct Five Lockdown Drills</i>	<i>X</i>		<i>Dates and times kept in school log.</i>
3	<i>Conduct Climate Survey</i>	<i>X</i>		<i>Completed in April 2015</i>
4	<i>Continue the DARE program in 5<sup>th</sup> Grade</i>	<i>X</i>		<i>DARE program continued...all 5<sup>th</sup> graders graduated.</i>
5	<i>Continue Youth Kindness Retreat</i>	<i>X</i>		<i>Kindness Retreat held November 2014</i>
6	<i>Revamp Recess Supervision</i>	<i>X</i>		<i>Classroom Teachers Supervised Recess – Discipline referrals dropped</i>

**Which of these steps were especially powerful:** *Maintaining the Responsive Classroom focus within the building is powerful as all classroom teachers share common knowledge, language and practices to better work with students.*

**What implications do this year's results have for 2015-16:** *We need to continue to work at refining and adapting our educational practices to meet the needs of our specific learners and ever-changing staff. New teachers were trained in Responsive Classroom I, and we were able to send four additional teachers to Responsive Classroom II.*



## 2015-16 Site Continuous Improvement Plan

### Sibley Elementary School

#### Site Improvement Objective: # 1

Site Improvement Objective: *All students will demonstrate measurable gains in reading fluency and comprehension*

New/Continuing Objective: \_\_\_\_\_ Length of Objective: 3 Years Which Year: year 2

District or DEPAC Strategy/Strategies Supported: (Delete all strategies that are not applicable.)

Strategic Plan Curricular Outcomes - We will implement a consistent, comprehensive and challenging set of curricular outcomes that reach and engage all learners.

DEPAC 2015-16 Teaching and Learning – Northfield Pubic Schools will develop continuous, accurate, and separate measurement of each student's progress toward academic mastery, work habits, and behavior standards.

Measurable Evidence of Need: *MCA III data indicate reading proficiency rates continue to be above state average. Because reading is a critical element in each child's education, we will again focus on it as one of our building goals. We will focus on three main areas: fluency, comprehension and word knowledge. With the adoption of common core standards for English, it is relevant to build word knowledge and vocabulary in both fiction and nonfiction context. Also in keeping with the common core standards, our reading instruction will reflect an increased focus on nonfiction text and nonfiction reading strategies. Students are being asked to read more complex texts in content areas, so a focus on academic vocabulary is an important part of our work. As the material becomes more difficult and the volume of work expands, students who are not reading fluently have a difficult time keeping up with schoolwork.*

*Assessments, authentic and formal, will be ongoing in both comprehension and fluency. We will use MCA scores to measure overall progress. We will use MAP target growth scores to measure individual and classroom progress. And finally, we will use formative assessments as a part of instruction to provide the information needed to adjust teaching and learning while they are happening.*

**Student SMART Achievement Goal:**

*By the Fall of 2016, 50% of Sibley 2<sup>nd</sup> Graders will meet or exceed their individualized growth target on the NWEA-MAP (Reading) Fall to Fall Assessment.*

*By the Fall of 2016, 50% of Sibley 3<sup>rd</sup> Graders will meet or exceed their individualized growth target on the NWEA-MAP (Reading) Fall to Fall Assessment.*

*By the Fall of 2016, 50% of Sibley 4<sup>th</sup> Graders will meet or exceed their individualized growth target on the NWEA-MAP (Reading) Fall to Fall Assessment.*

*By the Fall of 2016, 50% of Sibley 5<sup>th</sup> Graders will meet or exceed their individualized growth target on the NWEA-MAP (Reading) Fall to Fall Assessment.*

*By the Spring of 2016, Sibley 4<sup>th</sup> grade English Learners will average a greater than zero "Z" score as measured on the MCA Reading assessment.*

*By the Spring of 2016, Sibley 5<sup>th</sup> grade English Learners will average a greater than zero "Z" score as measured on the MCA Reading assessment.*

**2015-16 Action Plan Details:**

Task No.	Task to be Completed	Begin Date	End Date	Assigned to	Resources Reallocated Time/\$/Materials	Monitoring Dates	Monitoring Indicators
1	Teachers continue to practice Reader's Workshop to allow for differentiated instruction.	9/15	6/16	Staff	Staff development, teacher resources	ongoing	BAS text leveling system, DIBELS, instructional coaching sessions
2	Identify students performing below grade level and match interventions to student needs.	9/15	6/16	Reading support staff	Dibels.net data, Viewpoint, intervention materials	ongoing	DIBELS, BAS
3	PLC Team Work	9/15	6/16	Staff	One hour per week, Viewpoint, NWEA	ongoing	PLC documents
4	Flex Grouping to differentiate reading instruction.	10/15	6/16	Staff		ongoing	DIBELS, BAS, Words Their Way Assessments
5	Small group reading support for students below grade level	9/15	6/16	Reading Support staff	LLI resources	ongoing	LLI progress monitor, DIBELS
6	MN Reading Corps Tutors (2.5 tutors)	8/15	6/16	Literacy coach and	Americorps grant	ongoing	FAST system, monthly integrity checks

				Tutors			
7	Ready, Set, Go Day	9/15	9/15	Staff	Additional hourly wage for 4 EAs.	Sept. 1, 2015	DIBELS, Text leveling system
8	Staff Development	9/15	6/16	Instructional Coaches and staff	Monthly meeting with licensed staff	N/A	Feedback surveys
9	Training of Accelerate Northfield Tutors to administer reading interventions	9/15	6/16	Instructional coaches and tutors	Instructional coach time, purchased folders and copies of intervention materials	ongoing	Integrity checks as needed
10	Beyond Words ~ A school-wide celebration of Arts and Literacy	4/16	4/16	Staff	HCI \$300 Grant and \$200 Sibley funds. Staff volunteers time prepping and facilitating	N/A	Student surveys
11	ADSIS	9/15	6/16	Reading Support staff	ADSIS state funding, Training time and money for new interventions-Fast Forward and ilit.	Twice weekly	DIBELS, Fast Forward

## 2015-16 Site Continuous Improvement Plan

### Sibley Elementary School

#### Site Improvement Objective: # 2

Site Improvement Objective: *All students will demonstrate measurable gains in math.*

New/Continuing Objective: \_\_\_\_\_ Length of Objective: 3 Years Which Year: Year 2

District or DEPAC Strategy/Strategies Supported: (Delete all strategies that are not applicable.)

Strategic Plan Curricular Outcomes - We will implement a consistent, comprehensive and challenging set of curricular outcomes that reach and engage all learners.

DEPAC 2015-16 Assessment – The District will partner with community agencies that serve students by providing meaningful data support emphasizing key transitions young people make on the “cradle to career” continuum.

DEPAC 2015-16 Assessment – Every Professional Learning Community will have a comprehensive formative assessment framework.

DEPAC 2015-16 Teaching and Learning – Northfield Pubic Schools will develop continuous, accurate, and separate measurement of each student’s progress toward academic mastery, work habits, and behavior standards.

DEPAC 2015-16 Student Services – Northfield Public Schools will continue the implementation of the Multi-Tiered Systems of Support (MTSS) for academic and behavioral interventions.

#### Measurable Evidence of Need:

*The percentage of students labeled proficient on the MAP assessment indicated the following:*

*The percentage of students meeting their growth target on the NWEA-MAP (Math) Fall to Fall Assessment*

*67% of Sibley 2<sup>nd</sup> Graders met or exceeded their individualized growth target on the NWEA-MAP (Math) Fall to Fall Assessment in 2015.*

*44% of Sibley 3<sup>rd</sup> Graders met or exceeded their individualized growth target on the NWEA-MAP (Math) Fall to Fall Assessment in 2015.*

*58% of Sibley 4<sup>th</sup> Graders met or exceeded their individualized growth target on the NWEA-MAP (Math) Fall to Fall Assessment in 2015.*

*44% of Sibley 5<sup>th</sup> Graders met or exceeded their individualized growth target on the NWEA-MAP (Math) Fall to Fall Assessment in 2015.*

**Student SMART Achievement Goal:**

*By the Fall of 2016, 50% of Sibley 2<sup>nd</sup> Graders will meet or exceed their individualized growth target on the NWEA-MAP (Math) Fall to Fall Assessment.*

*By the Fall of 2016, 50% of Sibley 3<sup>rd</sup> Graders will meet or exceed their individualized growth target on the NWEA-MAP (Math) Fall to Fall Assessment.*

*By the Fall of 2016, 50% of Sibley 4<sup>th</sup> Graders will meet or exceed their individualized growth target on the NWEA-MAP (Math) Fall to Fall Assessment.*

*By the Fall of 2016, 50% of Sibley 5<sup>th</sup> Graders will meet or exceed their individualized growth target on the NWEA-MAP (Math) Fall to Fall Assessment.*

*By the Spring of 2016, Sibley 4<sup>th</sup> grade English Learners will average a greater than zero "Z" score as measured on the MCA Math assessment.*

*By the Spring of 2016, Sibley 5<sup>th</sup> grade English Learners will average a greater than zero "Z" score as measured on the MCA Math assessment.*

**2015-16 Action Plan Details:**

Task No.	Task to be Completed	Begin Date	End Date	Assigned to	Resources Reallocated Time/\$/Materials	Monitoring Dates	Monitoring Indicators
1	Teachers will continue to utilize Xtra Math, an iPad app that tracks student progress with fact fluency.	9/15	6/16	Instructional Coach and Classroom Teachers	iPads,	Ongoing until individual fluency goals are complete	Xtra Math progress charts, DIBELS computational fluency benchmarks and progress monitoring
2	Teachers will continue to include a 60-minute block of instructional time for math daily.	9/15	6/16	Instructional Coach and Classroom Teachers	Curriculum and Assessment Materials for Teachers	Ongoing	Classroom Schedules and Visits
3	Identify students performing below grade level and match interventions to student needs.	9/15	6/16	Instructional Coach and Classroom Teachers	PLC, SST, Data Review, interventions, and progress monitoring materials	Benchmarking :8/14, 1/15, 5/15 Ongoing	Viewpoint Data, DIBELS Computation Data

4	Implement a school-wide problem-solving process that supports common language and procedures for solving number stories.	9/15	6/16	Instructional Coach and Classroom Teachers	Everyday Math Curriculum, Staff Development, Math Frameworks Mats	Ongoing	MCA Results, Teacher Lesson Plans
5	PLC Team Work	9/15	6/16	All Staff	Weekly PLC Meetings	Ongoing	PLC Minutes and EOP
6	Flex Grouping to differentiate math instruction	9/15	6/16	All Staff	Reorganized Specialist Schedule, Support Staff	Ongoing	Common Assessments and EM Unit Tests
7	Utilize <u>Math Elevations</u> and <u>Focus Math</u> as targeted and intensive intervention resources.	9/15	6/16	Instructional Coach and Flex Group Teachers	Focus Math Materials (Grade k-5), Math Elevations Materials (Grade 3-5)	Ongoing	DIBELS and Skill Specific Progress Monitoring
8	MN Math Corps	9/15	6/16	Instructional Coach (Internal Coach) and MMC Tutor	Americorps Grant In Kind Materials: math manipulatives, iPad access	Ongoing	Database of student progress
9	Staff Development	9/15	6/16	Instructional Coach and Staff	Monthly Meeting Time	Ongoing	Reflection Surveys
10	Train Accelerate Northfield tutors to administer math interventions.	9/15	6/16	Instructional Coaches, Staff and Volunteers	Intervention Materials	Ongoing	DIBELS Progress Monitoring and Tracking Sheets
11	Celebrate Math Week	1/25/16	1/29/16	Math Instructional Coach and Staff	Classroom Materials	1/15	Participation Roster and Events



## 2015-16 Site Continuous Improvement Plan

### Sibley Elementary School

#### Site Improvement Objective: # 3

**Site Improvement Objective:** *Educate students, teachers and support staff in ways to create and sustain a school community that is safe, creates a sense of trust and helps students focus and understand the need for social skills, academic skills and respect for differences.*

New/Continuing Objective: \_\_\_\_\_ Length of Objective: 3 Years Which Year: 2

District or DEPAC Strategy/Strategies Supported: (Delete all strategies that are not applicable.)

Strategic Plan Quality Education - We will hire and retain highly qualified educators and provide them with ongoing support and training to deliver high quality instruction that meets the unique needs of all learners.

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DEPAC 2015-16 Teaching and Learning - Staff will foster meaningful classroom relationships by increasing awareness of diversity and developing instruction that addresses multiple learning styles and promotes engagement. Leadership will create structures that support this effort.

DEPAC 2015-16 Student Services – Northfield Public Schools will foster school connectedness amongst students, families, and staff, promoting mutual respect and responsibility in order to enhance engagement.

**Measurable Evidence of Need:** *Research of other schools showed a significant decrease in disciplinary issues when students are taught, through peer interaction on a daily basis, how to deal with social skills, focus on academic skills and respect all peers inside and outside the classroom. The*

*Northfield Public Schools Climate Survey in 2004 indicated that Sibley students and parents perceived bullying to be a bigger problem than the Sibley staff perceived. While we have made drastic improvements since 2004, we realize that vigilance in this area is ongoing and always in need of fine tuning. Our student population changes significantly each year with 5th graders moving on to the middle school and kindergartners coming in, so this area will be a continual focus for Sibley Elementary School.*

**Student SMART Achievement Goal:**

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.



**2015-16 Action Plan Details:**

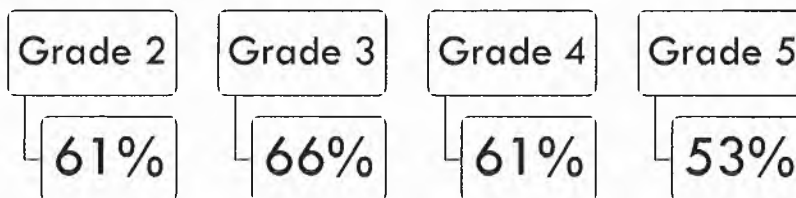
Task No.	Task to be Completed	Begin Date	End Date	Assigned to	Resources Reallocated Time/\$/Materials	Monitoring Dates	Monitoring Indicators
1	<i>Train New Teachers in Responsive Classroom I</i>	<i>Summer 2015</i>	<i>Summer 2016</i>	<i>Principal</i>	<i>\$800 per teacher</i>	<i>September 2015</i>	<i>Attendance and Rosters</i>
2	<i>Conduct Five Lockdown Drills</i>	<i>Fall 2015</i>	<i>Spring 2016</i>	<i>Principal</i>	<i>0</i>	<i>Monthly</i>	<i>Student and Staff Follow Procedures-Record of Drills</i>
3	<i>Conduct Climate Survey</i>	<i>Winter 2016</i>	<i>Winter 2016</i>	<i>Principal</i>	<i>0</i>	<i>March 2016</i>	<i>Questions from 2011-14 survey for data analysis</i>
4	<i>Continue the DARE program in 5<sup>th</sup> Grade</i>	<i>Spring 2016</i>	<i>Spring 2016</i>	<i>SSW</i>	<i>0</i>	<i>May 2016</i>	<i>Attendance Roster-Follow-up survey from students</i>
5	<i>MN Vikings Anti-Bullying Assembly</i>	<i>Fall 2015</i>	<i>Fall 2015</i>	<i>SSW/5<sup>th</sup> Grade Teachers</i>		<i>December 2015</i>	<i>Student Survey</i>
6	<i>Structure Recess and Supervision</i>	<i>Fall 2015</i>	<i>Spring 2016</i>	<i>Principal</i>	<i>0</i>	<i>Monthly</i>	<i>Survey Teachers and Analyze Climate Survey</i>

SIBLEY ELEMENTARY SCHOOL	
School Improvement Plan 2015-2016	

2014-15 MCA PROFICIENCY			
MATH READING	Grade 3	Grade 4	Grade 5
	71.7%	67.1%	81.0%
	79.2%	84.1%	68.0%

## 2014-15 READING SMART GOALS

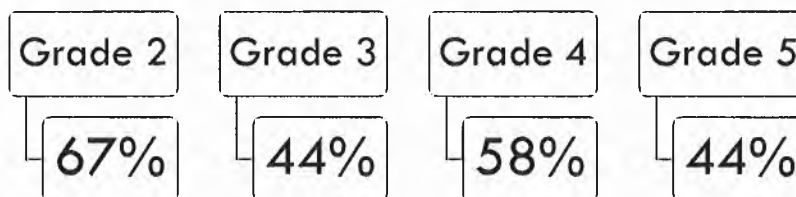
By the Fall of 2015, **50%** of Sibley 2<sup>nd</sup> - 5<sup>th</sup> Graders will meet or exceed their individualized growth target on the NWEA-MAP (Reading) Fall to Fall Assessment.



Percentage of students who met or exceeded their individualized growth target on the NWEA-MAP (Reading) Fall to Fall Assessment in 2015.

## 2014-15 MATH SMART GOALS

By the Fall of 2015, **50%** of Sibley 2<sup>nd</sup> - 5<sup>th</sup> Graders will meet or exceed their individualized growth target on the NWEA-MAP (Math) Fall to Fall Assessment.



Percentage of students who met or exceeded their individualized growth target on the NWEA-MAP (Math) Fall to Fall Assessment in 2015.

## 2014-15 ENGLISH LEARNERS GOALS

*By the Spring of 2015, Sibley 4<sup>th</sup> and 5<sup>th</sup> grade English Learners will average a **greater than zero** "Z" score as measured on the MCA Reading and Math assessments.*

### Reading

- Grade 4: +0.6089
- Grade 5: -0.0190

### Math

- Grade 4: +.05611
- Grade 5: -0.4095

English Learner "Z" scores as measured on the MCA Reading and Math assessment.

## 2014-15 SCHOOL CLIMATE SMART GOALS

*In completing the spring survey, **95%** of the parents surveyed will agree or strongly agree that:*

students show respect for other students.

90%

teachers show respect for students.

95%

they feel welcome at Sibley.

94%

Percentage of parents who agree or strongly agree.

## 2015-16 SMART GOALS

By the Fall of 2016, 50% of Sibley 2<sup>nd</sup> - 5<sup>th</sup> Graders will meet or exceed their individualized growth target on the NWEA-MAP (Reading & Math) Fall to Fall Assessment.

## 2015-16 ENGLISH LEARNER SMART GOALS

By the Spring of 2016, Sibley 4<sup>th</sup> and 5<sup>th</sup> grade English Learners will average a greater than zero "Z" score as measured on the MCA Reading and Math assessments.

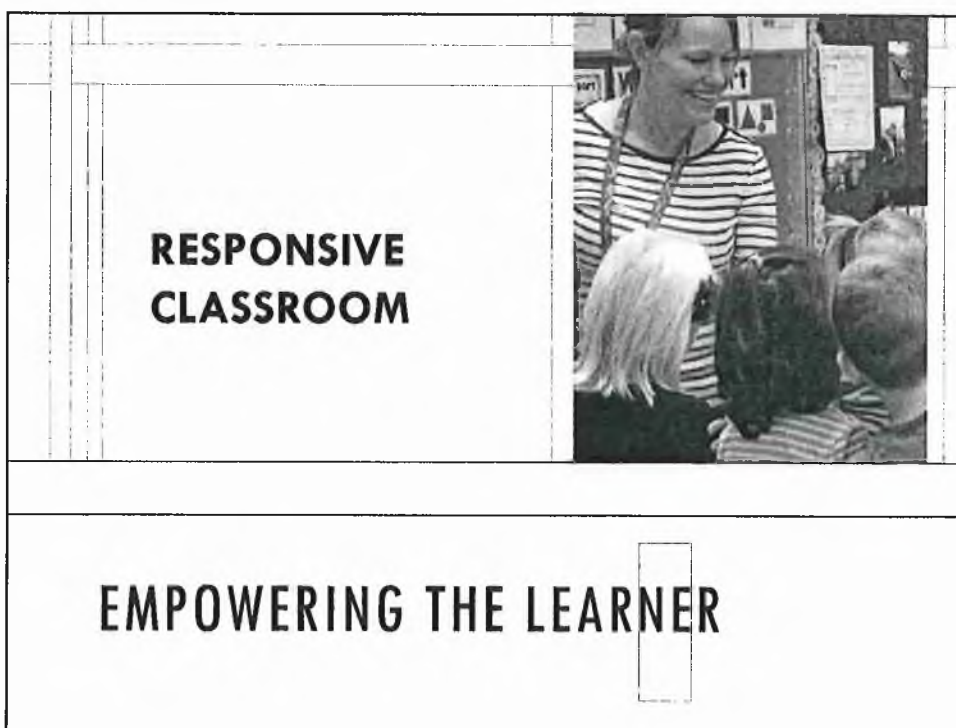
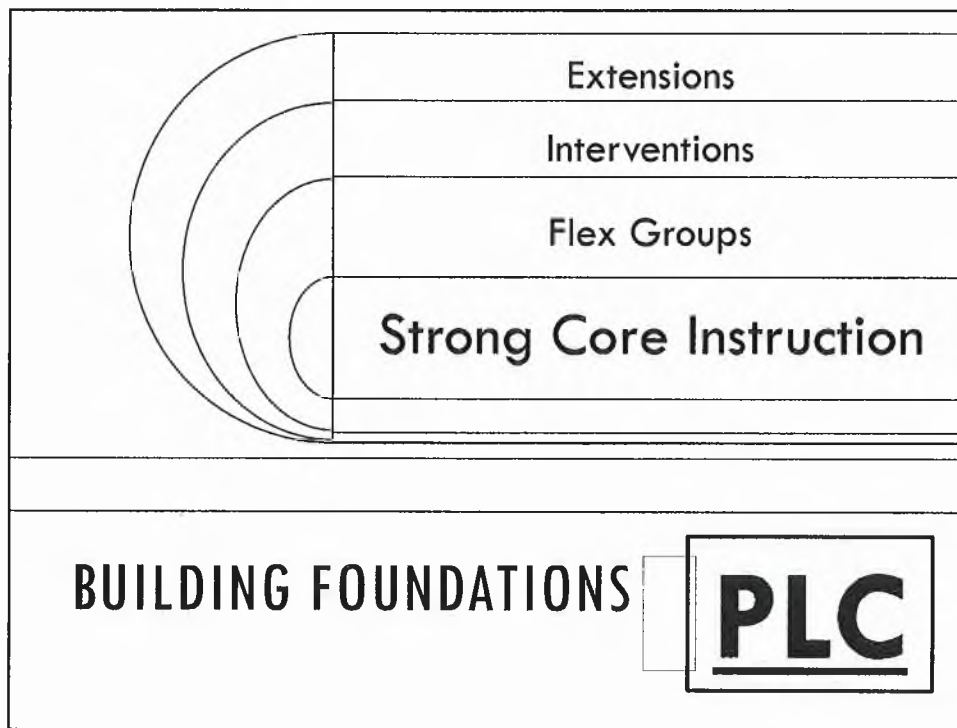
## 2015-16 SCHOOL CLIMATE SMART GOALS

In completing the spring survey, 95% of the parents surveyed will agree or strongly agree that:

- students show respect for other students.
- teachers show respect for students.
- they feel welcome at Sibley.

## SIBLEY ELEMENTARY SCHOOL

Building Foundations,  
Empowering the Learner,  
Celebrating the Journey!



## HIGH QUALITY INSTRUCTION



## EMPOWERING THE LEARNER

### STAFF DEVELOPMENT

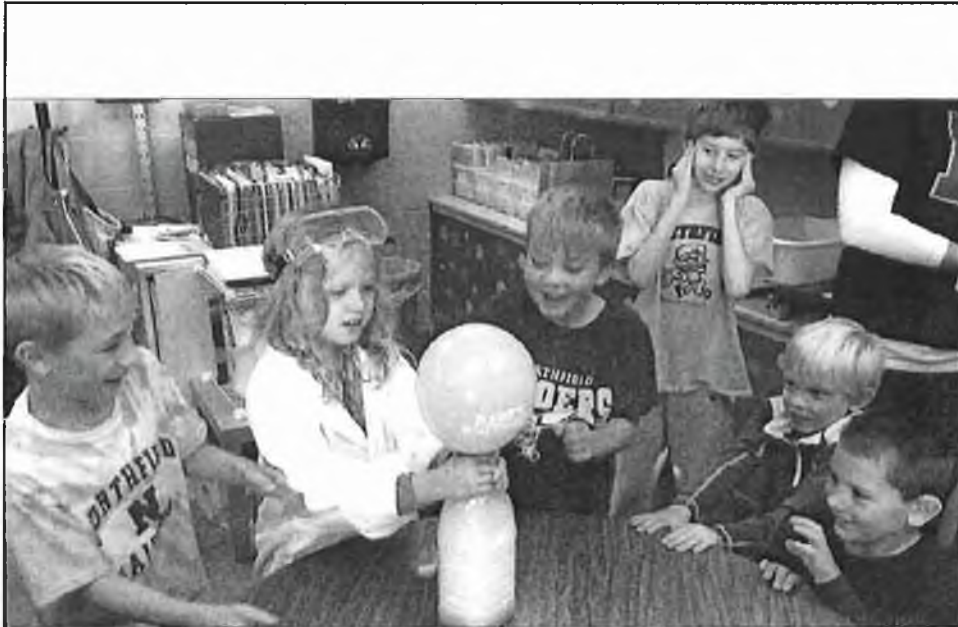
#### **GROWTH MINDSET**

- DIFFERENTIATION
- BEHAVIOR
- ENGAGEMENT & MOTIVATION
- JOY of TEACHING & LEARNING



## EMPOWERING THE LEARNER





Scientist of the Week – Grade 2



Daily Writing – Grade 1



Line Designs – Art – Grade 3



Independent Reading – Grade 4



Daily Weather – Grade 3



Shared Reading – Grade K



Interactive Math Warm-up (Kahoot!) – Grade 5



Collaborative P.E. Games – Grade 4



Choosing Books– Grade 5



Media Learning Targets– Grade 1



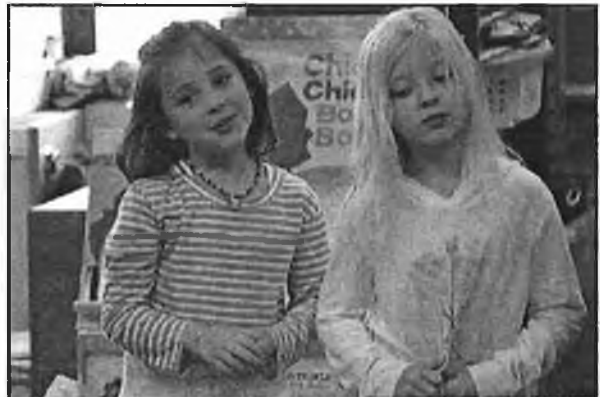
Individualized Math Fact Review – Grade 3



Music in Motion – Grade K



Math Games – Grade 3



Morning Meeting Sing-along – Grade K

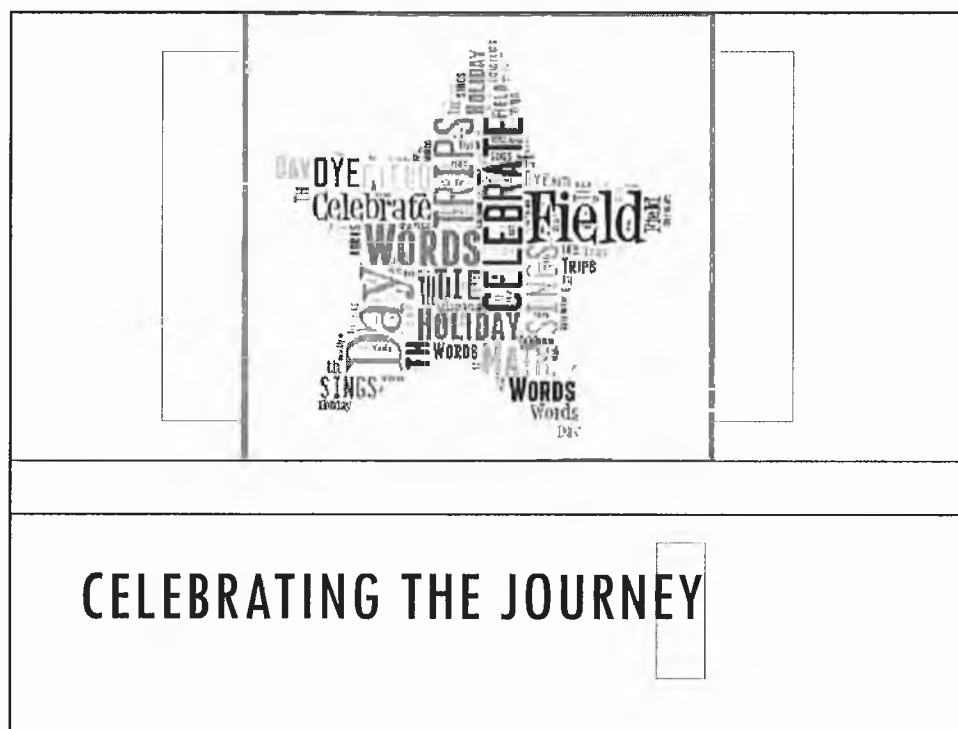


Bubble Geometry – Grade 3



CELEBRATING THE JOURNEY





## LOOKING AHEAD...

- |  |
|--|
| Growth Mindset Culture                     |
| Instructional Coaching Opportunities       |
| Additional Reading Services                |
| Problem-Solving Process for Number Stories |

## QUESTIONS OR COMMENTS





## 2014-15 Site Progress Report and 2015-16 Site Improvement Plan Northfield Middle School

### Site Vision Statement:

Preparing for success in a dynamic world.

### Site Statement of Collective Commitments:

\*We acknowledge the variety of levels of our students in order to help them achieve their potential.

\*We recognize the strengths of our diversity of program and opportunities for students in academics, the arts, and activities.

\*We establish and maintain high and consistent expectations of students.

\*We are aware of and are interested in the social and emotional welfare of our students.

\*We encourage students to develop as learners and citizens in our school community.

\*We develop young minds, challenge all students to excel and provide guidance when they encounter challenges.

\*We recognize positive accomplishments of students and staff to enhance school pride and individual accomplishments.

### Site Improvement Team Members:

Greg Gelineau, Jennifer Streefland, Heather Ims, Amy Sieve, Anita Fisher Egge, Mary Hillmann, Judi Vitito, Katy Schuerman, Angela Denardo-Meagher, Mar Valdecantos

Reviewed by Staff:

Signature

A handwritten signature in black ink, likely belonging to Greg Gelineau, written over a horizontal line.

Date

10-26-15

Final Approval by  
Site Improvement Team:

Signature

A handwritten signature in black ink, likely belonging to Jennifer Streefland, written over a horizontal line.

Date

10-26-15

Final Approval by  
Superintendent:

Signature

A handwritten signature in blue ink, likely belonging to the Superintendent, written over a horizontal line.

Date

10/26/15



## 2014-15 Site Progress Report

### Northfield Middle School

#### Site Improvement Objective: #1

**Site Improvement Objective:** To provide time for our teachers to analyze summative and formative data which will be used to differentiate their curriculum.

**New Objective:**                      **Length of Objective:** 1 Year                      **Which Year:** Year 1 of 1

**District or DEPAC Strategy/Strategies Supported:** (Delete all strategies that are not applicable)

Strategic Plan Curricular Outcomes - We will implement a consistent, comprehensive and challenging set of curricular outcomes that reach and engage all learners.

Strategic Plan Diversity - We will implement plans and practices that foster full participation by all learners and that address issues that include, but are not limited to, race, gender, culture, religion, sexual orientation, language, disabilities and socio-economic factors.

DEPAC 2014-15 Teaching and Learning - The District will continue the implementation of a system of academic and behavioral interventions (RtI) at the elementary level, and begin implementing that system at the secondary level in 2014-15.

**Measurable Evidence of Need:** 2013-14 MCA test results showed Northfield Middle School scored 8.5% higher than the state average in Mathematics and 10.1% higher in Reading.

#### **Student SMART Achievement Goal:**

1. Northfield Middle School's 2014-15 MCA Mathematics results will be 12% higher than the Minnesota state average.
2. Northfield Middle School's 2014-15 MCA Reading results will be 13% higher than the Minnesota state average

**2014-15 Action Plan Completion Details:**

Task No.	Tasks	Done	Not Done	Evidence of Completion if Completed
1	All full time staff will participate in a one-hour late start on Wednesday's during the 2014-15 school year for PLC's.	Yes		All of the Middle School PLC's reported their evidence of practice twice during the 2014-15 school year and all supporting documents are in their shared folders.
2	On-going professional development opportunities for training and peer review		No	We spend some additional time outside of weekly PLC's to collaborate and share information, but not enough for me to say we had on-going professional development in this area. A large part of our staff development was on technology.
3	All PLC's will report back to the staff	Yes		All of the Middle School PLC's showed their evidence of practice twice during the year.
4				
5				
6				
7				
8				
9				
10				

**Which of these steps were especially powerful:** PLC's in general are powerful.

**What implications do this year's results have for 2015-16:** I feel that I need to push some of the Middle School PLC's to take their group to the next level and take a hard look at what they are doing in the classroom to improve academic growth.

### Northfield Middle School

#### Site Improvement Objective: #2

**Site Improvement Objective:** Northfield Middle School MTSS Coaches will look at MAP and MCA data to identify a group of students who they will support and create classroom interventions that will increase the student's academic success.

**New Objective:**                      **Length of Objective:** 1 Year                      **Which Year:** Year 1 of 1

#### District or DEPAC Strategy/Strategies Supported:

DEPAC 2014-15 Teaching and Learning - The District will continue the implementation of a system of academic and behavioral interventions (RtI) at the elementary level, and begin implementing that system at the secondary level in 2014-15.

DEPAC 2014-15 Student Services- The District will refine the implementation of the MTSS model, which includes TtI, PBIS, and Social Emotional Learning.

**Measurable Evidence of Need:** Looking at Northfield Middle School's 2013-14 MCA data we scored 71% proficient in Mathematics and 67.9% proficient in Reading, which are both above the state average. However, taking a look at our English Language Learners, Special Education Students and Students who receive free or reduced lunch, we score below or slightly above the state average in all three categories.

#### Student SMART Achievement Goal:

1. 75% of the students identified by the Northfield Middle School's MTSS coaches will improve from "does not meet standard" to "partially meets standard" or from "partially meets standard" to "meets standard" in Mathematics and Reading.
2. 75% of the students identified by the Northfield Middle School's MTSS coaches will show a minimum of 5% growth on the MCA test, when compared to their 2013-13 score.

**2014-15 Action Plan Completion Details:**

Task No.	Tasks	Done	Not Done	Evidence of Completion if Completed
1	Meet with MTSS Coaches to Create a plan for the 2014-15 school year.	Yes		We moved forward identifying student, implementing a plan and monitoring data on a regular basis.
2	MTSS Coaches will look at MCA and MAP data to create a group of students to give added support.	Yes		MTSS Coaches had classes with students that received additional academic support in Mathematics and Reading.
3	MTSS Coaches will track progress through formative and summative assessments	Yes		All 3 coaches worked together to collect and analyze data on a regular basis. Administration had the data available to them at any time.
4	MTSS Coaches will analyze 2014-15 MCA Data to determine individual growth of students they worked with.	Yes		Part 1 of this goal showed that 22% of the math students and 29% of the reading students were able to move up one proficiency level on the MCA. Part 2 showed 35% of the Math and 33% of the reading students showed at least 5% growth
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**Which of these steps were especially powerful:** Even though our data supports that we made a difference in the academic growth of these students, we feel that since our percentages for the 5% growth is low we need to make adjustments for the 2014-15 school year.

**What implications do this year's results have for 2015-16:** We will use the criteria the state gave us for ADSIS to identify students. This will pull Special Education students out of the pool. We also created classes in all 3 grades to focus on skill development.

### Northfield Middle School

#### Site Improvement Objective: #3

**Site Improvement Objective:** We will look at a group of students who have struggled with Science in the past and work to improve their organization skills, study habits and build self-confidence through a specialized Science Program.

**New/Continuing Objective:**      **Length of Objective:**      **Which Year:**

**District or DEPAC Strategy/Strategies Supported:** (Delete all strategies that are not applicable)

DEPAC 2014-15 Strategic Plan Curricular Outcomes - We will implement a consistent, comprehensive and challenging set of curricular outcomes that reach and engage all learners.

DEPAC 2014-15 Assessment - Students, teachers, and parents will collaborate by using a broad range of student information to select individual approaches for personal growth, aligned with student strengths and challenges.

**Measurable Evidence of Need:** Northfield Middle School had 43.9% of 8<sup>th</sup> grade students score proficient on the 2013-14 MCA Science test. Even though we are looking at a different group of students than in 2013-14, we want to be more intentional in addressing the needs of a select group of students during the 2014-15 school year.

**Student SMART Achievement Goal:**

Northfield Middle School's 2014-15 MCA Science results will be 5% higher than the Minnesota state average.

**2014-15 Action Plan Completion Details:**

Task No.	Tasks	Done	Not Done	Evidence of Completion if Completed
1	Assign students to GeoScience Plus class.	Yes		This class was offered during the 2014-15 school year.
2	Curriculum writing to prepare for plus class.	Yes		GeoScience and Geography Plus collaborated to support the students in their classes and have a consistent organization expectation and routines. Both of these classes had the same students.
3	Letter sent to parents of students assigned to the program	Yes		A letter was sent home explaining the program and parents did have an option to opt out. Only one or two families declined.
4	Plus teachers will monitor progress	Yes		Both plus teachers communicate regularly and collaborate on student needs.
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**Which of these steps were especially powerful:** The curriculum writing time was very important to get this program going. There were adjustments needed as we went through the year and we made some great additions to improve the program for the 2015-16 school year.

**What implications do this year's results have for 2015-16:** With the 8<sup>th</sup> grade class meeting our 5% goal, we looked to continue to improve on the plus program in hopes of doing even better this year.

## 2014-15 Site Progress Report

### Northfield Middle School

#### Site Improvement Objective: #4

Site Improvement Objective: to Provide the flexibility necessary for all secondary PLC's to set meaningful goals that reflect their area of teaching expertise.

#### Continuing Objective:

Length of Objective: 2 Years

Which Year: Year 1 of 2

District or DEPAC Strategy/Strategies Supported: (Delete all strategies that are not applicable)

Strategic Plan Quality Education - We will hire and retain highly qualified educators and provide them with ongoing support and training to deliver high quality instruction that meets the unique needs of all learners.

Strategic Plan Stewardship - We will consistently demonstrate good stewardship by analyzing information, prioritizing needs and managing our financial, physical and human resources to support our mission.

Strategic Plan Climate- We will create and strengthen an environment that fosters mutual respect, responsibility and rigor, and ensures the right to physical, emotional and intellectual safety for every person.

Strategic Plan Communications/Partnerships - We will build and strengthen bridges of open communication that engage staff, students, families and communities as effective partners in education.

Strategic Plan Curricular Outcomes - We will implement a consistent, comprehensive and challenging set of curricular outcomes that reach and engage all learners.

Strategic Plan Diversity - We will implement plans and practices that foster full participation by all learners and that address issues that include, but are not limited to, race, gender, culture, religion, sexual orientation, language, disabilities and socio-economic factors.

Measurable Evidence of Need: Only Mathematics, Reading and Science teachers are able to directly align their SMART goals with MCA Data

**Student SMART Achievement Goal:**

We will demonstrate increased proficiency for each student in the essential learning of content areas as measured by either passing rates or common assessments selected by Professional Learning Communities. These will be measured by June 5, 2015.

**2014-15 Action Plan Completion Details:**

Task No.	Tasks	Done	Not Done	Evidence of Completion if Completed
1	Full time staff members confirmed the PLC team that they will participate in	Yes		Administration accounted for all full time staff in a PLC through documents in their shared folder.
2	PLC teams will complete their SMART Goals for the 2014-15 school year.	Yes		Administration accounted for all PLC SMART Goals.
3	Provide student supervision for one-hour late starts every Wednesday.	Yes		Educational Assistants supervise students who arrive at the middle school early. Buses do run an hour later every Wednesday.
4	PLC teams will show their evidence of practice twice a year.	Yes		PLC teams completed and place in their shared folder the evidence of practice form, twice during the 2014-15 school year.
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**Which of these steps were especially powerful:** One hour late starts for the purpose of professional learning communities continues to allow staff the time needed to look at data and make important adjustments to curriculum to improve learning for all of our students.

**What implications do this year's results have for 2015-16:** We will continue having the hour late start every Wednesday.



## 2014-15 Site Progress Report

### Northfield Middle School

#### Site Improvement Objective: #5

**Site Improvement Objective:** We will continue to work on implementing a Positive Behavior Interventions and Supports (PBIS) program with full implementation beginning September 2015.

**New/Continuing Objective:**      **Length of Objective:**      **Which Year:**

**District or DEPAC Strategy/Strategies Supported:** (Delete all strategies that are not applicable)

Strategic Plan Climate- We will create and strengthen an environment that fosters mutual respect, responsibility and rigor, and ensures the right to physical, emotional and intellectual safety for every person.

DEPAC 2014-15 Student Services - The District will establish specific behavioral expectations, train staff, and teach pro-social behaviors to all students that promote respect, responsibility and self-regulations.

DEPAC 2014-15 Student Services - The District will foster school connectedness amongst students, families, and staff promoting mutual respect and enhancing emotional health.

**Measurable Evidence of Need:** During the 2013-14 school year Northfield Middle School sent a team of teachers, student support staff and an administrator to 6 PBIS trainings. The Middle School team started introducing the program in 2013-14 while making sure to have at least 80% of the staff supporting the program. During the 2014-15 school year the PBIS team will attend 3 more trainings and complete our implementation process with the staff.

**Student SMART Achievement Goal:** Northfield Middle School will fully implement PBIS for the 2015-16 school year with a minimum of 80% support from all middle school staff, as identified through staff survey's.

**2014-15 Action Plan Completion Details:**

Task No.	Tasks	Done	Not Done	Evidence of Completion if Completed
1	Staff will discuss and agree to what is a major or minor offense.	Yes		We spent parts of two building staff development days to work in small groups, discuss in large group and then vote on major vs minor offenses.
2	Staff will introduce the Middle School behavior matrix to students.	Yes		All first hour classes discussed over the course of a couple days what the matrix was how it was developed and what it was about.
3	Signs will be posted in the building representing PBIS	Yes		We have the matrix posted in every wing of the building and basic posters in appropriate places. We also have wall art in the office and large conference room representing PBIS.
4	Booster lessons for 6 <sup>th</sup> grade.	Yes		Administration met with both 6 <sup>th</sup> grade teams to give them a refresher course on the matrix and PBIS.
5	Staff and student rewards programs throughout the year.	Yes		Super Sub and Caught in the Act awards were given out during the year. Students were announced and listed on our web page.
6	PBIS lessons written for staff to teach at the beginning of the 2015-16 school year.	Yes		Videos and lessons have been created for the 2015-16 school year.
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**Which of these steps were especially powerful:** All of the above. It is powerful that our staff has created this program.

**What implications do this year's results have for 2015-16:** We are ready for full implementation during the 2015-16 school year.

### Northfield Middle School

#### Site Improvement Objective: # 1

**Site Improvement Objective:** To provide the flexibility necessary for all secondary Profession Learning communities (PLC's) to set meaningful goals that reflect their area of expertise.

**Continuing Objective**      **Length of Objective:** 1 year      **Which Year:** Year 1 of 1

#### District or DEPAC Strategy/Strategies Supported:

Strategic Plan Curricular Outcomes - We will implement a consistent, comprehensive and challenging set of curricular outcomes that reach and engage all learners.

Strategic Plan Diversity - We will implement plans and practices that foster full participation by all learners and that address issues that include, but are not limited to, race, gender, culture, religion, sexual orientation, language, disabilities and socio-economic factors.

DEPAC 2015-16 Assessment – Every Professional Learning Community will have a comprehensive formative assessment framework.

DEPAC 2015-16 Teaching and Learning - Staff will foster meaningful classroom relationships by increasing awareness of diversity and developing instruction that addresses multiple learning styles and promotes engagement. Leadership will create structures that support this effort.

DEPAC 2015-16 Student Services – Northfield Public Schools will continue the implementation of the Multi-Tiered Systems of Support (MTSS) for academic and behavioral interventions.

**Measurable Evidence of Need:** Over the past few years the Middle Schools Math and Reading MCA III scores have remained relatively flat. Our Math PLC continues to work on aligning curriculum with standards with the 6<sup>th</sup> grade teams looking to make some good strides in this area. Combine this with our new MTSS format and we feel that one more year to see if we can improve our trend from last years scores being 5.5% above the state average Math and 6.0% above the state average in Reading.

#### Student SMART Achievement Goal:

1. Northfield Middle School's 2015-16 MCA Mathematics results will be 15% higher than the Minnesota state average.
2. Northfield Middle School's 2015-16 MCA Reading results will be 15% higher than the Minnesota state average

**2015-16 Action Plan Details:**

Task No.	Task to be Completed	Begin Date	End Date	Assigned to	Resources Reallocated Time/\$/Materials	Monitoring Dates	Monitoring Indicators
1	All full time staff will participate in a one-hour late start on Wednesday's during the 2015-16 school year for professional learning communities.	9-9-15	6-8-16	All Middle School full time licensed staff	The district has made Wednesday one hour late starts a priority and will continue to fund and support this initiative.	Evidence of practice will be completed twice during the year.	Administration will monitor folders and visit PLC groups throughout the 2015-16 school year.
2	Opportunities learn from peers in other departments in secondary buildings.	9-9-15	6-8-16	All Middle School full time licensed staff	DCSDC has assigned three times during the 2015-16 school year for PLC's at the HS and MS to meet and discuss their goals and current reality.	Dates assigned are October 28, January 13 and May 4	Administration will visit PLC groups and a survey will be sent out to get input on the value of the group meetings
3	Staff development on formative and summative assessments.	9-1-15	9-1-15	All Middle School licensed staff	DCSDC provided an all day workshop during the pre school workshop.	9-1-15	Administration visited the workshop and DCSDC collected feedback on the value of the day
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## 2015-16 Site Continuous Improvement Plan

### Northfield Middle School

#### Site Improvement Objective: # 2

Site Improvement Objective: MTSS coaches will look at multiple forms of data to monitor and adjust individualized learning so students who fall in the bottom 20<sup>th</sup> percentile in Mathematics and Reading will show academic progress.

New Objective      Length of Objective: 1 year      Which Year: Year 1 of 1

#### District or DEPAC Strategy/Strategies Supported:

Strategic Plan Curricular Outcomes - We will implement a consistent, comprehensive and challenging set of curricular outcomes that reach and engage all learners.

Strategic Plan Diversity - We will implement plans and practices that foster full participation by all learners and that address issues that include, but are not limited to, race, gender, culture, religion, sexual orientation, language, disabilities and socio-economic factors.

DEPAC 2015-16 Assessment – Every Professional Learning Community will have a comprehensive formative assessment framework.

DEPAC 2015-16 Teaching and Learning – Northfield Public Schools will develop continuous, accurate, and separate measurement of each student's progress toward academic mastery, work habits, and behavior standards.

DEPAC 2015-16 Teaching and Learning - Staff will foster meaningful classroom relationships by increasing awareness of diversity and developing instruction that addresses multiple learning styles and promotes engagement. Leadership will create structures that support this effort.

DEPAC 2015-16 Student Services – Northfield Public Schools will continue the implementation of the Multi-Tiered Systems of Support (MTSS) for academic and behavioral interventions.

DEPAC 2015-16 Student Services – Northfield Public Schools will foster school connectedness amongst students, families, and staff, promoting mutual respect and responsibility in order to enhance engagement.

**Measurable Evidence of Need:** Last year the data showed that we had 22% students in Math move up a proficiency level and 29% in Math. The data also showed that 35% of our MTSS students showed at least 5% growth and 33% in Reading. This year we have restructured the program with different criteria and increased the number of courses we offer. We feel having the percentage for the proficiency level lowered to a more realistic level is appropriate, but we still feel the high percentage for growth is realistic.

**Student SMART Achievement Goal:**

1. 50% of the students identified by the Northfield Middle School's MTSS coaches will improve from "does not meet standard" to "partially meets standard" or from "partially meets standard" to "meets standard" on the MCA III Mathematics and Reading tests.
2. 75% of the students identified by the Northfield Middle School's MTSS coaches will show positive growth on the MCA test, when compared to their 2014-15 score.

**2015-16 Action Plan Details:**

Task No.	Task to be Completed	Begin Date	End Date	Assigned to	Resources Reallocated Time/\$/Materials	Monitoring Dates	Monitoring Indicators
1	Look at student data and find students who meet criteria set by ADSIS in Mathematics and Reading	6-8-15	8-30-15	Middle School MTSS coaches and district DAC	The Middle School has allocated FTE which allows the MTSS coaches to have time to analyze data during the school day.	Once a quarter Administration will ask for student progress update	Administration will meet with MTSS coaches to assure that they are on track to meet ADSIS criteria.
2	Students will have 12 data points every 7 weeks	9-9-15	6-8-16	MTSS coaches.	The Middle School created classes that students attend, in addition to their core classes.	Classes are every other day during the 2015-16 school year.	Administration will walk through classrooms and monitor student progress.
3	MTSS coaches will combine group instruction with individual instruction.	9-9-15	6-8-16	MTSS Coaches	The district purchased a computerized program (Compass) to supplement curriculum and help monitor student progress	Compass will become part of the daily routine for students.	We will be able to see the progress students are making through reports that Compass generates.
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### Northfield Middle School

#### Site Improvement Objective: # 3

Site Improvement Objective: To build Science skills by making sure all grades are teaching the standards in a sequence that will allow students to be prepared to take the MCA III Science test in 8<sup>th</sup> grade.

New Objective      Length of Objective: 1 year      Which Year: Year 1 of 1

#### District or DEPAC Strategy/Strategies Supported:

Strategic Plan Curricular Outcomes - We will implement a consistent, comprehensive and challenging set of curricular outcomes that reach and engage all learners.

Strategic Plan Diversity - We will implement plans and practices that foster full participation by all learners and that address issues that include, but are not limited to, race, gender, culture, religion, sexual orientation, language, disabilities and socio-economic factors.

DEPAC 2015-16 Assessment – The District will partner with community agencies that serve students by providing meaningful data support emphasizing key transitions young people make on the “cradle to career” continuum.

DEPAC 2015-16 Assessment – Every Professional Learning Community will have a comprehensive formative assessment framework.

DEPAC 2015-16 Teaching and Learning – Northfield Pubic Schools will develop continuous, accurate, and separate measurement of each student’s progress toward academic mastery, work habits, and behavior standards.

DEPAC 2015-16 Teaching and Learning - Staff will foster meaningful classroom relationships by increasing awareness of diversity and developing instruction that addresses multiple learning styles and promotes engagement. Leadership will create structures that support this effort.

**Measurable Evidence of Need:** Last year we met our goal to exceed the state average by a minimum of 5%. This year our 6<sup>th</sup>, 7<sup>th</sup> and 8<sup>th</sup> grade teachers are collaborating even more and we would like to see the gap between the state and Northfield Middle School increase.

**Student SMART Achievement Goal:**

Northfield Middle School's 2015-16 MCA III Science results will be 8% higher than the Minnesota state average.

**2015-16 Action Plan Details:**

Task No.	Task to be Completed	Begin Date	End Date	Assigned to	Resources Reallocated Time/\$/Materials	Monitoring Dates	Monitoring Indicators
1	Create a list of students who meet the criteria to be invited to participate in the Plus Program.	5-1-15	6-8-15	Plus teachers, student support staff and administration.	Middle School administration has made the plus classes a priority by supporting smaller class sizes.	Administration will check in with plus teachers once a quarter.	Administration will look at grades of students and compare MCA III scores with their peers.
2	Plus classes will offer seminar time every week in one of the two classes. This will teach students problem solving and collaboration skills.	9-9-15	6-8-16	Plus teachers	Middle School administration has made the plus classes a priority by supporting smaller class sizes.	Continual monitoring during the year.	Administration will walk through classrooms and monitor student progress.
3	Grade 6, 7 and 8 <sup>th</sup> grade teachers will work to align standards and work on vocabulary to better prepare students to take the MCA III Science test in 8 <sup>th</sup> grade.	9-9-15	6-8-16	Middle School Science Teachers	The district continues to support PLC time once a week.	Science PLC's will show evidence of practice twice a year.	Administration will monitor PLC folders and evidence of practice forms.
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## 2015-16 Site Continuous Improvement Plan

### Northfield Middle School

#### Site Improvement Objective: # 4

**Site Improvement Objective:** To provide the flexibility necessary for all Middle School professional learning communities to set meaningful goals that reflect their area of teaching expertise.

**Continuing Objective**      **Length of Objective:** 2 year      **Which Year:** Year 2 of 2

#### **District or DEPAC Strategy/Strategies Supported:**

**Strategic Plan Quality Education** - We will hire and retain highly qualified educators and provide them with ongoing support and training to deliver high quality instruction that meets the unique needs of all learners.

**Strategic Plan Stewardship** - We will consistently demonstrate good stewardship by analyzing information, prioritizing needs and managing our financial, physical and human resources to support our mission.

**Strategic Plan Communications/Partnerships** - We will build and strengthen bridges of open communication that engage staff, students, families and communities as effective partners in education.

**Strategic Plan Curricular Outcomes** - We will implement a consistent, comprehensive and challenging set of curricular outcomes that reach and engage all learners.

**Strategic Plan Diversity** - We will implement plans and practices that foster full participation by all learners and that address issues that include, but are not limited to, race, gender, culture, religion, sexual orientation, language, disabilities and socio-economic factors.

**DEPAC 2015-16 Assessment** – Every Professional Learning Community will have a comprehensive formative assessment framework.

**DEPAC 2015-16 Teaching and Learning** – Northfield Pubic Schools will develop continuous, accurate, and separate measurement of each student's progress toward academic mastery, work habits, and behavior standards.

**DEPAC 2015-16 Teaching and Learning** - Staff will foster meaningful classroom relationships by increasing awareness of diversity and developing instruction that addresses multiple learning styles and promotes engagement. Leadership will create structures that support this effort.

DEPAC 2015-16 Student Services – Northfield Public Schools will continue the implementation of the Multi-Tiered Systems of Support (MTSS) for academic and behavioral interventions.

DEPAC 2014-15 Student Services – Northfield Public Schools will implement integrated systems of practice and services that provide comprehensive supports for social emotional learning and children’s mental health.

DEPAC 2015-16 Student Services – Northfield Public Schools will foster school connectedness amongst students, families, and staff, promoting mutual respect and responsibility in order to enhance engagement.

**Measurable Evidence of Need:** Only teachers who work directly with math, reading or science are able to align their SMART goals with MCA data.

**Student SMART Achievement Goal:**

We will demonstrate increased proficiency for each student in the essential learning of content areas as measured by either passing rates or common assessments selected by Professional Learning Communities. These will be measured by June 5, 2015.

**2015-16 Action Plan Details:**

Task No.	Task to be Completed	Begin Date	End Date	Assigned to	Resources Reallocated Time/\$/Materials	Monitoring Dates	Monitoring Indicators
1	Middle School PLC’s will meet once a week to look at and analyze data that will directly impact curriculum in their classroom to improve student academic growth.	9-9-15	6-8-15	All Middle School full time licensed staff.	The district continues to support one hour late starts every Wednesday.	Every Wednesday during the 2015-16 school year.	Administration will look at progress through walking through classrooms, visiting PLC’s and looking at evidence of practice reports.
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### Northfield Middle School

#### Site Improvement Objective: # 5

Site Improvement Objective: To improve the Middle School Climate by creating a culture of PRIDE (Prepared, Respect, Integrity, Dependability and Excellence) and connectedness.

Continuing Objective      Length of Objective: 2 year      Which Year: Year 2 of 2

#### District or DEPAC Strategy/Strategies Supported:

Strategic Plan Climate- We will create and strengthen an environment that fosters mutual respect, responsibility and rigor, and ensures the right to physical, emotional and intellectual safety for every person.

Strategic Plan Communications/Partnerships - We will build and strengthen bridges of open communication that engage staff, students, families and communities as effective partners in education.

DEPAC 2015-16 Teaching and Learning - Staff will foster meaningful classroom relationships by increasing awareness of diversity and developing instruction that addresses multiple learning styles and promotes engagement. Leadership will create structures that support this effort.

DEPAC 2014-15 Student Services – Northfield Public Schools will implement integrated systems of practice and services that provide comprehensive supports for social emotional learning and children’s mental health.

DEPAC 2015-16 Student Services – Northfield Public Schools will foster school connectedness amongst students, families, and staff, promoting mutual respect and responsibility in order to enhance engagement.

**Measurable Evidence of Need:** Now that the middle school is in it's first year of fully implementing PBIS (Positive Behavior Interventions and Supports), we need to use this program as a spring board to creating a culture of that students are connected and acknowledge for doing great things.

**Student SMART Achievement Goal:**

1. We will show an increase in the number of students that feel that Northfield Middle School promotes respectful behavior in students by 10%, as reported by a survey given to students 3 times during the 2015-16 school year.
2. We will increase the number of students that feel they have at least one adult at school they can talk with when they have a problem by 10%, as reported by a survey given to students 3 times during the 2015-16 school year.

**2015-16 Action Plan Details:**

Task No.	Task to be Completed	Begin Date	End Date	Assigned to	Resources Reallocated Time/\$/Materials	Monitoring Dates	Monitoring Indicators
1	The Middle School PBIS team will create and implement a recognition program for students and staff.	9-9-15	6-8-15	PBIS Team	Administration will find ways to financially support the program.	The team meets 4 times a month.	Students will be recognized for positive behaviors on a regular basis.
2	The MS will visually display expectations and positive messages throughout the building.	9-9-15	6-8-15	PBIS Team and Administration	Administration will find a way to support this plan.	Continual throughout the year.	Everyone walking around the building will see the outcomes.
3	Student Support Services and Administration will create a survey to give to all 3 grades to collect data on climate and connecting.	9-9-15	10-1-15	Student Support Services and Administration.	Time will be given to work on this plan.	Weekly meetings to check in.	Students will complete the first of 4 surveys by November 20, 2015
4	Student Support and their PLC will organize events to build a positive building climate.	9-9-15	6-8-16	Student Support Services and their PLC	The Middle School Volunteer Coordinator will assist in getting volunteers and organizing.	This PLC meets weekly.	The Middle School will have 4 events on the calendar by October 2, 2015
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Date 10/20/15

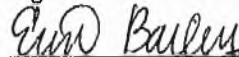
Any proposal submitted to an external funding source that involves any entity within the Northfield Public Schools must be approved by the School Board before the proposal is submitted. This form will accompany all requests to the School Board and will be filed with the Grant Coordinator along with a copy of the completed grant proposal. All proposals must:

- Support the District's mission and goals.
- Be financially feasible and supported by all affected District departments or buildings.
- Demonstrate collaboration and commitment from the District if required.

<b>Project Title</b>	<b>Gear Up: Programs for All</b>
<b>Project Period</b>	<b>From: January 1, 2016 To: December 31, 2016</b>
<b>Funding Source</b>	<b>Northfield Shares</b>
<b>Application Deadline</b>	<b>10/15/15</b>
<b>List all Grant Applicants</b>	<b>Northfield Community Services</b>
<b>School/Department</b>	<b>Northfield Public Schools Community Services Division</b>
<b>Contact Person</b>	<b>Melissa Bernhard</b> Phone No. 507-664-3502
<b>Brief Proposal Description</b>	Northfield Community Services is seeking a grant from Northfield Shares for support of recreational opportunities for youth, teens and adults in the Northfield area. Community Services has chosen four programs for which grant funds will help bring about more participation and opportunity to people of those diverse age groups.
<b>Project Goal (in one Sentence)</b>	The project goal for "Gear Up: Programs for All," is to increase the number of youth, teens and adults, from all socioeconomic backgrounds that have access to affordable Community Services programs.
<b>List All Personnel Involved in Application</b>	Melissa Bernhard, Recreation Coordinator
<b>Amount Requested</b>	<b>\$11,569.50</b>
<b>Matching Funds</b>	Are Required <input checked="" type="checkbox"/> Not Required
<b>Source of Matching Funds</b>	

Required Documents Attached: ☐ Completed Application ☐ Rough Draft ☐ Summary of Application

  
Project Initiator Signature

  
Building Principal or District Administrator Signature

☐ Approved by the School Board ☐ Not Approved by the School Board Date \_\_\_\_\_

## NORTHFIELD SCHOOL DISTRICT GIFT AGREEMENT

This agreement made this 29th day of October, 2015, by and between Dakota Electric Association, hereinafter the "Donor", and Independent School District No. 659, Northfield, Minnesota, pursuant to the District's policy for receiving gifts and donations, as follows:

### TERMS

The gift of \$10,000 is to be used for instructional programming.

Dakota Electric Association  
Donor

Approved by resolution of the School Board on the 9th day of November, 2015.

INDEPENDENT SCHOOL DISTRICT No. 659

By: \_\_\_\_\_

Noel Stratmoen, Clerk

MEMO TO: Dr. L. Chris Richardson  
 Board of Education

FROM: Chris Neset

DATE: November 2, 2015

RE: 2015-16 Enrollment Options Report

**Open Enrollment/Nonresident Student Transfers**

Public Schools	Northfield Students Out		Non Resident Students In	
	2014-15	2015-16	2014-15	2015-16
Austin	1	1		
Bloomington	3			
Brooklyn Center	1			
Burnsville	3	2	1	
Cannon Falls	4	3	13	8
Dakota County Spec Ed	1	1		
Duluth		1		
Edina	1	1		
Faribault	9	5	171	167
Farmington	27	23	10	12
Fergus Falls	2	3		
Goodhue	1			
Hastings	1		3	1
Houston	4	6		
Janesville-Waldorf-				
Pemberton		1		
Kenyon-Wanamingo	2	2	15	17
Lakeville	24	22	5	8
Maple River				1
Medford			2	1
Meeker/Wright	1			
Minneapolis		1	1	1
Minnetonka			1	
NE Metro Intermediate	1			
New Prague	22	23	16	22
Onamia	2			
Owatonna	2	2	3	3
Prior Lake		1		
Randolph	55	63	18	14
Red Wing				1
Rochester		1		
Rosemount-Apple Valley-	8	6	1	2

Eagan				
St. Clair				1
St. Cloud	1	1		
St. Peter	1			
Tri City United	10	10	22	21
Water-Elysian-Morristown				1
<b>Totals</b>	<b>187</b>	<b>179</b>	<b>282</b>	<b>281</b>

**Northfield Students Going To Non-Public Schools:**

	2014-15	2015-16
Academy for the Deaf/Blind	2	4
Bauer Emerson Academy	1	
Bethany Academy	2	2
Bethlehem Academy	2	1
Blake School	1	
Christian Heritage-		
Rosemount		3
Divine Mercy Catholic	2	2
First Baptist-Rosemount	1	1
Glory to Glory	1	
Good Shephard	2	2
Holy Cross Catholic	11	8
Life Academy		3
Montessori	5	2
Parkside Christian	2	2
Penn Foster		1
Riverbend	1	
Shattuck-St. Mary's	7	4
St. Dominic's	122	122
St. Thomas Academy	1	1
<b>Total Non-Public</b>	<b>163</b>	<b>158</b>

**Northfield Students Going To Home School:**

	2014-15	2015-16
Grade K	6	1
Grade 1	5	7
Grade 2	15	8
Grade 3	10	15
Grade 4	16	11
Grade 5	8	14
Grade 6	14	10
Grade 7	9	12
Grade 8	10	10
Grade 9	7	11
Grade 10	8	8
Grade 11	3	9
Grade 12	10	4
<b>Total Home School</b>	<b>121</b>	<b>120</b>
<b>Total Families</b>	<b>43</b>	<b>54</b>

**Northfield Students Going To Charter Schools:**

	2014-15	2015-16
Arcadia	107	90
Blue Sky	2	2
Cannon River STEM	2	3
Eagle Ridge Academy	1	2
Edvisions Off Campus	4	2
International Academy On-Line		
MTCS Connections	12	17
Nerstrand Charter	3	4
Prairie Creek	156	152
St. Paul Conservatory	1	
<b>Total Charter Schools</b>	<b>288</b>	<b>272</b>



2015-2016													
School and Grade Level	September 8th	September 11th	September 18th	September 25th	October 1st	November 2nd	December 2nd	January 5th	February 2nd	March 1st	April 1st	May 1st	End of Year 6/8/2016
Longfellow													
Early Childhood	66	65	70	74	76	76							
Total	66	65	70	74	76	76	0	0	0	0	0	0	0
Greenvale Park													
Grade K-2028	82	81	81	81	81	81							
Grade 1-2027	83	85	85	86	86	87							
Grade 2-2026	82	82	82	82	82	81							
Grade 3-2025	89	87	87	87	87	88							
Grade 4-2024	87	86	86	86	86	88							
Grade 5-2023	76	75	75	75	75	75							
Total	499	496	496	497	497	500	0	0	0	0	0	0	0
Sibley													
Grade K-2028	90	89	90	90	89	90							
Grade 1-2027	85	85	86	86	84	84							
Grade 2-2026	98	98	99	99	99	99							
Grade 3-2025	102	103	103	103	104	103							
Grade 4-2024	109	109	109	109	109	110							
Grade 5-2023	84	83	83	83	84	85							
Total	568	567	570	570	569	571	0	0	0	0	0	0	0
Bridgewater													
Grade K-2028	84	81	81	81	81	80							
Grade 1-2027	104	105	105	105	105	105							
Grade 2-2026	89	89	89	89	89	89							
Grade 3-2025	102	101	101	101	100	100							
Grade 4-2024	83	85	85	85	85	84							
Grade 5-2023	111	111	111	111	110	109							
Total	573	572	572	572	570	567	0	0	0	0	0	0	0
Middle School													
Grade 6-2022	309	310	310	310	310	312							
Grade 7-2021	319	317	317	317	318	318							
Grade 8-2020	300	300	300	299	298	297							
St. Dominics	10.5	10.5	10.5	11	11	11							
Total	938.5	937.5	937.5	937	937	938	0	0	0	0	0	0	0
High School													
Grade 9-2019	369	368	366	365	365	365							
Grade 10-2018	302	304	303	303	302	301							
Grade 11-2017	323	320	319	319	317	318							
Grade 12-2016	322	325	313	313	311	310							
Total	1316	1317	1301	1300	1295	1294	0	0	0	0	0	0	0
ALC													
Grade 9-2019	0	0	0	0	0	0							
Grade 10-2018	4	3	5	5	4	4							
Grade 11-2017	11	11	11	11	11	12							
Grade 12-2016	28	31	35	35	35	34							
Grand Total	4003.5	3999.5	3997.5	4001	3994	3996	0	0	0	0	0	0	0

11/2/2015

## Northfield Public Schools Enrollment Report

LongfellowEarly Childhood

Auge	8
Dorey	15
Ima	
James	9
Kruse	18
Patterson	
Schnorr	13
Sorenson	13
<b>TOTAL</b>	<b>76</b>

\*\*

Greenvale Park

K	Flicek	22	
K	Hagberg	22	
K	Malecha	21	
K	Ziemann	16	C
1	Landry	24	C
1	Nivala	22	
1	Youngblut	21	
1	Zach	20	
2	Amundson	21	C
2	Bulfer	21	
2	Johnson	18	
2	Larson	21	
3	Gearing	21	
3	Spitzack	21	
3	Thompson	24	C
3	Timerson	22	
4	Carey	20	
4	Dimick	20	
4	Garcia	28	C
4	Hetzel	20	
5	Harding	27	C
5	Sickler	28	
5	Tacheny	20	
<b>TOTAL</b>		<b>500</b>	

Early Childhood**	76	
Kindergarten-2028	251	
Grade 1-2027	276	
Grade 2-2026	269	
Grade 3-2025	291	
Grade 4-2024	282	
Grade 5-2023	269	
<b>Total K-5</b>	<b>1714</b>	<b>1714</b>
<b>Total Middle School</b>	<b>938</b>	
<b>Total High School</b>	<b>1294</b>	
<b>GRAND TOTAL</b>	<b>3946</b>	
ALC 9-12**	50	F/T=44 P/T=1 I/S=8
<b>GRAND TOTAL with ALC</b>	<b>3996</b>	

Enrollments represent 100% enrolled except where indicated by \*\*  
 Half day St. Dominic's students are represented by \*

Sibley

Grade	Teacher		
K	Born	23	
K	Downs	22	
K	Heil	23	
K	Wacholz	22	
1	Craft	21	
1	Sasse	22	C
1	Sieger	21	
1	Swenson	20	
2	Seeberg	25	
2	Spitzack	27	
2	Van Hoy	21	C
2	Witt	26	
3	Guggisberg	26	
3	Jandro	26	
3	Johnson	25	C
3	Rud	26	
4	Day	29	
4	Fox	28	
4	Haar	28	
4	McManus	25	C
5	Baragary	23	
5	Foley	24	
5	Ostermann	15	C
5	Sweeney	23	
<b>TOTAL</b>		<b>571</b>	

Bridgewater

K	Cade	21	
K	Danielson	20	
K	Tran	17	
K	Wisdorf	22	
1	Allison	19	
1	Charlton	19	
1	Ellerguxh	20	
1	Hall	20	
1	Lanza	27	C
2	Lane	21	
2	Lofquist	21	
2	Rubin	26	C
2	Schwaab	21	
3	Larson	24	C
3	Sickler	26	
3	Temple	25	
3	Truman	25	
4	Danielson	21	
4	Holden	23	
4	Schuster	22	C
4	Swenson	18	
5	DeVries	25	C
5	Duchene	29	
5	Kohl	28	C
5	Rauk	27	
<b>TOTAL</b>		<b>567</b>	

Middle School

Grade 6 -2022	312
Grade 7 (*inc. 14 - 1/2 day)-2021	325
Grade 8 (*inc. 8 - 1/2 day)-2020	301
<b>TOTAL</b>	<b>938</b>
*22 (11) St. Dominic's students attend 1/2 day	

High School

Grade 9-2019	365
Grade 10-2018	301
Grade 11-2017	318
Grade 12-2016	310
<b>TOTAL</b>	<b>1294</b>