

# **World's Best Workforce**

**2017-18 Goals**



**Norman County East School District #2215**

# **2017-2018 Goals – All Students Ready for Kindergarten**

## **District Goal: Increase participation in ECFE program attendance by 10%**

- Change family ECFE programming from Friday mornings to Monday evenings to better serve the needs of the parents in the district
- Work with the Indian Education Coordinator on special events to help increase the numbers of Pre-K students and their families participating in the events

## **District Goal: The Early Childhood Instructor and the Kindergarten Teacher will work together to come up with a district approved checklist on kindergarten readiness**

- Kindergarten entrance policy and procedures are clearly defined and based on children's development
- The district will provide time for the early childhood teacher and the kindergarten teacher to complete the project this year

## **District Goal: Increase intensity and duration of preschool programs by offering a 3-year program 2 days per week.**

- The 3-year olds program will be open to all 3-year olds in the district with scholarships available for those that qualify

## **District Goal: Implement an approved assessment tool to use with the voluntary pre-kindergarten children to monitor growth of children from fall to spring and also year to year.**

- DRDP - Desired Results Developmental Profile DRDP will be used by the district which is approved by the state as a reliable tool
- Each year, the district will review and compare data across years to determine the impact of the preschool program on readiness for kindergarten.

# 2017-2018 Goals - All Students in Third Grade

## Achieving Grade-Level Literacy

**District Goal: The Literacy Group consisting of K-2 teachers will meet monthly to focus on district/school reading goals**

- Each teacher will try at least 1 new intervention between meetings with students who are struggling in their classrooms
- Interventions should be shared in PLC groups
- The group will read the book *Lost and Found* by Dr. Ross Greene - *Collaborative & Proactive Solutions* (CPS) model with behaviorally-challenging students

**District Goal: The K-2 teachers, along with the elementary dean of students, will research Convergence Insufficiency and Dyslexia and make a recommendation to the administration, by the end of the year, on how the district will screen and identify those disorders**

- The group will use the information provided on the Reading Proficiency section of the MDE website as a starting point
- Contact area schools on processes being used in other districts and also discuss possibilities on sharing resources
- Contact the local ASEC for resources and procedures

**District Goal: In grades K-2, at least 70% of the students will show at least typical growth on the NWEA/MAP Test from Fall to Spring**

- K-2 students will be given fluency tests throughout the year to monitor individual student fluency to help them achieve this goal
- Grade 3 focus will be on comprehension

**District Goal: The Title I Program will use AIMS Web and NWEA data in the fall to determine those students who are scoring below proficiency. Students who score below the 50<sup>th</sup> percentile will be served by the Title I program.**

- The Title I Instructor will do progress monitoring through-out the year to check student progress
- Classroom teachers will make referrals to the Title I Program

**District Goal: The district will form a committee to look at an alternate assessment to use in Grades K-3, to replace AIMS Web that will better serve the needs of these age groups and their teachers.**

- Meet in the fall to review some possibilities and make a recommendation to the administration by early spring.

# **2017-2018 Goals - Close the Achievement Gap Among all Groups**

**District Goal: The Indian Education Coordinator will work with the district to insure American Indian Students are involved in all areas and to raise the MCA proficiency percentages from 33% in 2017 to at least 50% in 2018**

- The Indian Education Program will participate with ECFE and have 4 activities during the year involving Pre-K students and their families
- The Indian Education Coordinator will monitor student testing during the year
- Once weekly before school tutoring will be offered to American Indian students from 7:30-8:30 AM in the high school
- Students in Grades 9-12 will visit college, university or technical colleges with strong American Indian programming activities

**District Goal: American Indian Students will be encouraged to participate in monthly school cultural activities. The goal is to increase number of participants from 197 to 250**

- The Indian Education Coordinator will communicate with, and encourage students to attend monthly events.

**District Goal: SAT (Student Assistance Team) will continue to meet 2-3 times per month, or when necessary, to discuss students who are considered at-risk academically or behaviorally with the goal this year of increasing communication about the students and interventions between SAT team and the classroom teachers.**

- The teams at each site will monitor and recommend interventions
- Interventions will be a focus during PLC meetings

**District Goal: Implement a targeted services, after school program that will meet every week, which will focus on strengthening academic, school and social skills of students who are considered at-risk and help close to achievement gap of free and reduced price lunch students and students of different racial/ethnic backgrounds, by 50%.**

- Students will be identified by classroom teachers or SAT Team
- Focus on reading, math and social skills
- Involve parents and community members as part of the program
- Use project-based activities and games as much as possible to create a fun learning environment for the students in the program

# **2017-2018 Goals - All Students**

## **Career and College Ready**

**District goal: Increase the total percent proficient on MCAs from 61% to 70% and increase percent in the “exceeds” category of the MCAs from 8% to 14% in the 2018 Spring MCA testing at the high school**

- Place students that are below proficiency, according to MCAs and NWEA scores, into a remedial reading program
- Seventh and Eighth grade remedial reading meet with a certified teacher during reading time
- Ninth grade – 11<sup>th</sup> grade remedial reading meet with a certified teacher during reading time
- Increase number of reading free reading days from 2 days – 5 days per week
- Help students track the number of pages they read during the school year

**District Goal: MCIS (Minnesota Career Information System) will be used with every student in grades 7-12**

- All 7<sup>th</sup> and 8<sup>th</sup> Grade students will be Introduced to MCIS during and use in for a unit in their Computer 7 & 8 class
- The 9<sup>th</sup> grade Exploring Careers Class will use the MCIS as part of the for exploring careers class
- With the help of Careers Teacher and the Guidance Counselor, the 10<sup>th</sup> and 11<sup>th</sup> graders will update career interests and education goals in the MCIS Program. The career teacher will take sophomores and juniors at designated times for 1 week during reading time both in fall and again in the spring and encourage them to use the system on their own during other times of the year.
- 12<sup>th</sup> grade senior Careers and Work Seminar Class will update career interests and education goals in their semester class

**District Goal: All Students will set goals in reading to help achieve our district goal of 70% Proficiency**

- All students in grades 7-11, with the help of the District Assessment Coordinator and the English Teacher, will set personal goals for Reading
- Reading teachers review the student’s goals once in quarter 2, 3, 4 to discuss progress
- Teachers are encouraged to display reading goals achieved in their classrooms
- Elementary Classroom teachers will work with their students to set goals relating to their NWEA Fall to Spring MAP Test

**District Goal: Career Exploration Activities will be done at each grade level across the district**

- The 9<sup>th</sup> Grade Exploring Careers Class will present a mini career fair to grades 4-6 at the elementary. They will share their job shadow experiences with the students

- There will be a special career program for students in grades PreK-3 with career enrichment activities and speakers
- The 10<sup>th</sup> graders will go to the College and Career Fair at White Earth College
- The 11<sup>th</sup> Graders will go to the Northern Advantage College/Career Fair at the Sanford Center in Bemidji

**District Goal: Plan career week activities during National Career Week with an emphasis in each grade level about careers in some of the areas that are taught**

- Speakers, special classroom events and all school activities

**District Goal: Due to the large cost of First Robotics, the district will begin an after school STEM Program to replace the First Robotics Program during January and February to create awareness off the field of robotics and technology with the goal of reaching 20 students during the 2 months**

- Run by the technology coordinator
- Walk-in program, one day per week
- Soldering stations with 3d printer, 2 stations with items that are available to be torn apart such as old projectors/speakers/computers
- VR HTC Vive Headset to try out Virtual Reality
- Kits that can be built such as led lighting kits, robotics kits, radio kits, microcontrollers
- First Robotics robot and small table robots are available for programming already built and can be programmed
- Electronics kits called Snap Circuits to explore
- Aerospace equipment such as model rockets, if more funds available

**District Goal: To maintain the percentage of 7<sup>th</sup> graders meeting proficiency from 6<sup>th</sup> grade to 7<sup>th</sup> grade and decrease the amount of time it takes for seventh graders to adjust to being in the high school and limit the interruption the transition has on the seventh grade learning**

- Increase classroom structure for 7<sup>th</sup> grade classes by limiting down time/less social time and also limiting transition time between classes by having teachers move instead of students for 2 class periods per day
- Classroom teachers plan productive activities for the students to do while attendance and other classroom tasks are completed.
- Agreed focus on desirable traits. Staff using uniform language.
- Correct “gateway” behaviors as they occur. “Gateway” behaviors are those that show contempt for another individual, such as eye rolling, laughing, or jeering at another for getting something wrong, etc.

## **2017-2018 Goals - All Students Graduate**

**District Goal: Decrease absences for those students missing 10 or more school days by 10% from the previous year at both the high school and the elementary**

- Continue to work on attendance issues, focusing on communications to families about importance of being in school with letters sent home after 3 absences.
- High school will use the policy that a student must have less than 10 days to be eligible for activity trips during school hours

**District Goal: The elementary and high school will revamp their noon study hall for failing or behind students to increase productivity and decrease number of Ds and Fs.**

- With schedules re-arranged, teachers in grades 4-6 will now be given time to conduct their own classroom noon study hall
- Grades 7-12 is by teacher referral, ineligible students or student choice with a support person available. Classroom teachers refer the students and let the supervisor know student work to be completed

**District Goal: Inform parents about student goals and progress at least 3 times over the school year**

- Parent teacher conferences in fall should review student goals that were set by students in the English classrooms at the high school and in the grade level classrooms in the elementary
- Increase communication about conferences in both buildings

**District Goal: The district will work towards 100% graduation rates**

- Staff will post high school and college diplomas and stress importance of completing education
- Provide social and emotional support for at-risk students by having a counselor/social worker available at each building
- Train staff on the effects of trauma and apply appropriate interventions.

# 2017-18 Goals - Staff Development

**District Goal: Increase the number of students meeting projected growth and scoring proficient in the area of reading on the spring MCAs to at least state average per grade level and spring NWEA/MAPs to 70% meeting typical growth by requiring the teaching staff to attend monthly professional learning communities (PLCs).**

## **High School and Elementary**

- PLCs will focus on exploring and discussing best practices for implementation of the standards
- PLCs will focus on reading goals for the district and the buildings
- PLCs will review reading data to monitor progress
- Teachers will post goals and objectives in their classrooms

**District Goal: The district will establish a committee for the purpose of updating the staff development program in the district**

- Committee will meet throughout the year to re-do the staff development plan and also get the curriculum cycle back on track

**The teaching staff will explore the process of curriculum review during in-services offered by the district**

## **High School and Elementary**

- Teachers will work to update their grade level/content area learning objectives
- Teachers will be involved in the curriculum cycle in their appropriate content areas

## **Committee:**

**Cassandra Hoseth, Principal**

**Dustin Flaten, Dean of Students**

**Ramona Aune, Special Ed Teacher**

**Marcia Liebl, Elementary Teacher**

**Heather Hanson, English Teacher**

**Nick Hanson, Math Teacher**