

World's Best Workforce

NRHEG 2019 – 2020 Plan

Mission and Vision

- Our Mission – What is our Purpose?
 - **Empowering students with knowledge and skills to succeed.**
- Our Vision – What do we want to be?
 - **To be the school district of choice, inspiring excellence in academics, arts and activities.**

Focus Areas

- **Student Achievement (WBWF)**
- **Student Support**
- **Facilities**
- **Workforce**
- **Communication & Marketing**
- **Finance**

Student Achievement - WBWF

- **Goal 1:**

- Achieve the goals of the World's Best Workforce (WBWF) for all students in the district.

- **Goal 2:**

- Expand how we define, measure and report student achievement with a focus on each student's mastery in areas that extend beyond traditional academic indicators.

Each District Must Develop a Plan to

- Address 5 Goals
 1. All Children are ready to start kindergarten.
 2. All third grade students can read at grade level.
 3. All achievement gaps between students are closed.
 4. All students are ready for career and/or postsecondary education.
 5. All students graduate from high school.

Kindergarten Readiness

By June 30, 2020 NRHEG's Kindergarten Readiness percentages will meet or exceed the Minnesota State average.

Kindergarten Readiness Action Plan

- Continue to track the State Requirements for Kindergarten Readiness
 - All students 5 years old on or before September 1
 - All students provide documentation of required immunizations
 - All students participate in a school's Early Childhood Screening Program
- Beginning with the 2019-20 school year, gather data to assess the anticipated costs and barriers (staff, busing, facilities) of implementing fully funded 4-year-old preschool, and to determine the possible benefits (number of students impacted, anticipated academic advantages).
- Conduct a yearly review of the Kindergarten Readiness Assessment Tool (KRAT) no later than May 1 of each school year. Make necessary updates prior to Kindergarten Orientation.

Reading by Third Grade

By June 30, 2020 and continuing each year until 2024, the NRHEG third grade reading scores will be at or above the third-grade state average of proficiency in reading as measured by the MCA III reading assessment.

Reading by Third Grade – Action Plan

- Continue our focus on and the implementation of the F&P process and assessment development for our ELA Standards.
- On a yearly basis review Grade Level Priority Standards, Learning Targets and Pacing Guides and modify when and where necessary.
- Ensuring that interventions match the student's needs through the use of
 - data meetings and PLC's.
 - effectively use running records, reading conferences, and guided reading groups to progress monitor students.

Closing the Achievement Gap

Elementary Building Goal

By June 30, 2020 – 80% of students will increase reading proficiency by one grade's worth of growth based on their Fountas & Pinnell Reading Level.

Closing the Achievement Gap - Action Plan Elementary Building

- Use the Fountas & Pinnell Classroom Literacy System Resources
 - Benchmark Assessment System = F/W/S
 - Interactive Read Alouds - Weekly
 - Guided Reading Curriculum - Weekly
- Continue to develop and embed Formative and Summative Assessments for ELA Grade Level Priority Standards and Learning Targets

Closing the Achievement Gap

Secondary Building Goal

By June 30, 2020 – as a school, the number of failing grades will be reduced by 25%

	Quarter 1	Quarter 2	Quarter 3	Quarter 4
M.S. Fails	54	62	84	72
	Semester I		Semester II	
H.S. Fails	76		68	

2018 – 2019 baseline data

By June 30, 2020 – as a school, the number of failing grades will be reduced by 25%

Closing the Achievement Gap Action Plan

Secondary Building

- Create grade reports for grades 6 – 12 using JMC
 - Identify students failing at mid-quarter, quarter and semester.
 - Data made available to ALL teachers/coaches/advisors.
 - Staff focusses on relationship building and community culture with students to build intrinsic motivation.
 - Communication and teamwork among parents, teachers and the student.
 - District seeks out experts on students motivation to train staff in strategies.

Career and/or College Readiness

By June 30, 2024 - 100% of 12th grade students completing the Minnesota Career Information System activities, including a Career Cluster survey, the Ideas Interest Assessment, and online portfolios and career planning, will increase from 0% in 2019 to 100% in 2024.

Career and/or College Readiness Action Plan

Students in the 8th grade will register with the MCIS platform.

- The NRHEG staff will be more intentional on integrating career awareness into their curriculum.
- During the 2019-2020 school year, the staff will be trained in MCIS and during our PLC groups will have time to explore MCIS and how it can be utilized within our classrooms.
- Develop a checklist that every student needs to complete using MCIS by graduation.

During the 2022-2023 school year, based on students' results of the inventories and interest we are supporting them with resources such as access to testing, recruiters, exposure, and/or advanced courses.

All Students Graduate

By June 30, 2020 NRHEG's 4-year graduation rate will meet or exceed the Minnesota State average.

All Students Graduate Action Plan

- Develop and utilize a process/procedure to identify high school students who are credit deficient on a semester basis, in order to ensure scheduling to either retake or recoup credits through credit recovery.
- Once a month Panther Time teachers will check in on students' grades and progress.
- NRHEG will explore middle school summer school options for students who fail 2 or more middle school classes.
- Each semester, identify high school students who are credit deficient; create a revised academic itinerary which assures students will either retake courses or take part in credit recovery.

Equitable Access to Excellent Teachers

**By June 30, 2020 the percentage of licensed teachers at the
NHREG Public School will meet or exceed the Minnesota
State average.**

Licensed Teacher Definition

- Licensed educators have a license or permission in the subject areas of the courses being taught.
- Currently, 95.39% of our teachers meet this criteria.

Equitable Access to Excellent Teachers Action Plan

- To assure the hiring of Licensed educators NRHEG will
 - Continue to advertise locally, statewide and attend college job fairs
 - Research other hiring districts' practices
 - Review and update our hiring practices

Questions?

Email or Call –

Dale Carlson, Dave Bunn, Doug Anderson or Terri Engel