



District Operational Plan Mid Year Report

Student Achievement and Growth

Goal	Evidence	Status
Increase our capacity to provide instruction relative to the Science of Reading (SOR) and the requirements associated with the Minnesota READ Act	<u>Reading Instruction at REAMS Communication (in Spanish)</u> <u>Leading with Literacy Newsletter 24-25</u> <u>Leading with Literacy Meetings 24-25</u> <u>REAMS Literacy PD Examples</u> <u>MDE Local Literacy Plan</u> <u>RAS Literacy Coach Job Description</u>	<input checked="" type="checkbox"/> Met <input checked="" type="checkbox"/> In Progress
Creation of our RAS Instructional Roadmap	<u>Roadmap Visual</u> <u>Purpose Process Product Visual</u> <u>REAMS, RMS-CES, RHS</u>	<input checked="" type="checkbox"/> Met <input type="checkbox"/> In Progress
Create and implement a strong and sustainable curriculum review process	<u>Process Guide</u> <u>Curriculum Process Draft</u> <u>Implementation of our New Elementary Science Curriculum</u>	<input type="checkbox"/> Met <input checked="" type="checkbox"/> In Progress
In addition to our standard metrics connected to our WBWF plan (now titled CA & CR), goals related to mathematics and student connectedness will be added for SY 2024-25	<u>CA&CR Report</u>	<input checked="" type="checkbox"/> Met <input type="checkbox"/> In Progress
Aligning our work in the areas of literacy and ADSIS intervention with a sustainable MTSS process	<u>ADSIS Application</u>	<input type="checkbox"/> Met <input checked="" type="checkbox"/> In Progress
Increased focus on our AIPAC goals	<u>AIPAC Newsletter</u>	<input checked="" type="checkbox"/> Met <input checked="" type="checkbox"/> In Progress

AIPAC Bylaws

MDE American Indian Education Aid
Application to come - February 2025

Increase our collective capacity to provide relevant CTE programming to our students.

Evidence
RHS CTE Student Enrollment
Student Feedback Survey - Spring 2025

Status
 Met
 In Progress

Continue our work as a statewide model school district in providing students and families with high-quality Magnet programming at all levels

Evidence
Student/Family Feedback - TBD

Status
 Met
 In Progress

Grant progress with our NWSISD partners (Buffalo and Fridley)

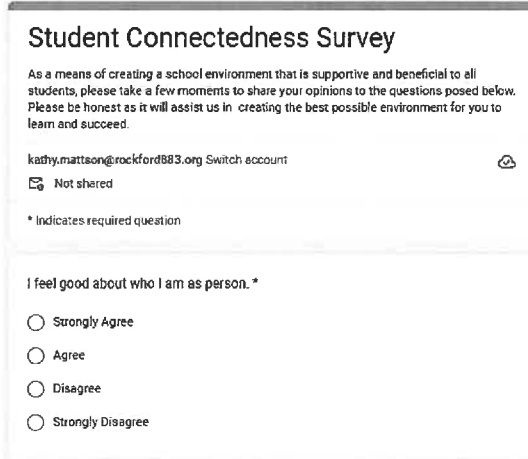
RHS Registration Presentation

Healthy and Supportive Environment

Create and implement a Student Connectedness Survey

Evidence
Student Connectedness Survey

Status
 Met
 In Progress



Implementation of Restorative Practices - (note: this work is a continuation of our work that began in the late winter of 2024)

Evidence
Restorative Folder
Restorative Practices in Rockford Area Schools

Status
 Met
 In Progress

Create and implement a District Wellness Plan for all employees	<p>Evidence</p> <p><u>Wellness Committee</u></p> <p><u>Wellness Policy</u></p> <p><u>Wellness Policy Assessment</u></p> <p><u>Wellness Triennial Assessment</u></p> <p><u>RAS Insurance Year-to-Year Comparables</u></p>	<p>Status</p> <p><input checked="" type="checkbox"/> Met</p> <p><input checked="" type="checkbox"/> In Progress</p>
Enhance our District Safety Committee	<p>Evidence</p> <p><u>ER Procedures/Crisis Management Plan</u></p> <p>Monitor our use of the <i>Raptor System</i> for increased school visitor protocols</p> <p><u>Raptor FAQ</u></p> <p><u>Raptor Data</u></p> <p>Monitor Workers Compensation Claims - EOY Report in late spring</p>	<p>Status</p> <p><input checked="" type="checkbox"/> Met</p> <p><input checked="" type="checkbox"/> In Progress</p>
Monitor and (when financially feasible) enhance District facilities for safety and increased functionality and aesthetics.	<p>Evidence</p> <p><u>Facility Use</u></p> <p>User satisfaction survey - Spring 2025</p> <p><u>Facilities Presentation</u></p> <p><u>Facilities Committee Improvement Projects Recommendations</u></p>	<p>Status</p> <p><input type="checkbox"/> Met</p> <p><input checked="" type="checkbox"/> In Progress</p>
Community, School and Family Partnerships		
Establish a district communications/public relations committee	<p>Evidence</p> <p><u>RAS Communications Committee January 2025</u></p> <p><u>Elected Official Round Table</u></p> <p>EC/Galaxy Brochure - in progress</p> <p><u>Social Media Analytics</u></p> <p>Create E-12 Brand & Culture Advantage Rockford</p>	<p>Status</p> <p><input checked="" type="checkbox"/> Met</p> <p><input checked="" type="checkbox"/> In Progress</p>

Create, distribute, and analyze a new community survey to assess perceptions on strengths and areas for improvement	Evidence <u>RAS Community & Parent/Guardian Survey</u>	Status <input checked="" type="checkbox"/> Met <input type="checkbox"/> In Progress
Technology and Communication Enhancements	Evidence Conversations with our website provider, Finalsity, to enhance our web presence. <u>Website</u> Change in our domain name from rockford.k12.mn.us (state owned) to rockford883.org (domain owned by RAS). <u>Staff email about change</u>	Status <input checked="" type="checkbox"/> Met <input type="checkbox"/> In Progress
Promote the use of District facilities and for the purpose of community usage and enjoyment	Evidence Community Education Report - Spring 2025	Status <input type="checkbox"/> Met <input checked="" type="checkbox"/> In Progress
Enhance partnerships with our local nonprofits to strengthen our community and foster collaboration	Evidence <u>Hennepin County Youth Sports Grant</u> <u>RiverWorks & Thousand Hearts Collaboration</u>	Status <input checked="" type="checkbox"/> Met <input type="checkbox"/> In Progress
Culture of Collective Purpose		
The implementation of the annual District Operational Plan (DOP)	Evidence <u>DOP</u> Board/Superintendent/Cabinet Satisfaction - Questionnaire - TBD	Status <input checked="" type="checkbox"/> Met <input checked="" type="checkbox"/> In Progress
Reorganize District Operations	Evidence <u>RAS Roles & Responsibilities</u>	Status <input checked="" type="checkbox"/> Met <input type="checkbox"/> In Progress
Quarterly Superintendent Updates at all 3 school sites	Evidence <u>State of the District</u> <u>Curricular Map Introduction</u>	Status <input type="checkbox"/> Met <input checked="" type="checkbox"/> In Progress
Create and utilize a consistent and structured onboarding process for all employees within Rockford Area Schools	Evidence <u>Onboarding</u> <u>Offboarding Survey</u>	Evidence <input checked="" type="checkbox"/> Met <input checked="" type="checkbox"/> In Progress

The creation of a new District Employee Handbook	Evidence <u>Handbook</u>	Status <input checked="" type="checkbox"/> Met <input type="checkbox"/> In Progress
Establishment of BILT (Building Instructional Leadership Team)	Evidence BILT Institute <ul style="list-style-type: none"> • <u>Agenda</u> • <u>Slides</u> <u>PLC Template</u> <u>Curricular Mapping Template</u> <u>Curricular Mapping Guide</u> <u>Curricular Map Intro</u> <u>Curricular Map Self-Assessment</u> December 2024 <ul style="list-style-type: none"> • <u>BILT Evaluation</u> • <u>Program Evaluation</u> Professional development <u>Workshop week</u> <u>10/16</u> <u>11/4</u> <u>1/20</u> <ul style="list-style-type: none"> • <u>24-25 Rocket Camp Registration Guide</u> 	Status <input checked="" type="checkbox"/> Met <input checked="" type="checkbox"/> In Progress
Establishment of BOLT (Building Operational Leadership Team)	Evidence <u>BOLT Agenda Guidance</u> December 2024 <ul style="list-style-type: none"> • <u>BOLT Evaluation</u> 	Status <input type="checkbox"/> Met <input checked="" type="checkbox"/> In Progress
Establishment of Coordinating Council	Evidence <u>RAS Coordinating Council Agenda</u>	Status <input type="checkbox"/> Met <input checked="" type="checkbox"/> In Progress
Establishment of Instructional Cabinet (I-Cab)	Evidence <u>Instructional Cabinet Agenda</u>	Status <input type="checkbox"/> Met <input checked="" type="checkbox"/> In Progress
Coaching and developing leaders for continuous improvement	Evidence <u>RAS BILT Job Description</u> <u>RAS BOLT Job Description</u>	Status <input checked="" type="checkbox"/> Met <input checked="" type="checkbox"/> In Progress

RAS Learning & Innovation Specialist Job Description

Maintenance/B&G MASBO Leadership Training

Harvard GSE Instructional Coaching

Establish a monthly “Rocket Recognition” as a means to highlight the great work of employees throughout RAS

Evidence

Rocket Recognition Process

Status

- Met
 In Progress

Stewardship of Resources

Ensure fiscal transparency and oversight by implementing quarterly budget updates at board meetings

Evidence

Finance Committee Notes (Example)

Finance Committee Agenda (Example)

Status

- Met
 In Progress

Negotiate fair and fiscally sound employee contracts

Evidence

Finalized Contracts

Fiscal Spreadsheets (Principals, Teachers)

Status

- Met
 In Progress

Reorganization of the RAS District Finance Department (began in Fall 2023/Winter 2024)

Evidence

CFO Job Description

Directors of Business Operations Job Description

Status

- Met
 In Progress

Potential Technology Levy (if approved by the Board of Education)

Evidence

Vote2024

Community Presentation

Community Education Vote Flyer

Technology Update

September Board Presentation

RAS 5-Year Technology Plan

Status

- Met
 In Progress