

## Direction 4: Providing high quality and efficient services through the strategic investment and allocation of resources.

Strategy 1: Align district, building, and classroom goals.	
District Vision Cards	<ul style="list-style-type: none"> <li>❖ District vision cards were developed to identify metrics, baseline information, and classifications of progress. These vision cards need to be reworked this year. (Karsten Anderson)</li> </ul>
School Improvement Plans	<ul style="list-style-type: none"> <li>❖ Each school will have a School Improvement Plan that identifies baseline information and targeted group in student achievement. (Karsten Anderson)</li> </ul>
Data Analysis	<ul style="list-style-type: none"> <li>❖ Administrators were trained in 2019-2020 to implement EdSpring, a data collecting software, for reviewing student achievement, attendance, and discipline data. The program also tracks the use and success of interventions. (Jess Whitcomb)</li> <li>❖ I3 Works</li> </ul>
Staff Evaluations	<ul style="list-style-type: none"> <li>❖ The school board discussed evaluations during the August workshop. Adoption of an updated iObservation system will focus teacher and administrator evaluations. Evaluation processes for other employees are under review. (Jess Whitcomb/Kim Cory)</li> <li>❖ Principals are using a revised version of the Marzano Framework to evaluate teachers. The evaluation includes the identification of goals related to strategies that impact student achievement. (Jess Whitcomb/Kim Cory)</li> <li>❖ Directions and District Leaders are developing a Non-classroom evaluation in the revised Marzano Framework to align our district priorities (Jess Whitcomb/Kim Cory)</li> </ul>
Recruitment & Retention	<ul style="list-style-type: none"> <li>❖ Substitute pay was increased and emergency substitutes were hired for the full-year and for September-only. (Amy French)</li> <li>❖ Accommodation and leave requests submitted by employees were addressed. (Amy French)</li> <li>❖ Elementary principals reassigned all elementary teachers and support personnel.</li> <li>❖ Grow Your Own Initiative (Amy French)</li> <li>❖ Recruitment - looking forward - Mn Educators Teachers of Color Job Fair 2021, Indeed Business profile, Virtual job fairs in states across the country (AZ, MS, FL) that have historically low rates of pay. (Amy French)</li> <li>❖ Onboarding - paper process is gone. All onboarding is done using electronic forms of communication (background checks are done via email link, templates set up in Applitrak to communicate with candidates giving us a clear communication history, Wage and Salary reporting is done via welcome email, payroll packets are sent electronically and when complete distributed electronically to those who need pieces of the documents, benefits are sent electronically. New Hire forms, Reassignment forms, Exit Forms are electronic and flow to the appropriate staff member (board packet, payroll, IT etc..) (Amy French)</li> </ul>
Strategy 2: Make decisions based on updated 5-year financial plans	
Financial Plan	<ul style="list-style-type: none"> <li>❖ Each year, Jackie Paradis updates a 5-year Financial Plan based on assumptions (such as enrollment projections, state aid increase estimates, and settlements with employee groups) developed or reviewed by the Finance Committee.</li> <li>❖ The field audit was completed virtually in August. (Jackie Paradis)</li> </ul>

	<ul style="list-style-type: none"> <li>❖ Goodhue County allocated about \$83,000 of its COVID funding to Red Wing Public Schools. (Jackie Paradis)</li> <li>❖ Jackie is identifying costs that can be paid using COVID funding from the federal government. (Jackie Paradis)</li> </ul>
Human Resources Plan	<ul style="list-style-type: none"> <li>❖ A Human Resources Plan is updated each year. Costs associated with the plan options considered as part of the 5-year financial plan. (Karsten Anderson)</li> <li>❖ Joni Gorman was hired as the Licensed School Nurse. (Karsten Anderson)</li> </ul>
Equipment Purchasing Plan	<ul style="list-style-type: none"> <li>❖ An Equipment Purchasing Plan, including technology purchases, is developed each year. Costs associated with the plan are incorporated into the 5-year Financial Plan. (Kevin Johnson)</li> <li>❖ Catalogued and Inventoried District Textbooks and novel: Ongoing (Meg Lahammer)</li> <li>❖ Technology is being recycled and reused (Charley/Meg Lahammer)</li> <li>❖ Utilizing staff in creative ways to meet the needs of technology repairs (Meg Lahammer)</li> </ul>
Long-Term Facilities Maintenance Plan	<ul style="list-style-type: none"> <li>❖ As required by the State, a 10-year Long-Term Facilities Maintenance (LTFM) Plan is updated each year. (Kevin Johnson/Alan Gaylor)</li> <li>❖ Work on the Burnside parking lot project was completed (Alan Gaylor)</li> </ul>
Transportation Plan	<ul style="list-style-type: none"> <li>❖ To reduce ridership counts, neighborhood schools, staggered starting and ending times for elementary and secondary schools, increased “No Bus Zones” were implemented, and waived parking fees for the year. (Karsten Anderson)</li> <li>❖ This year, there are no transfer buses between schools. (Karsten Anderson)</li> <li>❖ Regardless of the learning model, the same routes with the same times are being run each day. This helps reduce confusion about bus times. (Karsten Anderson)</li> <li>❖ In late September or early October, the transportation department will review ridership counts to determine if the “No Bus Zones” can be reduced and still keep ridership counts under 50% capacity. (Karsten Anderson) <ul style="list-style-type: none"> <li>➢ Buses are averaging about 35 students assigned at any given time and routes range from 30-60+ minutes.</li> <li>➢ First Student is implementing the FirstView app for parents in mid-October to monitor the location of their child’s bus. First Student can also send notifications to parents if a bus is significantly late.</li> </ul> </li> <li>❖ First Student is using Zoono Z71 on a monthly basis for bus surfaces. The product will be sprayed on high-touch areas one time per week. (Karsten Anderson)</li> <li>❖ Drivers are required to wear masks when students are loading or unloading. Students are required to wear masks while waiting at the bus stop and when they are on the bus. (Karsten Anderson)</li> <li>❖ First Student is assigning seats to all students for the morning runs. (Karsten Anderson)</li> </ul>