



# District Operational Plan

## End of Year Report (2024-2025)

### Student Achievement and Growth

#### Goal

Increase our capacity to provide instruction relative to the Science of Reading (SOR) and the requirements associated with the Minnesota READ Act

[Reading Instruction at REAMS Communication \(in Spanish\)](#)

[Leading with Literacy Newsletter 24-25](#)  
[Leading with Literacy Meetings 24-25](#)

[REAMS Literacy PD Examples](#)

[MDE Local Literacy Plan](#)

[RAS Literacy Coach Job Description](#)

#### Status

- ☒ Met  
☐ In Progress

Creation of our RAS Instructional Roadmap

[Roadmap Visual 24-25](#)

[Purpose Process Product Visual](#)

[REAMS, RMS-CES, RHS](#)

[Roadmap Visual 25-26](#)



#### Status

- ☒ Met  
☐ In Progress

Create and implement a strong and sustainable curriculum review process

[Curriculum Review Process & Practice Guide](#)

[REAMS Literacy Curriculum Review](#)

Implementation of our New Elementary Science Curriculum - Goal intentionally delayed to focus on elementary literacy

#### Status

- ☒ Met  
☒ 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

[CA&CR Report](#)

#### Status

- ☒ Met  
☐ In Progress

Aligning our work in the areas of literacy and ADSIS intervention with a sustainable MTSS process

[SY 2025-SY 2027 MDE ADSIS Application Narrative](#)

(INSERT MDE Response when Available)

**Status**

- ☒ Met  
☒ In Progress

Increased focus on our AIPAC goals

[AIPAC Newsletter](#)

[AIPAC Bylaws](#)

[AMSD Connections Newsletter Article](#)

Monthly AIPAC *RAISE* Newsletters (example below)

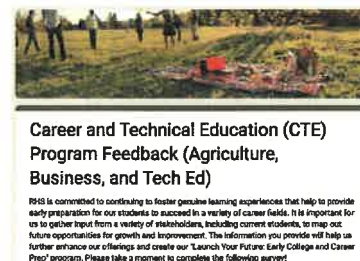


[MDE American Indian Education Aid Application](#)

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

[RHS CTE Student Enrollment](#)

CTE Student Feedback Survey



**Status**

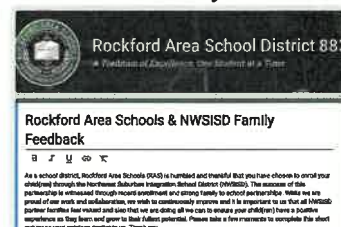
- ☒ Met  
☐ In Progress

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

[Grant progress with our NWSISD partners \(Buffalo and Fridley\)](#)

[RHS Registration Presentation](#)

NWSISD Family Feedback Form (below)



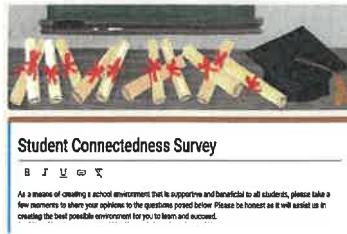
**Status**

- ☒ Met  
☐ In Progress

## Healthy and Supportive Environment

Create and implement a Student Connectedness Survey

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)

[Restorative Folder](#)

[Restorative Practices in Rockford Area Schools](#)

Status

- ☒ Met  
☐ In Progress

Create and implement a District Wellness Plan for all employees

[Wellness Committee](#)

[Wellness Policy](#)

[Wellness Policy Assessment](#)

[Wellness Triennial Assessment](#)

[RAS Insurance Year-to-Year Comparables](#)

Status

- ☒ Met  
☐ In Progress

Enhance our District Safety Committee

[ER Procedures/Crisis Management Plan](#)

Monitor our use of the *Raptor System* for increased school visitor protocols

[Raptor FAQ](#)

[Raptor Data](#)

Monitor Workers Compensation Claims:

- Works Compensation claims have increased in SY2024-25 from 18 incidents (5 OSHA reportable) to 29 incidents (7 OSHA reportable). 20/29 are claims from REAMS and in SY2024-25, 11/18 were also REAMS related.

Status

- ☒ Met  
☒ In Progress

Monitor and (when financially feasible) enhance District facilities for safety and increased functionality and aesthetics.

[Facility Use](#)

User Satisfaction Survey (Melissa to share results in July 2025)

Status

- ☒ Met  
☒ In Progress

## Rockford/Greenfield Community Expo Survey

## [Facilities Presentation](#)

## [Facilities Committee Improvement Projects Recommendations](#)

### Community, School and Family Partnerships

Establish a district communications/public relations committee

[RAS Communications Committee January 2025](#)

#### Status

- ☒ Met  
☒ In Progress\*

## [Elected Official Round Table](#)

EC/Galaxy Brochure - \*In Progress - Coming Summer 2025

## [Social Media Analytics](#)

## [Star Tribune Marketing Data](#)

Create E-12 Brand & Culture  
[Advantage Rockford](#)

Create, distribute, and analyze a new community survey to assess perceptions on strengths and areas for improvement

[RAS Community & Parent/Guardian Survey](#)

#### Status

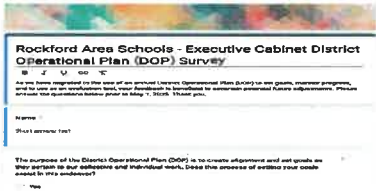
- ☒ Met  
☐ In Progress

Technology and Communication Enhancements

Conversations with our website provider, Finalsity, to enhance our web presence.

#### Status

- ☒ Met

	<a href="#">Website</a>	<input type="checkbox"/> In Progress
	Change in our domain name from rockford.k12.mn.us (state owned) to rockford883.org (domain owned by RAS). <a href="#">Staff email about change</a>	
Promote the use of District facilities and for the purpose of community usage and enjoyment	<a href="#">MDE Annual Community Education Report</a>  RAS Community Education Board Report - Coming July 2025 -	<b>Status</b> <input type="checkbox"/> Met <input checked="" type="checkbox"/> In Progress
Enhance partnerships with our local nonprofits to strengthen our community and foster collaboration	<a href="#">Hennepin County Youth Sports Grant</a>  <a href="#">RiverWorks &amp; Thousand Hearts Collaboration</a>	<b>Status</b> <input checked="" type="checkbox"/> Met <input type="checkbox"/> In Progress
<b>Culture of Collective Purpose</b>		
The implementation of the annual District Operational Plan (DOP)	<a href="#">DOP</a> Cabinet Questionnaire/Feedback 	<b>Status</b> <input checked="" type="checkbox"/> Met <input checked="" type="checkbox"/> In Progress
	Board Feedback (informal) - June 2025	
Reorganize District Operations	<a href="#">RAS Roles &amp; Responsibilities</a>	<b>Status</b> <input checked="" type="checkbox"/> Met <input type="checkbox"/> In Progress
Quarterly Superintendent Updates at all 3 school sites	<a href="#">State of the District</a>  <a href="#">Curricular Map Introduction</a>  <a href="#">Spring 2025 Updates</a>	<b>Status</b> <input checked="" type="checkbox"/> Met <input type="checkbox"/> In Progress
Create and utilize a consistent and structured onboarding process for all employees within Rockford Area Schools	<a href="#">Onboarding</a>  <a href="#">Offboarding Survey</a>	<b>Evidence</b> <input checked="" type="checkbox"/> Met <input type="checkbox"/> In Progress
The creation of a new District Employee Handbook	<a href="#">Handbook</a>	<b>Status</b> <input checked="" type="checkbox"/> Met <input type="checkbox"/> In Progress

Establishment of BILT (Building Instructional Leadership Team)	<p>BILT Institute</p> <ul style="list-style-type: none"> <li>• <a href="#">Agenda</a></li> <li>• <a href="#">Slides</a></li> </ul> <p><a href="#">PLC Template</a></p> <p><a href="#">Curricular Mapping Template</a>  <a href="#">Curricular Mapping Guide</a>  <a href="#">Curricular Map Intro</a>  <a href="#">Curricular Map Self-Assessment</a></p> <p>December 2024</p> <ul style="list-style-type: none"> <li>• <a href="#">BILT Evaluation</a></li> <li>• <a href="#">Program Evaluation</a></li> </ul> <p><b>Professional Development</b>  <a href="#">Workshop week</a>  <a href="#">10/16</a>  <a href="#">11/4</a>  <a href="#">1/20</a></p> <ul style="list-style-type: none"> <li>• <a href="#">24-25 Rocket Camp Registration Guide</a></li> </ul>	<p><b>Status</b></p> <p><input checked="" type="checkbox"/> Met  <input type="checkbox"/> In Progress</p>
Establishment of BOLT (Building Operational Leadership Team)	<p><a href="#">BOLT Agenda Guidance</a></p> <p>December 2024</p> <ul style="list-style-type: none"> <li>• <a href="#">BOLT Evaluation</a></li> </ul>	<p><b>Status</b></p> <p><input checked="" type="checkbox"/> Met  <input type="checkbox"/> In Progress</p>
Establishment of Coordinating Council	<p><a href="#">RAS Coordinating Council Agenda</a></p>	<p><b>Status</b></p> <p><input checked="" type="checkbox"/> Met  <input type="checkbox"/> In Progress</p>
Establishment of Instructional Cabinet (I-Cab)	<p><a href="#">Instructional Cabinet Agenda</a></p>	<p><b>Status</b></p> <p><input checked="" type="checkbox"/> Met  <input type="checkbox"/> In Progress</p>
Coaching and developing leaders for continuous improvement	<p><a href="#">RAS BILT Job Description</a></p> <p><a href="#">RAS BOLT Job Description</a></p> <p><a href="#">RAS Learning &amp; Innovation Specialist Job Description</a></p> <p><a href="#">Maintenance/B&amp;G MASBO Leadership Training</a></p> <p><a href="#">Harvard GSE Instructional Coaching</a></p>	<p><b>Status</b></p> <p><input checked="" type="checkbox"/> Met  <input type="checkbox"/> In Progress</p>
Establish a monthly “Rocket	<p><a href="#">Rocket Recognition Process</a></p>	<p><b>Status</b></p>

Recognition” as a means to highlight the great work of employees throughout RAS

☒ Met  
☐ In Progress

### Stewardship of Resources

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

[Finance Committee Notes \(Example\)](#)

[Finance Committee Agenda \(Example\)](#)

**Status**

☒ Met  
☐ In Progress

Negotiate fair and fiscally sound employee contracts

[Finalized Contracts](#)

Fiscal Spreadsheets ([Principals](#), [Teachers](#))

**Status**

☒ Met  
☐ In Progress

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

[CFO Job Description](#)

[Directors of Business Operations Job Description](#)

**Status**

☒ Met  
☐ In Progress

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

[Vote2024](#)

[Community Presentation](#)

[Community Education Vote Flyer](#)

[Technology Update](#)

[September Board Presentation](#)

[RAS 5-Year Technology Plan](#)

**Status**

☒ Met  
☐ In Progress

