













2024-2025 Operational Plan Update

June 2025 - End of Year Report

Strategic Directions	 High Quality Teaching & Learning	 21st Century Learners	 Equity	 Safe & Caring Community
Human Resources	<ul style="list-style-type: none"> - GYO Pathways/Apprenticeship Program (Implemented and ongoing) - Recruitment/Retention (ongoing) - AI 	<ul style="list-style-type: none"> - GYO Student & Adult Pathways (Implemented and ongoing) - Implementation of PowerSchool Modules (ongoing) - Digitizing Current Student Records (ongoing) 	<ul style="list-style-type: none"> - Embedding CC into Principal (implemented) 	<ul style="list-style-type: none"> - DDE Survey Results: Staff Feeling Valued (ongoing) - Preparing for new Family Paid Leave Act (preparing for implementation)
Teaching & Learning	<ul style="list-style-type: none"> - READ Act Training (E-5, Special Education completed); EL started; Phase II starts 26-27 - 95% Word Work Program (implemented) - Social Studies Standards Work (full implementation 26-27) (ongoing) - Math Standards Work (full implementation 27-28) (ongoing) - Math Resource Work; chose Illustrative Math (Early Adopters 25-26) 	<ul style="list-style-type: none"> - AI: Continued exploration and support of schools using tools (PD on 10/21) (ongoing) - Online program evaluation and expansion (ongoing) 	<ul style="list-style-type: none"> - Woven into 95% resource and READ Act training (ongoing) - New Social Studies standards have an ethnic studies component (upcoming) - Achievement Gap with CACR (ongoing) 	<ul style="list-style-type: none"> - DDE Survey Results—components related to Safe & Caring Community (completed)

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Special Services	<ul style="list-style-type: none"> - Program evaluation of Co-teaching e-12 (ongoing) - Supporting apprenticeships and teacher pipeline (highly successful first year) - Special Education PLC focus on increasing results through consistent due process implementation (We did not use the PLC process, but worked on consistent due process) 	<ul style="list-style-type: none"> - Continue expansion and refinement of Owatonna Online Special Education Services (very successful year, ongoing as we expand) 	<ul style="list-style-type: none"> - Ensure a Least Restrictive Environment via a continuum of special education services across all settings (Setting III and IV) (ongoing) 	<ul style="list-style-type: none"> - Alignment of Teach to Heal across all buildings and settings (decided to move a different direction in Tier 1 and 2; will continue to use in Special Education) - Implementation of Ukeru and Safety Care (Implemented)
Community Education	<ul style="list-style-type: none"> - New Nat'l Reporting Standards for ABE (Ongoing) - New Student Achievement Testing Series/Curriculum Alignment (Ongoing) - PD for Child Care Team (Ongoing) 	<ul style="list-style-type: none"> - Workplace-based Adult Education (Ongoing) - PLC Reboot (Done) - IELCE Grant Rewrite (Done) 	<ul style="list-style-type: none"> - Adults with Disability Programming (Done) - Community Citizenship Expansion (Ongoing) 	<ul style="list-style-type: none"> - Expansion of joint staffing positions for School Age Care (Done) -
Finance/Operations	<ul style="list-style-type: none"> - Enrollment Forecast (ongoing) - Financial Forecast (ongoing) - Transportation Cost Analysis (ongoing) - GYO Pathways/Apprentices 	<ul style="list-style-type: none"> - Online Program Tuition agreements, enrollment review and financial analysis (ongoing) - Career Pathways financial support (ongoing) 	<ul style="list-style-type: none"> - Equitable distribution of financial resources (Special Ed, Compensatory, EL) (ongoing) - Develop a ROI analysis for financial resources/programs 	<ul style="list-style-type: none"> - Transportation Safety Committee (ongoing) - Unemployment insurance financials (completed) - Summer Targeted Services funding (ongoing)

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	hip grant management (ongoing) - Early Learning/VPK financial analysis (ongoing) -	- Printing systems usage tracking (ongoing) - Central Enrollment (ongoing) - Cybersecurity (ongoing)	- (beginning) Food & Nutrition participation analysis/outreach (ongoing)	- Meal participation (universal free meals) (ongoing)
Facilities, Infrastructure, Security		- Renovate OMS pool (In progress) - Sale of Rose Street property (In progress) - Sale of Bridge Street property (In progress)		- IAQ / HVAC replacement at OEC (In progress) - IAQ / HVAC replacement at McKinley (In progress) - Finalize reunification plan (Complete) - Finish old high school site renovation (Nearing completion) - Crossing Guards (Complete)