



# **MENAHGA BRAVES**

## **2023-2030**

### **Strategic Plan Community Update**

## **AGENDA**

- 1. Data Collection Review Process**
- 2. Community Update on Progress**
- 3. Community Update on Goals Achieved**



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### 4. Suggested Updates for Plan Extension through 2030

Belief Statement:		<i>We believe student success is a collaborative between students, school, family, and community which is built upon strong relationships.</i>	
Core Values:		<i>Integrity, Respect, Relationships, Safety</i>	
Mission:		<i>To build strong partnerships with stakeholders to ensure all learners succeed.</i>	
Vision:		<i>To engage all learners on a lifelong path to success.</i>	
Focus Area	Goals	Objectives	Progress
<b><u>Student Achievement</u></b>	1. We will achieve the goals of the Comprehensive Achievement and Career Readiness (CACR) Plan for all students in the school district.	1.1. We will annually evaluate the success of meeting the five goals of the CARC: <ul style="list-style-type: none"><li>■ All children are ready for school.</li><li>■ All third-graders can read at grade level.</li><li>■ All racial and economic achievement gaps between students are closed.</li><li>■ All students are ready for career and college.</li><li>■ All students graduate from high school.</li></ul>	Comprehensive Achievement and Civic Readiness (new WBWF) Plan 1.1 All students are taking fall, winter and spring assessments to monitor progress and receive intervention as needed <ul style="list-style-type: none"><li>• Students in 7-12 using SchoolLinks to map career and college readiness</li><li>• PreK - 12 will take a Fall, Winter, Spring Benchmarks</li><li>• 2025 Graduation Rate (100%)</li><li>• K-3, 4-6 Interventionist roles (ADSIS)</li></ul>
	2. We will achieve the goals of the Minnesota	2.1. We will annually evaluate the success of meeting the goals of the READ Act.	



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	Reading to Ensure Academic Development (READ) Act for all students in the school district.	<ul style="list-style-type: none"><li>• Every child reads at or above grade level every year, beginning in kindergarten.</li><li>• To support multilingual learners and students receiving special education services in achieving their individualized reading goals.</li><li>•</li></ul>	<p>2.1 OL-LA (Online Language &amp; Literacy Academy) has been completed for all elementary classroom teachers that had not previously completed LETRS, as well as all Special Education teachers.</p> <ul style="list-style-type: none"><li>• Every elementary teacher and special education teacher completed and mastered the state required READ Act training for the 2024-2025 school year.</li><li>• Secondary teachers and paras will begin READ Act training as announced by the state.</li><li>• ADSIS Grant received</li><li>• Teaching and Learning Coordinator role to support instruction- lead new staff who need READ Act training, conduct paraprofessional training</li><li>• Additional intervention curriculum added with ADSIS grant programming</li></ul>
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Focus Area	Goals	Objectives	Progress
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<p><b><u>Student Achievement Continued</u></b></p>	<p>3. Increase the academic engagement of all students through authentic and cross-curricular experiences aligned to a career pathway of their choosing.</p>	<p>3.1. By 2024-2025, build and expand a definition and understanding of differentiated learning at all levels (preK-12) as a foundation for academic engagement.</p> <p>3.2. By 2024-2025, bi-annual review of the course offerings to ensure relevance related to career pathways.</p> <p>3.3. By 2024-2025, develop community and business partnerships that align with each pathway.</p> <p>3.4. By 2025-2026, ensure all Menahga High School students will have the opportunity to take multiple courses each year that align with their career pathway.</p> <p>3.5. By 2025-2026, all Menahga High School students will choose a flexible career pathway by the end of their freshman year.</p> <p>3.6. By 2026-2027, provide seniors with an authentic/hands-on learning experience through business internships (CAPSTONE PROJECT).</p>	<p>3.1 Math piloting took place. Bridges Math curriculum was adopted for PreK - 5 and Envision Math for 6 - 8. Language Arts curriculum will need to be assessed as more information from the state is released.</p> <ul style="list-style-type: none"> <li>• Differentiated math curriculum that is manipulative based</li> <li>• Differentiated literacy supports with increasing individualized interventions, additional intervention resources</li> </ul> <p>3.2 Continue to complete bi-yearly review of the course offerings to ensure relevance related to career pathways.</p> <ul style="list-style-type: none"> <li>• Expansion of programming to Elementary levels</li> <li>• High School leadership is using SchoolLinks to update all courses to align with pathway opportunities.</li> </ul> <p>3.3 Business Teaching staff, with leadership support, have placed HS students in business partnerships that align with career pathways (SchoolLinks).</p> <p>3.4 Business Teaching staff, with leadership support, have placed HS students in business partnerships that align with career pathways (SchoolLinks).</p> <p>3.5 Career Pathways Team with Leadership, Administration and Sourcewell are working toward building flexible</p>
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<b><u>Student Supports</u></b>			<p>pathways.</p> <p>3.6 26 Internships in place throughout the 2024-2025 school year.</p>
	<p>4. Provide the resources, programs, and personnel that enable all students to be successful.</p>	<p>4.1. Maintain a mental health system, including personnel and programming, that is responsive to the changing needs of all students.</p> <p>4.2. Maintain a full range of academic, social, emotional, and behavioral interventions that are responsive to the changing needs of all students.</p> <p>4.3. Continually research best practices in education to maximize learning for all students in the district.</p> <p>4.4. By 2023-2024, all students can identify a positive relationship with at least one caring adult from the Menahga Schools staff.</p> <p>4.5. By 2024-2025, we will explore opportunities to increase preschool educational programming to support the growing needs of our community.</p> <p>4.6. By 2026, we will explore opportunities to update our outdoor facilities including playgrounds and athletic areas.</p> <p>4.7. Continue to invest in technology and infrastructure within our athletic spaces.</p>	<p>4.1 Our school mental health supports continue to meet with students.</p> <ul style="list-style-type: none"> <li>• Proactive groups are beginning-friendship skills, etc. with our social workers</li> <li>• Elementary LSCI Team Assistant Principal Hedstrom attended and received LSCI (Life Space Crisis Intervention) certification and refresher training.</li> <li>• High School developing LSCI (Life Space Crisis Intervention) certification.</li> <li>• LSCI proactive support role.</li> <li>• 2 Sanford employees supporting during the school day.</li> </ul> <p>4.2 MES is utilizing Intervention curriculum consistently with math instruction in special education and tiered intervention.</p> <ul style="list-style-type: none"> <li>• We are continuing to apply for grant opportunities that would allow us to expand our use by adding additional Second Step curriculum kits for grade levels allowing greater access.</li> <li>• I-Team in Elementary and Secondary</li> </ul> <p>4.3 Multiple trainings were offered and</p>



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			<p>participated over the summer to help prepare classroom teachers and paraprofessionals for best supporting students.</p> <ul style="list-style-type: none"><li>• Increased professional development days within the school year.</li></ul> <p>4.4 Surveys were completed by students at the end of both the 23-24 and 24-25 school year.</p> <ul style="list-style-type: none"><li>• 99% of K-2 students identified one or more caring adults at school.</li><li>• 88% of 3-6 students identified one or more caring adults at school.</li><li>• Continue to monitor and track positive student interactions K-12</li><li>• 98% of our 7-12 students identified one or more caring adults at school.</li></ul> <p>4.5 Additional section of T/Th Afternoon Preschool was added in 24-25 and a morning section will be offered for 25-26.</p> <p>4.6 Currently looking at needs for playground updates. This past summer, custodial staff</p> <ul style="list-style-type: none"><li>• Replaced most of the decks, steps, handrails (to code) suspension bridge on both playgrounds, web climber nets on both</li><li>• Softball and baseball fields have been given additional aggregate to help prevent flooding.</li></ul>
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			<ul style="list-style-type: none"> <li>New scoreboards for the JV and Varsity softball fields - completed 2025</li> </ul> <p>4.7 Hudl cameras for online viewing of athletic games and events have been added to both gyms and the football field.</p> <p>4.8 Convert Basketball/ Tennis community courts to multi-use facilities including Pickle Ball.</p>
Focus Area	Goals	Objectives	
<u>Staff Supports</u>	5. Provide the resources and programming to support all district staff.	<p>5.1. Implement innovative programs for the recruitment of staff in our district.</p> <p>5.2. Increase the availability of professional development for all staff.</p> <p>5.3. By 2025, we will form an action committee to research the need and financial obligation of building childcare opportunities.</p> <p>5.4. By 2024-2025, we will have a tool to evaluate the impact of professional development activities to prioritize the future direction of staff development.</p> <p>5.5 In 2025 we will build supports and training for AI.</p>	<p>5.1 Successfully hired for all Elementary teaching openings. HS Leadership is working with area Colleges and Sourcewell to attract and retain teaching staff.</p> <ul style="list-style-type: none"> <li>Substitute teachers were interviewed, and 13 additional substitutes were added to our pool.</li> <li>We have an internal mentorship, Sourcewell - New Teacher Academy, Beyond New Teacher Academy, New Teacher Special Ed Academy</li> <li>Transportation utilized Radar Talent Solutions to promote the need for bus drivers. As a result 4 drivers were added to our team.</li> </ul> <p>5.2 34 different training opportunities were provided to staff over the 2025 summer. OL-LA/ LETRS will continue with new staff.</p>





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<b><u>Communication</u></b>			<ul style="list-style-type: none"> <li>9 PD Staff days and 1 day of Flexible hours for additional PD and/or supervision</li> </ul> <p>5.3 Piloted After School Care Programming. Offered but not enough participation to warrant a need.</p> <p>5.4 Researching tools from other school districts for best practices-</p> <ul style="list-style-type: none"> <li>Restructuring PD Committee and Process to be proactive in providing /needs of students and staff.</li> </ul> <p>5.5 AI Training is being planned for Staff Development Days in Nov and Jan</p>
	6. We will develop a clear communication strategic plan and annual goals that support district strategic priorities.	<p>6.1 Annually, develop site goals to support district strategic priorities.</p> <p>6.2 By 2024-2025, develop quarterly reports to track strategic priorities.</p> <p>6.3 By 2023-2024, develop a strategic plan document.</p> <p>6.4 Review / Adapt / Adopt Plan.</p>	<p>6.1 Strategic Plan updates</p> <p>6.2 Strategic Plan updates</p> <p>6.3 October 16, 2023 5 year Strategic Plan created.</p> <p>6.4 8/4/2025 Strategic Plan Community Update</p>
	7. We will establish a clear brand identity for the district to build our image and reputation.	<p>7.1 Create a communication coordinator position within our district.</p> <p>7.2 By fall 2025, refresh the district website.</p> <p>7.3 By fall 2025, develop social media protocols, processes, and analytics.</p>	<p>7.1 Hired Communications Coordinator Sept. 2023</p> <p>7.2 Continuous improvement and updates.</p> <p>7.3 Process implemented where all social media requests will be sent to the communication coordinator or Community</p>





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		7.4 Provide annual staff training in brand ambassador skills.	Education Director/Athletic Director for publishing. 7.4 Printed Strategic Plan poster for all classrooms.
	8. We will utilize a variety of communication tactics to maximize awareness and support of the district's goals, priorities, and programs.	8.1 Continuously produce regular digital, print, and video communication to provide timely and relevant information. 8.2 Continue to expand our social media reach each school year.	8.1 Providing timely information to the community. 8.2 The amount of Facebook followers continues to increase. There are 2600 Current Facebook followers for the Menahga School District page.
	9. We will develop and maintain positive, collaborative relationships with all stakeholders to promote community involvement and strengthen support for Menahga Public Schools.	9.1 Annually, build and maintain community relationships by developing a community newsletter. 9.2 By 2023-2024, the district interventionist team will build and maintain staff relationships and be accessible during family academic events.	9.1 Annual Back-to-School newsletter. 9.2 Interventionists are available and sharing resources at family events. 9.3 4th Annual Pork Feed.
	10. Safety Plan	10.1 Building and Ground community use 10.2 Reunification Plan	10.1 Implementation of Emergency Response Commands in 23-24 along with staff training and student/staff drills 10.2 Assistant Principal partnership with Wadena County Police and Emergency Response Medical Facilities and



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			<p>training with "Iloveyouguys.org", (Sandy Hook).</p> <ul style="list-style-type: none"> <li>• Annual ALICE Training</li> <li>• State mandated safety drills</li> </ul>
	<p>11. Ensure all district facilities are safe, modern, well-maintained, and support high-quality teaching and learning environments for all students and staff.</p>	<p>11.1 Conduct a comprehensive facility assessment of all buildings and grounds to help create a 10-year Strategic Facility Plan by 2027 with input from stakeholders. Assessment will identify educational, maintenance and modernization needs and prioritize facility improvements based on educational impact, safety, best utilization of space, cost, and long-term sustainability. Some areas of emphasis to include:</p> <p>11.1.1 Explore opportunities to continue to maintain/replace existing facility infrastructure systems including but not limited to:</p> <ul style="list-style-type: none"> <li>• Evaluate aging boiler plant, ventilation systems, temperature controls, roofing areas, lockers, etc.</li> <li>• Evaluate site items including path improvements for ADA, parking lots, and improving the track for walking</li> </ul> <p>11.1.2 Explore opportunities to update existing educational facilities to best utilize existing spaces. A number of areas are no longer used for original purposes or do not adequately support educational goals and can be repurposed to better serve the district. Some potential areas to study:</p>	



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|  |  | <ul style="list-style-type: none"><li>• Media Center remodel to allow for more flexible use by more groups</li><li>• More efficient use of office space</li><li>• Main Entrances for Elementary and High School</li><li>• Storage and receiving</li><li>• Transportation Building improvements</li><li>• Update Stage/Performance Area (Lighting and Sound)</li><li>• Explore opportunities for improvement in drop-off and pick-up</li></ul> |  |
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