



WE ARE FARIBAULT



Studer Education Pensacola, FL Conference

**Journey to Excellence in Education
*Living and Realizing Our Mission***



Attendees:

Jamie Bente, Superintendent

Julie Hull, Dir. Teaching & Learning

Nicole Yochum, Dir. Human Resources

Nick Jurrens, Principal

Ashley Benhart, Principal

Stacy Fox, Principal

Yesica Louis, Principal

Theme of Conference

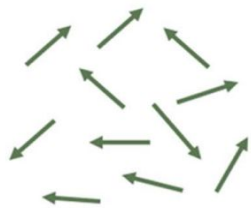
- ✓ **Actualize District Goals**
- ✓ **Create Alignment**
- ✓ **Build a Culture of Continuous Improvement**

Why

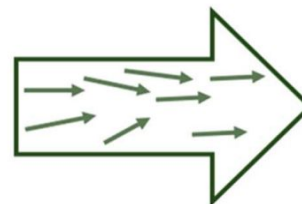
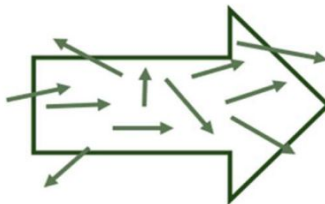
- ✓ Studer: Experts in Building Systems Through Lens of Success - Proven Track Record of Success!
- ✓ Consistency With Systems
- ✓ Building a Better Culture
- ✓ Supporting Leadership Team



Systems Thinking and Alignment



From random acts
of improvement...



To aligned acts of
improvement.

Nine Principles for Organizational Excellence

NINE PRINCIPLES

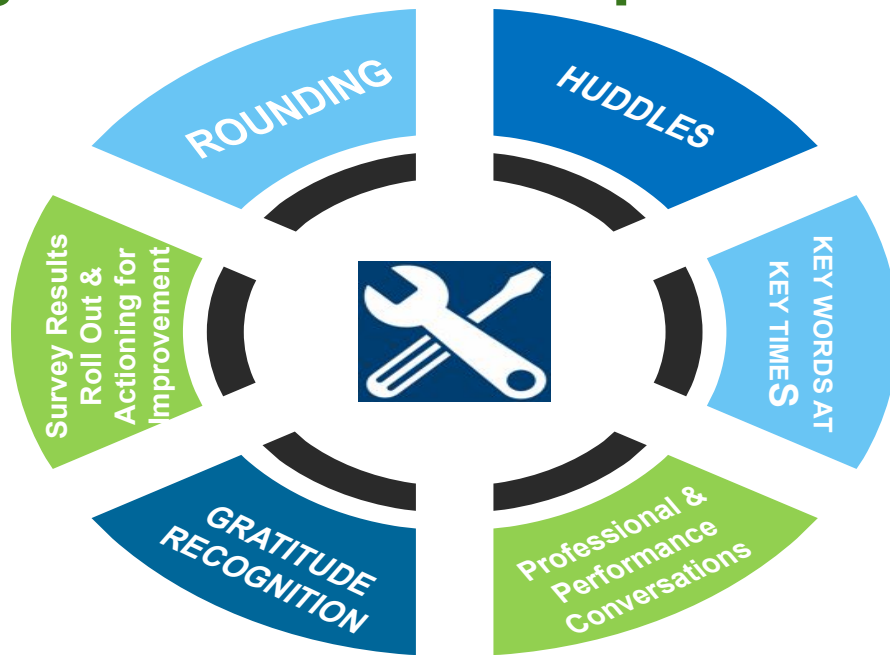
- 1 Commit to Excellence
- 2 Measure the Important Things
- 3 Build a Culture Around Service
- 4 Develop Leaders to Develop People
- 5 Focus on Employee Engagement
- 6 Be Accountable
- 7 Align Behaviors with Goals & Values
- 8 Communicate at All Levels
- 9 Reward and Recognize Success



- ✓ Strategic Planning: (5 & 10 year plan)
- ✓ More Focused Alignment



Developing Leaders and People to Build Culture



Impact of Leaders on Organizational Success





What is Rounding?

Sample Rounding Questions

- ✓ What is working well for you?
- ✓ Do you have the resources to do your job?
- ✓ Is there anything we could do better?
- ✓ Who can I recognize on your behalf today?
- ✓ Are you feeling supported?

Sample-Intro Supervisor Email



Hello SC Staff,

In an effort to make Spring Creek the best it can be, we'll be continuing the practice of holding "rounding conversations" with a goal of meeting with every staff member this school year. The meeting will take anywhere from 5-10 minutes, and the rounding window is open now and closes November 3rd. The first round of rounding conversation will include:

- ~ Principals meeting with general education teachers and support staff as well as Title teachers
- ~ Sara and Caleb meeting with SpEd teachers and EAs
- ~ Hope meeting with coaches, ADSIS, and EL
- ~ Stephany Stromme meeting with child nutrition staff
- ~ Justin Raabolle meeting with custodial and buildings and grounds staff
- ~ Dr. Hillmann meeting with new teachers

With that said, I am willing to meet with anyone who wants to schedule a meeting:-) Please let me know some good dates and times for us to get together.

During the conversation I'll ask five questions. They are:

What is working well for you?

Do you have the resources to do your job?

Is there anything we could do better?

Who can I recognize on your behalf today?

Are you feeling supported?

Last year I received some really good feedback and I'm looking forward to the same this year. Thanks!



Supervisors Rounding Input

- ✓ CPT Meetings
- ✓ Individual Staff Meetings
- ✓ Intentional Questions Gain Better Responses - rather than “how’s it going”
- ✓ Future Focus - Round With Parents!



STOPLIGHT REPORT

The Stoplight Report is a way to communicate how ideas, concerns, and barriers are being handled. Items added to the Stoplight Report might be collected during check-in conversations, team meetings, or a process audit. The Stoplight Report is shared to keep the team informed of priorities for improvement and progress.

Green Light items are things that have been addressed and are complete. Yellow Light items are things in progress. Red Light items are those issues or ideas that cannot be done and *the reason why*.

DEPARTMENT/UNIT	DATE:

GREEN/COMPLETE	YELLOW/WORK IN PROGRESS	RED/CAN'T COMPLETE AT THIS TIME AND HERE'S WHY

Benhart experience (with Studer)

Strategic Plan

Strategic Commitments

Benchmarks

Strategic Groups

Rounding

Budget Reconstruction

Elevate

Northfield PUBLIC SCHOOLS

- PEOPLE
- COMMUNICATION
- Learner Outcomes
- STEWARDSHIP
- EQUITY
- PARTNERSHIPS

Reaching Out, Reaching Up:

THE 2027 STRATEGIC PLAN



VISION

We prepare every student for lifelong success by developing critical thinkers who are curious and ready to engage in our society.

STRATEGIC COMMITMENTS



People

We prioritize the engagement, satisfaction, and support of every student, staff member, and family.



Learner Outcomes

We prepare every student to be academically and socially ready to choose their preferred pathway after high school graduation.



Equity

We ensure that every child has a fair opportunity to reach their full potential.



Communication

We communicate effectively and transparently with all stakeholders.



Stewardship

We responsibly manage our personnel, finances, property, time and environmental impact.



Partnerships

We seek community partnerships that accelerate student achievement

BENCHMARKS

1

All children are ready for **kindergarten**.

2

All students are connected to the **community**.

3

All students are at grade level in **reading and mathematics** by the end of third and sixth grades.

4

All students exhibit physical, social and emotional **well-being**.

5

All students have a **connection** with a caring adult beyond their parents as they transition to middle school.

6

All students have interests, goals and a **vision** for the future by the end of eighth grade.

7

All students **graduate** from high school with a plan to reach their full potential.

8

All **employees** report satisfaction in the workplace.

9

All **parents** report satisfaction with their children's educational experience.

10

The district maintains 14% of its annual expenditures in its unassigned fund balance to ensure **financial stability**.

11

Community education provides relevant and accessible learning opportunities for all residents.

Note: The first seven benchmarks are aligned with the language identified by Northfield Promise, a collective impact consortium of 26 community organizations committed to helping Northfield's



What We Already Do:

- ✓ Stakeholder surveys
- ✓ PLCs
- ✓ Playbook
- ✓ Alignment– District goals, SIPs, PLC goals



Roosevelt Implementation:

- ✓ Stoplight system
- ✓ Rounding conversations
- ✓ Staff recognition - thank you note each day
- ✓ “Listening to students”-- announcements; more student voice
- ✓ Focus groups- cafeteria, CARES rewards
- ✓ Specificity