

Becker School District Strategic Goals Policy #223



Strategic Plan Belief Statements



We believe that everyone is unique, has worth, deserves respect, and can learn and excel in an environment tailored to their needs.

We believe that it is the responsibility of every school to provide a respectful, physically and emotionally safe and secure learning environment for everyone.

We believe that critical thinking and problem-solving skills are fundamental to preparing students for their future.

We believe in the potential of all students to succeed in an ever-changing world.

We believe in the value and importance of student involvement in activities to create well-rounded citizens.

Strategic Plan Mission Statement



**Developing Self-Directed
Learners to Thrive in a
Changing Global Community**

Strategic Plan Focus Areas



STRATEGIC PLAN FOCUS AREAS

**Student
Growth and
Achievement**

**Safety
and
Well Being**

**Staff
Development
and Support**

**Family and
Community
Engagement**

**Effective
Resource
Management**

Instructional/Academics



Goal 1: Effective and relevant instruction meeting the needs of all students to achieve the state Comprehensive Achievement and Civic Readiness goals at Becker Public Schools.

Strategic Plan Objective 1.1: We will annually evaluate the success of meeting the five goals of Comprehensive Achievement and Civic Readiness (CACR):

All students are ready for school.

All racial and economic achievement gaps between students are closed.

Prepare students to be lifelong learners.

All students are ready for career and college.

All students graduate on time.

Student Growth and Achievement



Goal 2: We will ensure all students receive a guaranteed and viable curriculum with aligned assessments and a consistent learning environment that meets the students' individual needs.

Strategic Plan Objective 2.1: We will continue utilizing digital tools to support and enhance learning for all students and staff.

Strategic Plan Objective 2.2: By June 30, 2027, we will ensure a consistent learning environment across the district to promote student success.

Safety and Well-Being



Goal 3: Provide the resources necessary and remove barriers to create exceptional learning opportunities for all students through a safe, supportive, inclusive, and collaborative culture.

Strategic Plan Objective 3.1: Annual evaluation of procedures and protocols related to the safety of students, staff, and community within the Becker School District.

Strategic Plan Objective 3.2: We will continue to utilize an extensive Multi-Tiered System of Supports (MTSS) process to address academic and behavior needs through frequent and early intervention.

Strategic Plan Objective 3.3: We will continue addressing mental health needs through Social Emotional Learning (SEL) at a variety of levels.

Strategic Plan Objective 3.4: We will identify opportunities to strengthen our schools being a welcoming, safe, and supportive school climate.

Strategic Plan Objective 3.5: By the 2026-27 school year, we will enhance opportunities for students to explore interests and optimize abilities and potential.

Staff Development and Support



Goal 4: Maintain a professional environment and culture that promotes engagement and staff development that allows for both staff and student success.

Strategic Plan Objective 4.1: Annually, provide ongoing feedback to all staff to support professional growth.

Strategic Plan Objective 4.2: Annually, provide opportunities for staff development to support the use of instructional technology tools to enhance teaching and learning.

Strategic Plan Objective 4.3: We will refine the Teacher Development and Evaluation (TDE) plan to support professional development that focuses on promoting optimal learning opportunities for all students.

Strategic Plan Objective 4.4: we will identify opportunities to strengthen and focus PLC's to enhance staff professional growth.

Strategic Plan Objective 4.5: By June 30, 2024, we will create and implement a plan to recruit and retain highly qualified staff who reflect the needs of the district.

Family and Community Engagement



Goal 5: Promote and celebrate the opportunities that make Becker School District a foundation of the community

Strategic Plan Objective 5.1: During the 2022-23 school year, implement and utilize a variety of communication tools to maximize visibility and support of the district's goals, connections, and successes.

Strategic Plan Objective 5.2: During the 2023-24 school year, we will create processes and a communication plan that creates a connection between all stakeholders in the district.

Strategic Plan Objective 5.3: By the 2025-26 school year, we will create a plan to utilize and document increased community partnerships to provide greater opportunities for students.

Effective Resource Management



Goal 6: Maintain fiscal responsibility and allocate resources strategically, effectively, and efficiently to support current and future learning needs.

Strategic Plan Objective 6.1: Annually, evaluate and allocate resources aligned to prioritized learning needs.

Strategic Plan Objective 6.2: Annually, manage and monitor ongoing facility needs and use of space.

Strategic Plan Objective 6.3: Annually, meet fiscal management goals as defined in board policy.



July 7 Board Presentation
Director of Curriculum and Instruction
Carla Nolan

CACR Data Update



24-25 SY Goal	Progress Toward Goals	Action Plan
80% of students enrolled in BPS early learning programs who are eligible to enter kindergarten in the fall of 2025 will be on track to score in "low risk" as measured by the FastBridge Early Reading assessment in the spring of 2025.	Spring 2025: 75%	<ul style="list-style-type: none"> LETRS training 2024-2025 SY Implement structured literacy in all EE classrooms
By the Spring of 2026, at least 70% of students enrolled in BPS will score at or above the grade level benchmark as measured by the FastBridge earlyReading, CBMR, or AUTOREading assessment.	Progress: 2025: 63.3%	<ul style="list-style-type: none"> K-5 Literacy curriculum implementation fall 2024 All K-5 classroom teachers LETRS trained by fall 2025
The percentage of Becker students graduating from high school in four years will remain at or above 90% in 2025.	2024 Graduation Rate: 92.6%	<ul style="list-style-type: none"> Strengthen differentiation & engagement Course offerings & Pathways
The percentage of Becker students who score in the Low Risk category of the Social, Academic, and Emotional Behavior Risk Screener (SAEBRS/mySAEBRS) will be at or above 90% by the Winter screening.	Winter 2025: 87%	<ul style="list-style-type: none"> Professional development for Mental Health staff on evidence-based interventions Embedded SEL instruction to support students in regulating emotions and communicating effectively.

Curriculum Review and Adoption



2024-2025 SY Implementation:	2024-2025 SY Review:	2025-2026 SY Review:
<ul style="list-style-type: none">■ K-5 Literacy aligned with Science of Reading■ K-5 Health aligned with national standards	<ul style="list-style-type: none">■ 6-12 English Language Arts aligned with 2020 ELA standards	<ul style="list-style-type: none">■ K-12 Social Studies aligned with 2021 Social Studies standards

Instructional Technology Update



2024-2025 SY Implementation:

- AI-focused professional development for secondary licensed staff
- Initial implementation of adopted digital curricular resources
- Site visit to observe Modern Classrooms Project model

2025-2026 SY Implementation:

- Deepen staff understanding of AI in classroom instruction
- Strengthen integration of digital curricular resources for adopted literacy and science programs through tech integrationist support
- Support MCP implementation through tech integrationist support



**July 7 Board Presentation
Elementary Assistant Principal
Brandon Papenfuss**

Primary School



Goal 4: Maintain a professional environment and culture that promotes engagement and culture that promotes engagement and staff development that allows for both staff and student success.

What:

- On August 27th, 2024 provided preview of Responsive Classroom strategies to staff.
- Responsive Classroom training for classroom teachers. (June 9-11)
 - Responsive Classroom training equips educators with practical strategies to build a positive, engaging, and respectful school culture, directly supporting a professional environment that fosters both staff development and student success.

Primary School



- **Goal 5:** Promote and celebrate the opportunities that make Becker School District a foundation of the community
- Watch D.O.G.S program-
 - program brings positive male role models into our school, creating meaningful connections with students while fostering a strong sense of community pride. It's one of the many ways Becker Primary School celebrates family involvement as a cornerstone of our district's identity.
- Restarted in January: 85 "Dogs" came in from Jan 14-Jun 4.



Intermediate School



Goal 3: Provide the resources necessary and remove barriers to create exceptional learning opportunities for all students through a safe, supportive, inclusive, and collaborative culture.

What: Reduce the amount of behavior referrals by 7% - Actually down 9%

How:

- **PBIS-** Second year of implementation with over 90% of staff buying in and participating in PBIS strategies.
- **Engagement Strategies-** Continuing with the districts goals and objectives to increase student engagement by incorporating engagement strategies.



**July 7 Board Presentation
High School Principal
Dave Kreft**

Middle School and High School



Goal 4: Maintain a professional environment and culture that promotes engagement and culture that promotes engagement and staff development that allows for both staff and student success.

What:

- Middle school staff and high school staff engaged in collective professional development on identifying priority standards. This was conducted on two different full day professional development days. The work was done with a focus on the most current standards and looking forward to new standards in English, social studies, and math
- Middle school staff and high school staff engaged in collective professional development on utilization of artificial intelligence. The training, provided by an outside vendor, first focused on tools to use for professional efficiencies and then tools that may be used with students. Two half day trainings were provided.

Middle School and High School



Goal 2: We will ensure all students receive a guaranteed and viable curriculum with aligned assessments and a consistent learning environment that meets the students' individual needs.

What:

- Middle school and high school teams engaged in PLC work to identify priority standards. The work was done during professional development time and during PLCs.
- Middle school continued to focus on effective classroom engagement strategies while deepening use of eduCLIMBER to analyze data and better support student needs.
- High school staff was trained on aspects of quality assessments and targeted the refinement of an assessment. The assessment was selected based on data in Educlimbr and Skyward and focused on the lowest performing assessment.
- High school staff targeted a “grade band” they wanted to build up. (i.e. decreasing Cs and increasing Bs)

Middle School and High School



Goal 3: Provide the resources necessary and remove barriers to create exceptional learning opportunities for all students through a safe, supportive, inclusive, and collaborative culture.

What:

- Middle school engaged in further refinement of DIG (Discover - Inquire - Grow). Refinement included analyzing course offerings and adjusting schedules based on staff and student feedback.
- High school refined the process for course registration with offering registration showcases. The goal is to create “self directed learners” as they choose their pathway in high school.
- High school offered new courses based on student interest, including: Women's Literature, Media Production, Unified PE, Public Speaking, Class Guitar, History of Rock & Roll, Outdoor Recreation
- High school teachers requested every day advisory for the spring of 2025. Staff overwhelmingly (80%) supported every day advisory for 2025-26 with one consistent schedule with four days of intervention and one day of lesson/activities.



**July 7 Board Presentation
Director of Food Service
Felicia Kittok**

Food Services



Goal 1: Begin the transition away from using a central kitchen to site level cooking.

How:

- New equipment (walk in freezers, hood upgrades, state of the art kettles, smallwares)
 - Looking at spending ~\$530,000 from FS budget between FY25-FY27 for all sites kitchen equipment installs and upgrades.
 - \$12,500 equipment grant from MN Dept of Agriculture.
- Lead and Assistant Cooks will start their day at their respective kitchens.
- Reorganizing job duties for kitchen staff.

Benefits to the Department:

- Less transport of food.
- Higher quality of food.
- Greater flexibility in menu planning.
- Less quantity prep = less repetition.
- Increased cooking skills.
- Less wasted time.

Strategic Plan Objective 6.1: Annually, manage and monitor ongoing facility needs and use of space.

Food Services



IS Walk In Freezer Progress, iVario
Training and Unit



Food Services



Goal 2: Implement a food recycling program.

- May 2024, Sherburne County conducted a Waste Characterization Study of the Primary School.
 - 32% of generated waste was found to be food waste,
- June 2024, \$10,000 grant for Organics Recycling was received from Sherburne County.
- September 2024, Implementation of Pig Buckets at Primary School.
- January 2025, Implementation at Intermediate School.
- September 2025, Implementation at Middle School.
- Grant money covered all food waste recycling fees for 2024-2025. Long term, the cost should be the same or similar to using a dumpster for food waste.
 - **Benefits:** Children are doing hands on recycling daily, it opens the conversation about taking only what you plan to eat, and the food waste itself stays local and is fed to Isanti County pigs.
 - This has been a positive teamwork initiative between food service, paras/lunchroom supervisors, custodial, and the students themselves.

Strategic Plan Objective 6.1: Annually, manage and monitor ongoing facility needs and use of space.

Food Services



Food waste is sorted by students, picked up
and heated on the truck, and fed to area
pigs.



**July 7 Board Presentation
Director of Transportation
Kim Spoden**

Transportation



Goal 1: Provide the district with the safest, and most professional transportation as possible. Providing more latitude to the district and students.

How:

1.1 Work on more and different types of training for Drivers and PARA's. Encourage participation in the Bus Rodeo to work on improving driving skills and knowledge.

1.2 Work more closely with administration, teachers, and coaches to accommodate as much as we possibly can to grow in not only in sports but in academics and the arts as well.

Strategic Plan Objective 3.1: Annual evaluation of procedures and protocols related to the safety of students, staff, and community within the Becker School District.

Transportation



Goal 2: Strive for Zero failed inspections this year. We only had 1 failed inspection out of 48 vehicles in 2024. Which is significantly better than 2023 with 13 fail out of 49. (2023 The state switched to new inspection protocols.)

Strategic Plan:

1.1 We are spraying the underside of all the buses with rust proofing to help prevent rusting. We did a select few last year and it worked really well.

1.2 Keep the mechanics off of routes as much as possible to have them in the shop rotating the fleet in and out of the shop to have eyes on them more often.

1.3 Keep the mechanics up to date on the changes in inspection laws through training with the State Patrol Inspectors and Train The Trainer.

Strategic Plan Objective 3.1: Annual evaluation of procedures and protocols related to the safety of students, staff, and community within the Becker School District.

Transportation



Goal 3: We are updating technology this year with the buses, routing, GPS, and the kids scanning.

Strategic Plan:

1.1 We have rolled out the new routing software traversa and put out the app to parents in January 2025.

1.2 We are installing new tablets in the buses in the summer of 2025. These tablets will have all the routing on them as well as student information and the student scan information.

1.3 Student scans will now be able to be tracked by them scanning or a driver having to manually putting them as on the bus.

1.4 Trainers for the new software are coming out for 3 days to work with the drivers to make sure they are comfortable with the technology.

Strategic Plan Objective 4.2: Annually, provide opportunities for staff development to support the use of instructional technology tools to enhance teaching and learning.



**July 7 Board Presentation
Special Education Coordinator
Steph Loesch**

Special Education



Sherburne Northern Wright Cooperative Strategic Plan

Students receiving special education Services - 539

Speech and Language SPL - 203

Developmental and Cognitive Delay DCD - 14

Physically Impaired PI - 8

Deaf and Hard of Hearing - 7

Vision VI - 3

Specific Learning Disability SLD - 99

Emotional and Behavioral Disorder EBD - 40

Other Health Disability OHD - 77

Autism Spectrum Disorder ASD - 38

Developmental Delay DD - 43

Traumatic Brain Injury TBI - 2

Severely Multiply impaired SMI - 5

Sherburne & Northern Wright
Special Education Cooperative

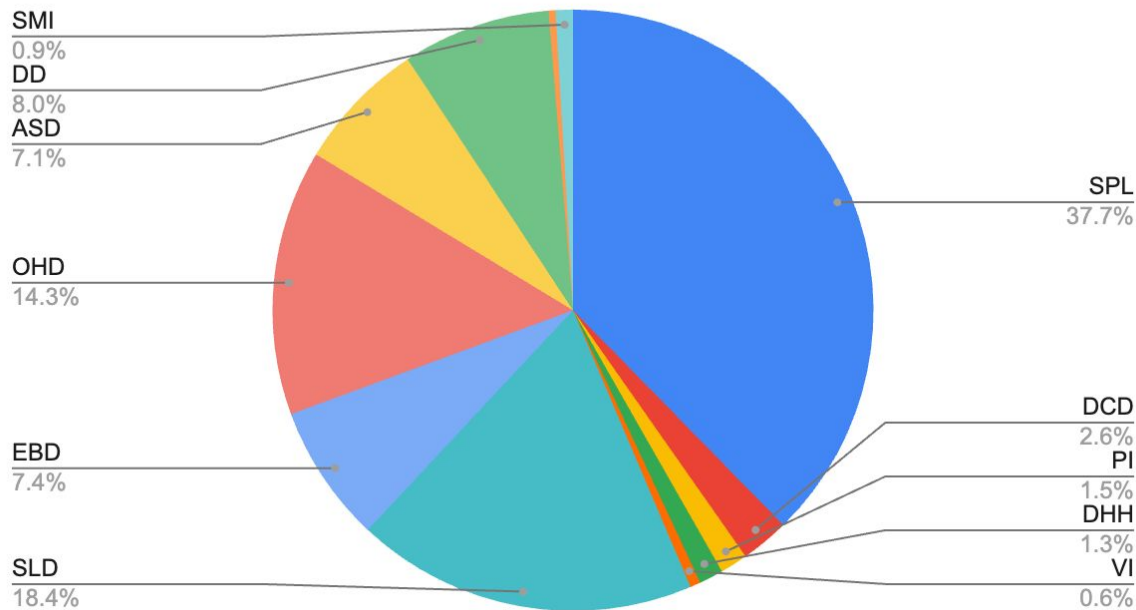


*This represents SPED students served in each District and the Coop regardless of resident district.

Special Education



Students



Special Education



Advance MA Billing and Medicaid Reimbursement Compliance

- Require district-wide consistency for indirect service documentation.
- Provide annual training) on billing best practices.
- Leverage SpEd Forms and other platforms for MA activity log tracking.

Improve Special Education Referral, Evaluation, and Due Process Systems

- Streamline online referral processes (remove redundant data entry, improve dropdowns/forms).
- Add administrative checklists for IEP quality and facilitation expectations.
- Ensure consistent documentation of alternate settings, self-management, and course substitutions.

Special Education



Strengthen Staff Training and Professional Development

- Deliver targeted training (IEP facilitation, general ed IEP goal alignment, MA billing, and High Leverage Practices).
- Establish a formal **Special Education Coach** or mentor model.
- Continue cognitive coaching and para “train-the-trainer” programs.
- Ensure new teacher orientation (e.g., Aug 11, Aug 21 sessions) is consistently delivered.

Ensure Program Compliance, Monitoring, and Quality Assurance

- Prepare for recertifications
- Participate in MDE Stepwell and Indicator Data Collection initiatives.
- Review SOP templates and documentation consistency (e.g., restrictive procedures, internal incident IDs).

Refine Data-Driven Instructional and Behavior Support Systems

- Standardize progress monitoring tools across Coop sites.
- Embed BCBA services and use data to inform behavioral tiered supports.
- Expand training in behavior support models (e.g., Ukeru, Handle With Care).



July 7 Board Presentation
Director of Business Services
Kevin Januszewski

Effective Resource Management



Goal 6: Maintain fiscal responsibility and allocate resources strategically, effectively, and efficiently to support current and future learning needs.

Strategic Plan Objective 6.1: Annually, evaluate and allocate resources aligned to prioritized learning needs.

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July 7 Board Presentation
Director of Community Education &
Related Services
Jen Johnson

Community Education



Goal 5: Promote & Celebrate the opportunities that make Becker Public Schools a foundation in the community

Strategic Plan Objective 5.3: By the 2025-2026 school year, we will create a plan to utilize and document increased community partnerships to provide greater opportunities for students.

Community Education



5 month Recap:

- Updated Community Education website & Class Registration for easier access.
- Created online forms and sign-ups to reduce phone call volume for high-demand classes.
- Distributed summer catalog in The Patriot and via district-wide parent emails.
- Increased collaboration with Big Lake and Monticello Community Education programs.
- Adjusted registration processes to reduce credit card fees.
- Held 2 Community Education Advisory Council meetings.
- Increased visibility & improved communication.

Community Education



Plans for next academic year:

- Grow and strengthen the Community Education Advisory Council.
- Develop a Community Needs Assessment. Use the data we collect to plan and implement modifications to program offerings.
- Increase partnerships with area CE programs and the Becker Community Center.
- Continue learning, listening, and observing to identify strengths and areas for improvement and act upon them.
- Be visible & prioritize communication and engagement.



Questions???

Sample



SAMPLE-See above examples as well