

**Northland Community Schools
INDEPENDENT SCHOOL DISTRICT NO. 118
Remer, Minnesota**

WORK SESSION AGENDA

**Thursday, February 4, 2021 - 5:30 PM Northland High School Room C113
316 Main St E
Remer, MN 56672**

1. Greetings, Pledge of Allegiance, Mission Statement
Mission Statement: *Educate and inspire all learners to reach their full potential*
2. Presentation by Rachel Chamberlain regarding the results of her doctoral thesis about neighboring rural school districts who share resources.
3. Discussion Items
 1. Review Strategic Plan
 2. COVID update
 3. Trap team update
 4. Possible coop for wrestling
 5. Clarification of Indoor Occupancy at Home Sporting Events
 6. Trophy Case
 7. Use of Weight Room
4. Next Meeting:
Regular Meeting September 3, 5:30 p.m.

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Northland Community Schools Strategic Plan | 2019-2024

BELIEF STATEMENTS

We believe:

- that education excellence requires effective leadership, high expectations, teamwork, and the responsible utilization of resources;
- that learning begins at birth;
- in having high expectations for everyone in the school district;
- that learning occurs best in a safe, nurturing, and respectful environment;
- that parent engagement is the key to the success of the school;
- in providing enrichment opportunities for everyone;
- in fostering collaborative community efforts; and
- that integrity, trust, and transparency are foundational to the educational process.

MISSION STATEMENT

The mission of the Northland Community Schools is to:

Educate and inspire all learners to reach their full potential.

VISION STATEMENT

Through unified family, community, and school relationships, Northland Community Schools will, by providing a rigorous, relevant, and engaging curriculum, ensure that all students have the opportunity to acquire the necessary skills to achieve their potential, become productive community members, and value life-long learning.



FOCUS AREA	GOALS	OBJECTIVES
STUDENT ACHIEVEMENT AND STUDENT SUPPORT	<p>1. We will achieve the goals of World's Best Workforce (WBWF) for all students in the school district.</p> <p>2. We will increase academic achievement of all students through effective instruction, a challenging and engaging curriculum, and aligned assessments.</p>	<p>1.1 Annually evaluate the success of meeting the five goals of the WBWF:</p> <ul style="list-style-type: none"> ▪ All students are kindergarten ready; ▪ All students reading at grade level by third grade; ▪ Closing the achievement gap for identified student groups; ▪ All students graduating career and college ready; and ▪ All students graduating on time. <p>2.1 By the end of the 2020 school year, increase partnerships with local business and educational organizations focused on relevant career pathways.</p> <p>2.2 By 2021, meet or exceed state averages and comparable districts averages on state accountability and college ready assessments.</p>
FINANCE	<p>3. We will maintain our strong financial foundation which will support the achievement of the school district goals.</p>	<p>3.1 Annually, per school board policy, the school district will maintain a strong district fund balance.</p> <p>3.2 By July 2019, the school district will establish a 1-, 3-, and 5-year budget projection plan.</p> <p>3.3 By 2020, the school district will achieve a balanced budget.</p>
WORKFORCE	<p>4. We will recruit, develop, and retain talented staff for all positions in the school district.</p>	<p>4.1 By August 2019, repair and reboot our mentor and induction program.</p> <p>4.2 By September 2019, implement a comprehensive, coordinated, districtwide professional development program aligned to the goals of the Strategic Plan.</p> <p>4.3 By January 2020, develop a staff climate survey and gather data regarding staff needs.</p> <p>4.4 By August 2020, establish relationships with the local Chambers of Commerce to share employment opportunities.</p> <p>4.5 By August 2020, implement programs and incentives designed to retain all employees.</p>
SCHOOL CLIMATE AND CULTURE	<p>5. We will create and maintain a positive school climate in which staff and students feel respected, safe, and supported in their work and studies.</p>	<p>5.1 By September 2019, establish a professional development plan which results in all staff fostering and reinforcing a positive climate and culture.</p> <p>5.2 By January 2020, identify and implement the best way to benchmark and measure school climate.</p> <p>5.3 By the start of the 2020/2021 school year, research and implement a program designed to promote school pride and engage all stakeholders in improving the climate of the school.</p>
ACADEMIC PROGRAM	<p>6. We will embed teaching and learning practices throughout the pre-K to grade 12 curriculum that provide students with the skills, knowledge, and attributes to successfully transition between all levels within the school district and beyond.</p>	<p>6.1 By May 1, 2019, and each year thereafter, a staff development plan will be created for the following school year that supports curriculum, teaching, and learning practices.</p> <p>6.2 By September 2019, the school district will follow, with fidelity, a curriculum review cycle.</p> <p>6.3 By February 2020, a sustainable schedule that provides student opportunities and choices will be created.</p>
COMMUNICATION	<p>7. We will ensure communication between all stakeholders is built on integrity, trust, and transparency.</p>	<p>7.1 By September 2019, establish clear and regular communication of the “big picture” (i.e., belief, mission, and vision statements) with all stakeholders.</p> <p>7.2 By September 2019, the school district will develop a plan designed to improve two-way communications between administration, staff, and students.</p> <p>7.3 By September 2020, the school district will develop a communications plan designed to target all demographic groups throughout the communities.</p>

Northland Community Schools
Strategic Plan 2019 - 2024
Goals and Objectives

Board Approved 3-11-19

SCHOOL DISTRICT GOAL #1: Student Achievement					
Objective (What will be accomplished?)	Tasks (What specific steps will be carried out to meet the identified objective?)	Responsibility (Who will do it?)	Resources (What specific resources are needed—people, funding, time)	Communication (To whom? How often?)	Timeline (What is the expected date of completion?)
Objective 1.1 Meet goals of the WBWF	Implement TSI Plan. Annually review TSI plan	Principal		Principal will review annually with staff Supt. will communicate to Board	
Objective 1.1 Examine current preschool programming and make proposals for improvements	Survey stakeholders Work with preschool staff to develop recommendations Work with preschool team to create WBWF goal	Principal	determine funding costs needed for future	Principal will share findings with Superintendent	Spring 2019
Objective 1.2 Increase partnerships with local businesses and educational organizations to create relevant career pathways	Attend Region 5 Workforce Conference November 22, 2019 Explore grant opportunities for business partnerships	Superintendent Principal	Funding available from Sourcewell for conference Business Partners	Superintendent will communicate with Board Admin communicate with businesses	November 2019
Objective 1.3	Year 1: Implementation of AVID for 1 to 2 grade levels (grades 7-12)	Principal AVID teacher ₄ AVID team	Complete summer institute Prof. Development	AVID, LLA Teams communicate to	SY20

Positively impact academic achievement of all students	Year 2: Explore AVID expansion Use LLA to improve instruction (elem grades)	LLA Team	Tutoring Sourcewell LLA training	staff, students and parents	Annual addition of another grade level to AVID
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SCHOOL DISTRICT GOAL #2: FINANCE					
Objective	Tasks	Responsibility	Resources	Communication	Timeline
Objective 2.1 Bi-annual review of finance policies	Meet in fall after audit, and again in the spring Review district policies	Admin Finance Team (Supt, Business Mgr., and Principals) Others as needed	Budget Audit Compliance Report District Policies	*Business Mgr. reports to Board with support from Supt. *communicate to community at Truth in Taxation Mtg	Annually
Objective 2.2 Establish a long-range costing model - 5 year minimum	Get quotes from outside companies: Forecast 5 School Finance Ehler's Review Resources and make proposal to Board	Business Mgr. Superintendent	Funds to purchase costing model	Business Mgr. to Board	June 2019 - initial selection Data Input - Fall 2019 Board presentation Feb 2020
Objective 2.3 Balanced budget for SY21	Budgetary requests submitted Use program-based budgeting and zero-based budgeting process to draft budget Report amount funding reduction needed to achieve a balanced budget	Supervisors Superintendent Principal Business Manager Business Manager	Budgetary requests Student counts, actual and projected LTFM Plan	Business Mgr. communicates to Board with support of Superintendent Information communicated to staff by Principal Superintendent communicates to supervisors	June 2020

	<p>Admin team will generate possible reduction choices</p> <p>Board will approve final decisions</p>	Superintendent			
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SCHOOL DISTRICT GOAL #3: Workforce					
Objective	Tasks	Responsibility	Resources	Communication	Timeline
<p>Objective 3.1</p> <p>Repair and reboot mentor and induction program</p>	<p>Match mentors and mentees</p> <p>Explore current structure, explore other opportunities</p>	<p>Principal</p> <p>iMarzano Team</p>	<p>New Teacher Academy</p>	<p>Principal will communicate to staff at back-to-school meeting</p>	<p>Ongoing</p> <p>Spring 2019</p>
<p>Objective 3.2</p> <p>Implement comprehensive, coordinated, districtwide professional development program aligned to goals of strategic plan</p>	<p>Complete CNA</p> <p>Prioritize and development plan for use of staff development dollars to meet goals and objectives for academic achievement based on CNA</p>	<p>Principal</p> <p>Literacy Coach</p> <p>Leadership Team</p>	<p>Data regarding potential revenue</p> <p>Revised staff development request form</p>	<p>Principal will communicate to staff development committee</p> <p>Report to staff</p>	<p>Planning done by June 30</p> <p>Reporting September 2019</p> <p>Process repeated annually</p>
<p>Objective 3.3</p> <p>Develop a staff climate survey and gather data regarding staff needs</p>	<p>Organize school climate committee</p> <p>Send out climate survey</p> <p>Compile results, develop plan</p> <p>Implement plan</p>	<p>Administrators</p> <p>Staff Climate Committee</p>		<p>Administrators</p>	<p>September 2019</p> <p>January 2020</p> <p>Spring 2020</p> <p>September 2021</p>

Objective 3.4 Establish relationships with the local Chamber of Commerce and area organizations to share employment opportunities	Attend one or Chamber of Commerce meetings, other organizational meetings	Superintendent			Periodically beginning July 1, 2019 August 2020
Objective 3.5 Implement programs and incentives designed to retain all employees	Solicit ideas through climate survey	Administrators Staff Climate Committee			August 2021

SCHOOL DISTRICT GOAL #4: School Climate and Culture					
Objective (What will be accomplished?)	Tasks (What specific steps will be carried out to meet the identified objective?)	Responsibility (Who will do it?)	Resources (What specific resources are needed—people, funding, time)	Communication (To whom? How often?)	Timeline (What is the expected date of completion?)
Objective 4.1 Establish a professional development plan which results in all staff fostering and reinforcing a positive climate and culture	Meet through steps as described in (4.2 and 4.3)	Administrators Leadership Team			
Objective 4.2 Identify and implement the best way to benchmark and measure school climate	Leadership Team will explore and create a plan	Leadership Team	survey methods	Report progress at board meetings	benchmark throughout SY20 Spring 2020
Objective 4.3 Research and implement a program designed to promote school pride	Explore programs Recommend program to Superintendent Implement program	Leadership Team Administrators	Time to visit other schools	Administrator	FY20 June 2020 FY21

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SCHOOL DISTRICT GOAL #5: Academic Program					
Objective	Tasks	Responsibility	Resources	Communication	Timeline
Objective 5.1 Create Staff Development Plan annually for following year that supports curriculum, teaching and learning practices	See 4.2	Principal Staff Development Team		Principal communicates to staff	Start of school annually
Objective 5.2 School District will follow, with fidelity, a curriculum review cycle	Review and adjust curriculum cycle Implement plan Curriculum proposals brought annually	Superintendent Principal Curriculum committees	Previous plan, District policies	Principal to curriculum committees Superintendent to Board Principal, committee to Superintendent and Business Manager	Spring 2019 FY2020 Annually in the spring
Objective 5.3 Create sustainable schedule that provides student opportunities and choices	1st draft of the master schedule will be developed Schedule finalized	Admin Team	Budget Enrollment numbers Staffing	Superintendent to Board Principal to staff and make public	Annually Spring by start of school year

SCHOOL DISTRICT GOAL #6: Communication					
Objective	Tasks	Responsibility	Resources	Communication	Timeline
Objective 6.1 Establish clear and regular communication of the “big picture”	review focus areas of strategic plan	Superintendent	Strategic Plan	Board and the public quarterly	At quarterly school board work sessions
Objective 6.2 Develop a plan designed to improve two-way communications between administration, staff and students	Explore communication tools and methods Establish protocol for communication	Superintendent Administrators	technology budget	Superintendent communicates to board Administrators communicate to staff and students	Fall 2019 Spring 2020
Objective 6.3 Develop a plan designed to target all demographic groups throughout the communities	Explore communication tools and methods Establish protocol for communication	Superintendent Administrators	technology budget	Administration communicates to community	Fall 2019 Spring 2020