

**2016/2017  
Strategic Action Plan**



*Updated February 2017*

*Updated May 2017*

***Finalized August 2017***

**Priority Area 1: Achieve Academic Excellence**

What we want to Accomplish:

- 1) **Improve student achievement**
- 2) **Infuse technology into learning experiences**
- 3) **Expand electives, career exploration, and college credit opportunities**
- 4) **Increase participation in electives, co-curricular, and enrichment offerings**
- 5) **Help students identify and pursue their true passion**

**1) School Wide SMART:** 60% of students in all quartiles will meet or exceed typical growth in math and reading as measured by MAP in the spring of 2017

**Evidence of Need:** 33% of the grades met this goal for Math. 55% of the grades met this goal for Reading.

Grade	Math 2017	Reading 2017
2	73 91 yes significant improvement	69 69 yes
3	65 91 yes significant improvement	68 69 yes
4	67 53 No	41 42 No
5	23 68 Yes significant improvement	35 56 No yet significant improvement
6	44 61 Yes significant improvement	62 51 No
7	30 44 No yet significant improvement	64 59 Almost yes :-)
8	55 71 Yes significant improvement	56 66 Yes
9	53 48 No	63 55 No
10	51 71 Yes significant improvement	

**2017 Results: Goal Not Achieved**

66% of the grades levels met this goal for Math. *Significant improvement from 2016!* 44 % of the grade levels met this goal for Reading *Decrease from 2016*

- 2016 - 2017 Growth percentages are listed above in blue
- HS students testing in winter of 2017: MAP - 39% met or exceeded typical growth in math and 50% met or exceeded growth in reading. This was students in ADSIS programs only.

- CE Students in grades 2 - 6 testing in winter of 2017 in math: 55.8% met or exceeded typical growth. ADSIS students in grades 2 - 6 also tested in reading: 51.4% met or exceeded typical growth.
- First column of **green** (above 60%) or **red** (below 60%) numbers are the MAP growth results from 2015 - 2016 school year

## 2) School Wide SMART

*MDE under Q Comp rules required we change the School Wide SMART Goal to:* The percentage of all students enrolled October 1 in grades 3 - 6 at CE Jacobson in Rush City who earn an achievement level of Meets the Standards or Exceeds the Standards in Reading will increase from 60.2% in 2016 to 62.2% in 2017 on the MCA III

### Evidence of Need 2016:

Grade	Reading	
	RC	State
3	54.7 (-)	57.3
4	67.9 (+)	58.3
5	50.7 (-)	67.7
6	63.6 (~)	62.3
<b>Overall</b>	60.2 (~)	59.9

*Indicators next to RC scores are as compared to previous year at the grade level*

## 2017 Results: Reading improved from 60.2% to 67.4% Proficient. **Goal Achieved!**

Grade	Reading	
	RC	State
3	72.7	56.8
4	54.5	57.0
5	80.3	67.5
6	61.4	63.4
<b>Overall</b>	67.4	60.2

### Action Steps

- Staff Will become proficient at small group Guided Reading Instruction
- Resources Needed: 1)Benchmark Literacy Trainer 2) PLC Discussions / Observations 3) CE Jacobson Balanced Literacy Checklist

## 3) School Wide SMART

*MDE under Q Comp rules required we change the School Wide SMART Goal to:* The percentage of all students enrolled October 1 at Rush City High School who earn an achievement level of Meets the Standards or Exceeds the Standards in Grades 7, 8, and 10 Reading will increase from 51.9% in 2016 to 53.9% in 2017, Grade 7, 8, and 11 Mathematics

will increase from 45.2% in 2016 to 47.2% in 2017, and Grade 8 and HS Science will increase from 63.1% in 2016 to 65.1% in 2017 on the MCA III

**Evidence of Need 2016:**

Math			Reading		Science	
	RC	State	RC	State	RC	State
7	33.3 (~)	56.2	53 (+)	56.6		
8	60 (+)	58	47.7 (+)	57	40 (+)	26.1
10	NA		55 (+)	58.9	52.9(+)	34.3
11	39 (-)	47	NA			
<b>Overall Math:</b>			<b>Overall Reading:</b>		<b>Overall Science</b>	
	45.2	59.5	51.9	60.2	63.1	53.3

*Indicators next to RC scores are as compared to previous year at the grade level*

**2017 Results:**

**Math Goal: Improved from 45.2 to 53.4% Proficient. Goal Achieved!**

**Reading Goal: Improved from 51.9 to 53.9% Proficient. Goal Achieved!**

**Science Goal: Improved from 63.1 to 65.1% Proficient. Goal Achieved!**

Math			Reading		Science	
	RC	State	RC	State	RC	State
7	49.2	54.9	57.	57.6		
8	56.9	58.2	59.7	58.9	68.1	46.2
10	NA		72.4	60.5	66.5	56.3
11	53.5	48.4	NA			
<b>Overall Math:</b>			<b>Overall Reading</b>		<b>Overall Science</b>	
	53.4	58.7	62.8	60.2	68	53.3

**4) Closing Achievement Gap Goal School Wide SMART Goal:** [Rush City Students in the Free and Reduced category as measured by data from MDE on closing the achievement gap will meet the target scores for math and reading in spring of 2017](#)

**Evidence of Need:**

Math	Reading
2016 Score = 63.69 Target = 65.61	2016 Score = 58.88 Target = 64.17

**2017 Results Target scores no longer calculated by the state.**

**Specific results**

	16	17
HS Math	31.7	45.8
HS Reading	39.7	54.4
HS Science	48.4	64.4
CE Math	56.4	41.6
CE Reading	45.7	48.3

CE Science 52.0

34.8

**5) High School Graduation SMART Goal:** Graduation rates at Rush City High School will continue to be above the state goal of 90%

Evidence of Need:

100% (2016 - unofficial)

94.37% (2015)

90.48 (2014)

### 2017 Results

**100% (unofficial from MDE) Goal Achieved!**

**6) College and Career Ready SMART Goal:** Enhance student understanding of college and career choices through a series of community partnerships for all students in grades 7 - 12 with specific individualized support in grades 11 and 12 October through May 2017.

**Action Steps:**

- Ensure College and Career Ready presentations are coordinated and executed **continue 17/18**
- Ensure College and Career Ready mentor program is established **continue 17/18**
- Create internship programs for our students in a minimum of three local businesses **continue 17/18**
- Create a job fair at Rush City High School with local businesses **Achieved**
- Participate in Construct Tomorrow 2017 **Achieved**

### 2017 Results

**Goal Partially Achieved**

**7) CE Jacobson Early Literacy SMART Goal:**

60% of students completing the 4 year old Early Childhood program in Spring of 2017 will achieve the following goals as measured by the Individual Growth & Development Indicators (IGDIs):

Picture Naming 26

Rhyming 12

Alliteration 8

Letter Naming Fluency/ Letter Name Knowledge 14

Letter Sound Fluency / Letter Sound Knowledge 10

**2017 Results: so close! Partially Achieved**

Picture Naming: 97% On Target

Rhyming: 74% On Target (21% Close to target)

Alliteration: 56% On Target (33 % Close to target)

Letter Naming Fluency/ Letter Name Knowledge: 97% On Target

Letter Sound Fluency / Letter Sound Knowledge: 69% On Target (18% Close to target)

## 8) Increase participation co-curricular and enrichment offerings School Wide SMART

### Goal:

Community Education Classes and Community Education Sponsored classes will increase by 5 classes for elementary aged students during the winter and spring session by the end of the 2016/2017 school year.

### Action Steps:

- Increase rate of pay for community education instructors to \$30.00 per session  
*Achieved*
- Advertise to all staff and community the increase in pay and request for interested instructors to create a class  
*Achieved*
- Set specific timelines for advertising each clearly defined community education session (fall, winter, spring and summer) *Not achieved due to lack of interest / ability to offer*
- Create an online brochure for each season *Not achieved due to lack of interest / ability to offer*
- Advertise to community where and how they can register / offer a paper pencil option at first *Not achieved due to lack of interest / ability to offer*
- Explore the use of Fee Pay to create an online payment option

**2017 Results: Goal Adjusted:** Upon recommendation from Activities Director Lee Rood and full support of the school board, the after school activity program offerings will be aligned with community education. Expanded offerings will begin in fall of 2017 for elementary aged students, budgeted stipend allocations will be used to pay instructors, and the exception of materials for a project, there will be NO FEES for students to participate. This change aligns with the HS no activity fee practice, and meets the intent of expanding opportunities for students.

## Priority Area 2: Foster a Positive and Safe Environment

What we want to Accomplish:

1. **Ensure that students and staff are engaged, enthusiastic, and productive**
2. Attract and retain high quality staff
3. Ensure that students and staff feel valued
4. Review and practice emergency procedures
5. Investigate options to install security cameras **Security cameras purchased and installed (July 2015) Office camera and security phones will be installed summer of 2017. Guests will need to be buzzed in**

**9) School Wide SMART Goal:** A School Board Advisory task force will conduct an in-depth study to review federal school lunch guidelines, and explore possibilities for enhancing lunch options and quantities in our cafeterias with a recommendation to the school board by April of 2017.

### **Evidence of Need:**

In the 2016 spring survey students in grades 7 - 11 responded to: I am satisfied with the quality of the food offered in the school cafeteria.

27.24% of HS students disagreed

34.69 of HS parents disagreed

37.93% of HS students strongly disagreed

20.41% of HS parents strongly disagreed

### **Action Steps:**

- Research Guide lines:
  - What are the guidelines? **Defined in documents from USDA**
  - Which are we following? **USDA, National School Lunch Program**
- Who are the suppliers? **Indian Heads Food Service, MN School Food Buying Group**
- Are the kitchens limited on choices? **Need to follow calorie/ fat grams, etc.**
- What is the budget for food? **\$407,200.00**
- What is the ala carte money used for? **Goes back into Food Service Acct. for equipment**
- How do we get comparisons on the cost of lunches? **Government raises prices annually**
- Time constraints for lunch? **In process**
- Limits on food? **USDA Calorie, Fat, Sodium Guidelines**
- How do we get a better balance of protein, carbs etc.? **In process**
- Food offered after school for kids in activities **In Process - would need personnel**
- Consistent choices for lunch.
  - Salad bar **achieved**
  - More choices for fruit and veggies in elem: **Each week for the Elem we purchase broccoli, cauliflower, pea pods, cherry tomatoes, sliced tomatoes, baby carrots, and sometimes Jicama. Fresh fruit is offered every day along with a canned fruit option as well. We purchase consistently apples, oranges, bananas, grapes, sometimes pears, watermelon and cantelope.**
- Mon thru Friday menu for elem **Principal and food service from CE will be involved in creating the menu**
- Pizza options; home made **Needs to be whole grain crust**
- Percent of children eating school lunch vs. bring their own **In process**

### **2017 Results: Goal Achieved**

Task force has made several recommendations for improvements to our food service program to be implemented in the fall of 2017. Specifically, improvements at the high school regarding “service with a smile”, new healthy items such as salad bar, taco bar, soup and sandwich bar, and a new menu for CE Jacobson designed by the principal and cooks.

We will also explore after school snack options, as we know students would like access to food prior to after school activities.

**10) School Wide SMART Goal:** School Board Advisory task force will conduct an in-depth study to develop a clear understanding of how our students are defining stress, what the causes are, and provide recommendations to School Board by April of 2017 for how we can reduce the student levels of reported stress.

**Evidence of Need:**

In the 2016 spring survey students in grades 7 - 11 responded to: On the average, how stressed do you feel as a result of the expectations placed upon you as a student?

27.3% as very stressed

24.91 as stressed

25.94 as moderately stressed

**Action Steps:**

1. Review Data (All Members) **Achieved**
2. Research stress assessment instruments (Linda) **Achieved**
3. Determine the best tool to use (All at December 12th Advisory Meeting) **Achieved**
4. Determine instrument implementation plan (TBD) **Achieved**
5. Administer instrument **Achieved**
6. Review Data **May 2017**
7. Identify greatest areas of concern **May 2017**
8. Develop recommendations for School Board ~~June 2017~~ **October 2017**

**2017 Results: Goal Achieved**

**Priority Area 3: Financial Stability to Support the District Mission**

What we want to Accomplish:

- 1) Maintain financial health of the district without compromising the mission
- 2) Maintain unreserved general fund balance consistent with board policy
- 3) Provide financial resources that support attractive educational programming
- 4) Impact legislation that supports equitable education funding

*Highest priority for fall of 16/17 will be meeting with community members regarding the operating referendum, writing articles and working with supporters. Superintendent will ask to be invited to attend community meeting such as Lions club, PEO, Women's club, Fire Department meeting, clergy breakfast meeting, Creekside, Chamber and provide information regarding the need for the operating referendum. Action steps for Priority Area 3 will be updated following the November 8th election results*

**Priority Area 4: Strengthen Community Relationships**

What we want to Accomplish:

- 1) **Increase community partnerships**
- 2) **Utilize technology to enhance communication with all stakeholders (staff, students, parents, community)**
- 3) Increase community trust and pride in the schools

**11) School Wide SMART Goal:** Rush City High School and Maxxum company will create an internship program and work link program for students in grades 11 and 12.

**Action Steps:**

- Teresa to meet with MAXXUM Leadership team **Achieved**
- Teresa and Business teacher Charlie Cook to meet with Jeff from MAXXUM **Achieved**
- Jeff to meet with work link students in January 2017 **Achieved**
- Teresa to meet with CEO Rich Woodward again in 2017 to discuss summer internship possibilities for Rush City Students

**2017 Results :Goal Partially Achieved - to be continued 2017/2018**

**12) School Wide SMART Goal:** In order to enhance usefulness of district website, and increase frequency of use, we will create a School Board Advisory task force to do an in-depth analysis of our website, explore other district websites and make recommendations for changes and updates to increase traffic

**Action Steps:**

- Correct website landing page for Rush City Calendar **Achieved**
- Explore how search engines work to increase landing at Rush City Schools **Achieved**
- Track number of “hits” on Rush City Schools site as of January 2017 **Achieved**
- Review and respond to surrounding school district websites & provide feedback to Superintendent **Achieved**
- Provide ideas for “friend raising” publications to be sent out school district residents beyond 55069 zip code and who no longer have students in school - including frequency and topics **Achieved & ongoing through November 2017**

**2017 Results :Goal Achieved**