

MEMO TO: Board of Education
TOPIC: Special School Board Meeting - Strategic Planning Review
FROM: Steve D. Cairns, Superintendent
DATE: March 14, 2019

A Special School Board Meeting - Strategic Planning Review of the Board of Education will be held March 18, 2019 at 6:00 PM in the High School Room 101.

Agenda

1. CALL TO ORDER

A. Pledge - Chairman Broden

2. School Board Strategic One-Year Follow-up

2

3. ADJOURNMENT

STUDENT SUPPORT

Build a Pre-K to Grade 12 program that promotes positive behavior on campus, at school events, and in the community.

1. By May 2019, identify and implement plans to support and expand the SOARR and Flyer Pride programs.

1. Completed

Implemented the Flyer Pride positive behavior ticket program

2. In Progress

The Bagley Elementary SOARR Program is well defined and documented. It is being used on a daily basis by classroom teachers and administration. The Bagley High School Flyer Pride program started out well with past administration but currently is not emphasized and growth is not apparent.

We are still in process of connecting Responsive Classroom with SOARR. We plan on utilizing the star team to create videos to teach the desired behavior. We are also working on expanding our teacher resources.

In progress

Haven't been updated recently, but would assume ideas and plans are in progress

3. Goal & objective need to be modified in order to move forward.

4. Objectives that should be added due to changes that have occurred over the past year.

2. By May 2019, implement a plan to increase the number of students engaged in school activities.

1. Completed

Started a Lacrosse program

2. In Progress

We are working on engaging student through technology and activities that have a high student interest. This would include doing guided reading with high interest books, STEM activities and other hands on learning.

in progress

Continuously offering activities for students like ice fishing, cooking, peer mentorship (meeters and greeters)

There has been more advertisements and flyers sent home with students

3. Goal & objective need to be modified in order to move forward.

No clear instructions provided. Who is involved with this committee?

continue to explore and developem oppertunities for a larger population of students.

4. Objectives that should be added due to changes that have occurred over the past year.

3. During the 2019-2020 school year, build awareness and determine the need for PreK-12 mental health/social/emotional programs and support.

1. Completed

accurate and consise referral process, collaboration and services from White earth Mental Health, Steller Human Services and CTSS with special education

2. In Progress

SEL staff development training has been extensively provided to BES staff. A second year follow-up has increased the depth of study and reinforcement of best practices. The BHS has been exposed to the SEL staff development, a minimal level of training for staff has occures and follow-up is needed.

We have made progress by having STELLER and WEMH in the school building. Students are being identified and supports are offered. Groups or individuals are being met with daily. Preschool needs more support. We need to look at more school wide models like peacemakers.

Monthly meetings with the student support team (SST), weekly meeting with the student support staff adressing concerns from attendance to mental health

unknown

Preschool is making progress working with a Behavior Consultant with BRIC helping with classroom intervensions and training on Zones of Regulation to support social and emtional.

3. Goal & objective need to be modified in order to move forward.

STUDENT SUPPORT continued

Build a Pre-K to Grade 12 program that promotes positive behavior on campus, at school events, and in the

We need to specify how we will determine the need during the 19-20 school year, i.e. data, surveys, etc.

This is in progress, but I think more needs to be worked on to implement fully.

4. Objectives that should be added due to changes that have occurred over the past year.

4. By May 2021, identify resources and implement programs that meet identified mental health/social / emotional needs of all students.

1. Completed

2. In Progress

Mental Health programs have been expanded this past year to not only include Stelher Human Services with CTSS, but also White Earth Mental Health to serve Indian Children in Grades K-12.

We are looking for school wide programs like peacemakers that would support our school and their needs. We would like to have more teacher training on social emotional teaching strategies.

We have some programs in place (partnerships with Stelher and WEMH) but need a process by which to move forward.

unknown

3. Goal & objective need to be modified in order to move forward.

Needs to be continual work and updating.

4. Objectives that should be added due to changes that have occurred over the past year.

5. By May 2023, identify a process to consistently reinforce expectations of student behavior.

1. Completed

I think this is identified, but again, this is an ongoing process.

2. In Progress

The High School has began a Continous Improvement Plan to raise graduation rates and decrease failure. Program initiatives have included a needs assessment and changes in credit recovery protocols to assist students in course remediation. The Elementary School has focused on the SOARR Program and Responsive Classroom training with all staff. Both programs have proven to be effective.

Using our SOARR matrix we are starting to brainstorm way to reinforce expectations and be more consistent throughout the school and on the bus.

Always in progress

not started at this time

3. Goal & objective need to be modified in order to move forward.

4. Objectives that should be added due to changes that have occurred over the past year.

6. Annually track the progress of the plan and report the results to the School Board in June of each year.

1. Completed

Flyer Pride- positive behavior tickets, 3 positive phone calls per week

2. In Progress

In the Elementary the teachers met and went over all the goals and discussed the progress we are making in each of the areas.

In progress

unknown

3. Goal & objective need to be modified in order to move forward.

Plan needs to be formalized and defined. I am unaware of a tracking process being implemented or reported out.

4. Objectives that should be added due to changes that have occurred over the past year.

STUDENT ACHIEVEMENT

1. Achieve the goals of the World's Best Workforce for all students in the school district.

Annually set goals to ensure:

1A. Kindergarten readiness.

1. Completed

Goals are set and in progress

2. In Progress

Kindergarten readiness is benchmarking using the KEP assessment. MCCC standards are becoming embedded within the curriculum at the Pre-school and Kindergarten levels.

We use the KEP assessment to determine the level students come into kindergarten. We have identified a need to expand preschool programming. We are looking at increasing the number of student seats and increasing the amount of programming to better ready our students for Kindergarten.

In progress

unknown - haven't been updated in a while

3. Goal & objective need to be modified in order to move forward.

4. Objectives that should be added due to changes that have occurred over the past year.

1B. Reading at grade level by 3rd grade.

1. Completed

2. In Progress

Bagley Elementary 3rd Grade students' achievement levels, based on MCA Reading Assessments, scored 44% in 2018 and increased when compared to 35.7% in 2017.

We have a literacy plan to read well by third grade. That would include using guided reading in the literacy block. Title I supports with paraprofessionals and reading interventions like LLI, Read 180, System 44, and Reading Recovery

In progress

These goals have been talked about often during every school year

3. Goal & objective need to be modified in order to move forward.

4. Objectives that should be added due to changes that have occurred over the past year.

1C. Closing the achievement gap for all identified student groups.

1. Completed

2. In Progress

BES is identified for Targeted Support and Improvement (TSI) are working with the Regional Centers of Excellence (RCE) for Reading and Math. District Achievement gaps in MATH: AMI to White-20.6 points; F&R Lunch to Non F&R Lunch-12.0 points; SpEd to NonSpED-20.7 points. In READING: AMI to White-33.5 points; F&R Lunch to Non F&R Lunch-15.9 points; SpEd to NonSpED-30.0 points.

We are working to close the achievement gap by utilizing several different interventions. We utilize our Indian Education by helping students with skills they are deficient in math and reading. We service students in reading that are below grade level with Title I and ADSIS.

Both elementary and high school are in progress and working diligently on this.

Benchmark NWEA test and reports, comprehension of new vocabulary in content specific areas, educational technology materials for all students (one-to one) Chromebooks available for all students despite socio economics, will use planbook online lesson planning and standards tracking tool to assess standards being taught or missed. AMI students have access to academic services and support every school day. Special education has extra support through the Bemidji regional Interdistrict Council for instructional, academic, and behavioral support.

STUDENT ACHIEVEMENT continued

These goals have been talked about often during every school year

3. Goal & objective need to be modified in order to move forward.
4. Objectives that should be added due to changes that have occurred over the past year.

1D. 100% graduation rate.

1. Completed
2. In Progress

BHS is identified for Comprehensive Support and Improvement (CSI) are working with the Regional Centers of Excellence (RCE). Bagley High School has been identified as we scored 66.7% for free and reduced graduation rate. The state requirement is 67%. Our goal is to meet the extra .3%.

The high school principal gave an update on this last night...he has a plan in place to help decrease the numbers of students not graduating.

On-line credit recovery for failed classes, , counselor meets quarterly with all students to discuss progress, counselor meets with all students reviewing graduation requirements.. ALP credit recovery (plato), in house credit recovery (plato), check and connect, afterschool tutoring, SEL- positive phone calls, learning style inventories, relationship/ connection study.

The school is working at making this happen

The Bagley ALP program has been established to help students who have trouble meeting requirements for graduation through traditional school avenues. The Bagley ALP staff is available to assist ALP students to understand & complete their required ALP assignments in a timely fashion and meet their goal for high school graduation.

3. Goal & objective need to be modified in order to move forward.
4. Objectives that should be added due to changes that have occurred over the past year.

1E. Graduating career and college ready.

1. Completed

We have many college classes available for our students to take, and add more each year.

Minnesota Career Information System (MCIS) is used with students in grades 8-12 during designated classroom time, under the instruction of classroom teachers and with the guidance of the school counselor, to prepare an online personal learning plan and complete tasks related to college and career ready activities.

Online college in the High School for eligible 10-12th grade students offered each semester through Distance Minnesota.

Postsecondary Enrollment Options (PSEO) available to eligible 10-12th grade students via area colleges and universities.

Field trips to area businesses and industry

2. In Progress

Bagley High Schools currently has 50% of all students College and Career Ready, based on ACT College Bench Marks.

We are currently using MCIS curriculum in the classrooms grades 8-12, in addition to career and college based trips for exposure.

unknown

The Bagley ALP will continue to provide opportunities for student to improve skills and remediate failed courses with afterschool and summer.

3. Goal & objective need to be modified in order to move forward.
4. Objectives that should be added due to changes that have occurred over the past year.

STUDENT ACHIEVEMENT continued

2. All students set high academic goals that ensure student achievement at an increased level of performance as compared to current performance levels.

2. By May 2020, students, in collaboration with teachers and parents/guardians, will develop a personalized learning plan including goals for achievement and plans for their future.

1. Completed
2. In Progress
Unknown

We are creating PLPs via MCIS in grades 8-12. These are able to be downloaded and reviewed by parents. A letter will be sent to parents and an informational night will be held in February 2019.

This goal is in progress and the plan is in the beginning stages.
unknown

The Bagley ALP outline the steps necessary for grade promotion and/or graduation using a Continual Learning Plan (CLP) for each student and family.

3. Goal & objective need to be modified in order to move forward.

4. Objectives that should be added due to changes that have occurred over the past year.

3A. By May 2019, all curriculum/ instruction standards will be aligned to assessments.

1. Completed

New principals have technology in place for teachers to have curriculum sync with assessments.

2. In Progress

Bagley Schools has a 7 year curriculum rotation. Currently Math, English, Science and Social Studies have verbal confirmation from staff indicating alignment with the Minnesota Standards. Documentation on the School District website is fragmented. There are many BHS curriculum maps on the website, but few BES courses have curriculum mapping completed.

We are starting to curriculum map and creating standards based assessments. We are still in the process of creating these.

Using Planbook.com standards reporting, MCAII benchmark assessments data, MWEA progress monitoring

unknown

3. Goal & objective need to be modified in order to move forward.

4. Objectives that should be added due to changes that have occurred over the past year.

3B. By May 2021, all instructional practices will be measured for quality of the instruction.

1. Completed

With PLC's and the technology the new principals have in place, instruction quality is being evaluated.

2. In Progress

Principals evaluate tenured teachers and their instructional practices once every three years. Principals evaluate non-tenured teachers three per year. Progress is being made in this area. Teachers are being trained in Lesson Plan Book, where instructional practices and standards alignment are easier to track.

We have implemented Planbook, which the teachers use for lesson planning. This program tracks the standards taught. Using that data and the data from assessments teachers are teaching what students need to master. We plan on finishing curriculum mapping in the future.

unknown

3. Goal & objective need to be modified in order to move forward.

3. Increase academic achievement of all students through effective instruction.

4. Objectives that should be added due to changes that have occurred over the past year.

STUDENT ACHIEVEMENT continued

4A. By May 2020, teachers will challenge students to expected standards/levels.

4. Increase student opportunities through a challenging and engaging curriculum.

1. Completed

2. In Progress

Ongoing - PLC groups are addressing these issues.

We are in the process of implementing more challenges and raising our expectations. We have challenged students by Math Masters, Spelling Bee and the Authors conference. In the classroom we are using high thinking activities and asking more open ended questions. Our plan is to become more consistent with our expectations and across more academic areas.

This is an ongoing process, as students need to be challenged regularly, because of changing curriculum.

Hopefully this is being discussed among administration and teachers already

3. Goal & objective need to be modified in order to move forward.

4. Objectives that should be added due to changes that have occurred over the past year.

4B. On an ongoing basis, analyze strengths and weaknesses in curriculum to augment areas of strength and eliminate and replace areas of deficiency.

1. Completed

PLCs are in place to help in this area, teacher's assessments, and technology also in place.

2. In Progress

unknown

We use the curriculum cycle to review and adopt curriculum. This cycle ensures areas are being reviewed.

Cross referencing curriculum, reported standards taught and assessment results to see if there are gaps to back fill with curriculum. We also use a curriculum review cycle to update and refresh materials and learning experiences

This goal should be assessed many times throughout the school year.

3. Goal & objective need to be modified in order to move forward.

4. Objectives that should be added due to changes that have occurred over the past year.

5. Reduce achievement gaps between identified student groups and all students across all subject areas.

5. Annually set and achieve targets to reduce achievement gaps for identified student groups.

1. Completed

These targets are set every year and posted to the School District website in the Worlds Best Workforce Plan. Each year the previous targets are reviewed for achievement successful attainment or not.

Every year we set targets through our World's Best Work Force. This past year we reduced the achievement gap in all areas.

2. In Progress

Most goals are on ongoing. Some can be completed, but always, administration, principals and teachers are trying to achieve their targets and better curriculum to teach their students.

Addressing credit deficiency and graduation rates. We are filling in credit deficiencies more timely and with fewer options to get the credit(s) made up.

This goal is discussed often but is a slow process

3. Goal & objective need to be modified in order to move forward.

4. Objectives that should be added due to changes that have occurred over the past year.

WORKFORCE

Hire, support, and retain highly qualified staff for all positions in the school district.

1. By June 2018, and regularly thereafter, create and implement a comprehensive plan to retain staff within the district.

1. Completed

2. In Progress

Unknown

We are in the planning stages of creating a mentoring program to help retain teachers.

In progress, but work still needs to be done!

professional development, positive climate training, Flyer PRIDE

unknown

3. Goal & objective need to be modified in order to move forward.

4. Objectives that should be added due to changes that have occurred over the past year.

How would this be accomplished? More definition is needed.

2. Implement a staff mentoring/induction and orientation plan by May 2019.

1. Completed

Staff meet regularly, and PLC's are held.

Initial teacher mentorship program in place

2. In Progress

Not Started

We are in the planning stages of creating a mentoring program to help retain teachers.

3. Goal & objective need to be modified in order to move forward.

4. Objectives that should be added due to changes that have occurred over the past year.

3. By May 2020, work with staff to develop and implement a two-way communication plan that builds and enhances employee relationships.

1. Completed

All School District Board agendas are mailed to the Board, all employees, and the local newspaper.

With new principals, I believe this is being done. Elementary teachers are much more comfortable with speaking their opinions and being heard. Two way communication is much better!

2. In Progress

We have worked on implementing two way communication. Each week the principal emails the staff to communicate up coming things. We have staff meeting twice a month. We have para meetings when needed. The staff has indicated communication is better than the previous year.

I hope this is in progress everyday within our school system

Preschool has team building and wing meetings monthly.

3. Goal & objective need to be modified in order to move forward.

More definition is needed.

4. Objectives that should be added due to changes that have occurred over the past year.

4. By May 2020, identify and implement plans to increase the number of applicant for all open positions within the school district. Track the results of the plan on an annual basis.

1. Completed

2. In Progress

Not Started

WORKFORCE continued

We are working with colleges around the area to attract student teachers. Our hope is they student teach here and they will be more likely to stay. We have discussed job fairs and other media ways to post job openings.

In progress

unknown

3. Goal & objective need to be modified in order to move forward.

4. Objectives that should be added due to changes that have occurred over the past year.

5. Compose a staff development committee to focus professional development activities to the Strategic Plan by May 2021.

1. Completed

2. In Progress

Not Started

This year we have used our leadership team to help planning professional development. We are looking to create a committee to over see this in the future.

In progress

unknown

3. Goal & objective need to be modified in order to move forward.

4. Objectives that should be added due to changes that have occurred over the past year.

BRANDING & MARKETING

Attract, develop, and retain students and families by highlighting our strong community partnerships, high quality facilities, and diverse education opportunities and options.

1. During the 2020-2021 school year, publish stories in a variety of media formats of students who have had unique education opportunities in the Bagley Public Schools.

1. Completed

Our school does a good job at doing articles in newspapers, and on the web, encouraging and praising students for their accomplishments.

2. In Progress

Various stories are published annually in the newspaper, on facebook, and through webpod video broadcasts. More expansion is needed in this area.

We are working to increase our variety of media formats. We have started a newspaper and creating videos. In the future we plan to do more web based publications.

not started at this time

Community Ed has also increase variety of media formats including videos of of different programming options that is offered in the district.

3. Goal & objective need to be modified in order to move forward.

4. Objectives that should be added due to changes that have occurred over the past year.

2. By May 2022, identify a plan to publish to the school community Bagley graduates who have used their Bagley experience to launch into success.

1. Completed

2. In Progress

Not Started

We are still in the planning process.

Awards and further education of students is published in local newspaper, and also at graduation ceremony.

not started at this time

3. Goal & objective need to be modified in order to move forward.

4. Objectives that should be added due to changes that have occurred over the past year.

3. By May 2023, implement a plan where community partners are invited to have in-school brand placement.

1. Completed

Team Industry is a very valuable partner to our school.

2. In Progress

Not Started

We are still in the planning process.

Team Industries is a very valuable partner to our school.

not stated at this time

3. Goal & objective need to be modified in order to move forward.

4. Objectives that should be added due to changes that have occurred over the past year.

4. By May 2023, design and put into action activities and events to showcase the facilities of the Bagley Public Schools.

1. Completed

2. In Progress

Isolated activities and events are video broad cast and/or have results published via Facebook or media.

We are still in the planning process.

in progress

not started at this time

3. Goal & objective need to be modified in order to move forward.

4. Objectives that should be added due to changes that have occurred over the past year.

COMMUNICATION & ENGAGEMENT

1. By May 2020, utilize electronic and social media to invite family and community to participate in school programs and activities.

Create effective targeted communication that raise public awareness to engage them as partners in education.

1. Completed

This is being done and has been for some time!

2. In Progress

Some limited exposure so far. Website, Facebook, video broadcast on Gvtel.

We use our school website, social media, newsletters, and school message to invite families to school programs and activities.

Continuously posting to the district website and facebook account activities and happenings in the school.

I think that this goal is improving all the time

Community Ed is increasing involvement with our Parent Advisory Committee, ECFE and special events.

3. Goal & objective need to be modified in order to move forward.

4. Objectives that should be added due to changes that have occurred over the past year.

2. By May 2021, identify and implement strategies for increasing staff, parent/guardian, and community involvement in our schools.

1. Completed

2. In Progress

Needs assessment must be conducted. Topics need to be identified and goals written.

We are in the process of reviewing our Parent Involvement Plan to increase participation.

In progress

unknown

3. Goal & objective need to be modified in order to move forward.

4. Objectives that should be added due to changes that have occurred over the past year.

3. By May 2021, develop and offer a service learning class to promote student involvement in the community.

1. Completed

2. In Progress

Not Started

We promote student learning in our community by helping at the nursing home, and county recycling program. We are currently looking at other opportunities to increase this area.

Unknown

We offer a work experience class for students to work in the community for credit.

unknown

3. Goal & objective need to be modified in order to move forward.

4. Objectives that should be added due to changes that have occurred over the past year.

ACADEMIC PROGRAM

Establish a teaching and learning framework that includes 21st Century skills, a personalized plan of progress for each student, and rigorous and relevant curriculum at all levels.

1. Continue with the curriculum review cycle and approach it with purpose to ensure that Pre-K to 12th grade standards, assessment, and alignment are guaranteed.

1. Completed

We are using the review cycle to ensure standards and assessment are aligned.

2. In Progress

On going!

A continual process that is being done.

we are continuing the curriculum review cycle. Math is in implementation and music and fine arts are in exploration and study for the 2018-2019 SY

Administrators of each building should be keeping this goal on track

3. Goal & objective need to be modified in order to move forward.

4. Objectives that should be added due to changes that have occurred over the past year.

2. By May 2019, increase technology integration into classroom instructional practices by providing cutting edge training for staff and students.

1. Completed

2. In Progress

3rd year of the 1 to 1 device initiative. Hired a Technology Integrationist to assist staff.

Our technology department helps train staff in instructional practices using technology. They also send video and newsletter to communicate cutting edge things to staff.

In progress, and as always a continuing process.

Training with the tech integrationist on google classroom, continued training on used for student one-to-one chromebooks

unknown if training has been for both staff and students. If it hasn't been happening, it should be because everyone would benefit from it

3. Goal & objective need to be modified in order to move forward.

4. Objectives that should be added due to changes that have occurred over the past year.

3A. By May 2020, enhance career and life skills opportunities.

1. Completed

2. In Progress

Not accomplished

We are in the process of planning these opportunities.

We have expanded the Mechatronics program in the spring of 2019 where students learn valuable skills and training. We also have students in our special education department working within the community as part of their academic day to further career and life skills.

In progress...always changing.

Offering experiences for students to experience career opportunities through visits and tours. We also align internship opportunities with TEAM industries and offer MI@ programming with Northwest technical college (students certification for the workforce- HVAC, Plumbing, construction, Electrical, etc...

unknown

Community Ed continues to offer adult and your enrichment classes career and life skills classes. We have partnered with Ed2Go in a wide range of highly interactive online courses .

3. Goal & objective need to be modified in order to move forward.

4. Objectives that should be added due to changes that have occurred over the past year.

4. By May 2021, develop and implement plans to partner with community to enhance career and life skills opportunities.

1. Completed

We have businesses partnering with the school, that give career opportunities to the students.

2. In Progress

Limited success so far. Some School to Work opportunities and one apprenticeship program with Team Industries is established. Ongoing ...

We are in the process of developing a plan.

unknown

3. Goal & objective need to be modified in order to move forward.

4. Objectives that should be added due to changes that have occurred over the past year.

5. By May 2021, through a variety of delivery models expand the number and variety of courses that offer college credit.

1. Completed

We have many colleges classes available to our high school students, and are adding more as the need arises.

2. In Progress

Online College in the High School has greatly expanded the number and availability of college credits in high school. PSEO, AP, and some Vocational/Technical Classes are college articulated.

We have expanded our college math options, and have expanded our PSEO partnerships to include Northland Community and Technical College, Leech Lake Tribal College, and White Earth Community and Technical College in 2019.

I hope that this is getting looked into already

3. Goal & objective need to be modified in order to move forward.

4. Objectives that should be added due to changes that have occurred over the past year.

Bagley Public Schools

Strategic Plan | 2018-2023

BELIEF STATEMENTS

The Bagley Public Schools believe:

- All people work harder when they feel valued.
- It takes an engaged community to develop our students to their fullest potential.
- In the continuous improvement of our school district to increase the quality of learning.
- Students are unique individuals with distinct educational talents.
- Partnerships with parents and the community are keys to success.

MISSION STATEMENT

The mission of the Bagley Public Schools is to:

- Provide a learning environment which inspires and prepares each student to achieve his/her dreams, contribute to community, and engage in lifelong learning.

VISION STATEMENT

A community united as the cornerstone that inspires excellence in academics, athletics, and the arts.



Bagley School District 162
Pursuing Education Excellence for All

FOCUS AREA	GOALS	OBJECTIVES
STUDENT SUPPORT	Build a pre-K to Grade 12 program that promotes positive behavior on campus, at school events, and in the community.	<ol style="list-style-type: none"> 1. By May 2019, identify and implement plans to support and expand the SOARR and Flyer Pride programs. 2. By May 2019, implement a plan to increase the number of students engaged in school activities. 3. During the 2019-2020 school year, build awareness and determine the need for pre-K-12 mental health/social/emotional programs and support. 4. By May 2021, identify resources and implement programs that meet identified mental health/social/emotional needs of all students. 5. By May 2023, identify a process to consistently reinforce expectations of student behavior. 6. Annually track the progress of the plan and report the results to the school board in June of each year.
STUDENT ACHIEVEMENT	<ol style="list-style-type: none"> 1. Achieve the goals of the World's Best Workforce for all students in the school district. 2. All students set high academic goals that ensure student achievement at an increased level of performance as compared to current performance levels. 3. Increase academic achievement of all students through effective instruction. 4. Increase student opportunities through a challenging and engaging curriculum. 5. Reduce achievement gaps between identified student groups and all students across all subject areas. 	<p>Annually set goals to ensure:</p> <ol style="list-style-type: none"> 1A. Kindergarten readiness. 1B. Reading at grade level by third grade. 1C. Closing the achievement gap for all identified student groups. 1D. 100 percent graduation rate. 1E. Graduating career and college ready. <ol style="list-style-type: none"> 2. By May 2020, students, in collaboration with teachers and parents/guardians, will develop a personalized learning plan including goals for achievement and plans for their future. <ol style="list-style-type: none"> 3A. By May 2019, all curriculum/ instruction standards will be aligned to assessments. 3B. By May 2021, all instructional practices will be measured for quality of the instruction. <ol style="list-style-type: none"> 4A. By May 2020, teachers will challenge students to expected standards/levels. 4B. On an ongoing basis, analyze strengths and weaknesses in curriculum to augment areas of strength and eliminate and replace areas of deficiency. <ol style="list-style-type: none"> 5. Annually set and achieve targets to reduce achievement gaps for identified student groups.
WORKFORCE	Hire, support, and retain highly qualified staff for all positions in the school district.	<ol style="list-style-type: none"> 1. By June 2018, and regularly thereafter, create and implement a comprehensive plan to retain staff within the district. 2. Implement a staff mentoring/induction and orientation plan by May 2019. 3. By May 2020, work with staff to develop and implement a two-way communication plan that builds and enhances employee relationships. 4. By May 2020, identify and implement plans to increase the number of applicant for all open positions within the school district. Track the results of the plan on an annual basis. 5. Compose a staff development committee to focus professional development activities to the Strategic Plan by May 2021.

FOCUS AREA	GOALS	OBJECTIVES
BRANDING & MARKETING	Attract, develop, and retain students and families by highlighting our strong community partnerships, high quality facilities, and diverse education opportunities and options.	<ol style="list-style-type: none"> 1. During the 2020-2021 school year, publish stories in a variety of media formats of students who have had unique education opportunities in the Bagley Public Schools. 2. By May 2022, identify a plan to publish to the school community Bagley graduates who have used their Bagley experience to launch into success. 3. By May 2023, implement a plan where community partners are invited to have in-school brand placement. 4. By May 2023, design and put into action activities and events to showcase the facilities of the Bagley Public Schools.
COMMUNICATION & ENGAGEMENT	Create effective targeted communication that raise public awareness to engage them as partners in education.	<ol style="list-style-type: none"> 1. By May 2020, utilize electronic and social media to invite family and community to participate in school programs and activities. 2. By May 2021, identify and implement strategies for increasing staff, parent/guardian, and community involvement in our schools. 3. By May 2021, develop and offer a service learning class to promote student involvement in the community.
ACADEMIC PROGRAM	Establish a teaching and learning framework that includes 21st Century skills, a personalized plan of progress for each student, and rigorous and relevant curriculum at all levels.	<ol style="list-style-type: none"> 1. Continue with the curriculum review cycle and approach it with purpose to ensure that pre-K to 12th-grade standards, assessment, and alignment are guaranteed. 2. By May 2019, increase technology integration into classroom instructional practices by providing cutting edge training for staff and students. 3. By May 2020, enhance career and life skills opportunities. 4. By May 2021, develop and implement plans to partner with community to enhance career and life skills opportunities. 5. By May 2021, through a variety of delivery models, expand the number and variety of courses that offer college credit.

