

Glencoe-Silver Lake School District #2859

World's Best Workforce and District Strategic Plan for School Improvement 2023-2024

*Proudly serving the communities of:
Biscay, Brownton, Glencoe, New Auburn, Plato, and Silver Lake*

Glencoe-Silver Lake Mission

*“Creating a culture where education is valued, excellence is expected,
and lifelong learning thrives”*

Glencoe-Silver Lake Vision

“To Connect To Lead To Inspire”

Dear Community, Staff, Students and Parents:

We are pleased to present the strategic plan for ISD #2859. All of us at the Glencoe-Silver Lake Public School system are committed to providing the best quality education possible to all our students. Our commitment to excellence is a never-ending cycle of improvements. We have seen a number of these improvements over the past several years and will continue this commitment to all stakeholders in our district, to which our children are the most important. Several of our goals are a continuation of our goals from years past. It is our hope that our education models and instruction continue to improve while using new methods and ideas for instruction. Taking best practice concepts will only benefit students. Making and building connections with our students will be the foundation for our goals as happy, healthy learners are the best type of learners.

While we continue to plan and work today, we must recognize how to keep an eye on the future. Our students need to have the necessary skills to give them the competitive advantage in our ever-changing world. Our strategic plan will be our groundwork in preparing our students for the ever-changing world. This document will continually be changed and improved to provide a student-centered school for all students. Each year we need to review our goals and collect data to ensure that we are providing our students with a high quality, excellent education. We realize that there will be challenges ahead, but our commitment to our students should and will always be our top priority. We look forward to the years ahead as GSL continues to provide our students with the education and skills to be productive citizens in the 21st century.

Sincerely,

A handwritten signature in black ink that reads "Christopher Sonju". The signature is fluid and cursive, with the first name "Christopher" and the last name "Sonju" clearly legible.

Christopher Sonju
Superintendent of Schools
Glencoe-Silver Lake Public Schools
Independent School District #2859

**In compliance with Minnesota Statute 2013, Section 120B.11
Independent School District #2859, Glencoe-Silver Lake Public Schools**

World's Best Workforce Goals set by Minnesota Department of Education:

1. Achieve school readiness before starting kindergarten.
 2. Achieve literacy by grade 3 for all students.
 3. Reduce the achievement gap among all racial, ethnic, and economic categories of students.
 4. Attain career and college readiness.
 5. All students will graduate from high school.
- Goal #1 All Students Ready for School
 - The percentage of 3 and 4-year old's participating in early childhood screening will increase to 90%.
 - Increase K students who have participated in an organized pre-school by 5%
 - Preschool, K teachers, District RTI team, elementary administration
 - Goal #2 All Students in Third Grade Achieving Grade Level Literacy
 - The percentage of 3rd grade students meeting or exceeding standards on the MCA's be at 60% as measured by the 2023 MCA Reading test.
 - K-3 staff, Administration, District RTI team.
 - Goal #3 Close the Achievement Gap(s) Among All Groups
 - The percentage of students who met or exceeded standards in the MCA's in Reading will be 1 percentage point higher than the state average.
 - The percentage of students who met or exceeded standards in the MCA's in Math will be 1% point higher than the state average.
 - All Certified Staff Pre-K - 12th Grade
 - Goal #4 All Students Career- and College- Ready by Graduation
 - GSL Students who participate in the ACT will improve and have a composite score of 21.3 (one total point higher than last year)
 - Goal #5 All Students Graduate
 - The graduation rate of eligible GSL students will improve to 100% by the end of the 2023-2024 school year.

Glencoe-Silver Lake Core Beliefs and Values to support the World's Best Workforce and Strategic Plan:

- All students can learn with engaging and challenging opportunities through a meaningful curriculum.
- All students are valued and will be successful.
- All students are unique, which enriches our district and our world through their gifts and talents.
- All students have the right to a safe, healthy, supported, and positive learning environment.
- All members of the district are valued stakeholders.

Glencoe-Silver Lake District Goals beyond the World's Best Workforce:

- Goal #1 Increase Student Achievement and Learning
 - Increase by 2% points or higher than state average on state MCA Math and Reading
 - Reduce achievement gap by 2% of EL vs. non-EL, Free and/or reduced vs. non-Free and/or reduced, SPED vs. non-SPED on MCA test.
- Goal #2 Promote Positive Community Relationships
 - Establish parent connection activities/groups for all families in our district.
 - Develop/increase programs that connect parents' business/community with school.
 - Decrease total number of open enrolled students in our district from year before.
 - Develop/increase programs that deal with social and emotional well-being of students and staff.
- Goal #3 Maintain fiscal responsibility while addressing district needs.
 - Maintain fund balance policy of 20%
 - Update the Long-Term Facilities Maintenance Plan each year (LTFM)
 - Make a 10-year Strategic plan for academic and programming goals and facility goals.
- Goal #4 Continue to develop and improve facilities of the district.
 - Development of learning spaces in our schools
 - Improvement and upkeep of our buildings and spaces
- ALL students graduate
- Continue to increase STEM/STEAM and gifted and talented programs for all students.
- Continue to increase elective/CIS/AP opportunities for our students.
- Improve facilities for teaching and learning. (i.e., greenhouse/quad field improvements)

Glencoe-Silver Lake District Goals for being an Achievement and Integration (A and I) District: Please see A and I plan for more detailed information.

Goal #1: The 4 year average graduation rate for Glencoe- Silver Lake School District Hispanic/Latino students will increase from 69.2% in the 2022-23 school year to 79.2% or more by the end of the 2025-26 school year.

Goal #2: The Glencoe – Silver Lake school district will increase interactions between us and our adjoining district, Hutchinson from no programs in 2022-23 to 4 programs in 2025-2026.

Goal #3: Glencoe-Silver Lake School District students will have access to culturally responsive teachers. The teachers will go from having one culturally responsive training opportunity through the year in 2022-2023 to having three training opportunities throughout the year in the 2025-26 school year.

Strategies for improvement to support WBWF and GSL District Goals:

- Review and create a framework of curricula and technology that provides quality-learning opportunities.
- Ensure that each student successfully develops and pursues an educational plan that includes aspirations, dreams, and college and/or career readiness.
- Review and create strategies and goals that meet the needs of our learners.
- Effectively communicate district needs with all stakeholders in our district.
- Provide the necessary resources and support to students and staff to increase academic achievement for all learners.
- Ensure that our facilities support optimal learning environments for all learners.
- Create a culture where respect for all people and property is expected and embraced.
- Provide consistent communication regarding academic, social, and emotional growth.
- Provide support and opportunities for learning for families beyond the traditional school day.

Support and Focus Areas

Curriculum, Instruction and Assessment:

- District Leadership Team: Staff Development and Curriculum Review Cycle
- Literacy plan
- Title One
- Staff evaluation system (administrator, teacher, support staff)
- Leadership teams
- English Learners Plan
- Technology Plan
- Grading philosophies
- ECL Program – Gifted and Talented opportunities
- Professional Learning Communities – PLC's
- RTI – Tier I, II and III interventions – District Wide RTI Team

Culture:

- Activities Department: co- curricular/extra-curricular department
- Responsive Classroom
- PBIS -district wide
- Olweus Bullying Prevention Program
- Hispanic Outreach program

Facilities:

- Facilities plan – general maintenance of building
- Deferred Maintenance 10-year plan – Long Term Facilities Maintenance Plan
- Technology plan
- Crisis plan

Community Involvement:

- Community Education Department
- Community Schools group – Valued Stakeholders Group
- Parent/teacher involvement

Curriculum Review Cycle

	Phase 1	Phase 2	Phase 3	Phase 4	Phase 5	Phase 6	Phase 7
School Year	*Research Best Practices *Review Standards	*Curriculum Mapping *Board Presentation *Purchase Materials	*In-Service *Implement *Report to Board	*Analyze Data *Adjust Curriculum Maps	*Analyze Data *Adjust Curriculum Maps	*Analyze Data *Adjust Curriculum Maps	*Analyze Data *Adjust Curriculum Maps
2022-2023	FACS Ag/Ind. Tech PE/Health	Science	Art/Music	Mathematics	Social Studies	World Language Business Ed. ELL	English Language Arts
2023-2024	English Language Arts	FACS Ag/Ind. Tech PE/Health	Science	Art/Music	Mathematics	Social Studies	World Language Business Ed. ELL
2024-2025	World Language Business Ed. ELL	English Language Arts	FACS Ag/Ind. Tech PE/Health	Science	Art/Music	Mathematics	Social Studies
2025-2026	Social Studies	World Language Business Ed. ELL	English Language Arts	FACS Ag/Ind. Tech PE/Health	Science	Art/Music	Mathematics
2026-2027	Mathematics	Social Studies	World Language Business Ed. ELL	English Language Arts	FACS Ag/Ind. Tech PE/Health	Science	Art/Music
2027-2028	Art/Music	Mathematics	Social Studies	World Language Business Ed. ELL	English Language Arts	FACS Ag/Ind. Tech PE/Health	Science
2028-2029	Science	Art/Music	Mathematics	Social Studies	World Language Business Ed. ELL	English Language Arts	FACS Ag/Ind. Tech PE/Health

Phase One:

- Study **trends & issues** in the content area
- Reflect on how the curricular area is currently applying & using:
 - ✓ Reading in the content area
 - ✓ Technology
 - ✓ Instructional Strategies: differentiation, cooperative learning, flexible grouping, etc.
 - ✓ Intervention/Acceleration & Enrichment (SPED/ELL)
- Review **Content Standards, Assessments & State Requirements**

Phase Two:

- **Field Testing/Observation** of selected materials
- Presentation of **Curriculum Package** to the School Board by Curriculum Coordinator and Team Representative
- **Order** materials

- **Staff Development Begins**
- Develop **Scope & Sequence/Curriculum Map**

Phase Three:

- Full **Implementation**
- Complete development of **Formative & Summative Assessments**
- Ongoing **Evaluation**
- Continued **Staff Development**
- **Report to School Board regarding first year implementation**

Phases Four-Seven:

- **Implementation** continues.
- **Assessment results** are collected and reviewed.
- Ongoing **evaluation and revisions**
- Continuation of **Staff Development**

