

Glencoe-Silver Lake School District #2859

World's Best Workforce and District Strategic Plan 2018-2019

*Proudly serving the communities of:
Biscay, Brownston, 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 of 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.

We live in a world where competitive opportunities come from a global society. Our strategic plan should be our groundwork in preparing our students for the ever-changing world that they will be a part of. This document will continually be changed and improved to provide a student-centered school for all kids. 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 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 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 olds participating in early childhood screening will increase from to 85% in 2018-2019
 - 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 will increase from 49% to 51% in 2018-2019
 - 75% of students in grade 3 achieve grade level targets MCA and CBMR measurements (2)
 - 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 increase from 48% to 50% in 2018-2019.
 - The percentage of students who met or exceeded standards in the MCA's in Math will increase from 48% to 50% in 2018-2019.
 - 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 from a composite score of 21.5 to a composite score of 22 by the end of the 2018-2019 school year.
 - The percent of ACT-Tested students ready for college level coursework will improve from 66% to 68% in the area of College English Composition by the end of the 2018-2019 school year.
 - The percent of ACT-tested students ready for college level coursework will improve from 51% to 53% in the area of College Algebra by the end of the 2008-2019 school year.
 - The percent of ACT-tested students ready for college level coursework will improve from 52% to 54% in the area of College Social Science by the end of the 2008-2019 school year.
 - The percent of ACT-tested students ready for college level coursework will improve from 45% to 47% in the area of College Biology by the end of the 2008-2019 school year
 - Goal #5 All Students Graduate
 - Graduation rate of eligible GSL students will rise from 92% to 95% by the end of the 2018-2019 school

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

- All students can learn at their highest level
- All students are valued
- All students are unique which enriches our district and our world
- All students can and will be successful
- All students have 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
- All students will be provided with engaging and challenging learning opportunities through a meaningful curriculum

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Glencoe-Silver Lake Vision: “To Connect To Lead To Inspire”

Glencoe-Silver Lake Staff will support our district mission and vision by:

- Providing programs and curriculum that challenges and engage our students
- Offering opportunities for integrated technology
- Providing safe and modern facilities to meet the needs of our students and community
- Recognizing families have a vital, primary role in the educational process
- Teach the skills and abilities that are necessary in the 21st century
- Maintaining a culture that is respectful and supportive
- Using communication to build and strengthen relationships
- Recognizing all adults have responsibility for the care and wellbeing of our students
- Acknowledging a person's attitude is the most important factor in success
- Expecting the best from everyone
- Collaborating with community organizations and civic groups
- Providing class size recommendations that are conducive to learning
- Ensuring curriculum, assessment, and instruction work together to support continuous improvement
- Ensuring that assessment is a reflection of student achievement
- Developing and reinforcing skills to be a lifelong learner

Glencoe-Silver Lake District Goals:

- 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, F and R vs. non-F and R, SPED vs. non-SPED on MCA
- Goal #2 Promote Positive Community Relationships
 - Establish parent connection activities/groups across all grade levels
 - Program development that connects business/community with school and develops service learning opportunities
 - Increase programs that involve parents/community with our schools
 - Decrease total number of open enrolled students in our district from year before
- Goal #3 Maintain fiscal responsibility while addressing district needs
 - Maintain fund balance policy
 - Update the Long Term Facilities Maintenance Plan each year (LTFM)
 - Successful passage of Operating Levy – Fall of 2019
- Goal #4 Continue to develop and improve facilities of the district
 - District parking lot need(s) addressed
 - Development of learning spaces in our schools
- BYOD Expansion
- Recycling program established to reduce waste and increase reusable items
- Increase STEM and gifted and talented programs for students

Strategies for improvement to support WBWF and G-SL District Goals:

We will continue to review and create a framework of curricula and technology that provides learning opportunities.

We will ensure that each student successfully develops and pursues an educational plan that includes aspirations, dreams and college and/or career readiness.

We will continue to review and create strategies and goals that meet the needs of our learners.

We will effectively communicate the needs of the district to gain an understanding of where we are at and where we want to go.

We will provide the necessary resources and support to students and staff to increase academic achievement for all learners.

We will ensure that our facilities support optimal learning environments to all of our learners that maximize student growth and achievement.

We will create a culture where respect to all and property is expected and embraced.

We will create a district that is innovative and opportunistic for all learners.

We will implement grading philosophies that will be consistent K-12.

We will provide support for families to help their child become successful students, which aid in becoming successful parents, starting at birth.

We will provide the first school experience for children in a positive, caring, creative and well-staffed environment for parents and children.

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 plan
- 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 Range Facilities Plan
- Building plan
- Technology plan
- Crisis plan
- Energy 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
2017-2018	World Language Business Ed. ELL	English Language Arts	Science	FACS Ag/Ind. Tech. PE/Health	Art/Music	Social Studies	Mathematics
2018-2019	Mathematics	World Language Business Ed. ELL	English Language Arts	Science	FACS Ag/Ind. Tech PE/Health	Art/Music	Social Studies
2019-2020	Social Studies	Mathematics	World Language Business Ed. ELL	English Language Arts	Science	FACS Ag/Ind. Tech PE/Health	Art/Music
2020-2021	Art/Music	Social Studies	Mathematics	World Language Business Ed. ELL	English Language Arts	Science	FACS Ag/Ind. Tech PE/Health
2021-2022	FACS Ag/Ind. Tech PE/Health	Art/Music	Social Studies	Mathematics	World Language Business Ed. ELL	English Language Arts	Science
2022-2023	Science	FACS Ag/Ind. Tech PE/Health	Art/Music	Social Studies	Mathematics	World Language Business Ed. ELL	English Language Arts
2023-2024	English Language Arts	Science	FACS Ag/Ind. Tech PE/Health	Art/Music	Social Studies	Mathematics	World Language Business Ed. ELL

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 of selected materials
- Develop Scope & Sequence/Curriculum Map
- Order materials

- Presentation of *Curriculum Package* to the School Board by Curriculum Coordinator and Team Representative
- Continued *Staff Development*

Phase Three:

- 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*

#gslcultureofsuccess

