

# Glencoe-Silver Lake School District #2859

## World's Best Workforce and District Strategic Plan for School Improvement 2021-2022

*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

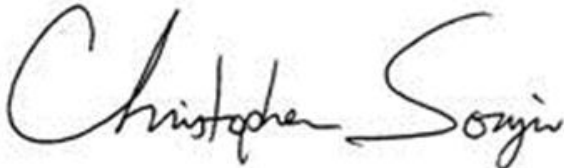
*“To Connect To Lead To Inspire”*

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 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 last year due to the pandemic of 2020 and into 2021. 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.

While we continue to plan and work today, we must recognize 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 21<sup>st</sup> century.

Sincerely,

A handwritten signature in black ink that reads "Christopher Sonju". The signature is written in a cursive, flowing style.

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 from 85% to 87% in 2021-2022
    - 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 3<sup>rd</sup> grade students meeting or exceeding standards on the MCA's be at 60% as measured by the 2021 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 increase from 60% to 62% in 2021-2022.
    - The percentage of students who met or exceeded standards in the MCA's in Math will increase from 53% to 55% in 2021-2022.
      - 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 2020-2021 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 2021-2022 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 2021-2022 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 2021-2022 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 2021-2022 school year.
  - Goal #5 All Students Graduate
    - Graduation rate of eligible GSL students will improve from 96% to 100% by the end of the 2021-2022 school.

## **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, 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 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 programing goals and facility goals
- Goal #4 Continue to develop and improve facilities of the district
  - District parking lot completion
  - Development of learning spaces in our schools
- BYOD expansion for all students becoming a one-to-one school K-12
- Benchmarking of all students in grades K-6....(start of school....fall of 2021)
- Increase STEM / STEAM and gifted and talented programs for students
- Increase elective credits for graduation....in process
- Increase after school program to help all students after pandemic....in process

## **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
- 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<br>*Review Standards | *Curriculum Mapping<br>*Board Presentation<br>*Purchase Materials | *In-Service<br>*Implement<br>*Report to Board | *Analyze Data<br>*Adjust Curriculum Maps | *Analyze Data<br>*Adjust Curriculum Maps | *Analyze Data<br>*Adjust Curriculum Maps | *Analyze Data<br>*Adjust Curriculum Maps |
| 2019-2020   | Mathematics                                   | Social Studies  | World Language<br>Business Ed.<br>ELL         | English Language Arts                    | FACS<br>Ag/Ind. Tech<br>PE/Health        | Science                                  | Art/Music                                |
| 2020-2021   | Art/Music                                     | Mathematics   | Social Studies                                | World Language<br>Business Ed.<br>ELL    | English Language Arts                    | FACS<br>Ag/Ind. Tech<br>PE/Health        | Science                                  |
| 2021-2022   | Science                                       | Art/Music   | Mathematics                                   | Social Studies                           | World Language<br>Business Ed.<br>ELL    | English Language Arts                    | FACS<br>Ag/Ind. Tech<br>PE/Health        |
| 2022-2023   | FACS<br>Ag/Ind. Tech<br>PE/Health             | Science   | Art/Music                                     | Mathematics                              | Social Studies                           | World Language<br>Business Ed.<br>ELL    | English Language Arts                    |
| 2023-2024   | English Language Arts                         | FACS<br>Ag/Ind. Tech<br>PE/Health                                 | Science                                       | Art/Music                                | Mathematics                              | Social Studies                           | World Language<br>Business Ed.<br>ELL    |
| 2024-2025   | World Language<br>Business Ed.<br>ELL         | English Language Arts   | FACS<br>Ag/Ind. Tech<br>PE/Health             | Science                                  | Art/Music                                | Mathematics                              | Social Studies                           |
| 2025-2026   | Social Studies                                | World Language<br>Business Ed.<br>ELL                             | English Language Arts                         | FACS<br>Ag/Ind. Tech<br>PE/Health        | Science                                  | Art/Music                                | Mathematics                              |

### 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*

