

# Pine Point School District 025

Educating for success in an environment of learning, respect, and responsibility

## World's Best Workforce Plan

Pine Point's World's Best Workforce Plan is a long term strategic plan to address the following performance measures:

### 1. Prepare all students for Kindergarten:

*Pine Point School Readiness students will receive academic as well as social skills instruction through the White Earth Head starts Program.*

### 2. Close the achievement gap:

*Pine Point School District proficiency on MCA test scores will increase by 8% in Reading, Math, and Science.*

### 3. Achieve grade level literacy by grade three

*Pine Point students will increase their proficiency rate in grade level literacy (grade three) by 10%.*

### 4. All students attaining career and college readiness before graduating from high school.

*All Pine Point students will complete the ACT (Grade 8)*

### 5. All students graduating from high school.

*The Pine Point School District does not have a high school.*

#### Measures to assess progress

1. Student performance on the Minnesota Comprehensive Assessments
2. Star Reading and Math
3. DIBELS

4. Read 180
5. Classroom Formative Assessment

## **District Plan Components and Activities**

### I. Goals and Benchmarks for Instruction and Student Achievement

The Pine Point school district has an established structure for systematic goal setting to determine programming and instruction. Participants include; Parent Action Committee , School Board members, Administrators, Staff Development Team members, Leadership Team and Professional Learning Community Members.

All groups work to accomplish the District’s Vision Statement- “We believe that all students will show pride in themselves and their culture, do quality work, and demonstrate courtesy and respect for all living things. It is our hope that through education, each student will also positively contribute to the community through active participation in many of its processes,” and District Mission Statements-- To ensure student learning through staff collaboration and a focus on results. Specific elements embedded in the Mission Statements are:

1. Quality Work.
2. Positive contributions to the community.
3. Collaboration.
4. Focus on results.

## **Strategic Road Map**

Additionally- Pine Point School District has established District wide goals encompassing:

**Student Achievement-** deliver standards and research based instruction to all students

- A. Support innovative and effective classroom instruction
- B. Hold high expectations for all students
- C. Use data to monitor growth and proficiency
- D. Establish Professional Learning Communities

**Communication-** develop methods of communication which keep the public, staff, and students informed or involved.

- A. Promote and market the district.
- B. Use print, technology, and radio to provide information related to academic and innovative programming.
  1. Principal reports at board meetings

2. School newspaper
3. Web updates
4. School and Student achievements in local newspaper

C. Meet/Confer- opportunities for staff and school board.

1. Established meeting dates
2. Review of goals/expectations/other

**Financial-** Maintain a 6 month fund balance reserve.

## **Pine Point Staff Development Goals**

Leadership team members consist of Teaching Staff, and the K12 Building Principal. The team is charged with structuring professional development aligned to improve student achievement and instruction.

## **Pine Point Grade Level Student Achievement Benchmarks**

The Pine Point school district has established a system of benchmarks and target scores aligned to State of Minnesota MCA scores. Pine Point Elementary students will have opportunities to check for understanding and development through the Star Reading and Math, DIBELS testing, and summative or formative assessments. Pine Point Middle School students will have opportunities to check for understanding, development, and growth through Star Reading and Math, summative or formative assessments and ACT tests as well.

### **Assessing and Evaluating Student Progress**

**Assessment System** Achievement benchmarks and progress will be monitored in Professional Learning Community meetings- recommendations will be made to the Leadership team to improve or address key instructional strategies to positively influence student achievement. School and District achievement results as determined by MCA testing will be reviewed in October at the Regular School Board meeting- presented by the Principal/Superintendent.

**Transition to Postsecondary Education and Employment** is not an issue at Pine Point School as we are a K-8 District.

### **Assessing and Evaluating Curriculum and Instruction**

**Curriculum and Instruction Review Process-** Pine Point maintains an on-going process to evaluate the effectiveness of school district curriculum and instruction. Teaching staff are required to map curriculum offerings aligned to the Minnesota academic standards and post lesson plans on a weekly basis- also aligned to Minnesota academic standards. Teaching staff are also required to include Learning Targets in the classroom as well as on their lesson plans. Principal “walk-throughs” provide

direct observation of teaching strategies and feedback to instructors. Professional Learning Community members review student data and results to identify needed staff development opportunities, or modifications to curriculum.

**Teacher Evaluation-** Pine Point will incorporate required elements for Teacher Evaluation as determined by the State of Minnesota. Evaluations will be conducted by a licensed administrator. Teaching staff will provide feedback to each other through the Peer Review process. Rubrics used for final evaluation include professional teaching standards outlined in MN Statute.

**Principal Evaluation-** Pine Point School will implement a Principal Evaluation model aligned to the State of Minnesota statutory requirements for Principal Evaluation. The plan includes goal setting, review, self-reflection, and a professional growth plan.

### **District Reporting Requirements**

The school board will publish the District's World's Best Workforce plan on the school district website- [www.pinepoint.k12.mn.us](http://www.pinepoint.k12.mn.us)

The school board will hold an annual public meeting (September) to review and revise the WBW plan

An electronic summary of this report will be sent to the MN Commissioner of Education

### **Committees and Roles (School Site Teams)**

Lyman Roberts-School Board Chair

Christopher Schulz-Superintendent/Principal

Heidi Harstad- Teacher

Rhonda Heaton-Teacher

Kelsey Sandberg -Paraprofessional

Jessica Leckner-Teacher

Melissa Fogleman-Teacher

Holly Nelson – Title I

Rebecca Wilkins- LD

Katie Henderson- Teacher

Kathryn Hoffmann-Thompson- Teacher

Katie Schreiber- Teacher

Ronald Litzau- Teacher

Robin Smith- Parent

Raymond Roberts- School Board/Parent

Alvina Fairbanks- Parent

### Sub Committees

Pine Point Leadership Team – All licensed teaching staff

Pine Point Teacher Evaluation Team-Christopher Schulz- Superintendent/Principal , Katie Schreiber-Teacher, Melissa Fogleman-Teacher