

District Staff Development Goals

District: 0656-01 FARIBAULT PUBLIC SCHOOL DISTRICT

District Student Achievement Goals with Subject Areas

Student Achievement Goal: Focus on improving the academic performance, the social growth and development, and the quality of a comprehensive educational experience for all students.

Content Area:
 Science
 Mathematics
 Reading
 Art/Music
 Language Arts/Writing
 Health/Physical Education
 Career & Technical Education
 Social Studies
 World Language

District Staff Development Goals, Activities, Strategies and Findings

Staff Development Goal:	To provide professional development activities in the areas of poverty, mental health and technology during our early dismissal times set aside for professional development.
Findings:	As a district, we found that we needed to establish SMART goals to focus the team and in turn the district toward data driven practices. As a committee, we worked to develop more useable goals.
Impact on Student Learning:	Student achievement increased in the areas of Science district wide. Slight decrease in Math and Reading. Learning was impacted by the technology practices implemented during instruction.
Impact on Teacher Practice:	SAMR model provided professional development as the basis for improving teachers' 21st century instructional skills. Teachers learned how to differentiate using technology and matching strategies to student needs in the areas of poverty and mental health specifically. Twelve hours of professional development in the areas of poverty and technology was provided. Opportunities were offered beyond the school day for further development in mental health, sheltered instruction and technology.
Continue next year?	Y

School Staff Development Goals

District: 0656-01 FARIBAULT PUBLIC SCHOOL DISTRICT

School: 030 JEFFERSON ELEMENTARY

School Student Achievement Goals with Subject Areas	
Student Achievement Goal:	The percentage of all students enrolled October 1 in grades 3-5 at Jefferson Elementary who are proficient on all reading state accountability tests will increase from 48.6% in 2014 to 55.0% in 2015. The percentage of all students enrolled October 1 in grades 3-5 at Jefferson Elementary who are proficient on all math state accountability tests will increase from 54.1% in 2014 to 58.5% in 2015.
Related District Staff Development Goal:	To provide professional development activities in the areas of poverty, mental health and technology during our early dismissal times set aside for professional development.
Content Area:	Mathematics Reading
School Staff Development Goals, Activities, Strategies and Findings	
Staff Development Goal:	We have been identified as a Focus school and have been assigned an advocate from the SECS to work with our representative focus team 1-2 times/month. This has trained us to analyze data and create a team of leadership within the culture of the building. The group researched Hattie's work and selected a strategy that was effective to present to the staff. The staff is using learning targets. We brought in district staff with expertise to train staff. We also worked on staff to student connectedness. Our survey indicated a 1-2% drop from fall to spring in student connectedness but there was an increase of overall student participation in the survey.
Findings:	Students who are proficient on all reading state accountability tests will increase from 48.6% in 2014 to 55.0% in 2015. Our results were that 49.6% of students were proficient. Students who are proficient on all reading state accountability tests will increase from 48.6% in 2014 to 55.0% in 2015. Our results were that 45.3% of students were proficient.
Impact on Student Learning:	Students are becoming aware of the expectation of each lesson and understanding what is required to achieve the target. There is also a shift in the climate and the trust between students and their teachers.
Impact on Teacher Practice:	We continue to notice an instructional improvement, the teachers are looking closely at what supports we need to include supporting all of the students in the class. This can be attributed to the leadership of the focus group, the collaboration of grade level teams, the mentor/mentee program and the growing amount of time dedicated to PLC work.
Continue next year?	Y

School Staff Development Goals

District: 0656-01 FARIBAULT PUBLIC SCHOOL DISTRICT

School: 040 LINCOLN ELEMENTARY

School Student Achievement Goals with Subject Areas

Student Achievement Goal: The percentage of all students in grades 3-5 at Lincoln who are proficient on all math state accountability tests (MCA, MTAS) will increase from 66% in 2014-15 to 78% in 2015-16. The percentage of all students in grades 3-5 at Lincoln who are proficient on all reading state accountability tests (MCA, MTAS) will increase from 63% in 2014-15 to 72% in 2015-16.

Related District Staff Development Goal: To provide professional development activities in the areas of poverty, mental health and technology during our early dismissal times set aside for professional development.

Content Area:
 Science
 Mathematics
 Reading
 Social Studies

School Staff Development Goals, Activities, Strategies and Findings

Staff Development Goal:	Provide continuing training with strategies for children living in poverty. Provide continued training for technology use and iPad implementation towards 1:1 use. Follow established guidelines in Teacher Growth and Development plan. Visit Columbia Heights School. Followup with visits or teleconferences with interventionists around the state. Set aside time for standard alignment and curriculum mapping. Develop learning targets per grade level.
--------------------------------	---

Findings:	Lincoln site team developed a Lincoln proposal for 2015-16 with an emphasis on co-teaching, pushin, RTi, interventionists. Staff Development time allocated in August 2015 for standard alignment.
------------------	--

Impact on Student Learning:	MMRS fell to continuous improvement designation DIBELS, NWEA, MCA.
------------------------------------	--

Impact on Teacher Practice:	Teachers worked with DIBELS, Running Reading Records, Benchmark, Everyday Math common assessments. The impact was to research intervention strategies for tier I and II.
------------------------------------	--

Continue next year?	Y
----------------------------	---

School Staff Development Goals

District: 0656-01 FARIBAULT PUBLIC SCHOOL DISTRICT

School: 045 ROOSEVELT ELEMENTARY

School Student Achievement Goals with Subject Areas

Student Achievement Goal: The percentage of all students enrolled on October 1, 2014, in grades 3-5 at Roosevelt Elementary who are proficient on all reading state accountability assessments will increase from 42.2% to 48% in 2015.

Related District Staff Development Goal: To provide professional development activities in the areas of poverty, mental health and technology during our early dismissal times set aside for professional development.

Content Area: Mathematics
Reading

School Staff Development Goals, Activities, Strategies and Findings

Staff Development Goal:	All staff will be training on establishing targets for reading and math. All staff will be trained on the problem solving model as it supports our overall RTI initiative. All staff will be provided with an opportunity to be trained in positive behavior management.
Findings:	100% of teaching staff wrote and used learning targets daily. All staff had a heightened awareness of the problem solving process. Problem Solving Team received referrals by the teaching staff on a weekly basis and created an agreed upon plan of action. All staff became aware of the School Focus Team communication.
Impact on Student Learning:	Consistent use of learning targets increased to 100% which provided a clear understanding of the goals for each lesson. This resulted in Roosevelt's increase of 1.1% in reading scores from 2014/2015. The referrals of students to the Problem Solving Team decreased from 31 to 18. Roosevelt instituted a building wide behavioral expectation plan that was followed up on throughout the building.
Impact on Teacher Practice:	100% of teachers use learning targets to drive their instruction which may have led to a 1.1% increase in state assessment results. Progress monitoring of students below grade level was done on a consistent basis. This resulted in a more accurate RTI process.
Continue next year?	Y

School Staff Development Goals

District: 0656-01 FARIBAULT PUBLIC SCHOOL DISTRICT

School: 057 CANNON RIVER EDUCATION CENTER S.U.N

School Student Achievement Goals with Subject Areas

Student Achievement Goal: Cannon River Education Center will increase the percentage of students completing state (MCA, ACT, PLAN, and EXPLORE) and district (NWEA) achievement tests from less than 50% to 80% or higher.

Related District Staff Development Goal: To provide professional development activities in the areas of poverty, mental health and technology during our early dismissal times set aside for professional development.

Content Area:
 Science
 Mathematics
 Reading
 Language Arts/Writing

School Staff Development Goals, Activities, Strategies and Findings

Staff Development Goal:	100% of our teaching staff at CREC will be trained by the district assessment coordinator in standard achievement test administration. The Cannon River Education Center's 2014-2015 shared performance goal is to develop a school-wide positive behavior support plan to build our school community over the school year with purposeful planning to engage students across programs in activities that reflect on interconnectedness while reducing interruptions, misbehavior, and negative morale.
Findings:	100% of the CREC staff were training in standardized achievement test administration. CREC staff developed a school-wide proactive behavioral intervention approach.
Impact on Student Learning:	78% of students in Read 180 exceeded expected growth. 80% of students completed state and district achievement assessments.
Impact on Teacher Practice:	Teachers participated in PLC's 3 times a month. Teachers attended district sponsored trainings on early release and workshop days focusing on technology integration, poverty, and standards based IEP's. Consultation was provided by a mental health and behavioral modification specialist (Danielle Theis) to specific classrooms/teachers. Staff attended a Nurtured Heart training and an autism conference.
Continue next year?	Y

School Staff Development Goals

District: 0656-01 FARIBAULT PUBLIC SCHOOL DISTRICT

School: 058 CANNON RIVER SEC TRANSITION ED PROG

School Student Achievement Goals with Subject Areas	
Student Achievement Goal:	Cannon River Education Center will increase the percentage of students completing state (MCA, ACT, PLAN, and EXPLORE) and district (NWEA) achievement tests from less than 50% to 80% or higher.
Related District Staff Development Goal:	To provide professional development activities in the areas of poverty, mental health and technology during our early dismissal times set aside for professional development.
Content Area:	Science Mathematics Reading Language Arts/Writing
School Staff Development Goals, Activities, Strategies and Findings	
Staff Development Goal:	100% of our teaching staff at CREC will be training by the district assessment coordinator in standardized achievement test administration. The CREC's 2014-2015 shared performance goal is to develop a school-wide positive behavior support plan to build our school community over the school year with purposeful planning to engage students across programs in activities that reflect on interconnectedness while reducing interruptions, misbehavior, and negative morale.
Findings:	100% of CREC staff were trained in standardized achievement test administration. CREC staff developed a school-wide proactive behavioral intervention approach.
Impact on Student Learning:	78% of students in READ 180 exceeded expected growth. 80% of students completed state and district achievement assessments.
Impact on Teacher Practice:	Teachers participated in PLC's 3 times a month. Teachers attended district sponsored trainings on early release and workshop days focusing on technology integration, poverty, and standards based IEP's. Consultation was provided by a mental health and behavioral modification specialist (Danielle Theis) to specific classrooms/teachers. Staff attended a Nurtured Heart training and an autism conference.
Continue next year?	Y

School Staff Development Goals

District: 0656-01 FARIBAULT PUBLIC SCHOOL DISTRICT

School: 060 FOCUS

School Student Achievement Goals with Subject Areas	
Student Achievement Goal:	Cannon River Education Center (FOCUS) will increase the percentage of students completing state (MCA, ACT, PLAN, and EXPLORE) and district (NWEA) achievement tests from less than 50% to 80% or higher.
Related District Staff Development Goal:	To provide professional development activities in the areas of poverty, mental health and technology during our early dismissal times set aside for professional development.
Content Area:	Science Mathematics Reading Language Arts/Writing
School Staff Development Goals, Activities, Strategies and Findings	
Staff Development Goal:	100% of our teaching staff at CREC will be trained by the district assessment coordinator in standardized achievement test administration. The Cannon River Education Center's 2014-2015 shared performance goal is to develop a school-wide positive behavior support plan to build our school community over the school year with purposeful planning to engage students across programs in activities that reflect an interconnectedness while reducing interruptions, misbehavior, and negative morale.
Findings:	100% of CREC staff were trained in standardized achievement test administration. CREC staff developed a school-wide proactive behavioral intervention approach.
Impact on Student Learning:	78% of students in READ 180 exceeded expected growth. 80% of students completed state and district achievement assessments.
Impact on Teacher Practice:	Teachers participated in PLC's 3 times a month. Teachers attended district sponsored trainings on early release and workshop days focusing on technology integration, poverty, and standards based IEP's. Consultation was provided by a mental health and behavioral modification specialist (Danielle Theis) to specific classrooms/teachers. Staff attended a Nurtured Heart training and an autism conference.
Continue next year?	Y

School Staff Development Goals

District: 0656-01 FARIBAULT PUBLIC SCHOOL DISTRICT

School: 070 FARIBAULT MIDDLE

School Student Achievement Goals with Subject Areas

Student Achievement Goal: Faribault Middle School students will increase grade level math by 5% from spring 2014 to spring 2015 as measured by the MCA III and also increase grade level reading by 5% from spring 2014 to spring 2015 as measured by the MCA III.

Related District Staff Development Goal: To provide professional development activities in the areas of poverty, mental health and technology during our early dismissal times set aside for professional development.

Content Area: Mathematics
Reading

School Staff Development Goals, Activities, Strategies and Findings

Staff Development Goal:	Increase positive responses (quite connected and extremely connected) on question 5 on the Student Connectedness Survey from 57% (fall 2014) to 62% (spring 2015).
Findings:	Math - partially met Reading - partially met Shared Performance - did not meet
Impact on Student Learning:	A chance to re-evaluate our goals for the 2015-2016 school year.
Impact on Teacher Practice:	Increased efforts in all areas. Shared performance goal saw the most increased efforts.
Continue next year?	Y

School Staff Development Goals

District: 0656-01 FARIBAULT PUBLIC SCHOOL DISTRICT

School: 071 FARIBAULT DAY SCHOOL ALC

School Student Achievement Goals with Subject Areas

Student Achievement Goal: Faribault Middle School students will increase grade level math by 5% from spring 2014 to spring 2015 as measured by the MCA III and also increase grade level reading by 5% from spring 2014 to spring 2015 as measured by the MCA III.

Related District Staff Development Goal: To provide professional development activities in the areas of poverty, mental health and technology during our early dismissal times set aside for professional development.

Content Area: Mathematics
Reading

School Staff Development Goals, Activities, Strategies and Findings

Staff Development Goal:	Increase positive responses (quite connected and extremely connected) on question 5 on the Student Connectedness Survey from 57% (fall 2014) to 62% (spring 2015).
Findings:	Math - partially met Reading - partially met Shared Performance - did not meet
Impact on Student Learning:	A chance to re-evaluate our goals for the 2015-2016 school year.
Impact on Teacher Practice:	Increased efforts in all areas. Shared Performance goal saw the most increased efforts.
Continue next year?	Y

School Staff Development Goals

District: 0656-01 FARIBAULT PUBLIC SCHOOL DISTRICT

School: 080 FARIBAULT SENIOR HIGH

School Student Achievement Goals with Subject Areas

Student Achievement Goal: By the 2015 MCA reading assessment, tenth grade students demonstrating proficiency will increase by 3%.

Related District Staff Development Goal: To provide professional development activities in the areas of poverty, mental health and technology during our early dismissal times set aside for professional development.

Content Area: Reading

School Staff Development Goals, Activities, Strategies and Findings

Staff Development Goal:	The high school will provide opportunities for the staff to implement Best Practice reading strategies.
Findings:	Our MCA II reading scores decreased. Teachers tried new strategies and technologies but inconsistently.
Impact on Student Learning:	Student scores dropped from 54.3% to 43.7% on the MCA III 10th grade test. Most subgroups dropped also.
Impact on Teacher Practice:	Teachers will work towards common summative assessments that focus on the MCA III skill domain and format. Co-teaching will continue with improved training and a focus on matching curricula to the MCA standards.
Continue next year?	Y

School Staff Development Goals

District: 0656-01 FARIBAULT PUBLIC SCHOOL DISTRICT

School: 081 FARIBAULT AREA LEARNING CENTER

School Student Achievement Goals with Subject Areas

Student Achievement Goal: The ALC staff want to increase student achievement by closing the opportunity gap.

Related District Staff Development Goal: To provide professional development activities in the areas of poverty, mental health and technology during our early dismissal times set aside for professional development.

Content Area:
 Reading
 Art/Music
 Health/Physical Education
 Career & Technology

School Staff Development Goals, Activities, Strategies and Findings

Staff Development Goal:	To cross train staff in the areas that contribute to the gap for students such as mental health, poverty and content areas.
	To provide district wide training in at-risk students.
Findings:	Student attendance improved with increased opportunities for students.
	Improved School Climate.
Impact on Student Learning:	Quicker participation of At-Risk students in academics.
Impact on Teacher Practice:	Staff are more confident in sharing practices with district staff.
Continue next year?	Y

School Staff Development Goals

District: 0656-01 FARIBAULT PUBLIC SCHOOL DISTRICT

School: 130 EARLY CHILDHOOD SPECIAL EDUCATION

School Student Achievement Goals with Subject Areas

Student Achievement Goal: Children and families will increase communication skills to help meet their individual needs. McKinley's 3, 4 and 5 year olds will increase their vocabulary skills as measured by Picture Naming cards of the IGD's to 95% at or near target by the end of the 2014-2015 school year. The Birth-3 and ECFE teams will assist families in helping their children maintain and improve communication skills as measured through the communication portion of the Ages and Stages Questionnaire, FROM 82.86% of the questionnaires scoring "above cutoff" to 85% of questionnaires scoring "above cutoff" by the end of the 2014-2015 school year.

Related District Staff Development Goal: To provide professional development activities in the areas of poverty, mental health and technology during our early dismissal times set aside for professional development.

Content Area: Reading

School Staff Development Goals, Activities, Strategies and Findings

Staff Development Goal: Curriculum: To provide comprehensive staff development opportunities in all areas that support best practice in curriculum, instruction and assessment. Throughout the curriculum cycle we are aligning outcomes to the state or national standards. Teacher Growth and Development: To advance the Faribault Teacher Growth and Development Plan and to continue our probationary teacher mentor model using the Danielson Framework for Effective Teaching, which is designed to enhance the professional practice of all teachers to increase student achievement.

McKinley staff used staff development funds to support ALL of the goals above.

Findings: Staff put into practice DRDP, RBI, and Second Step. ECFE is in the process of implementing the parenting curriculum they received training on late this spring. The PLC training focused on all staff and more training will be provided this fall.

Impact on Student Learning: Birth to 3 found parents more engaged in their child's learning. Preschool found children connecting with social skills concepts. Teachers began to look at instructional strategies with more fidelity which, in turn, enhanced student learning.

Impact on Teacher Practice: Teachers began to reflect on their own practice regularly. Student data was used to guide instruction and increase student learning. Staff has a better understanding of current best practices, procedures and policies.

Continue next year? Y

School Staff Development Goals

District: 0656-01 FARIBAULT PUBLIC SCHOOL DISTRICT

School: 131 FARIBAULT ECCE

School Student Achievement Goals with Subject Areas
--

Student Achievement Goal:	McKinley Early Childhood Center children and families will increase communication skills to help meet their child's or individual needs.
----------------------------------	--

Related District Staff Development Goal:

Content Area:

School Staff Development Goals, Activities, Strategies and Findings
--

Staff Development Goal:	Create a Mission Statement and a Vision Statement. Identify Power Strands. Begin implementation of new assessment - desired results. Developmental Profile.
--------------------------------	---

Findings:	
------------------	--

Impact on Student Learning:	
------------------------------------	--

Impact on Teacher Practice:	
------------------------------------	--

Continue next year?	
----------------------------	--

School Staff Development Goals

District: 0656-01 FARIBAULT PUBLIC SCHOOL DISTRICT

School: 080 FARIBAULT SENIOR HIGH

School Student Achievement Goals with Subject Areas

Student Achievement Goal: By the 2015 MCA math assessment, eleventh grade students demonstrating proficiency will increase by 3%.

Related District Staff Development Goal: To provide professional development activities in the areas of poverty, mental health and technology during our early dismissal times set aside for professional development.

Content Area: Mathematics

School Staff Development Goals, Activities, Strategies and Findings

Staff Development Goal:	The high school will provide opportunities for the staff to implement Best Practice math strategies.
Findings:	Our MCA math scores decreased slightly. Common assessments and new strategies were factors in our continued success.
Impact on Student Learning:	Student scores dropped from 54.9% to 54.2% while the state average dropped from 50.6% to 48.7%. Students were positively impacted.
Impact on Teacher Practice:	Teachers will continue improving their formative and summative assessments. New Best Practices strategies will be incorporated with the school-wide iPad implementation. Co-teaching will continue.
Continue next year?	Y

School Staff Development Goals

District: 0656-01 FARIBAULT PUBLIC SCHOOL DISTRICT

School: 082 SECONDARY AREA LEARNING CNTR SUMMER

School Student Achievement Goals with Subject Areas

Student Achievement Goal: The ALC staff want to increase achievement by closing the opportunity gap.

Related District Staff Development Goal: To provide professional development activities in the areas of poverty, mental health and technology during our early dismissal times set aside for professional development.

Content Area: Reading
Art/Music
Health/Physical Education
Career & Technology

School Staff Development Goals, Activities, Strategies and Findings

Staff Development Goal:	To cross train staff in the areas that contribute to the gap for students such as mental health, poverty and content areas.
	To provide district wide training in At-Risk students.
Findings:	Student attendance improved with increased opportunities for students.
	Improved school climate.
Impact on Student Learning:	Quicker participation of At-Risk students in academics.
Impact on Teacher Practice:	Staff are more confident in sharing practices with district staff.
Continue next year?	Y