

2021-2022
Strategic Action and WBWF Plan Results



Priority Area 1: Achieve Academic Excellence

Areas of Focus:

- 1. Improve Student Achievement**
 - a. Read Well Plan
 - b. World's Best Workforce Goals:
 1. All children are ready to start kindergarten
 2. All third-graders can read at grade level
 3. All achievement gaps between students are closed
 4. All students are ready for career and/or postsecondary education
 5. All students graduate from high school
 - c. Pandemic Learning Loss
- 2. MTSS Teams and Processes**
- 3. Learning Targets**
- 4. LETRS Training**

Goals:

#1 District Wide Reading SMART Goal:

The percentage of all students enrolled October 1 in Rush City Schools who earn an achievement level of Meets the Standards or Exceeds the Standards in Reading on all 2022 state accountability tests (MCA and MTAS) will meet or exceed the pre-pandemic percentage of 67.2% in 2019.

Results: This goal was not achieved, 50.7% met or exceeded standards.

#2 District Wide Math SMART Goal:

The percentage of all students enrolled October 1 in Rush City Schools who earn an achievement level of Meets the Standards or Exceeds the Standards in Math on all 2022 state accountability tests (MCA and MTAS) will meet or exceed the pre-pandemic percentage of 63% in 2019.

Results: This goal was not achieved, 38.4% met or exceeded standards.

#3 District Wide Science SMART Goal:

The percentage of all students enrolled October 1 at Rush City High School who earn an achievement level of Meets the Standards or Exceeds the Standards in Science on all 2022 state accountability tests (MCA and MTAS) will meet or exceed the pre-pandemic percentage of 59.4% in 2019.

Results: This goal was not achieved, 52.3% met or exceeded standards.

#4 CE Jacobson Early Literacy SMART Goal (WBWF #1):

Sixty percent of students attending 80% of scheduled school days will achieve a score of 26 picture

THE PROMISE OF RUSH CITY SCHOOLS IS TO CREATE GLOBAL CITIZENS WHO ARE LIFELONG LEARNERS

names in one minute on the fluency screener.

Results: Goal Met. Out of all 4/5 year old full day students, 40/44 met the target, or 91%.

#5 Third Grade Reading SMART Goal (WBWF #2):

Sixty-five percent of all students enrolled October 1st at CE Jacobson will achieve proficiency on the MCA III Reading exam.

Results: Goal not Met, 52.8% achieved proficiency.

#6 Achievement Gap SMART Goal (WBWF #3):

The percentage of all students receiving special education services enrolled October 1 in Rush City Schools who earn an achievement level of Meets the Standards or Exceeds the Standards in Reading on all 2022 state accountability tests will meet or exceed the pre-pandemic percentage of 27.9% in 2019.

Results: This goal was not achieved, 22.1% met or exceeded standards.

#7 Career and Post-Secondary SMART Goal (WBWF #4):

All 8th grade students enrolled October 1 at Rush City High School will utilize the Minnesota Career Information System (MCIS) to develop a Personal Learning Plan (PLP) during the school year.

Result: Goal Met through Futures Prep.

#8 High School Graduation SMART Goal (WBWF #5):

Of seniors enrolled on October 1st, 100% of them, who do not enroll in another district, will meet the requirements for graduation prior to the start of the 2022/23 school year.

Result: One student did not graduate or enroll in another district, therefore, the goal was not met.

#9 MTSS SMART Goal:

Rush City School District's, District Infrastructure and Support Mechanisms, MTSS Implementation Tracker (MIT) score will increase from an average score (0-3) of 0 at the end of 2020/21 to 1.75 by the end of the 2021/22 school year.

Results: Once we joined the mnMTSS cohort through MDE we no longer used the MIT. Although we are not using the MIT we did implement the district level team and made significant progress that far exceeded this goal.

#10 Learning Target SMART Goal:

Clear expectations regarding consistent development and posting of learning targets will be implemented in both buildings by the end of the first quarter.

Results: This goal has been met in both buildings. Aligning and integrating this into curriculum maps is a recommended next step.

#11 LETRS Training Goal:

The administration will research available options for LETRS training, develop a training and implementation plan, and ensure the plan is carried out.

Results: This goal has been met in all components; continued into the 2022-2023 school year.

Priority Area 2: Foster a Positive and Safe Environment

Areas of Focus:

1. Review emergency procedures
2. Students feeling safe, valued, and connected
3. Enhancing cultural competency
4. Improve student satisfaction of Food Service Program

Areas to Monitor:

1. Increase community wide understanding of conflict versus bullying
2. Address whole-student wellness and mental health through social emotional learning
3. Teach digital citizenship to promote online safety for students
4. COVID-19 data and guidance

Goals:

#1 Emergency Procedures SMART Goal:

A committee of qualified constituents will review, revise, and present suggested edits to our emergency procedures to the board of education for approval and implementation by the end of second quarter.

Results: Timeline was not achieved, however, curriculum is selected and will be implemented at the beginning of 2022-23. Goal to be revised and continued.

#2 Food Service Satisfaction Goal:

A food service committee with representatives from both buildings, food service staff, and students will regularly meet to ensure transparency of program guidelines, discuss options, and work to ultimately improve the satisfaction with the Food Service Program.

Results: A committee was established and met, however, this goal should continue as we have a new food service supervisor and many factors are different as we move beyond the pandemic.

#3 Monitoring SMART Goal:

Develop, implement, and report to the board of education the systematic changes or structures that are created to ensure past areas of focus are sustained by the end of the first quarter.

Results: Principal reports provided feedback regarding these areas and the initiatives have been sustained.

#4 Cultural Competency Goal:

Develop and implement a plan to ensure cultural competency development is an ongoing priority that supports our promise to create “global citizens”.

Results: We consider this goal to have been achieved, however, it's an ongoing process. Accomplishments for this year include enhanced collaboration and utilization of American Indian Education Aid resulting in conference attendance and a vote of concurrence. The creation of both student and community diversity/culture committees were additional accomplishments.

Priority Area 3: Strengthen Community Relationships

Areas of Focus:

- 1. Community Education and Activities**
 1. Communication plan
 2. Increased number of after school activities
 3. Equity in activities
- 2. Enhanced District Website**
- 3. Subcommittee's to the board of education**

Goals:

#1 Community Education and Activities Communication Plan Goal:

Develop and implement a communication plan to ensure families are notified of all team events and significant accomplishments in a timely and equitable manner.

Results: This goal has been met.

#2 Student Activities SMART Goal:

Develop and implement at least six summer or after school activities that were not offered in 2020/21 by the end of 2021/22.

Results: This goal was met and the following clubs were offered to students after school or in the summer: Dungeons and Dragons, elementary basketball skills, elementary knowledge bowl, CABS, Home Alone, Diversity/Cultural Awareness, Lack of staffing did not allow us to implement other programs such as art club, weight lifting, or provide an advisor for the Leo's club.

#3 Enhancing the District Website SMART Goal:

The district website will be revised and updated to ensure accuracy, improve ease of navigation, and improve the level of service provided to visitors during the 2021/22 school year.

Results: The mobile menu was improved so the links displayed properly on mobile devices. The district tech coordinator ensured information was accurate and current to include updating outdated photos, banners, etc.

#4 Subcommittees to the Board of Education SMART Goal:

Prior to October 1, 2021 establish subcommittees to the board of education in the areas of finance, activities/athletics, policy, and facilities to improve communication and transparency while providing necessary recommendations to the board of education.

Result: Accomplished. Board discussion regarding changes for next year.

Priority Area 4: Finance and Management

Areas of Focus:

1. Develop and implement operational procedures
2. Successfully return all business management responsibilities to the district office
3. Management strategy to support our leaders and this plan

Goals:

#1 Operational procedures SMART goal:

Develop, share, and continuously update a district wide shared drive to outline operational procedures that will improve transparency, consistency, and ultimately employee job satisfaction by October 1, 2021.

Results: Accomplished and ongoing. Procedures were shared at the August back to school workshop and throughout the year the leadership team has continued to add to and revise these procedures.

#2 Business Management Goal:

Sufficiently staff and equip the district office with personnel and resources to properly conduct all aspects of school business operations.

Results: The district office was staffed as approved by the school board and as the need was identified going forward an additional .5 position was approved for FY23. Third party relationships were explored and established to create efficiencies and provide better benefits for the staff and cost savings and improved compliance for the district such as health insurance and general liability insurance.

#3 Community Education Finance Goal:

Conduct a zero-based budgeting process and align expenditures and revenues to ensure a balanced budget.

Ongoing if desired: A zero-based budgeting process was not implemented. Throughout the year the business office has continued to edit and revise the FY21 data. Moving forward the business office will review prior years and assess each program individually.

#4 Organizational Management Goal:

Review, refine, and as necessary develop and implement district processes and procedures to ensure financial management objectives are achieved. To include:

- Budget management processes across the various levels of the organization
 - **Result:** Ongoing. The business office has made significant progress implementing enhanced digital processes that will improve efficiency and accuracy of financial data.
- Long term facilities management planning

- **Result:** Accomplished and ongoing, ICS selected to conduct comprehensive facility maintenance assessment/plan.
- Equipment, communications technology, and vehicle management processes
 - **Result:** Partially accomplished and ongoing, Dude Solutions selected and partially implemented.
- Efficiencies in time card reporting
 - **Result:** Partially accomplished and ongoing. TrueTime software has been selected, training has been and will continue to take place, the first group of employees will begin using it at the beginning of FY23, other groups to begin at the start of the school year.
- Utility efficiencies planning
 - **Result:** Ongoing, several areas have been assessed (solar, LED) Some projects have been completed such as boiler updates and the replacement of a hot water heater. Moving forward this will be a part of the ICS assessment/plan.

#5 Leadership development and growth goal:

Develop and implement a process to monitor, and support leaders as they grow professionally and work to support various areas of this plan.

Result: Accomplished - recommend enhancing and continuing.