

Honoring the Past & **Shaping the Future**



2015-16 **Strategic Priorities**

Moorhead Area Public Schools
Independent School District 152

Guiding Philosophy, Mission, Vision & Core Values

Guiding Philosophy

The guiding philosophy of Moorhead Area Public Schools is continuous improvement.

Mission

The mission of Moorhead Area Public Schools is to develop the maximum potential of every learner to thrive in a changing world.

Vision

Moorhead Area Public Schools will be a progressive school district recognized for excellence at all levels. We will work collaboratively with our community to provide a premier education for every learner to achieve success while providing a safe and nurturing environment that celebrates diversity and practices mutual respect.

Core Values

Moorhead Area Public Schools is committed to the education and well-being of each student. We are committed to:

- creating a positive learning environment that values children and youth.
- supporting all learners.
- holding high standards and expectations for all learners.
- making research-based, data-driven, collaborative decisions inclusive of stakeholder perspectives.
- seeking continuous improvement and planning for the future.
- advocating for children and youth within our community and district.
- celebrating students, staff and community.
- promoting pride in the Moorhead community and schools.

Strategic Priorities & Goals

Moorhead Area Public Schools has established the following strategic priorities for the 2015-16 school year. These are a continuation of the 2013-14 and 2014-15 priorities based on the themes and discussion from the Community Engagement Initiative.

These priorities will guide work in the district for 2015-16. Items noted with an asterisk (*) are aligned to World's Best Workforce.

21st Century Schools:

Establish a culture of learning that supports the needs of the 21st century learner and develops the whole student.

Goals for 2015-16

- **School Readiness Goal:** On the fall 2016 FastBridge letter sound frequency (LSF) assessment, 70% of kindergartners are at or above benchmark (Fall Fastbridge LSF).*
- **Read Well by Grade 3 Goal:** On the 2016 Minnesota Comprehensive Assessments (MCA-III), Moorhead Area Public Schools will increase the district students' reading proficiency to exceed the state average by 1% (2015 MCA-III: District 58.8%, State 59.4%).*
- **College, Career and Life Readiness Goal:** Moorhead Area Public Schools will increase district students' mathematics proficiency to exceed state average on the 2016 MCA-III (2015 MCA III: District 55.9%, State 60.2%).*

School and Community:

Build comprehensive and responsive communication systems and partnerships with community stakeholders to promote and advance quality education for all learners.

Goals for 2015-16

- By June 2016, Moorhead Area Public Schools will collaborate to strengthen opportunities for partnership with community, businesses and higher education with 10 new opportunities.
- By spring 2016, AdvancEd parent surveys will be given to establish benchmark data related to student and parent satisfaction with the schools, their governance, and instruction.
- By spring 2016, social media use and parent notifications at the building level will be consistently implemented through the district communication plan using district-authorized technical tools.

Strategic Priorities & Goals

Equitable Educational Opportunities:

Provide programs and services to eliminate race and socioeconomic indicators as predictors of student success.

Goals for 2015-16

- **Graduation Goal:** Moorhead Area Public Schools will improve graduation rate from 79.9% to 83% by creating a positive school culture that emphasizes student/staff learning, importance of relationships, and improving home/school communications (79.9% graduation rate is for Spring 2014 graduates).*
- **Reduce Achievement Gap Goal:** Moorhead Area Public Schools will decrease the achievement gap by 4 percentage points in the areas of ethnicity, free and reduced lunch, special education, and English learners (EL) based on 2016 MCA tests. The subgroup proficiency is compared to the state white subgroup proficiency to determine achievement gaps.*

Facilities:

Provide equitable education facilities, technological tools and the infrastructure needed across the district to meet the needs of students, families and communities.

Goals for 2015-16

- By April 2016, Moorhead Area Public Schools will make a plan to select flexible furniture to pilot for the 2016-17 school year.
- By May 2016, Moorhead Area Public Schools will make a recommendation to the School Board on the feasibility of implementing 1-to-1 ChromeBooks in grades 5-12.
- By February 2016, Moorhead Area Public Schools will consider alternatives for existing school district leased space, including Red River Area Learning Center, Adult Basic Education, and programs currently housed in the Sports Center, and a plan will be developed based upon these considerations.
- By February 2016, a ten-year Long-Term Facilities Maintenance Plan (LTFM) will be developed and approved by the School Board.

Mental Health / Character Development:

Create a safe, caring and welcoming environment for all students, where the unique qualities and diversity of students are recognized and respected.

Goals for 2015-16

- By June 2016, 100% of district sites will be implementing or exploring Positive Behavioral Interventions and Supports.
- By June 2016, the Early Risers program will be implemented across all district elementary schools.
- The Minnesota Student Survey will be given to students in grades 5, 8, 9 and 11 by May 2016.
- By June 2016, Moorhead Area Public Schools will have a consistent data reporting systems for behavior.

Human Resources:

Provide processes for the quality, effectiveness and continuity of staff through the use of comprehensive recruitment, professional development, supervision and evaluation.

Goals for 2015-16

- By June 1, 2016, continue to refine the teacher growth and evaluation plan with the existing committee through the identified meeting schedule. Provide continued training to administration conducting evaluations to create efficiency and support growth.
- Identify a consistent format for non-certified staff evaluation by June 1, 2016.
- Complete a district-wide banding and grading review to bring the district into alignment to the Decision Band Method of job evaluation and identify inequities in compensation by Dec. 31, 2015.
- By June 1, 2016, create a comprehensive job evaluation schedule to review district jobs on a rotating basis.
- Moorhead Area Public Schools will retain 95% of high quality teachers in the 2015-2016 school year.



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2015-16 School Board

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