

SAUK RAPIDS-RICE
PUBLIC SCHOOLS



District Operational Plan 2022–2023

A Path for Every Student

Sauk Rapids-Rice Public Schools District Operational Plan

- Is developed annually by the Superintendent and the District's Leadership Team,
- Is approved annually by the Board of Education, and
- Will focus on improving student learning through the development of building site plans that assess where we are at, measure our progress and align our initiatives with the strategic plan.





A path for every student.

Our Strategic Plan

District Values:

Flexibility

Be willing to adapt to change in a variety of situations.

Collaboration

Build collective commitments and actions across different contents that elicit diverse perspectives while seeking, contributing and responding to feedback.

Communication

Effectively send and receive information over multiple mediums while being self-aware that our assumptions/biases may not be the truth or the same perspective

Diverse Thinking

Analyze and take responsible action on problems. Demonstrate responsibility in making thoughtful and ethical decisions.

Empathy

Demonstrate social awareness by understanding and sharing feelings with others. Seek to understand the experiences of others.

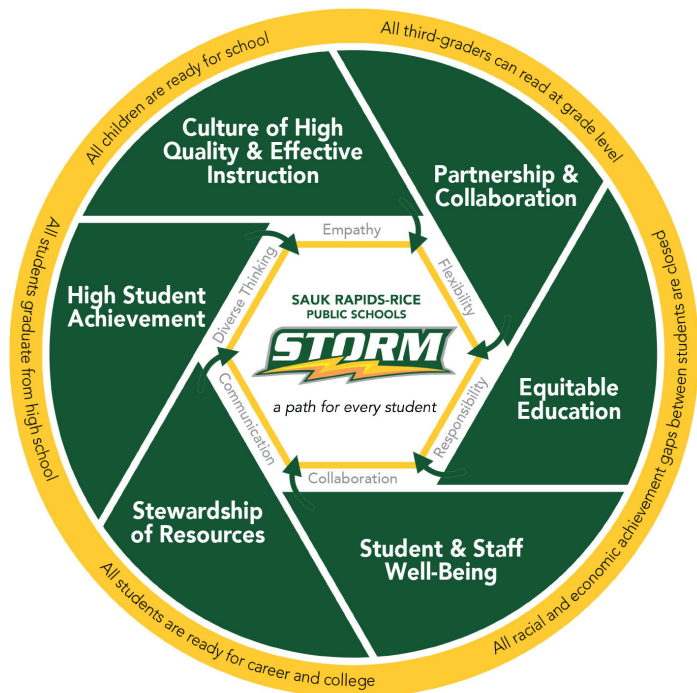
Responsibility

Honor commitments and own the outcome, good or bad, while taking into account the larger community and greater good.

Strategic Plan:

This Strategic Plan is our roadmap to help us focus on meeting the learning needs of each student in ISD #47 and also provide our staff with the appropriate professional development to meet those learning needs.

District Mission: *A Path for Every Student*



Strategic Plan:

The District's Operational Plan is developed annually by the Superintendent and the District's Leadership Team. The Operational Plan is approved annually by Board of Education.

We will focus on improving student learning through the development of individual building plans that assess where we are at, measure progress, and align district initiatives with the District Strategic Plan.

While we have an annual District Operational Plan, we will consistently assess the work we are doing with the plan and make adaptations as needed to meet changing conditions. This allows us to better align our efforts across the district.



Strategic Plan 2022–2023

A Path for Every Student

Sauk Rapids-Rice Public Schools Superintendent and Leadership Team built a Strategic Plan which focuses on six key commitments and includes a plan and timeline for what the district wants to achieve by the fall of 2025.

Each year the Superintendent and Leadership Team will develop a District Operational Plan that prioritizes the work in order to achieve our goals for the fall of 2025.

Strategic Commitments

#1 Culture of High Quality and Effective Instruction

Rationale: Positive and healthy school cultures and school climates are the foundations of high quality learning environments and create the conditions for effective teaching and learning.

Culture: Deeper belief systems and values of our organization.

Climate: The day to day thoughts and feelings of people in our organization.

#2 Partnerships and Collaboration

Rationale: In order for Sauk Rapids-Rice Public Schools to be highly effective and continuously improve, perspectives from all stakeholders (i.e. educators, support staff, students, families, community members and partners) should be leveraged. When stakeholders are involved in student learning and well-being, student success is promoted. Mutually beneficial partnerships provide opportunities for students and staff to gain different experiences and additional resources that will support academic and professional growth.

#3 Student and Staff Well-Being

Rationale: Physical, social, and emotional health in schools is necessary to support the academic success of each student. It also supports the professional growth and well-being of staff.

Keeping staff and students physically, socially, and emotionally healthy allows them to thrive in an encouraging environment.

#4 High Student Achievement

Rationale: When Sauk Rapids-Rice Public Schools provides the framework to empower students to own their learning, it allows for students to explore strengths and interests while building skills needed to find success.



Strategic Plan 2022–2023

A Path for Every Student

Sauk Rapids-Rice Public Schools Superintendent and Leadership Team built a Strategic Plan which focuses on six key commitments and includes a plan and timeline for what the district wants to achieve by the fall of 2025.

Each year the Superintendent and Leadership Team will develop a District Operational Plan that prioritizes the work in order to achieve our goals for the fall of 2025.

Strategic Commitments

#5 Stewardship of Resources

Rationale: When resources are used in a responsible way, it strategically maximizes the investment in the decisions that are made. Maximizing resources effectively promotes greater overall transparency and accountability with staff and the public as well as fostering a culture of responsibility.

#6 Equitable Education

Rationale: Serving all students means all students. Each and every student deserves an outstanding experience.

District Operational Plan

Goals, Strategies, and Performance Indicators for 2022-2023

Adopted: June 27, 2022

The Sauk Rapids-Rice District Operational Plan (DOP) is organized around the areas of the district's strategic plan. The DOP brings together three important documents that help guide district decision-making including the district's Strategic Plan, Portrait of a Graduate, and World's Best Workforce.

<u>Strategic Commitment #1: Culture of High Quality and Effective Instruction</u>	<u>Facilitator</u>
<p>Rationale: Positive and healthy school cultures and school climates are the foundations of high quality learning environments and create the conditions for effective teaching and learning.</p> <p>Culture: Deeper belief systems and values of our organization.</p> <p>Climate: The day to day thoughts and feelings of people in the organization.</p>	<p>1. Superintendent</p> <p>2. Director of Teaching & Learning</p>

By the Fall of 2025	Strategies for 2022-2023	Performance Indicators	Timeline
All buildings will have high functioning PLC's that follow protocols encompassing the three big ideas of PLC's and are grounded in the four questions of PLC's	<p>1. <i>Facilitator Training for building specific teams</i></p> <p>2. <i>Overview of the protocols encompassing the three big ideas of PLC's and the four questions of PLC's</i></p> <p>3. <i>Fidelity check process is established</i></p>	<p>1. There will be growth in the number of staff that understands how their role creates conditions that lead to high quality and effective instruction</p> <p>2. Staff can articulate the difference between culture and climate</p>	<p>1. By June 30, 2023, staff feedback will be reviewed to determine what, if any, growth has occurred.</p> <p>2. By June 30, 2023, staff feedback will be reviewed to determine understanding of the difference between culture and climate</p>
All professional development will be aligned to the district's strategic plan and sufficient time will be set aside for professional development	<p>1. <i>The District Operational Plan is shared with the district staff</i></p> <p>2. <i>Site plans are shared with appropriate staff</i></p>	<p>1. During the Superintendent's Welcome Back presentation, the District Operational Plan is shared with all staff</p> <p>2. After workshop week, staff are able to share the key components of their building/departments Site Plan</p>	<p>1. September 30, 2022</p> <p>2. September 30, 2022</p>
A common grading philosophy has been agreed upon K - 12	<p>1. <i>Common grading philosophy has been established and communicated K - 8</i></p> <p>2. <i>Common grading philosophy is explored and discussed 9 - 12</i></p>	<p>1. District grade level teams K-8 have time established to collaborate and discuss philosophy and a common standards based reporting</p> <p>2. Staff Development time has been set aside for the high school staff to answer the following question: <i>What does a grade represent at SRR High School?</i></p>	<p>1. June 30, 2023</p> <p>2. June 30, 2023</p>
As a district, there is a systemic MTSS framework that is implemented and supporting building teams	<p>1. <i>District MTSS team has developed the framework for district and school process and procedures for implementation of the framework</i></p> <p>2. <i>District will have the MTSS guide completed</i></p>	<p>1 & 2. The District MTSS Guide has been completed</p>	<p>1 & 2: June 30, 2023</p>

District Operational Plan

Goals, Strategies, and Performance Indicators for 2022-2023

Adopted: June 27, 2022

<u>Strategic Commitment #2: Partnerships and Collaboration</u>		<u>Facilitator</u>	
Rationale: In order for Sauk Rapids - Rice Public Schools to be highly effective and continuously improve, perspectives from all stakeholders (i.e. educators, support staff, students, families, community members and partners) should be leveraged. When stakeholders are involved in student learning and well-being, student success is promoted. Mutually beneficial partnerships provide opportunities for students and staff to gain different experiences and additional resources that will support academic and professional growth.		1. Director of Community Education	
By the Fall of 2025	Strategies for 2022-2023	Performance Indicators	Timeline
There is a method and process in place to seek input and feedback from stakeholders	1. <i>The school district will establish identified areas for feedback to gather from community, staff, parents, and students</i>	1. Partnership inventories are completed 2. Identification of a leader with regards to external groups 3. Completed templates for each partnership	1. June 30, 2023
Partnerships and internal committees align and support the strategic commitments	1. <i>Protocols will be established to determine implementation of current and future partnerships and collaboration</i>	1. Defined or determined all internal committees A. Charge statements for committees B. Multi-level involvement C. Alignment and coordination with strategic commitments	1. June 30, 2023

District Operational Plan

Goals, Strategies, and Performance Indicators for 2022-2023

Adopted: June 27, 2022

Strategic Commitment #3: Student and Staff Well-being			Facilitator
Rationale: Physical, social, and emotional health in schools is necessary to support the academic success of each student. It also supports the professional growth and well-being of staff. Keeping staff and students physically, socially, and emotionally healthy allows them to thrive in an encouraging environment.			1. Director of Human Resources and Administrative Services 2. Director of Technology
By the Fall of 2025	Strategies for 2022-2023	Performance Indicators	Timeline
The district's Crisis Management plan is being implemented and reviewed annually	1. <i>Research is done to determine best practices for crisis management</i>	1. Staff have been registered and attended PREPaRE Training A. As best practices are determined, the current crisis management plan is updated	1. By September 30, 2022 A. Ongoing
There is a process in place to help the school district monitor the student experience from a physical, social, and emotional perspective	1. <i>What student data to collect is determined and established</i>	1. Comprehensive view of student information to be collected is developed 2. Establish a baseline on the perceptions of the student experience at Sauk Rapids-Rice Public Schools	1. By June 30, 2023
There is a process in place to gather staff input related to school culture and climate	1. <i>Clarify the difference between culture and climate</i> 2. <i>Survey staff</i> 3. <i>Analyze the results</i>	1. Staff can articulate the difference between culture and climate 2. Survey is identified for all staff to take and time is provided for staff to take the survey 3. Results of the survey are reviewed and action items are developed in site plans	1. By June 30, 2023, staff feedback will be reviewed to determine understanding of the difference between culture and climate 2. May 30, 2022 3. By November 30, 2022

District Operational Plan

Goals, Strategies, and Performance Indicators for 2022-2023

Adopted: June 27, 2022

Strategic Commitment #4: High Student Achievement			Facilitator
Rationale: When Sauk Rapids - Rice Public Schools provides the framework to empower students to own their learning, it allows for students to explore strengths and interests while building skills needed to find success.			1. Director of Teaching and Learning 2. Superintendent
By the Fall of 2025	Strategies for 2022-2023	Performance Indicators	Timeline
A database is created to develop the profile of a student who graduates from high school in four years in order to monitor student progress through their academic career	<ol style="list-style-type: none"> 1. Identification of grade level that we will be checking student progress across the system 2. Develop and identify the data points that will be used to identify student progress across the system 3. Identify the tools we will use to measure the data points 	<ol style="list-style-type: none"> 1. Grade Levels are identified for monitoring student data in the areas of SEL, math, reading and reviewed at each Benchmark period by the district MTSS team 2. Specific data points will be established by the district MTSS team in the areas of SEL, math and reading 3. Tools will be identified by the district MTSS team, based on elementary and secondary needs 	June 2023
A common grading philosophy has been agreed upon K - 12	<ol style="list-style-type: none"> 1. Common grading philosophy has been established and communicated K -8 2. Common grading philosophy is explored and discussed 9 - 12 	<ol style="list-style-type: none"> 1. K-5 will implement and communicate student progress through Standards Based Grading to all families 2. 6-8 will agree upon a grading system to communicate to all families. 3. 9-12 Staff will work to establish a common grading understanding, based on the following question: <i>What does a grade represent at SRR High School?</i> 	K-5: December 2022 6-8: June 2023 9-12: June 2023
The Portrait of a Graduate elements have been developed and documented by students throughout their PK-12+ experience	<ol style="list-style-type: none"> 1. "I can" statements, including rubrics, will be developed for all of the elements 2. Begin to look at how the work students produce will be documented 3. Staff are thinking about where students might demonstrate and document the elements 	<ol style="list-style-type: none"> 1. Develop age appropriate "I Can" statements, including rubrics for each element 2. Explore and identify options to document student work 3. Staff will identify opportunities for students to demonstrate and document elements at age-appropriate experiences 	June 2023

District Operational Plan

Goals, Strategies, and Performance Indicators for 2022-2023

Adopted: June 27, 2022

<u>Strategic Commitment #5: Stewardship of Resources</u>	<u>Facilitator</u>
Rationale: When resources are used in a responsible way, it strategically maximizes the investment in the decisions that are made. Maximizing resources effectively promotes greater overall transparency and accountability with staff and the public as well as fostering a culture of responsibility.	1. Director of Business Services 2. Superintendent

By the Fall of 2025	Strategies for 2022-2023	Performance Indicators	Timeline
There will be a budget request process and requests will align with the district's strategic commitments	<ol style="list-style-type: none"> <i>Stakeholders understand the strategic commitments and how expenditures will need to align with our strategic commitments</i> <ol style="list-style-type: none"> <i>An analysis of how we are spending our dollars will be created and shared with stakeholders</i> <i>A process will begin to review special education programming in the district</i> 	<ol style="list-style-type: none"> Staff will be required to identify the strategic commitment when making budgetary requests A team will be established to review special education programming in the district 	<p>July 2022</p> <p>June 2023</p>
Revenue streams will be explored as a part of the budgeting process	<ol style="list-style-type: none"> <i>Analyze and report on current revenue streams and identify opportunities for additional funding sources</i> 	<ol style="list-style-type: none"> An annual report will be developed and reported to the Board of Education that includes current revenue streams that include state, federal and grant funded resources. Report may include opportunities for additional funding sources 	June 2023
Grants for instructional programming will have a funding stream identified when the grant funding expires	<ol style="list-style-type: none"> <i>Grants and resources paid through grants will be identified.</i> 	<ol style="list-style-type: none"> An annual report will be developed and reported to the Board of Education that includes current revenue streams that include state, federal and grant funded resources. Report may include opportunities for additional funding sources Administration will be required to follow the budget request process when grants sunset 	June 2023

District Operational Plan

Goals, Strategies, and Performance Indicators for 2022-2023

Adopted: June 27, 2022

<u>Strategic Commitment #6: Equitable Education</u>	<u>Facilitator</u>
Rationale: Serving all students means all students. Each and every student deserves an outstanding experience.	1. Director of Human Resources and Administrative Services 2. Director of Teaching and Learning

By the Fall of 2025	Strategies for 2022-2023	Performance Indicators	Timeline
Longitudinal student data has been identified and is used to inform instructional decisions and support organizational decision making	1. <i>Gather and review attendance, discipline, and other building system data, both longitudinal and cohort, to identify trends</i> 2. <i>Review academic opportunities and student experience options to identify barriers</i>	1. The district MTSS team will review attendance, discipline data 3 times a year to begin to develop and identify longitudinal and cohort trends. 2. Administrators will work with the MTSS team to identify enrollment demographics and discrepancies that may exist	June 2023
Staff understand that the lived experiences of students may be different than the experiences they have had (biases)	1. <i>Staff will be provided the resources to establish and maintain an understanding of a “students’ lived experiences.”</i>	1. District administration will participate in staff development on students’ lived experiences A. Future site plans will work to incorporate staff needs and training	June 2023
The Positive Behavioral Interventions and Supports (PBIS) framework guides staff interactions and our process in supporting student expectations	1. <i>Training will be developed and implemented with all non-certified staff</i>	1. Groups have been identified and training opportunities have been scheduled. 2. Non-certified staff will understand the basic tenets of PBIS	June 2023