

**2017 – 2020 Butterfield-Odin Public School
Strategic Roadmap**

Vision

The Butterfield-Odin Public School, in partnership with our families, provides a welcoming environment for all learners to demonstrate respect, to learn responsibility, and to take pride in achieving academic excellence by becoming life-long learners.

Core Values

Diversity*understanding, respecting and embracing all people*

Shared Responsibility*working together independently and collaboratively, learning and trusting one another, and taking responsibility for our individual and collective actions*

Courage*meeting challenge in the midst of easier ways out and doubt*

Excellence*relentless and intentional effort in continuous improvement*

Learning*continuous, meaningful and challenging effort that results in student success with no excuses*

Key District Strategies

- A. Clarifying and implementing consistent district procedures and protocols
- B. Improving alignment of curriculum, instruction, and assessment to increase student learning
- C. Increasing of connections, accessibility and expectations between families and district
- D. Developing a growth mindset to lifelong learning and readiness for career and college

<p align="center">Butterfield-Odin Public School</p> <p align="center">Vision Card</p>	
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Measure	Wt. %	Level 1 Intervention 1.0 – 1.9	Level 2 High Concern 2.0 – 2.9	Level 3 Minimally Acceptable 3.0 – 3.9	Level 4 Progressing 4.0 – 4.9	Level 5 Vision 5.0 +	Score	Trend Line
A – 1. % decrease in office a - referrals annually		No decrease annually	1 -4 % decrease annually	5 -7 % decrease annually	8 -10% decrease annually	Greater than 10% decrease annually		
A – 2. Attendance: staff and students		Greater than 10 student days absences per trimester on average	Less than 10 student days absences per trimester on average	Less than 8 student days absences per trimester on average	Less than 6 student days absences per trimester on average	Less than 4 student days absences per trimester on average		
		Greater than 5 staff days absences per trimester on average	Less than 5 staff days absences per trimester on average	Less than 5 staff days absences per trimester on average	Less than 3 staff days absences per trimester on average	Less than 2 staff days absences per trimester on average		
B – 1. % of students that are less than one year behind grade level in reading and math		Less than 50 % of students at all grades	50 – 59 % of students at all grades	60 – 69 % of students at all grades	70 – 80 % of students at all grades	Greater than 80 % of students at all grades		
B – 2. % growth on Grades 1 – 8 formative reading and math assessments		No growth on formative assessments	1 – 4 % growth annually on formative reading assessments	5 – 7 % growth annually on formative reading assessments	8 – 10 % growth annually on formative reading assessments	Greater than 10 % growth annually on formative reading assessments		
C – 1. Parent conference attendance		Less than 70 % of parents attending elementary conferences	70 - 79 % + of parents attending elementary conferences	80 - 84 % + of parents attending elementary conferences	85 - 90 % + of parents attending elementary conferences	Greater than 90 % of parents attending elementary conferences		
		Less than 30 % of parents attending secondary conferences	30 - 39 % + of parents attending secondary conferences	40 - 49 % + of parents attending secondary conferences	50 - 60 % + of parents attending secondary conferences	Greater than 60 % of parents attending secondary conferences		
D – 1`. Engagement in college/career readiness/planning (employment, military, 2 year, or 4 year)		Less than 80 % of seniors are engaged in meaningful college or career planning	80- 84% of seniors are engaged in meaningful college or career planning	85 – 89 % of seniors are engaged in meaningful college or career planning	90- 95% of seniors are engaged in meaningful college or career planning	Greater than 95% of seniors are engaged in meaningful college or career planning		
D – 2. % of Grade 9–12 students on track to graduate		Less than 80 % of students on-track with credits per trimester	80 – 84 % of students on-track with credits per trimester	85 – 89 % of students on-track with credits per trimester	90 – 95 % of students on-track with credits per trimester	Greater than 95% of students on-track with credits per trimester		

Weighted Performance Score XX out of 5.0

**Butterfield-Odin Public School
Operational Plan**

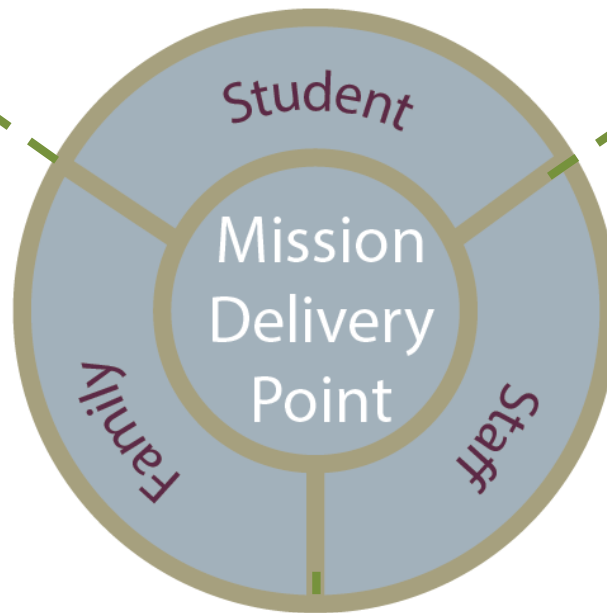
Strategic Directions	A. Clarifying and implementing consistent district procedures and protocols	B. Improving alignment of curriculum, instruction, and assessment to increase student learning	C. Increasing of connections, accessibility and expectations between families and district	D. Developing a growth mindset to lifelong learning and readiness for career and college
Key 2017-18 SY Initiatives / Goals	<ul style="list-style-type: none"> • <u>PBIS</u> • Well defined expectations for attendance 	<ul style="list-style-type: none"> • <u>Improve reading and math assessment scores</u> • Need to align K-12 math curriculum • ESL strategies within all classrooms 	<ul style="list-style-type: none"> • <u>Improve our understanding about poverty and its' affect on our students</u> • Improve parent engagement with the school 	<ul style="list-style-type: none"> • Growth mindset to see the importance of education after high school

Butterfield-Odin Public School

Mission Delivery Point

- I feel safe, welcomed, heard, and accepted at school
- I am inspired, intellectually challenged, and learned a lot today at school
- I have friends and fun at school
- I like going to school and try my best to be succeed
- I like my teachers, coaches, and staff at school
- I enjoy the activities and opportunities outside of the classroom

- I feel my child is safe, cared for, and respected at school
- I feel welcomed at my child's school and that my voice, interests, and concerns are heard
- I feel connected to the school and understand what is happening
- I feel comfortable going to my child's teacher
- I understand our schools' policies and procedures and what to do and who to contact
- I understand what is required of me as a parent
- My child is treated fairly, whether academically high or low



- I feel safe, welcomed, heard, supported, and appreciated by students, families and staff
- I know that our learning is relevant and interesting and I am energized by my students and work environment
- I feel I am part of a unified and respected team, regardless of title or job description
- A variety of teaching styles is valued, and I am learning and growing professionally
- I am able to use relevant and accurate assessments

Butterfield-Odin Public School**Key Initiative/Goal Action Card Clarifying and implementing consistent district procedures and protocols****Initiative: PBIS****Vision/Reality When Fully Implemented**

Reduction in office referrals by 10% each year

Key Steps	By When	By Whom	With Resources of...
1. Establish PBIS Timeline	Jan 2018	PBIS Team	PBIS Team
2. Solidify PBIS Protocols	May 2018	PBIS Team	
3. Train Staff	Aug 2018	PBIS Team	
4. Teach Students Saints Pride	Sept 2018	All Staff	
5. Implement Program	Sept 2018	All Staff	
6.			
7.			

Current Reality

Lack of consistency from teacher to teacher in regard to office referral protocols

Butterfield-Odin Public School**Key Initiative/Goal Action Card** Clarifying and implementing consistent district procedures and protocols**Initiative:****Vision/Reality When Fully Implemented**

Less than 4 student days absences per trimester on average

Less than 2 staff days absences per trimester on average

Key Steps	By When	By Whom	With Resources of...
1. Improve communication	End of School Year	Staff	
2. a. Entrance Conference Letter b. 7 th Grade Orientation	Fall 2018	Administration	
3. Send attendance letters @ 3,5,7 days Parent meetings if necessary	When necessary	Administration	
4. Clear expectations of credit recovery protocols	ASAP	Administration	
5.			
6.			
7.			

Current Reality

High than normal % of students with multiple absences

Butterfield-Odin Public School**Key Initiative/Goal Action Card** Improving alignment of curriculum, instruction, and assessment to increase student learning**Initiative: Align K-12 Math Curriculum with State Standards****Vision/Reality When Fully Implemented**

Greater than 10 % growth annually on formative math assessments

Greater than 80 % of students at all grade level

Key Steps	By When	By Whom	With Resources of...
1. All Elementary and Secondary staff will review MN Math standards	October 2017	Staff	
2. During this review staff will determine if there are any gaps in instruction that are critical for success on MCA Math Tests	October 2017	Staff	
3. Staff will ensure that all critical MN State Standards are integrated into current math curriculum	February 2018	Staff	
4.			
5.			
6.			
7.			

Current Reality

Very high % of student not proficient in math according to MCA state tests.

Butterfield-Odin Public School**Key Initiative/Goal Action Card** Improving alignment of curriculum, instruction, and assessment to increase student learning**Initiative: Continue K-12 Reading Program Improvements****Vision/Reality When Fully Implemented**

Greater than 10 % growth annually on formative reading assessments

Greater than 80 % of students at all grade level

Key Steps	By When	By Whom	With Resources of...
1. All Elementary and Secondary staff will review MN Reading standards	October 2017	Staff	
2. During this review staff will determine if there are any gaps in instruction that are critical for success on MCA Reading Tests	October 2017	Staff	
3. Staff will ensure that all critical MN State Standards are integrated into current reading curriculum	February 2018	Staff	
4.			
4.			
5.			
5.			
6.			
7.			

Current Reality

Very high % of student not proficient in reading according to MCA state tests.

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Butterfield-Odin Public School**Key Initiative/Goal Action Card Developing a growth mindset to lifelong learning and readiness for career and college****A. Initiative: Engagement in college/career readiness/planning** (employment, military, 2 year, or 4 year)**Vision/Reality When Fully Implemented**

Greater than 95% of High School student are engaged in meaningful college or career planning

Key Steps	By When	By Whom	With Resources of...
1. College and Career education classes	Ongoing	Counselor, ETS, AIM	ETS, AIM Staff, Colleges, Online Offerings, Local Businesses, MCIS, SCSC
2. MCIS (My Career Info System)	9 th Grade year	Counselor	
3. Dual Credit Classes	Ongoing	Staff / Online / campus	
4. Navigator Program	2017/2018	SCSC / Counselor	
5. Testing (ASVAB, ACT, Accuplacer, etc..)	Ongoing	Counselor / ETS / Outside persons	
6. College Visits / College Fairs	Ongoing	Counselor	
7. Career Fairs / Job Shadowing	Ongoing	Counselor / Senior Seminar	
8. Career Exploration Classes	Ongoing	Teachers and Community Businesses	
9. Senior Seminar (finances, resumes, interviews	yearly	instructor	
10. Individual planning meetings	yearly	Counselor	

Current Reality

We are actively engaged in college and career planning, continuing to explore new options and opportunities

Butterfield-Odin Public School**Key Initiative/Goal Action Card**Developing a growth mindset to lifelong learning and readiness for career and college**Initiative:****Vision/Reality When Fully Implemented**

Greater than 95% of students on-track with credits per trimester

Key Steps	By When	By Whom	With Resources of...
1. Regular Credit Checks	Twice each trimester	Principal / Counselor / Class Advisors	
2. Meetings with students	As needed	Principal / Counselor	
3. Credit Recovery – Summer School,ALC,Sp.Ed.	Ongoing	Principal / Counselor	
4. Saints Time	Ongoing	Class Advisors	
5.			
6.			
7.			

Current Reality

A small group of student (<10%) are actively involved in credit recovery. Regular credit tracking is in place.

Butterfield-Odin Public School**Key Initiative/Goal Action Card** Increasing of connections, accessibility and expectations between families and district**Initiative:****Vision/Reality When Fully Implemented**

Greater than 90 % of parents attending elementary conferences

Greater than 60 % of parents attending secondary conferences

Key Steps	By When	By Whom	With Resources of...
1. Ensure all parents are invited to conferences	1 week before	Administrative staff	e-mails, phone calls, websites
2. Staff communicates with parents regularly about conference times	ongoing	Teachers	
3. Update School website including individual staff pages	May 2018	Teachers	
4.			
5.			
6.			
7.			

Current Reality

Our website is in need of updates. We are tracking conference attendance and discussing ways to increase attendance including the format and timing

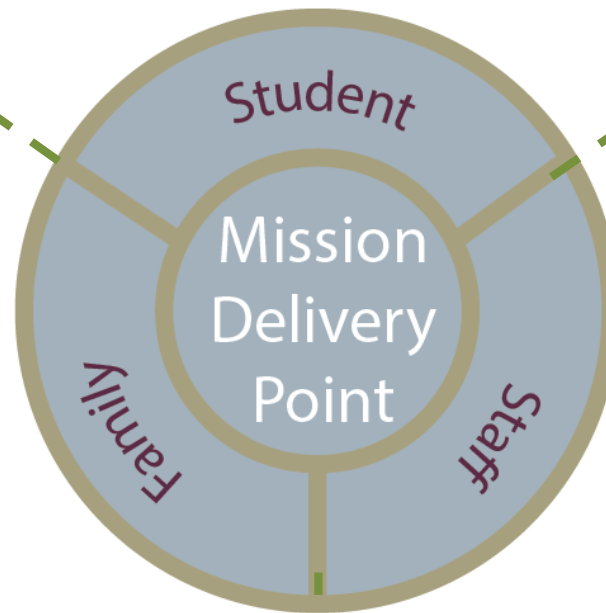
Butterfield-Odin Public School

Mission Delivery Point –Team Input

- I am inspired at school
- I succeed at my school
- I like to read at my school
- I feel intellectually challenged at school
- I try hard at school
- I want to stay at my school
- I like participating in extra-curriculars at my school
- I feel heard at my school

- I feel safe at my school
- I learned a lot today
- I feel accepted at my school
- I had fun today
- I made a new friend today
- I really like how my teacher...
- I like going to school

- I feel my voice is heard
- I want my child to feel loved
- I feel my child is safe at school
- I understand what is happening at school
- I feel comfortable going to my child's teacher
- I understand what our schools policies and procedures are
- I understand what is required of me as a parent
- I feel welcomed/accepted at my child's school
- My child is treated fairly academically, whether high or low



- I want to know that our learning is relevant and interesting
- I want to feel supported
- I want to feel energized by my students and work environment
- I want relevant and accurate assessments
- I want to feel included
- I want to be open to new information and change
- I want to see respect for a variety of teaching styles
- I want to feel appreciated
- I want to feel respected by students, families and staff
- I want to feel heard