

Inspire a caring community to ignite learning, innovation, and success for all.

## **District Strategic Planning Process**

The mission of Jordan Public Schools is to inspire a caring community to ignite learning, innovation, and success for all.

### **Belief Statements.** We believe:

- We believe in the importance of providing all students with an education and experience that will help them reach their potential.
- We believe in preparing future-ready students who can succeed in an ever-changing world.
- We believe in creating a safe environment where all students feel valued, heard and supported.
- We believe in attracting, supporting and retaining high quality staff.
- We believe in transparent and open communication to build trust and strong relationships with students, staff, families, and the community.
- We believe diverse backgrounds and perspectives enrich our schools and community.
- We believe in high quality facilities to serve students, families, and the community.
- We believe in being fiscally responsible and financially stable.

### **Vision Statement.**

Grow your Jordan **PRIDE**.  
**P**reparedness. **R**espect. **I**ntegrity. **D**ependability. **E**xcellence.

### **Strategic Plan Focus Areas.**

- Pride in Student Achievement
- Pride in Student Support
- Pride in Staff Support
- Pride in a Caring and Committed Culture
- Pride in Communications, Marketing, and Outreach
- Pride in Facilities – Indoor and Outdoor Spaces

**Purpose:** Jordan Public Schools' strategic plan and the state's World's Best Workforce statute focus the district's continuous improvement efforts on instruction and achievement for all students.

## **World's Best Workforce 2023-2024**

**Purpose:** Under Minnesota Statutes, section 120B.11, school boards are to adopt a long-term, comprehensive strategic plan to support and improve teaching and learning based on the guidelines of the World's Best Workforce.

**The World's Best Workforce legislation includes six areas for schools and districts to address:**

- Having clearly defined goals
- A process for assessing student progress
- A system to review staff effectiveness
- Quality instruction and curriculum
- Effective educational practices
- A budget aligned to learning

**Based on input from the district's DATA Team, Advisory Committee, Building MTSS Teams, Administrative Team, and the Strategic Plan, the created continuous improvement goals focus on the following five areas outlined through World's Best Workforce:**

- All children are ready for school.
- All third-graders can read at grade level.
- All racial and economic achievement gaps between students are closed.
- All students are ready for career and college.
- All students graduate from high school

## **Continuous Improvement Goals AND Best Practices Strategies with Action Steps**

The World's Best Workforce Goals were created through coordination with various district stakeholders including administrators, teachers, parents, and community members.

Across Jordan Public Schools in all subject areas and grade levels, a variety of strategies and processes are in place in order to ensure instructional staff and administrators are focusing on proven best-practice strategies to ensure all students are kindergarten ready, all students can read by grade three, reduction of the achievement gap between all student groups, ensure students are career and college ready, and that students graduate from high school.

Jordan Public Schools strives to develop potential in each and every student. Expecting accountability and rigor for all, Jordan Public Schools expects every student to succeed academically, socially, and emotionally. To support this expectation, educational leaders focus on each student's potential for excellence and implement evidence-based educational practices to fully engage students in learning.

The following goals were outlined by Jordan Public Schools aligned to World's Best Workforce requirements:

### Jordan Elementary School

All Children are Ready for School	
<b>Goal:</b>	The District will reach at least 90% of resident four and five-year old children complete early childhood screening prior to the start of Kindergarten for fall 2024, as measured by the Developmental Indicators for the Assessment of Learning (DIAL-4th edition).
<b>Action Steps:</b> <i>What will the district do to accomplish this goal?</i>	<ul style="list-style-type: none"> <li>Jordan Public Schools will offer at least two early childhood screening opportunities/month for families through Early Learning Services (ELS).</li> <li>PreK-4 school officials, local agencies/organizations and healthcare facilities will collaborate and communicate with families (in their home language) on screening opportunities and the benefits of early childhood screening and readiness programming to explore prior to the start of Kindergarten.</li> </ul>

### Jordan Elementary School

All Third-Graders can Read at Grade Level	
<b>Goal:</b>	All grade level composite scores will be at or above state and national norms on Reading standardized assessments (MCA, FASTBridge).
<b>Action Steps:</b> <i>What will the district do to accomplish this goal?</i>	<ul style="list-style-type: none"> <li>Increase student engagement (rigor, relevance, relationship, results)</li> <li>Implement new MTSS model to ensure solid Tier 1 instruction and evidence-based practices</li> <li>Maintain common language and expectations for schoolwide SEL (PBIS, CRP, RAC) curriculum</li> <li>K-2 will use Heggerty curriculum (phonemic awareness) during</li> </ul>

	<p>whole group instruction to support students in literacy</p> <ul style="list-style-type: none"> <li>• 2-4 teachers use Heggerty curriculum during JWIN (small group) instruction to support students in literacy</li> </ul>
--	---

## Jordan School District

All Racial and Economic Achievement Gaps Between Students are Closed.	
<b>Goal:</b>	<p><b>Reading:</b> The district will decrease the average achievement gap between FRP and not FRP by 5% based on Spring 2024 MCA testing.</p> <p><b>Math:</b> The district will decrease the average achievement gap between FRP and not FRP by 5% based on Spring 2024 MCA testing.</p>
<p><b>Action Steps:</b></p> <p><i>What will the district do to accomplish this goal?</i></p>	<p><b>Reading:</b> The district's current gap (2023) is FRP 47.4% proficient and Not FRP 61.9% proficient = 14.5% Achievement Gap.</p> <p><b>Math:</b> The district's current gap (2023) is FRP 40.4% proficient and Not FRP 59.7% proficient = 19.3% Achievement Gap.</p> <p>Action Steps:</p> <ul style="list-style-type: none"> <li>• Continue to strengthen K-12 Multi-Tiered Systems of Support (MTSS)</li> <li>• Continue district-wide focus on student engagement through inquiry and project based learning</li> <li>• Reinforce K-12 focus on Culturally Responsive Pedagogy</li> <li>• Reinforce K-12 Standards Based Instruction for mastery learning</li> <li>• Continue JWIN focus to support individual student needs</li> </ul>

## Jordan High School

All Students are Ready for Career and College	
<b>Goal:</b>	At least 90% of students will create a Personalized Learning Plan by the end of their 10th grade year.
<p><b>Action Steps:</b></p> <p><i>What will the district do to accomplish this goal?</i></p>	<ul style="list-style-type: none"> <li>• Strengthen Freshman Focus programming geared toward future planning and postsecondary readiness</li> <li>• Strengthen Ramp Up to Readiness programming during advisory time 9-12 to include ACT preparation curriculum</li> <li>• Expand career and postsecondary focused learning experience</li> </ul>

	<ul style="list-style-type: none"> <li>• Train staff on Personalized Learning Plans</li> <li>• Students will be exposed to the PreACT, ASVAB and Freshman Academy for continued career planning and guidance</li> <li>• Communication to families regarding career and college readiness</li> <li>• All students create PLPs as a part of the required Freshman Academy course.</li> </ul>
--	--

## Jordan High School

All Students Graduate from High School	
<b>Goal:</b>	Jordan High School will remain above 92% in the four-year graduation rate cohort model for the 2023-2024 school year based on the state AYP report.
<b>Action Steps:</b>  <i>What will the district do to accomplish this goal?</i>	<ul style="list-style-type: none"> <li>• Implement Personalized Learning Plans 7-12 to focus on graduation progress and goal planning.</li> <li>• Strengthen MTSS / RTI / SAIL intervention work with struggling learners</li> <li>• Reinforce high-quality Standards Based Instruction</li> <li>• Continue to focus on implementing high quality course offerings and authentic learning opportunities (Summit Academy)</li> <li>• Continue champion student program</li> <li>• Continue to offer credit recovery through extended programming</li> </ul>

## Instruction and Curriculum Review Process

Jordan Public Schools uses its curriculum and program review system to not only review curriculum and program areas but to also provide continuous improvement for teaching and learning in the district. During a formal review process, the district will gather input from a variety of stakeholders including the staff, administration, school board, and the community while making programming decisions. The process is flexible, enabling the district to respond to the many rapidly changing areas in education such as alignment with standards, technology, and new or innovative ideas related to 21st century learning.

### The review process is divided into two cycles:

- As Needed Formal Program Review Cycle
- An implementation and Continuous Improvement Cycle

The Program Review Cycle	
Program Evaluation	Program Design
Stakeholders assess how instruction and curriculum compares with current research-based practices and expectations.	Stakeholders focuses on K-12 alignment with district curriculum outcomes and Minnesota state standards, student assessments, and instructional strategies.

### Implementation and Continuous Improvement

- The implementation and continuous improvement cycle is an ongoing process of evaluating how well a program is being implemented and determining whether the program is meeting intended outcomes.

**Installation ► Early Implementation ► Sustainability**

## Professional Development and Effective Educational Practices

The overarching district focus and goal of professional development is to support and improve instruction for all students.

**Purpose:** Continue offering targeted and personalized professional development supporting strategic goals and commitments.

### District Focus Areas of Professional Development:

- Begin work to create K-12 academic pathways to support authentic instruction tied to personal student development and future goals.
- Strengthen curriculum alignment focusing on a 21st century curriculum with standards based instruction focused on proven best practices in instruction.
- Improve instruction for all students focused on authentic, project based learning practices.
- Continue Culturally Responsive Pedagogy practices to better support all students in the district.
- Strengthen support for the social and emotional development of students.

### Staff Participation:

All certified teaching staff members take part in continual professional development aligned to district goals and the overarching framework for the year. Moreover, continual education is provided to satisfy the PESLB licensure requirements for all Minnesota teachers.

### Identified Needs Based on Data:

A fundamental aspect of evaluating professional development programming is to analyze student achievement. The goal of Professional Development opportunities is to show a direct correlation between ongoing learning opportunities and student growth. Data from MCA and FastBridge testing show continued need for improvement efforts in the areas of reading and mathematics. This is especially relevant when looking at the new 'on track' calculation from MDE based on the levels of student growth on the MCA.

- Specific areas of emphasis include reducing the achievement gaps in federal subgroup categories and increasing access to advanced coursework for all students.

### Framework for Staff Development

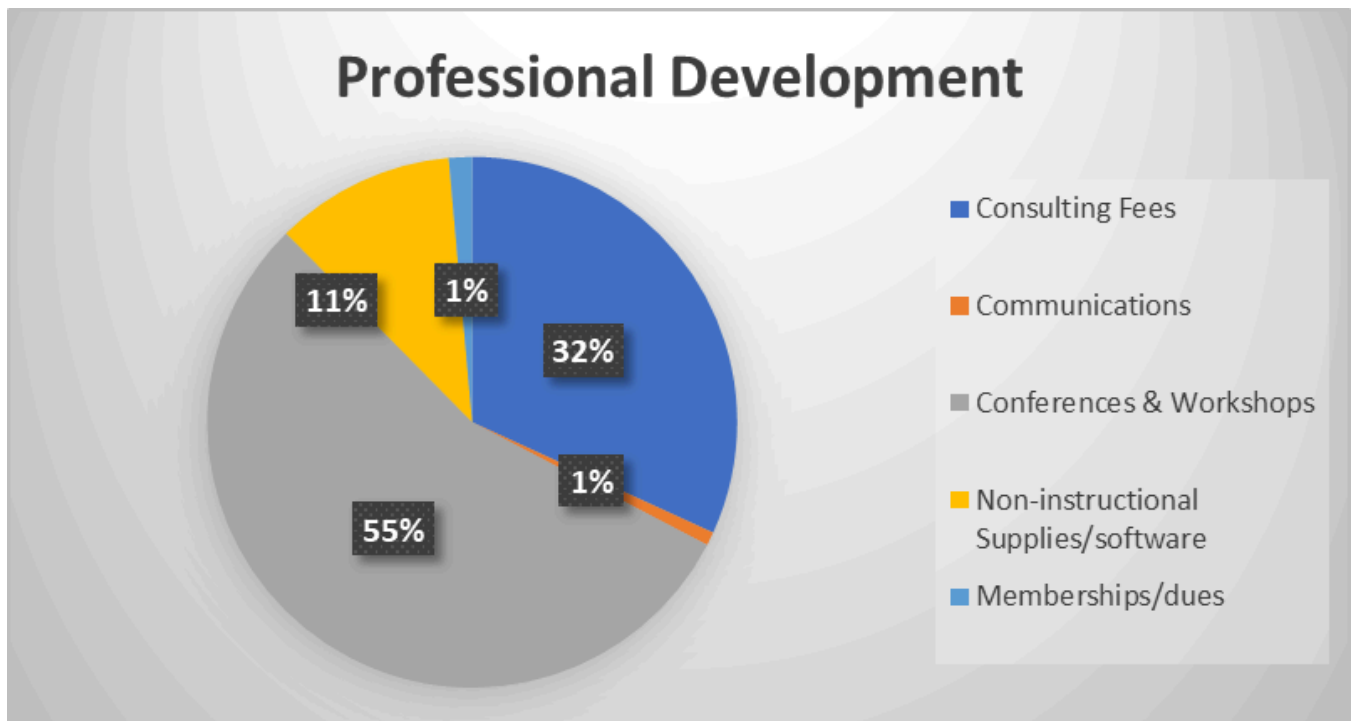
<b>Framework for Staff Development</b>	Show your J-Town <b>PRIDE</b> <i>Preparedness. Respect. Integrity. Dependability. Excellence.</i>	
	<i>WHY</i>	The constituents of Jordan Public Schools require innovative skills, and the education system needs to evolve in order to meet the demands of the 21st Century workplace. Jordan Public Schools will respond by creating an Inquiry focus with an emphasis on exploratory and elective based learning pathways.
	<i>WHAT</i>	<b>A 21st Century curriculum focused on standards based instruction.</b>
	<i>HOW</i>	Teaching strategies based on best practice.
	<i>STRUCTURE</i>	K-12 Academy Pathways based in Experiential Learning (developing).

### 2023-2024 Professional Development IMPLEMENTATION:

- Teachers will implement teaching strategies to support inquiry and project based learning.
- Student support and counseling staff will implement SEL strategies across the district to support social and emotional learning for all students and staff.

### 2023-2024 Professional Development Budget:

Unless the school district is in statutory operating debt or a majority of the school board and a majority of its licensed teachers annually vote to waive the requirement to reserve basic revenue for staff development, the school district will reserve an amount equal to at least two percent of its basic revenue for: in-service education, staff development planning, curriculum development and programs, other in-service education, teachers' workshops, teacher conferences, the cost of substitute teachers for staff development purposes, preservice and in-service education for special education professionals and paraprofessionals, and other related costs for staff development efforts.



#### **Professional Development Advisory Committees:**

All committees are led by Erin Hjelmeland, Director of Teaching and Learning

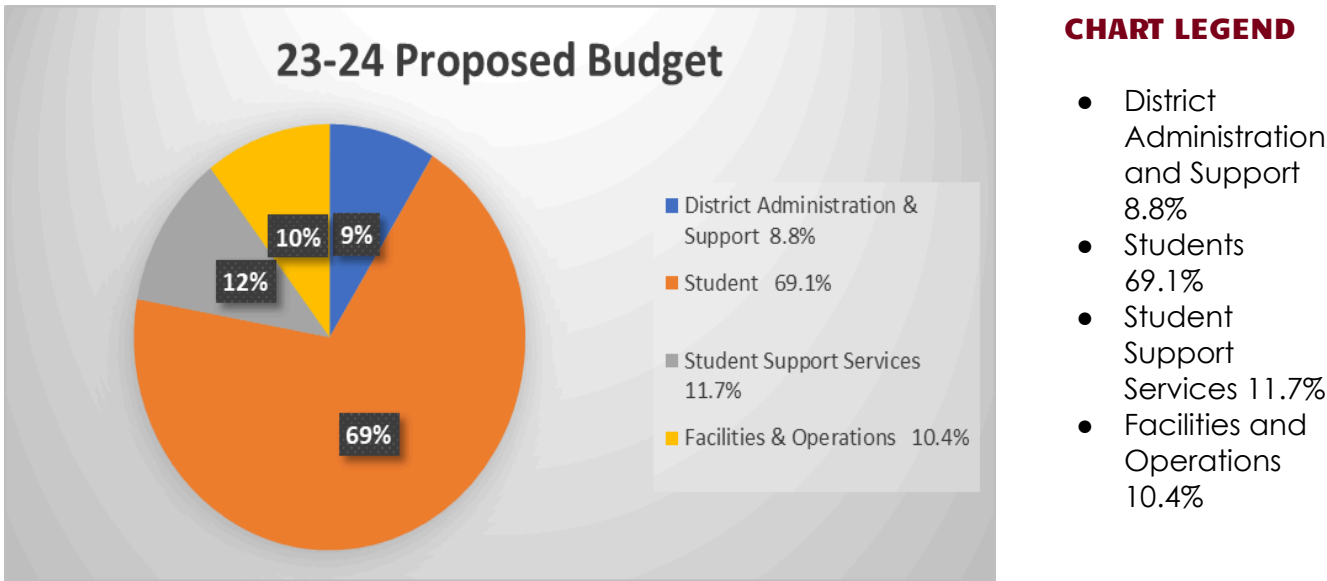
- District Professional Development Committee: This group meets quarterly to focus on overarching professional development goals and long term planning.
- Building Professional Development Committees: Each building runs its own professional development committee. These building committees meet weekly to support building specific goals, manage the building professional development budget, and oversee in-house training opportunities and professional development opportunities.

### **Budget Aligned to Learning**

In Jordan Public Schools, funds are primarily aligned to learning and student support, which is evidence of the district's commitment to using resources where it matters most. The following is



a representation of the 22-23 proposed categorical budget allocation broken down by the percent of the annual budget.



The **students** section incorporates costs for regular education, special education, career and technical education, instructional technology, and media services. **Student support** includes programs like guidance counseling, health services, psychologists and mental health services, social workers, and student transportation. **District support** and **administration** encompasses district and school administrators and other district operational personnel. **Facilities operation and maintenance** also incorporates capital and long-term facilities maintenance budgeting.

**Teacher Equity and Staff Effectiveness**

The World’s Best Workforce legislation focuses on ensuring all students have equitable access to excellent teachers. Districts must confirm a process is in place to examine the equitable distribution of teachers and strategies to ensure low-income students, students of color, and American Indian students are not taught at higher rates than other children by inexperienced, ineffective, or out-of-field teachers.

The Minnesota Department of Education defines these categories as follows:

- An **ineffective teacher** is defined as a teacher who is not meeting professional teaching standards as defined in local teacher development and evaluation (TDE) systems.
- An **inexperienced teacher** is defined as a licensed teacher who has taught for three or fewer years.
- An **out of field teacher** is defined as a licensed teacher who is providing instruction in an area which he or she is not licensed.

In the fall of 2023-2024 school year, 14% of the district's teaching staff was considered inexperienced, 5% of the teaching staff was teaching out of field, and 73% of the teaching staff held advanced degrees based on hiring and employment data. Furthermore, there were no teachers on performance plans due to not meeting professional teaching standards as defined by the Jordan Public Schools Teacher Evaluation and Growth Model. Consequently, the district did not find any gaps in relation to equitable access for low-income students, students of color, or American Indian students.

The district administrative team reviews teacher placement each spring / summer prior to the start of the school year. The discussion to increase the diversity of the teaching staff is an ongoing consideration. Consequently, the district equity specialist specifically focuses on Culturally Responsive Pedagogy and serves as a role model in the district and cultivates community outreach with families.

### **Strategies to increase and retain high quality teachers in the district:**

As is the case across Minnesota School Districts, this issue is tied to labor market challenges out of the district's control.

- Various recruiting sources are used in the district to garner diverse and high-quality applicants.
- Jordan offers a competitive compensation package to offer teachers joining the district.
- In 2017 the American Indian Parent Advisory Council (AIPAC) was created to ensure that American Indian students are receiving culturally relevant and equitable educational opportunities. A continuous goal of this council is to work to increase diversity of our teaching staff; this council helps guide those discussions. Moreover, through the Curriculum and Technology Advisory Committee, Jordan's teaching staff has been a discussion topic to continually focus on hiring and maintaining high quality educators to support and meet the changing needs of our students.

## **Jordan Public Schools Teacher Evaluation Process**

Jordan Public Schools uses a Teacher Evaluation Process that supports teachers in becoming highly effective in working with all groups of students. All non-tenured teachers are evaluated by licensed administrators at least three times throughout the year. In addition, a mentor program is in place to support our newest teachers in their instructional practices.

### **Purposes of the Jordan Public Schools Teacher Professional Growth and Evaluation:**

- To improve the quality of learning experience for students.
- To facilitate communications and cooperation between staff and administrators.
- To provide specific assistance and feedback for staff to promote professional growth.
- To provide a continuous written record of professional staff performance and service as an acknowledgement of effective job performance.

- To aid the teacher in gaining insights as to strengths and weaknesses and to provide a vehicle for continued improvement in job performance.
- To provide a basis for the principal/supervisor to recommend continuing contract status or as a basis for placement on the Teacher Assistance Track.

The district believes that professional growth is an on-going process not limited to the third year observation. Continuing dialogue with principals and colleagues through activities such as peer coaching, peer reviews, administrative walkthroughs, and PLCs all contribute to the professional learning community that supports this process. The ultimate responsibility for the success of professional growth, however, depends on individual teachers.

## Annual Report and Annual Public Meeting

Jordan Public Schools continues to focus on expanding and strengthening connections with community and families to support students. As a part of this focus, the district has established the District Advisory Committee. The committee provides feedback to the school board and district administration regarding curriculum and programming.

The District Advisory Committee will provide community participation in:

- Providing feedback on school district instruction, technology integration and curriculum plans, with emphasis on implementing the Minnesota Academic Standards
- Providing feedback on instruction, technology integration, and curriculum improvement goals for recommendation to the school board
- Providing feedback regarding the evaluation process that will be used to measure school district progress towards its goals
- Providing feedback regarding the development of district programming.

## Curriculum and Technology Advisory Committee Members

### Jordan Administration and Staff

Ranae Case Evenson <ul style="list-style-type: none"> <li>• Superintendent</li> </ul>	
Jeff Vizenor <ul style="list-style-type: none"> <li>• High School Principal</li> </ul>	Stephen Damlo <ul style="list-style-type: none"> <li>• Director of Technology</li> </ul>
Ben Bakeberg <ul style="list-style-type: none"> <li>• Middle School Principal</li> </ul>	Erin Hjelmeland <ul style="list-style-type: none"> <li>• Director of Teaching and Learning</li> </ul>
Melissa Barnett <ul style="list-style-type: none"> <li>• Elementary School Principal</li> </ul>	Leah Aamlid <ul style="list-style-type: none"> <li>• High School Teacher</li> </ul>
Chad Williams <ul style="list-style-type: none"> <li>• Director of Special Services</li> </ul>	Jenna Wendorff <ul style="list-style-type: none"> <li>• Director of Early Learning Services</li> </ul>

### School Board Members / Community Members / Parent Members

Alexia Poppy-Finley	Michael Vourlos	Nanette Wester	Deb Pauly
Nadine Cherro	Nick Dahlen	Amy Vizenor	Jenny Kusske

## Summary

The World's Best Workforce legislation aligns with Jordan's vision for all student's growth, learning, and innovation leading to success in the classroom and life. World's Best Workforce provides a template for the district to report its goals, strategies, and results.

This report was submitted to the School Board and Presented at the regular board meeting on Monday, November 13, 2023.

Submitted By:

*Erin Hjelmeland, Director of Teaching and Learning*

*Deb Pauly, School Board Chairperson*

*Ranae Case Evenson, Superintendent*



500 Sunset Drive, Suite #1  
Jordan, MN 55352  
[www.jordan.k12.mn.us](http://www.jordan.k12.mn.us)  
952-492-6200