

Osseo Area Learning Center

2008-09 Site Progress Report

2009-10 Site Continuous Improvement Plan

2009-10 Staff Development Plan

Submitted: 10/09/2010

NEW OALC Framework

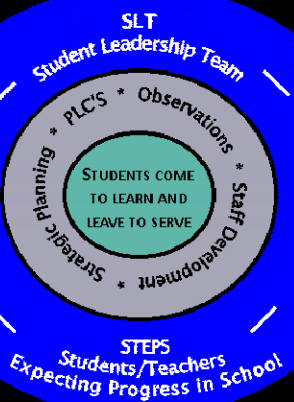
Our mission is to inspire and prepare all students with the confidence, courage and competence to achieve their dreams; contribute to community; and engage in a lifetime of learning.

Student Plans

Focus on Student Learning • Ensure a Safe & Healthy Learning Environment • Culture of Collaboration • Build Community

Site Plans

Strategic Plan



Osseo Area Schools' Site Continuous Improvement Report

District 279 Mission Statement
Our mission is to inspire and prepare all students with the confidence, courage and competence to achieve their dreams; contribute to community; and engage in a lifetime of learning.

Please submit the completed form to Joan Bowman at the ESC
by Friday, October 9, 2009

For 2008-2009: • Site Progress Report (4 pages)

For 2009-2010: • Site Continuous Improvement Plan
• Staff Development Plan and Calendar
• Site's Mission, Beliefs, Decision Making Matrix, and Bylaws

SITE: Osseo Area Learning Center

PLAN YEAR: 2009-2010

SITE COUNCIL OR LEADERSHIP TEAM MEMBERS:

James Hill

Alicia Fischer

Sherry Augst

Don Myhre

Krista Frechette

Rob Alm

Preliminary Review by Site Council/Leadership Team

Signature _____

Date _____

Reviewed by Staff

Signature _____

Date _____

Final Approval by Site Council/Leadership Team

Signature _____

Date _____

Reviewed by Assistant Superintendent

Signature _____

Date _____

2008-09 Site Progress Report

Site Improvement Objective # 1

State the objective: OALC students will increase the average BST reading score by 2%.

This objective is New Continuing

Performance Target: Objective #1 was accomplished. The OALC average reading score for 07/08 school year was 43%. In 08/09 it was 48%.

Which action plan steps were completed?

1. Continue to improve student participation in the BST tests.
2. Counselor's follow-up on students who do not test.
3. Continue to offer incentives for participation/achievement and provide test preparation opportunities in classes and/or lessons.
4. Identify and place students who have not passed state reading test(s) in Read 180.
5. Continue a school wide Silent Sustained Reading program once a day.
6. ELL help will be provided to all learners who need assistance.

Which of these steps were especially powerful?

The Read 180 program along with the incorporation of Study Island provided valuable technology teaching skills that aided our teachers to impact the improvement of BST test scores. Also, the implementation of Silent Sustained Reading creates a school culture that values reading and supports life-long learning.

Which of these steps were not completed?

All the steps were completed.

Provide evidence that your objective was achieved or not achieved.

We had a 5% increase in improvement for those taking the BST reading exam.

What implications do this year's results have for 2009-10?

As the system moves towards MCA GRAD test, we are confident that we will see the same type of improvement in learning.

2008-09 Site Progress Report

Site Improvement Objective # 2

State the objective: The OALC average student attendance rate will meet or exceed 80%.

This objective is New Continuing

Performance Target: This goal was not accomplished. Our attendance rate for 2008-2009 was 76.7%.

Which action plan steps were completed?

1. Make students/parents aware of the attendance policy at the student orientations in August and throughout the year.
2. Any OALC student who does not earn more than 50% of his/her credits AND does not meet the 80% rate of attendance each grading period is identified and a parent meeting is set up by administration.
3. Place students who are not reaching 80% attendance on the S.T.E.P.S. (Students/Teachers Expecting Progress in School) plan.
4. If the student is not successful with the S.T.E.P.S. plan, the student will be referred to SART (Student Attendance Review Team)/HST (Human Services Team).
5. If the student is not successful with SARB, if appropriate, a truancy petition is filed.
6. Perfect attendance awards and incentives will be given throughout the academic year to students who have zero absences.

Which of these steps were especially powerful?

The human services team was of particular value in reaching out to kids directly regarding external issues that impacted students' education. They fostered relationships with students and parents to create interventions targeting issues such as: mental health, drug abuse, and teen pregnancy. Taking a proactive approach to these students has not only helped with attendance rates, but also fostered relationships with community stakeholders as well. Another very impactful action plan step was the increase in parent/teacher contact regarding students' attendance and academic progress.

Which of these steps were not completed?

All steps were completed.

Provide evidence that your objective was achieved or not achieved.

We fell short of our goal by 3.3%. We continue to be a front runner in attendance rates among other ALC/ALP institutions, but will work to try to find ways to improve attendance rates. Our Site Improvement Leadership Team is dedicated to looking for new and innovative means to achieve even better results.

What implications do this year's results have for 2009-10?

In correlation with the district mission that we inspire "all students" to achieve their dreams, the OALC staff is vested in building relationships and getting to know each student at a personal level. We will be incorporating a new 20/10 attendance policy which eliminates passes during instructional time the first 20 minutes of class and the last 10 minutes of class. The purpose is to reduce classroom disruption and positively change student behavior so they understand the importance of arriving on time ready to learn. We have collectively decided that for 2009-2010 school year, we are in a partnership/relationship with students and at the core of this relationship is learning. As a result our teachers will create a setting for students to learn bell to bell.

2008-09 Site Progress Report

Site Improvement Objective # 3

State the objective: Provide a safe environment in which no forms of harassment are tolerated. This in turn, will promote cultural richness and awareness for all staff and students and include activities/lessons that focus on and celebrate diversity.

This objective is New Continuing

Performance Target: Was accomplished

Which action plan steps were completed?

1. Provide small group(s) opportunities to discuss gender, race and diversity issues during Advisory 1st trimester.
2. Administration and staff development teams will collaborate to provide 2 all-school speakers on diversity for OALC staff and students.
3. Provide racial, sexual harassment, and bullying packets for students to complete and discuss with a student learning advocate, administrator, or counselor.
4. A Cultural Liaison will visit classrooms and facilitate discussion groups.
5. Data will be collected on the number of referrals regarding harassment issues to see if incidents of harassment have decreased.
6. Continue to develop enrichment opportunities that reflect OALC ethnic groups and diverse population.

Which of these steps were especially powerful?

Time was allocated for staff to re-evaluate their attitudes towards learning by examining their own cultural biases. For example, some staff members assumed that they should be trusted based on the fact that they are teachers and that's reason enough for students to respect them. However, after much discussion we all learned that the value systems of some students requires respect and/or trust to be earned over a long period of time based on students needing to feel loved, valued, and safe. We created a Cultural Competence DVD that allowed us to hear from students the very things that made them want to aspire to get a high school diploma. This feedback was valuable to staff, because it allowed us to hear first hand from students the things they needed for us to impact them educationally and personally. In addition, we allocated staff development time to discuss racial/cultural terminology that allowed us to explore other perspectives as it related to race and culture. This allowed staff members to walk in a different pair of cultural shoes and was integral in the reexamination process of seeing things through a different cultural lens.

Which of these steps were not completed?

All steps were completed.

Provide evidence that your objective was achieved or not achieved.

We had only 2 referrals for harassment the entire 2008-2009 academic school year, as compared to 5 referrals from the 2007-2008 school year. One third of the OALC licensed staff attended the summer PLC institute and the presentation about Transforming School Culture. We also collaborated with NWSISD and JMNG to provide leadership opportunities and promote a culturally cohesive school environment.

What implications do this year's results have for 2009-10?

We must find ways to go deeper. We will be doing a school wide cultural learning lesson that incorporates the strategic mission.

2009-10 Site Continuous Improvement Plan

Site Improvement **Objective #1**

State the objective: OALC students will increase their average MCA reading scores by 2%.

This objective is New Continuing

Narrative Summary of this Objective and its Tasks (This narrative should briefly state your objective, target, and strategies.):

The OALC average student MCA reading scores will increase by 2%. This will be accomplished by improving student participation in MCA tests, placing students who have not passed the MCA reading in remedial reading/test prep courses, and continuing with school-wide Silent Sustained Reading.

This improvement objective is intended for: 1 Year 2 Years 3 Years

This action plan is for what year of the plan? Year 1 Year 2 Year 3

Evidences of Need: What key measurable performance indicators (test scores, RIT scores, MCAII scores, survey results) show a need to spend time, energy, and resources on this particular objective?

The state has mandated the MCA reading test for graduation.

Performance Targets: What key measurable performance indicators/performance targets (test scores, RIT scores, MCAII scores, survey results) will point to success at year-end review? Please write this in SMART goal format (see samples).

The average OALC student MCA reading scores will improve by 2% as compared to last school year's (2008-2009) MCA reading scores.

2009-10 Site Continuous Improvement Plan

Action Plan Details for Objective # 1

Task#	Tasks to be Completed	Timeline		Assigned to:	Resources Allocated Time/\$/Materials	Monitoring Dates	Progress Indicators
		Begin	End				
1	Continue to improve student participation in the MCA tests.	9/8/2009	6/11/10	Administration and staff		Once a trimester	The number of students tested
2	Counselor follow-up on students who do not test.	9/8/2009	6/11/10	Krista Frechette, Mike Sheehan & Rob Alm		Once a trimester	Student participation
3	Continue to offer incentives for participation/achievement	9/8/2009	6/11/10	All staff and students		Once a trimester	Number of students who receive incentives
4	Identify and place students who have not passed state reading test(s) in Read 180.	9/8/2009	6/11/10	James Donovan, Krista Frechette & Mike Sheehan		Once a trimester	Number of students referred to remedial reading classes based on previous
5	Continue a school wide Silent Sustained Reading program once a day.	9/8/2009	6/11/10	All staff		Once a trimester	Stakeholder involvement in SSR
6	ELL/ SPED help will be provided to all learners who need assistance.	9/8/2009	6/11/10	Administration		Once a trimester	Appropriate licensed staff will work individually with students who have specific needs

2009-10 Site Continuous Improvement Plan

Site Improvement **Objective # 2**

State the objective: The OALC average student attendance will exceed 80% by the 2011-2012 school year.

This objective is New Continuing

Narrative Summary of this Objective and its Tasks (This narrative should briefly state your objective, target, and strategies.):

The OALC average student attendance will exceed 80% by the 2011/2012 school year. This will be accomplished by continuing a parent notification system and offering incentives to students for good attendance. Students with chronic attendance concerns will be referred to Human Services Team in an effort to identify barriers to school attendance, be placed on an attendance contract or will be referred for truancy.

This improvement objective is intended for: 1 Year 2 Years 3 Years

This action plan is for what year of the plan? Year 1 Year 2 Year 3

Evidences of Need: What key measurable performance indicators (test scores, RIT scores, MCAII scores, survey results) show a need to spend time, energy, and resources on this particular objective?

The OALC wants to comply with NCLB by 2014.

Performance Targets: What key measurable performance indicators/performance targets (test scores, RIT scores, MCAII scores, survey results) will point to success at year-end review? Please write this in SMART goal format (see samples).

The OALC average student attendance will exceed 80% by the 2011/2012 school year. This will be accomplished by continuing a parent notification system and offering incentives to students for good attendance.

2009-10 Site Continuous Improvement Plan

Action Plan Details for Objective # 2							
Task#	Tasks to be Completed	Timeline		Assigned to:	Resources Allocated Time/\$/Materials	Monitoring Dates	Progress Indicators
		Begin	End				
1	Make students/parents aware of the attendance policy at the student orientations in August and throughout the year.	9/8/09	6/11/10	Krista Frechette, Mike Sheehan, Rob Alm, Kip Sacket		Every three weeks	The attendance policy is highlighted in the orientation presentation
2	Students are expected to be engaged in a lesson/activity in every class every day. Teach bell to bell.	9/8/09	6/11/10	All staff		Every three weeks	Increased credit earning
3	If a student is absent, he/she must complete an equivalent assignment for each class missed.	9/8/09	6/11/10	All staff		Every three weeks	Assignment tracking sheets
4	Teachers will communicate with parent and/or guardian when student misses two days in a grading period.	9/8/09	6/11/10	All teachers		Every three weeks	Completed teacher call logs
5	Any OALC student who does not earn more than 50% of his/her credits AND does not meet the 80% rate of attendance each grading period is identified and a parent/guardian will be contacted by the BIT/administration.	9/8/09	6/11/10	Jenny Sarim, Rob Alm and Administration		Every three weeks	Number of parent contacts tracked in TSIS by administration
6	If a student is not successful with the BIT plan, students age 16 and under will be referred to SARB	9/8/09	6/11/10	Krista Frechette, Mike Sheehan and Rob Alm		Once a trimester	Number of SARB referrals
7	If a student (ages 16 & under) is not successful with SARB, if appropriate, a truancy petition will be filed	9/8/09	6/11/10	Krista Frechette, Mike Sheehan, Rob Alm		Once a trimester	Number of truancy petitions filed
8	Perfect attendance awards and incentives will be given throughout the academic year to students with perfect attendance.	9/8/09	6/11/10	Rob Alm		Once a trimester	Number of awards/incentives earned by students

2009-10 Site Continuous Improvement Plan

Site Improvement Objective # 3

State the objective: OALC staff members will provide cultural learning opportunities to enrich the lives of students.

This objective is New Continuing

Narrative Summary of this Objective and its Tasks (This narrative should briefly state your objective, target, and strategies.):

The OALC staff members want to meet the district's expectations of providing a safe and respectful learning environment by offering culturally enriching learning experiences.

This improvement objective is intended for: 1 Year 2 Years 3 Years

This action plan is for what year of the plan? Year 1 Year 2 Year 3

Evidences of Need: What key measurable performance indicators (test scores, RIT scores, MCAII scores, survey results) show a need to spend time, energy, and resources on this particular objective?

The State of MN has declared Osseo Area Schools as a racially isolated school district.

Performance Targets: What key measurable performance indicators/performance targets (test scores, RIT scores, MCAII scores, survey results) will point to success at year-end review? Please write this in SMART goal format (see samples).

OALC students will participate in a minimum of 2 cultural learning opportunities offered by OALC stakeholders by the end of the 2009-2010 school year.

2009-10 Site Continuous Improvement Plan

Action Plan Details for Objective # 3							
Task#	Tasks to be Completed	Timeline		Assigned to:	Resources Allocated Time/\$/Materials	Monitoring Dates	Progress Indicators
		Begin	End				
1	Provide OALC students with service learning opportunities that enhance cultural awareness.	9/8/09	6/11/10	Administration		Once a trimester	Participation in cultural/service learning opportunities
2	Provide racial, sexual harassment, and bullying packets for students referred by administration for harassment to complete and discuss with a student learning advocate, administrator, or counselor.	9/8/09	6/11/10	Administration, Krista Frechette, Mike Sheehan		Once a trimester	Number of packets completed by students referred for harassment/bullying issues
3	Implement a Multicultural Student Leadership group to assist with the planning of cultural learning opportunities and develop a method for reflection of those cultural learning experiences.	9/8/09	6/11/10	Albert McGee		Once a trimester	Student group will meet a minimum of twice per trimester
4	Provide culturally enriched professional development opportunities for OALC staff members.	9/8/09	6/11/10	Administration		Once a trimester	Staff development time will allocated for staff to participate in during workshop days. In addition, all licensed teachers will participate in Professional Learning Communities

2009-10 Site Continuous Improvement Plan

Site Improvement Objective # 4

State the objective: OALC students will participate in a pre and post problem-solving assessment and increase their average scores by 10%.

This objective is New Continuing

Narrative Summary of this Objective and its Tasks (This narrative should briefly state your objective, target and strategies):

The OALC staff will work together with the math department to develop strategies to improve students' problem-solving skills.

This improvement objective is intended for: 1 Year 2 Years 3 Years

This action plan is for what year of the plan? Year 1 Year 2 Year 3

Evidences of Need: What key measurable performance indicators (test scores, RIT scores, MCAII scores, survey results) show a need to spend time, energy, and resources on this particular objective?

Fewer than 25% of qualifying OALC students have passed the Minnesota Comprehensive Assessment in math.

Performance Targets: What key measurable performance indicators/performance targets (test scores, RIT scores, MCAII scores, survey results) will point to success at year-end review? Please write this in SMART goal format (see samples).

OALC students' average post problem-solving assessment scores will increase be 10% from the pre problem-solving assessment by the end of the 2009-2010 school year.

2009-10 Site Continuous Improvement Plan

Action Plan Details for Objective # 4

Task#	Tasks to be Completed	Timeline		Assigned to:	Resources Allocated Time/\$/Materials	Monitoring Dates	Progress Indicators
		Begin	End				
1	Students who have not passed the MCA math test will be indentified and placed in a remedial math course.	9/8/09	6/11/10	Administration		Once a trimester	Student enrollment in remedial math courses
2	Each curricular department will integrate problem-solving skills into their curriculum. The specific focus of the problem-solving skills to be integrated will be derived from pre-test results.	9/8/09	6/11/10	All teachers		Once a trimester	Each department will present once during the school year how they integrated math into their curriculum

2009-2010 PROFESSIONAL DEVELOPMENT CALENDAR

NOTE: All PLCs will meet on a monthly basis. PLCs may choose to meet on Mark Reporting days in December and March.

AUGUST 2009				
M	T	W	Th	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28
31				

27-28 - New Licensed Staff Workshop

31 - Site Time

SEPTEMBER 2009				
M	T	W	Th	F
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30		

- 1 - Site Time
Superintendent's Welcome Back Celebration (2 P)
All Staff Gathering- OJH (3:30-5:30PM, voluntary)
- 2 - Site Time
- 3 - Curriculum/Program Workshop (8-11:30AM)
System PLCs (12:30 - 2PM)
Site Time (2:30 - 4PM)
- 4 - No School
- 7 - Labor Day: No School

OCTOBER 2009				
M	T	W	Th	F
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

9 - Site Time: Staff Development / PLCs (8-11:30 AM)
System PLCs (12:30 - 4PM)

15-16- Education MN Conference: No School
(Conference Release Day)

NOVEMBER 2009				
M	T	W	Th	F
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30				

26-27- Thanksgiving Break

DECEMBER 2009				
M	T	W	Th	F
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30	31	

4 - Mark Reporting (PLCs may choose to meet)

21 -31 - Winter Break

JANUARY 2010				
M	T	W	Th	F
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

1 - New Year's Day/Winter Break

18 - Martin Luther King, Jr. Day: No School

FEBRUARY 2010				
M	T	W	Th	F
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26

12 - System PLCs (8-11:30 AM)
Site Time: Staff Development/PLCs (12:30-4PM)

15 - President's Day: No School

MARCH 2010				
M	T	W	Th	F
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30	31		

12 - Mark Reporting (PLCs may choose to meet)

29-31 - Spring Break

APRIL 2010				
M	T	W	Th	F
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

1 - Spring Break
2 - Conference Release Day

30 - Curriculum/Program Workshop (8-11:30 AM)
System PLCs (12:30 - 2PM)
Site Time (2:30 - 4PM)

MAY 2010				
M	T	W	Th	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28
31				

31 - Memorial Day: No School

JUNE 2010				
M	T	W	Th	F
	1	2	3	4
7	8	9	10	11
14	15	16	17	18

11- Last full day for students

14- Mark Reporting

15- Conference Release Day

KEY

- Site Time
- System Time
- Curriculum/Program Workshops
- Staff Development/PLCs
- No School/Holiday Break
- Conference Release
- Mark Reporting

System PLC Time: 10 hours (September 3- 1.5 hrs., October 9- 3.5 hrs., February 12- 3.5 hrs., April 30- 1.5 hrs.)

Site PLC Time: At least 1 hour in the months without scheduled System PLC Time (November, December, January, March and May)

April 2009





2009-10 Site Staff Development Plan

1. Please list the names and positions of your site's 2009-10 Staff Development Committee:

Kris Johnson – Social Studies Teacher
Barbara Ohnmacht – English Teacher
Alice Rasmussen – Math Teacher
James Hill – Principal
Jim Donovan – Assistant Principal

2. Which of these Staff Development Committee members is your site's representative of the District Staff Development Committee?

Barbara Ohnmacht (English Teacher)

3. Describe your site's process for seeking input on the staff development goals listed below: (attach a sample if you used a survey):

Our Staff Development Committee works collaboratively with our Site Improvement Leadership Team and our PLC Facilitators. Administration consults stakeholders and presents ideas for staff development activities to the Site Improvement Leadership Team for approval and to ensure that the planned activities are aligned with the OALC site and District 279 system goals.

4. Describe the staff development goal(s) that correspond to each of your site goals:

Site Goal #1: OALC students will increase their average MCA reading scores by 2%.

Staff Development Goal #1: The English department will present reading strategies to licensed staff at the November staff meeting so teachers can implement those strategies into their classroom lessons for 2nd and 3rd trimesters of the 2009-2010 school year.

Site Goal #2: OALC students will participate in a pre and post problem-solving assessment and increase their average scores by 10%.

Staff Development Goal #2: Staff meeting time will be allocated throughout the school year for each curricular department to present the problem-solving strategies they have implemented within their classrooms.

Site Goal # 3: OALC staff members will provide cultural learning opportunities to enrich the lives of students.

Staff Development Goal #3: The staff development committee will provide a minimum of 1 culturally enriched professional development opportunities for OALC staff members during staff development time. In addition, the staff development committee will seek to provide opportunities for staff members to participate in conferences or trainings related to enhancing cultural understanding.

If applicable, please list other site and staff development goals: