

# PURSUE EXCELLENCE



**MOORHEAD**  
AREA PUBLIC SCHOOLS



## 2017-18 Strategic Priorities

### Moorhead Area Public Schools Independent School District 152

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



# Guiding Philosophy, Mission, Vision & Core Values

## Guiding Philosophy

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

## Mission

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

## Vision

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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

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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 & Objectives

Moorhead Area Public Schools has established the following strategic priorities for the 2017-18 school year. These are a continuation of the 2013-14, 2014-15, 2015-16 and 2016-17 priorities based on the themes and discussion from the Community Engagement Initiative in 2013.

These priorities will guide work in the district for 2017-18. 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 to thrive in a changing world.**

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### **Objectives for 2017-18**

- ***College, Career and Life Readiness Goals:***
  - a) The percentage of 2018 graduates meeting all four college benchmarks on the ACT will increase from 27% to 29% by Aug. 30, 2018.\*
  - b) The district's classroom score, which reports proficiency with 21st century skills (collaboration, communication, critical thinking and creativity), will increase from 957 to 964 according to BrightBytes student and teacher survey results in spring 2018.\*
- ***Graduation Goal:*** Moorhead Area Public Schools will improve the four-year graduation rate from 74% to 80% for the graduating class of 2017 by February 2018.\*
- By June 2018, staff and students will be recognized as examples of the culture of learning at Moorhead Area Public Schools.

## ***School and Community:***

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

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### **Objectives for 2017-18**

- By June 2018, Moorhead Schools will continue collaborations to strengthen opportunities for partnerships with community, business and higher education and explore the implementation of an adopt-a-school program.
- The percent of district residents pleased with the quality of education provided by Moorhead Area Public Schools will be maintained at 90 percent on the 2020 community survey.
- By June 2018, Moorhead Area Public Schools will enhance content on the district's social media channels of Facebook and Twitter through collaborative district, school and activities office communication to increase followers by 10% (September 2017: Facebook 2,224; Twitter 1,229).
- Examine internal communication and the implementation of a consistent internal communication system using a staff survey to establish a baseline.
- Moorhead Area Public Schools will enhance school communication efforts as part of the district communications plan to increase stakeholder support of the schools' purpose and direction by increasing the AdvancED Indicator 2.5 from a rating of 3.51 in 2016 to 3.6 out of 5.0 on the AdvancED parent survey in 2018.

# Strategic Priorities, Goals & Objectives

## ***Facilities:***

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

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### **Objectives for 2017-18**

- By the spring of 2018, Moorhead Area Public Schools will establish a plan to provide safe and controlled building access to Vista Center for Education and Moorhead High School.
- By December 2017, a demographic study of the district will be complete with recommendations for further facility needs.
- By the spring of 2018, using the high school task force's guiding principles and Portrait of a Graduate, a plan will be developed to study high school facilities during the 2018-19 school year.
- By the spring of 2018, recommendations will be made to the School Board regarding adherence to building capacities.

## ***Equitable Educational Opportunities:***

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

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### **Objectives for 2017-18**

- ***Reduce Achievement Gap Goal:*** Moorhead Schools will increase the proficiency of students in all groups (free and reduced lunch, special education, English Learners, and racial/ethnic groups) by a minimum of 4 percent on 2018 Minnesota Comprehensive Assessments.\*
- ***School Readiness Goals:***
  - a) 70% of all kindergarten students will be at or above an instructional level C by the end of the 2017-18 school year, as measured by Fountas and Pinnell Benchmark Assessment System.\*
  - b) 90% of all kindergarten students will demonstrate a proficiency at an AVMR construct one in addition and subtraction (ASC) by the end of the school year as measured by Bridges assessments and spring AVMR data.\*
- ***Read Well by Grade 3 Goal:*** Moorhead Area Public Schools grade 3 students will increase their MCA III reading scores from 48% to 53% on the MCAs by the spring of 2018.\*
- Moorhead Area Public Schools will increase the number of students achieving medium or high growth in reading and math by a minimum of 2% according to 2017-18 Student Progress section of the Minnesota School Report card (2016-17: Math 70.1%, Reading 75.4%).
- Moorhead Area Public Schools will improve the five- and six-year graduation rates from 79.2% to 84.2% and 83% to 85%, respectively, for the graduating class of 2017 by February 2018.
- Moorhead Area Public Schools will increase the number of students with IEPs spending at least 80% of the day in the general education setting with same-age peers from 53.5% to 55% by June 2018.
- Moorhead Area Public Schools will establish a system to measure the participation of grades 9-12 students in college-bearing coursework disaggregated by student groups.

# Strategic Priorities, Goals & Objectives

## ***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.**

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### **Objectives for 2017-18**

- By June 2018, Moorhead Area Public Schools will provide two three-hour professional development offerings for grades K-6 schools on strategies to understand the educational impact and interventions for students experiencing trauma.
- The percentage of grade 8 students who feel at least one adult at the school cares about them as an individual will increase from 91% to 94% based on the spring 2019 Minnesota Student Survey results.
- 100% of the district's schools will have designated staff meet quarterly to identify behavioral trends, set goals, and plan interventions based on those trends.
- Moorhead Area Public Schools will develop a district-wide PBIS committee to improve communication and provide support and consistency in addressing student needs.
- Moorhead Area Public Schools will implement a consistent district reporting system for documenting disaggregated in-school and out-of school suspensions by June 1, 2018.

## ***Human Resources:***

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

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### **Objectives for 2017-18**

- By March 1, 2018, review all scheduled job descriptions for revision and compensation review.
- By July 1, 2018, 100% of probationary staff for the 2017-18 school year will be evaluated prior to the end of the probationary period.
- By June 1, 2018, create and implement a recognition program for employees based on identified years of service.
- By June 1, 2018, support safe and healthy working environments by providing education a minimum of two times per month.
- Moorhead Area Public Schools will retain 95% of high quality teachers in the 2017-18 school year.



**Moorhead Area Public Schools**  
**Independent School District 152**  
2410 14th St. S., Moorhead, MN 56560  
[www.moorheadschoools.org](http://www.moorheadschoools.org)

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