

Delano Public Schools

Independent School District 879
Educational Excellence is our Foremost Goal

Local World's Best Workforce Plan 2013-14

1. **Goals and Benchmarks for Instruction and Student Achievement.**

Delano Public Schools [Strategic Plan 2013-2018](#)

Strategic Plan Work Plans:

1. [Curriculum](#)
2. [Technology](#)
3. [Professional Development](#)
4. [Facilities](#)

Delano District Professional Development Goals - The school district began its first year of a five year School Strategic Plan, as noted above. In that plan, the Professional Development goals are clearly stated in the area of: an Aligned Curriculum Design; Technology; Data driven information in the areas of staff and peer observations and Professional Learning Communities. Much of the Professional Development time during the 2013-14 school year was allocated to beginning our curriculum map. This provides staff with a consistent format for their curriculum with common language.

Delano Q-Comp Goals (See [Q-Comp Plan 2013-2014](#))

Delano Building Staff Development, Student Achievement and Programming Improvement Goals (see School Improvement Plans 2013-2014; [High School SIP](#); [Middle School SIP](#); [Elementary SIP](#))

Literacy Plan The Delano third grade literacy plan lays out specific steps to be taken to ensure all third grade students are reading at grade level by the end of third grade.

2. **Assessing and Evaluating Student Progress-** The Delano Public School Assessment system utilized a couple of differing assessment tools. The state mandated testing system (MCA, MTAS etc.); NWEA Measure of Academic Progress (MAP); EXPLORE/PLAN/ACT exams

Student Achievement Testing Results 2013-2014

[MCA Proficiency results](#)

MAP results

[EXPLORE/PLAN/ACT results](#)

3. **Assessing and Evaluating Instruction and Curriculum**

Curriculum & Instruction Review Process (See [Curriculum Writing Protocol 2013](#))

Staff began working on a common curriculum map during the 2013-14 school year. This document is intended to be updated regularly as staff members facilitate the curriculum. As staff update and change curriculum, the map should be updated to maintain a current map reflecting the curriculum taught in those courses. As noted in the Curriculum Writing Protocol manual, community members will review three to four curricular areas each year creating a six year cycle for every curricular area. Curriculum facilitators will be present at the District Advisory Committee meetings to identify any updates to the curriculum as well as answer any questions of community members on the committee.

Teacher Evaluation (See [Teacher Evaluation Plan](#))

The Teacher evaluation Committee established a teacher evaluation plan that complies with MN State statute. The committee presented the plan to the School Board in June of 2014. The School Board approved the plan for implementation in the 2014-15 school year.

Principal Evaluation (See [Principal Evaluation Forms](#))

The Superintendent and building principals have established a principal evaluation process that is in compliance with MN statute. This process was implemented in the the 2013-14 school year.

4. **Strategies for Improving Instruction, Curriculum, and Student Achievement**

The five year Strategic Improvement Plan addresses these components. We are improving the curriculum through the mapping process. Additionally, as the maps are used for discussion purposes, staff will be improving their instruction while talking about the curriculum and its delivery through the PLC process.

Programming Improvement Plans (See District Strategic Plan)