



Rockford Area Schools

District Operational Plan (DOP)

Goals, strategies and performance indicators

School Year 2025-26

This District Operational Plan is organized around the areas of strategic planning, aligned to the Superintendent goals provided by the Rockford Area Schools Board of Education and reflects both the current work and future goals of school district administration.

The Mission of Rockford Area Schools

In partnership with our communities and families, Rockford Area Schools provides challenging opportunities to engage, inspire, and educate globally-minded citizens.

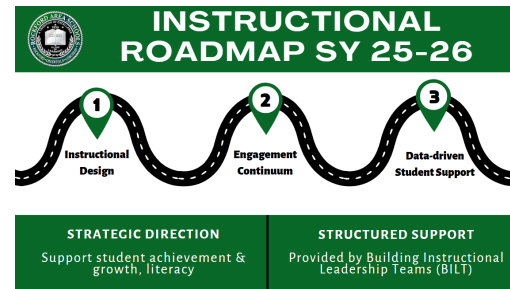
Rockford Area Schools Strategic Directions

<u>Strategic Direction</u>	<u>Definition</u>	<u>Rationale</u>
Student Achievement and Growth	Provide high quality instruction, curriculum, and professional development for staff, to impact our students through a robust learning experience.	Through continuous improvement, provide each and every student with a comprehensive education that gives students opportunities to pursue their own personal/professional goals and aspirations.
Healthy and Supportive Environment	Promote respect and collaboration in order to foster secure relationships where all people feel valued and safe. Cultivating a culture to empower all to share new and innovative ideas, and advocate for their own wellbeing, as well as the wellbeing of others.	People do better when they feel better.
Community, School and Family Partnerships	Strengthen and grow supportive and trusting relationships through community outreach and partnerships that encourage collaboration to drive school and community growth.	Community and family engagement promotes school success and satisfaction. Partnerships based on mutual trust and support help to foster this involvement.
Culture of Collective Purpose	Through interconnectedness & interdependence, we create a school community where each person belongs, contributes and feels a sense of ownership.	To create a culture of connectedness where each individual understands their unique value and vital role as part of the school community.
Stewardship of Resources	Strategically investing our resources in a responsible and efficient way that ensures the best possible educational experience for students while also promoting sustainability and ethical financial practices.	To create systems and structures that allow our resources, for quality educational experiences, to be maximized and provide transparency and trust throughout the school community.

Student Growth and Achievement

Rationale

<i>Our purpose as a school district is to educate our students and maximize their individual gifts and talents. Providing quality programming, ensuring our teachers are trained in best practices, and partnering with students and families to offer opportunities that connect to their passions is important to overall student growth and achievement.</i>	Leader(s) Dr. Jeff Ridlehoover Kathy Mattson Melissa Joseph
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Goals	Strategies	Performance Indicators	Timeframe
Implementation of our new Amplify CKLA elementary literacy curriculum	Continuation and enhancements related to regular and ongoing professional development aligned to the adopted curriculum Literacy coaching “on demand” Parent/family communication and engagement	Teacher evaluations PLC documentation Benchmark data/literacy night	SY 2025-26 SY 2025-26 SY 2025-26
Engage in a comprehensive review of our middle school mathematics curriculum	Follow the RAS comprehensive curriculum review and adoption protocol	Final selection of a new curriculum via data gathering and a consensus-building protocol	Spring 2026
Engage in the work associated with the new/revised RAS Instructional Roadmap	Professional learning and development The adoption of two additional professional development days	Roadmap 	SY 2025-2026 (ongoing)

Goals	Strategies	Performance Indicators	Timeframe
School Improvement Plans (SIP) Template 25-26 REAMS, RMS-CES, RHS	Align school improvement plans (SIP's) to RAS strategic directions and instructional roadmap	(Insert SY 2025-26 SIPS as completed)	SY 2025-26
Aligning our work in the areas of literacy and ADSIS intervention with a sustainable MTSS process	Increase our collective work related to interventions, utilizing a systematic approach to the MTSS framework.	MTSS data collection process - Aligned MTSS process across buildings Quarterly meeting notes Intervention menus at each site Multilingual learner supports	SY 2025-26
Continue our work as a statewide model school district in providing students and families with high-quality Magnet programming at all levels	Continued collaboration with our NWSISD partner school districts. Work with our NWSISD partners, Buffalo and Fridley, to revise our grant proposal for potential submission in spring 2026.	Student/Family Feedback Grant process and progress with our NWSISD partners REAMS: Arts Integration Activities (Activate the Arts, 4 C posters, PD/PLC work) RMS Reflection & Review RHS IB Self-Study	SY 2025-26 SY 2025-26 SY 2025-26 SY 2025-26 SY 2025-26
Create an early learning outdoor space that can be utilized by our Preschool, ECFE, and Galaxy programs to enhance our current alignment with our magnet programs.	Connect and collaborate with local partners to provide guidance on design and construction requirements as well as potential sources of financial support.	Successful Implementation and ready for use sometime during 26-27 SY	SY 25-26

Healthy and Supportive Environment

Rationale

<i>Per the rationale established by the Board of Education, “people do better when they feel better,” our work will center on ensuring that every student and member of our staff is treated with respect and kindness. In addition, we are committed to a proactive approach of establishing clear processes to assist students, families, and staff when challenges occur.</i>	Leader(s) Dr. Jeff Ridlehoover Kathy Mattson Melissa Joseph Jeff Kienitz Courtney Neibert
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Goals	Strategies	Performance Indicators	Timeframe
Profile of a RAS Graduate	Development of a comprehensive vision that accurately portrays the essential qualities and characteristics of a RAS graduate	Staff, student, parent, & community input One page overview and corresponding implementation plan	SY 2025-26
Implement/Initiate our work towards a more Personalized Learning model	Construct and implement professional learning tailored toward whole group, small group, and individualized/independent practice instructional pedagogy	The development and implementation of common vocabulary amongst students and staff	SY 2025-26
Data use to drive instruction	The utilization of data and professional learning tailored to instructional pedagogy	PD/PLC Work in alignment with testing cycles	SY 2025-26
Student engagement focus	Professional development to create a common E-12 language aligned to our engagement efforts	Professional learning materials/agendas	SY 2025-26
	Purposeful and targeted instruction for students aligned to engagement	Classroom instruction materials/visuals connected to engagement	SY 2025-26

Goals	Strategies	Performance Indicators	Timeframe
Continued work with our Magnet school programs to enhance high quality instructional programming and an exceptional daily experience	Regular and ongoing check-ins with CICs as well as our partner schools in the NWSISD	NWSISD meeting agendas and accompanying documentation	SY 2025-26
The creation of a comprehensive E-12 curriculum review cycle	Reflect on standards implementation dates, curriculum maps to create a cycle for implementation	Review cycle document that encompasses a district-wide instructional overview	SY 2025-26

Community, School, and Family Partnerships

Rationale

Leader(s)

<i>Students perform better when strong partnerships exist between our schools, our families, and the greater community. Clear and transparent communication as well as the solicitation of feedback from all stakeholders ensures that all voices are heard and greater understanding is gained.</i>	Dr. Jeff Riddlehoover Melissa Joseph Jeff Kienitz Courtney Neibert Kathy Mattson
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Goals	Strategies	Performance Indicators	Timeframe
Rockford in 88.3 seconds	Develop a monthly video demonstrating a variety of high-impact endeavors that highlight Rockford Area Schools	Video exemplars	Fall 2025 and ongoing
Through collaboration, work to ensure Rockford Area Schools is accurately branded as an E-12 school district	Work collaboratively with stakeholders as well as our internal and contracted marketing team to share information and accurately promote our programming in the area of early learning	Brochure Logo enhancements Events	Summer/Fall 2025
Increase alignment in our Preschool and Galaxy work to create consistent and supportive experiences for all children participating in both.	Share and reflect on current practices to identify approaches that support developmental continuity. Explore effective strategies as it pertains to Literacy.	Professional Development Observation by the CE Director in both programs	SY 25-26
IB credits (Jill)	Engage IB stakeholders and legislative leaders throughout the state to draft comprehensive	Legislative lobbying efforts and related documentation	SY 2025-26

Goals	Strategies	Performance Indicators	Timeframe
	legislation that allows for a wider acceptance of IB credits at higher education institutions		
Brand and roll out Launch your future: EC and career prep	Highlight/publicize college earning credit opportunities available to students in Rockford Area Schools as well as the career pathways leading to career preparation and industry certification	Video exemplar Pathways documents	Fall 2025
A commitment to enhanced communication via an increase in accessible communication in multiple languages	Training on translating routes	Translated documents, QR codes, links on district documents	SY 2025-26

Culture of Collective Purpose

Rationale

<i>Strong organizations are built on trust, collaboration, partnership, and understanding. Establishing clear direction, strong lines of internal and external communication, and a shared leadership model will provide all stakeholders with common purpose related to our individual and collective work.</i>	Leader(s) Dr. Jeff Ridlehoover Kathy Mattson Bridget Peterson Mike McNulty Melissa Joseph Jeff Kienitz
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Goals	Strategies	Performance Indicators	Timeframe
Increase the overall effectiveness and leadership capacity of our Building Operational Leadership Teams (BILT) by utilizing our Advisor model	Collaboration related to defining the role and work given our BILT structure	BILT Advisor Evaluations Clear workflow map for Advisors	SY 2025-26 SY 2025-26
I-Cab	Periodic meetings to reflect on roadmap implementation and ongoing teacher needs	Meeting agendas Responsive work/direction as a result of meetings	SY 2025-26
BILT/BOLT Year 2	Regular meetings with clear agendas and strategies for sharing out information	Highlight work facilitated by BILT and BOLT at each site	SY 2025-26
Continued review of the RAS safety committee work	Review of protocols Handbook revisions Quarterly meetings	Agendas Safety documents	SY 2025-26
Continued review and improvement of the RAS OnBoarding and	Responsive reflection and collaboration to make sure the	Staff feedback	SY 2025-26

Goals	Strategies	Performance Indicators	Timeframe
OffBoarding processes	system is clear and provides the needed info effectively to all involved		
Continue our evolution in providing high quality support by reimagining support positions	Reflection Staff Input	Implementation of a restructured administrative support structure	Spring 2026
Increase the collective capacity of our building and program leaders	Book study <i>Clear Leadership</i>	Informal dialogue Increased leadership capacity	SY 2025-26

Stewardship of Resources

Rationale

Leader(s)

As stewards of resources consisting of physical assets, human capital, and monetary reserves, it is prudent to provide the public, as well as our internal stakeholders, with accurate, relevant, and timely reporting of district affairs.

Dr. Jeff Riddlehoover
Bridget Peterson
Mike McNulty
Melissa Joseph
Jeff Kienitz
Dan Pratt

Goals	Strategies	Performance Indicators	Timeframe
Review of student activity fees	Perform a comprehensive review of our activity fees that accounts for revenue versus expenses as well as comparisons of similar geographical districts as well as those similar is scope of offerings and size of school system	Final product and recommendation to the Board of Education	Spring 2026
Negotiate fair and fiscally sound employee contracts	Establish financial parameters that demonstrate fair compensation packages to all employee bargaining groups while also remaining cognizant of the need to balance current and future financial constraints and obligations of RAS Review language in contract for clarity in fiscal, policy, and procedural accuracy	EMR Teacher Contract 284 Contract Finalized Contracts	Fall 2025 Winter 2026 SY 2024-2025

Potential Levy (if approved by the Board of Education)	Clearly and transparently articulate to all stakeholders (parents / guardians/ employees / members of the community) the need for additional financial resources to both support and enhance the educational experience of all RAS students	District Publications Social Media Direct Mail or Electronic Mail Staff Presentations Community Presentations	Summer/Fall 2025
Finalize the expenditures of Bond funds	Complete all major and minor projects related to the bond monies associated with the RAS capital improvement projects	Track resurface REAMS Parking Lot REAMS Carpet DO Carpet	Fall 2025
Maximize and align our technology vision with resources via a comprehensive assessment	Conduct an annual technology inventory and needs assessment to identify underused assets and opportunities for repurposing Implement lifecycle management practices including proactive maintenance, scheduled refresh cycles, and surplus device reallocation Align new purchases with curriculum, safety, and infrastructure goals as outlined in the district's strategic and technology plans	Update Technology Plan to 2025-2026 school year Annual cost savings or value recaptured through reallocation and optimized procurement Identify reductions in technology procurement and programs to fit reduced budget allocations Write 1:1 Handbooks and Technology Plan	Summer/Fall 2025 SY 2025-26 SY 2025-26 SY 2025-26

Leverage grant funding to maximize current software licenses	Identify eligible local, state, and federal grant opportunities (e.g., E-rate, Title I/IV, cybersecurity, or workforce readiness) Prioritize grant applications that support renewal, expansion, or integration of high-impact instructional or operational software Work with department leaders to align grant requests with current license usage data, renewal timelines, and identified instructional/operational needs Track software usage analytics to justify continued funding and avoid paying for unused licenses	Number and dollar value of software licenses funded through grants Percentage reduction in general fund spending on software Number of software tools retained or expanded due to grant support Alignment of licensed software with curriculum and district strategic priorities (as documented in annual tech reports or audits)	SY 2025-26
Strengthen our cyber training modules to assist in the detection and responsiveness related to cyber security threats	Expand the scope of cybersecurity training to include real-world phishing simulations, role-based modules (e.g., admin, teachers, tech staff), and emerging threat scenarios	Completion rate of required cybersecurity training modules (goal: 100% annually) Measured reduction in staff phishing test failure rate (e.g., decrease by 25% over 12 months)	Summer/Fall2025

	Partner with a cybersecurity awareness provider (e.g., KnowBe4 or similar) to deliver interactive, trackable modules tailored to K–12 environments Implement a tiered training model based on user access levels and data sensitivity Incorporate cybersecurity expectations and response protocols into annual mandatory training and onboarding procedures for key staff	Increase in number of reported phishing attempts or suspicious activity via internal reporting tools Audit compliance with Minnesota Statute 16E.03 and cyber insurance requirements Review and publish protocols relating to CyberSecurity	Winter 2025 SY 2025-26 SY 2025-26
Strengthen and enhance our infrastructure resource inventory protocols	Improve the current inventory system and review existing data Implement standardized naming conventions, asset tagging, and regular audit schedules across all buildings. Develop and maintain a digital infrastructure map documenting physical locations, connections, lifecycle status, and dependencies. Align inventory records with cybersecurity asset management practices and procurement/retirement processes.	Conduct a comprehensive audit of technology assets. 100% of infrastructure assets logged with location, status, and lifecycle metadata Completion of infrastructure audits with discrepancies reduced by 90% within 12 months Improve Inventory system integration with procurement and maintenance logs	Fall 2025 SY 2025-26 SY 2025-26 SY 2025-26