

Glencoe-Silver Lake School District #2859

World's Best Workforce/Comprehensive Achievement and Civic Readiness and District Strategic Plan for School Improvement

2025-2026

*Proudly serving the communities of:
Biscay, Brownston, Glencoe, New Auburn, Plato, and Silver Lake*

Glencoe-Silver Lake Mission

*“Creating a culture where education is valued, excellence is expected, and
lifelong learning thrives”*

Glencoe-Silver Lake Vision

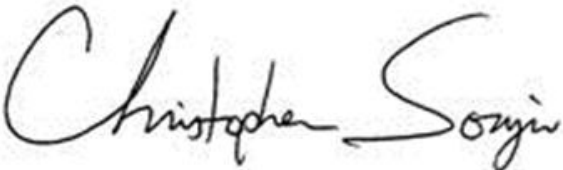
“To Connect To Lead To Inspire”

Dear Community, Staff, Students and Parents:

We are pleased to present the strategic plan for ISD #2859. All of us at the Glencoe-Silver Lake Public School system are committed to providing the best quality education possible to all our students. Our commitment to excellence is a never-ending cycle of improvements. We have seen a number of these improvements over the past several years and will continue this commitment to all stakeholders in our district, to which our children are the most important. Several of our goals are a continuation of our goals from years past. It is our hope that our education models and instruction continue to improve while using new methods and ideas for instruction. Taking best practice concepts will only benefit students. Making and building connections with our students will be the foundation for our goals as happy, healthy learners are the best type of learners.

While we continue to plan and work today, we must recognize how to keep an eye on the future. Our students need to have the necessary skills to give them the competitive advantage in our ever-changing world. Our strategic plan will be our groundwork in preparing our students for the ever-changing world. This document will continually be changed and improved to provide a student-centered school for all students. Each year we need to review our goals and collect data to ensure that we provide our students with a high quality, excellent education. We realize that there will be challenges ahead, but our commitment to our students should and will always be our top priority. We look forward to the years ahead as GSL continues to provide our students with the education and skills to be productive citizens in the 21st century.

Sincerely,

A handwritten signature in black ink that reads "Christopher Sonju". The signature is written in a cursive, flowing style.

Christopher Sonju
Superintendent of Schools
Glencoe-Silver Lake Public Schools
Independent School District #2859

**In compliance with Minnesota Statute 2013, Section 120B.11
Independent School District #2859, Glencoe-Silver Lake Public Schools**

World's Best Workforce Goals set by Minnesota Department of Education:

1. Achieve school readiness before starting kindergarten.
 2. Achieve literacy by grade 3 for all students.
 3. Reduce the achievement gap among all racial, ethnic, and economic categories of students.
 4. Attain career and college readiness.
 5. All students will graduate from high school.
- Goal #1 All Students Ready for School
 - The percentage of 3 and 4-year old's participating in early childhood screening will increase to 90%.
 - Increase K students who have participated in an organized pre-school by 5%
 - Preschool, K teachers, District RTI team, elementary administration
 - Goal #2 All Students in Third Grade Achieving Grade Level Literacy
 - The percentage of 3rd grade students meeting or exceeding standards on the MCA's be at 60% as measured by the MCA Reading test.
 - K-3 staff, Administration, District RTI team.
 - READ ACT training and implementation of LETRS for all elementary staff
 - Goal #3 All racial and economic achievement gaps between students are closed.
 - The percentage of students who met or exceeded standards in the MCA's in Reading will be 1 percentage point higher than the state average.
 - The percentage of students who met or exceeded standards in the MCA's in Math will be 1% point higher than the state average.
 - All Certified Staff Pre-K - 12th Grade
 - Goal #4 All Students are ready for career and college.
 - GSL Students who participate in the ACT will improve and have a composite score that is one point higher than the state average
 - Goal #5 All students graduate from high school.
 - The graduation rate of eligible GSL students will improve to 100% by the end of the 2025-2026 school year.

Glencoe-Silver Lake Core Beliefs and Values to support the World's Best Workforce and Strategic/Comprehensive Achievement and Civic Readiness Plan:

- All students can learn with engaging and challenging opportunities through a meaningful curriculum.
- All students are valued and will be successful.
- All students are unique, which enriches our district and our world through their gifts and talents.
- All students have the right to a safe, healthy, supported, and positive learning environment.
- All members of the district are valued stakeholders.

Glencoe-Silver Lake District Goals beyond the WBWF/CACR:

- Goal #1 Increase Student Achievement and Learning
 - Increase by 2% points or 1% higher than state average on state MCA Math and Reading
 - Reduce achievement gap by 2% of EL vs. non-EL, Free and/or reduced vs. non-Free and/or reduced, SPED vs. non-SPED on MCA test.
- Goal #2 Promote Positive Community Relationships
 - Establish parent connection activities/groups for all families in our district.
 - Develop/increase programs that connect parents' business/community with school.
 - Decrease total number of open enrolled students in our district from year before.
 - Develop/increase programs that deal with social and emotional well-being of students and staff.
- Goal #3 Maintain fiscal responsibility while addressing district needs.
 - Maintain fund balance policy of 20%
 - Update the Long-Term Facilities Maintenance Plan each year (LTFM)
 - Make a 10-year Strategic plan for academic and programming goals and facility goals.
- Goal #4 Continue to develop and improve facilities of the district.
 - Development of learning spaces in our schools - I.E. Commons
 - Improvement and upkeep of our buildings and spaces
- ALL students to graduate from high school
- All elementary staff will be trained in LETRS by January 2026
- Continue to increase STEM / STEAM and gifted and talented programs for all students.
- Continue to increase elective/CIS/AP opportunities for our students.
- Improve facilities for teaching and learning.... follow facilities plan.

Glencoe-Silver Lake District Goals for being an Achievement and Integration (A and I) District: Please see A and I plan for more detailed information.

Goal #1: The 4 year average graduation rate for Glencoe- Silver Lake School District Hispanic/Latino students will increase from 69.2% in the 2022-23 school year to 79.2% or more by the end of the 2025-26 school year.

Goal #2: The Glencoe – Silver Lake school district will increase interactions between us and our adjoining district, Hutchinson from no programs in 2022-23 to 4 programs in 2025-2026.

Goal #3: Glencoe-Silver Lake School District students will have access to culturally responsive teachers. The teachers will go from having one culturally responsive training opportunity through the year in 2022-2023 to having three training opportunities throughout the year in the 2025-26 school year.

Strategies for improvement to support WBWF/CACR and GSL District Goals:

- Review and create a framework of curricula and technology that provides quality-learning opportunities.
- Ensure that each student successfully develops and pursues an educational plan that includes aspirations, dreams, and college and/or career readiness.
- Review and create strategies and goals that meet the needs of our learners.
- Effectively communicate district needs with all stakeholders in our district.
- Provide the necessary resources and support to students and staff to increase academic achievement for all learners.
- Ensure that our facilities support optimal learning environments for all learners.
- Create a culture where respect for all people and property is expected and embraced.
- Provide consistent communication regarding academic, social, and emotional growth.
- Provide support and opportunities for learning for families beyond the traditional school day.

Support and Focus Areas

Curriculum, Instruction and Assessment:

- District Leadership Team: Staff Development and Curriculum Review Cycle
- Literacy plan
- Title One
- Staff evaluation system (administrator, teacher, support staff)
- Leadership teams
- English Learners Plan
- Technology Plan
- Grading philosophies
- ECL Program - Gifted and Talented opportunities
- Professional Learning Communities - PLC's
- RTI - Tier I, II and III interventions - District Wide RTI Team

Culture:

- Activities Department: co-curricular/extra-curricular department
- Responsive Classroom

- PBIS -district wide
- SEL Program established district wide - 2nd year of SEL Coordinator
- Olweus Bullying Prevention Program
- Hispanic Outreach program

Facilities:

- Facilities plan - general maintenance of building
- Roof/HVAC project 2025-2027
- Deferred Maintenance 10-year plan - Long Term Facilities Maintenance Plan
- Technology plan
- Crisis plan

Community Involvement:

- Community Education Department
- Community Schools group - Valued Stakeholders Group
- Parent/teacher involvement

Curriculum Review Cycle

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
School Year	*Research Best Practices *Review Standards	*Curriculum Mapping *Board Presentation *Purchase Materials	*In-Service *Implementation	*Analyze Data *Adjust Curriculum Maps	*Analyze Data *Adjust Curriculum Maps	*Analyze Data *Adjust Curriculum Maps
2025-2026	K-12 Social Students	K-6 ELA & EL	K-5 Science 7-12 ELA	6-12 Science, World Language	K-12 PE, Health, Music & Art	K-12 Math
2026-2027	K-12 Math	K-12 Social Students	K-12 ELA & EL	K-5 Science & CTE (Ag, FACS, IT, Business) 7-12 ELA	6-12 Science, World Language	K-12 PE, Health, Music & Art
2027-2028	K-12 PE, Health, Music & Art	K-12 Math	K-12 Social Students	K-12 ELA & EL K-5 Science	K-5 Science & CTE (Ag, FACS, IT, Business)	6-12 Science, World Language
2028-2029	6-12 Science, World Language	K-12 PE, Health, Music & Art	K-12 Math	K-12 Social Students	K-12 ELA & EL K-5 Science	K-5 Science & CTE (Ag, FACS, IT, Business)
2029-2030	K-5 Science & CTE (Ag, FACS, IT, Business)	6-12 Science, World Language	K-12 PE, Health, Music & Art	K-12 Math	K-12 Social Students	K-12 ELA & EL K-5 Science
2030-2031	K-12 ELA & EL K-5 Science	K-5 Science & CTE (Ag, FACS, IT, Business)	6-12 Science, World Language	K-12 PE, Health, Music & Art	K-12 Math	K-12 Social Students
2031-2032	K-12 Social Students	K-12 ELA & EL K-5 Science	K-5 Science & CTE (Ag, FACS, IT, Business)	6-12 Science, World Language	K-12 PE, Health, Music & Art	K-12 Math
2032-2033	K-12 Math	K-12 Social Students	K-12 ELA & EL K-5 Science	K-5 Science & CTE (Ag, FACS, IT, Business)	6-12 Science, World Language	K-12 PE, Health, Music & Art

<i>Year 1</i>	<i>Year 2</i>	<i>Year 3</i>	<i>Years 4 - 6</i>
<ul style="list-style-type: none"> ❖ Research content area best practices, and leading research ❖ Review state and national standards ❖ Analyze results of data and current levels of achievement ❖ Determine current reality, determine desired results and set goals 	<ul style="list-style-type: none"> ❖ Preview/pilot program ❖ Curriculum presented to the board ❖ Update curriculum scope & sequence ❖ Professional Development provided ❖ Begin to develop curriculum pacing guide and assessments 	<ul style="list-style-type: none"> ❖ Implement curriculum that aligns with state standards, continue to develop scope and sequence ❖ Refine pacing guide and assessments ❖ Identify key vocabulary ❖ Use PLC time to: <ul style="list-style-type: none"> - examine student work - analyze assessment data (teacher/student perspective) - continue to develop curriculum - learn new instructional strategies 	<ul style="list-style-type: none"> ❖ Implementation continues, making revisions as necessary ❖ Refine pacing guide and assessments as necessary ❖ Continue to update key vocabulary ❖ Use PLC time to: <ul style="list-style-type: none"> - examine student work - analyze assessment data (teacher/student perspective) - continue to develop curriculum - continue to learn new instructional strategies

