Hayfield Community Schools

9 Sixth Avenue SE, Hayfield, MN 55940
http://www.hayfield.k12.mn.us

Mission: *To provide a safe learning environment that prepares, challenges, and inspires students for life*

WORLD'S BEST WORK FORCE PLAN
2013-2014 SUMMARY REPORT

PURPOSE OF WORLD'S BEST WORK FORCE PLAN

Minnesota Schools strive to provide the best educational opportunities for all children. Providing an education to Minnesota youth that leads to creating the world's best workforce is a goal that must be addressed early on in every child's life. This legislation mandates that districts will develop goals to address identified issues locally. The comprehensive strategic plan that districts create under this legislation is intended to serve as a foundational document to align district educational initiatives from pre-kindergarten to post high school graduation and can serve as a blueprint to create a quality workforce equipped with skills for the 21st Century. The plan is to be developed with involvement and input from district stakeholders including administrators, Board members, teachers, parents, students, business leaders and community members.

The World's Best Work Force Plan is based on 5 beliefs for success:

- All students are ready for kindergarten;
- Close the achievement gap;
- All students in 3rd Grade achieve grade level literacy;
- All students attain career and college readiness before graduating from High School; and,
- All students graduate from High School.

DISTRICT BACKGROUND, VISION, MISSION and GOALS

Independent School District #203 is a district composed of the communities of Brownsdale, Hayfield, Oslo, Sargeant, and Waltham. Its boundaries span an area of 200 square miles from Rochester in the northeast and to Austin in the southwest. The school system involves approximately 790 students and 60 teachers. Students in the Hayfield Community Schools are taught in a "person-centered" environment. The school's philosophy stresses the importance of the student's academic, social and emotional development with the emphasis on the student's need to feel successful and important. The faculty and staff are expected to be sensitive to needs and problems and to be understanding. Instruction is on a continuous-progress basis and is designed to promote independence on the part of the student as he/she progresses from kindergarten through grade 12.

Brownsdale Elementary School is located in Brownsdale and houses the Brownsdale students in kindergarten through grade 2 and all of the District's third grade students. Hayfield Elementary School, which is located in Hayfield, houses the Hayfield students in kindergarten through grade 2 and all of the District's students in grades 4, 5, and 6. Hayfield High School is also located in Hayfield and houses all of the District's students in grades 7-12. Each school has libraries, computer labs, nature centers, gymnasiums, and music rooms.

Our Vision

A Caring Community Inspiring Lifelong Learning

Our Mission

To provide a safe learning environment that engages, challenges, and inspires students for life

Aim 1: High Student Achievement

- Goal 1: All students will meet or exceed proficiency levels in reading, writing, mathematics, and science.
- Goal 2: All students will earn a high school diploma.

Belinda Selfors, Superintendent x225

Hayfield High School: 507-477-3235 Fax 477-3230 — John Howe, High School Principal x224
Hayfield Elementary: 507-477-3236 Fax 477-3204 — Annette Freiheit, Hayfield Elementary Principal x279
Brownsdale Elementary: 507-567-2244 Fax 567-2432 — Annette Freiheit, Brownsdale Elementary Principal x222

Home of Viking Pride!

Hayfield Community Schools

9 Sixth Avenue SE, Hayfield, MN 55940
http://www.hayfield.k12.mn.us

Mission: *To provide a safe learning environment that prepares, challenges, and inspires students for life*

Aim 2: Safe and Respectful Learning Community

- Goal 1: All students and staff will learn and work in a safe and healthy environment.
- Goal 2: All students and staff will respect all individuals.

Aim 3: Efficient and Effective Operations

- Goal 1: The District will hire and retain a high performing workforce.
- Goal 2: The District will practice responsible fiscal management.
- Goal 3: The District will use continuous improvement and utilize technology.

Hayfield Community Schools believes that active parental involvement, consistent communication between school and home, and student participation in school activities are important in inspiring lifelong learners.

IDENTIFIED NEEDS BASED ON DATA

Hayfield Community Schools continues to focus on improving student performance on MCA assessments in reading and math. The district has been making steady progress in the increases in the percentages of students who are proficient on the assessments as well as making increases in the Multiple Measurement and Focus Ratings.

MCA Test Data

▪ Reading, Grades 3-8 and 10, Making AYP	2012-2013	59.80% proficient
	2013-2014	65.50% proficient
▪ Math, Grades 3-8 and 11, Making AYP	2012-2013	64.20% proficient
	2013-2104	62.70% proficient

Multiple Measurement Rating (MMR) and Focus Rating (FR)

▪ Hayfield Elementary, Celebration Eligible	2012-2013 MMR	55.89%
	2013-2014 MMR	65.71%
	2012-2013 FR	59.19%
	2013-2014 FR	71.74%
▪ Hayfield High School	2012-2013 MMR	73.33%
	2013-2014 MMR	75.52%
	2012-2013 FR	72.77%
	2013-2014 FR	75.94%

SUPPORT CATEGORY

Students

Students receive academic support in a number of programs in the district that include: Title I, Special Education, mentoring, tutoring, summer school, credit recovery, alternative learning center, structured study hall, and assistive technology. Faculty are available to students before and after school or by appointment.

Teachers and Principals

Hayfield Community Schools supports teachers and principals in meeting district goals with a staff development plan that has input from administration and teachers. A new principal and teacher evaluation model has also been developed to further improve performance and support using research based best practices and action steps that help staff meet their desired goals. A mentoring program for all new faculty helps teachers adjust to their new positions and careers.

Belinda Selfors, Superintendent x225

Hayfield High School: 507-477-3235 Fax 477-3230 — John Howe, High School Principal x224
Hayfield Elementary: 507-477-3236 Fax 477-3204 — Annette Freiheit, Hayfield Elementary Principal x279
Brownsdale Elementary: 507-567-2244 Fax 567-2432 — Annette Freiheit, Brownsdale Elementary Principal x222

Home of Viking Pride!

Hayfield Community Schools

9 Sixth Avenue SE, Hayfield, MN 55940
http://www.hayfield.k12.mn.us

Mission: *To provide a safe learning environment that prepares, challenges, and inspires students for life*

STRATEGIC ACTION PLANS

Aim 1	High Student Achievement			
Goal 1	All students will meet or exceed proficiency levels in reading, writing, mathematics and science.			
Action Steps	**Results**	**Resources**	**Leadership**	**Timeline**
The high school and elementary schools will conduct monthly PLC meetings to analyze data, monitor student learning, and study instructional practices.	PLC meeting agendas and notes Increase in student proficiency rates on district assessments (pre-, formative and summative)	Team Leader training Team Leader stipends Early Release Days Student Learning Results	Administration Team Leaders	August, 2014 - May, 2015
The high school and elementary schools will align curriculum, instruction, and classroom assessments with the state academic standards and state test specifications.	Aligned assessments and instruction Curriculum maps	Early Release Days Classroom assessments State tests specifications and academic standards Curriculum maps	Building Principals Team Leaders	August, 2014 - May, 2015
The high school and elementary schools will use the Response to Intervention process and strategies to support student learning.	Classroom progress monitoring data AIMSweb benchmark assessments (Elementary)	Problem Solving Teams Intervention materials and strategies Time for meetings and professional development	Building Principals Problem Solving Teams	August, 2014 - May, 2015

Aim 1	High Student Achievement			
Goal 2	All students will earn a high school diploma.			
Action Steps	**Results**	**Resources**	**Leadership**	**Timeline**
The high school will offer various opportunities to ensure that all students are on track to earn a high school diploma.	Graduation Rate (based on state data)	Course enrollment fees	High School Principal High School Counselor	August, 2014 - May, 2015
The high school will monitor student progress towards graduation.	Graduation Rate (based on state data) Number of students on track to graduate after 9th, 10th and 11th grade	Time to meet with students and/or parents Credit attainment records	High School Principal High School Counselor	August, 2014 - May, 2015

Aim 2	Safe and Respectful Learning Community			
Goal 1	All students and staff will learn and work in a safe and healthy environment.			
Action Steps	**Results**	**Resources**	**Leadership**	**Timeline**
The District will review and revise the District Crisis Management Plan and safety drill processes.	Revised Crisis Management Plan and safety drill procedures	Time School Nurse and School Resource Officer Current Crisis Management Plan	Administration	September, 2014 - May, 2015
The District will conduct a workplace health and safety survey of its employees.	Health and Safety Survey results	Time Survey Instrument	Superintendent IEA	March, 2015 - May, 2015

Belinda Selfors, Superintendent x225
Hayfield High School: 507-477-3235 Fax 477-3230 — John Howe, High School Principal x224
Hayfield Elementary: 507-477-3236 Fax 477-3204 — Annette Freiheit, Hayfield Elementary Principal x279
Brownsdale Elementary: 507-567-2244 Fax 567-2432 — Annette Freiheit, Brownsdale Elementary Principal x222

Home of Viking Pride!

Hayfield Community Schools

9 Sixth Avenue SE, Hayfield, MN 55940
http://www.hayfield.k12.mn.us

Mission: *To provide a safe learning environment that prepares, challenges, and inspires students for life*

Aim 2	Safe and Respectful Learning Community			
Goal 2	All students and staff will respect all individuals.			
Action Steps	**Results**	**Resources**	**Leadership**	**Timeline**
Each school site will continue implementation and support positive behavioral intervention strategies.	Student satisfaction survey results Discipline incidence data	Time Student Behavior Data Staff development and support	Building Principals	August, 2014 - May, 2015

Aim 3	Efficient and Effective Operations			
Goal 1	The District will hire and retain a high performing work force.			
Action Steps	**Results**	**Resources**	**Leadership**	**Timeline**
The District will support Professional Learning Communities (PLCs).	Increased student performance on MCA, AIMSweb, and district assessments (pre-, formative and summative)	Team Leader training Team Leader stipends Early Release Days Student learning results	Administration Team Leaders	August, 2014 - June, 2015
The District will continue to implement the Framework for Effective Teaching as the district's teacher evaluation process.	Increase in teacher proficiency levels	Framework for Effective Teaching Time Observations Staff development for teachers on the Framework Licensure requirements	Administration	August, 2014 - May, 2015
The District will support a mentoring program for all new employees and an induction program for all new teachers and second year teachers.	Participant survey results	Mentoring programs stipends and materials Induction program stipends and materials Time Mentors	Building Principals Mentor Program coordinators	August, 2014 - May, 2015

Aim 3	Efficient and Effective Operations			
Goal 2	The District will practice responsible fiscal management.			
Action Steps	**Results**	**Resources**	**Leadership**	**Timeline**
The School Board and Administration will complete the budget planning process.	A proposed balanced budget for the next school year (2015-2016)	Information needed: projected revenues and expenditures, projected enrollment, project staffing	School Board Administration	November, 2014 - May, 2015
The Administration will review expenditures and budgets.	Departmental Balanced Budgets (EOY)	Budget expenditure reports	Administration	Monthly from September, 2014 - June, 2015

Belinda Selfors, Superintendent x225
Hayfield High School: 507-477-3235 Fax 477-3230 — John Howe, High School Principal x224
Hayfield Elementary: 507-477-3236 Fax 477-3204 — Annette Freiheit, Hayfield Elementary Principal x279
Brownsdale Elementary: 507-567-2244 Fax 567-2432 — Annette Freiheit, Brownsdale Elementary Principal x222

Home of Viking Pride!

Hayfield Community Schools

9 Sixth Avenue SE, Hayfield, MN 55940

http://www.hayfield.k12.mn.us

Mission: *To provide a safe learning environment that prepares, challenges, and inspires students for life*

Aim 3	Efficient and Effective Operations			
Goal 3	The District will use continuous improvement and utilize technology.			
Action Steps	**Results**	**Resources**	**Leadership**	**Timeline**
The District will create and deploy strategic action plans for all district goals.	Plans are written Plans are deployed	District Goals and Results	School Board Administration	Quarterly Review (September 2014 – May 2015) Annually Update (June, 2015 – August, 2015)
The District will maintain a one-to-one program and embed technology within teaching and learning for grades 7-12.	Student survey results 100% of teachers are using Moodle	iPads and other technology equipment PLC time for professional development Technology training classes Parent and student orientation and meetings	High School Principal Administration Technology Coordinator	July, 2014 – June, 2015

Belinda Selfors, Superintendent x225

Hayfield High School: 507-477-3235 Fax 477-3230 — John Howe, High School Principal x224

Hayfield Elementary: 507-477-3236 Fax 477-3204 — Annette Freiheit, Hayfield Elementary Principal x279

Brownsdale Elementary: 507-567-2244 Fax 567-2432 — Annette Freiheit, Brownsdale Elementary Principal x222

Hayfield Community Schools

9 Sixth Avenue SE, Hayfield, MN 55940
http://www.hayfield.k12.mn.us

Mission: *To provide a safe learning environment that prepares, challenges, and inspires students for life*

DISTRICT ASSESSMENT PLAN

The District believes assessment is a vital component of the teaching and learning process. It helps us to monitor student achievement, guide instruction, and analyze program effectiveness. The purpose of assessment is to:

- Ensure student learning meets or exceeds District and state standards
- Inform instruction
- Place students in appropriate education settings
- Demonstrate accountability to stakeholders – students, parents, teachers and taxpayers.

The chart below outlines the assessments administered at each grade level, subject area, timeline and the purpose of the assessment.

Grade Level	Assessment	Subject Area	When	Purpose
Kindergarten, Grade 1, 2, and 3	Title I - AIMSweb Benchmark Assessments	Reading & Math	Fall, Winter, and Spring	Title I Program Placement and Progress Monitoring of Students
Grade 4, 5, and 6	AIMSweb Benchmark Assessments	Reading & Math	Fall, Winter, and Spring	Progress Monitoring of Students
Grade 3	Minnesota Comprehensive Assessment	Reading & Math	Spring	Program Evaluation
Grade 4	Minnesota Comprehensive Assessment	Reading & Math	Spring	Program Evaluation
Grade 5	Minnesota Comprehensive Assessment	Reading, Math & Science	Spring	Program Evaluation
Grade 6	Minnesota Comprehensive Assessment	Reading & Math	Spring	Program Evaluation
Grade 7, 8, 9, 10, & 11	Measures of Academic Progress (MAP)	Reading & Math	Fall & Spring	Benchmark/Progress Monitoring of Students
Grade 7	Minnesota Comprehensive Assessment	Reading & Math	Spring	Program Evaluation
Grade 8	Minnesota Comprehensive Assessment	Reading, Math & Science	Spring	Program Evaluation
Grade 8	EXPLORE Test	English, Mathematics, Reading in Science, Reading in Social Studies	Fall	Aptitude, Achievement, Interest Inventory
Grade 10	PLAN Test	English, Mathematics, Reading in Science, Reading in Social Studies	Fall	Aptitude, Achievement, Interest Inventory
Grade 10	Minnesota Comprehensive Assessment	Reading & Science	Spring	Program Evaluation
Grade 11	Minnesota Comprehensive Assessment	Mathematics	Spring	Program Evaluation
Grade 11	ASVAB (Self-Directed Inventory)	Mathematics, Reading, Science, Interest Inventory	Fall	Vocational Aptitude, Scholastic Aptitude, Interest Inventory
Grade 11	ACT + Writing	English, Mathematics, Reading in Science, Reading in Social Studies, Written Composition	Spring	College Entrance Exam, Aptitude, Achievement, Interest Inventory

Belinda Selfors, Superintendent x225
Hayfield High School: 507-477-3235 Fax 477-3230 — John Howe, High School Principal x224
Hayfield Elementary: 507-477-3236 Fax 477-3204 — Annette Freiheit, Hayfield Elementary Principal x279
Brownsdale Elementary: 507-567-2244 Fax 567-2432 — Annette Freiheit, Brownsdale Elementary Principal x222

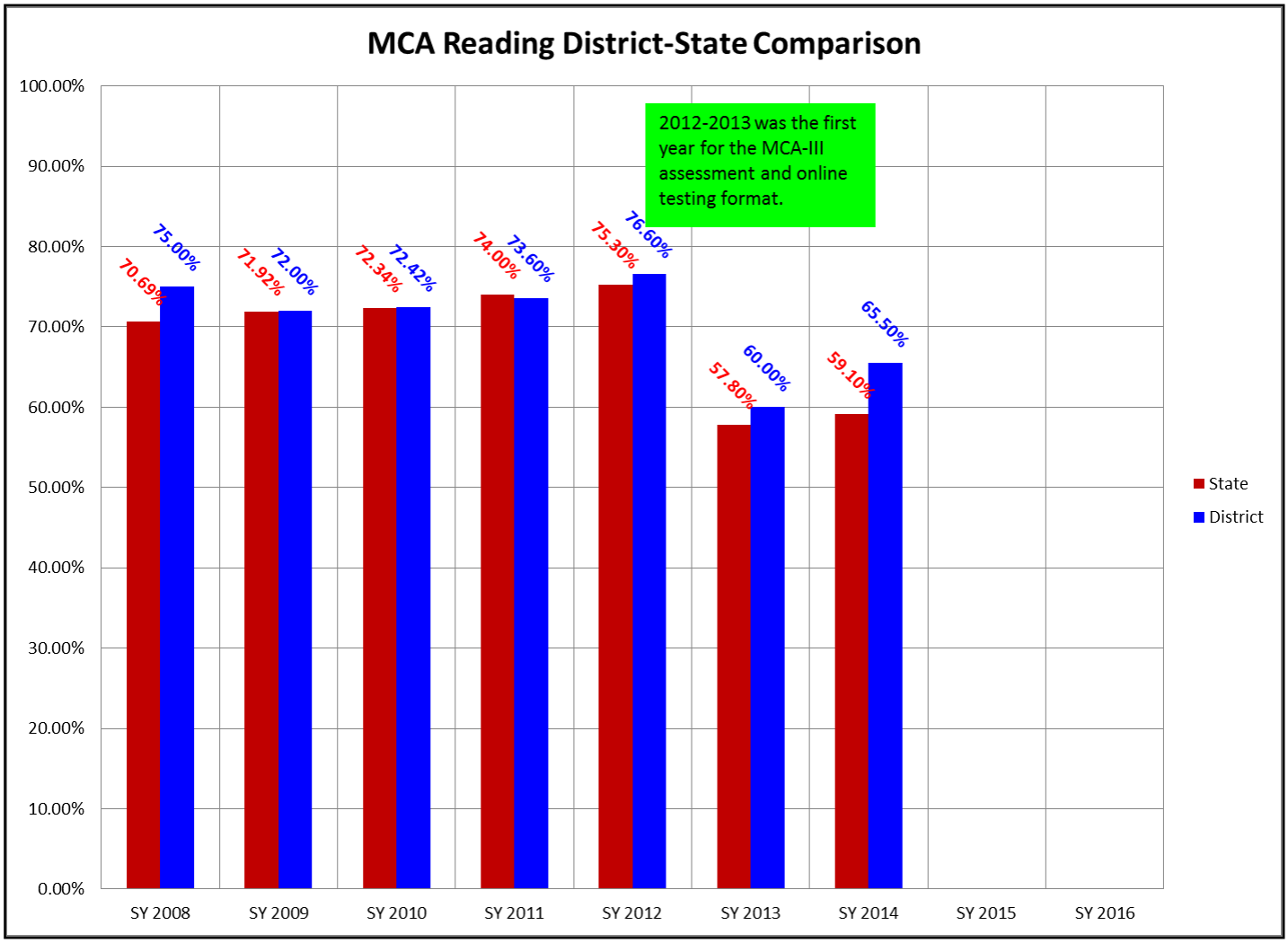
Home of Viking Pride!

Hayfield Community Schools

9 Sixth Avenue SE, Hayfield, MN 55940
http://www.hayfield.k12.mn.us

Mission: *To provide a safe learning environment that prepares, challenges, and inspires students for life*

KEY INDICATORS OF IMPLEMENTATION PROGRESS



Belinda Selfors, Superintendent x225
John Howe, High School Principal x224
Annette Freiheit, Hayfield Elementary Principal x279
Annette Freiheit, Brownsdale Elementary Principal x222

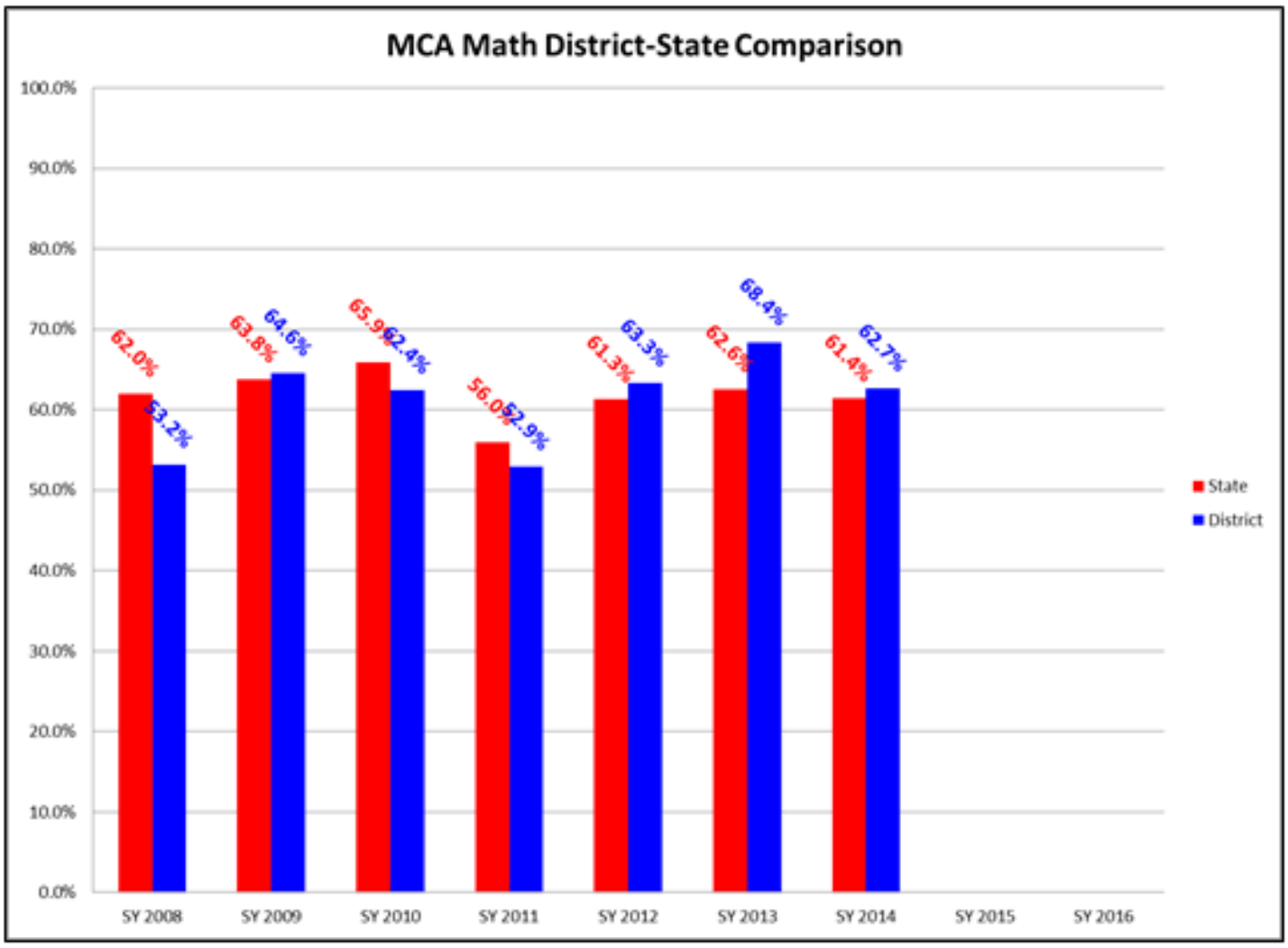
Hayfield High School: 507-477-3235 Fax 477-3230
Hayfield Elementary: 507-477-3236 Fax 477-3204
Brownsdale Elementary: 507-567-2244 Fax 567-2432

Home of Viking Pride!

Hayfield Community Schools

9 Sixth Avenue SE, Hayfield, MN 55940
http://www.hayfield.k12.mn.us

Mission: *To provide a safe learning environment that prepares, challenges, and inspires students for life*



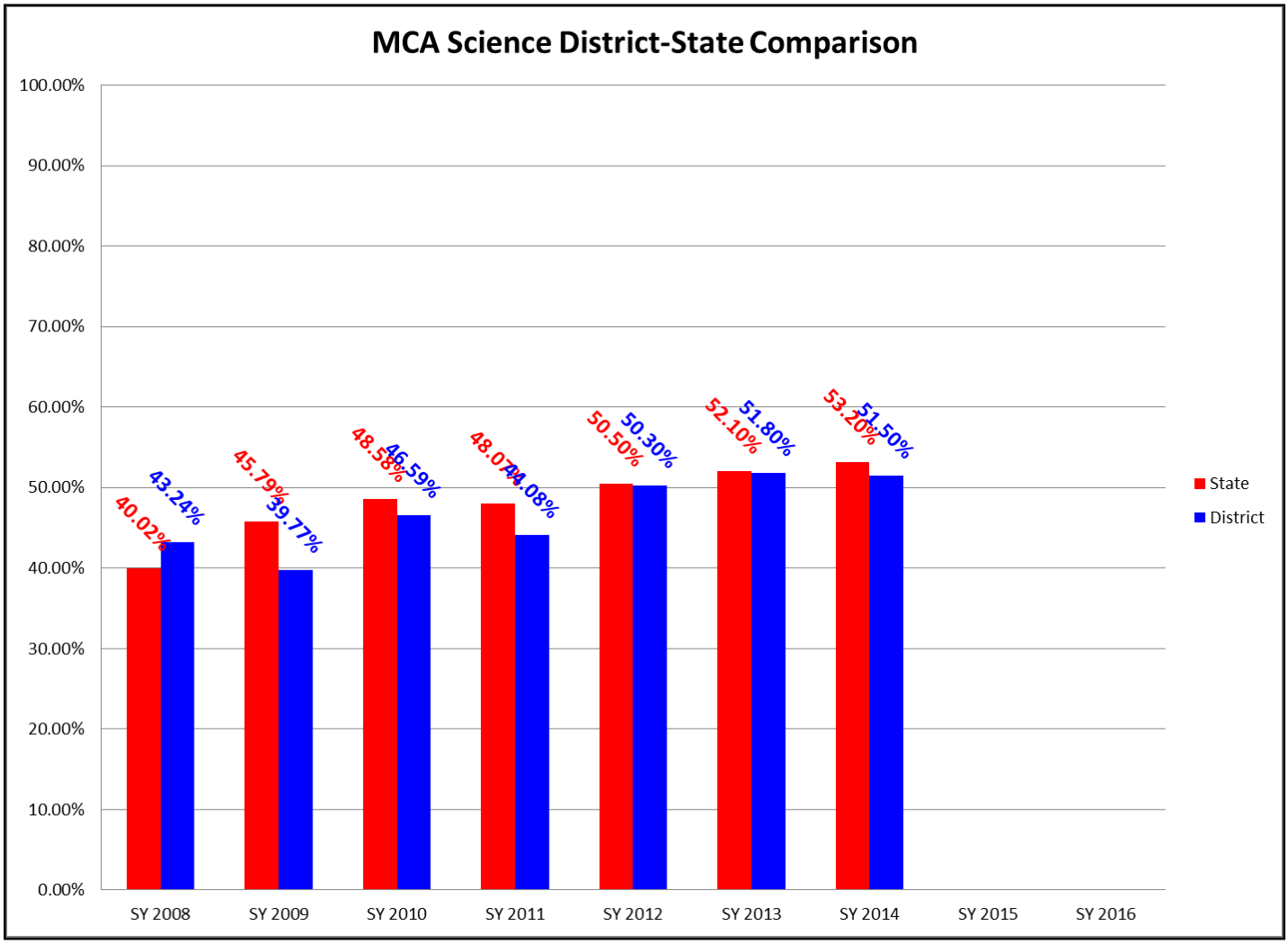
Belinda Selfors, Superintendent x225
Hayfield High School: 507-477-3235 Fax 477-3230 — John Howe, High School Principal x224
Hayfield Elementary: 507-477-3236 Fax 477-3204 — Annette Freiheit, Hayfield Elementary Principal x279
Brownsdale Elementary: 507-567-2244 Fax 567-2432 — Annette Freiheit, Brownsdale Elementary Principal x222

Home of Viking Pride!

Hayfield Community Schools

9 Sixth Avenue SE, Hayfield, MN 55940
http://www.hayfield.k12.mn.us

Mission: *To provide a safe learning environment that prepares, challenges, and inspires students for life*



Belinda Selfors, Superintendent x225
Hayfield High School: 507-477-3235 Fax 477-3230 — John Howe, High School Principal x224
Hayfield Elementary: 507-477-3236 Fax 477-3204 — Annette Freiheit, Hayfield Elementary Principal x279
Brownsdale Elementary: 507-567-2244 Fax 567-2432 — Annette Freiheit, Brownsdale Elementary Principal x222

Home of Viking Pride!

Hayfield Community Schools

9 Sixth Avenue SE, Hayfield, MN 55940
http://www.hayfield.k12.mn.us

Mission: *To provide a safe learning environment that prepares, challenges, and inspires students for life*

Adequate Yearly Progress							
Hayfield Schools	**2008**	**2009**	**2010**	**2011**	**2012**	**2013**	**2014**
Math Participation	99.8%	99.8%	99.8%	99.3%	99.5%	99.75%	99.06%
Math Proficiency Index Pts.	65.7	75.2	74.7	67.0	73.0	77.5	75.49
Reading Participation	99.8%	99.8%	100.0%	99.3%	100.0%	99.28%	99.52%
Reading Proficiency Index Pts.	84.1	82.7	82.1	83.0	85.2	73.1	75.13
Attendance	95.1%	95.0%	94.6%	94.1%	94.5%	94.6%	94.73%
Graduation	100.0%	100.0%	97.2%	98.2%	91.2%	87.69%	94.34%

2014 Parent Survey Results	
Survey Question	**% who Agree and Strongly Agree**
I feel welcomed and respected when I visit my child's school.	90.72%
My child feels respected by his/her peers at school.	91.75%
My child/children feel safe at school.	100.00%
Overall, how satisfied are you with your child's school?	88.66% were Satisfied/Very Satisfied

Graduation Trend Data		
Year	**Number of Students Graduated**	**Graduation Rate**
2009	**70**	90.9%
2010	52	83.9%
2011	62	91.2%
2012	57	87.7%
2013	50	94.3%

Belinda Selfors, Superintendent x225
Hayfield High School: 507-477-3235 Fax 477-3230 — John Howe, High School Principal x224
Hayfield Elementary: 507-477-3236 Fax 477-3204 — Annette Freiheit, Hayfield Elementary Principal x279
Brownsdale Elementary: 507-567-2244 Fax 567-2432 — Annette Freiheit, Brownsdale Elementary Principal x222

Home of Viking Pride!

Hayfield Community Schools

9 Sixth Avenue SE, Hayfield, MN 55940
http://www.hayfield.k12.mn.us

Mission: *To provide a safe learning environment that prepares, challenges, and inspires students for life*

BROAD OUTCOMES IMPACTED

All Students Ready for Kindergarten

Our goals for our School Readiness program are to provide activities to help children be ready for kindergarten in the 4 areas of development – social/emotional, physical (gross & fine motor), cognitive, and language development.

- In the social/emotional area, we want students to be ready to learn by demonstrating self-confidence, can work independently, follow directions, and get along with their classmates and teachers.
- In the area of physical development, we want students to demonstrate basic large and small muscle coordination, and to be able to handle tools for writing and drawing adequately.
- In the area of cognitive development, students should demonstrate problem solving skills (cause & effect), logical thinking (classifying, patterns, etc.), and number and counting awareness.
- In the area of language development, students should be able to hear and discriminate the sounds of language, ask and answer questions, demonstrate knowledge of the alphabet, enjoy being read to, and writes some letters and words.

All Students in Third Grade Achieving Grade Level Literacy

Reading proficiency is essential to academic success. Hayfield Community Schools is committed to providing the resources and instruction necessary for every child to read well by third grade. All day, every day kindergarten and small class sizes in the primary grades are two examples of our commitment. We will also use:

- A comprehensive core instruction
- Intervention/enrichment time for identified students
- job-embedded professional development for teachers
- School-wide benchmark assessment system for screening
- Formative and summative assessments to monitor learning
- Effective communication with parents and community
- Opportunities for parent engagement to support literacy development at home and in school

At Hayfield Community Schools, students are assessed to measure their reading level and skills. Instruction is provided to improve their reading proficiency based on their individual needs in order to be reading well by third grade. Core instruction focuses on the 2010 Minnesota K-12 Academic Standards in English Language Arts. A building-wide system of intervention/enrichment time at each grade level (kindergarten-grade 3) provides instruction in interventions specific to student needs.

We will continue to maintain our curriculum review cycle to ensure quality curriculum and instruction in literacy. Student learning data is used in this process. Our professional learning communities will monitor student learning to ensure each student receives the support and instruction to be reading well by third grade. There are four primary components to our literacy plan, which include the following:

- A defined process for assessing all students' reading proficiency that includes an initial screening, diagnostics, and progress monitoring and assessments.
- A defined process for parent notification and involvement that includes reporting assessments results to parents a minimum of three times a year. Students who are receiving interventions will be notified by their classroom teacher of the interventions and the progress monitoring during the intervention. If the student is referred to the PST, the student's classroom teacher will notify the parents of the referral. These notifications will be done via email, phone, letter, or conference.
- A continuum of literacy support designed to meet the needs of all students through the use of a 3-tiered program.
  - Tier 1 focuses on Core Instruction where all K-6 students receive approximately 90 to 120 minutes of core reading instruction each day. Core Instruction focuses on the five strands of reading: phonemic awareness, phonics, fluency, vocabulary and comprehension. Included in this time block is whole group, small group and individual instruction depending on the needs of the students.

Belinda Selfors, Superintendent x225

Hayfield High School: 507-477-3235 Fax 477-3230 — John Howe, High School Principal x224
Hayfield Elementary: 507-477-3236 Fax 477-3204 — Annette Freiheit, Hayfield Elementary Principal x279
Brownsdale Elementary: 507-567-2244 Fax 567-2432 — Annette Freiheit, Brownsdale Elementary Principal x222

Home of Viking Pride!

- Tier 2 focuses on Supplemental Instruction in which students not meeting proficiency receive an additional 30 minutes, three to five days per week of reading interventions (Intervention/Enrichment Time) within the classroom. Intervention groups may have 4-6 students in them, depending on student needs. The intervention is based on diagnostic assessment data for each student.
- Tier 3 focuses on Intensive Instruction for students who are not responding to supplemental intervention, who are placed in intensive instruction. The interventions administered in this tier are for 30 to 45 minutes per day, four to five days per week, and in student groups of one to four.

▪ The district is committed to professional learning communities and common planning time to promote professional development for our teaching staff. Each professional learning community will meet monthly to focus on four main questions (based on DuFour's PLC work):

1. What do we want our students to know and be able to do? The MN Academic English Language Arts Standards (2010) at each grade level.
2. How will we know they have reached proficiency? Formative and Summative Assessments administered throughout the school year.
3. What will we do for those students who have not reached proficiency? Administer Tier 2 and 3 interventions and progress monitor the effectiveness of those interventions during grade level intervention/enrichment time.
4. What will we do for those students who are proficient? Administer enrichment during grade level intervention/enrichment time.

Closing Achievement Gap

Hayfield Community Schools are committed to ensuring all students are provided with high-quality instruction and programming that result in student achievement that meets or exceeds the minimums for state and district proficiencies. In an effort to focus on closing the achievement gap, the district is focusing on four subgroups of students, including White, Hispanic, Free and Reduced Lunch Status and Special Education.

To determine the goals for 2017 in Math and Reading, the percent of students who did not demonstrate proficiency in the baseline year were reduced by ½.

MCA-III Math Subgroups	2011 Baseline % Proficient	2017 Goal % Proficient
White	57.8	78.9
Hispanic	42.1	71.1
Free-Reduced	41.3	70.7
Special Education	25.0	62.5

MCA-III Reading Subgroup	2013 Baseline % Proficient	2017 Goal % Proficient
White	62.4	81.2
Hispanic	44.8	72.4
Free-Reduced	43.1	71.6
Special Education	15.6	57.8

All Students Career- and College-Ready by Graduation

Hayfield High School will begin participation in the Ramp-Up to Readiness program during the 2015-2016 school for grades 7 through 12. Ramp-Up to Readiness is a school-wide advisory program that helps students master the knowledge, skills, and habits for success in a high-quality college program, whether it be at a technical college, a community college or a four-year college or university. Readiness means reaching the following goals by the end of high school: Academic Readiness, Admissions Readiness, Career Readiness, Financial Readiness, & Personal and Social Readiness.

- Ramp-Up to Readiness was designed over a period of 5 years based on an extensive review of scholarly research and intensive engagement in Minnesota secondary schools.
- Ramp-Up to Readiness implements the recommendations of high quality research on college readiness as identified in a rigorous review conducted by and published in the Institute of Education Sciences' What Works Clearinghouse.
- The Ramp-Up Readiness program helps students identify possible careers that match students' interests and skills and find the best postsecondary options for those careers.

Hayfield High School is continually looking for opportunities to increase the supply of academic rigor available to students when rigor is needed. The Hayfield Community Schools provide a wide range of Career and Technical Education, College in the Schools, and Post-Secondary Education Option opportunities for students that increase academic rigor and have a direct impact on career and college readiness and high school graduation rates.

Belinda Selfors, Superintendent x225

Hayfield High School: 507-477-3235 Fax 477-3230 — John Howe, High School Principal x224

Hayfield Elementary: 507-477-3236 Fax 477-3204 — Annette Freiheit, Hayfield Elementary Principal x279

Brownsdale Elementary: 507-567-2244 Fax 567-2432 — Annette Freiheit, Brownsdale Elementary Principal x222

Hayfield Community Schools

9 Sixth Avenue SE, Hayfield, MN 55940

http://www.hayfield.k12.mn.us

Mission: *To provide a safe learning environment that prepares, challenges, and inspires students for life*

All Students Graduate

The District has adopted Aim I: High Student Achievement, Goal 2: All students will earn a high school diploma. The District has implemented programs to achieve this goal including the following:

- Small groups of students assigned to an advisor through the Homeroom program;
- Monitoring of credits and credit recovery by the High School Principal and High School Counselor;
- Individual parent and student meetings with staff to develop course plans for each academic year; and,
- Offer online credit recovery opportunities to help students stay on track for on-time graduation.

Belinda Selfors, Superintendent x225

Hayfield High School: 507-477-3235 Fax 477-3230 — John Howe, High School Principal x224

Hayfield Elementary: 507-477-3236 Fax 477-3204 — Annette Freiheit, Hayfield Elementary Principal x279

Brownsdale Elementary: 507-567-2244 Fax 567-2432 — Annette Freiheit, Brownsdale Elementary Principal x222