

NORTHERN CASS  
STRATEGIC PLAN  
(2017-2022)



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## Northern Cass Strategic Planning Committee

The following individuals served on the Strategic Planning Committee meeting two times on July 19<sup>th</sup> and August 1<sup>st</sup>.

Dr. Cory Steiner	Superintendent
Derrick Bopp	Activities Director/Dean of Students
Jessica Stoen	2 <sup>nd</sup> Grade Teacher and NC-TLA Member
Brittany Breiland	Middle School ELA Teacher and NC-TLA Member
Sarah VanderWal	Parent
Katie Itterman	Burgum Foundation President and Community Member
Carrie Petersen	Administrative Assistant
Darin Eller	Technology Integration Specialist and NC-TLA Member
Carla Wolsky	1 <sup>st</sup> Grade Teacher and NC-TLA Member
Tom Klapp	Secondary Science Teacher and NC-TLA Member
Tammi Pueppke	Parent
Dr. Thomas Hall	North Dakota State University Professor
Julie Keckler	Business Manager

The following individuals attended a Community Forum meeting held on April 7<sup>th</sup>, 2016.

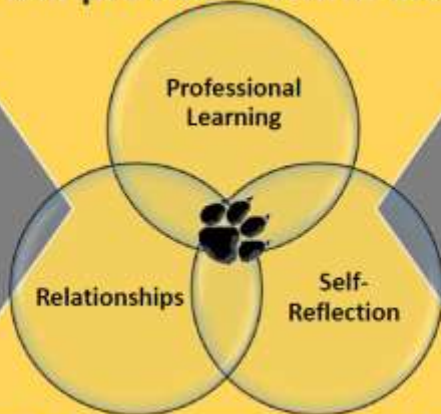
Dr. Cory Steiner	Superintendent
Julie Keckler	Business Manager
Patty Munro	Parent
Kathy Karl	Parent
Jim Haag	Parent
Jamison Jensen	Parent
Kirk Howatt	Parent
Mary Howatt	Parent
Joy Aaseby	Parent
Nate Van Wechel	Parent
Tamara Van Wechel	Parent
Jeanine Allmaras	Parent
Carrie Petersen	Administrative Assistant
Travis Winterquist	Parent
Clint Severance	Parent
Dave Burchill	Bus Driver/Substitute Teacher
Robert Bohmert	Parent



**'We believe every child can change the world;  
therefore, we will provide a world class education.'**

'We are dedicated and passionate about relationships, teaching and learning, self-reflection, acknowledging greatness, and support of the Northern Cass community.'

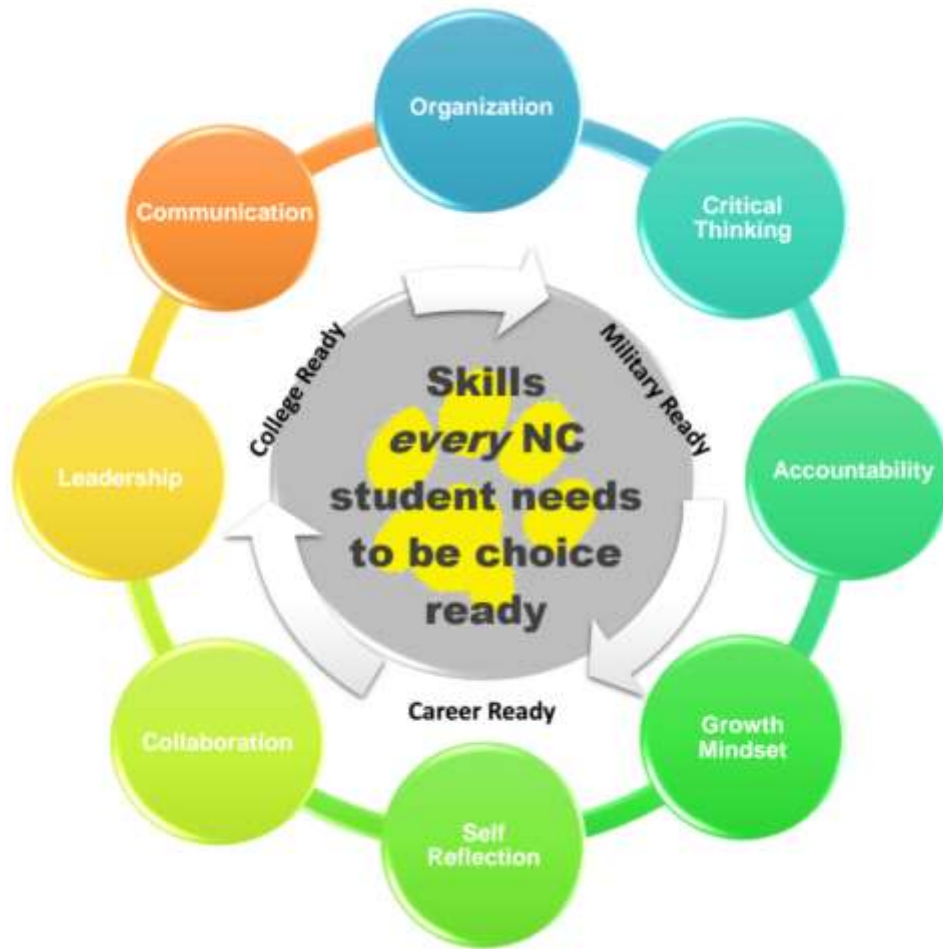
'We are driven towards continuous improvement.'



**GOAL #1**  
Each student will graduate Northern Cass choice ready.  
(College/Career/Military)

**GOAL #2**  
Northern Cass will foster a positive partnership with all stakeholders.

**GOAL #3**  
Northern Cass will develop a formal communication plan to proactively engage stakeholders.



## **Northern Cass 'Why'**

'We believe *every* child can change the world; therefore, we will provide a world class education.'

## **Northern Cass Collective Commitments**

'We are dedicated and passionate about relationships, teaching and learning, self-reflection, acknowledging greatness, and support of the Northern Cass community.'

'We are driven towards continuous improvement.'

## **Northern Cass Three Circles**



## **Strengths**

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The following strengths were identified:

- The staff is committed to helping each student grow academically, emotionally, and socially.
- The staff is committed to creating, nurturing, and maintaining strong relationships.
- The district is committed to creating a small school environment with big school opportunities by maintaining small class sizes.
- The district and staff are committed to quality professional learning opportunities for all stakeholders.
- The district is committed to enriching the learning environment by allocating financial resources for technology.
- The district is committed to high quality facilities.

## **Weaknesses**

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The following weaknesses were identified:

- Stakeholders understand the importance of increasing rigor and relevance in the classroom to better prepare students for the postsecondary world.
- Stakeholders understand the importance of effective communication.
- Stakeholders understand the location of the district can, at times, limit genuine involvement.

## **Challenge Statements**

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- The district must maintain focus on becoming a destination school for both students and staff.
- The district and its stakeholders must develop a protocol of mutual accountability from staff, parents, students, and community members.
- The district and its stakeholders must develop multiple opportunities for authentic involvement.
- The district and its stakeholders must develop respect for the time of individuals and the organization.
- The district and its stakeholders must develop an understanding of how Northern Cass fits into a global society.
- The district and its stakeholders must implement a rigorous and relevant curriculum with value beyond school.

**Strategic Plan Goal #1: Each student will graduate choice ready (career, job, or military).**

- **Choice Ready Skills**
  - Career and College Liaison (new position for 2017-18)
  - Advancement Via Individual Determination (AVID)
  - Marzano Framework of Instruction
  - Competency-Based Education
  - Elective Course Offerings
  - Postsecondary Plan
  - Community Service Requirement
- **Customized Learning**
  - Multi-Tiers Systems of Support (MTSS)
  - Northern Cass Jaguar Academy
  - Advanced Coursework
    - Dual Credit
    - Advanced Placement



**Strategic Plan Goal #2: Northern Cass will foster a positive partnership with all stakeholders.**

- **Partnerships with Other School Districts**
  - Cass County Career Technical Education Center (CCCTEC)
    - West Fargo
    - Fargo
    - Central Cass
  - Extra-Curricular Activities
    - Central Cass
  - Co-Curricular Activities
    - Central Cass
  - Professional Learning
    - Central Cass
    - Hope-Page
    - Jamestown
    - Oakes
    - Valley City
- **Higher Education Partnerships**
  - Bush Grant
    - Mayville State University
    - North Dakota State University
    - Valley City State University
  - Northern Cass Teacher Leadership Academy
    - North Dakota State University
  - College Visits (Freshmen, Sophomores, and Juniors)
    - Minnesota State Community & Technical College—Moorhead
    - Minnesota State University—Moorhead
    - North Dakota State University
    - North Dakota State College of Science
    - Northland Community & Technical College—East Grand Forks
    - University of North Dakota
    - Valley City State University
  - College Panels
    - North Dakota State University (Dr. Jeff Boyer-Professor)
- **Community Partnerships**
  - Nurtured Heart Approach (NHA) training for parents and community members
  - Community Care Clean-up Day
  - Leadership Class Community Service Learning

- Adult Education Classes
- Northern Cass Preschool
- Gearing Up for Kindergarten
- Grandparent's Day
- Community Center (non-school use of building)
- **Business Partnerships**
  - Career Day
  - FFA Panel
  - AmeriCorps
    - Reading Corps

**Strategic Plan Goal #3: Northern Cass will develop a formal communication plan to proactively engage stakeholders.**

- **Technology**
  - Website (<http://www.northerncassschool.org>)
  - Twitter (@NCSD97)
  - App (Northern Cass School District for Apple or Droid)
  - Alert Now System
  - Jaguar Vision (Channel 79 through Polar Communications)
  - Jaguars Online (streaming of events located on app or website)
- **Written Communication**
  - Northern Cass School District Newsletter
  - Cass County Reporter Media Releases
  - Fargo Forum Media Releases
  - Memos
- **Public Forums**
  - Parent Advisory Board (PAB)
  - Parent Teacher Organization (PTO)
  - Booster Club
  - Business-Community Luncheon
  - Senior-Citizen Luncheon

## Goal #1: Each student will graduate choice ready.

Strategies	Initiative Start Date	Person Responsible	Considerations	Data
<b>Northern Cass Jaguar Academy</b>	2017	Administrative Team, College and Career Counselor, and Lead Teacher	Funding for staffing, training, and on-line support; Approval from DPI; Move to Standards-Based Grade	Credits earned, participants, internships, and job shadows
<b>AVID</b>	2016	District Director and Site Teams	Funding for staffing and training	Participation Results & Student Satisfaction Surveys
<b>Departmentalizing</b>	2016	Elementary Principal	Funding for staffing; will formally evaluate annually	Staff and Parent Satisfaction Surveys
<b>Middle School</b>	2016	Secondary Principal and Dean of Students	Funding for staffing; will formally evaluate annually	Staff, Student, and Parent Satisfaction Surveys; Portfolios of Learning
<b>MTSS</b>	2015	Data Team	Funding for ongoing training and staffing; will evaluate annually	Student Assessment Data
<b>Curriculum</b>	2015	Administrative Team	State standards, alignment, development of a relevant curriculum	Essential Learning Targets
<b>Advanced Coursework</b>	2015	Administrative Team	Highly qualified staff and professional learning training	Dual Credit, Advanced Placement, and CCCTEC enrollment
<b>Career and College Liaison</b>	2017	Administrative Team	Approval from the board for position; Qualified applicant	Job Description; PK-12 College and Career Curriculum
<b>Data Wall</b>	2014	Data Team	Protocol for implementation and training; time;	Assessment Cycle Calendar
<b>PLC</b>	2014	Administrative Team	Training, reliability, and validity	Annual PLC Report (first and second part of year)
<b>Community Service Requirement</b>	2017	Administrative Team	Developing a policy for parent and student service learning as a graduate requirement	Practicum guide and Participation Rates
<b>Elective Course Offerings</b>	2016	Secondary Counselor and Secondary Teachers	Staffing and funding for materials	Program of Studies
<b>Postsecondary Plan</b>	2016	Secondary and Elementary Counselor	Format and technology	Completed Plans
<b>Instructional Rounds</b>	2015	Administrative Team	Scheduling and funding for substitute teachers	Teacher Satisfaction Survey

<b>Marzano Framework of Instruction</b>	2014	Administrative Team	Funding for training and professional learning opportunities	Commitment Statements
<b>Whole Brain Teaching</b>	2016	Administrative Team, 2 <sup>nd</sup> Grade Teachers	Funding for training and professional learning opportunities	Action Research Results
<b>Capstone Project</b>	2017	Administrative team, TLA Participants, Counseling Team	Finding a platform to host; Staff support for students	Clear framework with expectations, routines, and procedures
<b>Mentor Programs (Student and Teacher)</b>	2015	Administrative Team; Staff Advisory Council	Time for meeting with mentees; time for training mentors	Mentor and Mentee Satisfaction Surveys
<b>Competency-Based Education (6<sup>th</sup>-12<sup>th</sup> grade)</b>	TBD	Administrative Team and Key Staff	Ongoing training	Standards-Based Report Cards

**Goal #2: Northern Cass will foster a positive partnership with all stakeholders.**

<b>Strategies</b>	<b>Timeline</b>	<b>Person Responsible</b>	<b>Considerations</b>	<b>Data</b>
<b>NHA Training</b>	2014	Administrative Team and Nurtured Heart Training Team	Funding for training and professional learning opportunities; Time commitment by trainers and trainees	Participation Rates and Stakeholder Satisfaction Surveys; Hours of Training
<b>Preschool</b>	2015	Superintendent and Teacher	Funding for staffing; state funding	Participation Rates and Parent Satisfaction Survey
<b>Community Care Clean-Up Day</b>	2010	Elementary Principal	Transportation and Community Involvement	Number of Participants and Projects Completed
<b>Leadership Class Community Service Learning</b>	2016	Superintendent & Leadership Teacher	Staffing and resources for taking projects into the community	List of Organizations for Volunteering and Poster Presentation on Completed Projects
<b>FFA Panel</b>	2017	FFA Advisor	Logistics and Coordinating Speakers	Number of Participants; Exit Tickets; Number of Speakers
<b>AmeriCorps (Reading Corps)</b>	2016	Data Steward	Funding and volunteers for the program	Standardized Testing Data (from the program)
<b>Northern Cass Teacher Leadership Academy</b>	2016	Superintendent, Secondary and Elementary Principal	Funding and human capital	Practicum Hours and Degrees Completed
<b>Adult Education Courses</b>	2017	Technology Coordinator, Technology Integration Specialist, and Superintendent	Logistics and Coordinating Classes	Number of Participants; Exit Ticket
<b>Grandparent's Day</b>	2014	Elementary Principal and Elementary Counselor	Logistics and Coordinating Schedules	Number of Participants
<b>Community Center</b>	2014	Administration	Advertising how our facility can be utilized; Logistics for scheduling	Number of Groups Utilizing Facility
<b>College Visits</b>	2014	Secondary	Funding for transportation;	Number of

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		Principal, Secondary Counselor, and Elementary Counselor	Linking visits to current curriculum	Colleges Visited; Number of Participants
<b>College Panels</b>	2016	Secondary Counselor	Funding	Number of Student Participants; Number of Professor Participants
<b>Career Day</b>	2016	Secondary Counselor	Time for organization; Receiving adequate number of volunteers	Student Surveys
<b>Extra- curricular/ Co- curricular Activities</b>	2016	Activities Director/Dean of Students	Balance between co- curricular and extra- curricular activities; process for adding new activities	Participation Rates
<b>Collaboration with other School Districts</b>	2017	Superintendent	Time for developing authentic relationships; define clearly what will be gained	Artifacts from collaboration (i.e.—formative assessment)
<b>Bush Grant</b>	2016	Superintendent	Funding for substitute; missed classroom instruction by teachers	Practicum Guide and Hours of Participation
<b>Gearing Up</b>	2014	Elementary Principal	Funding for trainers; marketing the opportunity	Participation Rates
<b>CCCTEC</b> (Cass County Career Technical Education Center)	2015	Superintendent	Funding for the center; funding for staff	Student Participation and Completion Rates

**Goal #3: Northern Cass will develop a formal communication plan to proactively engage stakeholders.**

<b>Strategies</b>	<b>Timeline</b>	<b>Person Responsible</b>	<b>Considerations</b>	<b>Data</b>
<b>Northern Cass Website</b>	2014	Technology Coordinator, Technology Integration Specialist, and Administrative Assistant	Creating time and identifying staff	Website visits
<b>Northern Cass App</b>	2017	Technology Coordinator, Technology Integration Specialist, and Administrative Assistant	Creating time and identifying staff	App downloads
<b>Twitter (@NCSD97)</b>	2015	Technology Coordinator, Technology Integration Specialist, and Administrative Assistant	Creating time and identifying staff	Number of followers and tweets
<b>Parent Advisory Board</b>	2014	Superintendent	Finding time for holding meetings	Participation Rates
<b>Jaguar Vision 79</b>	2016	Superintendent, Technology Coordinator, and Lead Teacher	Maintaining students in Broadcasting class;	Number of Events Streamed/Recorded/Broadcast; Number of viewers (streamed events)
<b>Alert Now System</b>	2014	Superintendent and Administrative Assistant	Funding	Number of Alert Now Messages
<b>Northern Cass School District Newsletter</b>	2014	Administrative Team, Teachers, and Administrative Assistant	Electronic v. paper copies	Number of Newsletters
<b>Jaguars Online (streaming)</b>	2014	Technology Coordinator and Technology Help Desk	Funding and Staffing	Number of Events Streamed
<b>Media Releases (Cass County Reporter and Fargo Forum)</b>	2015	Administrative Team and Administrative Assistant	Assign specific personnel	Number of Media Releases
<b>Memos</b>	2010	Administrative Team	Frequency of communications	Number of Memos

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<b>Booster Club</b>	2015	Booster Club President	Relationship with co-curricular and extra-curricular activities	Amount of funding given to programs/activities
<b>PTO</b>	2015	PTO President	Relationship with co-curricular and extra-curricular activities; balance between elementary and secondary	Amount of funding given to programs/activities
<b>Senior-Citizen Luncheon</b>	2017	Administrative Team	Scheduling and Logistics	Number of Participants; Exit Ticket
<b>Business-Community Luncheons</b>	2014	Superintendent, School Board Members, and Business Manager	Scheduling and Logistics (including getting people to attend)	Number of Participants; Exit Ticket

**Goal #1 Results—Career: Student are job ready if they have identified a job interest and meet two of the behavioral and experiential benchmarks listed below (National College and Career Readiness Indicators); Collection of data begins in 9<sup>th</sup> grade.**

Measureable	Class of 2017
<b>Minimum 3.0 GPA in CTE Concentrator Courses/GED Diploma (required)</b>	
<b>Develop Career Education Plan (required)</b>	
<b>Identify a CTE Career Cluster (required)</b>	
<b>Community Service (25 hours)—Northern Cass Requirement</b>	
<b>Two Additional Career Ready Indicators (required)</b>	
<b>98% Attendance</b>	
<b>NDSA Proficiency (reading or math)</b>	
<b>Workplace Learning Experience (75 hours)</b>	
<b>Technical Assessment/Industrial Credential</b>	
<b>Dual Credit Course (A, B, C)</b>	
<b>Two or More Organized Co-Curricular Activities (per year)</b>	
<b>Work Keys (Level Five)</b>	
<b>Career Ready Practices Meet 3.0</b>	

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**Goal #1 Results—College Ready: Student are college ready if they meet either the academic or standardized testing benchmarks listed below. Students must meet GPA requirement and at least one more benchmark. Students must also meet the standardized testing benchmarks (National College and Career Readiness Indicators)**

Measurable	Class of 2017
<b>GPA 2.8 out of 4.0 (required) or GED Diploma</b>	
<b>Develop Career Education Plan (required)</b>	
<b>Community Service (25 hours)—Northern Cass Requirement</b>	
Two Additional Academic Indicators Required (see below)	
<b>Advanced Placement Exam (3+)</b>	
<b>98% Attendance</b>	
<b>Dual Credit College English and/or Math (A, B, or C)</b>	
<b>College Developmental/Remedial English and/or Math (A, B, or C)</b>	
<b>Algebra II (A, B, C)</b>	
<b>ACT Exam Scores (minimum)</b>	
<b>-English (18)</b>	
<b>-Reading (22)</b>	
<b>-Science (23)</b>	
<b>-Math (22)</b>	
<b>Advanced Placement Course (A, B, C)</b>	
<b>NDSA Proficiency (reading or math)</b>	

## Goal #1 Results—Military Ready

Measureable	Class of 2017
<b>GPA 2.0 out of 4.0 or GED Diploma (required)</b>	
<b>Develop Career Education Plan (required)</b>	
<b>ASVAB Score (31+)</b>	
<b>Quality Citizenship &amp; Physically Fit</b>	
<b>Community Service (25 hours)—Northern Cass Requirement</b>	
Two Additional Military Indicators Required (see below)	
<b>NDSA Proficiency (reading or math)</b>	
<b>Two or More Organized Co-Curricular Activities (per year)</b>	
<b>ACT Composite (17+)</b>	