



# World's Best Workforce Public Meeting

Public Meeting – October 21, 2019

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# World's Best Workforce Plan

According to Minnesota Statute 120B.11, school districts must develop a World's Best Workforce Plan. The school board should hold an annual public meeting to review the district's progress towards achieving student achievement goals, plans and strategies for improving curriculum and instruction.

School District 197 reviews this plan annually and adjusts annually implementation targets as needed.

**SCHOOL DISTRICT 197**

West St. Paul - Mendota Heights - Eagan Area Schools

Strategic Implementation Plan:

*Creating the World's Best Workforce*



# STRATEGIC FRAMEWORK

## Mission

### Our Core Purpose

School District 197 provides a challenging educational environment that instills in each student a lifelong passion for learning, empowers all students to achieve their personal goals and academic potential, and prepares them to be responsible citizens in an interconnected world.

## Core Values

### What Drives Our Words and Actions

- **Accountability:** Upholding a shared commitment to achieving goals, producing measurable results, and ensuring transparent communication.
- **Collaboration:** Engaging in partnerships founded on interdependence, trust, and transparency.
- **Curiosity:** Inspiring a lifelong desire to learn and grow.
- **Equity:** Providing all students with equitable access to educational resources and opportunities.
- **Excellence:** Setting high expectations and focusing on continuous improvement.
- **Innovation:** Encouraging creative problem solving, critical thinking, and risk taking.
- **Respect:** Demonstrating personal responsibility, holding high regard for self and others, and honoring individual gifts, talents, and perspectives.
- **Stewardship:** Allocating resources in a wise, sustainable manner to cost-effectively achieve our vision.

## Vision

### What We Intend to Create

- Comprehensive and exemplary academic and co-curricular programs and services
- Rigorous 21st Century curriculum and instruction based on current research and best practices.
- A safe and respectful learning community.
- A welcoming environment that embraces diversity.
- The leading educational choice in the community.

## Goals

A

Achieve measurable growth and continuous progress for each student.

B

Narrow the achievement gap.

C

Personalize learning by offering multiple pathways and opportunities to explore individual interests and talents.

D

Prepare students to be career or college ready.

E

Deliver high impact early learning opportunities.

F

Transform teaching and learning through the innovative use of technology and other nontraditional methods and media.

# World's Best Workforce Plan

The following, in support of the District plans, are reported annually to the Minnesota Department of Education as part of Minnesota's World's Best Workforce Initiative:

- District Strategic Implementation Plan and World's Best Workforce Initiative
- Alternative Delivery of Specialized Instructional Services (ADSIS) Plan
- Alternative Teachers Performance Pay System (ATPPS) Plan
- District Achievement and Integration Plan
- District Staff Development Plan
- Read Well by Grade 3 Literacy Plan

# Measurement of Strategic Goals

- District Scorecard/Annual Report
- Annual Achievement and Implementation Targets
- Continuous Improvement Plans
- Professional Growth Plans
- Level Student Achievement Reports

# WBWF Measures

All Students Ready for:

- Kindergarten
- Third Grade
- Achieving Grade Level Standards

Narrow the Achievement Gap

All student career and college ready by graduation

All students graduate



# About School District 197

Our district is comprised of eight close-knit schools serving more than 5,000 students from the communities of Eagan, Inver Grove Heights, Lilydale, Mendota, Mendota Heights, Sunfish Lake, and West St. Paul.

Our vibrant school community is filled with a variety of academic, athletic, and artistic opportunities for students at every age. The district is committed to working with parents and families to improve learning and achievement for all students.



■ 1897 Delaware Ave., Mendota Heights, MN 55118 ■ 651-403-7000 ■ [www.isd197.org](http://www.isd197.org)

## 2018-19 DISTRICT PROFILE

### NUMBER OF SCHOOLS



### SCHOOL DISTRICT 197 STUDENT ENROLLMENT



### BY GRADE LEVEL



### ETHNICITY INFORMATION



### OUR EDUCATORS

For reporting purposes, the district reported the following information about equitable access to excellent teachers: less than 1% ineffective teachers, 25% inexperienced (less than 3 years) teachers, and less than 1% out of field.



# World's Best Workforce Goals & Results (At a Glance)

The following chart outlines Minnesota's World's Best Workforce goals and the related School District 197 goals.

Minnesota World's Best Workforce Goals	School District 197 Goal Alignment	School District 197 2018-2019 Goals	School District 197 2018-2019 Results	School District 197 2018-2019 Examples of Strategies to Achieve Goals
All Children are Ready for School	Deliver high-impact early learning opportunities (see pages 6-7)	The percentage of students in the district's four-year-old preschool program that are "kindergarten ready" in the areas of literacy and social/emotional development will be 80% in each area by spring 2019.	<ul style="list-style-type: none"> <li>63% of students met or exceeded expectations in social/emotional development</li> <li>79% of students met or exceeded expectations for literacy skill development</li> </ul>	<ul style="list-style-type: none"> <li>Implemented a new comprehensive curriculum</li> <li>Continued training and implementation on early literacy assessments</li> </ul>
All 3rd Graders Can Read at Grade Level	Achieve measurable growth and continuous progress for each student (see pages 8-11)	The percentage of student who will meet grade level literacy standards as measured by spring MCA Reading test in grade 3 will increase from 60% in 2018 to 62% in 2019.	<ul style="list-style-type: none"> <li>Grade 3 Proficiency: 52%</li> <li>Decrease of 8%</li> <li>Goal not met</li> </ul>	<ul style="list-style-type: none"> <li>Piloted literacy assessment screener and revised intervention model through a partnership with the University of Minnesota</li> </ul>
All Racial and Economic Achievement Gaps Between Students are Closed	Narrow the achievement gap (see pages 12-13)	<p>Reading: The gap between white students and Hispanic students in grades 3 – 8, 10 who meet or exceed MCA proficiency on the spring 2018 Reading MCA III will decrease from 34% to 32% in spring 2019.</p> <p>Math: The gap between white students and Hispanic students in grades 3 – 8, 11 who meet or exceed MCA proficiency on the spring 2018 Math MCA III will decrease from 35% to 33% in spring 2019.</p>	<ul style="list-style-type: none"> <li>Reading: Gap 37%</li> <li>Gap increased 3%</li> <li>Reading goal not met</li> <li>Math: Gap 38%</li> <li>Gap increased 3%</li> <li>Math goal not met</li> </ul>	<ul style="list-style-type: none"> <li>Elementary schools focused on culturally responsive strategies for engaging all learners</li> <li>Identified new curriculum for English language arts</li> <li>Continued to provide equity professional development to the school board, administration, coaches and/or teacher leaders</li> <li>Developed common instructional expectations</li> <li>Implemented a common lesson template and used as part of the observation process/evaluation process</li> <li>Continued to offer Parent Academy</li> <li>Continued to support AVID at middle schools and high school</li> </ul>
All Students are Ready for Career and College	Prepare students to be career or college ready (see pages 16-17)	The percent of graduating seniors that meet the ACT college ready benchmark on the all four ACT subtests will increase from 30% for Class of 2018 to 32% for Class of 2019.	<ul style="list-style-type: none"> <li>27% of Class of 2019 seniors met college readiness</li> <li>Goal not met</li> </ul>	<ul style="list-style-type: none"> <li>Revised the high school registration guide to show career pathways in course selection</li> <li>Continued implementation and use of Naviance to develop college and career portfolio</li> </ul>
All Students Graduate from High School	Prepare students to be career or college ready (see pages 16-17)	The four-year graduation rate at Henry Sibley High School will increase from 87% in 2017 to 89% in 2018.	<ul style="list-style-type: none"> <li>Actual 92%</li> <li>Increase 5%</li> <li>Goal met</li> </ul>	<ul style="list-style-type: none"> <li>Expanded opportunities for students to explore career pathways, mentorship, and internships at high school</li> <li>Increased student/parent/staff understanding of career pathways</li> </ul>



# 2019-2020 Strategies to Achieve District Goals

## Strategic Goals

Goal A: Measurable Growth	Goal B: Achievement Gap	Goal C: Personalized Learning	Goal D: Career and College Ready	Goal E: Early Learning	Goal F: Technology & Innovation
Achieve measurable growth and continuous progress for each student	Narrow the achievement gap	Prepare students to be career or college ready	Personalize learning by offering multiple pathways and opportunities for students to explore individual interests and talents	Deliver high impact early learning opportunities	Transform teaching and learning through the innovative use of technology and other non-traditional methods and media

## Strategies to Achieve District Goals for 2019-2020

<p>Complete curriculum review in English language arts, science, health, and middle school Special Education</p> <p>Complete year I of K-6 ELA implementation</p> <p>Embed common instructional expectations in our work</p> <p>Implement new assessment system (FASTBridge Learning)</p> <p>Implement new literacy intervention model at all K-4 sites</p>	<p>Complete equity professional development for all E-12 licensed staff</p> <p>Complete equity leadership training for administration, instructional coaches, and/or teacher leaders</p> <p>Examine teaching practices and systems to ensure equity</p> <p>Implement strategies to increase parent/community membership in advisory councils and committees that better align with district demographics</p> <p>Examine and determine strategies to reduce disproportionality in K-12 suspension rates</p>	<p>Provide personalized learning training and implement personalized learning models for a fourth wave of teachers</p> <p>Incorporate district priorities into personalized learning training</p>	<p>Expand opportunities for students to explore career pathways, mentorship and internships at high school</p> <p>Increase student/parent/staff understanding of career pathways</p> <p>Review graduation requirements</p> <p>Implement opportunities for students to earn bilingual/multilingual seals</p>	<p>Complete equity professional development for all E-12 licensed staff</p> <p>Complete equity leadership training for administration, instructional coaches, and/or teacher leaders</p> <p>Examine our early learning teaching practices and systems to ensure equity</p> <p>Implement a new curriculum aligned with the State of Minnesota Early Childhood Indicators of Progress and aligned with kindergarten standards</p>	<p>Develop and implement K-12 digital citizenship curriculum</p> <p>Use new spaces created during recent construction and renovation for student learning</p>
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# Sharing and Gathering Input

4:10 - 4:25	Rotation 1
4:27 - 4:42	Rotation 2
4:44 - 4:59	Rotation 3

In small groups you will:

- Learn the actions that are planned.
- Ask questions, seek clarity.
- Provide insight into things we should think about in relation to the goal area.