



World's Best Workforce Data Update

Robbinsdale Area Schools

December 9, 2020



World's Best Workforce (WBWF) Goals and Results (2019-2020)


- All Students Ready for School
- All Students in Third Grade Achieving Grade-Level Literacy
- Close Achievement Gap(s) Between Student Groups
- All Students Career and College Ready by Graduation
- All Students Graduate

Unified District Vision Goals

- Implement policies and practices that open pathways to academic excellence for all students
- Utilize culturally responsive teaching and personalized learning for all students
- Engage family and community members as partners
- Engage and empower students by amplifying student voice

Individual Focus. Infinite Potential.

Adopted March 3, 2014



Excellence is the Standard

Unified District Vision: High Intellectual Performance Through Equity

Our Mission
The mission of Robbinsdale Area Schools is to inspire and educate all learners to develop their unique potential and positively contribute to their community.

Unified District Vision
Robbinsdale Area Schools is committed to ensuring every student graduates career, articulated skilled trades and college ready. We believe each student has limitless possibilities and we strive to ignite the potential in every student. We expect high intellectual performance from all our students. We are committed to ensuring an equitable and respectful educational experience for every student, family and staff member, focusing on strengths related to:

- Race
- Culture
- Ethnicity
- Home or First Language
- National Origin
- Socioeconomic Status
- Gender
- Sexual Orientation
- Age
- Ability
- Religion
- Physical Appearance

The Unified District Vision Consists of Four Key Goals:

1. Implement policies and practices that open pathways to academic excellence for all students
2. Utilize culturally responsive teaching and personalized learning for all students
3. Engage family and community members as partners
4. Engage and Empower students by amplifying student voice

STRATEGIC PRIORITIES

Kindergarten Readiness:
Provide high-quality early learning programs to ensure all students are kindergarten ready.
Measures: Formative Assessment Systems for Teachers (F.A.S.T.)

Third Grade Reading Proficiency:
Provide differentiated learning experiences to ensure all third grade students achieve grade level literacy.
Measures: MCA and *F.A.S.T.

High School Graduation:
Ensure every student graduates from high school career, articulated skilled trades and college ready.
Measures: High School Graduation Rate

Standards:
All staff will teach the state standards *pre-K-12, *adult academic
Measures: Danielson model

Central Office Capacity:
Build central office capacity to deliver services in a timely manner to influence student academic achievement.
Measures: *Downey walk-through, *implementing efficient operational strategies and *customer service training

Middle School *Transition:
Ensure a smooth academic and social-emotional transition to and from middle school.
Measures: **Where Everyone Belongs (W.E.B.) transition program and *College Board recommended curriculum (SpringBoard)

ROBBINSDALE Area Schools
Individual focus. Infinite potential.
Visit us online at rdale.org


Adapted (*) indicates School Board approved modifications: 11/15/2018

Strategic Priorities

- **Kindergarten Readiness:** Provide high quality early learning programs to ensure ALL students are kindergarten ready.
- **Third Grade Reading:** Provide differentiated learning experiences to ensure ALL third-grade students achieve grade level literacy.
- **High School Graduation:** Ensure every student graduates from high school career, articulated skilled trades, and college ready.
- **Standards:** ALL staff will teach the state standards (pre-K-12, adult academic).
- **Central Office Capacity:** Build central office capacity to deliver services in a timely manner to influence student academic achievement.
- **Middle School Transition:** Ensure a smooth academic and social-emotional transition to and from middle school.

Individual Focus. Infinite Potential.

Adopted March 3, 2014



Excellence is the Standard

Unified District Vision: High Intellectual Performance Through Equity

Our Mission
The mission of Robbinsdale Area Schools is to inspire and educate all learners to develop their unique potential and positively contribute to their community.

Unified District Vision
Robbinsdale Area Schools is committed to ensuring every student graduates career, "articulated skilled trades and college ready. We believe each student has limitless possibilities and we strive to ignite the potential in every student. We expect high intellectual performance from all our students. We are committed to ensuring an equitable and respectful educational experience for every student, family and staff member, focusing on strengths related to:

- Race
- Culture
- Ethnicity
- Home or First Language
- National Origin
- Socioeconomic Status
- Gender
- Sexual Orientation
- Age
- Ability
- Religion
- Physical Appearance

The Unified District Vision Consists of Four Key Goals:

1. Implement policies and practices that open pathways to academic excellence for all students
2. Utilize culturally responsive teaching and personalized learning for all students
3. Engage family and community members as partners
4. Engage and Empower students by amplifying student voice

STRATEGIC PRIORITIES

Kindergarten Readiness:
Provide high-quality early learning programs to ensure all students are kindergarten ready.
Measures: Formative Assessment Systems for Teachers (F.A.S.T.)

Third Grade Reading Proficiency:
Provide differentiated learning experiences to ensure all third grade students achieve grade level literacy.
Measures: MCA and *F.A.S.T.

High School Graduation:
Ensure every student graduates from high school career, "articulated skilled trades and college ready.
Measures: High School Graduation Rate

Standards:
All staff will teach the state standards *pre-K-12, *adult academic
***Measures:** Danielson model

Central Office Capacity:
Build central office capacity to deliver services in a timely manner to influence student academic achievement.
Measures: *Downey walk-through, "implementing efficient operational strategies and *customer service training

Middle School *Transition:
Ensure a smooth academic and social-emotional transition to and from middle school.
Measures: *"Where Everyone Belongs" (W.E.B.) transition program and *College Board recommended curriculum (SpringBoard)

ROBBINSDALE
Area Schools
Individual focus. Infinite potential.
Visit us online at rdale.org

Adapted (*) indicates School Board approved modifications: 11/15/2018

Robbinsdale Area Schools

The **Equity Vision** for Robbinsdale Area Schools is that:

1. Children of diverse race, culture and income succeed in school and achieve at high levels.
2. School and classroom climate is improved for all students and staff.

The **Equity Goals** of Robbinsdale Area Schools are:

1. Increase Cultural Understanding
2. Culturally Competent Teachers & Multicultural Curriculum
3. Equity in Access & Opportunity
4. Increased Staff Diversity, Modeling & Mentoring
5. Increased Parental Involvement & Empowerment
6. Community Understanding & Support

Individual Focus. Infinite Potential.



Equitable Access to Excellent Teachers

- The majority of district teachers are experienced teachers (defined as having taught more than three years)
- Our teachers overwhelmingly meet the state definition of highly qualified and only a few of our teachers have required RAS to request a variance.
- As a highly diverse district, our hiring standards have ensured appropriate licensure for our teaching staff.

Experience	2018-2019	2019-2020
Less than 3 Years	20.3%	22.6%
3-10 Years	25.6%	31.4%
More than 10 Years	54.10%	46.0%

Diversity of RAS Teachers

Although RAS teachers meet the standard of highly qualified, the district has continued working to address the challenge of giving our students access to teachers who reflect their diversity.

Race /Ethnicity	Students	Licensed Staff	Non-Licensed Staff
	17-18	17-18	17-18
African Am/Black	30%	4%	18%
American Indian	0.6%	0.1%	0.3%
Asian/ Pacific Islander	7%	2%	2%
Hispanic /Latino	15%	2%	4%
White	40%	92%	77%
Two or More Races	8%	n/a	n/a

Diversity of RAS Teachers

Although RAS teachers meet the standard of highly qualified, the district has continued working to address the challenge of giving our students access to teachers who reflect their diversity.

Race /Ethnicity	Students	Licensed Staff	Non-Licensed Staff
	18-19	18-19	18-19
African Am/Black	30%	3%	19%
American Indian	0.6%	0.2%	0.7%
Asian/ Pacific Islander	6%	2%	3%
Hispanic /Latino	15%	2%	4%
White	39%	93%	75%
Two or More Races	9%	n/a	n/a

Diversity of RAS Teachers

Although RAS teachers meet the standard of highly qualified, the district has continued working to address the challenge of giving our students access to teachers who reflect their diversity.

Race /Ethnicity	Students 19-20	Licensed Staff 19-20	Non-Licensed Staff 19-20
African Am/Black	30%	4%	21%
American Indian	0.6%	0.2%	0.9%
Asian/ Pacific Islander	6%	2%	3%
Hispanic /Latino	15%	2%	5%
White	38%	92%	71%
Two or More Races	10%	n/a	n/a

All Students Ready for Kindergarten

Goal:

100 percent of students will have Early Childhood screening completed either before entering Kindergarten or within the first 30 days of school.

Result:

98.9 percent (885/895) of Fall 2019 Kindergarten students completed screenings within the first 30 days of school.

All Students Ready for Kindergarten

Goal:

For kindergarten students, the average sounds correct per minute score on the Letter Sound Fluency subtest of FAST will increase from an average of 7.4 sounds correct per minute in Fall 2019 to 37 sounds per minute in Spring 2020.

Result:

Average (mean) Letters Sounds produced correctly per minute	Fall	Winter	Spring
2018-2019	7.6	30.1	48.4
2019-2020	7.4 sounds per minute	32.4 sounds per minute	Goal: 37.0 No scores due to pandemic

Third Grade Reading Proficiency

Goal:

The percentage of students enrolled in third grade who score proficient on the state reading accountability assessments (MCA/MTAS) will increase from 43.5 percent in 2019 to 46.5 percent in 2020.

Result:

State reading accountability assessments (MCA/MTAS) were not administered in spring 2020 due to the pandemic.

Closing the Achievement Gap

Goal:

The difference in percentage of students of color compared to White students in grades 3-8 and grade 10 who score at proficient levels on the state reading accountability assessments (MCA/MTAS) will decrease 3 percentage points, from 31.9 percentage points in 2019 to 28.9 percentage points in 2020.

Result:

State reading accountability assessments (MCA/MTAS) were not administered in spring 2020 due to the pandemic.

All Students Career and College Ready

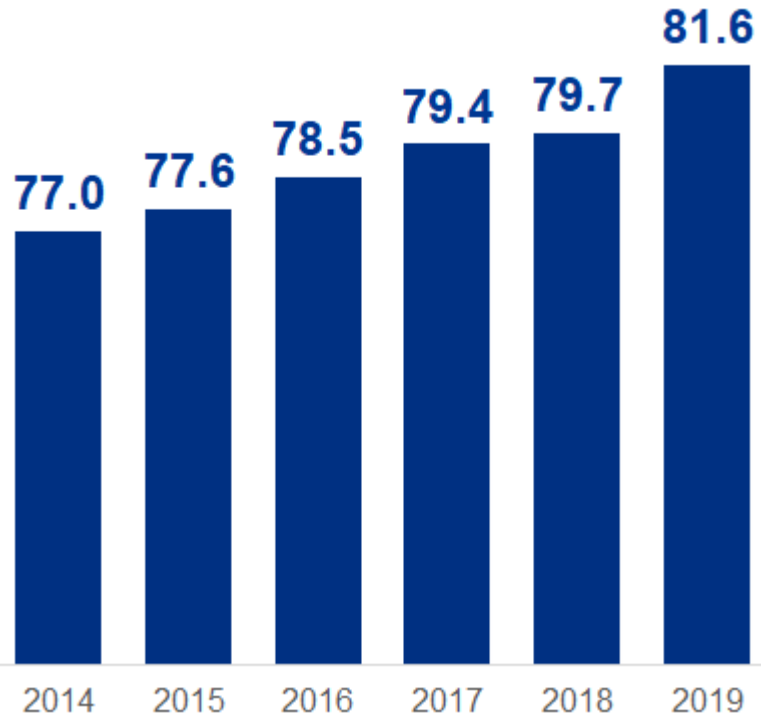
Goal:

The percentage of grade 11 students scoring at college readiness levels on all four College Readiness Benchmarks on the ACT will increase from 20 percent in 2019 to 23 percent in 2020.

Result:

The percentage of grade 11 students scoring at college readiness levels on all four College Readiness Benchmarks on the ACT decreased from 20 percent in 2019 to 14 percent in 2020.

All Students Graduate



Goal:

The four-year graduation rate will be 100 percent by 2020.

Result:

The district graduation rate increased from 79.7 percent in 2018 to 81.6 percent in 2019.

Graduation rates have improved for five consecutive years.

Achievement and Integration Goal

Goal:

Increase the intercultural student programming at the middle and high school sites from 14 percent (1 of 7 sites in 2017-2020) to 100 percent by June 2020.

Results:

During 2019-2020 RAS implemented 15 different intercultural programs in various secondary schools.

	RMS	PMS	SMS	FAIRC	AHS	CHS	HV
AVID	X	X	X		X	X	
ACTNOW!					X	X	X
ACTNOW! Bootcamp					X	X	X
Career and College Now!					X	X	X
HBCU/HIS Research Experience					X	X	X
Social Justice Day w MPS					X	X	X
5 th grade career and college fair					X	X	X
Intercultural student groups	X	X	X	X	X	X	X
Book clubs	X	X			X		
Literacy circles	X	X			X		
Student council advisory				X			
Middle school leadership summit				X			
Ethnic Studies course					X	X	
Middle School College 4 Kids	X	X	X	X			

Individual Focus. Infinite Potential.



Excellence is Our Standard

At Robbinsdale Area Schools, we are dedicated to
Academic Excellence for *ALL* Students!



ROBBINSDALE
Area Schools