

World's Best Workforce (WBWF) and Achievement & Integration (A&I) Report

School Board Regular Meeting
December 5, 2022

Khrisslyn Goodman, Director of Research, Evaluation & Assessment
Arika Mareck, Director of Equity & Inclusion

Agenda

- World's Best Workforce (WBWF) Introduction
- WBWF 2021-22 Results
- WBWF 2022-25 Goals and Action
- Achievement & Integration (A&I) Introduction
- A&I 2021-22 Results
- A&I 2022-25 Goals and Action

WBWF Key Points

1. The World's Best Workforce (WBWF) is aligned with our district's strategic directions.
2. Stakeholder Input: The Teaching & Learning Advisory recommended this report and goals.
3. Our overall MCA scores continue to be above state averages.
4. Our overall graduation rates continue to be above the state goal of 90%.
5. Actions to reach our goals are based in research and best practices.

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- A&I 2022-25 Goals and Action

Every Student Succeeds Act (ESSA), 2015

- Transition from No Child Left Behind (NCLB)
- Accountability
 - States submit plans to Education Department
 - Minnesota State Standards & Testing
 - Strategic Plan
- Need to develop skilled workforce in the face of persistent achievement gaps

World's Best Workforce

- All children ready for school
- All 3rd-graders can read at grade level
- All racial and economic achievement gaps closed
- All students ready for career and college
- All students graduate from high school

(Minnesota Statutes 120B.11, 2013)

Strategic Directions



Strategic Directions

**Improving teaching and
personalized learning for the
development of each learner**



Vision Card

Strategic Direction	Measure	Description	Levels December 2022				
			Level 1	Level 2	Level 3	Level 4	Level 5
Improving Teaching and Personalized Learning for the development of each learner	Achievement % of students meeting or exceeding target	Kindergarten Readiness On track reading at end of Kindergarten measured by FastBridge assessment	49% & below	50% - 59%	60% - 69%	70% - 79%	80% & above
		3rd Grade Reading Level On track reading at end of 3rd Grade measured by FastBridge assessment	49% & below	50% - 59%	60% - 69%	70% - 79%	80% & above
		College Readiness Percent of high school graduates starting and persisting in 2- or 4-year institutions as of their 2nd academic year (class of 2019)	49% & below	50% - 59%	60% - 69%	70% - 79%	80% & above
		High School Graduation 4-Year Graduation Rate	74% & below	75% - 79%	80% - 84%	85% - 89%	90% & above

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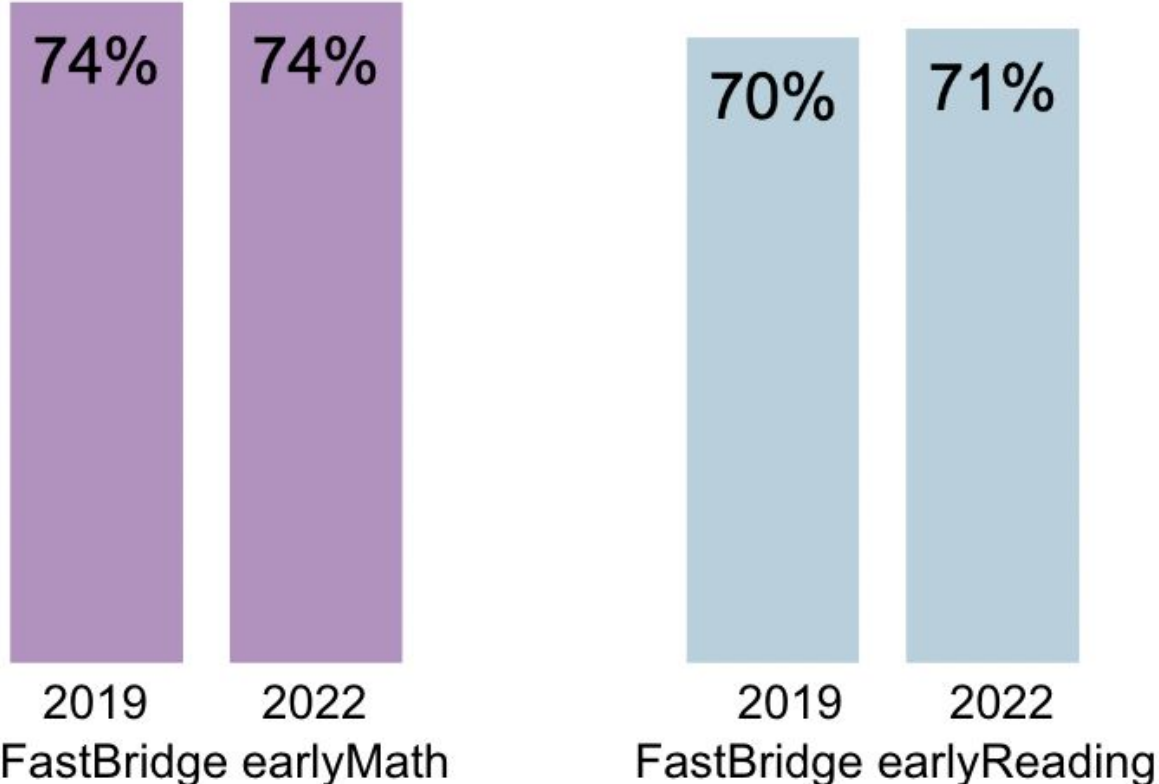
All Children Ready for School

2022 Goal:

The percentage of Kindergarteners who meet fall FastBridge school readiness benchmarks in math and reading will increase by 5 percentage points from 74% in math and 70% in reading in 2019 to 79% in math and 75% in reading by 2022.

All Children Ready for School

Source: ECCS



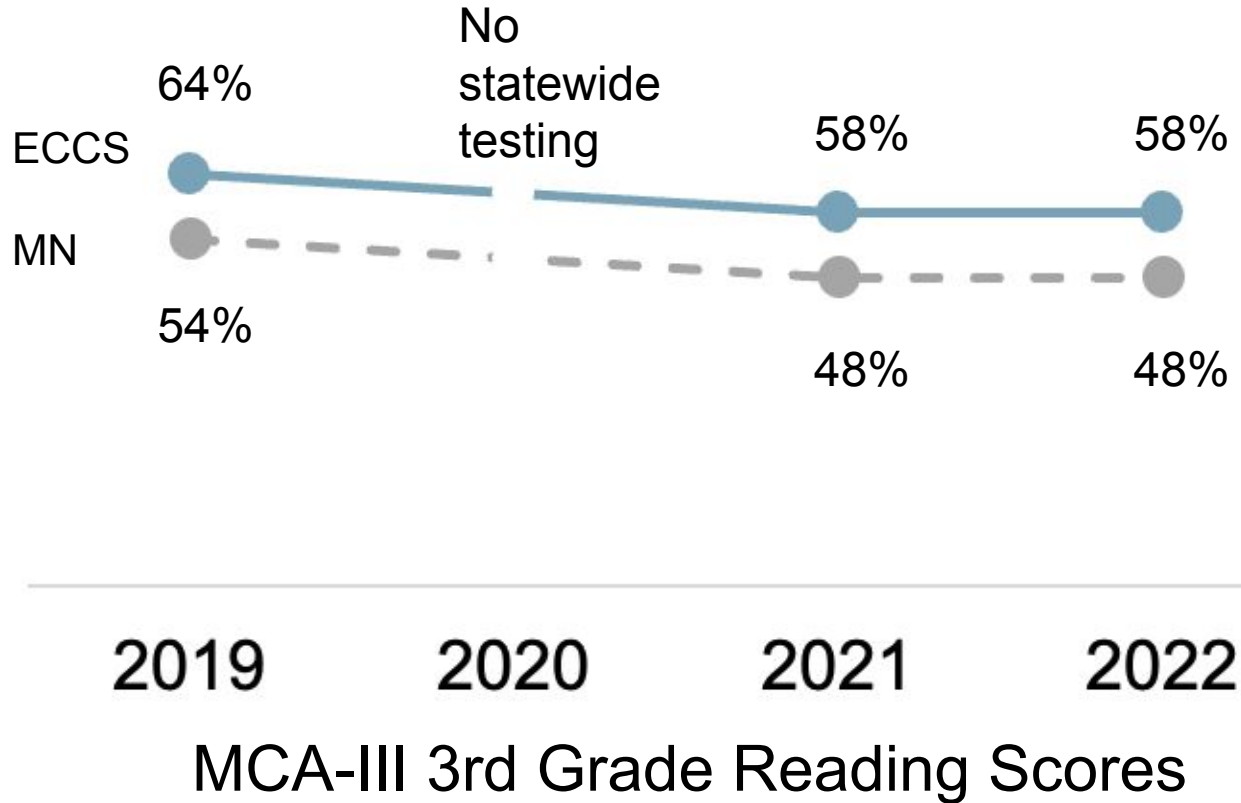
All 3rd Graders Can Read at Grade Level

2022 Goal:

The proportion of 3rd-grade students who show proficiency on the MCA in reading will increase by 8 percentage points from 64% in 2019 to 72% by 2022.

All 3rd Graders Can Read at Grade Level

Source: MDE



All Achievement Gaps Closed

2022 Goal:

The proportion of students in each student group which scored below 60% proficiency on the math or reading MCA in 2019 will increase by at least 10 percentage points by 2022.

All Achievement Gaps Closed - MCA Math

Source: MDE

Group	2019 MCA Math Score	2022 MCA Math Score	2022 MCA Math Goal
Hispanic/Latino (469 students)	28%	21%	38%
American Indian, State definition (46 students)	23%	31%	33%
Black/African American (230 students)	30%	26%	40%
Two or More Races (235 students)	46%	52%	56%
Multilingual Learners (237 students)	13%	8%	23%
Special Education (604 students)	30%	29%	40%
Application: Education Benefits (622 students)	30%	23%	40%

* Number of students refers to the number of students tested in 2022

All Achievement Gaps Closed - MCA Reading

Source: MDE

Group	2019 MCA Reading Score	2022 MCA Reading Score	2022 MCA Reading Goal
Hispanic/Latino (451 students)	38%	32%	48%
American Indian, State definition (50 students)	26%	43%	48%
Black/African American (241 students)	37%	44%	47%
Two or More Races (245 students)	59%	58%	69%
Multilingual Learners (231 students)	11%	10%	21%
Special Education (616 students)	33%	29%	43%
Application: Education Benefits (647 students)	38%	35%	48%

* Number of students refers to the number of students tested in 2022

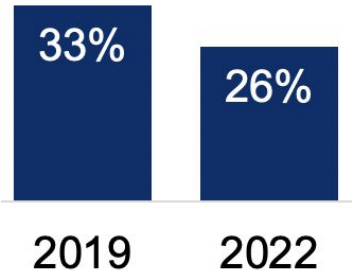
All Students College and Career Ready

2022 Goal:

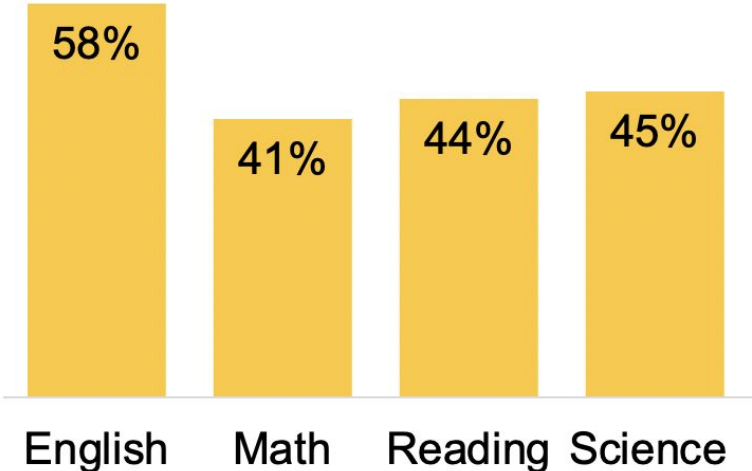
The proportion of students in 11th grade who meet ACT benchmarks in all four academic areas as measured by the districtwide spring ACT will increase by 7 percentage points from 33% in 2019 to 40% by 2022.

All Students College and Career Ready

Percentage of 11th Graders Meeting ACT Benchmarks in All Four Subject Areas



Percentage of 11th Graders Meeting ACT Benchmarks by Subject Area Spring 2022



All Students Graduate

2022 Goal:

Each student group with a 4-year graduation rate below 90% will increase by 5 percentage points by 2021.*

All Students Graduate (4-Year Graduation Rate)

Group	2018 4-Year Graduation Rate	2021 4-Year Graduation Rate	2021 4-Year Graduation Rate Goal
Hispanic/Latino (74 students)	88%	78%	93%
Black/African American (36 students)	91%	81%	94%
Two or More Races (24 students)	78%	67%	83%
Multilingual Learners (24 students)	75%	54%	80%
Special Education (110 students)	82%	65%	87%
Application: Education Benefits (160 students)	88%	76%	93%

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All Children Ready for School

2025 Goal:

The percentage of students scoring in the proficient category at the end of Kindergarten on the FastBridge earlyReading assessment will increase by 3 percentage points from 64% in 2022 to 67% in 2025.

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All Children Ready for School

Action:

- Introduced K-2 literacy resource *Being a Reader*; rooted in science of learning to read
- Ongoing Professional Learning
- Districtwide Connect & Assess data collection
- Using data to drive instruction, progress monitor, and provide evidence-based support
- Dedicated support of literacy coach

All 3rd Graders Reading at Grade Level

2025 Goal:

The percentage of students scoring in the proficient categories on the FastBridge aReading assessment at the end of 3rd grade will increase by 3 percentage points from 77% in 2022 to 80% in 2025.

All 3rd Graders Reading at Grade Level

Action:

- Introduced K-2 literacy resource *Being a Reader*; rooted in science of learning to read
- Ongoing Professional Learning
- Districtwide Connect & Assess data collection
- Using data to drive instruction, progress monitor, and provide evidence-based support
- Dedicated support of literacy coach

All Achievement Gaps Closed

2025 Goal:

The percentage of Students of Color scoring in the proficient categories on the FastBridge aReading assessment at the end of grades 2-5 will increase by at least 3 percentage points from 63% in 2022 to 66% by 2025, while maintaining an overall proficiency rate of at least 75%.

All Achievement Gaps Closed

Action:

- 6 percentage point achievement goals
 - FastBridge assessments

All Students College and Career Ready

2025 Goal:

The percentage of students on track for graduation at end of 9th grade will increase by 3 percentage points from 83% in 2022 to 86% in 2025.

All Students College and Career Ready

Action:

- Quality programming to support student success
- Review of learning outcomes for rigor
- 50% of 12th graders participated in at least one college credit-bearing opportunity

All Students Graduate

2026 Goal:

The 4-year graduation rate for Students of Color will increase by 3 percentage points from 80.6% in 2021 to 83.6% by 2026 while maintaining an overall average 4-year graduation rate of 90% or greater.

All Students Graduate

Action:

- Quality programming to support student success
- AVID at Chaska High School, BARR at Chanhassen High School and Integrated Arts Academy
- Teaching & Learning Walk-Throughs with feedback
- Early warning indicators

WBWF Key Points

1. The World's Best Workforce (WBWF) is aligned with our district's strategic directions.
2. Stakeholder Input: The Teaching & Learning Advisory recommended this report and goals.
3. Our overall MCA scores continue to be above state averages.
4. Our overall graduation rates continue to be above the state goal of 90%.
5. Actions to reach our goals are based in research and best practices.

Board-Level Takeaways

- We are just over three months into implementation of our new strategic plan
- ECCS MCA results mirror those of the state yet remain solidly above MN averages
- Resources - areas for emphasis

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Achievement & Integration Purpose

**Increase student
achievement**

**Pursue racial and
economic integration**

**Create equitable
education
opportunities**

**Reduce disparities
based on racial,
ethnic, and economic
backgrounds**

MDE Priorities for Achievement and Integration Funding

- Increase racial and economic integration
- Reduce achievement disparities
- Increase access to effective and diverse teachers



District Three-Year Plan: A&I Goals

Goal 1:

The number of students (students of color, homeless & highly mobile, and historically underserved) who participate in Math Strong and demonstrate success as measured by earning a grade of A or B in an advanced math course will increase from 80% in 2020 to 92% by 2023.

District Three-Year Plan: A&I Goals

Goal 2:

For the benefit of students' overall sense of inclusion and belonging in the school setting, a minimum of 95% of all staff, certified and uncertified, will receive professional development about diversity, equity, and inclusion by 2023.

District Three-Year Plan: A&I Goals

Goal 3:

Increase youth leadership participation and engagement opportunities to elevate student voice and develop agency in an effort to eliminate racial and economic disparities across numerous categories from one opportunity in 2020 to three opportunities by 2023, with partner district. (Eden Prairie Schools)

District Three-Year Plan: A&I Goals

Goal 4:

Increase the number of youth leadership opportunities for students from all district high schools that promote youth leadership and collaboration from 0 events in 2020 to 7 events by 2023. This will increase the number of students participating in leadership development opportunities from 0 in 2020 to 200 in 2023.

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Current Results

Goal 1

The number of students (students of color, homeless & highly mobile, and historically underserved) who participate in Math Strong and demonstrate success as measured by earning a grade of A or B in an advanced math course will increase from 80% in 2020 to 92% by 2023.

Currently on track to meet goal

Goal 2

For the benefit of students' overall sense of inclusion and belonging in the school setting, a minimum of 95% of all staff, certified and uncertified, will receive professional development about diversity, equity, and inclusion by 2023.

Currently on track to meet goal

Current Results

Goal 3

Increase youth leadership participation and engagement opportunities to elevate student voice and develop agency in an effort to eliminate racial and economic disparities across numerous categories from one opportunity in 2020 to three opportunities by 2023, with partner district. (Eden Prairie Schools)

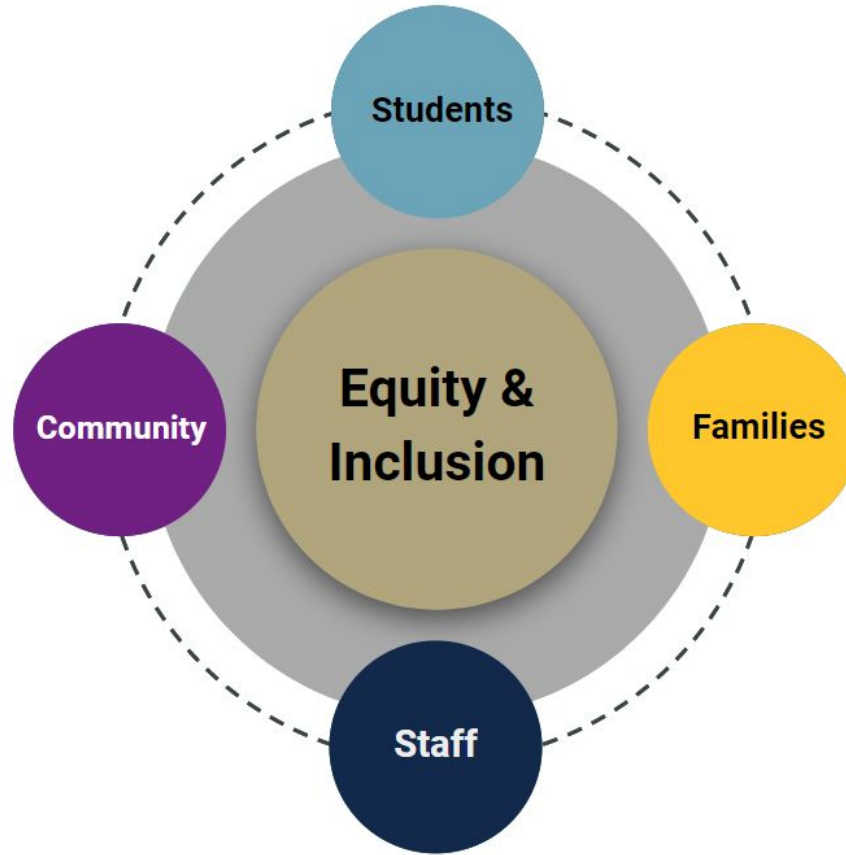
Currently on track to meet goal

Goal 4

Increase the number of youth leadership opportunities for students from all district high schools that promote youth leadership and collaboration from 0 events in 2020 to 7 events by 2023. This will increase the overall number of students participating in leadership development opportunities.

Currently Exceeded goal

Intentional Partnerships



Equity in Action



MEALS for KIDS
program extended through October
free pop-up food market this fall

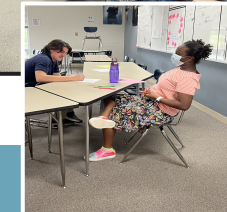
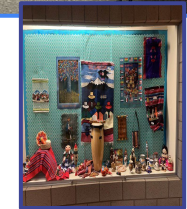
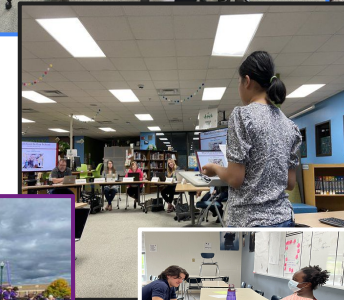
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- Open to all ages

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2022-23 Goals and Actions

Goals

- Review current goals and outcomes to inform next goal cycle
- Work with MDE to write new three-year Achievement and Integration Plan
- Intentional alignment with Strategic Plan and Consent Decree

Actions

- Forming an A&I Advisory (staff, students, families, and community) to guide goal setting
- Continuing to partner with Eden Prairie Schools
- Collaboration with similar MN districts on plan and goal formation



Questions?

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Key Points

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