



World's Best Workforce
Annual Meeting
November, 2022

What is the World's Best Workforce?

A MN Statute developed in 2013 to ensure school districts enhance student achievement through teaching and learning supports. Each district must develop a plan that addresses the following 5 goals:

- **All children are ready for school.**
 - **All third-graders can read at grade level.**
 - **All racial and economic achievement (opportunity) gaps between students are closed.**
 - **All students are ready for career and college.**
 - **All students graduate from high school.**
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WAPS Vision & Mission:

Our Vision

A safe and inclusive community of compassionate, curious and resilient lifelong learners.

Our Mission

Inspire curiosity, empower resiliency, engage community.



MTSS

Multi-Tiered Systems of Support

Academic
Instruction

Positive Climate
Instruction
(SEL & PBIS)

Tier 1

Quality, 1st Time Core Instruction for all students

Tier 2

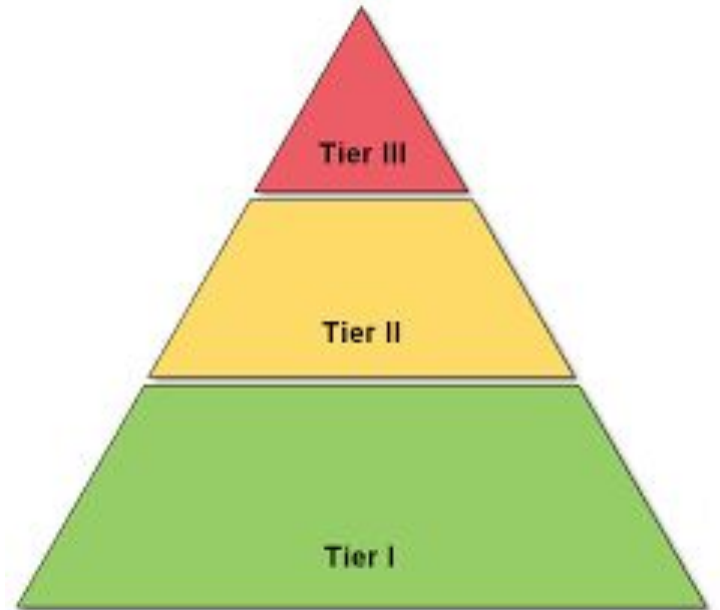
Additional Supports for students who need it

Tier 3

Intensive, Individualized Interventions

MTSS

Positive Climate & Academic Instruction



WAPS Strategic Plan

[2022-2027](#)

Stakeholder Involvement



- ❖ **District Academic Leadership Team**
 - Principals, Directors
 - MTSS Work Groups with broad representation
 - WAPS support from CAREI
 - ❖ **Building Instructional Leadership Teams (BILT)**
 - Early Childhood, Elementary, Middle School, High School, ALC
 - Includes faculty at all levels
 - WAPS support from CAREI for common data processes
 - ❖ **PLC Facilitators Team**
 - ❖ **Curriculum Advisory Committee**
 - Community Members, Staff- all levels, Students
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Goals at Each Level: Building Instructional Leadership Teams

	Goal 1 Ready for School	Goal 2: Reading by G3	Goal 3: A & O Gaps	Goal 4: College & Career Ready	Goal 5: Grad Rate
EC	X	X	X		
Elementary	X	X	X		
Middle S			X	X	X
High School			X	X	X
ALC			X	X	X

Districtwide Professional Development



- **MTSS (Multi-Tiered System of Support , Tiers 1 -3)**
 - Support from CAREI
 - Developing a MTSS Process Guide
 - Differentiation & Assessment
 - MTSS Work Teams with Broad Stakeholder Participation:
 - **Professional Learning Communities**
 - PLC Facilitators for every department & Support Meetings
 - Curriculum Development- Priority Standards, Pacing Guides, Common Assessments, Culturally Responsive Practices, Rubrics, Resources
 - **Climate Cohort 2021-2022**
 - Adult Social Emotional Learning Professional Development- Instructional Coaching
 - 3 Signature practices (Welcoming Activity, Engagement Activity, Optimistic Closing)
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Equitable Access to Excellent Teachers



	% of experienced educators	% of licensed educators	% with advanced degrees
Early Childhood	100%	100%	55%
Goodview	89%	100%	89%
Jefferson	76%	90%	68%
Washington-Kosciusko	88%	97%	71%
Winona Middle School	84%	89%	76%
Winona Area Learning Center	80%	90%	90%
Winona Senior High School	81%	91%	73%
Winona Online Learning Academy	67%	100%	33%



Demographic Data SY 2021-22

MN Report Card 10/10/22	WAPS		ECSE		Jefferson		W-K		Goodview		WMS		WSHS		WALC		WOLA Elerr		WOLA MS		WOLA SH	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Hispanic or Latino	202	7.9%	3	3.8%	44	14.0%	29	10.4%	4	2.0%	58	8.9%	56	6.4%	4	4.5%	2	15.4%	0	0.0%	2	6.3%
American Indian or Alaska Native	9	0.4%	0	0.0%	1	0.3%	0	0.0%	1	0.5%	1	0.2%	3	0.3%	3	3.4%	0	0.0%	0	0.0%	0	0.0%
Asian	75	2.9%	2	2.5%	7	2.2%	13	4.7%	1	0.5%	19	2.9%	31	3.5%	1	1.1%	1	7.7%	0	0.0%	0	0.0%
Black or African-American	173	6.8%	1	1.3%	31	9.8%	23	8.3%	7	3.5%	48	7.3%	42	4.8%	13	14.6%	2	15.4%	1	4.8%	5	15.6%
Native Hawaiian or other Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
White	1920	75.1%	71	89.9%	206	65.4%	178	64.0%	167	83.9%	496	75.8%	700	79.9%	60	67.4%	6	46.2%	13	61.9%	23	71.9%
Two or more races	177	6.9%	2	2.5%	26	8.3%	35	12.6%	19	9.5%	32	4.9%	44	5.0%	8	9.0%	2	15.4%	7	33.3%	2	6.3%
All Students	2556	100%	79	100%	315	100%	278	100%	199	100%	654	100%	876	100%	89	100%	13	100%	21	100%	32	100%
English learner	106	4.1%	0	0.0%	21	6.7%	26	9.4%	NR	-	32	4.9%	23	2.6%	2	2.2%	0	0.0%	0	0.0%	NR	-
Special Education	573	22.4%	NR	>=90%	69	21.9%	71	25.5%	33	16.6%	157	24.0%	141	16.1%	14	15.7%	1	7.7%	5	23.8%	3	9.4%
Free/Reduced-Price Meals	795	31.1%	28	35.4%	108	34.3%	129	46.4%	56	28.1%	222	33.9%	184	21.0%	37	41.6%	7	53.8%	9	42.9%	15	46.9%
Homeless	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%

Fall Back
2021-2022



Met Goal: YES
Increased by 15.9%

Goal 1: All Children are Ready for School

- ❖ In the FALL 2021, 53.3% of Kindergarten students met fall Kindergarten literacy benchmarks as measured by FASTBRIDGE earlyReading Composite benchmark assessments. In FALL 2022, we will increase the percent of students meeting all K benchmarks by 9.8 percentage points to 63.1%

FAST earlyReading	Fall 2020	Fall 2021	Fall 2022 Overall	Fall 2022 <i>From WAPS EC</i>
Composite	43.6%	53.3%	69.2%	80%

Spring Forward
2022-2023



Goal 1: All Children are Ready for School

- ❖ In the **FALL 2022**, **69.2%** of Kindergarten students met fall Kindergarten literacy benchmarks as measured by FastBridge earlyReading Composite benchmark assessments.
 - ❖ In **FALL 2023**, we will increase the percent of students meeting all **K benchmarks by 5.4% percentage points to 74.6%**.
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Goal 1: All Children are Ready for School

Practices & Programs in Early Childhood Education	Tier 1	Tier 2	Tier 3
The Use of TS Gold Data to Drive Effective Practices	X	X	X
Pyramid Training to Fidelity for Teachers & Ed Assistants	X	X	X
EQIP: Birth to 3 Program		X	
Continuation of <i>Getting Ready Together</i> Preschool Program		X	

Fall Back
2021 - 2022



Met Goal: Yes

Goal 2: All Third-Graders can Read at Grade Level

- ❖ **Goal:** In the FALL 2021 , 51% of third grade students met fall literacy benchmarks as measured by FastBridge aReading assessments. In SPRING 2022, we will increase the percent of students meeting third grade benchmark assessments by 6.8 percentage points to 57.8%.
 - ❖ **Actual:** In the **FALL 2021, 51%** of third grade students met fall benchmarks as measured by FastBridge aReading assessments. In **SPRING 2022, we had 62.1%** meeting third grade benchmarks. ***11.1 percent increase.***
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Spring Forward
2022-2023



Goal 2: All Third-Graders can Read at Grade Level

- ❖ In the **FALL 2022**, **62.1%** of third grade students met fall literacy benchmarks as measured by FastBridge aReading assessments. In **SPRING 2023**, we will increase the percent of students meeting third grade benchmark assessments by **6 percentage points to 68.1%**

Spring Forward
2022-2023



Goal 2: All Third-Graders can Read at Grade Level

FAST aReading	Spring 2021	Spring 2022	Spring 2023
Composite	53.2%	62.1%	Goal: 68.1%

Goal 2: All Third-Graders can Read at Grade Level

A Focus on the Science of Reading: <i>Phonics, phonemic awareness, vocabulary, fluency, and comprehension</i>	Tier 1	Tier 2	Tier 3
Adoption of ELA Resource: HMH's Into Reading, Arriba, Amira	X		
The Sonday Resource for Foundational Literacy skills	X	X	X
PLCs: Collaborative Curriculum Development & Data Inquiry	X	X	X
Literacy Professional Development: HMH & LETRS		X	
FAST Universal Screener X 3 & Weekly Progress Monitoring	X	X	X
Standards-Based Rigorous Goals with frequent progress monitoring: Special Education		X	X
SEL (Social Emotional Learning) Goals	X		

Goal 3: Close the Opportunity Gaps Among Racial Groups

Description	20-21	21-22		22-23 Will be updated when available		23-24	
	Baseline	Goal	Actual	Goal	Actual	Goal	Actual
% of white students taking AP, PSEO, Honors, CIS and concurrent enrollment courses at HS	41.4%		48.6%				
% of students of color taking AP, PSEO, Honors, CIS and concurrent enrollment courses at HS	14.6%		28.4%				
Opportunity GAP: Met Goal in 21-22	26.8%	22.3%	20.2%	17.8%		13.4%	

Fall Back/
Spring Forward
2021-2022

Goal 3: Close the Opportunity Gaps Among Socio Economic Groups

Description	20-21	21-22	22-23 Update when available		23-24	
	NA	Baseline	Goal	Actual	Goal	Actual
% of students from non-low SES households taking AP, PSEO, Honors, CIS and concurrent enrollment courses at HS	NA	51.5%				
% of students from low SES households taking AP, PSEO, Honors, CIS and concurrent enrollment courses at HS	NA	19.6%				
Opportunity GAP	NA	31.9%	23.9%			

GR3 Spring aReading Breakdown

Close the Achievement Gaps Among Racial Groups

Description	2021 Spring	2022 Spring	2023 Spring Update when available		2024 Spring	
	Actual	Baseline	Goal	Actual	Goal	Actual
% of white students proficient	60.2%	68.9%				
% of students of color proficient	46.2%	49.1%				
Achievement GAP	14.0%	19.8%	11.8%		3.8%	

GR3 Spring aReading Breakdown

Close the Achievement Gaps Among SES Groups

Description	'21 Spring	'22 Spring	'23 Spring Update when available		'24 Spring	
	Actual	Baseline	Goal	Actual	Goal	Actual
% of non-low SES students proficient	68.4%	69.8%				
% of low SES students proficient	41.0%	50.8%				
Achievement GAP	27.4%	19.0%	11%		2%	

21-22 GR8 MCAs Breakdown Achievement Gaps

Description	21-22 GR8 MCA			Goal '23
	Reading	Goal '23	Math	
% of white students proficient	38.7%		51.5%	
% of students of color proficient	16.7%		32.7%	
Achievement GAP	22.0%	14%	18.8%	10.8%
% of non-low SES students proficient	40.7%		56.4%	
% of low SES students proficient	18.2%		27.9%	
Low SES Achievement GAP	22.55%	14.55%	28.5%	20.5%

Goal 3:

Close the Achievement/Opportunity Gaps Among All Groups

Next Steps
2022-
2023

<i>MTSS Strategies and Programs: Academic Instruction</i>	Tier 1	Tier 2	Tier 3
PLC Work: Collaborative Curriculum Development EC-12	X	X	X
AVID WICOR (Writing, Inquiry, Collaboration, Organization, Reading) G5-12	X		
Implementation of FastBridge MS	X	X	X
Collaborative Data Inquiry Processes: Classroom assessments, FAST, ESGI ect. EC-12	X	X	X
Instructional Coaching: Culturally Responsive Practices & Tier 1 Feedback Cycle Process	X		
EC: Mobile Classroom & Community Outreach	X		

Goal 3:

Close the Achievement/Opportunity Gaps Among All Groups

Next
Steps
2022-
2023

<i>MTSS Strategies and Programs: Positive Climate Instruction</i>	Tier 1	Tier 2	Tier 3
Implementation of PBIS at the Middle School	X	X	X
School Climate and Restorative Practices Coordinator	X	X	X
Collaborative Data Inquiry Processes: Behavior, Attendance, Grades	X		
SEL (Social Emotional Learning) Goals	X		
Success Coaches to support students and families	X	X	X

Fall Back
2021-2022



Results

Goal 4: All Students are Ready for Career and College

- Increase the percent of students (9th graders) completing the Minnesota Career Inventory System (MCIS) career and college pathway work from 92% in 2021 to 100% in 2022.

WAPS had an increase from 92% to 100% in 2022.

Spring Forward
2022-2023



Goal 4: All Students are Ready for Career and College

- Maintain the percent of students (9th graders) completing the Minnesota Career Inventory System (MCIS) career and college pathway work at 100% in 2023.
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Goal 4: All Students are Ready for Career and College

Next Steps
2022-
2023

<i>MTSS Strategies and Programs: Academic & Positive Climate Instruction</i>	Tier 1	Tier 2	Tier 3
PLC Work: Collaborative Curriculum Development EC - 12	X		
AVID WICOR G6-12	X		
PBIS MS	X	X	X
FAST Reading and Math Assessments	X	X	X
MCIS training (Minnesota Career Inventory Survey)	X		
Concurrent Enrollment Opportunities with High Ed Institutions with Career Pathways	X		

Goals & Results:
June 2021
Grad Data



All Students Graduate from High School

The percent of all students graduating from **Winona Senior High School** will increase **4.4%** in 2020-21. The expected 2021 graduation rate will be 90.6%
Results: 87.4% (increase of 1.2% - missed target by 3.2%)

The percent of students graduating from **Winona Area Learning Center** will increase **5.1%** in 2020-21. The expected 2021 graduation rate will be 22.3%
Results: 34.4% (increase of 16.5% - exceeded target by 12.1%)

The percent of students graduating from **WAPS District Wide** will increase **3.3 %** in 2020-21. The expected 2021 graduation rate will be 81.8%
Results: 79.7% (increase of 1.2% - missed target by 2.1%)



Results:

- The 2021 Graduate Rate data was released on 3/30/2022.
- *Base Student Count is different from year to year-Discrepancy

	2017	2018	2019	2020	Target 2021	Actual 2021 (4/1/22)	Extended Target 2022
WSHS	95.3%	91.9%	87.1%	86.2%	90.6%	87.4%	95%
ALC	28.8%	13.2%	18.0%	17.9%	22.3%	34.4%	28%
District	83.2%	79.2%	74.9%	*78.5%	81.8%	79.7%	85%



Results:

The 2022 Graduate Rate data is not available until March 2023

	2018	2019	2020	2021	Expected 2022	Extended target 2023
WSHS	91.9%	87.1%	86.2%	87.4%	92.4%	97.4%
ALC	13.2%	18.0%	17.9%	34.4%	39.4%	44.4%
District	79.2%	74.9%	*78.5%	79.7%	84.7%	90%

Goals: June 2022
Grad Rate



All Students Graduate from High School

*2022 Graduate Rate data is not available until Spring 2023, so 2021 Graduation data is used for reporting progress.

The percent of all students graduating from **Winona Senior High School** will increase **5%** in 2021-22. The expected 2022 graduation rate will be **92.4%**

The percent of students graduating from **Winona Area Learning Center** will increase **5%** in 2021-22. The expected 2022 graduation rate will be **39.4%**

The percent of students graduating from **WAPS District Wide** will increase **5%** in 2021-22. The expected 2022 graduation rate will be **84.7%**

Goal 5: All Students Graduate from High School

Next
Steps
2022-
2023

<i>MTSS Strategies and Programs: Academic Instruction</i>	Tier 1	Tier 2	Tier 3
PLC Work: Collaborative Curriculum Development EC-12	X	X	X
EC: Mobile Classroom & Community Outreach	X		
Implementation of FastBridge MS	X	X	
Collaborative Data Inquiry Processes: Classroom assessments, FAST, ESGI, Grades, ect. EC-12	X	X	X
Instructional Coaching: Culturally Responsive Practices & Tier 1 Feedback Cycle Process	X		
AVID WICOR (Writing, Inquiry, Collaboration, Organization, Reading) G6-12	X		

Goal 5: All Students Graduate from High School

Next Steps
2022-
2023

<i>MTSS Strategies and Programs: Positive Climate Instruction</i>	Tier 1	Tier 2	Tier 3
Implementation of PBIS at the Middle School	X	X	X
School Climate and Restorative Practices Coordinator	X	X	X
Collaborative Data Inquiry Processes: Behavior, Attendance, Grades	X		
SEL (Social Emotional Learning) Goals	X		
Success Coaches to support students and families	X	X	X

Winona Area Public Schools

*Inspire curiosity, empower
resilience, engage community*

Public Comment and Input

