



## 2021–22 Combined World’s Best Workforce (WBWF) Summary and Achievement and Integration (A&I) Progress Report

Please use this template as an internal tool to gather information. Responses should be submitted electronically in the [Combined 2021–22 WBWF and A&I Annual Summary & Progress Report](#). You can copy your responses from this template into the electronic form.

**District or Charter Name:** Richfield Public Schools #280

**WBWF Contact:** Melissa Morrissey

**A&I Contact:** Melissa Morrissey

**Title:** Data & Testing Coordinator

**Title:** Data & Testing Coordinator

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Did you have a Minnesota Department of Education (MDE) approved A&I plan implemented in the 2020–21 school year (SY)?

Yes  No

What year of your Achievement & Integration plan are you **reporting** on?

Year 3 (3-year plan spans 2020–22 SY)

Year 2 (3-year plan spans 2021–23 SY)

Did you have a Racially Identifiable School (RIS) in the 2021–22 SY?

Yes  No

This report has three parts:

1. **WBWF:** Required for all districts/charters.
2. **A&I:** Required for districts that were implementing an MDE approved A&I plan during the 2020–21 SY. No charter schools should complete this section.
3. **Racially Identifiable School:** Required for districts that were implementing an MDE approved A&I plan for Racially Identifiable Schools during the 2020–21 SY. No charter schools should complete this section.

***Please ensure the WBWF leadership and A&I leadership collaborate within your district when completing this report.***

# World's Best Workforce

## Annual Report

**WBWF Requirement:** For each school year, the school board must publish a report in the local newspaper, by mail or by electronic means on the district website.

**A&I Requirement:** Districts must post a copy of their A&I plan, a preliminary analysis on goal progress, and related data on student achievement on their website 30 days prior to the annual public meeting.

Provide the direct website link to the district's WBWF annual report. If a link is not available, describe how the district disseminates the report to stakeholders:

<https://www.richfieldschools.org/academics/worlds-best-workforce>

Provide the direct website link to the A&I materials:

[Achievement and Integration Plan 2020-2023](https://www.richfieldschools.org/academics/testing)

<https://www.richfieldschools.org/academics/testing>

## Annual Public Meeting

**These annual public meetings were to be held in the fall of each school year. Report on this measure for the 2021–22 SY.**

**WBWF Requirement:** School boards are to hold an annual public meeting to communicate plans for the upcoming school year based on a review of goals, outcomes and strategies from the previous year. Stakeholders should be meaningfully involved, and this meeting is to occur separately from a regularly scheduled school board meeting.

**A&I Requirement:** The public meeting for A&I is to be held at the same time as the WBWF annual public meeting.

Provide the date of the school board annual public meeting to review progress on the WBWF plan and Achievement and Integration plan for the 2020–21 SY: School District 0280-01 will present progress on the WBWF plan and the Achievement and Integration plan for 2021-2022 to the Richfield School Board at the meeting on December 19th, at 7pm.

## Goals and Results

### 1. All Students Ready for School

Does your district/charter enroll students in Kindergarten? If no, please skip to the next goal.

Goal	Result	Goal Status
<p>Provide the established SMART goal for the 2021–22 SY.</p> <p>1.A. The percentage of all students who attend preschool programs in RPS who are meeting expectations on the Teaching Strategies Gold (TS Gold) growth report for Literacy will increase from 44.83% in Fall-2021 to 54.83% in Spring 2022.</p> <p>1.B. The percentage of all students who attend preschool programs in RPS who are meeting expectations on the TS Gold growth report for Mathematics will increase from 31.0% in Fall 2021 to 41% in Spring 2022.</p>	<p>Provide the result for the 2021–22 SY that directly ties back to the established goal.</p> <p>1.A. The percentage of students who attended preschool programs in RPS who met or exceeded expectations on the TS Gold growth report for Literacy increased from 44.83% in Fall 2021 to 91.4% in Spring 2022.</p> <p>1.B. The percentage of students who attended preschool programs in RPS who met or exceeded expectations on the TS Gold growth report for Mathematics increased from 31.0% in Fall 2021 to 84.24% in Spring 2022.</p>	<p><b>Check one of the following:</b></p> <p><input type="checkbox"/> On Track (multi-year goal)</p> <p><input type="checkbox"/> Not On Track (multi-year goal)</p> <p><input type="checkbox"/> Goal Met (one-year goal)</p> <p><input type="checkbox"/> Goal Not Met (one-year goal)</p> <p><input checked="" type="checkbox"/> Met All (multiple goals)</p> <p><input type="checkbox"/> Met Some (multiple goals)</p> <p><input type="checkbox"/> Met None (multiple goals)</p>

Repeat table for additional school readiness goals as appropriate.

### 2. All Students in Third Grade Achieving Grade-Level Literacy

Goal	Result	Goal Status
<p>Provide the established SMART goal for the 2021–22 SY.</p> <p>The proficiency of 3rd graders enrolled the full academic year within RPS on all state reading accountability tests will increase from 34.0% in Spring 2021 to 39% in Spring 2022.</p>	<p>Provide the result for the 2021–22 SY that directly ties back to the established goal.</p> <p>In 2022, 33.6% of 3rd graders were proficient on all state Reading accountability tests.</p>	<p><b>Check one of the following:</b></p> <p><input type="checkbox"/> On Track (multi-year goal)</p> <p><input type="checkbox"/> Not On Track (multi-year goal)</p> <p><input type="checkbox"/> Goal Met (one-year goal)</p> <p><input checked="" type="checkbox"/> Goal Not Met (one-year goal)</p> <p><input type="checkbox"/> Met All (multiple goals)</p> <p><input type="checkbox"/> Met Some (multiple goals)</p>

Goal	Result	Goal Status
		<input type="checkbox"/> Met None (multiple goals)

Repeat table for additional third-grade literacy goals as appropriate.

### 3. Close the Achievement Gap(s) Between Student Groups

Goal	Result	Goal Status
<p>Provide the established SMART goal for the 2021–22 SY.</p> <p>3.A. The proficiency gap between Black and White students enrolled the full academic year for all grades tested within Richfield Public Schools on all state reading and math accountability tests will decrease by 10% from 2021 to 2026 while increasing the proficiency of White students by 3% each year. READING Black/White gap: 35.1% to 25.1% White proficiency: 61% to 73% MATH Black/White gap: 40.5% to 30.5% White proficiency: 49.5% to 61.5%</p> <p>3.B. The proficiency gap between Latino and White students enrolled the full academic year for all grades tested within Richfield Public Schools on all state reading and math accountability tests will decrease by 10% from 2021 to 2026 while increasing the proficiency of White students by 3% each year. READING Latino/White gap: 39.5% to 29.5% White proficiency: 61% to 73% MATH Latino/White gap: 35.6% to 25.6% White proficiency: 49.5% to 61.5%</p>	<p>Provide the result for the 2021–22 SY that directly ties back to the established goal.</p> <p>3.A. In 2022, the proficiency gap between Black and White students in <u>Reading</u> was 33.9% (gap has <b>decreased</b> - but not on track). In 2022, the proficiency gap between Black and White students in <u>Math</u> is 38.6% (gap has <b>decreased</b> - not on track).</p> <p>3.B. In 2022, the proficiency gap between Latino and White students in <u>Reading</u> is 39.0% (gap has <b>decreased</b> - not on track). In 2022, the proficiency gap between Latino and White students in <u>Math</u> is 39% (gap has <b>increased</b> - not on track).</p> <p>3.A. and 3.B. In 2022, the proficiency White students in <u>Reading</u> is 59.4% (proficiency has <b>decreased</b> - not on track). In 2022, the proficiency White students in <u>Math</u> is 53.9% (proficiency has <b>increased</b> - on track).</p>	<p><b>Check one of the following:</b></p> <p><input type="checkbox"/> On Track (multi-year goal)</p> <p><input type="checkbox"/> Not On Track (multi-year goal)</p> <p><input type="checkbox"/> Goal Met (one-year goal)</p> <p><input type="checkbox"/> Goal Not Met (one-year goal)</p> <p><input type="checkbox"/> Met All (multiple goals)</p> <p><input checked="" type="checkbox"/> Met Some (multiple goals)</p> <p><input type="checkbox"/> Met None (multiple goals)</p>

Repeat table for additional achievement gap goals as appropriate.

**4.All Students Career and College-Ready by Graduation**

Goal	Result	Goal Status
<p>Provide the established SMART goal for the 2021–22 SY.</p> <p>The percent of Grade 11 students at Richfield Public Schools who meet College Readiness benchmarks on the Spring ACT test will increase by 1% from 2021 to 2022 in the following subjects:</p> <p>English- 43% to 44%</p> <p>Mathematics - 31% to 32%</p> <p>Reading 34% to 35%</p> <p>Science - 28% to 29%</p> <p>Met All Four - 18% to 19%</p>	<p>Provide the result for the 2021–22 SY that directly ties back to the established goal.</p> <p>The percent of Grade 11 students who met College Readiness benchmarks on the Spring ACT in 2021 were as follows:</p> <p>English - 31% (goal not met)</p> <p>Mathematics - 20% (goal not met)</p> <p>Reading - 28% (goal not met)</p> <p>Science - 21% (goal not met)</p> <p>Met All Four - 13% (goal not met)</p>	<p><b>Check one of the following:</b></p> <p><input type="checkbox"/> On Track (multi-year goal)</p> <p><input type="checkbox"/> Not On Track (multi-year goal)</p> <p><input type="checkbox"/> Goal Met (one-year goal)</p> <p><input checked="" type="checkbox"/> Goal Not Met (one-year goal)</p> <p><input type="checkbox"/> Met All (multiple goals)</p> <p><input type="checkbox"/> Met Some (multiple goals)</p> <p><input type="checkbox"/> Met None (multiple goals)</p>

Repeat table for additional career and college readiness goals as appropriate.

**5.All Students Graduate**

Goal	Result	Goal Status
<p>Provide the established SMART goal for the 2021–22 SY.</p> <p>The percentage of all Richfield Public School students graduating within 4 years will increase by 5% from 86.3% in 2020 to 91.3% in 2021.</p>	<p>Provide the result for the 2021–22 SY that directly ties back to the established goal.</p> <p>The 4 year graduation rate of Richfield Public School students increased by 1% from 86.3% to 87.3%. Goal not met.</p>	<p><b>Check one of the following:</b></p> <p><input type="checkbox"/> On Track (multi-year goal)</p> <p><input type="checkbox"/> Not On Track (multi-year goal)</p> <p><input type="checkbox"/> Goal Met (one-year goal)</p> <p><input checked="" type="checkbox"/> Goal Not Met (one-year goal)</p> <p><input type="checkbox"/> Met All (multiple goals)</p> <p><input type="checkbox"/> Met Some (multiple goals)</p> <p><input type="checkbox"/> Met None (multiple goals)</p>

Repeat table for additional graduation goals as necessary.



## 2021–22 Achievement and Integration (A&I) Progress Report

Once they are approved by MDE, Achievement and Integration (A&I) plans are in effect for three years. At the end of the third year, the commissioner must determine if districts met each goal in their approved plans ([Minn. Stat. § 124D.862, subd. 8](#)).

In order to do this, each district is asked to provide information in this A&I progress report indicating whether or not each of their plan goals was on track or has been met. The information you submit will also be used to provide ongoing support for your A&I efforts.

Districts with one or more racially identifiable schools will also submit progress reports to verify whether 2021–22 A&I plan goals for each of those schools were on track or have been met.

Districts that don't meet plan goals after three years are to consult with the commissioner on improvement plans and use up to 20% of their annual A&I revenue to fund improvement strategies—strategies that will make it more likely for a district to meet their new A&I goals (Minn. Stat. § 124D.862, subd. 8).

Please ensure your Achievement and Integration leadership team collaborates when completing this report.

### This progress report has two parts:

1. **Achievement and Integration:** Required for all districts that were implementing an MDE approved Achievement and Integration plan during the 2021–22 SY.
2. **Racially Identifiable School (RIS):** Required for districts that were implementing an MDE approved Achievement and Integration plan for Racially Identifiable Schools during the 2021–22 SY.

**\*Please use this template as an internal tool to gather information. Responses should be submitted electronically in the [Combined 2021–22 WBWF and A&I Annual Summary & Progress Report](#). You can copy your responses from this template into the electronic form.**

## District and Contact Information

**District Name:** Richfield Public Schools

**A and I Contact:** Melissa Morrissey

**Title:** District Data and Assessment Coordinator

**Phone:** 612-798-6023

**Email:** melissa.morrissey@rpsmn.org

**Complete the tables below if you are reporting on year 3 of your 3-year plan (July 1, 2019–June 30, 2022).** If you are reporting on year 2 of your 3-year plan (July 1, 2020–June 30, 2023), please complete the tables below the Racially Identifiable Schools section.

***Achievement and Integration Goal 1***

Goal Statement	Achievement, Integration, or Teacher Equity Goal?	Baseline	Actual Result (2021–22 SY)	On Track?
Copy the SMART goal statement from your plan implemented in the 2021–22 SY.	Check one of the following: <input type="checkbox"/> Achievement Goal <input type="checkbox"/> Integration Goal <input type="checkbox"/> Teacher Equity	Copy the baseline starting point from your plan implemented in the 2021–22 SY.	Provide the result for the 2021–22 school year that directly ties back to the established goal.	Check one of the following: <input type="checkbox"/> Goal Met <input type="checkbox"/> Goal Not Met

***Achievement and Integration Goal 2***

Goal Statement	Achievement, Integration, or Teacher Equity Goal?	Baseline	Actual Result (2021–22 SY)	On Track?
Copy the SMART goal statement from your plan implemented in the 2021–22 SY.	Check one of the following: <input type="checkbox"/> Achievement Goal <input type="checkbox"/> Integration Goal <input type="checkbox"/> Teacher Equity	Copy the baseline starting point from your plan implemented in the 2021–22 SY.	Provide the result for the 2021–22 school year that directly ties back to the established goal.	Check <b>one</b> of the following: <input type="checkbox"/> Goal Met <input type="checkbox"/> Goal Not Met



***Achievement and Integration Goal 3***

Goal Statement	Achievement, Integration, or Teacher Equity Goal?	Baseline	Actual Result (2021-22 SY)	On Track?
Copy the SMART goal statement from your plan implemented in the 2021–22 SY.	Check one of the following: <input type="checkbox"/> Achievement Goal <input type="checkbox"/> Integration Goal <input type="checkbox"/> Teacher Equity	Copy the baseline starting point from your plan implemented in the 2021–22 SY.	Provide the result for the 2021–22 SY that directly ties back to the established goal.	Check <b>one</b> of the following: <input type="checkbox"/> On Track <input type="checkbox"/> Not on Track <input type="checkbox"/> Goal Met <input type="checkbox"/> Goal Not Met

**Please note:** If you have more than three goals, copy and paste additional A&I Goal tables below.

***Integration***

**Narrative is required. 200-word limit.**

Please summarize the impact of the integration strategies you implemented with the A&I districts you partnered with during the 2021–22 SY. Also, consider ways that your A&I plan strategies have increased integration within your district.

## Racially Identifiable Schools

If your district’s A&I plan includes goals and strategies for one or more racially identifiable schools, please complete this section of the report. This section is only required for districts with one or more racially identifiable schools.

Provide the information requested below for each of the racially identifiable schools in your district.

School Name:

### ~~Achievement and Integration RIS Goal 1~~

Goal Statement	Achievement, Integration, or Teacher Equity Goal?	Baseline	Actual Result (2021-22 SY)	On Track?
Copy the SMART goal statement from your plan implemented in the 2021–22 SY.	Check one of the following: <input type="checkbox"/> Achievement Goal <input type="checkbox"/> Integration Goal <input type="checkbox"/> Teacher Equity	Copy the baseline starting point from your plan implemented in the 2021–22 SY.	Provide the result for the 2021–22 SY that directly ties back to the established goal.	Check <b>one</b> of the following: <input type="checkbox"/> On Track <input type="checkbox"/> Not on Track <input type="checkbox"/> Goal Met <input type="checkbox"/> Goal Not Met

***Achievement and Integration RIS Goal 2***

Goal Statement	Achievement, Integration, or Teacher Equity Goal?	Baseline	Actual Result (2021-22 SY)	On Track?
Copy the SMART goal statement from your plan implemented in the 2021–22 SY.	Check one of the following: <input type="checkbox"/> Achievement Goal <input type="checkbox"/> Integration Goal <input type="checkbox"/> Teacher Equity	Copy the baseline starting point from your plan implemented in the 2021–22 SY.	Provide the result for the 2021–22 SY that directly ties back to the established goal.	Check <b>one</b> of the following: <input type="checkbox"/> On Track <input type="checkbox"/> Not on Track <input type="checkbox"/> Goal Met <input type="checkbox"/> Goal Not Met

***Achievement and Integration RIS Goal 3***

Goal Statement	Achievement, Integration, or Teacher Equity Goal?	Baseline	Actual Result (2021-22 SY)	On Track?
Copy the SMART goal statement from your plan implemented in the 2021–22 SY.	Check one of the following: <input type="checkbox"/> Achievement Goal <input type="checkbox"/> Integration Goal <input type="checkbox"/> Teacher Equity	Copy the baseline starting point from your plan implemented in the 2021–22 SY.	Provide the result for the 2021–22 SY that directly ties back to the established goal.	Check <b>one</b> of the following: <input type="checkbox"/> On Track <input type="checkbox"/> Not on Track <input type="checkbox"/> Goal Met <input type="checkbox"/> Goal Not Met

**Please note:** If you have more than three goals for this RIS, copy and paste additional A&I Goal tables below.

Complete the tables below if you are reporting on year 2 of your 3-year plan (July 1, 2020–June 30, 2023).

**1. Achievement and Integration Goal 1**

Goal Statement	Achievement, Integration, or Teacher Equity Goal?	Baseline	Actual Result (2021–22 SY)	On Track?
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<p>Copy the SMART goal statement from your plan implemented in the 2021–22 SY.</p> <p>1.A. The proficiency gap between Black and White students enrolled the full academic year for all grades tested within Richfield Public Schools on all state reading and math accountability tests will decrease by 10% from 2021 to 2026 while increasing the proficiency of White students by 3% each year.</p> <p>READING Black/White gap: 35.1% to 25.1% White proficiency: 61% to 73% MATH Black/White gap: 40.5% to 30.5% White proficiency: 49.5% to 61.5%</p>	<p>Check one of the following:</p> <p><input checked="" type="checkbox"/> Achievement Goal</p> <p><input type="checkbox"/> Integration Goal</p> <p><input type="checkbox"/> Teacher Equity</p>	<p>Copy the baseline starting point from your plan implemented in the 2021–22 SY.</p> <p>Baseline data from 2021:</p> <p>1.A. READING 2021 Black/White gap: 35.1%</p> <p>MATH 2021 Black/White gap: 40.5%</p> <p>1.B. READING 2021 Latino/White gap: 39.5%</p> <p>MATH 2021 Latino/White gap: 35.6%</p> <p>1.A. &amp; 1.B. READING 2021 White proficiency: 60.6%</p> <p>MATH 2021 White Proficiency: 49.5%</p>	<p>Provide the result for the 2021–22 school year that directly ties back to the established goal.</p> <p>1.A. In 2022, the proficiency gap between Black and White students in <u>Reading</u> was 33.9% (gap has <b>decreased</b> - but not on track). In 2022, the proficiency gap between Black and White students in <u>Math</u> is 38.6% (gap has <b>decreased</b> - not on track).</p> <p>1.B. In 2022, the proficiency gap between Latino and White students in <u>Reading</u> is 39.0% (gap has <b>decreased</b> - not on track). In 2022, the proficiency gap between Latino and White students in <u>Math</u> is 39% (gap has <b>increased</b> - not on track).</p>	<p>Check one of the following:</p> <p><input type="checkbox"/> Goal Met</p> <p><input checked="" type="checkbox"/> Goal Not Met</p>
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<p>1.B. The proficiency gap between Latino and White students enrolled the full academic year for all grades tested within Richfield Public Schools on all state reading and math accountability tests will decrease by 10% from 2021 to 2026 while increasing the proficiency of White students by 3% each year.</p> <p>READING  Latino/White gap: 39.5% to 28.5%  White proficiency: 61% to 73%  MATH  Latino/White gap: 35.6% to 25.6%  White proficiency: 49.5% to 61.5%</p>			<p>3.A. and 3.B. In 2022, the proficiency White students in <u>Reading</u> is 59.4% (proficiency has <b>decreased</b> - not on track). In 2022, the proficiency White students in <u>Math</u> is 53.9% (proficiency has <b>increased</b> - on track).</p>	
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**2.Achievement and Integration Goal 2**

Goal Statement	Achievement, Integration, or Teacher Equity Goal?	Baseline	Actual Result (2021-22 SY)	On Track?
<p>Copy the SMART goal statement from your plan implemented in the 2021–22 SY.</p> <p>The percentage of all Richfield Public School students graduating within 4 years will increase by 5% from 86.3% in 2020 to 91.3% in 2021.</p>	<p>Check one of the following:</p> <p><input checked="" type="checkbox"/> Achievement Goal</p> <p><input type="checkbox"/> Integration Goal</p> <p><input type="checkbox"/> Teacher Equity</p>	<p>Copy the baseline starting point from your plan implemented in the 2021–22 SY.</p> <p>Baseline data from 2020 of 86.3%</p>	<p>Provide the result for the 2021–22 school year that directly ties back to the established goal.</p> <p>The 4 year graduation rate of Richfield Public School students increased by 1% from 86.3% to 87.3%. Goal not met.</p>	<p>Check <b>one</b> of the following:</p> <p><input type="checkbox"/> Goal Met</p> <p><input checked="" type="checkbox"/> Goal Not Met</p>

**3.Achievement and Integration Goal 3**

Goal Statement	Achievement, Integration, or Teacher Equity Goal?	Baseline	Actual Result (2021-22 SY)	On Track?
<p>Copy the SMART goal statement from your plan implemented in the 2021–22 SY.</p> <p>The proficiency of 3rd graders enrolled the full academic year within RPS on all state reading accountability tests will increase from 34.0% in Spring 2021 to 39% in Spring 2022.</p>	<p>Check one of the following:</p> <p><input checked="" type="checkbox"/> Achievement Goal</p> <p><input type="checkbox"/> Integration Goal</p> <p><input type="checkbox"/> Teacher Equity</p>	<p>Copy the baseline starting point from your plan implemented in the 2021–22 SY.</p> <p>Baseline Data: 34.0% of 3rd graders proficient on READING MCAs in 2021</p>	<p>Provide the result for the 2021–22 SY that directly ties back to the established goal.</p> <p>In 2022, 33.6% of 3rd graders were proficient on all state Reading accountability tests.</p>	<p>Check <b>one</b> of the following:</p> <p><input type="checkbox"/> On Track</p> <p><input type="checkbox"/> Not on Track</p> <p><input type="checkbox"/> Goal Met</p> <p><input checked="" type="checkbox"/> Goal Not Met</p>

**Please note:** If you have more than three goals, copy and paste additional A&I Goal tables below.

### ***Integration***

**Narrative is required. 200-word limit.**

Please summarize the impact of the integration strategies you implemented with the A&I districts you partnered with during the 2021–22 SY. Also, consider ways that your A&I plan strategies have increased integration within your district.

In 2021-2022, Richfield College Experience Program (RCEP) began implementation of standards based grading changes and began credit by assessment measurement in the credit recovery model. In addition to our collaborative opportunities among RPS secondary programs in the form of equity forums with students from Bloomington Public Schools, our efforts to expand standards based grading have led to collaboration with Eastern Carver County schools, St Louis Park and Hopkins School District. Richfield Public Schools continues to be a member district with Intermediate District 287 Partnership for Collaborative Curriculum, and staff from all member districts from all over the metro Twin Cities area and beyond are creating engaging, culturally relevant online curriculum to share with one another, including a curriculum that is translated into Spanish for our non-native Spanish speaking students. RPS staff has met with students, families and invited students from neighboring districts of Bloomington, Minneapolis, Edina and Eden Prairie to enroll in RCEP.



