



INDEPENDENT  
SCHOOL  
DISTRICT 728

ELK RIVER | OTSEGO | ROGERS | ZIMMERMAN

# WORLD'S BEST WORKFORCE *2021-2022*



[www.isd728.org](http://www.isd728.org)

Our mission is to **educate**, **inspire** and **empower** our diverse learners, to shape their futures, to accomplish their dreams and to contribute positively to our local and global communities.

# OUR MISSION

Our mission is to **educate, inspire and empower** our diverse learners, to shape their futures, to accomplish their dreams and to contribute positively to our local and global communities.

# OUR CORE VALUES

We believe that:

1. All people have value.
2. Valuing and respecting differences strengthens the individual and the community.
3. People thrive when they feel connected, supported and affirmed.
4. Everyone can learn.
5. Hope inspires and empowers.
6. Lifelong learning is essential for personal growth.
7. Change is an opportunity for growth.

# ABOUT ISD 728

Independent School District 728, the eighth largest school district in Minnesota, is a high-performing district located 35 miles northwest of Minneapolis. We proudly serve more than 14,000 neighborhood students and more than 60,000 lifelong learners in the areas of Albertville, Baldwin, Big Lake, Burns, Dayton, Elk River, Livonia, Nowthen, Orrock, Otsego, Ramsey, Rogers, Stanford, St. Michael and Zimmerman.

We have 11 elementary schools, 7 middle schools and 5 high schools. We also offer Science, Technology, Engineering and Math (STEM) magnet programs at Rogers Elementary School and Salk Middle School. Our Community Education program serves learners of all ages from birth to senior citizens.

Everything we do is aligned with our mission: to **educate, inspire and empower** our diverse learners.

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# WORLD'S BEST WORKFORCE

In 2013, the State Legislature passed a bill called the World's Best Workforce to ensure every school district within the state is making strides to increase student performance. This bill is a strategic plan that is to be implemented in every school district which addresses the five goals below. In this report, you will see highlights of the progress made in these specific areas within ISD 728 during the 2020-2021 school year.



**5 GOALS**

*All children are ready for school.*

*All third-graders can read at grade level.*

*All racial and economic achievement gaps between students are closed.*

*All students are ready for career and college.*

*All students graduate from high school.*

## World's Best Workforce Committee

The purpose of the World's Best Workforce Committee is to address continuous improvement, community involvement and annual public reporting on curriculum, instruction and student achievement. This committee is comprised of parents from district schools, community members, teachers, administration and district office personnel to ensure that a broad range of issues and viewpoints are examined and discussed. The 2021-2022 committee members are listed below.

Location	Position	Name
DO	Paraprofessional	Wendy Schwab
DO	Director	Kelly Corbett
DO	Teacher	Kristin Hall
ELEM	Principal Rep	McKayla Loveland
MS	Principal Rep	Julie Athman
HS	Principal Rep	Bryan Scherr

### Parent Involvement Committee

RMS	Parent	Anne Anderson
ERHS	Parent	Jennifer Bartlett
ERHS	Parent	Jennifer Downing
HES	Parent	Danielle Ende
HES	Parent	Stephanie Capistrant
LES	Parent	Sara Jones
MES	Parent	Melissa Powell
PES	Parent	Amy Albert
PVES	Parent	Rebecca Pakter
PVES	Parent	Alissa Ostroot
RES	Parent	Anne Anderson
RHS	Parent	Quinn Stull
SMS	Parent	Jessie Keckeisen
VMS	Parent	Ashley Buhay
ISCHS	Parent	Joterrica Williams
WES	Parent	Larissa Holland
ZES	Parent	Marie Johnson
ZMHS	Parent	Sandra Pool-Hanlon

WORLD'S BEST WORKFORCE GOAL	ISD 728 2021-2022 GOAL	ISD 728 2021-2022 RESULTS	ISD 728 2022-2023 GOAL	EXAMPLES OF STRATEGIES TO ACHIEVE THIS GOAL
<b>All Children Are Ready For School</b>	ISD 728 Early Childhood Programs will Increase the Area of Development average in Teaching Strategies Gold from 93.62% in the Spring of 2021 to 94% in 2022.	Spring assessments in Teaching Strategies Gold Areas of Development averaged from 93.62% in 2021 to 93.48% in 2022.	ISD 728 Early Childhood Programs will Increase the Area of Development average in Teaching Strategies Gold from 93.48% in the Spring of 2022 to 94% in 2023.	Marketing outreach, free programming, parent education, utilize digital tools, increase Language and Social-emotional strategies. Help Me Grow & screening to identify students who are not making developmental milestones.
<b>All Third-Graders Can Read at Grade Level</b>	ISD 728 will increase our proficiency rate on the grade 3 reading Minnesota Comprehensive Assessment from 61% in 2021 to 65% in 2022.	The percentage of students who met proficiency on the 3rd grade reading MCA declined from 61% in 2021 to 58% in 2022.	ISD 728 will increase our proficiency rate on the grade 3 reading Minnesota Comprehensive Assessment from 58% in 2022 to 62% in 2023.	Title I, Elementary Academic Interventionists, Multi Tiered Systems of Support, Workshop Model, New Literacy resources, English Language Learner support, Minnesota Reading Corps, What I Need Time, ADSIS Program, Targeted Services.
<b>All Racial And Economic Achievement Gaps Between Students Are Closed</b>	ISD 728 will close the achievement gap of at-risk learners from 31% in 2021 to 28% in 2022; based on the reading and math Minnesota Comprehensive Assessment results.	The achievement gap for at-risk learners on the 2022 MCA reading and math tests decreased from 31% in 2021 to 29% in 2022.	ISD 728 will close the achievement gap of at-risk learners from 29% in 2022 to 26% in 2023; based on the reading and math Minnesota Comprehensive Assessment results.	AVID Program, Equity Specialists, ADSIS Program, Minnesota Reading Corps, Minnesota Math Corps, Title I, STEM Programming, What I Need Time, Addressing COVID-19 learning loss and providing recovery services for students receiving special education services, Benchmark & Sonday curriculum adoption within special education classes.
<b>All Students Are Ready For Career and College</b>	ISD 728 will increase the percentage of students meeting at least one of the ACT readiness standards from 79% for the graduating class of 2021 to 81% for the graduating class of 2022.	The percentage of graduating students in the class of 2022 who met at least one college readiness benchmark on the ACT decreased from 79% in 2021 to 70% in 2022.	ISD 728 will increase the percentage of students meeting at least one of the ACT readiness standards from 70% for the graduating class of 2022 to 73% for the graduating class of 2023.	MN Career Information System, College Prep Courses, Online and Blended Learning, AVID, Vocational Courses, Internship opportunities, Career & College Fairs, Evening of Exploration, Cool Jobs Tours, 28 Advanced Placement and College level courses, Social-emotional learning strategies and MS & HS Curriculum implementation.
<b>All Students Graduate From High School*</b>	ISD 728 will improve the four year graduation rate from 92.7% in 2020 to 93.7% in 2021.	The four year graduation rate decreased from 92.7% in 2020 to 86.3% in 2021.	ISD 728 will improve the four year graduation rate from 86.3% in 2021 to 87.7% in 2022.	Online and Blended Learning, Blended Courses, Schoology, COMPASS Program, AVID, Digital Resources, Ivan Sand Community High School, Mental Health supports, Special Education transition planning.
*Official graduation rates are delayed by one year due to state reporting requirements.				

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# GOAL 1: ALL CHILDREN ARE READY FOR SCHOOL

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Parents are a child's first and most important teacher. Strong school-based early learning environments and programs are intended not to replace the parent(s), but to support and enhance their role and to provide rich educational experiences for early learners. Research has demonstrated that high quality early learning experiences can close achievement gaps for at-risk children before they begin their K-12 careers.

## Early Childhood Screening

Early Childhood Screening is an ISD 728 program providing free screening to preschool children ages 3 and older. Early screening can reveal concerns with vision, hearing, speech and language, cognition, fine and gross motor skills and social and emotional issues. Early detection provides the opportunity to intervene and address issues that could affect later learning. In Minnesota, this screening is mandated prior to a child attending public school kindergarten.

<b>518 Total Referrals</b>	<b>975 Screened Children</b>
<ul style="list-style-type: none"><li>• Speech/Language: <b>167</b></li><li>• Cognitive: <b>100</b></li><li>• Fine/Gross Motor: <b>16</b></li><li>• Social-Emotional: <b>84</b></li><li>• Vision or Hearing: <b>150</b></li><li>• New Health Concern: <b>1</b></li></ul>	<ul style="list-style-type: none"><li>• 3-year-olds: <b>307</b></li><li>• 4-year-olds: <b>419</b></li><li>• 5-year-olds: <b>242</b></li><li>• 6-year-olds: <b>7</b></li></ul>

## Early Childhood Family Education

Early Childhood Family Education (ECFE) combines parenting and early childhood education through classes, home visits and other services. ECFE enhances and supports parents by providing education and quality early learning environments for children birth to Kindergarten entry.

### 2021-2022 Participation

- **244** Children
- **219** Adults

## School Readiness

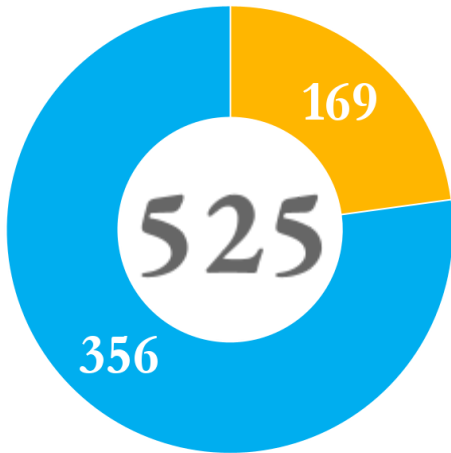
School Readiness, which includes Discovery Learning (DL) programs, provides preschool education, along with parent involvement, for children between the ages of 3 to 5.

School Readiness uses a strong research-based curriculum, the same Professional Learning Committees and Response to Intervention approaches as the District's K-12 programs; and Teaching Strategies GOLD, an authentic and comprehensive assessment program that is aligned with state guidelines. This assessment tool

is tailored to support and monitor all types of learners. School Readiness is also a vehicle for inclusion of Early Childhood Special Education (ECSE) preschool children with non-ECSE peers.

## Children Enrolled in Discovery Learning Preschool

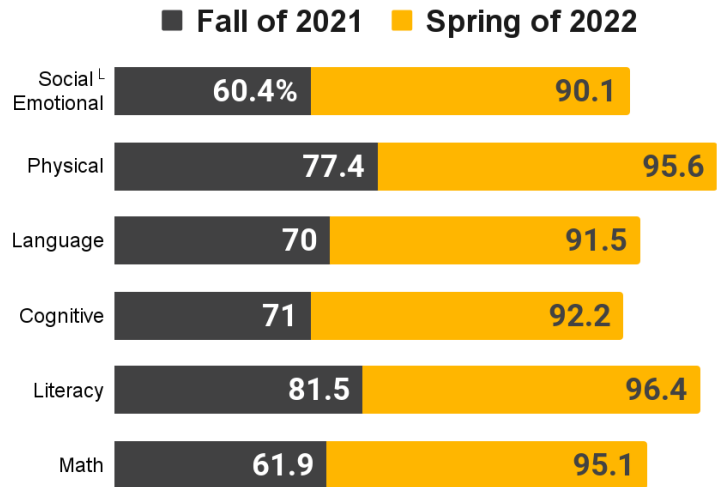
● Students Ages 3 or 4 ● Students Ages 4 or 5



89 of the 525 Discovery Learning Preschool students were children with Individual Educational Plans (ECSE students).

## Meet/Exceeds Expectations

All children were benchmarked at entry to the program in the fall, with a mid-year assessment in the winter and a final assessment in spring.



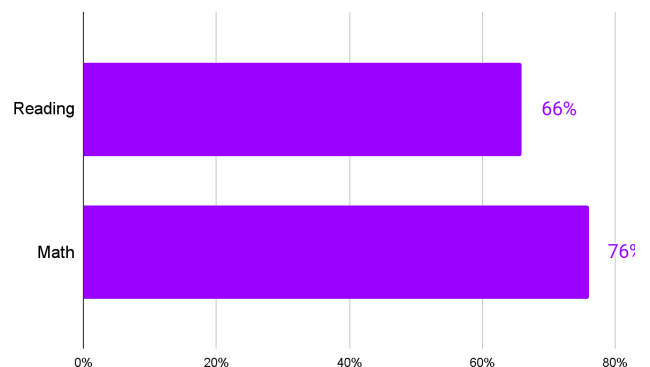
## Kindergarten

Kindergarten provides an essential bridge between pre-kindergarten and the primary grades. It enables children to develop the academic, social and emotional skills they need to be successful.

To measure academic readiness the District uses FASTBridge EarlyReading and EarlyMath tests. These research-based tests were developed by the University of Minnesota and are administered during the first three weeks of school.

The goal of the FASTBridge system is to have at least 60% of the students meeting the fall benchmark.

## Kindergarten Students Meeting Fall FAST Benchmarks



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# GOAL 2: ALL THIRD GRADERS CAN READ AT GRADE LEVEL

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## The Read Well by Third Grade Literacy Plan

ISD 728 is dedicated to the success of all of our students. The Read Well by Third Grade Literacy Plan describes the current goals, practices, and supports for students in grades E-3 so that all students are reading at or above grade level no later than the end of third grade.

Basic reading proficiency is one of many developmental milestones in a child's educational experience. Providing quality instruction, assessments, interventions, and curriculum are the foundational elements for developing comprehensive systems of support for all learners. This plan addresses District and Building Leadership Teams, Interventions, Assessments, Parent Notification and Involvement, Curriculum and Instruction and Professional Development. Visit [www.isd728.org/LiteracyPlan](http://www.isd728.org/LiteracyPlan) for more information.

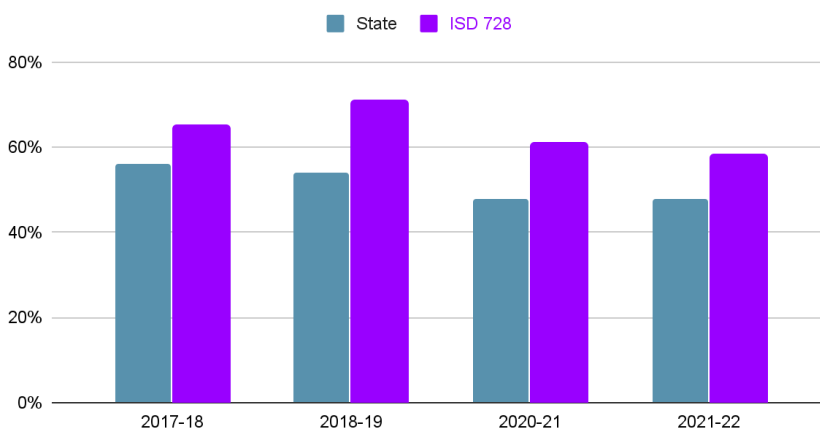
## FAST Assessments

ISD 728 uses FASTBridge assessments because the benchmark goals associated with FAST are set at a high level and are aligned with state standards. Students in grades K-5 are assessed three times per year to determine which students are not on track. Students needing additional help are provided with supplemental support.

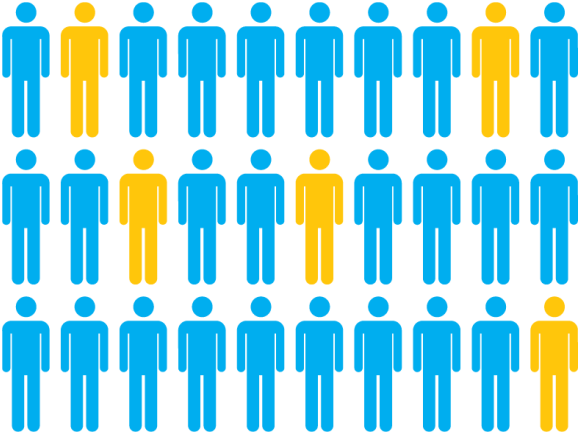
## MCA Assessments

The Minnesota Comprehensive Assessments are used to determine how well our students are meeting state standards in reading, math, and science. The results at the right demonstrate that ISD 728 consistently exceeds the state proficiency rate by more than 10% in grade 3 reading.

### Proficiency Rates on the Grade 3 MCA



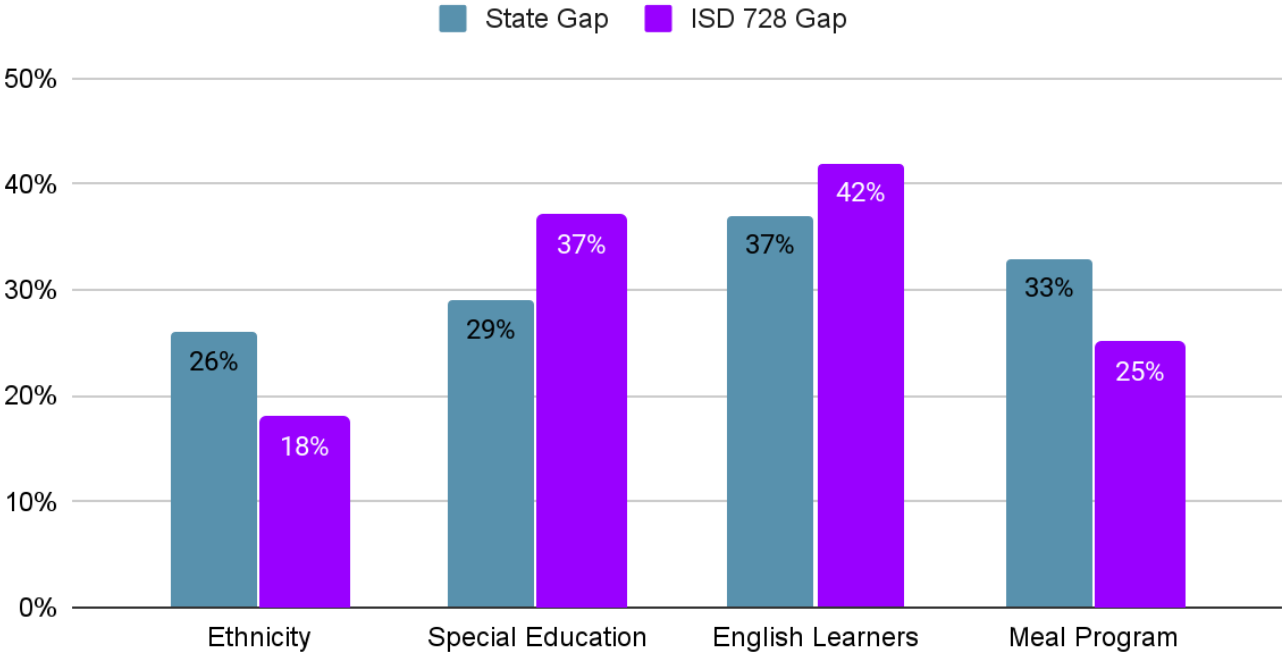
# GOAL 3: ALL RACIAL AND ECONOMIC ACHIEVEMENT GAPS BETWEEN STUDENTS ARE CLOSED



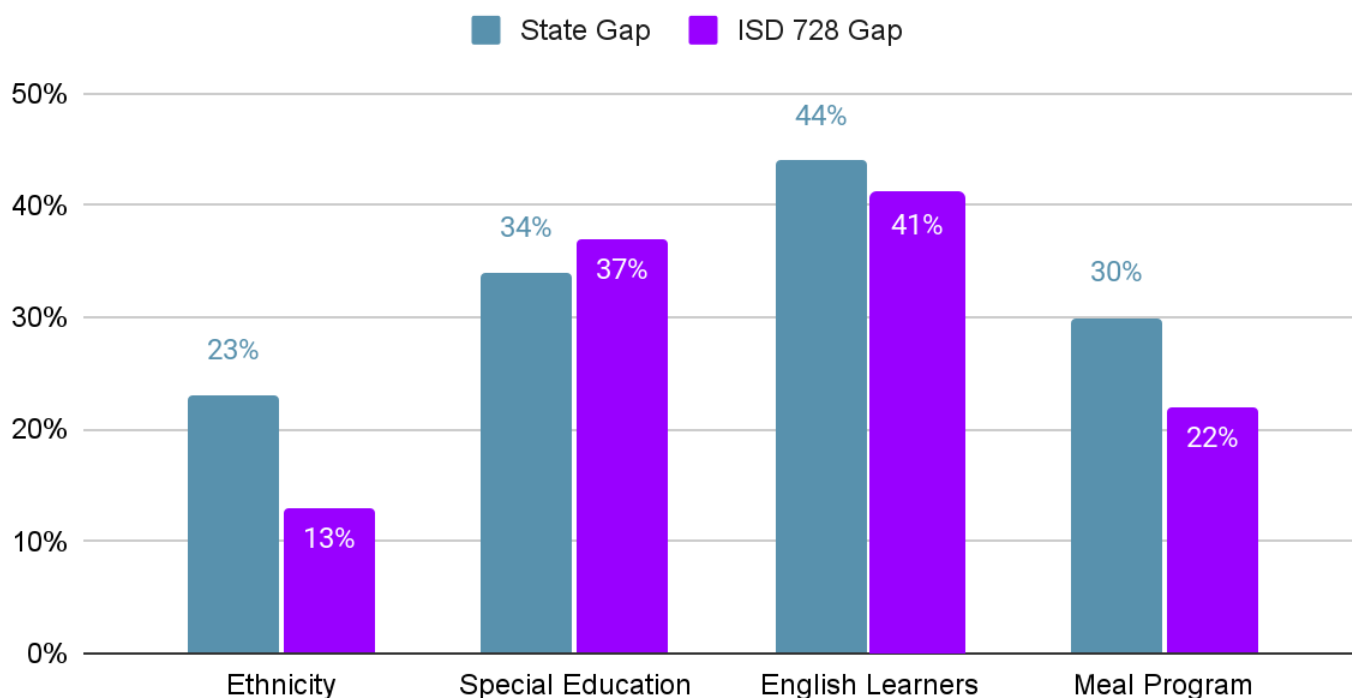
Closing the achievement gap was a focal point for the district well before the state made it a priority. The district made a commitment to the phrase “ALL means ALL” when it adopted the philosophy of Effective Schools Research years ago. To view the ISD 728 audit, visit [www.isd728.org/EdAudit](http://www.isd728.org/EdAudit).

To measure the degree to which strategies close the achievement gap are effective, the district compares the performance of four different groups on both the MCA math and MCA reading tests. To effectively measure all students, the results from grades 3-11 are combined to measure the math gaps and grades 3-10 are used to measure the reading gaps. Results from achievement gap analysis indicate that ISD 728 is effectively closing the gap in three of the four areas.

## 2022 Achievement Gaps in Math



# 2022 Achievement Gaps in Reading

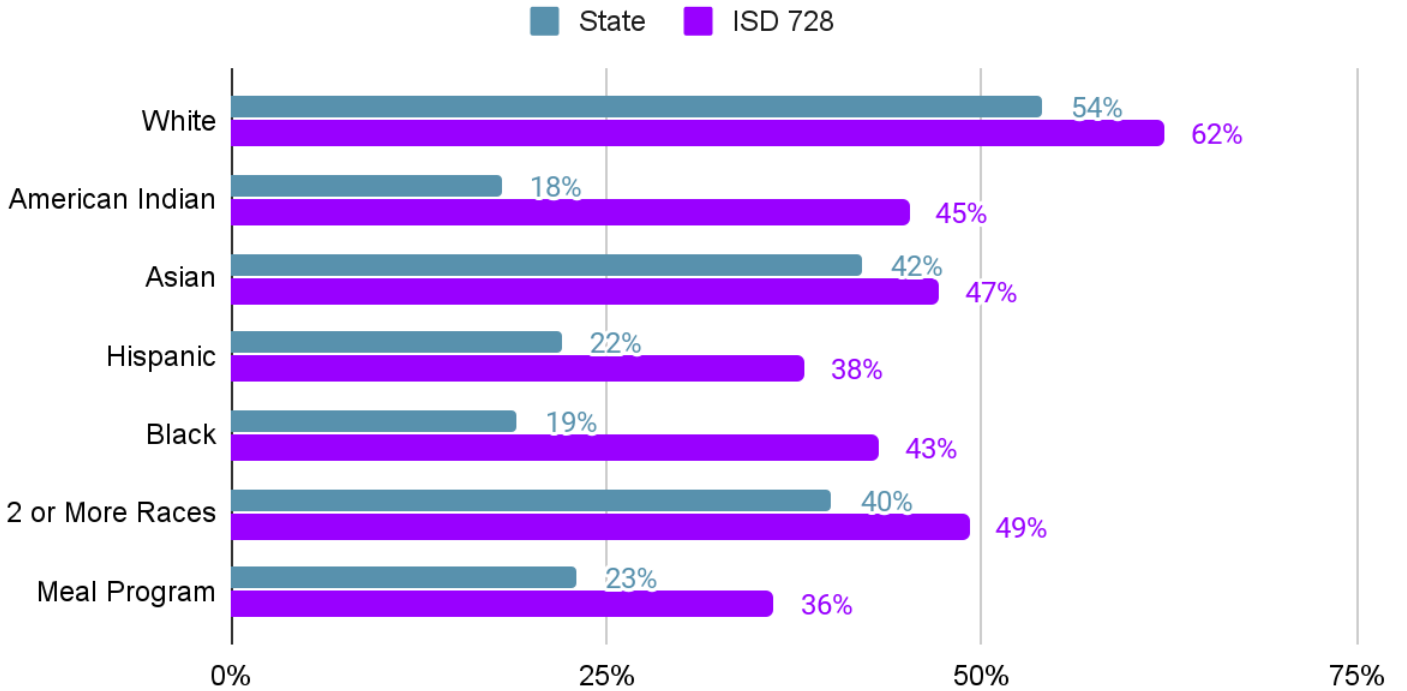


## Achievement and Integration (AI)

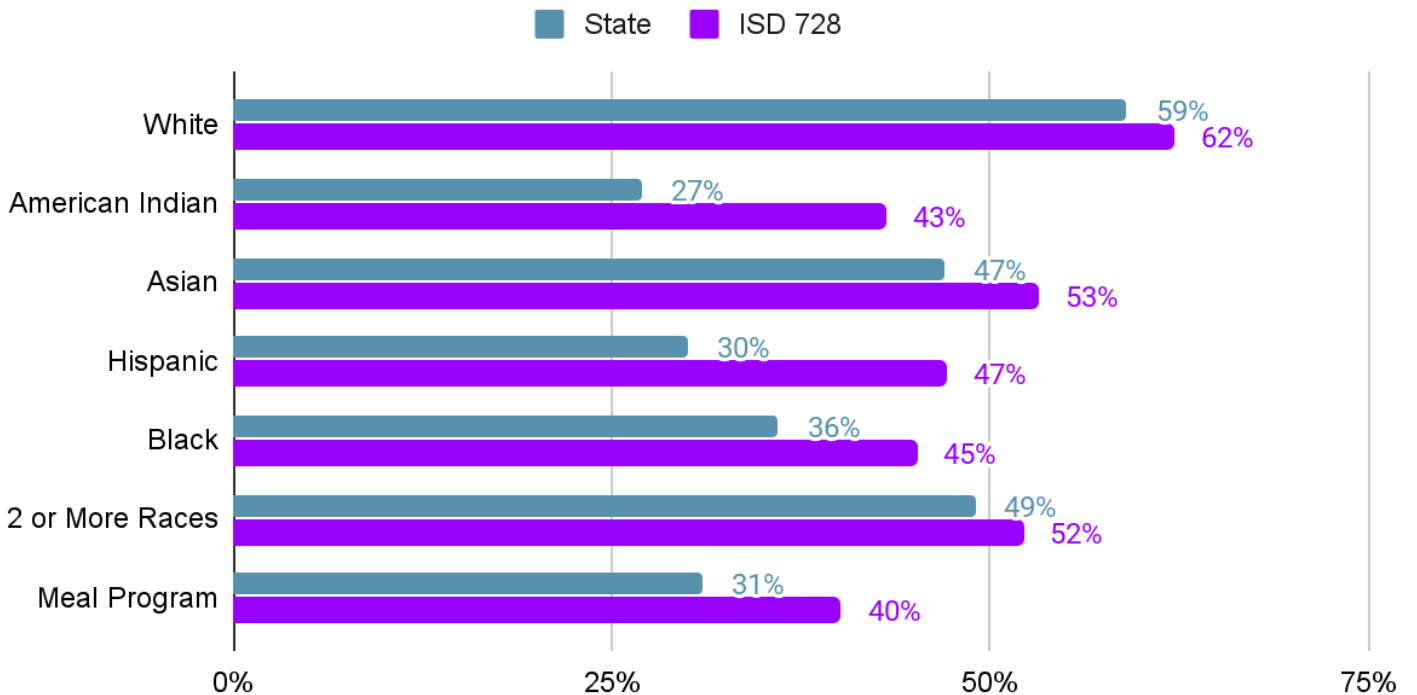
The purpose of the Achievement and Integration program for Minnesota public schools is to pursue racial and economic integration, increase student achievement, create equitable educational opportunities, and reduce academic disparities based on students' diverse racial, ethnic, and economic backgrounds in Minnesota public schools.

The ISD 728 Achievement and Integration leadership team collected and analyzed a vast assortment of data which included stakeholder surveys, classroom observations, building walk-throughs, test scores, enrollment and attendance records, and graduation rates. Based on the multitude of data collected, we looked for trends and identified achievement and opportunity gaps. The 2020-2023 AI Plan was written to further increase student achievement and create equitable educational opportunities. In addition to closing the achievement gap in reading by increasing the proficiency of students of color and students receiving free/reduced price meals, we also include strategies to ensure students and families benefit from equitable and high quality educational programs by providing access, increasing participation, expanding representation, and achieving positive outcomes. Many of these opportunities are provided in partnership with the Northwest Suburban Integration School District.

# 2022 MCA Math Proficiency Rates



# 2022 MCA Reading Proficiency Rates



## School Enrollment Choice

### Strategies

- Provide magnet schools for racial integration and educational choice accessible to all students.
- Attract out-of-district students attending magnet schools.
- Monitor enrollment through application lottery and school reporting.
- Maintain magnet school enrollment at 80-100% of capacity.
- Retain out-of-district students attending magnet schools.

## Student Engagement/School Connection

### Strategies

- Provide direct service programming for students, both inter-district and intra-district.
- Offer a variety of student clubs and groups.
- Maintain Equity Specialists positions.
- Provide 8<sup>th</sup>-12<sup>th</sup> grade Step Up and 9<sup>th</sup> - 12<sup>th</sup> grade Essence mentorship groups.
- Reach out to the community via surveys, meetings, and social media.
- Link to Minnesota Student Survey data, student data, community feedback.
- Provide events that connect students, families, and community members across our school district.

## Academic Achievement

### Strategies

- Further embed Advancement Via Individual Determination (AVID) in eight secondary schools.
- Provide AVID training for teachers.
- Offer AVID elective courses for 6-12th grade students.
- Provide college coursework opportunities.
- Train administrators and teacher groups how to effectively use achievement gap data.
- Leverage Professional Learning Committees (PLC) and Multi-tiered Systems of Support (MTSS) structures to identify students for intervention and monitor achievement gaps.
- Monitor progress through AVID Certification system, achievement gap data (MCA).

## College and Career Readiness

### Strategies

- Maintain College and Career Readiness Specialists.
- Grow partnerships with local businesses.
- Assist students in creating Individual Student Plans for post-high school using Minnesota Career Information System(MCIS).
- Maintain and grow College Career Centers.
- Host college and career fairs.
- Participate in college field trips.
- Provide ACT/SAT preparation for students.
- Arrange classroom presentations/guest speakers.
- Develop social and emotional skills to prepare students for career success.
- Provide an array of opportunities to meet the needs of all learners.

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## **GOAL 4: ALL STUDENTS ARE READY FOR CAREER AND COLLEGE**

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Adequately preparing students for career and college readiness is a major component of the World's Best Workforce legislation. Presently, the district is gauging its success by using two different measures. One measure is by tracking the percentage of students who attend some form of post-secondary education by using data from the National Student Clearinghouse.

The National Student Clearinghouse data tracks participation in post-secondary school and/or training, not readiness. Therefore, this data serves as a proxy until a clearer data source is identified. Currently, 63% of our graduating students attend some form of formal post-high school training or education within two years of their graduation.

The other measure that ISD 728 uses is the percentage of students who earn "College Readiness" scores on the ACT exam. College Readiness scores reflect the minimum score needed in a subject area to ensure that a student will be successful on college-level work. As a district, the percentage of our ACT examinees who meet the college readiness benchmark on each of the four subject areas of the ACT is comparable to the state results and higher than the national percentages.

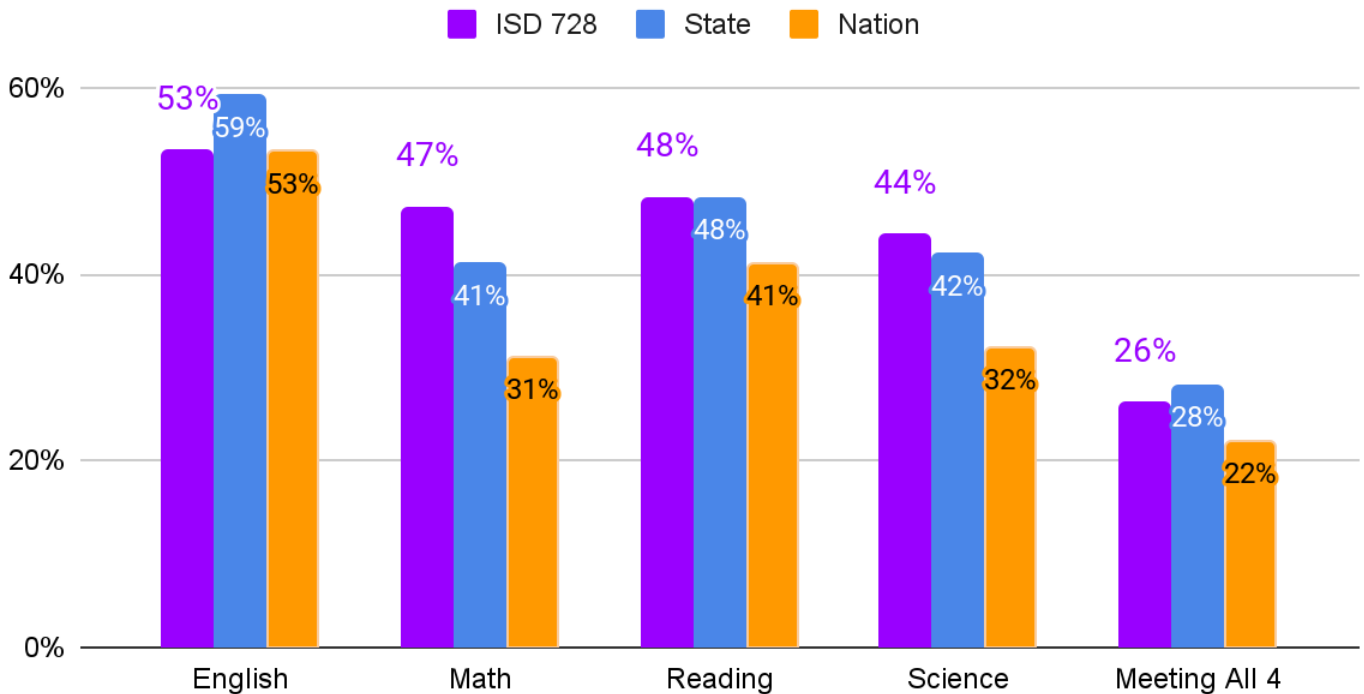
The Top 10 Job Employability Skills center around critical thinking, problem solving, people management, resilience and other forms of emotional intelligence, all social emotional learning skills. ISD 728 infuses strategies that support the development of these skills to ensure our students are college and career ready.



Of our graduating students attend some form of formal post-high school training or education within **2 years** of their graduation.



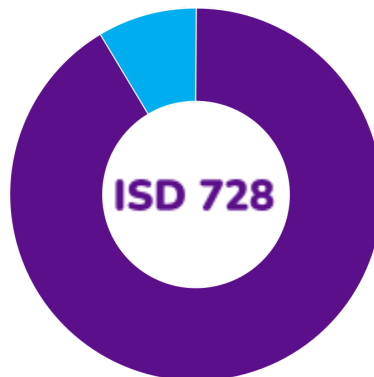
# 2022 ACT College Readiness Results



## GOAL 5: ALL STUDENTS GRADUATE FROM HIGH SCHOOL

Ensuring that all students graduate on time is imperative to both ISD 728 and to the state of Minnesota.

The four-year graduation rate was 86.3% in 2020-2021. This was a large decrease from the 2019-20 graduating class and is likely a direct result of the pandemic. Our graduation rate had been rising for the past 10 years prior to last year.



# 86.3%

of students graduate on time in ISD 728. State average is **83.3%**.

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# STRATEGIES TO ATTAINING GOALS

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## Curriculum Review

Once new Minnesota State Standards are adopted, a Curriculum Review Team is established for that content area. The Curriculum Review Team reviews the recently adopted standards and selects instructional resources that align with the new standards. Parents are given the opportunity to review materials and give input for each of our curriculum reviews. In addition to selecting resources to teach the new standards, best instructional practices are evaluated and a training plan for staff is developed. ISD 728 has made parent involvement in the process a major component and allows all parents to be involved before curriculum is adopted. For example, during the 2021-2022 school year, families had the opportunity to review and provide input about the new science and world language materials from home and online prior to the District's adoption and implementation.

## Social and Emotional Learning

ISD 728's Strategic Action Plan identifies specific goals prioritizing social and emotional learning needs. It is critical to provide a holistic approach to the education of students. Job and career readiness requires skills beyond academics. The Top 10 Job Employability Skills center on problem solving, critical thinking, people management, resilience, stress tolerance, emotional intelligence, and conflict resolution and perspective. Emotional intelligence is essential for success in life. ISD 728 provides supportive structures to build resilience and grit, establish and maintain relationships, and understand emotions and coping strategies. Social emotional learning is job readiness, bully prevention, mental health support and suicide prevention. They are the fundamental skills that allow us to contribute positively to our local and global communities, a central value in ISD 728.

## Multi-Tiered System of Supports

ISD 728 implements an instructional framework that supports academic, behavior and social emotional learning for all students called Multi-Tiered System of Supports (MTSS). This framework ensures core instruction to all students and those needing additional rigor receive enriched instruction while those who need additional practice receive remedial instruction. Teachers are not alone in this process; as a Professional Learning Community, Collaborative Teams and Student Support Teams are designed to problem solve with all stakeholders and plan next steps to ensure the student's needs are being met. This system of support extends beyond the classroom to the entire school and often to the entire district. It is not limited to mainstream K-12 students, MTSS can be integrated into classrooms serving pre-K students and special populations. It is a learning framework for all students.

## Educational Services and Building Strategic Action Plans

The district Strategic Action Plan sets forth the direction and goals of ISD 728, as well as the strategies to achieve these goals. In addition, the district provides an Educational Services Plan, which allows building principals to create a Strategic Action Plan that aligns with the district. Each building has a leadership team that periodically reviews assessment, attendance, grading and behavior data. These teams evaluate the progress toward meeting the building goals in the Strategic Action Plans and determine the effectiveness of the strategies that they are using.

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# STRATEGIES TO ATTAINING GOALS

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## Data Retreats

Professional Learning Communities meet weekly across the district to review data. They clarify essential outcomes for each subject/course, develop common assessments, analyze and utilize results of common assessments, monitor learning and implement researched based instructional strategies. Most importantly, the community of learners reflect on their own and team practices to improve student achievement.

To address concerns associated with learning loss related to the pandemic, ISD 728 began holding annual Data Retreats in the fall of 2022. These retreats focused on identifying the academic, attendance, and behavioral needs of our students and developing strategies to address these needs.

## Equity Specialists

The Equity Specialist team contributes to the mission of the District by working with students, families, and staff members to promote culturally responsive and sustaining learning environments. Equity Specialists construct partnerships between families, communities and schools to facilitate cultural exploration, increase understanding of social issues, access resources and opportunities. In our elementary schools, Equity Specialists build partnerships with our families and community members, support cross cultural communication, and implement programming to build cultural awareness. Equity Specialists in our secondary schools lead student groups focused on positive identity development and social issues, provide opportunities to build student leadership and advocacy skills, and facilitate access to resources and opportunities across our inter-district collaborative.

## Professional Development

ISD 728 has a total of four staff development days annually to build the capacity of licensed staff members. The District Staff Development Committee surveys the professional development needs of staff members and brings forward recommendations to the leadership team. In 2021-2022, the professional development topics included implementation of multi-tiered systems of support to promote children's social, emotional and behavioral wellbeing as the foundation for academic and life success as well as professional development in best practices of elementary literacy instruction. ISD 728 also provides training on interrupting bias and bullying, implicit bias and other related equity topics.

