



ELK RIVER | OTSEGO | ROGERS | ZIMMERMAN

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.

**2019-2020**  
**WORLD'S BEST WORKFORCE**

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

# ABOUT ISD 728

11500 193rd Ave. NW, Elk River, MN 55330

763.241.3400

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

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 13,400 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 10 elementary schools, 5 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.



## 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 7 CORE VALUES

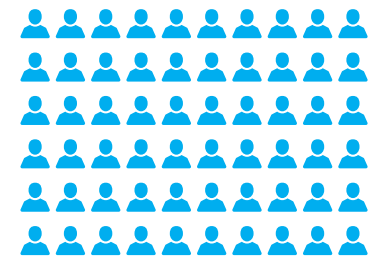
1. ALL people have value.
2. Valuing and respecting differences strengthens the individual and the community.
3. People thrive when they feel connected, supported and affirmed.
4. Everyone can learn.
5. Hope inspires and empowers.
6. Lifelong learning is essential for personal growth.
7. Change is an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



**OVER  
13,500  
STUDENTS**



**OVER  
60,000  
LIFE-LONG  
LEARNERS**



**10** **ELEMENTARY  
SCHOOLS**

**5** **HIGH  
SCHOOLS**

**5** **MIDDLE  
SCHOOLS**

**2** **STEM MAGNET  
SCHOOLS**



# 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 2019-2020 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 2019-2020 committee members are listed below.

Location	Position	Name
DO	Paraprofessional	Wendy Schwab
DO	Director	Kelly Stanton
DO	Teacher	Patricia Sanford
MIDDLE	Principal Rep	Marcia Welch
HIGH	Principal Rep	Bryan Scherr

### Parent Involvement Committee

RMS	Parent	Kristine Niznik
ERHS	Parent	Emily Gangl
HES	Parent	Gretchen Dedrick
HES	Parent	Stephanie Capistrant
LES	Parent	Sara Jones
MES	Parent	Melissa Powell
OES	Parent	Rachel Turkowski
PES	Parent	Amy Albert
PVEMS	Parent	Jennifer Frion
PVEMS	Parent	Alissa Ostroot
RES	Parent	Anne Anderson
RHS	Parent	Quinn Stull
SMS	Parent	Jessica Ovall
TLE	Parent	Jessie Keckeisen
VMS	Parent	Asley Buhay
WES	Parent	Larissa Holland
ZES	Parent	Marie Johnson
ZMHS	Parent	Lori Olson

# WORLD'S BEST WORKFORCE

## GOALS AND RESULTS (AT A GLANCE)

MINNESOTA WORLD'S BEST WORKFORCE GOAL	ISD 728 2019-2020 GOAL	ISD 728 2019-2020 RESULTS	ISD 728 2019-2020 GOAL	EXAMPLES OF STRATEGIES TO ACHIEVE THIS GOAL
<b>All Children Are Ready For School</b>	We will increase the overall percentage of 'Meets or Exceeds Expectations' on the Spring early childhood student development assessments from 94% in 2019 to 97% in 2020.	Teaching Strategies Gold Areas of Development averaged 84.88% from the Fall of 2019 to the Winter of 2020	ISD 728 Early Childhood Programs will Increase the Area of Development average in Teaching Strategies Gold from 84.88% in 2019 to 91% in 2021.	Marketing outreach, free programming, parent education, expand Discovery Learning Extra, utilize digital tools, increase Language and Social-emotional strategies.
<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 71% in 2019 to 73% in 2020.	N/A - The MCA tests were not administered in the spring of 2020.	ISD 728 will increase our proficiency rate on the grade 3 reading Minnesota Comprehensive Assessment from 71% in 2019 to 73% in 2021. OR *If no MCAs the goal will be... ISD 728 will increase the percentage of students meeting benchmark level on the grade 3 FAST aReading Assessment from 76% in winter of 2020 to 78% in the winter of 2021.	Title I, Multi Tiered System of Support, Workshop Model, New Literacy resources, English Language Learner support, Minnesota Reading Corps, What I Need Time, ADSIS Program.
<b>All Racial And Economic Achievement Gaps Between Students Are Closed</b>	ISD 728 will close the achievement gap of at-risk learners from 30% in 2019 to 22% in 2020; based on the reading and math Minnesota Comprehensive Assessment results.	N/A - The MCA tests were not administered in the spring of 2020.	ISD 728 will close the achievement gap of at-risk learners from 30% in 2019 to 22% in 2021; based on the reading and math Minnesota Comprehensive Assessment results. OR *If no MCAs the goal will be... ISD 728 will close the achievement gap of at-risk learners from 15% in 2020 to 13% in 2021; based on the FAST aReading and aMath results.	AVID Program, Equity Specialists, ADSIS Program, Minnesota Reading Corps, Minnesota Math Corps, Title I, STEM Programming, What I Need Time.
<b>All Students Are Ready For Career and College</b>	We will increase the percentage of students meeting at least one of the ACT readiness standards from 78% to 83%.	The percentage of graduating students in the class of 2020 who met at least one college readiness benchmark improved from 75% to 78%.	ISD 728 will increase the percentage of students meeting at least one of the ACT readiness standards from 78% for the graduating class of 2020 to 80% for the graduating class of 2021.	Minnesota Career Information System, College Prep Courses, Online Blended Learning, AVID, Vocational Courses, Internship opportunities, Career and College Fairs, Evening of Exploration, Cool Jobs tours, 28 Advanced Placement and College level courses and Social-emotional strategies.
<b>All Students Graduate From High School</b>	ISD 728 will improve the four year graduation rate from 91% in 2018 to 93% in 2019.	We improved the four year graduation rate from 91% in 2018 to 91.4% in 2019.	ISD 728 will improve the four year graduation rate from 91.4% in 2019 to 93% in 2020.	Online and Blended Learning, Blended Courses, Schoology, COMPASS Program, AVID, Digital Resources, Ivan Sand Community High School.

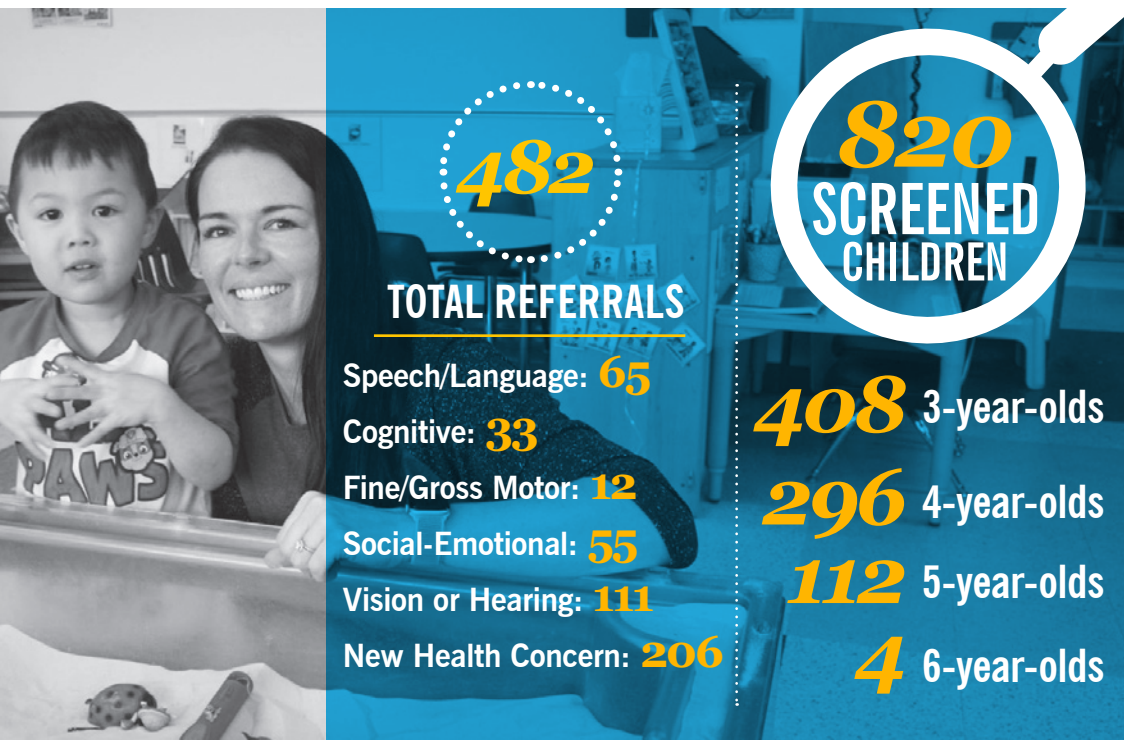


# GOAL 1: ALL CHILDREN ARE READY FOR SCHOOL

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.



## EARLY CHILDHOOD FAMILY EDUCATION

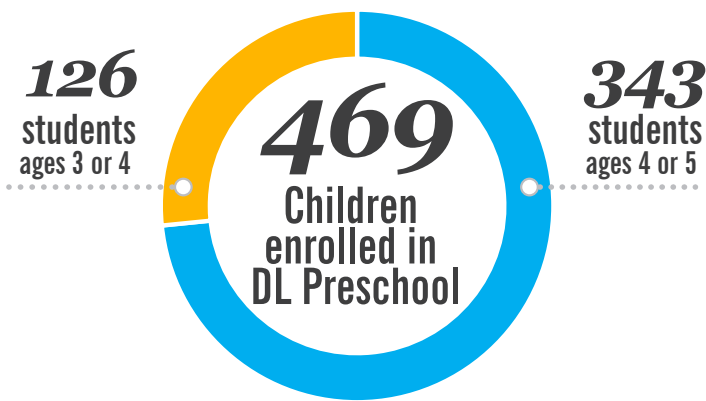
Early Childhood Family Education (ECFE) combines parenting and early childhood education through classes, home visits and other services. ECFE enhances and supports parents by providing education and quality early learning environments for children birth to Kindergarten entry.

# GOAL 1: ALL CHILDREN ARE READY FOR SCHOOL

## 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.

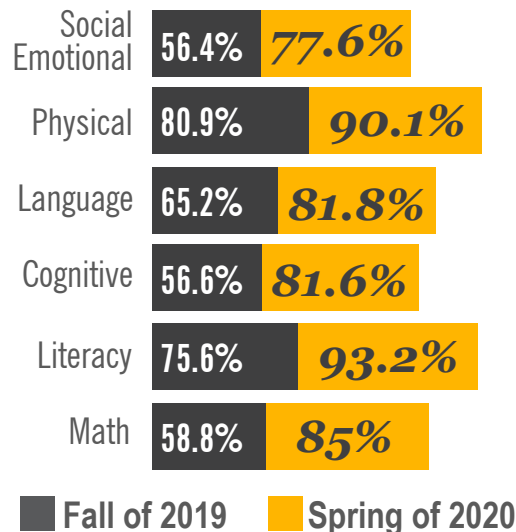
School Readiness uses a strong research-based curriculum, the same Professional Learning Committees and Response to Intervention approaches as the District's K-12 programs; and Teaching Strategies GOLD, an authentic and comprehensive assessment program that is aligned with state guidelines. This assessment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



125 of the 469 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

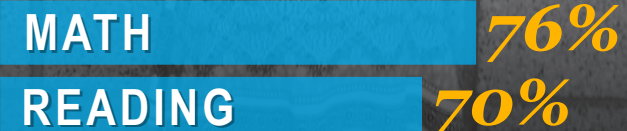
Kindergarten provides an essential bridge between pre-kindergarten and the primary grades. It enables children to develop the academic, social and emotional skills they need to be successful.

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 Benchmark





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

## 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.

District and building teams met regularly to promote and ensure implementation of the ISD 728 Literacy Plan, serve as communication conduits between buildings and the District Leadership Team, and promote family-school-community partnerships. 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.

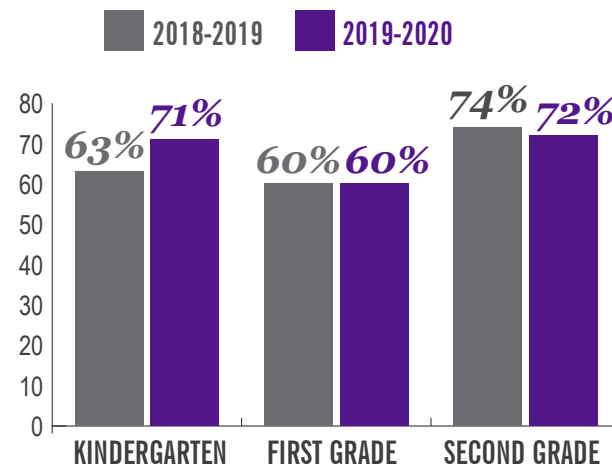
One measure of the success of our literacy plan is the level of proficiency on the third grade MCA reading test. As a district, we have continually outperformed the state by a wide margin; due to the pandemic, we were unable to gather MCA data.



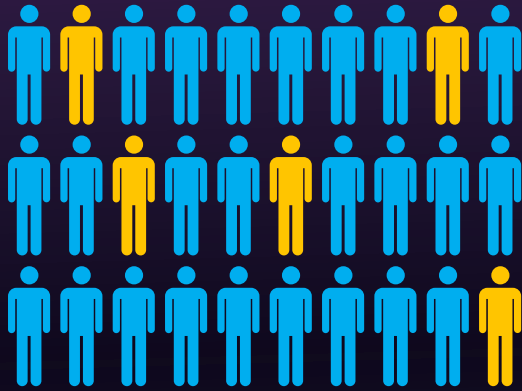
## FAST ASSESSMENTS

ISD 728 uses FASTBridge assessments as 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.

## BENCHMARK GOALS ON WINTER FAST ASSESSMENTS



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

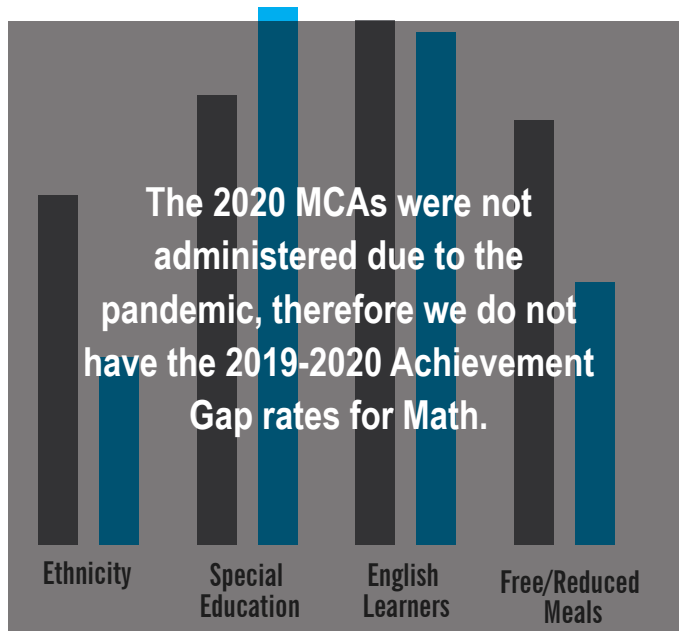


Closing the achievement gap was a focal point for the district well before the state made it a priority. The district made a commitment to the phrase “ALL means ALL” when it adopted the philosophy of Effective Schools Research years ago. To view the ISD 728 audit visit [www.isd728.org/EdAudit](http://www.isd728.org/EdAudit).

To measure the degree to which strategies to 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.

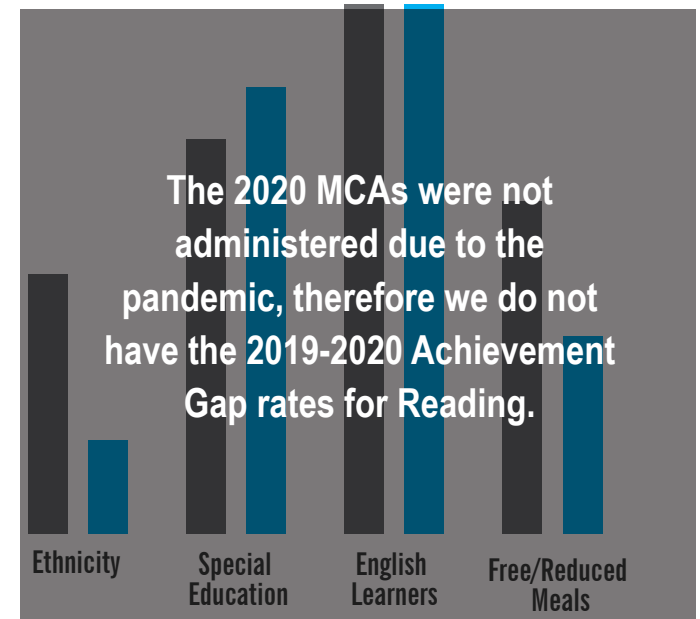
## 2020 Achievement Gaps in Math

STATE GAP ISD 728 GAP



## 2020 Achievement Gaps in Reading

STATE GAP ISD 728 GAP





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

## ACHIEVEMENT AND INTEGRATION (AI)

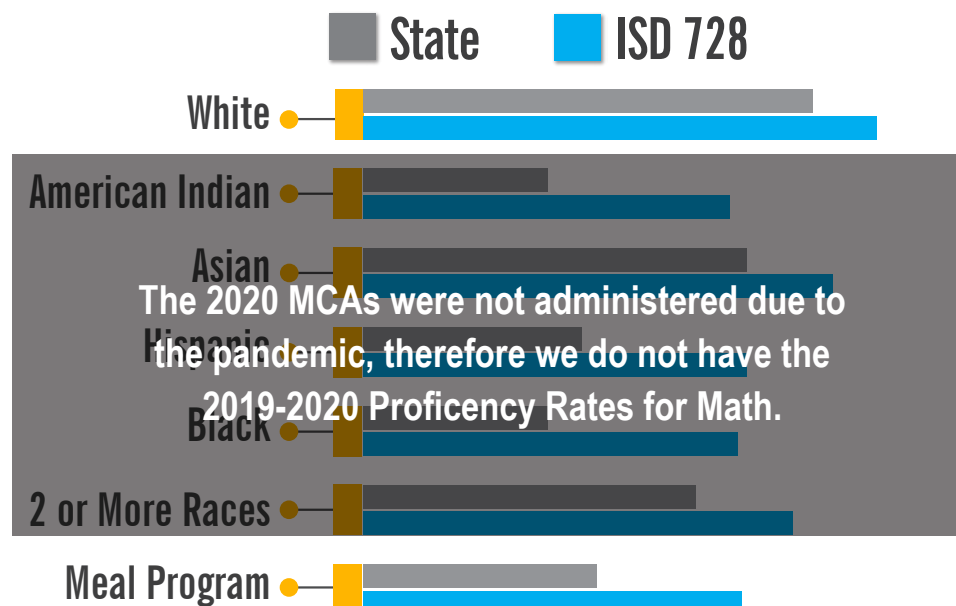
The purpose of the Achievement and Integration program is to pursue racial and economic integration, increase student achievement, create equitable educational opportunities, and reduce academic disparities based on students' diverse racial, ethnic, and economic backgrounds in Minnesota public schools.

The 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 what was learned about student growth and proficiency, we identified achievement gaps and looked for trends. The 2018-2020 AI Plan was approved by the Minnesota Department of Education in March of 2017 and we began implementing it in the fall of 2018. A new 3-year 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 plan to ensure students and families benefit from equitable and high quality educational programs by providing access, increasing participation, expanding representation, and achieving positive outcomes.

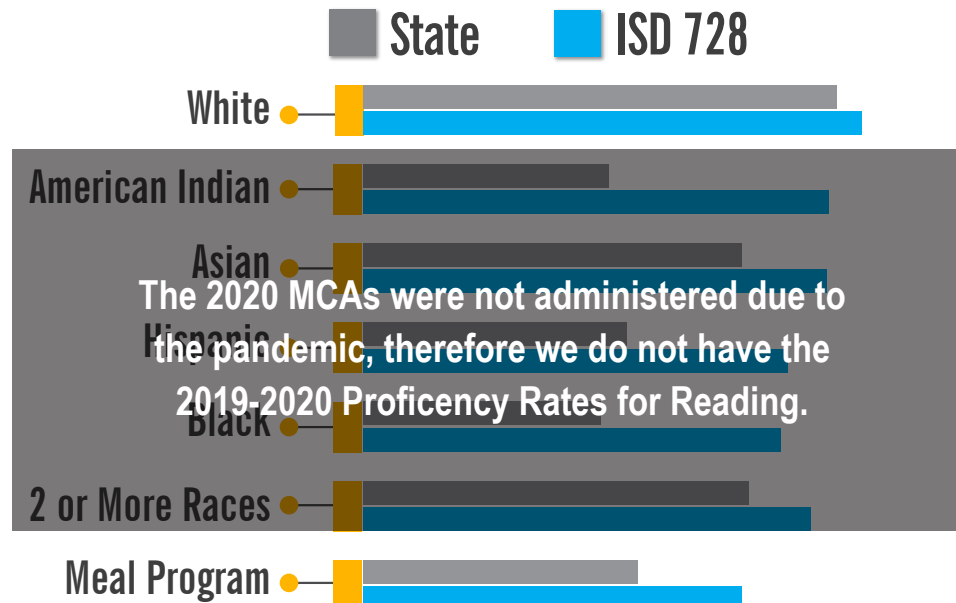
Out of the 10 school largest districts in Minnesota, ISD 728 is the ONLY district that met all of the reading and math goals for each ethnic group in the 2018-2019 school year..



## 2020 PROFICIENCY RATES IN MATH



## 2020 PROFICIENCY RATES IN READING



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

## SCHOOL ENROLLMENT CHOICE

### STRATEGIES

- » Continue magnet schools for racial integration and educational choice for all students.
- » Meet requirements to qualify for student incentive revenue.
- » Stay committed to keeping magnet Schools at 80-100% of capacity.
  - 306 out-of-district students attended magnet schools.
- » Monitor through lottery and school reporting.

## STUDENT ENGAGEMENT/ SCHOOL CONNECTION

### STRATEGIES

- » Provide direct service programming for students both inter-district and intra-district programming.
- » Maintain Equity Specialists.
- » Offer a variety of clubs and groups.
- » Provide 8th grade boys Step Up.
- » Reach out to community via surveys, meetings, social media.
- » Link to MN Student Survey data, student data, community feedback.
- » Provide community events such as the Cultural Potluck.

## ACADEMIC ACHIEVEMENT

### STRATEGIES

- » Further embed Advancement Via Individual Determination (AVID) in seven secondary schools.
- » Provide AVID training for teachers. AVID elective courses for 6-12th grade students.
- » Provide College coursework opportunities.
- » Leverage Professional Learning Committees (PLC) and Multi-tiered Systems of Support (MTSS) structures to identify students for intervention and monitor achievement gaps.
- » Inform and train administrators and teacher groups about achievement gap data.
- » 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 in creating Individual Student Plans for post-high school using 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.
- » Provide an array of opportunities to meet the needs of all learners.

In addition, we used the World's Best Workforce Plan to leverage all educational programming and created community conversations regarding specific student groups.



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

Adequately preparing students for career and college readiness is a major component of the World's Best Workforce legislation. Presently, the district is gaging 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, 75% 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 the district 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 exceeds both the state and the national percentages.



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

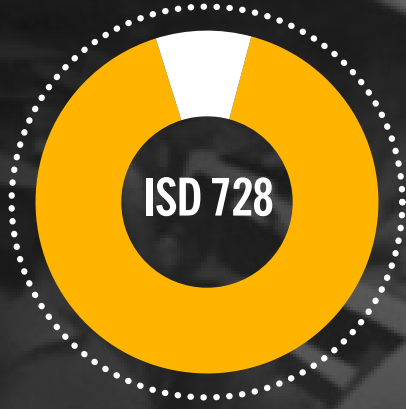
## 2020 ACT College Readiness Results


	DISTRICT	STATE	NATIONAL
English	65%	59%	58%
Math	54%	46%	37%
Reading	51%	48%	45%
Science	43%	42%	36%
Meeting all 4	30%	30%	26%

# 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 2019-2020 rate was 91.4%, more than 7% higher than the state of Minnesota's rate of 83.7%, indicating a strength for ISD 728.



  
**91.4%**  
of students graduate  
on time in ISD 728.  
State average is  
**83.7%.**







# STRATEGIES TO ATTAINING GOALS

## COMMON CORE STATE STANDARDS

ISD 728 utilizes the Common Core State Standards for Language Arts and Literacy in History/Social Studies, Science, and Technical Subjects in order to help ensure that all students are college and career ready in literacy when they graduate. The standards outline a vision of what it means to be a literate person in the 21st century and guide instruction so skills are developed in reading, writing, speaking, and listening.

## STANDARDS-BASED GRADING AND REPORTING

In 2017-2018, the District began to review and revise its implementation of standards-based report cards at elementary level by having specialists review the reporting standards they used on report cards. In addition, middle school teachers began to implement standards-based grading techniques that focused on evaluating progress toward meeting the standards at each grade and subject. Compared to simply averaging scores to get a grade, evaluating students on standards provides a clear picture as to whether or not a student is learning grade level material.

## 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.



# STRATEGIES TO ATTAINING GOALS

## ED 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 data 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.

## DATA REVIEWS

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.

## EDUCATIONAL EFFECTIVENESS AUDIT

The Educational Effectiveness Audit is a comprehensive analysis of the academic and achievement levels of our students. The audit is conducted every three years, and it compares the performance of ISD 728 to schools that share our demographic make-up both across the state and across the nation. The audit provides the district with benchmark measures that serve as the goals for the next 3-year period. The most recent audit can be found at [www.isd728.org/EdAudit](http://www.isd728.org/EdAudit).

## PROFESSIONAL DEVELOPMENT

ISD 728 has a total of four district staff development days to build the capacity of licensed staff members. The District Staff Development Committee surveys the professional development needs of staff members and makes a final recommendation to the leadership team. In 2019-2020 the focus was on professional development that occurred across the district regarding these topics in addition to an OnDemand day in which staff self-selected a topic to study using a blended learning approach developing an understanding of what Social Emotional Learning looks like, as well as implementing a workshop model to improve literacy.

