



ELK RIVER | OTSEGO | ROGERS | ZIMMERMAN

2016-2017 WORLD'S BEST WORKFORCE

OUR MISSION IS TO EDUCATE, INSPIRE AND EMPOWER

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 over 13,000 neighborhood students and more than 50,000 total 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 9 elementary schools, 4 middle schools and 4 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.

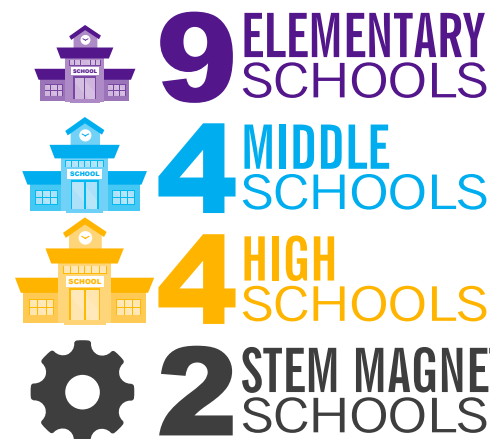
Everything we do is aligned with our mission: to educate, inspire and empower our diverse learners, to shape their futures, to accomplish their dreams and to contribute positively to our local and global communities.



—OVER—
13,000
STUDENTS



—OVER—
50,000
LIFELONG LEARNERS



1 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.

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.

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 2016-2017 school year.

GOAL 01 All children are ready for school.

GOAL 02 All third-graders can read at grade level.

GOAL 03 All racial and economic achievement gaps between students are closed.

GOAL 04 All students are ready for career and college.

GOAL 05 All students graduate from high school.

STAY ENGAGED!

- » View our World's Best Workforce report online at www.isd728.com/WBWF.
- » Attend future World's Best Workforce public meetings.
- » For more information on the World's Best Workforce, visit www.education.state.mn.us/MDE/fam/wbwf.



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 each of the district's schools, community members, teachers, administration and district office personnel to ensure that a broad range of issues and viewpoints are examined and discussed. The 2016-2017 committee members are listed below.

	BUILDING	POSITION	NAME
	DO	Digital Learning	Troy Anderson
	DO	Recorder	Wendy Schwab
	DO	Safety & Prevention	Judy Johnson
	DO	Teaching & Learning	Kelly Stanton
	DO	Teaching & Learning	McKayla Loveland
	DO	Teaching & Learning	Tricia Sanford
	DO	Teaching & Learning	Ena Rasmussen
	DO	Teaching & Learning	Lisa Willman
	DO	Teaching & Learning	Susan Potvin
	DO	Teaching & Learning	Greg Heinecke
	DO	Research & Assm.	Joe Stangler
	ELEM	Principal Rep	Stephanie Amberg
	ERHS	Parent	Josh Purcell
	HE	Parent	Jim Pereda
	HFC	Admin Rep	Cory Franson
	HFC	Parent	Becky Hanson
	HIGH	Principal Rep	Greg Martin
	ISCS	Parent	Michelle Nesbitt
	LE	Parent	Karen Wingard
	ME	Parent	Chris Borum
	MIDDLE	Principal Rep	Marcia Welch
	OE	Parent	Rosa Anayeli
	PE	Parent	Dana Olson
	RE	Parent	Shannon Ajibessin
	RHS	Parent	Kristen Scott
	RMS	Parent	Tracy Smith
	School Board	Member	Sue Farber
	SMS	Parent	Leah Kotzer
	TLE	Parent	Jessie Keckeisen
	VMS	Parent	Kristina Nelson
	WE	Parent	Jan Baker
	ZE	Parent	Nate Vassar
	ZMHS	Parent	Donna MacGregor

WORLD'S BEST WORKFORCE

WORLD'S BEST WORKFORCE 2016-2017 GOALS AND RESULTS (AT A GLANCE)

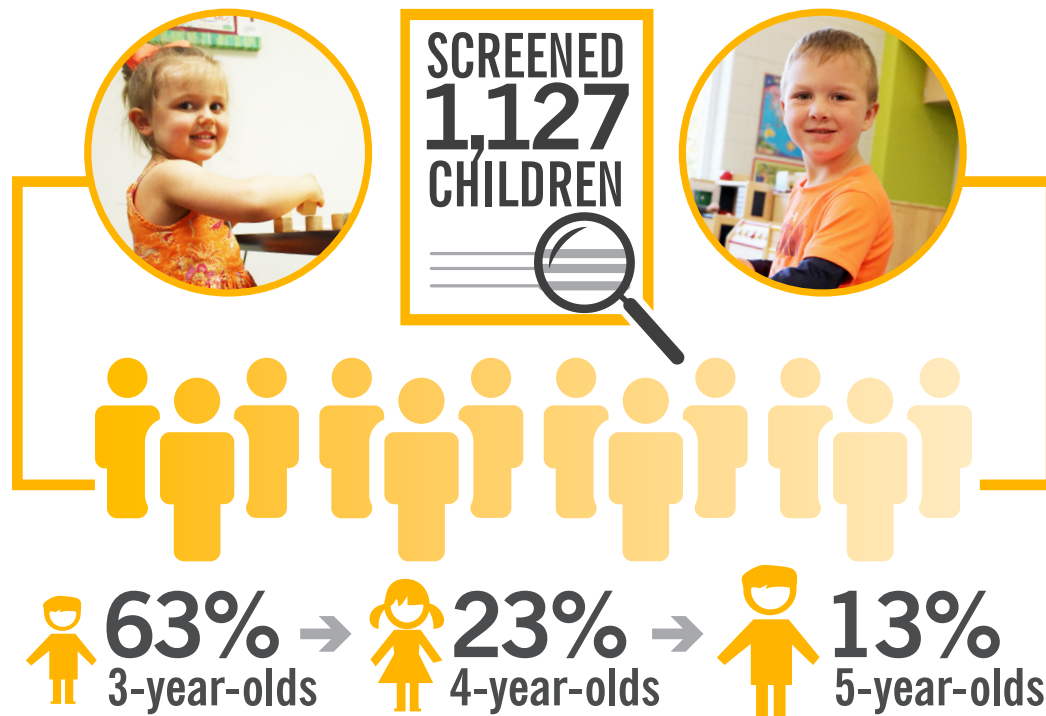
MINNESOTA WORLD'S BEST WORKFORCE GOAL	2016-2017 ISD 728 GOAL	2016-2017 ISD 728 RESULT
All Children Are Ready For School	We will increase our participation in our early childhood programming by 5%.	School Readiness: 429 to 454 (6%) Screening: 1,092 to 1,127 (3%) Parent Education: 2,904 to 2,953 (2%) Home Visits: 475 to 413 (-13%)
All Third-Graders Can Read at Grade Level	We will increase Minnesota Comprehensive Assessment (MCA) proficiency on the grade 3 reading test from 68% to 72%.	We increased Minnesota Comprehensive Assessment (MCA) proficiency on the grade 3 reading test from 68% to 72%.
All Racial And Economic Achievement Gaps Between Students Are Closed	We will close the achievement gap of at-risk learners from 27% to 22% based on reading and math Minnesota Comprehensive Assessment (MCA) results.	The achievement gap of at-risk learners increased from 27% to 28% based on reading and math from the Minnesota Comprehensive Assessment (MCA) results. State achievement gap is 36%.
All Students Are Ready For Career and College	We will increase the percentage of students meeting at least one of the ACT readiness standards from 78% to 83%.	The percentage of students meeting at least one of the ACT readiness standards decreased from 78% to 76%. We are outperforming all state benchmark indicators.
All Students Graduate From High School	We will improve the four year graduation rate from 89% to 92%.	Our four year graduation rate remained static at 89%. Every Student Succeeds Act (ESSA) will soon change to a seven-year rate.

GOAL 1: ALL CHILDREN ARE READY FOR SCHOOL

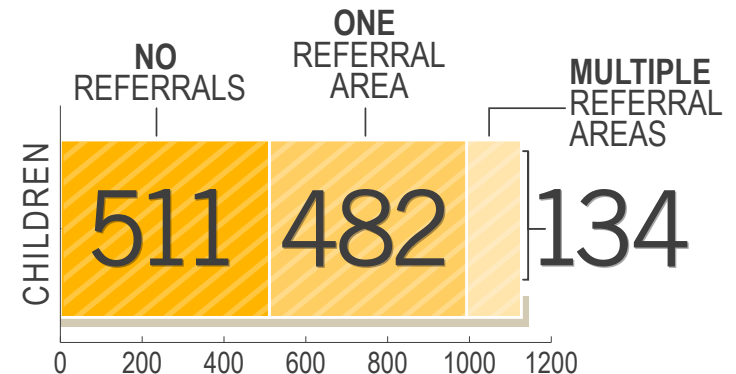
Parents are a child's first and most important teacher. Strong school-based early learning environments and programs are intended not to replace the parent(s), but to support and enhance their role and to provide rich educational experiences for early learners. Research has demonstrated that high quality 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.



Of the **1,127 children screened**, 482 had one referral area, 134 had multiple referral areas identified and 511 had no referrals.



42 REFERRALS to School Readiness

36 REFERRALS to ECCE and parenting classes

EARLY CHILDHOOD FAMILY EDUCATION

Early Childhood Family Education (ECCE) combines parenting and early childhood education through classes, home visits and other services. ECCE enhances and supports parents by providing education and quality early learning environments for children birth to age 5.

2016-2017 PARTICIPATION



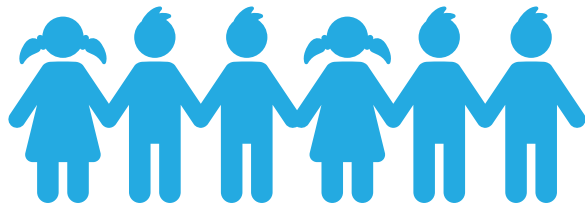
GOAL 1: ALL CHILDREN ARE READY FOR SCHOOL

SCHOOL READINESS

School Readiness, which includes Discovery Learning (DL) and Discovery Learning Extra (DLX) programs, provides preschool education, along with parent involvement, for children between the ages of 3 to 5. DLX preschool provides half-day programming for four or five days per week with bus transportation included, all at no cost.

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; Minnesota Reading Corps volunteers; 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.



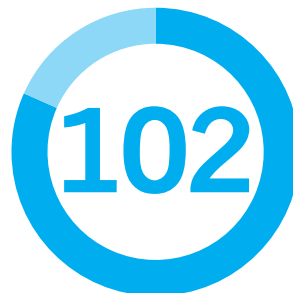
454
CHILDREN ENROLLED
IN DISCOVERY LEARNING



132 of the 454
Discovery Learning students
were children with
Individual Educational Plans
(ECSE students)



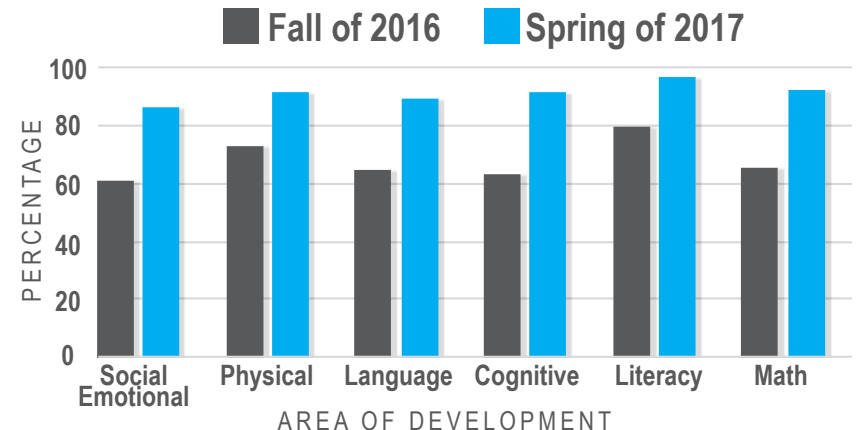
292 of the 454
students were ages 4 or 5



102 of the 454
students were in classrooms
with additional Minnesota
Reading Corps volunteers
providing Response to
Intervention and support

MEET/EXCEEDS EXPECTATIONS

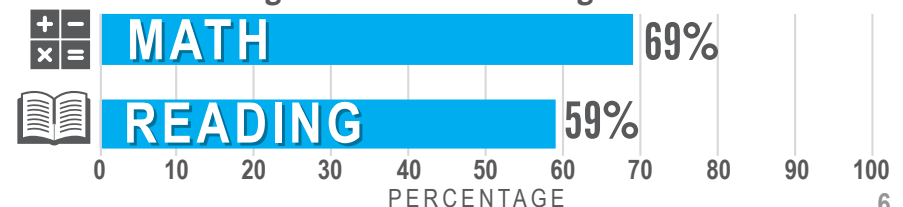
All children were benchmarked at entry to the program in the fall, with a mid-year assessment in the winter and a final assessment in spring.



KINDERGARTEN

For the 2016-2017 school year, all-day every day Kindergarten was offered to all students. 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. By laying a strong foundation, full-day kindergarten can boost student performance. To measure kindergarten readiness, the district chose to use fall benchmark data from the FAST Early Reading and FAST Early Math tests. These assessments are delivered within the first three weeks of kindergarten and provide research-based data to identify students who are at risk. The goal of the FAST assessments is to have at least 60% of students meet the fall benchmark.

Percent of Kindergarten Students Meeting Fall FAST Benchmark



GOAL 2: ALL THIRD GRADERS CAN READ AT GRADE LEVEL

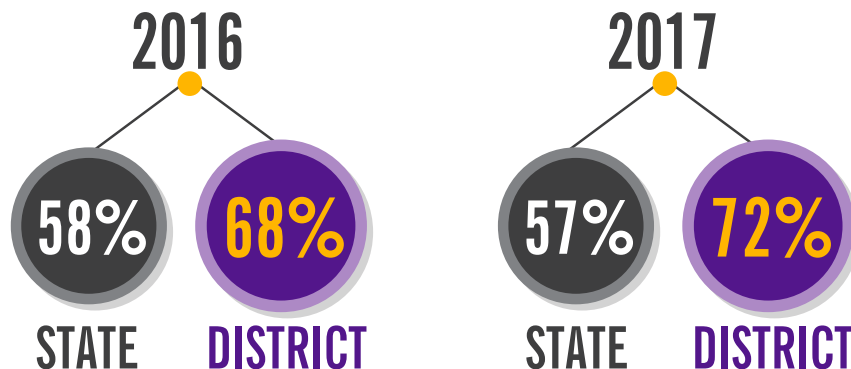
THE READ WELL BY THIRD GRADE LITERACY PLAN

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 for more information.

ISD 728 ensures that a literacy plan is in place to provide a solid foundation of literacy skills to enable students to be successful. To measure third grade literacy, the district chose to use data from the Grade 3 MCA. This test provides the most relevant data on a student's ability to read and comprehend information. As noted, the state proficiency scores decreased and our district score increased.

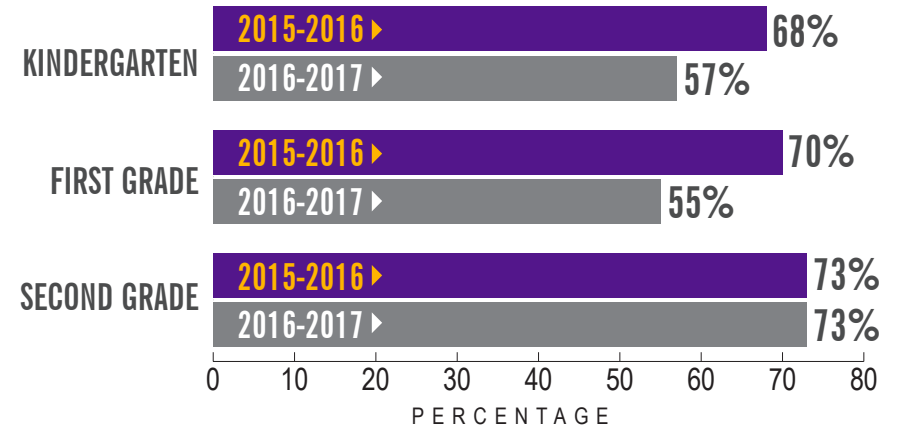
GRADE 3 MCA TEST SCORES



FAST ASSESSMENTS

In 2016-2017, ISD 728 began implementing the FAST 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 THE SPRING FAST ASSESSMENTS

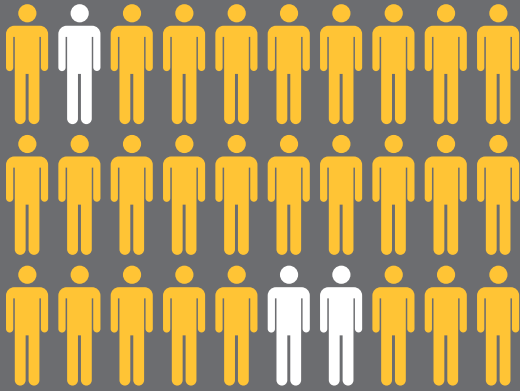


73%

Data indicates that percentage of students ending the year at the benchmark level has consistently been at about 73% for second grade.



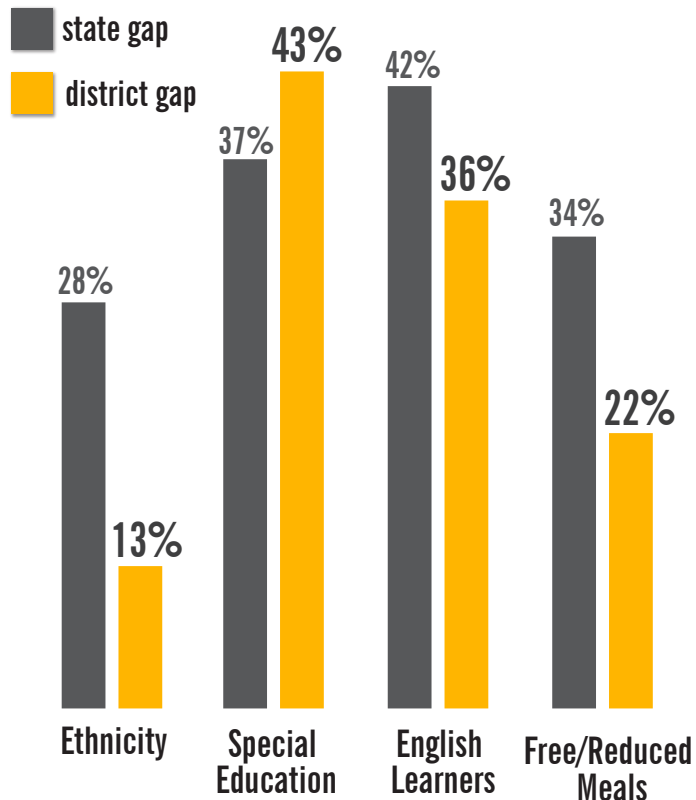
GOAL 3: ALL RACIAL & ECONOMIC ACHIEVEMENT GAPS BETWEEN STUDENTS ARE CLOSED



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 over 7 years ago. For more information on Effective Schools Research visit www.effectiveschools.com. To view the ISD 728 audit, visit www.isd728.org/EffectiveSchoolsAudit.

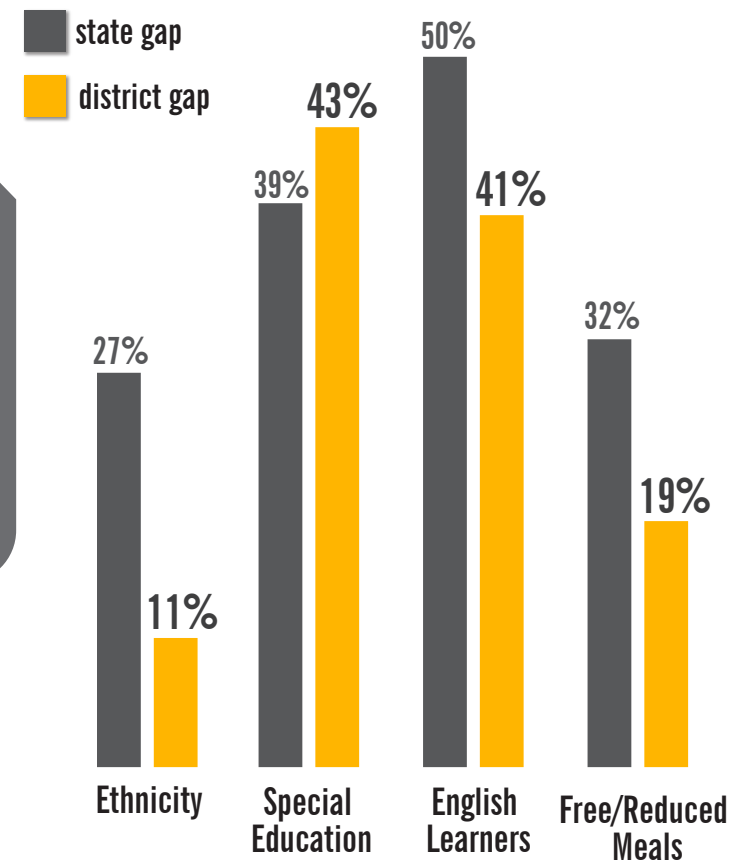
To measure the degree to which strategies to close the achievement gap are effective, the district compares the performance of four different groups on both the MCA math and MCA reading tests. To effectively measure all students, the results from grades 3-11 are combined to measure the math gaps and 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.

2017 Achievement Gaps in Math



PLEASE NOTE
Lower percentages indicate closure of the achievement gap. For more information, see the ISD 728 Integration Plan at www.isd728.org/IntegrationPlan

2017 Achievement Gaps in Reading



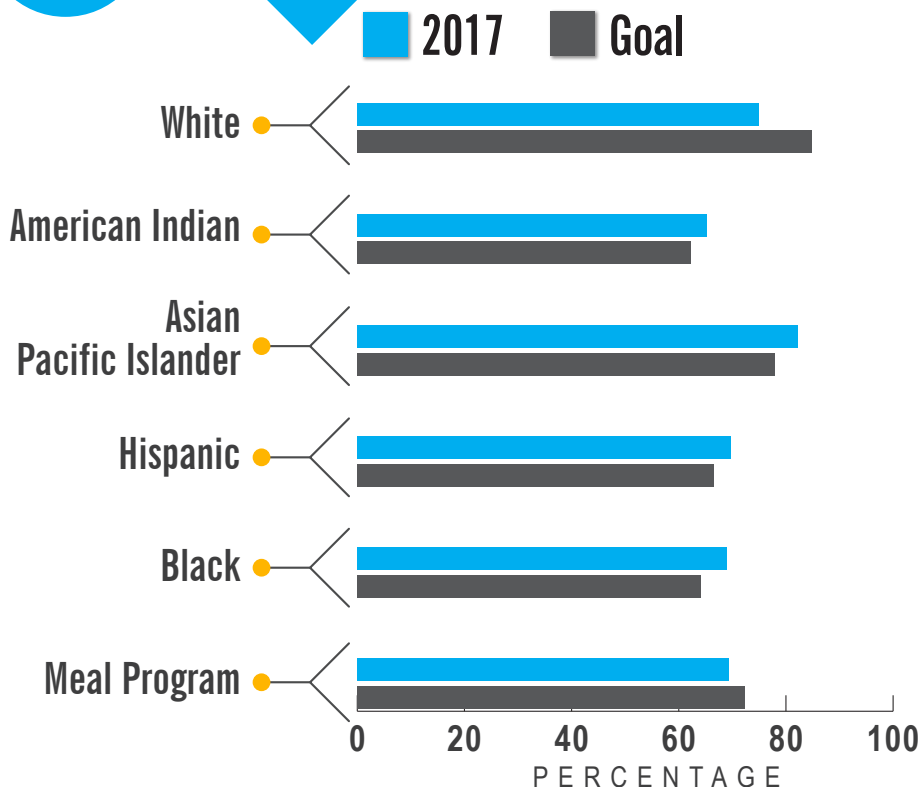
GOAL 3: ALL RACIAL & ECONOMIC ACHIEVEMENT GAPS BETWEEN STUDENTS ARE CLOSED

ACHIEVEMENT AND INTEGRATION FOR MINNESOTA (AIM)

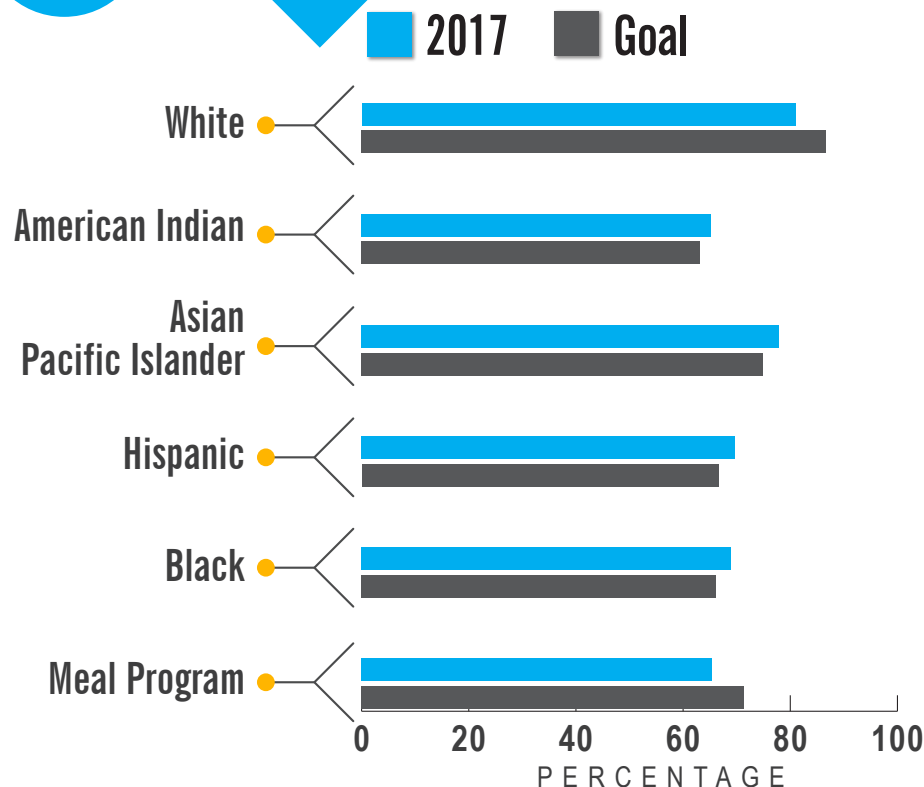
The purpose of the Achievement and Integration for Minnesota program is to pursue racial and economic integration, increase student achievement, create equitable educational opportunities, and reduce academic disparities based on students' diverse racial, ethnic, and economic backgrounds in Minnesota public schools. The Achievement Data Requirement includes information on student growth, identification of achievement gaps and trends. Targets within our district were created based on previous test results.

As a district we reached all of our reading and math targets for our indentified ethnic student groups. We continued our work toward our targets by implementing strategies to meet our four AIM goals, including School Enrollment Choice, Student Engagement/School Connection, Academic Achievement and College and Career Readiness. Out of the 10 largest school districts in Minnesota, ISD 728 is the ONLY district that met all of the reading and math goals for each ethnic group.

2017 PERFORMANCE IN MATH



2017 PERFORMANCE IN READING



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

SCHOOL ENROLLMENT CHOICE

STRATEGIES

- » Continue Magnet schools for racial integration and educational choice for all students
- » Qualifies our district for student incentive revenue (\$10 per pupil)
- » Commit to keep Magnet school 80-100% of capacity
- » Monitor through lottery and school reporting

STUDENT ENGAGEMENT/ SCHOOL CONNECTION

STRATEGIES

- » Direct service programming for students both inter-district and intra-district programming
- » Equity Specialists
- » Clubs and groups
- » 8th grade boys Step Up
- » Community outreach
- » Linked to MN Student Survey data, student data, community feedback

ACADEMIC ACHIEVEMENT

STRATEGIES

- » Advancement Via Individual Determination (AVID) in seven secondary schools
- » AVID training for teachers
- » AVID elective courses for 8-12th grade students
- » 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 through AVID Certification system, achievement gap data (MCA)

COLLEGE AND CAREER READINESS

STRATEGIES

- » Maintain College and Career Readiness Specialists
- » Host College Knowledge Month
- » Assist in creating Individual Student Plans for post-high school
- » Maintain and grow College Career Centers
- » Host college and career fairs
- » College field trips
- » ACT/PSAT preparation with students
- » Classroom presentations/ guest speakers

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 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, 78% of our graduating students attend some form of formal post-high school training or education in the year immediately following their graduation.

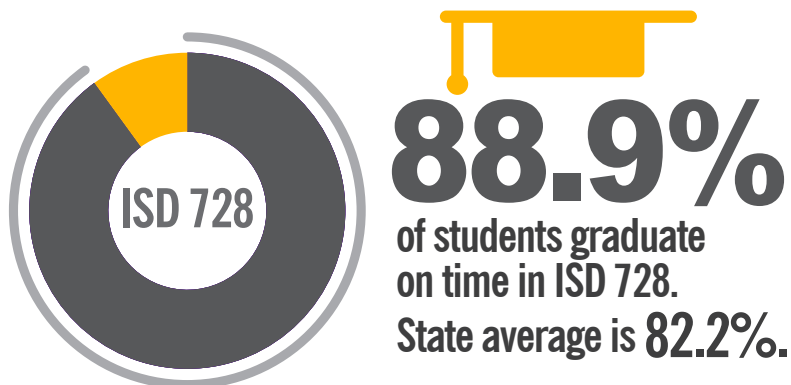
The other measure that the district uses is the percentage of students who earn "College Readiness" scores on the ACT exam. College Readiness scores reflect the minimum score needed in a subject area to ensure that a student will be successful on college-level work.

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. However, the percentage of students meeting at least one benchmark dropped from 78% to 76%.

2017 ACT College Readiness Results

	DISTRICT	STATE	NATIONAL
 English >	71%	63%	61%
 Math >	56%	48%	41%
 Reading >	52%	50%	47%
 Science >	46%	46%	37%
 Meeting all 4 >	34%	31%	27%

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 4-year graduation rate for ISD 728 has remained at about 90% for the past five years.

The 2016 rate **88.9%** was nearly 6% higher than the state of Minnesota's rate of 82.2%, indicating a strength for the school district.



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 2016-2017, the district completed its implementation of Standards-Based Grading and Reporting in elementary schools. A committee of middle school teachers and administrators reviewed best practices, researched and created an implementation plan for middle schools. The purpose of Standards-Based Grading and Reporting is to work toward ensuring that all students are successful at meeting grade-level standards and to communicate academic progress to parents. Compared to simply averaging all 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

We currently have four educators who contribute to the mission of the district by building bridges at all school sites to promote culturally competent learning environments. Equity Specialists, formerly known as Cultural Liaisons, provide services throughout the school district working primarily with students, families and assisting staff members, working to close the achievement gap at all levels. Specialists construct partnerships between families, communities and schools in the elementary levels to develop and implement programs to facilitate cultural exploration and develop awareness. Students in the secondary schools participate in various groups lead by the Equity Specialists to increase understanding of social issues and influences, access to resources and opportunities as well as build capacity for leadership and advocacy for self and others.

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 RETREAT/DATA REVIEWS

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 Plan and determine the effectiveness of the strategies that they are using.

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.

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 2016-2017 the focus was on designing and implementing formal learning goals and scales and professional learning communities. Professional development 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.