

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

## 1. Report Instructions and Information

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### Tips when completing the report:

All questions in one section must be answered before the survey will advance to the next section. You must advance to the end of the form to save your answers. Districts/charters may wish to enter short text as a placeholder to advance in the form and return at a later time to answer the question.

When you have reached the end of the form, you will be able to submit your completed/in progress summary report and receive a specific link. Each district/charter will have their own unique link to access their answers at a later time. Via that specific link, you can update/edit your responses until December 15, 2022.

Save your specific survey link for easy access to your district/charter's summary report.

Contact our WBWF Team at [mde.worldsbestworkforce@state.mn.us](mailto:mde.worldsbestworkforce@state.mn.us) if you need a copy of your specific survey link.

## 2. Cover Page

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### 1. District or Charter Name

0270-01 Hopkins Public School District

### 2. WBWF Contact Information

#### WBWF Contact Name

Ann Ertl

#### WBWF Contact Title

Director of Innovation, Design and Learning

#### WBWF Contact Phone Number

952-988-4889

#### WBWF Contact Email

[ann.ertl@hopkinsschools.org](mailto:ann.ertl@hopkinsschools.org)

### 3. Did you have an MDE approved Achievement and Integration plan implemented in the 2021-22 school year?

**Did you have an MDE approved Achievement and Integration plan during 2021-22 SY?**

Yes

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

Year 3 (3-year plan spans SY 2020-22)

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

Yes

## A&I Contact Name

Sarah Sirna

## A&I Contact Title

District Assessment and State/Federal Programs Coordinator

## A&I Contact Phone Number

952-988-4102

## A&I Contact Email

sarah.sirna@hopkinsschools.org

## 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.

### 4. Provide the link to the district's WBWF annual report and A&I materials.

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.

our reports will be here after we present <https://www.hopkinsschools.org/academics/interventions>

**Provide the direct website link to the A&I materials.**

our reports will be here after we present to the board <https://www.hopkinsschools.org/academics/interventions>

## Annual Public Meeting

These annual public meetings were to be held in the fall of each school year. [Report on this measure for the 2021-2022 school year.](#)

**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 in the meeting.

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

### 5. Provide the date of the school board annual public meeting to review progress on the WBWF plan and Achievement and Integration plan for the 2021-22 school year.

Jan. 2023

## 3. World's Best Workforce

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## Goals and Results

**SMART goals are: specific and strategic, measurable, attainable (yet rigorous), results-based and time-based. Districts may choose to use the data profiles provided by MDE in reporting goals and results or other locally determined measures.**

### 6. All Students Ready for School

**Does your district/charter enroll students in kindergarten?**

Yes

#### Goal

**Provide the established SMART goal for the 2021-22 school year.**

Goal 80% of students in the Hopkins pre-K program will be rated Proficient on the Spring Work Sampling System Personal and Social Development Domain.

#### Result

**Provide the result for the 2021-22 school year that directly ties back to the established goal.**

80.2% of 4 year olds were proficient in personal and social development

#### Goal Status

**Check one of the following:**

Goal Met (one year goal)

### 7. Do you have another goal for All Students Ready for School?

No

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

**Does your district/charter enroll students in grade 3?**

Yes

#### Goal

**Provide the established SMART goal for the 2021-22 school year.**

Increase grade 3 reading proficiency on the Reading MCA by 2 percentage points.

#### Result

**Provide the result for the 2021-22 school year that directly ties back to the established goal.**

In 2022, 49.5% of third graders were proficient on the MCA Reading. This is a drop of .5% from 2021 and a 5.5% drop from 2019.

## Goal Status

### Check one of the following:

Goal Not Met (one year goal)

### 9. Do you have another goal for All Students in Third Grade Achieving Grade-Level Literacy?

No

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

### Goal

#### Provide the established SMART goal for the 2021-22 school year.

The MCA Reading proficiency gap between White students and Students of Color will decrease by 5 percentage points.

### Result

#### Provide the result for the 2021-22 school year that directly ties back to the established goal.

The MCA Reading achievement gap decreased from a 34 percentage point gap in 2019 to a 33 percentage point gap in 2021. This was not a large enough decrease to meet the goal. The MCA Reading achievement gap decreased from a 33 percentage point gap in 2021 to a 31.7% point gap in 2022. This is a 1.3 percentage point reduction in between 2021-2022 and a 2.3 percentage point gap reduction between 2019-2022.

## Goal Status

### Check one of the following:

Goal Not Met (one year goal)

### 11. Do you have another goal for Close the Achievement Gap(s) Between Student Groups?

No

## 12. All Students Career- and College-Ready by Graduation

### Goal

#### Provide the established SMART goal for the 2021-22 school year.

The percentage of students in grade 11 at Hopkins High School who meet or exceed a Composite Score of 21 on the April School Administration of the ACT will increase from 58.0% in 2016 to 62.0% in 2021.

### Result

#### Provide the result for the 2021-22 school year that directly ties back to the established goal.

We did not meet the 2021 goal for 62% of grade 11 students scoring 21.0 or higher on the ACT; 55% of students scored 21.0 or higher. That said, we know that participation rates have sharply declined nationally, statewide, and in Hopkins since 2016. Since 2016, we've seen over a 20% decline in participation rates in the ACT in Hopkins (these numbers are more drastic nationally and statewide). We are pleased to see that 63% of grade 11 students scored 20 or above in 2021 (20.4 was the national average in 2021). We believe we may need to adjust our ACT goals to respond to declining participation rates. We are pleased to see that the Hopkins average remains higher than the state and national average. This continues to be true when disaggregating averages by race/ethnicity.

## Goal Status

Check one of the following:

Goal Met (one year goal)

13. Do you have another goal for All Students Career- and College-Ready by Graduation?

No

## 14. All Students Graduate

Does your district/charter enroll students in grade 12?

Yes

## Goal

Provide the established SMART goal for the 2021-22 school year.

Ninety percent of all students will graduate from Hopkins High School in four years.

## Result

Provide the result for the 2021-22 school year that directly ties back to the established goal.

While we do not have official rates from the Department of Education (we receive these the following Spring), we estimate that 89-90% of students graduated from Hopkins High School based on our end statuses at the end of the school year.

## Goal Status

Check one of the following:

Goal Met (one year goal)

15. Do you have another goal for All Students Graduate?

No

## 4. Achievement & Integration

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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 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.

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).

*This section is only required for districts with an [approved Achievement and Integration plan during the 2021-22 school year](#). If your district does not have an MDE approved Achievement and Integration plan, click on the Back button at the bottom to return to question #4 and ensure you indicated your district does not have an MDE-approved A&I Plan for the 2021-22 school year.*

## 16. Achievement Goal

### Goal Statement

**Copy the SMART goal statement from your plan implemented in the 2021-22 SY.**

By Spring 2023, each Hopkins school will have results in at least the 50th percentile on each domain of the YouthTruth and/or Panorama Student Survey: Engagement (all schools); Academic Rigor/Rigorous Expectations (all schools); Instructional Methods (elementary only); Relationships/Diversity and Inclusion (all schools); Belonging & Peer Collaboration/Sense of Belonging (junior and senior high only; all schools for Panorama); Culture/Cultural Awareness and Action (all schools); College & Career Readiness (high school only), Growth Mindset (all schools), and Social Awareness (all schools).

### Baseline

**Copy the baseline starting point from the Goal Statement of your plan implemented in the 2021-22 SY.**

We were in a pilot year with Panorama and Youth Truth.

## Year 3 (2021-22) Actual

**Provide the result for the 2021-22 school year that directly ties back to the established goal.**

We were able to review 60 growth data points across six topic areas in our 10 sites. The six topic areas we were able to assess were: Rigor, Diversity & Inclusion, Belonging, Cultural Awareness, Growth Mindset, and Social Awareness. Six of the ten sites had one or more area lower than the 50th percentile. However, most of these 6 sites had only 1 of those areas below the 50th percentile. We were also pleased to see that most of our sites who were lower than the 50th percentile in that area did see growth from 2021 to 2022 (e.g., 30th percentile in 2021 to the 40th percentile in 2022). Only 5 of the schools saw a decline in their measurements and only 3 of the 10 schools declined below the 50th percentile. Our strongest areas were Diversity and Inclusion; Cultural Awareness & Action; and Growth Mindset (all of our sites were above the 50th percentile in their growth mindset). Areas of improvement are rigor and social awareness (particularly for the secondary sites).

### Goal met?

**Check one of the following:**

Goal Not Met

### 17. Do you have another Achievement goal?

No

## 18. Integration Goal

### Goal Statement

**Copy the SMART goal statement from your plan implemented in the 2021-22 SY.**

By 2023, Hopkins Public Schools will maintain or increase by 3 % the number of students attending from adjoining districts, further integrating and diversifying the existing student population

### Baseline

**Copy the baseline starting point from the Goal Statement of your plan implemented in the 2021-22 SY.**

Non-Resident Students of Color comprised 15.9% of the student body as of October 1.  
56% of Non-Resident students were Students of Color as of October 1.

## Year 3 (2021-22) Actual

**Provide the result for the 2021-22 school year that directly ties back to the established goal.**

15.9% of student body-we maintained our enrollment

### Goal Met?

**Check one of the following:**

Goal Met

### 19. Do you have another Integration goal?

No

## 20. Integration

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

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

Hopkins 2031 is visionary and innovative. We utilize integration funding to provide a world-class education to all students through competency and inquiry based educational experiences that promote equity and inclusion in ways that integrate research based practices in culturally sustaining practices that build learner efficacy and racial identity through programs like AVID. Our goal with integration funding is to support programming that allows the brilliance of all students to shine, to hold learning as the constant and to retain high quality teachers who reflect the racial and cultural backgrounds of our students of color.

We are proud of the way we have been stewards of the integration funds in ways that promote partnership and foster creative and collaboration. Traditional approaches to education have continually marginalized and forgotten our students of color, these funds allow us to reimagine education in ways that humanize our students of color in the AVID process with Edina. Our Bridges program has had positive responses and our students report growing their comfort as a scholar because of this program.

## 21. Teacher Equity Goal

### Goal Statement

**Copy the SMART goal statement from your plan implemented in the 2021-22 SY.**

By 2023, Hopkins Public Schools will increase the percentage of teachers of color by 10% of the total teaching workforce.

### Baseline

**Copy the baseline starting point from the Goal Statement of your plan implemented in the 2021-22 SY.**

4.55% Diverse Teachers of Total Workforce

### Year 3 (2021-22) Actual

**Provide the result for the 2021-22 school year that directly ties back to the established goal.**

5.92% Diverse Teachers of Total Workforce

### Goal Met?

**Check one of the following:**

Goal Met

## 22. Do you have another Teacher Equity goal?

No

## 6. Achievement & Integration - Racially Identifiable Schools

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If your district's MDE approved A&I plan includes goals and strategies for one or more racially identifiable schools, please complete this section of the report.

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



### 23. Name of Racially Identifiable School (RIS) 1

Eisenhower Elementary

### 24. Racially Identifiable School (RIS) 1 Achievement Goal

#### Goal Statement

**Copy the SMART goal statement from your plan implemented in the 2021-22 SY.**

The percentage of kindergarten through first-grade students enrolled October 1 at Hopkins Racially Isolated sites who are 'on track' on the Early Reading/Early Math Fastbridge assessment will be 85% by the end of 2022-2023.

#### Baseline

**Copy the baseline starting point from the Goal Statement of your plan implemented in the 2021-22 SY.**

Due to COVID this assessment wasn't given. We gave areading and amath instead:

areading-31.70%

amath-24%

#### 2020-21 SY Result

**Provide the result for the 2021-22 school year that directly ties back to the established goal.**

early reading-38.70%

Early Math-40%

#### On Track?

**Check one of the following:**

Not on Track

### 25. Racially Identifiable School (RIS) 1 Integration Goal

#### Goal Statement

**Copy the SMART goal statement from your plan implemented in the 2021-22 SY.**

By 2023, Hopkins Racially Isolated sites will further integrate and diversify the existing student population economically and racially by the percent of the school day participating in cross programming and in the enrollment of students across multiple pathways.

#### Baseline

**Copy the baseline starting point from the Goal Statement of your plan implemented in the 2021-22 SY.**

These programs did not exist fully when this goal was written, so we do not have baseline data from 2019

#### 2021-22 SY Result

**Provide the result for the 2021-22 school year that directly ties back to the established goal.**

White-41%

SOC-59%

#### On Track?

**Check one of the following:**

On Track

## 26. Integration

**Please summarize the impact of the integration strategies implemented at your racially identifiable school during the 2021-22 school year. In what ways have the integration strategies increased racial and economic integration at that site?**

**(Narrative is required. 200 word limit.)**

Hopkins 2031 is visionary and innovative. We utilize integration funding to provide a world-class education to all students through competency and inquiry based educational experiences that promote equity and inclusion in ways that integrate research based practices in culturally sustaining practices that build learner efficacy and racial identity through programs like STEM, IB and AVID. Our goal with integration funding is to support programming that allows the brilliance of all students to shine, to hold learning as the constant and to retain high quality teachers who reflect the racial and cultural backgrounds of our students of color.

We are proud of the way we have been stewards of the integration funds in ways that promote partnership and foster creative and collaboration. Traditional approaches to education have continually marginalized and forgotten our students of color, these funds allow us to reimagine education in ways that humanize our students of color, center them at decision making, and support them in building an academic profile beyond test scores and accountability.

## 27. Racially Identifiable School (RIS) 1 Teacher Equity Goal

### Goal Statement

**Copy the SMART goal statement from your plan implemented in the 2021-22 SY.**

By 2023, Hopkins Racially Isolated sites will Increase the percentage of teachers of color by 2% of the total teaching staff .

### Baseline

**Copy the baseline starting point from the Goal Statement of your plan implemented in the 2021-22 SY.**

4.55% Diverse Teachers of Total Workforce

### 2021-22 SY Result

**Provide the result for the 2021-22 school year that directly ties back to the established goal.**

5.92% Diverse Teachers of Total Workforce

### On Track?

**Check one of the following:**

On Track

## 28. Do you have another Racially Identifiable School?

Yes

## 29. Name of Racially Identifiable School (RIS) 2

Alice Smith

## 32. Integration

**Please summarize the impact of the integration strategies implemented at your racially identifiable school during the 2021-22 school year. In what ways have the integration strategies increased racial and economic integration at that site?**

**(Narrative is required. 200 word limit.)**

Hopkins 2031 is visionary and innovative. We utilize integration funding to provide a world-class education to all students through competency and inquiry based educational experiences that promote equity and inclusion in ways that integrate research based practices in culturally sustaining practices that build learner efficacy and racial identity through programs like STEM, IB and AVID. Our goal with integration funding is to support programming that allows the brilliance of all students to shine, to hold learning as the constant and to retain high quality teachers who reflect the racial and cultural backgrounds of our students of color.

We are proud of the way we have been stewards of the integration funds in ways that promote partnership and foster creative and collaboration. Traditional approaches to education have continually marginalized and forgotten our students of color, these funds allow us to reimagine education in ways that humanize our students of color (restorative practices), center them at decision making (Hopkins Royals), and support them in building an academic profile beyond test scores and accountability (AVID, RSK).

## 34. Do you have another Racially Identifiable School?

Yes

### 35. Name of Racially Identifiable School (RIS) 3

Gatewood Elementary

## 38. Integration

**Please summarize the impact of the integration strategies implemented at your racially identifiable school during the 2021-22 school year. In what ways have the integration strategies increased racial and economic integration at that site?**

**(Narrative is required. 200 word limit.)**

Hopkins 2031 is visionary and innovative. We utilize integration funding to provide a world-class education to all students through competency and inquiry based educational experiences that promote equity and inclusion in ways that integrate research based practices in culturally sustaining practices that build learner efficacy and racial identity through programs like STEM, IB and AVID. Our goal with integration funding is to support programming that allows the brilliance of all students to shine, to hold learning as the constant and to retain high quality teachers who reflect the racial and cultural backgrounds of our students of color.

We are proud of the way we have been stewards of the integration funds in ways that promote partnership and foster creative and collaboration. Traditional approaches to education have continually marginalized and forgotten our students of color, these funds allow us to reimagine education in ways that humanize our students of color (restorative practices), center them at decision making, and support them in building an academic profile beyond test scores and accountability (outdoor immersion).

## 40. Do you have another Racially Identifiable School?

No