



Systems Accountability Committee

October 5, 2023



Land Acknowledgement

We acknowledge Robbinsdale Area Schools is located on the homelands of the Dakota and Ojibwe people.

We recognize the painful history of genocide and forced assimilation of the Indigenous inhabitants of this land.

We honor and respect the many Indigenous peoples who live on and hold sacred these lands, and we stand with members of these Nations to fight injustice in all of its forms.

We uphold the preservation of Dakota and Ojibwe languages, land based education, and tribal sovereignty.

Mission

The mission of Robbinsdale Area Schools is to inspire and educate all learners to develop their unique potential and positively contribute to their community.

Equity Policy

We commit to ensuring fairness, equity and inclusion as essential principles of our district, fully integrating those principles into all our governance, leadership, policies, programs, operations and practices.

ROBBINSDALE AREA SCHOOLS EQUITY POLICY

Adopted July 9, 2018

The mission of Robbinsdale Area Schools (RAS) is to inspire and educate all learners to develop their unique potential and positively contribute to their community: See All, Serve All, Support All! The Unified District Vision (UDV) and Board Core Values are embodied by the RAS Equity Definition.



Fulfilling the UDV Through Equity

In our work to fulfill the requirements of the World's Best Workforce and live up to our Unified District Vision (UDV), we embrace the following shared values, and adopt them as the framework for our collective efforts to prepare each student to develop their unique potential. We commit to ensuring fairness, equity and inclusion as essential principles of our district, fully integrating those principles into all our governance, leadership, policies, programs, operations and practices. We commit to providing a district-wide culture which:

- Holds high expectations of students and staff, through appreciation of varied teaching and learning styles.
- Allows for individualized and systemic personal development opportunities that support teachers and students.
- Intentionally utilize culturally relevant and responsive curricula, and pathways that widen access to educational opportunities and lifelong success.
- Identify, develop and apply best instructional practices that have demonstrably made a positive difference for students to reduce prevalent and persistent learning outcome gaps.
- Allocate the many financial, capital and human resources of RAS equitably.
- Facilitate equitable access to co-curricular and extra-curricular activities, social services, tutoring, and enrichment opportunities.
- Engage, and collaborate with our families, students, residents, communities, and stakeholders promoting their active involvement as an essential component of the district's responsibility for effective and equitable governance.

The Board has the expectation all district and school site decision makers, teachers, administrators, and other staff will be accountable for building a district-wide culture of equity. The Superintendent is charged to develop a plan with measurable accountability standards and procedures that can be reported transparently to the public.

The equity policy is the lens guiding existing and future policies which impact student learning and resource allocation. Our district's policy development process will utilize insights from the equity policy.

The Equity Policy of Robbinsdale Area Schools will be reviewed annually and approved by the Board.

RAS defines equity as setting the conditions, to the extent possible, to ensure access and opportunity for ALL students, while eliminating gaps in performance based on race, socio-economic status, and language. Discriminatory policies and practices are not tolerated.

RAS is committed to the provision of a barrier-free learning environment. Graduating students ready for careers, skilled trades, and college is our priority. We will actively eliminate district policies, structure, and practices which perpetuate inequities and contribute to disproportionality in access and outcomes.

Recognition of the strengths within our staff and students is an essential core value. These strengths are related to factors such as: race/culture; ethnicity; language; national origin; socioeconomic status; gender; sexual orientation; age; ability; religion; and physical appearance.

To secure this vision, RAS will focus on the individual and unique needs of each student.

Our UDV has four goals:

1. Implement policies and practices that open pathways to academic excellence for all students.
2. Utilize culturally responsive teaching and personalized learning for all students.
3. Engage family and community members as partners.
4. Engage and empower students by amplifying student voice.



Visit us online at rdale.org

Norms

- Keep an Open Mind
- Stay Engaged
- Speak Your Truth
- Feelings:
 - Validate
 - Acknowledge
 - Move Past
 - Grow
- Stay Solution Focused
 - Avoid Shame and Blame
- Have Fun



Agenda

- Systems Accountability Committee (SAC) purpose
- Rename the committee
- WBWF goals review
- Review Achievement & Integration 3-year plan
- Next meetings

System Accountability Committee Overview

The purpose of the System Accountability Committee (SAC) is to provide input and feedback on decisions regarding the implementation of the Minnesota Academic Standards and federal law.

Areas for input and feedback include:

- District World's Best Workforce (WBWF) goals
- Progress toward WBWF goals
- Curriculum & Instruction Review

Rename System Accountability Committee

Minnesota Statute 120B.11 SCHOOL DISTRICT PROCESS FOR REVIEWING CURRICULUM, INSTRUCTION, AND STUDENT ACHIEVEMENT; STRIVING FOR THE WORLD'S BEST WORKFORCE:

- Subdivision 3 states that the name of the committee should be “District advisory committee”.
- RAS proposes that we switch the name of the Systems Accountability Committee to District Advisory Committee to match statute

What is the World's Best Workforce?

The World's Best Workforce (WBWF) legislation was developed in 2013 (Minnesota Statutes, section 120B.11) to ensure that school districts and charter schools in Minnesota enhance student achievement through teaching and learning supports.

School boards that govern districts and charter schools are required to develop comprehensive, long-term strategic plans that address five goals:

What are the five WBWF goals?

1. All children are ready for school.
2. All third-graders can read at grade level.
3. All racial and economic achievement gaps between students are closed.
4. All students are ready for career and college.
5. All students graduate from high school.

WBWF Annual Report & Public Meeting

Annual Summary Report

- ❖ Legislation requires that districts and charter schools submit an annual summary report to MDE.
- ❖ The annual summary report should provide details about strategies and local progress toward the five WBWF goals.
- ❖ Each year MDE will give districts and charter schools ample notice when annual reports are due.

Public Meeting

- ❖ Districts and charter schools are required to hold an annual public stakeholder meeting on the progress made toward WBWF's five goals.
- ❖ Public meetings are designed to engage and empower stakeholders (teachers, parents, support staff, students, community residents, etc.) around the strategies and goals districts and charters have or will employ to achieve a WBWF.

Measuring Progress

Each district and charter school creates its own plan to prepare all students for school and align a standards-based curriculum with classroom instruction, so that students are career- and college-ready at graduation. The success of each plan can be measured locally using, among other possible data sources:

- The Kindergarten Entry Profile or other measures of school readiness.
- State or local assessments.
- Graduation rates.
- College entrance exams.
- Postsecondary outcomes, including employment.

WBWF Goal #1: All children are ready for school.

Goal Adjusted: A decision was made to concentrate teacher efforts on using that information to improve instruction. Thus the Pre-K program continued the use of TS Gold assessments and eliminated the spring FastBridge assessment.

As a result, WBWF Goal #1 needed to be adjusted.

Adjusted Goal: Working toward a goal of all kindergarten students having the early literacy skills needed to become proficient readers. Among four-year-olds attending who attended district pre-kindergarten programs, the district will **increase the percentage whose letter naming fluency (as measured by the FastBridge earlyReading letter naming fluency subtest) is considered low risk (at the 40th percentile or higher) in the fall of kindergarten from 46.3% in spring of 2021 to 56.3% in spring 2023** from XX% in fall 2021 to XX% in fall 2022.

WBWF Goal #1: All children are ready for school.

Proposed Goal: All students enrolled on the first day of kindergarten have completed screening before the 31st day of kindergarten.

WBWF Goal #2: All third-graders can read at grade level

Goal: Working toward a goal of all 3rd grade students being proficient in reading, the district will **increase the percentage of all tested third grade students meeting or exceeding expectations on Minnesota's standards-based accountability assessments for reading (MCA and MTAS) from 43.5% in 2019 to 54% in 2023.**

% Proficient on Accountability Assessments	2019	2020	2021	2022	2023
3rd Grade Reading	43.5%	----	39.1%	40.2%	39.2%

State Legislature/MDE eliminated this goal for 2023-24.

WBWF Goal #3: All racial and economic achievement gaps between students are closed

Proposed Goal: Working toward a goal of closing the achievement gap by increasing the percentage of Students of Color scoring proficient on Minnesota's standards-based accountability assessments for **reading** (MCA and MTAS), the district will **decrease the difference between Students of Color and White students in regard to the percentage who score at proficient levels by 10 percentage points, from 37.8 in 2023 to 27.8 in 2025.**

Year	% Proficient White Students	% Proficient Students of Color	Difference
2019	68.8%	36.9%	31.9 percentage points
2022	65.6%	30.6%	35.0 percentage points
2023	64.7%	26.9%	37.8 percentage points
2024	---	---	---
2025 Goal	---	---	Goal: 27.8 percentage point difference

WBWF Goal #4: All students are ready for career and college

Goal: The total number of CTE and college credit-bearing courses students were enrolled in will increase by 10 percent from 2021-2022 to 2022-2023.

- The total number of students taking these courses could stay the same if many students enrolled in more than 1 of these courses.
- Ex: $10\% \text{ of } 2404 = 240.4$ additional courses. $2404 + 240.4 = 2644.4$

Proposed Goal: Increase by 10 percent from 2023 to 2025.

	2022 (Baseline)	2023	2023 Goal		2025 Goal
AP / IB / CTE students taking 1 course	1101				
AP / IB / CTE students taking 2 or more courses	525				
Number of students taking CTE or college credit-bearing courses	1626				
Total # of COURSES TAKEN	2404	X	2645		X + 10%

	2022 (Baseline)	2023	2023 Goal		2025 Goal
PSEO students taking 1 course					
PSEO students taking 2 or more courses					
Total number of students taking PSEO courses					
Total # of COURSES TAKEN	929	Y	1022		Y + 10%

WBWF Goal #5: All students graduate from high school

Goal: Working toward a goal of all district students graduating, the percentage of RAS seniors who graduate in four years will **increase from 80.2% in 2020 to 90% in 2030.**

Proposed Goal: keep the same goal – by 2030 increase to 90% of RAS seniors graduating within four years

Graduation Rate	2020	2021	2022	2023	Goal 2030
Robbinsdale Area Schools	80.2%	83.1%	84.6%	Not reported until Spring 2024	90%



Achievement and Integration 3-Year Plan

Beth Tepper and Tony Patterson



PURPOSE

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.

[Read Minnesota Statutes, section 124D.861.](#) [Read Minnesota Statutes, section 124D.862.](#)



Achievement and Integration

Goal 1

Increase the four-year graduation rate of the protected class students by 5 percentage points from 78.9 percent for the class of 2021 to 83.9 percent for the class of 2025.

Aligns with WBWF goal: All students graduate from high school

Four-Year Graduation Rate	2021	2022	2023	Goal 2025
Protected Class students	78.9%	82.2%	Not reported until spring 2024	83.9%





Achievement and Integration

Goal 2

Robbinsdale Area Schools will increase its licensed staff of color by 5 percentage points from 6 percent in 2022 to 11 percent in 2026.

Percent of Licensed Staff	2021-2022	2022-2023	2023-2024	2024-2025	Goal 2025-2026
Staff of Color	6%	---	---	---	11%



Goal 3

Robbinsdale Area Schools will increase the percentage of students scoring at proficient levels on state accountability reading assessments of the protected class students by 5% points from 30.6% in 2022 to 35.6% in 2026.

% Proficient	2022	2023	2024	2025	Goal 2026
Protected Class students	30.6%	26.9%	---	---	35.6%



Racially Identifiable Schools

Racially identifiable school means a school where the percent of protected class students in a school is more than 20 percentage points above the percent of protected class students in the entire district for the grade levels served by that school.

Racially Identifiable Schools:

- Meadow Lake
- Northport

Racially Identifiable Schools Goal 1

Northport and Meadow Lake will increase the percentage of students scoring at proficient levels on **state accountability reading assessments** of the protected class students by 5 percentage points by 2026.

Protected Class students % Proficient	2022	2023	2024	2025	Goal 2026
Northport	26.9%	21.7%	---	---	31.9%
Meadow Lake	28.7%	31.6%	---	---	33.7%

Racially Identifiable Schools Goal 2

Increase Robbinsdale Area Schools students' access to the number of racially diverse teachers from 6% in 2022 to 11% in 2026.

Percent of Licensed Staff	2021- 2022	2022- 2023	2023- 2024	2024-2025	Goal 2025-2026
Staff of Color	6%	---	---	---	11%

Racially Identifiable Schools Goal 3

Increase participation in integrated summer intra-district programming at Northport and Meadow Lake

WHAT'S NEW IN THIS PLAN

Inter-council Partnership with Minneapolis Public Schools
Freedom Schools
Different Goals

Next Meetings

- November 1, 2023 6:00 p.m.
- WBWF public hearing November 6, 2023 5:00 p.m.
- March 13, 2024 6:00 p.m.
- May 29, 2023 6:00 p.m.

Thank You

