





# **World's Best Workforce (WBWF) and Achievement & Integration (A&I) Report**

Curriculum Advisory Committee  
October 5, 2023

Dr. Khrisslyn Goodman, Director of Research, Evaluation & Assessment  
Erin Rathke, Assistant Superintendent and Director of Teaching & Learning  
Arika Mareck, Director of Equity & Inclusion

# Agenda

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-  World's Best Workforce (WBWF) Introduction
-  WBWF Results, Goals, and Action
-  Achievement & Integration (A&I) Introduction
-  A&I 2022-23 Results
-  A&I 2022-25 Goals and Action

# Key Points - WBWF

1. In year 2 of our strategic plan, our World's Best Workforce (WBWF) goals are aligned with our district's strategic directions.
2. Stakeholder Input: The Teaching & Learning Advisory made recommendations to this report.
3. Our overall MCA scores continue to be solidly above state averages and competitive among similar and neighboring districts.
4. Actions to reach our goals are based in research and best practices.
5. We use current data to guide our work.

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-  **World's Best Workforce (WBWF) Introduction**
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-  A&I 2022-25 Goals and Action

## Every Student Succeeds Act (ESSA), 2015

- Transition from No Child Left Behind (NCLB)
- Accountability
  - States submit plans to Education Department
  - Minnesota State Standards & Testing
  - Strategic Plan
- Need to develop skilled workforce in the face of persistent achievement gaps

# World's Best Workforce

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- All children ready for school
- All 3rd-graders can read at grade level
- All racial and economic achievement gaps closed
- All students ready for career and college
- All students graduate from high school

(Minnesota Statutes 120B.11, 2013)

# Strategic Directions



# Strategic Directions

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**Improving teaching and  
personalized learning for the  
development of each learner**





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# All Children Ready for School

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## 2025 Goal:

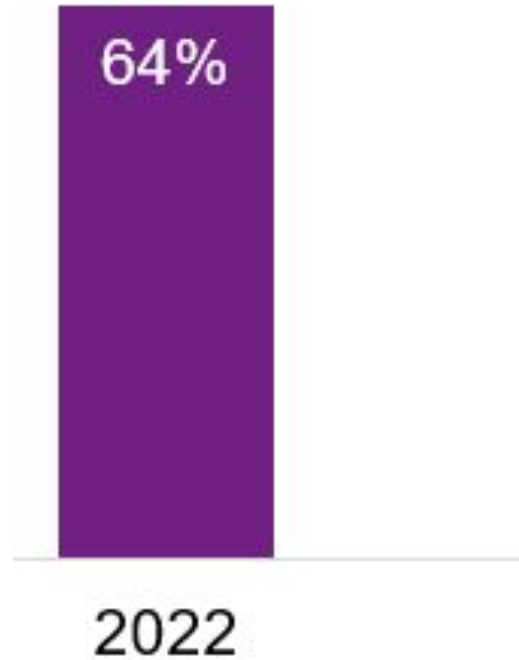
The percentage of students scoring in the proficient category at the end of Kindergarten on the FastBridge earlyReading assessment will increase by 3 percentage points from 64% in 2022 to 67% in 2025.

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# All Children Ready for School

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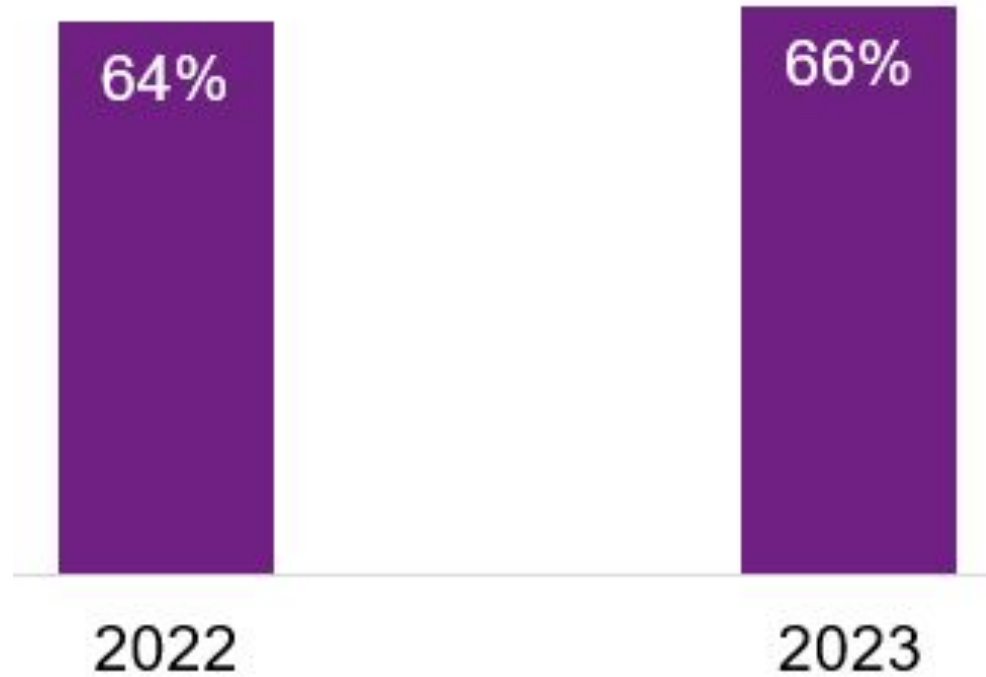
Source: ECCS



# All Children Ready for School

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Source: ECCS



# All Children Ready for School

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## Action:

- Introduced literacy resource *Being a Reader* K-3; rooted in science of learning to read
- Ongoing Professional Learning
- Districtwide Connect & Assess data collection
- Using data to drive instruction, progress monitor, and provide evidence-based support
- Dedicated support of literacy coach

# All 3rd Graders Reading at Grade Level

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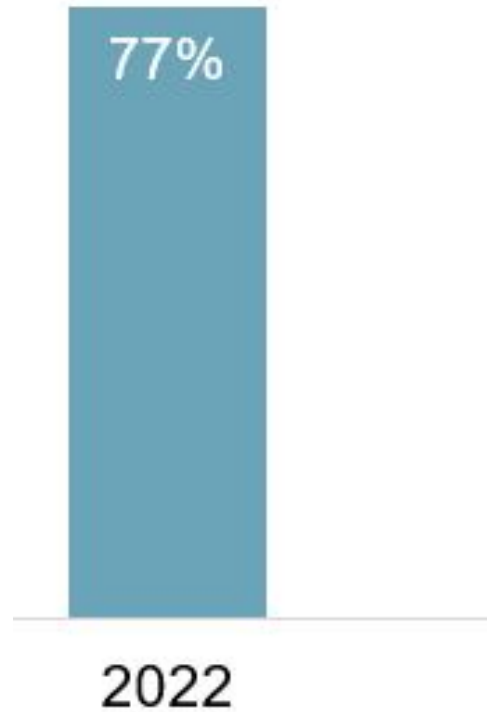
## 2025 Goal:

The percentage of students scoring in the proficient categories on the FastBridge aReading assessment at the end of 3rd grade will increase by 3 percentage points from 77% in 2022 to 80% in 2025.

# All 3rd Graders Reading at Grade Level

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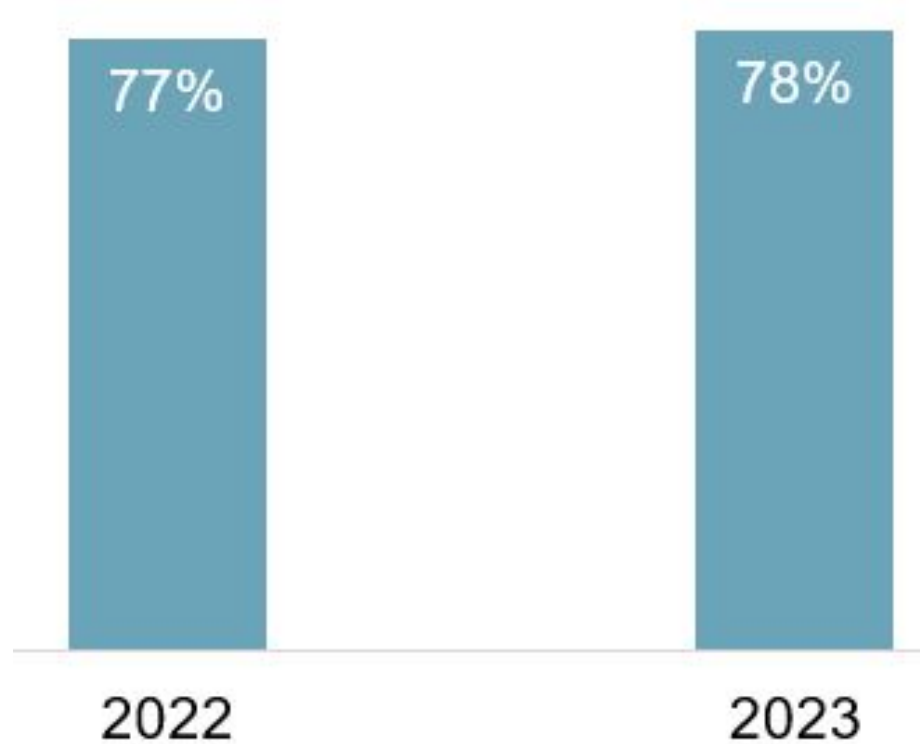
Source: ECCS



# All 3rd Graders Reading at Grade Level

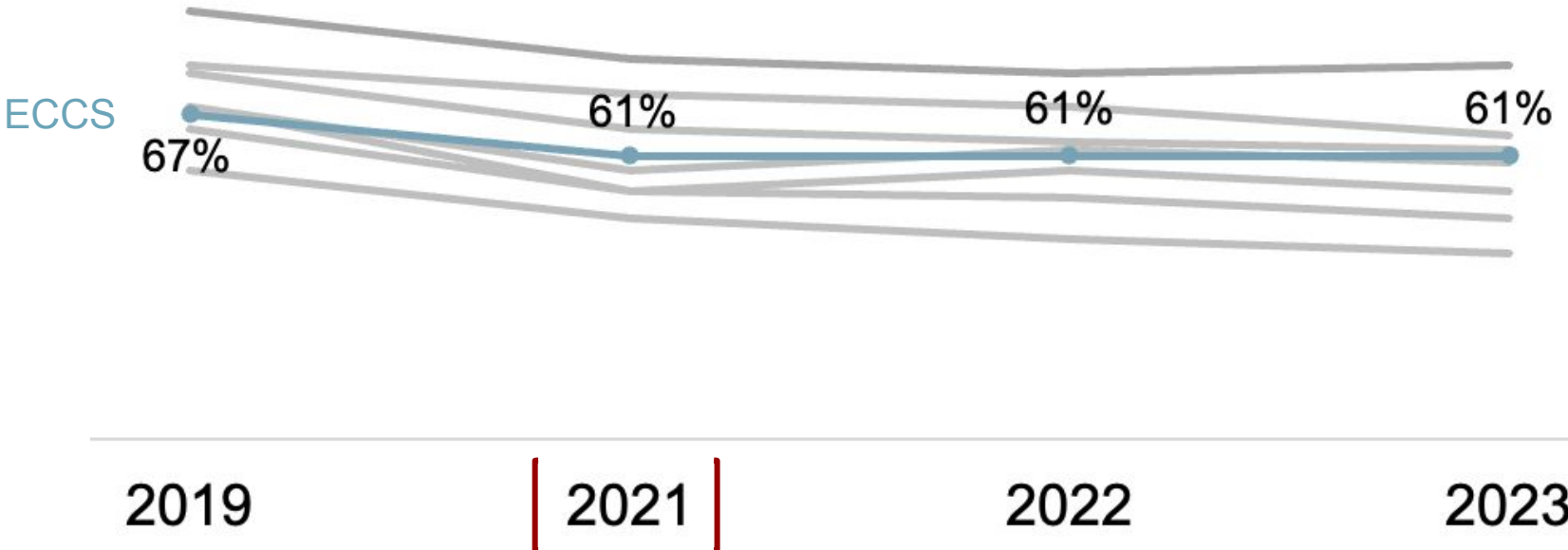
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Source: ECCS





# Neighboring and Similar Districts - MCA Reading All Grades



# Neighboring and Similar Districts - MCA Reading

|                 | 2019       | 2021       | 2022       | 2023       |
|-----------------|------------|------------|------------|------------|
| <b>ECCS</b>     | <b>67%</b> | <b>61%</b> | <b>61%</b> | <b>61%</b> |
| Eden Prairie    | 74%        | 70%        | 68%        | 64%        |
| Minnetonka      | 82%        | 75%        | 73%        | 74%        |
| Farmington      | 59%        | 52%        | 49%        | 47%        |
| Lakeville       | 73%        | 65%        | 63%        | 62%        |
| Prior Lake      | 68%        | 59%        | 62%        | 60%        |
| Stillwater      | 68%        | 56%        | 59%        | 56%        |
| White Bear Lake | 65%        | 56%        | 55%        | 52%        |

# All 3rd Graders Reading at Grade Level

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## Action:

- Introduced K-3 literacy resource *Being a Reader*; rooted in science of learning to read
- Ongoing Professional Learning
- Districtwide Connect & Assess data collection
- Using data to drive instruction, progress monitor, and provide evidence-based support
- Dedicated support of literacy coach

# All Achievement Gaps Closed

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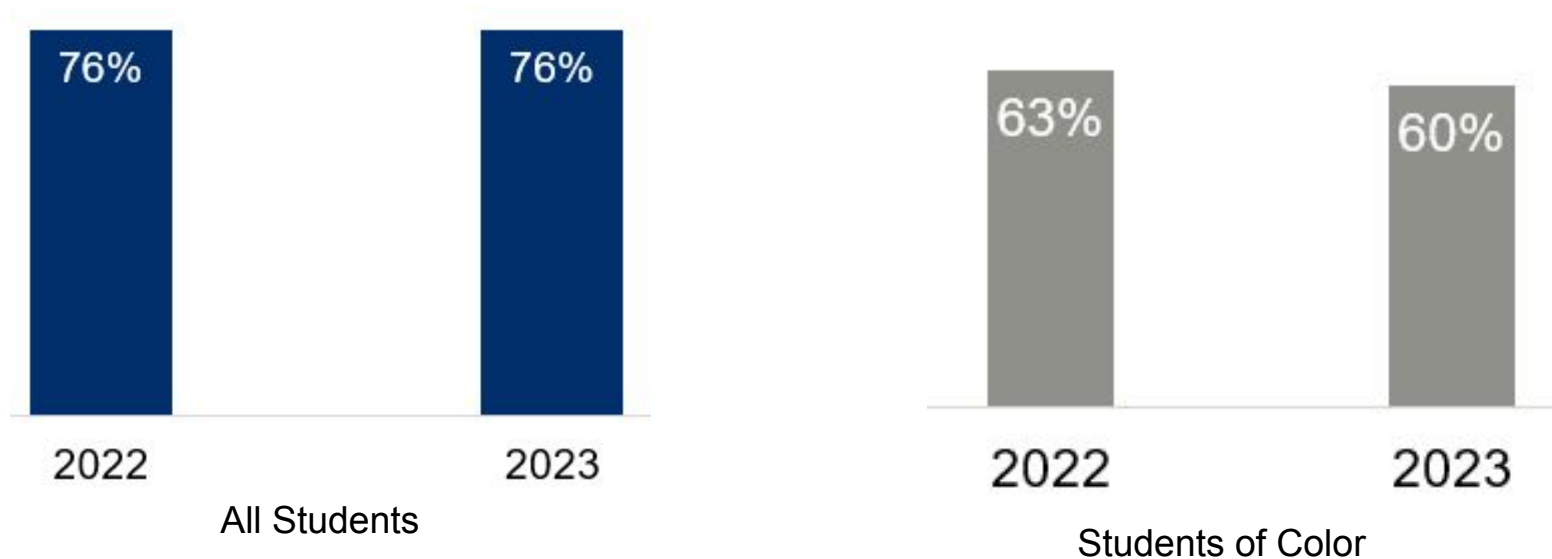
## 2025 Goal:

The percentage of Students of Color scoring in the proficient categories on the FastBridge aReading assessment at the end of grades 2-5 will increase by at least 3 percentage points from 63% in 2022 to 66% by 2025, while maintaining an overall proficiency rate of at least 75%.

# All Achievement Gaps Closed

Source: ECCS

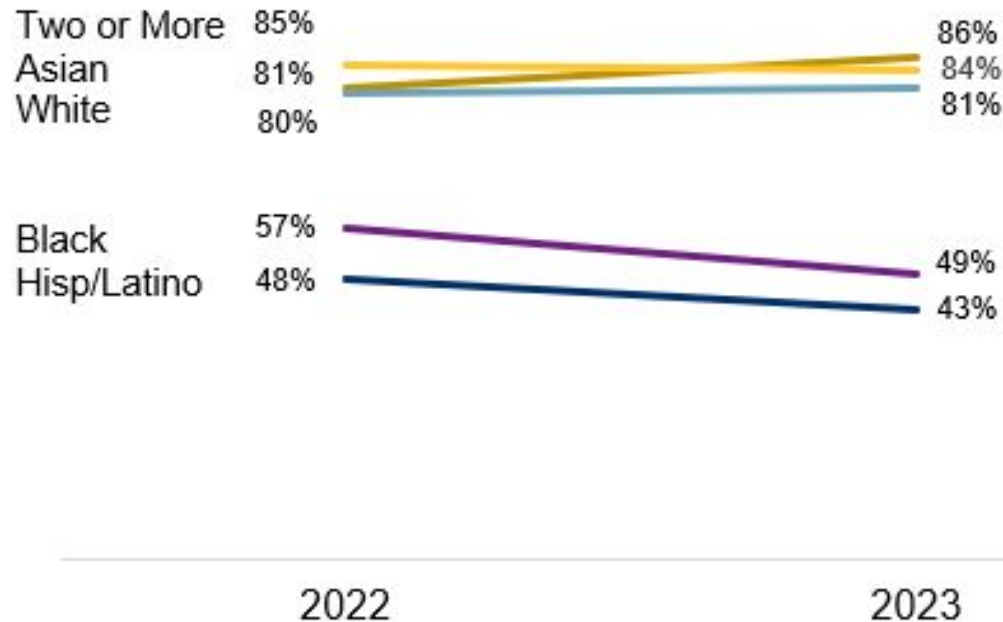
## FastBridge Learning aReading Grades 2-5



# All Achievement Gaps Closed

Source: ECCS

## FastBridge Learning aReading Grades 2-5



# All Achievement Gaps Closed

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## Action:

- 6 percentage point achievement goals
  - PLCs (adult actions that will help change outcomes)
- Curriculum implementation based on the science of reading
- Use of data
  - FastBridge assessments

# All Students College and Career Ready

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## 2025 Goal:

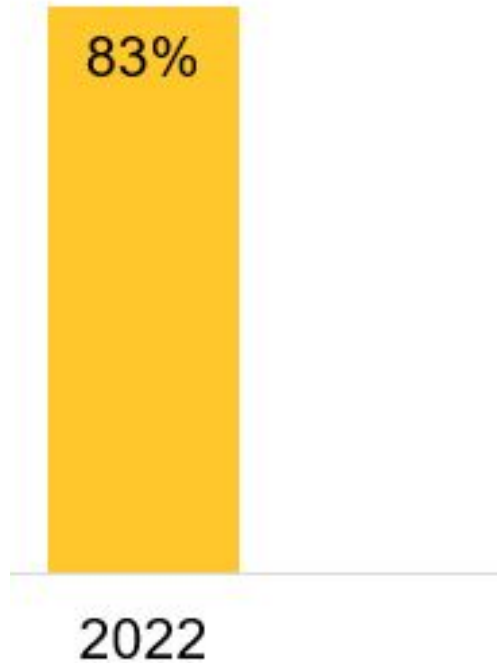
The percentage of students on track for graduation at end of 9th grade will increase by 3 percentage points from 83% in 2022 to 86% in 2025.



# All Students College and Career Ready

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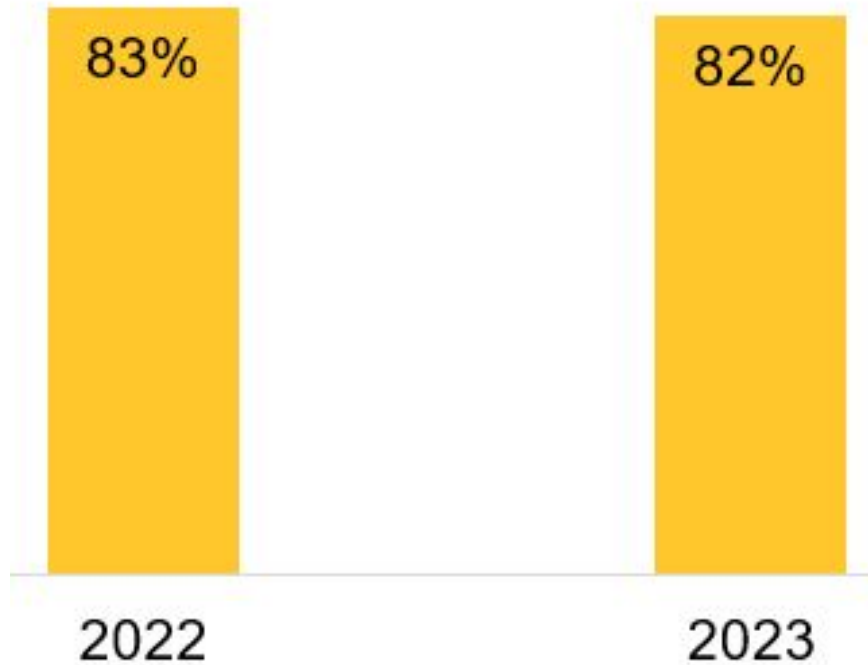
Source: ECCS



# All Students College and Career Ready

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Source: ECCS



# All Students College and Career Ready:

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## Action:

- Quality programming to support student success
  - Early warning indicators
    - attendance, behavior, credit
- Review of learning outcomes for rigor
- 50% of 12th graders participated in at least one college credit-bearing opportunity
- Credit recovery - available all school year

# All Students Graduate

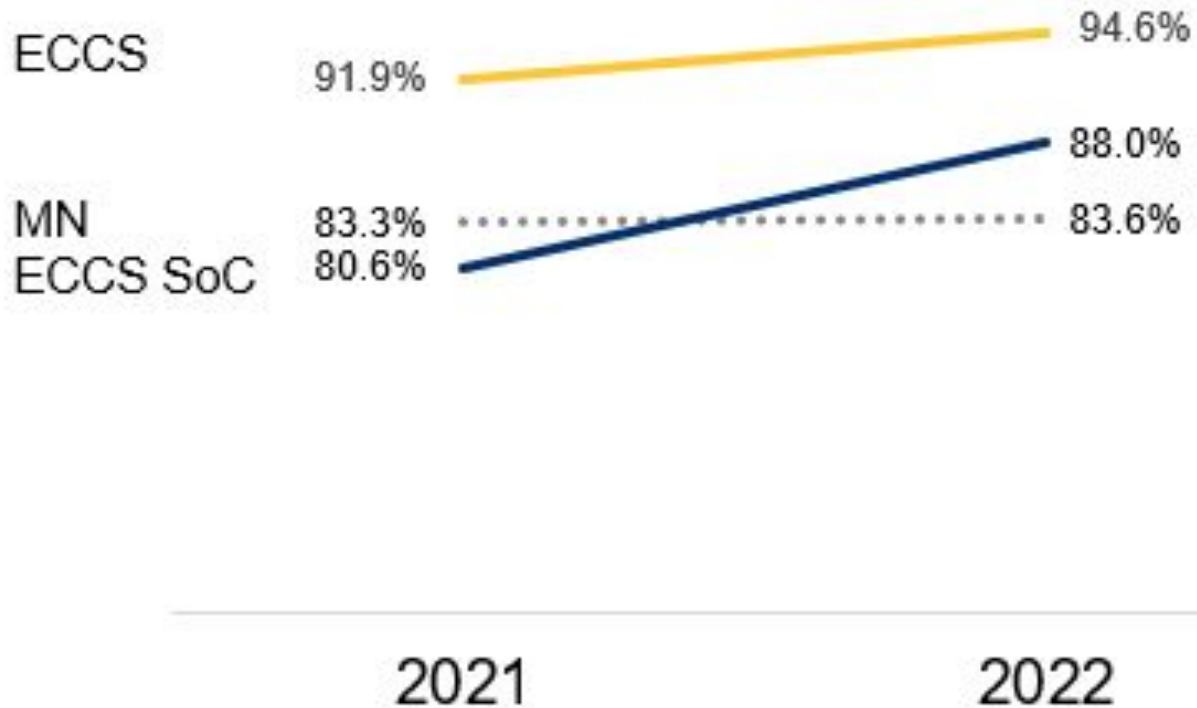
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## 2026 Goal:

The 4-year graduation rate for Students of Color will increase by 3 percentage points from 80.6% in 2021 to 83.6% by 2026 while maintaining an overall average 4-year graduation rate of 90% or greater.

# All Students Graduate (4-Year Rate)

Source: MDE



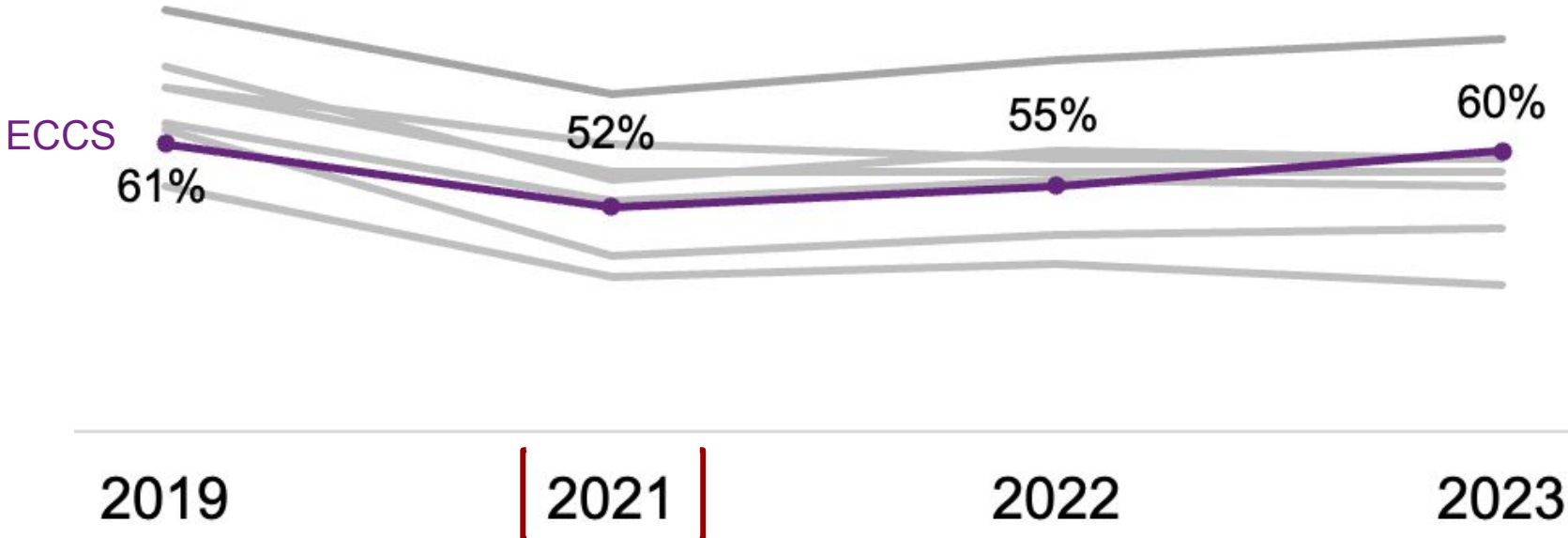
# All Students Graduate

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## Action:

- Quality programming to support student success
- AVID at Chaska High School, BARR at Chanhassen High School and Integrated Arts Academy
- Teaching & Learning Walk-Throughs with feedback (support from district to building)
- Early warning indicators

# Neighboring and Similar Districts - MCA Math All Grades

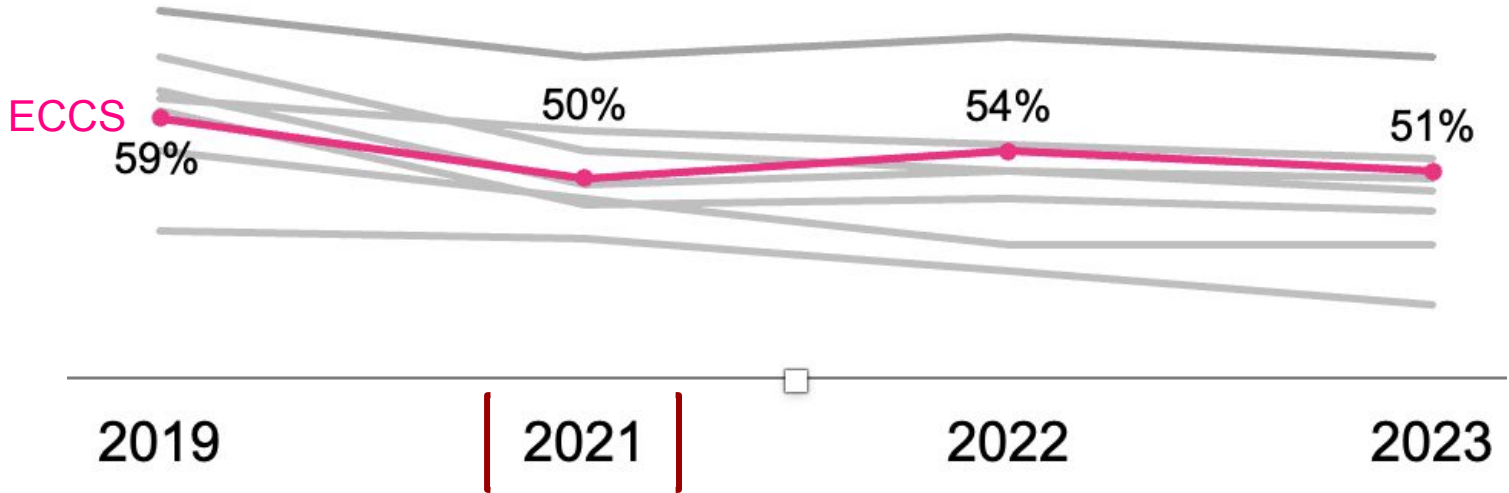


# Neighboring and Similar Districts - MCA Math

|                 | 2019       | 2021       | 2022       | 2023       |
|-----------------|------------|------------|------------|------------|
| <b>ECCS</b>     | <b>61%</b> | <b>52%</b> | <b>55%</b> | <b>60%</b> |
| Eden Prairie    | 69%        | 61%        | 59%        | 59%        |
| Minnetonka      | 80%        | 68%        | 73%        | 76%        |
| Farmington      | 55%        | 42%        | 44%        | 41%        |
| Lakeville       | 69%        | 57%        | 57%        | 57%        |
| Prior Lake      | 72%        | 56%        | 60%        | 59%        |
| Stillwater      | 64%        | 53%        | 56%        | 55%        |
| White Bear Lake | 63%        | 45%        | 48%        | 49%        |



# Neighboring and Similar Districts - MCA Science - All Grades



# Neighboring and Similar Districts - MCA Science

|                 | 2019       | 2021       | 2022       | 2023       |
|-----------------|------------|------------|------------|------------|
| <b>ECCS</b>     | <b>59%</b> | <b>50%</b> | <b>54%</b> | <b>51%</b> |
| Eden Prairie    | 62%        | 57%        | 55%        | 53%        |
| Minnetonka      | 75%        | 68%        | 71%        | 68%        |
| Farmington      | 42%        | 41%        | 36%        | 31%        |
| Lakeville       | 60%        | 46%        | 47%        | 45%        |
| Prior Lake      | 68%        | 54%        | 51%        | 50%        |
| Stillwater      | 63%        | 49%        | 51%        | 48%        |
| White Bear Lake | 54%        | 47%        | 40%        | 40%        |

# Key Points - WBWF

1. In year 2 of our strategic plan, our World's Best Workforce (WBWF) goals are aligned with our district's strategic directions.
2. Stakeholder Input: The Teaching & Learning Advisory made recommendations to this report and goals.
3. Our overall MCA scores continue to be solidly above state averages and competitive among similar and neighboring districts.
4. Actions to reach our goals are based in research and best practices.
5. We use current data to guide our work.

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# Achievement & Integration Purpose

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**Increase student  
achievement**

**Pursue racial and  
economic integration**

**Create equitable  
education  
opportunities**

**Reduce disparities  
based on racial,  
ethnic, and economic  
backgrounds**

# MDE Priorities for Achievement and Integration Funding

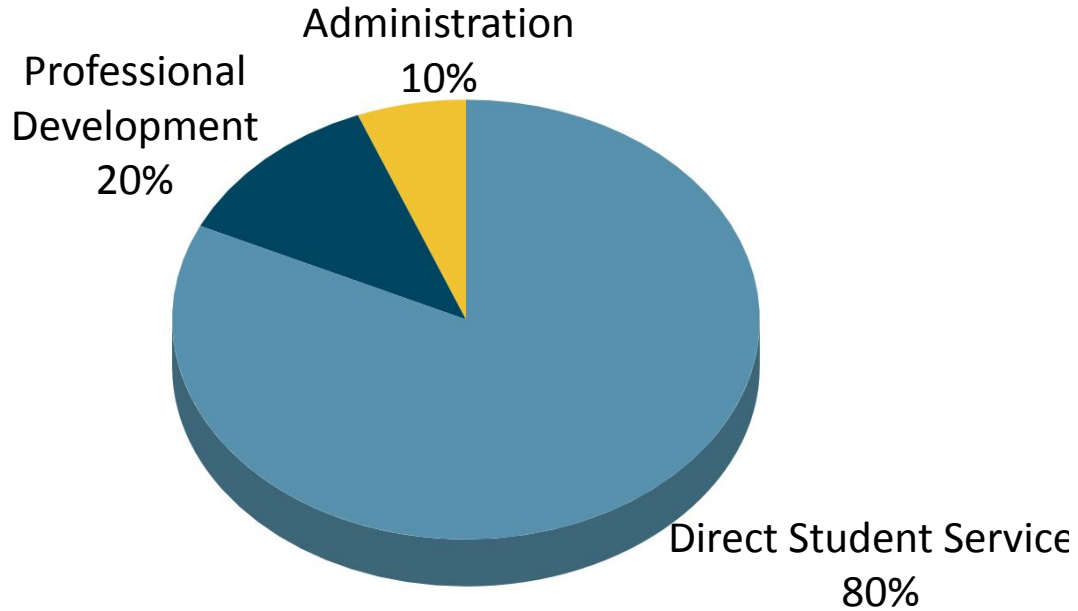
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- Increase racial and economic integration
- Reduce achievement disparities
- Increase access to effective and diverse teachers





# Achievement & Integration Spending by Category





## Direct Student Support

- Intercultural Specialists (7)
- Equity and Inclusion Supervisor (1)
- Climate and Culture Specialist (1)
- Middle School Math Coaches/Mentors (2)

## Professional Development

- Restorative Practices
- Cross-Department District Wide professional development
- Coaching and support for building leaders

## Administrative Costs Indirect

- Director of Equity and Inclusion (1)



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# District Three-Year Plan: 2020-2023 A&I Goals

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## Goal 1:

The number of students (students of color, homeless & highly mobile, and historically underserved) who participate in Math Strong and demonstrate success as measured by earning a grade of A or B in an advanced math course will increase from 80% in 2020 to 92% by 2023.

# District Three-Year Plan: 2020-2023 A&I Goals

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## Goal 1:

|                                  |            |
|----------------------------------|------------|
| <b>Percent of A or B Grades</b>  | <b>84%</b> |
| <b>Percent of Passing Grades</b> | <b>98%</b> |

# District Three-Year Plan: 2020-2023 A&I Goals

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## Goal 2:

For the benefit of students' overall sense of inclusion and belonging in the school setting, a minimum of 95% of all staff, certified and uncertified, will receive professional development about diversity, equity, and inclusion by 2023.

# District Three-Year Plan: 2020-2023 A&I Goals

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**Goal 2:**

**Goal Met**



# District Three-Year Plan: 2020-2023 A&I Goals

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## Goal 3:

Increase youth leadership participation and engagement opportunities to elevate student voice and develop agency in an effort to eliminate racial and economic disparities across numerous categories from one opportunity in 2020 to three opportunities by 2023, with partner district. (Eden Prairie Schools)

# District Three-Year Plan: 2020-2023 A&I Goals

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**Goal 3:**

**Goal Met**



# District Three-Year Plan: 2020-2023 A&I Goals

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## Goal 4:

Increase the number of youth leadership opportunities for students from all district high schools that promote youth leadership and collaboration from 0 events in 2020 to 7 events by 2023. This will increase the number of students participating in leadership development opportunities from 0 in 2020 to 200 in 2023.



# District Three-Year Plan: 2020-2023 A&I Goals

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**Goal 4:**

**Goal Met**



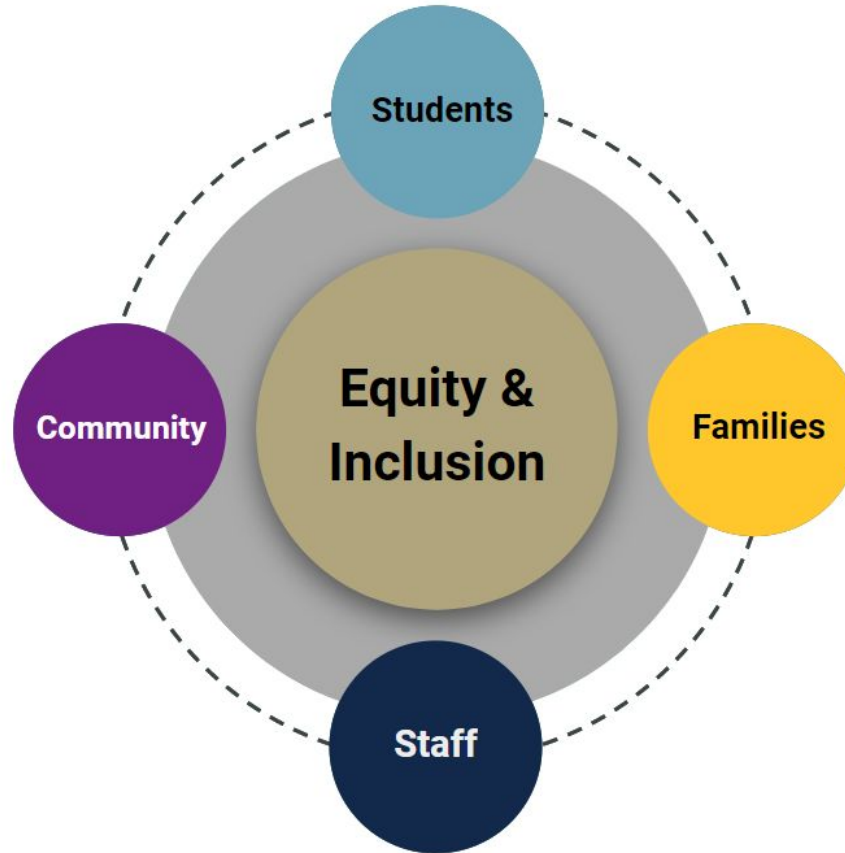
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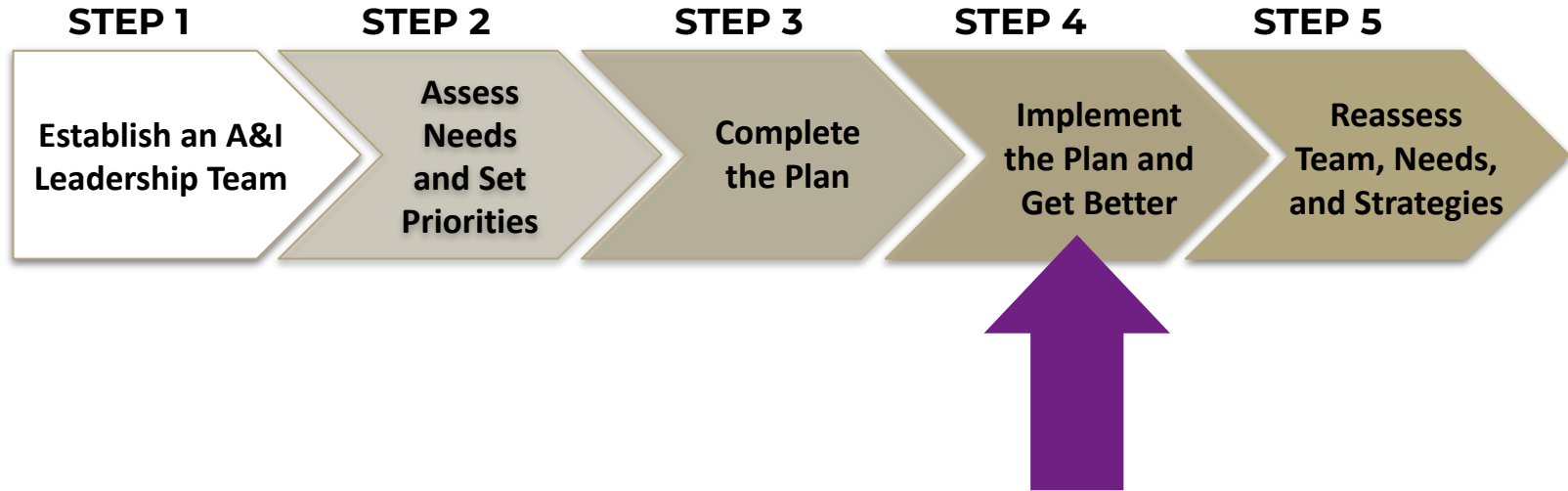
# Intentional Partnerships

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# Implementation Guide

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# 2024-26 Goals and Actions - Goal 1

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## Goal

**The percentage of economically disadvantaged students or students of color in grades kindergarten through 5-or-grade 6 or grade 9 with a consistent attendance rate of more than 90% will increase from 75% at the end of school year 2023 to 80% at the end of school year 2025 as measured by the SIS attendance rate in eduClimber.**

## Actions

- Culture and Climate Specialist Position
- *Intercultural Specialist Position*
- Equity and Inclusion Supervisor Position
- Professional Development
- *Initiatives for Chronic Absenteeism*
- Increase and Expand Youth and Family Leadership and Engagement Opportunities
- Increased Community Communication and Partnerships

# 2024-26 Goals and Actions - Goal 2

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## Goals

**The failure rate of first semester for economically disadvantaged students and students of color in grade 9 will decrease from 12% in school year 2023 to 8% in school year 2026.**

## Actions

- *Culture and Climate Specialist Position*
- Intercultural Specialist Position
- Equity and Inclusion Supervisor Position
- Professional Development
- *Increased Collaboration with College and Career Centers at the Secondary Level*
- Increase and Expand Youth and Family Leadership and Engagement Opportunities
- Increased Community Communication and Partnerships

# 2024-26 Goals and Actions - Goal 3

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## Goals

**Eastern Carver County Schools will retain and increase staff of color from school year 2023 to school year 2026.**

## Actions

- Culture and Climate Specialist Position
- Intercultural Specialist Position
- Equity and Inclusion Supervisor Position
- *Professional Development*
- Increased Collaboration with College and Career Centers at the Secondary Level
- *Partnership with Human Resources*
- Increase and Expand Youth and Family Leadership and Engagement Opportunities



## MDE Priorities for A&I Funding

- Increase racial and economic integration
- Reduce achievement disparities
- Increase access to effective and diverse teachers

**Increase student achievement**

**Pursue racial and economic integration**

**Create equitable education opportunities**

**Reduce disparities based on racial, ethnic, and economic backgrounds**



**Recap**





# Questions?

# Key Points (WBWF & A&I)

1. World's Best Workforce (WBWF) is aligned with our district's key priorities.
2. Stakeholder Input: The Teaching & Learning Advisory viewed this report and made recommendations.
3. Our overall MCA scores continue to be above state averages and competitive with similar and neighboring districts.
4. Our overall graduation rates continue to be above the state goal of 90%.
5. Actions to reach our goals are based in research and best practices.