



World's Best Workforce

South St. Paul Public School

2022-23 Summary & 2023-24 Goals

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Monday, October 23, 2023



World's Best Workforce

A comprehensive, long-term strategic plan that addresses the following five goals:

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



Indicators for WBWF:



Academic Achievement (MCA and MTAs)

The number of students at the “Meets Standards” or “Exceeds Standards” achievement levels divided by all students in tested grades. Calculated separately for **math and reading**.



Progress Towards English Language Proficiency (ACCESS and Alt-ACCESS)

The average progress English learners made toward individual growth targets on test of English language development.



Academic Progress

A score based on students’ achievement levels from one year to the next. Calculated separately for **math and reading**.



Graduation Rates

The percentage of students who graduated in four years and seven years.

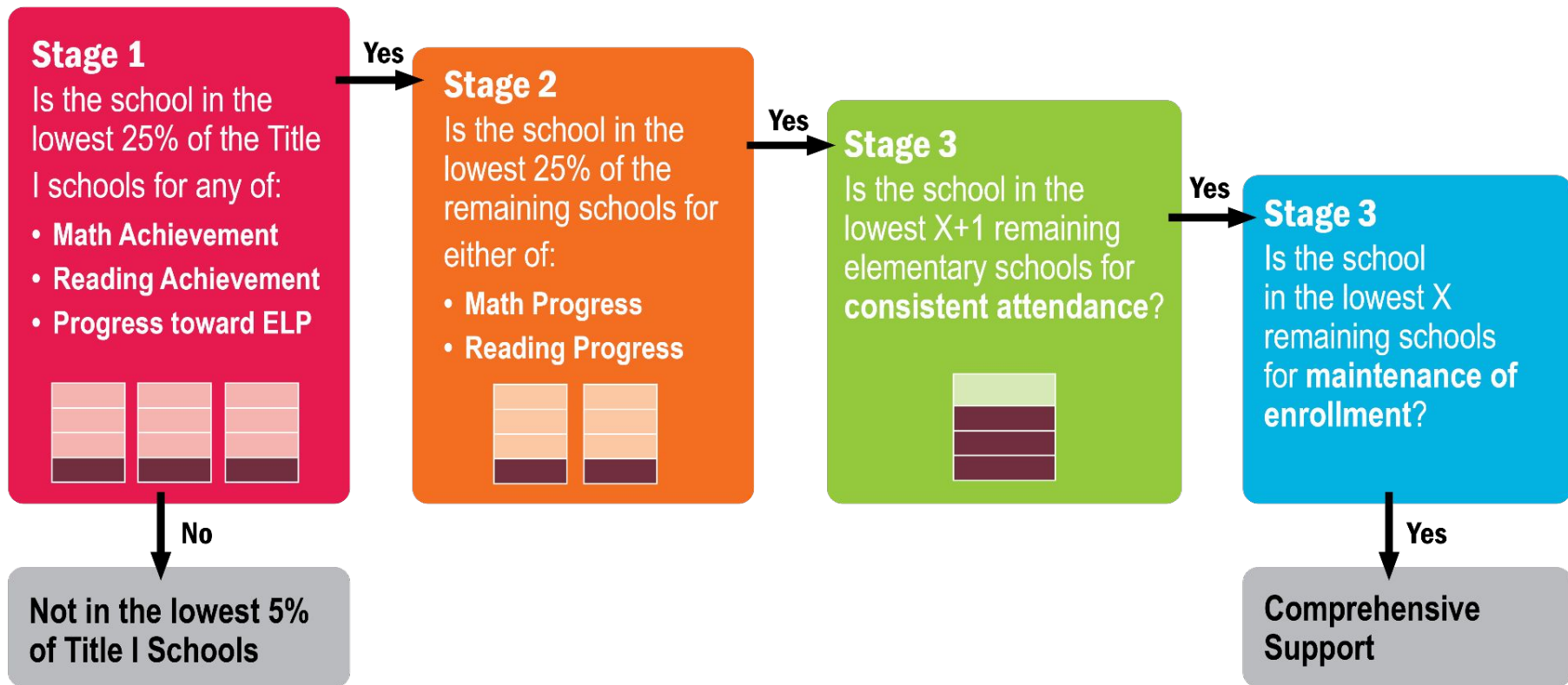


Consistent Attendance

The percentage of students attending more than 90% of the days they are enrolled.



Lowest 5% of the Title I Elementary Schools = X Schools





WBWF Goal Area:

Measurement Tool:

All students are ready for school	**TS Gold Fall FAST Scores
All 3rd grade students reading at grade level	**Spring FAST Scores G3 MCA Reading
All racial & economic achievement gaps are closed	State/ District MCA
All students ready for career & college	**ACT **IB
All students graduate from high school	Graduation Rate



World's Best Workforce Summary

Annual Review of Results & Future Plan



All Students are Ready for School



Literacy Goal

The percent of kindergarten students identified as high risk of being behind on grade level benchmarks on the FAST Early Reading assessment will decrease from 13.3% in the fall 2023 to 10.3% in the spring 2024.

Math Goal

The percent of kindergarten students identified as high risk of being behind on grade level benchmarks on the FAST Math assessment will decrease from 9.2% in the fall 2023 to 6.2% in the spring 2024.



All Students are Ready for School

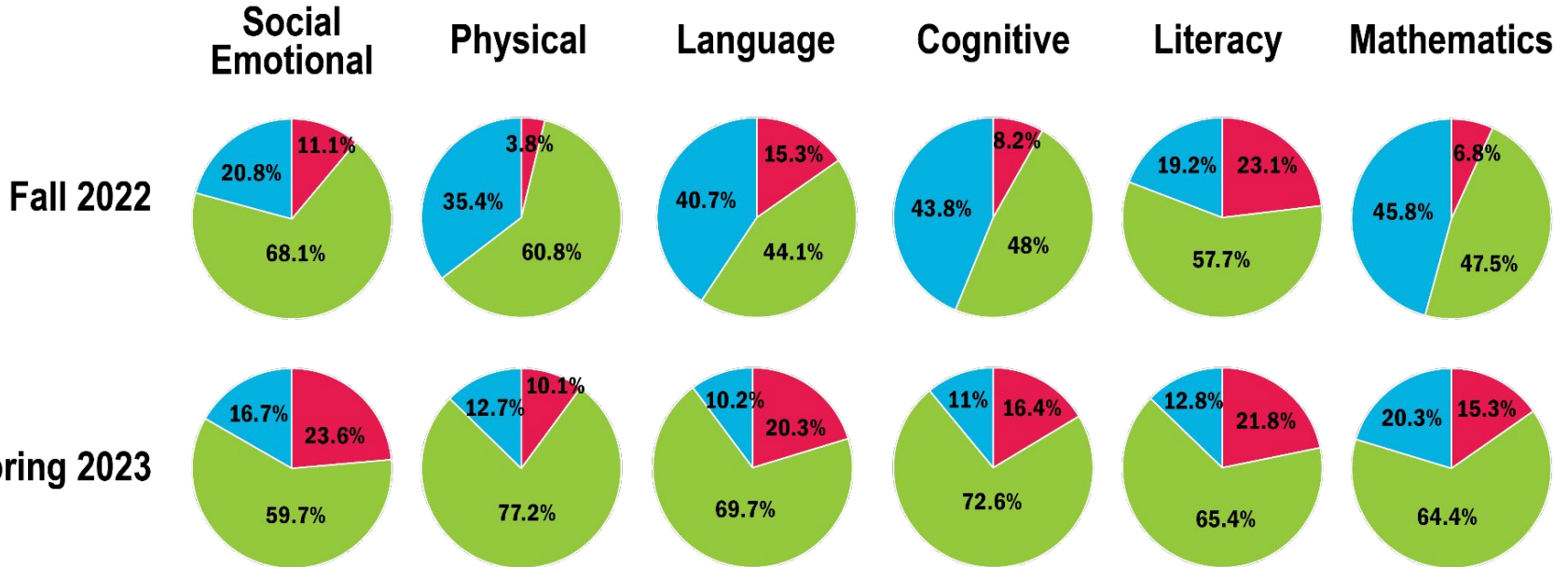
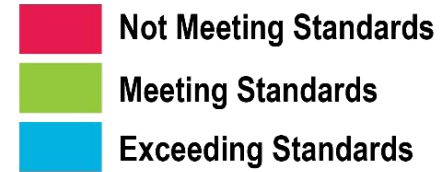


Next Steps:

- Kindergarten Screening for all students
- Free Voluntary Pre-K
- Early Childhood Family Education (ECFE)
- Academic & SEL Curriculum
 - Creative Curriculum
 - Conscious Discipline



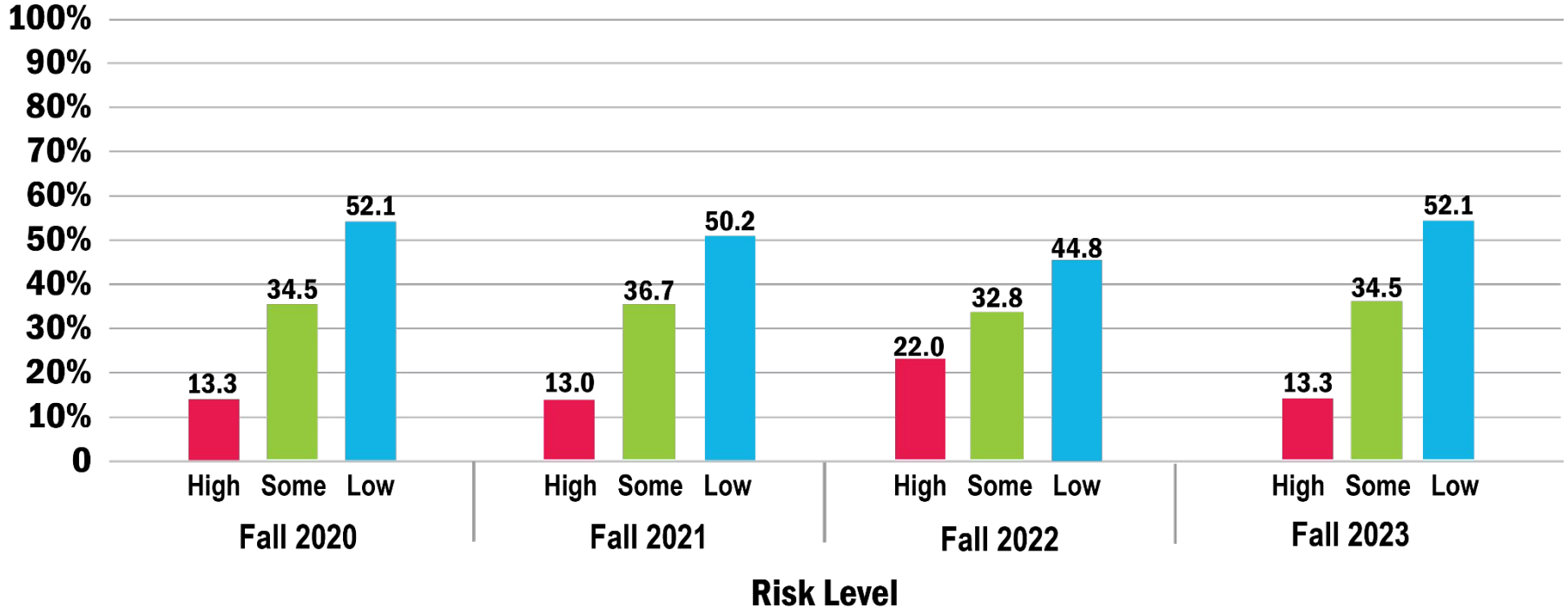
TS Gold Results





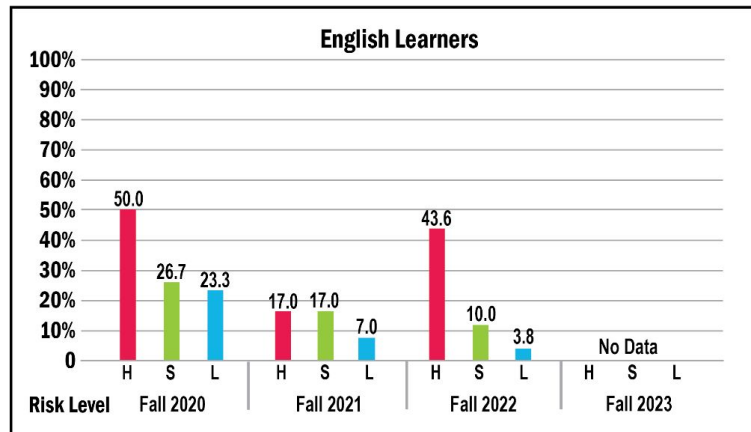
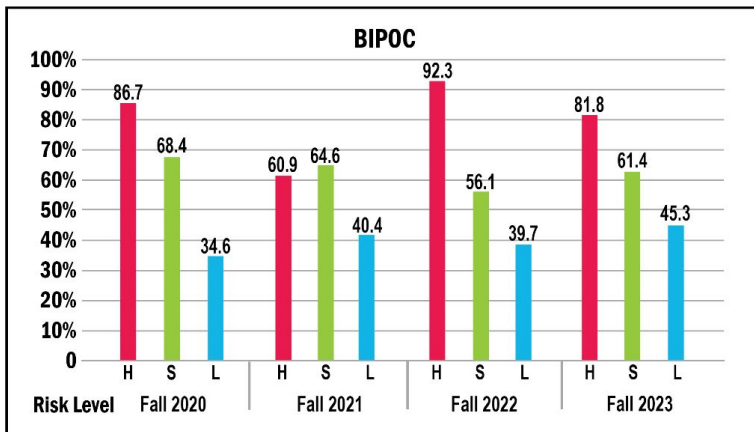
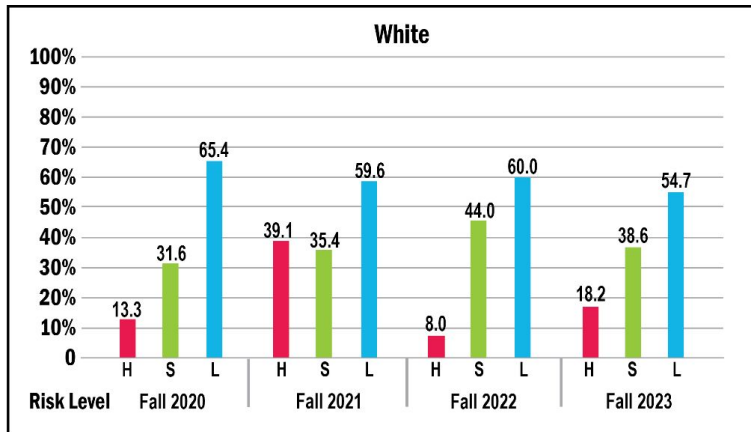
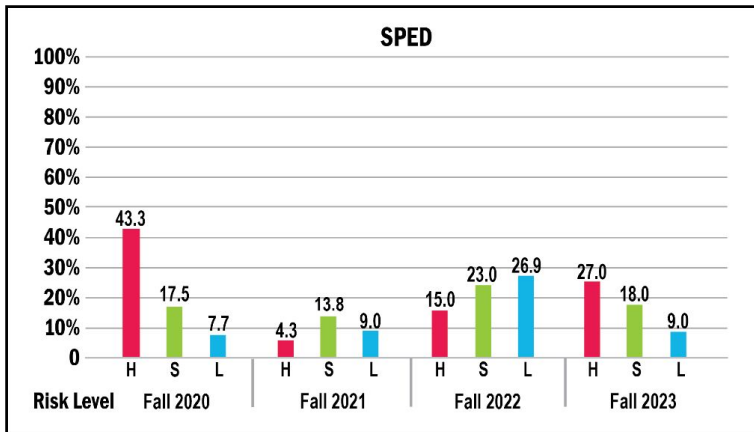
Reading Results

All Kindergarten Students





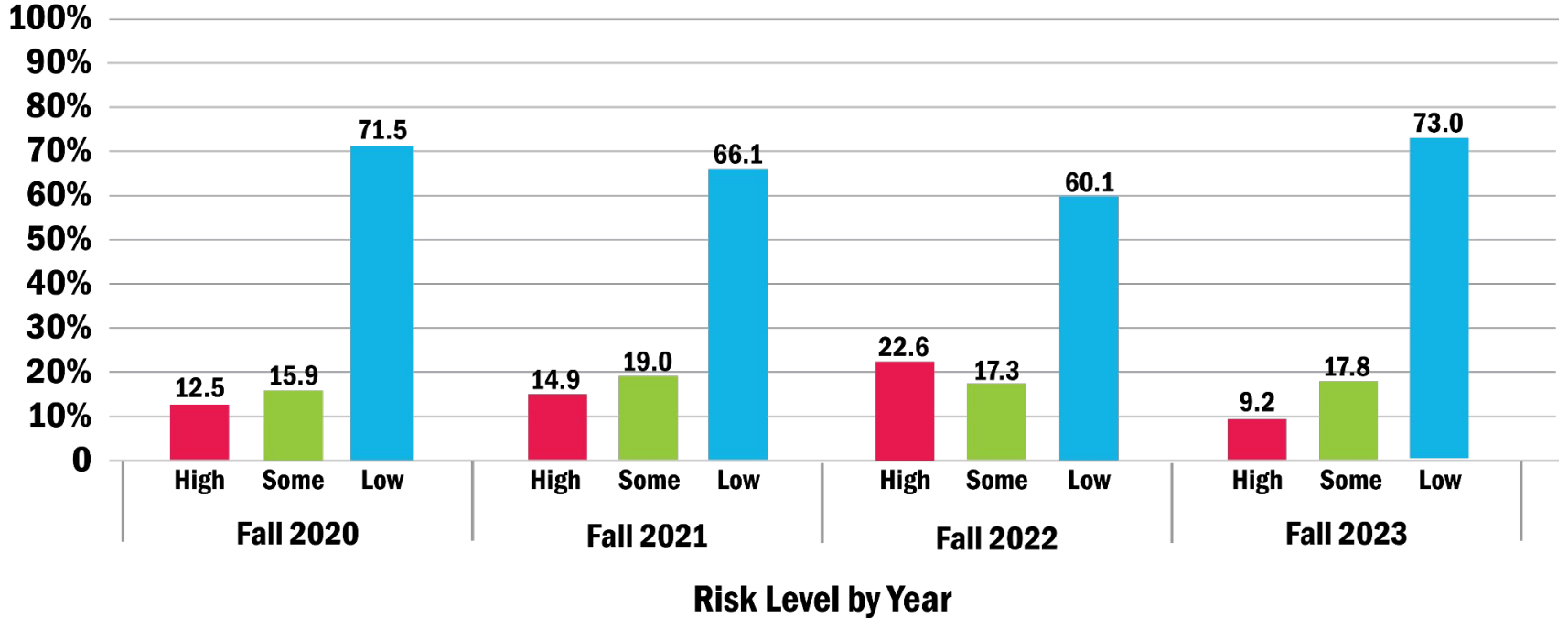
Reading Results by Group





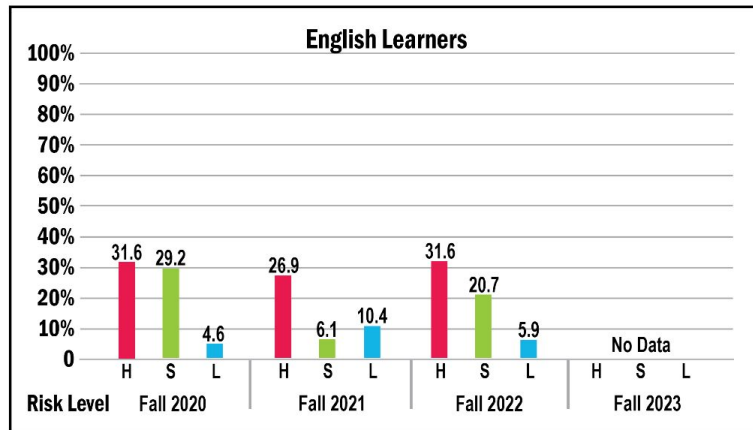
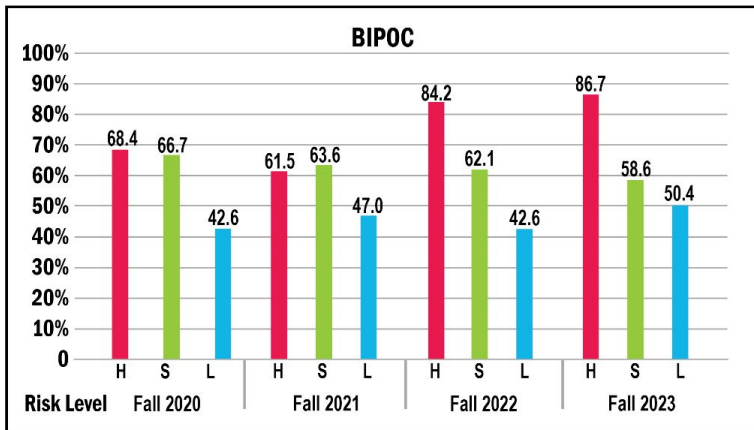
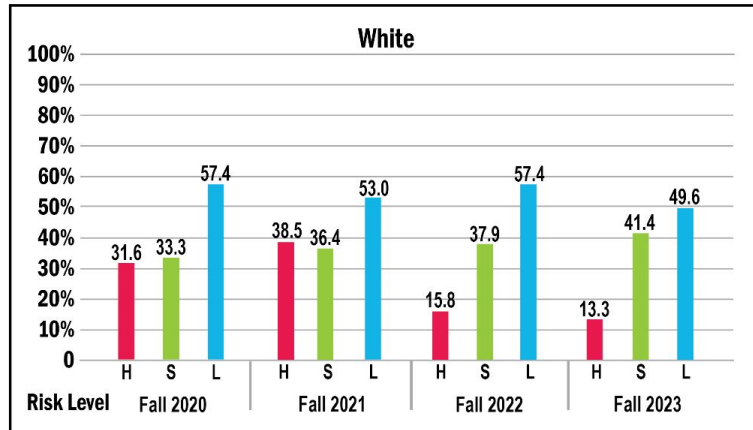
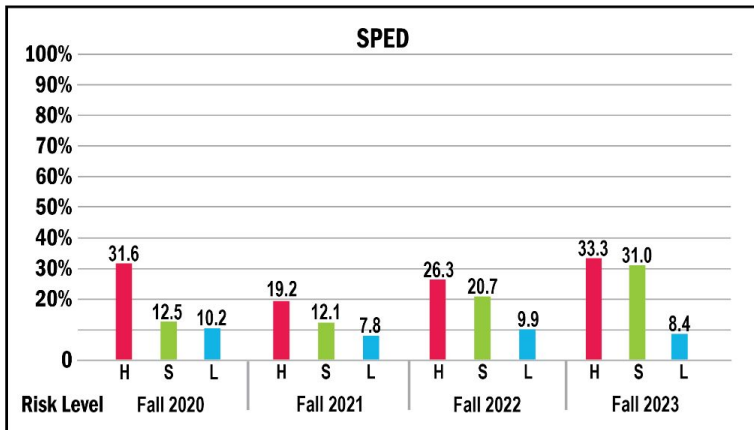
Math Results

All Kindergarten Students





Math Results by Group





All Students Reading by 3rd Grade



Literacy Goal

The percent of 3rd Grade students proficient or exceeding grade level benchmarks on the state Minnesota Comprehensive Assessment (MCA) will increase from 40.21% in Spring 2023 to 43.21% in the spring 2024.



All Students Reading by 3rd Grade



Next Steps:

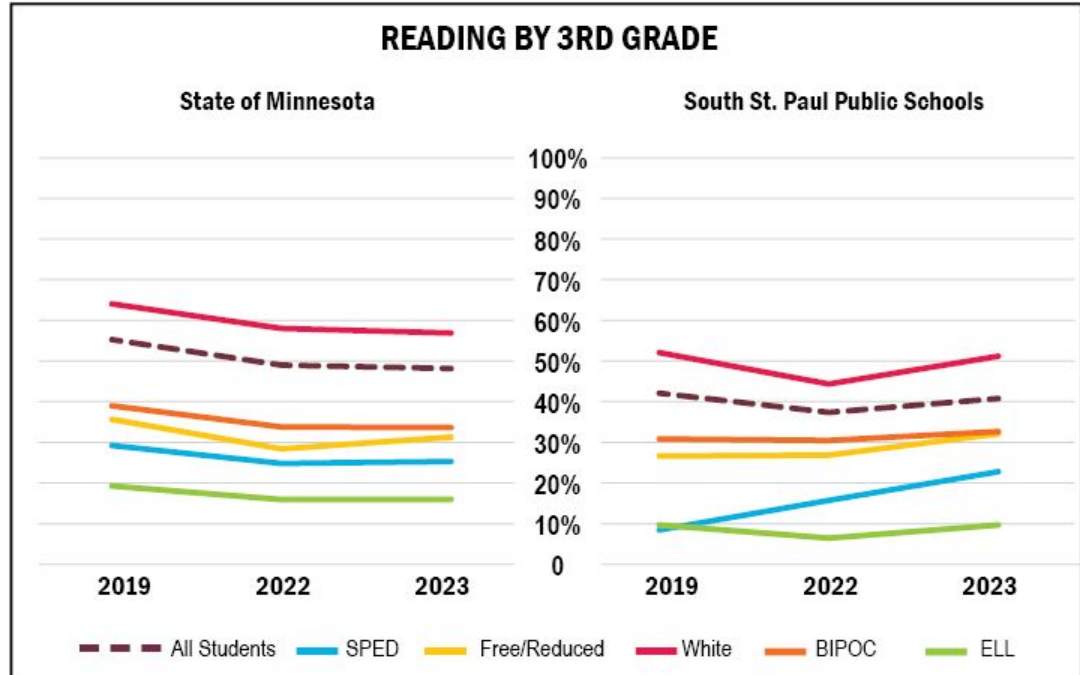
- High quality instruction along with preventative interventions
 - a. Wit and Wisdom
 - b. Geodes and UFLI
 - c. ADSIS Grant (PRESS, RTI Model)
- Assessment practices that are applied across all levels of the system for a deeper understanding of each student's needs
 - a. FASTbridge (Fall, Winter, Spring)
 - b. Summative assessments Wit and Wisdom and UFLI
- The alignment of resources and supports necessary for each student's academic and social-emotional success
 - a. Family, School, and Community Partnerships
 - b. Addition of School Social Worker



Results



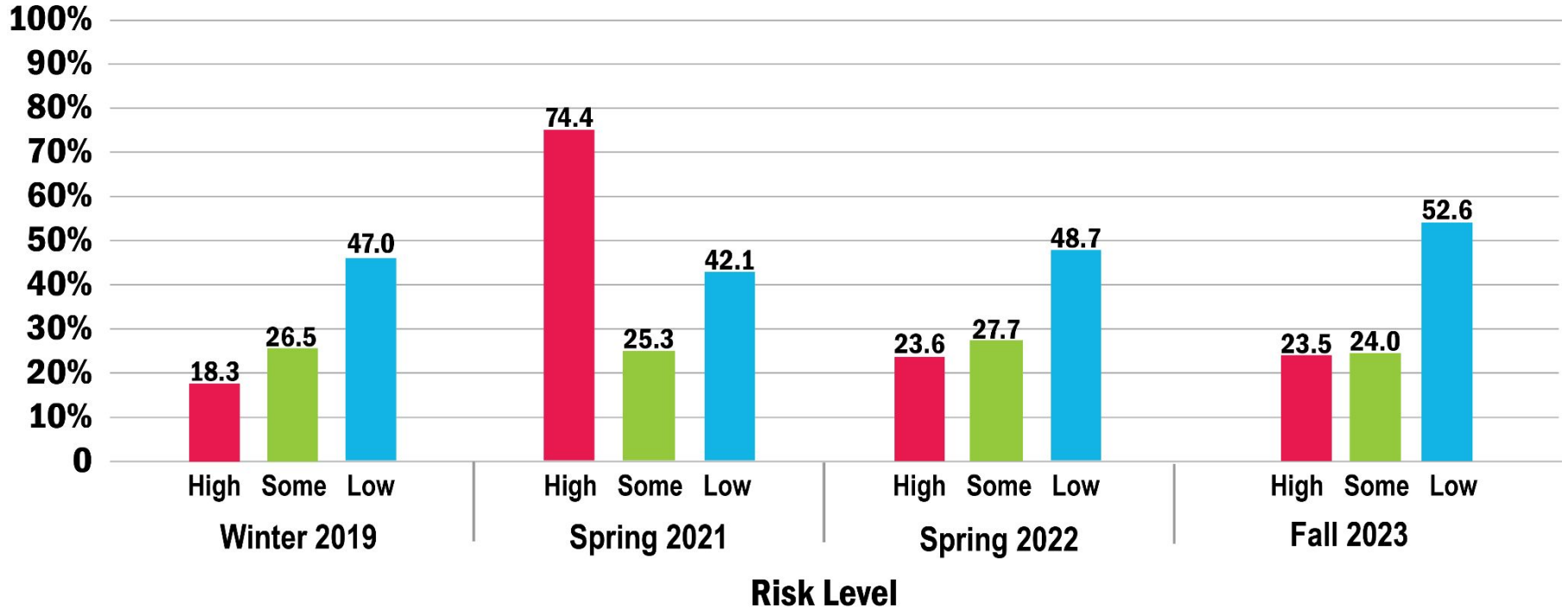
	SSP 2019	MN 2019	SSP 2022	MN 2022	SSP 2023	MN 2023
All Students	41.5%	54.8%	36.79%	48.54%	40.21%	47.68%
SPED	7.89%	28.77%	15.15%	24.35%	22.22%	24.85%
Free/ Reduced	26.06%	35.17%	26.27%	27.9%	31.5%	30.81%
White	51.49%	63.63%	43.75%	57.57%	50.6%	56.43%
BIPOC	30.25%	38.51%	29.9%	33.31%	32.08%	33.17%
ELL	9.09%	18.78%	5.88%	15.44%	9.09%	15.52%

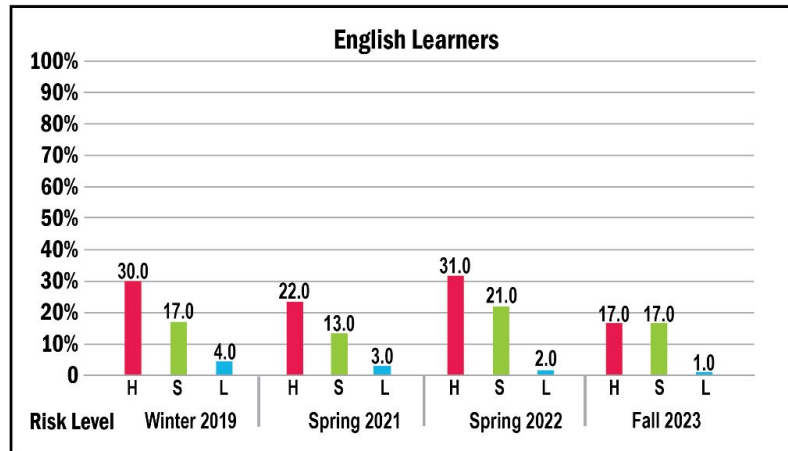
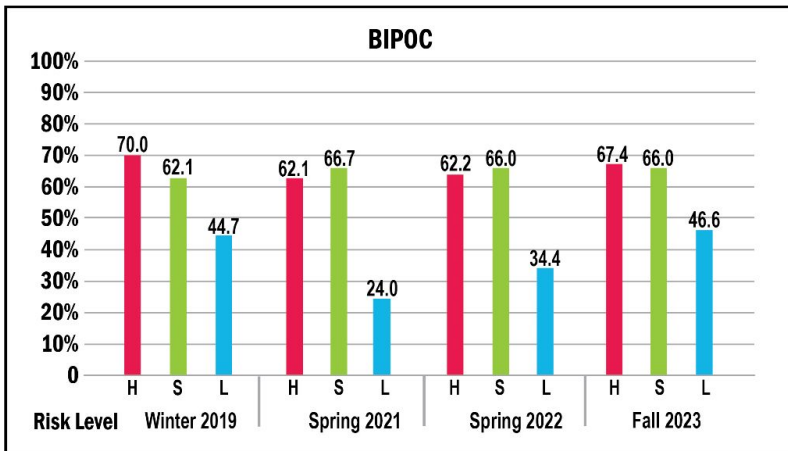
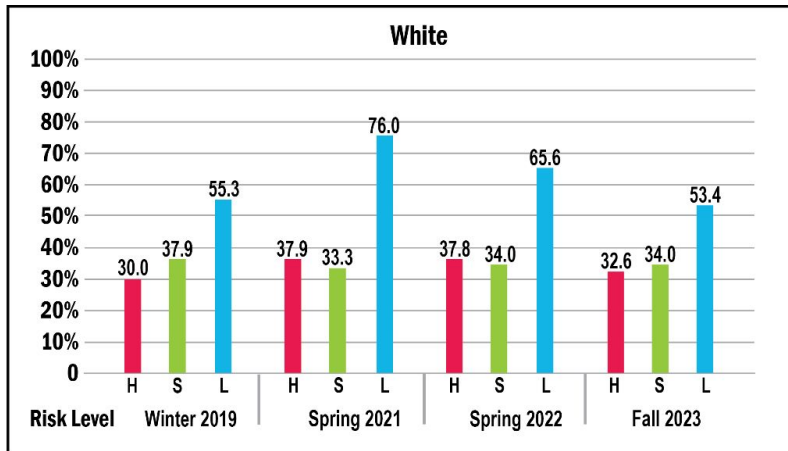
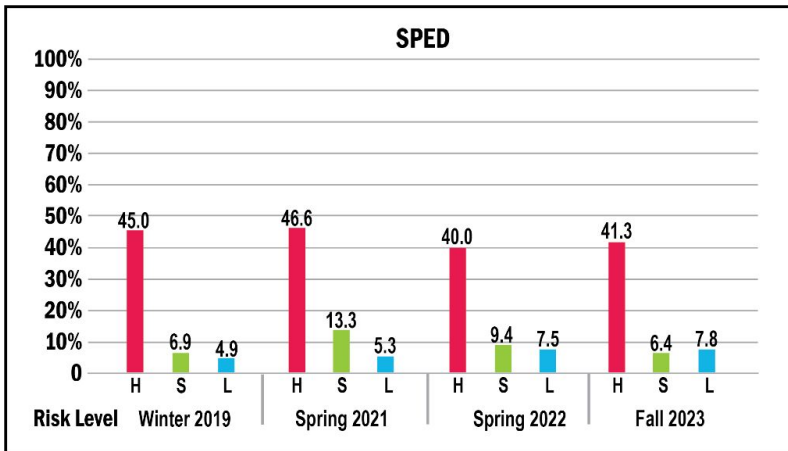




Fastbridge Grade 3 Results

All Grade 3 Students







All Racial & Economic Achievement Gaps are Closed

Goal

Working towards a goal of achievement for all students while also decreasing the difference by 3% between white students and students of color/ students receiving F/R benefits in overall proficiency in Spring 2023 to Spring 2024 on the state Minnesota Comprehensive Assessment.

	% proficient white students	% students of color	% Free/Reduced	Difference
2023	44.49%	25.94%	24.97%	BIPOC: 18.55% F/R: 19.52%



All Racial & Economic Achievement Gaps are Closed

Next Steps:

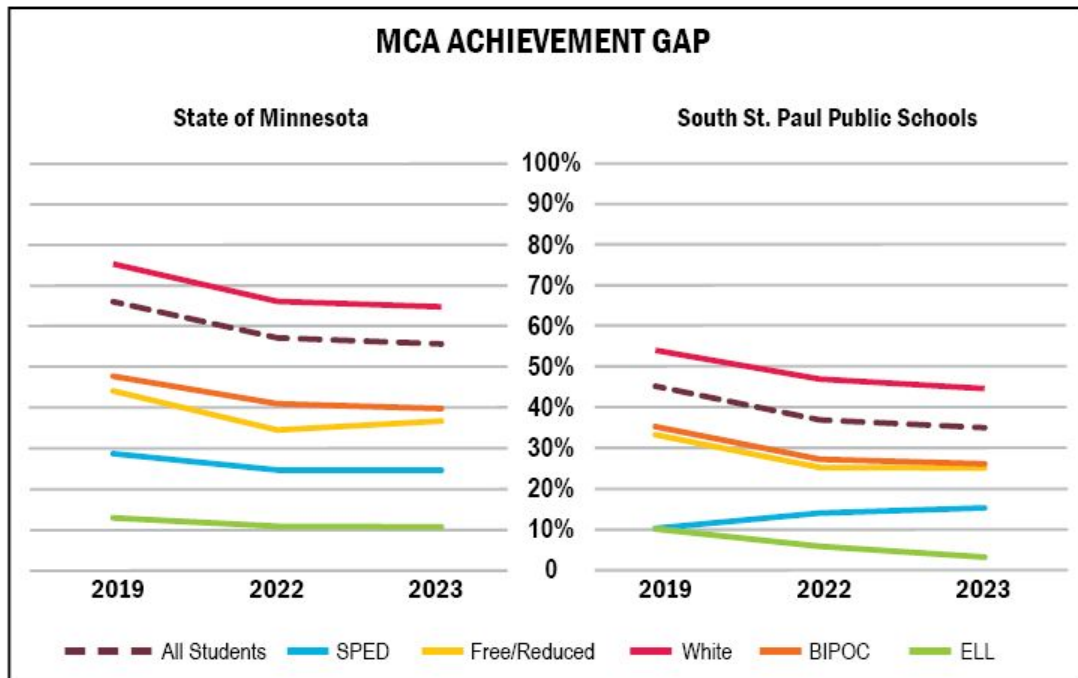
- **BARR:** Model using strategies that build relationships, uses data and impact outcomes for learners.
- **MTSS:** Multi Tiered System of Support is a district wide process to use data to direct instruction and support the individual needs of each learner.
- **Amazeworks:** book program that teaches culturally and linguistically responsive instruction.
- **ADSIS:** K-12 funding grant to support instruction to students in a small setting with curriculum that complements classroom curriculum.
- **Project Aware:** funding grant that provides mental health services and personnel.



Results



	SSP 2019	MN 2019	SSP 2022	MN 2022	SSP 2023	MN 2023
All Students	45.06%	59.59%	36.74%	51.59%	34.38%	50.29%
SPED	10.08%	26.06%	13.81%	22.49%	15.11%	22.39%
Free/ Reduced	33.10%	39.92%	25.03%	31.32%	24.97%	33.23%
White	53.90%	67.92%	46.81%	59.66%	44.49%	58.48%
BIPOC	35.11%	43.17%	27.05%	37.07%	25.94%	36.00%
ELL	9.90%	12.83%	5.61%	10.73%	2.97%	10.60%





All Students are Ready for College & Career



Previous Goal

The percent of South St. Paul 8th grade students who are mathematically proficient per grade level expectations will improve from 7.2% in spring 2021 to 30% in spring 2022 as measured by the MCA mathematic assessment. * note: only 55.6% of eligible G8 students completed MCA Math.

Future Goal

The percent of South St. Paul 9th grade students who are identified as low/medium risk on the areading assessment tool will improve from fall 2023 score of 76.6% to 79.6% by Spring 2024.



All Students are Ready for College & Career

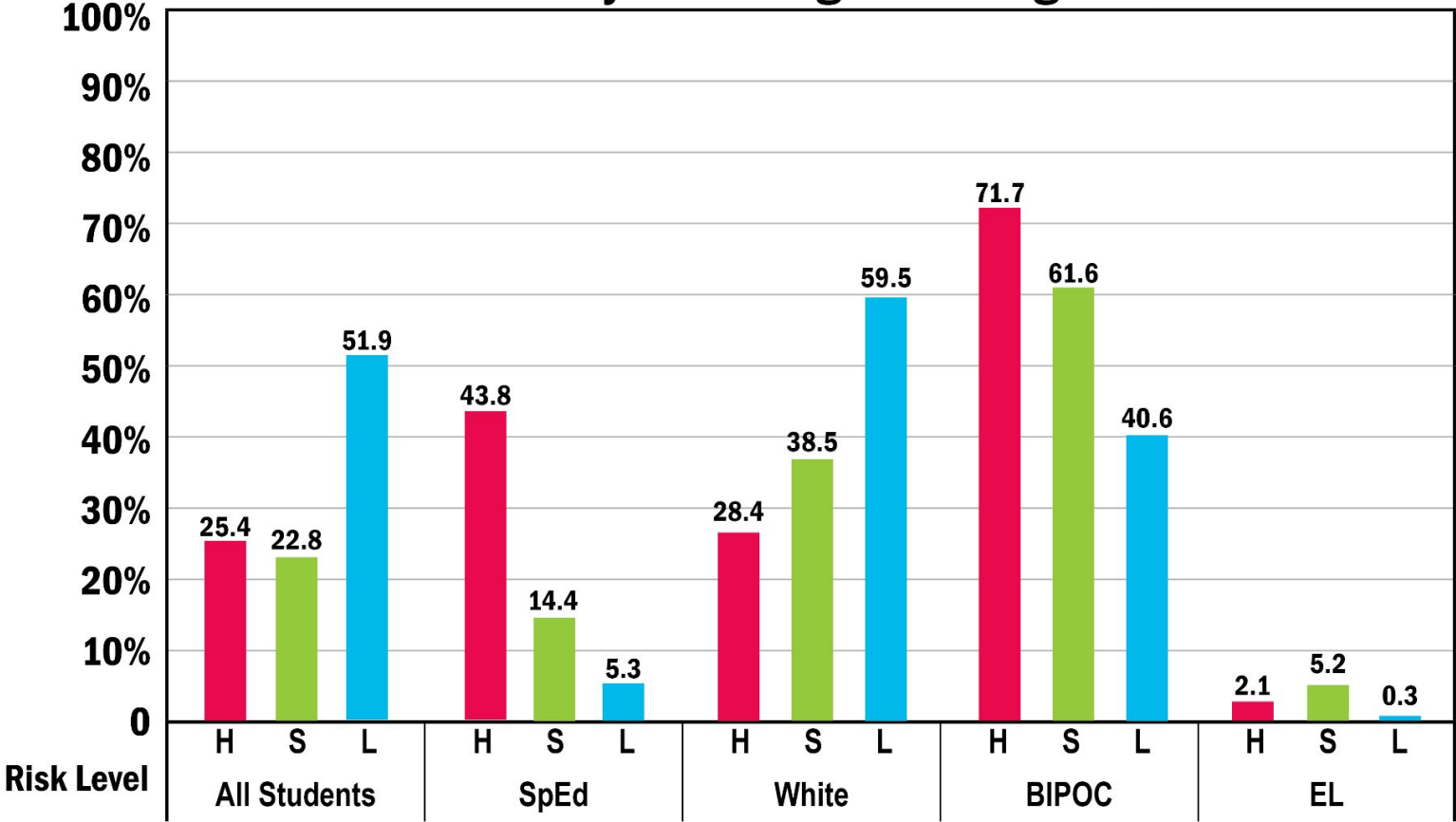


Next Steps:

- IB Programming
- Tri-district
- Concurrent Enrollment
- Technical Courses
- ACT Report
- Career and College Programs Xello and Pathful

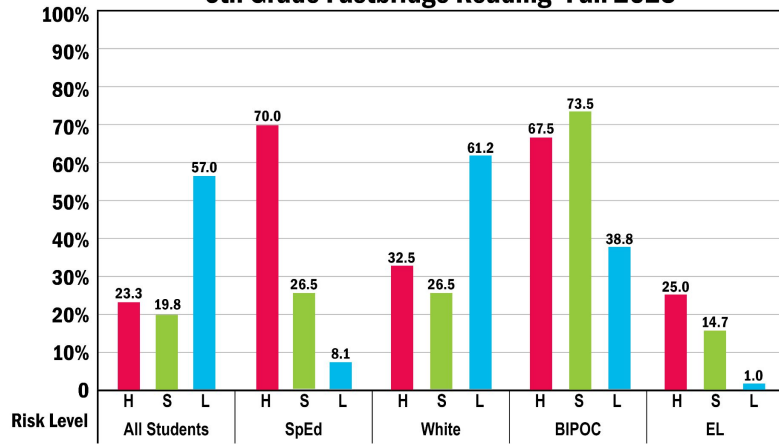


All Secondary Fastbridge Reading- Fall 2023

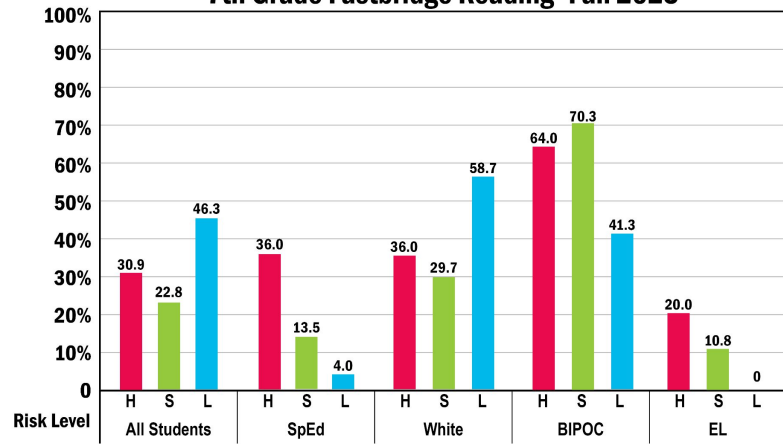




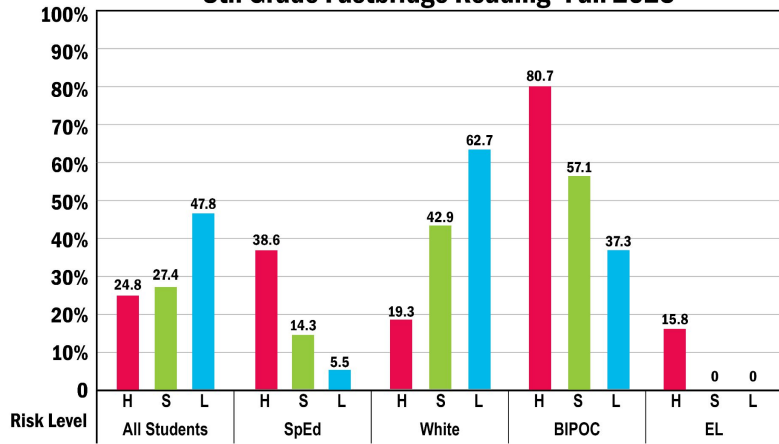
6th Grade Fastbridge Reading- Fall 23



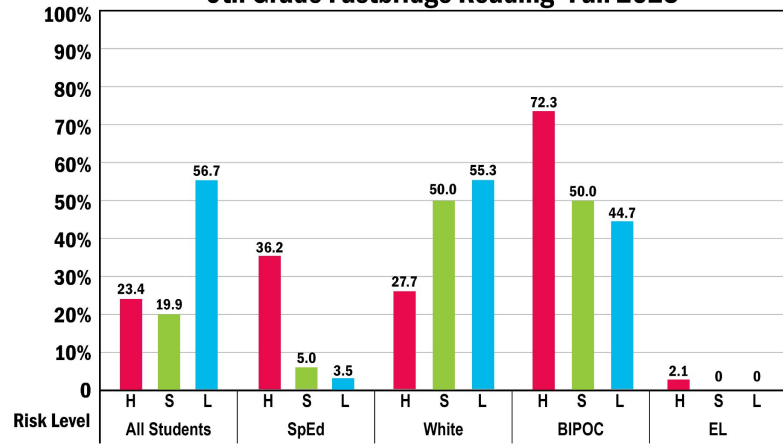
7th Grade Fastbridge Reading- Fall 2023



8th Grade Fastbridge Reading- Fall 2023

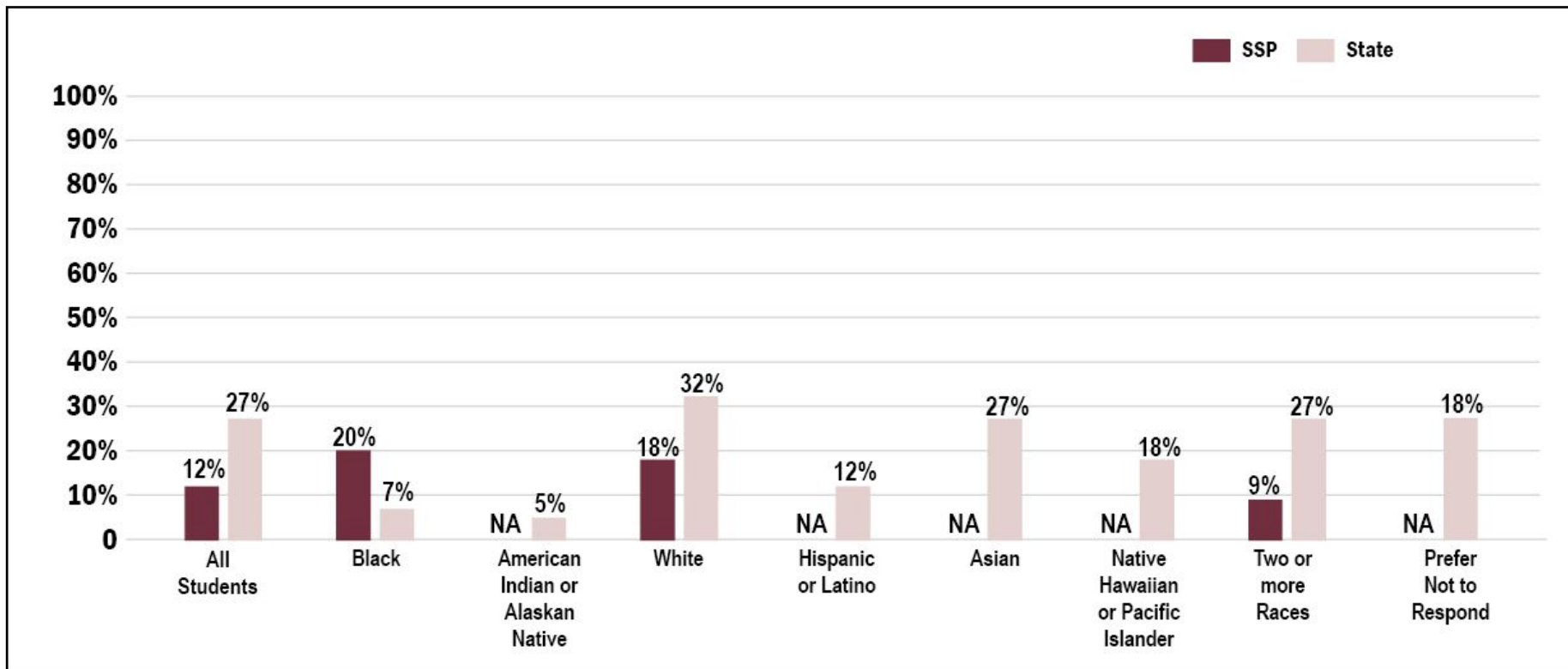


9th Grade Fastbridge Reading- Fall 2023



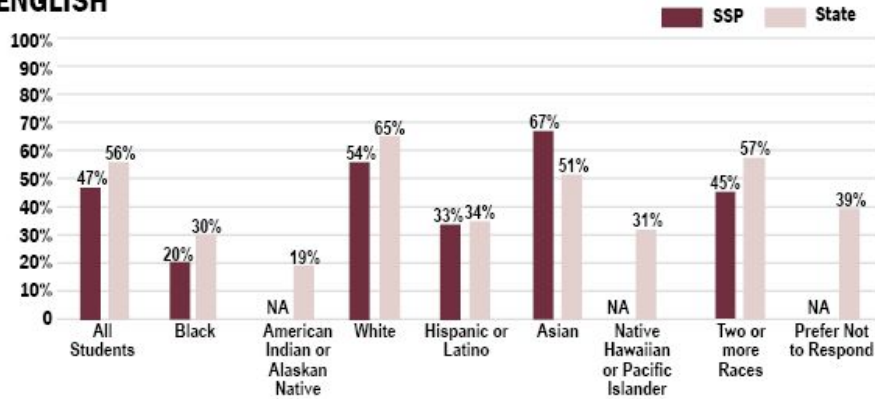


ACT RESULTS

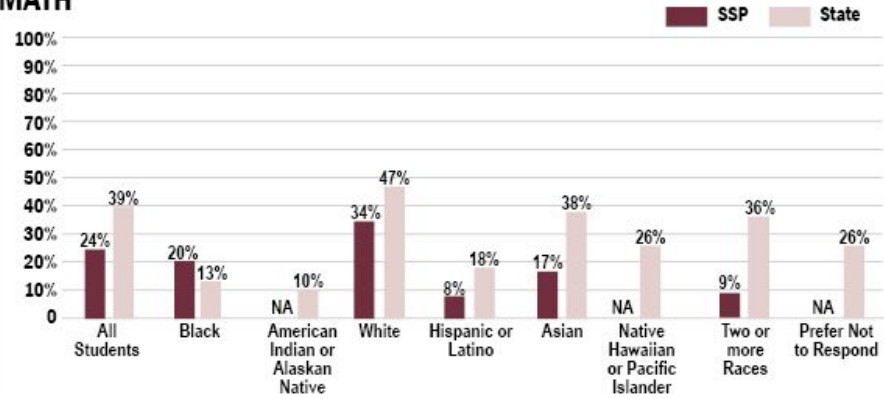




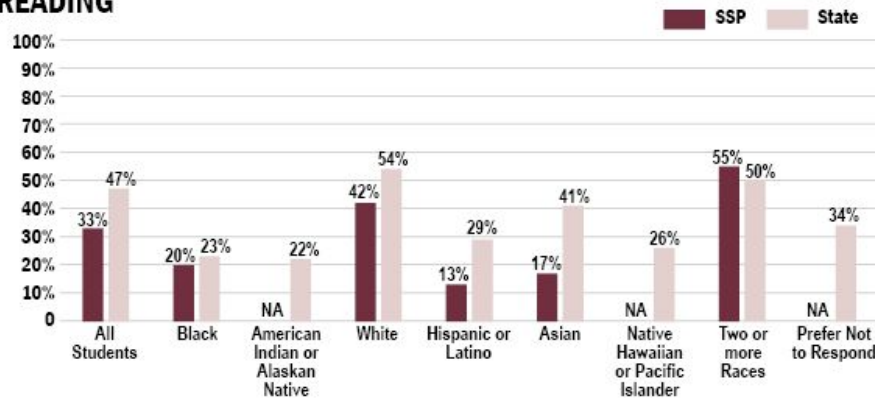
ENGLISH



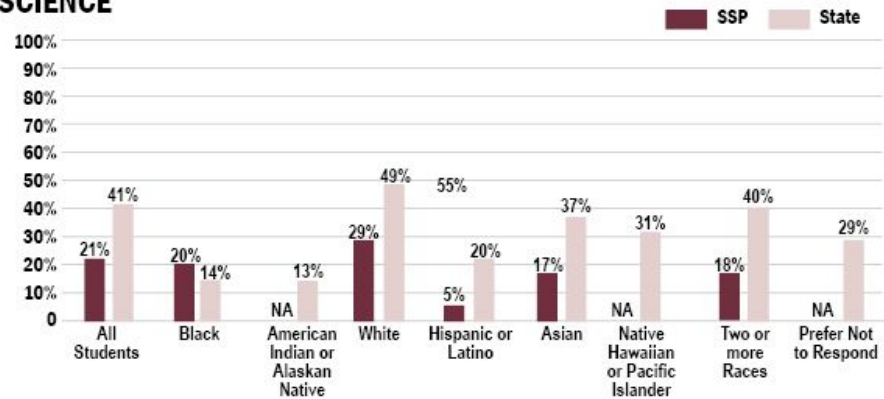
MATH



READING

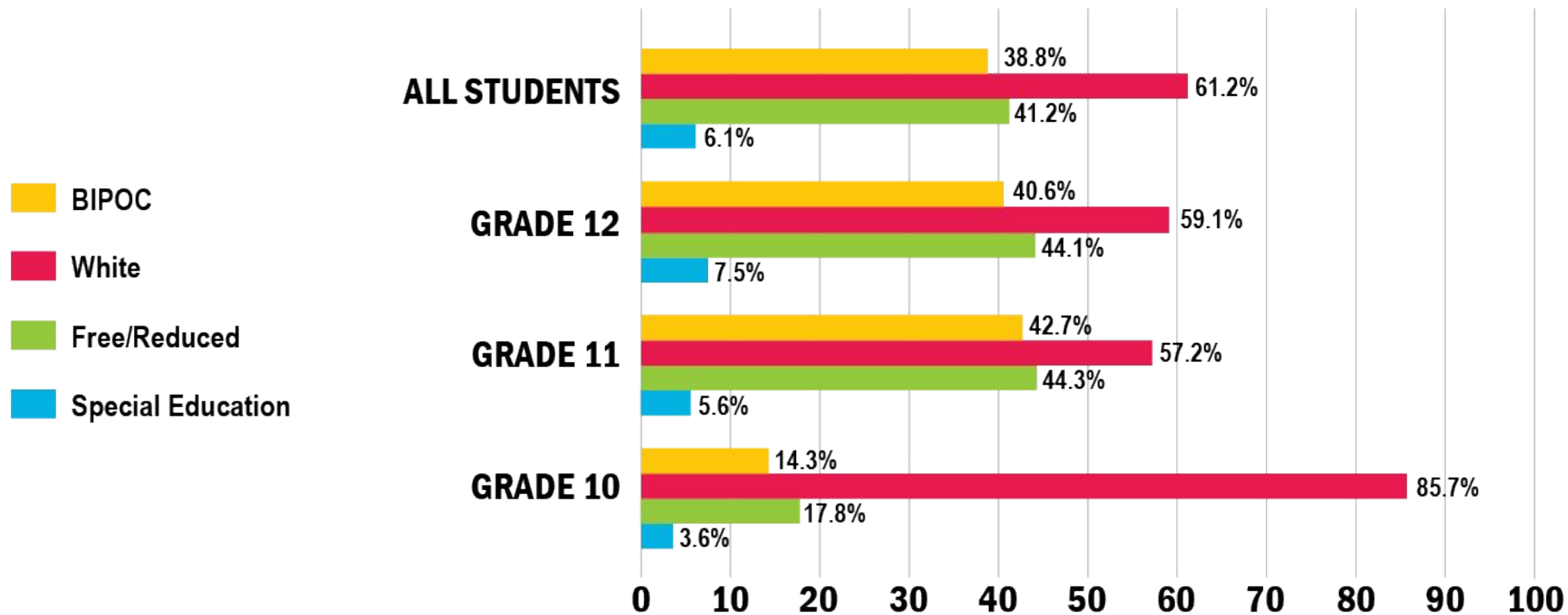


SCIENCE





IB Participation





All Students Graduate



Previous Goal

The percent of South St. Paul students graduating on time will improve from 74.39% in spring 2022 to 77.39% in spring 2023 as measured by the MN graduation rate.



All Students Graduate



Next Steps:

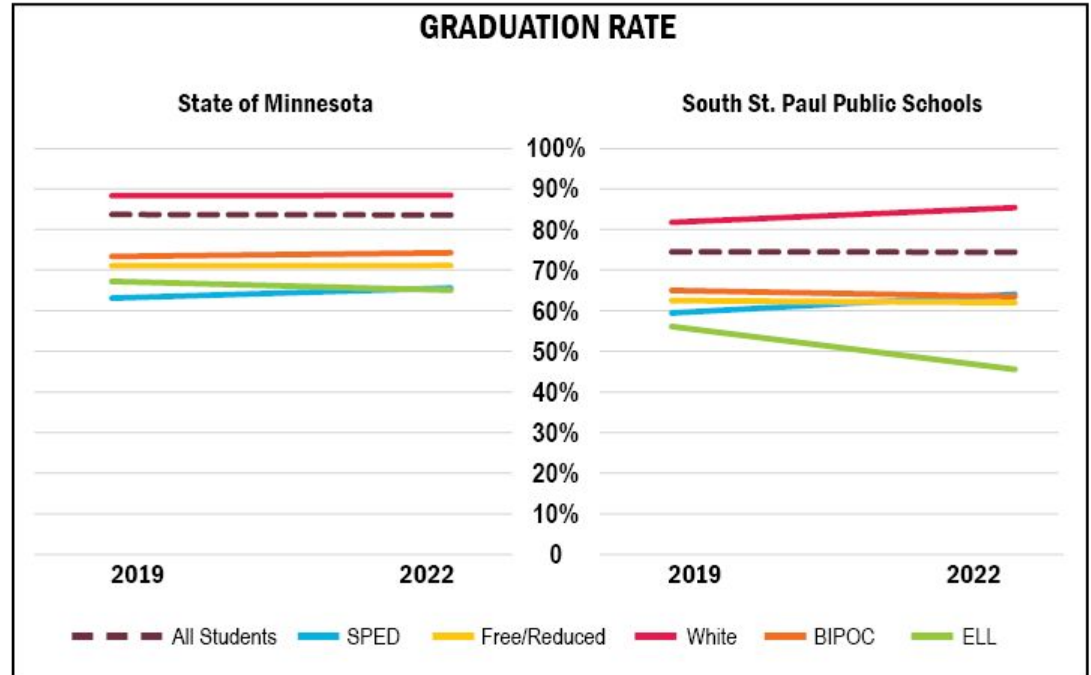
1. B.A.R.R. (Building Assets, Reducing Risks)
2. W.I.N. (What I Need) Wednesday
3. Personal Learning Lab (Credit Recovery During the School Day)



Results

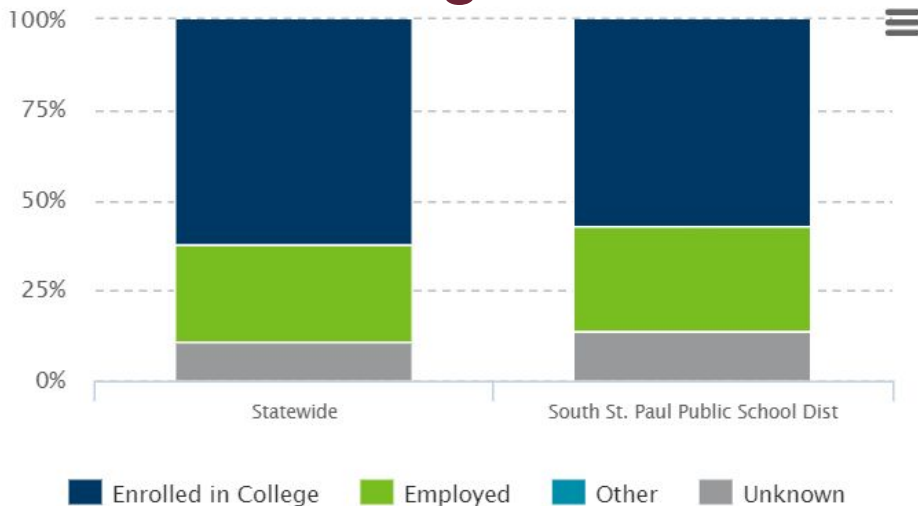


	SSP 2019	MN 2019	SSP 2022	MN 2022
All Students	74.43%	83.69%	74.39%	83.55%
SPED	59.38%	63.01%	64.00%	65.55%
Free/Reduced	62.42%	71.05%	61.90%	71.08%
White	81.76%	88.36%	85.37%	88.45%
BIPOC	64.91%	73.32%	63.41%	74.26%
ELL	56.00%	67.18%	45.45%	64.96%





College(2021)



Graduates Working	Statewide	South St. Paul Public School Dist
Enrolled in College	62% (37,207)	57% (98)
Employed	27% (16,426)	29% (51)
Other	0% (91)	% (CTSTR)
Unknown	11% (6,732)	14% (24)

Career(2021)

Industry	Percent	Count	Average Hourly Wage
Construction	%	CTSTR	CTSTR
Education and Health Care and Social Assistance	%	CTSTR	CTSTR
Financial Activities	%	CTSTR	CTSTR
Information	%	CTSTR	CTSTR
Leisure and Hospitality	20%	10	\$15.85
Manufacturing	%	CTSTR	CTSTR
Natural Resources and Mining	%	CTSTR	CTSTR
Other Services	%	CTSTR	CTSTR
Professional and Business Services	20%	10	\$16.79
Public Administration	%	CTSTR	CTSTR
Trade, Transportation and Utilities	25%	13	\$18.42

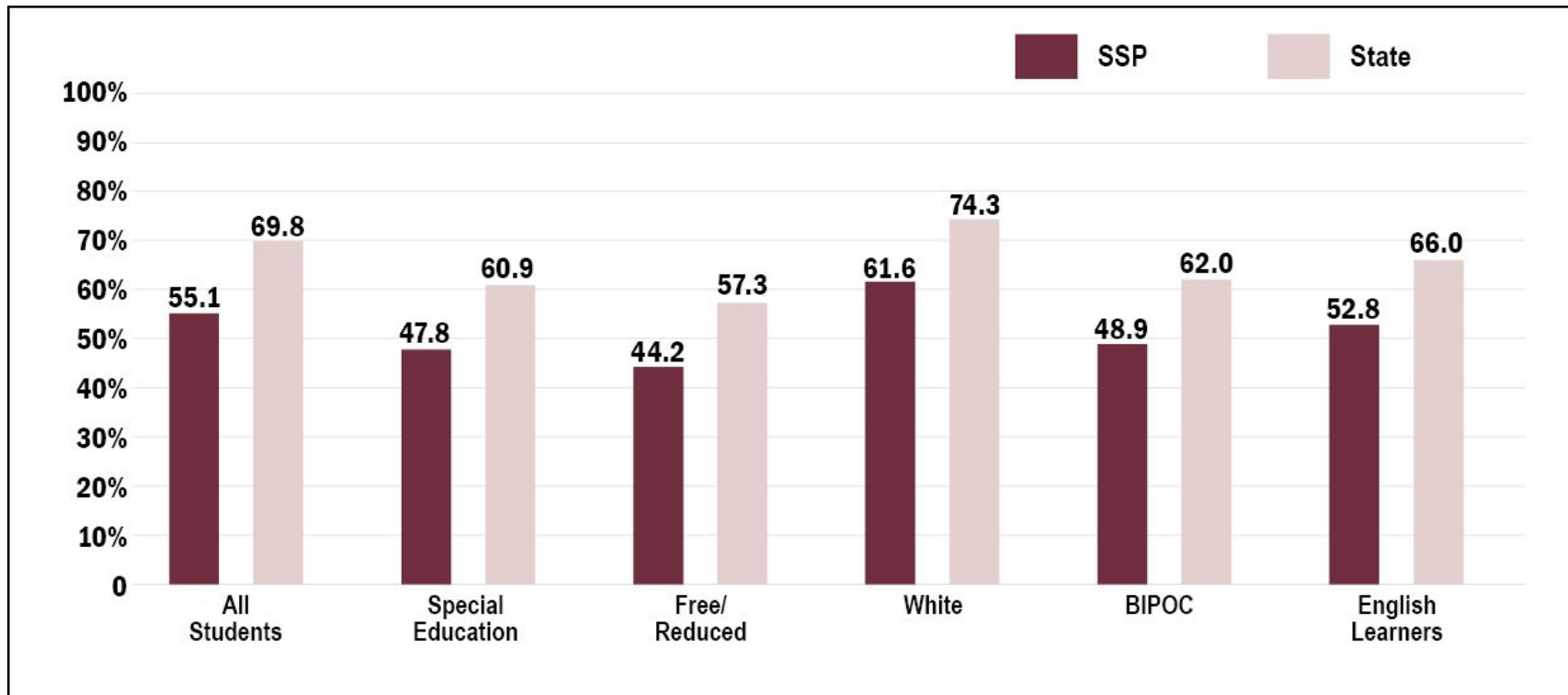


Achievement & Integration Plan

2024-2026



2022 Consistent Attendance





Equitable Access to Excellent Teachers

Experience:	2023-24
Probationary (less than 3 years)	31.82%
Continuing Contract (3-10 years)	21.43%
Continuing Contract (more than 10 years)	44.05%

Education:	2023-24
Teachers w/ 4 year degree	26.59%
Teachers w/ graduate degree	79.41%



Diversity of SSP Staff

Race/ Ethnicity	Student	Staff
White	46.5%	87.6%
Hispanic/ Latino	30.2%	5.77%
Black	9.6%	3.58%
Asian/ Pacific	3.1%	1.99%
American Indian/ Alaska	1.7%	.99%



A & I Goal #1

Reading proficiency for Hispanic or Latino and Black or African American students will increase by at least 5% each year, every year, as measured by the Spring MCA Reading Assessment, through targeted literacy and inclusion support for students.

List key indicators of progress for this strategy and annual targets for each indicator. Choose indicators that will help you know if the strategy is creating the outcomes you want to see.	Target 2024	Target 2025	Target 2026
Reading proficiency for Hispanic or Latino 3rd graders as measured by the Spring MCA Reading Assessment. 2022 proficiency is 29.1% of 55 students.	39%	44%	49%
Reading proficiency for Black or African American 3rd graders as measured by the Spring MCA Reading Assessment. 2022 proficiency is 25% of 16 students.	35%	40%	45%
Reading proficiency for all Hispanic or Latino students as measured by the Spring MCA Reading Assessment. 2022 proficiency is 27.6% of 921 students.	37%	42%	47%
Reading proficiency for all Black or African American students as measured by the Spring MCA Reading Assessment. 2022 proficiency is 25.6% of 294 students.	35%	40%	45%



Strategies for Goal #1

School and Family Partnership:

Cultural Liaisons

Student Support Assistants

Anti-biased Curriculum, Instruction, and Community Building

AmazeWorks

Culturally Responsive Instruction and Equity Leadership for Students

StoryArk

Student Affinity Groups



A & I Goal #2

Goal 2: All teachers will participate in regular, job-embedded, equity-focused professional development that increases their capacity and efficacy in delivering culturally relevant instruction and reducing opportunities and achievement gaps for each student. 100% of teachers will receive coaching for racial equity, job-embedded professional development, and opportunities to participate in racial and economic equity leadership.



List key indicators of progress for this strategy and annual targets for each indicator. Choose indicators that will help you know if the strategy is creating the outcomes you want to see.	Target 2024	Target 2025	Target 2026
Aspects of the Science of Reading are included in plans for growth and development through PLCs and/or data meetings.	70% of meetings	80% of meetings	90% of meetings
Percentage of all students showing low risk <u>and</u> MCA on track progress toward benchmarks as measured by the Spring FastBridge aReading Group Growth Report will increase. 2023 Winter Benchmark is 46%.	51%	56%	61%
Percentage of Hispanic or Latino students showing low risk <u>and</u> MCA on track progress toward benchmarks as measured by the Spring FastBridge aReading Group Growth Report will increase. 2023 Winter Benchmark is 35%.	40%	45%	50%
Percentage of Black or African American students showing low risk <u>and</u> MCA on track progress toward benchmarks as measured by the Spring FastBridge aReading Group Growth Report will increase. 2023 Winter Benchmark is 34%.	39%	44%	49%
Reading proficiency for all middle schools students as measured by the Spring MCA Reading Assessment. 2022 proficiency is 33.2%.	50%	55%	60%
Reading proficiency for all middle school students eligible for FRL as measured by the Spring MCA Reading Assessment. 2022 proficiency is 23.3%.	28%	33%	38%
Reading proficiency for all 10th graders students as measured by the Spring MCA Reading Assessment. 2022 proficiency is 45%.	50%	55%	60%
Reading proficiency for 10th grade students eligible for FRL as measured by the Spring MCA Reading Assessment 2022 proficiency is 34.6%	42%	51%	60%



Strategies for Goal #2

Professional Development Opportunities Focused on Academic Achievement of All Students

Science of Reading

Equity & Instructional Coaching

E & I Coaches

Recruiting, Hiring, and Retaining Teachers of Color

Attend University Meet and Greet Events

Teacher Scholar of Color Program

Affinity Groups

Reviewing Interview & Hiring Practices through a equity lens



A & I Goal # 3

Goal 3: Increase the racial and economic diversity and integration in schools and districts. A growing number of South St. Paul students will participate in racially and economically integrated activities with partner districts.

List key indicators of progress for this strategy and annual targets for each indicator. Choose indicators that will help you know if the strategy is creating the outcomes you want to see	Target 2023-2024	Target 2024-2025	Target 2025-2026
South St. Paul will increase the number of Youth Ambassadors to 6 or more by 2026.	4	5	6
South St. Paul will increase the percentage of Youth Ambassadors who either strongly agree or agree that the Youth Ambassador experience increased the following: equity awareness; communication with others; foundation equity leadership skills; and community building.	50%	60%	67%



Strategies for Goal #3

Integration

Beyond OUR Walls SPPS Equity Summit and Youth Ambassador
Integration with School District 197 and Saint Paul Public Schools.

Questions?

