



WAPS World's Best Workforce
November, 2023

What is The World's Best Workforce (WBWF)?

A MN Statute developed in 2013 to ensure school districts enhance student achievement through teaching and learning supports. Districts develop a plan that addresses the goals:

- All children are ready for school.
- All racial and economic achievement (opportunity) gaps between students are closed.
- All students are ready for career and college.
- All students graduate from high school.

***WAPS also includes READ ACT Goals in the WBWF**



2023 World's Best Workforce Updates

On May 24, 2023, The Minnesota “Reading to Ensure Academic Development (READ)” Act replaced “All third-graders can read at grade level.” Find the full legislation under [Minnesota Session Law Chapter 55, Article 3, READ ACT.](#)



The goal:

- Every MN child reading at or above grade level every year, beginning in kindergarten,
 - To support multilingual learners and students receiving special education services in achieving their individualized reading goals.
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WAPS Vision & Mission:

Our Vision

A safe and inclusive community of compassionate, curious and resilient lifelong learners.

Our Mission

Inspire curiosity, empower resiliency, engage community.

Our Strategic Plan

[2022-2027](#)



Stakeholder Involvement



- ❖ District Academic Leadership Team
 - ❖ Building Instructional Leadership Teams (BILT)
 - ❖ PLC Teams
 - ❖ Curriculum Advisory Committee
 - ❖ MTSS Team / Instructional Coaches
 - ❖ MTSS Work Groups
 - ❖ Counseling Team
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Equitable Access to Excellent Teachers



	% of Experienced Educators (More than 3 years)	% of Licensed Educators (Tier 3 or 4 licenses and no out of field permission set)	% with Advanced Degrees (Masters & above)
Early Childhood	100.00%	100.00%	90.91%
Goodview	100.00%	100.00%	90.48%
Jefferson	83.33%	91.67%	69.44%
Washington-Kosciusko	90.91%	96.97%	66.67%
Winona Middle School	87.50%	89.29%	76.79%
Winona Area Learning Center	71.43%	71.43%	71.43%
Winona Senior High School	91.67%	91.67%	73.33%



Demographic Data SY 2022-23

MN Report Card	WAPS		ECSE		Jefferson		W-K		Goodview		WMS		WSHS		WALC	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
American Indian	35	1.4%	0	0.0%	5	1.6%	2	0.7%	4	2.00%	10	1.60%	10	1.10%	4	5.50%
Asian	94	3.8%	3	4.3%	9	2.9%	21	7.3%	3	1.50%	25	3.90%	33	3.70%	0	0.00%
Black or African American	173	7.0%	2	2.9%	27	8.7%	29	10.1%	8	4.10%	53	8.30%	45	5.10%	9	12.30%
Hispanic or Latino	185	7.5%	5	7.2%	38	12.3%	16	5.6%	6	3.10%	54	8.40%	62	7.00%	4	5.50%
Native Hawaiian or Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Other Indigenous Peoples	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
White	1,814	73.9%	56	81.2%	210	68.0%	185	64.7%	159	81.10%	462	72.10%	692	78.50%	50	68.50%
Two or more races	154	6.3%	3	4.3%	20	6.5%	33	11.5%	16	8.20%	37	5.80%	39	4.40%	6	8.20%
All students	2,455	100.0%	69	100.0%	309	100.0%	286	100.0%	196	100.00%	641	100.00%	881	100.00%	73	100.00%
English learner	130	5.3%	0	0.0%	21	6.8%	34	11.9%	3	1.50%	33	5.10%	38	4.30%	1	1.40%
Special education	530	21.6%	NR	>=90%	48	15.5%	80	28.0%	46	23.50%	145	22.60%	131	14.90%	11	15.10%
Free/Reduced-Price meals	1,190	48.5%	43	62.3%	147	47.6%	198	69.2%	88	44.90%	322	50.20%	338	38.40%	54	74.00%
Homeless	20	0.8%	0	0.0%	1	0.3%	7	2.4%	0	0.00%	8	1.20%	2	0.20%	2	2.70%

Goals:
Fall Back: 2022-2023

Spring Forward:
2023-2024



Met 2022-2023
Goal? No, but
achievement increased

Goal: All Children are Ready for School

- **2022-2023 Goal:** In Fall 2023, we will increase the percentage of students meeting Kindergarten literacy benchmarks as measured by FASTBRIDGE earlyReading Composite benchmark assessments by 5.4% percentage points to 74.6%.
- **2023-2024 Goal:** In Fall 2023, we will increase the percentage of students meeting Kindergarten benchmarks by 3.75% percentage points to 76.25%.

FAST earlyReading	Fall 2021	Fall 2022	Fall 2023	Goal for Fall 2024
Composite	53.3%	72.0%	72.5%	76.25%

Goal:
Fall Back: 2022-2023
Final Year



Met 2022-2023
Goal?
No

2023 Goal: All Third-Graders can Read at Grade Level

- **2022-2023 Goal:** In Spring 2023, we will increase the percentage of students meeting third grade literacy benchmarks as measured by FASTBRIDGE aReading Composite benchmark assessments by 6 percentage points to 68.1%

FAST aReading	Spring 2021	Spring 2022	Spring 2023
Composite	53.2%	62.1%	53.2%

Goals for Spring 2024:

Spring Forward:
2023 Baseline



READ Act Goals

Goal: Every grade will increase the percentage of students meeting literacy benchmarks, using FASTBRIDGE assessments, by 5% from Fall 2023 to Spring 2024.

	Assessment	Fall 2023 Baseline	Spring 2024 Goals
K	Early Reading	72.5%	77.5%
G1	Early Reading	39.2%	44.2%
G2	aReading	44.7%	49.7%
G3	aReading	54.5%	59.5%
G4	aReading	53.2%	58.2%
G5	aReading	61.2%	66.2%
G6	aReading	56.8%	61.8%
G7	aReading	45.2%	50.2%
G8	aReading	43.8%	48.8%

Goals:
Fall Back:
2022-2023

Spring Forward:
2023-2024

Goal: Close the Achievement Gaps Among Racial Groups

- **Goal for Spring 2023:** The literacy achievement gap between grade 3 student groups will decrease by 8% as measured by FASTBRIDGE aReading assessments.
- **Goal for Spring 2024:** The achievement gap between student groups will decrease by 4%

Grade 3 aReading Cohort in 2021-2022	2022 Spring	2023 Spring		2024 Spring	
	Baseline	Goal	Actual	Goal	Actual
% of white students proficient	68.9%		68.3%		
% of students of color proficient	49.1%		52.2%		
Achievement GAP: Met Goal in 2022-2023?	19.8%	11.8%	16.1%	12.1%	

Goals:
Fall Back:
2022-2023

Spring Forward:
2023-2024

Goal: Close the Achievement Gaps Among SES Groups

- **Goal for Spring 2023:** The achievement gap between grade 3 student groups will decrease by 8% as measured by FASTBRIDGE aReading assessments.
- **Goal for Spring 2024:** The achievement gap between student groups will decrease by 4%

Grade 3 aReading	2021 Spring	2022 Spring	2023 Spring		2024 Spring	
	Actual	Baseline	Goal	Actual	Goal	Actual
% of non-low SES students proficient	68.4%	69.8%		73.1%		
% of low SES students proficient	41.0%	50.8%		53.8%		
Achievement GAP	27.4%	19.0%	11%	19.3%	15.3%	

Goals:
Fall Back: 2022-2023

Spring Forward:
2023-2024



Goal: All Students are Ready for Career and College

- **Spring 2023 Goal:** Maintain the percent of students (9th graders) completing the Minnesota Career Inventory System (MCIS) career and college Personal Learning Plan (PLP) at 100% over 2022-2023.
 - **Spring 2023 Actual:** 30% of Grade 9 students completed the MCIS career and college PLP by Spring, 2023.
 - **Goal for Spring 2024:** 100% of grade 9 students will successfully complete their PLP expectations for grade 9 by the end of the school year.
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Goals:
Fall Back:
June 2022



Goal: All Students Graduate from High School

	Goal for June 2022 Grad: % Increase	2022 Grade Goal %	Actual 2022 Graduation Results	Met Goal?
WSHS	5%	92.4%	90.34%	No, (Increased)
WALC	5%	39.4%	60.78%	Yes (Increased)
District Wide	5%	84.7%	84.12%	No (Increased)

Goals:
Spring Forward:
June 2023



Goal: All Students Graduate from High School

Goal: The percent of students graduating will increase by 5%

	Goal for June 2023 Grad: % Increase	2023 Grad Goal %	Actual 2023 Graduation Results (3. 2024)
WSHS	5%	95.3%	
WALC	5%	65.8%	
District Wide	5%	89.12%	

Early Childhood Education

Practices & Programs	Tier 1	Tier 2	Tier 3
The Use of TS Gold Data to Drive Effective Practices	X	X	X
Pyramid Training to Fidelity for Teachers & Ed Assistants	X	X	X
EQIP: Birth to 3 Program	X		
Continuation of <i>Getting Ready Together</i> Preschool Program		X	
EC: Mobile Classroom & Community Outreach			

The READ Act

Structured Literacy: *Phonics, Phonemic Awareness, Vocabulary, Fluency, & Comprehension*

Expectations with Core ELA Resource: HMH's Into Reading, Arriba, Amira, GK-4

FAST Universal Screener X 3 & Weekly Progress Monitoring, GK-8, SpEd GK-12

Professional Development: HMH, LETRS, CAREIALL or CORE, Dr. Joan Bendix

PRESS or FAST Reading Interventions

MTSS Strategies & Programs

<i>Academic Instruction</i>	Goal 1	Goal 2	Goal 3	Goal 4	READ Act
Tier 1: PLC Collaborative Data Inquiry Processes	X	X	X	X	X
Tier 2: Aligned Student Support Teams		X	X	X	X
Tier 3: Aligned Child Study Teams		X	X	X	X
Aligned Building Instructional Leadership Teams (BILT)	X	X	X	X	X
AVID K-12		X	X	X	X
MTSS Team: Instructional Coaches	X	X	X	X	X
SpEd: Standards-Based Rigorous Goals w/ frequent progress monitoring	X	X	X	X	X
MCIS training (Minnesota Career Inventory Survey)		X	X	X	
Concurrent Enrollment Opportunities with Career Pathways		X	X	X	

MTSS Strategies & Programs

<i>Positive Climate Instruction</i>	Goal 1	Goal 2	Goal 3	Goal 4	READ Act
PBIS GK-8		X	X		
SEL Task Force (Core Resource & Assessment)	X	X	X	X	
PLC Collaborative Data Inquiry Processes	X	X	X	X	
Success Coaches to support students and families	X	X	X	X	
The Catalyst Approach PD & Coaching	X	X	X	X	

Winona Area Public Schools

*Inspire curiosity, empower
resilience, engage community*

Public Comment and Input

