

2024-2025 COMPREHENSIVE ACHIEVEMENT & CIVIC READINESS PLAN



**BROOKLYN
CENTER
COMMUNITY
SCHOOLS**

The CACR plan addresses four focus areas:

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

INTRODUCTION

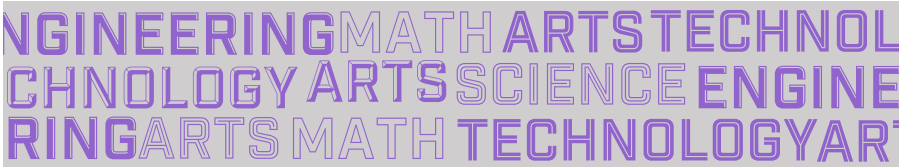
Brooklyn Center Community Schools welcomed students and families back to our hallways, classrooms, and virtual spaces with excitement and a clear and actionable goals for the 2024-2025 school year.

This year we have a focus on the development and implementation of MnMTSS framework and infrastructure across all sites in support of meeting the instructional needs and social emotional needs of all students.

Additionally, we have a strong focus on continually incorporating evidence-based tier 1 instruction, equity, and restorative practices into our daily practice. Our Community Schools supports (i.e. Community Schools Connection Form) is in it's third year of implementation and is utilized to better connect our families to resources and services by establishing a system to more quickly respond to the needs of our community.

According to our academic growth data from 2023-2024, we have seen strong student growth from Fall to Spring screening periods. This strong growth was most present in our grade level and content area teams with veteran staff leadership using strong implementation of the curricular program. As we continue to grow our professional development and staff supports for all instructional teachers, we are introducing three additional days of reading curriculum and instruction professional development (above and beyond our regular professional development schedule) for licensed staff in grades Pre-K through 5th. These days will focus on professional development according to the MN Reads Act.

As is everything we do at Brooklyn Center Community Schools, we unabashedly and unequivocally put students at the center. With every breath in our bodies, every ounce of influence we possess, and through every challenge, we continue to stand front and center with the young people we love and serve.



MISSION

To become a justice centered school community that fuels the unique genius of each student

VISION

Brooklyn Center Community Schools endeavors to be a collective who demonstrates passion, pride and perseverance.

We will fiercely lead the way in justice-centered education, striving against the permanence of racism and oppressive systems while embracing a future where our diversity fuels learning.

With every breath in our bodies, every ounce of influence we possess, and through every challenge, we stand front and center with the young people we love and serve.

CORE VALUES

WE STAND FRONT AND CENTER

In Brooklyn Center Community Schools, we listen, relate, advocate and affirm, understanding that our role is to be a catalyst for student growth and unity.

WE DEMONSTRATE PASSION, PRIDE AND PERSEVERANCE

BCCS is a family, full of struggle and success. Through the heights of joy and the valleys of unrest, we rally for one another, believe in one another and make room to learn from mistakes.

WE ACKNOWLEDGE AND DISRUPT OPPRESSIVE SYSTEMS

We have inherited systems of learning that were set up to further disadvantage already marginalized and silenced communities. Our response is to dismantle harmful practices and replace them with healthy power dynamics that amplify and embrace student voices. We will align our resources in ways that continuously fight the permanence of racism.

OUR DIVERSITY FUELS LEARNING

We see each student as they are — capable of unique, lasting and critical contributions to our community. In BCCS we uphold our unique gifts and talents; our greatest hope is that each and every student is able to self determine a joyful path.

WE FIERCELY LEAD IN JUSTICE-CENTERED EDUCATION

Our classrooms will reflect the students who populate these spaces. We insist that students have a voice in their learning and in resolving conflict and harm. As a district, we invite our students and surrounding community into conversations that affect curriculum and culture.

LAND ACKNOWLEDGEMENT

Brooklyn Center Community Schools acknowledges that we occupy the unceded ancestral and contemporary lands of the Dakota people. We also recognize the Anishinaabeg/Ojibwe whose lands were colonized by the United States and are currently occupied by the State of Minnesota. Our community sits upriver from Bdoté, the place where two rivers meet and most importantly, the center of Dakota spirituality and history. We commit to the work of being a justice-centered school community. Together, we will work to decolonize our minds and spaces, and to be good stewards to Mni Sota Makoce and good relatives to each other.

HIGHLIGHTS OF THE 2023-2024 STRATEGIC PLAN

GOAL #1

Deepen our culture work to build systems that are steeped in justice-centered, anti-oppressive practices.

- A robust data collection process was established and, district wide, we collected over 600 restorative interventions which are extraordinarily important to understanding how equity and restorative practices work impacts student growth and teacher development.
- We grew awareness and access to our Community Schools Connection Form and adjusted practice to include all referral processes.

GOAL #2

Redesign every student's learning experience and increase proficiency and growth across the district.

- Literary and math instructional improvements were made across all grade levels (e.g. Year 2 Functional Phonics, Minnesota Council of Teachers of Mathematics, etc.)
- We provided K-2 in-classroom coaching, modeling, and observations. We also established Middle School Collective Agreements and High School AVID WICOR Strategies.
- While we did not reach our achievement goal, we saw modest growth in our Reading and Math test scores.

GOAL #3

Increase trust, transparency, and collaboration by developing family and staff engagement practices, data collection, and reflection.

- We audited all family engagement events, created a consistent space for district processes across sites, and published the 24-25 family event calendar at the beginning of the school year.
- We provided options for staff members to be in conversation with administration, including to but not limited to New Hire Check Ins, Exit Surveys, Open Concerns Link, Training Feedback, and HR Pay Finance Customer Service Survey.
- We also saw great participation in our annual Employee Engagement survey that has helped us better address issues.

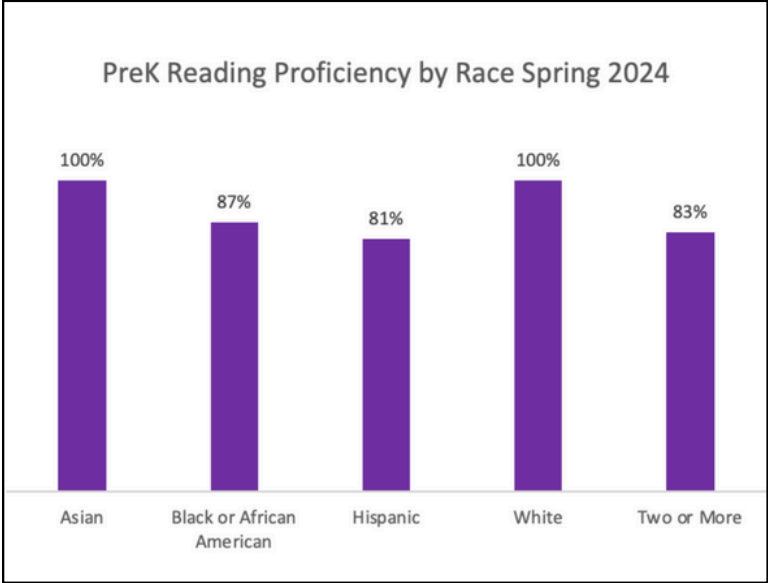
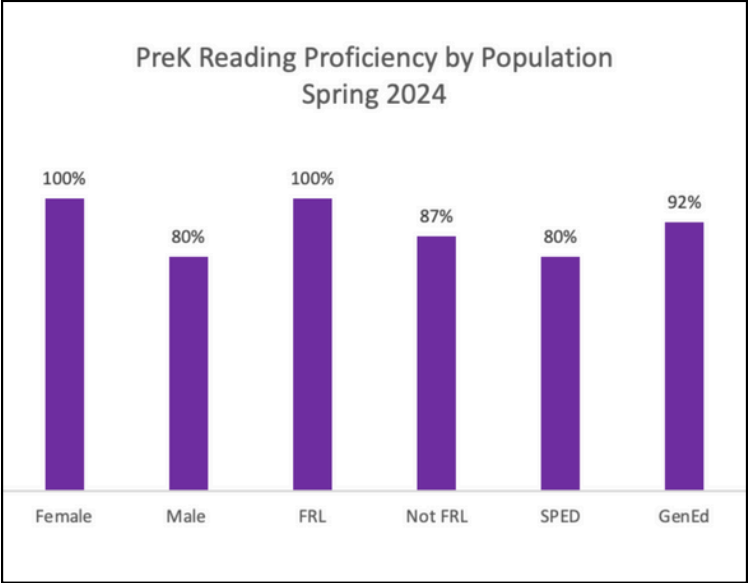
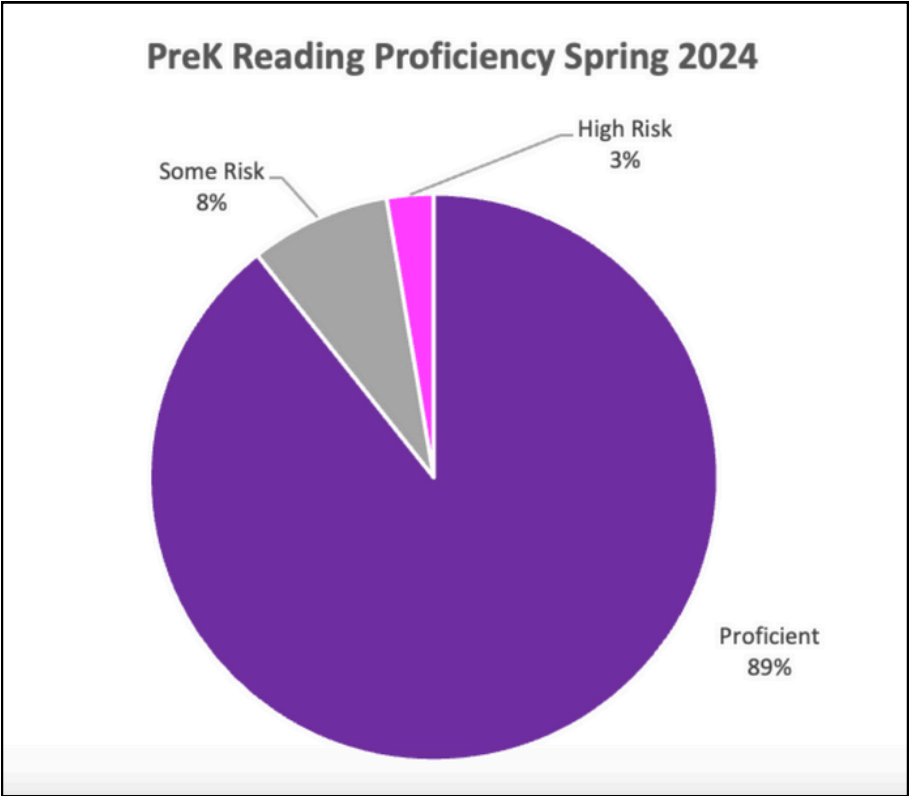
DATA

**School Readiness
Achievement Gap Reduction
Local Literacy Plan 2024
College and Career Readiness
Graduation 2023**



SCHOOL READINESS 2024

Our students were 89.3% proficient in reading in the spring of their PreK year, which is up 4.3% from the prior year, and up 22.3% from the 2022 - 2023 school year. 100% of our student populations were 80% proficient or higher. Our Asian, White, Female, and Free and Reduced Lunch populations all were 100% proficient. Our lowest proficiency was in the male and Special Education populations (80% proficient). Overall, 67 students were proficient, and 6 students were partially proficient in the Some Risk category, and 2 students were in the High Risk category.



DISTRICT PROFICIENCY & GROWTH GOALS

Brooklyn Center Community Schools have published the following proficiency and growth goals for the 2024-2025 school year.

Reading and Math

We will reach a 3.5% improvement in Reading and Math in all populations.

Measure

We will measure our success by our MCA-III and MTAS scores.

Reading and Math

We will record 80% of students showing “modest growth” or higher from fall testing to spring testing.

Measure

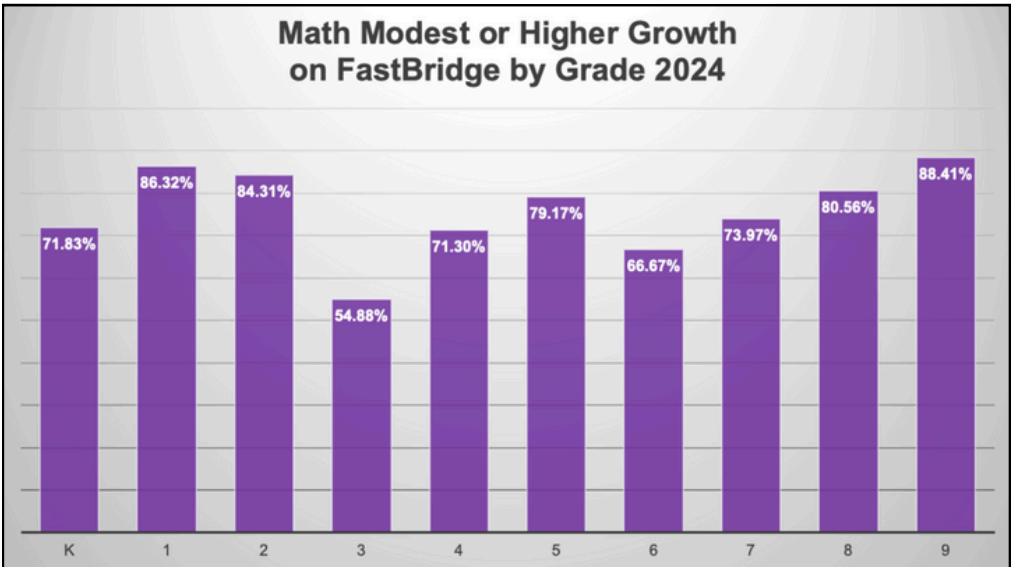
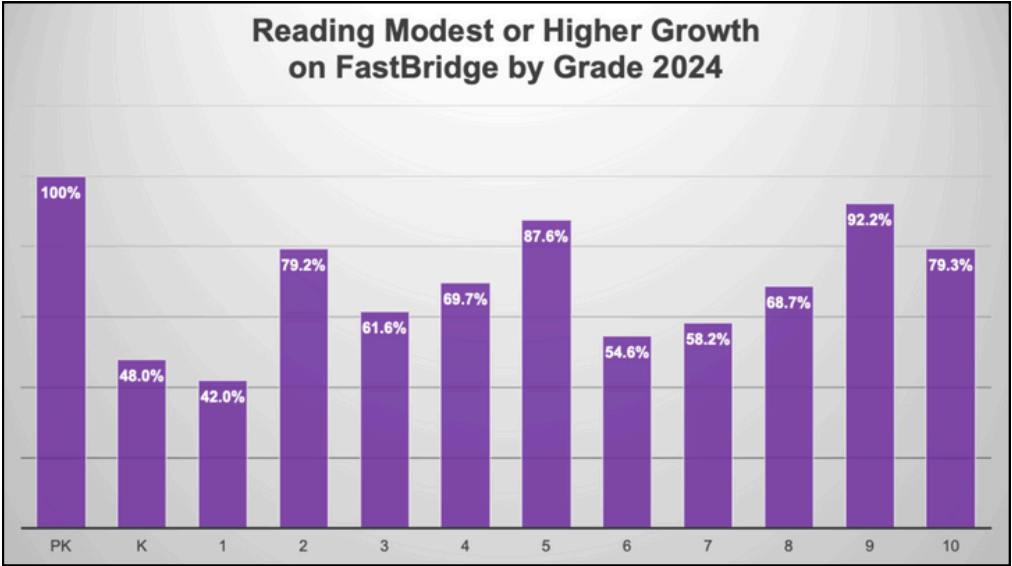
We will measure our success by our FastBridge Reading and Math Benchmark Assessments.



2024 GROWTH & PROFICIENCY DATA

GROWTH RESULTS

70.1% of students across all grade levels achieved modest or higher growth in reading in the 2023 - 2024 school year, and 76.1% of students achieved modest or higher growth in math in 2023 - 2024. Grades PreK, 5, and 9 achieved the highest growth in reading, with 80% modest growth or higher in FastBridge Reading, and Grades 1,2, 8, and 9 achieved the highest in math, with 80% modest growth or higher in FastBridge Math in 2023 - 2024. Our lowest reading growth was in grades K, 1, 6, and 7 (all under 60%) and our lowest math growth was in grade 3 (the only grade under 60%).



ACHIEVEMENT GAP

94% of our population are students of color, and only 6% of our student population is white. While a small and highly variable achievement gap exists at the elementary and middle school levels, the overall proficiency level remains below the state average, and raising overall proficiency for all populations of students remains our priority. At the high school level, there were so few white students testing that looking at an achievement gap there does not have much relevance.

2024 MCA DATA: MATH

BROOKLYN CENTER ELEMENTARY: OVERALL -1.0% GROWTH FROM 2023 TO 2024

- No student populations met the 3.5% growth in proficiency from 2023 to 2024.
- BCE increased the percentage of students in the “Partially Meets” category by 6.3%, and thereby also decreased the percentage of students in the “Does Not Meet” category on the MCA/MTAS math assessments. This type of movement can help move more students towards Meets in upcoming school years, even if we do not see the proficiency results in the current year’s data.
- English Learner students increased math proficiency by 1.3% from 2023 - 2024.
- SPED students with an IEP met math proficiency goals and increased math proficiency by 1.7% from 2023 - 2024.
- Female students increased math proficiency by 1.2% from 2023 - 2024.

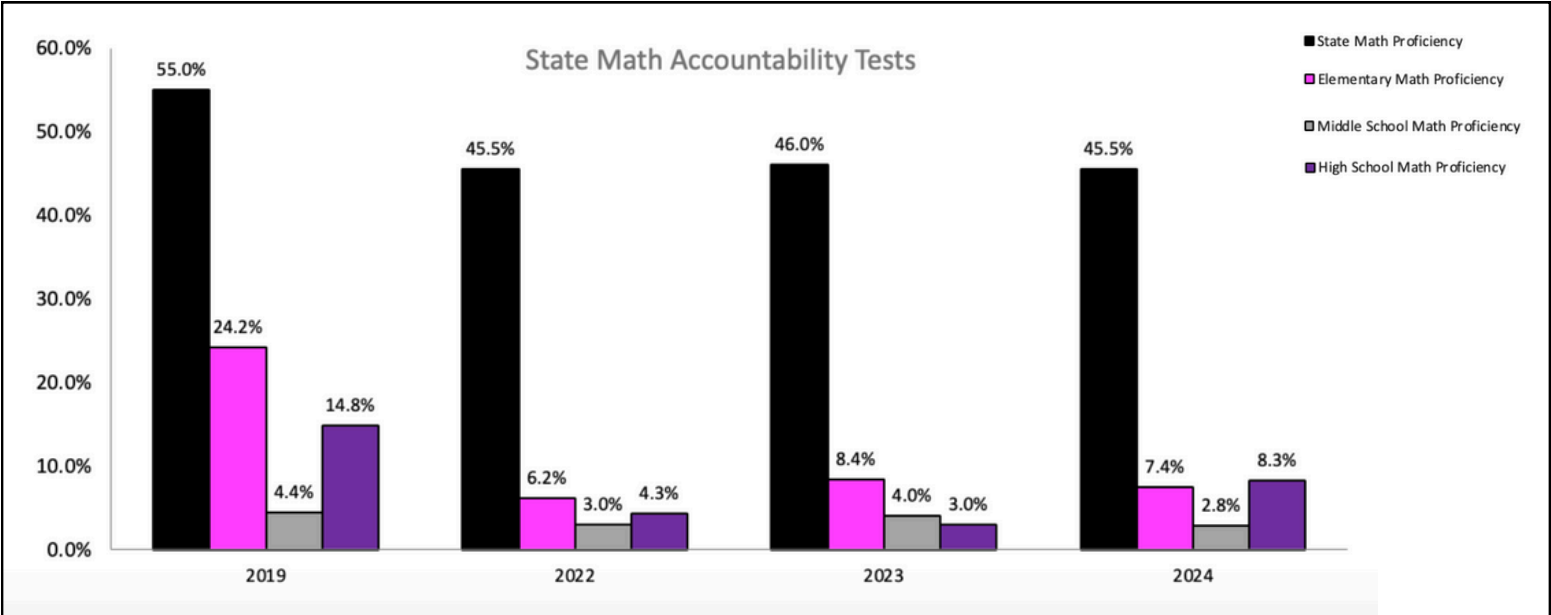
BROOKLYN CENTER MIDDLE SCHOOL: OVERALL -1.2% GROWTH FROM 2023 - 2024

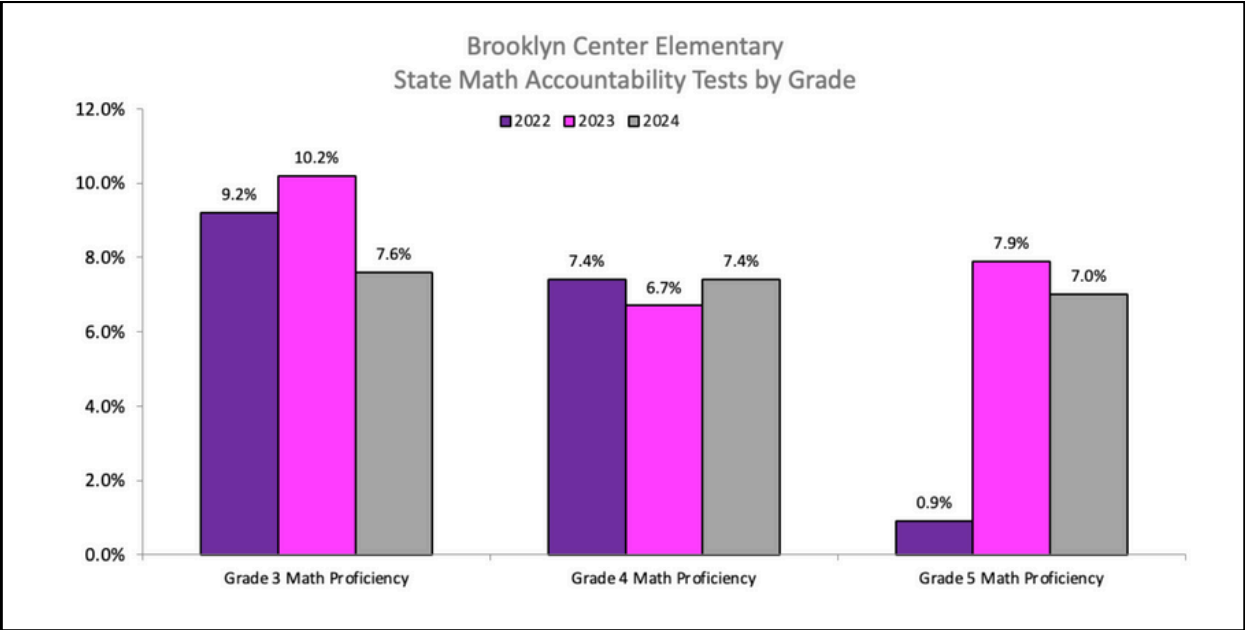
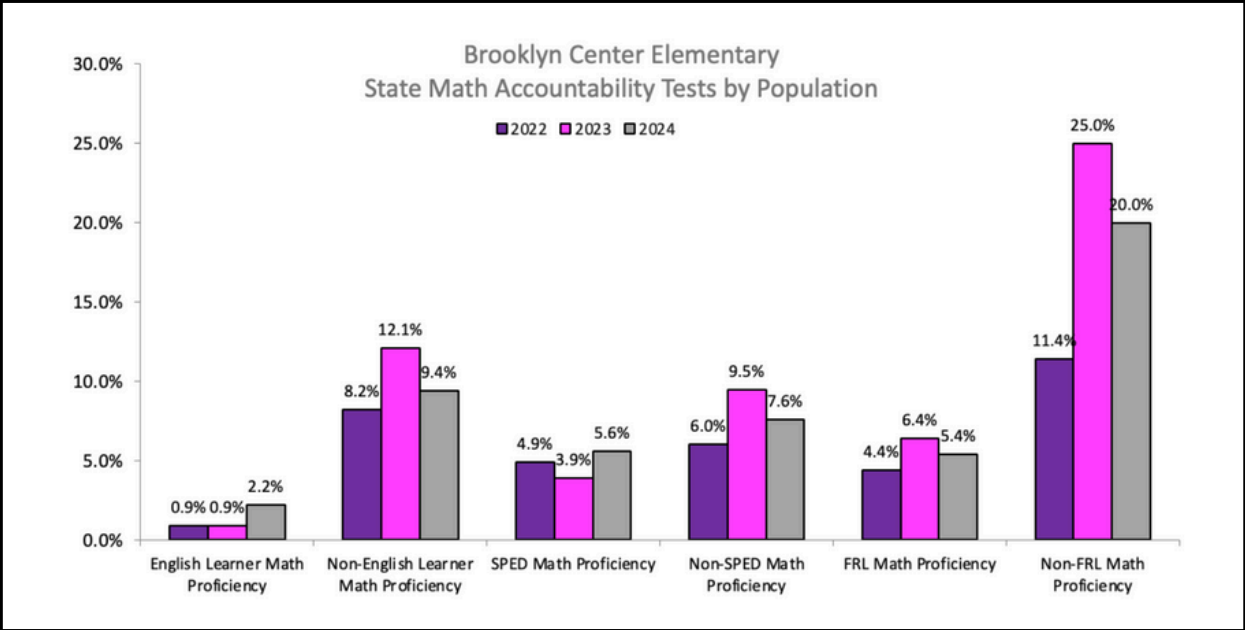
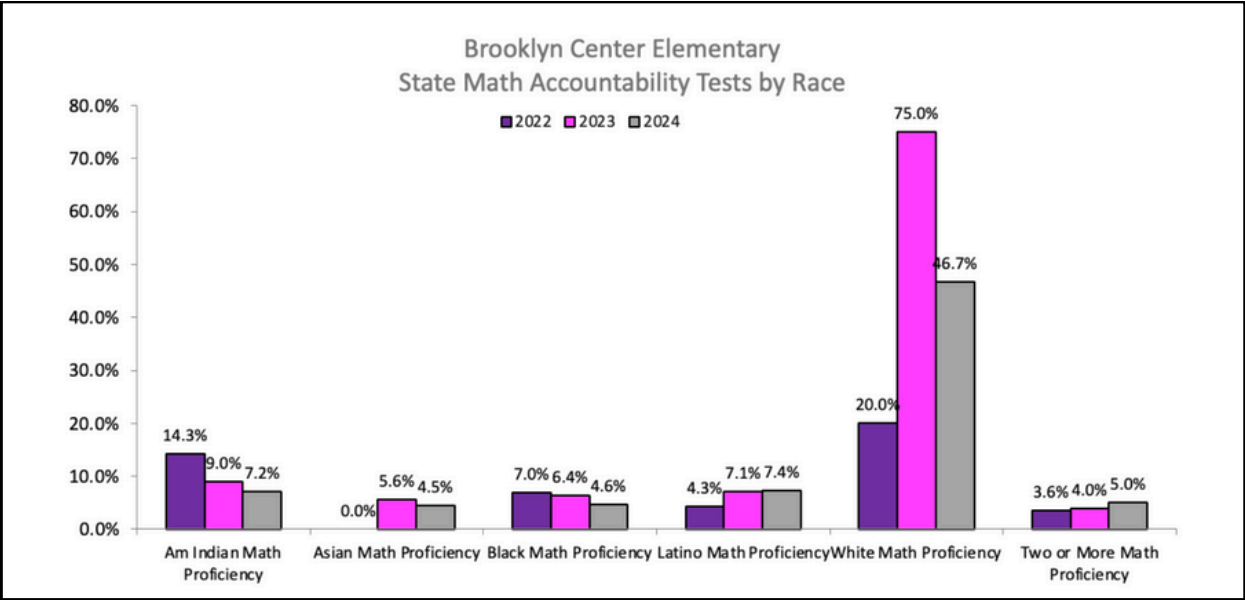
- SPED students with an IEP met math proficiency goals and increased math proficiency by 5.2% from 2023 - 2024.
- White students met math proficiency goals and increased math proficiency by 11.1% from 2023 - 2024.
- Students qualifying for free or reduced lunch increased math proficiency by 1.4% from 2023 - 2024.
- Latino students increased math proficiency by 1.4% from 2023 - 2024.

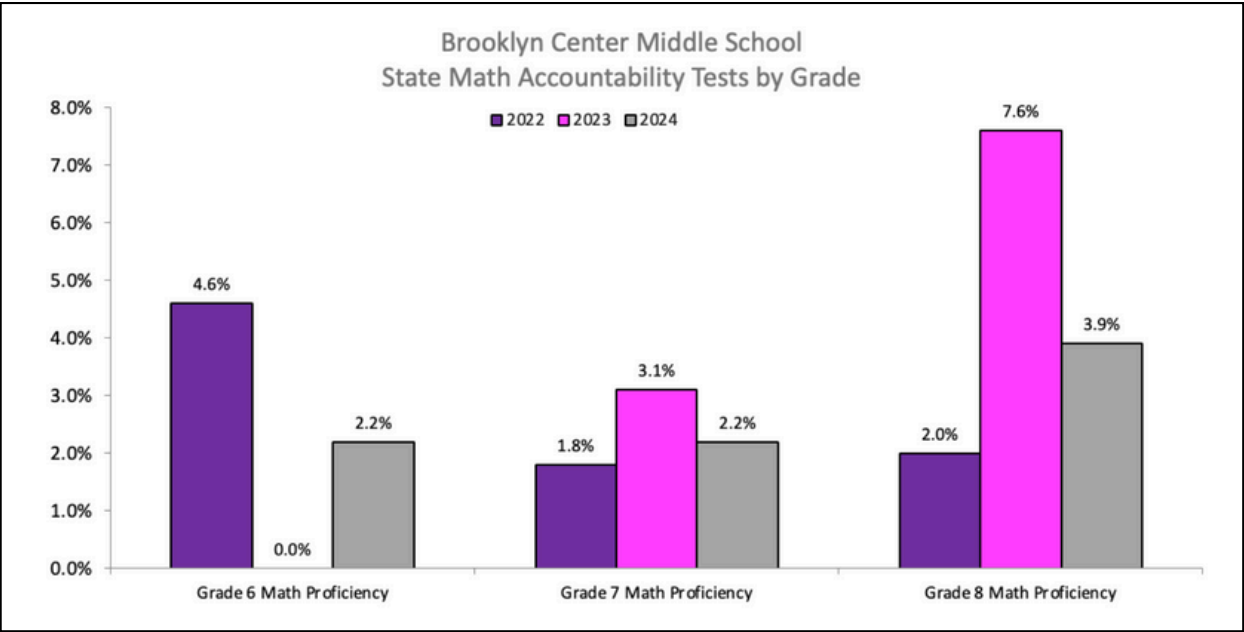
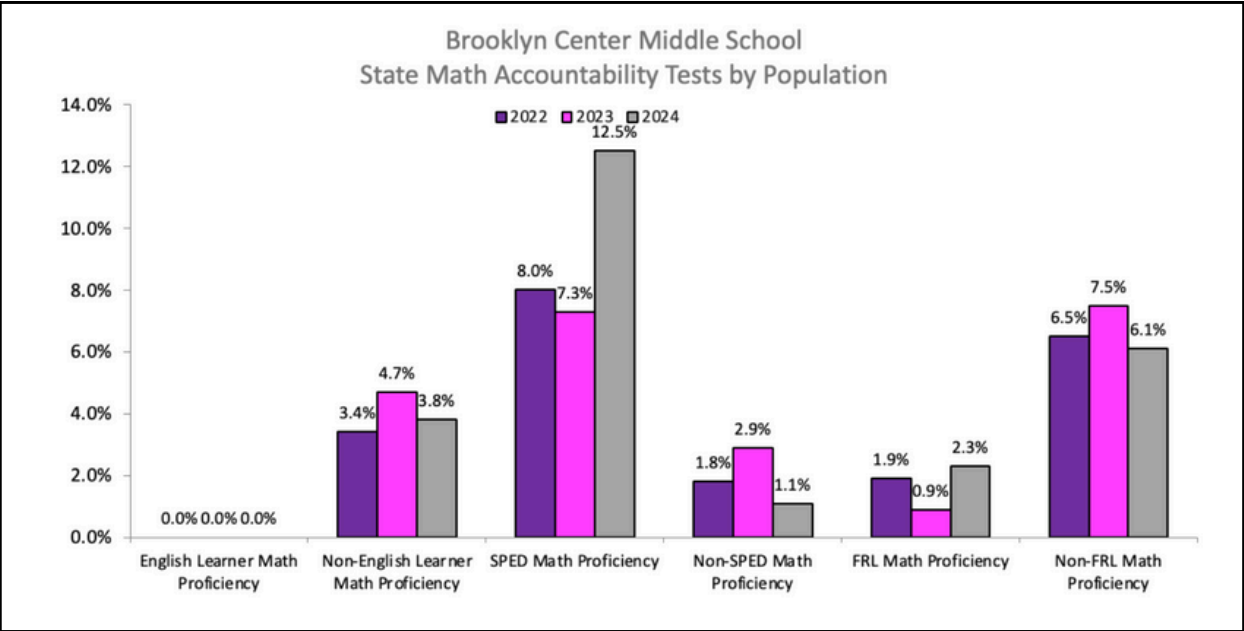
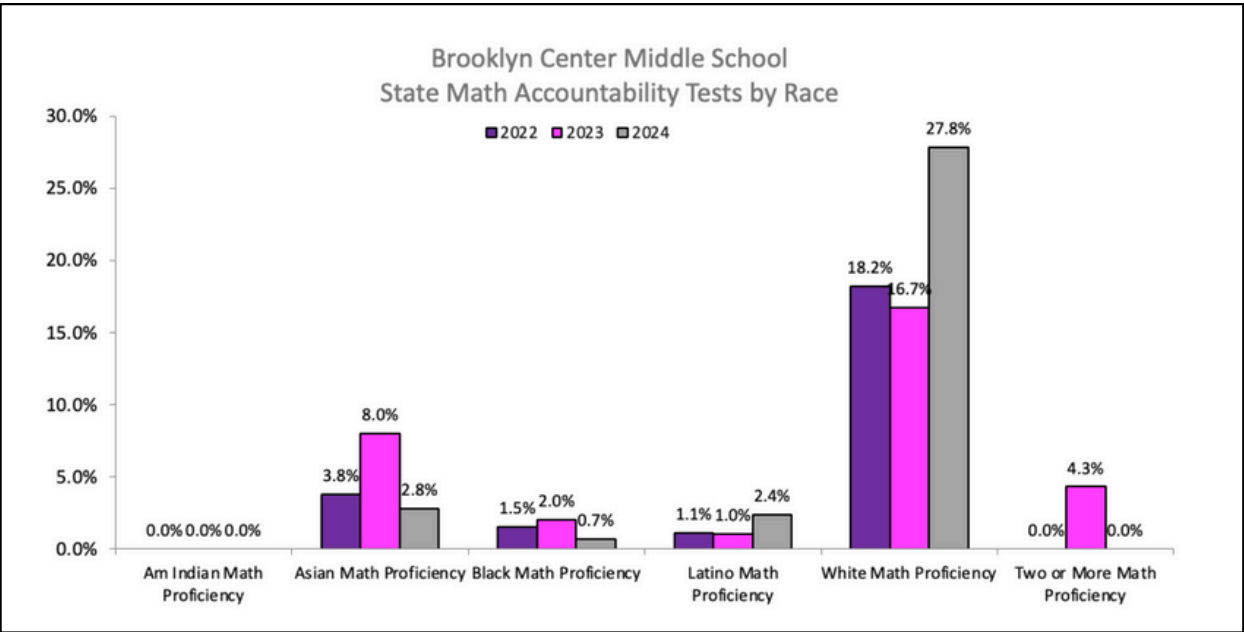
BROOKLYN CENTER HIGH SCHOOL: OVERALL +5.3% GROWTH FROM 2023 - 2024

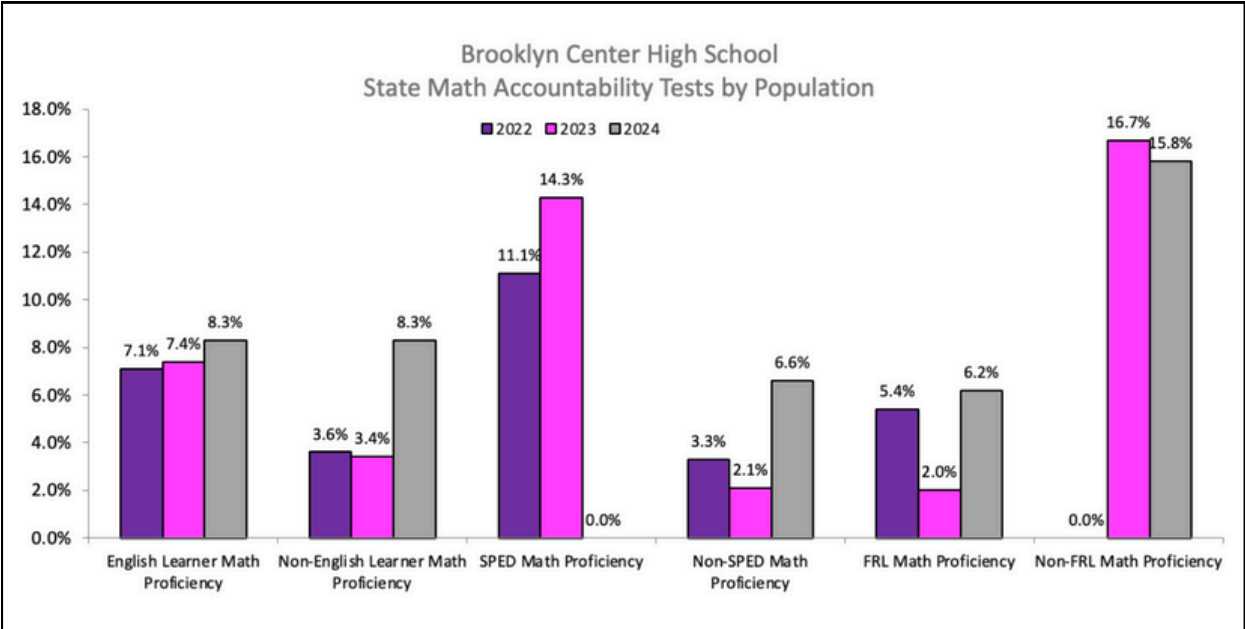
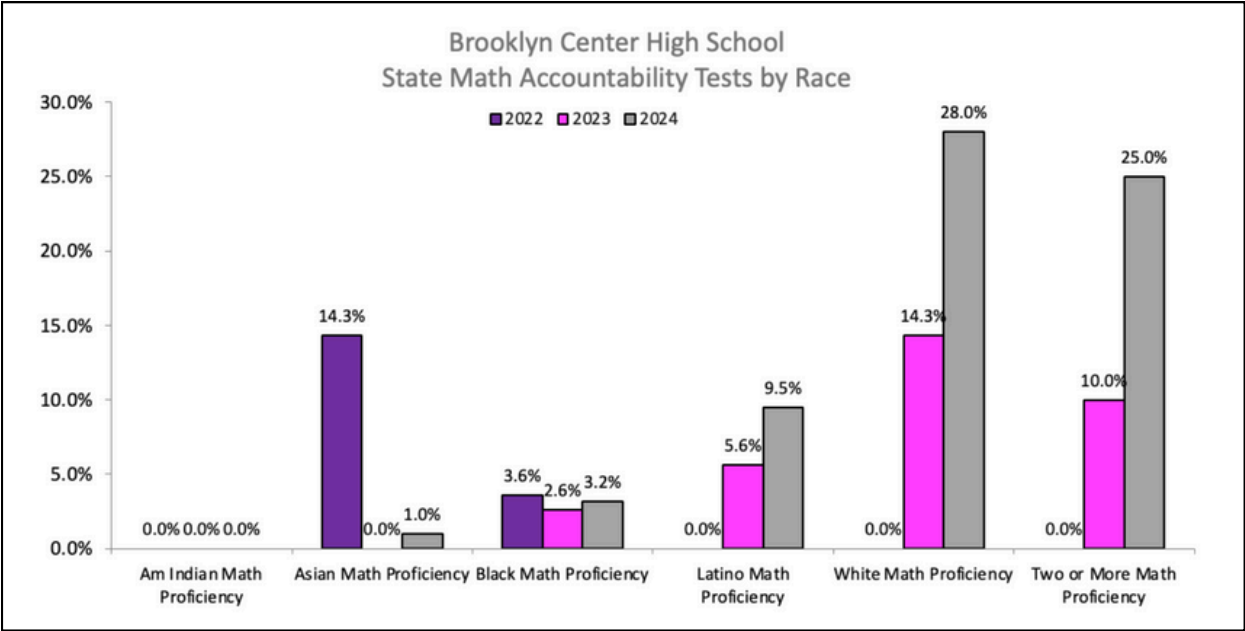
- Brooklyn Center High School met the Math Proficiency Goal, by increasing 5.3% overall from 2023 - 2024.
- Students with Two or More racial backgrounds met math proficiency goals and increased math proficiency by 15.0% from 2023 - 2024.
- White students met math proficiency goals and increased math proficiency by 13.7% from 2023 - 2024.
- Latino students met math proficiency goals and increased math proficiency by 3.9% from 2023 - 2024.
- Students qualifying for free or reduced lunch met math proficiency goals and increased math proficiency by 4.2% from 2023 - 2024.
- Male students met math proficiency goals and increased math proficiency by 4.0% from 2023 - 2024.
- Female students met math proficiency goals and increased math proficiency by 3.7% from 2023 - 2024.

STATE: OVERALL -0.5% GROWTH FROM 2023 TO 2024









2024 MCA DATA: READING

BROOKLYN CENTER ELEMENTARY: OVERALL +0.6% GROWTH FROM 2023 TO 2024

- This is 1.2% higher growth than the state of Minnesota.
- American Indian students met reading proficiency goals and increased proficiency 12.4% from 2023 to 2024.
- Latino students met reading proficiency goals and increased proficiency 3.8% from 2023 to 2024.
- Female students increased reading proficiency by 3.3% from 2023 - 2024.
- SPED students with an IEP increased reading proficiency by 3.1% from 2023 - 2024.
- English Learner students increased reading proficiency by 1.3% from 2023 - 2024.
- Students qualifying for free or reduced lunch increased reading proficiency by 1.5% from 2023 - 2024.

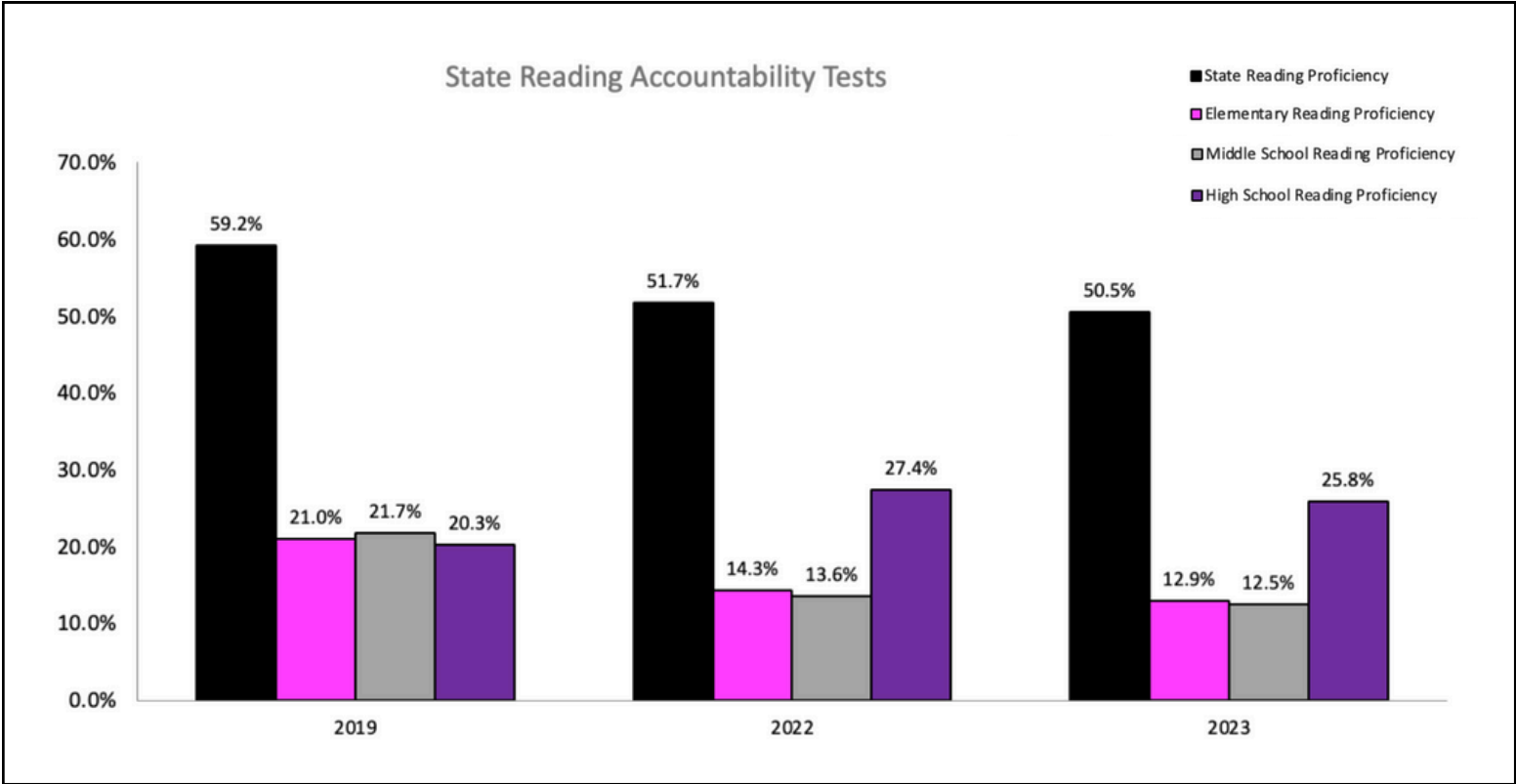
BROOKLYN CENTER MIDDLE SCHOOL: OVERALL -0.4% GROWTH FROM 2023 TO 2024

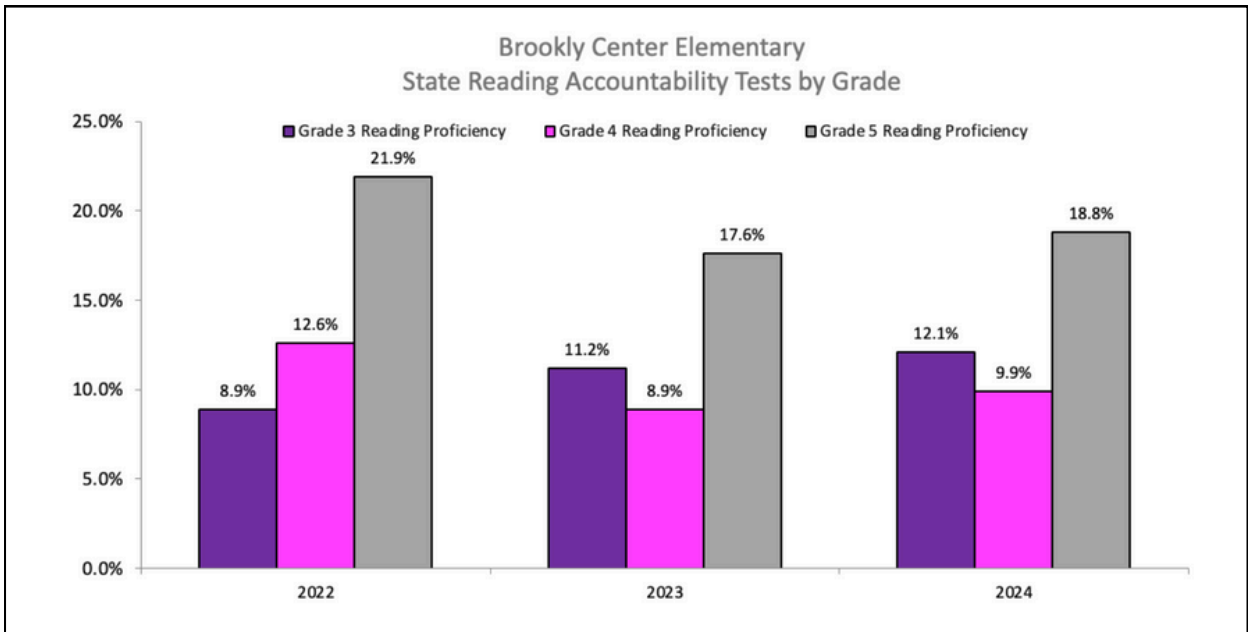
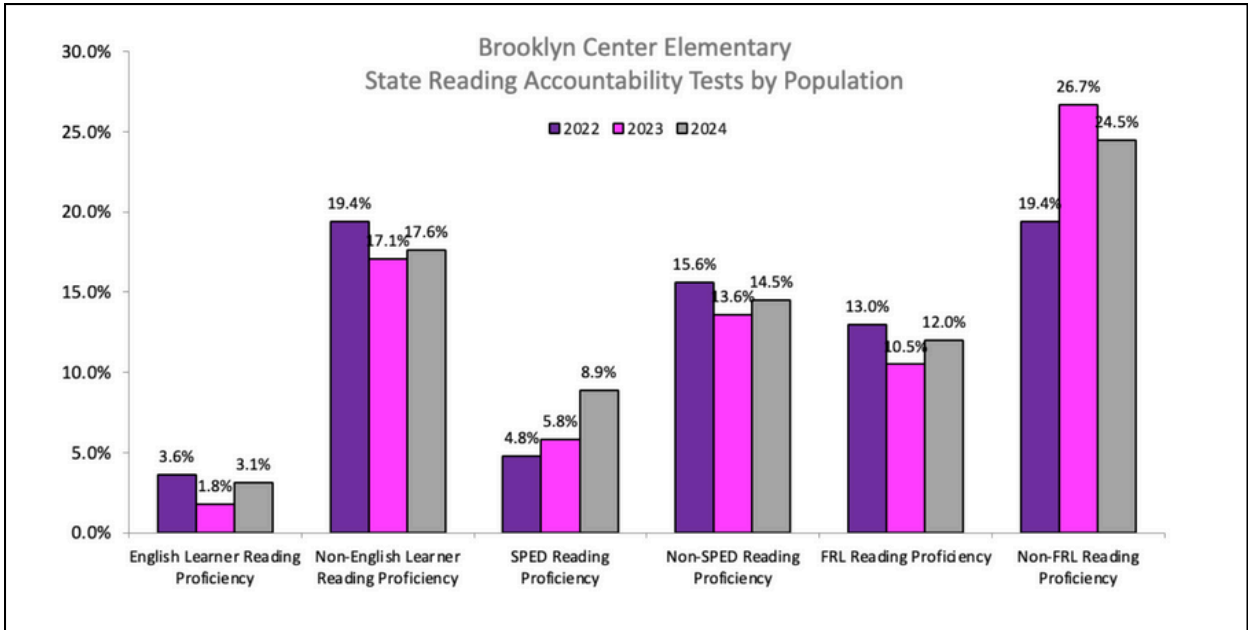
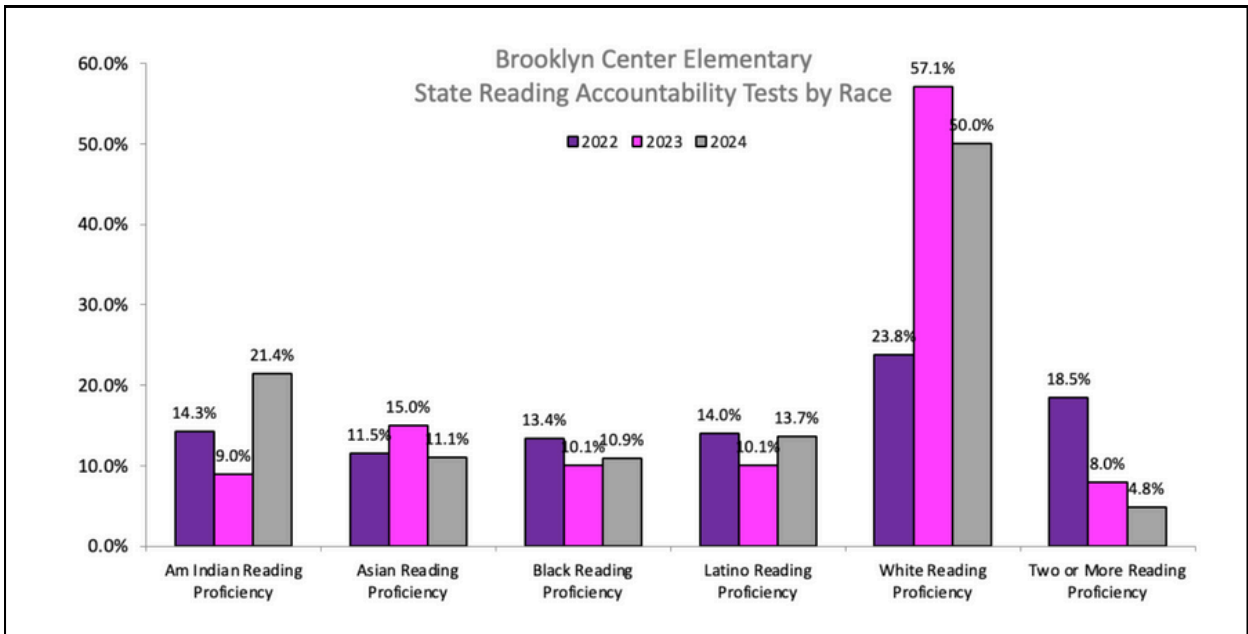
- White students met reading proficiency goals and increased reading proficiency by 14.1% from 2023 - 2024.
- SPED students with an IEP met reading proficiency goals and increased reading proficiency by 4.6% from 2023 - 2024.
- English Learner students increased reading proficiency by 1.3% from 2023 - 2024.

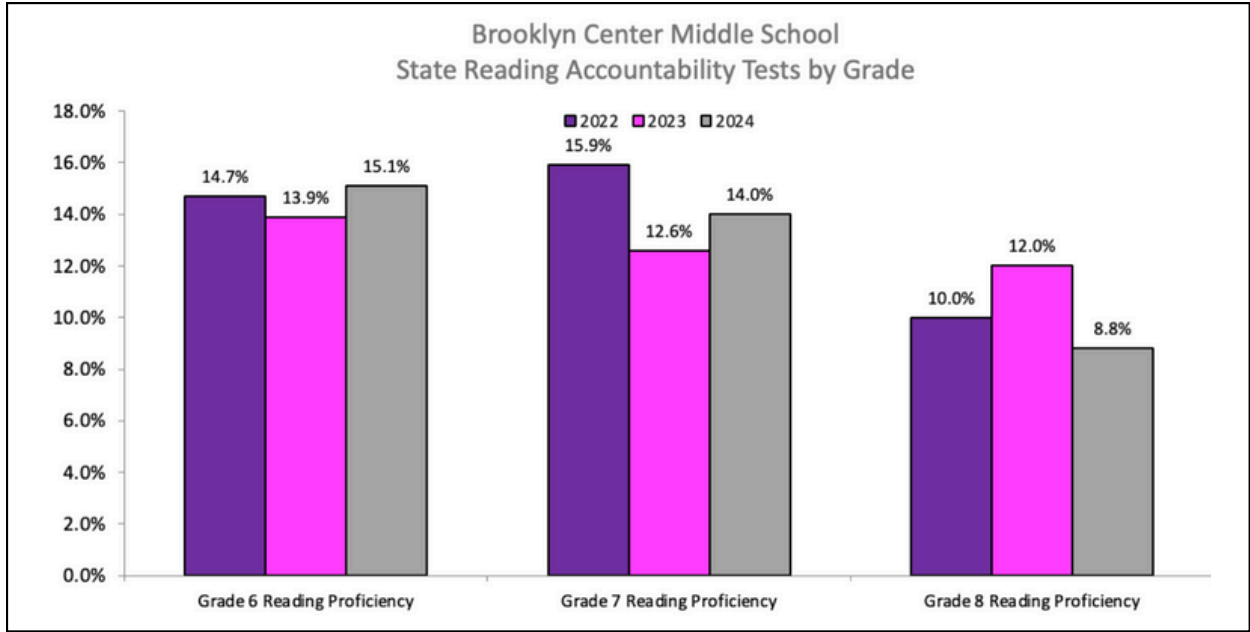
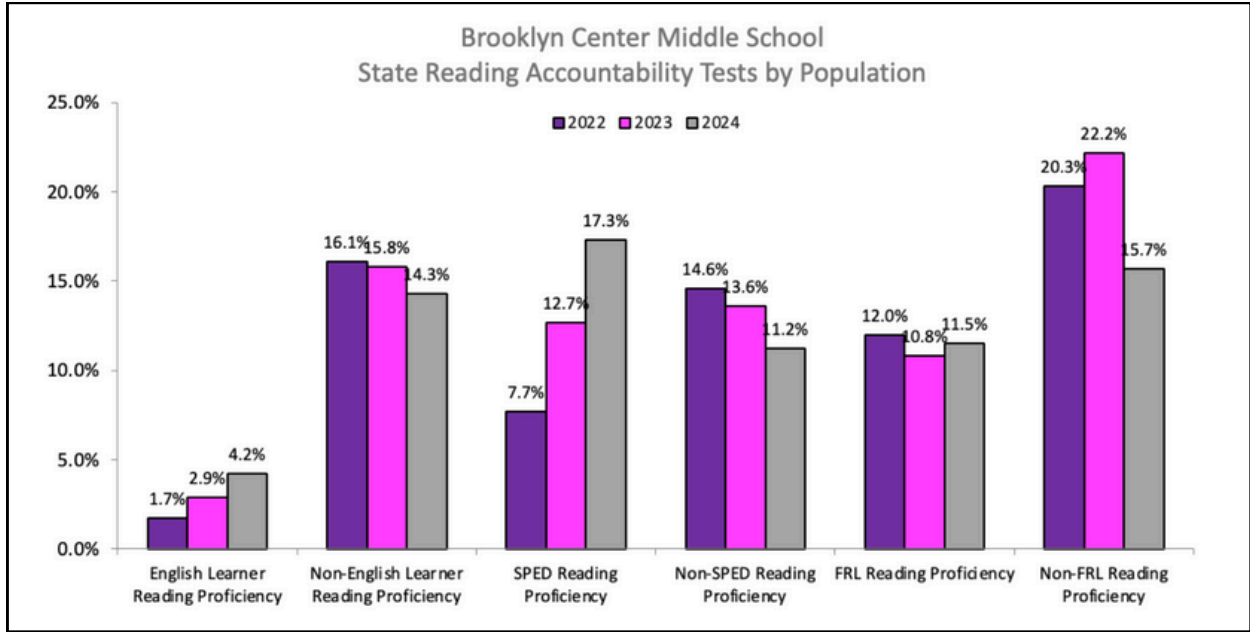
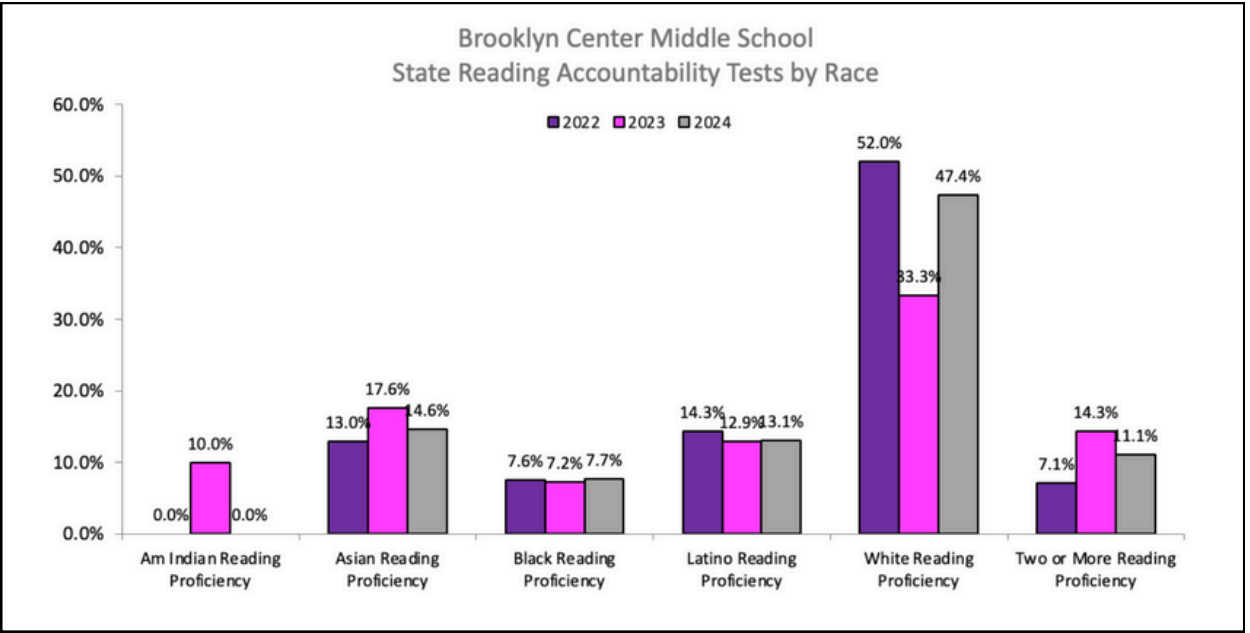
BROOKLYN CENTER HIGH SCHOOL: OVERALL -11.1% GROWTH FROM 2023 TO 2024

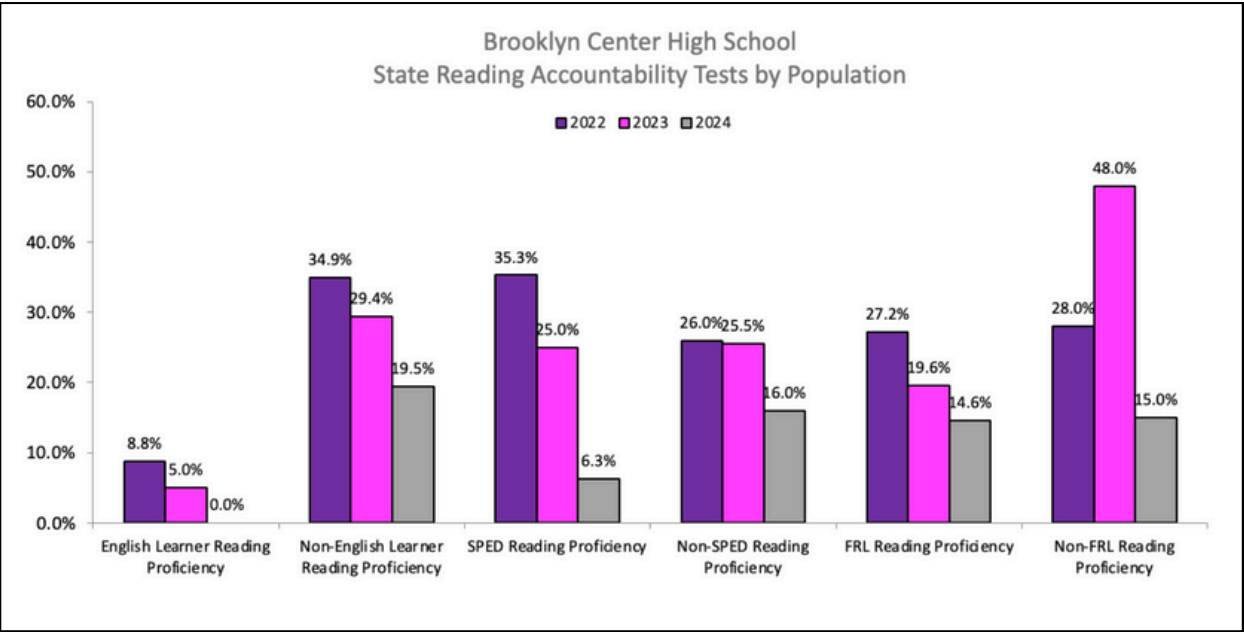
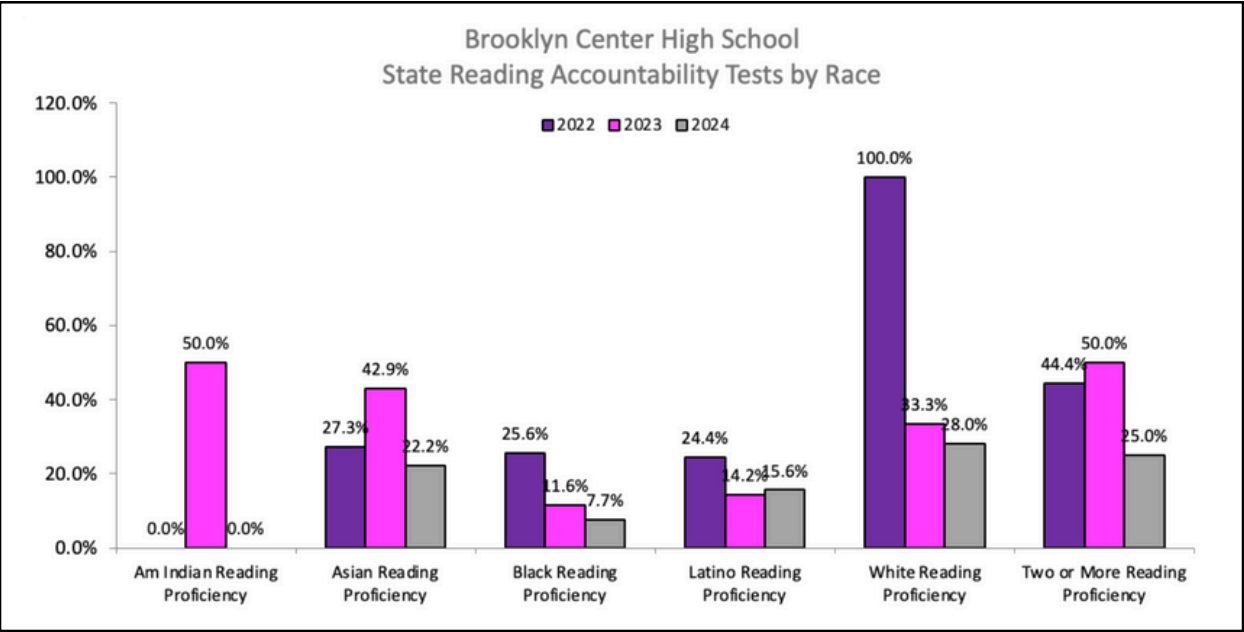
- No populations met reading proficiency goals from 2023 to 2024 at BCHS. The greatest proficiency loss was in the Asian population, with 20.7% decrease from 2023 - 2024.
- English Learner students increased reading proficiency by 1.4% from 2023 - 2024.

STATE: OVERALL -0.6% GROWTH FROM 2023 TO 2024









LOCAL LITERACY PLAN 24-25

Addressing and closing the opportunity gap is our greatest challenge in preparing all of our students to be confident, caring, and creative members of our world. Developing and using a Local Literacy Plan helps to ensure focused work toward this end. The plan provides the framework and charts the path, but it is also an evolving, continuous work in progress.

The BCCS Local Literacy Plan focuses on staff development, Multi-Tiered Systems of Support (MTSS), assessment, and family engagement to accelerate literacy learning and ensure all students in preKindergarten through grade 3 are reading at or above grade level and to support multilingual learners and students receiving special education services in achieving their individualized reading goals. A comprehensive data review and literacy needs assessment was conducted by district and school leadership. The following objectives are the focus of our 2024-25 work to support the achievement of our goal.



1. Improve teacher confidence in the delivery of structured literacy instruction and evidenced based interventions for students not responding as anticipated to grade level instruction by providing all staff preK-grade 5, who provide reading instruction, with training through the Center for Applied Research and Educational Improvement Advancing Language & Literacy (CARIEALL)
2. Year 1 implementation of knowledge building curriculum Wit & Wisdom in grades K-5 with focus on delivery of full instructional model including writing instruction.
3. Implementation of foundational literacy curriculum Functional Phonics and Functional Morphology with fidelity through targeted instruction based on student need and grade level.
4. Improve family communication through the following: Increased notification of reading proficiency levels and interventions, and engage strategies for parents and caregivers on how to support literacy development at home.

5. Implementation of a new special education resource instructional model.

6. Increase focus on the MML (Multimode Mobile Learning) instructional model.

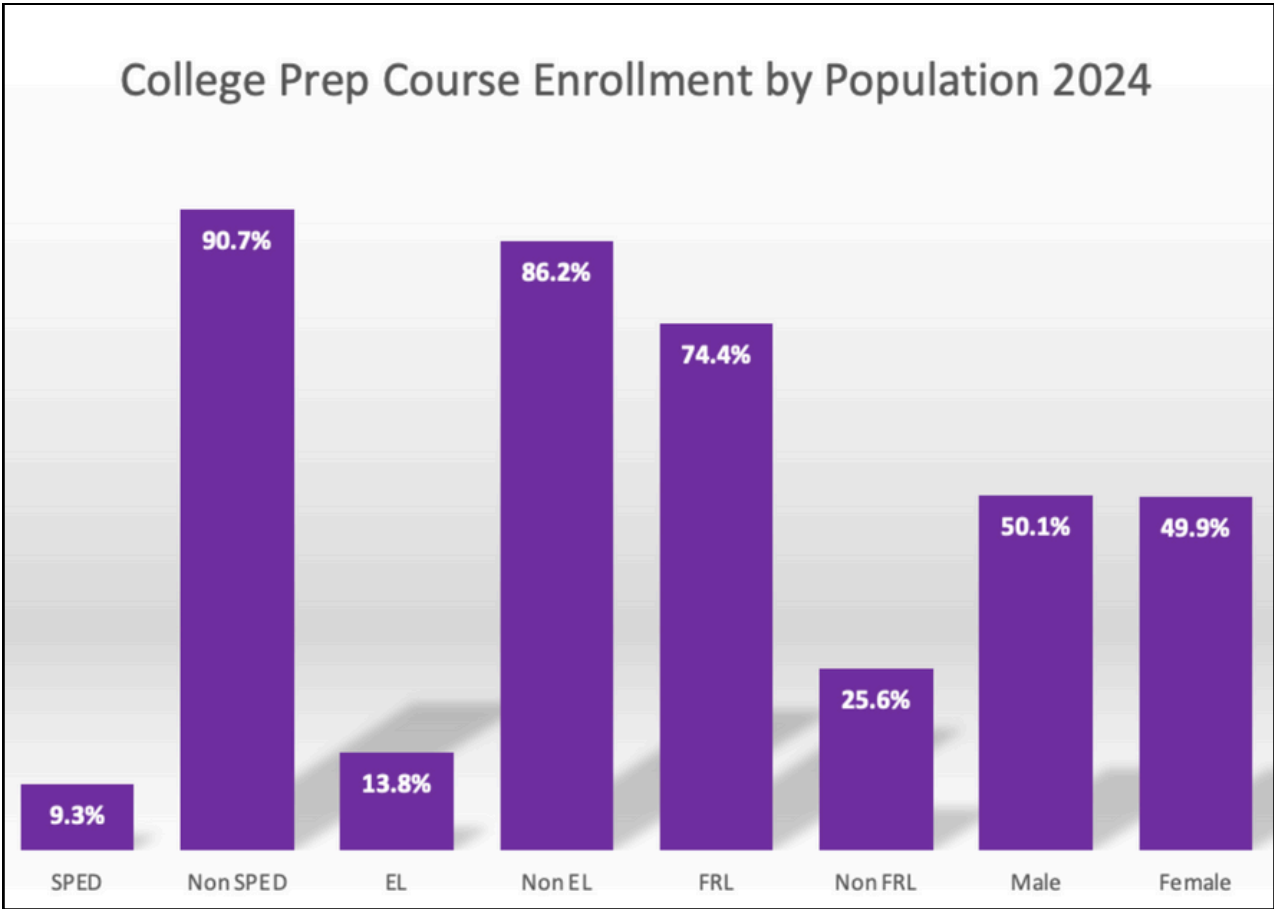
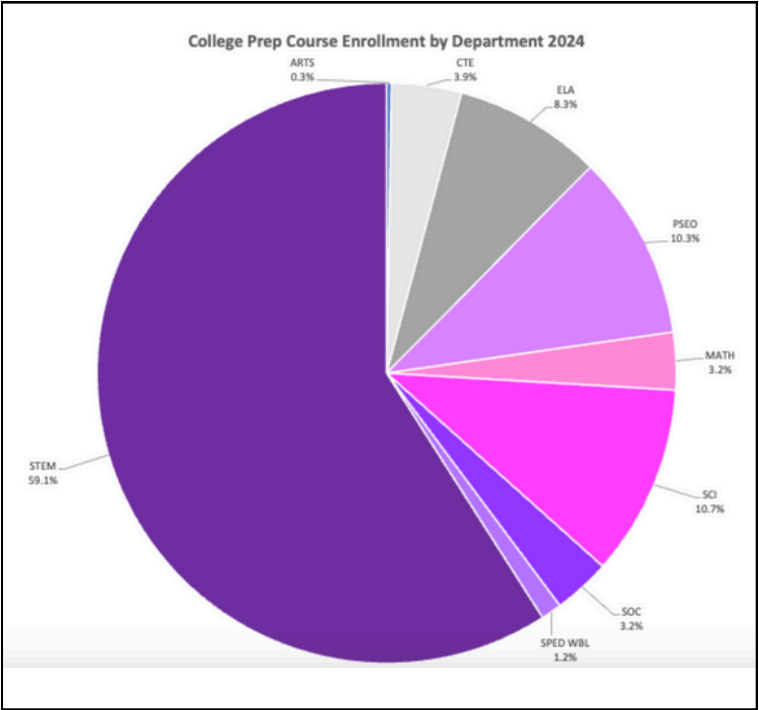
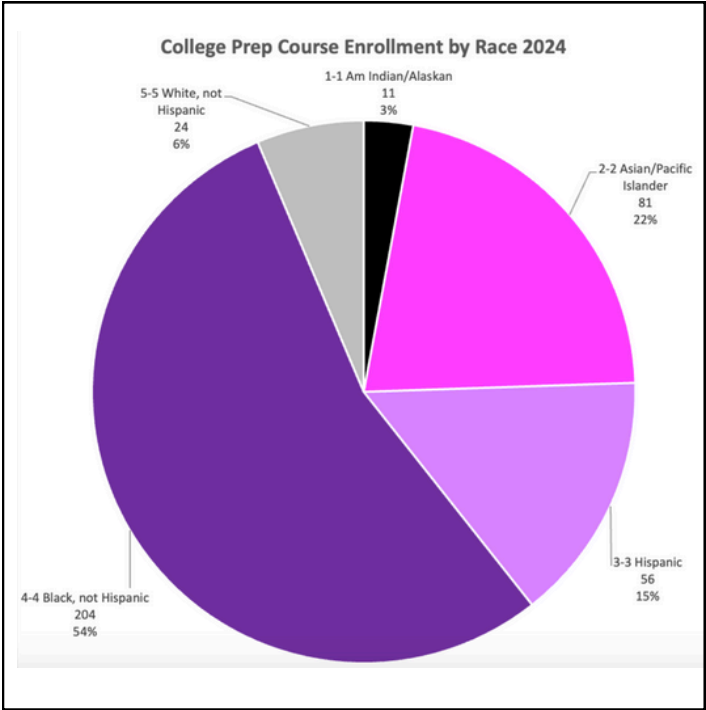


To read the full BC Local Literacy Plan, visit <https://www.bccs286.org/our-district/academics/curriculum> or scan the QR code above.

COLLEGE READINESS

COLLEGE PREPARATORY COURSE ENROLLMENT

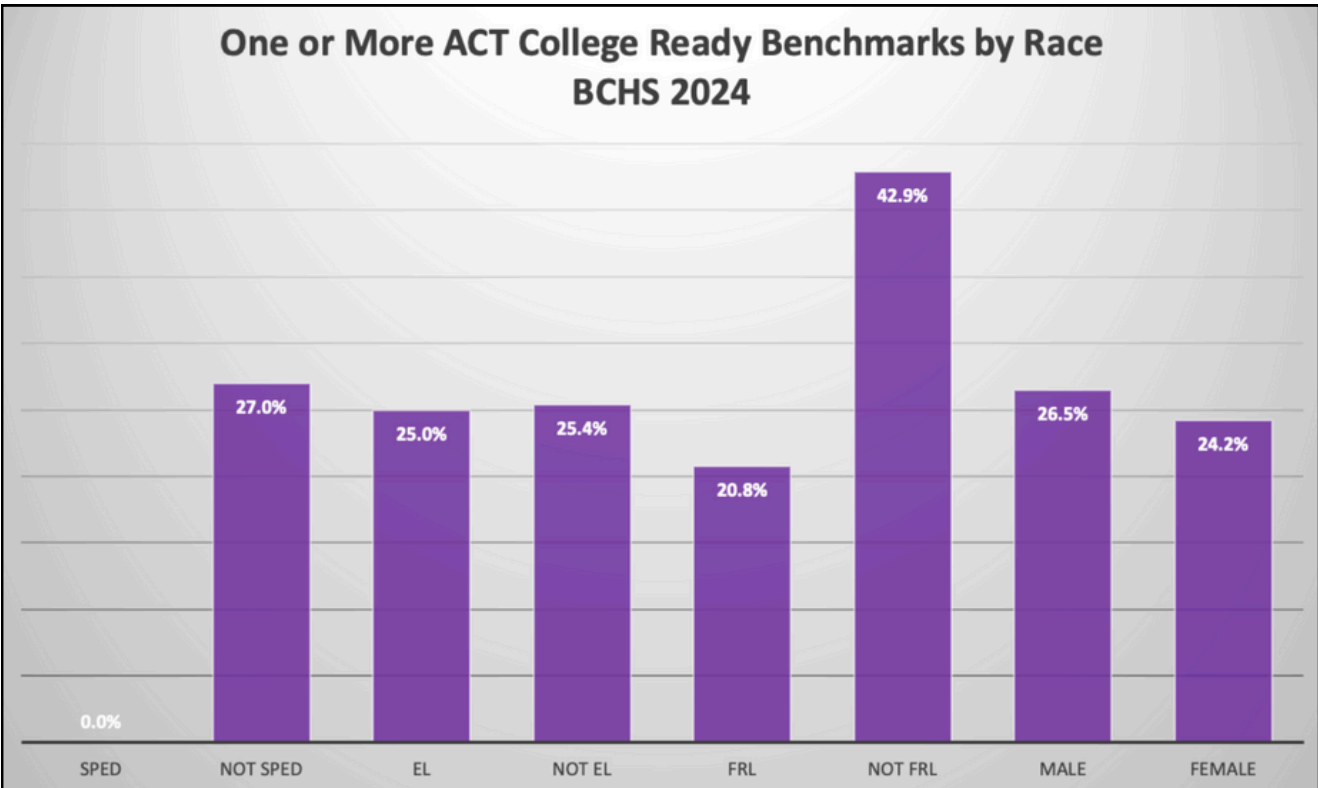
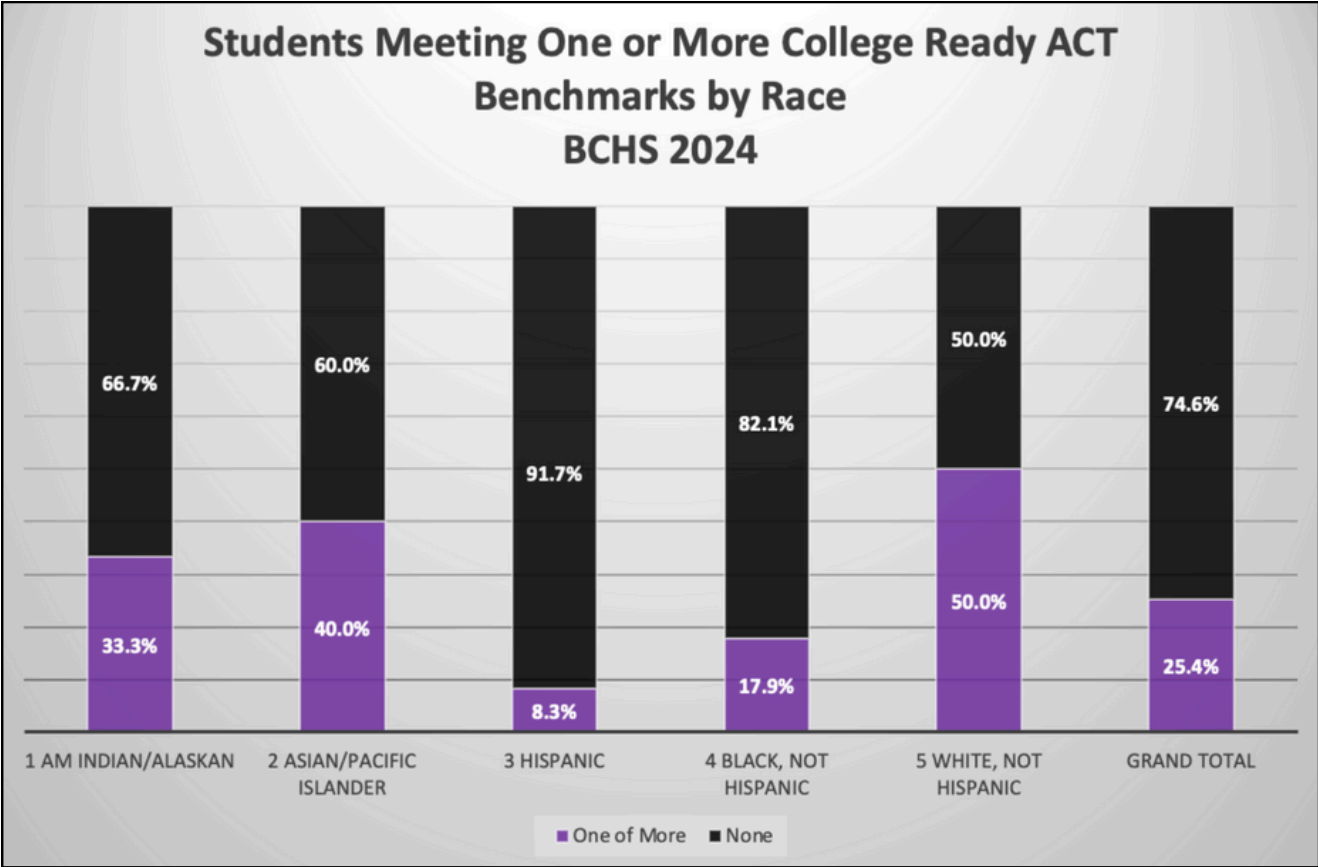
75.8% of our students are enrolled to take a college-preparatory course in the fall of 2024. The percent of students taking a college prep course well-matches our student demographic population.



COLLEGE READINESS

ACT

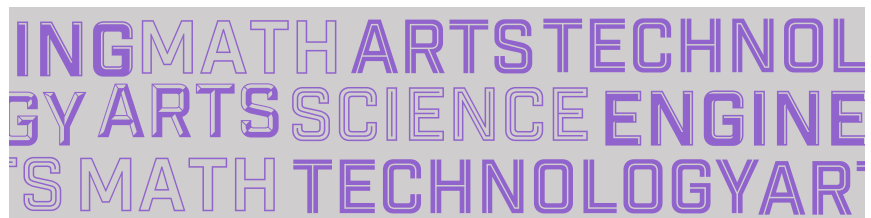
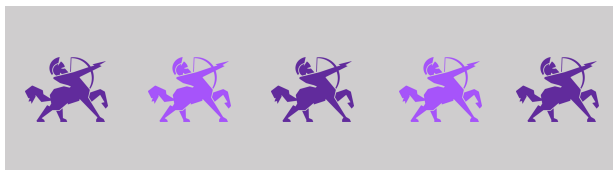
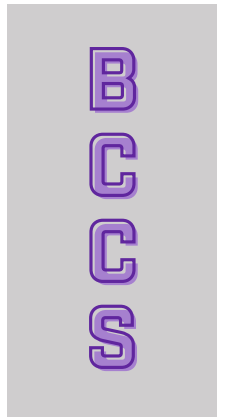
24.2% of students taking the ACT met one or more college ready benchmarks. The percentage of students taking the ACT has steadily increased from 2021 – 2022 to 2023 – 2024 as well, and the demographics of students taking the test matches our student overall demographics.



COLLEGE READINESS

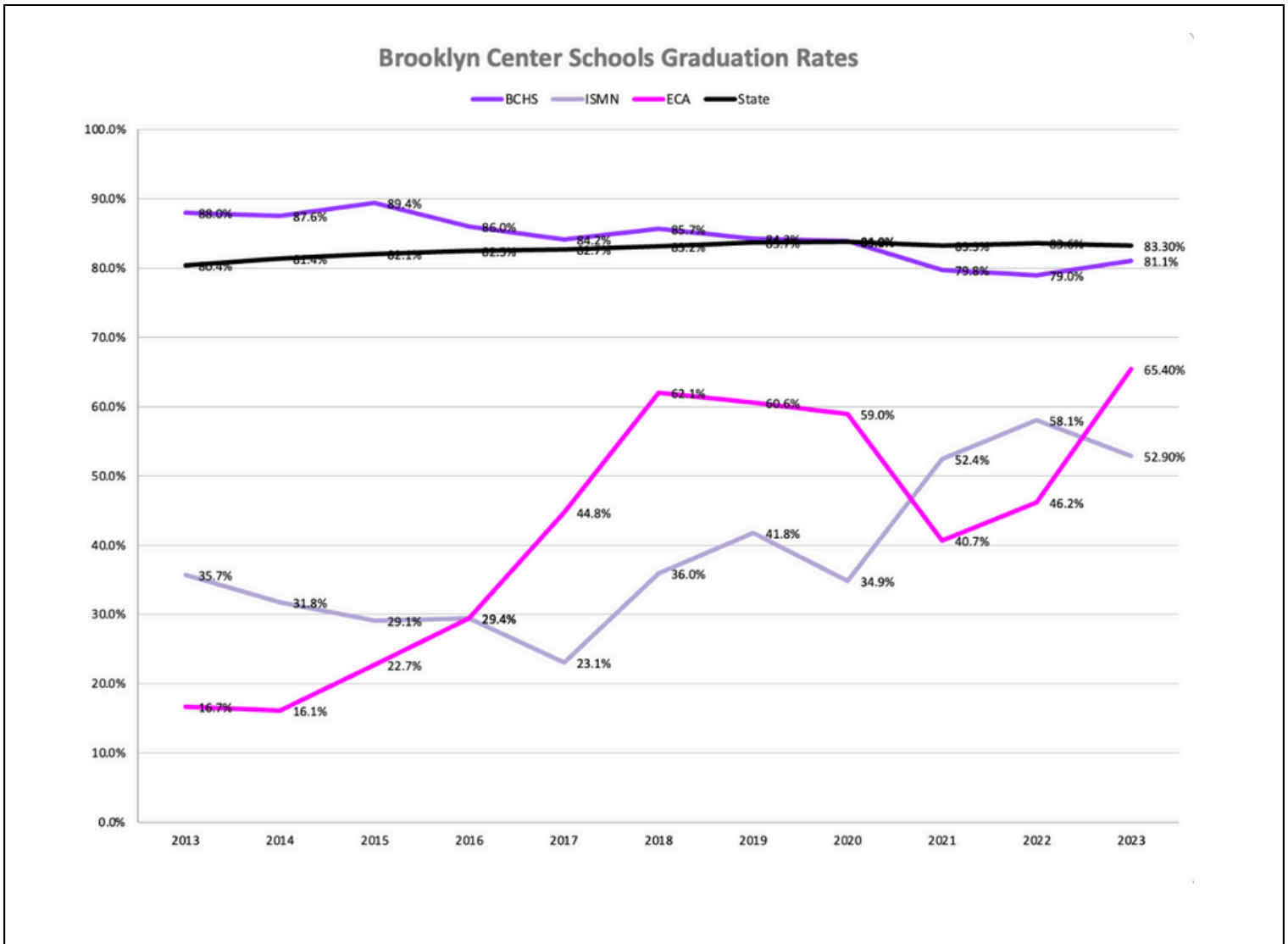
During the 2023-2024 school year, Brooklyn Center Community Schools had approximately 70 students participate in trade certification pathways, internships, and college and career readiness programs.

- Genesys Works: 4
- Finishing Trades Internship: 23
- GPS Work Based Learning Youth Apprenticeship : 3
- Minnesota Trades Academy: 7
- Brooklynk Internship: 3
- Certified Nursing Assistant Training Program: 11
- Access Point Internships: 1
- High School Upward Bound Program: 9
- Post Secondary Enrollment Options (PSEO): 13



2023 GRADUATION RATES

The 2023 graduation results saw the most populations with 100% graduation rate we have ever seen. BCHS had 100% graduation rate for American Indian, White, and Two or More Race populations, BC Early College Academy saw 100% graduation rate for American Indian, Asian, White, and Two or More Race populations, and Insight School of Minnesota had 100% graduation rate for our Asian population.

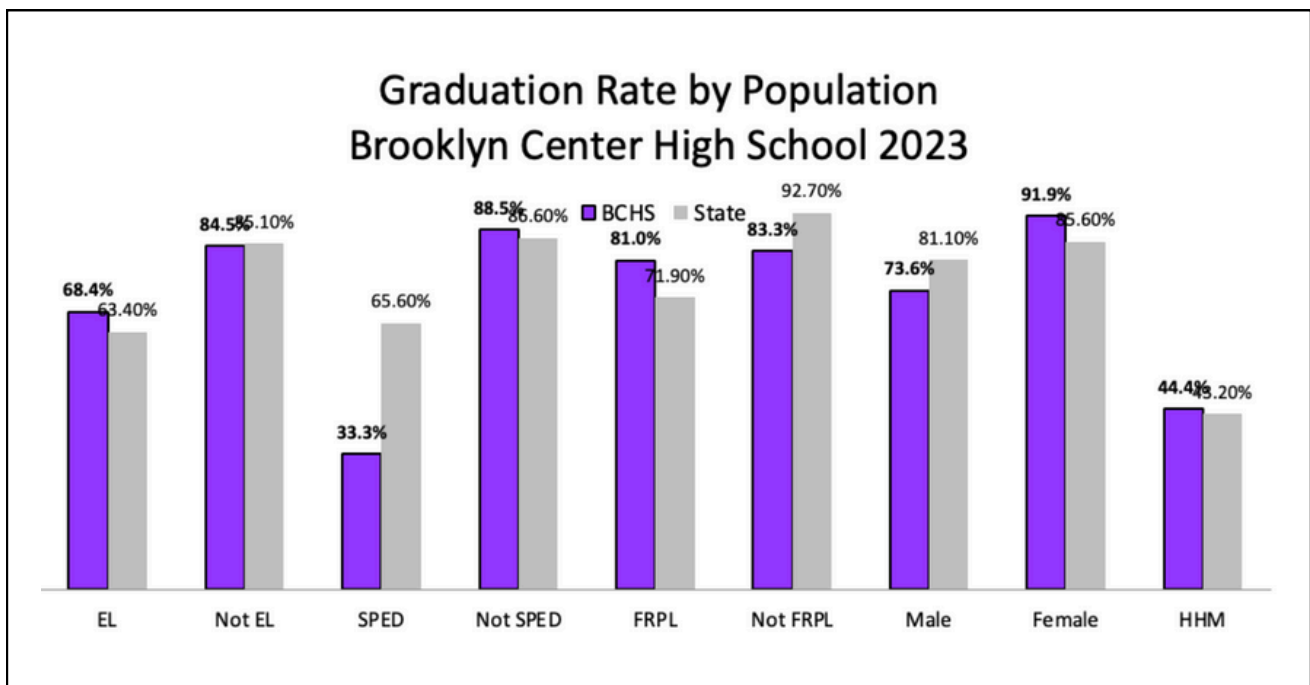
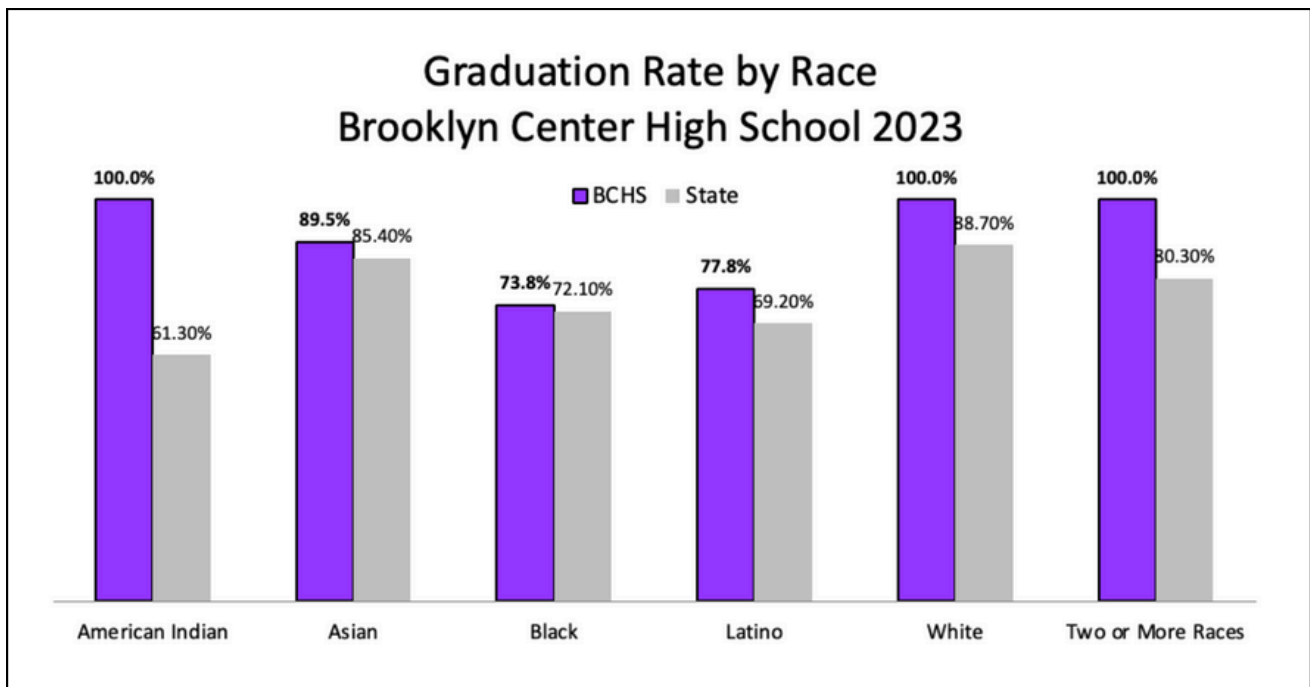


BROOKLYN CENTER HIGH SCHOOL

Brooklyn Center High School saw a decrease in high school graduation rates during the pandemic years of 2020 - 2021 and 2021 - 2022, falling below the state average for the first time in many years. In the 2022 - 2023 school year, BCHS (81.1%) was 2.1% higher than the pandemic graduation rate in SY2022, and was 2.2% lower than the SY2023 state average of 83.3%. Our lowest graduation rates at BCHS were in the areas of Special Education (33.3%- 4 students graduated, 4 students went to transition programming, 4 students dropped out)) and our Homeless student population (44.4%, which is still 1.2% higher than the state average for homeless).

However, even though overall rates were slightly lower than the state, Brooklyn Center High School still out-performed the state average in all populations by race as well as other populations:

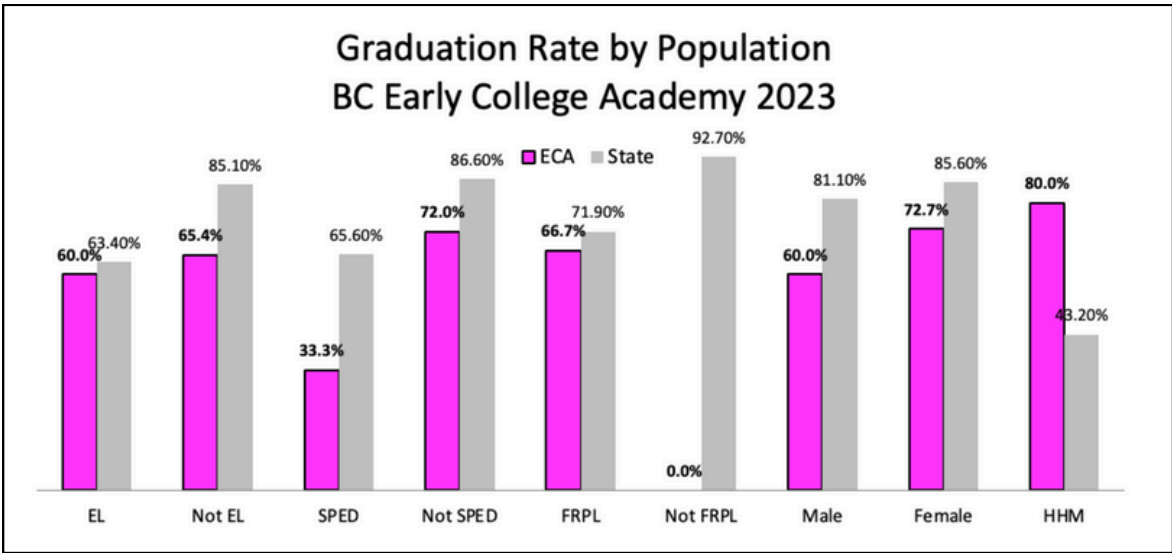
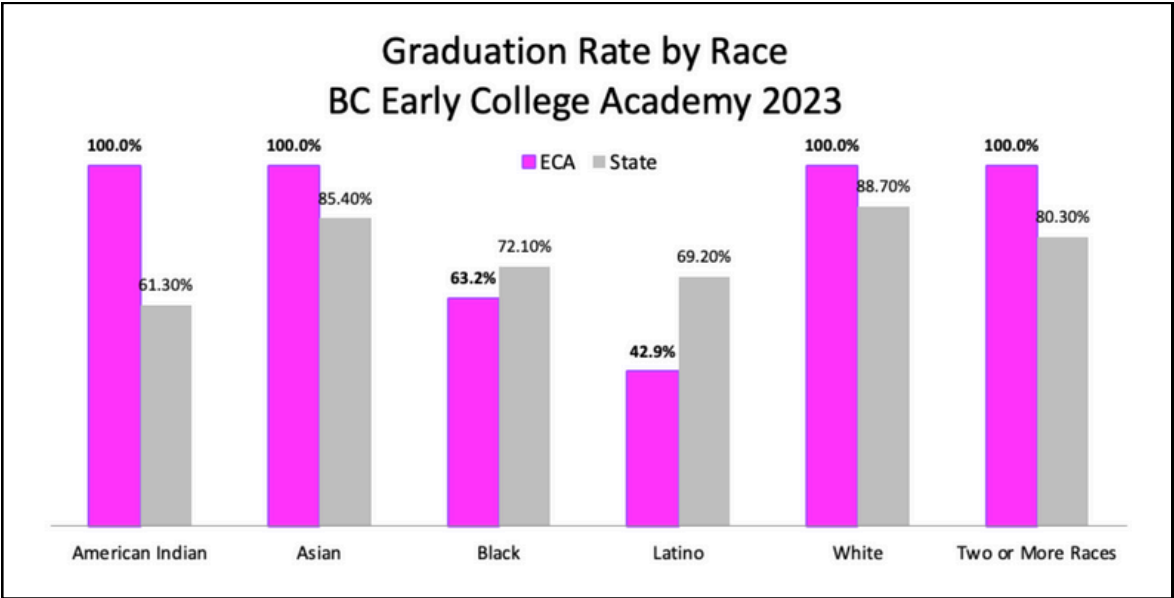
- American Indian: 38.7% higher than the state average
- Asian: 4.1% higher than the state average
- Black: 1.7% higher than the state average
- Latino: 8.6% higher than the state average
- White: 11.3% higher than the state average
- Two or More Races: 19.7% higher than the state average
- English Learners: 5.0% higher than the state average
- Free and Reduced Lunch: 9.1% higher than the state average
- Female: 6.3% higher than the state average
- Homeless: 1.2% higher than the state average



BROOKLYN CENTER EARLY COLLEGE ACADEMY

The graduation data from our two alternative and online high schools shows significant growth recently too. Brooklyn Center Early College Academy has its highest 4-year graduation rate ever in 2023, with 65.4% of its students graduating within 4 years of starting 9th grade. This is a 19.2% increase in graduation rate over the prior year, and a 24.7% increase in just two years. The two-year dip in graduation rate is evident at both BCHS and ECA for 2021 and 2022, but both schools bounced back up towards recovery in 2023. Even as an alternative school, the ECA scored above the state average in the following graduation categories in 2023:

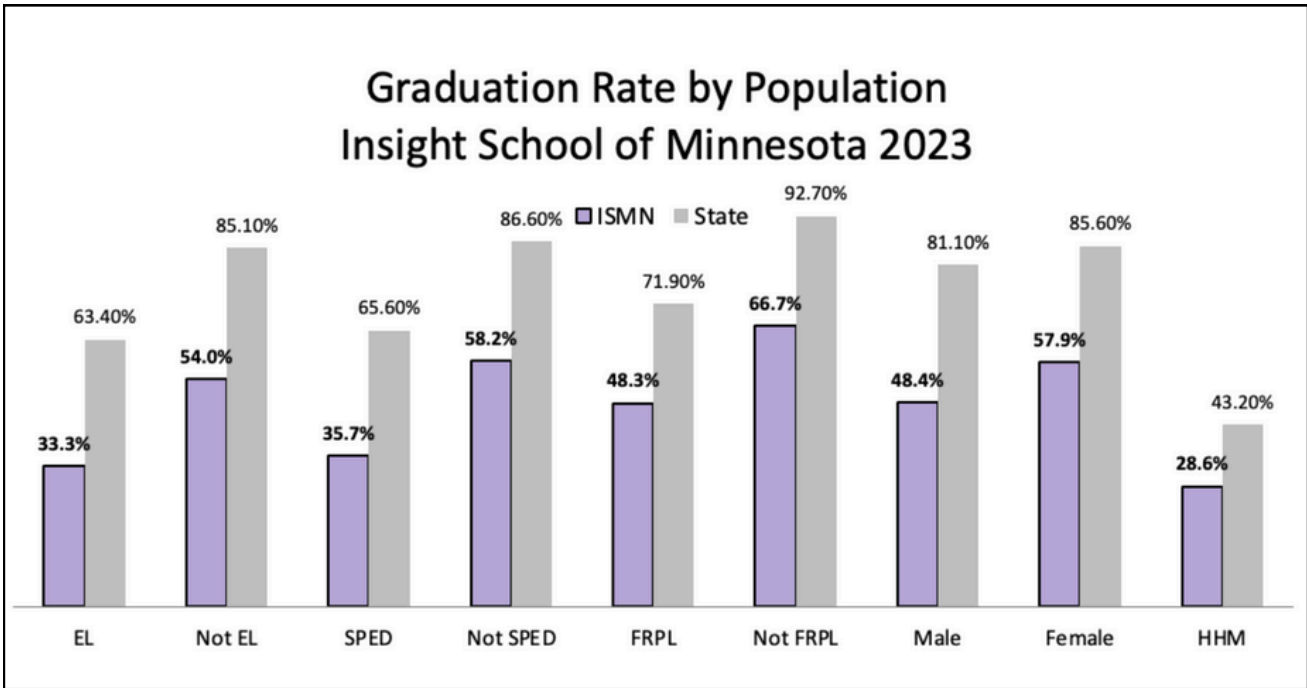
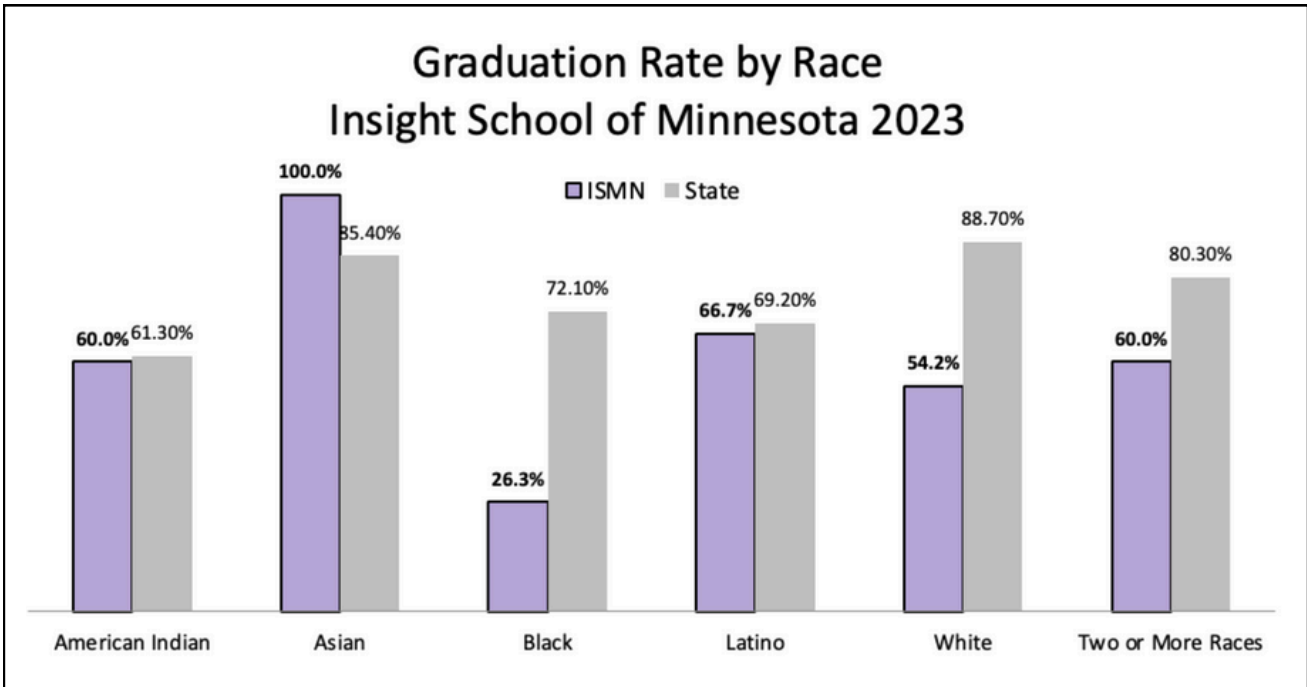
- American Indian: 38.7% higher than the state average
- Asian: 14.6% higher than the state average
- White: 11.3% higher than the state average
- Two or More Races: 19.7% higher than the state average
- Homeless: 36.8% higher than the state average



Please note that there was only one student in the Not Free and Reduced Price Lunch category, and this one student did not graduate.

INSIGHT ONLINE SCHOOL OF MINNESOTA

Insight School of Minnesota has had its highest 4-year graduation rates the past three years, maintaining above a 52% graduation rate all three years, with a 52.9% graduation rate in 2023, and outperforming the state average for Asian students by 14.6%. Both BC Early College Academy and Insight School of Minnesota are alternative schools, and many students enter behind on credits needed for graduation. The four-year graduation rate for these two schools provides an incomplete picture of graduation, since additional students graduated with a 5-, 6-, or 7-year graduation timeframe.



2024-2025 STRATEGIC PLAN DIRECTION

GOAL #1 We will deepen our culture and work to build systems that are steeped in justice-centered, anti-oppressive practices.

- We will establish protocols for all staff to log interventions and responses into Panorama* for long-term data collection, tracking, and to show qualitative data on how restorative practices impacts student learning.
- We will implement a schedule of proactive, co-facilitated social-emotional learning (SEL) mini-lessons with students and staff in the classroom.
- We will establish and train a Student Restorative Practice Team to become a part of the support structure at Brooklyn Center Middle and High School.

GOAL #2 We will redesign every student's learning experience and increase proficiency and growth across the district.

- We will reach a 3.5% improvement in Reading and Math in all populations.
- We will record 80% of students showing "modest growth" or higher from fall testing to spring testing.
- We will engage identified licensed staff members in grades PreK through 5 in intensive professional development. Their training will be focused on the science of reading and ensuring that all learners receive developmentally-appropriate reading instruction that meets their needs.
- We will implement MnMTSS structures district-wide to ensure positive social, emotional, behavioral, developmental and academic outcomes for every student.

GOAL #3 We will increase transparency and collaboration by working to build trust, promote healing, and establish our communication expectations across the district.

- We will identify and develop ways to address the root causes of mistrust, embed restorative practice and honest conversations as a staple into our daily work, and hold one another accountable to district and professional standards.
- We will review and establish district protocols to facilitate healing among students, staff, families and community; create pathways for staff to address and interrupt harm; and work to develop an understanding of what is needed and apply such learning to transform BCCS into a healing organization.
- We will establish expectations on cascading communications, reinforce district and professional standards, and provide logistical (technical) and cultural (adaptive) training to all staff work groups.

CONCLUSION

As always, we are guided by the voices of our students and families and will continue to grow into a community that is justice-centered and raises up marginalized or silenced members of our community. It is our intent to continue this foundational work and meet the needs of our students, families, and community.

We plan to continue to build systems steeped in justice-centered & anti-oppressive practices, redesign every student's learning experience, and build trust, promote healing, and establish communication expectations district wide.

While some of these goals are immediate and can show progress quickly, some are also aspirational -- justice work is a journey, not a destination.



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