Comprehensive Achievement and Civic Readiness (Formerly World's Best Workforce) Report and A&I Update

November 12th, 2024
School Board Regular Meeting

Matt Brain, Executive Director of Human Resources
Dr. Khrisslyn Goodman, Executive Director of Research, Evaluation & Assessment
Sue Harberts, Executive Director of Community Education
Nate Manaen, Assistant Superintendent and Executive Director of Teaching & Learning
Arika Mareck, Executive Director of Equity & Inclusion
Dr. Laura Pingry-Kile, Executive Director of Specialized Student Services

EASTERN CARVER
COUNTY SCHOOLS

Agenda

Introduce:

    Comprehensive Achievement and Civic Readiness (CACR)

    Achievement & Integration (A&I) Plan

Report / Update:

    CACR Graduation

    CACR College & Career Readiness

    A&I Credit Attainment

    A&I Attendance

    CACR Gaps

    CACR 3rd Grade Reading

    CACR Kindergarten Readiness

    A&I Staff of Color

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> **Comprehensive Achievement and Civic Readiness (CACR)**
>
> **Achievement & Integration (A&I) Plan**

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> A&I Credit Attainment
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> CACR 3rd Grade Reading
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> CACR Kindergarten Readiness
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> A&I Staff of Color

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Strategic Directions

STRATEGIC DIRECTIONS

Improving teaching and personalized learning for the development of each learner

Fostering a safe, welcoming, and inclusive environment

Optimizing our management of resources to support student learning

Developing strong partnerships within the communities we serve

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Strategic Directions

Key Points - CACR and A&I

1. In year 3 of our strategic plan, our Comprehensive Achievement & Civic Readiness and Achievement & Integration goals are aligned with our district's strategic directions.

2. The Teaching & Learning Advisory provides stakeholder input by helping to set multi-year goals and recommending this report.

3. Actions to reach our goals are based in current data, research, and best practices.

4. ECCS students continue to graduate at high rates and persist at high rates in 2- and 4-year post-secondary institutions

5. All ECCS students are supported in making progress as part of our commitment to eliminating opportunity and achievement gaps.

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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

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WBWF

- 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

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2024 Changes

WBWF

- All children ready for school
- All 3rd-graders can read at grade level
- All racial and economic achievement gaps closed
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Comprehensive Achievement & Civic Readiness (CACR)

- 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
- **Prepare students to be lifelong learners**

Teaching & Learning Advisory

- Legislative requirement

- Input on goal development

- Results reviewed with T&L Advisory annually

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FastBridge

- Universal Screener
  - All students tested
- Kindergarten - Grade 5
- 3 times per year (fall, winter, spring)
- Online, adaptive test
- Results provide information about student skill level and progress
- Useful from student to district level
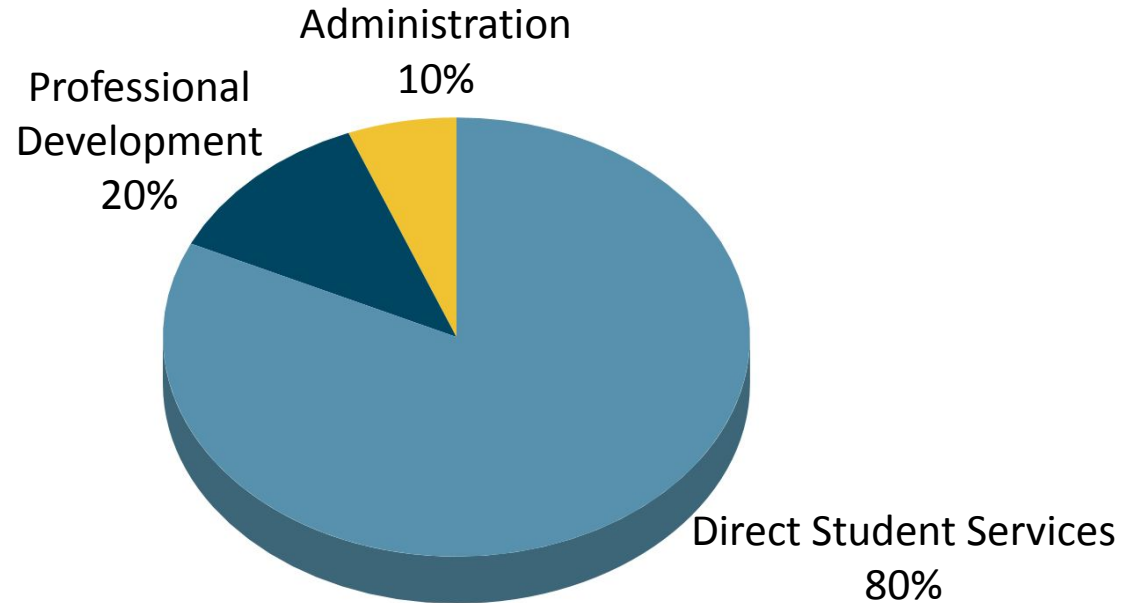
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Achievement & Integration Purpose
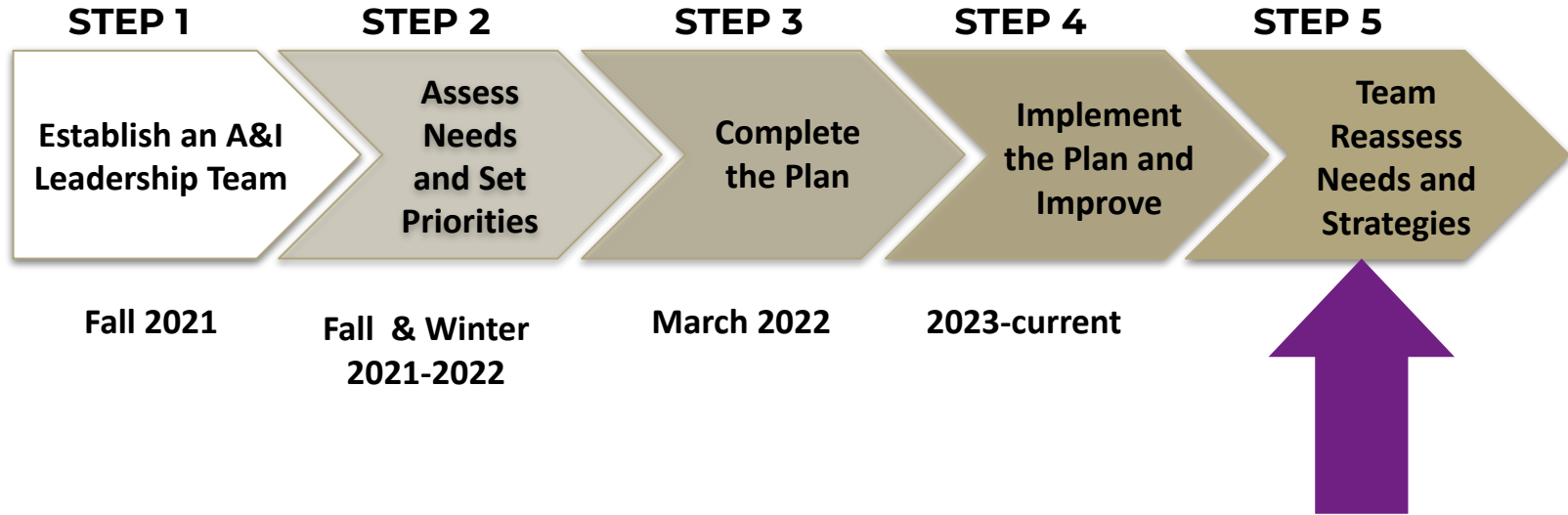
Increase student achievement

Pursue racial and economic integration

Create equitable education opportunities

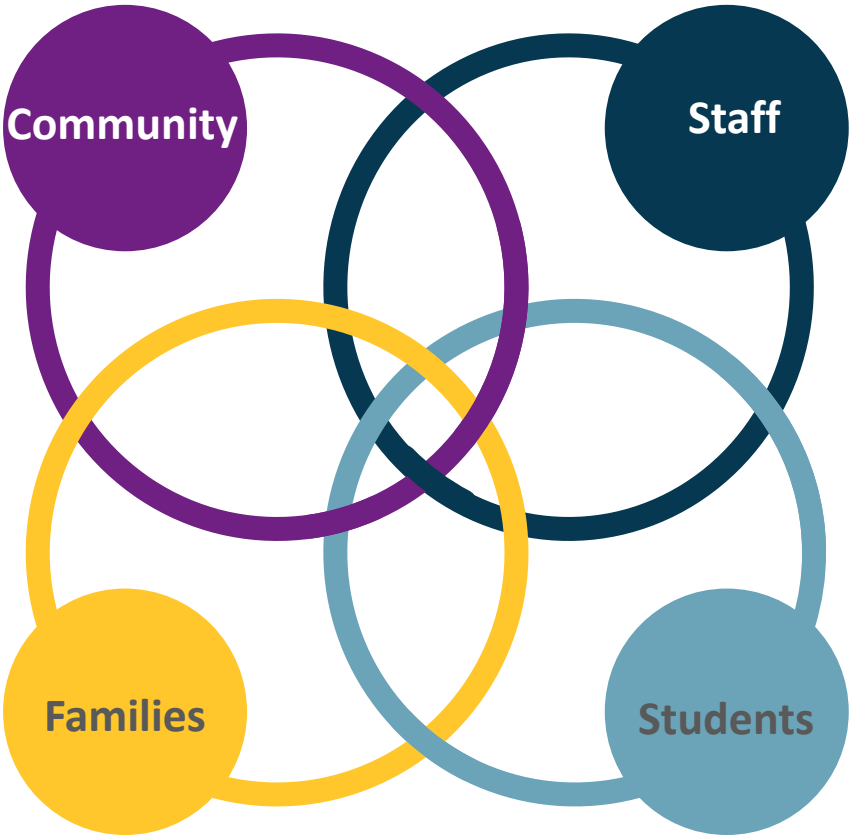**Reduce disparities based on racial, ethnic, and economic backgrounds**

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Achievement & Integration Spending by Category

Professional
Development
20%

Administration
10%

Direct Student Services
80%

Total 2023-2024 A&I Budget: approximately $1,000,000

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Implementation Guide

STEP 1

Establish an A&I Leadership Team

Fall 2021

STEP 2

Assess Needs and Set Priorities

Fall & Winter 2021-2022

STEP 3

Complete the Plan

March 2022

STEP 4

Implement the Plan and Improve

2023-current

STEP 5

Team Reassess Needs and Strategies

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    CACR Gaps

    CACR 3rd Grade Reading

    CACR Kindergarten Readiness

    A&I Staff of Color

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All Students Graduate

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.
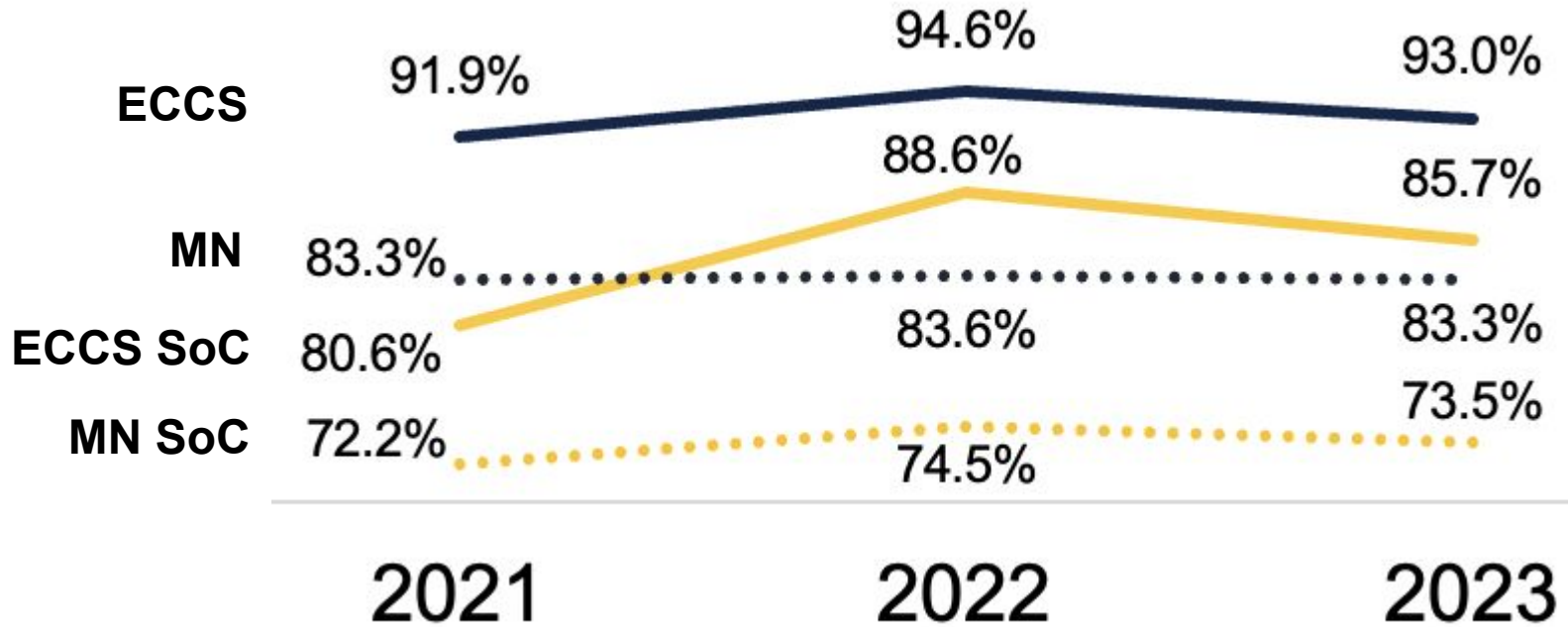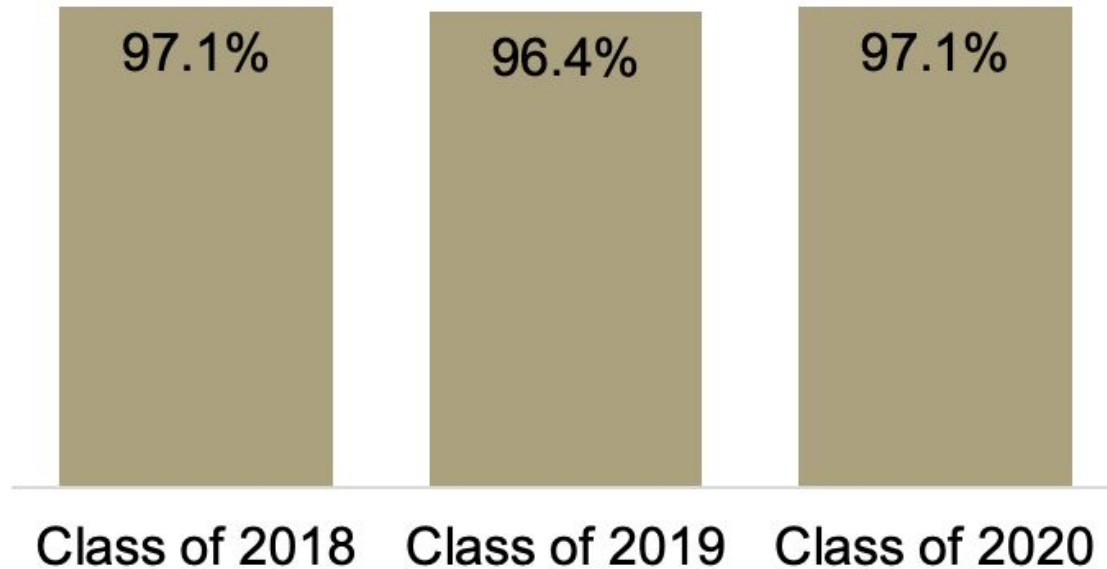
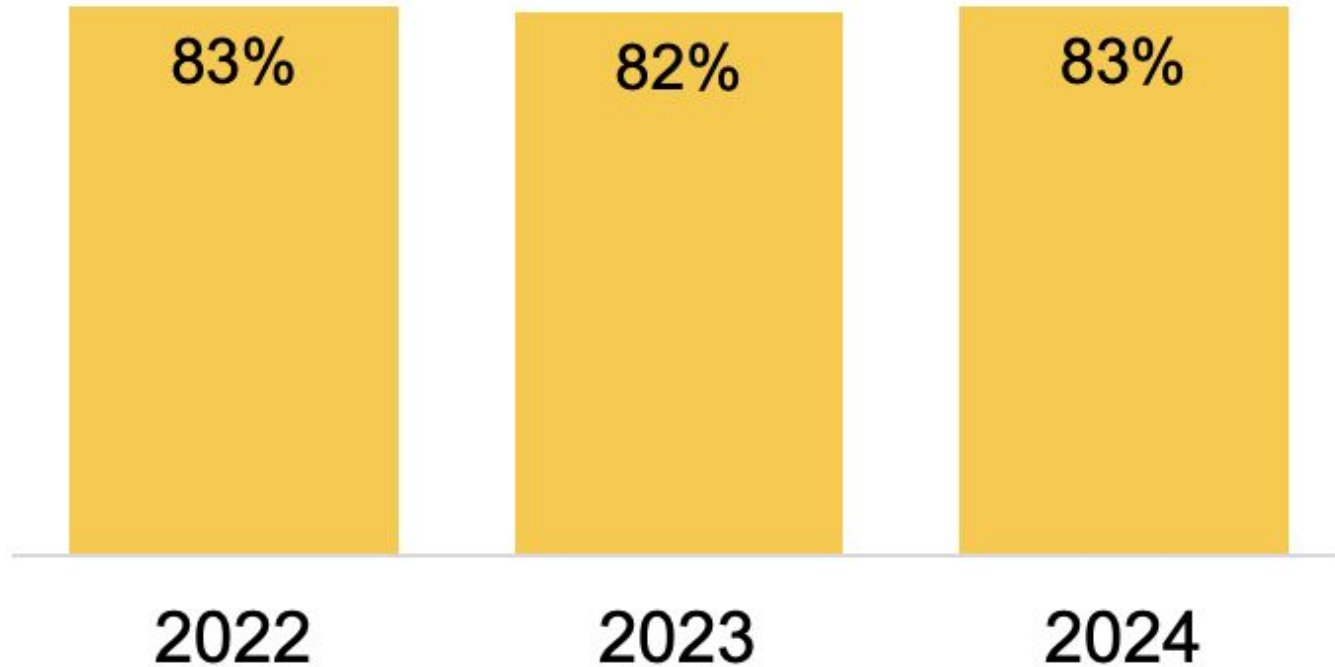# All Students College & Career Ready

2024-2026 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.

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9th Grade Students On-track for Graduation at End of School Year

Source: ECCS

All Students College and Career Ready
All Students Graduate

Action:

- Rigorous curriculum
- 40 advanced academic classes
- 4 state-approved CTE programs
- Extracurricular activities in the arts, athletics, and academics
- College and career centers
  - College visits & visits from colleges

All Students College and Career Ready
All Students Graduate

Action:

- Quality programming to support student success
  - AVID at Chaska High School, BARR at Chanhassen High School and Integrated Arts Academy
  - Our young adults at the STAR program receive on the job placement and coaching for paid employment success.
- Early warning indicators for teachers and leaders
- Ensuring timely updates on student progress
- Teaching & Learning walkthroughs with feedback (support from district to building)

A&I Goal: Credit Attainment

2026 Goal:

The failure rate of first semester for economically disadvantaged students and students of color in grade 9 will decrease from 14% in school year 2023-2024 to 10% or less in the first semester of school year 2025-2026.

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A&I Goal: Credit Attainment

Action:

- *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

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A&I Goal: Attendance

2024-2026 Goal:

The percentage of economically disadvantaged students and/or students of color in kindergarten through grade 5, grade 6 and 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.

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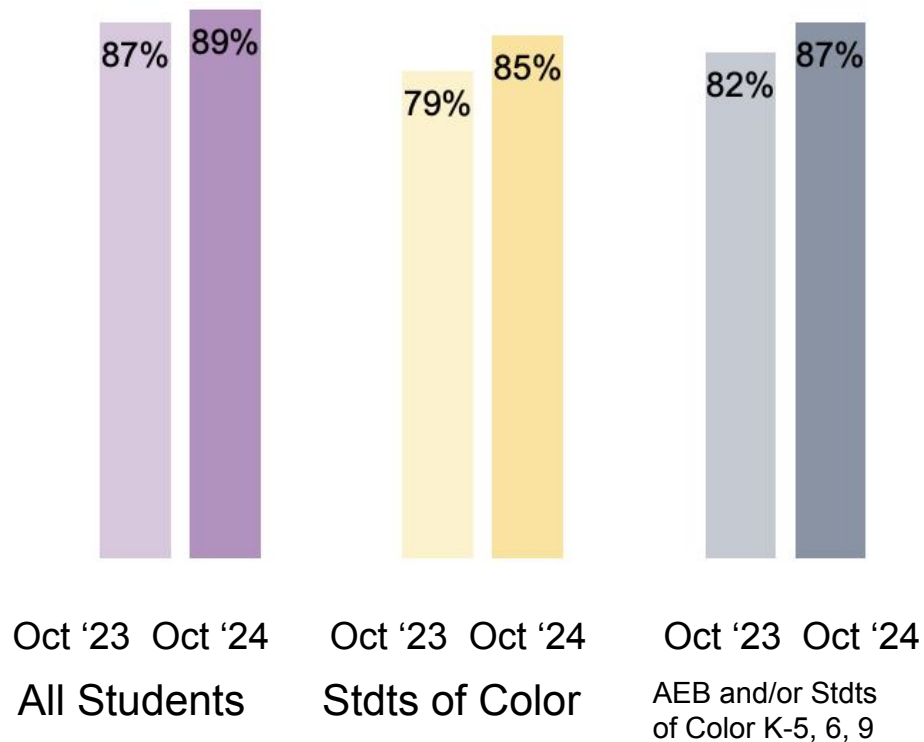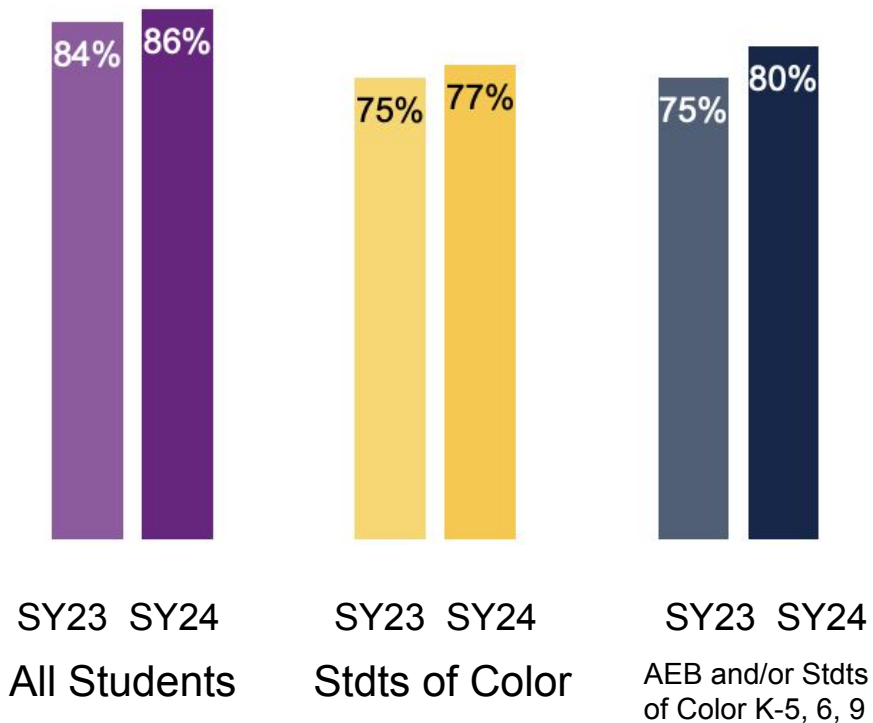
A&I Goal: Attendance

Building Leader Highlighted Actions:

- Continuation and Focus on Attendance Campaign
- Supportive Progress Monitoring
- Attendance Circles
- Early and Consistent Messaging to parents and caregivers
- Talking Points
- Conscious Discipline
- Building Equity Leadership Teams (BELT)
- End of Day Challenge

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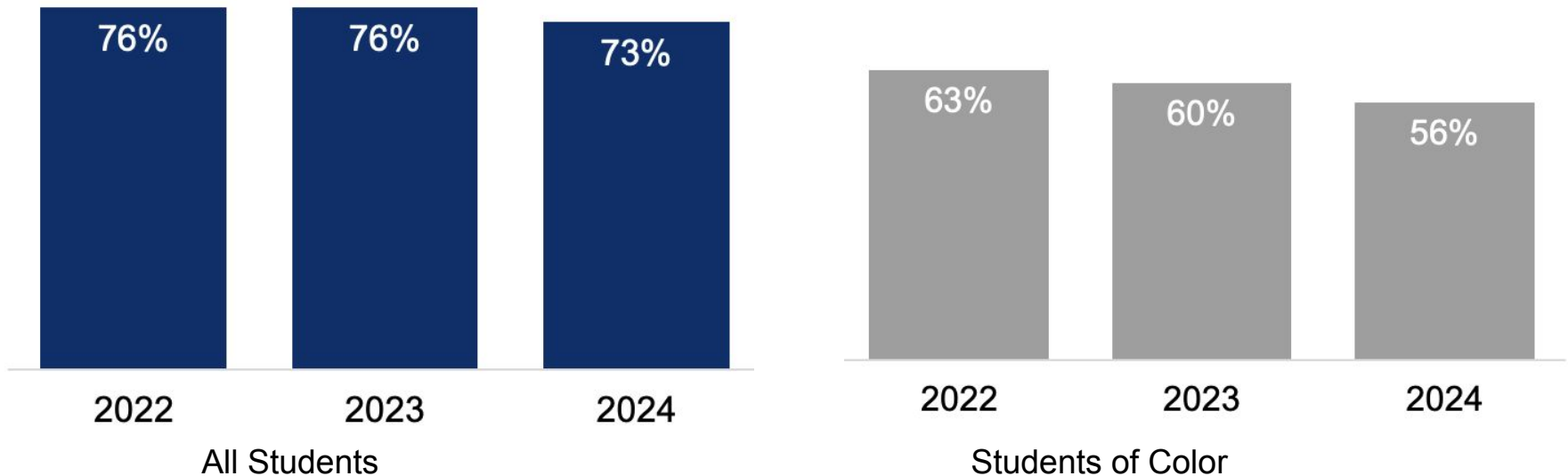
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All Achievement Gaps Closed

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%.
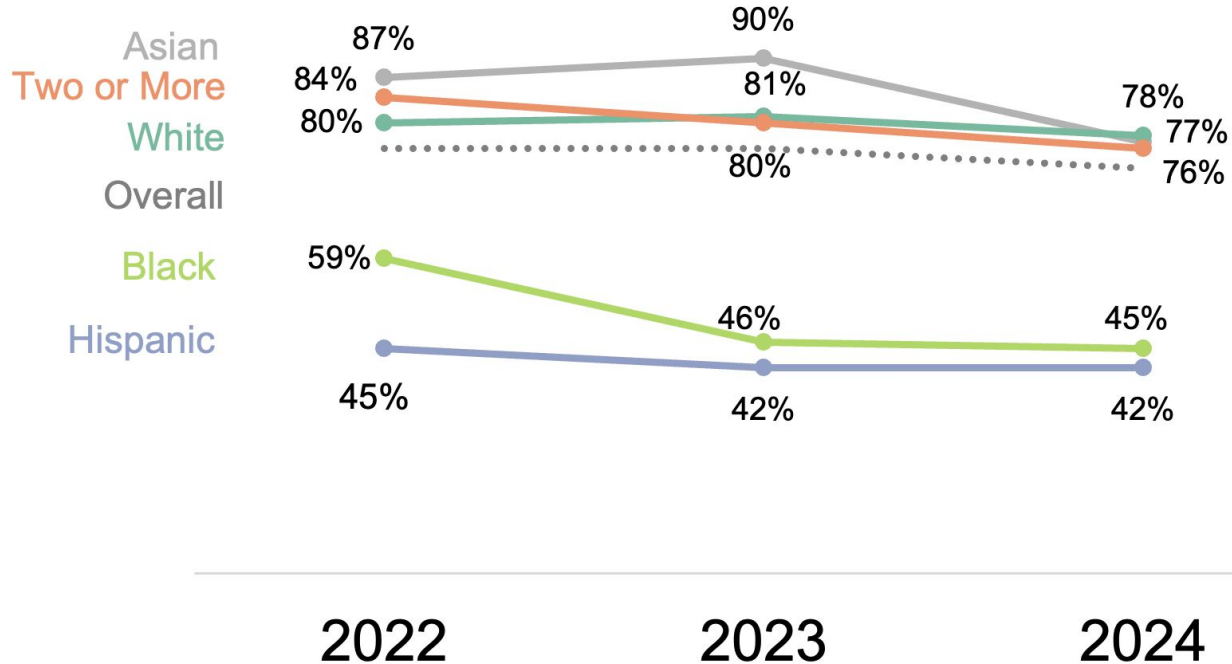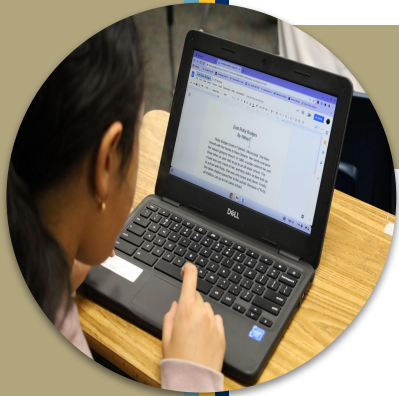
All Achievement Gaps Closed

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FastBridge Learning aReading Grades 2-5

Asian
Two or More
White
Overall
Black
Hispanic

87% 90% 78%
84% 81% 77%
80% 80% 76%

59% 46% 45%
45% 42% 42%

2022 2023 2024

All Achievement Gaps Closed

Action:

- 6 percentage point achievement goals
- Curriculum implementation based on the science of reading
- Use of Fastbridge data to inform instruction and intervention
- Student attendance
- Teacher knowledge and skill development
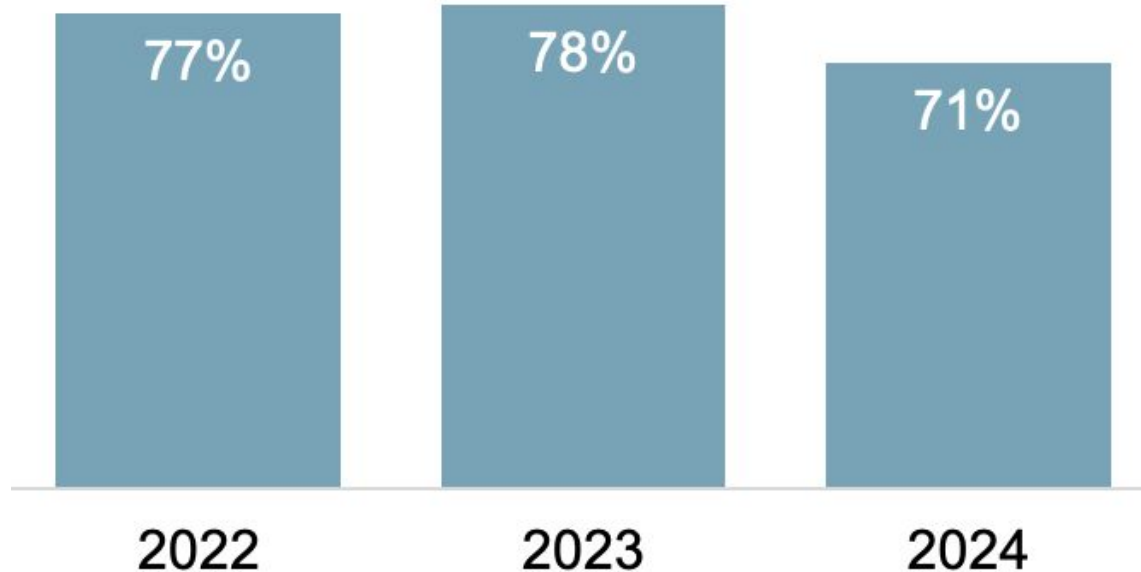
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All 3rd Graders Reading at Grade Level

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.
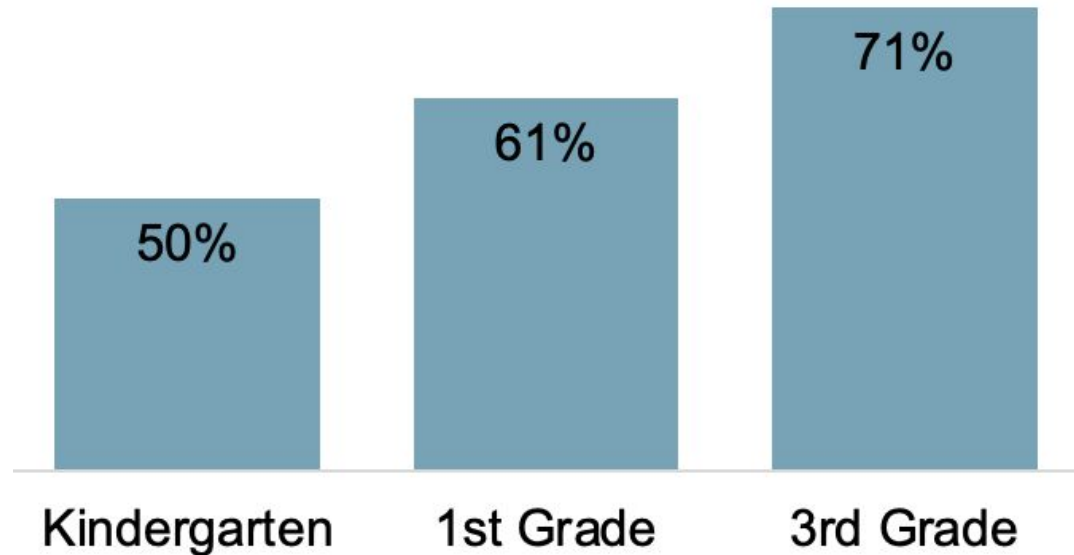
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All 3rd Graders Reading at Grade Level

3rd Grade Proficiency on FastBridge aReading Assessment

2022	2023	2024
77%	78%	71%

Source: ECCS

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All 3rd Graders Reading at Grade Level

Cohort: Kindergarten and 1st grade Proficiency on FastBridge early Reading Assessment

50% — Kindergarten
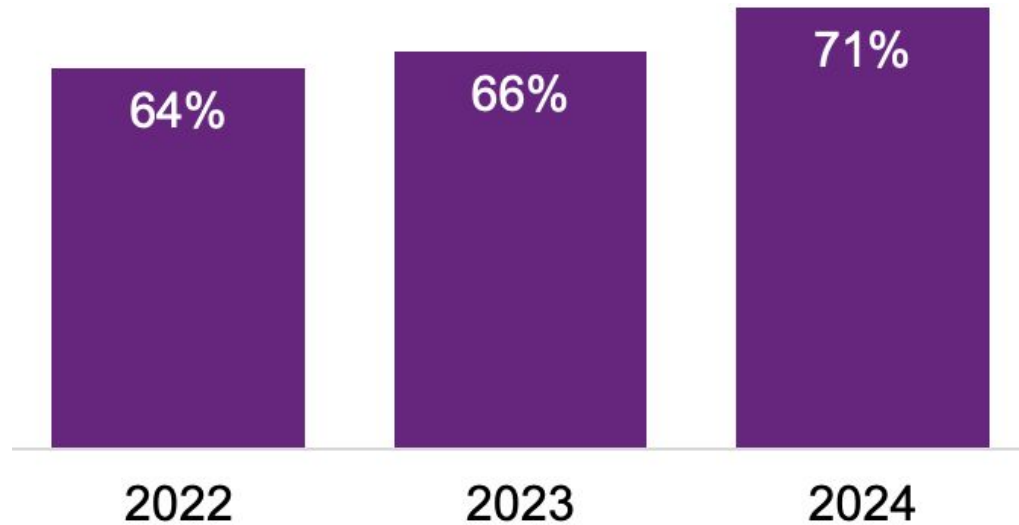61% — 1st Grade
71% — 3rd Grade

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

Kindergarten Proficiency on FastBridge earlyReading Assessment

Source: ECCS

All Children Ready for School - Preschool

Action:

- Pyramid Model promotes the social, emotional, and behavioral development of young children. This is a comprehensive, multi-tiered framework
- Science of reading training for Preschool teachers
- *Sonday* phonics curriculum implementation Fall of 2025 rooted in science of reading
- End of year preschool assessment aligned to Kindergarten and shared with Kindergarten teachers

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All Children Ready for School - SpEd

Action:

- Specialized training re: student disabilities
  - In-depth Science of Reading training
- Personalized, specialized curriculum and instruction
  - Diagnosis, assessment, intervention, progress monitoring
  - Prerequisite skills
  - Multidisciplinary teams
  - Collaboration across departments
- School-to-school transitions
- Advisory Council for Exceptional Staff (ACES)

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All Children Ready for School and All 3rd Graders Reading at Grade Level

Action:

- Literacy resources *Being a Reader* and *Sonday*; rooted in science of reading
- Professional Learning:
  - Science of Reading course
  - Ongoing coaching from literacy coach and school leadership team
- Using data to drive instruction, progress monitor, and provide evidence-based support in fall, winter and spring
- District support for targeted grade levels and schools

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2024-2026 Goal:

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

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A&I Goal: Staff of Color

- 2023-2024: 9%
- 2024-2025: 11%

Action:

- Current Practices:
  - Welcoming, inclusive and equitable culture
  - Professional Development around belonging
  - Affinity Spaces
- Additional Steps:
  - Equitable Hiring Practices
  - Onboarding Support

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🚧 in progress   A&I Credit Attainment

✅ on track   A&I Attendance

🚧 in progress   CACR Gaps

🚧 in progress   CACR 3rd Grade Reading

✅ on track   CACR Kindergarten Readiness

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Questions?