

World's Best Workforce and Achievement & Integration Public Meeting

*Thursday, November 18, 2021, 6:00 pm
Forest Lake Area Schools*



What is the WBWF?

- Minnesota Statutes 2013, section 120B.11
- Comprehensive, long-term strategic plan to support and improve teaching and learning
- Aligns existing district plans that are aimed at supporting student achievement and preparing students to be successful 21st century citizens
 - District Strategic plan; Title programs; Q Comp; TDE; School Readiness; Achievement & Integration plan; State Indian Education Program Plan, College/Career Readiness; etc



WBWF - Five Broad Goals

- All students are ready for school
- All third graders achieve grade-level literacy
- All racial and economic achievement gaps between students are closed
- All students are ready for career and college
- All students graduate from high school



Annual District Timeline

- **September - October** - Update District and School Goals & District Student Achievement Data; Analyze Results of Previous Year's Goals
- **November** - Hold Annual Public Meeting
- **December** - Submit WBWF and A&I Summary to MDE
- **January - September** - Monitor the Current Year's Plan and Goals



Equitable Access to Excellent Teachers

Data to Ensure Equitable Access

- FLAS Department of Administration & Human Resources - maintains data on teachers, including demographic data, number of years experience, professional degrees, licensure areas, and evaluation results
- Title I Comparability Report - ensures equitable support for schools with higher populations of students who are eligible for Free and Reduced Price Lunch (FRPL)



All Students Ready for School

20-21 Goal: Between fall 2020 and spring 2021, 80% of 3- to 5-year-old students in the Forest Lake Area Schools Early Childhood Program will increase their skills by at least one level in 5 of 8 literacy indicators on the Desired Results Developmental Profile (DRDP 2015).



All Students Ready for School

Results:

Only 7 of the DRDP indicators were reported on.

As of spring 2021 82.5% of 3- to 5-year-old students increased their skills by at least one level in 4 of 7 literacy indicators reported on in the DRDP.



Read Well by 3rd Grade

20-21 Goal: During the 2020-21 school year, proficiency scores in reading for the 3rd Grade All Students subgroup will increase from 50.0% in 18-19 to 58.0% in 20-21.

Results: As of spring 2021, 49.7% of our 3rd grade students scored proficient in reading.



Closing the Achievement Gap

20-21 Goal: The achievement gap between White students and Students of Color will decrease from 20.0% to 12.5% in Reading and from 19.6% to 12.8% in Math.*

Results: In 2020-21 the achievement gap between White students and Students of Color was 16.1% in Reading and 18.0% in Math

20-21 Goal: The achievement gap between non-FRPL eligible and FRPL eligible students will decrease from 21.3% to 14.2% in Reading and from 22.8% to 16.6% in Math.

Results: In 2020-21 the achievement gap between non-FRPL students and FRPL students was 15.7% in Reading and 21.4% in Math



Career & College Ready

20-21 Goal: The number of students taking a CTE (Career Technical Education) course at the high school level will increase from 65% to 75%.

Results: The percent of students who took a CTE course was 86%.

20-21 Goal: The number of students taking a college credit bearing course will increase from 19% to 22%.

Results: The percent of students who took a college credit bearing course was 23%.



All Students Graduate from HS

20-21 Goal: The four-year graduation rate will remain steady at 90.2% for students graduating in 2020-2021 (19-20 data), comparable to the graduation rate for 2019-20 (18-19 data year).

Results: *The district four-year graduation rate for students graduating in the 2018-19 accountability year (2019-20 data year) was 87.7%.*



Identified Needs Moving Forward

- Continue to increase proficiency in literacy and numeracy for our 4-5 year old students in Early Childhood programming
- Accelerated growth for students in the areas of literacy and math for Pre-K through Grade 3
- Raise proficiency scores at an increased rate for students who are eligible for Free and Reduced Price Lunch (FRPL) and for students of color
- Continue to increase the number of high school students engaging in career and college-ready experiences
- Increase 4-year graduation rates



Achievement & Integration Revenue Program



The purpose of the Achievement and Integration for Minnesota program is to:

- *pursue racial and economic integration, increase student achievement, create equitable educational opportunities, and*
- *reduce academic disparities based on students' diverse racial, ethnic, and economic backgrounds in Minnesota public schools.*



Equity Alliance MN



Equity Alliance MN is working to make the educational ecosystem across Minnesota equitable for every single student.

Vision: Eliminate gaps in E-21 educational opportunity and achievement

Mission: Through collaborative learning and advocacy, be the leading force for systemic educational equity and integration

Core Values: Student-focused, Equity, Integration, Opportunities, Relationships

Beliefs:

- We believe that race and culture fundamentally shape and influence our core values, our thinking, our policies and our practices.
- We believe that excellence in education is achieved through equitable, integrated and purposeful lifelong learning.
- We believe that interdependence is achieved through authentic collaboration.



Achievement & Integration (A&I) Revenue

- Budget* submitted to MDE on an annual basis
 - 80% - Direct Student Services/up to 20% Professional Development/Administration
 - Expenditures must be tied to activities that promote both integration and achievement and align with the district's plan
- Plan submitted every three years.
 - Current plan covers July 1, 2020 - June 30, 2023
 - This report is for year 1 of the 2020-2023 FLAS A&I Plan

*Allocation: $\$350$ times the district's adjusted pupil units for that year times the ratio of the district's enrollment of protected class students for the previous school year to total enrollment for the previous school year



Sub-Groups for Goal Purposes

- Protected Class Groups
 - African American/Black
 - Asian/Pacific Islander
 - Hispanic/Latinx
 - American Indian/Alaskan Native
- Other Class Groups
 - White
 - FRPL (Free/Reduced Price Lunch)
 - Non-FRPL



FLAS 2020-23 Achievement & Integration Plan

GOAL # 1: The proficiency gap between Students of Color/American Indian Students and White students for all grades tested for reading using the MCA within Forest Lake Area Schools will decrease from 19.9% in 2019 to 5% in 2023.

- In 2018-2019, these gaps stood at 19.9% between White students and Students of Color/American Indian Students in Reading. In 2020-2021, this gap was 18.5%.



FLAS 2020-23 Achievement & Integration Plan

Strategy 1: Family Empowerment/Engagement -

- Strategy Type: Family engagement initiatives to increase student achievement.
 - Contracting with cultural consultants/liaisons; hosting affinity groups; hosting cultural events/celebrations; hosting family experience meetings for Historically Marginalized families; & include families in District's Equity Steering Team.



FLAS 2020-23 Achievement & Integration Plan

Strategy 2: Equal Opportunity Schools-

- Strategy Type: Career/college readiness & rigorous coursework for underserved students, including students enrolled in an Area Learning Center.
 - EOS provides surveys and technical support to identify students with assets common among FLAS student enrolled in A.P. & C.I.S. courses. Continued professional development for educators to provide support for new to AP/CIS courses.



FLAS 2020-23 Achievement & Integration Plan

Strategy 3: Culturally responsive learning environments.

- Strategy Type: Professional development opportunities focused on academic achievement of all students.
 - Expand the number of licensed & non-licensed staff receiving culturally responsive PD.
 - Embed culturally responsive practices into Instructional Review.
 - Use curricular materials that are inclusive of multiple perspectives.



FLAS 2020-23 Achievement & Integration Plan

Strategy 4: Student Programming

- Strategy Type: Innovative & integrated preK12 learning environments.
 - Supporting student affinity and equity based groups.
 - Providing cross district groups with EA-MN including Youth Executive Board & Indigenous Leadership Circle.



FLAS 2020-23 Achievement & Integration Plan

GOAL # 2:

Increase the number of 5th grade students trained in culturally responsive student leadership skills from 43% in 2020 to 100% in 2023.

- In 2020-2021, 99% of 5th grade students participated in the CRSL series.



FLAS 2020-23 Achievement & Integration Plan

Strategy 5: Culturally Responsive Student Leadership

- Strategy Type: Innovative & integrated pre-K12 learning environments.
 - Year 1 of implementation of CRSL to each 5th grade classroom at FLAS. EA-MN facilitates with assistance from the classroom teacher, this 8 session curriculum



FLAS 2020-23 Achievement & Integration Plan

GOAL # 3:

FLAS students equitable access to effective educators trained in culturally responsive teaching and/or leadership practices will increase from 22% in 2020 to 100% in 2023.

- During 2021 45% of licensed staff received at least one session of culturally responsive teaching/leading P.D.



FLAS 2020-23 Achievement & Integration Plan

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FLAS 2020-23 Achievement & Integration Plan

Strategy 6: Diverse Staffing

- Strategy Type: Recruitment & retention of racially and ethnically diverse teachers and administrators.
 - Support retention of Black, Indigenous, People of Color teachers to increase diverse voices & perspectives in support of BIPOC students.
 - Provide cross-district support for BIPOC staff through Educators of Color networks.



Continued Equity Work

- District Equity Steering Team
- Safe Space Teams
- Cultural Events
 - Black History Month Event
 - 1st NAAPID Event
 - 1st Hmong & Asian Culture Club Showcase

