

INDEPENDENT SCHOOL DISTRICT 659

**PUBLIC HEARING**

Monday, October 26, 2020 ~ 6:15 p.m. - 6:50 p.m.

Northfield High School Media Center

Zoom Meeting Link: <https://northfieldschools-org.zoom.us/j/88284766468?pwd=cTRGeGZRL2dhUWpLWk5keXRjVTRMZz09>

**AGENDA**

- I. Call to Order
- II. Procedures for Public Hearings
- III. Review outcomes of the 2019-2020 World's Best Workforce Plan and goals and strategies for the upcoming school year.
- IV. Opportunity for Community Feedback
- V. Adjournment

# **PROCEDURES FOR PUBLIC HEARINGS BEFORE THE SCHOOL BOARD**

It is a policy of the Northfield School Board to obtain as much information from as many sources as possible prior to making decisions. In order to assess public attitude, the Board will schedule public hearings, the purpose of which is to take public testimony from members of the school district on issues under consideration by the Board.

Every effort will be provided at a public hearing for all points of view to be heard and considered. To that end, the Board has adopted the following procedures:

- 1) Individuals wishing to address the Board shall be recognized by the Chair prior to speaking.
- 2) Each speaker will state her/his name prior to making comments.
- 3) Each speaker will be limited to three-minutes unless the limit is waived by a majority vote of the Board members present at the beginning of the hearing.
- 4) An individual may speak more than once provided others wishing to speak have had an opportunity to do so.
- 5) Questions for clarification are appropriate, but debate of issues is not.
- 6) Due to the COVID-19 global health pandemic, written testimony may also be presented to the Board, either at the hearing, or prior to the meeting at [info@northfieldschools.org](mailto:info@northfieldschools.org) at which action on the pending issue is scheduled.

**Northfield Schools - World's Best Workforce Report**  
**Narrative Presentation to the School Board**  
**October 26, 2020**

Slide Number	Notes
1	I am pleased to present the 2020 World's Best Workforce Report tonight. I want to thank the members of Northfield Forward who met last week and provided feedback on this report.
2	All of our work is grounded in advancing the district vision and mission.
3/4	<p>We are required to report on the status of qualified teaching staff in the district to ensure that all students have access to high quality teachers. MDE has not yet updated this data for the Fall of 2020, but I do not anticipate much change in these numbers. We are fortunate to have a highly qualified teaching staff here in Northfield.</p> <p>Acronym Definition: MDE - Minnesota Department of Education</p>
5	Goal One: All children are ready for school.
6	<p>Our goal for this fall: 65% of incoming kindergarten students will meet the grade level benchmark on the NWEA Fall 2020 Primary MAP test.</p> <p>Acronym Definition: NWEA MAP - Northwest Evaluation Association Measure of Academic Progress</p>
7	Our students attending in person in grades K-5 completed the fall MAP test. We did see higher than normal counts of students unable to complete testing due to absences and quarantine protocol, but almost 1,200 students completed the math and reading assessments, including 174 kindergarten students. The results indicate that the majority of our kindergarten students are meeting the grade level benchmark on this metric. 23% of the tested kindergarteners are FRP and 13% are Hispanic students. We do see the gap that exists between groups at the start of formal schooling.



	<p>Acronym Definition: NFRP - Non Free and Reduced Lunch students, FRP - students qualifying for the federal free and reduced lunch program.</p>
8	<p>This slide illustrates the trend in fall MAP scores for our incoming kindergarten students.</p> <p>The MAP test was renormed in 2020 using records sampled from between 3.6 and 5.5 million test scores from 500,000 to 700,000 students attending over 24,500 public schools in 5,800 districts spread across all 50 states.</p> <p>The general trend observed in the 2020 norms is that student achievement has declined since 2015. The average RIT score associated with a particular grade/subject tends to be lower in 2020 than in 2015. This means that the same RIT score for the same grade level, for the same testing season, and in the same subject area will generally be associated with a higher status percentile rank in the 2020 norms than in the 2015 norms.</p> <p>The renorming may contribute to the increase in the percentage of our students meeting or exceeding the grade level benchmark, and we continue to outperform the national average on the MAP test.</p>
9	<p>We do use the DIBELS assessment as an additional screener in our elementary schools as it is one of the four MDE-recommended screeners for dyslexia. In the fall of kindergarten, DIBELS assesses two skills that are predictors of reading difficulties:</p> <ul style="list-style-type: none"> <li>• First Sound Fluency - A student listens to a word and repeats the first sound. This measures the student's phonological awareness, or the ability to hear critical sounds in the spoken word.</li> <li>• Letter Naming Fluency - A student is presented with a list of randomly ordered letters and verbally identifies each one. LNF is a good predictor for a student's future reading ability.</li> </ul>



	<p>DIBELS and other dyslexia screeners do not tell us who has dyslexia, but rather they tell us who is at risk for reading difficulties, including dyslexia.</p> <p>The DIBELS assessment was completed for all elementary students, including our students learning in the Portage model. As you can see for our kindergarten class, the DIBELS results provide additional information about our students' early literacy skills. We use both the MAP and DIBELS tests to inform our early literacy instruction.</p> <p>Acronym Definition: DIBELS - Dynamic Indicators of Basic Early Literacy Skills</p>
10	<p>Our action steps for the 20-21 school year include continuing with our benchmark assessments in the winter and spring to measure student progress, using our Preschool Navigators to help support and connect our families to area preschools and other services and maintaining our data sharing agreements with area preschools so that we can better understand our incoming kindergarten student preschool experience.</p> <p>We have implemented the Heggerty curriculum in kindergarten and first grade classrooms. This curriculum is designed to provide daily instruction in 8 phonological and phonemic awareness skills. Heggerty is an explicit and systematic approach in which students are practicing blending, segmenting, isolating and manipulating words, syllables, onset-rime and/or phonemes each day. The dyslexia specialists at MDE refer to Heggerty as universal inoculation against future reading difficulties. For 12 minutes of instruction each day, this program has a powerful impact.</p>

11	Because of the disruptions in this school year, we are keeping our WBWF kindergarten readiness goal the same for the 20-21 school year.
12	Goal Two: All third graders can read at grade level.
13	<p>The goal for the 19-20 school year: 70% of third graders will meet or exceed grade level standards on the 2020 MCA.</p> <p>Acronym definition: MCA - Minnesota Comprehensive Assessment</p>
14	<p>MCA testing did not occur this year due to the COVID-19 disruption.</p> <p>I want to acknowledge the feedback of the Northfield Forward team which indicated the desire to use a different metric than the MCA for our WBWF goals. Northfield previously administered the MAP test in fall, winter and spring to 2nd-8th graders. In an effort to reduce the amount of time our students spent testing, the spring MAP tests were eliminated in grade levels taking the MCA. We must continuously balance the cost and requirements for testing with our need to provide metrics for each of these</p>

	goals. The pandemic will likely lead to some changes in testing nationwide.
15	<p>Keep in mind the trajectory we were on before the disruption. Our fall MAP results of this year's third graders indicate that 63% of the 194 students tested met the grade level benchmark in reading.</p>
16	<p>Moving forward, our action steps include continuing strong core instruction with our CCC literacy curriculum, using interventions like SIPPS to accelerate the growth of students who are struggling to read at grade level and participating in programs like MN Reading Corps, which provides in-person and virtual tutoring opportunities to our K-3 students.</p> <p>SIPPS is aligned with the Tier I CCC curriculum, and this year, CCC recommendations included using SIPPS in the classroom to accelerate the growth of our struggling readers.</p> <p>Acronym Definition: CCC - Center for Collaborative Classroom, SIPPS - Systematic Instruction in Phonological Awareness, Phonics, and Sight Words</p>
17	<p>Because of the disruptions in this school year, we are keeping our WBWF third grade reading goal the same for the 20-21 school year. At this time, MDE is planning to administer the MCA tests in the spring.</p>



18	Goal Three: All racial and economic achievement gaps between students are closed.
19	As you may recall, we moved from focusing our goal on MCA achievement gap metrics to attendance based on feedback from the WBWF review team. Attendance is a key factor in school success and our 19-20 goal was 90% attendance for FRP and Hispanic student groups.
20	<p>Minnesota's 2020 North Star goal is a consistent attendance rate of 95% with no demographic group below 90%.</p> <p>If a student attends more than 90 percent of the time they are enrolled, they are considered consistently attending.</p>
21	Attendance data is similar to graduation data in that there is a one year delay in reporting. The year's listed on the graph are the reporting year, but the data is for the year prior. For example, the 2020 reported data is for the 18-19 school year. MDE has not yet released the 19-20 attendance data.

22	<p>We have work to do to improve the attendance rates of our FRP and Hispanic students. We are fortunate to have the support of the Healthy Community Initiative and their funding of two Family Engagement Navigators. Jen and Heidi are already making an impact as they connect with families and help them overcome barriers that make consistent school attendance difficult.</p> <p>We have launched a district MTSS team and dashboard to help us better identify and support families. This streamlined systems approach allows us to better utilize our resources to help the family unit rather than multiple buildings and staff working with individual students within the same family.</p> <p>Other action steps include employment of Promise Fellows at the secondary level to provide individual student academic and social emotional support and the monthly equity PLC work being completed by PLC teams across the district. On the third Wednesday of each month, teams come together to participate in new learning and reflection on various topics related to equity and antiracism.</p>
23	<p>Because of the disruptions in this school year, we are keeping our WBWF achievement gap goal the same for the 20-21 school year.</p>
24	<p>Goal Four: All students are ready for career and college.</p>

25	<p>Our WBWF plan includes two metrics for our career and college readiness goal: 8th grade MCA performance and ACT college readiness.</p>
26	<p>While MCA testing did not occur this year due to the COVID-19 disruption, we were able to complete our junior ACT state testing prior to school closure. Our WBWF ACT metric uses the report published by ACT for the graduating class of 2020. As of right now, that report has not yet been received in the district.</p>
27/28	<p>A reminder of where our 8th grade students were performing in reading and math prior to the pandemic disruption.</p>
29/30	<p>These slides will be updated with the Class of 2020 data as soon as the report is received.</p>



31	<p>Our action steps for career and college readiness include the implementation of AVID at the middle school, and College in the Schools at NHS, the expanded use of Odysseyware and the addition of ACT preparation instruction.</p> <p>The AVID (Advancement Via Individual Determination) program features a rigorous academic elective course with a sequential curriculum focused on writing, inquiry, and collaboration as methodologies to accelerate student progress. The AVID model is grounded in research indicating that all students can learn challenging material if the right types of support are provided.</p> <p>College in the Schools has been implemented in partnership with Minnesota State University – Mankato. This opportunity allows high school students to earn college credits upon successful completion of the course.</p> <p>We continue to expand the use of Odysseyware at the high school and ALC to help students stay on track for graduation.</p> <p>Our graduating seniors report a desire to be better prepared for the ACT test. The use of flex time and the Naviance test preparation model at the high school were being explored prior to last year's school closure. We will continue the planning process this year.</p>
32	<p>Because of the disruptions in this school year, we are keeping our WBWF career and college readiness goal the same for the 20-21 school year.</p>

33	Goal Five: All students graduate from high school.
34	Our 19-20 graduation goal was a 95% graduation rate for the class of 2019.
35	We met our goal with a district 4-year graduation rate of 94.9%, and a Northfield High School 4-year rate of 98.8%.
36/37	As you can see in these trend slides, we have seen a significant improvement in the 4-year rate since 2017. We have focused on supporting all students on their graduation path, tightened our record keeping and maintained the TORCH program and their successful work supporting at-risk secondary students both in our schools and as they pursue post secondary education.

38	<p>The ALC was identified as a school in need of comprehensive support due to a 4-year graduation rate of less than 67% for the demographic groups of all and white students. As part of this support, the district must report on these four assurances each year:</p> <ul style="list-style-type: none"> <li>• Continued communication and engagement with stakeholders.</li> <li>• Reviewed comprehensive needs assessment for the school</li> <li>• Implementing strategies outlined in the approved ALC School Improvement Plan</li> <li>• Monitoring results and outcomes of action steps</li> </ul>
39	<p>As this graph illustrates, the ALC improved the 4-year graduation rate for the second year in a row. The identification process occurs every three years, so the ALC continues to be supported by the Regional Center for Excellence (RCE). Daryl Kehler and his staff have worked incredibly hard to implement the school improvement plan written for this process, and we are fortunate to have advocates from the RCE supporting the work. This year, the advocate is helping the district update the Language Instruction Educational Program (LIEP) Plan for our EL students.</p>
40	<p>Our action steps for maintaining the 95% graduation rate include the continued use of peer helpers at the high school, close monitoring of our student records for graduation cohorts and expanded use of Odysseyware at both the HS and ALC. The peer helper program, which includes both academic and social emotional support, has been particularly successful at the high school, even during the extended school closure.</p>
41	<p>Because of the disruptions in this school year, we are keeping our WBWF graduation rate goal the same for the 20-21 school year.</p>



42	Summary table of WBWF goals and results. We celebrate the wins in our kindergarten readiness and graduation rate goals.
43	<p>Last year, the district completed the first full year of the Achievement and Integration Program (A&amp;I). The purpose of this 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.</p> <p>Northfield qualifies because we physically adjoin a racially isolated district.</p> <p>We set three goals for our A&amp;I program and must report our progress annually. Our goals are improving FRP student performance on the ACT and Accuplacer, closing the achievement gap between FRP and NFRP students at the middle school and increasing student awareness and understanding of district data.</p>
44	<p>We did not make progress on our first goal as indicated in the data for the class of 2020 and 2021. Please note that for the class of 2021, these outcomes represent the junior testing day results. We expect a number of these students to retake the ACT and/or the Accuplacer which will change the final outcomes for this class.</p> <p>For the first time, students were offered a choice in their post secondary testing on the junior state testing day. 32 students in the class of 2021 chose to take the Accuplacer and another 10 students took the ASVAB. The remaining 306 students took the ACT.</p>

45	Goal 2 could not be measured because of the cancellation in MCA testing.
46/47	<p>Last December, Northfield hosted a youth data summit with approximately 100 participants from Northfield, Faribault, Tri City United and Waterville-Elysian-Morristown school districts. The summit was organized and facilitated by a team of students from Northfield, and as you can see by the survey results, 100% of respondents learned something new about their district from the data reviewed that day. COVID-19 disrupted the plan for a second summit in April.</p>

# World's Best Workforce Northfield Public Schools

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ANNUAL PUBLIC MEETING – OCTOBER 26, 2020



# District Mission

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## **Our Vision**

We will prepare every student for lifelong success within a world-class learning environment with a commitment to community partnerships and sustainability.

## **Our Mission**

We deliver educational excellence that empowers all learners to engage in our dynamic world.



# Qualified Teaching Staff

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# Equitable Access to Excellent Teachers

Data Source:  
MDE Report Card  
Fall 2019 data

	% of experienced educators	% of licensed educators	% with advanced degrees	Poverty % of school
<b>BW</b>	90.9%	100%	40.9%	27.1%
<b>GVP</b>	95.2%	100%	47.6%	41.1%
<b>SB</b>	85.4%	97.8%	56.1%	24.0%
<b>MS</b>	91.7%	99.3%	56.7%	25.4%
<b>HS</b>	89.5%	99.0%	60.5%	21.7%
<b>ALC</b>	88.9%	100%	55.6%	50.9%



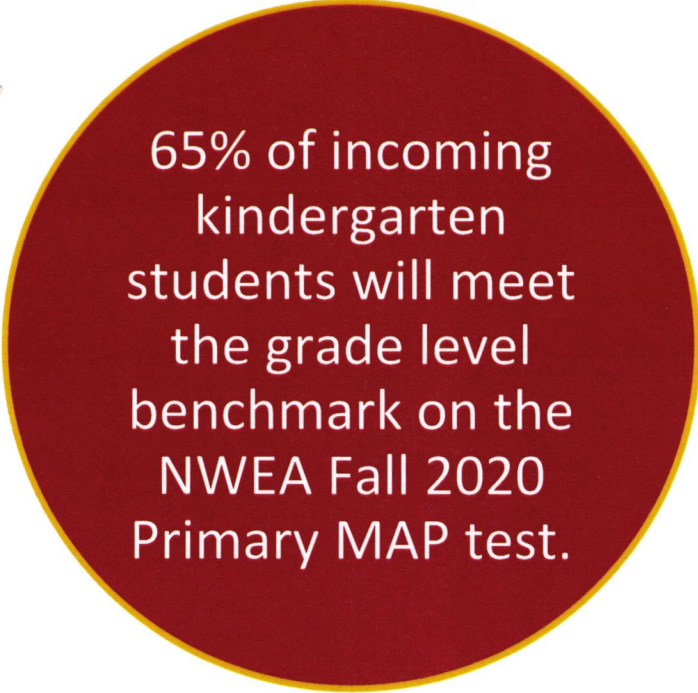
# All children are ready for school.

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GOAL ONE

# 2019 – 2020 Readiness Goals

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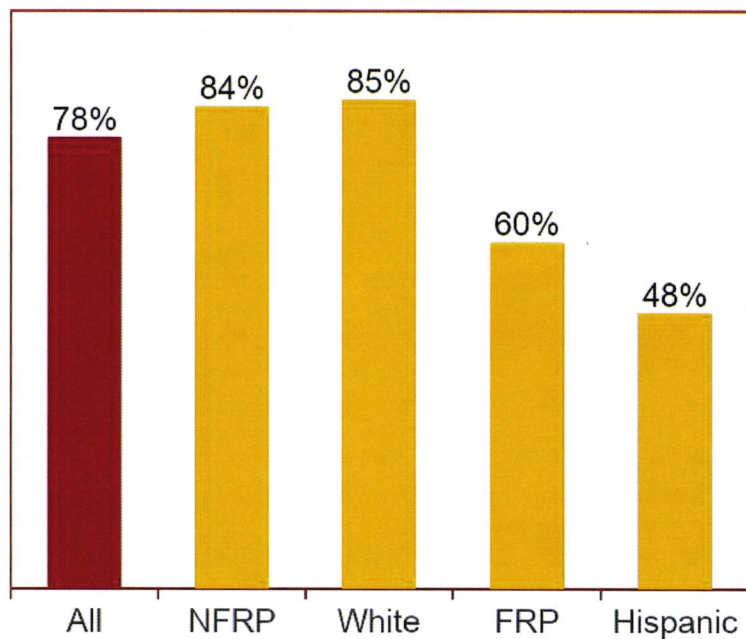


65% of incoming kindergarten students will meet the grade level benchmark on the NWEA Fall 2020 Primary MAP test.

# 2020 WBWF Results

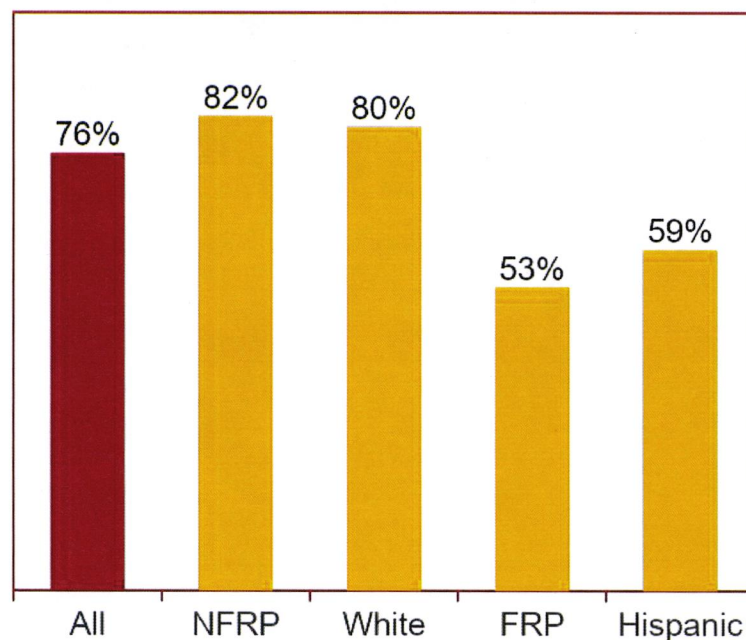
## FALL 2020 MAP READING

Meeting Grade Level Benchmark Score



## FALL 2020 MAP MATH

Meeting Grade Level Benchmark Score



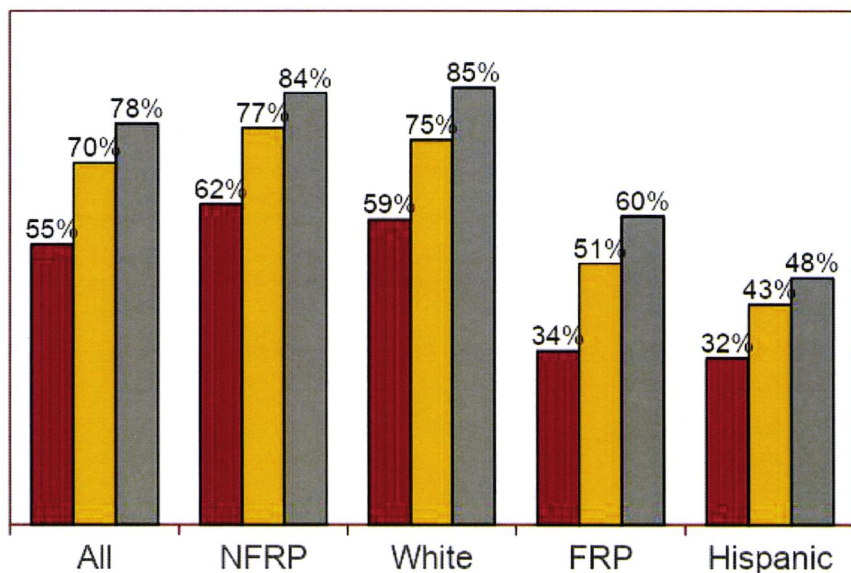


# Kindergarten MAP Trends

## FALL READING

Meeting Grade Level Benchmark Score

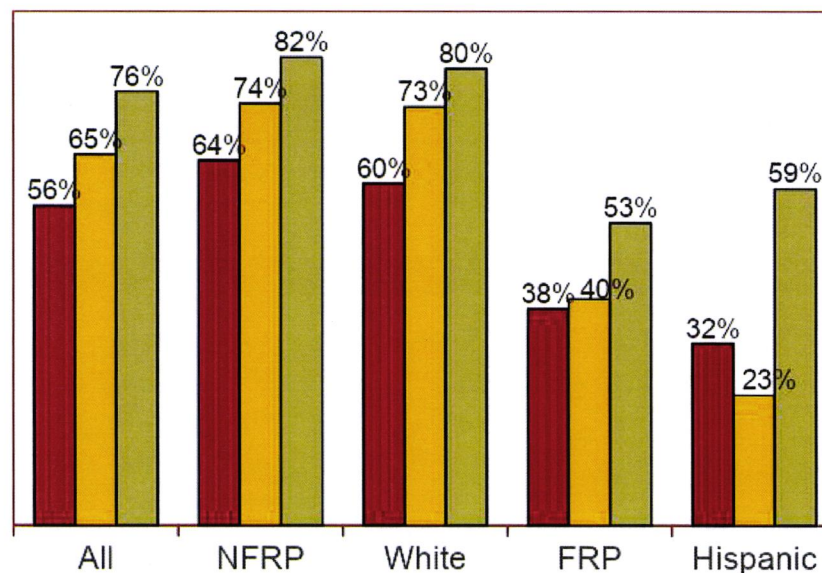
■ 2018 ■ 2019 ■ 2020



## FALL MATH

Meeting Grade Level Benchmark Score

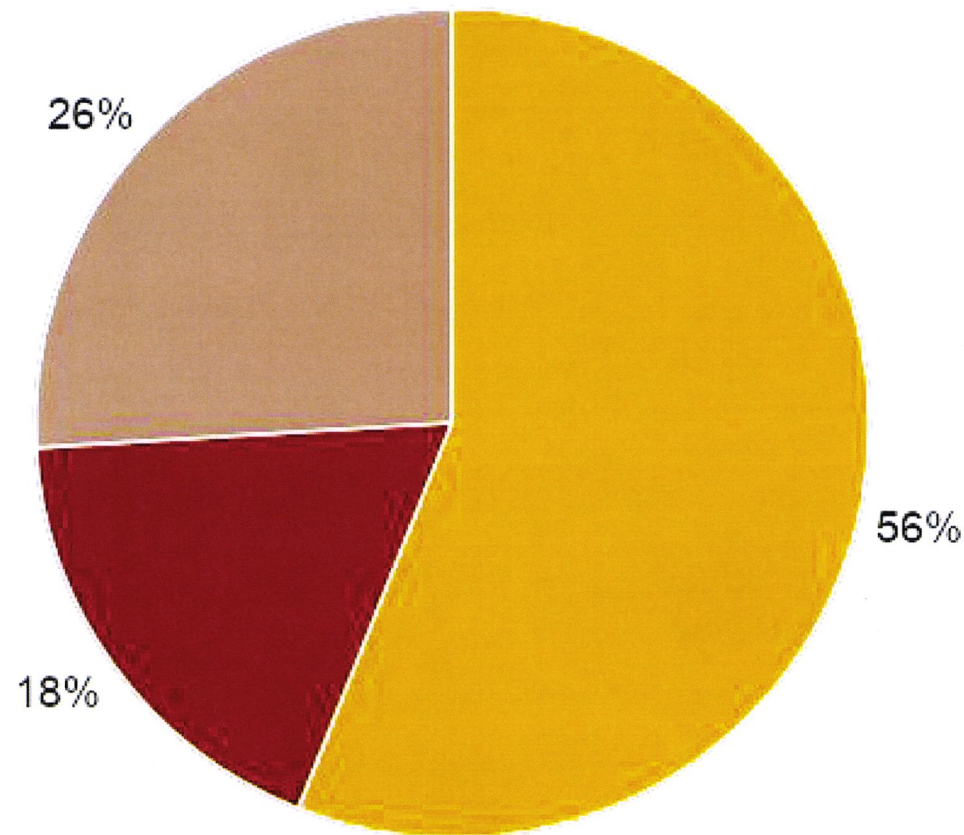
■ 2018 ■ 2019 ■ 2020



# DIBELS Comparison

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■ At or Above Benchmark ■ Below Benchmark ■ Well Below Benchmark



# What's Next

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## Action Steps:

- ❖ Preschool Navigators
- ❖ Heggerty curriculum for foundational skill development
- ❖ Continue data sharing agreements with area preschools
- ❖ Continue MAP and DIBELS testing for K in the fall, winter and spring



# 2020 – 2021 Readiness Goals

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75% of incoming kindergarten students will meet the grade level benchmark on the NWEA Fall 2021 Primary MAP test.

All third graders can read at  
grade level.

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GOAL TWO

# 2019 – 20 Grade 3 Reading Goal

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70% of third  
graders will  
meet or exceed  
grade level  
standards on  
the 2020 MCA.

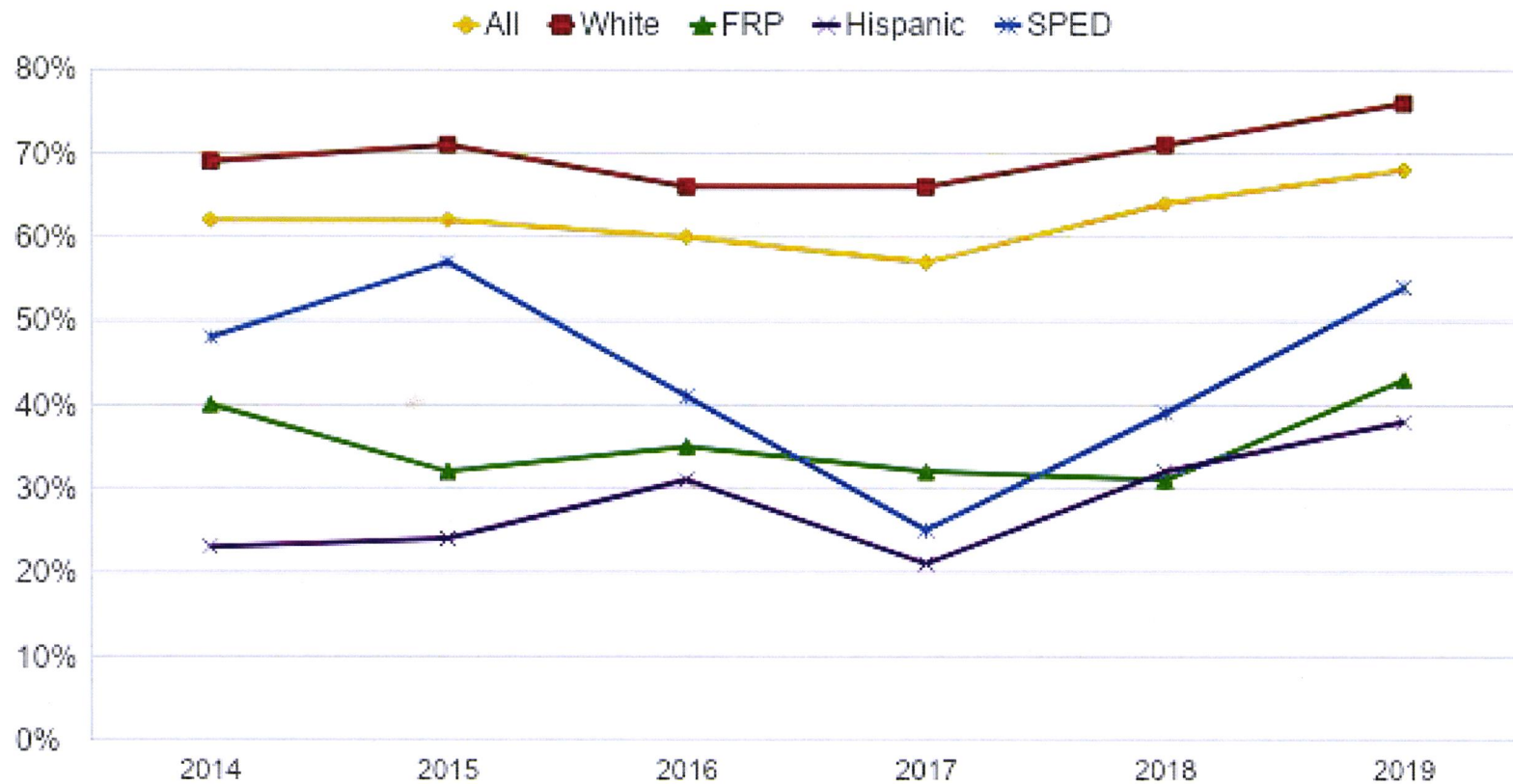


# 2020 WBWF Results

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2020 MCA testing was cancelled due to the COVID-19 school closure.

# Third Grade MCA Reading Trends



# What's Next


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## Action Steps:


- ❖ CCC instruction
- ❖ SIPPS and other interventions
- ❖ MN Reading Corps Virtual Tutoring Project



# 2020 – 21 Grade 3 Reading Goal



70% of third  
graders will  
meet or exceed  
grade level  
standards on  
the 2021 MCA.



All racial and economic achievement gaps between students are closed.

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GOAL THREE

# 2019 – 2020 Achievement Gap Goal

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The attendance rates of FRP and Hispanic student groups will meet or exceed 90% for the 19-20 school year.



# Attendance Indicators



## Consistent Attendance

**Consistent Attendance Goal - By the year 2020:**

Reach a consistent attendance rate of 95 percent with no group below 90 percent.

**NorthStar**  
*Toward excellence and equity.*

**m** DEPARTMENT  
OF EDUCATION

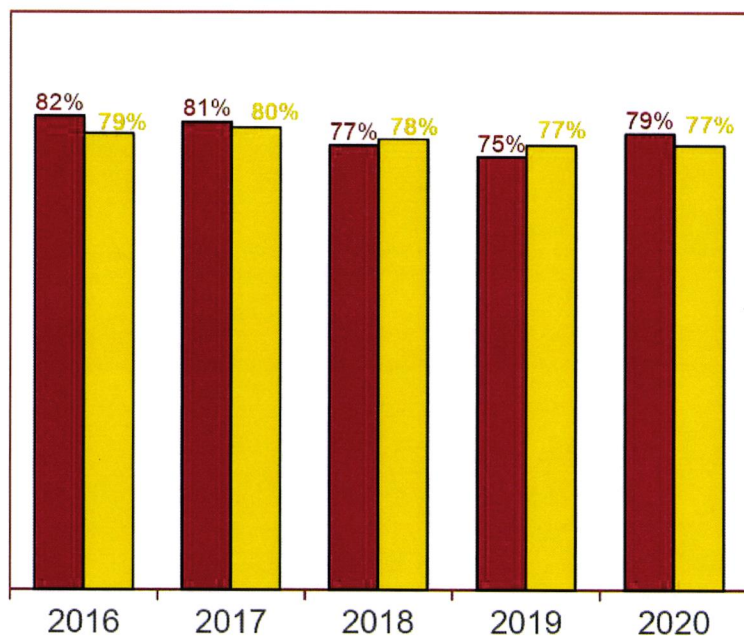
- If a student attends more than 90 percent of the time they are enrolled, they are considered consistently attending. This means that a student who misses 10 percent or more of the time they are enrolled is considered chronically absent.
- In general, if a school employee is being paid to supervise or provide services to a student, that student will be counted as “in attendance.”
- Since school employees are being paid to supervise students at these events, a student who is out of school to attend an athletic or other extracurricular event counts as “in attendance.”

# 2020 WBWF Results

## FRP Attendance Trends

*Data from Prior Year*

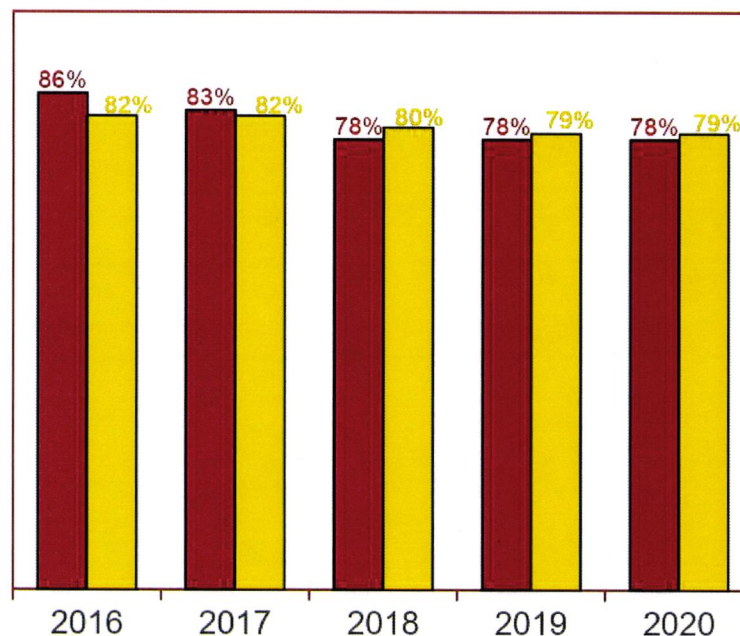
FRP % Consistently Attending



## Hispanic Attendance Trends

*Data from Prior Year*

Hispanic % Consistently Attending



Northfield

Statewide

# What's Next

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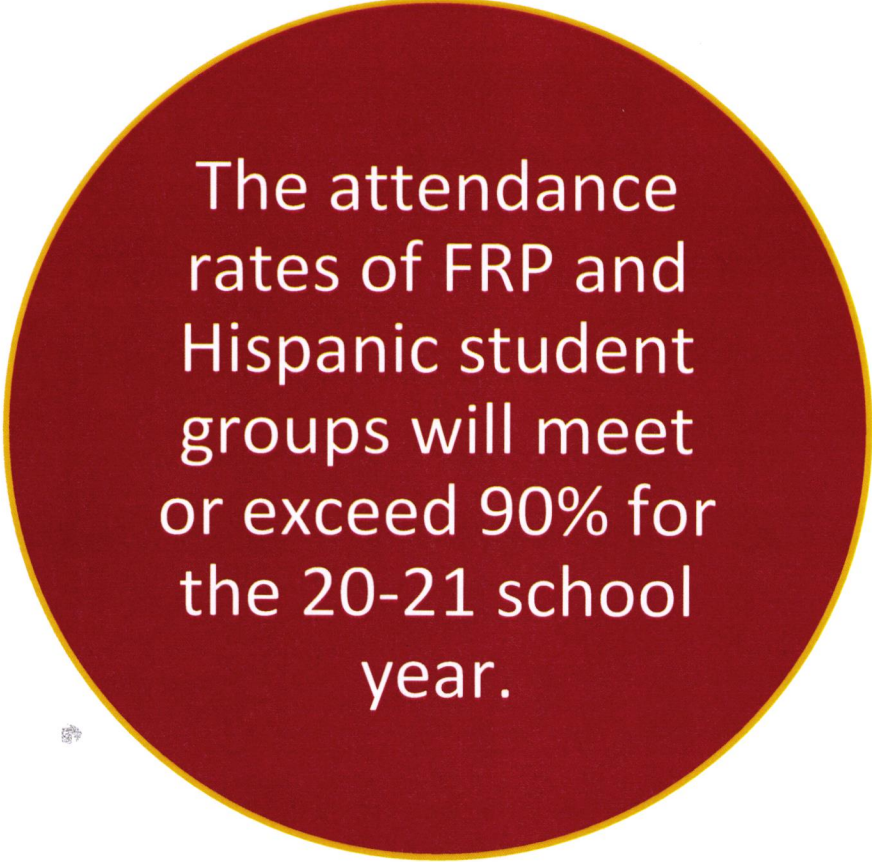
## Action Steps:

- ❖ Family Engagement Navigators
- ❖ District MTSS Process and Dashboard
- ❖ Promise Fellows at the secondary level
- ❖ Equity PLC work each month



# 2020 – 2021 Achievement Gap Goal

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The attendance rates of FRP and Hispanic student groups will meet or exceed 90% for the 20-21 school year.

# All students are ready for career and college.

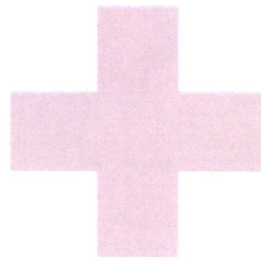
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GOAL FOUR

# 2019 – 2020 Career and College Readiness Goals

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Increase percentage  
of proficient 8th  
graders to 75% on  
the 2020 MCA  
Reading and Math  
tests



Increase the  
percentage of  
students meeting the  
ACT college ready  
benchmarks in all 4  
subtests to 40% for  
the Class of 2020



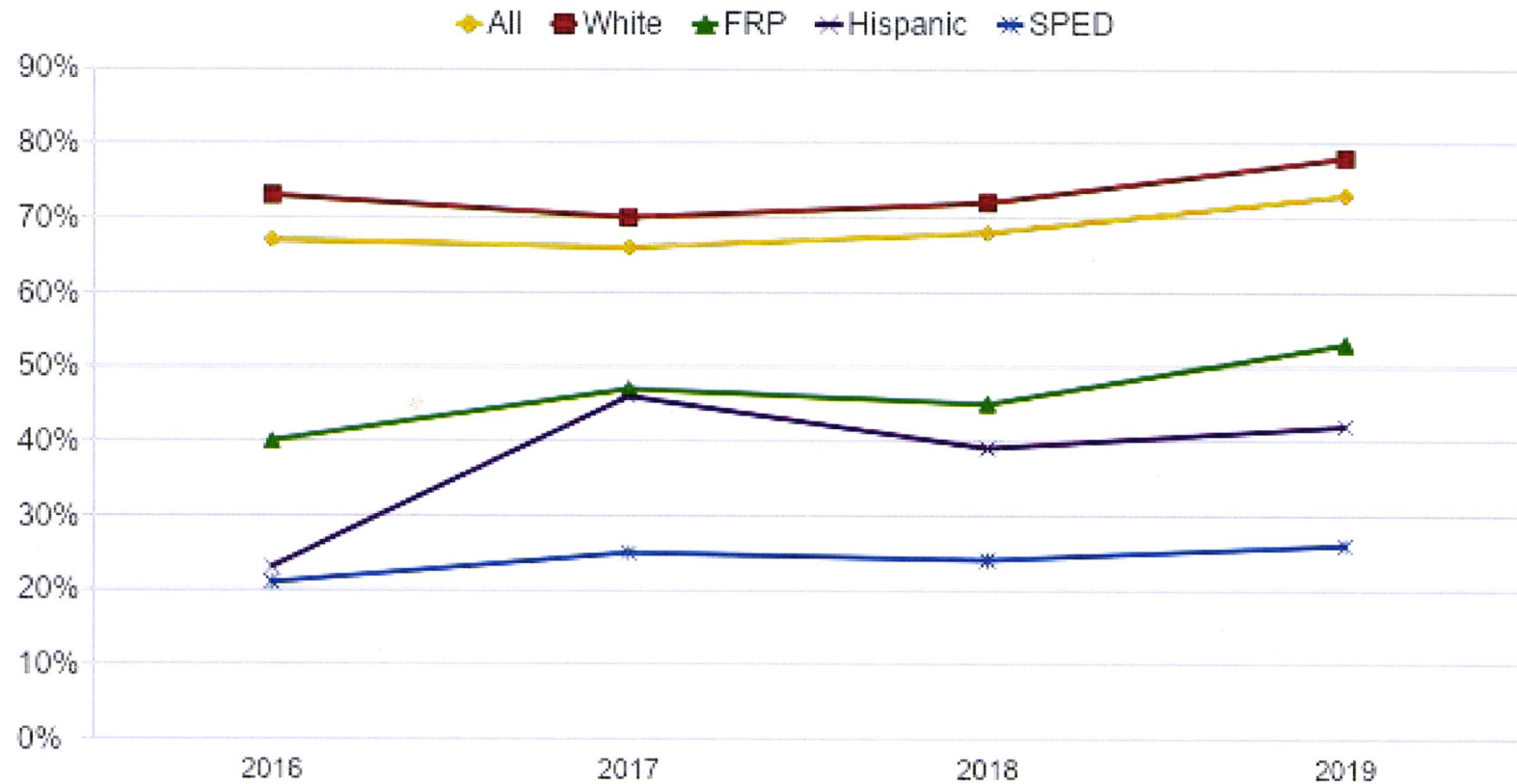


# 2020 WBWF Results

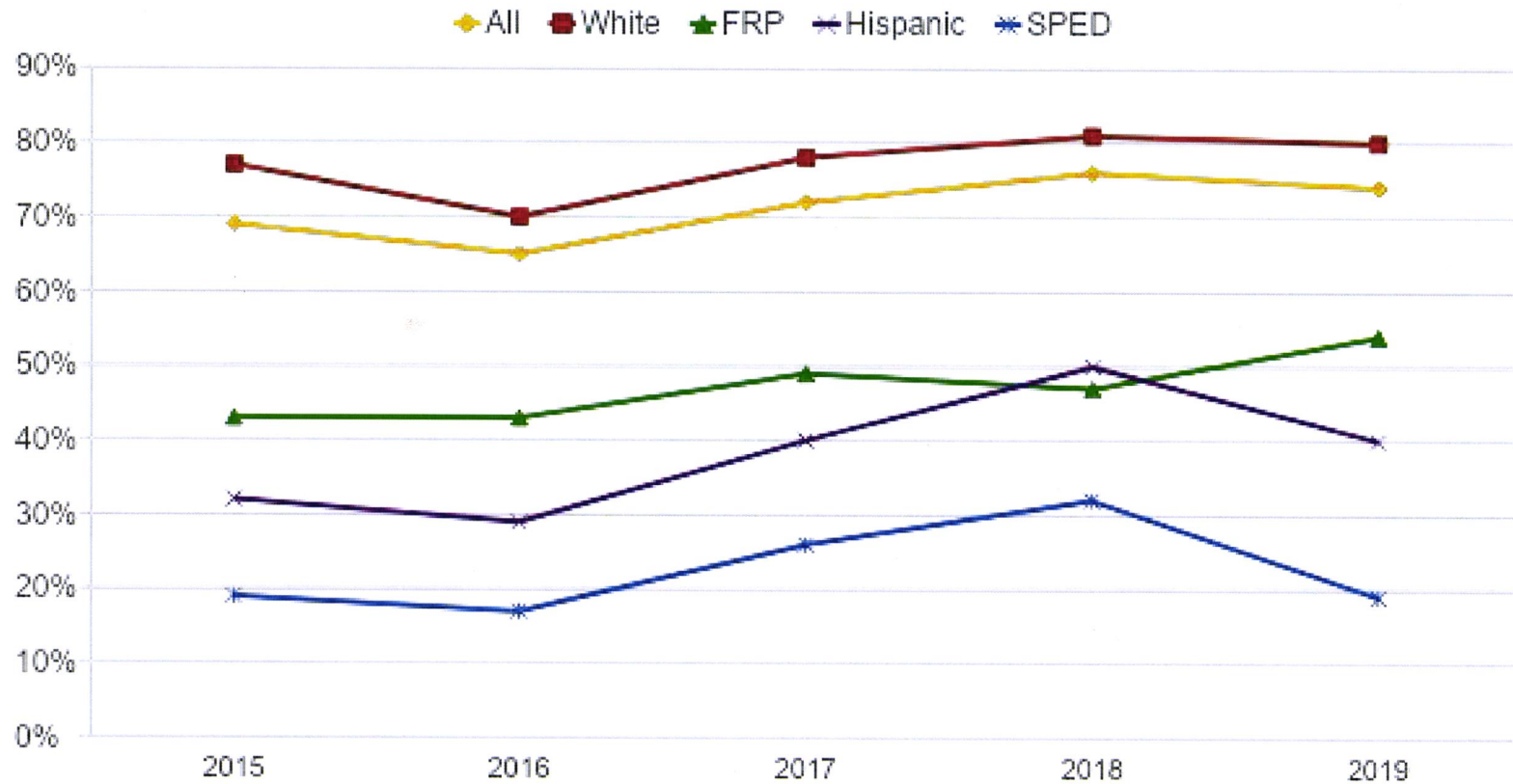
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2020 MCA testing was cancelled due to the COVID-19 school closure.

# Grade 8 MCA Reading Trends



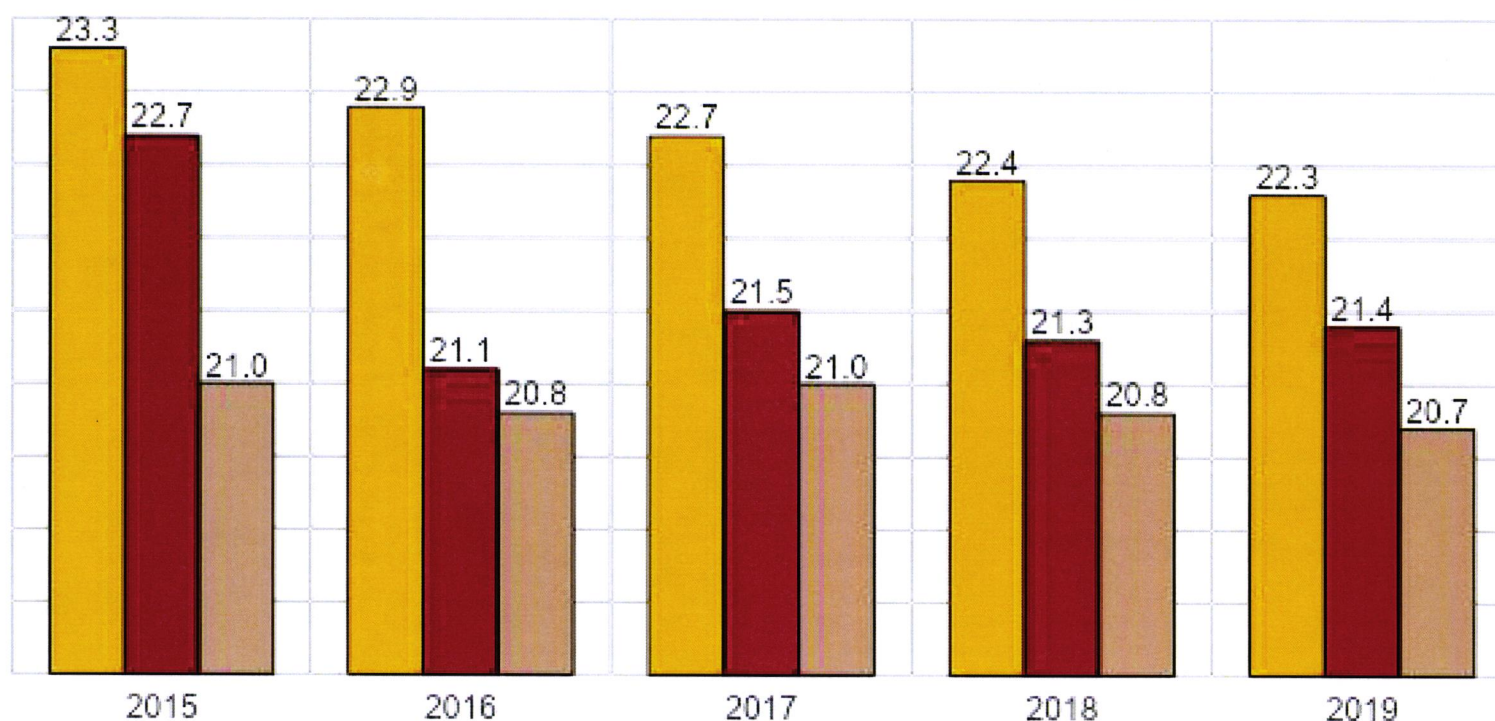
# Grade 8 MCA Math Trends



# ACT College Readiness Report for the Class of 2020 – To be Updated

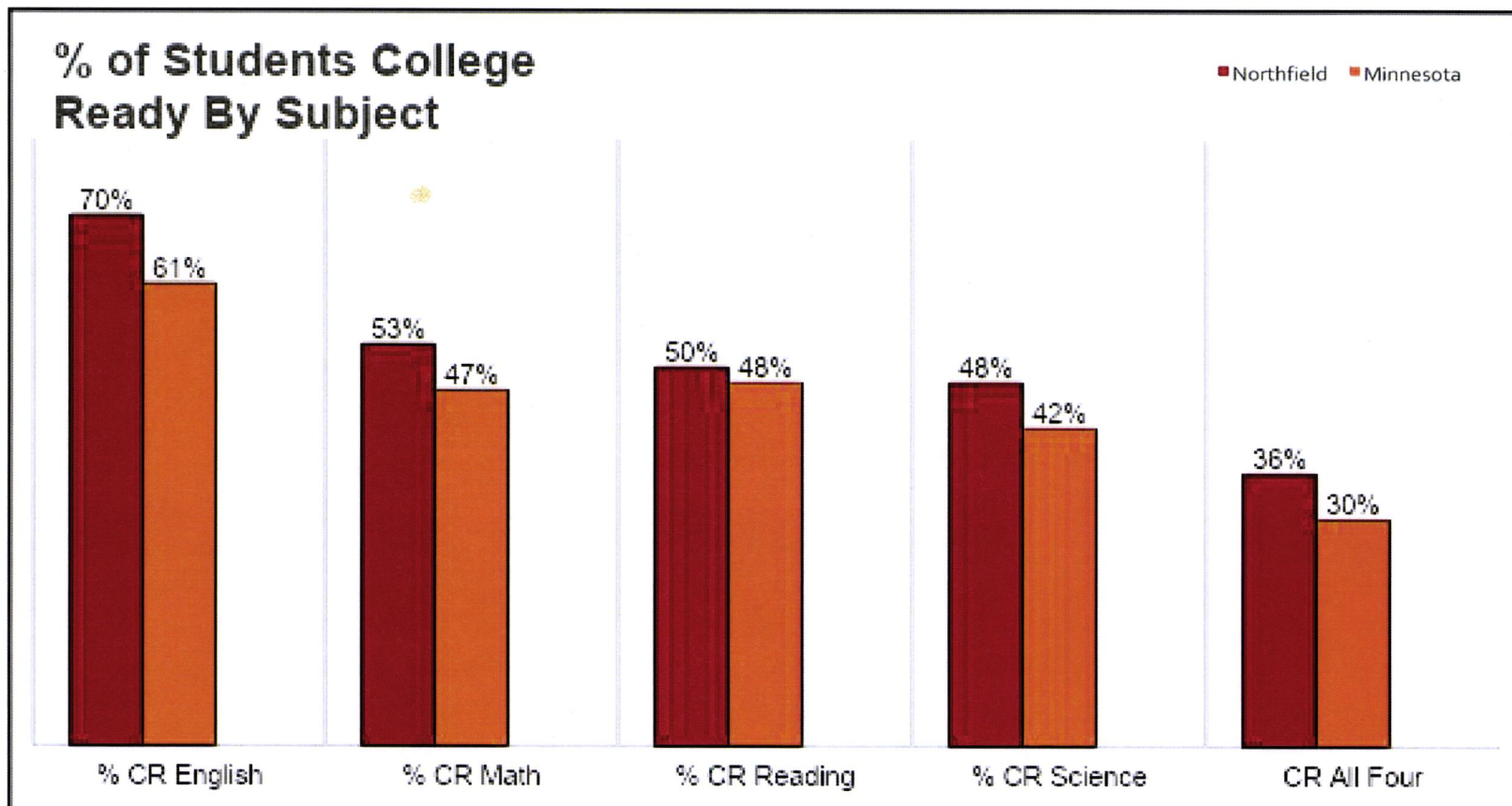
Average ACT Score by Graduating Class Year

■ NHS  
■ State  
■ Nation





# Class of 2020 ACT Results To be Updated



# What's Next

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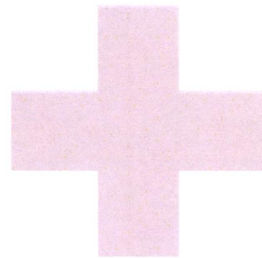
## Action Steps:

- ❖ Implementation of AVID at the the middle school
- ❖ Expansion of College in the Schools at Northfield High School
- ❖ Expanded use and monitoring of Odysseyware at NHS and the ALC
- ❖ Begin exploration of ACT preparation as part of CCR time when school resumes with a normal class schedule
- ❖ Expand use of Naviance test prep module

# 2020 – 2021 Career and College Readiness Goals

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Increase percentage  
of proficient 8th  
graders to 75% on  
the 2021 MCA  
Reading and Math  
tests



Increase the  
percentage of  
students meeting the  
ACT college ready  
benchmarks in all 4  
subtests to 40% for  
the Class of 2021




# All students graduate from high school.

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GOAL FIVE

# 2019 – 2020 Graduation Goal

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The Northfield  
School District  
will achieve a 4  
year graduation  
rate of 95%.

# 2020 WBWF Results

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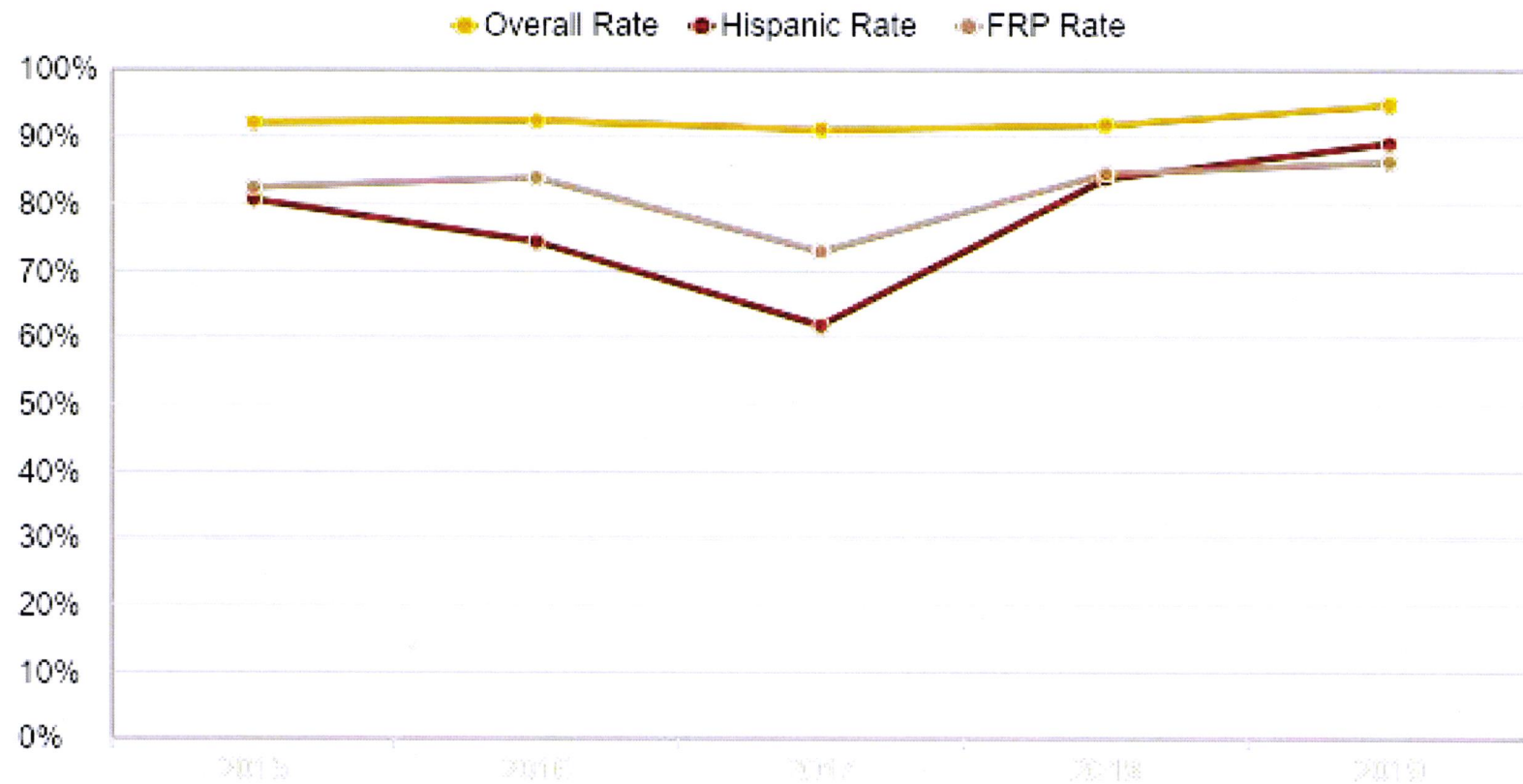
The 2019 graduation rate was 94.9% for all Northfield School District students and 98.8% for Northfield High School.

*Source: 2019 MDE Graduation Data*

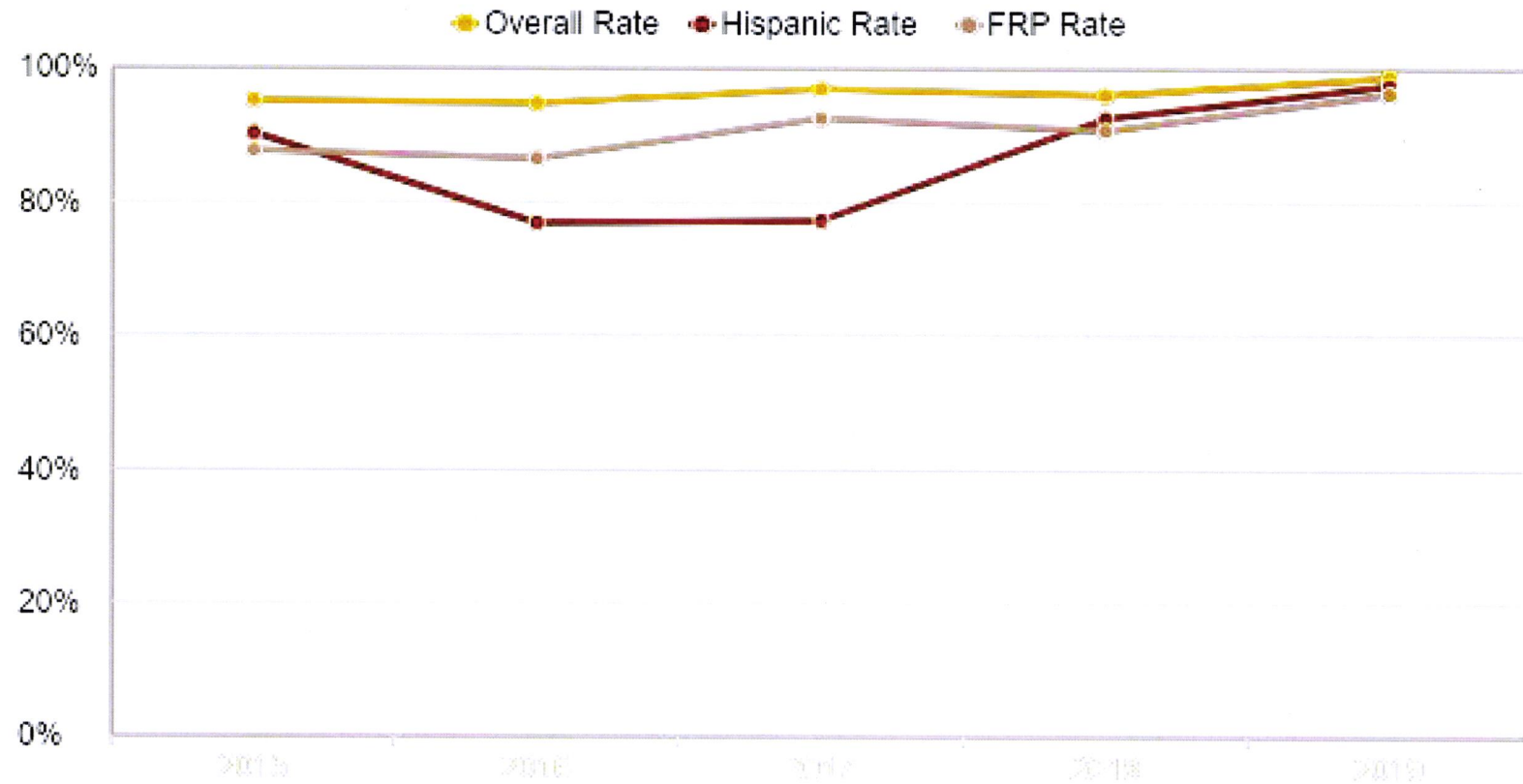




# 4-Year Graduation Rates Northfield School District



# 4-Year Graduation Rates Northfield High School



# ALC Identification and Assurances

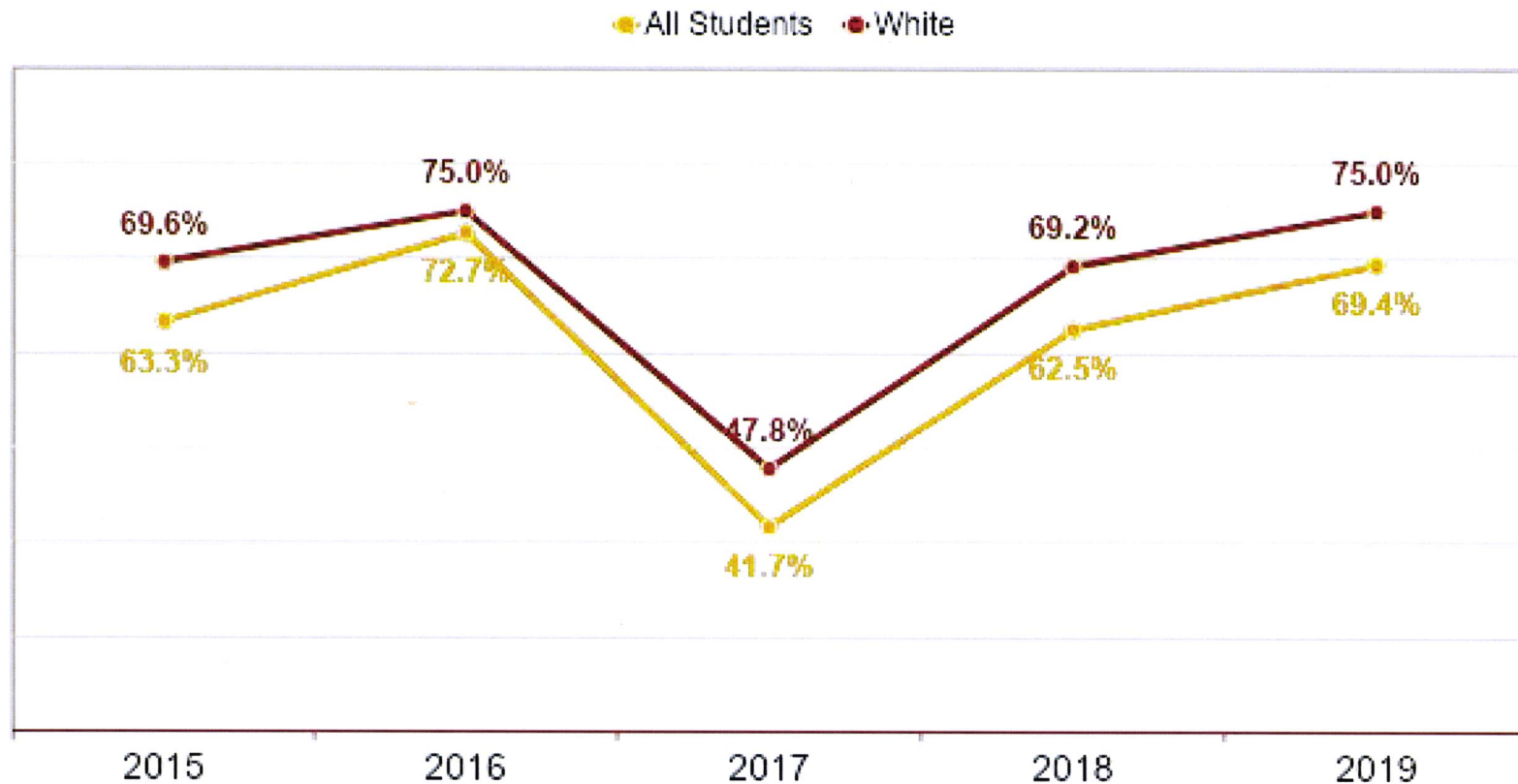
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The School District of Northfield provides assurance that efforts to continue the following activities are in progress for the 2020-21 school year to address the identified need in the ALC 4-year graduation rate for all and white student groups:

- ☐ Continued communication and engagement with stakeholders.
- ☐ Reviewed comprehensive needs assessment for the school
- ☐ Implementing strategies outlined in the approved ALC School Improvement Plan
- ☐ Monitoring results and outcomes of action steps



# 4-Year Graduation Rates Northfield ALC



# What's Next

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## Action Steps:

- ❖ Peer Helpers (Grades 9 – 12)
- ❖ Improved procedures for tracking graduation cohorts
- ❖ Odysseyware for credit recovery

## 2020 – 2021 Graduation Goal

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The Northfield  
School District  
will achieve a 4  
year graduation  
rate of at least  
95%.



# WBWF 2020 Results Summary

WBWF Goal	2019/20 Northfield Goal	Result
<b>All children are ready for school</b>	65% of incoming kindergarten students will meet the grade level benchmark on the NWEA Fall 2019 Primary MAP test.	Met
<b>All third graders can read at grade level</b>	70% of third graders will meet or exceed grade level standards on the 2020 MCA	NA
<b>All racial and economic achievement gaps between students are closed</b>	The attendance rates of FRP and Hispanic student groups will meet or exceed 90% for the 18-19 school year.	Not Met
<b>All students are ready for career and college</b>	<p>Increase percentage of proficient 8th graders to 75% on the 2019 MCA Reading and Math Tests</p> <p>Increase the percentage of students meeting the ACT college ready benchmarks in all 4 subtests to 40% for the Class of 2020</p>	<p>NA</p> <p>TBD</p>
<b>All students graduate from high school</b>	The Northfield School District will achieve a 4 year graduation rate of 95%	Met



# Achievement and Integration Baseline Report

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**Goal 1:** College ready composite benchmark scores for high school seniors who qualify for FRP will increase from 35% in 2018 to 60% in 2022 as measured by either the ACT composite benchmark score or the Accuplacer Next-Generation Reading and Math.

**Goal 2:** The reading proficiency gap between Non-FRP and FRP student groups enrolled at Northfield Middle School will decrease from 27% in 2018 to 14% in 2022.

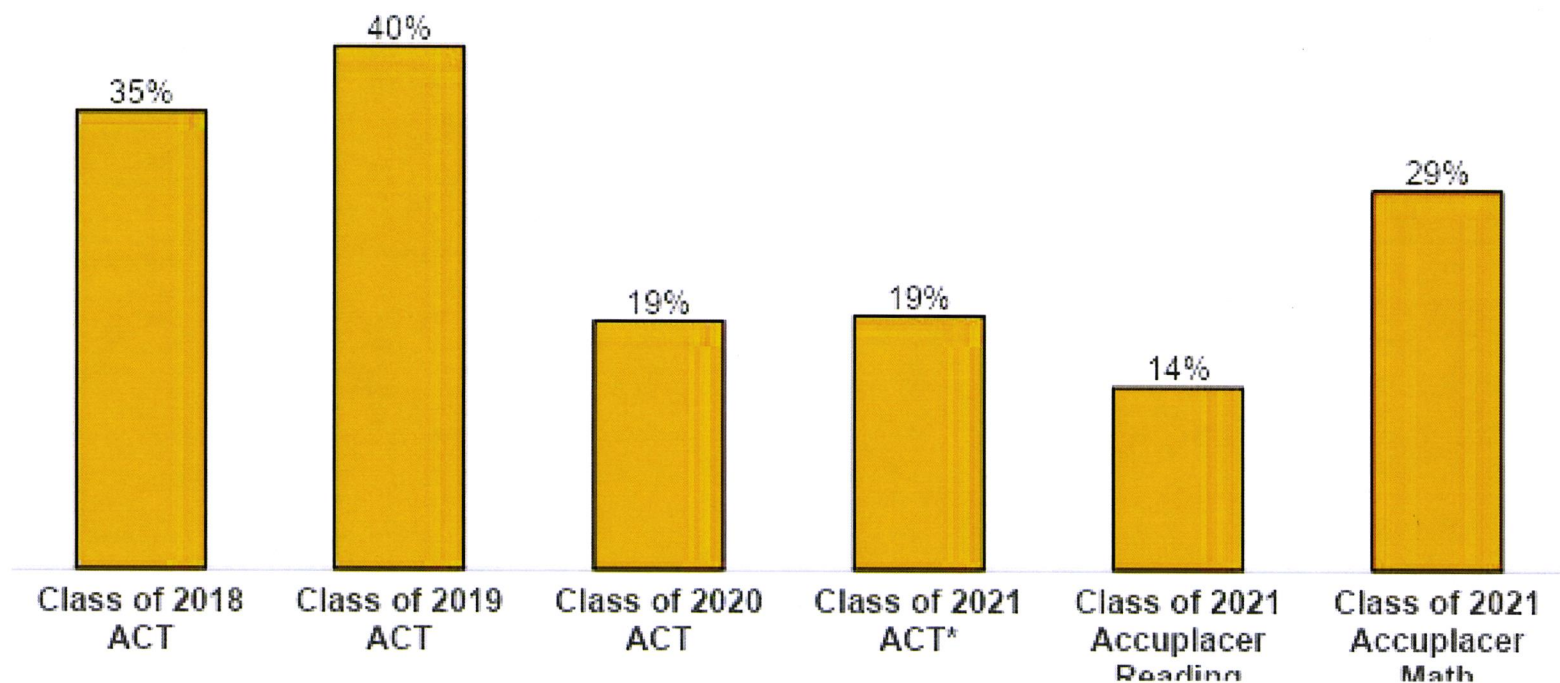
**Goal 3:** Increase students' awareness and understanding of district data from baseline data obtained in a pre summit survey by 10% in a post summit survey as measured by district generated surveys.

# A&I Goal 1

College ready composite benchmark scores for high school seniors who qualify for FRP will increase from 35% in 2018 to 60% in 2022 as measured by either the ACT composite benchmark score or the Accuplacer Next-Generation Reading and Math.

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## Percent of FRP Students Meeting Benchmark



# A&I Goal 2

The reading proficiency gap between Non-FRP and FRP student groups enrolled at Northfield Middle School will decrease from 27% in 2018 to 14% in 2022.

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2020 MCA testing was cancelled due to the COVID-19 school closure.



# A&I Goal 3

Increase students' awareness and understanding of district data from baseline data obtained in a pre summit survey by 10% in a post summit survey as measured by district generated surveys.

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- ❖ 63 responses from Northfield, Faribault, Tri City United and WEM districts. (77% response rate)
- ❖ 100% of survey respondents reported increased awareness and understanding about their district data after attending the summit.
- ❖ 98% would recommend attending the summit to their peers.
- ❖ 94% would like to participate in a second data summit.





# Questions?

