



World's Best Workforce
Hope Langston and Mary Grace Hanson

*Monday, October 28, 2019
6:15 pm*

Northfield Public School Vision: We will prepare *every* student for lifelong success within a world-class learning environment with a commitment to community partnerships and sustainability.

The Minnesota Department of Education (MDE), based on MN Statute 120B.11, requires school districts to develop a strategic plan called the World's Best Workforce (WBWF) to support and improve teaching and learning. As part of the requirements, districts are required to develop a plan with input from all stakeholders, present the plan at a public meeting, publish the report on the district website, and submit the written plan to MDE. This is the World's Best Workforce report for the school year 2018-19 with the goals for 2019-20.

The plan and report consist of five goals: All children ready for kindergarten, all students reading at grade level by third grade, closing the achievement gap between advantaged and disadvantaged groups of students, all students career and college (choice) ready, and all students graduate from high school. An emphasis on equitable access to highly qualified and excellent teachers has been added to the reporting requirements. Additionally, since Northfield Public School District has submitted a plan and been approved for the Achievement and Integration program, a preliminary report of the goals is included in this year's WBWF report, as required by MDE.

Students in the Northfield Public Schools have equitable access to experienced, correctly licensed teachers with advanced degrees. There is no discernable difference between the schools. All six sites have highly qualified and excellent teachers. The poverty rate for schools is determined by the number of qualifying Free and Reduced (FRP) lunch applications in the entire student population. This number is calculated for each school site; then a district average is calculated. Schools who have a higher poverty percentage than the district average are eligible for federal Title programs.

All Children ready for kindergarten: The goal for the incoming kindergarteners stated that 60% would score at the grade level benchmark on the Fall 2019 Primary MAP test and 80% would score "not at risk" on the 2019 SAEBRS (Social, Academic, Emotional, Behavior Risk Screener). The results indicate the goal has been met! With the exception of Hispanic math, all measured student groups made gains from 2018 on the fall 2019 MAP in reading and math. The SAEBRS results will not be available until mid-November. The new goal for 2019-20 increases the percentage of students meeting kindergarten benchmark to 65% as measured by the Primary MAP test. The strategies to achieve this improvement include the renovation of Greenvale Park Elementary for an early childhood center to centralize the early childhood programs; continuing the implementation of the Mother Goose curriculum in local daycares; the work of the Preschool Navigators (who help families access early childhood programs in our community); PreK and K teacher meetings hosted by Northfield Promise; continuing the data sharing agreements with the local preschools; and continuing fall and spring MAP testing in kindergarten.

All children can read at grade level by third grade: The goal for 2018-19 was that 70% of third grades would meet or exceed on the 2019 MCA third grade reading test. The results indicate that 68.2% of students met or exceeded on the 2019 MCAs. While the goal of 70% was not met, this is an increase of 4.8% from 2018 and an 11% two-year increase. The data indicate that the third grade students in Northfield were above the state average in all measured student groups. The trend line of third grade MCA indicates an upward slope. The following slides show the three elementary schools compared to their peer schools as determined by the Carleton study. The goal for 2019-20 remains the same since we were so close in 2019: 70% of third graders will meet or exceed expectations on the third grade MCAs in 2020. The strategies to achieve this goal include the second year of implementation of the Collaborative Classroom literacy curriculum; interventions using Systematic Instruction in Phonological Awareness, Phonics, and Sight Words (SIPPS); and additional minutes allocated to small group instruction provided by the literacy coaches.

All racial and economic achievement gaps between students are closed: The goal for 2018-19 was that the MCA reading and math achievement gaps between Free and Reduced Price lunch (FRP), English Learners (EL), and Hispanic students and their non-challenged peers will be reduced by 5% in the 2018-19 school year. The goal was not met. The gap between FRP and nonFRP in reading was reduced by 2% and the gap between white and Hispanic students remained flat. The remaining gaps remained flat or grew by 1%-5%. Based on feedback from MDE about the 2017-18 WBWF report, the goal for next year does not rely on test scores, but rather uses engagement data by looking at attendance information of the various student groups: The attendance rates of FRP and Hispanic student groups will meet or exceed 90% for the 2019-20 school year. We will also look at MCA results to determine if there is a connection with attendance rates. The strategies to achieve this goal include additional EL time and the hiring of an academic advocate with Achievement and Integration funds; Promise Fellow to follow through with academically at-risk students who are absent 10% of school days; Food for Thought Nights at the MS (families enjoy a light supper followed by an informational program such as the results of the Parent Engagement Survey and resulting actions, and tutorials on Schoology and Skyward); community school outreach; Fernbrook therapists are available during the school day; and the adoption of Ellevations, a program designed to track EL services and student progress.

All students are ready for career and college (choice ready): The goals for 2018-19 were 70% of 8th grade students would meet or exceed on the reading MCA; 77% of 8th grade students would meet or exceed on the math MCA; and 40% of the class of 2019 will score college and career ready on all four subtests (English, reading, math, science) of the ACT. The results indicate that 72.5% of 8th grade students scored in the meets or exceeds category on the reading MCA; 74.2% scored at the meets or exceeds category on the math MCA; and 36% of the class of 2019 scored college and career ready on all four subtests of the ACT. Northfield 8th grade students perform above the state average for MCA scores in the disaggregated student groups of white, FRP, Hispanic, and special ed. The Northfield ACT scores have declined over the past five years but remain above the state and national scores. (The 2019 national score is not available yet.) The goals for 2019-20 are 75% of 8th grade students will score meets or exceeds on the reading and math MCA. The ACT goal remains the same: 40% of students in the class of 2020 will score at the college and career ready benchmark on all four subtests of the ACT. The strategies to achieve these goals include the college and career (choice) curriculum implemented during flex time at the High School; the help of the academic advocate at the ALC; the MTSS programs at the MS and HS; implementation of Newsela (an online reading program) for 8th grade students; and the implementation and monitoring of the Odysseyware program at the High School and the ALC.

All students graduate from high school: The 2018-19 goal stated that the Northfield Public School District would have a graduation rate of 95%. The results indicate a 92% graduation rate for the district and a

96% graduation rate for Northfield High School. The goal remains the same for 2019-20: The Northfield School District will achieve a 4 year graduation rate of 95%. Strategies to achieve this goal include the peer helper program at the HS, improved procedures for tracking graduation cohorts, MTSS in reading and math at the HS, and Odysseyware at the HS and the ALC.

ALC Identification and Assurances: The ALC was identified by MDE as needing comprehensive support due to the 4 year graduation rate falling below 67% for a three year average. As a result, the district must assure the public that a needs assessment has been completed, and an action plan is being implemented according to the improvement plan submitted to and approved by MDE.

Achievement and Integration Baseline Report: The Achievement and Integration plan was completed, submitted, and approved by the school board and MDE between March and June. This year will be spent in gathering baseline data. The plan covers three years with a progress report and budget adaptations due every year. We have hired a certified teacher for the Odysseyware classroom at .6 FTE; an educational assistant for the Odysseyware classroom at 7 hours/day; a Promise Fellow for the Odysseyware classroom at 7 hours/day; an academic advocate for the ALC at .5 FTE; an internal coach for Reading Corps tutors at .5 FTE; a cultural liaison for 196 days; a youth development liaison and coordinator (shared with Community Services); and an Multi-Tiered Systems of Support (MTSS) coordinator at the HS for .2 FTE. Each of these positions is tracking the required data. The integration activity (required by A & I) for students will be a Youth Data Summit hosted by Northfield and held at Carleton College on December 10. Twenty students from each of the integration school districts will attend the day long summit. The four districts are Faribault, WEM, Tri-City United and Northfield. A committee of students and staff from Northfield are planning the day.

World's Best Workforce Northfield Public Schools

ANNUAL PUBLIC MEETING – OCTOBER 28 2019

District Mission

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

Equitable Access to Excellent Teachers

Data Source:
MDE Report Card

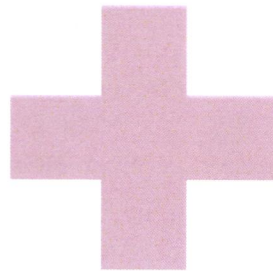
	% of experienced educators	% of licensed educators	% with advanced degrees	Poverty % of school
BW	90.9%	100%	40.9%	27.1%
GVP	95.2%	100%	47.6%	41.1%
SB	85.4%	97.8%	56.1%	24.0%
MS	91.7%	99.3%	56.7%	25.4%
HS	89.5%	99.0%	60.5%	21.7%
ALC	88.9%	100%	55.6%	50.9%

All children are ready for school.

GOAL ONE

2018 – 2019 Readiness Goals

60% of incoming kindergarten students will meet the grade level benchmark on the NWEA Fall 2019 Primary MAP test.



80% of incoming kindergarteners will score “Not at Risk” on the Fall 2019 SAEBRS screener.

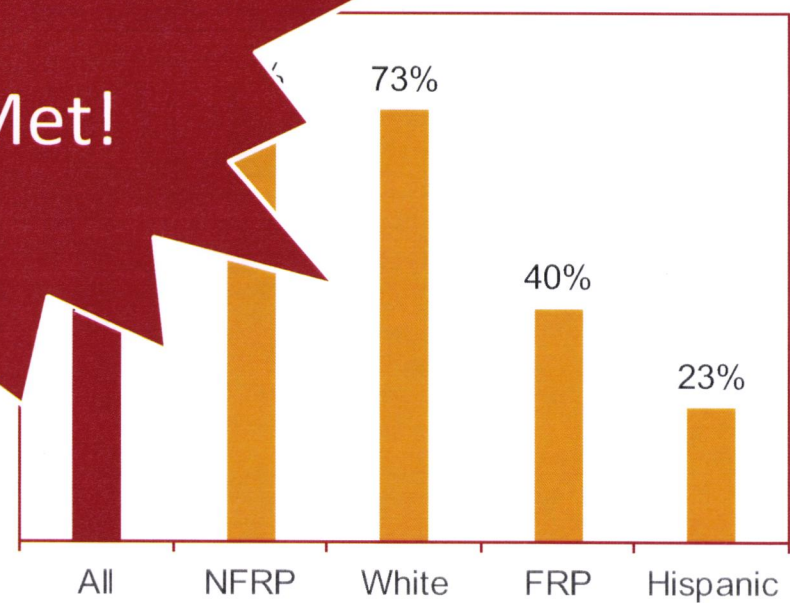
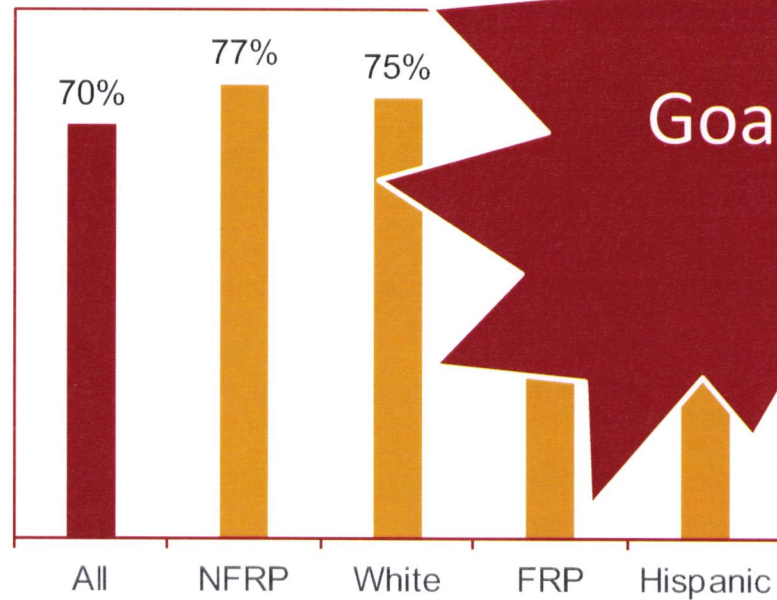
2019 WBWF Results

FALL 2019 MAP READING

FALL 2019 MAP MATH

Universal Proficiency Goal 80%

Universal Proficiency Goal 80%

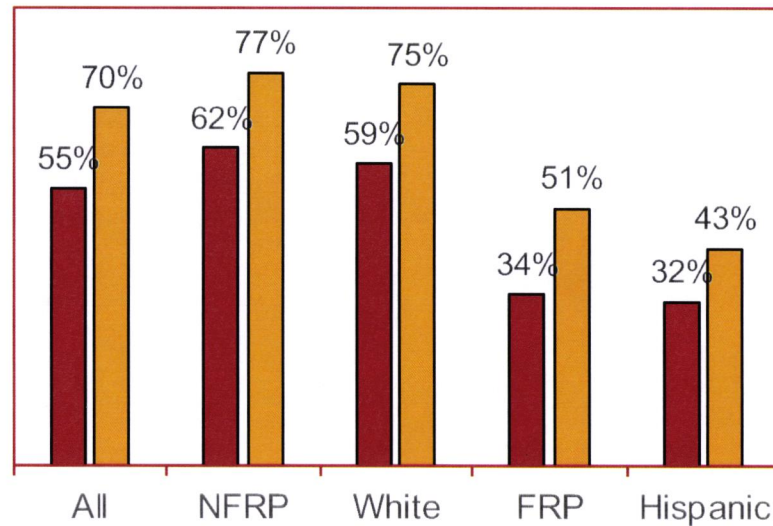


Kindergarten MAP Trends

FALL READING

MAP Score 500 or Above

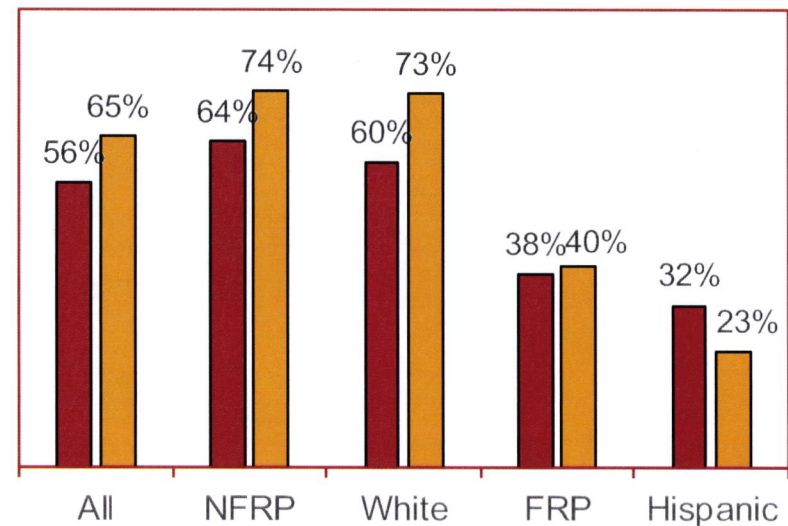
■ 2018 ■ 2019



FALL MATH

MAP Score 500 or Above

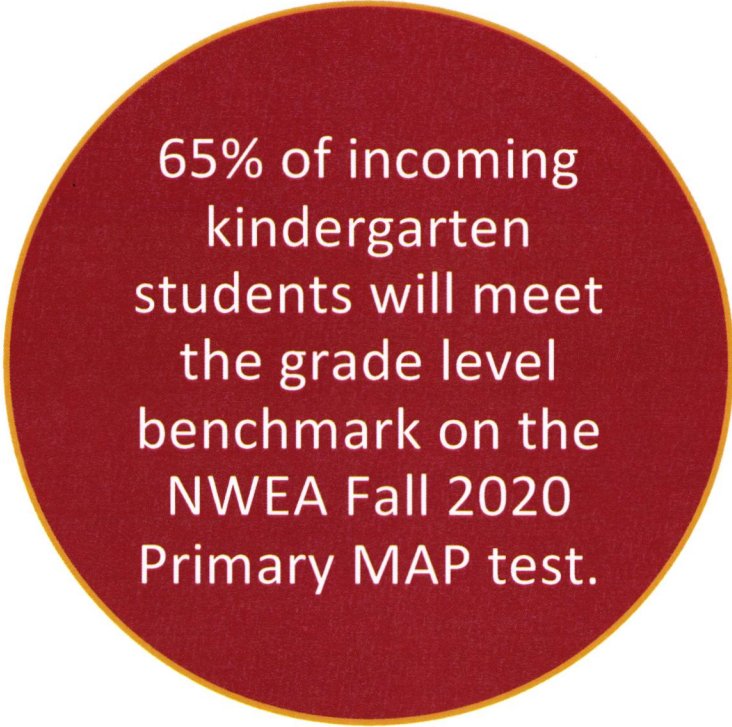
■ 2018 ■ 2019



Fall 2019 Kindergarten SAEBRS Results

AVAILABLE NOVEMBER 2019


2019 – 2020 Readiness Goals



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

What's Next


Action Steps:

- ❖ Construction of early childhood center at GVP
 - ❖ Continue with Mother Goose Curriculum
 - ❖ Preschool Navigators
 - ❖ PreK/K meetings sponsored by Northfield Promise
 - ❖ Expand and continue data sharing agreements with area preschools
 - ❖ Continue MAP testing for K in the fall and spring
- 


All third graders can read at
grade level.

GOAL TWO

2018 – 19 Grade 3 Reading Goal



70% of third
graders will
meet or exceed
grade level
standards on
the 2019 MCA.



2019 WBWF Results

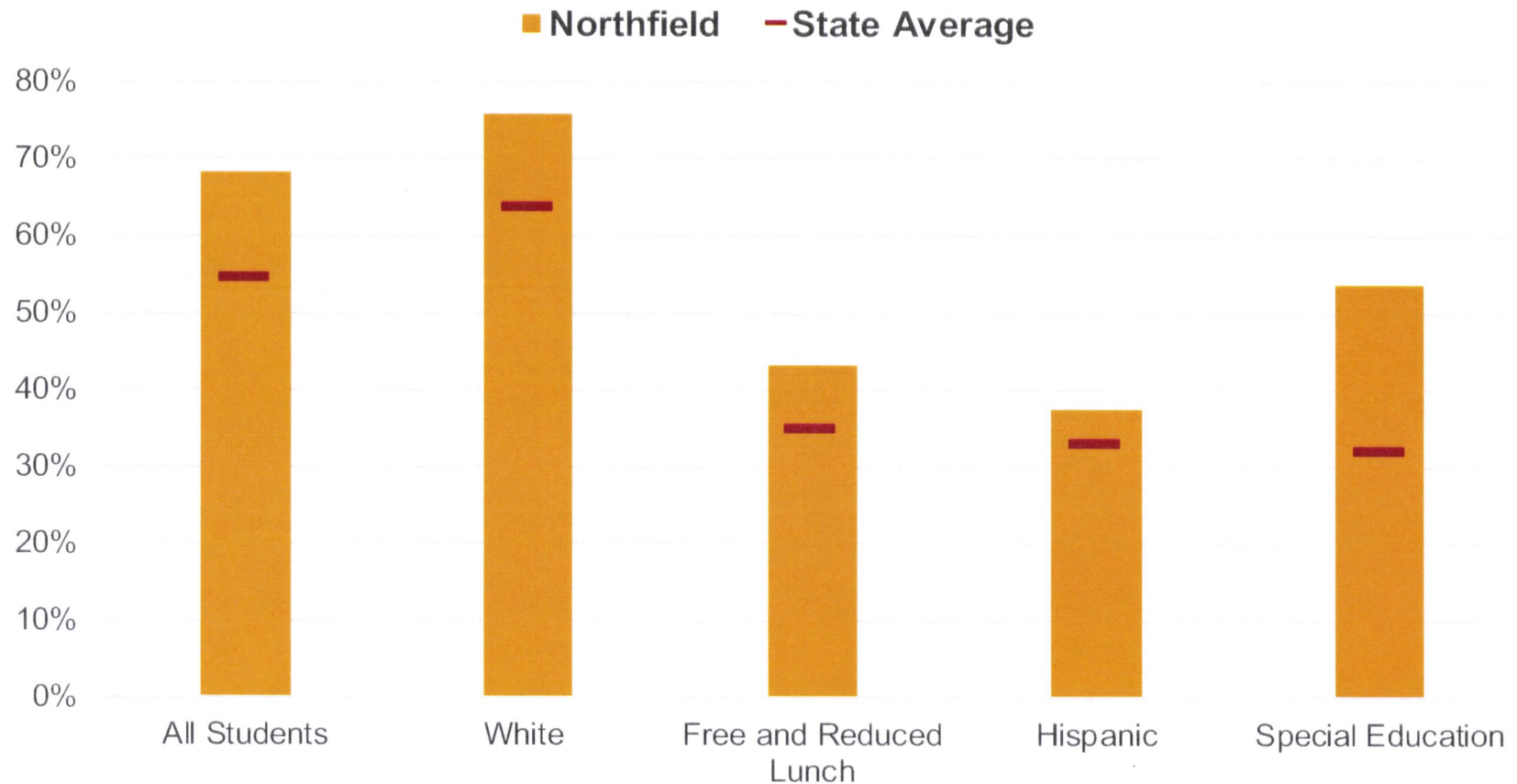
Third grade MCA reading proficiency in Northfield increased by 4.8% to 68.2% in 2019.

Data Source: 2019 MDE Report Card

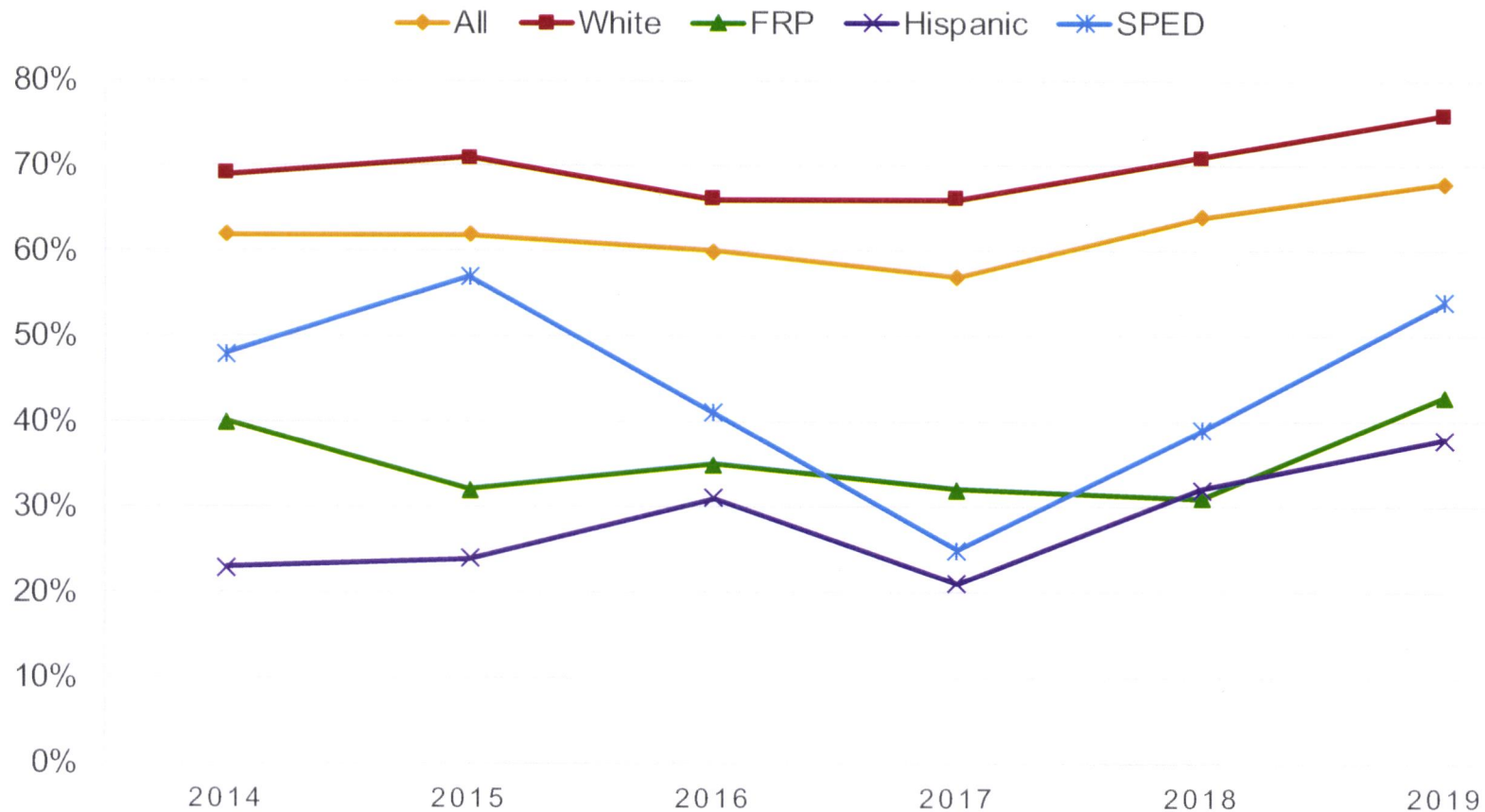


2019 MCA Reading Results – Grade 3

All Accountability Tests

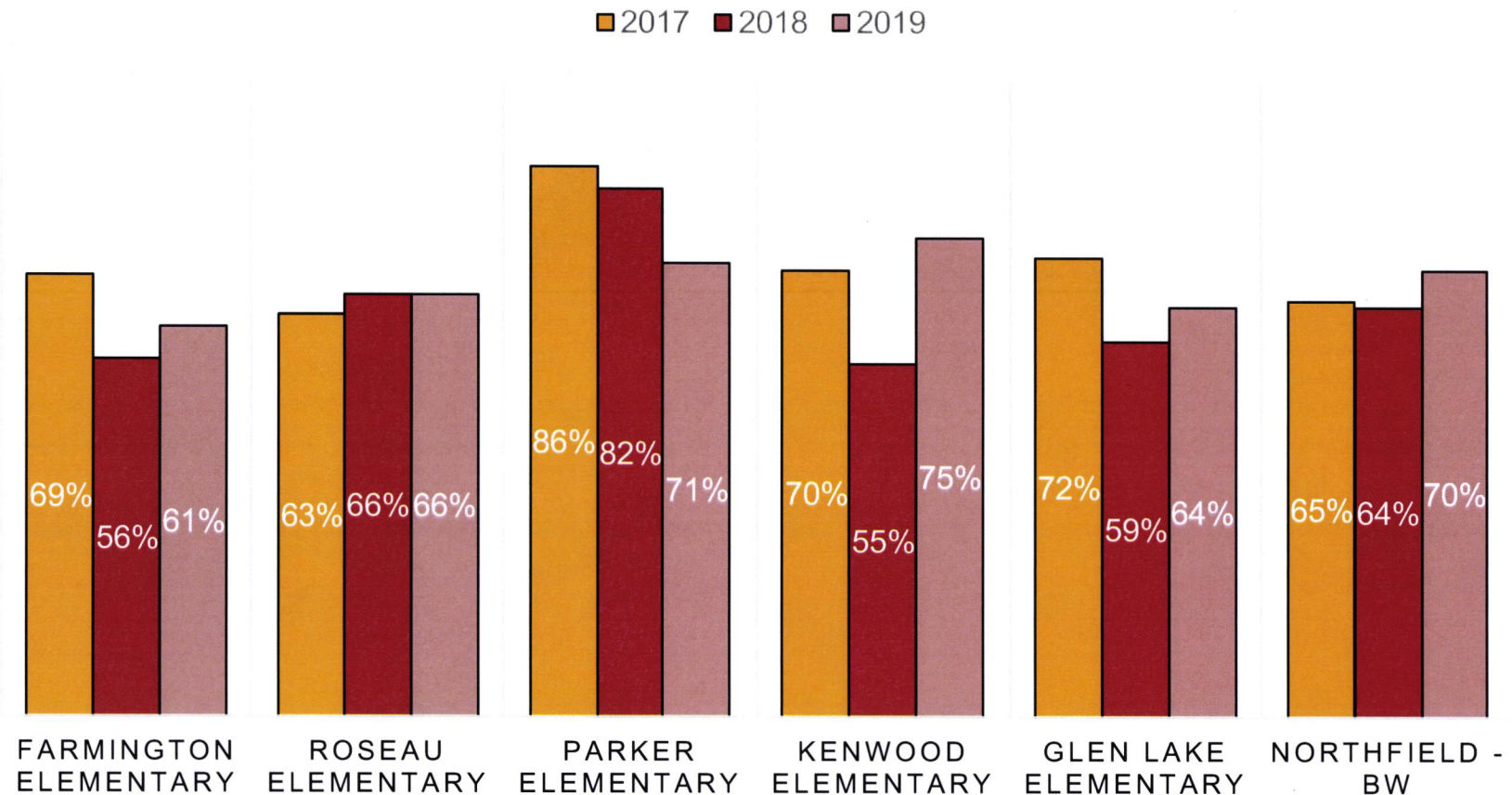


Third Grade MCA Reading Trends



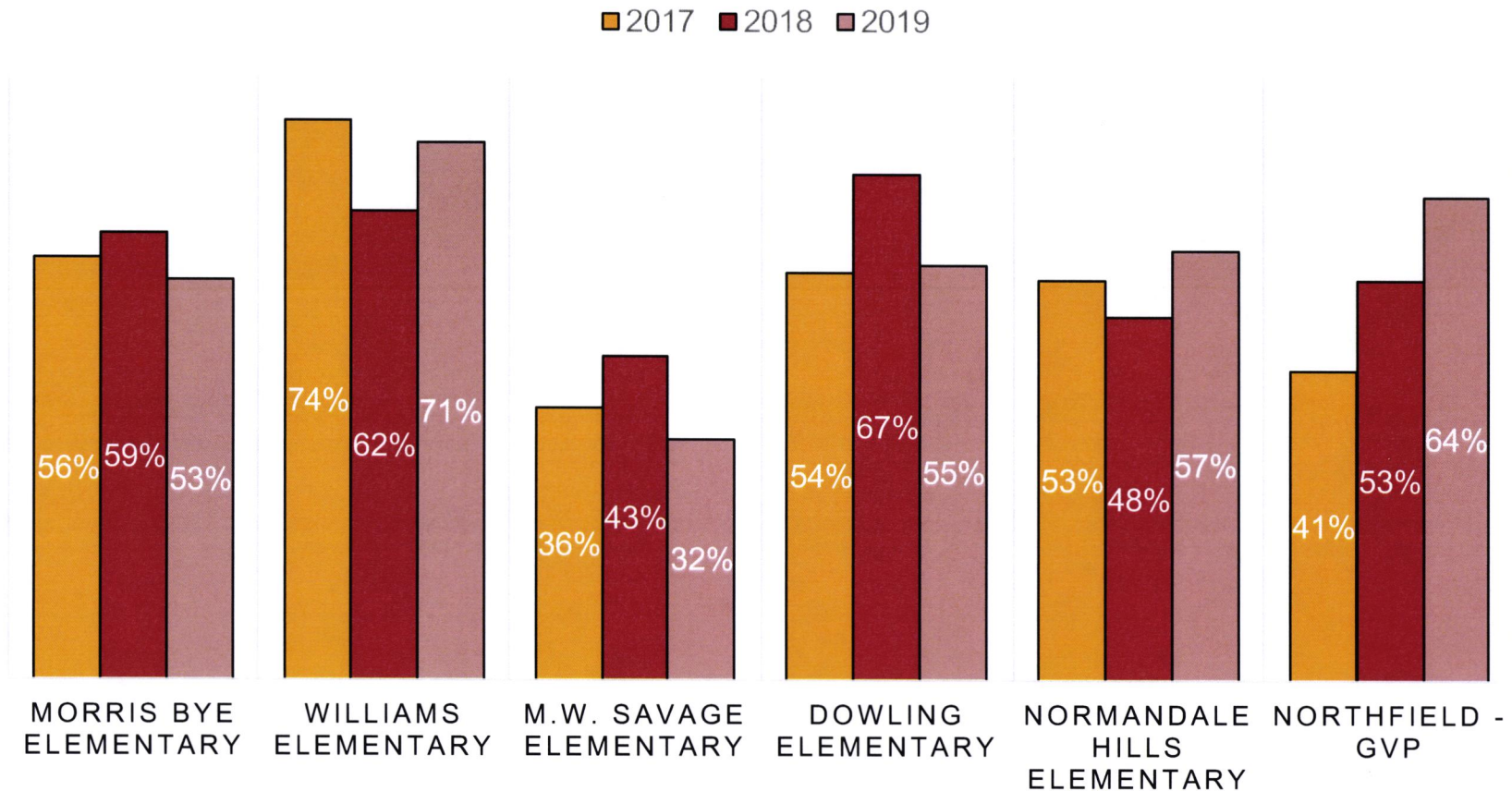
Bridgewater Peer Context for Grade 3 Reading

2017 Carleton College Research Study of Demographically Similar Peer Schools



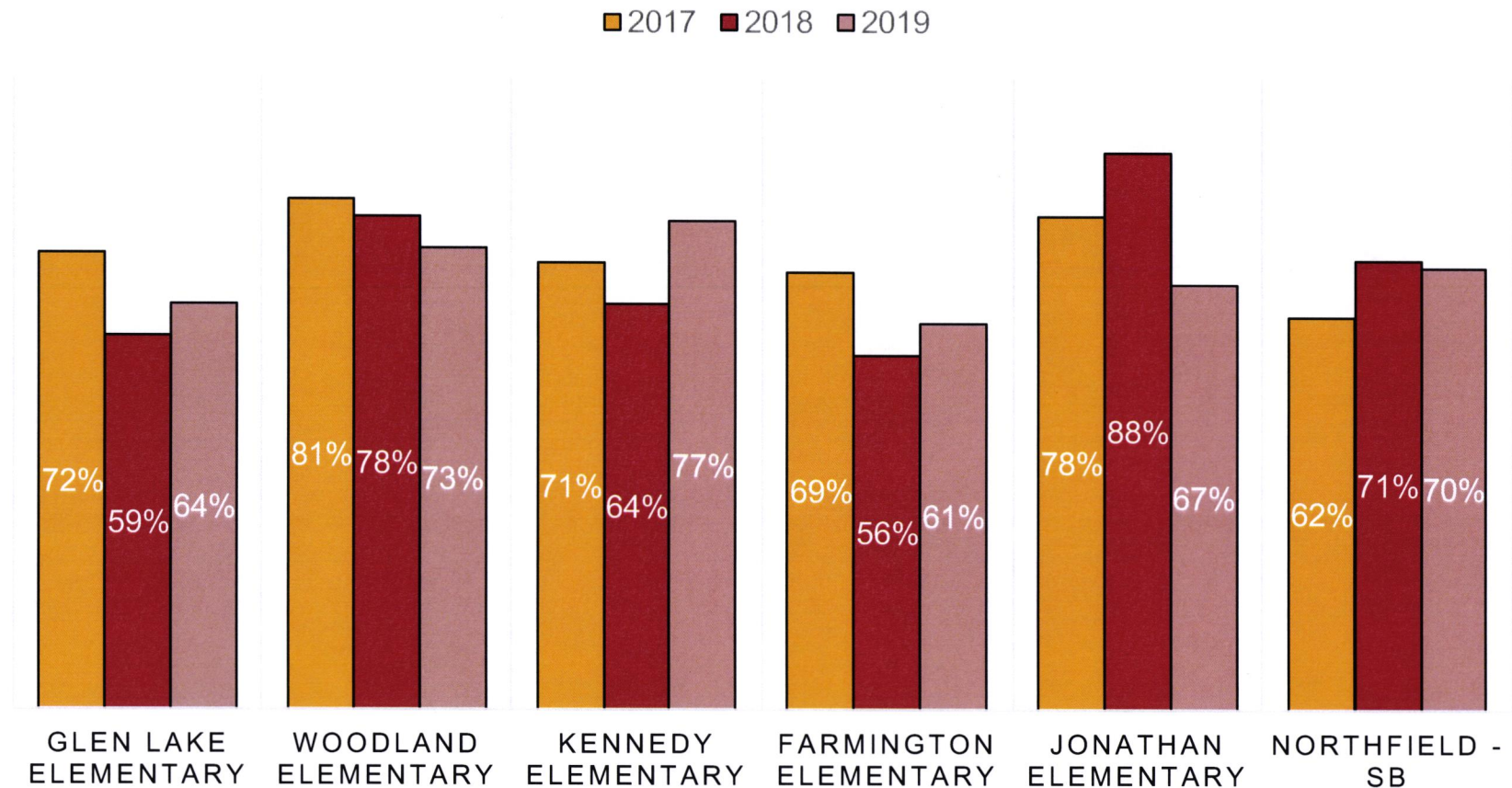
Greenvale Peer Context for Grade 3 Reading

2017 Carleton College Research Study of Demographically Similar Peer Schools




Sibley Peer Context for Grade 3 Reading

2017 Carleton College Research Study of Demographically Similar Peer Schools



2019 – 20 Grade 3 Reading Goal



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



What's Next

Action Steps:

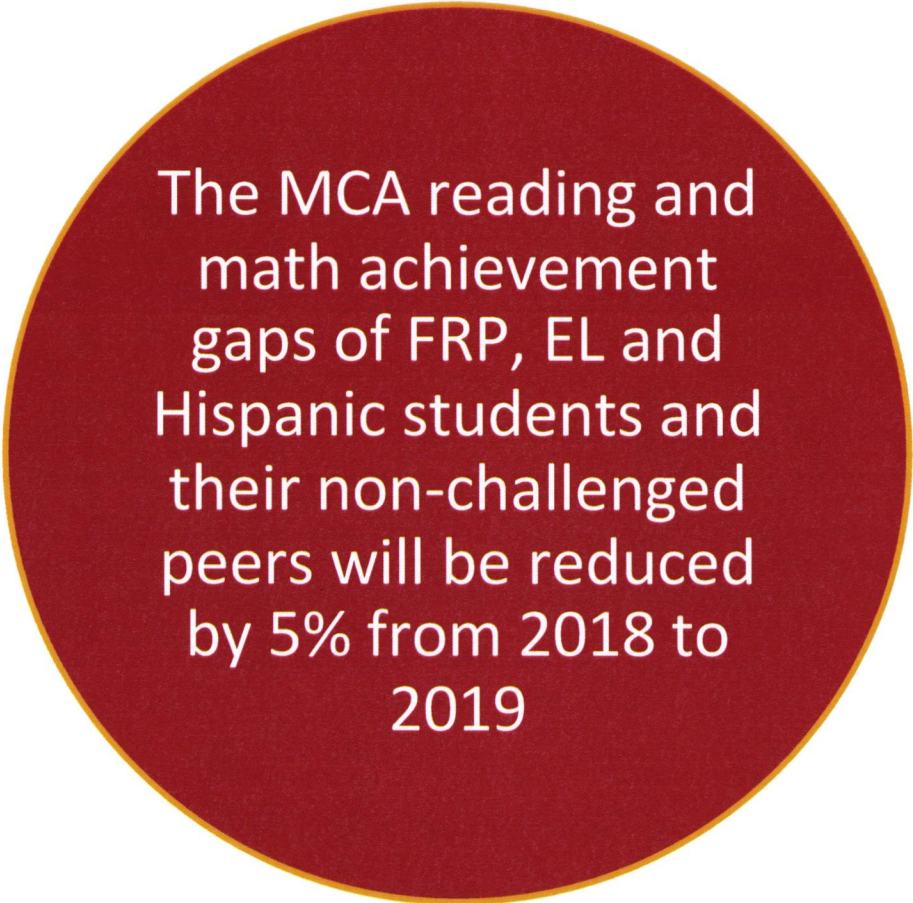
- ❖ CCC implementation
- ❖ SIPPS and other interventions
- ❖ Additional instructional minutes allocated to small group instruction

All racial and economic
achievement gaps between
students are closed.

GOAL THREE



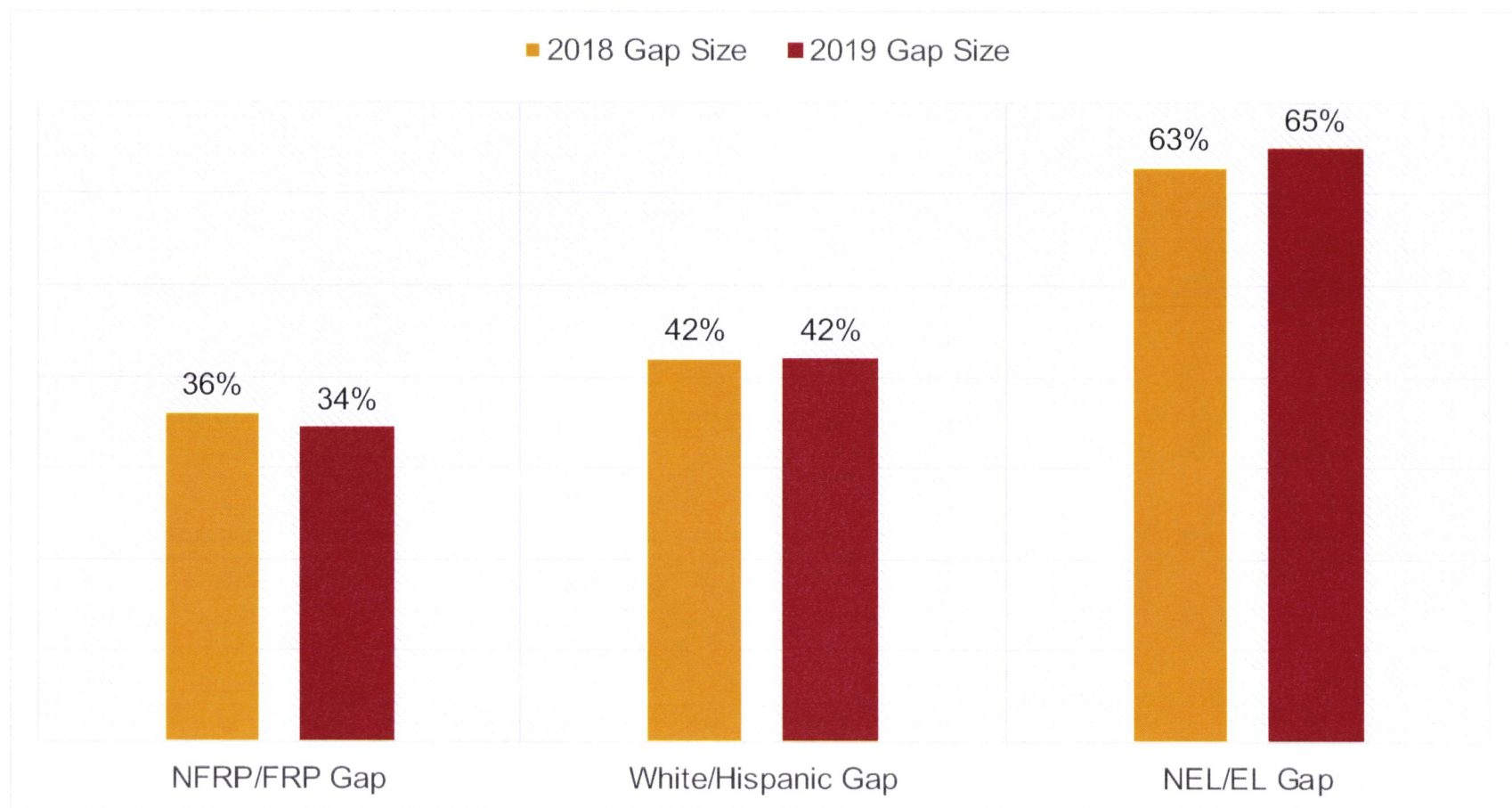
2018 – 2019 Achievement Gap Goal



The MCA reading and math achievement gaps of FRP, EL and Hispanic students and their non-challenged peers will be reduced by 5% from 2018 to 2019

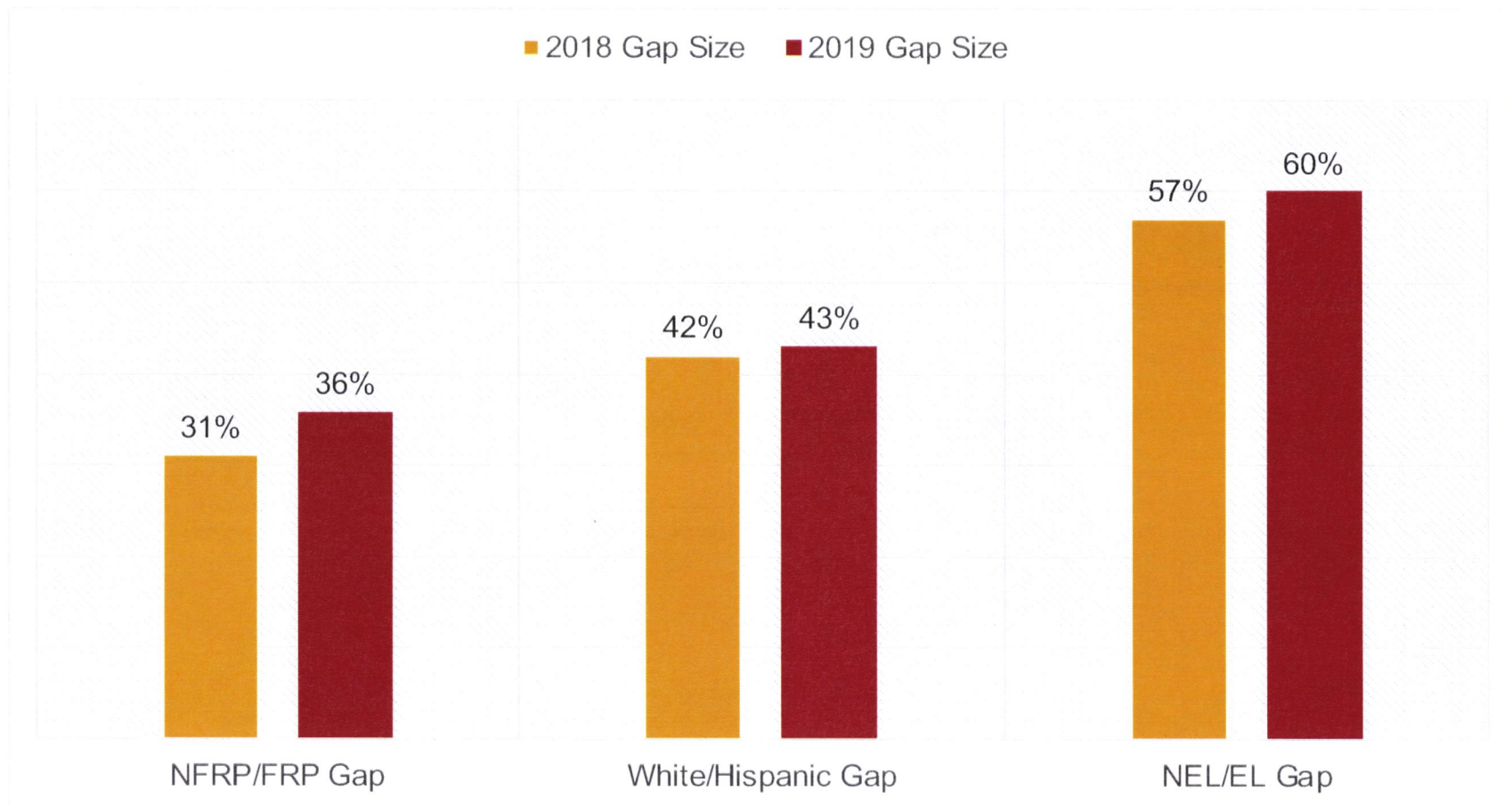
Reading Achievement Gap Results

(All Accountability Tests)

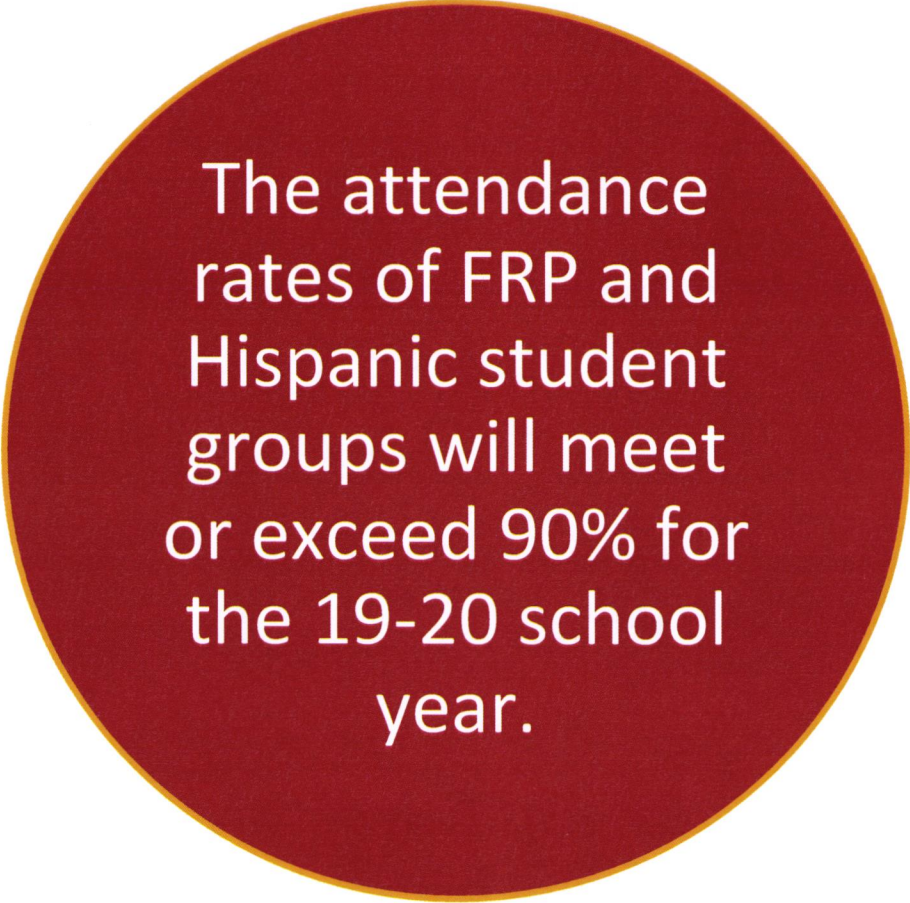


Math Achievement Gap Results

(All Accountability Tests)



2019 – 2020 Achievement Gap Goal



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.”

Our Current Reality



What's Next

Action Steps:

- ❖ Additional EL FTE and Academic Advocate positions
 - ❖ Addition of Fernbrook therapist at the MS and HS
 - ❖ Promise Fellow work with at-risk MS and HS students
 - ❖ Food for Thought nights at the MS for TORCH and EL families
 - ❖ Community School outreach
 - ❖ Adoption of CCC reading curriculum across the district K-5
- 

All students are ready for
career and college.

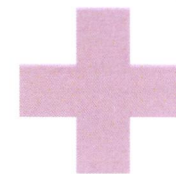
GOAL FOUR

2018 – 2019 Career and College Readiness Goals

Increase percentage of proficient 8th graders to 70% on the 2019 MCA Reading Test



Increase percentage of proficient 8th graders to 77% on the 2019 MCA Math Test



Increase the percentage of students meeting the ACT college ready benchmarks in all 4 subtests to 40% for the Class of 2019

2019 WBWF Results

72.5% of 8th
graders were
proficient on the
2019 Reading
MCA
(+4.8%)

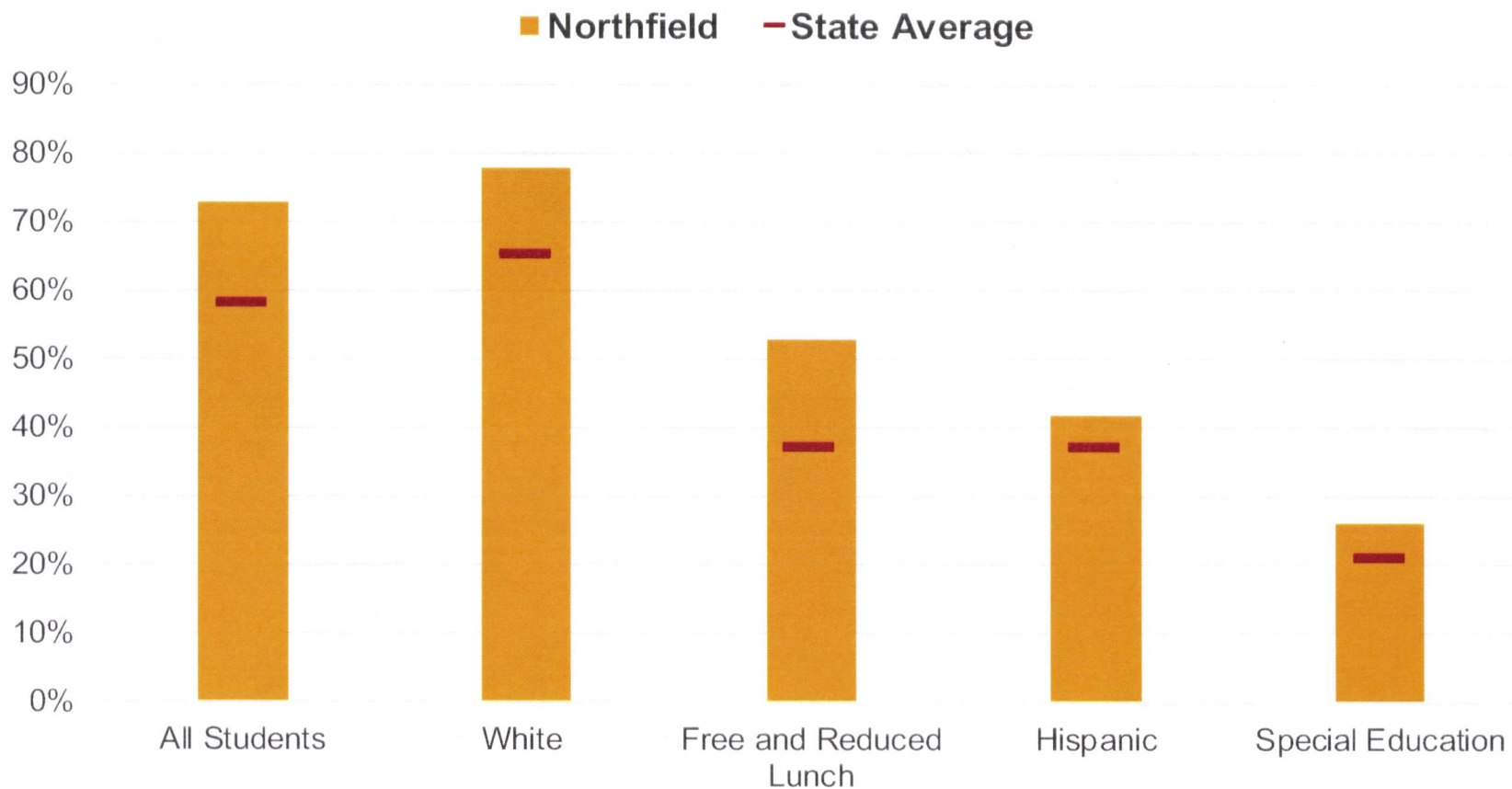


74.2% of 8th
graders were
proficient on the
2019 Math MCA
(-1.8%)

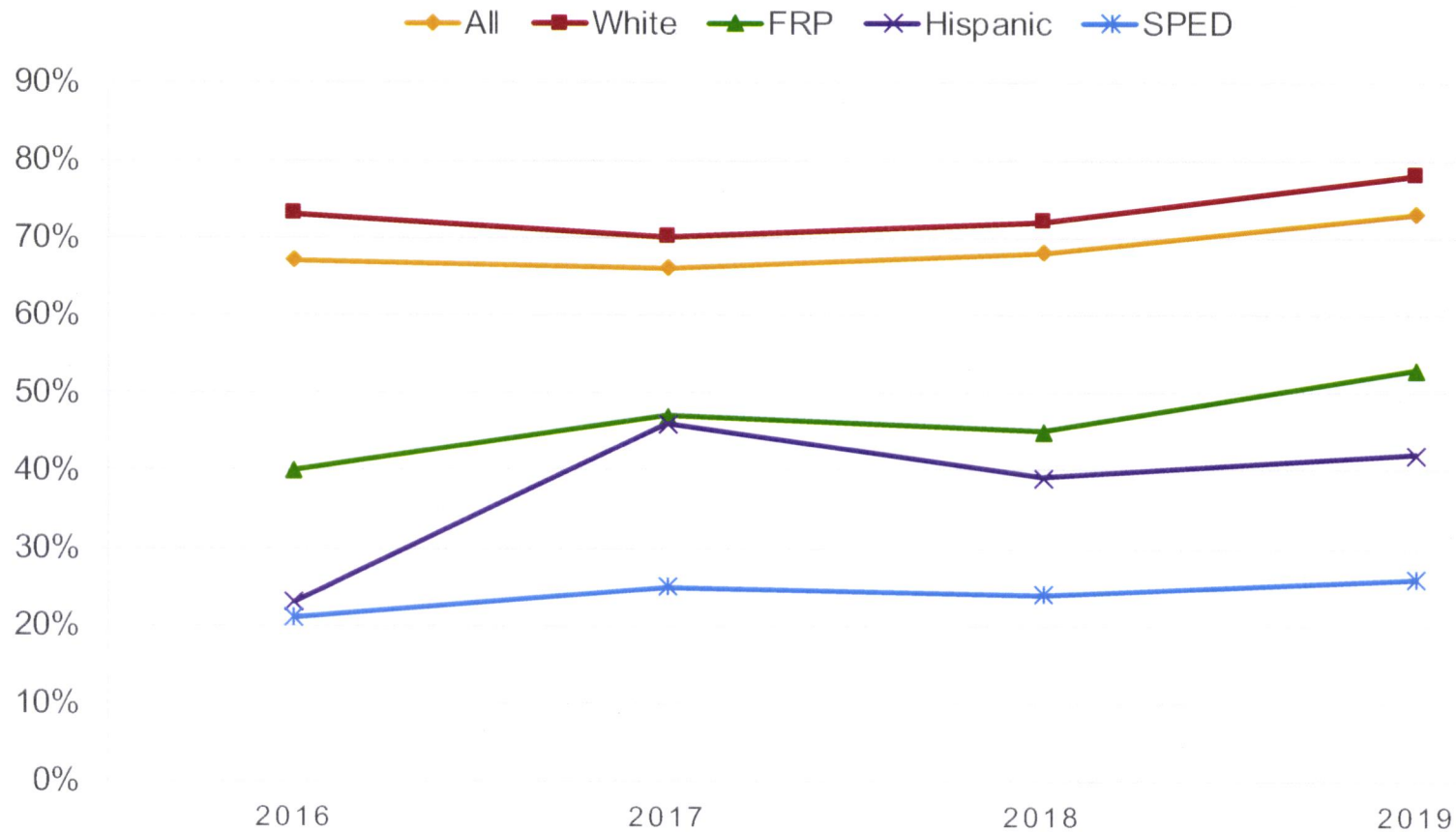


36% of the Class
of 2019 were
college ready in
all 4 ACT subtests

2019 MCA Reading Results – Grade 8

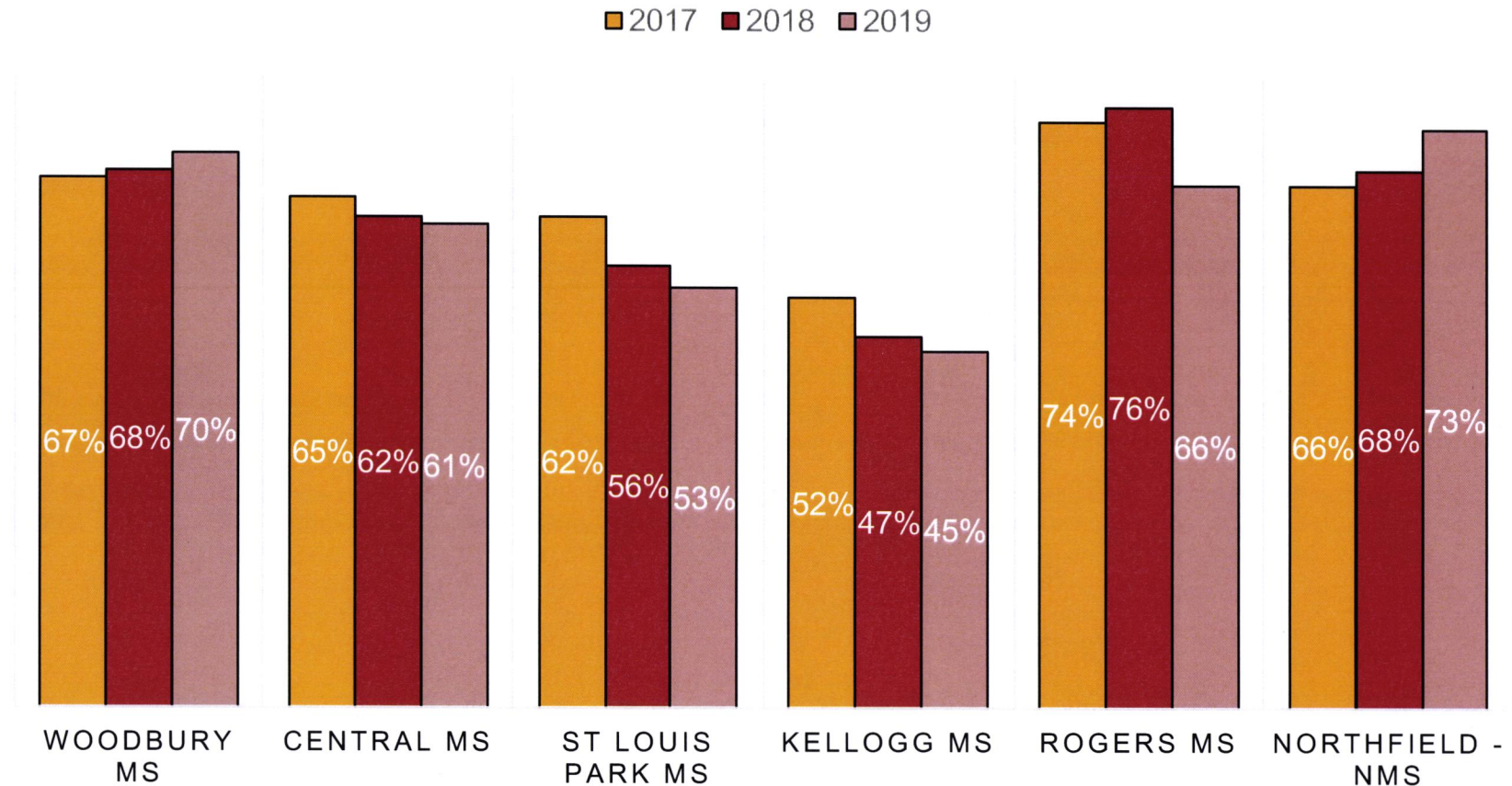


Grade 8 MCA Reading Trends

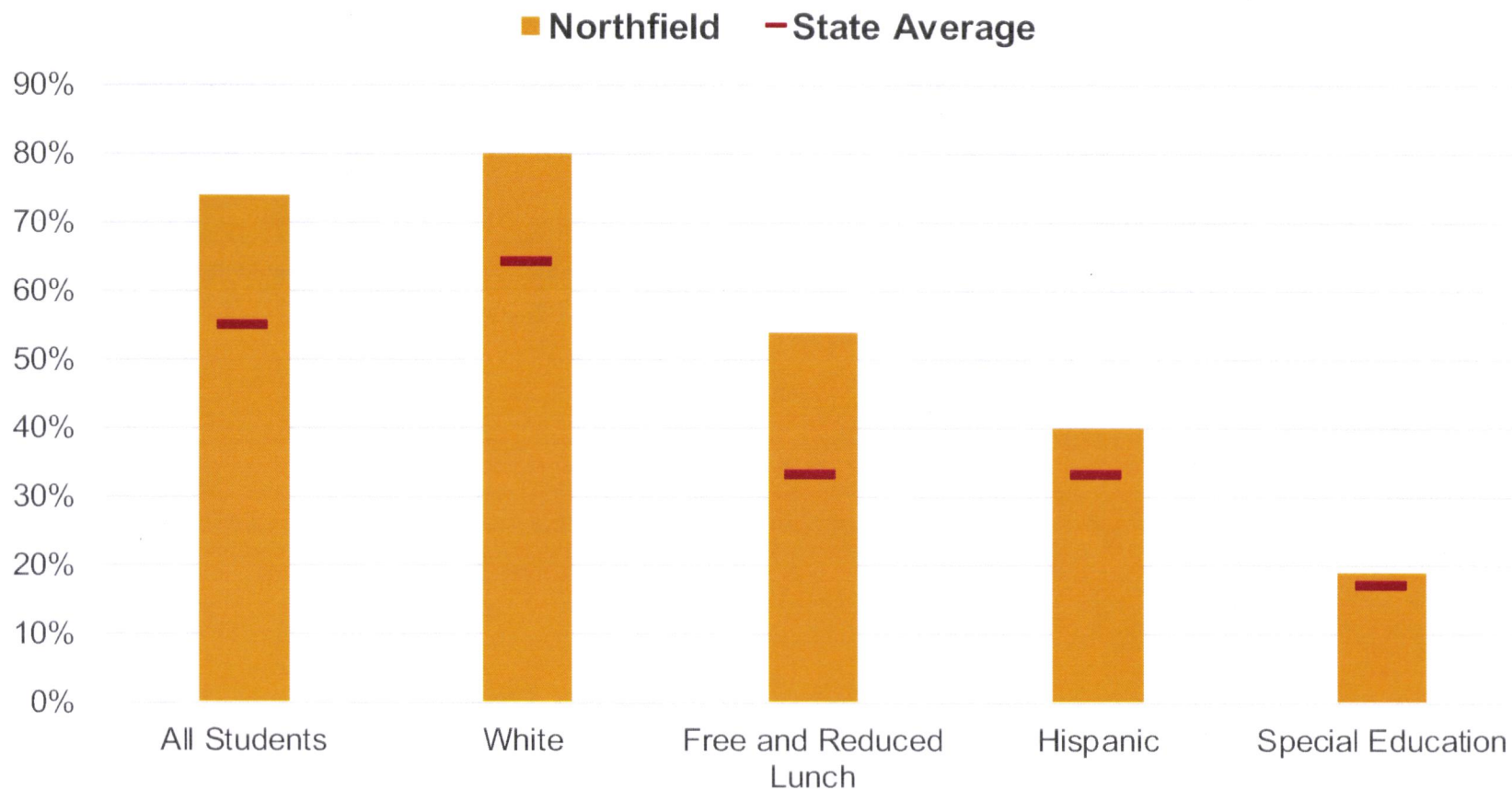


Peer Context for Grade 8 Reading

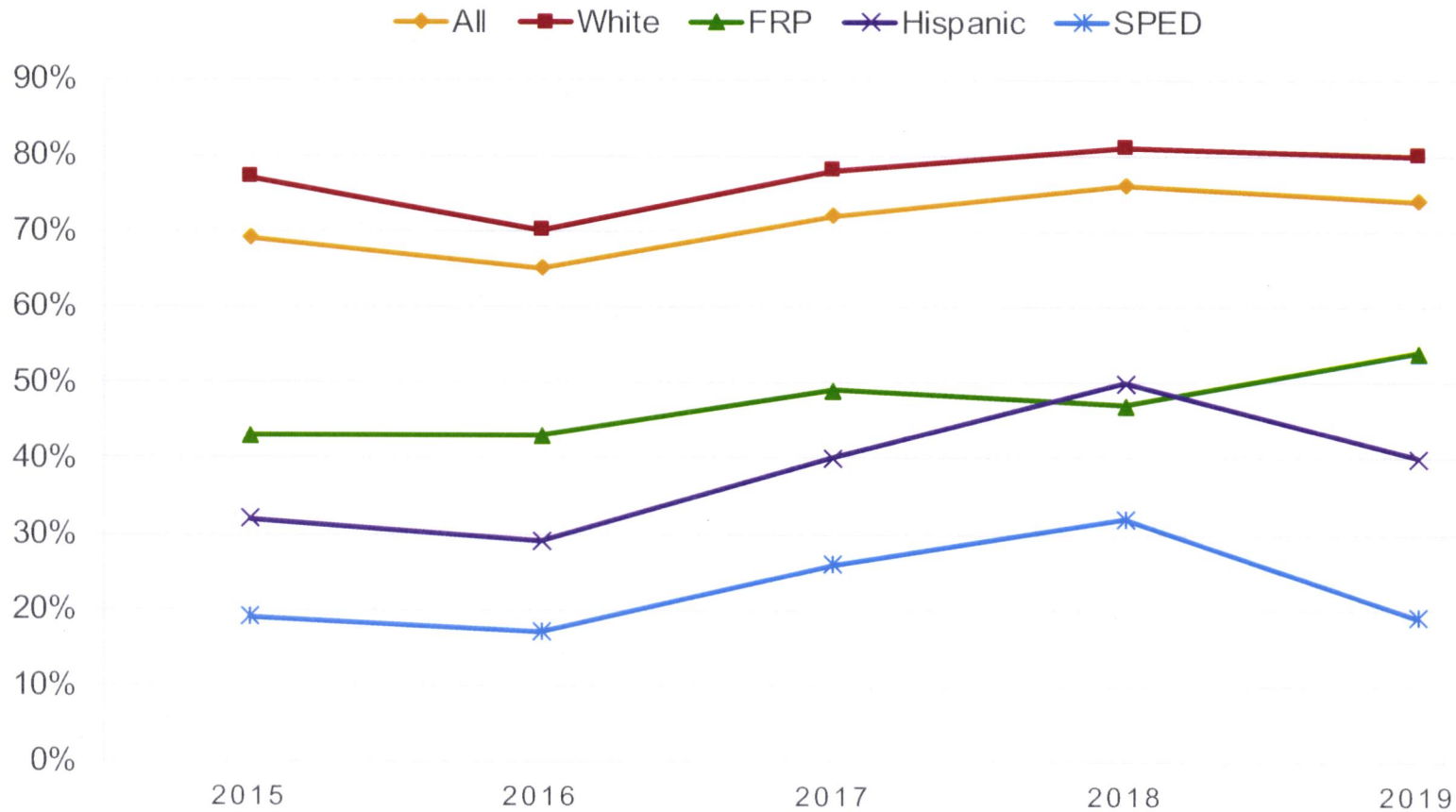
2017 Carleton College Research Study of Demographically Similar Peer Districts



2019 MCA Math Results – Grade 8

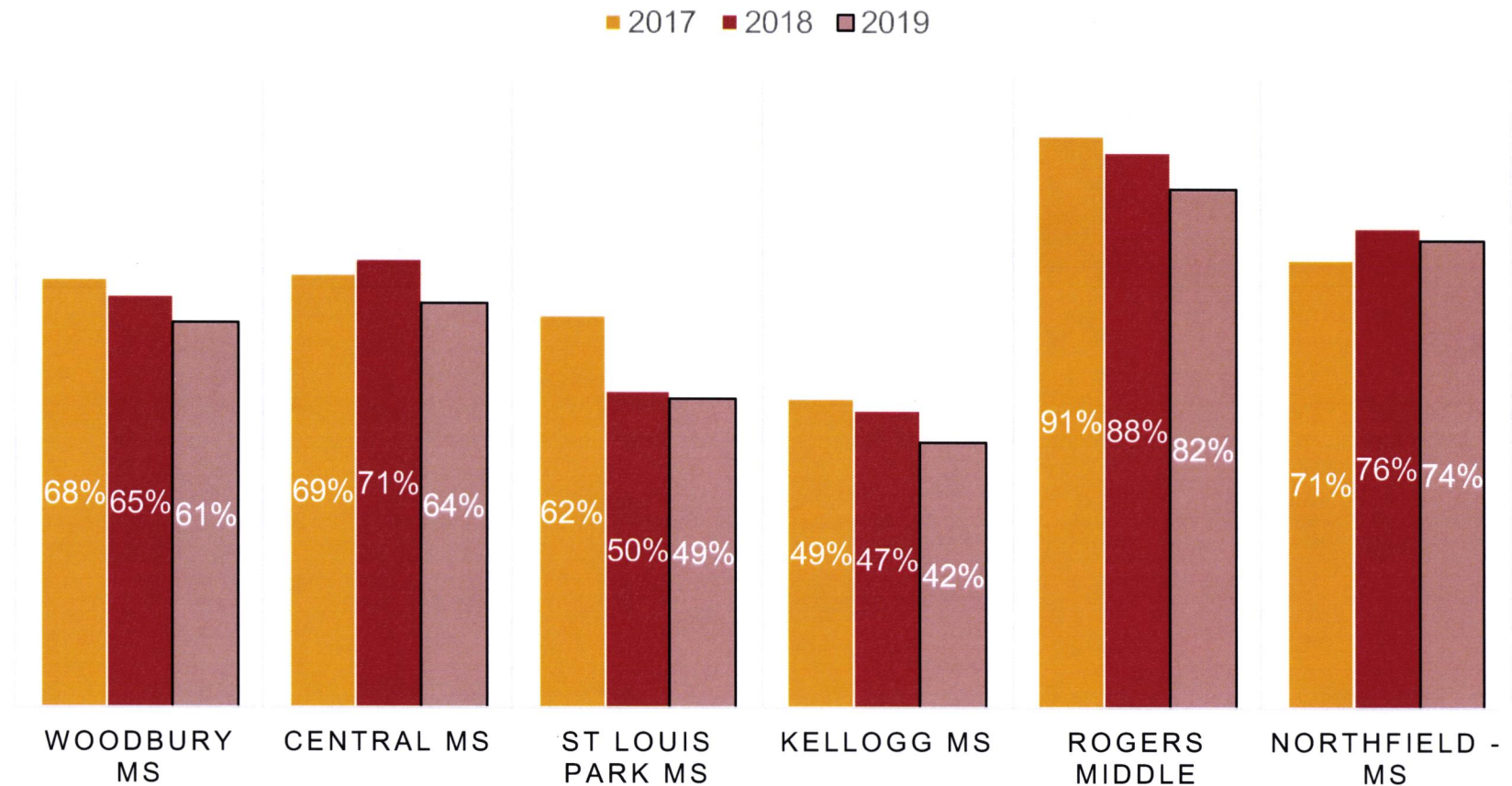


Grade 8 MCA Math Trends



Peer Context for Grade 8 Math

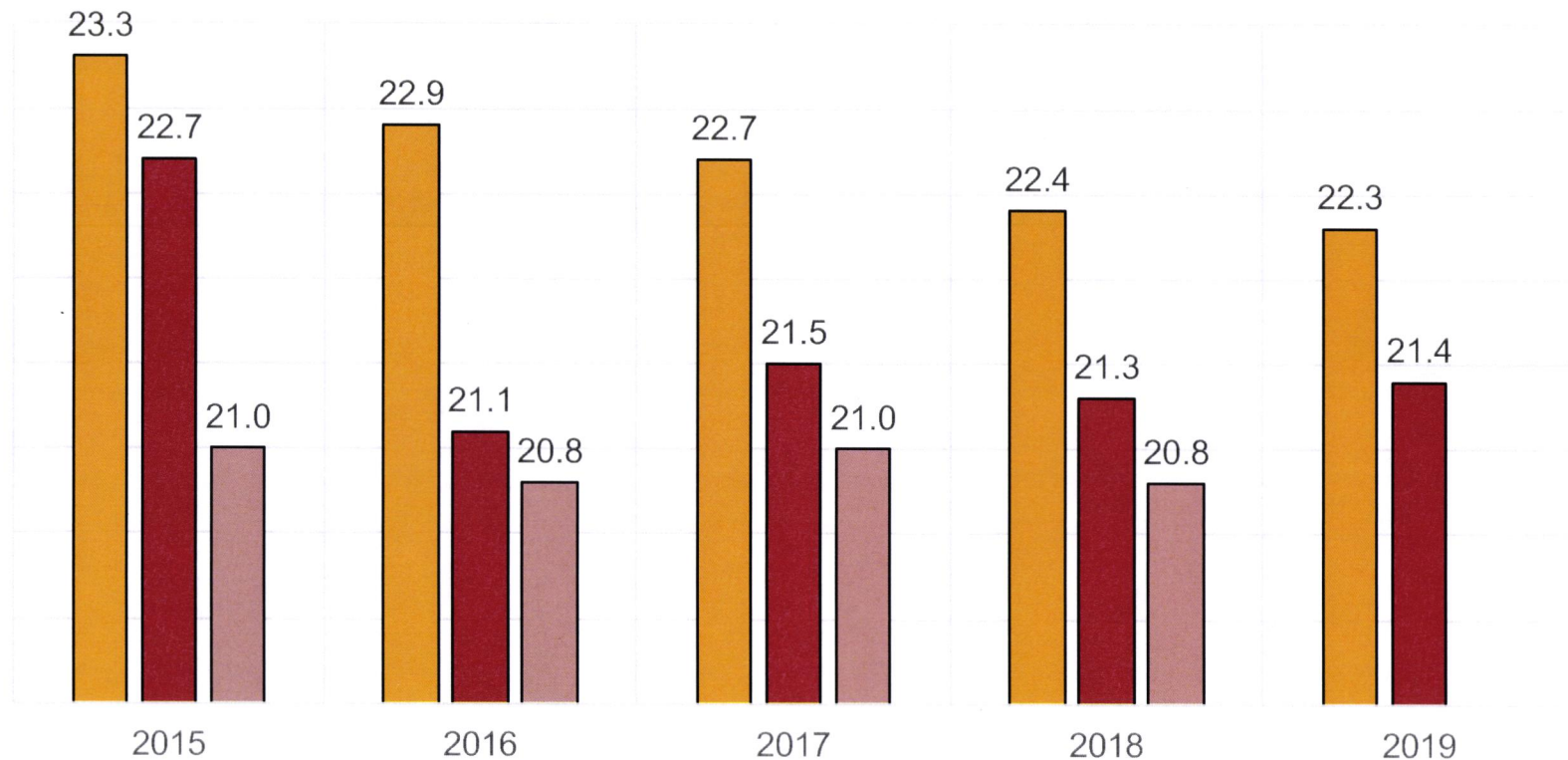
2017 Carleton College Research Study of Demographically Similar Peer Districts



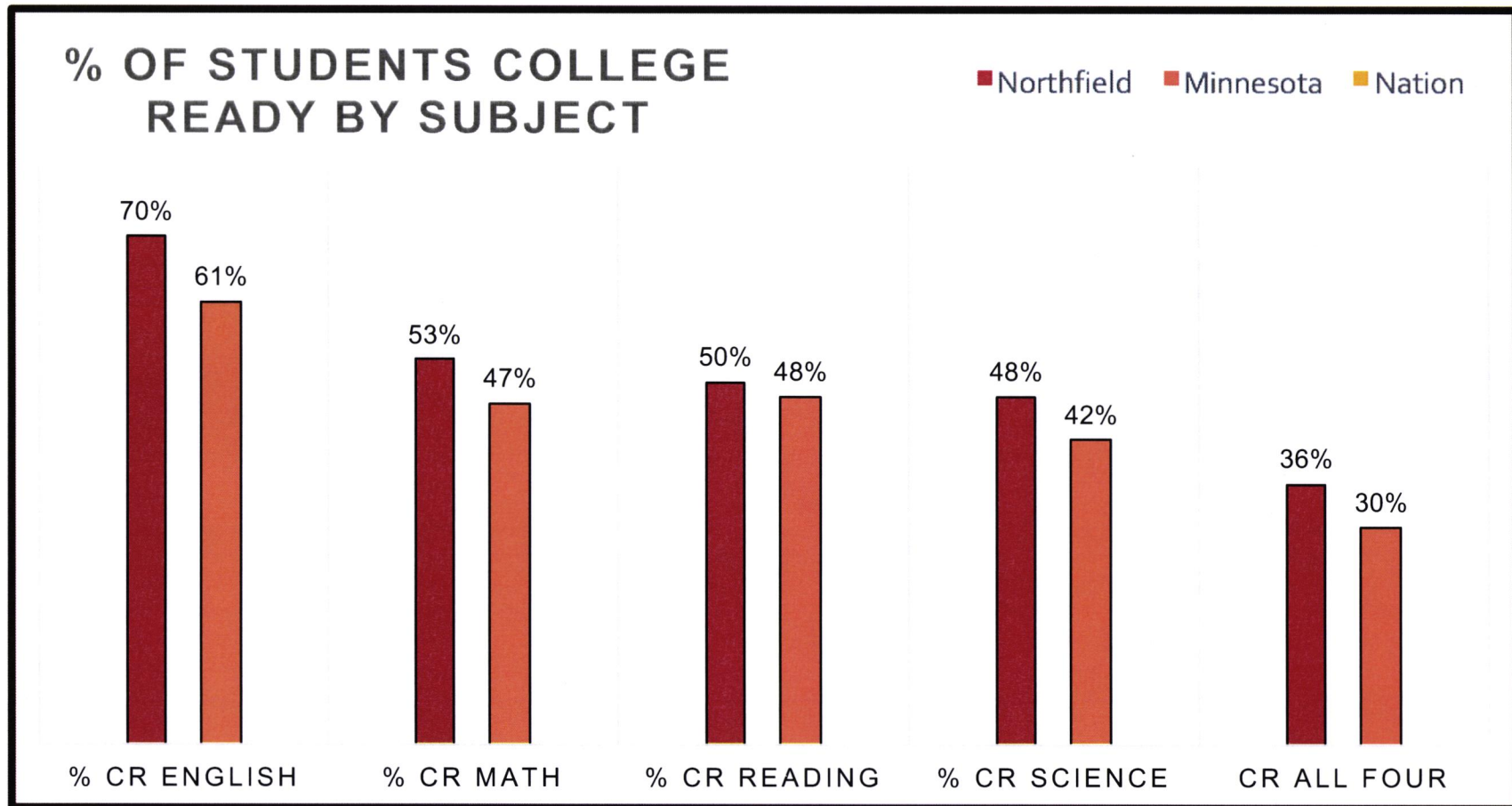
ACT College Readiness Report for the Class of 2019

Average ACT Score by Graduating Class Year

■ NHS ■ State ■ Nation

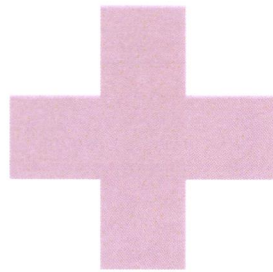


Class of 2019 ACT Results



2019 – 2020 Career and College Readiness Goals

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

What's Next


Action Steps:

- ❖ Flex period work with CCR Curriculum
- ❖ Addition of the Academic Advocate position
- ❖ MTSS Math and Reading at NMS and NHS
- ❖ Grade 8 English adoption of Newsela
- ❖ Expanded use and monitoring of Odysseyware at NHC and the ALC

All students graduate from
high school.

GOAL FIVE

2018 – 2019 Graduation Goal



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

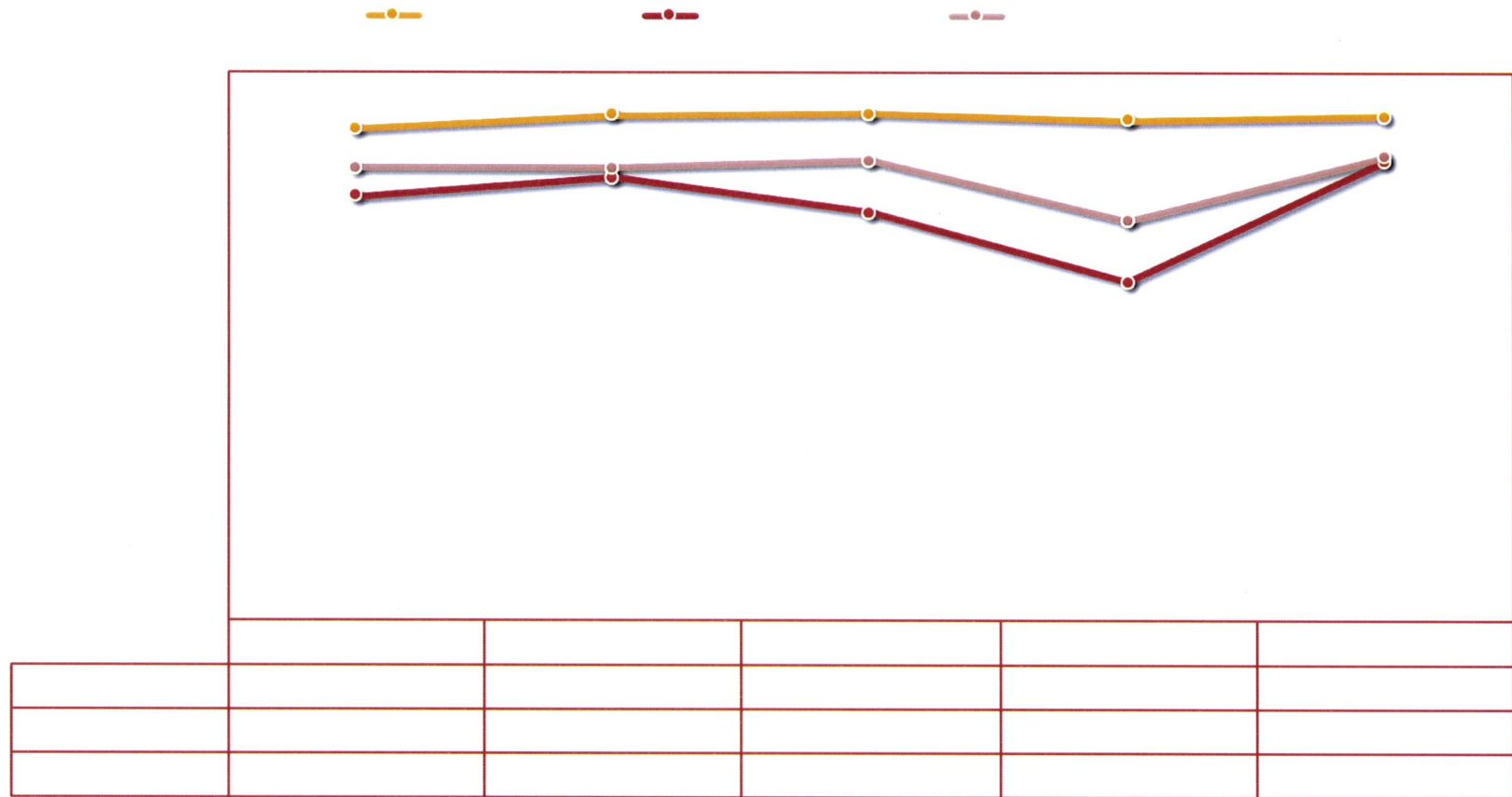
2019 WBWF Results

The 2018 graduation rate was 92% for all Northfield School District students and 96% for Northfield High School.

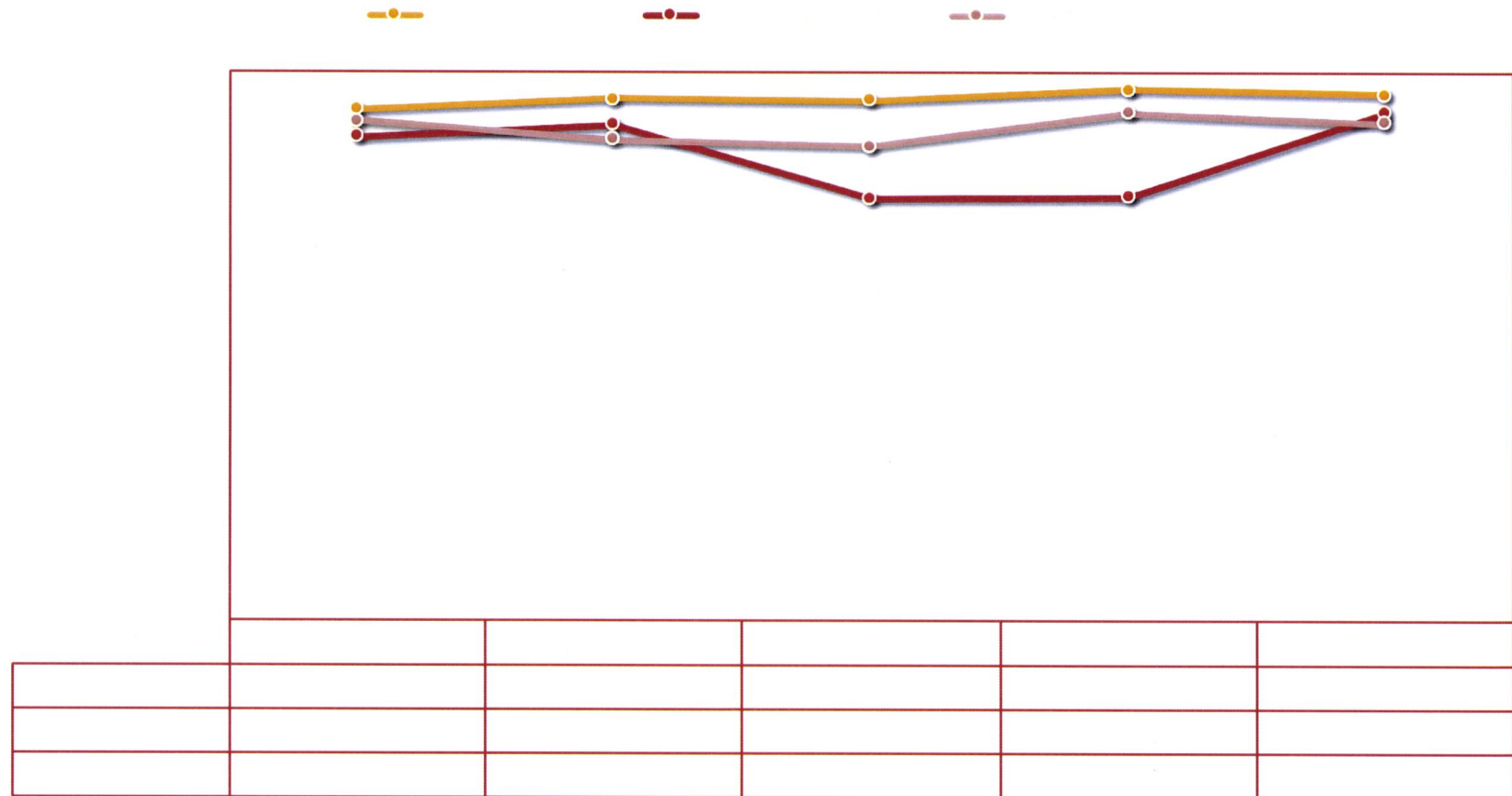
Source: 2018 MDE Graduation Data



4-Year Graduation Rates Northfield School District




4-Year Graduation Rates Northfield High School

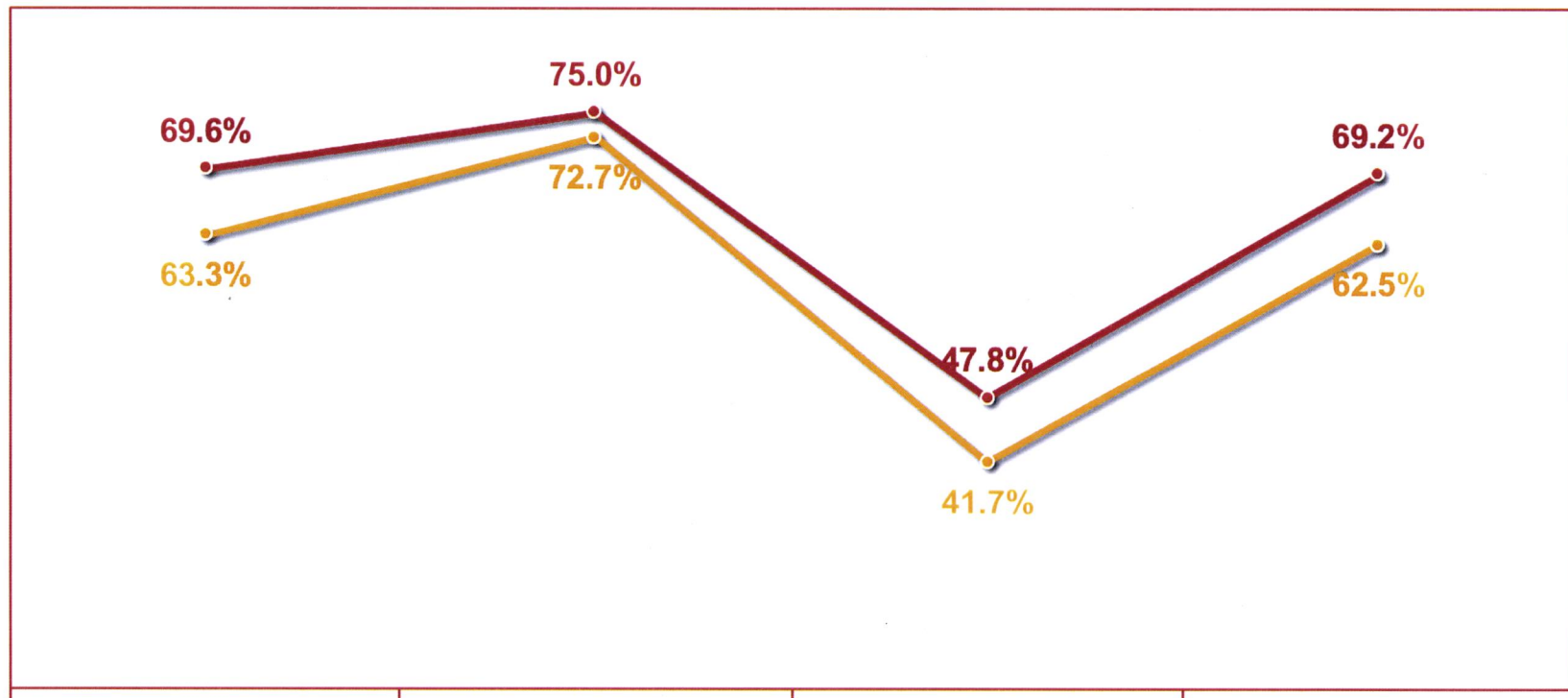


ALC Identification and Assurances


The School District of Northfield provides assurance that efforts to continue the following activities are in progress for the 2019-20 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



2019 – 2020 Graduation Goal




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



What's Next

Action Steps:

- ❖ Peer Helpers (Grades 9 – 12)
 - ❖ Improved procedures for tracking graduation cohorts
 - ❖ MTSS Math and Reading at the HS
 - ❖ Odysseyware for credit recovery
 - ❖ Flex Time
- 

WBWF 2019 Results Summary

WBWF Goal	2018/19 Northfield Goal	Result
All children are ready for school	60% of incoming kindergarten students will meet the grade level benchmark on the NWEA Fall 2019 Primary MAP test.	Met
	80% of incoming kindergarteners will score "Not at Risk" on the Fall 2019 SAEBRS screener.	NA at this time
All third graders can read at grade level	70% of third graders will meet or exceed grade level standards on the 2019 MCA	Not Met
All racial and economic achievement gaps between students are closed	The MCA reading and math achievement gaps of FRP, EL and Hispanic students and their non-challenged peers will be reduced by 5% from 2018 to 2019	Not Met
All students are ready for career and college	Increase percentage of proficient 8th graders to 70% on the 2019 MCA Reading Test	Met
	Increase percentage of proficient 8th graders to 77% on the 2019 MCA Math Test	Not Met
	Increase the percentage of students meeting the ACT college ready benchmarks in all 4 subtests to 40% for the Class of 2019	Not Met
All students graduate from high school	The Northfield School District will achieve a 4 year graduation rate of 95%	Not Met

Achievement and Integration Baseline Report

Goal 1: College ready composite benchmark scores for high school seniors who qualify for FRP will increase from 35% 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.

Questions?

