

INDEPENDENT SCHOOL DISTRICT 659
PUBLIC HEARING
Monday, December 10, 2018
6:30 PM -7:00 PM
Northfield High School, Media Center

AGENDA

- I. Call to Order
- II. Procedures for Public Hearings
- III. Review outcomes of the 2017-2018 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) Written testimony may also be presented to the Board, either at the hearing, or prior to the meeting at which action on the pending issue is scheduled.

World's Best Workforce Report 2018

School Board Presentation: Monday, December 10, 2018

Narrative to accompany powerpoint slides

Thank you for the opportunity to present the World's Best Workforce goals and results for 2017-18. This presentation was given to Northfield Forward on Monday, November 19. The members of that committee provided feedback to make this presentation better and more easily understood. We owe them a big "thank you" for their help.

Slides	Notes
1-2	World's Best Workforce (WBWF) reporting is mandated by state legislation that has been in place since 2013. Since that time, the Minnesota Department of Education (MDE) established the five goal areas and the template for reporting. Additional requirements and adjustments have been made to align with the Every Student Succeeds Act (ESSA) and the North Star system. This presentation is reporting on the goals and results from the 2017-18 school year, the goals for 2018-19, and action steps to reach those goals.
3	Goal 1: All children are ready for school.
4	Northfield goal for 2017-18: As measured by the FAST assessment, the percentage of low-risk readers will improve from 49% to 75% on the early reading assessment. The percentage of low risk math students will increase from 56% to 75% on the early math assessment.
5-6	Please note: The assessment used to measure kindergarten readiness in reading and math changed from FAST to Primary MAP in the fall of 2018. The results: 55% of incoming kindergarten students met the grade level benchmark for reading and 56% met the grade level benchmark in math on the Primary MAP assessment. We did not meet the goal of 75% of students at grade level benchmark (considered to be low risk) on the Primary MAP in the fall of 2018.
7	The goal for 2018-19: 60% of incoming kindergarten students will meet the grade level benchmark on the Primary MAP assessment and 80% will score "not at risk" on the 2019 Social, Academic, and Emotional Behavior Risk Screener (SAEBRS) screener. In the fall of 2018, the SAEBRS behavioral screener was given to all kindergarten students, and 23% were rated at-risk.
8	What's Next: <ul style="list-style-type: none">• Construction of early childhood center at current GVP site• Continue with Mother Goose curriculum at the daycare centers• Preschool navigators: 2 have been hired; 45 families have received services and 17 children have been enrolled in preschool programs

	<p>since July of this year.</p> <ul style="list-style-type: none"> • PreK and K collaborative meetings sponsored by Northfield Promise • Continue with MAP for Kindergarten students in fall, winter, and spring
9	Goal 2: All third graders can read at grade level
10	Northfield goal for 2017-18: 70% of third graders will meet or exceed grade level standards on the 2018 Minnesota Comprehensive Assessments (MCAs).
11-17	<p>While the goal of 70% was not met, the third grade reading proficiency results increased by 7% to 64%.</p> <p>When the data are disaggregated by White, Free and Reduced Price (FRP), Hispanic, English Learners, and Special Education students, we are able to see areas where we need to concentrate our efforts.</p> <p>To put this in a state-wide context, in 2018, only 32% of districts with third grade students outperformed Northfield.</p> <p>The school peer context slides show the three elementary schools in comparison with their peer schools as determined by the statistical analysis done by the Carleton class two years ago.</p>
18	The goal for 2018-19 remains the same: 70% of third graders will meet or exceed grade level standards on the 2019 MCAs.
19	<p>What's Next:</p> <ul style="list-style-type: none"> • Implementation of new literacy series: Center for Collaborative Classroom (CCC) • Continue with interventions and add Systematic Instruction in Phonological Awareness, Phonics, and Sight Words (SIPPS)
20	Goal 3: All racial and economic achievement gaps between students are closed
21	Northfield goal for 2017-18: The district FRP achievement gap will be at least 3% less than the state average on the 2018 reading and math MCAs and the Hispanic and EL gaps will be smaller than the state average on the 2018 reading and math MCAs.
22-25	The results on the 2018 MCAs indicate that the NFRP/FRP gap was 5% higher than the state average in reading and 2% lower than the state average in math; the White/Hispanic gap was 12% higher in reading and 10% higher in math; the NonEL/EL gap was 13% higher in reading and 16% higher in math than the state average.
26	The goal for 2018-19: 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.

27	<p>What's Next:</p> <ul style="list-style-type: none"> ● Program review of the K-12 MTSS process ● Continue with the Northfield Promise community work with the Latino community ● Community School housed at Greenvale Park Elementary ● The EL Professional Learning Community (PLC) work with the data on EL proficiency progress
28	Goal 4: All students are ready for career and college
29	Northfield goal for 2017-18: 70% of 8th grade students will be proficient on the reading MCA and 75% will be proficient on the math MCA. Additionally, 68% of 11th graders will reach the college ready benchmark on the ACT.
30-38	The results of the 8th grade MCAs indicate that 68% of students were proficient on the reading MCA (an increase of 1.6%) and 76% were proficient on the math MCA (an increase of 4%).
39	Part 2 of the goal: 68% of 11th graders will reach the college ready benchmark on the ACT.
40-44	Results of the 2018 ACT: 55% of 11th graders reached the college ready benchmark on the ACT.
45	The goal for 2018-19: Increase the percentage of 8th graders proficient on the reading MCA to 70% and on the math MCA to 77%. Increase the percentage of students who are college ready in all four subtests on the ACT from 34% for the Class of 2018 to 40% for the Class of 2019.
46	<p>What's Next:</p> <ul style="list-style-type: none"> ● Multi Tiered Systems of Support (MTSS) in reading and math at MS and HS ● Second Step PreK-Grade 8 ● Reading Plus in Grades 5-7 ● Ramp Up to Readiness in MS and HS ● Flex Time at the HS
47	Goal 5: All students graduate from high school
48	Northfield goal for 2017-18: The class of 2017 graduation rate will meet or exceed 95%
49-51	The results: The 2017 graduation rate for the Northfield Public School District was 91% and 97% for Northfield High School.
52	The Northfield School District will achieve a graduation rate of 95%.
53-54	ALC Identification and Assurances as required by MDE for any school identified for support.

55	<p>What's Next:</p> <ul style="list-style-type: none">● Peer Helpers Grades 9-12● Improved procedures for tracking graduation cohort groups● MTSS in reading and math● OdesseyWare: for credit recovery● Flex Time at the HS
56	<p>This is a chart that summarizes the five goal areas from MDE, the specific Northfield District goals, and the results from 2017-18.</p>
57	<p>This chart summarizes the qualifications, license, and experience of the Northfield Public School teachers. We have a very equal distribution of teachers with experience throughout all schools. Our teachers are highly qualified according to MDE requirements.</p>
58	<p>We would be happy to answer any questions. Thank you for your time!</p>

World's Best Workforce Northfield Public Schools

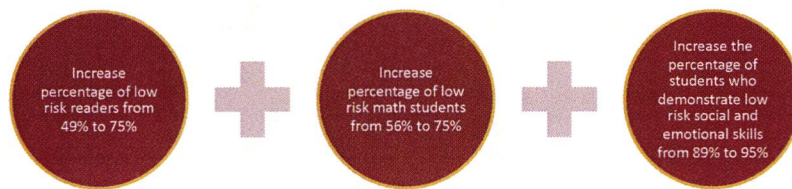
ANNUAL PUBLIC MEETING – DECEMBER 10, 2018

Legislative History

- 2013 • Legislation signed
- 2014-15 • Establishment of five goal areas
- 2015-2016 • Required template for goals and results
- 2016-2017 • Additional reporting requirements on equity
- 2017-2018 • Alignment of WBWF and ESSA
- 2018-2019 • Alignment to North Star goals

All children are ready for school.

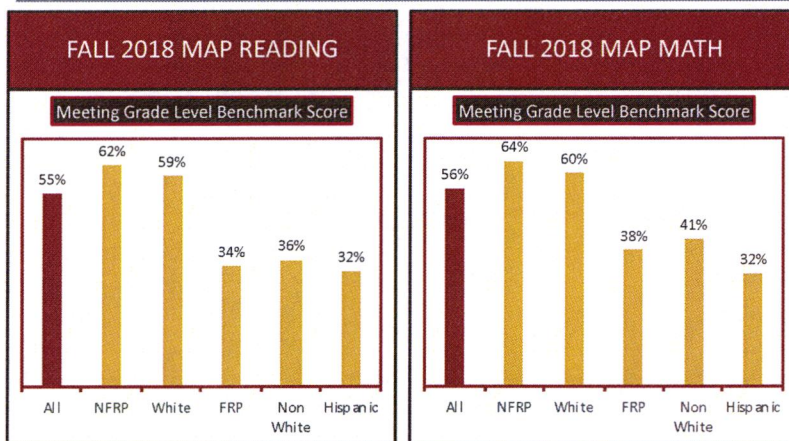
GOAL ONE



2017-2018 WBWF DISTRICT GOALS

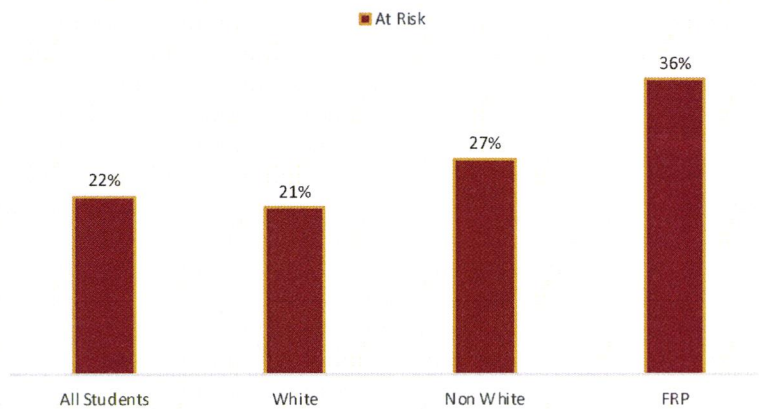
Aligns with the district strategic vision: "We will prepare every student for lifelong success within a world-class learning environment with a commitment to community partnerships and sustainability."

2018 WBWF Results



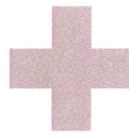
Fall 2018 Kindergarten SAEBRS Results

Percent of at risk students identified by total composite score (n=236)



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.

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
- ❖ Continue MAP testing for K in the fall, winter and spring

All third graders can read at
grade level.

GOAL TWO

70% of third
graders will
meet or exceed
grade level
standards on
the 2018 MCA.

2017-2018 WBWF GRADE 3 DISTRICT GOAL

Aligns with the district strategic plan ongoing priority: "Robust, core subject instruction."

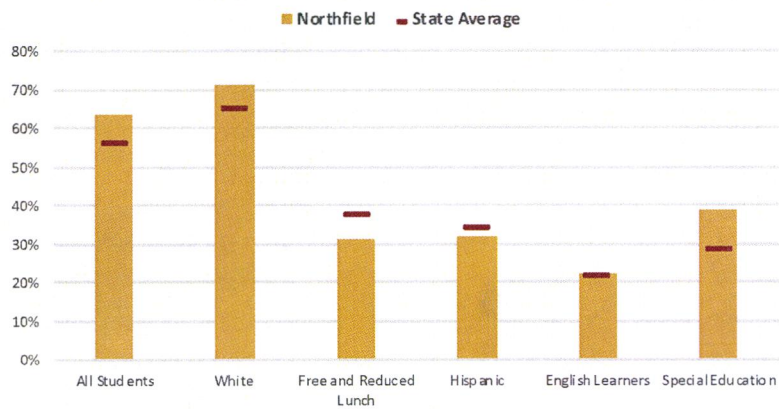
2018 WBWF Results

Third grade MCA reading proficiency in Northfield increased by 7% to 64% in 2018

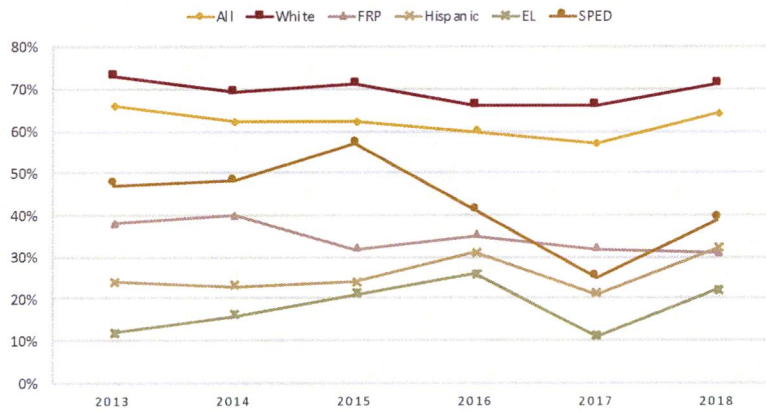
Source: 2018 MDE Report Card

2018 MCA Reading Results – Grade 3

All Accountability Tests

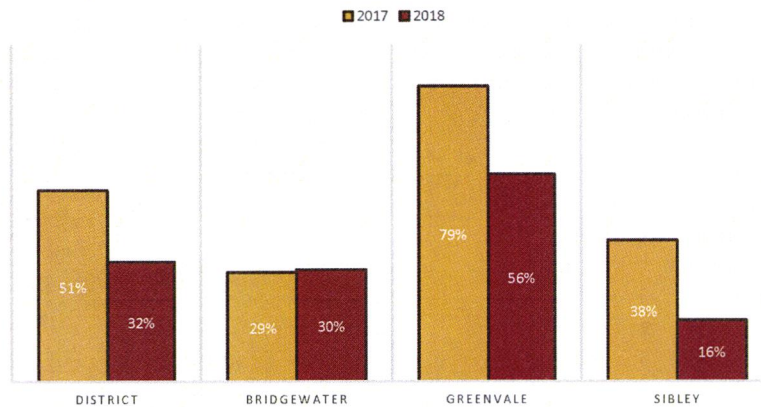


Third Grade MCA Reading Trends



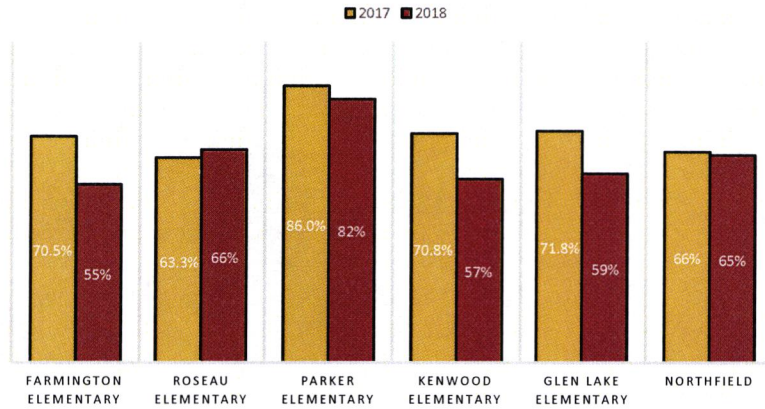
State Context for Grade 3 Reading

Percent of Districts/Schools with Proficiency Rates At or Above Northfield
All Reading Accountability Test Proficiency Rates with Cell Size Larger Than 9 Students



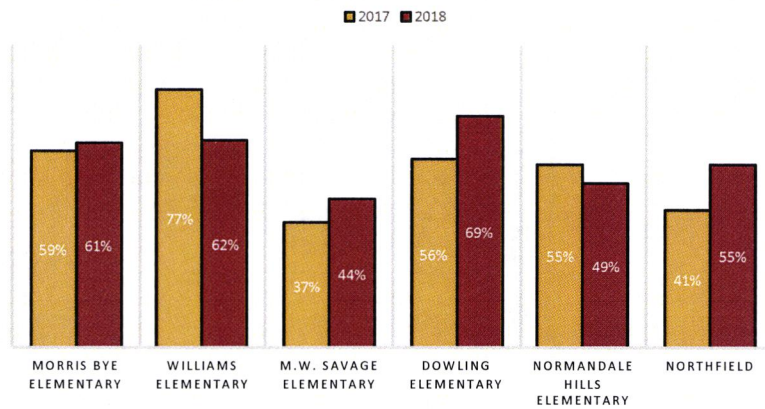
Bridgewater Peer Context for Grade 3 Reading

2017 Carleton College Research Study of Demographically Similar Peer Schools



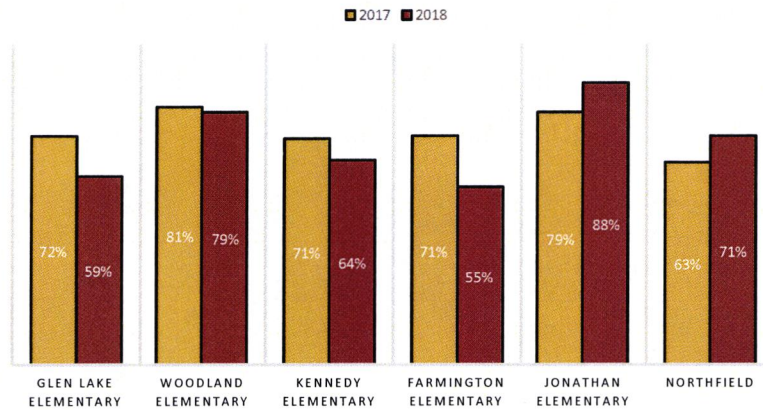
Greenvale Peer Context for Grade 3 Reading

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



2018 – 19 Grade 3 Reading Goal

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

What's Next

Action Steps:

- ❖ CCC implementation
- ❖ SIPPS and other interventions

All racial and economic achievement gaps between students are closed.

GOAL THREE

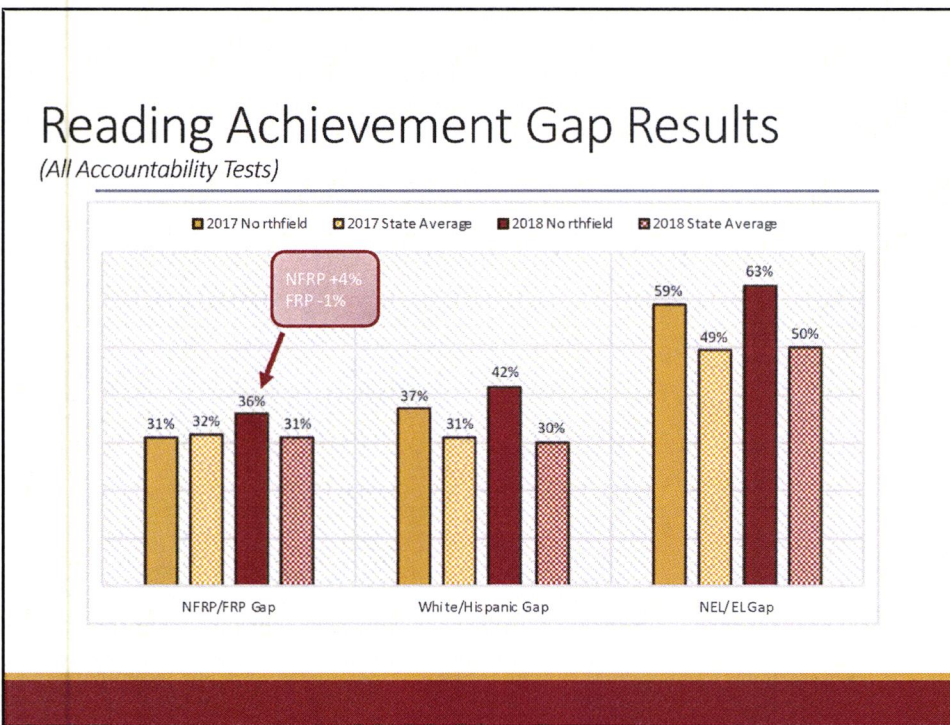
FRP gap will be at least 3% less than the state average on the 2018 Reading and Math MCAs

+

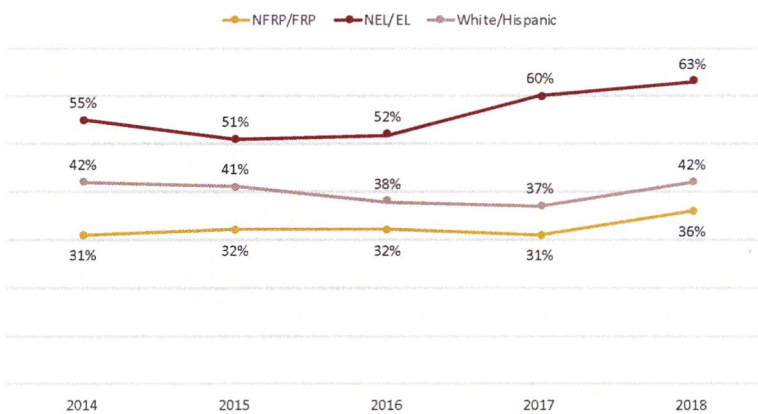
Hispanic and EL gaps will be smaller than the state average on the 2018 Reading and Math MCAs

2017-2018 WBWF DISTRICT GOAL

Aligns with the district strategic plan near term priority: "Equitable opportunities and support for all career and college paths."

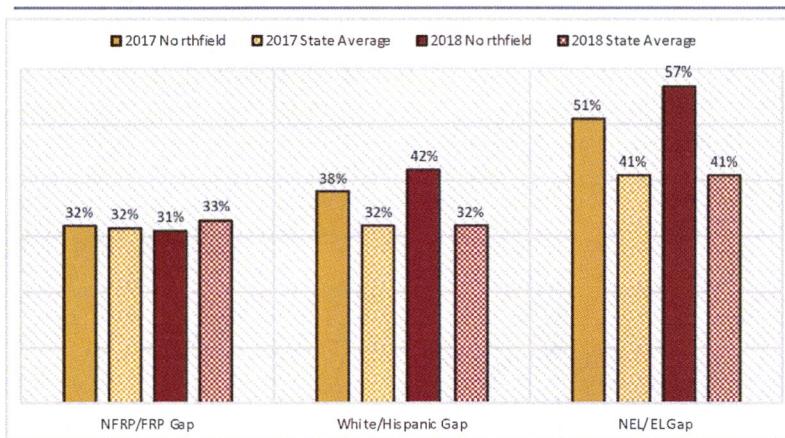


District Reading Proficiency Gap Trends

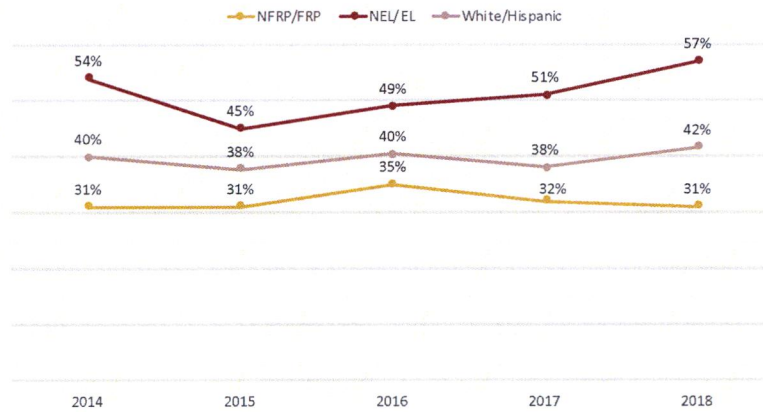


Math Achievement Gap Results

(All Accountability Tests)



District Math Proficiency Gap Trends



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


What's Next

Action Steps:

- ❖ Program review of K-12 MTSS process
- ❖ Northfield Promise and community work with the Latino community
- ❖ Community School
- ❖ EL team response to ESSA data on English language proficiency progress

All students are ready for
career and college.

GOAL FOUR



The infographic features three dark red circles with gold borders, each containing a goal. The circles are connected by plus signs. Below the circles is a horizontal line, followed by the title '2017-2018 WBWF DISTRICT GOAL' and a quote: 'Aligns with the district strategic plan near term priority: "Equitable opportunities and support for all career and college paths."'

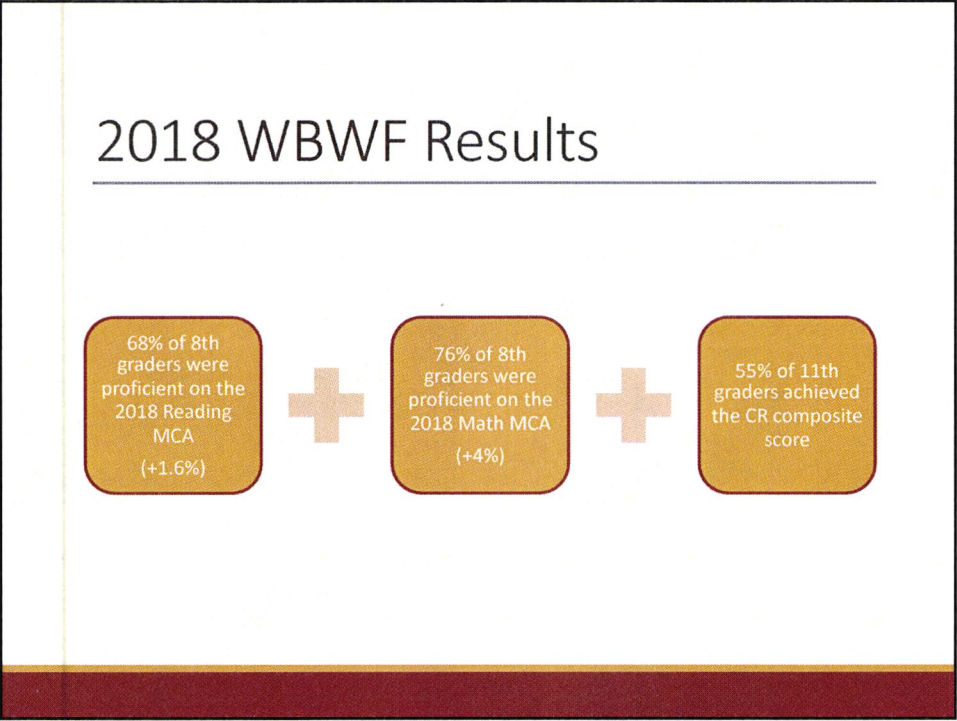
Increase percentage of proficient 8th graders to 70% on the 2018 MCA Reading Test

Increase percentage of proficient 8th graders to 75% on the 2018 MCA Math Test

Increase the percentage of 11th graders who meet the CRB composite score to 68%

2017-2018 WBWF DISTRICT GOAL

Aligns with the district strategic plan near term priority: "Equitable opportunities and support for all career and college paths."



The infographic features three rounded orange boxes with dark red borders, each containing a result. The boxes are connected by plus signs. Below the boxes is a horizontal line, followed by the title '2018 WBWF Results'.

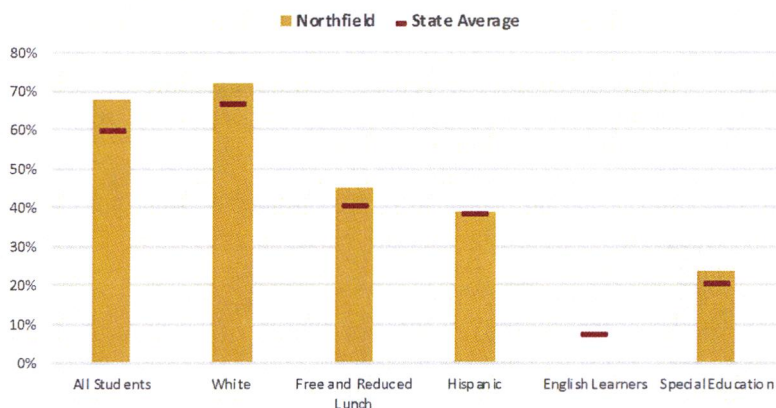
68% of 8th graders were proficient on the 2018 Reading MCA (+1.6%)

76% of 8th graders were proficient on the 2018 Math MCA (+4%)

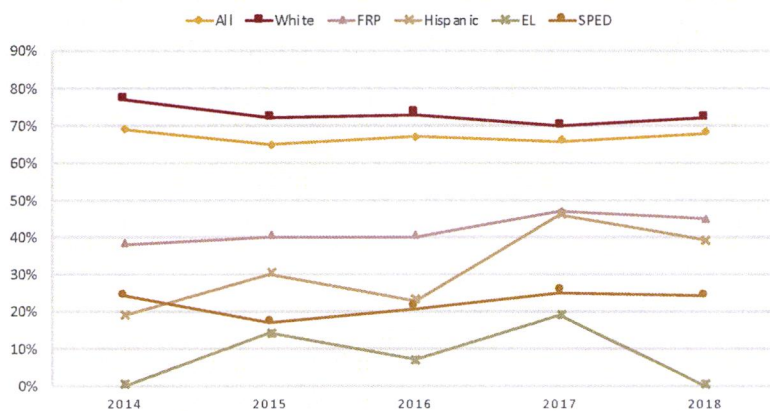
55% of 11th graders achieved the CR composite score

2018 WBWF Results

2018 MCA Reading Results – Grade 8

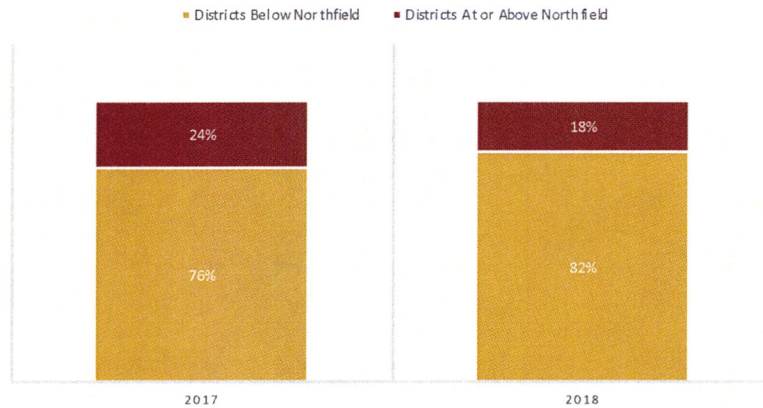


Grade 8 2017 MCA Reading Trends



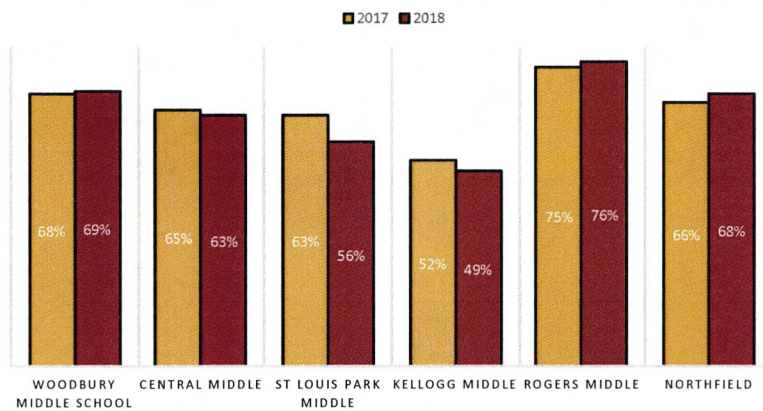
State Context for Grade 8 Reading

All Reading Accountability Test Proficiency Rates with Cell Size Larger Than 9 Students

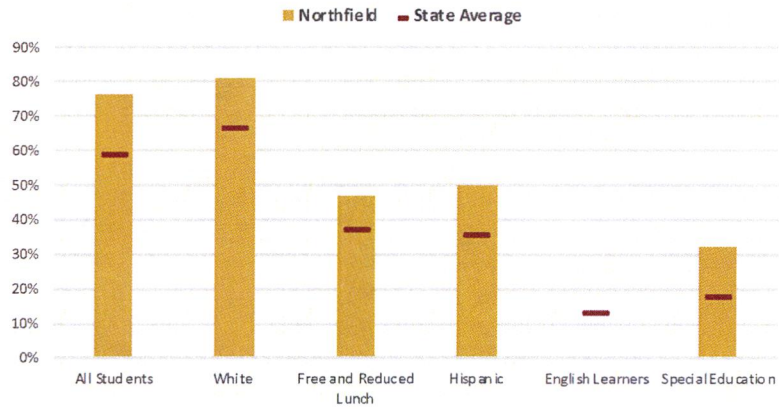


Peer Context for Grade 8 Reading

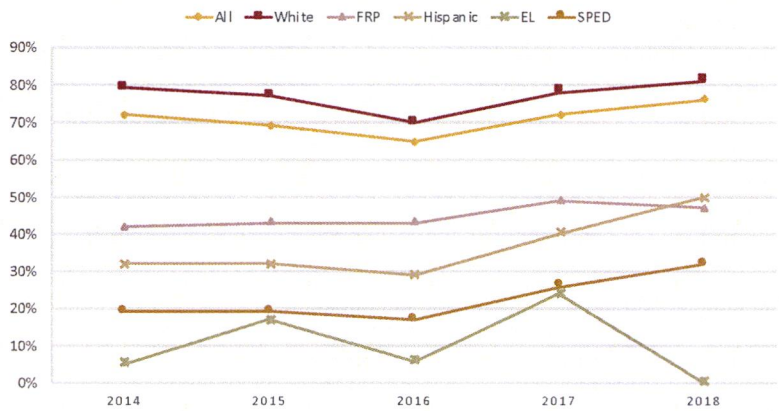
2017 Carleton College Research Study of Demographically Similar Peer Districts



2018 MCA Math Results – Grade 8

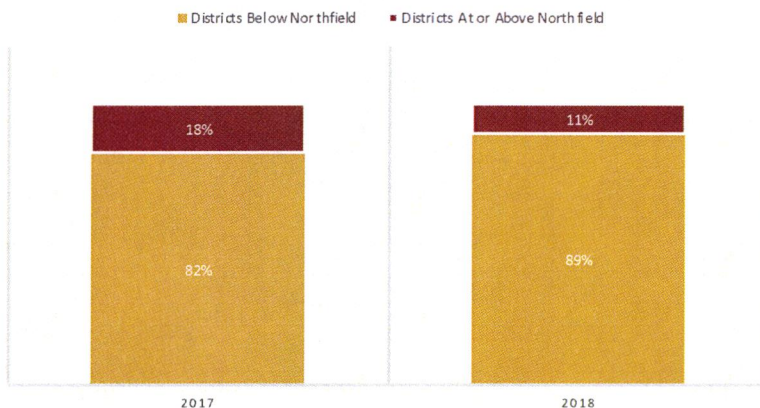


Grade 8 MCA Math Trends



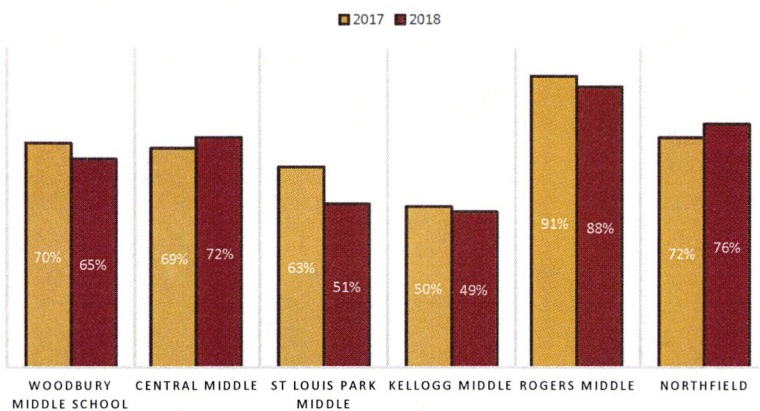
State Context for Grade 8 Math

All Reading Accountability Test Proficiency Rates with Cell Size Larger Than 9 Students



Peer Context for Grade 8 Math

2017 Carleton College Research Study of Demographically Similar Peer Districts



Northfield School District will increase the percentage of 11th graders reaching the college ready composite benchmark on the ACT to 68% in 2018

2017-2018 WBWF CAREER AND COLLEGE READINESS DISTRICT GOAL

Aligns with the district strategic plan near term priority: "Equitable opportunities and support for all career and college paths."

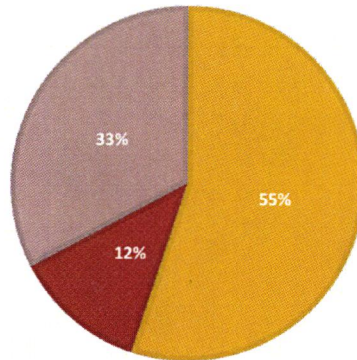
2018 WBWF Results

55% of 11th graders met the College Ready Benchmark Composite score on the ACT in the 2017-2018 school year.

Source: Pearson/ACT Corp

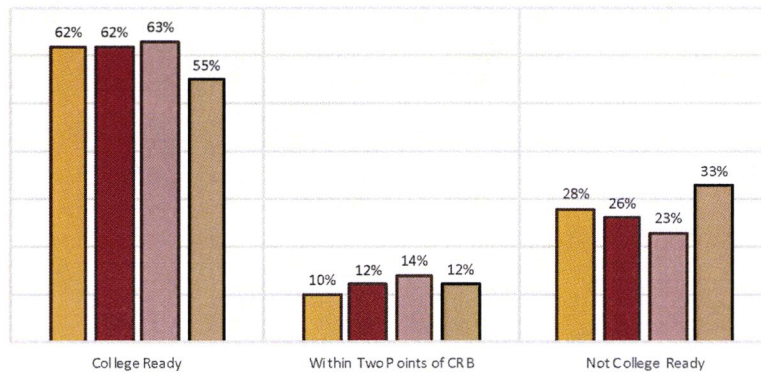
Class of 2019 ACT Results for 11th grade Composite Score – 21 is college ready

■ College Ready ■ Within Two Points of CRB ■ Not College Ready

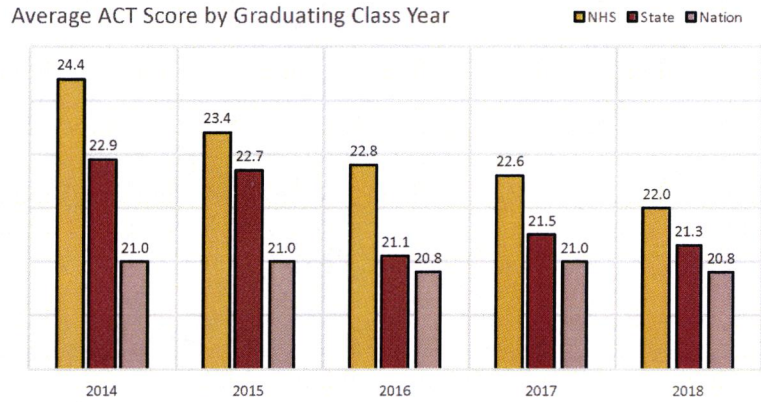


ACT College Readiness Trends – 11th Graders *% of students meeting the College Ready Benchmark composite score*

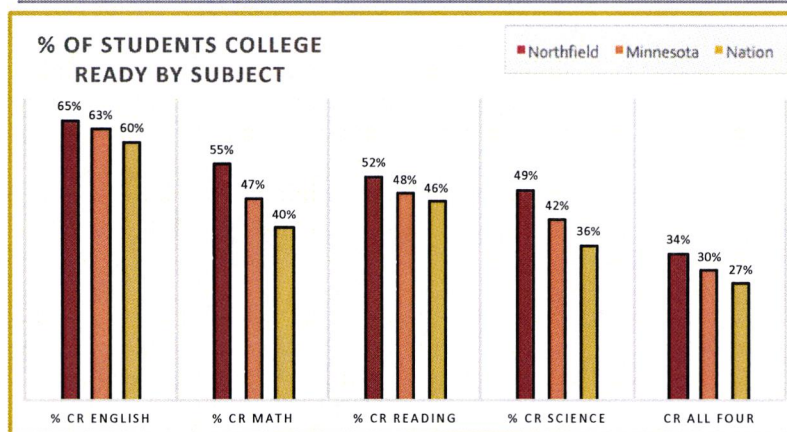
■ 2015 ■ 2016 ■ 2017 ■ 2018



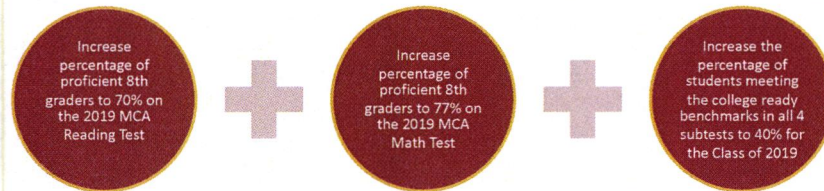
ACT College Readiness Report for the Class of 2018



Class of 2018 ACT Results



2018 – 2019 Career and College Readiness Goals



What's Next

Action Steps:

- ❖ MTSS Math and Reading at NMS
- ❖ Implementation of Second Step curriculum (Grades PK – 8)
- ❖ Reading Plus
- ❖ Ramp Up to Readiness (Grades 6 – 12)

All students graduate from
high school.

GOAL FIVE

The Class of
2017
graduation
rate will meet
or exceed 95%

2017-2018 WBWF DISTRICT GOAL

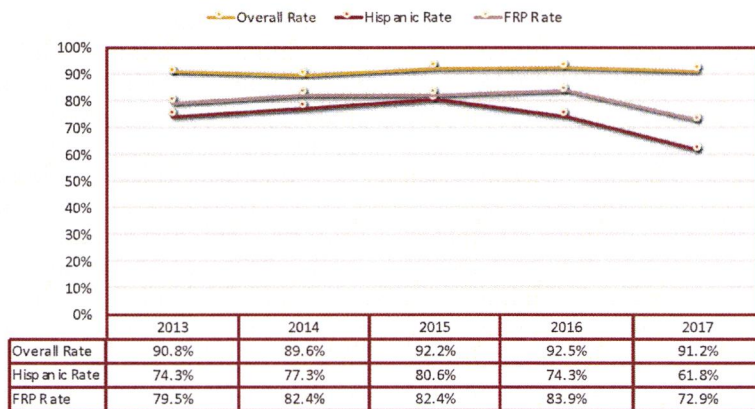
Aligns with the district strategic vision: "We will prepare every student for lifelong success within a world-class learning environment with a commitment to community partnerships and sustainability."

2018 WBWF Results

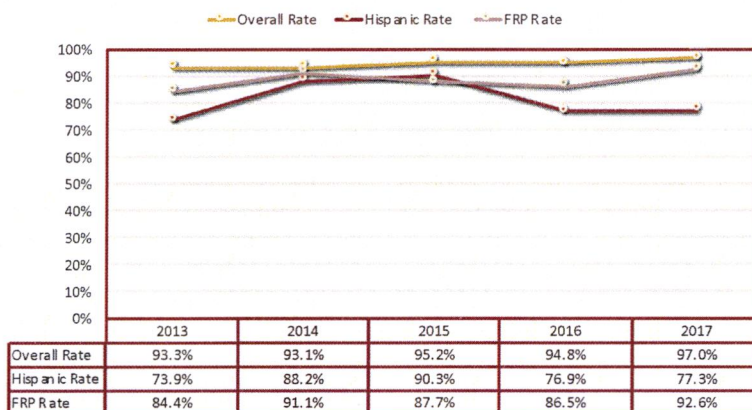
The 2017 graduation rate was 91% for all Northfield School District students and 97% for Northfield High School.

Source: 2017 MDE Graduation Data

4-Year Graduation Rates Northfield School District



4-Year Graduation Rates Northfield High School



2018 – 2019 Graduation Goal

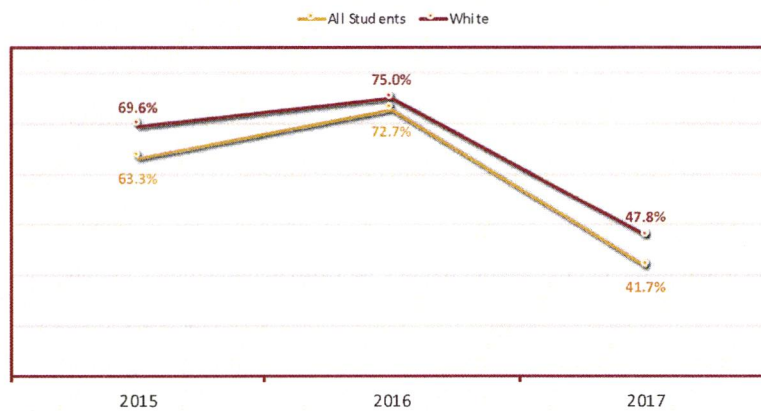
The Northfield
School District
will achieve a 4
year graduation
rate of 95%

ALC Identification and Assurances

The School District of Northfield provides assurance that all of the following activities are in progress during the 2018-19 school year to address the identified need in the ALC 4-year graduation rate for all and white student groups:

- Communicated and engaged with stakeholders.
- Conducted a comprehensive needs assessment for the school
- Reviewed district-and school-level resources among and within schools
- In partnership with stakeholders, designed and will implement a school improvement plan

4-Year Graduation Rates Northfield ALC



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 Results Summary

WBWF Goal	2018 Northfield Goal	2018 Result
All children are ready for school	Increase percentage of low risk readers from 49% to 75%	Not Met
	Increase percentage of low risk math students from 56% to 75%	
	Increase the percentage of students who demonstrate low risk social and emotional skills from 89% to 95%	
All third graders can read at grade level	70% of third graders will meet or exceed grade level standards on the 2018 MCA	Not Met
All racial and economic achievement gaps between students are closed	FRP gap will be at least 3% less than the state average on the 2018 Reading and Math MCAs	Not Met
	Hispanic and EL gaps will be smaller than the state average on the 2018 Reading and Math MCAs	
All students are ready for career and college	Increase percentage of proficient 8th graders to 70% in reading	Not Met
	Increase percentage of proficient 8 th graders to 75% in math	Met
	Increase the percentage of 11 th graders who meet the CRB composite score to 68%	Not Met
All students graduate from high school	The Class of 2017 graduation rate will meet or exceed 95%.	Not Met

Qualified Teaching Staff

Northfield Teacher Equity Data

	Highly Qualified %	BA %	MA %	PhD %	License Compliance %	< 3 Years %	3-10 years %	> 10 years %	Poverty % of school
District	99.8	47.0	53.0	0.4	99.3	3.0	27.0	71.0	26.3
BW	100	57.0	43.0	0	100	0	36.0	64.0	25.0
GVP	100	56.0	45.0	0	100	2.5	37.3	60.3	42.1
SB	100	43.0	57.0	0	97.4	7.6	17.9	74.5	24.1
MS	100	46.4	53.6	0	99.7	2.3	17.8	80.1	26.4
HS	99.1	34.2	64.5	1.4	99.5	0	20.7	79.3	21.3
ALC	100	42.4	43.0	14.8	100	0	60.2	39.8	60.7

Questions?