

INDEPENDENT SCHOOL DISTRICT 659
PUBLIC HEARING

Monday, November 14, 2022 ~ 5:15 p.m. - 5:45 p.m.
Northfield District Office Boardroom

Zoom Meeting Link: <https://northfieldschools-org.zoom.us/j/82708640719?pwd=RUFUTEorTVIDRnIxcGhwQXE5OUhnZz09>
Passcode: 361891

AGENDA

1. Call to Order
2. Procedures for Public Hearings
3. Review outcomes of the 2021-2022 World's Best Workforce Plan and goals and strategies for the 2022-2023 school year.
4. Opportunity for Community Feedback
5. Adjournment

PROCEDURES FOR PUBLIC HEARINGS BEFORE THE SCHOOL BOARD

It is a policy of the Northfield Board of Education 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 board 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. Questions for clarification are appropriate, but debate of issues is not.

Northfield Schools - World's Best Workforce Report (WBWF)
 Narrative Presentation to the School Board
 November 14, 2022

Slide	Notes
1	I am pleased to present the 2022 World's Best Workforce Report tonight. I want to thank the members of Northfield Forward who met in October and provided feedback on this report.
2	All of our work is grounded in advancing the district vision and mission. Our district benchmarks align with WBWF and Northfield Promise benchmarks.
3	As we look ahead to the metrics in this report, please consider the context of these 2022 results. The theme for this year is <i>Reset</i> , which includes our instruction, adult and student expectation, district processes and PLC work.
4	Goal One: All children are ready for school.
5	<p>Our goal for this fall: 70% of incoming kindergarten students will meet the grade level benchmark on the Fall 2022 Star Early Literacy Test.</p> <p>Fall 2022 Result: 64% of kindergarten students met the grade level benchmark.</p>
6	<p>All K-8 students, including Portage, completed the fall Star test. 230 kindergarten students completed the Star assessment at the end of September.</p> <p>The results indicate that 64% of our kindergarten students met the grade level benchmark this year, an increase of 8% compared to the prior year cohort. We continue to see the gap that exists between student groups at the start of formal schooling, but all demographic groups showed improved results in the Fall of 2022 which contributed to a reduction in the achievement gap on this assessment.</p> <p>Acronym Definition: NFRP - Non Free and Reduced Lunch students, FRP - students qualifying for the federal free and reduced lunch program, SOC - Students of Color.</p>

7	<p>Our action steps for the 22-23 school year include continuing with our benchmark assessments in the winter and spring to measure student progress, LETRS training for NCEC staff (5 staff members currently enrolled), expanding the community school model to all three elementary schools, 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 all PreK, kindergarten, 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> <p>We are also benefiting from the support of MN Reading Corps tutors at the NCEC. These tutors are providing whole class support to our youngest learners as they become secure in their early literacy skills.</p> <p>And finally, the district is using Talking Points, a two way text messaging platform that can translate incoming and outgoing messages into more than 100 languages. Since the start of the school year, our families have sent over 6,600 messages to school staff in 8 different languages.</p> <p>Acronym Definition: LETRS - Language Essentials for Teachers of Reading and Spelling</p>
8	<p>Our WBWF kindergarten readiness goal for the 22-23 school year: 70% of incoming kindergarten students will meet the grade level benchmark on the Fall 2023 Star Early Literacy Test.</p>
9	<p>Goal Two: All third graders can read at grade level.</p>
10	<p>The goal for the 21-22 school year: 65% of third graders will meet or exceed grade level standards on the 2022 MCA.</p> <p>21-22 Result: 57% of Grade 3 students met grade level proficiency on the 2022 MCA Reading Test.</p> <p>Acronym definition: MCA - Minnesota Comprehensive Assessment</p>

11	Our results show continued overall performance well above the state average, however we did see a 3% decrease in overall proficiency, with gains in our FRP, SPED and Hispanic student groups.
12	It is important to take a look at the state context for our proficiency rate of 57%. 72% (230) of the 318 public operating elementary Independent Districts testing 10 or more students had proficiency rates lower than Northfield. The highest third grade proficiency rate for 01 districts was Hancock, at 82.1%. Only 16 districts had proficiency rates greater than 70%.
13	The WBWF third grade reading goal for the 22-23 school year: 65% of third graders will meet or exceed grade level standards on the 2023 MCA.
14	<p>Moving forward, our action steps include the following:</p> <p>LETRS training for 48 teachers and 6 administrators, 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 tutoring opportunities to our K-3 students.</p> <p>The budget prioritization process included a reduction in average class sizes in the three elementary buildings.</p> <p>Reset of core instructional practices in literacy utilizing the recommendations of the summer work team and as part of the PLC process.</p> <p>Streamlining of progress monitoring within the Renaissance platform, making it easier for teachers to track student progress between benchmark testing windows.</p> <p>Acronym Definition: CCC - Center for Collaborative Classroom, SIPPS - Systematic Instruction in Phonological Awareness, Phonics, and Sight Words</p>
15	Goal Three: All racial and economic achievement gaps between students are closed.
16	<p>Achievement gap goal for 21-22: The attendance rates of FRP and Students of Color groups will meet or exceed the rate of NFRP and White peers in 21-22.</p> <p>21-22 Result: Consistent attendance rates for FRP (60%) and Students of Color (62%) were below the rate of NFRP and White student demographic groups (75%)</p>

17	<p>Minnesota's 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> <p>Attendance data is similar to graduation data in that there is a one year delay in reporting. However, due to COVID-19, attendance accountability data has not been available from MDE since FY 2019. We continue to use local attendance data for this goal.</p> <p>As you can see from our local data, the percentage of FRP and students of color missing more than 10% of school days in the 2021-2022 school year was higher than their peers.</p>
18	<p>The WBWF achievement gap goal for the 22-23 school year: The attendance rates of FRP and Students of Color groups will meet or exceed the rate of NFRP and White peers in 22-23.</p>
19	<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. Cindy and Heidy are already making an impact as they connect with families and help them overcome barriers that make consistent school attendance difficult. Additionally, we were able to hire a part-time secondary attendance liaison, funded with our MTSS grant.</p> <p>Under the guidance of Carrie Duba and with support of an MDE grant and cohort, we have launched district and building MTSS teams and a dashboard to help us better identify and support families. This streamlined systems approach allows us to better utilize our resources to help support students and families.</p> <p>Other action steps include the reset of our PLC process to focus on student outcomes as a result of adult instructional changes and the implementation of our K-12 social emotional screener to identify student needs.</p> <p>Finally, we have new programming designed to engage non-athletic participants: Community School expansion and the ACES program at the middle school. Northfield Public Schools was selected for the ACES pilot expansion program in partnership with the Northfield Healthy Community Initiative (HCI). ACES programming has helped thousands of students across the Twin Cities strengthen their academics and build crucial social-emotional skills.</p>

	Acronym Definition: SSIS SEL Survey=Social Skills Improvement System Social Emotional Learning Survey, ACES: Athletes Committed to Educating Students
20	Goal Four: All students are ready for career and college.
21/22	<p>Our WBWF plan includes two metrics for our career and college readiness goal: 8th grade MCA performance and ACT college readiness.</p> <p>2021-2022 College Readiness Goals:</p> <ul style="list-style-type: none"> • Increase percentage of proficient 8th graders to 65% on the 2022 MCA Reading and Math tests • Increase the percentage of students meeting the ACT college ready benchmarks in all 4 subtests to 40% for the Classes of 2022 & 2023 <p>2021-2022 College Readiness Goal Results:</p> <ul style="list-style-type: none"> • 8th Grade 2022 MCA Reading Proficiency: 45% • 8th Grade 2022 MCA Math Proficiency: 50% • Percentage of the Class of 2022 who met the ACT CRB in all 4 subtests: 34%
23/24	We saw a second year of significant decline in 8th grade MCA reading scores, impacting all demographic groups except Special Education. While our overall proficiency rate declined in math, we remain above the state average with certain demographic groups seeing slight increase in proficiency.
25	Within the state context, our 8th grade proficiency rates are higher than 54% of 01 districts in reading, 77% of districts in math and 67% in science.
26	As a district, our average ACT composite score improved slightly, with Northfield High School's average score increasing by .3 for the class of 2022. The national average dropped to the lowest in ACT history.
27	We did not reach our district goal of 40% of students reaching the college ready benchmark in all four subtests, but we remain above the state and national averages for this metric.

28	<p>The 2022-2023 WBWF Career and College Readiness goals are:</p> <ol style="list-style-type: none"> 1. Increase percentage of proficient 8th graders to 65% on the 2023 MCA Reading and Math tests 2. Increase the percentage of students meeting the ACT college ready benchmarks in all 4 subtests to 40% for the Classes of 2023.
29	<p>Our action steps for career and college readiness include the following:</p> <p>The middle school 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>A renewed focus on PLC teams and process to positively impact student achievement. This includes an measurement of administrative PLC visibility as recommended by the PLC work team. To date, there have been 216 administrative PLC team visits across the district.</p> <p>Reset of CCR and flex times at the high school to better meet student needs.</p> <p>District and building MTSS teams to support students and families.</p> <p>Acronym Definition: CCR=Career and College Readiness</p>
30	<p>Goal Five: All students graduate from high school.</p>
31-34	<p>Our 21-22 graduation goal was a 95% 4-year district graduation rate for the class of 2021.</p> <p>21-22 Results: The 2021 4-year graduation rate for Northfield Public Schools was 90.4% and 96.7% for Northfield High School</p>
35	<p>The 2022-2023 WBWF graduation goal:</p> <p>The Northfield School District will achieve a 4 year graduation rate of at least 95% for the Class of 2022.</p>
36	<p>Action steps related to the graduation goal include the following:</p> <ul style="list-style-type: none"> • Reestablishment of clarity around attendance expectations for students and families • Continuation of the successful peer helper program at NHS

	<ul style="list-style-type: none"> • District and building MTSS teams • Reset of PLC process • Family engagement plan for 22-23
37	Summary table of WBWF goals and results. This is our current reality and starting point for moving forward in the 22-23 school year.
38	Our 2022-2023 WBBWF Goals
39	<p>The ALC is 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.</p> <p>In 2022, MDE began identifying “linked” high schools, which included the identification of Northfield High School as a school focused on credit and/or dropout recovery that was prioritized for comprehensive support draws 30% or more of its enrollment from this high school.</p>
40	<p>Earlier this year, the district completed its application for the 2022-2025 Achievement and Integration Program (A&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&I program and must report our progress annually. Our goals are:</p> <p>Goal 1: The percentage of 9th through 12th grade FRP students who are credit deficient and not on track for graduation within 4 years will decline from 27% in 2022 to 13% or less in 2025. (Baseline FY 2022 Data: 27% of FRP and 13% of NFRP students are credit deficient)</p> <p>Goal 2: The percentage of FRP students who are proficient on the 3rd grade Reading MCA will increase from a baseline of 28% in the spring of 2021 to 40% in 2025, an increase of 3% per year from 2022 to 2025.</p> <p>Goal 3: Reduce the percentage of FRP students receiving one or more Q2 Fs at Northfield Middle School from 31% in Q2 of FY 2022 to 9%, the FY 2022 NFRP student percentage, by Q2 FY 2025.</p>

	<p>Goal 4: Increase student awareness and understanding of district data with student peers from the Cannon River Collaborative (CRC) so that 100% of annual data summit attendees report learning something new about the CRC districts and at least 90% of students agree that they generated potential solutions to reduce the achievement gaps between student demographic groups.</p> <p>In May 2022, Northfield hosted the YEA youth data summit with approximately 80 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 our survey results indicated 90% of respondents agreed that they were able to generate potential solutions to issues identified in their district’s data.</p> <p>We will hold a December 2022 Student Data Summit to carry on this important work.</p>
41	Questions

World's Best Workforce

Northfield Public Schools

SCHOOL BOARD PRESENTATION
November 14, 2022

District Mission

Our Vision

We prepare every student for lifelong success by developing critical thinkers who are curious and ready to engage in our society.

Our Strategic Plan

Reaching Out, Reaching Up:
THE 2027 STRATEGIC PLAN

VISION
We prepare every student for lifelong success by developing critical thinkers who are curious and ready to engage in our society.

STRATEGIC COMMITMENTS

- People**
We prioritize the engagement, satisfaction, and support of every student, staff member, and family.
- Learner Outcomes**
We prepare every student to be academically and socially ready to choose their preferred pathway after high school graduation.
- Equity**
We ensure that every child has a fair opportunity to reach their full potential.
- Communication**
We communicate effectively and transparently with all stakeholders.
- Stewardship**
We responsibly manage our personnel, finances, property, time and environmental impact.
- Partnerships**
We seek community partnerships that accelerate student achievement of district benchmarks.

BENCHMARKS

1 All children are ready for kindergarten.	2 All students are connected to the community.	3 All students are at grade level in reading and mathematics by the end of third and sixth grades.
4 All students exhibit physical, social and emotional well-being.	5 All students have a connection with a caring adult beyond their parents as they transition to middle school.	6 All students have interests, goals and a vision for the future by the end of eighth grade.
7 All students graduate from high school with a plan to reach their full potential.	8 All employees report satisfaction in the workplace.	9 All parents report satisfaction with their children's educational experience.
10 The district maintains 14% of its annual expenditures in its unassigned fund balance to ensure financial stability.	11 Community education provides relevant and accessible learning opportunities for all residents.	<small>Note: The first seven benchmarks are aligned with the Integrated Strategic Plan for Northfield Public Schools. All 11 community engagement outcomes in the Integrated Strategic Plan align with these benchmarks.</small>



All children are ready for school.

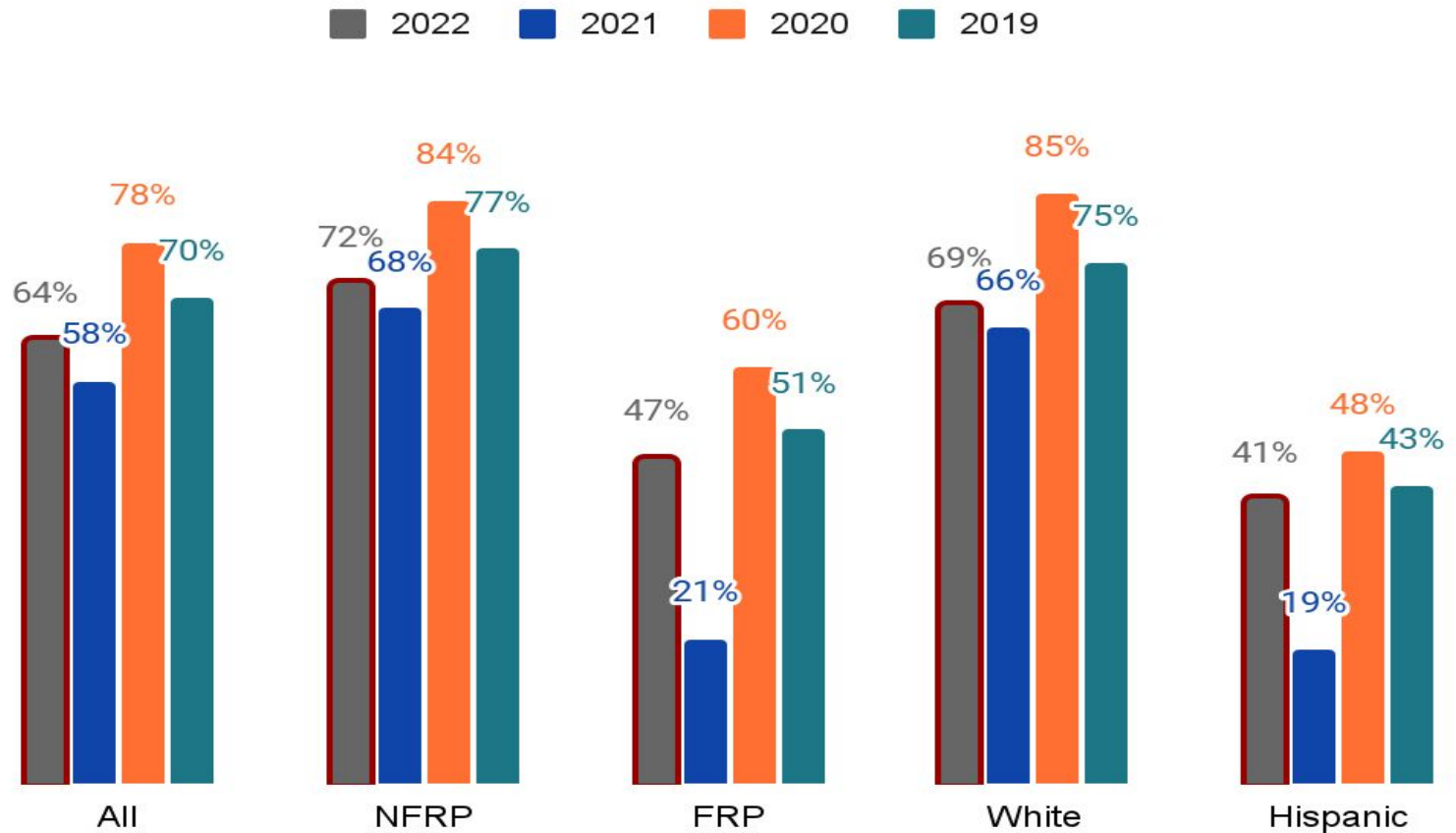
GOAL ONE

2021 – 2022 Readiness Goals and Results

70% of incoming kindergarten students will meet the grade level benchmark on the Fall 2022 Star Early Literacy Test.

64% of kindergarten students met the grade level benchmark on the Fall 2022 Star Early Literacy Assessment.

Fall MAP Reading (2018-2020) and Star Early Literacy Results (2021 and 2022) (% of kindergartners scoring at or above the fall benchmark)



Actions with Impact

- ❖ LETRS training - NCEC staff
- ❖ Bridges to K programming (128 students attending in 2022)
- ❖ Expansion of Community School model
- ❖ Preschool and Family Engagement Navigators
- ❖ PreK Heggerty curriculum for foundational skill development
- ❖ MN Reading Corps support at NCEC
- ❖ TalkingPoints to foster family connection
- ❖ Preschool data sharing

2022 – 2023 Readiness Goal



70% of incoming
kindergarten
students will meet
the grade level
benchmark on the
Fall 2023 Star Early
Literacy Test

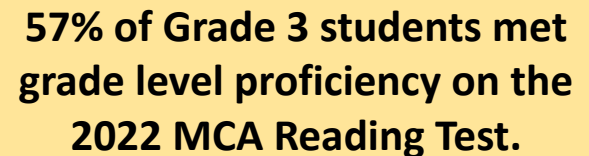
All third graders can read at
grade level.

GOAL TWO

2021 – 22 Grade 3 Reading Goal and Results

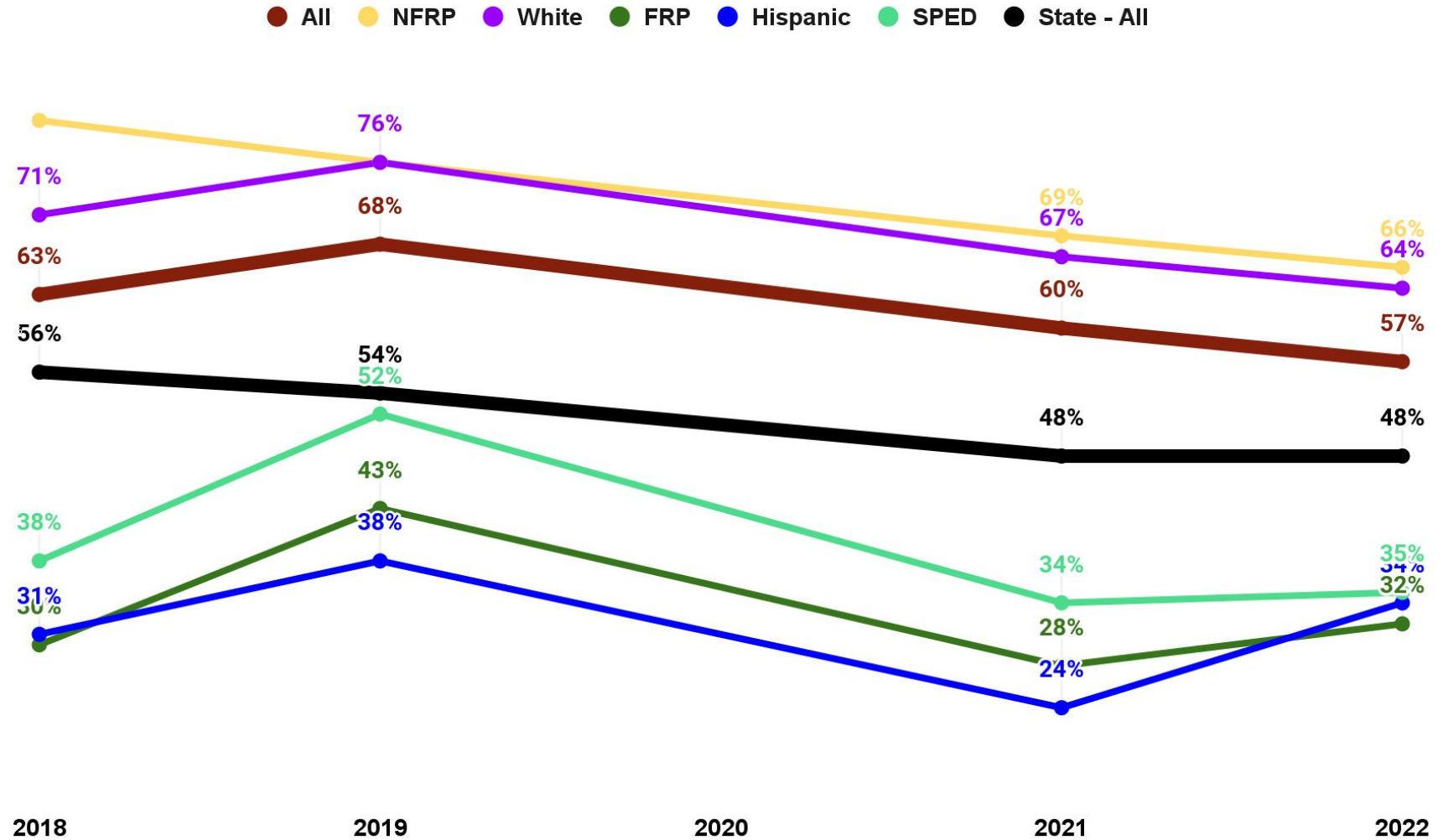


65% of third graders will meet or exceed grade level standards on the 2022 MCA.



57% of Grade 3 students met grade level proficiency on the 2022 MCA Reading Test.

Third Grade MCA Reading Trends



2022 WBWF in Context

57% of Northfield 3rd graders were proficient on the 2022 MCA Reading Test

State Context

2022 – 23 Grade 3 Reading Goal



65% of third
graders will
meet or exceed
grade level
standards on
the 2022 MCA.

Actions with Impact

- ❖ LETRS Training
- ❖ Smaller class sizes
- ❖ District MTSS Process and Dashboard
- ❖ Reset on instructional practices
- ❖ PLC reset
- ❖ SIPPS and other reading interventions
- ❖ MN Reading Corps support
- ❖ Use of Star Curriculum Based Measures (CBMs) to track student fluency progress between benchmark testing windows.

All racial and economic achievement gaps between students are closed.

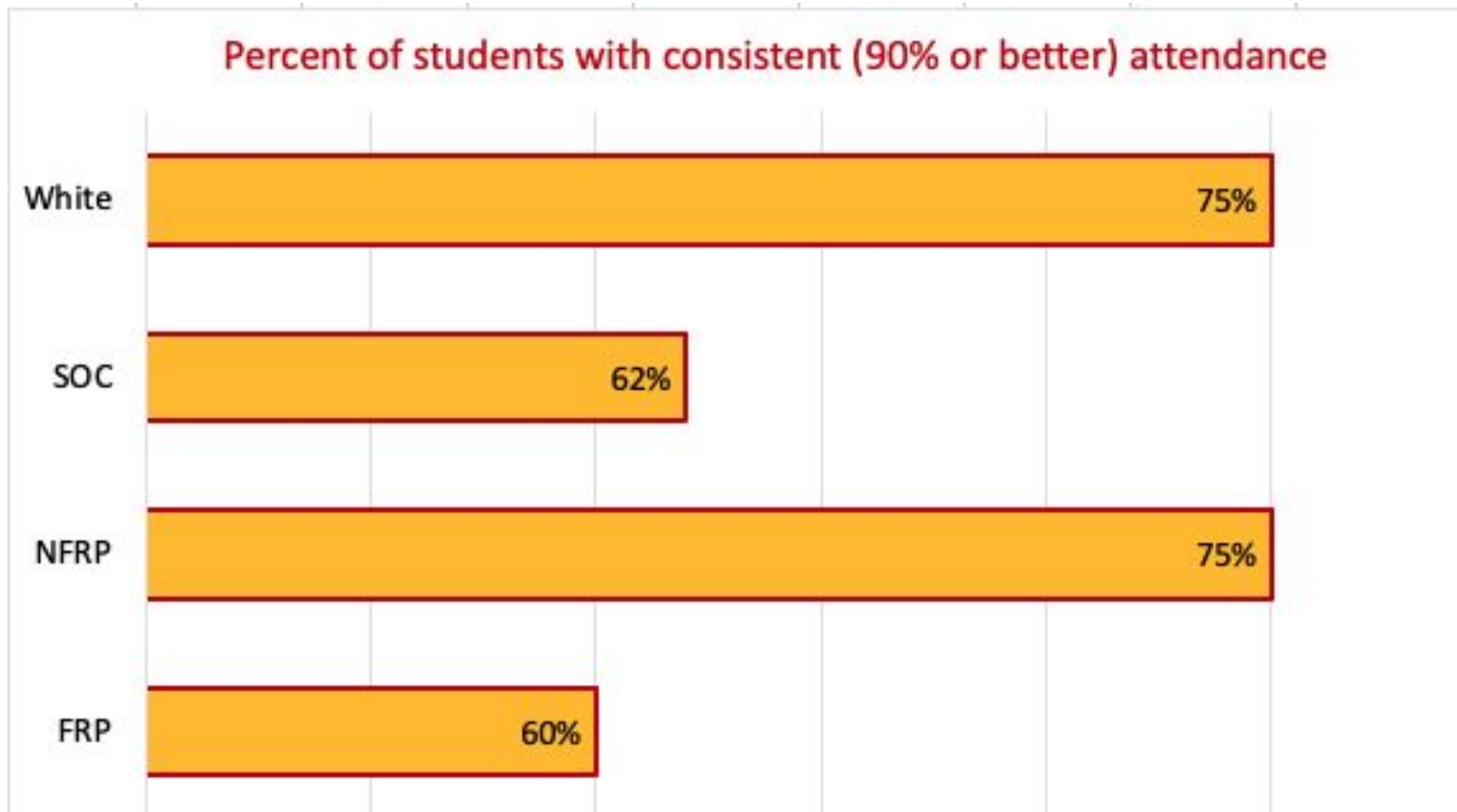
GOAL THREE

2021 – 2022 Achievement Gap Goal

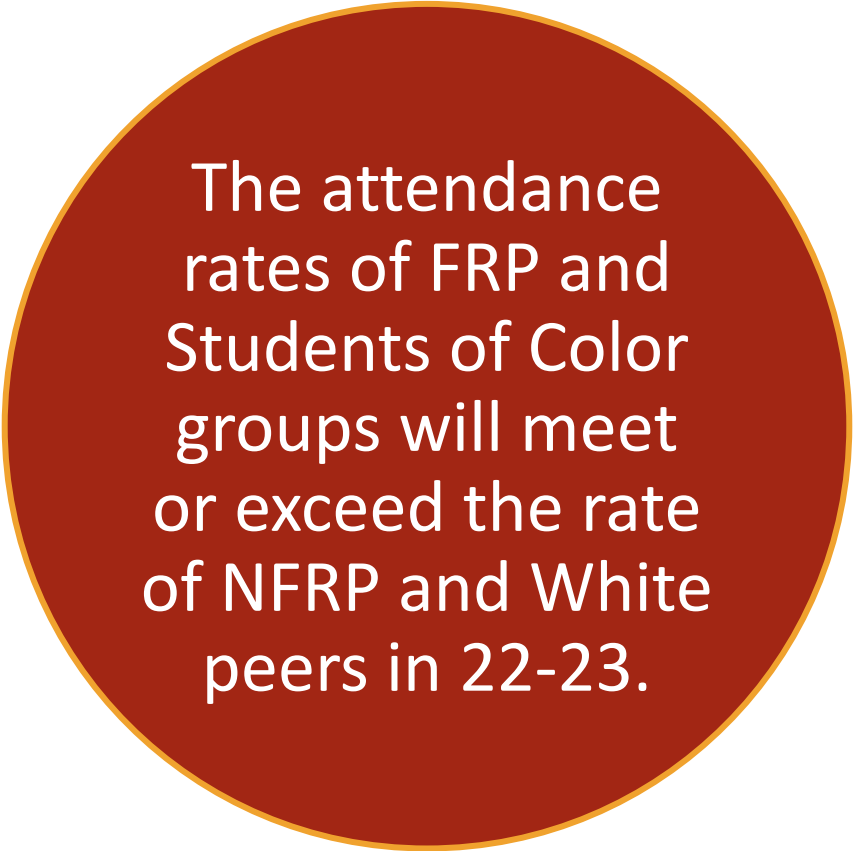
The attendance rates of FRP and Students of Color groups will meet or exceed the rate of NFRP and White peers in 21-22.

Consistent attendance rates for FRP (60%) and Students of Color (62%) were below the rate of NFRP and White student demographic groups (75%)

2021-2022 Local Attendance Data



2022 – 2023 Achievement Gap Goal



The attendance rates of FRP and Students of Color groups will meet or exceed the rate of NFRP and White peers in 22-23.

Actions with Impact

- ❖ Family Engagement Navigators
- ❖ Attendance Liaison NHS
- ❖ District MTSS Process and Dashboard - supported by MTSS cohort and grant funding
- ❖ Weekly PLC work
- ❖ SSIS SEL Survey
- ❖ New programs designed to engage non-athletic participants (Community School and ACES)

All students are ready for
career and college.

GOAL FOUR

2021 – 2022 Career and College Readiness Goals

Increase percentage
of proficient 8th
graders to 65% on
the 2022 MCA
Reading and Math
tests

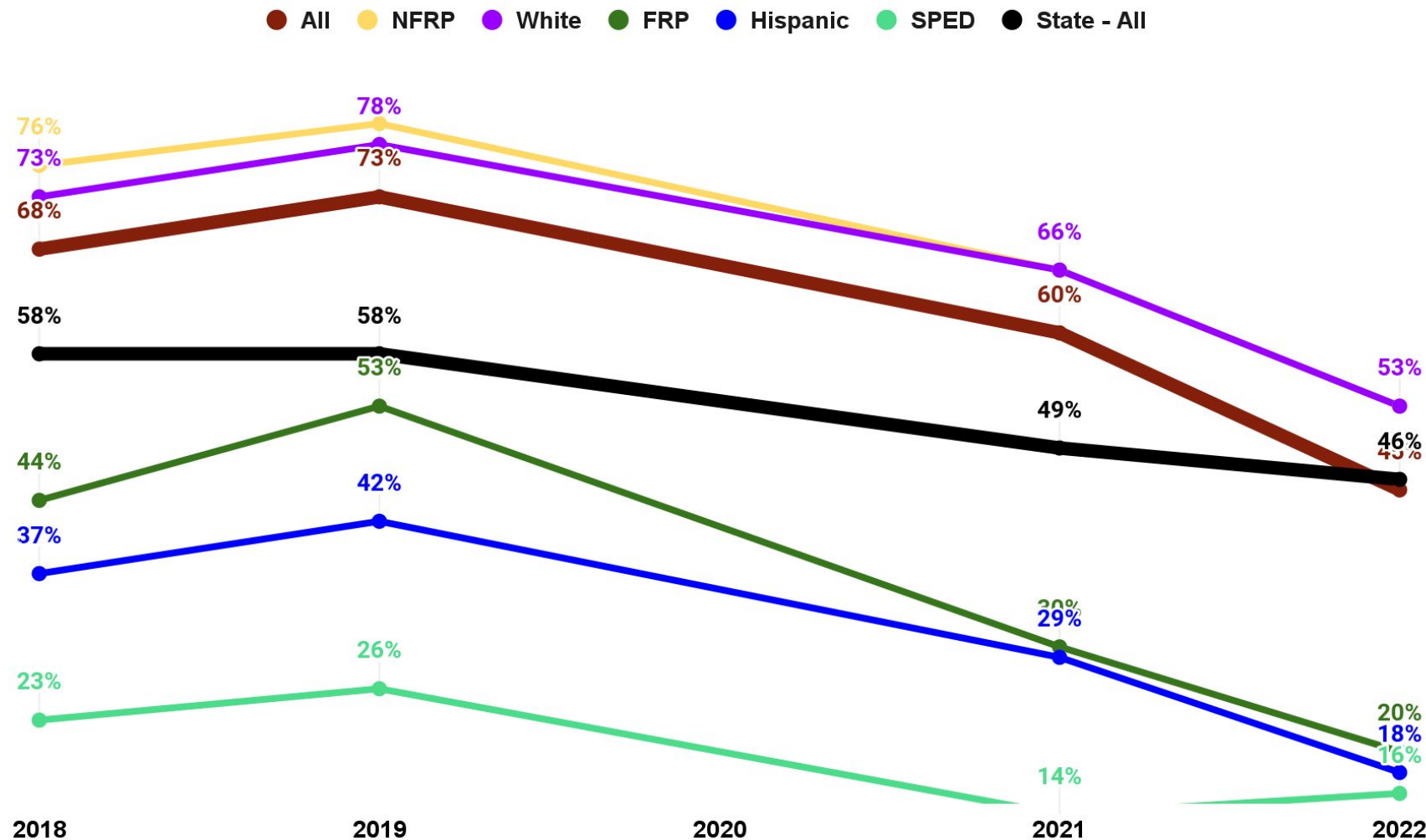


Increase the
percentage of
students meeting the
ACT college ready
benchmarks in all 4
subtests to 40% for
the Classes of 2022 &
2023

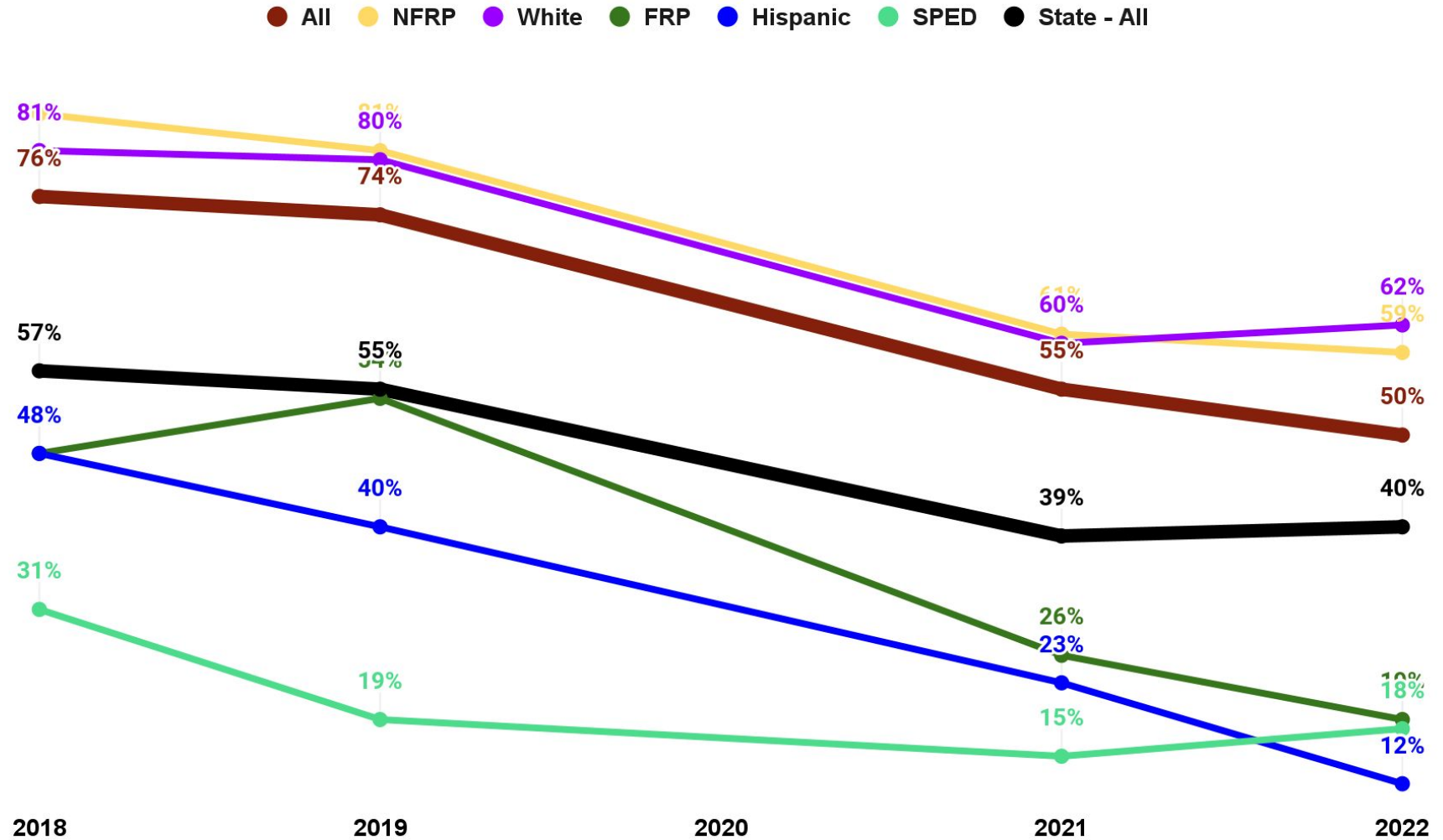
2022 WBWF Results

- ❖ 8th Grade MCA Reading Proficiency: **45%**
- ❖ 8th Grade MCA Math Proficiency: **50%**
- ❖ Percentage of the Class of 2022 who met the ACT CRB in all 4 subtests: **34%**

Eighth Grade MCA Reading Trends



Eighth Grade MCA Math Trends



2022 WBWF Results

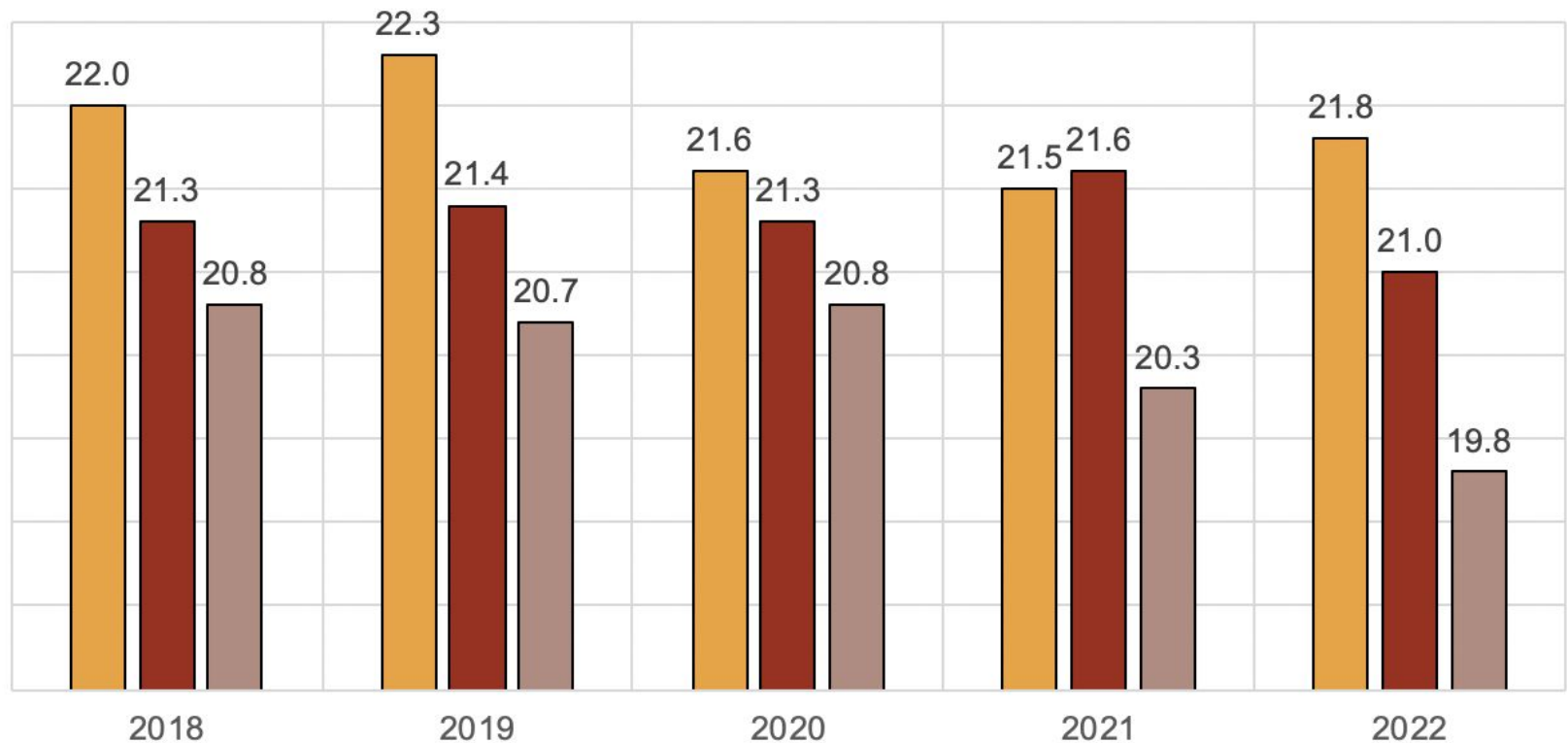
44.6% of Northfield 8th graders were proficient on the 2022 MCA Reading Test, ad 49.5% were proficient in math.

State Context

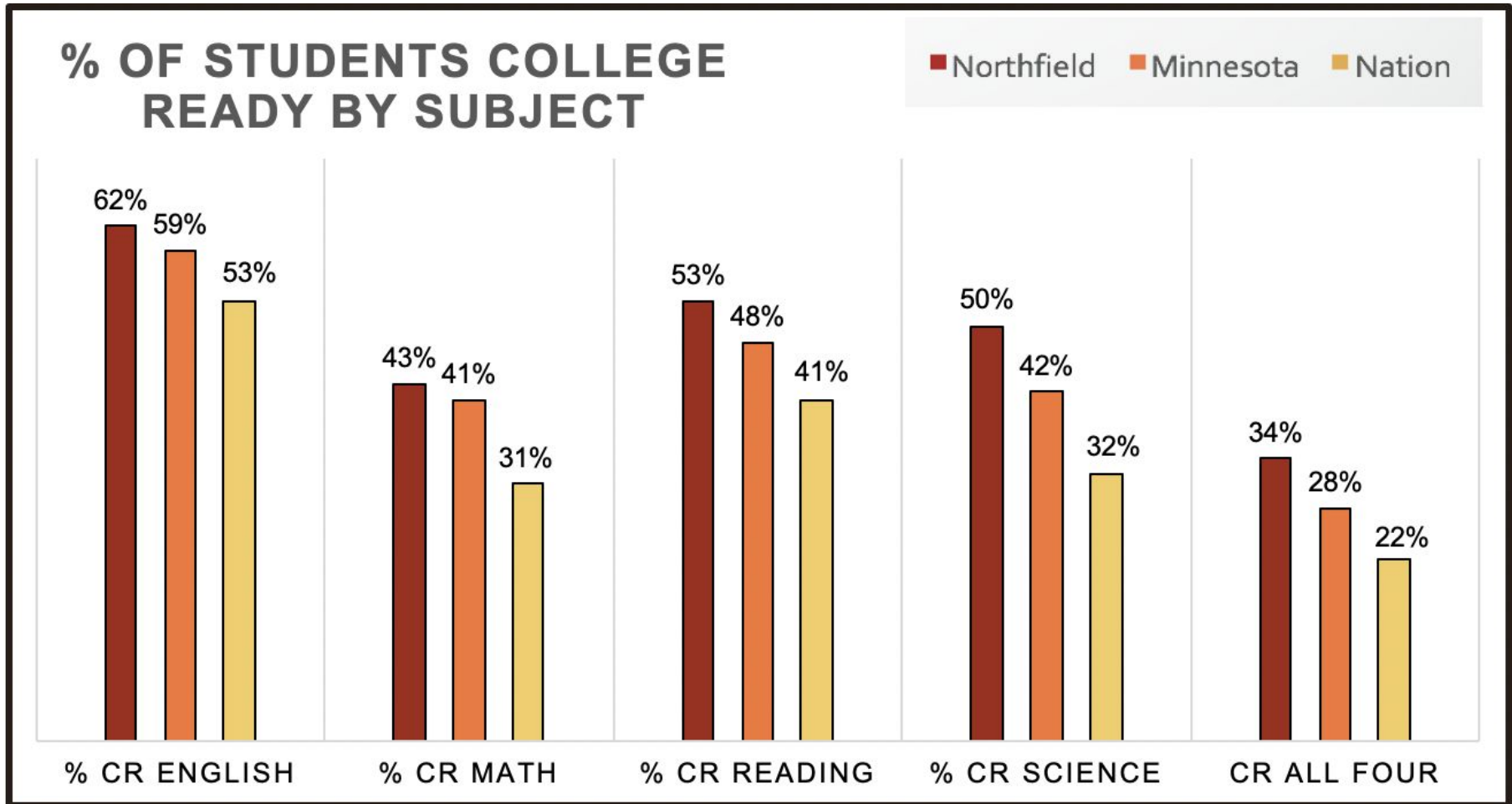
ACT College Readiness Report for the Class of 2022

Average ACT Score by Graduating Class Year

■ NPS ■ State ■ Nation



Class of 2022 ACT Results



2022 – 2023 Career and College Readiness Goals

Increase percentage
of proficient 8th
graders to 65% on
the 2023 MCA
Reading and Math
tests



Increase the
percentage of
students meeting the
ACT college ready
benchmarks in all 4
subtests to 40% for
the Classes of 2023

Actions with Impact

- ❖ Implementation of AVID at the the middle school
- ❖ PLC focus on student achievement outcomes
- ❖ Refocus on the purpose and power of CCR and flex time, Naviance platform
- ❖ District and building MTSS teams

All students graduate from
high school.

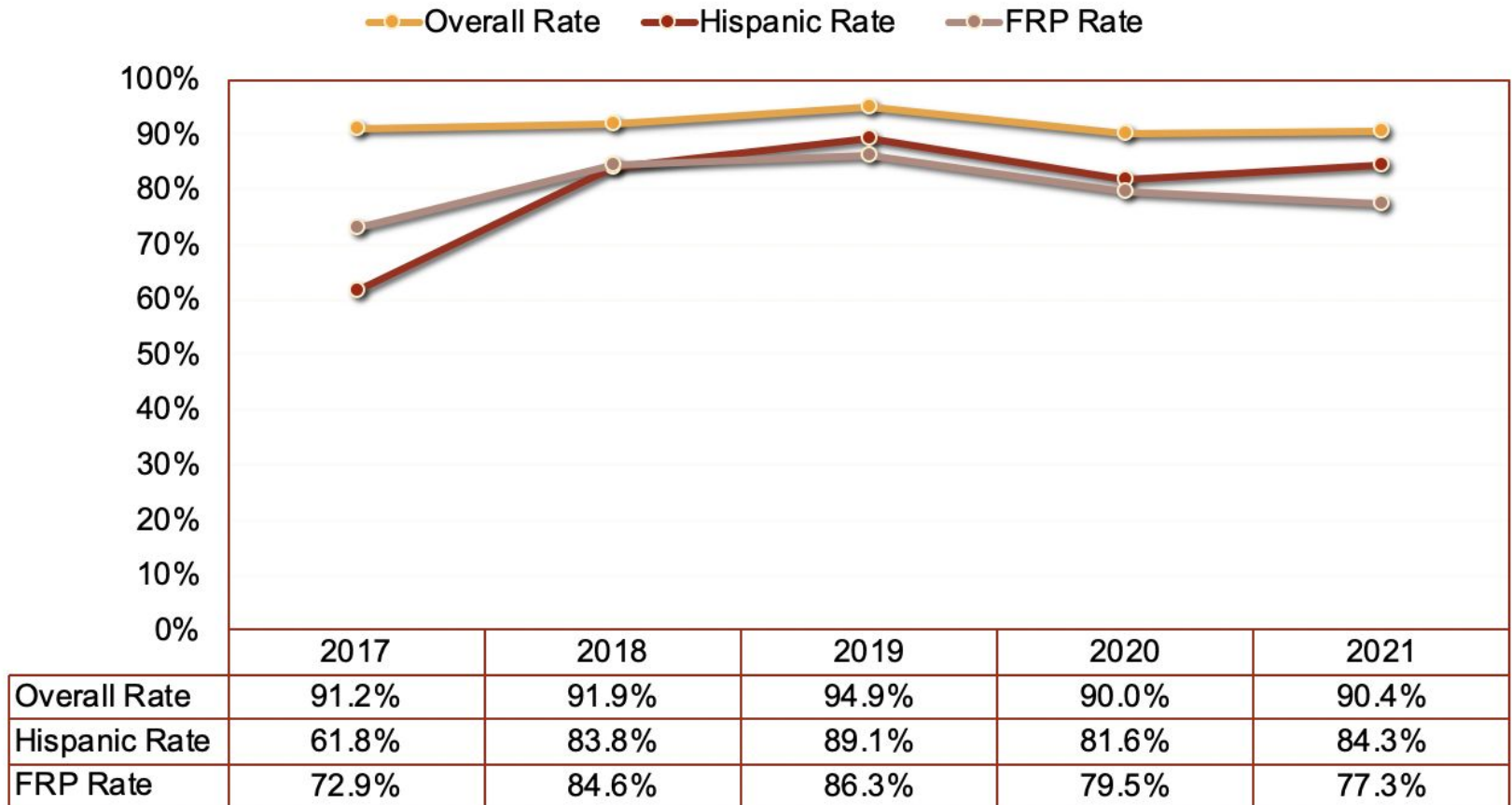
GOAL FIVE

2021 – 2022 Graduation Goal

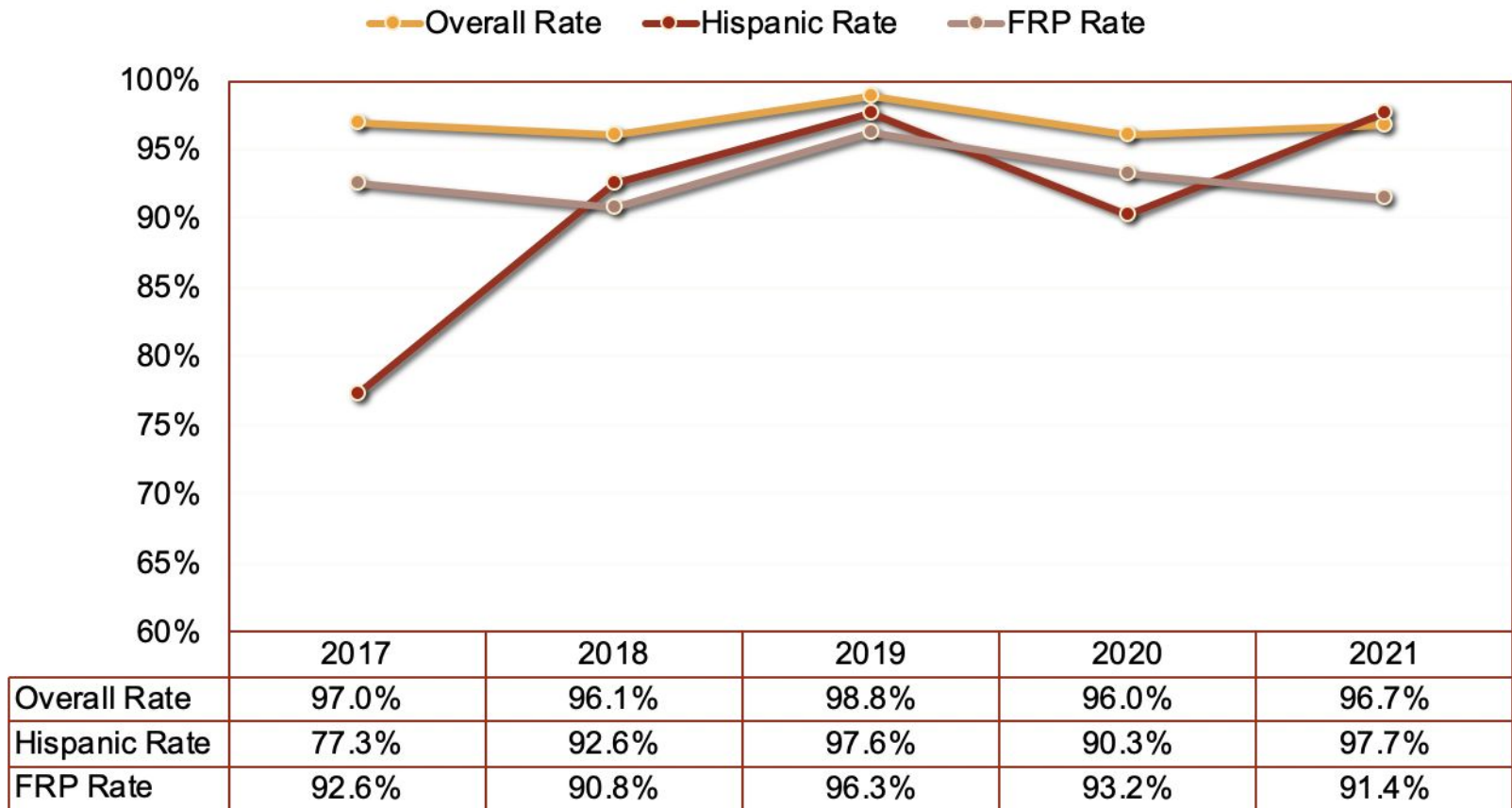
The Northfield School District will achieve a 4 year graduation rate of at least 95%.

The 2021 4-year graduation rate for Northfield Public Schools was 90.4% and 96.7% for Northfield High School

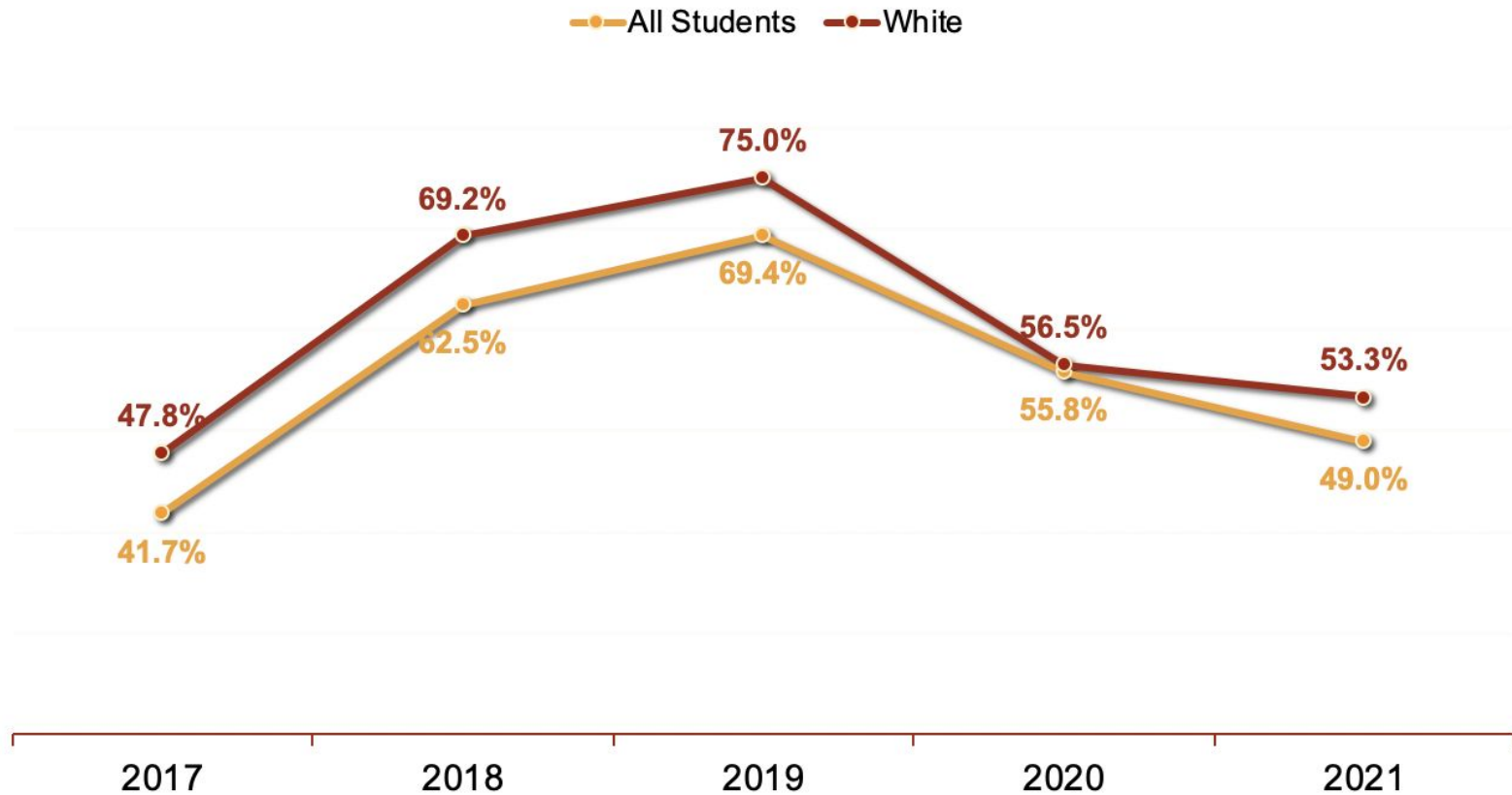
4-Year Graduation Rates Northfield School District




4-Year Graduation Rates Northfield High School



4-Year Graduation Rates Northfield ALC



2022 – 2023 Graduation Goal



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

Actions with Impact

- ❖ Attendance expectation clarity for students and families
- ❖ Peer Helpers (Grades 9 – 12)
- ❖ MTSS teams and intervention planning
- ❖ PLC work
- ❖ Family engagement plan and process

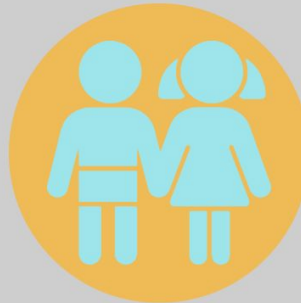
WBWF 2022 Results Summary

WBWF Goal	2021/22 Northfield Goal	Result
All children are ready for school	70% of incoming kindergarten students will meet the grade level benchmark on the Fall Kindergarten benchmark test.	Not Met
All third graders can read at grade level	65% of third graders will meet or exceed grade level standards on the 2022 MCA.	Not Met
All racial and economic achievement gaps between students are closed	The attendance rates of FRP and Students of Color groups will meet or exceed the rate of NFRP and White peers in 2021-2022.	Not Met
All students are ready for career and college	Increase percentage of proficient 8th graders to 65% on the 2022 MCA Reading and Math Tests.	Not Met
	Increase the percentage of students meeting the ACT college ready benchmarks in all 4 subtests to 40% for the Class of 2022.	Not Met
All students graduate from high school	The Northfield School District will achieve a 4 year graduation rate of 95%	Not Met

Our 2022-2023 WBWF Goals

Northfield Schools 2022-2023 World's Best Workforce Goals

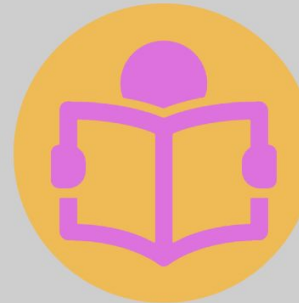
Ready



Goal 1

70% of incoming kindergarten students will meet the grade level benchmark on the Fall 2023 Star Early Literacy Test

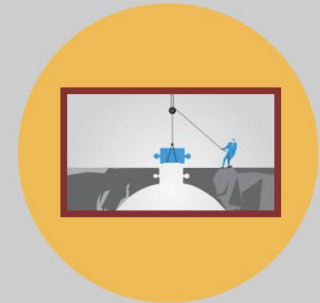
Reading



Goal 2

65% of third graders will meet or exceed grade level standards on the 2023 MCA.

Gaps Closed



Goal 3

The attendance rates of FRP and Students of Color groups will meet or exceed the rate of NFRP and White peers in the 2022-2023. school year

Choice Ready



Goal 4

Increase percentage of proficient 8th graders to 65% on the 2023 MCA Reading and Math tests.

Graduate



Goal 5

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

Increase the percentage of students meeting the ACT college ready benchmarks in all 4 subtests to 40% for the Class of 2023.

2022 ALC and NHS Identification

- ❑ **The Northfield ALC** is identified as a school that has been prioritized for comprehensive support because the four-year graduation rate was below 67 percent for all students .
- ❑ **2022 Identification of Northfield High School:** *A school focused on credit and/or dropout recovery that was prioritized for comprehensive support draws 30% or more of its enrollment from this high school.*

2022 - 2025 Achievement and Integration Plan Baseline and Goals

Goal 1: The percentage of 9th through 12th grade FRP students who are credit deficient and not on track for graduation within 4 years will decline from 27% in 2022 to 13% or less in 2025. (Baseline FY 2022 Data: 27% of FRP and 13% of NFRP students are credit deficient)

Goal 2: The percentage of FRP students who are proficient on the 3rd grade Reading MCA will increase from a baseline of 28% in the spring of 2021 to 40% in 2025, an increase of 3% per year from 2022 to 2025.

Goal 3: Reduce the percentage of FRP students receiving one or more Q2 Fs at Northfield Middle School from 31% in Q2 of FY 2022 to 9%, the FY 2022 NFRP student percentage, by Q2 FY 2025.

Goal 4: Increase student awareness and understanding of district data with student peers from the Cannon River Collaborative (CRC) so that 100% of annual data summit attendees report learning something new about the CRC districts and at least 90% of students agree that they generated potential solutions to reduce the achievement gaps between student demographic groups.

Questions?