

INDEPENDENT SCHOOL DISTRICT 659
PUBLIC HEARING

Monday, November 13, 2023 ~ 5:15 p.m. - 5:45 p.m.
Northfield District Office Boardroom
[Zoom Link](#)

AGENDA

1. Call to Order
2. Procedures for Public Hearings
3. Review Outcomes of the 2022-2023 World's Best Workforce Plan and Goals & Strategies for the 2023-2024 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 13, 2023

Slide	Notes
1	I am pleased to present the 2023 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 2023 results. The theme for last year was <i>Reset</i> , which included our instruction, adult and student expectation, district processes and PLC work. This year, we look to elevate our results.
4	Goal One: All children are ready for school.
5	Our goal for this fall: 70% of incoming kindergarten students will meet the grade level benchmark on the Fall 2023 Star Early Literacy Test. Fall 2023 Result: 64% of kindergarten students met the grade level benchmark.
6	All K-8 students completed the fall Star test. 217 kindergarten students completed the Star assessment at the end of September. The results indicate that 64% of our kindergarten students met the grade level benchmark this year, the same as our 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 generally stable results in the Fall of 2023. Acronym Definition: NFRP - Non Free and Reduced Lunch students, FRP - students qualifying for the federal free and reduced lunch program, SOC - Students of Color.

7	<p>Our action steps for the 23-24 school year include continuing what works.</p> <p>This includes our benchmark assessments in the winter and spring to measure student progress, additional LETRS training for NCEC staff (applied for LETRS training grant with focus on Early Childhood), 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 use 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 services at the NCEC. This year, one tutor is providing whole class support to our youngest learners as they become secure in their early literacy skills.</p> <p>And finally, the district continues to use 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 7,500 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 23-24 school year: 70% of incoming kindergarten students will meet the grade level benchmark on the Fall 2024 MDE Screener.</p>
9	<p>Goal Two: All third graders can read at grade level.</p>

10	<p>The goal for the 22-23 school year: 65% of third graders will meet or exceed grade level standards on the 2023 MCA.</p> <p>2023 Result: 68% of Grade 3 students met grade level proficiency on the 2023 MCA Reading Test.</p> <p>Acronym definition: MCA - Minnesota Comprehensive Assessment</p>
11	<p>Our results show continued overall performance well above the state average, with an 11% increase in overall proficiency and gains in all student groups.</p>
12	<p>It is important to take a look at the state context for our proficiency rate of 68%. 94% of the 316 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 Caledonia, at 80.6%. Only 9 districts had proficiency rates greater than 70%.</p>
13	<p>The WBWF third grade reading goal for the 23-24 school year: 70% of third graders will meet or exceed grade level standards on the 2023 MCA.</p>
14	<p>Moving forward, our action steps include the following:</p> <p>Continued LETRS training for our staff in compliance with READ Act requirements, 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>Implementation of Bridge2Read and 95% Core Phonics - structured literacy programs which offer explicit and sequential instruction in phonics, encoding, morphology and comprehension.</p> <p>District focus on high impact core instructional practices in literacy utilizing the recommendations of the summer work team and as part of the PLC process.</p> <p>District MTSS process to systematically review and prioritize student needs and the allocation of reading resources at the building level.</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 22-23: 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> <p>22-23 Result: Consistent attendance rates for FRP (71%) and Students of Color (75%) were below the rate of NFRP (85%) and White student demographic groups (81%). We recognize the win that each of these student group consistent attendance rates have increased [11% (FRP) and 13% (SOC)] over last year. This is a testament to our schools and families working together to get kids in school each day.</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 from MDE is similar to graduation data in that there is a one year delay in reporting. We continue to use current 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 2022-2023 school year was higher than their peers.</p>
18	The WBWF achievement gap goal for the 23-24 school year: The attendance rates of FRP and Students of Color groups will meet or exceed the rate of NFRP and White peers in 23-24.
19	<p>We continue to lean into the work needed 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 Heidi connect with families and help them overcome barriers that make consistent school attendance difficult. Additionally, we have two Cultural Liaisons - Sebastian Burset and Sybil Betsinger, who support the Hispanic and Native American populations in our schools.</p> <p>Under the guidance of Carrie Duba and with support of an MDE grant and cohort, district and building MTSS teams are focused in their efforts to 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 attendance follow-up at the high school and the implementation of our K-12 social emotional screener to identify individual student needs.</p> <p>Acronym Definition: SSIS SEL Survey=Social Skills Improvement System Social Emotional Learning Survey.</p>
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>2022-2023 College Readiness Goals:</p> <ul style="list-style-type: none"> • 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 Class of 2023 <p>2022-2023 College Readiness Goal Results:</p> <ul style="list-style-type: none"> • 8th Grade 2023 MCA Reading Proficiency: 56% • 8th Grade 2023 MCA Math Proficiency: 56% • Percentage of the Class of 2023 who met the ACT CRB in all 4 subtests: 39%
23/24	<p>We saw an increase in 8th grade MCA reading and math scores, with all demographic groups demonstrating increasing or stable proficiency rates. At 56%, we remain well above the state average in overall proficiency in both reading and math.</p>
25	<p>Within the state context, our 8th grade proficiency rates are higher than 86% of 01 districts in reading, 85% of districts in math and 94% in science.</p>
26	<p>As a district, our average ACT composite score improved, with Northfield High School's average score increasing by .7 for the class of 2023, while the state and national average scores continued to decline.</p>
27	<p>We did not reach our district goal of 40% of students reaching the college ready benchmark in all four subtests, but we were so close! We remain above the state and national averages for this metric.</p>

28	<p>The 2023-2024 WBWF Career and College Readiness goals are:</p> <ol style="list-style-type: none"> 1. Increase percentage of proficient 8th graders to 60% on the 2024 MCA Reading and Math tests 2. Increase the percentage of students meeting the ACT college ready benchmarks in all 4 subtests to 45% for the Classes of 2024.
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 continued focus on PLC teams and process to positively impact student achievement. The ongoing practice of administrative PLC visibility as recommended by the PLC work team continues this year. To date, there have been over 200 administrative PLC team visits across the district.</p> <p>Use of CCR and flex times at the high school to better target student needs.</p> <p>Promote use of the Naviance ACT test prep module at the high school.</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 22-23 graduation goal was a 95% 4-year district graduation rate for the class of 2022.</p> <p>Class of 2022 Results: The 2022 4-year graduation rate for Northfield Public Schools was 90% and 96% for Northfield High School</p>
35	<p>The 2023-2024 WBWF graduation goal:</p> <p>The Northfield School District will achieve a 4 year graduation rate of at least 95% for the Class of 2023.</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 • District and building MTSS teams • PLC focus on high impact teaching strategies • Family engagement process • Credit recovery and robust student support
37	<p>Summary table of WBWF goals and results. This is our current reality and starting point for moving forward in the 23-24 school year.</p>
38	<p>Our 2023-2024 WBWF Goals</p>
39	<p>Our district is required to report progress on our 2022-2025 Achievement and Integration Program (A&I) Plan. 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 in our A&I plan:</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). 2023 Results: 26% of FRP and 8% of NFRP 9-12th grade students were 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. 2023 Results: 51% of FRP students were proficient on the 3rd grade Reading MCA.</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. 2023 Results: Q2 FY 2023: 30% of FRP students at NMS received at least one F.</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</p>

	<p>solutions to reduce the achievement gaps between student demographic groups. 2023 Results: At the spring 2023 data summit, 91% of attendees reported learning something new and 94% reported potential solutions.</p> <p>We will hold a December 2023 Student Data Summit to carry on this important work.</p>
40	Questions

World's Best Workforce

Northfield Public Schools

SCHOOL BOARD PRESENTATION
November 13, 2023

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 studies 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 undersigned fund balance to ensure financial stability .	11 Community education provides relevant and accessible learning opportunities for all residents.	<small>Note: The 100% benchmark for high school graduation is based on Northfield Public Schools' goal of 100% graduation rate. The 100% benchmark for high school graduation is based on the goal of 100% graduation rate.</small>

Elevate



PEOPLE



COMMUNICATION



LEARNER
OUTCOMES



STEWARDSHIP



EQUITY



PARTNERSHIPS



All children are ready for school.

GOAL ONE

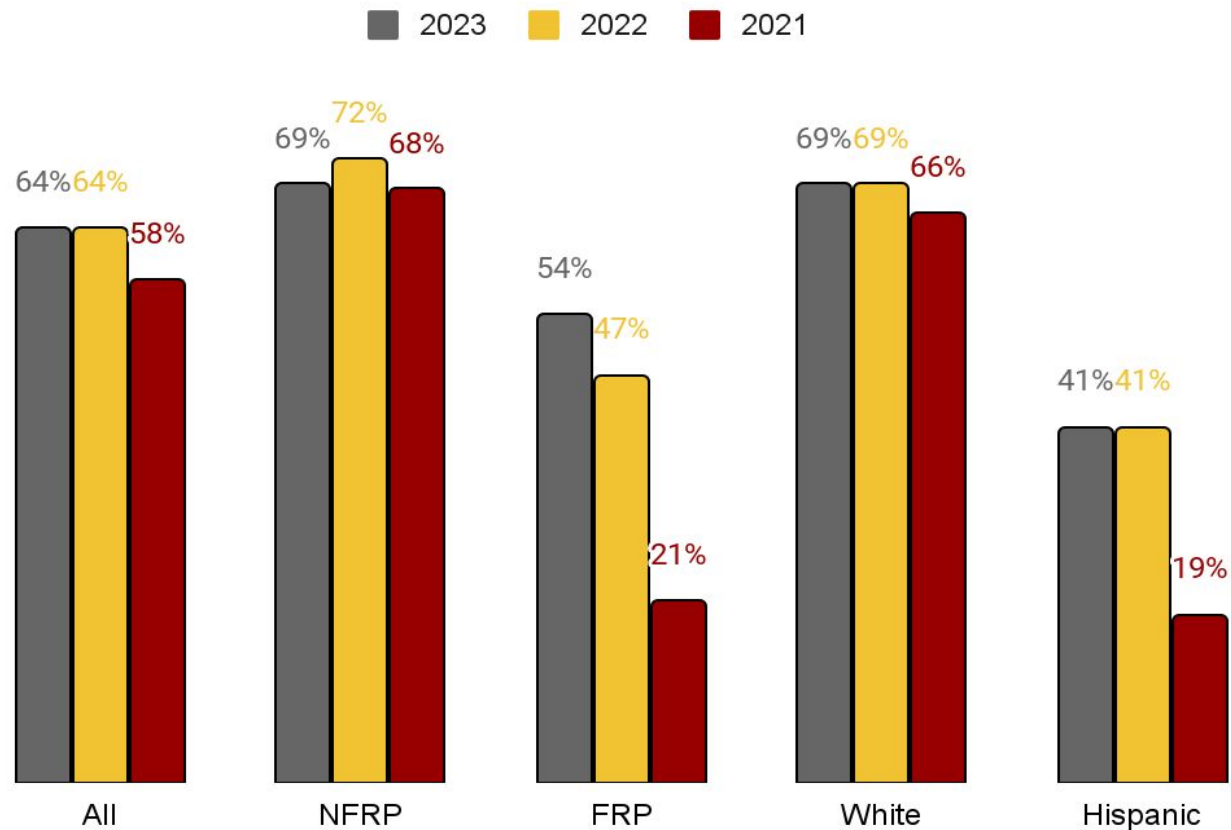
2022 – 2023 K Readiness Goals and Results

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

64% of kindergarten students met the grade level benchmark on the Fall 2023 Star Early Literacy Assessment.

Star Early Literacy Results

(% of kindergartners scoring at or above the fall benchmark)



Actions with Impact - Goal 1

- ❖ Birth to Three Programming
- ❖ Preschool and Family Engagement Navigators
- ❖ LETRS Training for NCEC staff - Early Childhood Focus
- ❖ PreK Heggerty curriculum for foundational skill development
- ❖ MN Reading Corps support at NCEC
- ❖ TalkingPoints to foster family connection
- ❖ Preschool data sharing

2023 – 2024 Readiness Goal

70% of incoming kindergarten students will meet the grade level benchmark on the Fall 2024 MDE Screener.

All third graders can read at grade level.

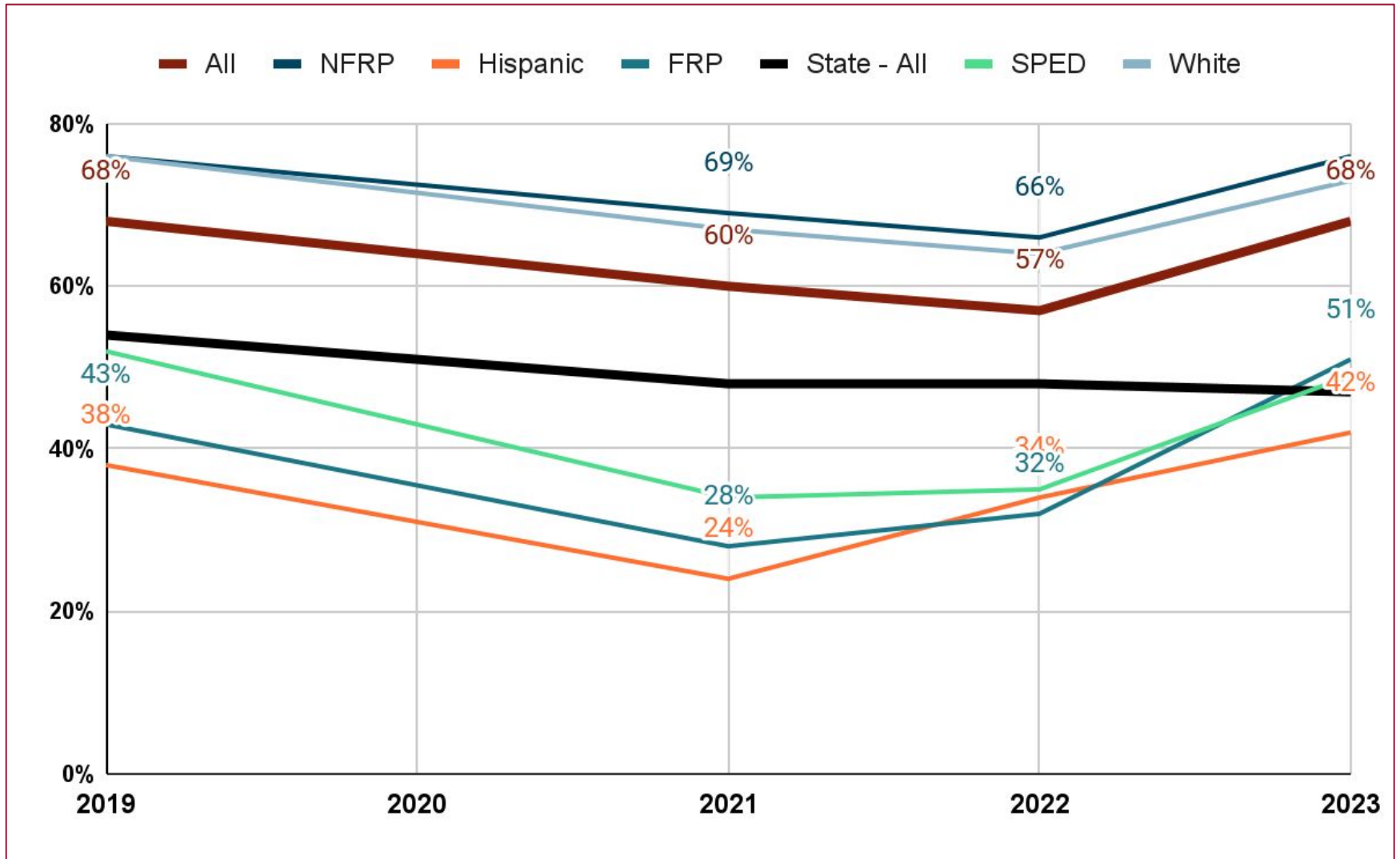
GOAL TWO

2022 – 23 Grade 3 Reading Goal and Results

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

68% of Grade 3 students met grade level proficiency on the 2023 MCA Reading Test.

Third Grade MCA Reading Trends



2023 WBWF in Context

68% of Northfield 3rd graders were
proficient on the 2023 MCA Reading
Test

State Context

2023 – 24 Grade 3 Reading Goal

70% of third
graders will
meet or exceed
grade level
standards on
the 2024 MCA.

Actions with Impact

- ❖ District MTSS Process and Dashboard
- ❖ High Impact Instructional Practices
- ❖ Structured Literacy
- ❖ PLC Work
- ❖ SIPPS and Other Reading Interventions
- ❖ MN Reading Corps Support

All racial and economic achievement gaps between students are closed.

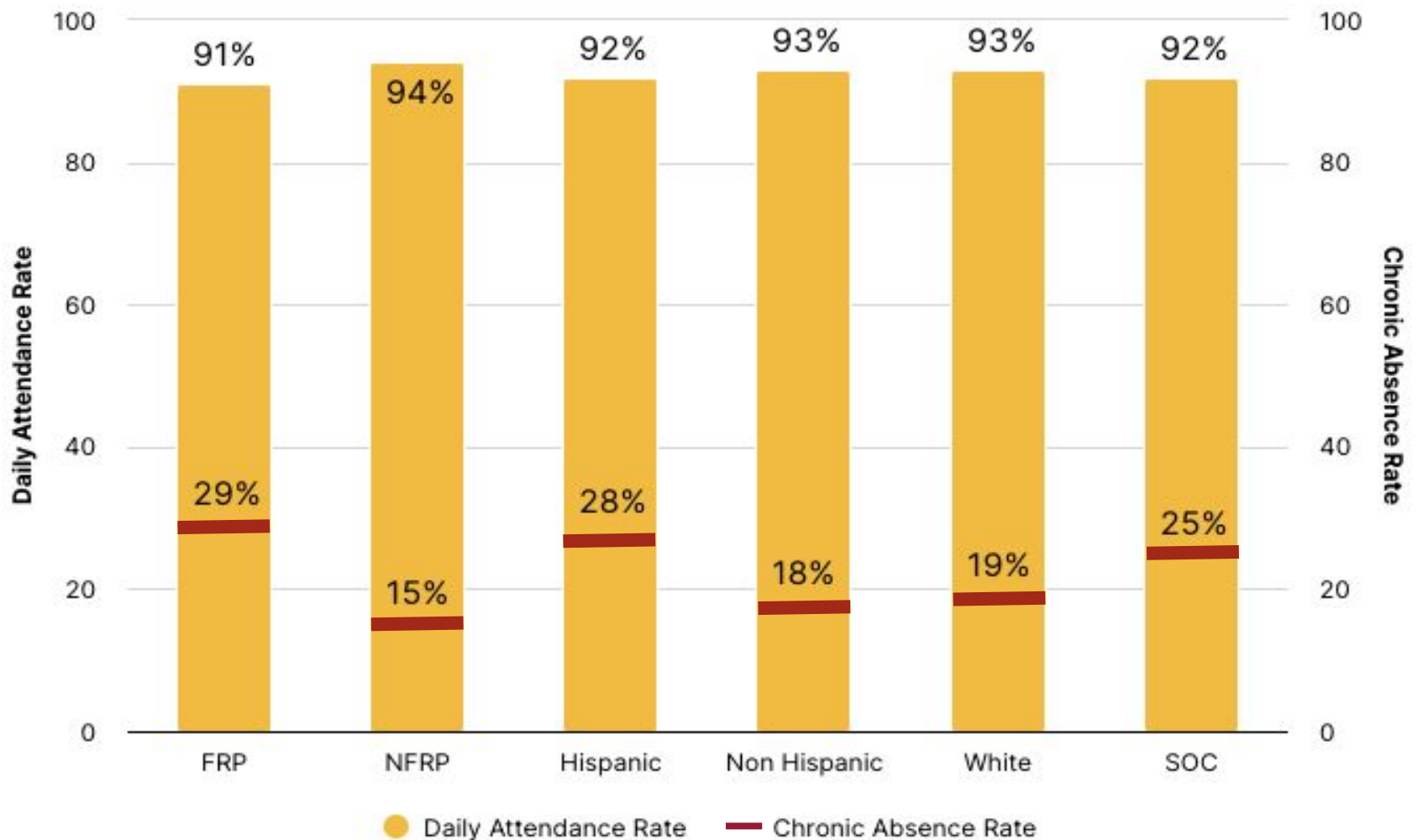
GOAL THREE

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.

Consistent attendance rates for FRP (71%) and Students of Color (75%) were below the rate of NFRP (85%) and White student demographic groups (81%)

2022 -2023 Local Attendance Data



2023 – 2024 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 23-24.

Actions with Impact

- ❖ Family Engagement Navigators
- ❖ Cultural Liaisons
- ❖ District MTSS Process and Dashboard
- ❖ HS Attendance Focus
- ❖ SSIS SEL Survey

All students are ready for career and college.

GOAL FOUR

2022 – 2023 Career and College Readiness Goals

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

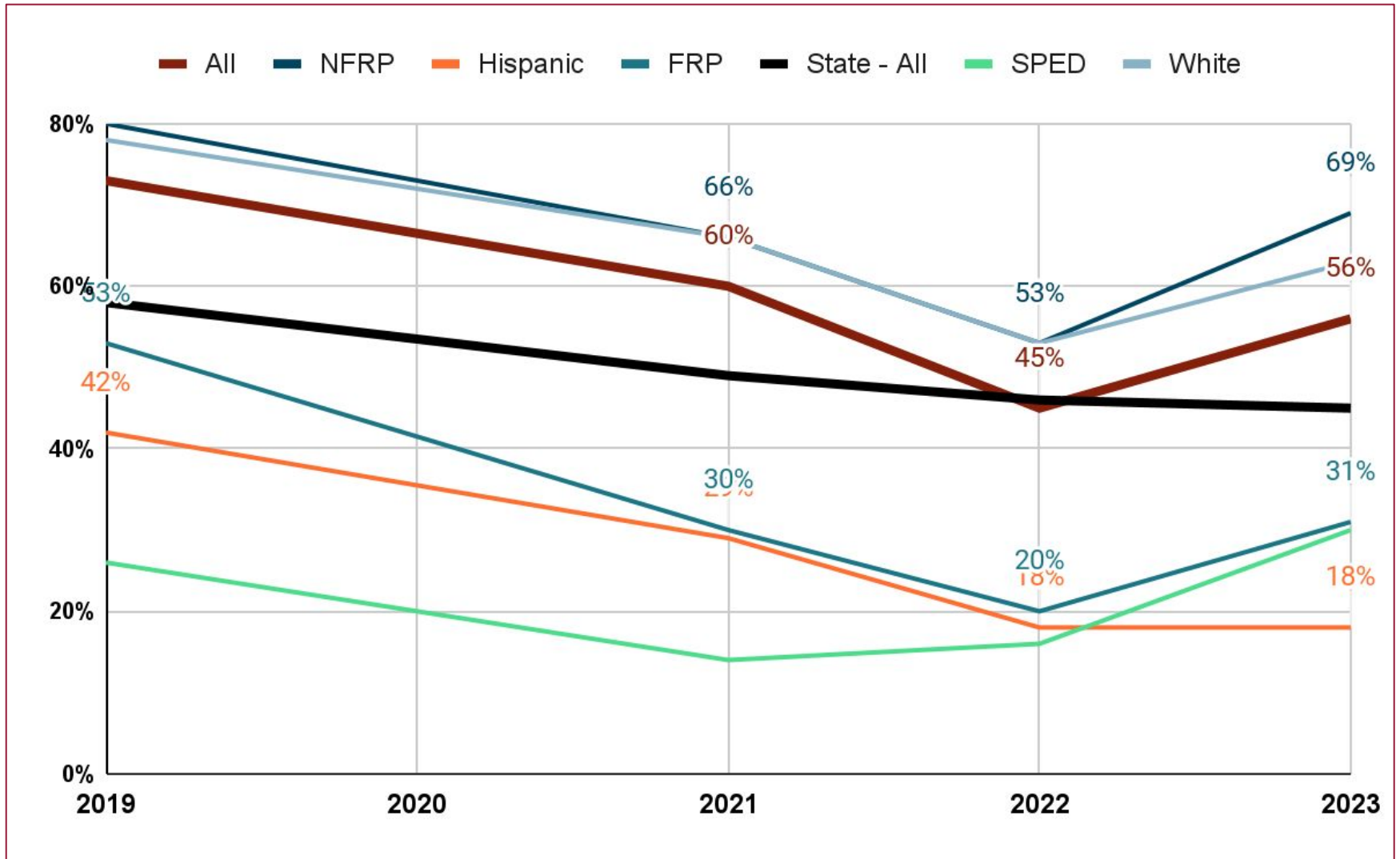


Increase the
percentage of
students meeting the
ACT college ready
benchmarks in all 4
subtests to 40% for
the Class of 2023

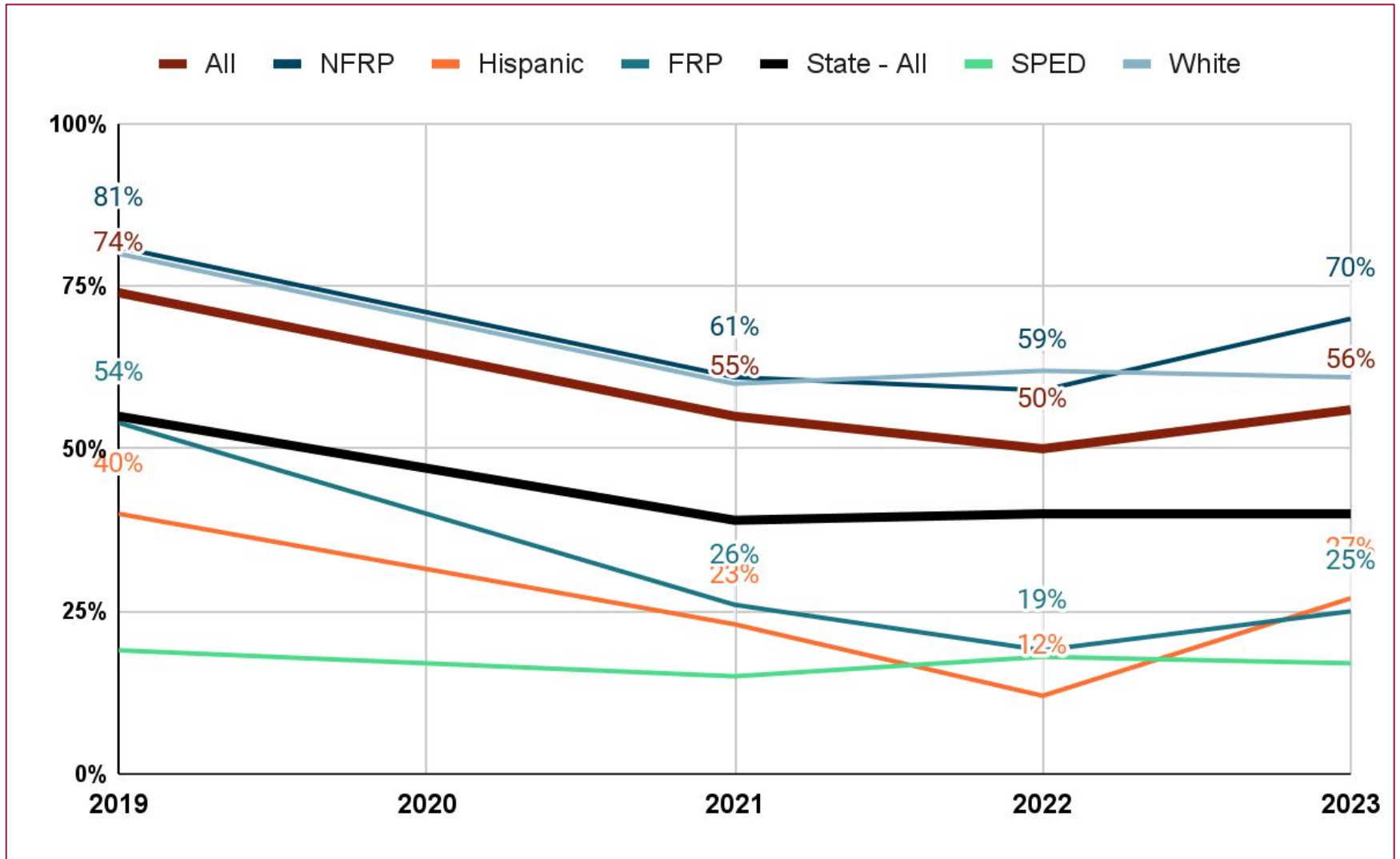
2023 WBWF Results

- ❖ 8th Grade MCA Reading Proficiency: **56%**
- ❖ 8th Grade MCA Math Proficiency: **56%**
- ❖ Percentage of the Class of 2023 who met the ACT CRB in all 4 subtests: **39%**

Eighth Grade MCA Reading Trends



Eighth Grade MCA Math Trends



2023 WBWF in Context

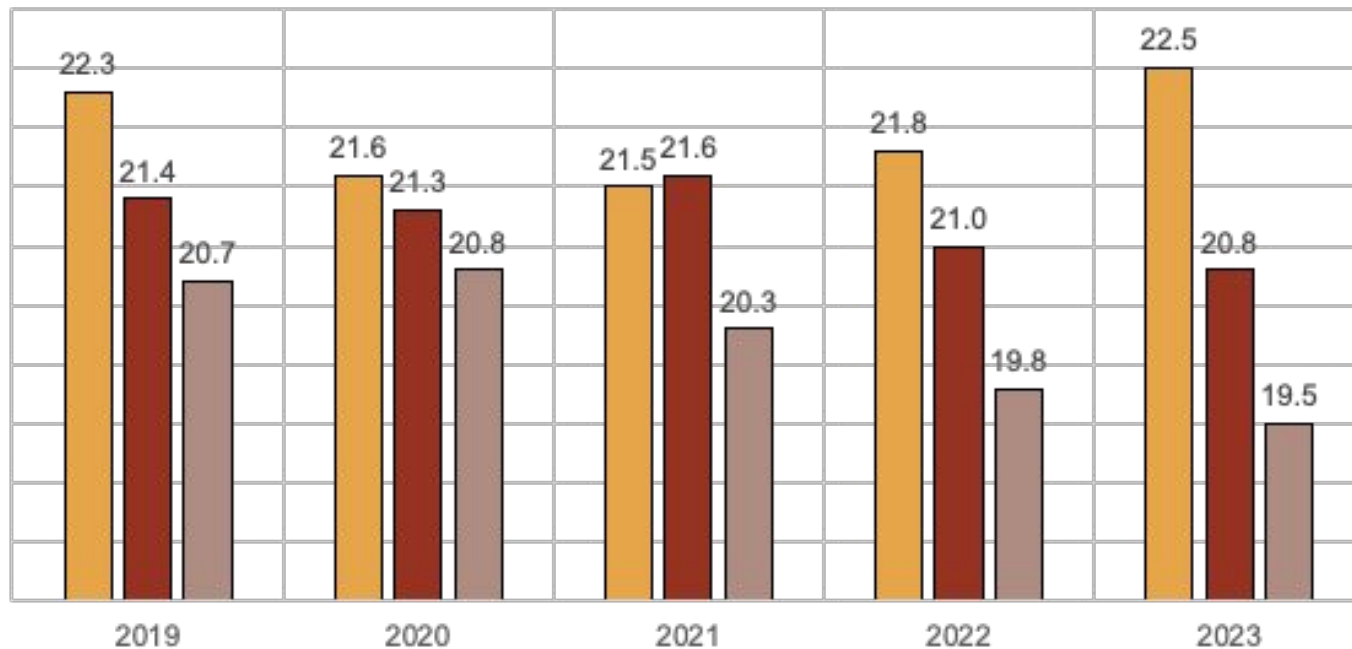
56% of Northfield 8th graders were proficient on the 2023 MCA Reading and Math tests.

State Context

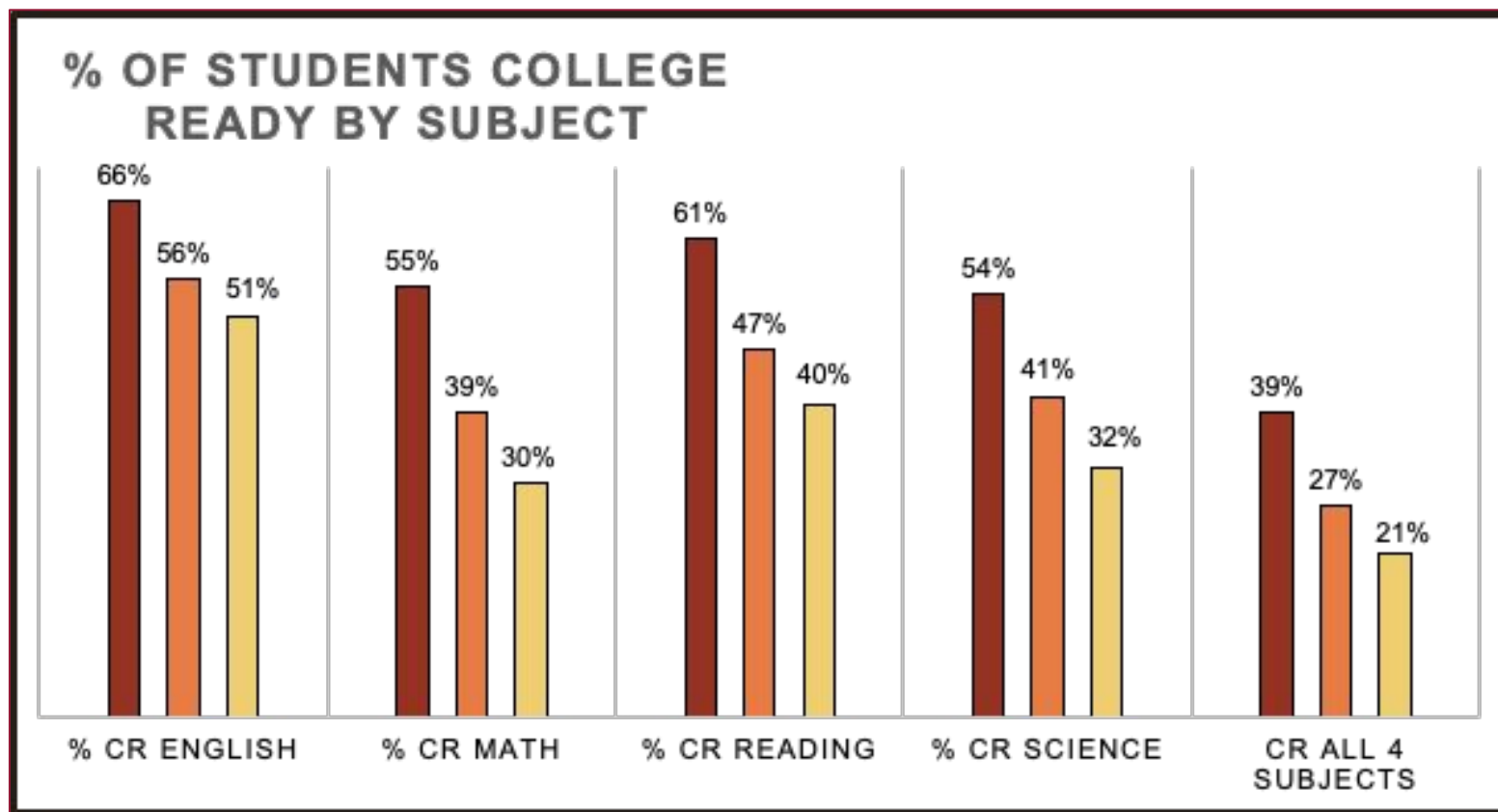
ACT College Readiness Report for the Class of 2023

Average ACT Score by Graduating Class Year

■ NPS ■ State ■ Nation



Class of 2023 ACT Results



2023 – 2024 Career and College Readiness Goals

Increase percentage
of proficient 8th
graders to 60% on
the 2024 MCA
Reading and Math
tests



Increase the
percentage of
students meeting the
ACT college ready
benchmarks in all 4
subtests to 45% for
the Class of 2024

Actions with Impact

- ❖ AVID Elective at the the middle school
- ❖ Use and monitoring of Edgenuity at NHS and the ALC
- ❖ ACT preparation as part of CCR time
- ❖ Expand use of Naviance test prep module

All students graduate from high school.

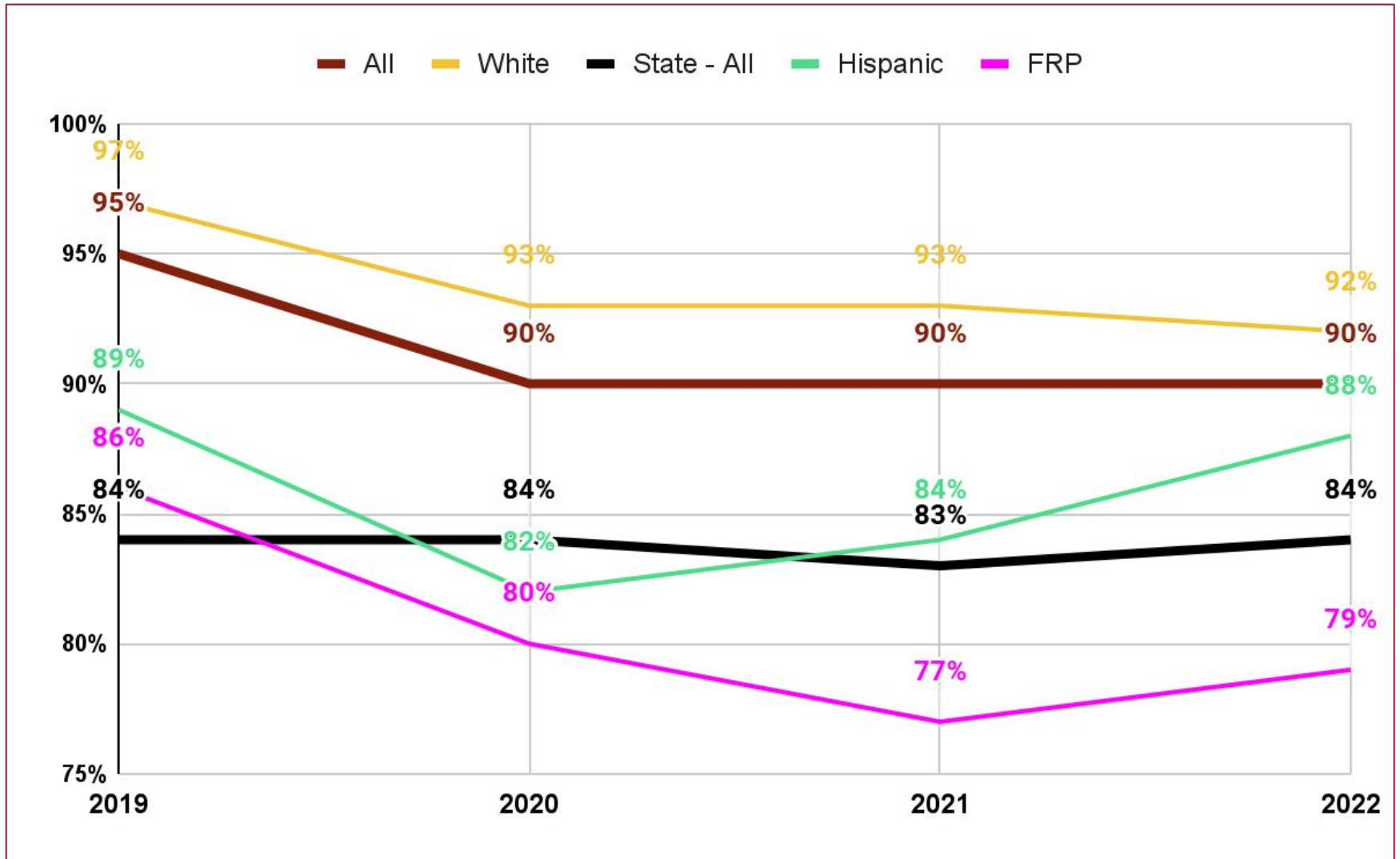
GOAL FIVE

Class of 2022 Graduation Goal

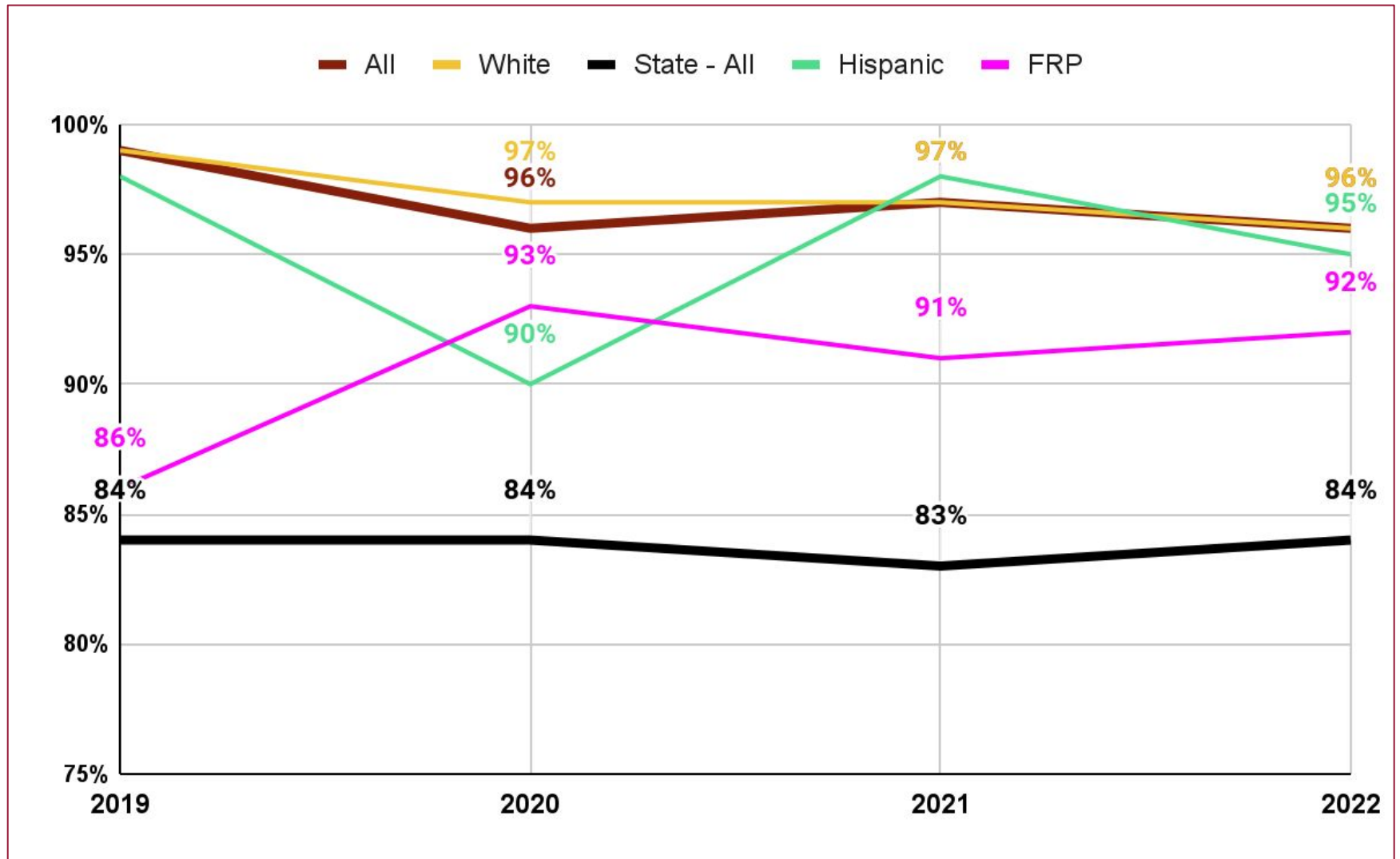
The Northfield School District will achieve a 4 year graduation rate of at least 95%.

The 2022 4-year graduation rate for the Northfield Public School District was 90% and 96% for Northfield High School

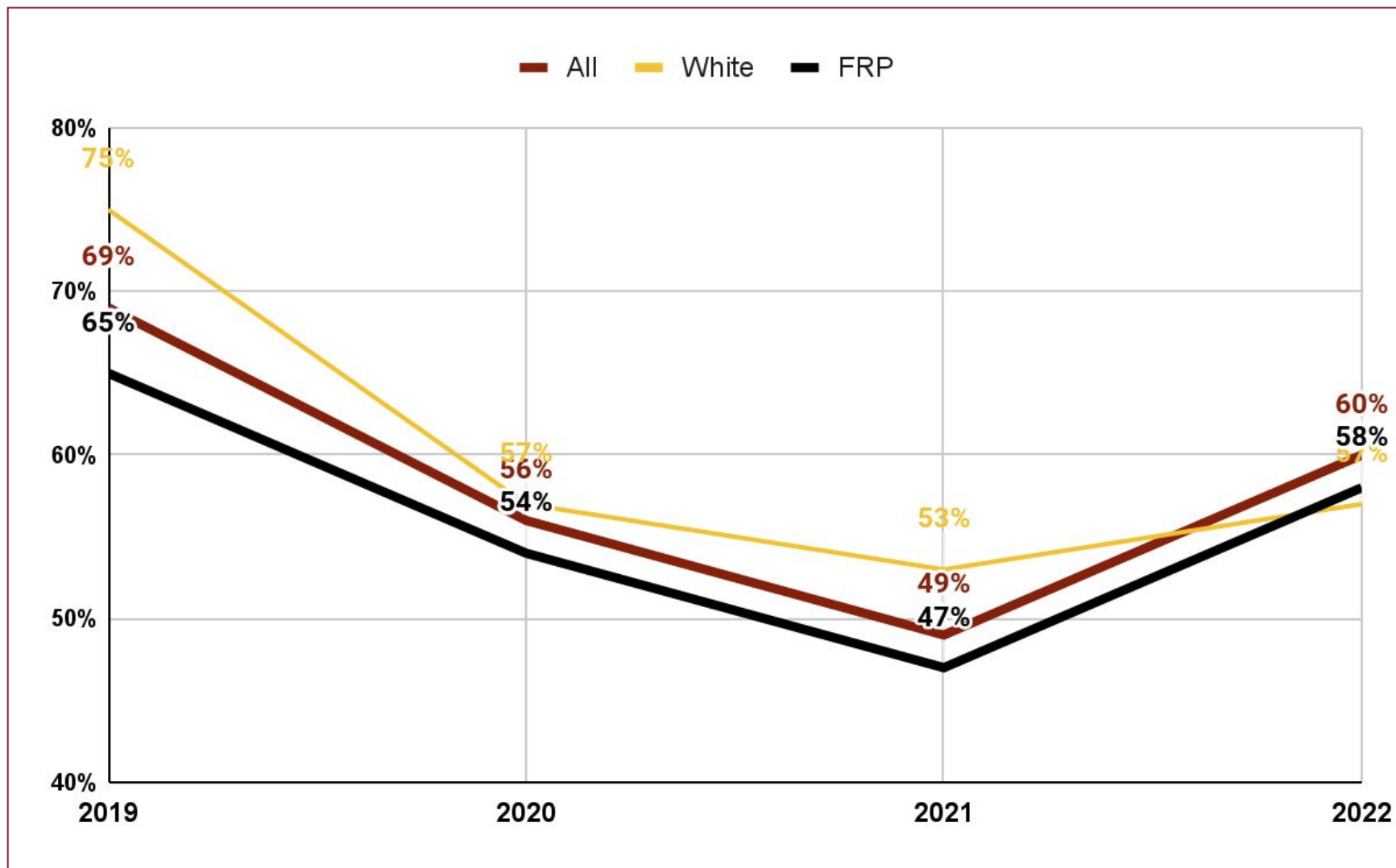
Northfield District 4 Year Graduation Rate Trends



Northfield High School 4 Year Graduation Rate Trends



Northfield ALC 4 Year Graduation Rate Trends



Graduation Goal - Class of 2023

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

Actions with Impact

- ❖ AVID, ADSIS and NHS Success Center
- ❖ MTSS teams and data review process
- ❖ PLC and HITS
- ❖ Edgenuity for credit recovery
- ❖ Family engagement process

WBWF Goal	2022- 2023 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.	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 2023-2024 WBWF Goals

Northfield Schools 2023-2024 World's Best Workforce Goals

Ready



Goal 1

70% of incoming kindergarten students will meet the grade level benchmark on the Fall 2024 Literacy Screener.

Reading



Goal 2

70% of third graders will meet or exceed grade level standards on the 2024 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 2023-2024 school year

Choice Ready



Goal 4

Increase percentage of proficient 8th graders to 60% on the 2024 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 45% for the Class of 2024.

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. **EOY 2023: 26% of FRP and 8% of NFRP 9-12th grade students were 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. **FY 2023 51% of FRP students were proficient on the 3rd grade Reading MCA.**



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% by Q2 FY 2025. **Q2 FY 2023: 30% of FRP students at NMS received at least one F.**



Goal 4: Increase student awareness and understanding of district data with student peers from the Cannon River Collaborative so that 100% of attendees report learning something new about their districts and at least 90% of students report they generated potential solutions to reduce the achievement gaps. **At the spring 2023 data summit, 91% of attendees reported learning something new and 94% reported potential solutions.**



Questions?