

INDEPENDENT SCHOOL DISTRICT 659
PUBLIC HEARING

Monday, October 28, 2024 ~ 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 2023-24 World's Best Workforce Plan
4. Opportunity for Community Feedback
5. Adjournment

PROCEDURES FOR PUBLIC HEARINGS BEFORE THE SCHOOL BOARD

Public hearings are required by law concerning certain issues and the Northfield Board of Education recognizes the value of obtaining public input on matters before the school board during a public hearing. The board retains the right to require that those in attendance at a public hearing indicate their desire to address the board and complete and file with the clerk of the board an appropriate request prior to the commencement of the hearing. 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 before speaking.
2. Each speaker will be required to share their first and last name, validate that they are a district stakeholder, and the group they represent when applicable. The board may require a brief statement of the subject to be covered or the issue to be addressed before allowing the speaker to address the board.
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 - 2023-2024 World's Best Workforce Report
Narrative Presentation to the School Board
October 28, 2024**

We are pleased to be here tonight to provide the results of the 2023-2024 World's Best Workforce (WBWF) Plan. All of our work is grounded in advancing the district's vision to prepare every student for lifelong success by developing critical thinkers who are curious and ready to engage in our society.

The World's Best Workforce bill was passed in 2013 to ensure every school district in the state is making strides to increase student performance. Each district must develop a plan that addresses the following five goals:

- All children are ready for school.
- All third-graders can read at grade level.
- All racial and economic achievement gaps between students are closed.
- All students are ready for career and college.
- All students graduate from high school.

In addition, our report also includes an interim summary of the Northfield Achievement & Integration Plan. The purpose of the Minnesota Achievement and Integration (A&I) 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. Northfield qualifies for this program because we physically adjoin Faribault, an identified racially isolated district.

The Northfield Forward advisory committee reviewed the 2023-2024 WBWF results at the October 21, 2024 meeting and offered feedback both during the meeting and via electronic survey.

Our results were mixed this year, but we celebrate the wins at kindergarten and 8th grade. We believe our action steps will lead to incremental improvements in student

achievement over time and we are committed to adjusting our next steps as we analyze and respond to student data and staff input about instructional practices.

During the 2024 session, the Minnesota Legislature renamed WBWF to Comprehensive Achievement and Civic Readiness (CACR). This new name emphasizes dual roles for the goals set forth in district plans—supporting students with academic achievement within their pre-K through 12 experience as well as preparing them to be active members of their community after graduation. This change will take effect as of the 2024-25 school year strategic plans and Fall 2025 annual summary report.

CACR plans will address the four WBWF goals as well as **one additional goal**:

- All children are ready for school.
- All racial and economic achievement gaps between students are closed.
- All students are ready for career and college.
- All students graduate from high school.
- **Prepare students to be lifelong learners.**

The third grade literacy goal is now included in the READ Act local literacy plan filed in June of each year.

At the November meeting, Northfield Forward members will identify the metrics for each of the 5 CACR goals. The 2024-2025 results will be presented to the school board in the fall of 2025.

Acronyms used in this presentation:

- **WBWF** - World's Best Workforce
- **MCA** - Minnesota Comprehensive Assessment
- **FRP** - Free and Reduced Lunch Population
- **NFRP** - Non Free and Reduced Lunch Population
- **MTSS** - Multi Tiered System of Supports
- **OLLA** - Online Language & Literacy Academy
- **SIPPS** - Systematic Instruction in Phoneme Awareness, Phonics, and Sight Words
- **LETRS** - Language Essentials for Teachers of Reading and Spelling
- **NCEC** - Northfield Community Education Center
- **SOC** - Students of Color

- **SSIS** - Social Skills Improvement System Social Emotional Learning Survey
- **SEL** - Social Emotional Learning
- **CRB** - College Ready Benchmark
- **CR** - College Ready
- **AVID** - Advancement Via Individual Determination
- **ADSIS** - Alternative Delivery of Specialized Instructional Services
- **HITS** - High Impact Teaching Strategies
- **PLC** - Professional Learning Community
- **CACR** - Comprehensive Achievement and Civic Readiness Plan
- **READ Act** - Reading to Ensure Academic Development Act



**World's
Best
Workforce
Report
2023-2024**



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 plan 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 unrestricted fund balance to ensure financial stability.	11 Community education provides relevant and accessible learning opportunities for all residents.	<small>Note: The 11 action benchmarks are aligned with the Strategic Plan and the Northfield Public Schools' 2027 Community Engagement Plan. All community engagement opportunities are aligned with the Strategic Plan and the 2027 Community Engagement Plan.</small>



All third graders can read at grade level.

WBWF GOAL TWO

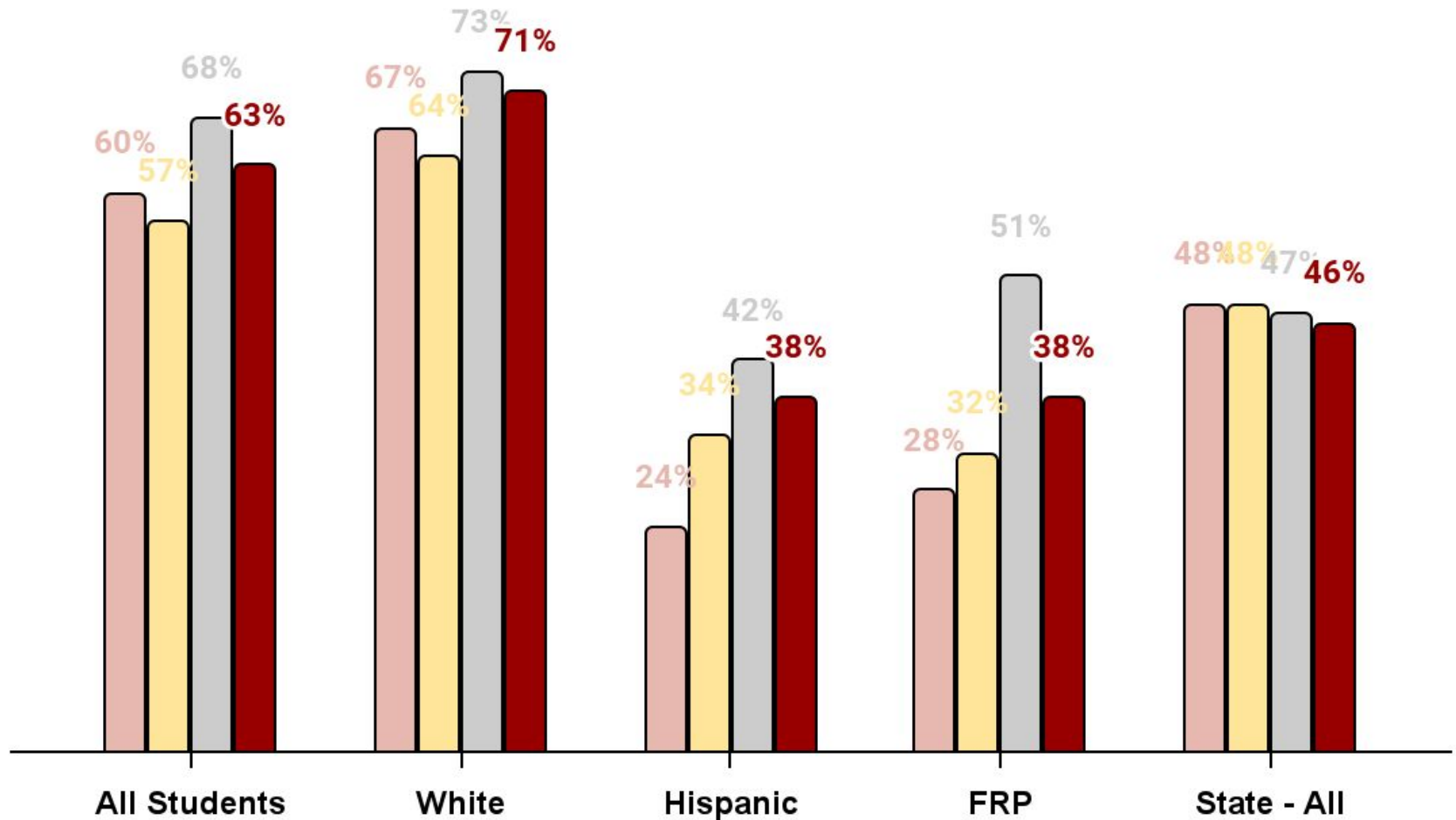
2023 – 24 Grade 3 Reading Goal

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

63% of Grade 3 students met grade level proficiency on the 2024 MCA Reading Test.

Third Grade MCA Reading Trends

2021 2022 2023 2024



2024 WBWF in Context

63% of Northfield 3rd graders were proficient on the 2024 MCA Reading Test

State Context

Top Performance Stats

Actions with Impact

- ❖ District MTSS Process
- ❖ High Impact Instructional Practices
- ❖ Structured Literacy - with pacing checks
- ❖ OLLA Training
- ❖ SIPPS and Other Reading Interventions
- ❖ MN Reading Corps Support
- ❖ Trained volunteers

World's Best Workforce

Northfield Public Schools

School Board Presentation
October 28, 2024

All children are ready for school.

GOAL ONE

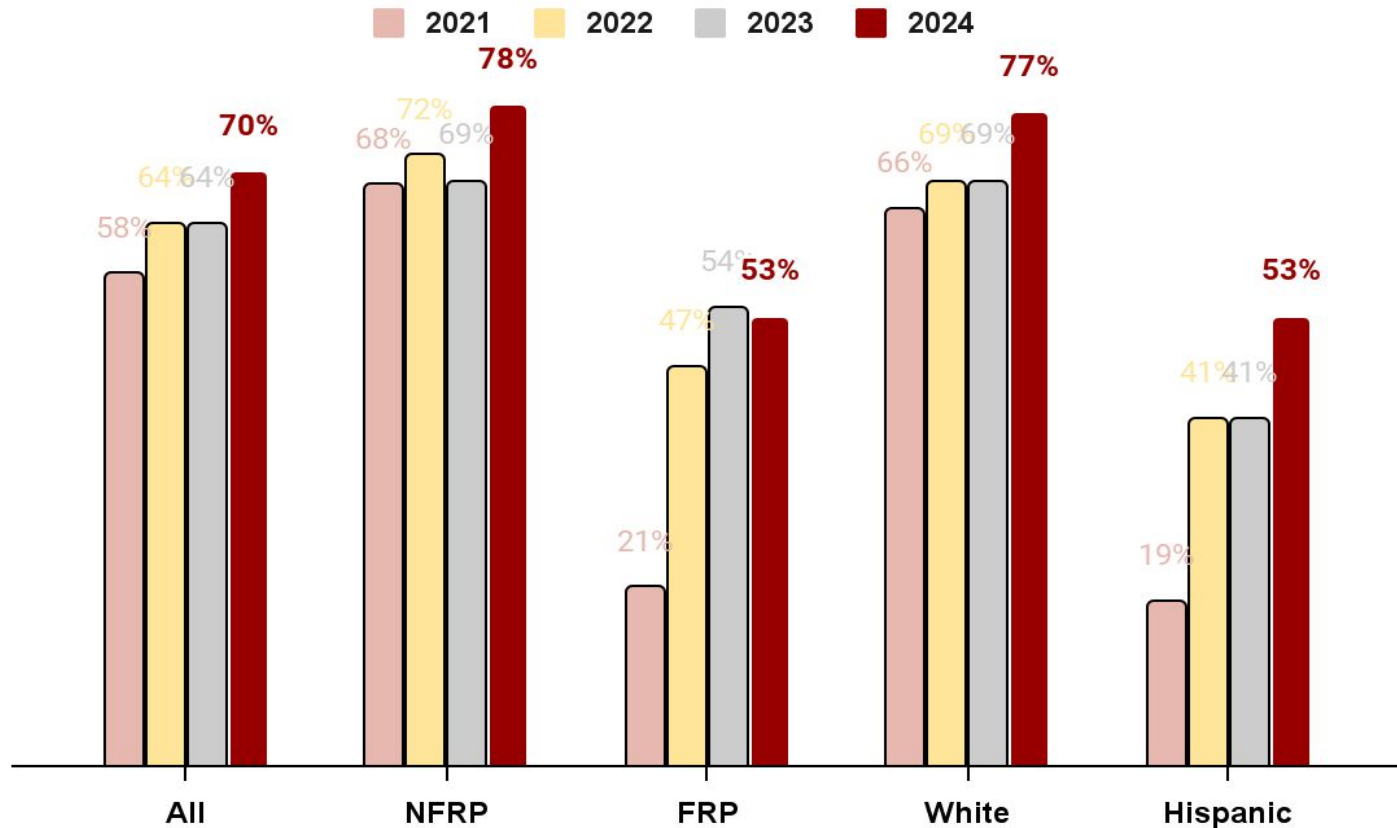
2023 – 2024 Readiness Goal

70% of incoming kindergarten students will meet the grade level benchmark on the Fall 2024 Fastbridge Test

70% of kindergarten students met the grade level benchmark on the Fall 2024 Fastbridge Assessment.

Fastbridge Early Reading (2024) and Star Early Literacy (2021-2023) Assessment Results

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



Actions with Impact - School Readiness

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

All racial and economic
achievement gaps between
students are closed.

GOAL TWO

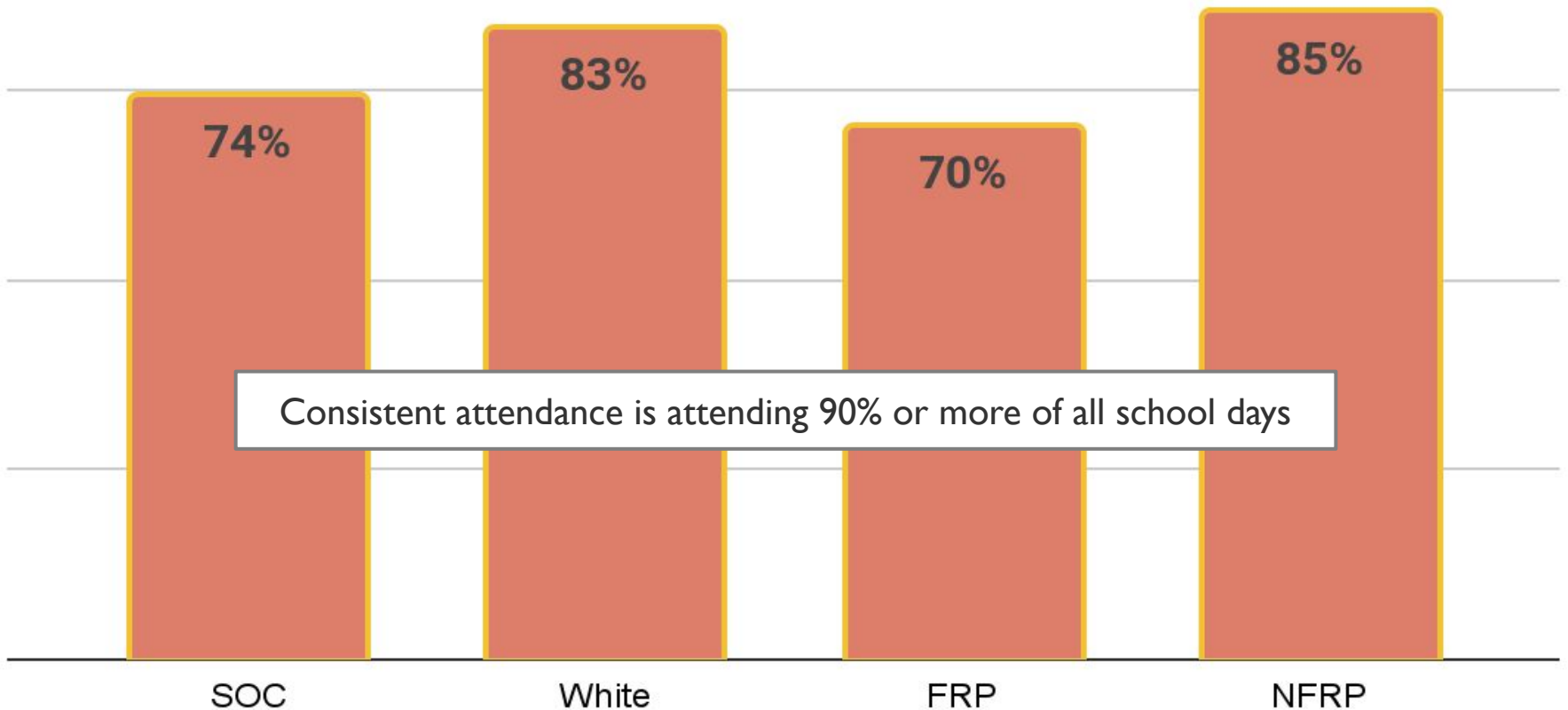
2023 – 2024 Achievement Gap Goal

The attendance rates of FRP and Students of Color groups will meet or exceed the rate of NFRP and White peers in 23-24.

Consistent attendance rates for Students of Color (74%) and FRP (70%) were below the rate of White (83%) and NFRP (85%) student demographic groups

2023 -2024 Local Attendance Data

Percent of each student group with consistent attendance.



Actions with Impact - Close Gaps

- ❖ Family Engagement Navigators
- ❖ Cultural Liaisons
 - Latino Support
 - Native American Support
 - Secondary Attendance and Family Support Liaison
- ❖ State Attendance Pilot
- ❖ District MTSS Process and Resulting Attendance Focus at Each Building
- ❖ SSIS SEL Survey
- ❖ TalkingPoints



All students are ready for
career and college.

GOAL THREE

2023 – 2024 Career and College Readiness Goals

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



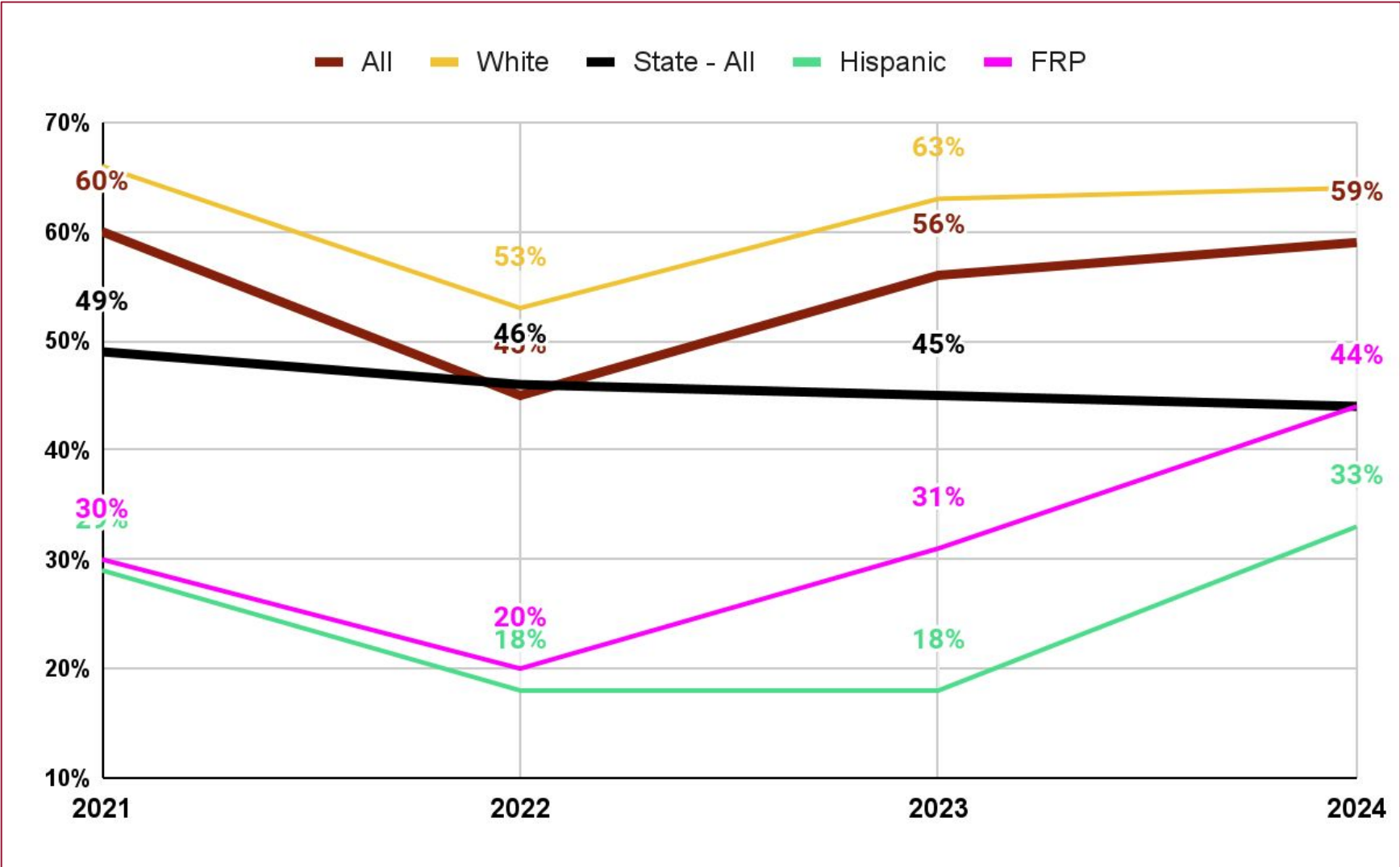
Increase the
percentage of
students meeting the
ACT college ready
benchmarks in all 4
subtests to 45% for
the Class of 2024

2024 WBWF Results

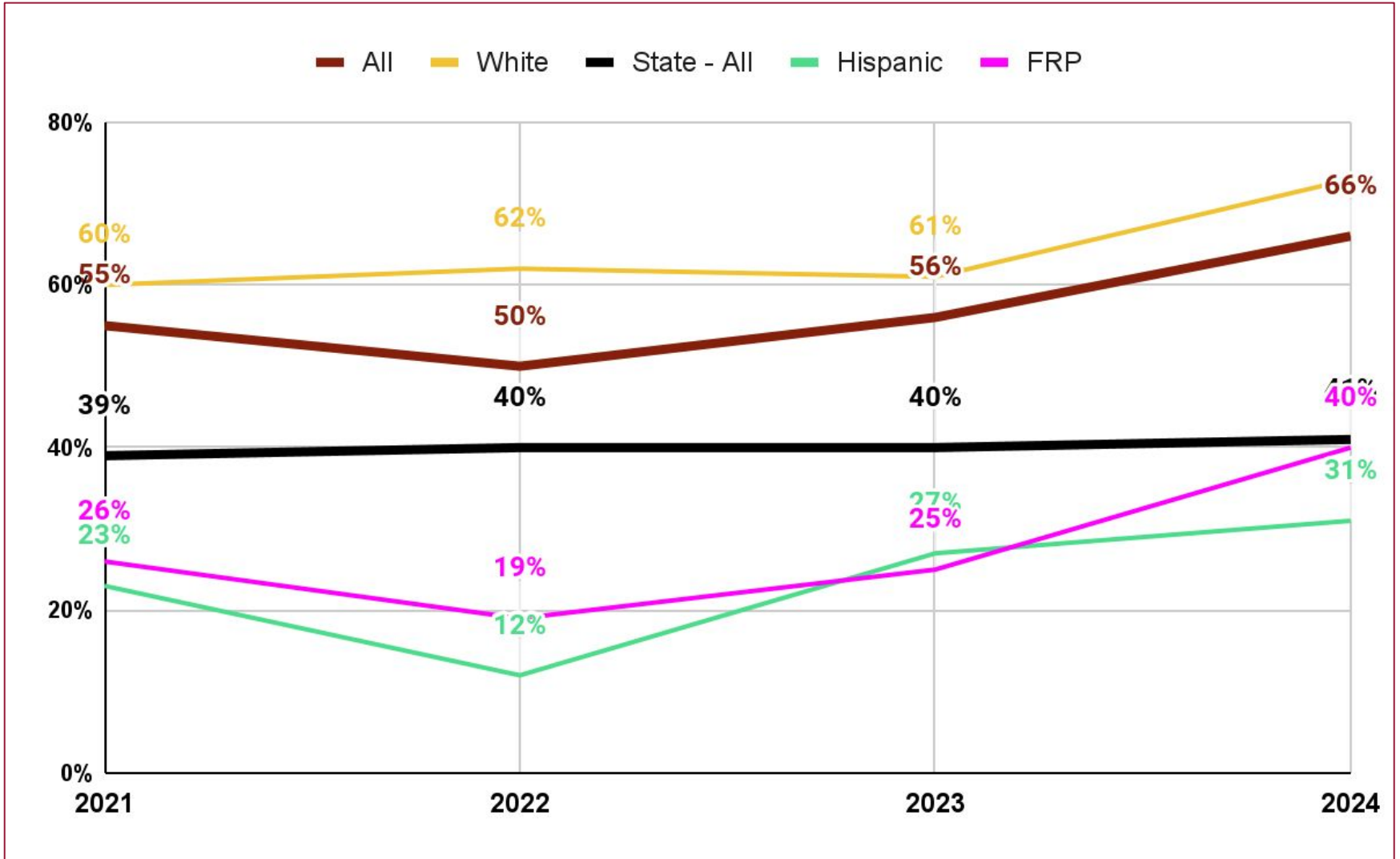
- ❖ 8th Grade MCA Reading Proficiency: **59%**
- ❖ 8th Grade MCA Math Proficiency: **66%**
- ❖ Percentage of the Class of 2024 who met the ACT CRB in all 4 subtests: **32%**

State Met All 4 CRB = **26%** | National Met All 4 CRB = **20%**

Eighth Grade MCA Reading Trends



Eighth Grade MCA Math Trends

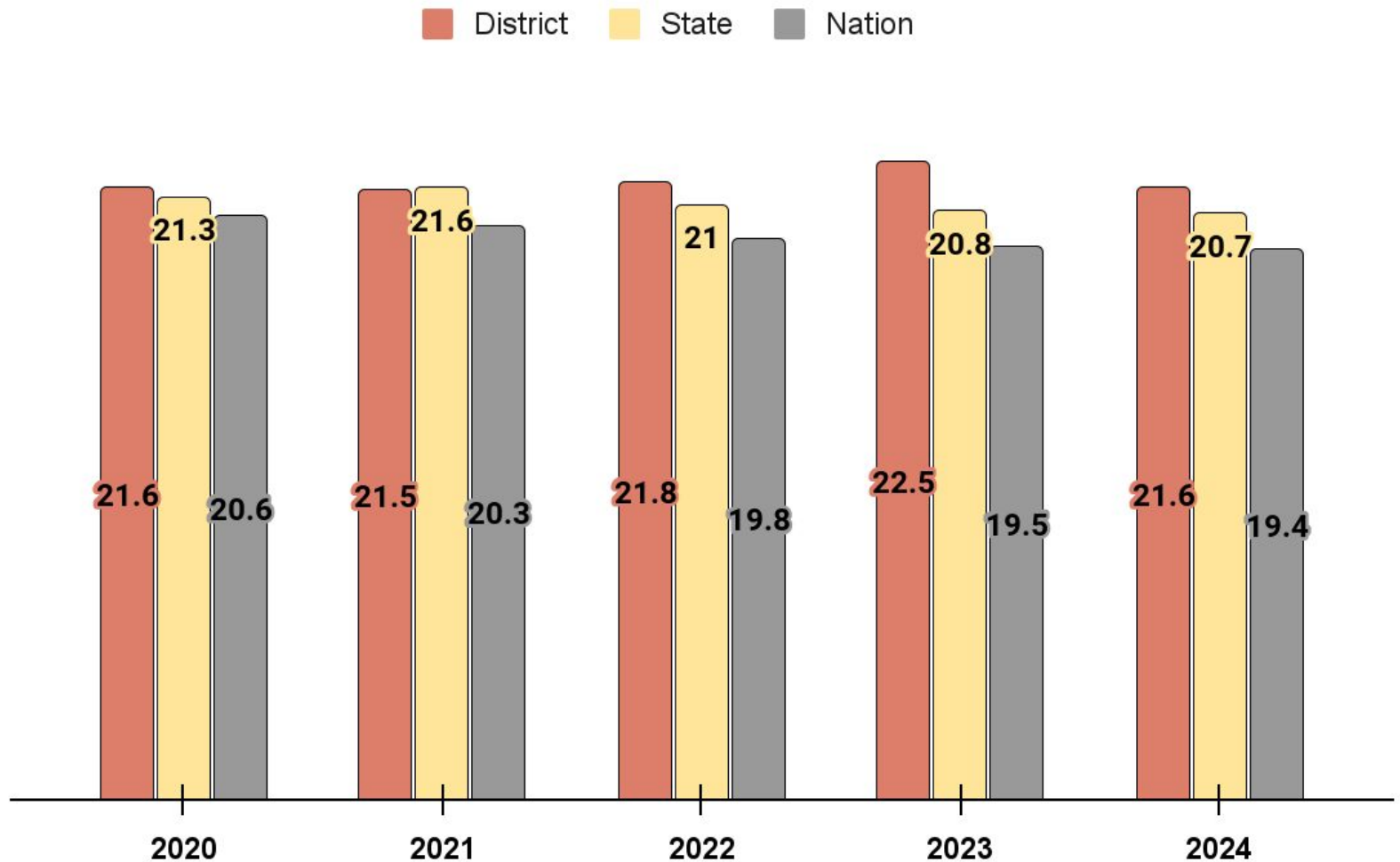


2024 WBWF in Context

59% of Northfield 8th graders were proficient on the 2024 MCA Reading and **66%** on the MCA Math tests.

State Context

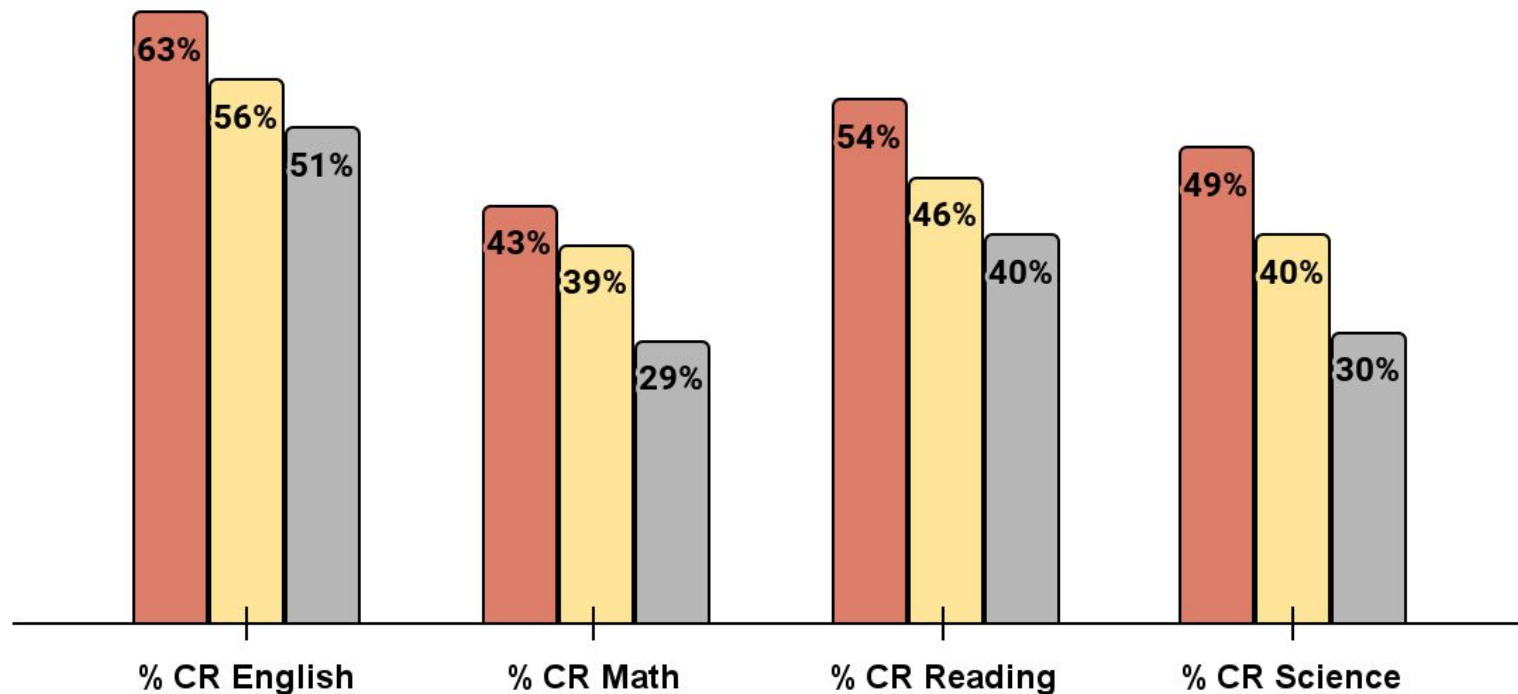
ACT Average Composite Score Trends



Class of 2024 ACT Results

% Meeting College Ready Benchmark

District State Nation



Actions with Impact

- ❖ AVID Elective at the the middle school
- ❖ Expanded use and monitoring of Edgenuity at NHS and the ALC
- ❖ ACT preparation as part of Raider time
- ❖ MTSS teams and structured response to student need



All students graduate from
high school.

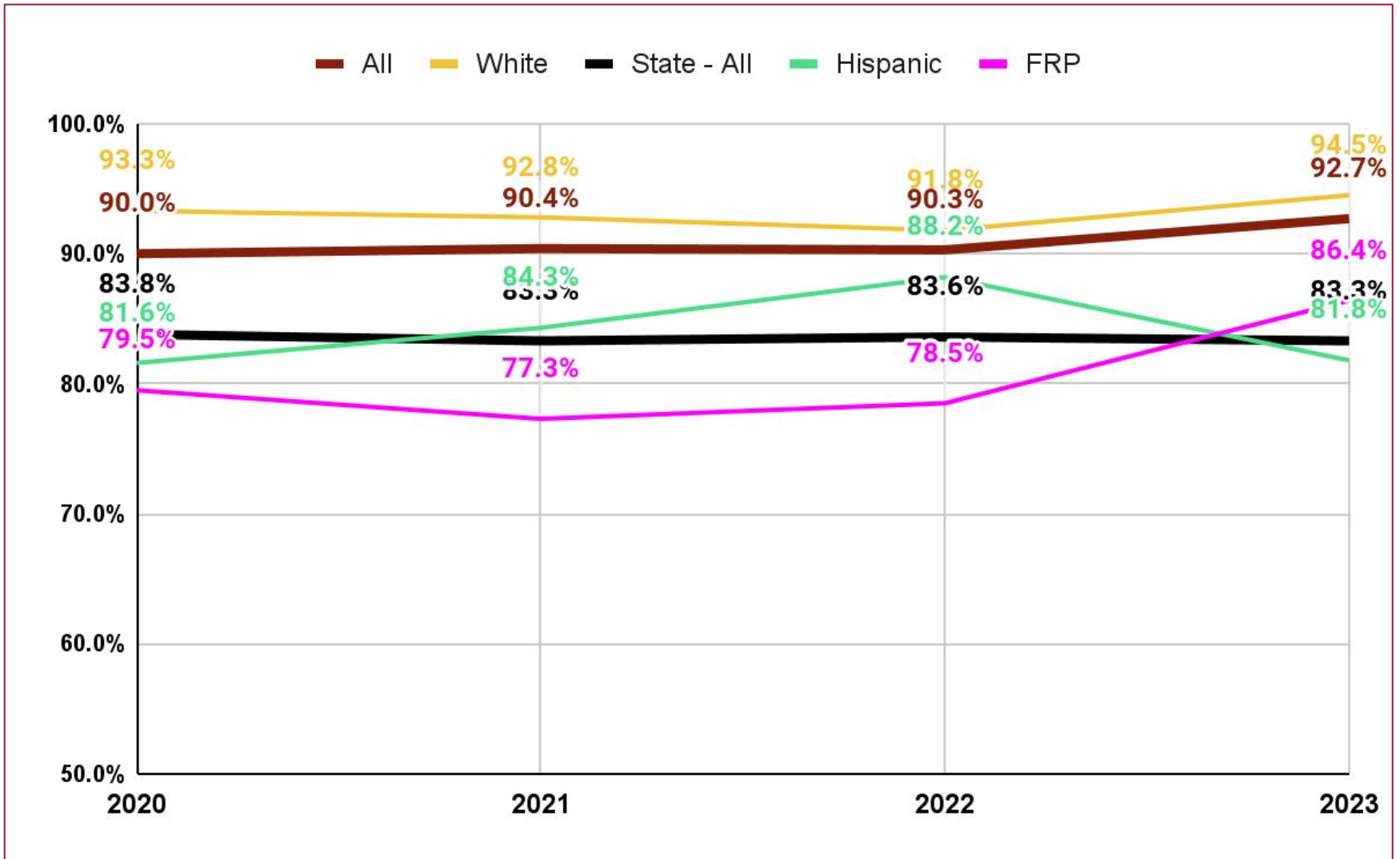
GOAL FOUR

Class of 2023 Graduation Goal

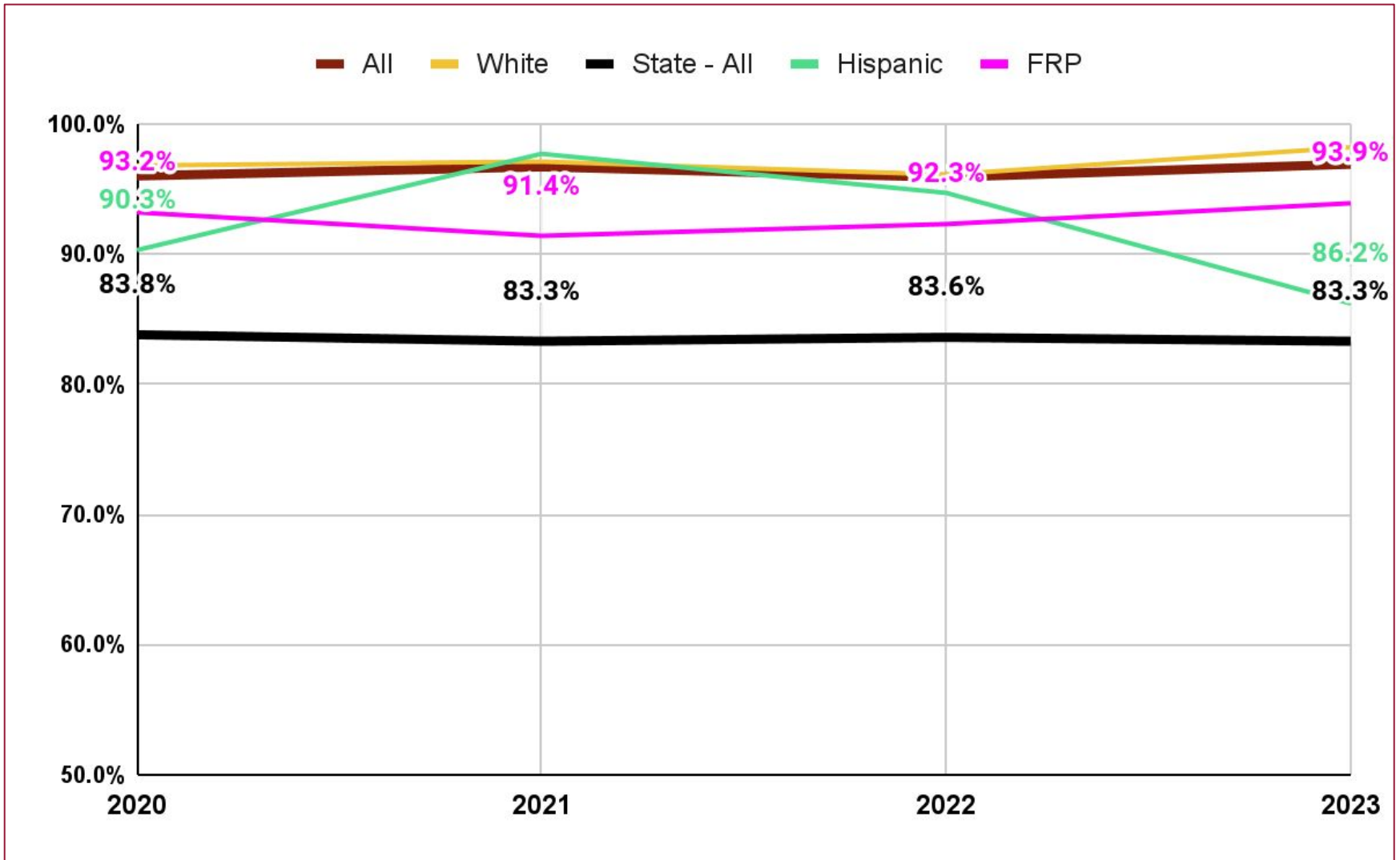
The Northfield School District will achieve a 4 year graduation rate of at least 95%.

The 2023 4-year graduation rate for the Northfield Public School District was 93% and 97% for Northfield High School

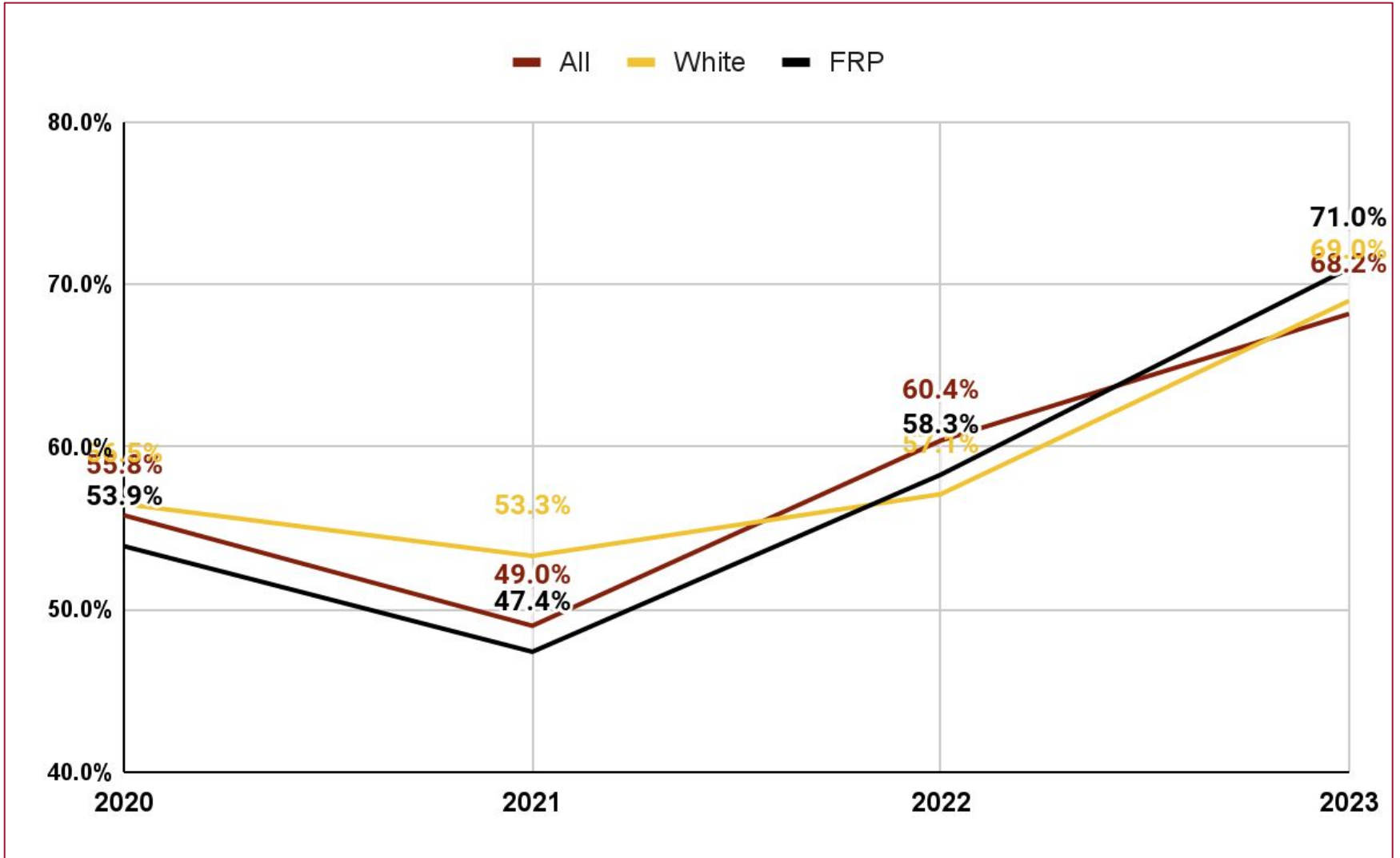
Northfield District 4 Year Graduation Rate Trends



Northfield High School 4 Year Graduation Rate Trends



Northfield ALC 4 Year Graduation Rate Trends



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	2023- 2024 Northfield Goal	Result
<p>All children are ready for school</p>	<p>70% of incoming kindergarten students will meet the grade level benchmark on the Fall Kindergarten benchmark test.</p>	<p>Met</p>
<p>All racial and economic achievement gaps between students are closed</p>	<p>The attendance rates of FRP and Students of Color groups will meet or exceed the rate of NFRP and White peers in 2023-2024.</p>	<p>Not Met</p>
<p>All students are ready for career and college</p>	<p>Increase percentage of proficient 8th graders to 60% on the 2024 MCA Reading and Math Tests.</p> <p>Increase the percentage of students meeting the ACT college ready benchmarks in all 4 subtests to 45% for the Class of 2024.</p>	<p>Met - Math</p> <p>Not Met - Reading</p> <p>Not Met</p>
<p>All students graduate from high school</p>	<p>The Northfield School District will achieve a 4 year graduation rate of 95%</p>	<p>Not Met</p>

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 2024: 20% of FRP and 4% 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 2024 38% 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 2024: 27% 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 2024 data summit, 100% of Northfield attendees reported learning something new and 100% reported potential solutions.**



From **WBWF** to **CACR**

2024 Legislative Change



Looking Ahead - Comprehensive Achievement and Civic Readiness Plan

2024-2025 CACR Goals

- **All children are ready for school.**
- **All racial and economic achievement gaps between students are closed.**
- **All students are ready for career and college.**
- **All students graduate from high school.**
- **Prepare students to be lifelong learners.**



Questions?