

INDEPENDENT SCHOOL DISTRICT 659  
**PUBLIC HEARING**  
Monday, November 28, 2016  
6:30 PM -7:00 PM  
Northfield High School, Media Center

**AGENDA**

- I. Call to Order
- II. Procedures for Public Hearings
- III. Review goals, outcomes and strategies of the 2015-2016 World's Best Workforce Plan and plans 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 Northfield Public Schools

ANNUAL PUBLIC MEETING – NOVEMBER 28, 2016

## WBWF History

**2014** – MDE allowed districts to determine goals and format of report. Northfield aligned the reporting requirements with individual building/program improvement plans. Each of our building/program plans included SMART goals and action plans which addressed one or more of the WBWF components.

**2015** – MDE requires that that each district set district-wide SMART goals using recommended data points for each of the WBWF components and reporting outcomes in a very specific format.

**2016** – Following the 2016 legislative session, WBWF requires that Districts have a process to examine the equitable distribution of teachers and that District advisory committees recommend to the school board the means to 'improve students' equitable access to effective and more diverse teachers.

# All children are ready for school.

GOAL ONE

75% of incoming kindergarten students will be academically and behaviorally ready for kindergarten.

2015-2016 WBWF DISTRICT GOAL

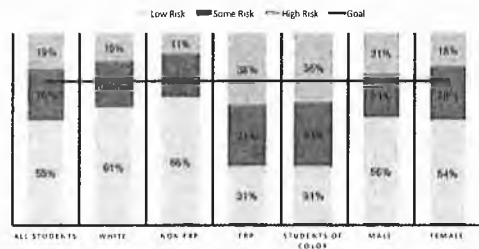
## 2016 WBWF Results

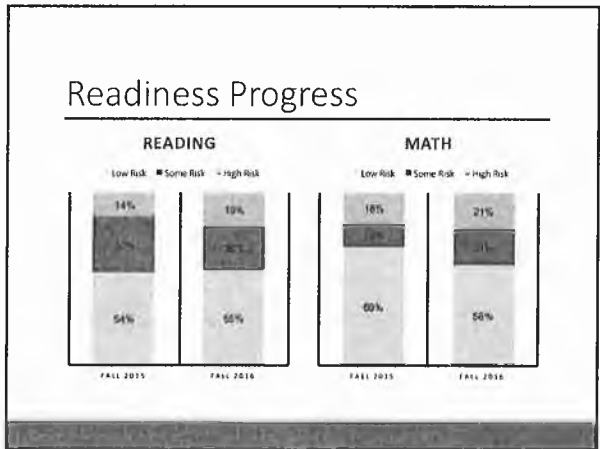
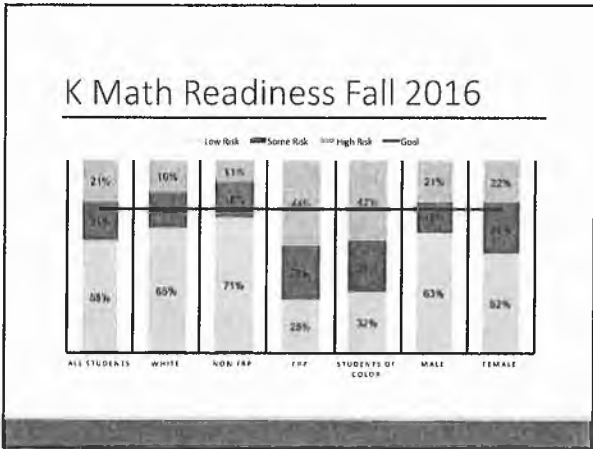
In the fall of 2016, 81% of incoming kindergarten students were ready in reading, and 79% in were ready in math.



Source: Students scoring Low and Some Risk on 2016 Fall FAST assessment in early reading and math skills.

## K Reading Readiness Fall 2016





### What's Next?

<p><b>2016-2017 Goal:</b> 80% of incoming kindergarten students will be academically and behaviorally ready for kindergarten.</p>	<p><b>Action Steps:</b></p> <ul style="list-style-type: none"> <li>❖ Continue with FAST</li> <li>❖ Northfield Promise Action Team work</li> <li>❖ Meetings with Pre K</li> <li>❖ Northfield Promise and school district study of preschool experience</li> </ul>
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All third graders can read at grade level.

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GOAL TWO

Northfield School District will increase third grade reading MCA proficiency by 10.3%

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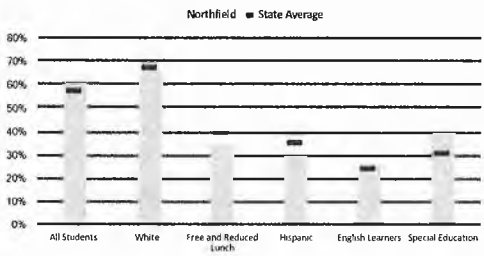
2015-2016 WBWF DISTRICT GOAL

### 2016 WBWF Results

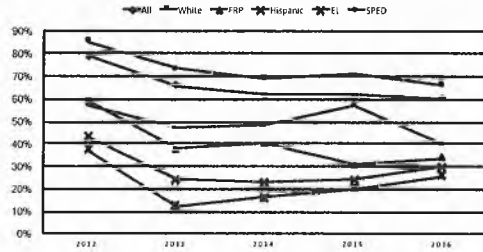
Third grade reading proficiency for all Northfield students fell from 61.7% to 59.6%, the fourth year of decline since the standards change.

*Source: 2016 Spring MCA Scores*

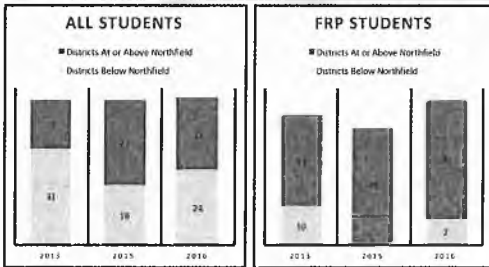
### 2016 MCA Reading Results – Grade 3



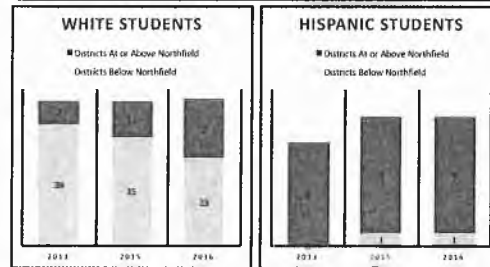
### Third Grade MCA Reading Trends



### Region 10 Context – Grade 3 Reading

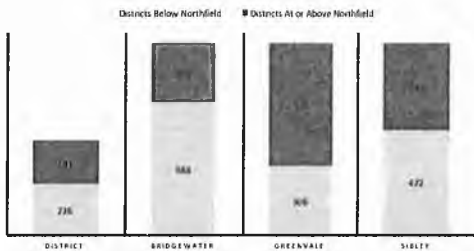


### Region 10 Context – Grade 3 Reading



### State Context for Grade 3 Reading

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



### What's Next?

**Our Goal:**

80% of Northfield third graders will meet or exceed grade level standards on the MCA.

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

**Action Steps:**

- ❖ Northfield Promise
- ❖ Literacy Grant for Tier 1
- ❖ Literacy Teams - baseline data on instructional practices
- ❖ Development of action plans for literacy teams
- ❖ Researching peer schools

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

All racial and economic achievement gaps between students are closed.

GOAL THREE

Northfield School District will decrease the FRP, LEP and Hispanic math proficiency gaps by 3% and reading proficiency gaps by 6%.

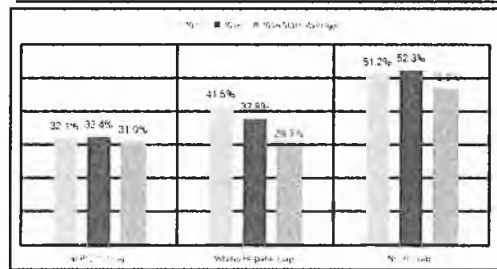
2015-2016 WBWF DISTRICT GOAL

### 2016 WBWF Results

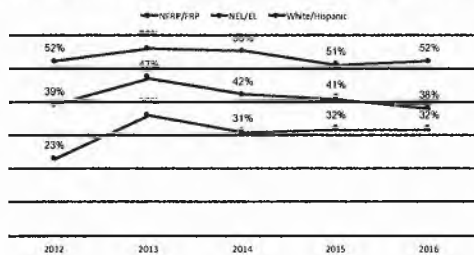
The proficiency gap for Hispanic reading decreased 3.7%. All other gaps were flat or increasing from 2015 to 2016.

Source: 2016 Spring MCA Scores

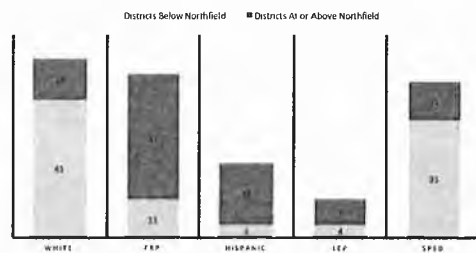
### Reading MCA Achievement Gap Results



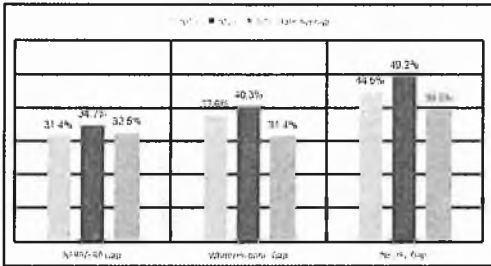
### District Reading Proficiency Gap Trends



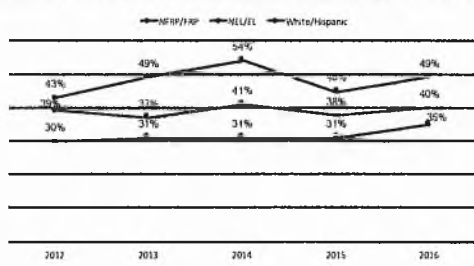
### Region 10 Context Achievement Gap Reading Targets



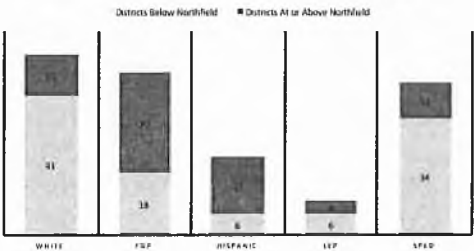
### Math MCA Achievement Gap Results



### District Math Proficiency Gap Trends



### Region 10 Context Achievement Gap Math Targets



### What's Next?

<p><b>2016-2017 Goal:</b> Northfield School District will exceed the state reading and math averages for "On Track" students in the Hispanic, FRP, LEP and SPED student groups.</p> <p><i>Aligns with the district strategic plan near term priority: "Equitable opportunities and support for all career and college paths."</i></p>	<p><b>Action Steps:</b></p> <ul style="list-style-type: none"> <li>❖ ADSIS</li> <li>❖ EM4</li> <li>❖ Literacy Teams</li> <li>❖ Northfield Promise</li> <li>❖ Carleton Peer Group Study</li> </ul>
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All students are ready for career and college.

GOAL FOUR

Northfield School District will increase the 8th grade MCA proficiency rate by 6% in math and 9% in reading.

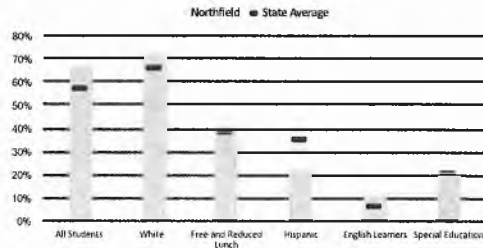
2015-2016 WBWF DISTRICT GOAL

### 2016 WBWF Results

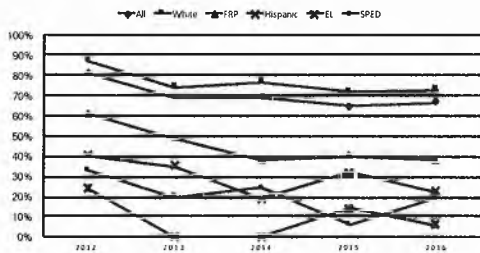
Grade 8 MCA reading proficiency for all Northfield students increased 1.7% from 2015 to 2016, while the MCA math proficiency fell 3.3%, the fourth year of decline.

Source: 2016 Spring MCA Scores

### 2016 MCA Reading Results – Grade 8

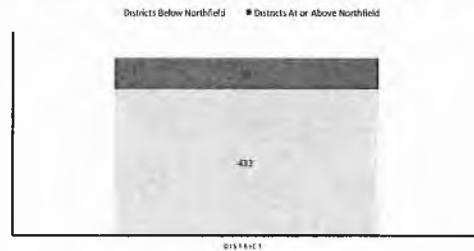


### Eighth Grade MCA Reading Trends

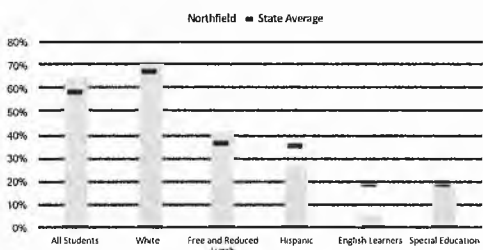


### State Context for Grade 8 Reading

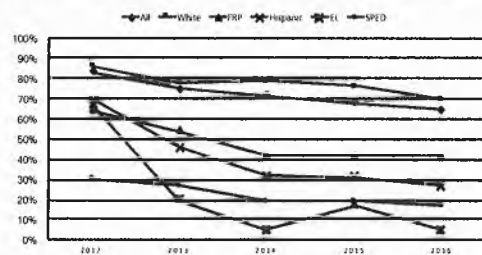
All Reading Accountability Test Proficiency Rates with Cell Size Larger Than 9 Students



### 2016 MCA Math Results – Grade 8

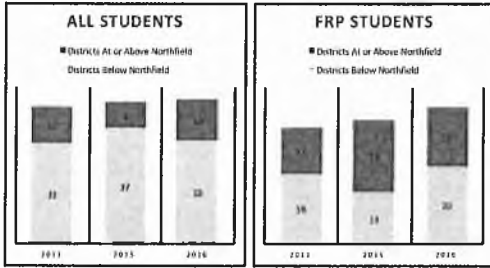


### Eighth Grade MCA Math Trends

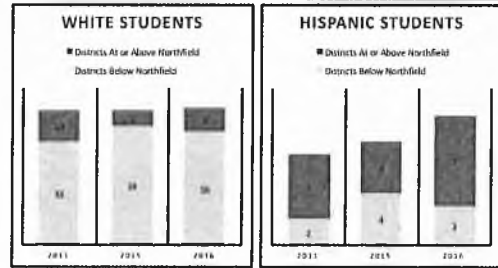




### Region 10 Context – Grade 8 Math

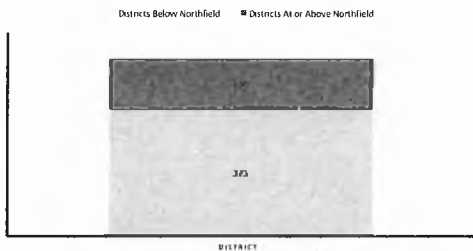


### Region 10 Context – Grade 8 Math



### State Context for Grade 8 Math

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



Northfield School District will increase the percentage of 11<sup>th</sup> graders reaching the ACT college ready composite benchmark by 6%

2015-2016 WBWF CAREER AND COLLEGE READINESS DISTRICT GOAL

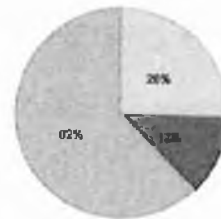
### 2016 WBWF Results

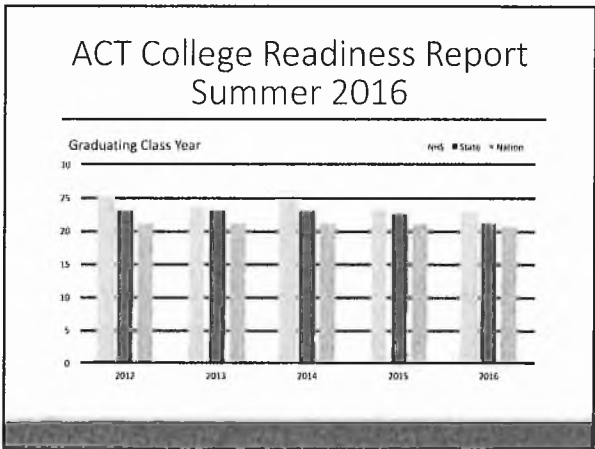
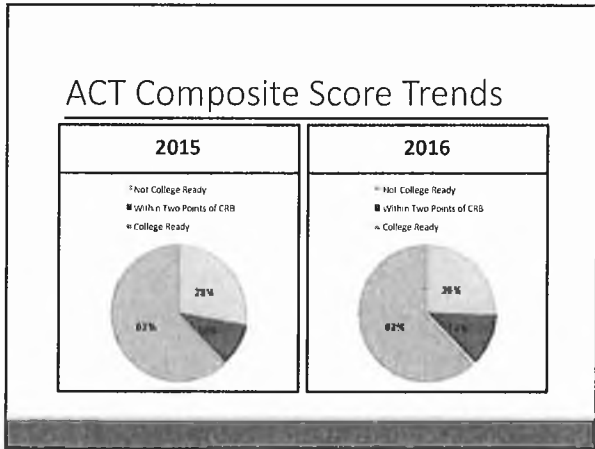
The percent of students reaching the college ready composite benchmark was unchanged from spring 2015 to spring 2016.

Source: ACT Corp

### Results for Spring 2016 State ACT Composite Score

Not College Ready Within Two Points of CRB College Ready





85% or more of Northfield students will score 3 or higher on the AP exam

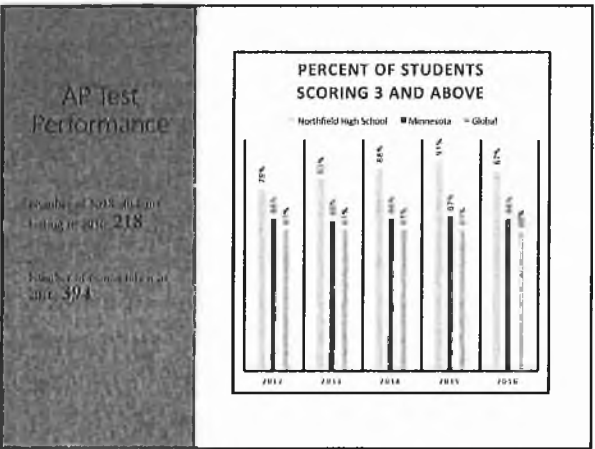
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2015-2016 WBWF CAREER AND COLLEGE READINESS DISTRICT GOAL

### 2016 WBWF Results

87% of NHS students taking AP exams in 2016 scored 3 or higher.

Source: 2016 AP Results from the College Board



### What's Next – Career and College Readiness

2016-2017 Goals:	Action Steps:
<p><b>Grade 8 MCA:</b> 80% of Northfield eighth graders will be proficient on the reading and math MCAs.</p> <p><b>ACT Composite Readiness:</b> Northfield School District will increase the percentage of 11th graders reaching the college ready composite benchmark by 6%.</p> <p><b>AP Results:</b> 87% or more of Northfield students will score a 3 or higher on the AP exam</p>	<ul style="list-style-type: none"> <li>❖ ADSIS and MTSS support at the middle school</li> <li>❖ Northfield Promise CCR Action Team initiatives</li> <li>❖ Implement Naviance and other ACT prep work in coursework</li> <li>❖ Continue strong instruction in AP courses</li> </ul>

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

All students graduate from high school.

GOAL FIVE

Northfield School District will maintain or exceed a 90% graduation rate.

2015-2016 WBWF DISTRICT GOAL

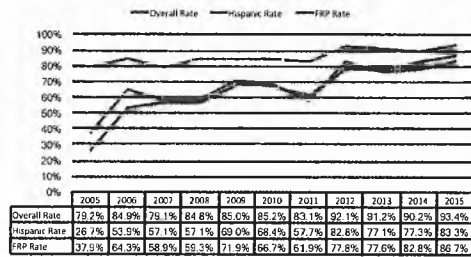
2016 WBWF Results

The 2015 graduation rate was 93% for all Northfield School District students and 97% for Northfield High School.

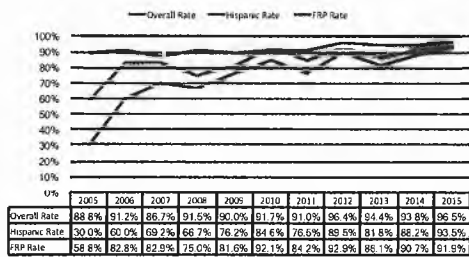
Source: 2015 MDE Graduation Data



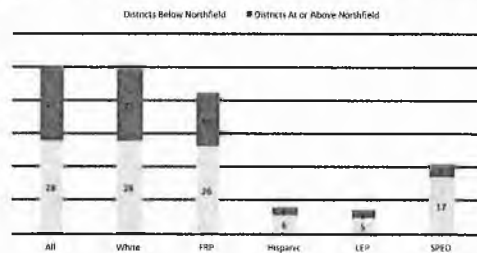
Graduation Results Northfield School District



Graduation Results Northfield High School



Region 10 Context – Graduation Rate



### What's Next?

**2016-2017 Goal:**

Northfield School District will increase our graduation rate to 95%.

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

**Action Steps:**

Continue with successful practices:

- ❖ TORCH
- ❖ MTSS
- ❖ Academy and Seminar programs

### WBWF Summary

**Bright Spots**

- ✓ Graduation Rate
- ✓ Kindergarten Readiness
- ✓ AP Test Performance
- ✓ Hispanic Reading Achievement Gap Trend
- ✓ Grade 3 EL Reading Performance Trend

**Growth Opportunities**

- ✓ Grade 3 Reading Proficiency
- ✓ Achievement/Opportunity Gaps

# QUESTIONS?

### **World's Best Workforce Report**

From the Minnesota Department of Education website: "Under Minnesota Statutes, section 120B.11, school districts are to develop a World's Best Workforce (WBWF) Annual Report and report summary for each school year. This summary should document the WBWF student achievement goals that were established last year, the strategies and initiatives that the district engaged in to meet the goals, and the subsequent progress made on those goals by the end of the school year. Districts will post their reports on the district website, and submit the summary report to MDE each year." A public meeting, separate from a regular school board meeting, is required to report the results to the public.

There are five continuing requirements to the report: 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, and all students graduate from high school. A sixth component was added for this year: Ensuring that all students have equitable access to excellent teachers.

The power point presentation covers the five areas, the goals from 2015-16, data that correspond to the results in each of the areas, the goals for 2016-17, and action steps to achieve the goals.

<b>2015-16 Goals</b>	<b>2016-17 Goals</b>
75% of incoming kindergarten students will be academically and behaviorally ready for kindergarten.	80% of incoming kindergarten students will be academically and behaviorally ready for kindergarten.
Northfield School District will increase third grade reading MCA proficiency by 10.3%.	80% of Northfield third graders will meet or exceed grade level standards on the MCA.
Northfield School District will decrease the FRP, LEP, and Hispanic math proficiency gaps by 3% and reading proficiency gaps by 6%.	Northfield School District will exceed the state reading and math averages for "On Track" students in the Hispanic, FRP, LEP, and SPED student groups.
1. Northfield School District will increase the 8 <sup>th</sup> grade MCA proficiency rate by 6% in math and 9% in reading. 2. Northfield School District will increase the percentage of 11 <sup>th</sup> graders reaching the ACT college ready composite benchmark by 6%. 3. 85% or more of Northfield students will score 3 or higher on the AP exam.	1. Grade 8 MCA: 80% of Northfield eighth graders will be proficient on the reading and math MCAs. 2. ACT Composite Readiness: Northfield School District will increase the percentage of 11 <sup>th</sup> graders reaching the college ready composite benchmark by 6%. 3. 87% or more of the Northfield students will score a 3 or higher on the AP exams.

Northfield School District will maintain or exceed a 90% graduation rate.

Northfield School District will increase our graduation rate to 95%.

During the WBWF public meeting and power point presentation, the Tier 1 Fidelity Inventory Meetings and Grant and the Carleton Study of Peer Schools will be mentioned. **The Tier 1 Fidelity Grant** enables literacy teams at each elementary school to examine and reflect upon the scope of their reading instruction within the framework of best practices and then to create action plans based on the results. The grant covers the costs of teachers' attendance at meetings and some meeting supplies. Three grants were available in the state through the Minnesota Department of Education, and Northfield Public Schools received one of the grants for \$50,000. The school literacy team (comprised of a classroom teacher from each grade level, an interventionist, and English Learner teacher, and a special education teacher) will meet at least four times during the year, with more meetings possible at the school level. The first meetings were held in late September. The second meetings are scheduled for the next two weeks. The other meetings are scheduled for February and April. The district level literacy team (comprised of two members from elementary school literacy teams with a total of 4 teachers from each elementary school, 3 MS teachers, and 4 HS teachers) will meet the week after the school teams meet. Two members of a Carleton statistics class conducted the **Carleton Study of Peer Schools**. The purpose of the study was to use statistical modeling to identify a demographically similar set of peers for our district as well as each individual school. (The list of the schools follows.) The study included demographic variables of ethnicity, EL status, free and reduced price lunch status, special education, and size of school. We will investigate the assessment results from these schools. When high achieving schools are recognized, we will call and/or visit to learn from them and see if it is feasible to replicate their successful practices in Northfield.

	Highly qualified	BA	MA	PhD	Licensure Compliance	< 3 years	3-10 years	> 10 years
District	99.8	47	52	.4	99.5	2.9	27.4	69.6
BW	100	60	40	0	100	5.4	27.6	66.9
GVP	100	60	40	0	97.8	0	41.6	58.4
SB	100	42	58	0	100	2.7	22.8	74.6
MS	100	44	56	0	100	1.8	19.1	79.1
HS	99.1	35	64	1.4	99.1	4.2	19.9	75.9
ALC	100	43	43	13	100	8.7	51.9	39.4

**Ensuring that all students have equitable access to excellent teachers:**

(There is no goal requirement for this component.) The results are listed in the table below. Data compiled from the Minnesota Department of Education Report Card. The numbers are listed in percentages.

**The bright spots** in the WBWF report include the graduation rate, kindergarten readiness, AP test performance, Hispanic reading achievement gap trend, and grade 3 EL reading performance trend. **Growth opportunities** occur in grade 3 reading proficiency and achievement/opportunities gaps.

**Carleton Peer Study Schools**

District Wide

1. Buffalo
2. Monticello
3. St. Francis
4. White Bear Lake

Bridgewater Elementary

1. Hoover (Mankato)
2. Morris
3. East Bethel (St. Francis)
4. Farmington Elementary
5. Sunset Hills (Wayzata)

Greenvale Park Elementary

1. JJ Hill Montessori (St. Paul)
2. Chelsea Heights (St. Paul)
3. Groveland (St. Paul)
4. Normandale Hills (Bloomington)
5. Williams (Roseville)

Sibley Elementary

1. Lake Marion (Lakeville)
2. Wyoming
3. Otter Lake (White Bear Lake)
4. Jonathan (Chaska)
5. Falcon Ridge (New Prague)

Middle School

1. Roosevelt (Duluth)
2. Woodbury
3. Ordean East (Duluth)
4. Central (White Bear Lake)
5. Falcon Ridge (Rosemount)
6. Cottage Grove

High School

1. Chisago
2. Hastings
3. East (Duluth)
4. Jefferson (Bloomington)