WORLD'S BEST WORKFORCE   STRATEGIC PLAN 2015-2019

WBWF GOALS	DISTRICT GOAL STATEMENT	STRATEGIES	INDICATORS	DATA SOURCES
Kindergarten Readiness for all students. Goals Met? 1) Yes, 33% 2) Yes, 95%	In 2014-15, staff selected ESGI Kindergarten Assessment to determine readiness. 2015-16 will provide be a baseline year. SMART Goals: 1) 20% of all kindergarten students will be proficient on the ESGI Kindergarten Assessment in fall 2015. 2) 90% of all kindergarten students will be proficient on the ESGI Kindergarten Assessment in spring 2016.	* Establish/maintain quality assessment procedures * Gather baseline data on incoming students * Use the RtI process to ensure that all non-proficient students have an appropriate intervention plan in place (assess, analyze data, design interventions, monitor progress, adjust instruction and interventions)	* ESGI composite scores * Staff satisfaction with new assessment tool and assessment process	* ESGI
1) Yes, 100%	Increase Community participation and awareness of kindergarten entrance expectations SMART Goal: 1) 100% of the day care providers in the community will be identified and provided with kindergarten entrance expectations/ standards by February 2016.	* Create effective communication lines with all local daycare providers * Establish a kindergarten roundup for incoming kindergarten students and their families	* ECFE participation * Kindergarten roundup participation * Percent of local daycares contacted and participating	* Entrance interviews with students * Feedback and communication from community and daycare providers

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WBWF GOALS	DISTRICT GOAL STATEMENT	STRATEGIES	INDICATORS	DATA SOURCES

Grade 3 Literacy profiency for all students
 	
Goals Met?
 	
1) Grade 3 Reading = No
    51.6% from 55.4%
 	
2) Grade 2 NWEA
    Reading = Yes
	All students will master third grade-level literacy standards.
	
	SMART Goals:
	1) Increase the percent of Grade 3 students tested who are proficient to 68%, as measured by the Reading MCA III in May 2016.
	
	2) Increase the average Grade 2 NWEA Reading RIT Score to 190 as measured in spring 2016.
		* Implement our Teacher Development & Evaluation Plan to ensure that Tier 1 instruction meets the needs of at least 85% of all students.
		
		* Provide specialized instruction and additional time in flexible reading groups for all students
			* Individual data from OLPA Reading
			
			* Percent of students proficient on Reading MCA III
			
			* Grade-level Assessments
			
			* AIMSWeb Benchmarks
			
			* STAR Literacy data
			
			* NWEA RIT scores
			
			* NWEA Growth scores
				* OLPA Reading
				
				* Grade 3 Reading MCA scores
				
				* AIMSWeb
				
				* NWEA Reading
				
				* STAR Literacy

		* Use the RtI process to ensure that all non-proficient students have an appropriate intervention plan in place (assess, analyze data, design interventions, monitor progress, adjust instruction and interventions) * Integrate technology to enhance instruction in all classrooms		

WORLD'S BEST WORKFORCE   STRATEGIC PLAN 2015-2019

WBWF GOALS	DISTRICT GOAL STATEMENT	STRATEGIES	INDICATORS	DATA SOURCES

Close the achievement gap by 50% in all student groups
 	
Goals Met?
 	
1) FRP Reading = Yes
   45.5% from 39.0%
 	
  FRP Math = No
   40.3% from 39.4%
	Increase the percent proficient in Math and Reading for student groups that are not making annual progress on MCA III.
	
	SMART Goals:
	1) Increase the percent of FRP students tested who are proficient as measured by the MCA III Reading and Math Assessments in May 2016 to 45%.
		* Analyze student group data (including index rates) in PLCs and Data Days to identify areas of need.
		
		* Implement our Teacher Development & Evaluation Plan to ensure that Tier 1 instruction meets the needs of at least 85% of all students.
		
		* Implement specialized instruction by trained staff for LEP and Special Education students
			* Individual data from OLPA Reading
			
			* Individual data from OLPA Math
			
			* Percent of students proficient on Reading MCA III
			
			* Percent of students proficient on Math MCA III
			
			* AIMSWeb Benchmarks
				*OLPA Reading
				
				* OLPA Math
				
				* MCA Reading
				
				* MCA Math
				
				* Student group MCA Reading
				
				* Student group MCA Math
				
				* AIMSWeb
				
				* ACCESS

2) SPED Reading = No
   19.3% from 17.7%
 	
  SPED Math = No
   13.2% from 12.7%
 	
3) LEP Reading = No
   18.5% from 17.5%
 	
  LEP Math = No
   24.0% from 19.2%
	2) Increase the percent of Special Education students tested who are proficient as measured by the MCA III Reading and Math Assessments in May 2016 to 30%.
	
	3) Increase the percent of LEP students tested who are proficient as measured by the MCA III Reading and Math Assessments in May 2016 to 30%.
		* Use the RtI process to ensure that all non-proficient students have an appropriate intervention plan in place (assess, analyze data, design interventions, monitor progress, adjust instruction and interventions)
		
		* Offer summer Math and Reading options for LEP and Special Ed students
		
		* Integrate technology to enhance instruction in all classrooms
			* Index rates compared to target index rates for all student groups in Reading
			
			* Index rates compared to target index rates for all student groups in Math	

WORLD'S BEST WORKFORCE   STRATEGIC PLAN 2015-2019

WBWF GOALS	DISTRICT GOAL STATEMENT	STRATEGIES	INDICATORS	DATA SOURCES

All students graduate from high school
 	
Goals Met? Class of 2015
 	
1) Overall = Yes   93%
   Male =   Yes   97%
   Female = Yes   90%
   SPED =   Yes   91%
   FRP =   No   83%
	Maintain a four-year graduation rate above 90% for all student groups.
	
	SMART Goals:
	1) The four-year graduation rate will be over 90% for all student groups, as measured annually by MDE.
		* Implement research-based programs for all students (7-12) for skill development in behaviors that promote learning (Advisory, Freshman Seminar, Post-Secondary Readiness Plans, College Prep Nights).
		
		* Implement our Teacher Development & Evaluation Plan to ensure that Tier 1 instruction meets the needs of at least 85% of all students.
			* Percent of students earning credit for each course (grades 7-12)
			
			* Percent of students with credits needed to be on track for graduation
			
			* Reduced failure rates in ninth grade classes
			
			* Attendance data
				* MDE four-year graduation rates
				
				* Infinite Campus (transcripts and attendance records)

2) Yes, 96.3%	2) Over 90% of all students in each grade (9-12) will have the credits required to be on track for graduation at the end of every semester.	* Use the RtI process to ensure that all non-proficient students have an appropriate intervention plan in place (assess, analyze data, design interventions, monitor progress, adjust instruction and interventions) * Integrate technology to enhance instruction in all classrooms * Emphasize importance of attendance with families and community.		

WORLD'S BEST WORKFORCE   STRATEGIC PLAN 2015-2019

WBWF GOALS	DISTRICT GOAL STATEMENT	STRATEGIES	INDICATORS	DATA SOURCES
All students will graduate prepared for college and/or career. Goals Met? 1) Yes, 100%	Ensure that all students are college and/or career ready by graduation. SMART Goals: 1) Individual Post-Secondary Plans are completed by 100% of the students in grades 7-12 by November 1, 2015.	* Build a college-going culture by delivering college and career readiness programming to all students through weekly Ramp Up to Readiness activities during Advisory period. * Provide families with resources to assist in post-secondary planning and applications.	* Readiness standards (academic, admissions, career, financial, personal/ social readiness) * Progress toward mastery of standards * Proficiency on OLPA and MCA Math * Growth data from NWEA and MCA	* Completed post secondary plans * OLPA Math * NWEA Math growth * Grade 8 Math MCA
2) Grade 8 Math = No 40.8% from 45.0%	2) On the 8th Grade Math MCA III, over 53% of the students tested are proficient, in May 2016.	* Implement our Teacher Development & Evaluation Plan to ensure that Tier 1 instruction meets the needs of at least 85% of all students. * Use the RtI process to ensure that all non-proficient students have an appropriate intervention plan in place (assess, analyze data, design interventions, monitor progress, adjust instruction and interventions)		

WORLD'S BEST WORKFORCE STRATEGIC PLAN 2015-2019

WBWF GOALS	DISTRICT GOAL STATEMENT	STRATEGIES	INDICATORS	DATA SOURCES
All students will graduate prepared for college and/or career (continued).		* Utilize Best Practice to select and deliver curriculum and assessments that are aligned to state standards.		