

World's Best Workforce Public Meeting

Monday, December 7, 2020 6:00 pm
Red Wing Public Schools

What is the WBWF?

- ❑ Minnesota Statutes, section 120B.11
- ❑ The school board, at a public meeting, shall adopt a comprehensive, long-term strategic plan to support and improve teaching and learning
- ❑ Aligns existing district plans with the aim of creating the world's best workforce (WBWF)
 - ❑ District Educational Plan, Title programs, American Indian Education Program Plan, College/Career Readiness, Teacher and Administrator Evaluation, Professional Development all coming together for continuous improvement

World's Best Workforce- 5 Broad 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

Annual District Timeline

- ❑ **September - November-** Analyze Results of Previous Years' Data and Goals; Update District and School Goals & District Achievement Data
- ❑ **December-** Annual Public Meeting and Submission of WBWF Summary to MDE
- ❑ **January - September-** Monitor the Current Year's Plan and Goals, Update plans to strive for continuous improvement

Equitable Access to Excellent Teachers

- ❑ **Who is included in the conversations to review equitable access data and when do these occur?**
 - ❑ Conversations include the District administration members including the Superintendent, the Director of Teaching and Learning, the Director and Assistant Director of Special Education and members of the administrative team along with the HR Coordinator as part of our annual staffing process January to April of each year

Equitable Access to Excellent Teachers

- ❑ **Which racial and ethnic student groups are present in your district that are not yet represented in your licensed teacher staff?**
 - ❑ Hispanic or Latino
 - ❑ Multiracial
 - ❑ Black or African American
 - ❑ American Indian or Alaska Native
 - ❑ Asian
- ❑ **How many additional teachers of color and American Indian teachers would you need in order to reflect your student population?**
 - ❑ To be reflective of our student population, we would need to have the following teachers of color: 15 Hispanic, 12 Multiracial, 7 Black or African American, 6 American Indian or Alaskan Native, and 1 Asian

All Students Ready for School (Kindergarten)

19-20 Goal: 80% of students entering kindergarten in the fall of 2019 will be identified as kindergarten ready per the KSEP

Results: 77% of students entering kindergarten in the fall of 2019 were identified as kindergarten ready per the KSEP

20-21 Goal: 82% of students entering kindergarten in the fall of 2021 will be identified as kindergarten ready per the KSEP.

Strategies:

- Partnership with ChildCare Providers in surrounding area
- Continued collaboration with Colvill Family Center and Kindergarten principals
- Colvill teachers participating in PLCs
- Implementation of Creative Curriculum & TS Gold Assessment
- Increasing partnerships with community organization (i.e. Head Start)

All 3rd Graders Can Read at Grade Level

19-20 Goal: During the 2019-20 school year, grade 3 proficiency rates on 2019 State Reading Assessments will increase from 38% in 2019 to 43% in 2020.

Results: UNABLE TO REPORT (due to COVID)

20-21 Goal: During the 2020-21 school year, grade 3 proficiency rates on 2021 State Reading Assessments will increase from 38% in 2019 to 43% in 2021.

Strategies:

- Implementation of a new Language Arts curriculum
- Use of Professional Learning Communities with dedicated time and meeting notes.
- Common Formative and Summative Assessments
- Walk throughs from admin to better understand needs and support
- Working with Tier II interventions (ADSIS & TITLE)

All Racial and Economic Achievement Gaps Between Students are Closed

19-20 Goal: During the 2019-20 school year, we will reduce the achievement gap for FRM & students of color in reading and math by 5% each

Results: UNABLE TO REPORT (due to COVID)

20-21 Goal: During the 2019-20 school year, we will reduce the achievement gap for FRM & students of color in reading and math by 5%

Strategies:

- District-Wide Equity Training for Administration
- Social Emotional & Equity Training
- Creating an Equity Plan with all stakeholders at the table
- District-Wide Equity Team
- Increasing representation in curriculum
- Increasing representation in speakers & content of Flight Paths
- Continued work with District Liaisons
- Examining our identification response process of behavior referrals

All Students are Ready for Career and College

19-20 Goal: During the 2019-2020 school year, 75% of juniors will have completed a post-secondary plan as measured by the development of their plan in the Naviance system

Results: UNABLE TO REPORT (due to COVID)

20-21 Goal: During the 2020-2021 school year, 75% of Juniors will have enrolled in courses to complete a Flight Path by the end of the senior year.

Strategies:

- Implementation of Flight Paths to guide purposeful selection of courses
- Introduction to Flight Paths Course for 8th graders
- Increased use of career speakers and increased development of advisory committees

All Students Graduate from High School

19-20 Goal: The cohort graduation rate for the latest reported year will be at or above 90%

Results: The graduation rate for the class of 2019 was 93.2% (last year reported)

20-21 Goal: The cohort graduation rate for 2021 will be 90%.

Strategies:

- Increased use of Professional Learning Communities
- Implementation of Flight Paths
- Increased representation for all in the curriculum
- Implementation of the REACH program
- Implementation of Success Lab/Credit Recovery
- Alternative to suspension program

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Questions?