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# World's Best Workforce

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## Initial Guidance

# Learning Targets

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Understand the key goals of  
"World's Best Workforce" legislation  
*(Section 120B.11 amended)*

Understand how the key goals of  
"World's Best Workforce" legislation  
will be addressed in the  
Duluth Public School District

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# WBWF: What is it?

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## State Accountability System

“The result of the legislation will be a state accountability system that is **LOCALLY OWNED**,  
*developed with parent and community involvement*  
and supported by MDE guidance and technical assistance  
in continuous school improvement planning.”

(MDE, 2014)

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# WBWF: How does it fit?

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Think Kids - Community Conversations



District-Wide Continuous Improvement Plan (DW-CIP)



World's Best Workforce Plan (WBWF)



All other district plans (ex: Integration Plan, Title I Plan, Reading Well By Grade 3 Plan, Teacher Evaluation, etc.)

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# DW-CIP: A Review

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## High Achievement for All

- Increase Student Achievement, Reduce the Achievement Gap, and Raise Graduation Rates
- Continuously Improve and Enhance the Quality of our Curriculum and Align it to State Standards
- Provide High Quality Staff Development that Aligns with our Goal to Provide Opportunities for Students of Every Culture and Ability to be Successful
- Improve and Enhance Program Offerings Before and After School

*Note: Measurable goals and benchmarks are listed within the full DW-CIP and can be accessed at: [www.isd709.org](http://www.isd709.org)*

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# DW-CIP: A Review

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## Safe and Welcoming Environment

- Decrease Bullying Among Students
- Reduce Use and Disproportionality in the Use of Out-of-School Suspension (OSS) as a Disciplinary Consequence
- Increase Safety and Decrease Injuries of Students and Staff
- Increase Family and Community Involvement, Engagement and Satisfaction, and Deepen our Community Partnerships

*Note: Measurable goals and benchmarks are listed within the full DW-CIP and can be accessed at: [www.isd709.org](http://www.isd709.org)*

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# DW-CIP: A Review

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## Effective and Efficient Systems

- Prioritize General Fund Spending to Instruction and Support of Students
- Improve Communication, Cooperation, and Teamwork Within and Across Employee Groups
- Increase the Diversity of Staff through Culturally Competent Recruitment and Retention Practices
- Expand and Improve Community Use of Facilities that Supports the Needs of Families and the Greater Community

*Note: Measurable goals and benchmarks are listed within the full DW-CIP and can be accessed at: [www.isd709.org](http://www.isd709.org)*

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# Good News

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Much of the work that has been done through the Think Kids Initiative, the resulting DW-CIP, as well as other district plans is relevant to the WBWF plan, positioning us well to meet many of the requirements.

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# WBWF: Goals

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Creating the World's Best Workforce means:

- All students meet school readiness goals
  - All third-grade students achieve grade-level literacy
  - All students graduate from high school
  - All students attain college and career preparedness
  - The academic achievement gap is closed
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# WBWF: Plan

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Plans must include four components that meet certain requirements:

- Performance measures
  - Strategies
  - An advisory board
  - An annual report
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# WBWF: Performance Measures

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Measures must include clearly defined, locally developed, student achievement goals and benchmarks

- Student performance on the National Assessment of Education Progress (NAEP)
  - Reduction of the academic achievement gap by student group
  - Student performance on the MN Comprehensive Assessments
  - College and career readiness under section 120B.30, subdivision 1
  - Other locally utilized assessment measures
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# WBWF: Strategies

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Strategies must include:

- Process to evaluate each student's progress toward meeting the state and local academic standards
  - A system to review and evaluate the effectiveness of instruction and curriculum
  - Practices that integrate high-quality instruction, rigorous curriculum, instructional technology, and a collaborative professional culture that supports teacher quality, performance and effectiveness
  - Evidence-based strategies for improving effective classroom instruction, an articulated curriculum and use of student achievement results to drive instruction
  - An annual budget for implementation and sustainability of district plan
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# WBWF: Advisory Committee

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The advisory committee will:

- Ensure community engagement in the development and review of the plan
  - Reflect the diversity of the district and its school sites
  - Make recommendations to the school board regarding rigorous academic standards, student achievement goals and measures
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# WBWF: Annual Report

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## Annual report guidelines:

- District is to publish a report annually on district plan results (each fall)
  - School board will hold an annual public meeting
  - Periodically survey constituencies about their connection to schools and level of satisfaction school
  - Board must submit an electronic *summary* of the report to the commissioner (October 1)
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# WBWF: Role of Ed Commissioner

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The Commissioner's Office (MDE) must:

- Assist districts in the identification of effective targeted strategies, practices, and the use of resources by districts and schools striving for the World's Best Workforce
  - Assist districts and sites throughout the state in implementing such strategies and practices
  - Identify those districts in any three-year period not making sufficient progress toward improving teaching and learning
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# WBWF: Role of Ed Commissioner

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The Commissioner's Office has authority to:

- In collaboration with the district, require a district to use up to 2 percent of its basic education revenue per fiscal year during the three years to implement targeted strategies and practices.
  - Provide support to improve and accelerate a district's progress to strive for the World's Best Workforce
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# WBWF: Next Steps

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- ✓ Align DW-CIP goals to WBWF legislation
  - ✓ Identify existing gaps
  - ☐ Identify key stakeholders and district-level advisory committee
  - ☐ Create action plan for filling gaps
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# WBWF: Resources

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The exclusive site for updated information on WBWF legislation and planning guidance is the Superintendents Web page on the MDE website.

<http://education.state.mn.us/MDE/Welcome/OfficeCom/Super/>

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