

District 742
St. Cloud Area Schools
Local World's Best Workforce Plan
2018-19 Plan Update

The World's Best Workforce Plan (state statute, section 120B.11) is a comprehensive, long-term strategic plan to support and improve teaching and learning with the ultimate goal of creating the world's best workforce. It is intended to serve as a foundational document that aligns educational initiatives that serve students pre-k through high school. It is based on five elements:

- All students are ready for kindergarten
- Close the achievement gap
- All students in third grade achieve grade level literacy
- All students attain career and college readiness before graduating from high school
- All students graduate from high school

St. Cloud Area Schools World's Best Workforce Plan serves as a blueprint that demonstrates how current district initiatives and plans work together in a concerted effort to prepare, engage, educate, empower and inspire learners in partnership with their surrounding community to be successful in today's and tomorrow's society.

A. Performance Measures: Goals and Benchmarks for Instruction and Student Achievement

St. Cloud Area School District has aligned all district and building student achievement and staff development goals toward the district's vision. Each of the components of this structure is described briefly below. Documents, which provide a detailed and comprehensive description of each element are referenced.

1. Strategic Plan: [Link to Strategic Plan](#)

The Strategic Plan was developed during the 2013-2014 school year. Public input was sought through World Cafés where over 200 people participated in conversations about their hopes for the future of St. Cloud Area Schools. For those who were unable to attend a survey was available on the district website. After this data was compiled, a series of meetings and work sessions occurred throughout the school year. This included over 70 participants, which consisted of parents, community representatives, school board members, school staff, administration and students from all three high schools. This work resulted in the new strategic plan, which includes mission, core values, strategic objectives, strategies and end results that will guide all planning and decision-making as our district moves forward. Currently Saint Cloud Area Schools is undergoing to process of developing a strategic plan to guide us for the next 5 years. We are again utilizing many of the same approaches and methods to gather stakeholder input, collaborate across different groups and develop a shared vision. This ongoing process is also informing our ongoing work with World's Best Workforce.

2. Integration/Equity Plan: <http://goo.gl/RwaAyw>

Equity Plan Goals:

- Provide academic excellence
- Create respectful and welcoming school environments
- Offer staff development to increase cultural awareness
- Assist staff in meeting the needs of all learners

Equity Plan Actions:

- Offer a variety of enriching and culturally integrated learning opportunities for protected students.
- Provide Bilingual Communication Support Specialist and Educational Equity Outreach Coordinators, who support students directly in the classrooms and serve as a bridge between students and teachers, teachers and parents, and schools and home.
- Continue to grow capacity around Culturally and Linguistically Responsive Instruction.
- Work with surrounding communities to support students and families resources.
- Maintain the Parents in Action program, which enriches school/home communications.
- Implement programs that specifically support increasing achievement for all students, especially our “protected students”.
- Reduce the achievement gap.

3. St. Cloud Area Schools World’s Best Workforce Goals by Element**ALL STUDENTS ARE READY FOR KINDERGARTEN**

St. Cloud Area School District 742 offers a variety of early childhood programs for children from birth to age five. Our programming includes an early intervention home visiting program for children birth to age three, a variety of Early Childhood Family Education (ECFE) classes for children birth to age five, a preschool program for three year olds as well as a preschool program for four year olds. These programs provide children birth to age five with the social-emotional and academic skills they need to succeed as they enter kindergarten.

The social-emotional and academic achievement of the students in our three year old and four year old preschool programs is measured using the Teaching Strategies Gold assessment tool.

Outcome measurements for social-emotional and academic skills will meet kindergarten expectations for all preschool students in our district.

At the completion of the 2018-2019 school year, at least 85% of the preschool students will meet or exceed age level expectations as indicated in the TS Gold assessment domains of social-emotional, language, cognitive, literacy, mathematics, and physical skills.

This will be accomplished through an increase in exposure to social-emotional concepts, books, letters, letter sounds, printed words, phonological awareness activities, numbers and mathematical concepts within the preschool

environment. In addition teachers provide instruction through a co-teaching model. Teachers are provided with common time to plan quality lessons, review data and engage in professional development.

During the 2017-2018 school year, the percentage of preschool students meeting or exceeding age level expectations; Widely Held Expectations in the TS Gold developmental domains were as follows:

- Social-Emotional - 81%
- Physical – 94%
- Language – 80%
- Cognitive – 83%
- Literacy – 89%
- Math – 80%

CLOSE THE ACHIEVEMENT GAP

2018-19 Reading Goals: By Spring 2019, the St. Cloud School District will make progress toward closing the achievement gap in reading between student groups by:

- increasing the proficiency rate of American Indian students from 22.2% (Spring 2018) to 35.0% in Spring 2019 as measured by the MCA & MTAS Reading assessments.
- increasing the proficiency rate of Asian students from 59.9% (Spring 2018) to 66.9% in Spring 2019 as measured by the MCA & MTAS Reading assessments.
- increasing the proficiency rate of Hispanic students from 37.9% (Spring 2018) to 40.0% in Spring 2019 as measured by the MCA & MTAS Reading assessments.
- increasing the proficiency rate of Black students from 20.4% (Spring 2018) to 25.0% in Spring 2019 as measured by the MCA & MTAS Reading assessments.
- increasing the proficiency rate of FRL students from 30.5% (Spring 2018) to 35.0% in Spring 2019 as measured by the MCA & MTAS Reading assessments.
- increasing the proficiency rate of EL students from 8.8% (Spring 2018) to 12.0% in Spring 2019 as measured by the MCA & MTAS Reading assessments.
- increasing the proficiency rate of SPED students from 23.7% (Spring 2018) to 28.0% in Spring 2019 as measured by the MCA & MTAS Reading assessments.

	2014 Reading	2015 Reading	2016 Reading	2017 Reading	2018 Reading	2019 Reading Goal
White	59.8	61.7	63.5	66.9	64.9	68.0
American Indian	48.6	37.8	33.3	40.0	22.2	35.0
Asian	48.0	53.9	60.4	57.3	59.9	66.9
Hispanic	30.0	33.9	37.3	36.3	37.9	40.0
Black	16.6	17.2	19.3	19.3	20.4	25.0
Free/Reduced Lunch	30.8	31.8	31.7	30.6	30.5	35.0
EL	8.2	8.3	9.3	9.7	8.8	12.0
SPED	26.7	24.7	22.5	25.6	23.7	28.0

All Students	47.0	47.1	46.9	46.7	44.6	50.0
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2018-19 Math Goals: By Spring 2019, the St. Cloud School District will make progress toward closing the achievement gap in math between student groups by:

- increasing the proficiency rate of American Indian students from 37.5% (Spring 2018) to 40.0% in Spring 2019 as measured by the MCA & MTAS Math assessments.
- increasing the proficiency rate of Asian students from 65.9% (Spring 2018) to 70.0% in Spring 2019 as measured by the MCA & MTAS Math assessments.
- increasing the proficiency rate of Hispanic students from 29.7% (Spring 2018) to 35.0% in Spring 2019 as measured by the MCA & MTAS Math assessments.
- increasing the proficiency rate of Black students from 14.9% (Spring 2018) to 18.0% in Spring 2019 as measured by the MCA & MTAS Math assessments.
- increasing the proficiency rate of FRL students from 24.1% (Spring 2018) to 28.0% in Spring 2019 as measured by the MCA & MTAS Math assessments.
- increasing the proficiency rate of EL students from 9.9% (Spring 2018) to 12.0% in Spring 2019 as measured by the MCA & MTAS Math assessments.
- increasing the proficiency rate of SPED students from 21.2% (Spring 2018) to 28.0% in Spring 2019 as measured by the MCA & MTAS Math assessments.

	2014 Math	2015 Math	2016 Math	2017 Math	2018 Math	2019 Math Goal
White	62.8	62.0	60.4	60.7	59.2	65.0
American Indian	35.0	36.8	16.7	20.0	37.5	40.0
Asian	62.3	64.7	60.9	59.3	65.9	70.0
Hispanic	32.6	31.2	31.0	29.2	29.7	35.0
Black	15.8	14.9	14.3	12.5	14.9	18.0
Free/Reduced Lunch	31.7	29.4	25.8	22.8	24.1	28.0
EL	12.2	10.6	8.4	7.5	9.9	12.0
SPED	27.3	25.3	20.8	22.1	21.2	28.0
All Students	48.8	46.7	42.5	40.0	39.2	45.0

ALL STUDENTS IN THIRD GRADE ACHIEVE GRADE LEVEL LITERACY

2018-19 Goal: By Spring 2019, the St. Cloud School District will increase the percentage of third grade students achieving grade level literacy from 40.00% to 45.00% as measured by the MCA-III (all accountability assessments).

	2014 Reading	2015 Reading	2016 Reading	2017 Reading	2018 Reading	2019 Reading Goal
3rd Grade						
Percent Proficient	42.8	47.6	46.9	46.5	40.0	45.0

Co-teaching in the area of literacy has been identified as a strategy that has proven to increase the literacy achievement of students in the district’s focus and priority schools. Co-teaching in the classroom

along with related professional development, collaboration time and quality lesson planning are components that have been successful. The Co-teaching model has been implemented in the district's elementary and middle schools, along with the related components, to accelerate student literacy growth.

ALL STUDENTS ATTAIN CAREER/COLLEGE READINESS BEFORE GRADUATING FROM HIGH SCHOOL

Career and College Readiness Data: For purposes of statewide accountability (MN P-20 Partnership), “career and college ready” means a high school graduate has the knowledge, skills, and competencies to successfully pursue a career pathway including postsecondary credit leading to a degree, diploma, certificate, or industry-recognized credential and employment. District 742 has implemented the AVID college readiness framework to support students in selecting a career path. Research also indicates that AVID contributes to an increase in the number of students graduating and attending a post-secondary institution. The AVID framework is in place school wide in grades 4-10, and school wide and as an AVID elective in grades 7-10. Over 217 teachers have been trained in the implementation of AVID strategies.

2018-19 Goals:

1. Consistent with the 2017-18 school year, 90% of students in Grades 8, 9, 10 and 11, enrolled by Oct. 1 will continue to have a Personal Learning Plan (PLP) or IEP Transition Plan created in the Minnesota Career Information System (MCIS) Portfolio during the 2018-19 school year. (MN Statute 120B.125)
2. Consistent with the 2017-18 school year, 100% of students graduating on or after 2017 will continue to have their progress towards Career and College Readiness recorded on their high school transcript during the 2018-19 school year. (MN Statute 120B.30 subd 1, paragraph (f))

ALL STUDENTS GRADUATE FROM HIGH SCHOOL

- **4-year Graduation Rate Goal:** St. Cloud School District’s 2019 graduation rate will increase from 73.0% (2015) to 78.0% (2019) as measured by the four year graduation rate.
- **7-year Graduation Rate Goal:** St. Cloud School District’s 2019 graduation rate will increase from 81.1% (2015) to 83.0% (2019) as measured by the four year graduation rate.

Table A. Ending Status of Graduating Class (4-year cohorts)

Ending Status	Four Year Count 2014-15	Four Year % 2014-15	Four Year Count 2015-16	Four Year % 2015-16	Four Year Count 2016-17	Four Year % 2016-17	Four Year % Goal 2018-19
Graduate	577	73.0%	598	73.9%	643	75.9%	78.0%
Ending Status	Seven Year Count 2014-15	Seven Year % 2014-15	Seven Year Count 2015-16	Seven Year % 2015-16	Seven Year Count 2016-17	Seven Year % 2016-17	Seven Year % Goal 2018-19
Graduate	634	81.1%	616	82.1%	686	82.4%	83.0%

The World's Best Workforce team identified resources and strategies to follow up, track dropout status and recruit drop-outs for educational services. Contact will be made to all students who drop out of school, offering support and information to encourage them to return to educational settings. The Dreamline program provides support for students in their transition year (grades 6 and 9) in order to prevent students from failing or dropping out of school. The Sanneh Foundation, Dreamline sponsor, is designed to support community-based organizations and to assemble a supportive network within the community that provides positive environments for students to become positive and productive adults.

Grade Level Student Achievement Benchmarks:

The St. Cloud Area School District understands the importance of assessment as a tool 'for learning' when assessments are used to guide teachers in curriculum planning to best meet the needs of all students. It was determined that this could be most effectively accomplished with the STAR and STAR Early Literacy assessment tool. Using this assessment system, the assessment team has developed a comprehensive assessment system that includes benchmark assessment, progress-monitoring, alignment to state assessments and college and career readiness.

1. Assessment Overview: [Link to Overview 2018-19](#)

B. District Plan Components and Activities

St. Cloud Area School District holds itself accountable for continuous improvement to close the achievement gap while raising achievement for all students. St. Cloud Area School District is committed to using data to inform and focus improvement efforts.

The School Improvement Plan (SIP) serves two purposes:

- It is a tool that is used to assist school staff in their continuous school improvement efforts.
- It fulfills district, state and federal requirements, including requirements for Schoolwide Title I and Continuous Improvement efforts.

The District Annual Report is a district-wide, comprehensive report on curriculum, instruction and student achievement. The World's Best Workforce Plan is replacing the Annual Report.

C. Assessing and Evaluating Student Progress

1. Multi-Tiered Systems of Support (MTSS)

MTSS has provided the framework for assessment planning and evaluating student progress district-wide. Students who perform below grade level on benchmark assessments will be further screened to isolate specific skill deficits. Students who receive an intervention will be progress monitored to ensure accelerated growth. If accelerated growth isn't achieved, intervention plans will be modified.

2. Teacher talks/elementary goal setting

All elementary families participated in goal setting conferences with classroom teachers prior to the school year. Teachers and parents/guardians were able to get to know the interests, strengths and needs of students. They identified goals for the current school year. Families and teachers were surveyed and expressed a high level of satisfaction with the process.

Principals are currently engaged in professional development about Teacher Talks. Four elementary schools have implemented Teacher Talks, engaging in rich conversations with every classroom teacher and their co-teachers after each benchmarking period. The goal of Teacher Talks are to plan for meeting the instructional needs of each student. All principals will engage in Teacher Talks following the professional development.

3. District Assessment Plan Details: [Link to Plan 2018-19](#)

4. 2018-19 Staff Development Calendar: [Link to Calendar](#)

5. Career and College Readiness Plan

St. Cloud Areas Schools has created and is implementing a Career and College Readiness Plan. During 8th grade, every student will start a Personal Learning Plan (PLP) or IEP transition plan which includes the following: guidance on rigorous academic scheduling, career pathways, 21st Century Skills, community partnership opportunities, and college and career experiential learning opportunities. This PLP will be reviewed annually and updated with new information, experiences, and coursework.

Career/College Plan:

C4 Benchmarks:

<http://stcloud742.schoolwires.net/cms/lib010/MN01909691/Centricity/domain/4/news links/shared links/C4Proposed9thGradeCareerClassStandards.pdf>

Career Chart:

<http://stcloud742.schoolwires.net/cms/lib010/MN01909691/Centricity/domain/4/news links/shared links/Minnesota Career Fields Clusters and Pathways.pdf>

MCIS Plan:

<https://drive.google.com/open?id=18jNBkmvh90SX5kJt1JhrL9FDENCBBTWSMWxWnWkzbRE>

5. Multilingual Learning Written Plan of Service

District 742 is the second largest EL program, percentage of population, in Minnesota. St. Cloud

Area School District serves approximately 2500 English Learners (ELs) as denoted by our October 1, 2018 enrollment data. Our EL students represent 32 different languages and originate from 53 birth countries. Eighty-seven percent of this population identifies Somali as their first language. Spanish (7%) and Vietnamese (3%) are identified as first languages of our students as the next two majority first languages spoken by ELs in District 742.

St. Cloud experienced a rapid growth of English learners. Over a six-year period beginning in 2009, our EL student group increased by approximately 250 students annually. District 742 was one of two districts in Minnesota to more than double its English learner student population according to the *English Learners in Minnesota Report* (MN Department of Education, 2016) from 912 to 2236 by the fall of 2016. When comparing the twenty largest school districts in Minnesota, St. Cloud Area Schools has the second highest percentage per student population of English learners at 25%.

Academic Achievement & Progress Towards ELP Index Proficiency Overall Summary MCA Mathematics for ELs District-Wide

- District ELs increased overall in math by 2.4% from 7.5% to 9.9% which represents a gap from MN State ELs of 9.8%. This represents a closure in the achievement gap between state EL and District 742 EL by almost 4%.

SMART GOAL: District ELs will increase by 9.8% or higher from 9.9% to 19.7% by 2019 in MCA Math Proficiency in order to align with state ELs in math proficiency at elementary, junior and senior highs combined proficiency levels as demonstrated on the 2019 MCA in Mathematics.

MCA Reading for ELs District-Wide

- District ELs decreased overall in reading by .9% from 9.7% to 8.8% which represents a gap from MN State ELs of 5.5%.

SMART GOAL: District ELs will increase by 5.5% or higher from 8.8% to 14.3% by 2019 in MCA Reading Proficiency in order to align with state ELs in reading proficiency at elementary, junior and senior highs combined proficiency levels as demonstrated on the 2019 MCA in Reading.

EL Progress towards ELP Index Growth by District

- The state EL ELP index was 66.99% and the district ELP index was 61.34%. This represents a 5.65% gap from the state ELP index.
- The percentage of English Learners who have attained English proficiency is 6.5% which represents 150 ELs of 2328 total English learners assessed. This is a gap from the state proficiency of 13.1% by 6.6%.
- 6.5% proficiency is typical of District 742 trend data since 2012 for St. Cloud Area Schools, although this is an increase of 1.1%, the total number of ELs assessed has increased as well. This proficiency percentage has remained flat with little growth or loss either way.

SMART GOAL: The percentage of English Learners who will attain English proficiency will increase by 6.6% from 6.5% proficient to 13.1% proficient as demonstrated on the Overall Composite Proficiency level of 4.5% on the ACCESS 2.0 for ELLs.

SMART GOAL: District 742 ELP Index will increase by 5.65% from 61.34% to 66.99% or higher as demonstrated by the Overall Composite Proficiency Level Growth on the 2019 ACCESS 2.0 for ELLs.

D. Assessing and Evaluating Instruction and Curriculum

1. Curriculum & Instruction Review Process

The Curriculum Development Policy guides the continuous review and improvement of the District's curriculum and programs. Curriculum Review Policy: <http://goo.gl/8YI7ZF>

St. Cloud Area School District employs a comprehensive system to periodically review and evaluate the effectiveness of all district curriculum and instruction. The primary goal of the District's curriculum review process is to develop a guaranteed and viable curriculum. A guaranteed and viable curriculum is one in which the agreed upon essential content and skills are covered within adequate instructional time.

Based on needs determined in the curriculum review cycle, new curricular materials were adopted during the 2014-15 and 2015-16 school years, and further staff development and curriculum writing need to occur regarding the use of the materials toward meeting the common core standards. Secondary mathematics courses are currently in a new implementation phase for the 2016-17 school year.

2. Teaching and Learning Team

The Teaching and Learning Team provides leadership for increasing student achievement through effective teaching. The team works with administrators and teachers on staff development, graduation standards, coordinated curriculum, assessment and effective teaching practices. The Teaching and Learning team carries out the district's goal for each student to have an appropriate, consistent, coordinated and rigorous educational program. The team includes staff from all curricular areas and specialized programs.

Organizational Chart:

<https://www.isd742.org/cms/lib/MN01909691/Centricity/domain/65/org%20charts/Teaching%20-%20Learning%20Org%20Chart.pdf>

Instructional Expectations Handbook: [Link to Handbook](#)

An Instructional Expectations Handbook has been developed to share the vision for instruction across each curricular content area. The handbook details the instructional resources, expectations for classroom environment, teacher indicators, student indicators and assessment for each content area. The handbook was created to serve as a resource for teachers and as a guide to best practices in instruction.

E. Strategies for Improving Instruction and Curriculum & Student Achievement

1. Related Plans: The following list of previously noted plans has strategies for improving instruction, curriculum, and student achievement.

- Multi-Tiered Systems of Support
- School Improvement Plans

- Curriculum Plan
- Strategic Plan
- Equity Plan
- Career & College Readiness Plan

2. District Staff Development

The District Staff Development Committee is charged with structuring professional development intended to improve instruction and ultimately student achievement. This committee is comprised of teachers from all schools and various grade/subject areas throughout the district. In collaboration with the Teaching and Learning Team and MTSS Facilitation team, this committee prioritized the staff development priorities for the 2018-19 school year.

Based on needs identified for the 2018-19 year, a focus has been placed on professional development for staff around Culturally and Linguistically Responsive Classrooms. Due to the growing number of students with Social/Emotional needs, a team has been meeting to determine standards for Social Emotional Learning, as well as identity core materials and professional development needs for staff.

3. Teacher Evaluation

St. Cloud Area School District began utilizing a new teacher evaluation model in 2014-15. The model was created during the 2013-14 school year by a committee comprised of teachers, principals, and district level administrators. The model aligns with the state statute regarding teacher evaluation. The goal of teacher evaluation is to develop teachers by working toward clear expectations. Teachers set annual goals aligned to the school improvement plan. Probationary teachers are formally observed three times per year during their first three years. Tenured teachers are formally observed every three years.

A summative evaluation includes elements of the observations that document standards of effective practice. Evaluation includes longitudinal data on student engagement, and 35% of the evaluation is based on measures of student achievement.

During years in which a formal observation is not taking place, teachers participate in peer review. The Peer Review process is completed by trained Peer Collaborators in each school building. Peer Review focuses on teacher reflection and growth. An extensive New Teacher Academy and mentoring are provided for all new teachers who are in year 1 and year 2 of their profession. All teachers participate in Data Teams two times per month. Also twice a month, all teachers are provided professional development, delivered at their building site. A formal assistance plan is provided for teachers in need of improvement. The total evaluation system is supported through ongoing professional development.

4. Principal Evaluation

St. Cloud Area School District utilizes a principal evaluation model that aligns with the MN state statute. Annual goals are established in conjunction with the school improvement plan. Principals and the Assistant Superintendent check in regarding progress toward goals at least three times per year. Summative evaluation is based on progress toward goals. The rubrics for the summative evaluation are based on research, and an online system of record keeping and evidence collection is used. Survey data collected from staff and stakeholders is utilized as part of the reflective conference. Progress toward meeting school improvement plan goals are also considered in determining principal growth.

5. Literacy Plan: <http://goo.gl/cxC1Bh>

St. Cloud Area School District's Literacy Plan details the practices and strategies to ensure the success of all students in achieving reading proficiency by third grade. Although the required plan by the state is for K-3 literacy, a sustained effort to create quality literacy rich environments in all schools and programs from birth through graduation exists. As part of the literacy curriculum review process, new assessments, interventions, and curricular resources were implemented beginning in the 2014-2015 school year. The Literacy Plan was updated to reflect those changes.

F. Committees and Roles

1. District Advisory Committee:

The District Advisory Committee is the Teaching and Learning Advisory Committee (TLAC), which is comprised of community members, parents, teachers, administrators and students. The primary purpose of the committee is to ensure active community participation in planning and improving the instruction and curriculum in St. Cloud Area Schools.

Members: [2018-19 Advisory Committee](#)

2. Other Committees

Some previously described committees that support WBWF implementation are: MTSS Teams, Teaching and Learning Team, Vertical Teams, District Staff Development Team, Building Leadership Teams, and Equity Teams.

Additional Report Requirements:

To meet the report requirements 742's Teaching and Learning Department will:

-Submit an electronic summary to the Commissioner of the Minnesota Department of Education by December 15.

-Place the report on the district's web page.