

World's Best Workforce Plan

2021-2022 School Year

Strategic Plan Mission Statement

EMPOWER EACH LEARNER TO SUCCEED IN OUR DIVERSE AND CHANGING WORLD

Strategic Plan Belief Statements

We believe:

- Each learner will be challenged to develop his/her full potential.
- Learning is a lifelong process that enriches our lives.
- Education is a partnership among school, family, and community.
- There are expectations of quality for ourselves and for others.
- Our school district values & reflects culturally diverse talents, backgrounds & viewpoints.
- All students should take responsibility for their own success.
- Our staff are highly qualified and should be reflective of our student body.

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WORLD'S BEST WORKFORCE OVERVIEW

To address the five goals listed in Minnesota Statutes, section 120B.11 (listed below), World's Best Workforce (WBWF), the Bemidji Area School District is required to develop a comprehensive, long-term strategic plan to address the following five WBWF goals:

1. All children are ready for school.
2. All third-graders can read at grade level.
3. All racial and economic achievement gaps between students are closed.
4. All students are ready for career and college.
5. All students graduate from high school.

The multi-year, detailed strategic plan illustrates how the District will execute its goals or initiatives concerning the WBWF goals using specific, measurable, attainable, realist, and timely goals which include the following six components or elements:

1. Clearly defined district and site goals and benchmarks for instruction and student achievement for all student subgroups identified in section 120B.35, subdivision 3, paragraph (B), clause (2).
2. A process for assessing and evaluating each student's progress toward meeting state and local academic standards and identifying the strengths and weaknesses of instruction in pursuit of student and school success and curriculum affecting students' progress and growth toward career and college readiness and leading to the World's Best Workforce.
3. A system to periodically review and evaluate the effectiveness of all instruction and curriculum, taking into account strategies and best practices, student outcomes, school principal and teacher evaluations.
4. Strategies for improving instruction, curriculum, and student achievement.
5. Practice integration relating to educational effectiveness that implements high-quality instruction, rigorous curriculum, technology, and a collaborative professional culture that develops and supports teacher quality, performance and success.
6. An annual budget for continuing to implement the district plan.

Source: Minnesota Department of Education



MINNESOTA ACADEMIC STANDARDS

Minnesota's Academic Standards are a set of achievement expectations for all schools and students throughout the state. Minnesota Statute 120B.11 requires every school district in Minnesota to make the annual World's Best Workforce Report Summary available to the public by December 15 each year, posted on the district website: <http://www.bemidji.k12.mn.us> under District Curriculum.

BEMIDJI AREA SCHOOL 2021-2022 DISTRICT WBWF GOALS

The World's Best Workforce Plan is intended to serve as a document that aligns educational initiatives that serve students Pre-K through High School. The following SMART goals have been developed to meet the initiatives set forth in the WBWF plan.

1. (WBWF) All children are ready for school.

- a. Literacy Knowledge Goal: Students enrolled in Bemidji Area Schools Pre-K programs will improve their foundational skill of letter knowledge so that 75% of students will demonstrate acquisition of 10 out of 26 upper case letters as measured by the Spring DRDP 2022 Pre-K assessment.
 - i. Goal: 75% Results: 82%
- b. Math Knowledge Goal: Students enrolled in Bemidji Area Schools Pre-K programs will improve the foundational skill of number recognition so that 70% will recognize 8 out of 10 numbers (0-10) by the Spring DRDP 2022 Pre-K assessment.
 - i. Goal: 70% Results: 84%
- c. Safe & Welcoming Environment Goal: During the 2021-2022 school year, 100% of all classroom teachers will implement the Second Step Social Emotional Curriculum in an effort to reduce the number of behavior infractions.
 - i. Goal: 100% Results: 100%

2. (WBWF) All third-graders can read at grade level.

Kindergarten to Third Grade

- a. Kindergarten to Grade 3 NWEA / MAP Reading Goals: Spring 2018-2022 students will increase from 56.75% to 62.75% of those reaching the Mean Average RIT score identified by NWEA.
 - i. Kindergarten Goal: 153.09 Result: 154.50
 - ii. Grade 1 Goal: 171.40 Result: 172.80
 - iii. Grade 2 Goal: 185.57 Result: 185.70
 - iv. Grade 3 Goal: 197.12 Result: 194.80

Third Grade to Tenth Grade

- a. Grade 3 to Grade 10 MCA Reading Goals: Spring 2018-2022 'All Students' group will increase proficiency from 57.17% to 63% as measured by the MCA Reading Assessment.
 - i. Goal: 63% Results: 50.40%

3. (WBWF) All racial and economic achievement gaps between students are closed.

Third Grade to Tenth Grade MCA Reading

- a. Grade 3 to Grade 10 MCA Reading Subgroup Goals: Spring 2018-2022 students will increase their Achievement Level Improved rate as measured by the MCA Reading Assessment.
 - i. Special Education Goal: 20.7% to 26.7% Result: 21%
 - ii. American Indian Goal: 24.1% to 30.1% Result: 33.6%
 - iii. Free & Reduced Lunch Goal: 23.8% to 26.8% Result: 31.9%
 - iv. Two or More Races Goal: 25.8% to 28.8% Result: 47.3%

Third Grade to Tenth Grade MCA Mathematics

- a. Grade 3 to Grade 10 MCA Mathematics Subgroup Goals: Spring 2018-2022 students will increase their Achievement Level Improved rate as measured by the MCA Mathematics Assessment.
 - i. Special Education Goal: 16.03% to 18.03% Result: 19.7%
 - ii. American Indian Goal: 13.29% to 16.29% Result: 24%
 - iii. Free & Reduced Lunch Goal: 17.02% to 20.02% Result: 25.5%
 - iv. Two or More Races Goal: 19.32% to 22.32% Result: 42.9%

4. (WBWF) All students are ready for career and college.

Bemidji High School College & Career Ready

- a. BHS College & Career Ready Goal: During the 2021-2022 school year, we will realign the academies to increase the number of Career Academy pathways our students can participate in.
 - i. Results: Fifteen Career Academies were implemented and at least one pathway was increased in each.

<i>Aerospace Technology</i>	<i>Child Care and Professional Ed.</i>	<i>Light, Sound & Video</i>
<i>Agriculture</i>	<i>Construction Trades</i>	<i>Mechatronics/Manufacturing</i>
<i>Art and Design</i>	<i>Culinary Arts</i>	<i>Natural Resources Management</i>
<i>Automotive Technology</i>	<i>Health Careers</i>	<i>PLTW Pre-Engineering</i>
<i>Business</i>	<i>Leadership</i>	<i>Public Services</i>

5. (WBWF) All student graduate from high school.

Four-Year Graduation Rate

- a. Bemidji Area School Graduation Goals: 2018-2022 four-year graduation rate will increase as measured by MDE's 4-year graduation rate.
- i. District-Wide Goal: 75.9% to 81.9% Results: 77.3%
 - ii. Special Education Goal: 69.8% to 75.8% Results: 60.8%
 - iii. American Indian Goal: 46% to 52% Results: 56%
 - iv. Free & Reduced Lunch Goal: 55.9% to 61.9% Results: 62.6%
 - v. Bemidji High School Goal: 57.6% to 61.3% Results: 84.4%

DISTRICT STRATEGIC GOALS - ACTIONS INTO RESULTS

Bemidji Area Schools Academic Goals and Results

As part of our District-Wide Plan, we have created actions to improve in Reading, Mathematics, Science, and 'Closing the Achievement Gap'. Below are our action steps to improve:

- I. Providing a rigorous and relevant curriculum by realigning our Reading and Mathematics Curriculum to the Minnesota State Standards and develop formative and summative assessable learning targets.
- II. Embed culturally relevant teaching techniques so all students can connect to learning
- III. Re-introduce the Multi-Tiered System of Support (MTSS) framework which provides tiered support of student learning in reading and mathematics.

A. Kindergarten to Grade 3 NWEA / MAP Mathematics

- a. Goal: Overall Kindergarten through Grade 3 students increase from 60.25% to 66.25% of students reaching the Mean Average RIT score
 - i. Results: 64.31% of students reached the goal score

Grade	Student Growth Count	Fall 2021 Mean RIT	Spring 2022 Mean RIT	Actual Growth	NWEA's Projected Growth Norm	Students Met Growth Norm	NWEA Students Meeting Growth Norm
K	320	143.7	158.9	15.2	17.54	47%	60%
1	288	160.8	179.8	19.0	16.35	64%	60%
2	312	174.5	191.1	16.6	14.38	61%	60%
3	308	186.8	202.5	15.7	12.6	67%	60%
4	315	199.0	211	12.0	11.0	61%	60%
5	338	207.4	221.3	13.9	9.61	71%	60%
Red = Actual Growth 3.0 or more points below Goal							
Green = Actual Growth 3.0 or more points above Goal							

B. MCA Mathematics

a. All grades increase proficiency from Spring 2018 to Spring 2022 per MDE Data Reports, Test Results Summary

i. All Students Statewide Goal: 45.2%	Result: 26.8%
ii. Special Education Goal: 16.03% to 18.03%	Result: 19.7%
iii. American Indian Goal: 13.29% to 16.29%	Result: 24.5%
iv. Free & Reduced Lunch Goal: 17.02% to 20.02%	Result: 25.5%
v. Two or More Races Goal: 19.32% to 22.32%	Result: 42.9%

C. MCA Science

a. All grades outperform Statewide proficiency from Spring 2018 to Spring 2022 per MDE Data Reports, Test Results Summary

i. All Students Statewide Goal: 41.3%	Result: 40.7%
ii. Special Education Statewide Goal: 23.6%	Result: 24.6%
iii. American Indian Statewide Goal: 22.8%	Result: 20.3%
iv. Free & Reduced Lunch Statewide Goal: 21.9%	Result: 22.3%
v. Two or More Races Statewide Goal: 38.4%	Result: 50%

SCHOOL SITE IMPROVEMENT GOALS AND RESULTS

School Site Improvement Plans with Assessment Goals and Results

Each school within our District develops an annual improvement plan with goals and benchmarks to assist in identifying the strengths and improvement areas of instruction and provide strategies to increase student achievement and improve learning experiences. The format we utilize for each of our sites combines both school improvement (academic, social emotional, etc.) and staff development goals into a single cohesive plan for instruction and student achievement for all student subgroups. These school site goals can be found on our District's WBWF website at <https://www.bemidji.k12.mn.us/curriculum/worlds-best-workforce/>. The District's procedure for state testing, training, security, and reporting is located on the District Curriculum Testing website at <https://www.bemidji.k12.mn.us/curriculum/testing/>. Below lists some of the additional information found on the testing website:

- I. District and school testing calendars
 - a. Assessment names, objectives, time requirements, test dates, grade levels
- II. School Assessment Coordinators

ANNUAL BUDGET FOR CONTINUING TO IMPLEMENT THE DISTRICT PLAN

Information about our 2021-2022 revised budget is located on our District Data website at <https://www.bemidji.k12.mn.us/district/district-data/>.

DISTRICT ASSESSMENTS FOR 2021-2022

Bemidji Area Schools Assessment and Evaluation Procedures, Schedules, and Test Training

Building principals and District staff use assessment results to identify curricular strengths and to make modifications to curriculum and / or materials. Instructional staff and administration also use the data to set school site achievement goals, make instructional changes, implement interventions, and to better meet individual student needs. Data from formative and summative assessments is evaluated and monitored closely. Assessments include, but are not limited to classroom assessments, MCA, FastBridge, and NWEA / MAP tests. The District's procedure for state testing, training, security, and reporting is located on the District Curriculum Testing website at <https://www.bemidji.k12.mn.us/curriculum/testing/>.

Below lists some of the information also found on the website:

- I. District and school testing calendars
 - a. Assessment names, objectives, time requirements, test dates, grade levels
- II. School Assessment Coordinators
- III. NWEA MAP grown normative data overview
- IV. Hyperlinks to PearsonAccess Next assessment site for Minnesota
- V. Embed culturally relevant teaching techniques so all students can connect to learning
 - a. The Grade 3 to Grade 10 MCA Reading Subgroup Goals: Spring 2018-2022 students will increase their Achievement Level Improved rate as measured by the MCA Reading Assessment.
 - i. Special Education Goal: 20.7% to 26.7% Result: 21%

REVIEW AND EVALUATION OF INSTRUCTION AND CURRICULUM EFFECTIVENESS

The purpose of our District-wide Curriculum Advisory Committee is to ensure active participation in all phases of planning and improving instruction and curriculum relative to the Minnesota Academic Standards. Members include teachers, parents, students, school board members, and community residents. A list of committee members and meeting dates are located on the District Curriculum website at <https://www.bemidji.k12.mn.us/curriculum/district-curriculum/>.

Many administrative policy procedures are located on the District's Board of Education, Board Policy - Instruction website at <https://www.bemidji.k12.mn.us/district/board-of->

[education/board-policies/policy-instruction/](#) which include, but are not limited to:

- I. Student Promotion
- II. Selection of Instructional Materials and Other Resources
- III. Curriculum Development and Adoption
- IV. School District Curriculum and Instruction Goals

Our Curriculum Review Handbook can be located on our District's Curriculum website at <https://www.bemidji.k12.mn.us/curriculum/district-curriculum/>. Curriculum within our District is under review annually using the below schedule (subject to change):

2022-2023	2023-2024	2024-2025	2025-2026+
Social Studies 6-12	Technology	Business	Language Arts
Math K-5		FACS	Media
		Industrial Tech (VOC)	Art
			Music
			World Languages
			Physical Education
			Health

Academic excellence is dependent upon both quality teaching and effective leadership with both requiring a commitment to continuous learning, reflection, and assistance for all involved. The purpose of an evaluation is to enhance leadership skills as well as to support and improve teaching practices, school performance, and student achievement. The administrative policies and procedures for both teacher and administrative evaluations and other resources is located on the District's Board of Education, Board Policy - Instruction website at <https://www.bemidji.k12.mn.us/district/board-of-education/board-policies/policy-instruction/>.

STRATEGIES FOR IMPROVING INSTRUCTION, CURRICULUM, AND STUDENT ACHIEVEMENT

It is the desire of Bemidji Area Schools to provide a wide-range of instructional programming that represent all levels of difficulty, diversity of appeal, and connection to the District's Strategic Plan. The numerous programs offer enrichment and support the current curriculum, work to be both age and inclusive appropriate, and strive to ensure high levels of learning for all students. Members of the various committees are actively involved in determining, implementing, monitoring, and adjust programming and goals.

Below are some of the program offerings listed on the WBWF Strategies for Improving Instruction, Curriculum, and Student Achievement website:

<https://www.bemidji.k12.mn.us/curriculum/worlds-best-workforce/>:

- I. After School and Summer Learning Programs
- II. Bemidji Career Academies
- III. Multi-Tiered Systems of Support (MTSS)
- IV. Title One

EDUCATION EFFECTIVENESS DEVELOPMENT

Our District's continued development and support of our most valuable assets, our teachers, is only one way we strive to improve our District. The Bemidji Area Schools Staff Development program support the continued improvement of teacher skills including but not limiting to: advancing skills in instructional strategies, classroom management, improving student achievement, understanding formative assessments, ongoing self-assessment, and collaboration amongst teachers. More information about our staff development program can be found on the District's Staff Development website at <https://www.bemidji.k12.mn.us/staff/district/>.

Activities such as peer coaching and observation, professional learning communities (PLC), and continued dialogue and support are essential to the professional, ongoing growth process amongst our teachers. More information about our Q Comp program can be found on the District World's Best Workforce, Education Effectiveness Development content website at <https://www.bemidji.k12.mn.us/curriculum/worlds-best-workforce/>.

