



World's Best Workforce Report Summary – White Bear Lake Schools 2014

Statutory Requirement:

In accordance with 2013 Minnesota Statutes, section 120B.11, a school board, at a public meeting, shall adopt a comprehensive, long-term strategic plan to support and improve teaching and learning that is aligned with creating the world's best workforce. The school board must transmit an electronic summary of its annual report to the commissioner of the Minnesota Department of Education in the fall.

Rationale

For Minnesota to be competitive, we must have students who are college and career ready, students who are poised to lead the state's workforce. This is important for a number of reasons:

- Our population is aging.
- Seventy percent (70%) of jobs will require more than a high school diploma by 2018.
- We don't have qualified candidates to fill many good-paying jobs.
- The fastest growing segment of our future workforce is students of color, and they currently have the state's lowest graduation rate.
- Minnesota has one of the worst black-white achievement gaps in the country.

(Minnesota Department of Education)

Identified Needs Based on Data

Achievement data for MCA's, NWEA/MAP, Explore, Plan and the ACT were analyzed at a district level as part of the ongoing work of our strategic plan (see document from 9.8.14 posted on WBLAS website: Measures of Student Success for 2013-2014). Under the direction of Dr. Michael Lovett, perspectives from across the district were sought to develop the framework of our World's Best Workforce Plan. Through an extensive engagement process, the WBLAS World's Best Workforce Committee established a broader definition of college and career readiness to include: content knowledge, life skills, academic skills, and presence and engagement. Detailed achievement goals are being set for each of these areas and the work is being aligned throughout the system.

Programming for Improving Achievement

Systemic, Building and District

The district uses a Continuous Improvement Model for curriculum development and implementation. The WBLAS' World's Best Workforce presentation (see 10.13.14 WBLAS Board Presentation posted on WBLAS website) outlines the alignment of our strategic plan and key components of continuous improvement that will accelerate our work. In addition, each school annually reviews their achievement results from prior year(s), and then sets goals for the upcoming school year. Goals are set based on building needs, and must be aligned to the District Goals outlined in the Strategic Plan.

Students

WBLAS offers a continuum of services to provide students with a rigorous, personalized educational experience on their pathway to college and career readiness:

- Intervention Services through ADSIS - Alternative Delivery of Specialized Instructional Services
- AVID - Advancement Via Individual Determination
- EL (English Learners) Services
- Special Education Services
- Gifted and Talented Levels of Services
- Intervention Services
- Title 1 Supports

Teachers and Principals

Teachers and Principals are supported via a Continuous Improvement Model. WBLAS is currently in the second year of our principal evaluation plan and in the first year of implementation of our teacher evaluation plan. WBLAS, in partnership with the White Bear Lake Teachers Association, piloted an innovative evaluation tool focused on student and teacher interactions. As part of our district-wide roll out of our Educator Evaluation process, the CLASS tool helps align our work to necessary shifts in instructional practice required to implement the common core standards.

Indicators of Implementation Progress

WBLAS uses a Strategic Plan to measure progress on implementation of the plan. The WBLAS presentation to the Board from September 8, 2014, regarding measures of student success can be found on the WBLAS website.

WBLAS has established the 2014-15 as a year of alignment. We are revisiting our strategic plan, and are aligning all components of our work into one plan. White Bear has been operating with a strategic plan for several years; therefore, alignment of our work is our focus.

All Students Ready for Kindergarten

The Strategic Plan includes a goal on increasing the percentage of students that have early childhood experience when starting Kindergarten. The district is also in the process of

conducting a program review of our pre-k programming. We will be establishing our goal in regards to the number of students with that experience.

All Students in Third Grade Achieving Grade-Level Literacy

WBLAS, in accordance with state requirement, developed a literacy plan with the goal of having all students “reading well” by 3rd grade. The initial plan is under review this year, as part of our alignment work. Part of the goal will be around proficiency rates on the grade 3 MCA III Reading test. Our current third grade proficiency rate (2014) is 67% as compared to the state average of 59%.

All Students on track to Graduate

The WBLAS academic plan is designed to continuously meet the needs of students as they progress to graduation. The strategic plan has the set goal for all students to have an ongoing plan for post-secondary readiness that is monitored from grades 6-12, and all students have the academic skills to be successful in a post-secondary institution. The strategy also calls for students to have an “individual development/graduation plan” in place that reflects their passions, interests and strengths.” WBLAS recent district-wide graduation results:

- 2014: 91%
- 2013: 91%
- 2012: 90%

All Students Career- and College-Ready by Graduation

During the 2014-15 school year WBLAS is undergoing an extensive process aimed at expanding our Secondary program. The goal of this work was to make sure WBLAS is preparing students for Career & College. We will focus on deepening our partnerships with post secondary institutions to ensure that students have the course offerings and supports to graduate and enroll in college-credit earning courses; specifically, we will identify concurrent enrollment opportunities for developmental courses in reading and math. Another focus of our work for 2014-15 will be established career pathways in manufacturing, technology, construction and health care.

Closing Achievement Gap(s)

The Strategic Plan for WBLAS includes specific goals associated with closing the achievement gap and equity.

Currently, sub-group achievement gaps, as measured by MCA proficiency rates, range from 6%-44%. At both the district and building level specific goals, and supporting actions, were developed as part of our improvement planning process.

Supporting Documents can be found on the WBLAS website

<http://www.isd624.org/>

WBLAS Measures of Student Success: 9/8/14

WBLAS World’s Best Workforce Presentation: 10/13/14