



AGENDA

Independent School District No. 77
Mankato, MN 56001

Monday, November 4, 2019 - 5:00 p.m.
Intergovernmental Center - Mankato Room

1. ANNUAL MEETING (5:00 P.M.)
 - A. World's Best Workforce Annual Meeting

World's Best Workforce Annual Meeting**1. A.****Meeting Date:** 11/04/2019**Prepared By:** Marti Sievek, Interim Director of Teaching and Learning**Item Type:** Information

Subject:

World's Best Workforce Annual Meeting

Background:

Marti Sievek, Interim Director of Teaching and Learning, will review the World's Best Workforce plan. The Board Chair will open the meeting up to public comment following his presentation.

Recommended Action:N/A

AttachmentsWorld's Best Workforce Plan 2019-20

Mankato Area Public Schools

District Strategic Roadmap



MISSION STATEMENT <i>(Our core purpose)</i> Assuring learning excellence and readiness for a changing world	CORE VALUES <i>(What drives our actions and words)</i> • Integrity <i>Doing the “right thing” at all times with honesty and authenticity</i> • Respect <i>Embracing of our differences, treating others as we wish to be treated</i> • Excellence <i>High expectations for all and in all we do and the courage to challenge for it</i> • Adaptability <i>Engaging in flexible, continuous and purposeful change grounded in data</i> • Responsibility <i>Shared stewardship of and accountability for our words, acts, choices and results</i> • Engagement <i>Actively participating with a mission-focus and values-driven attitude</i> • Collaboration <i>Operating with a preference and capacity for partnership across our community</i>
VISION <i>(What we commit to create)</i> <u>Learner Success</u> through • Aligned and relevant curriculum meeting individual needs • Learner excellence and readiness <u>Sustainable Systems & Structures</u> through • Sustainable resources for continued growth; freedom from scarcity • Quality, professional and respected staff • Sustainable leadership philosophy, practice, and culture <u>Community Culture of Excellence</u> through • Recognizing who we are and embracing who we may become • Collaboration and communication as core competencies	STRATEGIC DIRECTIONS <i>(Our focus for continuous improvement)</i> A. Improving learning and development for ALL students B. Strengthening our welcoming, connecting and partnership C. Increasing student readiness for life options after graduation D. Optimizing our management of all types of resources E. Developing our staff’s capacity, skills and accountability

Revision 7-1-18

DISTRICT IMPROVEMENT PLAN
2019-20, UPDATED 10/24/19

Our Core Strategies	LEARNING WORK	IMPLEMENTATION WORK
Strategic Direction A: Improving learning and development for ALL students	Learning Work Initiatives - Standards-based Reporting Processes (6-12) - Individualized Instruction/Learning - Restorative Practices (K-5, 6-8) - Education Career Pathway (8)	Implementation Work Initiatives - RtI Grades Pre-K, K-5, 6-12 - Standards-based Reporting Processes (K-5) - Career Pathway Opportunities (9-12) - Restorative Practices (9-12)
Strategic Direction B: Strengthening our welcoming, connecting and partnership	Learning Work Initiatives - Community engagement process approach and testing - Alternative delivery methods for community engagement (Rec on the Go and Swim and Gym) - Employee Affinity Groups	Implementation Work Initiatives - Retain and recruit employees who reflect our student population - Increase the sense of belonging to the school communities for all families - Increase Infinite Campus portal usage and engagement by families - Define and develop parent & community education program (Family Academy)
Strategic Direction C: Increasing student readiness for life options after graduation	Learning Work Initiatives - Expanding Career & college readiness pathway programs through community partnerships - Expanding work-based learning opportunities for younger students - Early learning-improved access for student readiness and aligned to Pre K – Grade 3	Implementation Work Initiatives - Early learning- aligned to Pre K – Grade 3 - K-12 vertical alignment and standards based instructional model - Career & college readiness pathway programs - All 9th grade students have Personal Learning Plans
Strategic Direction D: Optimizing our management of all types of resources	Learning Work Initiatives Utilizing digital resources for purchasing and records	Implementation Work Initiatives - Facility upgrades and capacity study - Align RtI framework-needs driven resource allocation - Utilizing digital resources for purchasing and records
Strategic Direction E: Developing our staff's capacity, skills and accountability	Learning Work Initiatives PD aligned to content specific areas	Implementation Work Initiatives - Embedded P.D. focused on Strategic Roadmap - Peer coaching - Vertical alignment of work/standards

Mankato Area Public Schools									
VISIONCARD A: Improving learning and development for ALL students									
	Measure	Wt	Level	Level 01 Intervene	Level 02 High Concern	Level 03 Baseline	Level 04 Progress	Level 05 Vision	Score
01	Engaging and Empowering Student Learning through Adults use of Technology	5%	DEMH	Less than 75% of Students have access to purposeful, aligned, safe, high quality digital learning content	75-79% of Students have access to purposeful, aligned, safe, high quality digital learning content	80-84% of Students have access to purposeful, aligned, safe, high quality digital learning content	85-90% of Students have access to purposeful, aligned, safe, high quality digital learning content	Greater than 90% of Students have access to purposeful, aligned, safe, high quality digital learning content	New Measure and Benchmarks 2018-19: 3
02	ReadWell by 3 rd Grade	25%	DEMH	Less than 50% of students proficient on the 3 rd grade MCA Reading assessment	50-65% of students proficient on the 3 rd grade MCA Reading assessment	66-79% of students proficient on the 3 rd grade MCA Reading assessment	80-90% of students proficient on the 3 rd grade MCA Reading assessment	Greater than 90% of students proficient on the 3 rd grade MCA Reading assessment	14-15: 1 15-16: 1 16-17: 1 17-18: 2 18-19: 2
03	Kindergarten Literacy	25%	DEMH	Less than 50% of students meet Winter literacy benchmark for K	50-65% of students meet Winter literacy benchmark for K	66-79% of students meet Winter literacy benchmark for K	80- 90% of students meet Winter literacy benchmark for K	Greater than 90% of students meet Winter literacy benchmark for K	New Benchmarks 2018-19: 3
04	Closing the Achievement Gap in 4-Year Graduation Rates	25%	DEMH	Greater than 40% difference across student groups	40 - 31% difference across student groups	30 - 21% difference across student groups	20 - 10 % difference across student groups	Less than 10% difference across student groups	14-15: 3 15-16: 3 16-17: 3 17-18: 4 18-19: Not available
05	Eliminate suspension disparities between student groups	20%	DEMH	Greater than 40% difference across student groups	40 - 31% difference across student groups	30 - 21% difference across student groups	20 - 10 % difference across student groups	Less than 10% difference across student groups	New Measure and Benchmarks 2018-19: 2
VisionCard A Score									15-16: 1.8 16-17: 1.9 17-18: xx 18-19: xx

Mankato Area Public Schools VISIONCARD B: Strengthening our welcoming, connecting and partnership									
	Measure	Wt	Level	Level 01 Intervene	Level 02 High Concern	Level 03 Baseline	Level 04 Progress	Level 05 Vision	Score
01	Students Participating in ThoughtExchange	20%	DEMH	5% of students participated in ThoughtExchange	10% of students participated in ThoughtExchange	15% of students participated in ThoughtExchange	25% of students participated in ThoughtExchange	35% of students participated in ThoughtExchange	15-16: 3 17-18: 3 18-19: x
02	Staff Participating in ThoughtExchange	20%	DEMH	5% of staff participated in ThoughtExchange	10% of staff participated in ThoughtExchange	15% of staff participated in ThoughtExchange	25% of staff participated in ThoughtExchange	35% of staff participated in ThoughtExchange	15-16: 4 16-17: 5 17-18: 5 18-19: 5
03	Parents/Community Participating in ThoughtExchange	20%	DEMH	5% of parents participated in ThoughtExchange	10% of parents participated in ThoughtExchange	15% of parents participated in ThoughtExchange	25% of parents participated in ThoughtExchange	35% of parents participated in ThoughtExchange	15-16: 3 17-18: 3 18-19: 3
04	Staff Reflects our Student Population	20%	DEMH	Greater than 50% difference in staff and student demographics	50 - 41% difference in staff and student demographics	40 - 31% difference in staff and student demographics	30 - 20% difference in staff and student demographics	Less than a 20% difference in staff and student demographics	15-16: 4 16-17: 4 17-18: 4 18-19: 4
05	1-Year Graduates Satisfaction with Career and College Readiness	20%	DEMH	Less than 50% of graduates surveyed who exited the district are satisfied to highly satisfied with their education	50 - 59% of graduates surveyed who exited the district are satisfied to highly satisfied with their education	60 – 69% of graduates surveyed who exited the district are satisfied to highly satisfied with their education	70 - 80 % of graduates surveyed who exited the district are satisfied to highly satisfied with their education	Greater than 80% of graduates surveyed who exited the district are satisfied to highly satisfied with their education	14-15: 5 15-16: 5 (EHS only) 16-17: 5 17-18: 5 18-19: 5
VisionCard B Score									15-16 :3.8 16-17: 4.6 17-18: 4.0 18-19: x

Mankato Area Public Schools									
VISIONCARD C: Increasing student readiness for life options after graduation									
	Measure	Category	Level	Level 01 Intervene	Level 02 High Concern	Level 03 Baseline	Level 04 Progress	Level 05 Vision	Score
01	4 year Graduation Rate – MN Standard	50%	DEMH	80% or less of students graduate in 4 years	81- 84% of students graduate in 4 years	85- 89% of students graduate in 4 years	90 - 94% of students graduate in 4 years	95% or greater of students graduate in 4 years	14-15: 2 82.09% 15-16: 3 85% 16-17*:3 86.09% 17-18: 3 87.62%
	7 year Graduation Rate – MN Standard			80% or less of students graduate in 7 years	81 - 84% of students graduate in 7 years	85 - 89% of students graduate in 7 years	90 - 94% of students graduate in 7 years	95% or greater of students graduate in 7 years	16-17*: 3 86.48% 17-18: 3 87.92%
* New calculations based on ESSA									
02	Career Pathway Partnerships	25%	DEMH	0 - 2% of students participating in Career Pathway partnership opportunities	3 - 4% of students participating in Career Pathway partnership opportunities	5 - 6% of students participating in Career Pathway partnership opportunities	7 -8% of students participating in Career Pathway partnership opportunities	9 - 10% of students participating in Career Pathway partnership opportunities	14-15: 1 15-16: 1 16-17: 3 17-18: 4 18-19: 5
03	District-Wide Student ACT Composite of 22	25%	DEMH	ACT Composite of 20.4 or lower	ACT Composite of 20.5 to 20.9	ACT Composite of 21 to 21.4	ACT Composite of 21.5 to 21.9	ACT Composite of 22 or higher	New Measure and Benchmarks 2018-19: 4 (21.9)
VisionCard C Score									15-16: 1.2 16-17: 2.6 17-18: xx 18-19: xx

Mankato Area Public Schools
VISIONCARD D: Optimizing our management of all types of resources

	Measure	Category	Level	Level 01 Intervene	Level 02 High Concern	Level 03 Baseline	Level 04 Progress	Level 05 Vision	Score
01	General Fund 30 day Fund Balance-Reserve	40%	DEMH	10 - 19 day fund balance reserve	20 - 29 day fund balance reserve	30 - 39 day fund balance reserve	40 - 49 day fund balance reserve	> 50 day fund balance reserve	14-15: 5 (54 days) 15-16: 5 (56 days) 16-17: 5 (54 days) 17-18: 3 (35 days) 18-19 TBD
02	Food Service Fund Balance Reserve	15%	DEMH	<1.5 months fund balance reserve	1.5 - 2 months fund balance reserve	2 - 2.5 months fund balance reserve	2.5 - 3 months fund balance reserve	> 3 months fund balance reserve	14-15: 5 (95 days) 15-16: 5(107 days) 16-17: 5 (99 days) 17-18: 4 (90 days) 18-19 TBD
03	Community Ed Services Fund Balance Reserve	15%	DEMH	<1.5 months fund balance reserve	1.5 - 2 months fund balance reserve	2 - 2.5 months fund balance reserve	2.5 - 3 months fund balance reserve	> 3 months fund balance reserve	14-15: 5 (93 days) 15-16: 5(106 days) 16-17: 4 (93 days) 17-18: 4 (83 days) 18-19 TBD
04	Facilities Capital - % of Bid Projects Completed on Time	10%	DEMH	< 84% projects completed on time	85% - 89% projects completed on time	90% - 94% projects completed on time	95% - 98% projects completed on time	99.9% projects completed on time	14-15: 2 15-16: 2 16-17: 5 17-18: 4 18-19: 4
05	Facilities Capital - % of Bid Projects in Budget	10%	DEMH	< 84% projects in budget	85% - 89% projects in budget	90% -94% projects in budget	95% - 98% projects in budget	99.9% in budget	14-15: 2 15-16: 1 16-17: 3 17-18: 3 18-19: 4:
06	Referendum Amount per Pupil per State Average	10%	DEMH	\$424 - \$600 per pupil	\$600 - \$723 per pupil	\$724 - \$929 per pupil	\$930 - \$1133 per pupil	\$1,134.00 (State average) per pupil	14-15: 2 15-16: 3 16-17: 3 17-18: 5 18-19: 5
VisionCard D Score									15-16: 4.1 16-17: 4.45 17-18: 3.60 18-19: TBD

Mankato Area Public Schools VISIONCARD E: Developing our staff's capacity, skills and accountability									
	Measure	Wt	Level	Level 01 Intervene	Level 02 High Concern	Level 03 Baseline	Level 04 Progress	Level 05 Vision	Score
01	LCCI Survey	10%	Teachers	One or more dimension(s) of PLC Assessment are scored at lower than 6	All dimension(s) of PLC Assessment are scored at a 6 or higher.	All dimension(s) of PLC Assessment are scored at a 7 or higher.	All dimension(s) of PLC Assessment are scored at an 8 or higher.	All dimension(s) of PLC Assessment are scored at a 9 or higher.	14-15: 2 15-16: N/A 16-17: 3 17-18: N/A 18-19: N/A
02	Professional Development Surveys (Needs Assessment and Feedback Points)	30%	District	Less than 60% participation by all district staff	60 – 69% participation by all district staff	70 - 79% participation by all district staff	80 - 90% participation by all district staff	Greater than 90% participation by all district staff	15-16: 4 16-17: 4 17-18: 4 18-19: July 2019
03	90 Day Feedback Points on District-Wide Professional Development	30%	District	Less than 50% of staff surveyed implemented their professional learning within 90 days	50 - 59% of staff surveyed implemented their professional learning within 90 days	60 - 69% of staff surveyed implemented their professional learning within 90 days	70 - 80% of staff surveyed implemented their professional learning within 90 days	Greater than 80% of staff surveyed implemented their professional learning within 90 days	14-15: 3 15-16 :3 16-17: 4 17-18: 5 18-19: 5 will also be updated Sept 19 to reflect summer PD
04	% of Hours Spent in Job-Embedded PD	30%	DEMH	Less than 60% of PD is embedded in the job	60 - 69% of PD is embedded in the job	70 - 79% of PD is embedded in the job	80 - 90% of PD is embedded in the job	Greater than 90% of PD is embedded in the job	15-16: 4 16-17: 4 17-18: 4 18-19: 4
VisionCard E Score									15-16: 3.7 16-17: 3.9 17-18: 4.3 18-19: x