



MANKATO AREA PUBLIC SCHOOLS

World's Best Workforce and Achievement &
Integration 2020-21

December 21, 2020



MDE Description of World's Best Workforce

Under Minnesota Statutes, section 120B.11, school boards are to adopt a long-term, comprehensive strategic plan to support and improve teaching and learning. This plan addresses the following five goals:

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



WBWF Goals	Vision Card A: Improving Learning and Dev. for ALL Students	Vision Card B: Strengthening our welcoming, connecting and partnership	Vision Card C: Increasing student readiness for life options after graduation	Vision Card E: Developing our staff's capacity, skills and accountability
All children are ready for school.	<i>Kindergarten Literacy</i>		<i>Parents/Community Participating in ThoughtExchange</i>	
All third-graders can read at grade level.	<i>Read Well by 3rd Grade</i>			
All racial and economic achievement gaps between students are closed.	<i>Eliminate suspension disparities between student groups</i>	<i>Staff Reflects our Student Population</i>		<i>Professional Development Surveys (Needs Assessment and Feedback Points)</i>
All students are ready for career and college.		<i>1-Year Graduates Satisfaction with Career and College Readiness</i>	<i>District-Wide Student ACT Composite of 22 Career Pathway Partnership</i>	
All students graduate from high school.	<i>Closing the Achievement Gap in 4-Year Graduation Rates</i>		<i>4 and 7 year graduation Rate - MN Standard</i>	<i>% of Hours Spent in Job-Embedded PD</i>



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

Our Strategies	LEARNING WORK	IMPLEMENTATION WORK
Strategic Direction A: Improving learning and development for ALL students	Learning Work Initiatives - Standards-based Instruction and Reporting Processes (9-12) - Individualized Instruction/Learning	Implementation Work Initiatives - Standards-based Instruction and Reporting Processes (K-8) - Career Pathway Opportunities (9-12) - Restorative Practices (9-12) - Education Career Pathway (8) - Distance Learning for All - Restorative Practices (K-5, 6-8) - LMS
Strategic Direction B: Strengthening our welcoming, connecting and partnership	Learning Work Initiatives Community engagement process approach and testing(audit)	Implementation Work Initiatives - Retain and recruit employees who reflect our student population - Increase the sense of belonging to the school communities for all families - Language access, communication, and engagement with multilingual families - Alternative delivery methods for community engagement (Rec on the Go and Swim and Gym) - Employee Affinity Groups
Strategic Direction C: Increasing student readiness for life options after graduation	Learning Work Initiatives Expanding work-based learning opportunities for younger students-	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 - Expanding Career & college readiness pathway programs through community partnerships
Strategic Direction D: Optimizing our management of all types of resources	Learning Work Initiatives	Implementation Work Initiatives - Facility upgrades and capacity study - Align Rtl framework-needs driven resource allocation - Utilizing digital resources for purchasing and records - Manage resources in different learning models. - Managing resources for safety during COVID.
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 - Vertical alignment of work/standards



Achievement & Integration

The purpose of the Achievement and Integration (A&I) for Minnesota program is to pursue racial and economic integration, increase student achievement, create equitable educational opportunities, and reduce academic disparities based on students' diverse racial, ethnic, and economic backgrounds in Minnesota public schools.

There are four ways that a district can be eligible for the program:

1. **Racially Isolated (RI):** Enrollment of protected-class students districtwide is more than 20 percent, compared to the number of protected-class students in one of their adjoining districts.
2. **Adjoining:** District physically adjoins a racially isolated district.
3. **Racially Identifiable School (RIS):** Enrollment of protected-class students at a school is more than 20 percent, compared to the number of protected-class students within the district (for the same grade levels served).
4. **Voluntary:** District participates voluntarily when geographically feasible. Participation must be approved by the Minnesota Department of Education (MDE).



Achievement & Integration

OUR GOALS

OUR STRATEGIES

Goal #1: Enrollment in Preschool-The percent of students of color and those who qualify for Free-Reduced Price Lunch (FRPL) enrolled in a Parent Aware program will increase from 50.7% to 55.7% by the end of the 2021-2022 school year.

- Scholarships for students to attend Parent Aware Certified Early Learning environments.
- School/Community Liaisons: Provide information, interpretation, and family support for school/parent engagement

Goal #2: Third Grade Reading MCA- The percent of All students that meet or exceed on the 3rd-grade Reading MCA will increase from 65.1% to 70.1% by the end of the 2021-2022 school year.

- Mentor coaches and partnership with MSU-Mankato: Culturally Relevant Teaching
- Family Ambassadors - to enhance student and family engagement
- School/Community Liaisons

Goal #3: Education Career Pathway- The percent of All students in each student group that participate in a teacher career pathway in grade 8 will increase from 0% to 5% by the end of the 2021-2022 school year.

- Launch Education Pathway at Middle Schools
- Campus visits for our students in our education pathway
- MSU-Mankato pathway to teacher licensure for our employees of color
- School/Community Liaisons

Goal #4: Integration Career Pathway Activities- The percent of students of color and Free-Reduced Price Lunch (FRPL) enrolled in integration career pathway activities will increase from 0% to 12% by the end of the 2021-2022 school year.

Interdistrict Integration Programs

- Higher Ed/Career Visits
- Scrubs Camp (high school)
- Camp Invention (K-6th)
- Youth Leadership and Dialogue Exchange
- Club Invention (Intradistrict)
- StoryArk: *My Story, Your Story, Our Story (high school)*



Questions