

MABEL-CANTON SCHOOL DISTRICT #238

WORLD'S BEST WORKFORCE PLAN

2019-20

MISSION

Learning Opportunities for ALL

- Encouraging High Student Achievement
- Providing a Safe, Welcoming Learning Environment
- Expecting Continuous Improvement

AIMS

All Students Ready for Kindergarten

All Students in Third Grade Achieving Grade-Level Literacy

Closing Achievement Gap(s) Among All Groups

All Students Career-and College-Ready by Graduation

All Students Graduate

1. AIM: All Students Ready for Kindergarten

SMART Goal: 85% of Pre-Kindergarten students at Mabel-Canton Schools will meet predetermined Reading and Math benchmarks as defined by the EC/K PLC by the end of the 2019-2020 School Year.

Action Steps	Responsible Person	Benchmarks/Specific Dates or Timelines	Evidence (Progress Toward goal)	Resources
1A. Establish and review end of year benchmark assessments	Pre-K & Kindergarten Teachers	November	PreK/Kindergarten Benchmark Assessment documents	Time
1B. Align curriculum with end of year benchmarks assessments	Pre-K Teacher	November	Curriculum is aligned	Time
1C. Review state standards to ensure curriculum and end of year assessments meet state standards	Pre-K Teacher	November	Curriculum and assessments meet state standards	Time
1D. 3 year old and/or 4 year old developmental screening	Pre-K Teacher and Team Members	Fall & Spring	Screening completed	Time
1E. Develop/Implement personalized learning lessons	Pre-K Teacher	September-May	Quarterly/Periodic Formative Assessments	Time
1F. Students not meeting benchmarks receive Title I/RTI support	Title I Teacher & Paras	September-May	PreK/Kindergarten Benchmark Assessment, FastBridge Assessment	Time
1G. Administer end of year benchmark assessment to determine if goal has been achieved and hold parent conferences	Pre-K Teacher	End April-May	Results of end of year benchmark assessments	Time

2. AIM: All Students in Third Grade Achieving Grade-Level Literacy

SMART Goal: Mabel-Canton's Third Grade Students will either be at or above the "state average" proficiency level on the 2020 MCA Reading Assessment or 80% of them will meet or exceed FastBridge aReading Spring Assessment benchmarks for the 2019-2020 School Year.

Action Steps	Responsible Person	Benchmarks/Specific Dates or Timelines	Evidence (Progress toward goal)	Resources
2A. Fall FastBridge Reading Assessments: Grades K-3 "aReading" K-1 Early Reading English 1-3 Curriculum-Based Measurement (Fluency)	Title I/RTI Teacher, Title I staff & Classroom Teachers	Back to School Night (August) & 1st Day of School (September)	FastBridge Results	FastBridge Program
2B. 90 minutes minimum of daily reading instruction grades K-3	Classroom Teachers	September-May	Journeys Story Assessments	Journeys, Scholastic News
2D. Students not reaching their benchmark goal receive "Response To Intervention" (RTI) / "What I Need" (WIN) interventions with weekly progress monitoring throughout the year	Title I/RTI Teacher, Title I Staff, Classroom Teachers, MN Reading Corp Tutor	September-May	FastBridge Progress Monitoring	FastBridge Program, RTI Interventions
2E. Winter "FastBridge" Reading Assessment: Grades K-3 aReading K-1 Early Reading English 1-3 CBM (Fluency)	Title I/RTI Teacher, Title I staff & Classroom Teachers	January	FastBridge Results	FastBridge Program
2F. MCA 3rd Grade Reading Test	Testing Coordinator & Classroom Teacher	April	MCA Test Results	MCA Testing Resources

2G. Spring FastBridge Reading Assessment: Grades K-3 aReading K-1 Early Reading English 1-3 CBM (Fluency)	Title I/RTI Teacher, Title I staff & Classroom Teachers	May	FastBridge Results	FastBridge Program
2H. Continuous review of alignment between MN Reading standards and current curriculum	Classroom Teachers	September-May	Standards Based Curriculum and Assessments	Time

3. AIM: Closing Achievement Gap(s) Among All Groups

SMART Goal: Mabel-Canton Schools will decrease the achievement gap between all students and free and reduced lunch students in the area of Math from 15.1% to 8% as measured by the MCA 3rd-11th grade data.

Action Steps	Responsible Person	Benchmarks/Specific Dates or Timelines	Evidence (Progress toward goal)	Resources
3A. Fall FastBridge Math Assessments:Grades K-6 aMath	Title I/RTI Teacher, Title I staff & Classroom Teachers	September	FastBridge Results	FastBridge Program
3B. Winter FastBridge Math Assessments:Grades K-6 aMath	Title I/RTI Teacher, Title I staff & Classroom Teachers	January	FastBridge Results	FastBridge Program
3C. Spring FastBridge Math Assessments:Grades K-6 aMath	Title I/RTI Teacher, Title I staff & Classroom Teachers	May	FastBridge Results	FastBridge Program
3D. Title I Math small group interventions for students not reaching FastBridge benchmarks	Title I/RTI Teacher, Title I/RTI Staff	September-May bi-weekly FastBridge progress monitoring	FastBridge Data	FastBridge Program
3E. Students who do not meet MCA Math goals will attend Flex intervention.	High School Staff, SPED paraprofessionals, Title I paraprofessionals	September - May	MCA Results IXL Progress Report	IXL Curriculum
3F. The Title I paraprofessional will go to Algebra I (8), Pre-Algebra (7), and Study Hall with Title I students.	Title I Paraprofessional	September-May	MCA Results, Math Classroom Grades	Time, Classroom Assessments & MCA Data Title Paraprofessionals (using IXL curriculum to close gaps and increase

				skills)
3G. PLC Math Goals	Elementary & HS Teachers	September-May	MCA Math Results	Time, FastBridge Assessments, Classroom Assessments & MCA Data
3H. 3rd-8th & 11th MCA Math	Testing Coordinator, HS Staff	April	MCA Math Results	MCA Math Data, Time
3I. Effective Professional Learning Communities (PLC's) through Q-Comp	Teachers, Administration	September-May	Annual Professional Growth Plans	Time
3J. Evaluate Teachers & Principals Annually	Peer Reviewers, Administration	September-May	Teacher & Principal Evaluation Process	Teacher & Principal Evaluation Packet of Forms

4. AIM: All Students Career- and College-Ready by Graduation

SMART Goal: 100% of the 2020 Mabel-Canton graduates will take either the required admission/placement test and achieve a score sufficient to meet the admission requirement for one of their top three college/career choices or participate in the Work-Based Learning course (achieve a passing grade).

Action Steps	Responsible Person	Benchmarks/Specific Dates or Timelines	Evidence (Progress toward goal)	Resources
4A. Students who are college bound will take a college admission exam	Student, H.S. Counselor & College Testing and Admission Staff	May	College Acceptance Letter	Admission/Placement Exam
4B. Students who are Military bound will take the ASVAB.	Counselor and Military Rep	December	ASVAB Results	ASVAB test, Proctor and room assignment
4C. Students who are going into the workforce will participate in the Work-Based Learning (WBL) class.	WBL Coordinator	September to May	Site Evaluations Class Evaluations Final Transcript grade	Work Placement
4D. Students will take the required Math, Science, Reading MCA tests (unless parents sign state opt-out form)	Students, Testing Coordinator	Science 9th Grade Reading 10th Grade Math 11th Grade	MCA Data Results	MCA Tests
4E. Prior to senior registration, juniors will watch two videos to support college/career decision making.	H.S. Counselor	Prior to April 1st state PSEO deadline	Attendance Sheet	"Success in the New Economy" Video & MDE "Shaping Your Future" video Tylan (10th & 11th grade students) https://www.youtube.co

				m/watch?v=TGuB8nihZbw&list=PLpxtJnWup6DqpL7CazgZkY56ILRHHX00R https://www.youtube.com/watch?v=zs6nQpVI164
4F. Offer Classes for College Credit <ul style="list-style-type: none"> • Concurrent Enrollment • PSEO • Advanced Placement 	H.S. Counselor, Student, Parent, College, Teacher & H.S. Principal	PSEO paperwork completed prior to April 1st Concurrent Enrollment paperwork completed prior to date established by college Advanced Placement enrollment by May	PSEO: Acceptance letter from college Concurrent Enrollment: College confirmation letter Advanced Placement: School Transcript	College Admission Paperwork MDE PSEO Enrollment Form Advanced Placement Test
4G. Collect MCIS Data: 7th-11th Grade Students will create Personalized Learning Plans	Careers/IT Teacher H.S. Counselor	September-May	MCIS Career Plan	Time
4H. 12th Grade Students will complete Senior Interview Process	H.S. Counselor	Fall & Spring Meeting Per Student	Meeting Documentation Senior Exit Interview Checklist	Time

5. AIM: All Students Graduate

SMART Goal: 100% of students who are enrolled as a senior at Mabel-Canton High School on October 1st will graduate in the spring of 2020.

Action Steps	Responsible Person	Benchmarks/Specific Dates or Timelines	Evidence (Progress toward goal)	Resources
5A. Review of coursework to ensure students are meeting required graduation credit	H.S. Counselor, Principal & Student	End of each quarter	Report cards	Time
5B. Review and identify students who have failed coursework	H.S. Counselor, Principal, H.S. Teachers	End of each quarter	Report cards	Time
5C. Students will complete necessary credit recovery	Student & H.S. Principal, H.S. Counselor	Credit Recovery during regular school day, Beyond the Bell Sessions &/or Summer School	Credit recovery paperwork	Time, computer, curriculum
5D. Review of graduation credit completion	H.S. Counselor & Principal	May	Report cards	Time