

The World's Best Workforce Plan is a comprehensive report and roadmap created by the St. Charles School District to assess and guide how it approaches student learning and instruction. This plan has been shaped by staff, administration, parents, and community members input with the goal of providing the best education it can for the students of St. Charles. This report includes a summary of progress of the World's Best Workforce plan for the 2018-2021 school years. We will highlight specific strategies and progress for each of the World's Best Workforce areas.

St. Charles Public School District

2021-2023

Our Belief:

At St. Charles Public Schools, we believe that by fostering relationships to guide our students to discover their strengths, develop their potential, and find their passion, they will be equipped to make a positive difference.

Our Vision:

Every student at St. Charles Public Schools will discover their strengths, develop their potential, and find their passion to help them make a positive difference.

Our Mission:

To involve and challenge every student by fostering relationships so they can achieve at their highest levels.

Our Core Values:

Involve

• Relationships and Collaboration

Challenge

Foster Creativity and Innovation

Achieve

Personal Growth and Accountability

School District Goals 2021-2023

To reach our Vision and to achieve our daily Mission, we have established the following goals:

- **Goal 1:** Strive to provide the best possible educational programs for all learners.
- Goal 2: Pursue and develop the best people to lead, work with, and serve the students and community of St. Charles Public Schools.
- Goal 3: Strive to make St. Charles Public Schools the most positive place for our students and staff to participate, learn and work.
- Goal 4: Strive to provide the best possible facilities for our students and our community.

Goal 5: Foster positive working partnerships with parents, our communities, area businesses, and higher education institutions to benefit those we serve.

2023-2026

Our Mission: Involve and Challenge every student so they can Achieve at their highest levels.

Our Community's Priorities as Identified by the 2023 Strategic Planning Committee:

- Mental Health, Wellness, Safe and Healthy Schools
- Staffing and Professional Development
- Safe and Effective Facilities
- Student Opportunities though Excellence in Programming
- Community Partnerships and Parental Support

School District Goals 2023-2026

- Goal 1: Challenge all students to achieve though excellence in programming.
- Goal 2: Recruit, train and retain the best people.
- **Goal 3:** Provide a positive and safe environment for all.
- Goal 4: Exercise efficient and effective management of district financial and capital resources
- **Goal 5:** Involve, Engage and Partner with stakeholders.



World's Best Workforce District Advisory Group / District Systems Accountability Committee 2023-2024

District Advisory Committee Members	Role in District
William Ihrke	Superintendent
Dustin Pautsch	Secondary School Principal
Ryan Ihrke	Elementary School Principal
Lindsey Olson	Secondary School Counselor
Gretchen Hoffman	Title Programs / Assessment Coordinator
Scott Oberg	Parent / Business Owner
Eric Manley	Parent
Peter Snyder	School Board Member
Kevin Cardille	Career Navigator, SSC
Katrina Gunnarson	Parent
Tracy Lauritzen	Parent
Janeen Perizo	Library Media Specialist
Russ Barclay	Secondary School Teacher
Katrina Boyum	Elementary School Teacher

St. Charles Data Privacy Statement

The St. Charles Public School District's students and their families have a right to privacy in the records collected, created, maintained and disseminated by the District. The Board also recognizes that the public has a need and a right to know relevant information about the operation of schools in the District within the limits expressed in the Minnesota Government Data Practices Act and the Family Educational Rights and Privacy Act (FERPA).



St. Charles Public School District

2a. All Students Ready for School

- District kindergarten readiness goal in Math: To increase the number of students entering kindergarten meeting benchmark (above 30%-tile) in early math skills composite score by 2% according to the Formative Assessment System for Teachers (FAST™).
- District kindergarten readiness goal in Reading: To increase the number of students entering kindergarten meeting benchmark (above 30%-tile) in early reading skills composite score by 2% according to the Formative Assessment System for Teachers (FAST™).

Grade Level	Task						
Kindergarten Readiness (Birth – age 5)	 Strategies The St. Charles Preschool will be offered to all students ages 3-5, at St. Charles Elementary. All students entering Kindergarten will be offered a Pre-Kindergarten learning experience at the elementary school during the summer before entrance. Collaboration meetings between school staff, Head Start and private preschool (St. Matthew's). Communicate kindergarten readiness strategies to all families with young children. Align early childhood, PreK, and kindergarten programming including benchmarks, assessments, and curriculum. Expand PreK class options to increase participation. Explore partnerships with community early childhood programs and providers to support early learners. 						
	Data • Formative Assessment System for Teachers (FAST™) early math and early reading assessments. • Preschool screening results. • Minutes from collaboration meetings.						
	Math Composite Scor	re). e Results 79º				enchmark in Early Math Skills (FastBridge Early g benchmark in Early Reading Skills (FastBridge	
	Students meeting Benchmark in Early Math Skills	2021 87% 81%	2022 83% 77%	2023 81% 79%	Change -2% +2%		



St. Charles Public School District

2b. All Students in Third Grade Achieving Grade-Level Literacy

- Nindergarten through third grade goal in reading: To increase the number of students proficient (Percentile rank above 30%) on the Formative Assessment System for Teachers (FAST™) aReading assessment by 2%.
- Grade 3 District MCA (Minnesota Comprehensive Assessment) proficiency goal in Reading: To increase the number of students' proficient to the state average or above in all identified subgroups.

Grade Level	Task
Literacy by 3 rd Grade – Read Well by Grade 3 (Birth- grade3)	Strategies All Staff – during workshop and early release days (9 per school year) will work in professional learning communities (PLCs) that focus on improving student achievement in reading. PLCs ensure that curriculum, instruction and assessments are aligned with state and local standards. Teachers will have access to MCA data, common classroom assessment data, screening/progress monitoring data and STAR assessment data. Students in grades K-3 have access to Minnesota Reading Corps. RTI (Response to Intervention) time – students in K-6 who qualify have access to RTI time that focuses on grade level skills that students need additional practice in. Students are tiered into ability level groups based on classroom and benchmark assessments given. Provide instruction for small groups and individuals using research-based intervention strategies Monitor progress of students on a weekly basis Title I support - students in K-6 who qualify receive additional help in reading. Interventions based on need are delivered in small groups. Comprehensive LEP and Special Education Programing for grades K-12. Increase the use of research-based interventions that support individual literacy needs. Improve PreK instruction in oral language and vocabulary development.
	 Diagnostic assessments. Common Classroom Assessments. Screening / progress monitoring assessments. Previous year MCA data. Agendas and minutes from Professional Learning Community Teams so work completed in PLCs can be monitored. Test item analysis forms. Teachers and administrators will collect, input and monitor data in the Edu-Climber data warehouse.



Goal achieved.

2023 – 67% of students were proficient on the FastBridge aReading assessment.

Year	2021	2022	2023	Change
aReading proficiency for grades K-3 (Spring 2022)	64%	62%	67%	+5%

Goal not achieved

2023 – 42.4% of all grade 3 students in St. Charles were proficient. 47.1% of all grade 3 students are proficient Statewide.

Year	2021	2022	2023	Change
St. Charles MCA proficiency for grade 3	47%	43%	42%	-1%
Statewide MCA proficiency for grade 3	49%	48%	47%	-1%



St. Charles Public School District

2c. Close the Achievement Gap(s) Among All Groups: Math and Reading

Goals

- District MCA (Minnesota Comprehensive Assessment) proficiency goal in Math: To increase the number of students' proficient to the state average or above in all identified subgroups. all identified subgroups.
- District MCA (Minnesota Comprehensive Assessment) proficiency goal in Reading: To increase the number of students' proficient to the state average or above in all identified subgroups. all identified subgroups.
- District MCA (Minnesota Comprehensive Assessment) achievement gap reduction goal in Math and Reading: To decrease the achievement gap by 2% in all identified subgroups.

	Task							
<u> All Students</u>	Strategies							
Grades 3-12	All Staff – during workshop and early release days (9 per school year) will work in professional learning							
	communities (PLCs) that focus on improving student achievement in reading and math.							
						gned with state and local standards.		
			-	-		hasis on reading and math.		
		 Teachers will have access to MCA data, common classroom assessment data, screening/progress monitoring data and STAR assessment data. 						
				es for certified	teaching staff a	re in place to improve student achievem	ent /	
	instruction		vacion practic	es for certified	teaching stair a	in place to improve stadelic delineveni	c,	
			ited English Pr	oficient (LEP) a	nd Special Educ	ation Programing for grades K-12.		
	· ·		_			and special populations.		
		_				y offering advanced options in the cours	ework ii	
	the secon	ndary schoo	ol and revising	the current gif	ted and talented	programming at the elementary school		
	Provide p	orofessiona	l development	t around using	data-informed ir	nstruction to school leadership teams.		
	Data Collected							
		ic assessme	ents.					
			Assessments.	_				
			s monitoring a					
			_					
	 Previous year MCA data. Agendas and minutes from Professional Learning Community Teams so work completed in PLCs can be monitored. 							
	 Agendas 	and minute	es from Profes	sional Learning	Community Tea	ams so work completed in PLCs can be m	onitore	
		and minute		sional Learning	Community Tea	ams so work completed in PLCs can be m	onitore	
	Peer obs	ervation fo	rms.	sional Learning	Community Tea	ams so work completed in PLCs can be m	onitore	
	Peer obsTest item	ervation fon analysis fo	rms. orms.	·	•	ams so work completed in PLCs can be m in the Edu-Climber data warehouse.	onitore	
	Peer obsTest item	ervation fon analysis fo	rms. orms.	·	•	,	onitore	
	Peer obsTest itemTeachers	ervation fo n analysis fo and admin	rms. orms.	·	•	,	onitore	
	Peer obs Test item Teachers Goal achieved - Ma	ervation fon analysis fon and admin	rms. orms. iistrators will c	collect, input ar	nd monitor data	in the Edu-Climber data warehouse.	onitore	
	Peer obs Test item Teachers Goal achieved - Ma	ervation fon analysis fon and admin	rms. orms. iistrators will c	collect, input ar	nd monitor data	,	onitore	
	Peer obs Test item Teachers Goal achieved - Ma	ervation fon analysis fon and admin	rms. orms. iistrators will c	collect, input ar	nd monitor data	in the Edu-Climber data warehouse.	onitore	
	Peer obs Test item Teachers Goal achieved - Ma 2023 – 49.2% of al Year St. Charles Math	ervation fo n analysis fo s and admin ath I students in	rms. orms. nistrators will o	collect, input ar	ad monitor data	in the Edu-Climber data warehouse.	onitore	
	Peer obs Test item Teachers Goal achieved - Ma 2023 – 49.2% of al Year St. Charles Math MCA proficiency	ervation fo n analysis fo s and admin oth I students in 2021 44%	orms. pistrators will of the second s	vere proficient.	45.3% of all stu Change -2%	in the Edu-Climber data warehouse.	onitore	
	Peer obs Test item Teachers Goal achieved - Ma 2023 – 49.2% of al Year St. Charles Math MCA proficiency Statewide Math	ervation fo n analysis fo s and admin ath I students in	orms. pistrators will of the state of the s	vere proficient.	d monitor data 45.3% of all stu Change	in the Edu-Climber data warehouse.	onitore	
	Peer obs Test item Teachers Goal achieved - Ma 2023 – 49.2% of al Year St. Charles Math MCA proficiency	ervation fo n analysis fo s and admin oth I students in 2021 44%	orms. pistrators will of the second s	vere proficient.	45.3% of all stu Change -2%	in the Edu-Climber data warehouse.	onitore	
	Peer obs Test item Teachers Goal achieved - Ma 2023 – 49.2% of al Year St. Charles Math MCA proficiency Statewide Math	ervation fo n analysis fo s and admin oth I students in 2021 44%	orms. pistrators will of the second s	vere proficient.	45.3% of all stu Change -2%	in the Edu-Climber data warehouse.	onitore	
	Peer obs Test item Teachers Goal achieved - Ma 2023 – 49.2% of al Year St. Charles Math MCA proficiency Statewide Math	ervation fo n analysis fo s and admin oth I students in 2021 44%	orms. pistrators will of the second s	vere proficient.	45.3% of all stu Change -2%	in the Edu-Climber data warehouse.	onitore	
	Peer obs Test item Teachers Goal achieved - Ma 2023 – 49.2% of al Year St. Charles Math MCA proficiency Statewide Math	ervation fo n analysis fo s and admin oth I students in 2021 44%	orms. pistrators will of the second s	vere proficient.	45.3% of all stu Change -2%	in the Edu-Climber data warehouse.	onitore	
	Peer obs Test item Teachers Goal achieved - Ma 2023 – 49.2% of al Year St. Charles Math MCA proficiency Statewide Math	ervation fo n analysis fo s and admin oth I students in 2021 44%	orms. pistrators will of the second s	vere proficient.	45.3% of all stu Change -2%	in the Edu-Climber data warehouse.	onitore	
	Peer obs Test item Teachers Goal achieved - Ma 2023 – 49.2% of al Year St. Charles Math MCA proficiency Statewide Math	ervation fo n analysis fo s and admin oth I students in 2021 44%	orms. pistrators will of the second s	vere proficient.	45.3% of all stu Change -2%	in the Edu-Climber data warehouse.	onitore	
	Peer obs Test item Teachers Goal achieved - Ma 2023 – 49.2% of al Year St. Charles Math MCA proficiency Statewide Math	ervation fo n analysis fo s and admin oth I students in 2021 44%	rms. prms. pistrators will of the second sec	vere proficient.	45.3% of all stu Change -2%	in the Edu-Climber data warehouse.	onitore	



Goal achieved - Reading

2023 – 51.3% % of all students in St. Charles were proficient. 49.7% of all students are proficient Statewide.

Year	2021	2022	2023	Change
St. Charles	53%	52%	51%	-1%
Reading MCA				
proficiency				
Statewide	52%	51%	50%	-1%
Reading MCA				
proficiency				

Goal not achieved.

	2021 MCA Proficiency Rate Reading	2022 MCA Proficiency Rate Reading	2023 MCA Proficiency Rate Reading	Achievement Gap 2021 Reading	Achievement Gap 2023 Reading	Goal Met (Decrease of 2%)
All Students	53%	52%	51%	-	-	-
American Indian	CSTR	CSTR		CSTR	CSTR	CSTR
Asian	CSTR	CSTR		CSTR	CSTR	CSTR
Black	CSTR	CSTR		CSTR	CSTR	CSTR
English Language Learner	0%	7%	4%	-53%	-47%	yes
Students Eligible for Free/Reduced Priced Meals	40%	42%	43%	-13%	-8%	yes
Hispanic	21%	29%	29%	-37%	-22%	yes
Special Education	19%	22%	17%	-34%	-34%	yes
White	58%	55%	54%	+5%	+3%	no

	2021 MCA	2022 MCA	2023 MCA	Achievement	Achievement	Goal Met
	Proficiency	Proficiency	Proficiency	Gap 2021	Gap 2023	(Decrease of
	Rate Math	Rate Math	Rate Math	Math	Math	2%)
All Students	44%	51%	49%	-	-	-
American	CSTR	CSTR		CSTR	CSTR	CSTR
Indian						
Asian	CSTR	CSTR		CSTR	CSTR	CSTR
Black	CSTR	CSTR		CSTR	CSTR	CSTR
English	0%	7%	0%	-44%	-49%	no
Language						
Learner						
Students	29%	34%	34%	-15%	-15%	no
Eligible for						
Free/Reduced						
Priced Meals						
Hispanic	10%	19%	13%	-34%	-36%	no
Special	15%	26%	17%	-29%	-32%	no
Education						
White	49%	55%	54%	+5%	+5%	no



St. Charles Public School District

2d. All Students Career- and College Ready by Graduation

- The district's average ACT composite score as measured by the ACT assessment each spring, will increase to the state average composite score of 21.3 (2019) or above by 2023.
- Grade 8 District MCA (Minnesota Comprehensive Assessment) proficiency goal in Math: To increase the number of students' proficient to the state average or above.

Grade Level	Task
9th Grade	1. Careers ~ College Research Project Students will have a 1-week unit with their social studies teacher and school counselor to complete the following: Create MCIS account This initiates a personal account for students to continually update, research and begin assessing their interests, career potential and college search Complete MCIS Assessments Self-inventories, career interests, personality assessments Resume building
10th Grade	 Invited to attend College Fair Students will register in the spring of their 10th grade year and begin to map out their high school classes/post-secondary plan
11th Grade	Students Choose Personal Goals Students will have the opportunity to take one or both of the following career/college assessments in the Fall of their Junior year. 1. Accuplacer Test 2. ACT Test (highly recommended for college bound students) - The data received with help the students, families, teachers and school counselor identify their college readiness level. Other Opportunities Recommended to attend MN College Fair Invited to attend the National College Fair and Mayo Career Fair Students are invited to visit with college representatives from the surrounding states and MN universities that visit St. Charles High School Parent/College Night – the families are invited to attend an informative presentation regarding college plans, college readiness, financial aid and the college application process Junior 1 on 1 Meeting(s) – Students will meet with their school counselor in the fall and spring to discuss and evaluate their future plans. College visits – All students are encouraged to take college visits.
12th Grade	 Senior 1 on 1 Meeting(s) – Students will meet with their school counselor in the fall and spring to discuss their senior year checklist. Students are given a packet of resources for college applications, college scholarships, financial aid, teacher recommendations and other. Students are invited to attend MN College Fair Students are invited to attend the National College Fair Students are encouraged to go on at least one college visit



In 2023 the district average composite ACT score was 21.8 compared to the state of Minnesota average of 20.8. Goal achieved.

	District 858 Average	Minnesota Average
ACT Results	composite score	composite score
2020	23.6	21.3
2021	20.5	21.6
2022	22.5	21
2023	21.8	20.8

2023 – 37.1% of students in St. Charles were proficient on the grade 8 Math MCA. 39.3% proficient is the 2023 state average.

Goal not achieved.

Year	2021	2022	2023	Change
St. Charles Math MCA proficiency	27.4%	33.7%	37.1%	+3.4%
Statewide Math MCA proficiency	39.4%	39.8%	39.9%	+0.1%



St. Charles Public School District

2e. All Students Graduate

Goal

• District graduation rate goal: To increase the number of students graduating in 4 years by 2% for all students. 93.9% is the St. Charles graduation rate in 2019 to 95.9% in 2022.

Grade Level	Task						
All Students	Strategies Students will follow the Career- College Readiness Pathway as described. Teachers will have access to common classroom assessment data, progress monitoring data and STAR assessment data. School Social Worker and School Counselor are available to students as needed. Comprehensive Special Education and LEP Programing for grades K-12. Increase opportunities for all students to take advanced and elective courses. Communicated college and career readiness options, graduation requirements and educational opportunities to culturally and linguistically diverse families						
	Data • Local / MDE graduation rate information • Progress monitoring assessments • Screening / Benchmarking assessment • Teachers and administrators will collect, input and monitor data in the Edu-Climber data warehouse. Goal not achieved for all students. 92.8% 4-year graduation rate in 2022. CTSTR (Count Too Small to Report). 2019 2020 2021 2022 Percent Increase Graduation Graduation						
		Rate	Rate	Rate		2022 Graduation Rate	
	All Students	93.9%	97.1%	94.8%	92.8%	-2%	
	American Indian	CSTR	CSTR	CSTR	CSTR	CSTR	
	Asian	CSTR	CSTR	CSTR	CSTR	CSTR	
	Black	CSTR	CSTR	CSTR	CSTR	CSTR	
	English Language Learner	CSTR	CSTR	CSTR	CSTR	CSTR	
	Students Eligible for Free/Reduced Priced Meals	86.7%	92.5%	81.3%	82.4%	+1.1%	
	Hispanic	90%	CSTR	CSTR	CSTR	CSTR	
	Special Education	CSTR	CSTR	CSTR	CSTR	CSTR	
	White	95.3%	96.7%	93.4%	94.9%	+1.5%	



St. Charles Elementary School

Math and Reading

Plans, Goals, and Benchmarks for Instruction and Student Achievement

- St. Charles Elementary MCA proficiency goal in math: To increase the number of students proficient on the MCA-III Math test to the state average or above.
- St. Charles Elementary MCA proficiency goal in reading: To increase the number of students proficient on the MCA-III Reading test to the state average or above.

Grade Level	Task
All Students Grades 3-6	 Strategies All Staff – during workshop and early release days (9 per school year) will work in professional learning communities (PLCs) that focus on improving student achievement in math and reading. PLCs ensure that curriculum, instruction and assessments are aligned with state and local standards. Common math and reading assessments in all grades are given. Assessment data and questions are analyzed PLC meetings. Special Education – boosting achievement through the understanding and application of standards-based instruction and IEPS will be discussed at PLCs Students in grades K-3 have access to Minnesota Reading Corps. Students in grades K-6 have access to Minnesota Math corps. RTI (Response to Intervention) time – students in K-6 who qualify have access to RTI time that focuses on grade level skills that students need additional practice in. Students are tiered into ability level groups based on classroom and benchmark assessments given. Title I support - students in K-6 who qualify receive additional help in math and reading. Interventions based on need are delivered in small groups. After School Tutoring and Summer School is available for students who qualify. Teachers will have access to MCA data, common classroom assessment data, and screening/progress monitoring data and STAR assessment data.
	 Diagnostic assessments. Common Classroom Assessments. Screening / progress monitoring assessments. Previous year MCA data. Agendas and minutes from Professional Learning Community Teams so work completed in PLCs can be monitored. Peer observation forms. Test item analysis forms. Teachers and administrators will collect, input and monitor data in the Edu-Climber data warehouse.



58.8% of St. Charles Elementary students were proficient in 2023 on the Math MCA. Goal achieved.

MCA MATH

Organization	Percent Proficient 2019	Percent Proficient 2020	Percent Proficient 2021	Percent Proficient 2022	Percent Proficient 2023
Statewide	55.0%	N/A	44.2%	45.5%	46.0%
St. Charles Elementary	65.3%	N/A	49.1%	57.2%	58.8%

54.4% of St. Charles Elementary students were proficient in 2023 on the Reading MCA. Goal achieved.

MCA READING

Organization	Percent Proficient 2019	Percent Proficient 2020	Percent Proficient 2021	Percent Proficient 2022	Percent Proficient 2023
Statewide	59.2%	N/A	52.5%	48.6%	50.5%
St. Charles Elementary	64.5%	N/A	55.4%	54.4%	54.4%



St. Charles Secondary School

Math and Reading

Plans, Goals, and Benchmarks for Instruction and Student Achievement

- St. Charles Secondary MCA proficiency goal in Math: To increase the number of students proficient on the MCA-III Math test to the state average or above.
- St. Charles Secondary MCA proficiency goal in reading: To increase the number of students proficient on the MCA-III Reading test to the state average or above.

Grade Level	Task						
All Students	Strategies						
Grades 7-12	 All Staff – during workshop and early release days (9 per school year) will work in professional learning communities (PLCs) that focus on improving student achievement in math and reading. PLCs ensure that curriculum, instruction and assessments are aligned with state and local standards. Common math and reading assessments in all grades are given. Assessment data and questions are analyzed during PLC meetings. SPED – boosting achievement through the understanding and application of standards-based instruction and IEP will be discussed at PLCs Study Island Peer Tutoring – grades 7-12 Student Intervention teacher for Math and Reading – grades 7-12 Accelerated Reader Teachers will have access to MCA data, common classroom assessment data, and screening/progress monitoring 						
		AR assessment data	•		auta, and sorceming	p. 95. 633	
	 Diagnostic assessments. Common Classroom Assessments. Screening / progress monitoring assessments. Previous year MCA data. Agendas and minutes from Professional Learning Community Teams so work completed in PLCs can be monitore Peer observation forms. Test item analysis forms. Teachers and administrators will collect, input and monitor data in the Edu-Climber data warehouse. 37.5 % of St. Charles Secondary students were proficient in 2022 on the Math MCA. Goal not achieved.						
	MCA MATH						
Organization		Percent Proficient 2019	Percent Proficient 2020.	Percent Proficient 2021	Percent Proficient 2022	Percent Proficient 2023	
	Statewide		N/A	44.2%	42.2%	45.8%	
	St. Charles Secondary	64.7%	N/A	37.4%	43.9%	37.5%	
	47.8 % of St. Charles Secondary students were proficient in 2022 on the Reading MCA. Goal not achieved. MCA READING Organization Percent Proficient Percent Proficient Percent Proficient Percent Proficient						
	Statewide	2019 59.2%	2020.	2021 52.5%	2022 48.6%	2023 50.3%	
	Statewide St. Charles Secondary	66.7%	N/A N/A	50.4%	48.6%	47.8%	
	Jr. Charles Secondary	00.770	IV/A	50.470	30.770	77.070	



St. Charles Public School District

Periodic Review of Instruction and Curriculum Best Practices, Student Outcomes, and Principal/Teacher Evaluations

Task

Strategies

- Annual review of current year's plan by World's Best Workforce task force.
- Review MCA and MMR results from previous years to identify trends, identify needs and set goals.
- Review MCA strand data, common classroom assessment data, benchmarking/ progress monitoring/ screening data and STAR assessment data to identify needs and set goals.
- Annual review of teacher and principal evaluations (process)
- Annual Review of the district curriculum review cycle
- Annual review of peer observation practices for certified teaching staff are in place to improve student achievement / instruction.

Data

- Diagnostic assessments
- Common Classroom Assessments
- Screening / Progress monitoring assessments
- MCA results from previous years.
- Agendas and minutes from World's Best Workforce meetings.
- Teacher and principal evaluation forms.
- District curriculum cycle.
- Peer observation forms.



St. Charles Public School District

District Advisory Committee for World's Best Workforce

Task

Committee Members will meet annually to review the World's Best Workforce Plan – Sign in Sheet at each meeting will identify team members.

Data

- Review current year budget
- · Review of assessment data
- Review MCA results from previous years versus current year
- Agendas and minutes from World's Best Workforce meetings

St. Charles Public School District

Academic Supports for Students

Student Supports 2021-2023

Elementary School

- Students in grades K-3 have access to Minnesota Reading Corps.
- Students in grades K-6 have access to Minnesota Math Corps.
- RTI (Response to Intervention) time students in K-6 who qualify have access to RTI time that focuses on grade level skills
 that students need additional practice in.
- Title I support students in K-6 who qualify receive additional help in reading and math.
- Intensive Reading tutoring during the school day for students in grades 1 3 for students who qualify.
- Comprehensive LEP and Special Education Programing for grades K-12.
- After School Tutoring and Summer School is available for students who qualify.
- School-Based Mental Health for grades K-6
- Project FINE support for new immigrant families for grades K-12

Secondary School

- Peer Tutoring grades 7-12
- Teacher hired for academic student support in grades 7-12
- Student Intervention teachers grades 7-12
- Comprehensive LEP and Special Education Programing for grades K-12.
- After School Tutoring and Summer School is available for students who qualify.
- School-Based Mental Health for grades 7-12
- Project FINE support for new immigrant families for grades K-12

<u>Public Meetings</u> – January 25, 2023, February 8, 2023, December 11, 2023.

Adoption by School Board - December 11, 2023.

<u>For More Information-</u> District website: http://www.scschools.net/page/3959 or contact Gretchen Hoffman.



St. Charles Public School District

Acronyms used in this report:

ACCESS for ELLs (Assessing Comprehension and Communication in English State-to-State for English Language Learners) is a secure large-scale English language proficiency assessment given to Kindergarten through 12th graders who have been identified as English learners (ELs). It is given annually in WIDA Consortium member states (which includes Minnesota) to monitor students' progress in acquiring academic English (accessed 8/16/13 from the WIDA website)

College and Career Readiness - In today's global economy, students must be well-prepared for the demands of college and the workplace. The Minnesota Department of Education provides and supports the development of quality resources, tools and strategies designed to assist students as they transition from middle school to high school and into an increasingly wide array of postsecondary options.

CTSTR (Count Too Small to Report). This means that there were fewer than 10 students in the category of data you selected which cannot be reported publicly due to data privacy concerns.

ECSE - Early Childhood Special Education (Birth-5) programs provide supports and services to infants, toddlers and preschool children with disabilities and their families.

EL - English Learner (Limited English Proficiency -LEP); English Language Learner (ELL); English as a Second Language (ESL)). Students who are identified as English Learners (ELs) should be served in an instructional program designed for ELs, defined as either an English as a Second Language (ESL) or Bilingual Education (BE) program by Minnesota statute. Districts and charter schools have discretion in selecting appropriate language programs, but the program chosen should be considered sound by experts in the field. The program should be designed to meet varying needs across proficiency levels and address the English language development (ELD) standards. For example, students at the beginning levels of English proficiency need more intensive services than students at transitional levels of English proficiency. The model implemented by the district or charter school should be clearly articulated and available to parents, staff, and students.

ESL – English as a Second Language. A general term to describe a program that teaches English to ELs or someone who teaches in that program.

F&R – **(FRPL** - **Free/Reduced Price Lunch) Free and Reduced lunch price status.** Schools that participate in School Nutrition Programs accept Applications for free and reduced-price school meal benefits at any time. Approval is based on comparison of the household's income to current U.S. Department of Agriculture (USDA) household income guidelines. All schools use the Application for Educational Benefits form to certify students as eligible for the free or reduced price meal program. These data are used to compute compensatory revenue. Schools send an Application for Educational Benefits form to the households of all enrolled students at the beginning of each school year. A letter accompanies the form and explains meal benefits and how to apply.

IEP - Individualized Education Program for special education students.

LEP - Limited English Proficient. A term used to designate English learners in MARSS. See EL.

MARSS – Minnesota Automated Reporting Student System. An MDE database system for tracking a variety of student information.

MCA - Minnesota Comprehensive Assessment and alternate assessments MCA-Modified and Minnesota Test of Academic Skills (MTAS) are the state tests that help districts measure student progress toward Minnesota's academic standards and also meet the requirements of the Elementary and Secondary Education Act (ESEA). Students take one test in each subject. Most students take the MCA, but students who receive special education services and meet eligibility requirements may take one of the alternate assessments instead. The list below gives the tests available for each subject, with grades given in parentheses behind each test.

Reading: MCA (grades 3-8, 10) or MCA-Modified (grades 5-8, 10) or MTAS (grades 3-8, 10)

Mathematics: MCA (grades 3-8, 11) or MCA-Modified (grades 5-8, 11) or MTAS (grades 3-8, 11)

Science: MCA or MTAS (grades 5, 8, and high school)

MDE - Minnesota Department of Education's mission is improving educational achievement for children from Pre-Kindergarten through 12th grade.

Proficiency - The proficiency measurement in the MMR looks at a weighted percentage of subgroups that made AYP. Schools earn points based on the number and size of subgroups that meet their AYP targets.

Postsecondary and Workforce Readiness- Includes the knowledge and skills that high school graduates need in order to do credit bearing coursework at a [two-or four-year] college or university and/or to embark successfully on a career-track employment position (that pays a living wage, provides benefits, and offers clear pathways for advancement through further education and training).

RtI - Response to Intervention is a framework that is used to improve outcomes for all students. RtI helps to ensure the provision of high-quality instruction and interventions that are matched to the needs of students requiring additional academic and behavioral supports. After initial screening of all students, changes in instruction or goals can be made according to the level of student need. Student progress is monitored frequently and instruction is then differentiated and modified, as necessary (adapted from NASDSE website, 2005).

SPED - short nickname for Special Education.

Student Growth - Individual student growth is a measurement of how a student scored relative to the expected score. The expectation of how a student will score is based on their previous year's score. Schools receive a growth score based on the average growth scores of all their students.

Title I Schools - Schools that receive federal funding based on their level of poverty. Only schools that accept Title I funding are considered Title I schools. The identification of Priority, Focus, Continuous Improvement, Celebration-Eligible and Reward schools under Minnesota's waiver are only directed at Title I schools.