

# Pelican Rapids School District #548 World's Best Workforce Plan Summary 2014

# Pelican Rapids World's Best Workforce Plan Summary

In accordance with World's Best Workforce (WBWF) guidelines, the district completed a strategic planning process during the spring of 2014. During this time, input was gathered from multiple groups of community members and school staff. The feedback included the strengths and weaknesses of the district as well as the desired direction for the Pelican Rapids Schools for the next 5 years. This input was brought before the Curriculum and Instruction Advisory group consisting of school board members, administration, teachers and community members.

This group reviewed the findings and developed the following four district goals that we've incorporated into the WBWF plan.

*Pelican Rapids Schools will:*

- Be well known for academic achievement
- Complete implementation of Stephen Covey's 7 Habits/Leader in Me™ philosophy
- Continue to develop ways to meet the needs of ALL students
- Increase parent and community partnerships

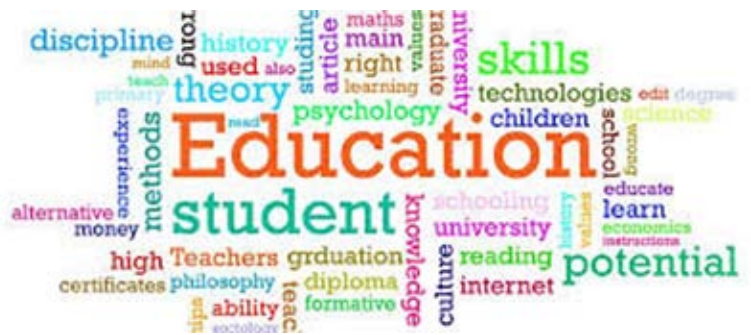
This document is a summary of our resources and strategies that we will be using to meet our goals, thus providing our students with the skills needed to be successful in the workforce and in life. A full report is available on the school website if you would like more detailed information.

school website:  
[www.pelicanrapids.k12.mn.us](http://www.pelicanrapids.k12.mn.us)

## We Learn for Life

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The “Striving for the World’s Best Workforce” bill was passed in 2013 to ensure every school district in the state is making strides to increase student performance. Each district must develop a plan that addresses the following five goals:

1. All children are ready to start kindergarten.
2. All third-graders can read at grade level.
3. All achievement gaps between students are closed.
4. All students are ready for career and/or postsecondary education.
5. All students graduate from high school.

## Why is Minnesota focused on this idea?

For Minnesota to be competitive, we must have students who are career and college ready, 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 an adequate number of qualified candidate 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.



## How will we measure progress?

Each district will create their own plan to align a standards-based curriculum with classroom instruction, so that students are career and college ready at graduation. The success of each plan will be measured by:



- NAEP scores \*
- Closing gaps by student group
- MCA proficiency
- College entrance exams

\*National Assessment of Educational Progress (NAEP) provides results about subject-matter achievement, instructional experiences, and school environment and reports these results for populations of students (e.g., fourth-graders) and groups within those populations (e.g., male students or Hispanic students).

# WBWF Goal #1-All Children Are Ready For School

## **E** Early Childhood Family Education (ECFE)

A parent/child program for children aged birth-age 5 and their caregiver(s).

**C** Classes will model best practice as indicated through the Early Childhood Indicators of Progress (ECIPs) which are Minnesota's Early Learning Standards.

## **F** **ECFE Goal:**

**E** Increase parent participation in ECFE by 20% (from 17 to 20 families).

### **Strategies/Resources:**

Additional outreach to these families through newsletters, phone calls and family night events.

## **VIKING PRESCHOOL AND HEAD START PROGRAM**

### **Viking Preschool/School Readiness and Head Start Goal:**

By the end of Preschool/Headstart, 100% of students will demonstrate mastery of School Readiness Math and Learning Outcomes as assessed by the teacher, on skills identified from the Individual Growth and Development Indicators (IGDIs).

### **Strategies/Resources:**

Alignment of Essential Learning Outcomes (ELOs) using Backward Design based on Kindergarten standards and IGDIs, Early Childhood Indicators of Progress (ECIPs), and Head Start Child Outcomes Framework.

## **KINDERGARTEN**

### **Kindergarten Goal:**

By the end of Kindergarten, 100% of students will demonstrate mastery of Math and Literacy Essential Learning Outcomes (ELOs) as assessed using AVMR (Math) and AIMSweb (Literacy).

### **Strategies/Resources:**

Teachers developed ELOs based on up to date teaching strategies.



# WBWF Goal #2

## All Third-Graders Can Read at Grade Level



### **Viking Elementary Goal:**

100% of third grade students will achieve grade level literacy



### **Strategies/Resources:**

- 90 minute core Reading Block using Reading Improvement Strategies such as CAFE Model
- The Literacy CAFE™ System helps students understand and master the four key components of successful reading:
  - 1) Comprehension
  - 2) Accuracy
  - 3) Fluency
  - 4) Expanding Vocabulary
- 30 minute Reading Intervention period employing research-based reading interventions and instructional coaching.

## English Language Learners (ELLs)

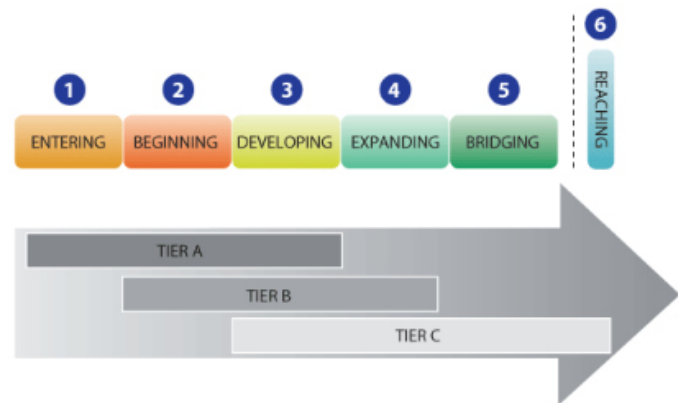
English Language Learners (ELLs) in Kindergarten through 12th grade are assessed annually in English Language Proficiency using the ACCESS for ELLs (Assessing Comprehension and Communication in English State-to-State for English Language Learners).

The ACCESS is based upon World-Class Instructional Design Assessment (WIDA) English Language Standards.

### **District Goal:**

100% of English Language Learners will improve, at least, one level on the ACCESS assessment each year.

Within each grade-level cluster (except Kindergarten), ACCESS for ELLs consists of three forms: Tier A (beginning), Tier B (intermediate), and Tier C (advanced). This keeps the test shorter and more appropriately targets each students' range of language skills.

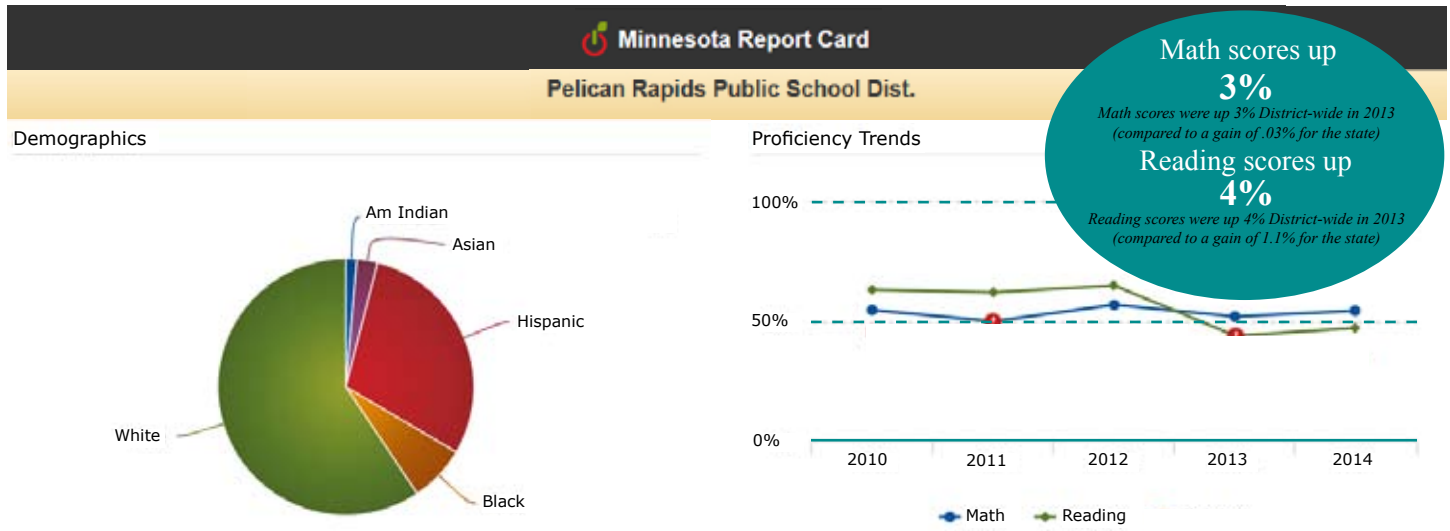


Each form of the test assesses the four language domains of Listening, Speaking, Reading, and Writing.



# WBWF Goal #3

## All Achievement Gaps Between Students are Closed



**Achievement Gap** refers to any significant and persistent disparity in academic performance or educational attainment between different groups of students, such as white students and minorities, for example, or students from higher-income and lower-income households.



**In education, the term proficiency is used in a variety of ways, most commonly in reference to:**

- (1) proficiency levels, scales, and cut-off scores on standardized tests and other forms of assessment
- (2) students achieving or failing to achieve proficiency levels determined by tests and assessments
- (3) students demonstrating or failing to demonstrate proficiency in relation to learning standards.

### Pelican Rapids School District Wide Academic Achievement Gap

Math		
Subgroups	Current 2014	Goal 2015
Non-Language English Proficiency	64.3%	68.0%
Language English Proficiency	24.6%	40.0%
<b>Gap</b>	<b>39.7%</b>	<b>28.0%</b>
Non-Special Education	63.7%	72.0%
Special Education	25.9%	54.0%
<b>Gap</b>	<b>37.8%</b>	<b>18.0%</b>
Non-Free & Reduced Population	68.1%	72.0%
Free & Reduced Population	49.5%	60.0%
<b>Gap</b>	<b>18.6%</b>	<b>12.0%</b>
White	67.9%	73.0%
Hispanic	42.7%	49.0%
<b>Gap</b>	<b>25.2%</b>	<b>24.0%</b>
White	67.9%	71.0%
Black	31.8%	38.0%
<b>Gap</b>	<b>36.1%</b>	<b>33.0%</b>

Reading		
Subgroups	Current 2014	Goal 2015
Non-Language English Proficiency	55.4%	62.0%
Language English Proficiency	7.6%	30.0%
<b>Gap</b>	<b>47.8%</b>	<b>32.0%</b>
Non-Special Education	54.3%	65.0%
Special Education	18.1%	45.0%
<b>Gap</b>	<b>36.2%</b>	<b>20.0%</b>
Non-Free & Reduced Population	63.5%	69.0%
Free & Reduced Population	36.0%	55.0%
<b>Gap</b>	<b>27.5%</b>	<b>14.0%</b>
White	64.6%	65.0%
Hispanic	27.5%	40.0%
<b>Gap</b>	<b>37.1%</b>	<b>25.0%</b>
White	64.6%	65.0%
Black	12.0%	28.0%
<b>Gap</b>	<b>52.6%</b>	<b>37.0%</b>

# Meeting the Needs of ALL Students

## ***District Goal:***

**High levels of achievement are expected for all students. The district will close the achievement gap by 50% in all subgroups by 2017.**



## **District Wide Achievement and Integration Plan**

The Achievement and Integration Plan has four goals to improve student achievement and increase integration:

1. **Increase student achievement** through curriculum and programs that will enhance the academic experience of student of all races, backgrounds and origins.
2. **Increase cultural awareness** by providing learning opportunities through the arts, foreign language acquisition and enrichment or shared educational programming.
3. **Provide professional development** opportunities and resources for staff members that will enhance student success.
4. **Provide administrative support** to ensure the effectiveness of these programs.

## **Pelican Rapids High School**

Monitoring individual academic progress for students of all levels is a key component of a successful education experience.

### ***Resources/Strategies:***

- 1) Monitoring individual academic progress for students of all levels by doing:
  - Grade checks-at mid-quarter and end of the quarter for students in grades 7-12, completed by teachers/school counselor/administration
  - Credit checks-at end of every semester for students in grades 9-12, completed by school counselor/administration

### 2) Formative Assessments

When incorporated into classroom practice, the formative assessment process provides information needed to adjust teaching and learning to meet student needs. The process serves as practice for the student and a check for understanding during the learning process. Examples include: observations, questioning, and discussion.

## **Viking Elementary**

In 2014, proficiency scores increased and the new ratings revealed VES remains off of the Focus School status.

### ***Resources/Strategies:***

We will use research-based strategies and interventions throughout our curriculum as well as providing additional supports for Language English Proficiency and Special Education students to include daily pull-out sessions to develop specific skills and concepts.

Examples of these school-wide strategies to increase accountable academic talk and vocabulary development include:

- paraphrasing
- building on and/or challenging a partner's idea
- socratic seminar.

## **Pelican Rapids Area Learning Center (ALC)**

The ALC has several components that work to help close the achievement gap for students in grades K-12:

**Targeted Services** is a program for students in grades K-8 who learn in different ways or at a different pace from others. By offering after school and summer extended learning in smaller learning environments, this program gives students the opportunity to improve their social and academic skills.

**Mid-Level ALC** is a program for students in grades 7-8 that are working well below grade level and will benefit from teaching at their individual instructional level. This is a pull-out program doing the school day with a focus on reading, math and science.

**Credit Recovery** is a program that is designed to provide students in grades 9-12+ with extra time to complete courses for credit to help meet graduation requirements. This program runs during the day and after school.

**Summer School** provides students in grades 9-12 another opportunity to make up class credits to stay on track for graduation.

# WBWF Goal #4 All Students are Ready for Career and/or Postsecondary Education

## Strategies/Resources:

Students are given opportunities for the following **Tests/Assessments**:

All 8th graders complete the EXPLORE

- All Sophomores graders complete the PLAN
- All Juniors complete the ASVAB & ACT
- Students are taught how to utilize the Minnesota Career Information System
- Sophomores, Juniors and Seniors attend Career and College Fairs

**Advanced Placement (AP) Courses** are offered for students in grades 9-12:

- AP English
- AP Spanish
- AP Calculus

College courses are also offered on-site including:

- Advanced Algebra
- Statistics
- Pre-Calculus
- Spanish III

*(credits are given through the U of M Crookston)*

Assessment	7th	8th	9th	10th	11th	12th
<b>COLLEGE AND CAREER READINESS</b>						
<b>EXPLORE</b> Preparatory test for the ACT		■				
<b>Minnesota Career Information System Interest Test</b>			■			
<b>PLAN</b> Preparatory test for the ACT MCA III in Reading				■		
<b>COMPASS</b> Test helps college evaluate your skills & place you in appropriate courses					■	
<b>ASVAB</b> (Armed Services Vocation Aptitude Battery)					■	
<b>PSAT</b> College entrance exam and qualifier for National Merit Scholarship Program					■	
<b>ACT &amp; SAT</b> Entrance exam required for most 4 Year Colleges and Universities					■	■

## American College Testing (ACT) Results from 2014

	English	Math	Reading	Science	Composite
<b>Pelican Rapids</b>	<b>19.4</b>	<b>21.4</b>	<b>21</b>	<b>21</b>	<b>20.8</b>
<b>State of MN</b>	<b>22.1</b>	<b>23</b>	<b>23.1</b>	<b>22.9</b>	<b>22.9</b>



### District Goal:

To meet or exceed the state ACT scores in English, Math, Reading, Science and Composite in 2015.

*Beginning in 2015, All Minnesota High School Students will be required to take the American College Testing (ACT) test in their junior year.*



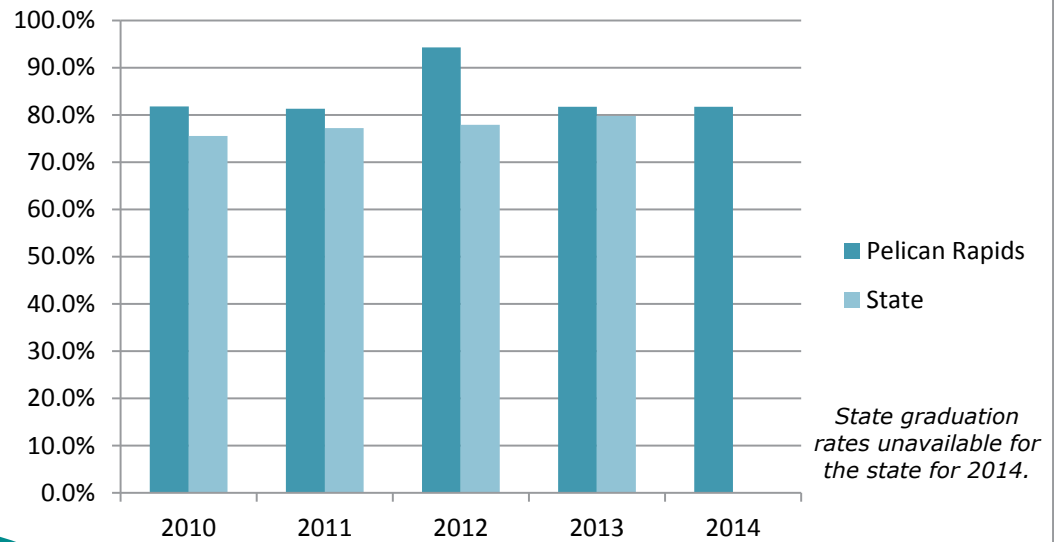
# WBWF Goal #5



**District Goal:**

To have 90% of our students graduate from high school in 2015.

## Graduation Rate Trends



**Being proactive by monitoring individual academic progress for students of all levels is a key component of meeting our goal to have all students graduate from high school.**

Being Proactive and Keeping the End in Mind are ways we live out the 7 Habits of Highly Effective People™.



# Pelican Rapids Leadership



**District Goal:** Staff will model and incorporate the 7 Habits/Leader in Me™ into classroom expectations.

Each school has created student lighthouse teams that provide additional leadership opportunities for all students.

In addition to Academics, the district offers many student activities that provide additional leadership opportunities by enabling students to:

- develop a strong feeling of pride
- display attitudes of teamwork, citizenship, responsibility
- provide a disciplined environment that lends itself in all life's endeavors.

Some examples of activities include:

Basketball, Baseball, Cross Country, Dance, FFA, Football, Golf, Knowledge Bowl, Math Team, National Honor Society, Concert and Pep Band, Robotics, Shada Staff, Soccer, Softball, Speech, Student Council, Theatre, Track, Vocal Music, Volleyball, and Wrestling.



*Viking Elementary had the distinct honor of receiving a visit from the Minnesota Commissioner of Education, Dr. Brenda Cassellius to help celebrate our academic growth.*

# Pelican Rapids District Assessments

Assessment	K	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	12th
<b>Minnesota Comprehensive Assessments (MCA)</b>													
•Reading				▲	▲	▲	▲	▲	▲		▲		
•Math				▲	▲	▲	▲	▲	▲			▲	
•Science						▲			▲		▲		
<b>ACCESS &amp; Alternative ACCESS for ELLS</b>	●	●	●	●	●	●	●	●	●	●	●	●	●
<b>AIMSWEB</b>	✦	✦	✦	✦	✦	✦	✦						
<b>STAR Early Literacy/ Literacy</b>	✦	✦	✦	✦	✦	✦	✦						
<b>AVMR/SNAP</b>	✦	✦	✦	✦	✦	✦	✦						
<b>COLLEGE AND CAREER READINESS</b>													
<b>EXPLORE</b> Preparatory test for the ACT									■				
<b>Minnesota Career Information System Interest Test</b>										■			
<b>PLAN</b> Preparatory test for the ACT MCA III in Reading											■		
<b>COMPASS</b> Test helps college evaluate your skills & place you in appropriate courses												■	
<b>ASVAB</b> (Armed Services Vocation Aptitude Battery)													■
<b>PSAT</b> College entrance exam and qualifier for National Merit Scholarship Program													■
<b>ACT &amp; SAT</b> Entrance exam required for most 4 Year Colleges and Universities													■ ■

- ▲ Required for federal and state accountability. Developed and administered by the state.
- Required for English Learners for federal Title III accountability.
- Nationally available assessment required as part of Career & College assessments.
- ✦ Reading and Math Assessments used by the Pelican Rapids School District.

