



## 2018-19 Combined World's Best Workforce (WBWF) Summary and Achievement and Integration (A&I) Progress Report

District or Charter Name: Heron Lake - Okabena

Grades Served K- 12

WBWF Contact:

A and I Contact: Soom Chandaswang

Title:

Title: Nobles County Integration Collaborative:  
Achievement & Integration Coordinator

Phone:

Phone: 507.376.3348

Email:

Email: Soom.chandaswang@isd518.net

Did you have an MDE approved Achievement and Integration plan implemented in the 2018-19 school year?

Yes       No

[List of districts with an MDE approved Achievement and Integration plan during the 2018-19 SY.](#)

This report has three parts:

**WBWF:** Required for all districts/charters.

**Achievement and Integration:** Required for districts that were implementing an MDE approved Achievement and Integration plan during the 2018-19 SY. No charter schools should complete Part B.

**Racially Isolated School:** Required for districts that were implementing an MDE approved Achievement and Integration plan for Racially Identifiable Schools during the 2018-19 SY. No charter schools should complete Part B.

Please ensure the World's Best Workforce leadership and the Achievement and Integration leadership collaborate within your district when completing this report.

<p><i>By 2020, 75% of teachers will report increased understanding of factors that contribute to achievement gaps and increased implementation of strategies designed to improve literacy.</i></p>	<p>Check one of the following:  <input checked="" type="checkbox"/> Achievement Goal  <input type="checkbox"/> Integration Goal</p>	<p>No Baseline</p>	<p>84.6%</p>	<p>Check <b>one</b> of the following:  <input type="checkbox"/> On Track  <input type="checkbox"/> Not on Track  <input checked="" type="checkbox"/> Goal Met</p>
--	---	--------------------	--------------	---

- **Data:**
  - Participant Surveys
- **Strategies:**
  - Equity Workshops
  - Culturally Responsive Workshops/trainings
  - Workshops/trainings focused on strategies to close the achievement gaps
- **How well are you implementing your strategies:**
  - 26 staff from HL-O participated in a culturally responsive presentation held by NCIC. 22/26 participants responded to understanding factors that contribute to the achievement gaps.
- **How do you know whether it is or is not helping you make progress toward your goal?**
  - Although the goal was met, we are hoping to see an increase in participation level in all NCIC member districts. We are also hoping to provide more opportunities in this area in year 3 of this A&I plan.

### Achievement and Integration Goal 3

Goal Statement	Achievement or Integration Goal?	Baseline	Year 2 (2018-19) Actual	On Track?
<p><i>By 2020, on a district administered survey, the percentage of students in grades 4, 5, 7, and 9 who report improved school climate will increase from 60% to 70%.</i></p>	<p>Check one of the following:  <input checked="" type="checkbox"/> Achievement Goal  <input checked="" type="checkbox"/> Integration Goal</p>	<p>60%</p>	<p>90%</p>	<p>Check <b>one</b> of the following:  <input type="checkbox"/> On Track  <input type="checkbox"/> Not on Track  <input checked="" type="checkbox"/> Goal Met</p>

- *The conversations of recruiting and retaining diverse staff has been a continuous effort with school administrators, school board members, and NCIC equity team.*
- *The percentage of ethnically diverse students in HL-O school district is 16.7%, a slight increase of 1.9% from last year.*
- *How do you know whether it is or is not helping you make progress toward your goal?*
  - *We are making progress towards our goals by continuing to have conversations with school board members, school administrators, and stakeholders to bring an awareness to policies and best practices in HL-O district.*
  - *An action plan has been set for the Teacher Pathway Program to start fall of 2019.*

## Achievement and Integration Goal 5

Goal Statement	Achievement or Integration Goal?	Baseline	Year 2 (2018-19) Actual	On Track?
By 2020, at least 12 7 <sup>th</sup> & 8 <sup>th</sup> grade students will participate in NCIC Summer programs and demonstrate increased Math or Steam related skills as measured by a pre and post assessment.	Check one of the following:  <input checked="" type="checkbox"/> Achievement Goal  <input type="checkbox"/> Integration Goal	No Baseline	1 Student	Check <b>one</b> of the following:  <input checked="" type="checkbox"/> On Track <input type="checkbox"/> Not on Track <input type="checkbox"/> Goal Met

- Data Used:
  - Pre- and post-assessment
  - Attendance
- Strategies:
  - Summer Learning Camps – focused on Math and STEAM related skills for incoming 7<sup>th</sup> and 8<sup>th</sup> grade students
- How well are you implementing your strategies?
  - This strategy was open to all NCIC member districts. We gained slight progress with one student from HL-O participating in the program.
- How do you know whether it is or is not helping you make progress toward your goal?
  - Goal was not met, but slight progress was made. In the future, we are hoping to see more students from HL-O participate in the program. Some strategies that NCIC can implement in the future of our Summer Learning Opportunities could include reaching out to families, earlier recruitment, and offering the program at a different site, such as HL-O.