



## 2019-20 Combined World's Best Workforce (WBWF) Summary and Achievement and Integration (A&I) Progress Report

District or Charter Name: Heron Lake-Okabena Public School District

Grades Served: K-12

WBWF Contact: \_\_\_\_\_

Title: \_\_\_\_\_

Phone: \_\_\_\_\_

Email: \_\_\_\_\_

A and I Contact: Soom Chandaswang

Title: Achievement & Integration Coordinator

Phone: 507-376-3348

Email: Soom.Chandaswang@isd518.net

Did you have an MDE approved Achievement and Integration plan implemented in the 2019-20 school year?

☒ Yes ☐ No

[List of districts with a Minnesota Department of Education \(MDE\) approved Achievement and Integration plan during the 2019-20 school year.](#)

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 2019-20 school year. *No charter schools should complete this section.*
- [Racially Isolated School](#): Required for districts that were implementing an MDE approved Achievement and Integration plan for Racially Identifiable Schools during the 2019-20 school year. *No charter schools should complete this section.*

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

## Achievement and Integration Goal 1

| Goal Statement  | Achievement or Integration Goal?   | Baseline | Year 3 (2019-20) Actual | On Track?  |
|---|--|----------|-------------------------|--|
| By 2020, the percentage of 3rd grade students in free and reduced lunch subgroup, who are proficient in reading according to the MCA results will increase by 6%. | Check one of the following:<br><input checked="" type="checkbox"/> Achievement Goal<br><input type="checkbox"/> Integration Goal | 30%      | No data available       | Check <b>one</b> of the following:<br><input type="checkbox"/> Goal Met<br><input type="checkbox"/> Goal Not Met<br><input checked="" type="checkbox"/> Unable to Report |

*Narrative is required; 200-word limit.*

Due to COVID-19, there is no MCA data available. We will continue to focus heavily on increasing 3rd grade literacy and improving the reading proficiency level, with a focus on seeing improvement in the proficiency of the FRPL subgroup.

- What data have you used to identify needs in this goal area? How is this data disaggregated by student groups?

Data used includes:

- 3rd Grade reading MN Comprehensive Assessment results
- Student performance-based assessments and teacher referrals
- Participants' self-reported pre-/post-survey results

This data has been disaggregated by student groups by tracking the Free and Reduced Price Lunch subgroups as well as the racial/ethnic diversity of the participants of our programs.

- What strategies are in place to support this goal area?

Strategies employed have included:

- School interventionists to provide academic support to elementary students that are below grade level on literacy
- Out-of-school time programs and/or summer programs to provide extra academic support to elementary students

## Achievement and Integration Goal 2

| Goal Statement   | Achievement or Integration Goal?   | Baseline    | Year 3 (2019-20) Actual | On Track?   |
|--|--|-------------|-------------------------|---|
| 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. | Check one of the following:<br><input checked="" type="checkbox"/> Achievement Goal<br><input type="checkbox"/> Integration Goal | No baseline | No data available       | Check one of the following:<br><input type="checkbox"/> Goal Met<br><input type="checkbox"/> Goal Not Met<br><input checked="" type="checkbox"/> Unable to Report |

***Narrative is required; 200-word limit.***

Due to COVID-19, all planned professional development opportunities in the school district were canceled. The Year 2 result was 84.6% which shows growth in our previous offerings which gives insight into future professional development workshops and trainings that are offered.

- What data have you used to identify needs in this goal area? How is this data disaggregated by student groups?

There is no data available for Year 3 (2019-2020) due to canceling all professional development opportunities in the school district due to COVID-19.

Data typically used includes:

- Participants' self-reported survey responses

This data has not previously been directly disaggregated by student groups. Instead, our focus has been on teachers and staff recognizing the importance of cultural competency and reducing achievement gaps between student groups.

- What strategies are in place to support this goal area?

Strategies employed have included:

- Culturally responsive workshops/trainings
- Equity workshops

### Achievement and Integration Goal 3

| Goal Statement  | Achievement or Integration Goal?  | Baseline | Year 3 (2019-20)<br>Actual | On Track?   |
|---|---|----------|----------------------------|---|
| 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%. | Check one of the following:<br><input checked="" type="checkbox"/> Achievement Goal<br><input checked="" type="checkbox"/> Integration Goal | 60%      | 74% (14/19 respondents)    | Check one of the following:<br><input checked="" type="checkbox"/> Goal Met<br><input type="checkbox"/> Goal Not Met<br><input type="checkbox"/> Unable to Report |

***Narrative is required; 200-word limit.***

The grade-level retreat and partnership programs have consistently yielded exceptional results. This year, our sample size is much smaller than usual because our data only includes the 5th grade post-retreat self-reported survey responses. Regardless, our results are consistent with previous years, showing that this strategy continues to be effective in improving school climate while providing a dedicated integration experience between all 6 NCIC member school districts.

- What data have you used to identify needs in this goal area? How is this data disaggregated by student groups?

Data used includes:

- Participants' self-reported survey responses  
\*Note: in previous years, this has included survey responses from 4 grade levels; this year, only 2 grade levels were able to participate due to COVID-19 restrictions and only 1 grade level returned surveys

This data has been disaggregated by student groups by grade level, district type (racially isolated, adjacent, etc.), and racial/ethnic background of participants.

- What strategies are in place to support this goal area?

Strategies employed have included:

- 5th, 7th, and 9th grade character retreats
- Grade-level character retreat follow-ups
- 4th grade partnership
- CoderDojo for upper elementary students

## Achievement and Integration Goal 4

| Goal Statement   | Achievement or Integration Goal?   | Baseline   | Year 3 (2019-20) Actual | On Track?  |
|--|--|------------|-------------------------|--|
| To review local data and best practice research to determine what changes in district policy and practice needed to improve equity and/or narrow achievement gaps. | Check one of the following:<br><input checked="" type="checkbox"/> Achievement Goal<br><input type="checkbox"/> Integration Goal | Discussion | Action                  | Check <b>one</b> of the following:<br><input checked="" type="checkbox"/> Goal Met<br><input type="checkbox"/> Goal Not Met<br><input type="checkbox"/> Unable to Report |

***Narrative is required; 200-word limit.***

As a result of our discussion around the necessary changes, we have continued our Year 2 actions as well as adding an exciting new opportunity. In the 2019-2020 school year, we began offering Teacher Pathway scholarships for students especially of diverse backgrounds who intend to teach in the region. While the results from this strategy will not be apparent immediately, we hope to see an improvement in this goal area through the addition of this new strategy.

- What data have you used to identify needs in this goal area? How is this data disaggregated by student groups?

Data used includes:

- Internal district data

This data has not directly been disaggregated by student groups. Instead, the focus of this goal has been on ensuring that there are cross-group improvements in equity practices and reductions of achievement gaps.

- What strategies are in place to support this goal area?

Strategies employed have included:

- Opportunities and resources in professional development areas dedicated to closing racial and economic achievement gaps
- Presentations and recommendations directly to school administrators and school board members regarding hiring and retaining diverse teachers and staff
- Collaborations with MN West Community & Technical College, Southwest Minnesota State University, and Worthington High School to offer education degrees through the Teacher Pathway Program, including the awarding of scholarships to students entering the education field
- Continued sharing of the strategies and tools from the Promise to Act Education Equity and Excellence Plan

## Achievement and Integration Goal 5

| Goal Statement   | Achievement or Integration Goal?   | Baseline    | Year 3 (2019-20) Actual | On Track?  |
|--|--|-------------|-------------------------|--|
| By 2020, at least 12 7th & 8th 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:<br><input checked="" type="checkbox"/> Achievement Goal<br><input type="checkbox"/> Integration Goal | No baseline | 1 student               | Check <b>one</b> of the following:<br><input type="checkbox"/> Goal Met<br><input checked="" type="checkbox"/> Goal Not Met<br><input type="checkbox"/> Unable to Report |

*Narrative is required; 200-word limit.*

Our goal was not met for any of year of our 3 year A&I plan. We did, however, maintain Year 2's enrollment into Year 3 with 1 student. Once we are able to resume offering summer learning camps after COVID-19 precautions have ended, we will focus on boosting enrollment to ensure this strategy is fully implemented.

- What data have you used to identify needs in this goal area? How is this data disaggregated by student groups?

Data used includes:

- Pre-/post-assessments
- Attendance tracking for youth programs

This data has not directly been disaggregated by student groups. Instead, the focus of this goal has been disaggregating staffing data for the school district since increased staffing diversity can translate to reducing student achievement barriers.

- What strategies are in place to support this goal area?

Strategies employed have included:

- Summer learning camps focused on math and STEAM-related skills for incoming 7th and 8th grade students



## Integration

**Narrative is required; 200-word limit.**

Please summarize the impact of the integration strategies you implemented with the A&I districts you partnered with during the 2019-20 school year. Also, consider ways that your A&I plan strategies have increased integration within your district.

Our integration strategies have consistently exceeded expectations. The largest strategy for this goal area are grade-level retreats and partnerships including all 6 NCIC member school districts. Based on a 3-year running average of pre-/post-event survey responses, these strategies have greatly improved school climate. Disaggregating student information by racial and ethnic background shows this overall trend to hold true.

Our other integration strategies have likewise shown promising results through participants' self-reported survey responses. These include:

- Summer STEAM opportunities--collaborations between two-member school districts designed to increase math and STEAM-related skills of participants
- CoderDojo program-a fully integrated opportunity offered to all six NCIC member school districts for 1st-12th grade students. Attendees learn to code as well as to develop websites, games, apps, and programs.

## Impacts from Distance Learning

**Narrative is required; 200-word limit.**

Briefly explain how you modified your strategies this spring because of distance learning. List the strategies you weren't able to implement. What A&I-related data were you unable to collect to document progress toward your goals? How did those adjustments or lack of data inform your A&I planning for the 2020-21 school year?

In the spring, COVID-19 did require adjustments to our strategies. Many opportunities were canceled in the shift to distance learning. Others were modified to be completed remotely through Zoom sessions. Thankfully, we offer opportunities throughout the year and did have the ability to provide offerings to meet each of our Achievement and Integration Plan goal areas prior to March 2020. The main impact on our data collection was smaller sample sizes. Since we were unable to provide professional development, home visits, or in-person youth programming starting in March 2020, our sample sizes are not consistent with those of previous years. This means that the value of comparison to previous years is reduced, though the data we did collect still provides a valuable insight into the performance of each strategy.

For our 2020-2021 school year A&I planning, we have started out using a similar plan as used from March-May 2020. This means we are primarily aiming to achieve our goals through remote opportunities including contact-free drop off kits and Zoom sessions. While this year looks very different than previous years, we hope to continue achieving our A&I goals.