

2022-23 Combined World's Best Workforce (WBWF) Summary and Achievement and Integration (A&I) Progress Report

1. Report Instructions and Information

Tips when completing the report:

All questions in one section must be answered before the survey will advance to the next section. You must advance to the end of the form to save your answers. Districts/charters may wish to enter short text as a placeholder to advance in the form and return at a later time to answer the question.

When you have reached the end of the form, you will be able to submit your completed/in progress summary report and receive a specific link. Each district/charter will have their own unique link to access their answers at a later time. Via that specific link, you can update/edit your responses until December 15, 2023.

Save your specific survey link for easy access to your district/charter's summary report.

Contact our WBWF Team at mde.worldsbestworkforce@state.mn.us if you need a copy of your specific survey link.

2. Cover Page

1. District or Charter Name

0505-01 Fulda Public School District

2. WBWF Contact Information

WBWF Contact Name

Michael Pagel

WBWF Contact Title

Superintendent

WBWF Contact Phone Number

5074252514

WBWF Contact Email

michael.pagel@isd505.org

3. Did you have an MDE approved Achievement and Integration plan implemented in the 2022-23 school year?

Did you have an MDE approved Achievement and Integration plan during 2022-23 SY?

Yes

What year of your Achievement & Integration plan are you reporting on?

Year 3 (3-year plan spans SY 2021-23)

Did you have a Racially Identifiable School (RIS) in the 2022-23 SY?

No

A&I Contact Name

Soom Chandaswang

A&I Contact Title

A & I Coordinator

A&I Contact Phone Number

507-376-3300

A&I Contact Email

soom.chandaswang@isd518.net

Annual Report

WBWF Requirement: For each school year, the school board must publish a report in the local newspaper, by mail or by electronic means on the district website.

A&I Requirement: Districts must post a copy of their A&I plan, a preliminary analysis on goal progress, and related data on student achievement on their website 30 days prior to the annual public meeting.

4. Provide the link to the district's WBWF annual report and A&I materials.

Provide the direct website link to the district's WBWF annual report. If a link is not available, describe how the district disseminates the report to stakeholders.

<https://www.fps.mntm.org/domain/278>

Provide the direct website link to the A&I materials.

<https://www.fps.mntm.org/domain/278>

Annual Public Meeting

These annual public meetings were to be held in the fall of each school year. Report on this measure for the 2022-2023 school year.

WBWF Requirement: School boards are to hold an annual public meeting to communicate plans for the upcoming school year based on a review of goals, outcomes and strategies from the previous year. Stakeholders should be meaningfully involved in the meeting.

A&I Requirement: The public meeting for A&I is to be held at the same time as the WBWF annual public meeting.

5. Provide the date of the school board annual public meeting to review progress on the WBWF plan and Achievement and Integration plan for the 2022-23 school year.

December 6, 2023

3. World's Best Workforce

Goals and Results

SMART goals are: specific and strategic, measurable, attainable (yet rigorous), results-based and time-based. Districts may choose to use the data profiles provided by MDE in reporting goals and results or other locally determined measures.

6. All Students Ready for School

Does your district/charter enroll students in kindergarten?

Yes

Goal

Provide the established SMART goal for the 2022-23 school year.

Fulda School Readiness students will receive instruction in the alphabet, letter sound awareness, and basic number sense.

Result

Provide the result for the 2022-23 school year that directly ties back to the established goal.

All Students in our Pre-K Program received systematic instruction in the areas specified in the listed goal. Proficiency in letter recognition and naming along with basic number sense among our students entering Kindergarten was 82%

Goal Status

Check one of the following:

Goal Met (one year goal)

7. Do you have another goal for All Students Ready for School?

No

8. All Students in Third Grade Achieving Grade-Level Literacy

Does your district/charter enroll students in grade 3?

Yes

Goal

Provide the established SMART goal for the 2022-23 school year.

Fulda students will increase their proficiency rate (Exceeding or Meeting according to MCA's) in grade three reading by 5%

Result

Provide the result for the 2022-23 school year that directly ties back to the established goal.

The percentage of students who met the goal was 36.4%, compared to 40.7% the previous year.

Goal Status

Check one of the following:

Goal Met (one year goal)

9. **Do you have another goal for All Students in Third Grade Achieving Grade-Level Literacy?**

No

10. **Close the Achievement Gap(s) Between Student Groups**

Goal

Provide the established SMART goal for the 2022-23 school year.

Fulda District will close the achievement gap in Reading, Math and Science among all groups. (All students, Free/Reduced and Special Education) * Using Exceeds or Meets as an indicator

Result

Provide the result for the 2022-23 school year that directly ties back to the established goal.

Reading Proficiency Achievement Gap Increased for Free/Reduced by 2.3% and 1.9% for Special Education. The Math Proficiency Achievement Gap Increased for Free/Reduced by 4.5% and Decreased by 3.8% for Special Education. Science Proficiency Achievement Gap Increased by 1.3% for Free/Reduced and Decreased by 11.8% for Free/Reduced.

Goal Status

Check one of the following:

Goal Not Met (one year goal)

11. **Do you have another goal for Close the Achievement Gap(s) Between Student Groups?**

No

12. **All Students Career- and College-Ready by Graduation**

Goal

Provide the established SMART goal for the 2022-23 school year.

Fulda students will show a 5% increase in college and career readiness through MCA Math scores in Grade 11.

Result

Provide the result for the 2022-23 school year that directly ties back to the established goal.

In 2023, 32% of our students Exceeded or Met the grade level standards as compared to 15.8% that obtained those level the previous year on the Math 11 MCA.

Goal Status

Check one of the following:

Goal Met (one year goal)

13. Do you have another goal for All Students Career- and College-Ready by Graduation?

No

14. **All Students Graduate**

Does your district/charter enroll students in grade 12?

Yes

Goal

Provide the established SMART goal for the 2022-23 school year.

Fulda District will graduate 95% of our students.

Result

Provide the result for the 2022-23 school year that directly ties back to the established goal.

The latest graduation rate, based on MDE data, was 87.5%

Goal Status

Check one of the following:

Goal Not Met (one year goal)

15. Do you have another goal for All Students Graduate?

No

4. Achievement & Integration

Once they are approved by MDE, Achievement and Integration (A&I) plans are in effect for three years. At the end of the third year, the commissioner must determine if districts met each goal in their approved plans (Minn. Stat. § 124D.862, subd. 8).

In order to do this, each district is asked to provide information in this A&I progress report indicating whether or not each of their plan goals has been met. The information you submit will also be used to provide ongoing support for your A&I efforts.

Districts with one or more racially identifiable schools will also submit progress reports to verify whether 2022-23 A&I plan goals for each of those schools were on track.

Districts that don't meet plan goals after three years are to consult with the commissioner on improvement plans and use up to 20% of their annual A&I revenue to fund improvement strategies—strategies that will make it more likely for a district to meet their new A&I goals (Minn. Stat. § 124D.862, subd. 8).

This section is only required for districts with an [approved Achievement and Integration plan during the 2022-23 school year](#). If your district does not have an MDE approved Achievement and Integration plan, click on the Back button at the bottom to return to question #4 and ensure you indicated your district does not have an MDE-approved A&I Plan for the 2022-23 school year.

16. Achievement Goal

Goal Statement

Copy the SMART goal statement from your plan implemented in the 2022-23 SY.

By 2023, the percentage of students in the FRPL subgroup of 3rd grade will increase from the current proficiency level of (CTSTR) by 10% or greater as measured by the MCA's in Reading.

Baseline

Copy the baseline starting point from the Goal Statement of your plan implemented in the 2022-23 SY.

Baseline = CTSTR (No baseline)

Year 3 (2022-23) Actual

Provide the result for the 2022-23 school year that directly ties back to the established goal.

As measured by the MCA's, 15.8% of 3rd grade FRPL students were proficient in reading.

Goal met?

Check one of the following:

Goal Met

How do you know if you did/did not meet your goal? Please provide additional details including the information requested below.

What data did you use to identify needs in this goal area? How was this data disaggregated by student groups?

What strategies were in place to support this goal area?

How well did you implement your strategies?

How do you know whether your strategies did or did not help you make progress toward your goal?

Data:

MN Comprehensive Assessment results – 3rd Grade Reading

Student performance based assessments and teacher referrals

Pre/Post Survey Results

Free and Reduced priced lunch subgroup

Strategies:

School interventionists- to provide academic support to elementary students that are below grade level on literacy standards.

To provide academic support to elementary students though out-of-school time and/or summer programs.

How well are you implementing your strategies?

The strategy listed above were implemented throughout the school year through the support of interventionist and OST/Summer academic support.

How do you know whether it is or is not helping you make progress toward your goal?

Goal was met.

17. Do you have another Achievement goal?

Yes

18. Achievement Goal

Goal Statement

Copy the SMART goal statement from your plan implemented in the 2022-23 SY.

By 2023, 80% of teachers, an increase from the baseline of 0%, will participate in professional development trainings that are designed to increase understanding of factors that contribute to achievement gaps and increased implementation of strategies designed to close achievement gaps.

Baseline

Copy the baseline starting point from the Goal Statement from your plan implemented in the 2022-23 SY.

Baseline = 0%

Year 3 (2022-23) Actual

Provide the result for the 2022-23 school year that directly ties back to the established goal.

81% of teachers participated in professional development trainings that are designed to increase understanding of factors that contribute to achievement gaps and increased implementation of strategies designed to close achievement gaps.

Goal met?

Check one of the following:

Goal Met

How do you know if you did/did not meet your goal? Please provide additional details including the information requested below.

What data did you use to identify needs in this goal area? How was this data disaggregated by student groups?

What strategies were in place to support this goal area?

How well did you implement your strategies?

How do you know whether your strategies did or did not help you make progress toward your goal?

Data Used:

Participants surveys

Attendance from workshops and trainings

Strategies:

Culturally Responsive workshops/trainings

How well are you implementing your strategies?

The district provided all teachers and staff with professional development opportunities geared towards cultural competency and closing the achievement gaps.

How do you know whether it is or is not helping you make progress toward your goal?

Goal was met.

19. Do you have another Achievement goal?

No

20. Integration Goal

Goal Statement

Copy the SMART goal statement from your plan implemented in the 2022-23 SY.

By 2023, on a district administered survey, the percentage of students in grade 4, 5, 7, and 9 who report on improved school climate will increase from 70% to 75%.

Baseline

Copy the baseline starting point from the Goal Statement of your plan implemented in the 2022-23 SY.

Baseline = 70%

Year 3 (2022-23) Actual

Provide the result for the 2022-23 school year that directly ties back to the established goal.

UNABLE TO REPORT DUE TO MULTI-DISTRICT INTEGRATED RETREATS WERE CANCELED DUE TO COVID 19

Goal Met?

Check one of the following:

Goal Not Met

How do you know if you did/did not meet your goal? Please provide additional details including the information requested below.

What data did you use to identify needs in this goal area? How was this data disaggregated by student groups?

What strategies were in place to support this goal area?

How well did you implement your strategies?

How do you know whether your strategies did or did not help you make progress toward your goal?

UNABLE TO REPORT DUE TO MULTI-DISTRICT INTEGRATED RETREATS WERE CANCELED DUE TO COVID 19

21. Do you have another Integration goal?

No

22. Integration

Please summarize the impact of the integration strategies you implemented with the A&I districts you partnered with during the 2022-23 school year. Also, consider ways that your A&I plan strategies have increased integration within your district.

(Narrative is required. 200-word limit.)

Due to Covid 19 the grade level retreats did not happen. We were in the beginning phases of having the restrictions lifted from the Covid 19 guidelines. Organizations that NCIC collaborated with to bring the integrated activities were short staff due to Covid 19 and was not able to offer the opportunities.

23. Teacher Equity Goal

Goal Statement

Copy the SMART goal statement from your plan implemented in the 2022-23 SY.

By 2023, the percentage of racially/ethnically diverse teachers will increase from 0% to 9% and racially/ethnically regularly scheduled support staff will increase from 0% to 6% in order for all students to have a greater academic outcome and equitable education experience.

Baseline

Copy the baseline starting point from the Goal Statement of your plan implemented in the 2022-23 SY.

Baseline:

Racially/ethnically diverse teachers = 0%

Racially/ethnically diverse support staff = 0%

Year 3 (2022-23) Actual

Provide the result for the 2022-23 school year that directly ties back to the established goal.

Racially/ethnically diverse teachers = 0% (Goal was not met); Racially/ethnically diverse support staff = 8.1% (Goal was met)

Goal Met?

Check one of the following:

Goal Not Met

How do you know if you did/did not meet your goal? Please provide additional details including the information requested below.

What data did you use to identify needs in this goal area? How was this data disaggregated by student groups?

What strategies were in place to support this goal area?

How well did you implement your strategies?

How do you know whether your strategies did or did not help you make progress toward your goal?

Data Used:

Internal district data

MDE report card – Staffing Profile

Strategies:

Provided opportunities and recourses in professional development areas of closing racial and economic achievement gaps.

Presented and made recommendations to school administrators and school board members regarding changes to practice or policy that could narrow achievement gaps, including strategies to recruit and retain diverse teachers and staff.

Collaboration with MN West Community & Technical College, Southwest Minnesota State University, Worthington High School to offer education degrees to Worthington, MN; Teacher Pathway

NCIC continues to share strategies and tools from the Promise to Act Education Equity and Excellence Action Plan.

How well are you implementing your strategies?

Conversations of recruiting and retaining diverse staff has been a continuous effort with school administrators, school board members, and NCIC equity team.

How do you know whether it is or is not helping you make progress toward your goal?

According to our data, there was an 8.1% increase in racially/ethnically diverse support staff from the baseline year.

24. Do you have another Teacher Equity goal?

No