



2021–22 Combined World’s Best Workforce (WBWF) Summary and Achievement and Integration (A&I) Progress Report

Please use this template as an internal tool to gather information. Responses should be submitted electronically in the [Combined 2021–22 WBWF and A&I Annual Summary & Progress Report](#). You can copy your responses from this template into the electronic form.

District or Charter Name: ISD 318

WBWF Contact: Ryan DeBay

A&I Contact: Sarah Scofield

Title: Director of Teaching and Learning

Title: Achievement and Integration Coordinator

Phone: 218-327-5700 ext. 45732

Phone: 218-327-5700

Email: rdebay@isd318.org

Email: sscofield@isd318.org

Did you have a Minnesota Department of Education (MDE) approved A&I plan implemented in the 2020–21 school year (SY)?

Yes No

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

Year 3 (3-year plan spans 2020–22 SY)

Year 2 (3-year plan spans 2021–23 SY)

Did you have a Racially Identifiable School (RIS) in the 2021–22 SY?

Yes No

This report has three parts:

1. **WBWF:** Required for all districts/charters.
2. **A&I:** Required for districts that were implementing an MDE approved A&I plan during the 2020–21 SY. No charter schools should complete this section.
3. **Racially Identifiable School:** Required for districts that were implementing an MDE approved A&I plan for Racially Identifiable Schools during the 2020–21 SY. No charter schools should complete this section.

Please ensure the WBWF leadership and A&I leadership collaborate within your district when completing this report.

World's Best Workforce

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.

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.isd318.org/domain/276>

Provide the direct website link to the A&I materials: <https://www.isd318.org/Page/494>

Annual Public Meeting

These annual public meetings were to be held in the fall of each school year. Report on this measure for the 2021–22 SY.

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, and this meeting is to occur separately from a regularly scheduled school board meeting.

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

Provide the date of the school board annual public meeting to review progress on the WBWF plan and Achievement and Integration plan for the 2020–21 SY: [December 5, 2022](#)

Goals and Results

All Students Ready for School

Does your district/charter enroll students in Kindergarten? If no, please skip to the next goal.

| Goal | Result | Goal Status |
|--|--|---|
| Provide the established SMART goal for the 2021–22 SY. <ol style="list-style-type: none"> Increase the number of children who meet or exceed proficiency in 4 out of 9 areas in the Early Numeracy & Early Literacy IGDI's. Students will show gains in their fall to spring scores in letter sound fluency as measured by the FAST. | Provide the result for the 2021–22 SY that directly ties back to the established goal. <ol style="list-style-type: none"> 9 out of 9 of the areas in Early Numeracy and Early Literacy IGDI's increased. Students increased letter sound fluency from 3.33% in the Fall of 2021 to 42.67% in the Spring of 2022. | <i>Check one of the following:</i> <input type="checkbox"/> On Track (multi-year goal) <input type="checkbox"/> Not On Track (multi-year goal) <input type="checkbox"/> Goal Met (one-year goal) <input type="checkbox"/> Goal Not Met (one-year goal) <input checked="" type="checkbox"/> Met All (multiple goals) <input type="checkbox"/> Met Some (multiple goals) <input type="checkbox"/> Met None (multiple goals) |

Repeat table for additional school readiness goals as appropriate.

All Students in Third Grade Achieving Grade-Level Literacy

| Goal | Result | Goal Status |
|--|---|---|
| Provide the established SMART goal for the 2021–22 SY. <ol style="list-style-type: none"> The percentage of students meeting or exceeding standards in the statewide Reading assessment (MCA-III) in 3rd Grade will increase by 3% from 51.8% in 2021 to 54.8% in 2022. | Provide the result for the 2021–22 SY that directly ties back to the established goal. <ol style="list-style-type: none"> The percentage of students meeting or exceeding standards in the statewide Reading assessment (MCA-III) in 3rd Grade decreased by 4.1%, from 51.8% in 2021 to 47.7% in 2022. | <i>Check one of the following:</i> <input type="checkbox"/> On Track (multi-year goal) <input type="checkbox"/> Not On Track (multi-year goal) <input type="checkbox"/> Goal Met (one-year goal) <input checked="" type="checkbox"/> Goal Not Met (one-year goal) <input type="checkbox"/> Met All (multiple goals) <input type="checkbox"/> Met Some (multiple goals) <input type="checkbox"/> Met None (multiple goals) |

Repeat table for additional third-grade literacy goals as appropriate.

Close the Achievement Gap(s) Between Student Groups

| Goal | Result | Goal Status |
|--|--|---|
| <p>Provide the established SMART goal for the 2021–22 SY.</p> <ol style="list-style-type: none"> The district’s 3rd grade FRP proficiency gap as measured by the Reading MCA-III will decrease by 3%, from 11.3% in 2021 to 8.3% in 2022. The district’s 3rd grade AI proficiency gap as measured by the Reading MCA-III will decrease by 3% from 5.3% in 2021 to 2.3% in 2022. The district’s 3rd grade FRP proficiency gap as measured by the Math MCA-III will decrease by 3% from 9.4% in 2021 to 6.4% in 2022. The district’s 3rd grade AI proficiency gap as measured by the Math MCA-III will decrease by 3% from 9.4% in 2021 to 6.4% in 2022. | <p>Provide the result for the 2021–22 SY that directly ties back to the established goal.</p> <ol style="list-style-type: none"> The district’s 3rd grade FRP proficiency gap as measured by the Reading MCA-III increased 1.4% from 11.3% in 2021 to 12.7% in 2022. The district’s 3rd grade AI proficiency gap as measured by the Reading MCA-III increased by 9.1% from 5.3% in 2021 to 14.4% in 2022. The district’s 3rd grade FRP proficiency gap as measured by the Math MCA-III increase by 5.3% from 9.4% in 2021 to 14.7% in 2022. The district’s 3rd grade AI proficiency gap as measured by the Math MCA-III increased by 13.3% from 9.4% in 2021 to 22.7% in 2022. | <p>Check one of the following:</p> <p><input type="checkbox"/> On Track (multi-year goal)</p> <p><input type="checkbox"/> Not On Track (multi-year goal)</p> <p><input type="checkbox"/> Goal Met (one-year goal)</p> <p><input type="checkbox"/> Goal Not Met (one-year goal)</p> <p><input type="checkbox"/> Met All (multiple goals)</p> <p><input type="checkbox"/> Met Some (multiple goals)</p> <p><input checked="" type="checkbox"/> Met None (multiple goals)</p> |

Repeat table for additional achievement gap goals as appropriate.

All Students Career and College-Ready by Graduation

| Goal | Result | Goal Status |
|---|--|---|
| <p>Provide the established SMART goal for the 2021–22 SY.</p> <p>In 2021, 100% of high school students will have a career and college readiness plan.</p> | <p>Provide the result for the 2021–22 SY that directly ties back to the established goal.</p> <p>In the Spring of 2022, 100% of district high school students had a career and college readiness plan.</p> | <p>Check one of the following:</p> <p><input type="checkbox"/> On Track (multi-year goal)</p> <p><input type="checkbox"/> Not On Track (multi-year goal)</p> |

| Goal | Result | Goal Status |
|------|--------|--|
| | | <input checked="" type="checkbox"/> Goal Met (one-year goal) <input type="checkbox"/> Goal Not Met (one-year goal) <input type="checkbox"/> Met All (multiple goals) <input type="checkbox"/> Met Some (multiple goals) <input type="checkbox"/> Met None (multiple goals) |

Repeat table for additional career and college readiness goals as appropriate.

All Students Graduate

| Goal | Result | Goal Status |
|--|---|---|
| <p>Provide the established SMART goal for the 2021–22 SY.</p> <p>The percentage of students who graduate from high school will increase .5% from 87.2% in 2021 to 87.7% in 2022.</p> | <p>Provide the result for the 2021–22 SY that directly ties back to the established goal.</p> <p>The percentage of students who graduated from high school increased by 4.6% from 87.2% in 2021 to 95.9% in 2022.</p> | <p><i>Check one of the following:</i></p> <input type="checkbox"/> On Track (multi-year goal) <input type="checkbox"/> Not On Track (multi-year goal) <input checked="" type="checkbox"/> Goal Met (one-year goal) <input type="checkbox"/> Goal Not Met (one-year goal) <input type="checkbox"/> Met All (multiple goals) <input type="checkbox"/> Met Some (multiple goals) <input type="checkbox"/> Met None (multiple goals) |

Repeat table for additional graduation goals as necessary.

2021–22 Achievement and Integration (A&I) Progress Report

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 was on track or 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 2021–22 A&I plan goals for each of those schools were on track or have been met.

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).

Please ensure your Achievement and Integration leadership team collaborates when completing this report.

This progress report has two parts:

1. **Achievement and Integration:** Required for all districts that were implementing an MDE approved Achievement and Integration plan during the 2021–22 SY.
2. **Racially Identifiable School (RIS):** Required for districts that were implementing an MDE approved Achievement and Integration plan for Racially Identifiable Schools during the 2021–22 SY.

***Please use this template as an internal tool to gather information. Responses should be submitted electronically in the [Combined 2021–22 WBWF and A&I Annual Summary & Progress Report](#). You can copy your responses from this template into the electronic form.**

District and Contact Information

District Name: ISD 318

A and I Contact: Sarah Scofield

Title: Achievement and Integration Coordinator

Phone: 218-237-5700

Email: sscofield@isd318.org

Complete the tables below if you are reporting on year 3 of your 3-year plan (July 1, 2019–June 30, 2022). *If you are reporting on year 2 of your 3-year plan (July 1, 2020–June 30, 2023), please complete the tables below the Racially Identifiable Schools section.*

Achievement and Integration Goal 1

| Goal Statement | Achievement, Integration, or Teacher Equity Goal? | Baseline | Actual Result (2021–22 SY) | On Track? |
|---|---|---|--|---|
| ISD 318 will increase the number of American Indian students that enroll in post-secondary education from 71.5% in 2019 to 86.5% in 2022. | Check one of the following: <input checked="" type="checkbox"/> Achievement Goal <input type="checkbox"/> Integration Goal <input type="checkbox"/> Teacher Equity | 71.5% of American Indian students enrolled in post-secondary education in 2019. | 83.4% of American Indian students enrolled in post-secondary education in 2022 | Check one of the following: <input checked="" type="checkbox"/> Goal Met <input type="checkbox"/> Goal Not Met |

Achievement and Integration Goal 2

| Goal Statement | Achievement, Integration, or Teacher Equity Goal? | Baseline | Actual Result (2021-22 SY) | On Track? |
|--|---|---|--|---|
| In collaboration with ISD 318 Indian Education, Grand Rapids School District will enrich cultural awareness for all through an increase of opportunities for experiential activities consistently from 1 in 2019 to 3 in 2022. | Check one of the following: <input type="checkbox"/> Achievement Goal <input checked="" type="checkbox"/> Integration Goal <input type="checkbox"/> Teacher Equity | In 2019, 1 new experiential activity was presented to the district. | ISD 318 offered 4 new opportunities for experiential activities for the 2021-2022 school year. | Check one of the following: <input checked="" type="checkbox"/> Goal Met <input type="checkbox"/> Goal Not Met |

Achievement and Integration Goal 3

| Goal Statement | Achievement, Integration, or Teacher Equity Goal? | Baseline | Actual Result (2021-22 SY) | On Track? |
|--|---|--|--|---|
| The percentage of Kindergarten students will show growth towards Kindergarten preparedness as measured by the FAST Bridge assessment from 21% proficient in Spring of 2019(as measured by PAST) to 33% proficient in Spring of 2022. | Check one of the following: <input checked="" type="checkbox"/> Achievement Goal <input type="checkbox"/> Integration Goal <input type="checkbox"/> Teacher Equity | 21% of kindergarten students were proficient in reading in the Spring of 2019 according to PAST. | 72% of kindergarten students were proficient in reading in the Spring of 2022 according to FASTBridge. | Check one of the following: <input type="checkbox"/> On Track <input type="checkbox"/> Not on Track <input checked="" type="checkbox"/> Goal Met <input type="checkbox"/> Goal Not Met |

| Goal Statement | Achievement, Integration, or Teacher Equity Goal? | Baseline | Actual Result (2021-22 SY) | On Track? |
|--|---|--|---|---|
| ISD 318 will increase the number of students served in the Homegrown Teacher Project from 8 students in 2019 to 15 students in 2022. | Check one of the following: <input type="checkbox"/> Achievement Goal <input type="checkbox"/> Integration Goal <input checked="" type="checkbox"/> Teacher Equity | 8 students were enrolled in education exploration courses in 2019. | 12 students were enrolled in education exploration courses in 2022. | Check one of the following: <input type="checkbox"/> On Track <input type="checkbox"/> Not on Track <input type="checkbox"/> Goal Met <input checked="" type="checkbox"/> Goal Not Met |

Please note: If you have more than three goals, copy and paste additional A&I Goal tables below.

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 2021–22 SY. Also, consider ways that your A&I plan strategies have increased integration within your district.

Along with our partnered district (ISD 317), we built a cohort of staff members that meets once per month. The goal of the cohort is to build a strong foundational relationship in which we can share opportunities (specifically cultural, experiential activities) for staff and students to increase cultural awareness. Although the focus of the cohort shifts as needs are addressed, the main focus is collaboration on professional development to ensure our staff members can continue on their journey towards being culturally aware.

The implementation of AVID over the course of the past three years has been a collaborative effort between the two districts. As the implementation is becoming sustainable at the site level, the growth and collaboration between the AVID Elective classes is becoming a more common practice. Our goal is to increase the number of American Indian students enrolled, therefore increasing our collaboration and opportunities between sites allows for a wide range of opportunities for students.

Racially Identifiable Schools

If your district’s A&I plan includes goals and strategies for one or more racially identifiable schools, please complete this section of the report. This section is only required for districts with one or more racially identifiable schools.

Provide the information requested below for each of the racially identifiable schools in your district.

School Name:

Achievement and Integration RIS Goal 1

| Goal Statement | Achievement, Integration, or Teacher Equity Goal? | Baseline | Actual Result (2021-22 SY) | On Track? |
|---|--|--|--|--|
| Copy the SMART goal statement from your plan implemented in the 2021–22 SY. | Check one of the following: <input type="checkbox"/> Achievement Goal <input type="checkbox"/> Integration Goal <input type="checkbox"/> Teacher Equity | Copy the baseline starting point from your plan implemented in the 2021–22 SY. | Provide the result for the 2021–22 SY that directly ties back to the established goal. | Check one of the following: <input type="checkbox"/> On Track <input type="checkbox"/> Not on Track <input type="checkbox"/> Goal Met <input type="checkbox"/> Goal Not Met |

Achievement and Integration RIS Goal 2

| Goal Statement | Achievement, Integration, or Teacher Equity Goal? | Baseline | Actual Result (2021-22 SY) | On Track? |
|---|--|--|--|--|
| Copy the SMART goal statement from your plan implemented in the 2021–22 SY. | Check one of the following: <input type="checkbox"/> Achievement Goal <input type="checkbox"/> Integration Goal <input type="checkbox"/> Teacher Equity | Copy the baseline starting point from your plan implemented in the 2021–22 SY. | Provide the result for the 2021–22 SY that directly ties back to the established goal. | Check one of the following: <input type="checkbox"/> On Track <input type="checkbox"/> Not on Track <input type="checkbox"/> Goal Met <input type="checkbox"/> Goal Not Met |

Achievement and Integration RIS Goal 3

| Goal Statement | Achievement, Integration, or Teacher Equity Goal? | Baseline | Actual Result (2021-22 SY) | On Track? |
|---|--|--|--|--|
| Copy the SMART goal statement from your plan implemented in the 2021–22 SY. | Check one of the following: <input type="checkbox"/> Achievement Goal <input type="checkbox"/> Integration Goal <input type="checkbox"/> Teacher Equity | Copy the baseline starting point from your plan implemented in the 2021–22 SY. | Provide the result for the 2021–22 SY that directly ties back to the established goal. | Check one of the following: <input type="checkbox"/> On Track <input type="checkbox"/> Not on Track <input type="checkbox"/> Goal Met <input type="checkbox"/> Goal Not Met |

Please note: If you have more than three goals for this RIS, copy and paste additional A&I Goal tables below.

Complete the tables below if you are reporting on year 2 of your 3-year plan (July 1, 2020–June 30, 2023).

Achievement and Integration Goal 1

| Goal Statement | Achievement, Integration, or Teacher Equity Goal? | Baseline | Actual Result (2021–22 SY) | On Track? |
|---|--|--|--|--|
| Copy the SMART goal statement from your plan implemented in the 2021–22 SY. | Check one of the following: <input type="checkbox"/> Achievement Goal <input type="checkbox"/> Integration Goal <input type="checkbox"/> Teacher Equity | Copy the baseline starting point from your plan implemented in the 2021–22 SY. | Provide the result for the 2021–22 SY that directly ties back to the established goal. | Check one of the following: <input type="checkbox"/> On Track <input type="checkbox"/> Not on Track <input type="checkbox"/> Goal Met |

Achievement and Integration Goal 2

| Goal Statement | Achievement, Integration, or Teacher Equity Goal? | Baseline | Actual Result (2021-22 SY) | On Track? |
|---|--|--|--|---|
| Copy the SMART goal statement from your plan implemented in the 2021–22 SY. | Check one of the following: <input type="checkbox"/> Achievement Goal <input type="checkbox"/> Integration Goal <input type="checkbox"/> Teacher Equity | Copy the baseline starting point from your plan implemented in the 2021–22 SY. | Provide the result for the 2021–22 SY that directly ties back to the established goal. | Check one of the following: <input type="checkbox"/> On Track <input type="checkbox"/> Not on Track <input type="checkbox"/> Goal Met |

Achievement and Integration Goal 3

| Goal Statement | Achievement, Integration, or Teacher Equity Goal? | Baseline | Actual Result (2021-22 SY) | On Track? |
|---|--|--|--|---|
| Copy the SMART goal statement from your plan implemented in the 2021–22 SY. | Check one of the following: <input type="checkbox"/> Achievement Goal <input type="checkbox"/> Integration Goal <input type="checkbox"/> Teacher Equity | Copy the baseline starting point from your plan implemented in the 2021–22 SY. | Provide the result for the 2021–22 SY that directly ties back to the established goal. | Check one of the following: <input type="checkbox"/> On Track <input type="checkbox"/> Not on Track <input type="checkbox"/> Goal Met |

Please note: If you have more than three goals, copy and paste additional A&I Goal tables below.

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 2021–22 SY. Also, consider ways that your A&I plan strategies have increased integration within your district.

Type response here

Racially Identifiable Schools

If your district’s A&I plan includes goals and strategies for one or more racially identifiable schools, please complete this section of the report. This section is only required for districts with one or more racially identifiable schools.

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School Name:

Achievement and Integration RIS Goal 1

| Goal Statement | Achievement, Integration, or Teacher Equity Goal? | Baseline | Actual Result (2021-22 SY) | On Track? |
|---|--|--|--|---|
| Copy the SMART goal statement from your plan implemented in the 2021–22 SY. | Check one of the following: <input type="checkbox"/> Achievement Goal <input type="checkbox"/> Integration Goal <input type="checkbox"/> Teacher Equity | Copy the baseline starting point from your plan implemented in the 2021–22 SY. | Provide the result for the 2021–22 SY that directly ties back to the established goal. | Check one of the following: <input type="checkbox"/> On Track <input type="checkbox"/> Not on Track <input type="checkbox"/> Goal Met |

Achievement and Integration RIS Goal 2

| Goal Statement | Achievement, Integration, or Teacher Equity Goal? | Baseline | Actual Result (2021-22 SY) | On Track? |
|---|--|--|--|---|
| Copy the SMART goal statement from your plan implemented in the 2021–22 SY. | Check one of the following: <input type="checkbox"/> Achievement Goal <input type="checkbox"/> Integration Goal <input type="checkbox"/> Teacher Equity | Copy the baseline starting point from your plan implemented in the 2021–22 SY. | Provide the result for the 2021–22 SY that directly ties back to the established goal. | Check one of the following: <input type="checkbox"/> On Track <input type="checkbox"/> Not on Track <input type="checkbox"/> Goal Met |

Achievement and Integration RIS Goal 3

| Goal Statement | Achievement, Integration, or Teacher Equity Goal? | Baseline | Actual Result (2021-22 SY) | On Track? |
|---|--|--|--|---|
| Copy the SMART goal statement from your plan implemented in the 2021–22 SY. | Check one of the following: <input type="checkbox"/> Achievement Goal <input type="checkbox"/> Integration Goal <input type="checkbox"/> Teacher Equity | Copy the baseline starting point from your plan implemented in the 2021–22 SY. | Provide the result for the 2021–22 SY that directly ties back to the established goal. | Check one of the following: <input type="checkbox"/> On Track <input type="checkbox"/> Not on Track <input type="checkbox"/> Goal Met |

Please note: If you have more than three goals for this RIS, copy and paste additional A&I Goal tables below.