



**ALEXANDRIA**  
Public Schools

*Rich tradition. Bright future.*



..... 2022-2023 .....

# ALEXANDRIA PUBLIC SCHOOLS

ISD #206

## World's Best Workforce Report Summary · November 2023

The 2013 Minnesota Legislature passed a law that changed the school district process for reviewing curriculum, instruction and student achievement.

The World's Best Workforce (WBWF) Plan is intended to serve as a foundational document that aligns educational initiatives that serve students Pre-K through high school. The plan replaces the state-mandated "Annual Report on Curriculum, Instruction and Student Achievement."

### *The World's Best Workforce legislation is based on five goals:*

1. All students meet school readiness goals.
2. All students in third grade achieve grade level literacy.
3. Closing the identified academic achievement gap(s).
4. All students attain career and college readiness before graduating from high school.
5. All students graduate from high school.

The Alexandria Public Schools World's Best Workforce Plan, coupled with the District's Operational Plan, provide a solid foundation to accelerate student achievement.

### **This document outlines:**

- Student Achievement Goals
- Strategies Implemented to Meet Goals
- Goals Progress

## SCHOOL BOARD MEMBERS

Angie Krebs, Chair  
Dave Anderson, Vice Chair  
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Pam Carlson, Clerk  
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## DISTRICT ADMINISTRATION

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## Curriculum Advisory Council (CAC)

The CAC provides advice, direction, and support to the school district regarding the design, integration, implementation, and evaluation of curriculum, instruction, and assessment. The CAC membership includes parents, students, teachers, administrators, business, community, and school board representatives to ensure that a wide range of perspectives is represented.

The 2022-23 World's Best Workforce Report Summary is a publication prepared by the District Office of Teaching & Learning and Communications.

## VISION

“Our vision is to be an extraordinary school district that tailors learning for all, by working together!”

## MISSION

“Our mission is to achieve educational excellence and to inspire a life-long passion for learning.”

## DISTRICT STAFF DEVELOPMENT GOALS 2022-2023

### Goal 1: *Provide leadership training for staff.*

- Professional Learning Communities (PLCs) that focus on student learning, raising achievement scores, and building a collaborative culture in each building.
- Wrote collaborative Student Learning Goals via PLC teams.
- Provided Building Leadership Team training.
- Utilized data to drive instruction.

### Goal 2: *Revise and create curriculum that aligns with state standards, that supports the curriculum review process and personalized learning.*

- Conducted a K-5 literacy review.
- Continued to implement the K-12 science standards.
- Supported academic programming for preK-12.
- Continued to utilize Thinking Maps.
- Continued to provide training in Science of Reading (LETRS).
- Conducted a Pre-K curriculum review.
- Implemented items from our math review.
- Began implementing strategies from Building Thinking Classrooms in Mathematics.

### Goal 3: *To elevate the consistency and effectiveness of teaching, assessment intervention and learning.*

- Conducted a Multi-Tiered System of Supports (MTSS) review for each site.
  - Continued to implement MTSS at the sites.
- Used data to design learning opportunities appropriate to students' current level of performance.
  - FAST grades K & 1 and STAR grades 2-9 in Reading and Math.
  - State assessments 3-8 and 10 and 11.
  - Pre-ACT - 10th.
  - ACT, ASVAB, Accuplacer - 11th.
- Continued to support staff in UbD writing, as needed.

### Goal 4: *Provide mentorship and induction programming to probationary teachers, along with support for implementation of strategies and expectations as appropriate to the program.*

- Continued to respond to feedback to help personalize our professional development.
- Expanded use of technology in supporting adult learning.
- Focused on the Danielson framework for Year One teachers to support the foundation of an effective classroom.
- Focused on instructional classroom management in the areas of instruction, environment, assessment, and leadership for Year Two teachers.
- Focused on the curriculum design and development and leadership with a focus on both Giant Tools and Domain 4 for the Danielson Framework for Year Three teachers.
- Addressed the perceived need of new teachers by providing differentiated sessions in the Induction program to support probationary staff in job specific professional development.
- Created community amongst probationary teachers to provide social emotional support, a network of collegial support and camaraderie with peers for personal and professional well-being and career development.
- Established professional norms of probationary teachers through acclimating them to the expectations of their schools, district and the profession.
- Implemented a multifaceted approach of support to teacher retention.

### Goal 5: *Provide training for general licensure and increasing capacity for teaching/applying skills directly related to job requirements.*

- Provided instructional coaches for all certified staff.
- Provided leadership training for leaders in Servant Leadership.
- Provided an on-demand class to meet the cultural competency requirement.
- Continued to provide Catalyst/EnVOY training with staff.
- Continued to provide Trauma Informed training to staff.
- Provided GiANT training to new certified staff.
- Provided American Indian professional development opportunities for staff.

# GOAL 1

## school readiness



**FACT 222**

children participated in preschool programming.

**FACT 316**

children completed their Early Childhood Screening.

Parent *Aware*  
Rated Program



Highest Possible Rating

The Early Education Center Creating Learners Preschool Program has earned a 4-Star Rating, which is the highest rating awarded through Parent Aware. Four-star programs are excelling in the use of research-based practices that best prepare children for kindergarten.

## All Students Ready for School

### Student Achievement Goals:

- The percentage of students enrolled in APS Creating Learners Preschool will increase phonological awareness skills as identified by the Early Childhood Indicators of Progress (ECIP), L5 Phonological Awareness from 81% in the spring 2022 to 83% spring of 2023.
- The percentage of students enrolled in APS Creating Learners Preschool who are on target in Total Protective Factors as measured by the Devereux Early Childhood assessment will change from 97% in spring 2022 to 98% in spring 2023.

### Strategies Implemented to Meet the Goals:

- Continued professional development for teachers and paraprofessionals in the focus areas of literacy and social/emotional development (Catalyst, Early Childhood Environmental Rating Scale).
- Embedded literacy activities throughout the day.
- Reviewed and purchased new curriculum resources beginning 23-24 school year.
- Collaborated with healthcare providers and other community organizations through infant class.
- Supported parent engagement through Talk, Read, Sing resources and parent classes online and in-person.

### Goals Progress:

- 86.8% of students enrolled in APS early education programming increased phonological awareness skills as identified by the ECIP, L5 phonological awareness.
- 90% of students enrolled in APS Creating Learners Preschool were on target in Total Protective Factors as measured by the Devereux Early Childhood assessment.

**FACT 284** parents and **173**

students participated in Early Childhood Family Education classes.

# GOAL 2

## third grade literacy



**FACT 65**

*K-5 classroom teachers have some LETRS training.*



## All Students in Third Grade Achieving Grade-Level Literacy

### Student Achievement Goal:

- *The percentage of all students in grade 3 in Alexandria Public Schools who are proficient on all reading state accountability tests (MCA and MTAS) will increase from 54.2% in spring 2022 to 57% in spring 2023.*

### Strategies Implemented to Meet the Goal:

- *Students were assessed with a Universal Screener three times a year for reading in grades K-9.*
  - FAST: K-1
  - STAR: 2-9
- *Classwide interventions were implemented after each universal screening for classes that qualified.*
- *Completed K-5 literacy review.*
- *Purchased new literacy materials to implement beginning 23-24 school year.*
- *Continued to provide LETRS and decodables training.*
- *Researched and purchased a new data warehouse.*

### Goal Progress:

- *49.3% of 3rd grade students at APS, compared to 47.4% at the state level, were proficient on state reading assessments in Spring 2023.*

**FACT 71%**

*of 2nd grade students met their individual reading growth target on STAR.*

**FACT 80%**

*of kindergarten students met their individual reading growth target on FAST assessments.*

# GOAL 3

## closing achievement gaps



Alexandria Public Schools measures students' progress and analyzes the results - looking closely at the percentages of students proficient on the state accountability tests. These results are used as one of the multiple data points for school and district decision-making.

**FACT** **11.6%**

APS students who qualify for free/reduced-price lunch outscore the state by 11.6% in percent proficient on the math state assessment.

**FACT** **↓4.2%**

decrease on the state reading assessment in the gap between students who qualify for free/reduced-price lunch and students who don't qualify for free/reduced-price lunch.

## All Racial & Economic Achievement Gaps are Closed

### Student Achievement Goal:

- The achievement gap between the students qualifying for special education (SPED) services and the students who don't qualify for special education services will decrease by at least 1% from spring 2022 to spring 2023 as measured by the state accountability reading and math assessments.
  - Spring 2022 Results:  
Reading 37.7% and Math 41.4%
- The achievement gap between the students who qualify for free/reduced-price lunch (FRPL) and the students who don't qualify for free/reduced-price lunch will decrease by at least 1% from spring 2022 to spring 2023 as measured by the state reading and math assessments.
  - Spring 2022 Results:  
Reading 22.5% and Math 26.3%

### Strategies Implemented to Meet the Goal:

- Conducted audit of our Multi-Tiered Systems of Support (MTSS).
- Continued to grow consistent experiences in all buildings for student-data teams.
- Continued to implement Parent Advisory Councils and implemented Parent-Principal Connect at Discovery Middle School.

### Goal Progress:

- The gap between the special education and non-special education student groups in both reading and math are listed below:
  - Spring 2023 Results:  
Reading 40.9% and Math 42.3%
- The gap between the free/reduced-price lunch and non-free/reduced-price lunch student groups in both reading and math are listed below:
  - Spring 2023 Results:  
Reading 18.3% and Math 27.5%

# GOAL 4

## college & career readiness



**FACT 24**

AAHS students were named 2023 AP Scholars.

**FACT 219**

students have received their CNA (Certified Nursing Assistant) certification since the program began in 2015.

## All Students are Ready for College and Career

### Student Achievement Goal:

- 88% of the class of 2023 will be college and/or career ready by meeting one of the following measurements:
  - ACT-composite of 21
  - Accuplacer - Score of 250
  - ASVAB - Score of 31
  - Math MCA - Score of 1150
  - Enrolled and passed a college course
  - Enrolled and passed a CAPS class
  - Participated in Career Mentorship
  - Passed Work Seminar class

### Strategies Implemented to Meet the Goal:

- Senior portfolios were presented to staff and community.
- Reviewed pathways for the middle school elective offerings.
- Youth Skills Training grant was received.
- Pre-ACT test was administered to 10th grade students.
- Implemented the experiential ladder of experiences (9th grade Career Expo, 10th grade Career Field Experience, and 11th grade Job Shadow).
- Conducted a job fair for 11th and 12th grade students.

### Goal Progress:

- 90% of the students in the Class of 2023 met at least one of the college and career ready indicators.

**FACT 16 of 16**

of the students in Culinary III during the 2022-23 school year obtained their ServSafe certification.

# GOAL 5

## graduation rate



## All Students Graduate

### Student Achievement Goal:

- The four year graduation rate for Alexandria Public Schools students will continue to meet the MDE goal of 90% for all students and increase the graduation rate for the student groups listed below:  
2022 data (2021 graduating class)
  - All Students - 93%,
  - Students qualifying for Special Education – 65.9%,
  - Students qualifying for Free/Reduced Lunch – 82.3%

### Strategies Implemented to Meet the Goal:

- Dean of Students and attendance secretary met daily to review attendance progress.
- Dean of Students and School Resource Officer (SRO) made home visits when needed.
- Evaluated student needs and implemented strategies with multiple F's.
- All students meet with their Academy counselors.
- Information shared with seniors on an ongoing basis during senior advisory.
- Seniors are surveyed in regards to post-secondary plans twice during their senior year.
- Seniors have completed a minimum of four interest surveys throughout high school.

### Goal Progress:

- The graduation rate goals were met for the 'all' student group and the other identified student groups.
  - All students - 92.8%,
  - Students qualifying for Special Education - 63.8%,
  - Students qualifying for Free/Reduced Lunch - 82.6%.

**FACT** **72 of 292** seniors passed a CAPS class.

**FACT** **87.4%** of the AAHS Class of 2023 students who responded to a senior exit survey reported they were planning on post-secondary training.



## PORTRAIT of a GRADUATE

*To achieve educational excellence and to inspire a life-long passion for learning.*

### **Creative Thinker**

- Adaptability/Flexibility
- Innovative

### **Civically & Globally Engaged**

- Service-Oriented
- Global Knowledge
- Citizenship

### **Critical Thinker**

- Problem-Solver

### **Communicator**

- Written
- Oral / Public Speaking / Presentation
- Listening
- Digital

### **Self-Directed**

- Social-Emotional Intelligence
  - Perseverance
  - Resilience / Grit
  - Persistent
- Goal-Driven

### **Collaborator**

- Teamwork



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