



WORLD'S BEST
WORKFORCE (WBWF)
ANNUAL BOARD REPORT
NRHEG
2021-2022

WHAT IS WORLD'S BEST WORKFORCE?

THE WORLD'S BEST WORKFORCE (WBWF) WAS DEVELOPED IN 2013 (MINNESOTA STATUTES, SECTION 120B.11) TO ENSURE THAT SCHOOL DISTRICTS AND CHARTER SCHOOLS IN MINNESOTA ENHANCE STUDENT ACHIEVEMENT THROUGH TEACHING AND LEARNING SUPPORTS. SCHOOL BOARDS THAT GOVERN DISTRICTS AND CHARTER SCHOOLS ARE REQUIRED TO DEVELOP COMPREHENSIVE, LONG-TERM STRATEGIC PLANS THAT ADDRESS THE FOLLOWING FIVE WBWF GOALS:

[LINK TO MN STATUTE](#)

- ALL STUDENTS ARE READY FOR KINDERGARTEN.
- ALL STUDENTS IN THIRD GRADE CAN READ AT GRADE LEVEL.
- ALL ACHIEVEMENT GAPS BETWEEN STUDENTS ARE CLOSED
- ALL STUDENTS ARE READY FOR CAREERS AND COLLEGE.
- ALL STUDENTS GRADUATE FROM HIGH SCHOOL.

A NOTE ON DATA

Most of the data included in the following slides is gathered from [MDE Report Card](#). If you would like more disaggregated data, I would be happy to gather additional reports.

[Link to NRHEG STRATEGIC PLAN](#)

[Link to Focus Areas, Goals and Objectives \(2019\)](#)

NRHEG Strategic Plan

BELIEF STATEMENTS

The New Richland-Hartland-Elendale-Geneva (NRHEG) School District believes:

1. in challenging all students to reach their full potential as confident and responsible thinkers, problem solvers, and decision makers;
2. that education is a collaborative partnership among students, parents, staff, and the community that results in a positive impact on the entire school community;
3. in supporting staff by providing them with the necessary resources to assist students in reaching their full potential;
4. in a system of personal accountability to include the school board, administration, staff, students, parents, and the community;
5. in providing a comprehensive educational program that will offer our students an opportunity to succeed as adults in the community, college, career, and real world;
6. that a safe, respectful, and caring environment, coupled with a strong educational foundation, promotes self-esteem and facilitates success; and
7. that we need to operate and maintain efficient and secure facilities for students and staff.

MISSION STATEMENT

Empowering students with knowledge and skills to succeed.

VISION STATEMENT

To be the school district of choice, inspiring excellence in academics, arts, and activities.

FOCUS AREAS

1. **Student Achievement:** Achieve the goals of the World's Best Workforce for all students in the district; and expand how we define, measure, and report student achievement with a focus on each student's mastery in areas that extend beyond traditional academic indicators.
2. **Student Support:** Develop and implement a sustainable and well-defined support system that enables all students and staff to achieve at high levels.
3. **Facilities:** Ensure that the facilities and infrastructure of the school district are designed to optimize staff performance and student learning in a safe, sustainable, and attractive environment.
4. **Workforce:** Recruit and retain quality educators and provide opportunities for development of all staff.
5. **Communication & Marketing:** Foster partnerships with parents, communities, businesses, and organizations in support of the district's mission and vision; and develop a multi-faceted public relations plan that is designed to promote the school district.
6. **Finance:** Preserve the district's strong financial standing while maintaining programs, services, and facilities at maximum efficiency.

GOAL #1 ALL STUDENTS ARE READY FOR SCHOOL

ACCORDING TO MINNESOTA STATUTE, A CHILD IS READY FOR KINDERGARTEN WHEN HE/SHE:

- IS AT LEAST 5 YEARS OF AGE BY SEPTEMBER 1 OF THE CHILD'S ENROLLMENT YEAR (MINNESOTA STATUTES, SECTION 120A.20).
- HAS RECEIVED EARLY CHILDHOOD SCREENING (MINNESOTA STATUTES, SECTION 121A.17).
- HAS RECEIVED MEDICALLY ACCEPTABLE IMMUNIZATIONS (MINNESOTA STATUTES, SECTION 121A.15).

GOAL #1 ALL STUDENTS READY FOR SCHOOL

STRATEGIC PLAN OBJECTIVE A

Objective A -- Kindergarten Readiness: 1) By September of 2025, the school district will provide fully funded preschool and some level of transportation for all children residing in the district who are 4 years old on or before September. 2) Conduct a yearly review of the Kindergarten Readiness Assessment Tool (KRAT) no later than May 1 of each school year. Make necessary updates prior to Kindergarten Orientation. 3) Share KRAT with Parents/guardians at Spring Orientation meeting each year. b) Use KRAT to compile spring data to generate class lists from June-August of each year. c) Continue to track MDE Kindergarten Entrance Requirements: Students must be five years old on or before September 1 of the calendar year student begins kindergarten, students must be screened and students must have up-to-date immunizations.

ITEMS IN RED ARE INCOMPLETE/ONGOING

FULLY FUNDED W/ TRANSPORTATION

REVIEW OF KRAT

KRAT INFORMATION SHARED WITH
PARENTS-SPRING

TRACK MDE ENTRANCE REQUIREMENTS

WBWF SMART GOAL

Preschool Data

(Kindergarten/Attended NRHEG Preschool)

FY19 - 72% 61/44

FY20 - 73% 56/41

FY21 - 81% 63/51 *

FY22 - 56% 50/28

By September 2022 and continuing annually thereafter, 80% of students within district boundaries will attend NRHEG preschool.

ACTIONS AND CURRENT IMPLEMENTATION

- KRAT (In-house assessment)
- Preschool Participation
- Bridges
- Outreach with community
 - > Brochures
 - > JMC
 - > Social Media
 - > Flyers

An in-house assessment (KRAT) is utilized at Pre-K level to determine mastery of prerequisite skills-100% of students are assessed prior to or immediately after entrance to Kindergarten. Preschool participation is encouraged via community outreach in numerous ways including brochures, JMC, social media, flyers, etc. NRHEG preschool is not yet fully-funded. A few of our eligible students choose to attend preschool elsewhere due to financial or personal reasons.

GOAL #2 ALL STUDENTS IN THIRD GRADE ACHIEVING GRADE-LEVEL LITERACY

"THE GOAL OF THE NRHEG PUBLIC SCHOOL DISTRICT IS TO ENSURE THAT ALL LEARNERS SUCCESSFULLY ACHIEVE THE MINNESOTA K-12 ACADEMIC STANDARDS IN ENGLISH LANGUAGE ARTS (2010) FOR THEIR GRADE LEVEL. THE STANDARDS ARE ALIGNED WITH THE DISTRICT'S CURRICULUM AND A PLAN IS IN PLACE TO ENSURE THAT THE STANDARDS ARE TAUGHT WITHIN THE TIME AVAILABLE."

[Link to NRHEG 2021-2022 Local Literacy Plan](#)

GOAL #2 ALL STUDENTS IN THIRD GRADE ACHIEVING GRADE-LEVEL LITERACY

STRATEGIC PLAN OBJECTIVE B

Objective B -- Grade Level Literacy at Third-Grade: By June 30, 2020 and continuing each year until 2024, the NRHEG third-grade reading scores will be at or above the state average of proficiency in reading as measured by the MCA III reading assessment.

	2021	2019
NRHEG	34.6	48.3
MN	48.5	54.6

GOAL #2 ALL STUDENTS IN THIRD GRADE ACHIEVING GRADE-LEVEL LITERACY

READING

MATH

	2021	2019		2021	2019
NRHEG	34.6	48.3	NRHEG	57.7	66.7
JWP	48.7	35.9	JWP	64.1	48.7
WASECA	38.5	43.4	WASECA	41.7	57.6
ALBERT LEA	35.7	43.1	ALBERT LEA	47.1	59.8
OWATONNA	47.2	47.0	OWATONNA	55.6	56.6
STATEWIDE	48.5	54.6	STATEWIDE	57.1	65.6

WBWF SMART GOAL

NRHEG Elementary will utilize STAR assessments to identify literacy growth. The data is accessible, timely, and more in-depth than MCA data. Ultimately, monitoring students regularly through progress monitoring to adjust interventions and instruction will lead to higher proficiency scores as assessed by the MCA III.

STAR assessments are new to K-2 this year which doesn't allow for historical data to be gathered at this time.

K-5 students will show a grade level (GE) growth of +1.0 between Fall 2021 assessment and Spring 2022 assessment via STAR K-5.

This goal will be revisited annually to adjust for rigor.

ACTIONS AND CURRENT IMPLEMENTATION

- > Literacy Block
 - 120 minutes
 - Whole group instruction, interactive read aloud (IRA), Guided Reading, Independent Reading, and Word Work
- > Fountas & Pinnell Assessments
- > STAR Universal Screening and Assessments-K-5
- > ESGI (Bridges & Kindergarten)
- > Professional Development for Staff
- > Reading Interventionist (3-5)
- > Title 1 Services (K-2)
- > Student Assistance Team (SAT)
- > MN Reading Corps Intervention
- *MTSS (re)training for staff district-wide-Date TBD

GOAL #3 ALL ACHIEVEMENT GAPS BETWEEN STUDENTS ARE CLOSED

NRHEG has limited criteria groups due to our rural population. However, Free and Reduced Lunch Meal (F/R) as well as Special Education (SPED) are large enough to report at this time.

NRHEG strives for equitable access to education for all students. We continue to take steps toward improving instruction, accommodating learners utilizing best practices and modifying instruction and outcomes as needed.

GOAL #3 ALL ACHIEVEMENT GAPS BETWEEN STUDENTS ARE CLOSED.

STRATEGIC PLAN OBJECTIVE C

Objective C -- Closing Achievement Gap:
Elementary Goal: 80% of students will increase reading proficiency by one grade.

Secondary School: The number of failing grades will be reduced by 25%.

Secondary	Semester 1	Semester 2
# of Failing Grades	127	159

The 2020 pandemic and loss of learning contributed to the lack of accountability and reliability of the data linked to this goal.

*Summer 2022-Admin will review current grading practices and update.



NOTE:

82.6% OF NRHEG STUDENTS VS. 96.0%
(2019) WERE ASSESSED VIA READING MCA III

83.4% OF NRHEG STUDENTS VS. 96.7%
(2019) WERE ASSESSED VIA MATH MCA III.

GOAL #3 CLOSE THE ACHIEVEMENT GAP BETWEEN STUDENT GROUPS—MCA III DISTRICT-WIDE

READING	2021	2019
FREE/REDUCED	31.7 (-8.6)	45.0 (-13.1)
ALL GROUPS	40.3	58.1

MATH	2021	2019
FREE/REDUCED	28.1 (11.8)	39.0 (17.0)
ALL GROUPS	39.9	56.0

READING	2021	2019
STATE F/R	31.7 (-20.6)	39.3 (-19.8)
STATE (ALL)	52.3	59.1

MATH	2021	2019
STATE F/R	21.8 (-22.2)	33.5 (-21.4)
STATE	44.0	54.9

GOAL #3 CLOSE THE ACHIEVEMENT GAP BETWEEN STUDENT GROUPS MCA III

READING NRHEG	2021	2019
SPED	14.3 (-26)	19.1(-39)
ALL GROUPS	40.3	58.1

MATH NRHEG	2021	2019
SPED	14.0 (-25.9)	11.8 (-44.2)
ALL GROUPS	39.9	56.0

READING	2021	2019
STATE SPED	22.1 (-30.2)	26.0 (-33.1)
STATE (ALL)	52.3	59.1

MATH	2021	2019
STATE SPED	18.9 (-25.1)	24.0 (-30.9)
STATE (ALL)	44.0	54.9

MCA III F/R GAP (ELEMENTARY)

READING NRHEG			MATH NRHEG		
	2021	2019		2021	2019
Free/Reduced	28.8 (-11.9)	50.0 (-9.3)	Free/Reduced	33.3 (-19.5)	49.2 (-22.3)
All Groups	40.7	60.7	All Groups	52.8	71.5
Reading MN			Math MN		
	2021	2019		2021	2019
Free/Reduced	31.7	39.3	Free/Reduced	21.8	33.5
All Groups	52.3	59.1	All Groups	44.0	54.9



MCA III F/R GAP (SECONDARY)

READING NRHEG		2021	2019	MATH NRHEG		2021	2019
Free/Reduced		34.7 (-5.2)	41.4 (-15)	Free/Reduced		22.2 (-7.0)	31.3 (-14.2)
All Groups		39.9	56.4	All Groups		29.2	45.5
Reading MN		2021	2019	Math MN		2021	2019
Free/Reduced		31.7	39.3	Free/Reduced		21.8	33.5
All Groups		52.3	59.1	All Groups		44.0	54.9



WBWF SMART GOAL

NRHEG's gaps between F&R/SPED vs. All Student Groups will not exceed the state average gaps as measured by the MCA III assessment.



ACTIONS AND CURRENT IMPLEMENTATION

- > Academic Supports
 - Before/After School
- > EL Specialist
- > REACH-Secondary
- > College in the Schools
- > Interventionists K-12
- > Title 1 Interventions & Paraprofessional Support
- > Universal Screening K-6

Future Actions

*Assess 6-8 with STAR beginning 2022-2023 School Year

*District-Wide MTSS Training

GOAL #4 ALL STUDENTS ARE READY FOR CAREERS AND COLLEGE

Minnesota's Vision of Career and College Readiness (CCR)

A sufficiently prepared student is one who has the knowledge, skills, mindset, and experiences in the academic, workplace, and personal/social domains to keep learning and, beyond secondary school, to successfully navigate toward and adapt to an economically viable career.

GOAL #4 ALL STUDENTS ARE READY FOR CAREERS AND COLLEGE

STRATEGIC PLAN OBJECTIVE D

Objective D -- College and Career Readiness: By 2024, 100% of 12th grade students completing the Minnesota Career Information System activities, (including a Career Cluster Survey, the Ideas Interest Assessment, online portfolios and career planning) will increase from 0% in 2019 to 100% in 2024.

- 1.1:1 academic planning with school counselor
2. Personal Learning Plans
3. Career Day field trips (career exploration)
4. ACT exam is offered
5. PSAT exam is offered
6. Variety of classes offered at the high school (pathway programs)
7. PSEO for those eligible

WBWF SMART GOAL

Due to COVID restrictions, many of our current practices were paused or cancelled during the 2020-2021 school year. Our Secondary counselor (Liz Stiernagle) is eager to achieve this goal.

*This SMART goal is also Strategic Objective D

By 2024, 100% of 12th grade students completing the Minnesota Career Information System activities, (including a Career Cluster Survey, the Ideas Interest Assessment, online portfolios and career planning) will increase from 0% in 2019 to 100% in 2024.

ACTIONS AND CURRENT IMPLEMENTATION

- 1.1:1 academic planning with school counselor
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7. PSEO for those eligible

All the 9th graders attend the career day- 85% participation.

10-12th grade Riverland days- 50-60% participation.

ACT for juniors- 70% participation

PSEO Requirements

Juniors: GPA of a 3.0 or higher and be in the top 1/3 of class.

Seniors: GPA of a 2.8 or higher and in the top 1/2 of class

ACT 2020-2021 Average Composite Scores

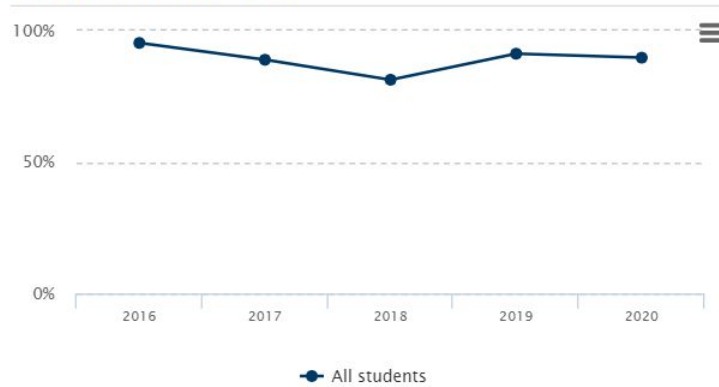
NRHEG 19.44 (85 students)

Minnesota 21.6

National 20.3

GOAL #5 ALL STUDENTS GRADUATE FROM HIGH SCHOOL

Graduation rate over time



Demographic	Year	Graduated count	Graduated %
All students	2016	61	95.3%
All students	2017	48	88.9%
All students	2018	65	81.3%
All students	2019	62	91.2%
All students	2020	52	89.7%

GOAL #5 ALL STUDENTS GRADUATE FROM HIGH SCHOOL

STRATEGIC OBJECTIVE E

Objective E -- All Students Graduate: By June 2020 NRHEG's 4 year graduation rate will meet or exceed the Minnesota state average. By June 2022 NRHEG's 7 year graduation rate will maintain at 97%

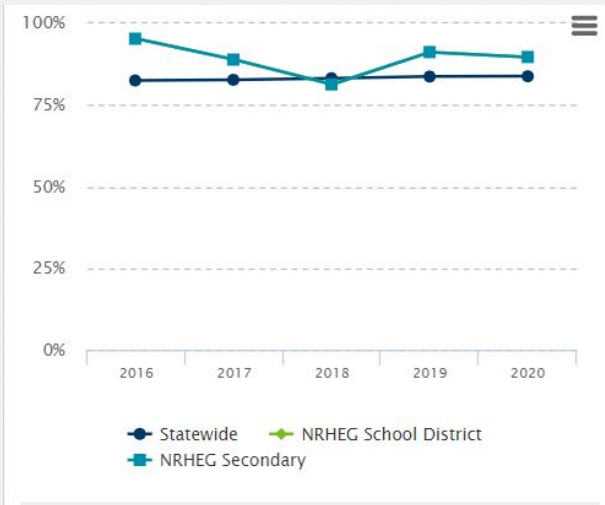
7 YEAR TREND DATA		
2016	65	89%
2017	64	94.1%
2018	68	97.1%
2019	61	96.8%
2020	49*	92.5%

4 Year Rate	2020	2019
NRHEG	91.2%	89.7%
State	83.8%	83.7%

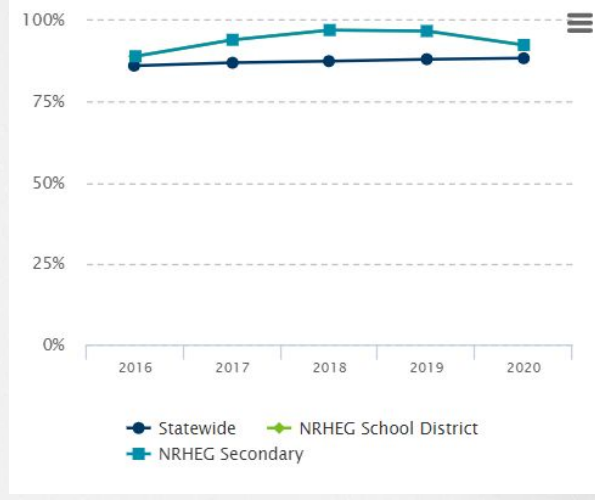
NRHEG is exceeding the 4 year graduation rate, but continues to work to maintain the 7 year rate of 97%.

NRHEG VS. STATE OF MN

4 Year Graduation Rate



7 year Graduation Rate



Note: The statewide goal for 2020 is that 90% of students graduate within four years with no student group below 85%.



WBWF SMART GOAL

NRHEG's vision is to be the district of choice, inspiring excellence in academics, arts and activities. Emphasis will be placed on all levels of learning to achieve graduation rates above the state average.

NRHEG will maintain a 90% 4 year annual graduation rate and remain above the state average as measured by the MDE report card.

NRHEG will achieve and maintain a 7 year graduation rate of 97% per Strategic Objective E as measured by the MDE Report Card.

ACTIONS AND CURRENT IMPLEMENTATION

FOCUS: ALL ROADS LEAD HERE!

- > Career pathways
- > Identification of credit deficiency
- > Credit recovery
- > REACH

ACT 2020-2021 Average Composite Scores

NRHEG 19.44 (85 students)

Minnesota 21.6

National 20.3

1.1:1 academic planning with school counselor

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