

## World's Best Workforce

Warren/Alvarado/Oslo Public Schools plan for participating in the World's Best Workforce involves a multi-faceted approach. Our schools are striving to meet school readiness goals, achieve third grade literacy for all students, close the academic achievement gap (MMR/FR scores) among all racial, ethnic, and economic subgroups of students (Asian, ELL, Hispanic, SPED, Black, Free and Reduced), attain career and college readiness, and have all students graduate from high school.

To be ready for this challenge our schools have re-created its paraprofessional evaluation, principal evaluation, teacher evaluation, secretarial evaluation, superintendent evaluation, student handbook, and Emergency Action Play (EAP) to this goal. All are striving to meet the needs of our students with regards to their becoming members of the World's Best Workforce.

These goals involve, but are not limited to:

- Annual yearly progress on standardized test scores
- Kindergarten Readiness
- Improving Pre K-12 attendance at school
- All students achieving grade level literacy
- Raising MMR and FR scores above state levels
- Better communication with our communities
- Closing achievements gaps for our demographics in our Focus Rating
- Improving student behavior and discipline
- Career and College readiness upon graduation
- Improved staff development opportunities
- 100% yearly graduation rate that connects us to superior MMR scores

In order to more closely align curriculum to district, state, and federal goals, the district created a seven-year revolving curriculum review cycle in cooperation with the Minnesota Partnership of Common Curriculum (MPCC) in order to meet student curricular needs.

To insure all students are ready for Kindergarten, WAO schools are committed to the following:

- Continued employment of a highly-qualified fully-licensed pre-school teacher
- Sustaining several child/parent/familial learning opportunities for our Pre-K students
- Sustainment of a full-day (Every other day) Pre-School program in alignment with our 15 year old full-day Kindergarten program

- Continued efforts to seek out and establish connection with new and transient populations that settle in our district via our social worker liaison

To insure grade level literacy for all students, WAO schools are committed to the following:

- Creating supports for all students who are not reading at grade level in order to close the achievement gap and attain grade level reading benchmarks.
- Creating challenging supports for those students who are exceeding grade level reading benchmarks in order to make projected growth.
- Creating staff development opportunities via Benchmark Literacy, teacher evaluation model, QET Teams, PLC's, and RTI.
- Informing all stakeholders in the district of the instructional efforts to ensure all K-3 students will be "reading well" by third grade.

To close WAO demographic achievement gaps, our schools are committed to the following:

- Employing bi-lingual paraprofessionals to work with our ELL students
- Instituting a system of credit recovery at the high school that is available to students throughout the year
- Sustaining a peer tutoring and peer help program
- Creating a monitoring system to track all students to ensure "Reading Well by Third Grade" state initiative
- Sustaining guided study classes to direct the study of students
- Sustaining math success courses to help those in need of math help
- Creating science and reading success courses for those in need of help in those areas
- Maintaining 1-3/4 FTE fully-license reading specialists in the elementary
- 3-6 Grade MCA test focused PLC study for staff

To attain career and college readiness our schools are doing the following:

- Sustaining a program to get freshmen career-ready in our homerooms
- Maintaining an established sophomore career-readiness course
- Increasing course offerings and rigor in our curriculum
- Encouraging and offering more Honors, CIHS – (College in the High School), and Advanced Placement opportunities

To work toward having all students graduate from high school by 2027.

- Sustaining a comprehensive intervention program (RTI – Response to Intervention) at the elementary and high school
- Creation of a reward system for attendance
- Decreasing behavioral issues that interfere with graduation through a reward system (PBIS – Positive Behavior Intervention System)

Warren/Alvarado/Oslo schools World's Best Workforce plan involves a system of supports for students and faculty that involve, but are not limited to, more communication with stake-holders, third grade reading supports for those struggling, third grade reading challenges for those beyond the standards, several tutoring programs to individually fit each student, guided study, bi-lingual support, "success" courses to supplement required courses, MCA test focused PLC's, reward systems, career readiness courses, and advanced courses to increase the rigor of our schools. Warren/Alvarado/Oslo Schools are prepared for their participation in the World's Best Workforce.

All information listed within including test scores/evaluation forms/new initiatives are kept in a binder here at WAO for anyone's perusal. It exceeds 250 pages of documentation.

<http://www.wao.k12.mn.us/?L=1&DivisionID=%2721142&TabNo=2>

WBWF Annual Public meeting took place at 7:00 p.m. on Monday, 12/8/2014 in the Multipurpose room of WAO High School.

The DAC (District Advisory Committee) consists of all members listed in the Rubric and sits as our Curriculum Committee as well.