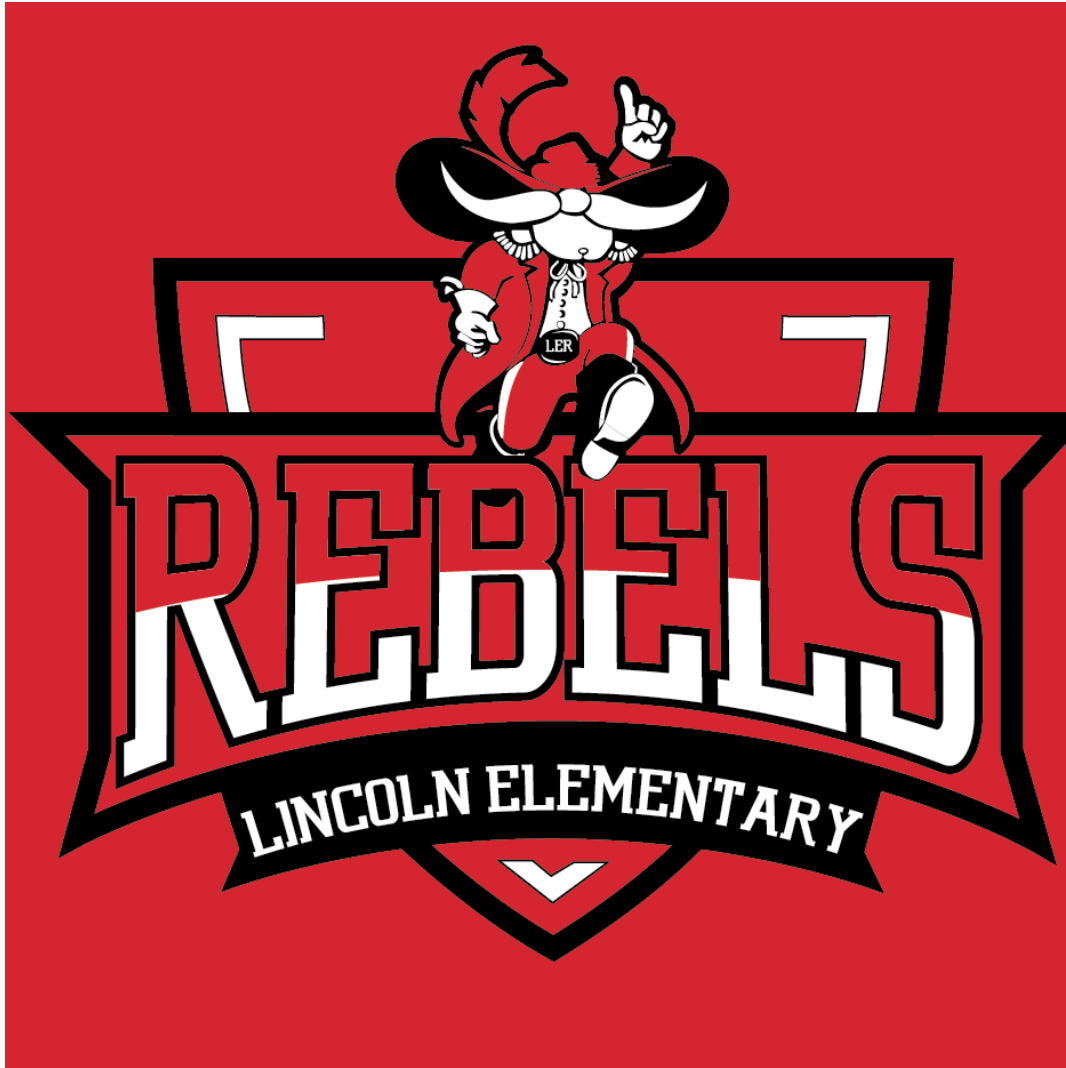


Lincoln Elementary



World's Best Workforce Plan



School District ISD 403

World's Best Workforce Plan

Superintendent: Loy Woelber Principal: Patricia Lindeman

Developed cooperatively with the Lincoln Elementary WBWF Committee

The 2022-2023 *World's Best Workforce Plan* was approved by the District 403 School Board. It is prepared by the District 403 WBWF Committee to inform residents about developments in curriculum, instructional practices, and student learning throughout the district.

The plan is reviewed and approved by the School Board. A copy of this is available on the district website at www.ivanhoeschools.org.

This plan contains the following information and more for the 2022-2023 school year:

- Clearly defined district and school site goals and benchmarks for instruction and student achievement for all student subgroups.
- A process for assessing and evaluating each student's progress toward meeting state and local academic standards and identifying the strengths and weaknesses of instruction affecting students' progress and growth toward career and college readiness leading to the WBWF.
- A system to periodically review and evaluate the effectiveness of all instruction and curriculum.
- Strategies for improving instruction, curriculum and student achievement
- Education effectiveness practices that integrate high-quality instruction, rigorous curriculum, technology, and a collaborative professional culture that develops and supports teacher quality, performance, and effectiveness.
- An annual budget for continuing to implement the district plan.

Home of the Rebels!

World's Best Workforce Committee

Loy Woelber

Superintendent

Patricia Lindeman

Principal

Jessica Bradley

Teacher

Matthew Landrus

School Board Chair

Jennifer VanOverbeke

Community Member

Rebecca Johnson

Parent

2022-2023 District & School Goals

- Improve student learning
- Students reading at grade level as determined by the Reading Minnesota Comprehensive Assessments. (MCAs)
- Multi-tiered systems of support.

2022-2023 District & School Data

2022-2023 Demographics

Enrollment by Ethnicity	Lincoln Elementary Grades PreK-6
American Indian/ Alaskan Native	0.0%
Asian	0.0%
Hispanic or Latino	2.4%
Black or African-American	0.0%
White	97.6%
Two or more races	0%
Enrollment by Special Population	Lincoln Elementary Grades Pre K-6
English Learner	0%
Special Education	19.3%
Free/Reduced Priced Lunch	20.5%

Assessment and Evaluation Tools and Results:

Lincoln Elementary currently administers the Minnesota Comprehensive Assessments (MCA). These tests provide both a formative and summative measurement, which are

used as guides when making plans for curriculum and instruction. These tests are an essential tool for aligning our curriculum with the Minnesota State Standards.

SUBJECT	GRADES ASSESSED
Math	3-5
Reading	3-5
Science	5

TEST RESULTS

2021-2022 MN Comprehensive Assessment (MCA) Results

MCA-III assessments were not administered during the 2019/2020 academic year due to the change to distance learning within the testing window. The most recent testing results are included.

Reading MCA-III	Lincoln Elementary Grade 3	Lincoln Elementary Grade 4	Lincoln Elementary Grade 5	Lincoln Elementary Grade 6
Spring 2017	81.8%	70.0%	36.4%	80%
Spring 2018	72.7%	66.7%	100%	44%
Spring 2020	62.5%	63.6%	62.5%	85.7%
Spring 2021	57.10%	77.7%	69.2%	55.5%
Spring 2022	46.6%	61.5%	71%	50%

Graduation Requirements

Lincoln Elementary is a PK-6th grade district. We do not have a middle or high school.

Student Supports

Student Supports at the Elementary School:

- Special Education pushing, pull-out classes and interventions
- Title 1 interventions
- Data driven decision-making using classroom and school program data
- Alignment and implementation of Minnesota Academic Standards
- Technology hardware resources - 30 iPads, 60 Chromebooks, Smart Boards

Teacher & Principal Supports

School as a Learning Community:

- Elementary instructors participate in collaborative opportunities monthly for early outs, as well as meetings with the SWWC Education Consultant. The 2020-2021 focus will be alignment of assessments with Learning Targets based on the revised Minnesota English Language Arts Standards. The 2019-2020 focus was alignment of assessments to Learning Targets based on the Minnesota Social Studies and Science Standards. The 2018-2019 focus was alignment of assessments to Learning Targets based on the Minnesota Math Standards. The 2017-2018 focus was alignment of assessments with Learning Targets based on the Minnesota English Language Arts Standards.

Mentoring Program

- First- and second-year teachers are paired with an experienced teacher and meet as determined by the building principal. Teachers meet beyond their second year as determined by the principal in the mentoring program. The building principal oversees the program.

Evaluation Process:

- Non-tenured teachers are evaluated three times a year with positive feedback and coaching given by the principal; tenured teachers are evaluated at least once each year.
- Evaluations are tracked and monitored.

- Principals are evaluated once a year by the superintendent.

Systemic, Building & District Supports

Staff Development/District Advisory Committee:

The 2022-2023 District Staff Development Committee members:

Brittany Panka	Elementary School Teacher
Jessica Bradley	Elementary School Teacher
Patricia Lindeman	Elementary Principal
Loy Woelber	Superintendent

This committee meets 3 or 4 times a year to plan staff development activities

Staff development and general instructional goals have been determined and continue to be addressed. We are focused on implementing Best Practices objectives as well as Standards-Based Grading, standards alignment, and differentiating instruction to assist our students with raising their achievement levels. These goals are addressed and reviewed at staff development workshops as a means of improving instruction, student learning, and test scores.

Best Practices Strategies & Action Steps

Curriculum Best Practices

The Lincoln Elementary School District has adopted resources that align with the Minnesota Academic Standards in Reading, Math, Social, and Science. Lincoln Elementary teachers in grades PreK-3 are establishing common assessments in Math that align with written Learning Targets, based on the standards and benchmarks of the Minnesota Math Standards. Standards alignment allows teachers in the Lincoln Elementary School to understand requirements from other grade levels & content areas, share the content and skills that are taught in each grade level, and align to state standards throughout.

Lincoln Elementary will continue to monitor and review the current curriculum to ensure the implementation of best practice models. Data from the MCA assessments, as

well as data from other district testing, will be reviewed to enhance the curriculum and instructional practices.

Instructional Best Practices

Staff Development addresses instructional and assessment best practice strategies as well as the following:

- Teachers are sent to specific training, workshops, and conferences each year that improve and focus on instruction and assessments.
- Collaboration among teachers focuses on establishing common assessments that align with Learning Targets written based on the Minnesota Standards.

Assessment Best Practices

The district has created and implemented Standards-Based Report Cards instead of the traditional report cards in grades K-6 for English/Language Arts. This report will provide parents with a better understanding of the progress their child is making.

Highly Qualified Teachers & Teacher Equity

As of August 2022, all teachers employed by Lincoln Elementary are certified and teaching in their licensure areas. According to the Minnesota Report Card, Lincoln Elementary had an enrollment of 97 students. Lincoln Elementary is a PreK through 6th grade school and has one section at each grade level. Due to these factors, all students have equal access to highly qualified teachers. All paraprofessionals must pass the ParaPro Assessment or have a two-year degree from an accredited college to meet the highly qualified requirements.

Student Achievement Plans

Local Literacy Plan

- Lincoln Elementary Local Literacy Plan is to ensure that all students at the Elementary School achieve grade-level proficiency in Reading by Grade 3. See District Goals (following) for the overarching goal and data results associated with this plan.

Title I Plan

- Lincoln Elementary received Title 1 funds that are used to help ensure that all children from low-income families meet challenging state academic standards. Lincoln Elementary Title I services provide additional academic support and learning opportunities to help low-achieving children master challenging curricula and meet state standards in core academic subjects.

School Readiness Plan

- Lincoln Elementary School Readiness Plan includes a preschool that works with children 3-5 years of age to help them transition from Early Childhood to Kindergarten. Preschool screening programs are held to determine school readiness intervention needs and begin support services as soon as possible to impact future success in learning. Information about each Preschool program is available through the district office.

Student Transition Plan to College & Career Readiness

- Lincoln Elementary School is a Pre K-6 building and is not involved in secondary planning for the transition to college and career readiness.

2022-2023 District Goals

All Students Ready for Kindergarten

- By spring 2023, Lincoln Elementary will maintain the number of students ready for Kindergarten at 90% as measured by the locally developed Kindergarten Readiness Test.

All Students in Third Grade Achieving Grade-Level Literacy

- All students will read at grade-level by Grade 3, as determined by the NWEA assessment.

Closing Achievement Gap(s)

- By spring 2023, the Lincoln Elementary will decrease the achievement gaps in Math Proficiency between students in Special Education and those not in Special Education by 1% compared to 2022, as measured by the Math MCA-III.
- By spring 2023, Lincoln Elementary will decrease the achievement gaps in Reading Proficiency between students in Special Education and those not in Special Education by 1% compared to 2022, as measured by the Reading MCA-III.
- By spring 2023, Lincoln Elementary will decrease the achievement gap in Math Proficiency between students who receive Free/Reduced Lunch and those who do not by 1% compared to 2022, as measured by the Math MCA-III.

- By spring 2023, Lincoln Elementary will decrease the achievement gap in Reading Proficiency between students who receive Free/Reduced Lunch and those who do not by 1% compared to 2022, as measured by the Reading MCA-III.

All Students Career- & College-Ready by Graduation

- Lincoln Elementary is a Pre K-6 building and is not involved in secondary planning for the transition to college and career readiness.

All Students Graduate

- Lincoln Elementary is a Pre K-6 building and is not involved in secondary planning for the transition to college and career readiness.

State and Local Testing

District 403 uses a variety of tests to measure student achievement and performance to determine student ability and evaluate curriculum. The following is a descriptive list of the tests used at Lincoln Elementary:

- **NWEA:** This Math and Reading test is administered on a computer and adapts to the student's ability, accurately measuring what a child knows and needs to learn. In addition, NWEA will measure academic growth over time, independent of grade level or age.
- **MCA-III (Minnesota Comprehensive Assessments):** These Math (grades 3-6), Reading (grades 3-6), and Science (grade 5) tests are state mandated and used to measure individual student achievement. There are no passing score requirements. A student falls into one of 4 categories: D=Does not meet Proficiency; P=Partially Meets Proficiency; M=Meets Proficiency; and E=Exceeds Proficiency.
- **Pre-School Assessments:** The pre-school teacher assesses all of the students at the end of the year to determine their academic and social skills. This information helps both the parents and the kindergarten teacher to prepare for the new school year.
- **Pre-School Screening:** Each fall the district provides pre-school screening for all student ages birth - 5. A majority of the students screened are between the ages of 3-4 years.

2021-2022 MCA-111 Reading Proficiency% of Students

	Exceeds	Meets	Partially	Does Not	% Proficient
3rd	1	7	0	4	66.7%
4th	1	3	3	2	44%
5th	1	10	1	0	91.6%
6th	4	3	4	2	53.8%

2021-2022 MCA-111 Math Proficiency% of Students

	Exceeds	Meets	Partially	Does Not	% Proficient
3rd	5	3	2	1	72.7%
4th	3	2	3	1	56%
5th	2	7	2	1	75%
6th	3	7	2	1	76.9%