



2020-21 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 2020-21 WBWF and A&I Annual Summary & Progress Report](#). You can copy your responses from this template into the electronic form.

District or Charter Name: Wheaton Area Schools

Grades Served: PK-12

WBWF Contact: Daniel Posthumus

A&I Contact: N/A

Title: Superintendent

Title: N/A

Phone: 320-563-8282

Phone: N/A

Email: dposthumus@wheaton.k12.mn.us

Email: N/A

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

MDE understands this past school year (2020-21) ended under unique circumstances due to the COVID-19 pandemic. Therefore, we are providing reporting options that reflect this disruption in your ability to appropriately report annual progress.

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.
- Provide the direct website link to the A&I materials.

Annual Public Meeting

These annual public meetings were to be held in the fall of each school year. Report on this measure for the 2020-21 school year.

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.

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 school year.
 - Monday, December 13, 2021

District Advisory Committee

The District Advisory Committee should be in place at the start of the school year. Report on your membership list.

WBWF Requirement: The district advisory committee must reflect the diversity of the district and its school sites. It must include teachers, parents, support staff, students, and other community residents. Parents and other community residents are to comprise at least two-thirds of advisory committee members, when possible. The district advisory committee makes recommendations to the school board.

Complete the list of your district advisory committee members for the 2020-21 school year. Expand the table to include all committee members. Ensure roles are clear (teachers, parents, support staff, students, and other community residents).

| District Advisory Committee Members | Role in District | Are they part of the Achievement and Integration leadership team? (Mark X if Yes) |
|-------------------------------------|----------------------------------|---|
| Marty Lanter | 7-12 Principal | |
| Heidi Rinke | Special Ed. Teacher / Parent | |
| Jayne Oachs | Career & Tech. Ed. | |
| Dan Posthumus | Superintendent / Elem. Principal | |
| Janet Koch | Community Ed. | |
| Ray Gibson | Technology | |
| Kelley Berger | English Teacher / Parent | |
| Melissa Deal | Special Education / Parent | |
| Amanda Olsen | Elementary Teacher / Parent | |
| Lynae Berger | Paraprofessional | |
| Brittany Erickson | Science | |
| Corey Spilde | Social Studies / Parent | |
| Tressa Lanter | Elementary | |
| Sarah Young | Counselor / Parent | |

Equitable Access to Excellent and Diverse Educators

Staffing should be in place by the start of the 2020-21 school year. Report on your equitable access to excellent and diverse educators for the start of the 2020-21 school year.

WBWF Requirement: WBWF requires districts and charters to have a process in place to ensure students from low income families, students of color, and American Indian students are not taught at disproportionate rates by

inexperienced, out-of-field, and ineffective teachers. The legislation also requires that districts have strategies to increase access to teachers who reflect the racial and ethnic diversity of students.

While districts/charters may have their own local definitions, please note the definitions developed by Minnesota stakeholders during the Every Student Succeeds Act (ESSA) state plan development process:

- An **ineffective teacher** is defined as a teacher who is not meeting professional teaching standards, as defined in local teacher development and evaluation (TDE) systems.
- An **inexperienced teacher** is defined as a licensed teacher who has taught for three or fewer years.
- An **out-of-field teacher** is defined as a licensed teacher who is providing instruction in an area which he or she is not licensed.

The term “equitable access gap” refers to the difference between the rate(s) at which students from low income families, students of color, and American Indian students are taught by inexperienced, out-of-field, or ineffective teachers and the rate at which other students are taught by the same teacher types. This is not to be confused with the “achievement gap” (how groups of students perform academically); rather, “equitable access gap” is about which student groups have privileged or limited access to experienced, in-field and effective teachers.

Districts/charters are encouraged to monitor the distribution of teachers and identify equitable access gaps between and within schools, but they may also make comparisons to the state averages or to similar schools. It is important to note that some of the most significant equitable access gaps occur at the school and classroom level.

Districts/charters may also use other indicators of “effectiveness” such as teachers receiving stronger evaluations overall, teachers with strengths in particular dimensions of practice (e.g., culturally responsive practices), teachers certified by the National Board for Professional Teaching Standards, or teachers with demonstrated student growth and achievement results.

Respond to the questions below.

Describe your process for ensuring students of color, American Indian students and students from low income families have equitable access to experienced, in-field, and effective teachers.

- How did the district examine equitable access data?
 - What data did you look at?
 - Wheaton Area Schools, only has one or two teachers for each elementary grade, or secondary subject. We only have one elementary school and one secondary school.
 - How frequently do you review the data?
 - It’s obvious every day. We have one class of second grade students, they all go in that class. If we have two classes, the classes are determined at the beginning of the school year.
 - Who was included in conversations to review equitable access data?
 - The Principal and classroom teachers review available student data and determine student placement.

Limit response to 200 words.

Type response here

- What strategies has the district initiated to improve student equitable access to experienced, in-field, and effective teachers?
 - What goal(s) do you have to reduce and eventually eliminate equitable access gaps?

Limit response to 200 words.

- We hire the best teachers we can. We advertise extensively (locally, regionally and state-wide). We also reach out to universities and educational leaders throughout the region to find qualified applicants.
- We do not have an access gap, because all our teachers are fully licensed, and students have access to high-quality teachers at all levels, and all students have access to the same teachers.

WBWF also requires districts and charters to examine student access to licensed teachers who reflect the racial and ethnic diversity of students. A growing body of research has demonstrated that all students benefit when they are taught by racially and ethnically diverse staff throughout their career, and students of color and indigenous students benefit even more. Consequently, working to increase teacher racial diversity is beneficial to all schools.

- Describe your efforts to increase the racial and ethnic diversity of teachers in your district.
 - Which racial and ethnic student groups are present in your district that are not yet represented in your licensed teacher staff? How many additional teachers of color and American Indian teachers would you need in order to reflect your student population?
Limit response to 200 words.
- Hispanic, Black, American Indian, and Asian ethnic student groups are represented in our district, that are not yet represented by our teaching staff.
- We would need to hire an additional four teachers of color and American Indian descent in order to reflect our student population.
 - What strategies has the district initiated to increase and retain teachers of color and American Indian teachers in the district? What goal(s) are you pursuing?
Limit response to 200 words.
- We continue to advertise teaching positions state-wide, seeking a large application pool that will hopefully include teachers of racially diverse backgrounds.

Local Reporting of Teacher Equitable Access to Excellent and Diverse Educators Data

Districts are required to publicly report data on an annual basis related to student equitable access to teachers, including data on access for low-income students, students of color, and American Indian students to experienced, in-field, and effective teachers and data on all student access to racially and ethnically diverse teachers.

For this 2020-21 WBWF summary report submission, please check the boxes to confirm that your district publicly reported this data.

District/charter publicly reports data on an annual basis related to equitable teacher distribution, including data on access for low-income students, students of color, and American Indian students to effective, experienced, and in-field teachers.

District/charter publicly reports data on an annual basis related to student access to racially and ethnically diverse teachers.

Goals and Results

SMART goals are: specific and strategic, measurable, attainable (yet rigorous), results-based and time-based. Districts may choose to use the data profiles provided by MDE in reporting goals and results or other locally determined measures. Please fill out the table below with your specific SMART goals.

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 |
|--|---|---|
| <p>Provide the established SMART goal for the 2020-21 school year.</p> <p>80% of students entering Kindergarten will meet the standards for Kindergarten Readiness established by the Start Early Literacy Assessments given in September of 2020.</p> | <p>Provide the result for the 2020-21 school year that directly ties back to the established goal.</p> <p>If unable to report a result because of disruptions due to COVID-19, please respond, "Unable to report."</p> <p><i>68% of students entering Kindergarten met the standards for Kindergarten Readiness established by the Star Early Literacy Assessments given in September 2020.</i></p> | <p>Check one of the following:</p> <p><input type="checkbox"/> On Track (multi-year goal)</p> <p><input checked="" 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 type="checkbox"/> Met None (multiple goals)</p> |

Please describe to what extent, if any, the COVID-19 pandemic affected the quality of the data used to measure progress toward your SMART goal. For example, if a small percentage of students participated in an assessment, please provide that participation rate and note that the low participation rate may affect data quality. If the pandemic did not affect the quality of the data used to measure progress, please type "N/A" as your answer.

- I do not have hard data to determine how much each student struggled, and, or suffered from complications to their lives under the COVID pandemic. Consistent education was a struggle for some students, as they were quarantined for close-contacts of a positive COVID case on multiple occasions. Some chose to do on-line education for the entire school year and those student's success was often based on their level of support that was provided at home.

Narrative is required. 200-word limit.

- What data have you used to identify needs in this goal area?
- How is this data disaggregated by student groups?
- What strategies are in place to support this goal area?
- We use our PreKindergarten data. All our student data are disaggregated between our PreKindergarten Teacher, our Principal and Kindergarten Teacher. This was also shared with our Support Services Coordinator, who facilitated our Child Study Team meetings.

- Our District utilizes the Response to Intervention (RTI) model to ensure students are progressing toward grade level requirements. Twice monthly, teachers have an opportunity to discuss concerns about students who are not progressing toward grade level targets with our Child Study Team (CST). The Child Study Team consists of general education classroom teachers, a Title teacher (at the Elementary level), special education teachers, and an administrator. The CST then analyzes assessment data to match students in need with appropriate research-based interventions. The CST reviews student progress to determine whether an intervention is appropriate. If the data indicates the need for a change in the intervention, adjustments are made to the student's programming.
- Assessment data used in the decision-making process consisted of Star Early Literacy Assessments, A-Reading, the Minnesota Comprehensive Assessments (MCA), the STAR Accelerated Reader assessments, as well as curriculum assessments and classroom observation. Based on the state and district assessment data, a discussion takes place to determine a course of action to fit each individual student's specific needs. Students are then assessed periodically to determine whether they are making appropriate growth toward their individual and grade level goals.

All Students in Third Grade Achieving Grade-Level Literacy

| Goal | Result | Goal Status |
|---|--|---|
| <p>Provide the established SMART goal for the 2020-21 school year.</p> <p>The percentage of all students in grade 3 at Pearson Elementary School enrolled by October 1 who are proficient on the Reading MCA will be 70% in 2021.</p> | <p>Provide the result for the 2020-21 school year that directly ties back to the established goal.</p> <p>56% of all grade 3 students at Pearson Elementary enrolled by October 1, 2020 were proficient on the Reading MCA, in the spring of 2021.</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> <p><input type="checkbox"/> Goal Met (one-year goal)</p> <p><input checked="" 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 type="checkbox"/> Met None (multiple goals)</p> |

Please describe to what extent, if any, the COVID-19 pandemic affected the quality of the data used to measure progress toward your SMART goal. For example, if a small percentage of students participated in an assessment, please provide that participation rate and note that the low participation rate may affect data quality. If the pandemic did not affect the quality of the data used to measure progress, please type “N/A” as your answer.

We do not have hard data to determine how much each student struggled, and, or suffered from complications to their lives under the COVID pandemic. Consistent education was a struggle for some students, as they were quarantined for close contacts of a positive COVID case on multiple occasions. Some chose to do on-line education for the entire school year and those student’s success was often based on their level of support that was provided at home.

Narrative is required. 200-word limit.

- What data have you used to identify needs in this goal area?
- How is this data disaggregated by student groups?
- What strategies are in place to support this goal area?
 - Our District utilizes the Response to Intervention (RTI) model to ensure students are progressing toward grade level requirements. Twice monthly, teachers have an opportunity to discuss concerns about students who are not progressing toward grade level targets with our Child Study Team (CST). The Child Study Team consists of general education classroom teachers, a Title teacher (at the Elementary level), special education teachers, and an administrator. The CST then analyzes assessment data to match students in need with appropriate research-based interventions. The CST reviews student progress to determine whether an intervention is appropriate. If the data indicates the need for a change in the intervention, adjustments are made to the student’s programming.

- Assessment data used in the decision-making process consisted of Star Early Literacy Assessments, A-Reading, the Minnesota Comprehensive Assessments (MCA), the STAR Accelerated Reader assessments, as well as curriculum assessments and classroom observation. Based on the state and district assessment data, a discussion takes place to determine a course of action to fit each individual student’s specific needs. Students are then assessed periodically to determine whether they are making appropriate growth toward their individual and grade level goals.

Close the Achievement Gap(s) Between Student Groups

| Goal | Result | Goal Status |
|---|--|---|
| <p>Provide the established SMART goal for the 2020-21 school year.</p> <p>From 2016-2021, we will reduce the Achievement Gap by 50%, using the FRP lunch data to measure the results.</p> | <p>Provide the result for the 2020-21 school year that directly ties back to the established goal.</p> <p>Our FRP lunch data assessment results showed that 39.6% of our students were proficient, as assessed on the Spring 2021 Reading MCA on a District-wide scale, compared 56.4% of “all” students being proficient on the Spring 2021 MCA. This showed a 17% gap.</p> | <p>Check one of the following:</p> <p><input type="checkbox"/> On Track (multi-year goal)</p> <p><input checked="" 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 type="checkbox"/> Met None (multiple goals)</p> |

- **Please describe to what extent, if any, the COVID-19 pandemic affected the quality of the data used to measure progress toward your SMART goal.** For example, if a small percentage of students participated in an assessment, please provide that participation rate and note that the low participation rate may affect data quality. If the pandemic did not affect the quality of the data used to measure progress, please type “N/A” as your answer.

We do not have hard data to determine how much each student struggled, and, or suffered from complications to their lives under the COVID pandemic. Consistent education was a struggle for some students, as they were quarantined for close contacts of a positive COVID case on multiple occasions. Some chose to do on-line education for the entire school year and those student’s success was often based on their level of support that was provided at home.

Narrative is required. 200-word limit.

- What data have you used to identify needs in this goal area? How is this data disaggregated by student groups?
- What strategies are in place to support this goal area?
- Our District utilizes the Response to Intervention (RTI) model to ensure students are progressing toward grade level requirements. Twice monthly, teachers have an opportunity to discuss concerns about students who are not progressing toward grade level targets with our Child Study Team (CST).

The Child Study Team consists of general education classroom teachers, a Title teacher (at the Elementary level), special education teachers, and an administrator. The CST then analyzes assessment data to match students in need with appropriate research-based interventions. The CST reviews student progress to determine whether an intervention is appropriate. If the data indicates the need for a change in the intervention, adjustments are made to the student's programming.

- Assessment data used in the decision-making process consisted of Star Early Literacy Assessments, A-Reading, the Minnesota Comprehensive Assessments (MCA), the STAR Accelerated Reader assessments, as well as curriculum assessments and classroom observation. Based on the state and district assessment data, a discussion takes place to determine a course of action to fit each individual student's specific needs. Students are then assessed periodically to determine whether they are making appropriate growth toward their individual and grade level goals.

All Students Career and College-Ready by Graduation

| Goal | Result | Goal Status |
|--|--|---|
| <p>Provide the established SMART goal for the 2020-21 school year.</p> <p>Wheaton Area Schools will increase by 5% for the 8th grade math 2020-2021 MCA assessment. The spring of 2020 there were no assessments given. 37% of students were proficient for the 2018-2019 MCA assessment.</p> | <p>Provide the result for the 2020-21 school year that directly ties back to the established goal.</p> <p>36% of 8th grade math students were proficient in the 2020-2021 MCA assessment.</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> <p><input type="checkbox"/> Goal Met (one-year goal)</p> <p><input checked="" 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 type="checkbox"/> Met None (multiple goals)</p> |

Please describe to what extent, if any, the COVID-19 pandemic affected the quality of the data used to measure progress toward your SMART goal. For example, if a small percentage of students participated in an assessment, please provide that participation rate and note that the low participation rate may affect data quality. If the pandemic did not affect the quality of the data used to measure progress, please type “N/A” as your answer.

Narrative is required. 200-word limit.

- What data have you used to identify needs in this goal area?
- How is this data disaggregated by student groups?
- What strategies are in place to support this goal area?

Our District utilizes the Response to Intervention (RTI) model to ensure students are progressing toward grade level requirements. Twice monthly, teachers have an opportunity to discuss concerns about students who are not progressing toward grade level targets with our Child Study Team (CST). The Child Study Team consists of general education classroom teachers, a Title teacher (at the Elementary level), special education teachers, and an administrator. The CST then analyzes assessment data to match students in need with appropriate research-based interventions. The CST reviews student progress to determine whether an intervention is appropriate. If the data indicates a need for a change in the intervention, adjustments are made to the student’s programming.

Assessment data used in the decision-making process consisted of Star Early Literacy Assessments, A-Reading, the Minnesota Comprehensive Assessments (MCA), the STAR Accelerated Reader

assessments, as well as curriculum assessments and classroom observation. Based on the state and district assessment data, a discussion takes place to determine a course of action to fit each individual student's specific needs. Students are then assessed periodically to determine whether they are making appropriate growth toward their individual and grade level goals.

COVID did impact this testing group through periods of distance learning and interruptions in student learning.

All Students Graduate

| Goal | Result | Goal Status |
|--|--|---|
| <p>Provide the established SMART goal for the 2020-21 school year.</p> <p>Wheaton Area Schools will achieve a graduation rate of 90% for all students in the cohort group (enrolled in grade 9 and graduate four years later) with no student subgroup achieving less than 85% by 2021</p> | <p>Provide the result for the 2020-21 school year that directly ties back to the established goal.</p> <p>32 of the 33 high school seniors (32/33) graduated on time in the spring of 2021. This shows a 97% graduation rate by these calculations</p> | <p>Check one of the following:</p> <p><input checked="" 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 type="checkbox"/> Met None (multiple goals)</p> |

Please describe to what extent, if any, the COVID-19 pandemic affected the quality of the data used to measure progress toward your SMART goal. For example, if a small percentage of students participated in an assessment, please provide that participation rate and note that the low participation rate may affect data quality. If the pandemic did not affect the quality of the data used to measure progress, please type “N/A” as your answer.

Narrative is required. 200-word limit.

- What data have you used to identify needs in this goal area?
- How is this data disaggregated by student groups?
- What strategies are in place to support this goal area?

We used the graduation data that we know, which is which students graduated on time. We were still in a time of COVID and had periods of distance learning. Diligence on our part in contacting parents, the student, social services and meeting with the students and parents showed success in our student graduation rate.

Strategies:

Our District utilizes the Response to Intervention (RTI) model to ensure students are progressing toward grade level requirements. Once monthly, teachers have an opportunity to discuss concerns about students who are not progressing toward grade level targets with our Child Study Team (CST). The Child Study Team consists of general education classroom teachers, a Title teacher (at the Elementary level), special education teachers, and an administrator. The CST then analyzes assessment data to match students in need with appropriate research-based interventions. The CST reviews student progress to determine whether an intervention is appropriate. If the data indicates a need for a change in the intervention, adjustments are made to the student’s programming.

2020-21 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 is on track. The information you submit will also be used to provide ongoing support for your A&I efforts. You will be able to indicate where disruptions from COVID-19 required you to change how you implemented your A&I strategies or made collecting data to document progress toward your goals complicated or impossible.

Districts with one or more racially identifiable schools will also submit progress reports to verify whether 2020-21 A&I plan goals for each of those schools were on track.

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 2020-21 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 2020-21 SY.

MDE understands this past school year (2020-21) brought on unique circumstances due to the COVID-19 pandemic. Therefore, we are providing reporting options that reflect this disruption in your ability to appropriately report annual progress.

***Please use this template as an internal tool to gather information. Responses should be submitted electronically in the [Combined 2020-21 WBWF and A&I Annual Summary & Progress Report](#). You can copy your responses from this template into the electronic form.**

Achievement and Integration

District Name: Type response here

A and I Contact: Type response here

Title: Type response here

Phone: Type response here

Email: Type response here

Annual Public Reporting

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.
- Provide the direct website link to the A&I materials.

Annual Public 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 school year.

Achievement and Integration Goal 1

| Goal Statement | Achievement or Integration Goal? | Baseline | Actual Result (2020- 21 SY) | On Track? |
|---|--|--|---|--|
| Copy the SMART goal statement from your plan implemented in the 2020-21 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 2020-21 SY. | Provide the result for the 2020-21 school year that directly ties back to the established goal. If unable to report a result because of disruptions due to COVID-19, please respond, "Unable to report." | Check one of the following: <input type="checkbox"/> On Track <input type="checkbox"/> Not on Track <input type="checkbox"/> Goal Met <input type="checkbox"/> Unable to Report |

Narrative is required. 200-word limit.

- What data have you used to identify needs in this goal area?
- How is this data disaggregated by student groups?
- What strategies are in place to support this goal area?

Type response here

Achievement and Integration Goal 2

| Goal Statement | Achievement or Integration Goal? | Baseline | Actual Result (2020-21 SY) | On Track? |
|---|--|--|---|--|
| Copy the SMART goal statement from your plan implemented in the 2020-21 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 2020-21 SY. | Provide the result for the 2020-21 school year that directly ties back to the established goal. If unable to report a result because of disruptions due to COVID-19, please respond, "Unable to report." | Check one of the following: <input type="checkbox"/> On Track <input type="checkbox"/> Not on Track <input type="checkbox"/> Goal Met <input type="checkbox"/> Unable to Report |

Narrative is required. 200-word limit.

- What data have you used to identify needs in this goal area?
- How is this data disaggregated by student groups?
- What strategies are in place to support this goal area?

Type response here

Achievement and Integration Goal 3

| Goal Statement | Achievement or Integration Goal? | Baseline | Actual Result (2020-21 SY) | On Track? |
|---|--|--|---|--|
| Copy the SMART goal statement from your plan implemented in the 2020-21 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 2020-21 SY. | Provide the result for the 2020-21 school year that directly ties back to the established goal. If unable to report a result because of disruptions due to COVID-19, please respond, "Unable to report." | Check one of the following: <input type="checkbox"/> On Track <input type="checkbox"/> Not on Track <input type="checkbox"/> Goal Met <input type="checkbox"/> Unable to Report |

Narrative is required. 200-word limit.

- What data have you used to identify needs in this goal area?
- How is this data disaggregated by student groups?
- What strategies are in place to support this goal area?

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

Type response here

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 2020-21 school year. Also, consider ways that your A&I plan strategies have increased integration within your district.

Type response here

Impacts from Online Learning

Narrative is required. 200-word limit.

Briefly explain how you modified your strategies this past school year because of distance learning. List the strategies you weren't able to implement. What A&I-related data were you unable to collect to document progress toward your goals? How did those adjustments or lack of data inform your A&I planning for the 2021-22 school year?

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.

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

School Name:

Achievement and Integration Goal 1

| Goal Statement | Achievement or Integration Goal? | Baseline | Actual Result (2020-21 SY) | On Track? |
|---|--|--|---|--|
| Copy the SMART goal statement from your plan implemented in the 2020-21 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 2020-21 SY. | Provide the result for the 2020-21 school year that directly ties back to the established goal. If unable to report a result because of disruptions due to COVID-19, please respond, “Unable to report.” | Check one of the following: <input type="checkbox"/> On Track <input type="checkbox"/> Not on Track <input type="checkbox"/> Goal Met <input type="checkbox"/> Unable to Report |

Narrative is required. 200-word limit.

- What data have you used to identify needs in this goal area?
- How is this data disaggregated by student groups?
- What strategies are in place to support this goal area?

Type response here

Achievement and Integration Goal 2

| Goal Statement | Achievement or Integration Goal? | Baseline | Actual Result (2020-21 SY) | On Track? |
|---|--|--|---|--|
| Copy the SMART goal statement from your plan implemented in the 2020-21 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 2020-21 SY. | Provide the result for the 2020-21 school year that directly ties back to the established goal. If unable to report a result because of disruptions due to COVID-19, please respond, "Unable to report." | Check one of the following: <input type="checkbox"/> On Track <input type="checkbox"/> Not on Track <input type="checkbox"/> Goal Met <input type="checkbox"/> Unable to Report |

Narrative is required. 200-word limit.

- What data have you used to identify needs in this goal area?
- How is this data disaggregated by student groups?
- What strategies are in place to support this goal area?

Type response here

Achievement and Integration Goal 3

| Goal Statement | Achievement or Integration Goal? | Baseline | Actual Result (2020-21 SY) | On Track? |
|---|--|--|---|--|
| Copy the SMART goal statement from your plan implemented in the 2020-21 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 2020-21 SY. | Provide the result for the 2020-21 school year that directly ties back to the established goal. If unable to report a result because of disruptions due to COVID-19, please respond, "Unable to report." | Check one of the following: <input type="checkbox"/> On Track <input type="checkbox"/> Not on Track <input type="checkbox"/> Goal Met <input type="checkbox"/> Unable to Report |

Narrative is required. 200-word limit.

- What data have you used to identify needs in this goal area?
- How is this data disaggregated by student groups?
- What strategies are in place to support this goal area?

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

Type response here

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 2020-21 school year. Also, consider ways that your A&I plan strategies have increased integration within your district.

Type response here

Impacts from Online Learning

Narrative is required. 200-word limit.

Briefly explain how you modified your strategies this past school year because of distance learning. List the strategies you weren't able to implement. What A&I-related data were you unable to collect to document progress toward your goals? How did those adjustments or lack of data inform your A&I planning for the 2021-22 school year?

Type response here