World's Best Workforce

Plan 2023-2024

Stakeholders Advisory Committee

District Advisory Committee Member	Role in District
Patrick J. Sutlief	Principal
Scott Vedbraaten	Superintendent
Bob Bryniarski	School Board Chair
Stacy Marxer	School Counselor
Wayne Petermeier	AD/Dean of Students
Rollie Lais	CTE Teacher
Katie Peterschick	Title I
Holly Norton	SpEd Teacher
Roger Irsfeld	Parent
	Student
	Student

Goals

a. All Students Ready for School

All students (100%) will have experienced pre-school screening prior to their first day of school in the 2023-2024 school year.

80% of all students beginning Kindergarten will have experienced Early Childhood Special Education, Head Start, School Readiness, and/or Early Childhood Family Education. At least one of these programs is available to pre-school aged students in the Browerville area. However, there is limited participation in these pre-school programs.

Browerville's Head Start Program was cut by TCC in the summer of 2022. We do not have Head Start for the 2022-2023 year.

b. All Students in Third Grade Achieving Grade-Level Literacy

A goal for reading: *Due to the COVID-19 closures and delays, Browerville Elementary was unable to participate in MCA assessments in the spring of 2020. As a result, MCA data trends are interrupted. The data from spring 2021 assessments will be used to establish a baseline of student achievement levels for future goals to be based. Goals for the 2021-2022 school year are established using both AIMS Web Plus data and MCA data, despite its limitations.*

Beginning in the 2022-2023 school year, Browerville Public Schools will switch from AIMS Web Plus to Fastbridge Assessment tools. As a result, goals based on local assessments may be inaccurate. Nevertheless, at least 67% of Browerville elementary students will meet the <u>Fastbridge</u> composite cut score in the area of reading in the 2022-2023 school year (Tier I).

Browerville Elementary School students will work to increase the percent of students meeting or exceeding state standards in Reading MCA tests by 5% in the spring assessments in 2023 from the last reported MCA scores established in the spring of 2021. (We do not have the data from the 2022 administration of MCA tests) In 2021, Grade 3 MCA Reading proficiency rate was 38.5%. Our goal is to reach <u>43.5% of 3rd graders meeting</u> or exceeding standards in MCA Reading in Spring 2023.

Note- Grade 3 Reading proficiency on the MCA was 36.4%. The goal would be 41.4% proficient if we used the "5%" guide. However, we will maintain the goal of 43.5% proficiency as the goal for the 2023 Spring MCA administration. -August 30, 2022

As was practiced with AIMS Web Plus data, Fastbridge Assessment data will be closely monitored to ensure growth from benchmark to benchmark, with Tier II and Tier III students being progress monitored to optimize the effectiveness of interventions.

c. <u>Close the Achievement Gap Among All Groups.</u>

The demographics of Browerville Elementary does not allow for subgroup reporting due to a small sample size.

Historically in Browerville Elementary, the subgroups that indicates the strongest need for the closure of the achievement gap include Free/Reduced Lunch, Special Education, and ESL.

<u>-Direct text from Local Literacy Plan/Read Well By Third Grade</u>

d. <u>All students Career- and College-Ready by Graduation</u>

All (100%) Browerville High School students will have participated in a career interest study and assessment. In addition, all students (100%) will review their academic plan with the school counselor starting in grade 7 and revisit/amend their plan annually.

This goal will be achieved by beginning their high school career with PRCI in grade 7. PRCI (Personal Resources Career Investigation) is a course designed from the former Department of Children, Families, and Learning performance packages called Personal Resources and Career Investigation.). The career investigation will include college fairs, career fairs, ASVAB Assessments, Accuplacer examinations, ACT examinations, Career and College class (elective for grades 11 and 12), Career and Technology Education (CTE) course offerings, daily access to the school counselor, etc.

Career and College Readiness Table 2021-2022 Browerville Public Schools, District #787				
Activity	Gr	Description	Person	Time
		Bolded have happened, un-bolded are planned		
ASVAB Assessment	11	Participation in ASVAB assessment and career inventory. Two weeks later, engage in ASVAB interpretation.	L Kugel	December
MCIS, iSeek.org	7-12	Beginning of Personal Learning Plan (PLP)-7 Review of PLP-9 Revisit review of PLP-11-12	D Olander L Kugel	
Career Fair	10	Travelled to Brainerd CLC for Career Fair put on in cooperation with Bridges and CLC.	L Kugel	March
John Baylor ACT Prep	11	Organized for 11th graders who choose to participate in John Baylor ACT test prep.	L Kugel	Jan-Mar
ACT Exam	11-12	11th Graders have free access to ACT exam, 12th graders are encouraged to take it if the they not yet attempted it.	L Kugel	April
College Appl. Meeting	**12**	**L Kugel and Emily Shae (Rural MN CEP) met with seniors at the start of MNSCU free application week/month.**	**L Kugel**	**Nov**
Alex Tech College visit	**11-12**	**A trip to Alexandria Technical College for college visit and Felling Trailers for employer tour.**	**L Kugel R Lais**	**Oct 28**
Camp Ripley Visit	11-12	A trip to visit Camp Ripley to see various careers associated with the full time military. **Cancelled due to COVID outbreak.**	D Custer R Lais	Oct 13
Class Meetings Scheduling	7-11	Meeting with individual classes regarding class requirements and scheduling	L Kugel	Feb 3
Career and College Readiness Course	11-12	Course outlines interview skills, college application and job application practice, soft skill reviews, interest inventories, etc.	D Olander	Both Semesters
7th Grade Orientation	**7**	**Incoming 7th graders get an overview of the rules and expectations, and keys to success in our secondary school.**	**P Sutlief**	**August**
Senior Plan Meeting	12	Counselor meets with students regarding planning for postsecondary activities.	L Kugel	Fall, ~~follow up Spring~~
Scholarship web site	**12**	**A website is designed for posting scholarships.**	**L Kugel**	**All year**
PSEO. College Planning meeting	**11-12**	**Students planning to take CIS and PSEO courses meet to discuss requirements and expectations for these courses.**	**L Kugel**	**Sept/Oct**

Work Release Course	**11-12**	**A course designed to allow OJT for students, teacher follows through with employers. Also has career preparation curriculum.**	**R Lais**	**All Year**
Personal Learning Plan Revisit	9	In Computer Application class.	D Olander	Jan-Mar
PRCI	**7**	**Course designed to review school success skills like time management, notetaking, organization, and introduction to MCIS/iSeek.**	**D Olander**	**Sept-Jan**
7th Grade Career Exploration	**7**	**L Kugel and Stacy Marxer of Upward Bound meet with 7th graders to review career and college plans. Focused on looking at school beyond high school.**	**L Kugel S Marxer**	**1X Month**

Career and College Readiness Table 2022-2023 Browerville Public Schools, District #787				
Activity	Gr	Description	Person	Time
College Fair	**11-12**	**At CLC**	**L Kugel**	**Sept 28**
ASVAB Assessment	**11**	**Participation in ASVAB assessment and career inventory. Two weeks later, engage in ASVAB interpretation.**	**L Kugel**	**Dec 9**
Workplace visit	**9-12**	**Offered through RMCEP, not enough interest in our students, we did not attend.**	**L Kugel**	**October**
Career Fair	**11-12**	**Travelled to Brainerd CLC for Career Fair put on in cooperation with Bridges and CLC.**	**L Kugel**	**March 10**
John Baylor ACT Prep	**11**	**Organized for 11th graders who choose to participate in John Baylor ACT test prep.**	**L Kugel**	**Jan-Mar**
ACT Exam	**11-12**	**11th Graders have free access to ACT exam, 12th graders are encouraged to take it if the they not yet attempted it.**	**L Kugel**	**Mar 7**
College Appl. Meeting	**12**	**L Kugel and Emily Shae (Rural MN CEP) met with seniors at the start of MNSCU free application week/month.**	**L Kugel**	**Nov**
Alex Tech College visit	**11-12**	**A trip to Alexandria Technical College for college visit and Midwest Machine for employer tour.**	**R Lais**	**Oct 25**
Class Meetings Scheduling	7-11	Meeting with individual classes regarding class requirements and scheduling	L Kugel	Feb 3
Career and College Readiness Course	**11-12**	**Course outlines interview skills, college application and job application practice, soft skill reviews, interest**	**D Olander**	**Both Semesters**

		inventories, etc.		
7th Grade Orientation	**7**	**Incoming 7th graders get an overview of the rules and expectations, and keys to success in our secondary school.**	**P Sutlief**	**August 24**
Senior Plan Meeting	**12**	**Counselor meets with students regarding planning for postsecondary activities.**	**L Kugel**	**Fall**
Scholarship web site	**12**	**A website is designed for posting scholarships.**	**L Kugel**	**All year**
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Personal Learning Plan Revisit	9	In Computer Application class. Includes Interested Surveys and review of several web sites.	D Olander	Jan-Mar
PRCI	**7**	**Course designed to review school success skills like time management, notetaking, organization, and introduction to MCIS/iSeek.**	**D Olander**	**Sept-Jan**
Girls In Science	7-9	Girls in Science program in NDSU	G Couchey	April 1

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7th Grade Orientation	**7**	**Incoming 7th graders get an overview of the rules and expectations, and keys to success in our secondary school.**	**P Sutlief**	**August 22**
College Fair	**11-12**	**At CLC**	**S Marxer**	**Sept 27**
ASVAB Assessment	11	Participation in ASVAB assessment and career inventory. Two weeks later, engage in ASVAB interpretation.	S Marxer	Dec 7
Workplace visit	9-12	Offered through RMCEP, not enough interest in our students, we did not attend.		October
Career Fair	11-12	Travelled to Brainerd CLC for Career Fair put on in cooperation with Bridges and CLC.	S Marxer	March
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Alex Tech College visit	11-12	A trip to Alexandria Technical College for college visit and Midwest Machine for employer tour.	R Lais	Oct 31
Class Meetings Scheduling	7-11	Meeting with individual classes regarding class requirements and scheduling	S Marxer	Feb
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e. <u>All Students Graduate</u>

The goal for Browerville Public Schools is to have all (100%) students graduate. This would be a great improvement from 2016 (87%) and 2017 (83.3%). 2018 (92.7%), 2019 (92.1%), 2020 was approximately 91% (impacted by COVID-19 distance learning model). 2021 (84.6%).

GOAL: It is the goal to have 93% of Browerville High School students graduate "on time" with their peers in 2024.

This goal can be achieved with the help of the school counselor, who maintains records of credit requirements for all students in Browerville High School. The counselor meets with students at risk of falling short of graduation requirements and offers support for those students. When a student falls behind

in graduation requirements (credits), options to make those credits include night school at a nearby ALC, summer programming at a nearby ALC, after school credit recovery, and summer credit recovery.

*Graduation rates are difficult to assess with a single measurement. There is a 4-year rate, 5-year, 6-year, and a 7-year rate. In reality, our goal is to have all students (100%) graduating on time or within the first six months as a summer graduate. This is also challenging because of the prevalence of on-line classes being taken by students. The on-line classes are taught by teachers outside our building, so student progress and support is limited. We are limited to finding out a student is deficient in credit after the credits are awarded (or not awarded as the case sometimes is). We use a school counselor to offer support to the students who are taking on-line classes.

When the class of 2022 was in 9th grade, there were 42 students. This year, we are graduating 30. There were 35 students in the 2021-2022 junior class. Browerville graduated 31, for a 88.6% rate.

When the class of 2021 was in 8th grade, there were 49 students. In 2021, we graduated 33.

*According to the Minnesota Department of Education Report Card

Graduation Rate					
	2017	**2018**	**2019**	**2020**	**2021**
	92.7	92.1	92.1%	83.0%	Graduated 84.6% (33)
					Continued 5.1% (2)
					Dropped Out 2.6% (1)
					Unknown 7.7% (3)

Identified Needs Based on Data

A Comprehensive Needs Assessment will be completed by teachers, staff, board members, parents, and students to inform the district on needs of the district. The last needs assessment survey was conducted in May of 2022.

Browerville Public Schools will use state MCA results and AIMS Web Plus results with FastBridge beginning in 2022-2023 school year. These assessments will include benchmarks three times per school year with progress monitoring for select students to determine student academic achievement levels.

Systems, Strategies, and Support Category

    a.   Students District Focus areas for the 2018-2019 school year

Measures of student achievement used in Browerville Public Schools include AIMS Web Plus in reading and mathematics for grades K-8, MCA results in reading, mathematics, and science for grades 3-11, ACT results for grades 11 and 12, ASVAB results for grade 11, and Accuplacer assessment results for select students in grades 10 and 11.

Aims Web Plus is benchmarked three times per school year with progress monitoring for select students who show intervention needs. Accuplacer and ACT scores are used for students who choose to take it. The scores are used for individual measures and indications of needs. ASVAB assessments are given to all 11th graders.

Disaggregation of student data based on subcategories is difficult, since statewide assessments indicate our populations are too small to report. Teachers review data from AIMS Web and MCAs for each individual student and apply subcategory status individually.

b. Teachers and Principal

Teacher Observation and Evaluation are primarily done through the Marzano Model.

Teachers in Browerville Public Schools participate in PLCs. Each PLC selects a focus area for the year, and follows this area during the six meeting days throughout the school year. PLCs also include a review of data from AIMS Web Plus, MCAs, and ACT assessments.

Principal Evaluations are based on Competencies. The focus of Competencies for the 2018-2019 school year are Communication, Instructional Leadership, and Safety and Security.

c. District

Browerville Public Schools updated its infrastructure this past summer, upgrading the wireless internet access to better serve our one-to-one Chromebook initiative for grades 7-12, and increase of Chromebook access for grades 3-6. The one-to-one initiative allows for teachers to embed Google Classroom in their instruction.

Browerville Public Schools continues to involve Technology Mobile, an effort through Region 5 (Sourcewell, formerly NJPA) that integrates science and technology. Efforts through Technology Mobile include school gardens (both outdoor and indoor water gardens), Sphere-o balls for coding and programming, lego robotics, and 3D printer activities.

Read Well By Third Grade Local Literacy Plan

2022

#0787 BROWERVILLE
PUBLIC SCHOOL

Statement

Browerville Public School, District #0787, developed the Local K-3 Literacy Plan to report how Browerville Public Schools ensure that its students will be reading proficiently by the end of third grade, in accordance with Minnesota Statute 120B.12. Browerville Public Schools' Literacy Plan outlines the base curriculum for reading instruction, process of identifying students with reading challenges, the process of reporting reading levels, the interventions implemented for students with reading deficits, and staff development efforts to improve student achievement in the area of reading.

Board Approval

Browerville Public School Board for District #0787, initially approved the Local K-3 Literacy Plan in June, 2012. A revised and updated version of the plan was approved in June, 2013, June 2014, July, 2015, June 2016, June 2017, June 2018, and June 2019. June 29, 2020 (introduced a new format to

meet the requirements of the Minnesota Department of Education), and July 2021, and **June, 2022** school board meeting.

School-Wide Goal Reading

A goal for reading: *Due to the COVID-19 closures and delays, Browerville Elementary was unable to participate in MCA assessments in the spring of 2020. As a result, MCA data trends are interrupted. The data from spring 2021 assessments will be used to establish a baseline of student achievement levels for future goals to be based. Goals for the 2021-2022 school year are established using both AIMS Web Plus data and MCA data, despite its limitations.*

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Note- Grade 3 Reading proficiency on the MCA was 36.4%. The goal would be 41.4% proficient if we used the "5%" guide. However, we will maintain the goal of 43.5% proficiency as the goal for the 2023 Spring MCA administration. August 30, 2022

As was practiced with AIMS Web Plus data, Fastbridge Assessment data will be closely monitored to ensure growth from benchmark to benchmark, with Tier II and Tier III students being progress monitored to optimize the effectiveness of interventions.

Historically in Browerville Elementary, the subgroups that indicates the strongest need for the closure of the achievement gap include Free/Reduced Lunch, Special Education, and ESL.

A. Curriculum for Core Instruction

	K	Grade 1	Grade 2	Grade 3
Core Instruction	Houghton Mifflin "Journeys"	Houghton Mifflin "Journeys"	Houghton Mifflin "Journeys"	Houghton Mifflin "Journeys"
Time Spent		85 Minutes	90 Minutes	90 Minutes
Flexible Group Instruction	-Reading instruction in whole group and centers.	-Whole Group and Small Group Instruction	-Whole Group and Small Group Instruction	-Whole Group and Small Group Instruction

B. Comprehensive Needs Assessment

A review of the results of an abbreviated needs assessment in the area of reading indicated the interventions employed in classrooms for grades K-3, and listed a number of frustrations with distance learning and its long-term impact on reading achievement for students.

The abbreviated needs assessment in the area of reading highlighted a couple strategies that will be continued after the distance learning efforts are done. One of the largest needs identified was for small group instruction with a focus on Tier II and Tier III students in the area of reading.

C. Assessment of Reading Proficiency

-Results of AIMS Web Plus assessments are shared with parents at the Fall Parent-Teacher Conferences, and are sent home with each quarterly report card.

-MCA III- Reading results are shared with parents during the Fall Parent-Teacher Conferences held in November.

-Parents are welcome and encouraged to schedule conferences with teachers to discuss results from each of these assessments at any time.

	K	Grade 1	Grade 2	Grade 3
Assessments	-AIMS Web Plus Benchmark assessments and Progress Monitoring -ESGI -Houghton Mifflin curriculum assessments. -IXL Language Arts	-AIMS Web Plus Benchmark assessments and Progress Monitoring -ESGI -Houghton Mifflin curriculum assessments. -Freckle -Informal Assessments -IXL Language Arts	-AIMS Web Plus Benchmark assessments and Progress Monitoring -ESGI -Houghton Mifflin curriculum assessments. -Freckle -Informal Assessments -IXL Language Arts	-AIMS Web Plus Benchmark assessments and Progress Monitoring -Houghton Mifflin curriculum assessments. -Freckle -MCA II Reading -Informal Assessments -IXL Language Arts

Description of Assessments

AIMS Web Plus   Screening assessment used. Benchmark administered in the fall, winter, and spring in the areas of Oral Reading Fluency and Reading Comprehension. Strategic monitoring is administered monthly to those students who indicated need in their Benchmark assessments. AIMS Web Plus is a nationally normed assessment used for planning and evaluation to inform instruction for students using a three tier system. These new normative, reliability, and validity data were collected based on a representative sample of U.S. students. Additionally, the psychometric properties of all the AIMS Web Plus measures were evaluated to meet Pearson's and industry standards during the field testing process.

"Journeys" Houghton Mifflin   Teachers implement base curriculum assessments.

Freckle   Intervention contains internal assessments to maintain students on their appropriate reading levels.

Read Theory   Read Theory will be implemented periodically throughout the school year as another measure of student achievement to help identify students in need of further support and/or interventions.

Dyslexia Screening

AIMS Web Plus composite assessments are listed as a suggested dyslexia screening tool by the Minnesota Department of Education. If concerns for student achievement in the area of reading arise as a result of AIMS Web Plus assessments, a recommendation for parents to seek a possible medical diagnosis for dyslexia by their health care provider would be made.

Convergence Insufficiency Screening

Browerville Public Schools, including Browerville Elementary, do not include screening for convergence insufficiency disorder as part of its vision screening process. Parents with concerns about the condition should see their licensed eye care specialist for assessment and treatment. Of course, if there are concerns with student achievement in the area of reading, parents are notified and informed of the possible impact of convergence insufficiency.

D. Interventions

	K	Grade 1	Grade 2	Grade 3
Intervention and Supplemental Instruction	-Targeted Title I -Summer Reading program -Freckle (Reading) -Haggerty Phonemic Awareness Curriculum -Spelling City -Great Leaps (Tier III) -Ed Mark	-Targeted Title I -Early Intervention in Reading (E.I.R) -Phonemic Awareness (LiPS) -Leveled Library -Read Theory -Read Naturally -Summer Reading program -Freckle (Reading) -Haggerty Phonemic Awareness Curriculum -Spelling City -Great Leaps (Tier III)	-Targeted Title I -Early Intervention in Reading (E.I.R) -Leveled Library -Moby Max (Web-based intervention) -Summer Reading program -Read Theory -Read Naturally -Freckle (Reading) -Haggerty Phonemic Awareness Curriculum -Spelling City -IXL Language Arts -Great Leaps (Tier III)	-Targeted Title I -Early Intervention in Reading (E.I.R) -Leveled Library -Moby Max (Web-based intervention) -Summer Reading program -Read Theory -Read Naturally -Freckle (Reading) -Haggerty Phonemic Awareness Curriculum -Spelling City -IXL Language Arts -Great Leaps (Tier III)

Targeted Title I services- include small group instruction, and a platform for other interventions listed above.

Summer Reading Program- A reading program run in July and August that promotes a focus on reading to improve fluency and comprehension.

Early Intervention Reading (E.I.R.)- Available to students in 1st, 2nd, and 3rd grades who qualify due to the results of the EIR tests. Students are identified for EIR testing by formal assessments and informal teacher observation.

IXL Language Arts   Web-based intervention that supplements the core curriculum.

Read Naturally- An elementary and middle school supplemental reading program designed to improve reading fluency using a combination of books, audiotapes, and computer software. The program has three main strategies: repeated reading of text for developing oral reading fluency, teacher modeling of story reading, and systematic monitoring of student progress by teachers and the students themselves. Students work at a reading level appropriate for their achievement level, progress through the program at their own rate, and, for the most part, work on an independent basis.

Spelling City – a K-12 game-based learning site and app that offers 40+ engaging vocabulary, spelling, phonics, and writing activities to build reading comprehension.

Haggerty Phonemic Awareness- is a well-organized 35-week curriculum of daily *phonemic awareness* lesson plans. ... The lessons are designed to deliver Tier 1 *phonemic awareness* instruction in a whole group setting and only take 10-12 minutes.

Freckle- An online learning platform that allows students to practice English Language Arts at their own level. Freckle continuously adapts to each student's individual skills, so each student is getting the appropriate challenge, whether they're working at, above, or below grade level.

Read Theory – offers online reading activities for all ages and ability levels. Our custom web application adapts to students' individual ability levels and presents them with thousands of skills building exercises that suit their needs.

Great Leaps   Reading and Language Arts intervention using web-based platform to assist in developing reading skills.

Edmark   Reading and Language Arts intervention using a web-based platform to assist in developing reading skills.

PRESS   A framework for multi-tiered system of support for reading intervention. PRESS in implemented in Browerville Elementary through the Title I program.

E. Planning for Continuous Improvement

Data reviews and planning occurs during PLC times which are scheduled at regular intervals throughout the school year.

Other meetings regarding small groups or individuals who exhibit needs in the area of reading are called as needed and include the Title I teachers, classroom teachers, administration, and Sp Ed teachers as possible consultants regarding interventions.

F. Reporting student achievement in the area of reading

Student report cards are distributed quarterly each school year. Results from AIMS Web Plus benchmark and progress monitoring, ESGI (grades K and 1) assessment results, and base curriculum assessment results are included in the report card to communicate student achievement levels in the area of reading.

For students receiving Special Education services for the academic area of reading, progress reports are included in the report card mailing.

At the end of the school year, a transition meeting is held to identify students with specific reading difficulty to inform future teachers of intervention needs for those students.

G. Professional Development

The professional development schedule for the 2020-2021 school year was disrupted heavily by the COVID-19 closures. Browerville Public Schools will participate in PRESS training through Sourcewell, a data review with a literacy instruction coach (also through Sourcewell), and workshops at conferences like the MREA Fall Conference and MASSFEP Conference. Browerville Public Schools participates in PLCs and the focus for primary grade teachers is reading instruction.