

Skyline Math and Science Academy

World's Best Workforce Strategic Plan/Comprehensive Achievement and Civic Readiness Plan

2024-2027



Mission and Vision

Mission: Our mission is to provide a high-quality academic environment in a twenty-first century school setting which creates and improves student learning, closes the achievement gap and partners directly with students and their families.

Vision: Our vision is to create learning opportunities and to bridge the gap for underprivileged students regardless of their socio-economic differences. Our ultimate objective is to produce students who are educated, prepared and who can contribute to American society and become global citizens.

WBWF Purpose

The WBWF Strategic Plan is a comprehensive, long-term strategic plan designed to support and improve teaching and learning that is aligned with creating the world's best workforce. It includes clearly defined school site goals and benchmarks for instruction and student achievement.

Districts and charter schools are required to hold an annual public stakeholder meeting on the progress made toward WBWF/CACR goals.

Outcomes

- Understand WBWF requirements.
- Be informed on the school' progress, as of 2023-24 towards WBWF goals.
- Be informed about instructional practices and systems in place to meet WBWF goals.

WBWF Goals and Measurements:

We work very hard to align our goals to ensure our efforts are focused on student achievement. Goals come from multiple sources:

1. Contract Goals
2. School Improvement Plan Goals
3. Literacy Plan Goals
4. WBWF Goals

Also, we try hard to make sure all staff understand these goals and work to help achieve these goals.

WBWF Goals and Measurements:

Measures to determine school district progress in striving to create the world's best workforce; specifically progress towards:

- closing the identified achievement gap(s) in the district
- all students ready for kindergarten
- all students attaining career and college readiness before graduating from high school
- all students graduating from high school
- Prepare students to be lifelong learners

WBWF Goals and Measurements: All children are ready for school

Goal: 50% of Kindergarten students will meet their target growth score as indicated on the Spring 2024 NWEA Math assessment.

Result: 21.4% of K students met their target growth.

Status: Not met.

WBWF Goals and Measurements: All children are ready for school

Goal: 50% of Kindergarten students will meet their target growth score as indicated on the Spring 2024 NWEA Reading assessment.

Result: 28.6% of K students met their target growth.

Status: Not met

WBWF Goals and Measurements: All Students are Ready for Career and College

Goal: From a FY 23 baseline, students in grades 3-6 students will increase their MCA Math composite score 20 percentage points from FY23-FY27 or 5% points annually.

Result:

FY23 2.0%

FY24: 1.8%

Status: Not on Track

WBWF Goals and Measurements: All Racial and Economic Achievement Gaps Between Students are Closed

Goal: From a FY 23 baseline, students in grades 3-6 will increase their MCA reading composite score 20 percentage points from FY23-FY27 or 5% points annually.

Result:

FY23: 13.8%

FY24: 10.6%

Status: Not on Track

WBWF Goals and Measurements: All Students are Ready for Career and College

Goal: From a FY 23 baseline, students in grades K-6 students will increase their NWEA Math composite score 20 percentage points from FY23-FY27 or 5% points annually. (% Met Projection)

Result:

FY23: 6%

FY24: 24.5%

Status: On Track

Mission Goal

Goal: From a FY 23 baseline, students in grade 5 will increase their MCA Science composite score 20 percentage points from FY23–FY27 or 5% points annually.

Result:

FY23: 0.0%

FY24: 10.5%

Status: On Track

Instructional Strategies Goals

Skyline Math and Science Academy believes in the development of teachers to ensure all students are reaching their highest academic and social potentials.

Goals:

- 100% of teachers are implementing the reading and math curriculum as intended, that includes utilizing the engagement strategies, projects, and assessments.
- 100% of teachers are active participants in PLC meetings where they are analyzing the data, identifying the correct misconceptions, and developing appropriate interventions to assist students not mastering grade level standards.

Practices for Improving Instruction

- Teachers will develop vocabulary lessons and assessments for each unit.
- Teachers will adhere to the scope and sequence.
- Teachers will implement various strategies and activities to increase student engagement, collaboration, and student discourse.
- Teachers will regularly analyze student data to determine student needs and develop targeted interventions.

Measures to Assess Instruction and Curriculum: Reading and Math Assessments

Area	Assessments Used	Grades	Test Administration
Reading	<ul style="list-style-type: none"> ● Dibels mCLASS ● NWEA ● MCA-III ● Moby Max ● Classroom Assessments 	<ul style="list-style-type: none"> ● K-6 ● K-6 ● 3-6 ● K-6 ● K-6 	<ul style="list-style-type: none"> ● Fall, Winter, Spring ● Fall and Spring ● Spring ● Weekly ● Weekly
Math	<ul style="list-style-type: none"> ● NWEA ● MCA-III ● Moby Max ● Classroom Assessments 	<ul style="list-style-type: none"> ● K-6 ● 3-6 ● K-6 ● K-6 	<ul style="list-style-type: none"> ● Fall and Spring ● Spring ● Weekly ● Weekly

Measures to Assess Strategies and Best Practices: Evaluate Instruction

Area	Description	Administered
PLC	Collaboratively, teachers analyze student data from assessments and work samples. Teachers use this formative data to identify students who are not meeting a specific benchmark and collaboratively plan for remediation as well as identify those students who meet the grade level benchmark and need enrichment.	Weekly
Teacher Evaluations	The Teacher Evaluation Plan is built upon three foundations: <ol style="list-style-type: none">1. Teacher improvement through coaching, evaluation and feedback,2. Job imbedded professional development, and3. student proficiency and growth	2 times a year

Strategies for Improving Instruction, Curriculum, and Student Achievement

- Training for staff is provided throughout the year. Topics vary and are planned based on data collected from walkthroughs, teacher evaluations, and student assessments.
- Coaching and actionable feedback for teachers are regular components of the school year.
- We provide ongoing leadership coaching to ensure our school leaders are up to date with best practices in instructional practices. They receive guidance and support to develop their leadership skills and capacity to guide others.

Educational Effectiveness Practices

- The Executive Director performs regular walkthroughs to analyze teacher performance and provide them with actionable feedback.
- Teachers meet weekly in PLCs to collaboratively analyze student data and develop targeted interventions to meet the needs of the students. A consultant is working with teams to help improve the efficiency and effectiveness of these groups.
- Teacher evaluations are conducted 2 times a year and used to drive PD, coaching, and support.

Curriculum and Technology

- The core curriculum consists of Wonders for English Language Arts and Reveal Math.
- We use Mobymax and IXL to offer each student personalized learning. These programs allow teachers to differentiate assignments and assign lessons based on students' needs and levels.

Systems In Place to Ensure Educational Effectiveness

- Data-Driven Instructional Practices
- Language Instruction Education Program (LIEP)
- Job-Embedded Professional Development and Collaborative Culture
- MN Multi Tiered Systems of Support (MnMTSS)
- Teacher Evaluation Plan

Equitable Distribution of Experienced and Qualified Teachers

- We utilize Edpost and the school's website as primary resources for posting open positions.
- We seek candidates that are licensed and have experience working with students of diverse backgrounds.
- We aim to hire a diverse workforce.
- We distribute experienced teachers across the school.

Governance

The SMSA Board of Directors supports student learning by:

- Reviewing academic progress regularly.
- Evaluating the school leader.
- Monitoring parent, student, and teacher satisfaction rates through surveys and retention data.
- Developing policies that provide safe and productive learning environments for students.

Monitoring and Evaluation of Plan

School leaders meet regularly to review data from various sources and make modifications to the plan as needed.

Questions about the World's Best Workforce?

Thank you for coming.