



* 301 13th St. * Clarkfield, MN 56223 * Phone 320-669-1995 * Fax 320-669-1997

ISD 4172 Clarkfield Area Charter School

2016-2017 World's Best Workforce Plan

Clarkfield Area Charter School Mission: *~The school known for - Developing the love or learning, preparing all students to be successful in junior high school and beyond, valuing community partnerships, financial responsibility and excellence in teaching.*

Goal #1:

All children are ready for school - the charter school has started many preschool initiatives to ensure all of our children have the opportunity to come to our preschool programs. We have been given again a 4-star rating for Parent Aware which allows us to have access to MDE scholarships for our families. We have families receiving scholarships from Pathway I and Pathway II. For those families who do not meet the criteria for the scholarships we have area businesses that sponsor families and help support them by paying their tuition. We do not deny any family access to our preschool programs.

For the 2017-2018 school year we added hours to our preschool program; 3 year old students will now be at school for the whole day instead of half days. The 4 year old students attend all day on Monday, Wednesday and Friday and the 3 year old students attend all day on Tuesday and Thursday. Adding these hours has helped increase our enrollment because our parents are now able to leave their children here all day instead of arranging transportation or daycare in the middle of the day.

Our preschool program has also began implementing Core Knowledge Language Arts - along with our K - 6 teachers - which brings a level of consistency and alignment with standards across grade levels. All teachers have been trained and are full implementing CKLA.

Our preschool teacher is a part of our q-comp plan and weekly staff meetings. The staff analyzes data, reviews student work, collaborates and shares resources and will be mapping CKLA during the 17-18 school year.

Goal #2:

All third -graders can read at grade level. At the end of the 16-17 school year we had 5 third grade students. We used the Fountas & Pinnell text level gradient to determine each student's grade level at the end of the school year. Three of the five students tested at the 5th grade reading level; two students tested at the 2nd grade reading level. Our staff utilizes the F & P to divide students into Guided Reading groups. These groupings provide small group reading instruction 4 times/week. The goal of Guided Reading is to bring each child success at the level they are currently reading at and able to comprehend, while engaging in meaningful discussion and receiving strategies to improve their reading .

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Goal #3:

All racial and economic achievement gaps between students are closed. The charter school has very little ethnic diversity; for this report we had 2 Hispanic students that tested in the spring MCA, which are included in the proficiency graph to below. The only other sub groups that are applicable in our school include: special education and free/reduced. The small class sizes do allow for individualized instruction and the staff are able to focus on each student and individual needs.

Goals #4 and #5: **All students are ready for career and college/All students graduate from high school**

Not applicable to the Clarkfield Area Charter School - we are a preschool through sixth grade school.

MCA Results:	2016	2017	2018 - Goal
Reading Proficiency	81%	85% (goal met)	85%
Math Proficiency	73%	85% (goal met)	85%
Science Proficiency	67%	100% (goal met)	100%
MCA - Sub Groups	2016	2017	2018 - Goal
Special Education - Reading	71%	67% (goal not met)	75%
Special Education - Math	57%	67% (goal not met)	75%
Special Education - Science	Not enough students	100% - 1 student	75%
Free/Reduced - Reading	73%	73%	75%
Free/Reduced - Math	73%	73%	75%
Free/Reduced - Science	100% - 1 student	100% - 6 students	75%

*Because of our small numbers - we do not have enough students in each group to set goals. As an example, we had 1 student that took the Science test that was in F/R sub group. With our enrollment numbers, that will continue to happen and be difficult to set goals.



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In addition to MCA; each student takes the NWEA 3 times per year. After the fall testing is completed, goals are set for each student, as well as a school wide goal - these goals are tied to our q-comp plan. In 2016-2017 the percentage of students that reached their individual target growth was 77% in Math. The reading goal was specific to the q-comp plan and 81% of the students reached their target growth - goal had been set for 80%. For 2017-2018 the staff will determine the percentage in October after all fall testing has been completed.

Specific Strategies for improving instruction, curriculum and student achievement:

Professional Learning Communities/staff discussions every Friday for 50 minutes and staff development days for 90 minutes

School wide and individual goals are set after the fall testing is complete

Curriculum mapping process continues - 17-18 - CKLA will be mapped (Language Arts Curriculum)

Data review and analysis - part of our q-comp plan and weekly discussions determines strengths and weaknesses for each student and guides instruction for classroom teachers

Student work is reviewed and strategies shared during weekly staff discussions

Peer observations throughout the school year - valuable discussion and feedback

Formal evaluations 3 times per year/each licensed teacher

Adding a Lead Teacher component - she had weekly discussions with each staff member to ensure questions were answered and support provided on a consistent basis

Guided Reading and Guided Math groups - added Math groups in 2016-2017 to provide more support for basic math fact practice - grouped all students according to ability and focused on specific facts

Title I program - Reading and Math: implementing research based programs to supplement curriculum resources

Title II funds - All certified staff have access to these funds to attend workshops and trainings

Zones of Regulation - support program that helps students with self regulation strategies and social awareness building skills

Certified staff are formally evaluated 3 times per/ year - Teacher Growth and Evaluation System

Certified staff have monthly peer observations - utilizing reading strategy focus for q-comp

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Q-comp results from 2016-2017: 7 teachers participated and all but one staff member received 100% compensation at the end of the school year. The charter school uses Charlotte Danielson - instructional domain for the formal evaluations. The school wide goal of "80% of our students that attended the charter school from fall to spring will reach their individual target growth in reading" was met.

School District periodically surveys affected constituencies about their connection to and level of satisfaction with the school:

Constituencies may include students, parents, community members, school staff and others relevant to the school community

Constituents review survey items for relevance and clarity prior to distribution of the survey

Intentional efforts to gather input from representative stakeholders are made

Results of satisfaction surveys are disseminated and used to determine strengths, challenges and resulting actions including educational improvements

CACCS is a very open and inviting school - promote communication and positive interactions

Ongoing daily, weekly and monthly communication between school and parents

Actively promote the school by posting pictures and events in the local newspaper and on facebook

CACCS is open to having community events and programs throughout the year to promote and encourage families to come to the charter school and be a part of our school community. We are able to host events requiring a kitchen (kitchen project completed in the spring of 2016).

District Advisory Committee Members and Expectations

Members include parents, school board members, teachers, support staff, and community member. This committee meets 4 times per year to provide additional guidance and support to the school staff and to ensure progress is being made. The committee reports to the school board and makes recommendations for additional curriculum, resources and programming.

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District Reporting Requirements

School Board shall publish a report by electronic means on the district website

Public report to be titled: ISD 4172 World's Best Workforce Plan will be prominently displayed on the district's official web page and contain all required elements listed consistent with MN Statutes, section 120B.11 in a manner that is accessible and relevant.

The WBWF plan is approved by the school board prior to posting and updates are provided throughout the school year.

The School Board reviews all plans and is updated monthly on progress of goals and improvement plans.

The School Board has an annual meeting to review all goals from the school year in June of each year.

The school board transmits an electronic summary of its report to the Commissioner of the Minnesota Department of Education by December 15, 2017.

Goals for 2017-2018

Achieve Academic Excellence

*Given effective instruction 85% of students enrolled for at least one year at CACS will meet or exceed grade level proficiency in Math and Reading as measured by scores on MCA.

*Given effective instruction 80% of students enrolled for at least one year at CACS will meet or exceed annual individual growth target in Math and Reading as measured by scores on NWEA.

*The leadership team is developing a plan to address the Social Emotional Learning needs and is implementing monthly lessons and strategies to help each student in this area

Ensure Excellence in Teaching

*All CACS staff attend professional development opportunities, workshops and conferences using Title II funds and professional development funds set aside from general fund.

*Staff will be part of a weekly discussion to address any concerns and provide support for each other.

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*Q comp leaders/lead teacher meet informally with each certified staff and keep on top of any issues, concerns as well as celebrations to share.

Equitable Access to Excellent Teachers: The Clarkfield Area Charter School has seven licensed teachers and we are all in one building. We serve students preschool through sixth grade. Our community has a population of 863 people and we are the only school in our town. Our teachers are all highly qualified and are assigned a grade level for the school year and each year can look different - all dependent on enrollment and student needs. We need to combine classes if the numbers are too small, but still have grade level Language Arts, Math, Social Studies and Science. We accept and welcome all students; there is no need for a process to ensure we are not denying any student the access to excellent and highly qualified teachers. If a student has a need for any special education service; occupational therapy, speech, physical therapy, or any other service - we contract with area providers to ensure that each student receives what they need to succeed. Our parent group and local businesses support our school in numerous ways and no child will be denied any school activity or event that involves our school.

Disseminate Information: CACS has numerous opportunities to bring the community into the school and effectively disseminate information regarding our school. We have a very active marketing committee currently that has many events throughout the year promoting the school. We had created a newsletter that we sent to our families during the summer month and a flyer that we posted at area fairs, churches and town events. We work very closely with all of the businesses in town and when a new family moves into our community we make a very good effort to reach them and give them the information about our school and invite them to come and visit. The businesses also have a brochure about our school to give to new families. We promote the school in the same way for all of our families and we welcome everyone. The local Prairie Cardinals group has a gift basket that they share with the families which includes our information as well.