



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

ISD 4172 Clarkfield Area Charter School

2019-2020 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 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 (through July 2021) 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 due to inability to pay.

For the 2019-2020 school year our kindergarten teacher served as a mentor to our preschool teacher. They met on a weekly basis to ensure support was given to all areas, curriculum, classroom management, communication to parents and goal setting. We had a new preschool teacher that began in December and this support was very valuable as she is learning her role as teacher. This partnership was also a factor in ensuring a seamless transition from preschool to kindergarten.

The SMART goal for the 2019-2020 school year was: 78% of the student in kindergarten enrolled from September 2019- May 2020 at CACS will reach their individual NWEA target growth in reading.

Result: Unable to report due to COVID-19

Goal #2:

All third graders can read at grade level – the charter school had 5 third grade students in 2019-2020 and they were combined in a classroom with 2 fourth grade students. The classroom teacher still provided grade level instruction and utilized ensuring each student was receiving instruction at their level. In addition to CKLA (language arts curriculum); we utilized NWEA data, Fountas & Pinnell results, q-comp strategies and our Title I program to support all students and enable them to reach their goals.

The SMART goal for the 2019-2020 school year was: 80% of the third-grade students who have been enrolled from September 2019 -May 2020 at CACS will reach their individual NWEA target growth in reading.

Result: Unable to report due to COVID-19.

“Providing a great education with community values”



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

Goal #3:

All racial and economic achievement gaps between students are closed. The charter school has very little ethnic diversity. The only subgroups that are applicable, that have enough students to report 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.

The SMART goals for the 2019-2020 school year was: 75% of CACS students identified as Free/Reduced will achieve at least 75% proficiency as determined by MCA results; and 75% of CACS students identified as Special Education will achieve at least 75% proficiency as determined by MCA results.

Results: Unable to report due to COVID-19.

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.

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

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

Guided Reading for all students in kindergarten through sixth grade, beginning with 2nd quarter (November)

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

“Providing a great education with community values”



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

Title II funds - All certified staff have access to these funds to attend workshops and trainings. Each staff member will report to the other staff after attending a workshop or training.

Zones of Regulation - support program that helps students with self regulation strategies and social awareness building skills, taught by our school psychologist.

Q-comp results from 2019-2020: all staff received 100% of their compensation. We reallocated the budget that was dedicated to site goals into the observation/evaluation areas, which we were able to complete before the shutdown. Classroom goals and the set school wide goal was unable to be completed due to COVID-19.

District Advisory Committee Members

Members include parents, school board members, teachers, support staff, and a community member.

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, 2020.



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

Goals for 2020-2021

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 87% of students enrolled for at least one year at CACS will meet or exceed annual individual growth target in Reading and 85% of students enrolled for at least one year at CACS will meet or exceed annual individual growth target in Math, 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. This school year, with support from our special education team and led by our school psychologist we are implementing a program that teaches resilience and remaining positive when routines and schedules change.

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.

*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.

*Formal Evaluations will be completed during the school year and post-evaluation discussions will provide the teachers with valuable feedback, suggestions, and strategies to improve.

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

“Providing a great education with community values”



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

therapy, or any other service - we contract with area providers to ensure that each student receives what they need to succeed.

We do not discriminate or place students in specific classrooms because they are low income or students of color. We have very few students of color and this has never been a concern that we are placing them with ineffective teacher or limiting their access to highly qualified teachers. All our students that come into our building have equitable access to all staff members daily. We operate as a family and consider every student part of our family.

Racial and Ethnic Diversity: In 2019-2020 our total enrollment was 78 students, including our preschool who come either 3 days/week or 2/days week, depending on their age and program they are enrolled in. Of those 78 students, 9% were students of color: 6 Hispanic students, 3 Native American students and 1 Black student. We had a paraprofessional that was Hispanic, and our after-school program supervisor was Hispanic. We did not have any staff representing the Native American or Black cultures.

In the last few years, we have had a very difficult time getting anyone to apply for the open teacher positions that we have had. This is not specific to any race or culture. We cannot compete with the schools that are in our surrounding communities. They can provide a higher salary and benefits, including health insurance, that are important factors for most people. What we do advertise is small class sizes, decision making that is done with staff that work in the building, teachers serve on the school board and a family atmosphere that creates a very positive and nurturing environment for students and staff. We are working closely with the local university – Southwest Minnesota State – located in Marshall, MN. The staff is very open to hosting students as they complete their field experiences, and we are hoping that will open more doors for potential teachers of all cultures.

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 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.

The opportunities came to a stop in March unfortunately and the summer events that we were typically involved in were not able to occur due to COVID-19.

“Providing a great education with community values”