

World's Best Workforce District Plan

2023-2024 School Year

Strategic Plan Core Values

Quality Education - Safety -- Communication - Caring Relationships - Fiscal Responsibility

Strategic Plan Belief Statements

- We believe education is a partnership between students, families, staff, and the community.
- We believe in providing a safe, respectful, and caring environment that welcomes diverse talents, viewpoints, and backgrounds.
- We believe each learner will be challenged to develop their full academic potential.
- We believe we must utilize all our resources responsibly and wisely to provide high-quality, student-centered educational opportunities.

Strategic Plan Mission Statement

To empower all students to achieve their fullest potential by providing a high-quality education
in a safe environment

Strategic Plan Vision

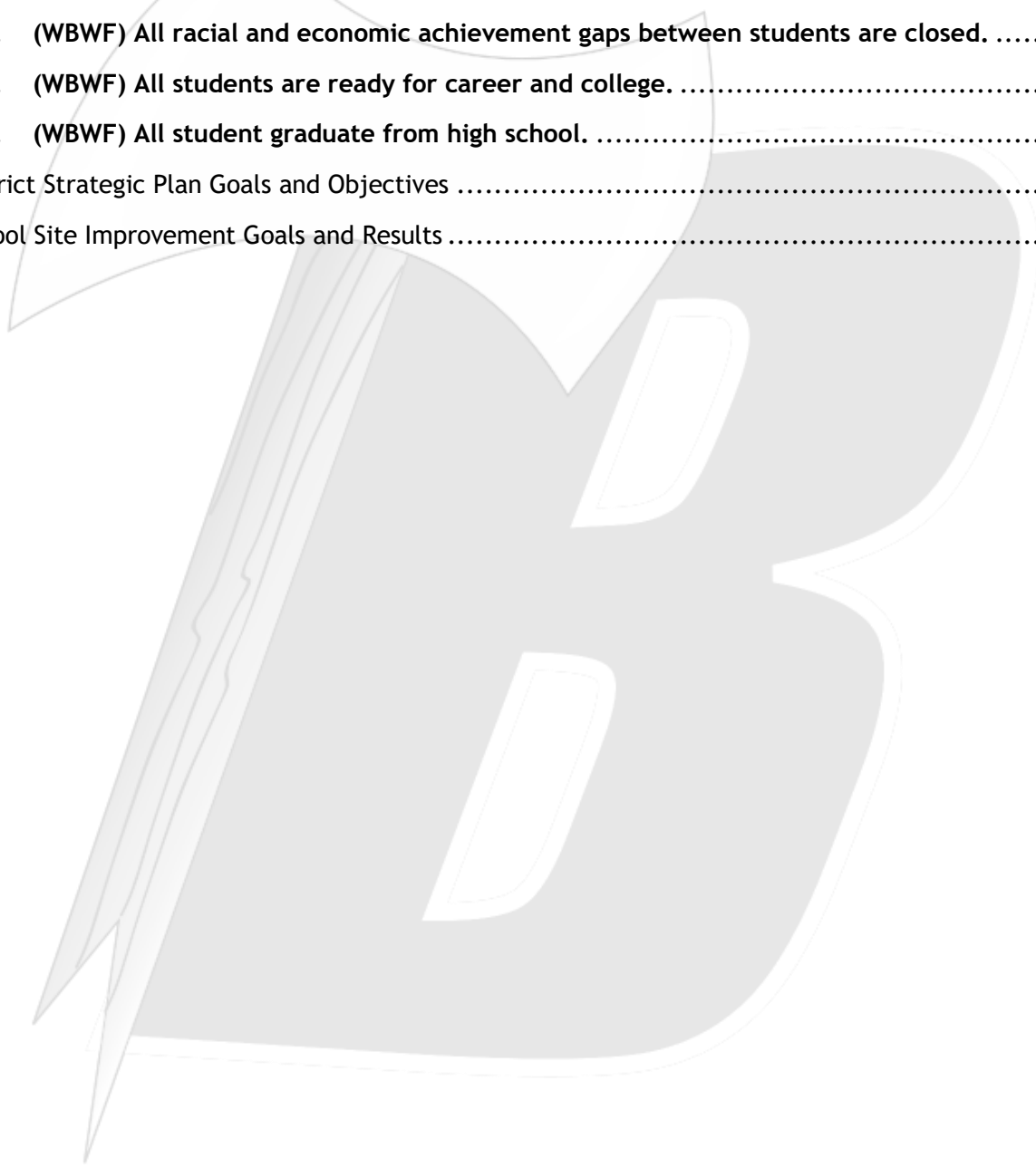
Education - Opportunities - Connections - Innovation

Strategic Plan Focus Areas

Student Achievement - Student Support and Belonging - District Culture - Community Connection

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WORLD'S BEST WORKFORCE OVERVIEW

To address the goals listed in Minnesota Statutes, section 120B.11 (listed below), World's Best Workforce (WBWF), the Bemidji Area School District is required to develop a comprehensive, long-term strategic plan to address the following WBWF performance measure goals:

1. All children are ready for school.
2. All racial and economic achievement gaps between students are closed.
3. All students are ready for career and college.
4. All students graduate from high school.

Note: *Due to legislative changes, third grade reading is no longer a WBWF goal area as of the 2023-24 school year.*

Comprehensive Achievement and Civic Readiness

During the 2024 session, the Minnesota Legislature renamed WBWF to Comprehensive Achievement and Civic Readiness (CACR). This new name emphasizes dual roles for the goals set forth in district plans - supporting students with academic achievement within their pre-K through 12 experience as well as preparing them to be active members of their community after graduation. This change will take effect as of the 2024-25 school year strategic plans and Fall 2025 annual summary report. CACR plans will address the four WBWF goals above as well as one additional goal: Prepare students to be lifelong learners.

The multi-year, detailed strategic plan illustrates how the district will execute its goals or initiatives concerning the WBWF goals using specific, measurable, attainable, realist, and timely (SMART) goals which include the following components or elements:

1. Clearly defined district and site goals and benchmarks for instruction and student achievement for all student subgroups identified in section 120B.35, subdivision 3, paragraph (B), clause (2).
2. A process for assessing and evaluating each student's progress toward meeting state and local academic standards and identifying the strengths and weaknesses of instruction in pursuit of student and school success and curriculum affecting students' progress and growth toward career and college readiness and leading to the World's Best Workforce.
3. A system to periodically review and evaluate the effectiveness of all instruction and curriculum, taking into account strategies and best practices, student outcomes, school principal and teacher evaluations.
4. Strategies for improving instruction, curriculum, and student achievement.
5. Practice integration relating to educational effectiveness that implements high-quality instruction, rigorous curriculum, technology, and a collaborative professional culture that develops and supports teacher quality, performance and success.
6. An annual budget for continuing to implement the district plan.

MINNESOTA ACADEMIC STANDARDS

Minnesota’s Academic Standards are a set of achievement expectations for all schools and students throughout the state. Minnesota Statute 120B.11 requires every school district in Minnesota to make the annual World’s Best Workforce Report Summary available to the public each year, posted on the district website: <http://www.bemidji.k12.mn.us> under District Curriculum.

BEMIDJI AREA SCHOOL 2023-2024 WBWF GOALS

The World’s Best Workforce Plan is intended to serve as a document that aligns educational initiatives that serve students Pre-K through High School. The following SMART goals have been developed to meet the initiatives set forth in the WBWF plan.

1. (WBWF) All children are ready for school.

- a. Literacy Knowledge Goal: Students enrolled in Bemidji Area Schools five day-a-week Pre-K programs will improve their foundational skill of literacy of sorting 10 letters out of 20 symbols (as defined by L6.7 of the Early Childhood Indicators of Progress (ECIPs)) as measured by the Spring DRDP 2024 Pre-K assessment.
 - i. Goal: 65% Result: 96%
- b. Math Knowledge Goal: Students enrolled in Bemidji Area Schools five day-a-week Pre-K programs will improve their foundational skill of math of sorting 10 numbers out of 20 symbols (as defined by M13.4 of the Early Childhood Indicators of Progress (ECIPs)) as measured by the Spring DRDP 2024 Pre-K assessment.
 - i. Goal: 65% Result: 95%

2. (WBWF) All racial and economic achievement gaps between students are closed.

Grade 3 to Grade 10 Reading Goals: Students will increase their reading proficiency in Spring as measured by the MCA Reading Assessment.

- | | | |
|-------------------------------|-------------|---------------|
| a. Special Education Group | Goal: 24.2% | Result: 19.8% |
| b. Free & Reduced Lunch Group | Goal: 37.6% | Result: 35.7% |
| c. American Indian Group | Goal: 33.4% | Result: 31.9% |

Grade 3 to Grade 10 Mathematics Goals: Students will increase their mathematics proficiency in Spring as measured by the MCA Mathematics Assessment.

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|-------------------------------|-------------|---------------|
| a. Special Education Group | Goal: 27.3% | Result: 20.4% |
| b. Free & Reduced Lunch Group | Goal: 34.4% | Result: 32.9% |
| c. American Indian Group | Goal: 31.7% | Result: 28.5% |

3. (WBWF) All students are ready for career and college.

Bemidji High School College & Career Ready Goal: During each of the school years, BHS will create additional pathways within the Career Academies.

- a. Result: Met - The Bemidji Career Academies aligned 15 career academies with the *Minnesota State’s Career Fields, Clusters, and Pathways*. This allowed the opening of six new career pathways to include in the career exploration activities.

4. (WBWF) All student graduate from high school.

Bemidji Area Schools Graduation Rate Goals: The four-year graduation rate will increase as measured by MDE’s 4-year graduation rate.

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|-------------------------------|--------------|---------------|
| a. District-Wide | Goal: 72.3% | Result: 77.6% |
| b. Special Education Group | Goal: 57.38% | Result: 63.9% |
| c. Free & Reduced Lunch Group | Goal: 53.14% | Result: 61.2% |
| d. American Indian Group | Goal: 44.86% | Result: 52.0% |
| | | |
| a. Bemidji High School | Goal: 72.3% | Result: 84.6% |

Class of 2023	Graduated	Continuing	Dropped Out	*Unknown
Statewide	83.3%	7.6%	4.5%	4.5%
Bemidji Public School District	77.6%	6.9%	9.4%	6.2%
	315	28	38	25
Bemidji High	84.6%	3.0%	9.5%	3.0%
Lumberjack High	60.7%	21.4%	17.9%	0.0%
First City School	8.7%	21.7%	8.7%	60.9%
Alternative Ed Center	33.3%	28.2%	0.0%	38.5%

**Unknown rate for students who were either incorrectly reported or were not reported as enrolled elsewhere.*

DISTRICT STRATEGIC PLAN GOALS AND OBJECTIVES

The Bemidji Area School 2023-2028 Strategic Plan was adopted by the School Board on September 18, 2023.

A copy of the 2023-2028 Strategic Plan is located on our District’s WBWF site: <https://www.bemidji.k12.mn.us/curriculum/worlds-best-workforce/>.

SCHOOL SITE IMPROVEMENT GOALS AND RESULTS

School Site Improvement Plans with Assessment Goals and Results

Each school within our District develops an annual improvement plan with goals and benchmarks to assist in identifying the strengths and improvement areas of instruction and provide strategies to increase student achievement and improve learning experiences. The format we utilize for each of our school sites combines both school improvement (academic, social emotional, etc.) and staff development goals into a single cohesive plan for instruction and student achievement for all student subgroups. These school site goals can be found on our District's WBWF website at: <https://www.bemidji.k12.mn.us/curriculum/worlds-best-workforce/>.

