

Achievement and Integration 2015-17 Plan Evaluation: Final Steps

Districts that did not meet their Achievement and Integration (A&I) plan goals after implementing that plan for three years will consult with the commissioner on an improvement plan that includes strategies designed to meet their A&I and World's Best Workforce (WBWF) goals (Minn. Stat. § 124D.861, subd. 5).

The Minnesota Department of Education (MDE) consulted with districts that did not meet goals in their previous A&I plan and provided technical assistance designed to improve A&I efforts and help meet 2018-20 plan goals. This document describes the final phase of the evaluation and asks you to do two things:

1. Describe the process you used to ensure you're more likely to meet the goals in your current plan, and
2. Identify the amount of funding you'll use to implement improvement strategies.

If your leadership team wants to make additional changes or adjustments to your current A&I plan, see the Coordinated Improvement Planning Guides, Parts One and Two, as well as the A&I Plan Guide. Each of these is posted to the [A&I webpage](#) and has information on creating an improvement plan.

Remember, improvement planning is the adjust phase of the *plan, do, study, adjust* cycle, an ongoing process of rethinking what you're doing in order to improve outcomes for students. This is a critical aspect of evaluating your prior A&I plan: if you didn't meet the goals in your prior plan, how have you adjusted your current plan so that you're more likely to meet those goals?

What to Send to MDE by March 15, 2018

Send the following by **March 15, 2018**:

1) Amended Plan

Only if you've made changes to your plan as part of your improvement process and have not submitted those changes to MDE, send in your amended plan. See Page 2 for more details.

2) Description of Your Improvement Process

Now that you know your goals were not met, use the textbox on the Page 4 to describe your improvement process. See Page 2 for more details on this.

3) FY 2019 A&I Budget and Improvement Funding

Identify the funding in your FY 2019 budget that you'll use to implement your improvement strategies as described on Page 2 of this guide.

1) Amended Plan

If you've made changes to your plan and have not submitted those changes to MDE, **highlight** the changes that you've made including ones where you've added or improved goals, strategies or key indicators of progress (KIPS). Use the highlight function in Word to point out these changes. Send us that amended plan. This step is not required unless you've made changes to your A&I plan and MDE has *not* already reviewed those changes.

2) One or More of Your Goals Were Not Met. What is Your Improvement Process?

On Page 4, describe the process you used to improve your current plan when compared to your prior A&I plan. Send us that description in the text box on Page 4. You do not need to send this entire guide to MDE, just your improvement planning story in five hundred words or less.

For A&I, **improvement planning** is a process which uses data, is informed by equity criteria, results in measurable goals and outcomes, and generates strategies to increase integration and decrease achievement disparities for students. The A&I Plan Guide and the two *Coordinated Improvement Planning Guides* explain this type of improvement planning in detail.

The 2018-2020 A&I plan you adjust throughout your improvement planning process is your **A&I improvement plan**. The strategies that you adjust or create using an improvement process are your **improvement strategies** (i.e., strategies developed using data, that increase educational equity, support plan goals, and have relevant indicators of progress to track their impact).

You may have created an improvement plan when you developed your current A&I plan during the 2016-2017 schoolyear. Or you may have added improvement strategies during or after one of the guidance sessions with MDE this fall. Regardless of *when* you made changes, your improvement process should result in changes to your plan that will make it more likely for you to meet the goals in your current plan.

3) FY 2019 A&I Budget: Improvement Funding

For districts that did not meet their goals, the commissioner must use up to 20 percent of the district's annual A&I revenue to implement improvement plans developed in collaboration with the districts until those goals are met (Minn. Stat. § 124D.862, subd. 8).

After you've added proposed expenditures to your FY 2019 A&I budget, identify the expenditures that will fund your improvement strategies. Copy and paste those line items into the Improvement Funding tab of the FY 2019 budget workbook. This will automatically calculate the amount and percentage of revenue your district is proposing to fund your improvement plan. You only need to identify up to 20 percent of your FY 2019 revenue for improvement funding.

Add this amount to Page 4 of this document in the space provided below the description of your Improvement Process.

This step simply documents that your improvement plan will be funded. It does not involve making decisions about which activities you're going to implement nor does it require you to fund some activities rather than others. Those decisions were made by your leadership team when you drafted, revised, or edited your plan. Identifying funds for improvement planning is a way to document that you are funding changes to your plan.

MDE Reviews Plans and Budgets

Review Criteria

Achievement and Integration program staff use requirements in A&I legislation and in Minnesota's School Desegregation/Integration rules to review changes you've made since your plan was last reviewed by MDE. Most plan requirements are already built into the plan template. To find them, look for references to statute and rules. Review criteria not identified in the plan template are listed in the [A&I Plan Review Criteria](#). If there is something in your plan that doesn't meet this criteria and isn't highlighted, we will let you know.

Budgets are also reviewed using requirements in statute and rules and basic accounting practices. See the list of budget criteria posted to the [Achievement and Integration webpage](#).

Review Process

When we review your FY 2019 budget and amended plan (if you have one), we may contact you by email or phone to ask for clarification or changes based on the criteria described above. As always, we welcome and expect your questions during the review.

Support from MDE

MDE will provide differentiated levels of support to districts over the coming school year. This will be coordinated with support your district may receive for WBWF and ESSA.

If you have questions about the information provided in this document, email mde.integration@state.mn.us, or call or email one of the Achievement and Integration staff directly.

Achievement and Integration 2015-17 Plan Evaluation: Improvement Planning Process

District Name and ISD#:

Racially Identifiable School Site(s): Cedar Mountain School

Contact Name: Patti Machart

Contact Position: Elementary Principal

Email: pmachart@cedarmt.org

Phone: 507-557-2251

Your Goals Were Not Met. What Is Your Improvement Process?

Your district did not meet one or more of the goals in your 2015-17 A&I Plan. What are you going to do differently in order to meet the goals in your current plan? In the space below, in 500 words or less, describe the process you used to improve the goals, strategies, or KIPS in your 2018-20 plan (your current plan). Describe that process whether you made those changes before you first submitted that plan to MDE for review March 15, 2017, or if you amended your plan

after that.

Achievement and Integration Improvement Plan – Cedar Mountain Elementary 2018

In reviewing our Achievement and Integration Plan – we looked at many of the processes and programs in our plan and evaluated them. Although all of these changes are not funded by A and I, we included our discussion points here as they all work hand in hand for the success of our children. Our RtI Process is working and we are seeing improvements in student test scores (MCA reading scores for FR students in 2014 was 45% and went up to 61% in 2017.) We feel the process needs increased accountability to determine that we are carrying out interventions to their fidelity and that the intervention meets the need of the student. We anticipate having a reading coach come to our building and observe the interventions in progress and provide feedback to staff to improve instruction.

Plan 1: Hire a Reading Coach to consult with our reading staff and interventionist - \$400. to be paid out of A and I funds.

Our staff have continually been working on the standards for their grade and content area. Power standards have been determined and are part of our daily instruction. Our next step is to create Marzano Proficiency Scales for each standard that will focus our instruction. The proficiency scales are designed with the idea that students learn skills and understand concepts in a progressive way. Instead of presenting students with an assessment that is pass or fail, right or wrong, this assessment recognizes what a child already knows (usually scales 1-2), and creates a clear model of what the child is expected to understand by the end of the year (scales 3-4). Inspired by Marzano's research in "The Art and Science of Teaching" this assessment breaks down every standard into four scales from 1-4 (levels of difficulty), with a learning goal statement accompanying each one. This is part of our implementation of Standards Based Grading.

Plan 2: A majority of the District Staff Development time will be devoted to the creation of these scales. This time is not funded by the A and I budget.

Our Native American population needs increased support in order to meet their needs in academics and attendance. The Native American Liaison will assist with interventions, homework help, read with children, and help teach organizational strategies. We will work with the Lower Sioux Social Services team to help increase regular attendance and parent involvement.

Plan 3: Native American Liaison will provide academic and social/emotional support. This position is not funded by A and I budget.

Fill out your district contact information above. Email this page as an attachment to MDE at mde.integration@state.mn.us by March 15, 2018. Do not send this entire document to MDE.

Check here if you are submitting an [amended plan](#) along with this form and your budget.

List the amount of [FY 2019 revenue](#) that you'll use to fund your improvement strategies: \$ 400.00. This should be the same amount listed in the Improvement Funding tab of your FY 2019 budget workbook.