

October 11

2017



***World's
Best
Workforce
2017-2018***

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Overview:

The World's Best Workforce Plan (state statute, section 120B.11) is a comprehensive, long-term strategic plan to support and improve teaching and learning with the ultimate goal of creating the world's best workforce. In order to create the world's best workforce, Minnesota Transitions Charter Schools must make progress toward:

- Closing the identified achievement gaps in the district
- Making sure all students are ready for kindergarten
- Making sure all students in third grade are achieving grade level literacy
- Making sure all students attain career and college readiness before graduating from high school
- Making sure all students graduate from high school

This progress will be measured through any combination of the following:

- Student Performance on NWEA grades K-12
- Student Performance on the Minnesota Comprehensive Assessments along with other relevant assessments
- Analysis of Assessment Data as it relates to achievement gaps in student sub-groups (racial groups, ethnic groups, English Language Learners, students receiving special education services, and/or students living in poverty.)
- High School Graduate Rates
- College and career readiness assessments the ACT and ACT plus Writing for 2016-2017
- The World's Best Workforce Plan is intended to serve as a foundational document that aligns educational initiatives that serve students K-through High School.

History of Minnesota Transitions Charter Schools

Minnesota Transitions Charter Schools is starting its 21st year of operation this 2017-2018 school years. The MTS Board made decisions in 2016 to move this school into a turnaround process. It became very apparent that this charter school, which consists of 7 sites serving a population of diverse students K-12, was in need of a new direction. The new direction was to hire a new superintendent who could lead us through the turnaround process. We hired Dennis Carlson; the former superintendent of Anoka Hennepin Public Schools was hired as our interim superintendent and was very quickly made our superintendent for the school year. Superintendent Carlson brought with him a wealth of educational leadership.

At the beginning of this school year, Keith Lester, retired superintendent of Brooklyn Center School District, joins Mr. Carlson in a shared superintendent position. Mr. Lester brings a wealth of educational leadership experience with him as well. He will be focusing on partnerships and marketing amongst other areas.

The schools that are currently under the Minnesota Transitions Charter Organization are:

- MTS Elementary K-6
- MTS Secondary 7-12, Banaadir Math and Science(7-8, Colin L Powell Leadership Academy (9-10)
- Banaadir Academy (North) K-6
- Banaadir South K-6
- Minnesota Virtual High School 7-12
- Minnesota MTS Connections Academy K-12
- PEASE (Peers Enjoying a Sober Education) 9-12

A Year in Review

When looking back at MTCS self-imposed turnaround process, the key areas were identified as areas that would have the greatest impact for change were the areas of Organizational Leadership, Instructional Leadership, Communications/Marketing, and Management and Accountability. Here are the results and changes of this turnaround process in each area:

1. Organizational Leadership
 - a. Revised mission statement and created core values, crisis plan and strategic plan
 - b. Established Governing Board Committees
 - c. Hired Special Education Director, two new principals, Behavior Dean, Director of Elementary Principals, Executive Assistant to the Superintendent and a Q Comp coordinator
2. Instructional Leadership
 - a. Started Banaadir Math and Science Academy (7-8)
 - b. Added Art and Music teachers
 - c. Started Blended Learning Classes in Chemistry and Spanish, added Connections Learning
 - d. Formed partnerships with Livio (medical Services for our students and families), mental health providers (Headway, David Foy Associates.)
 - e. MTS Secondary- Restored Recording Arts Studio, art room, library, storage rooms, kitchen, wash rooms, computer labs, and cafeteria.
3. Communications and Marketing
 - a. Redid logo, website, marketing materials, Open Street Display, working on new exterior building signs for the main the building at Minnehaha Mall
 - b. Display student photos and art work
4. Management and Accountability
 - a. Renegotiated leases for MTCS building, Banaadir Academy, Virtual HS, MTS Elementary, and Connections Academy which resulted in huge savings for the district.
 - b. Renegotiated contracts for transportation, food service, cleaning and custodial services, telephone contracts, copiers, and communications/marketing
 - c. Increased teaching staff and other staff salaries by 2% in FY 2017 and another 2% in FY 2018. Kept insurance costs down and did not raise cost to staff (\$1million investment)
 - d. FY17 fund Balance is over \$500,000 (Fund Balance goal of 8-15% Of \$20 million or \$1.6-\$3 million) FY 18 is projected at \$400,000.
 - e. Made enrollment targets and budget for FY 18 by Oct. 1st.

Identified Needs Based on Data:

Each year meetings are held with stakeholders (parents, teachers, administrators and board members) to examine test scores, attendance, behavior, grades, monitoring sheets, surveys and make decisions based on the progress from the previous years. Data that is reviewed includes MCA III, ACCESS, NWEA scores, ORI, Oral reading fluency, Curriculum Based Assessments, as well as teacher referrals. From this data the district and site goals are set as listed below.

District and School Site Goals 2017-2018

Smart Goals:

Reading: During the 2017-2018 school year, 56% of all continuously enrolled students as of October 1, 2017 in grades 3-8 will meet or exceed the Minnesota Standards in reading as measured by the MCA assessment and continuously enrolled students in grades K-2 will meet or exceed in reading as measured by Emergent Screener.

Math: During the 2017-2018 school year, 35% of all continuously enrolled students as of October 1, 2017 in grades 3-8 will meet or exceed the Minnesota Standards in math as measured by the MCA assessment and continuously enrolled students in grades K-2 will meet or exceed in math as measured by grade level Focus assessments.

Science: During the 2017-2018 school year, 45% of all continuously enrolled students as of October 1, 2017 in grades 3, 5, 8 and 10 will meet or exceed the Minnesota Standards in science as measured by the MCA assessment and continuously enrolled students in grades K-2 will meet or exceed in science as measured by grade level Study Island.

MTS Elementary Goals

Math Goal: During the 2017-2018 school year, 30% of all continuously enrolled students as of October 1, 2017 in grades 3-6 will meet or exceed the Minnesota State Standards in math as measured by the MCA assessment and 70% of continuously enrolled students grades k-2 will meet the expected grade level RIT score.

Banaadir South Goals

Math: During the 2017-2018 school year, 13% of all continuously enrolled students as of October 1, 2017 in grades 3-6 will meet or exceed the Minnesota State Standards in math as measured by the MCA assessment.

Banaadir Academy (North) Goals:

Reading: During the 2017-2018 school year, 24% of all continuously enrolled students as of October 1, 2017 in grades 3-6 will meet or exceed the Minnesota State Standards in reading as measured by the MCA assessment.

Secondary School Goals:

Math: During the 2017-2018 school year, 12% of all continuously enrolled students as of October 1, 2017 in grades 7,8, and 11 grades will meet or exceed the Minnesota State Standards in math on all state accountability assessments (MCA and MTAS.)

PEASE Academy Goal:

Reading: During the 2017-2018 school year, 75% all continuously enrolled students as of October 1, 2017 in all grades increase their 2017 Fall Reading RIT score by their individual projected growth as measured by the 2018 Spring NWEA assessment.

Minnesota Virtual High School Goal:

Reading: During the 2017-2019 school year, 48.7% of all continuously enrolled MVHS students as of October 1, 2017 in grades 7,8,10 will meet or exceed the Minnesota Standards in reading as measured by the MCA.

Connections Academy Goal:

Reading: During the 2017-2018 school year, 59% of all continuously enrolled Free and Reduced Lunch Students at Minnesota Connections Academy as of Oct.1, 2017, will meet or exceed standards in reading as measured by the Minnesota State Standards (MCA) in 2018.

Assessing and Evaluating Student Progress:

MTCS district provides systematic summative and formative assessments for all students. The results of each formative assessment are documented according to each student's outcome and in each content area the test is administered. This data in addition to other factors provides information for staff to supply supplemental services to students in need which includes but is not limited to Title 1 services, ELL services and Special Education, Monitoring student progress is organic and ongoing. Teachers meet with administrators each month and review student progress as documented on the progress monitoring sheets.

MTCS Seat Based Programs			
Assessment	Content	Grades	# of times
Emergent Literacy	Reading	K-1	Fall, Winter, Spring
Comprehensive Assessment	Reading	2-6	Fall
NWEA	Reading/Math	2-11	Fall, Winter, Spring
Curriculum based Measurements	Reading/Math/Science	K-12	After each essential skill
Interim Tests	Reading/Math	K-12	Fall, Winter, Spring,
W-APT	Inclusive	K-12	Upon Enrollment
ACCESS	Inclusive	K-12	Annually
MCA	Reading/Math/Science	3-8,10,11	Annually
Connections Academy			
LEAP	Math	9-12	Fall, Winter, Spring
LEAP	Language Arts	2-8	Fall, Winter, Spring
DIBELS	Reading	K-1	Fall, Winter, Spring
Scantron	Math	9-12	Fall, Winter, Spring

Figure 1

The MTCS Calendar for the Minnesota Assessments is embedded below to show that we have taken and aligned all the assessments that are required by the state put into a district wide assessment calendar to ensure compliance with the updated 2013 legislation to include career and college ready exams. Minnesota continues to use the ACT Assessments as their career and college ready inventories. See Figure 1.



Local District-wide Assessments

Our local district-wide assessments provide data to help make instructional decisions, including qualification for interventions, Tier 2 /Title Funded Programming, resource classes, and academic achievement opportunities

Test Name & Test Dates	Grades Tested	Objectives and Use	Estimated Time
*Assessing Comprehension and Communication in English State-to State for English Language Learners (ACCESS) Test Dates: Jan. 30–March 24, 2017	K-12 English Learners	ACCESS for ELLs is given annually to monitor students' progress in acquiring academic English. State Wide Assessments	All Components 2-3 hours
Measures of Academic Progress (MAP) Northwest Evaluation Association Test Dates: Sept. 12-Oct. 19, 2016 Jan. 9-30, 2017 May 8-31, 2017	K-11	This computerized test is given in fall and spring to measure students' growth in meeting the state standards. Some schools test some students in the winter to measure progress	NWEA Reading 60 minutes NWEA Math
Minnesota Comprehensive Assessments (MCAs) Reading: Grades 3-8, 10 Math: Grades 3-8, 11 Test Dates: March 6-May 5, 2017 Science: Grades 5, 8 & HS Test Dates: March 6-May 12, 2017	3-8, 10 & 11	These are assessments required by the state of MN to measure student growth, closing achievement gaps, and school and district progress at meeting state standards.	MCA Reading 3.5 hours MCA Math 1.5 -2 Hours MCA Science 1.75 – 2 Hours
*Minnesota Test of Academic Skills (MTAS) Reading: Grades 3-8, 10 Math: Grades 3-8, 11 Science: Grades 5, 8 & HS Test Dates: March 6-May 5, 2017	IEP Students 3-8, 10 & 11	These are alternative state assessments available for students with disabilities whose Individual Education Plan (IEP) states they need an alternative assessment.	Reading MTAS 45–90 minutes Math MTAS 30–60 minutes Science MTAS 30–60 minutes

*State Required

Figure 2

Purposes of Minnesota Comprehensive Assessments and ACCESS testing:

- To measure achievement towards meeting the Minnesota Academic Standards (for the Standards-Based Accountability Assessments) and to measure progress towards meeting Minnesota's Standards for English Language Development (for English Language Proficiency Assessments)
- To measure the academic progress of students over time.
- To provide Minnesota graduates information related to career and college readiness.

MTCS has embedded reading and assessment program for the K-5 that is researched based with the foundation of an uninterrupted 90 minute block of reading. This instruction is provided by the classroom teacher and at risk students receive further support from Title 1, Special Education, or ESL.

Grades K-5 has an instructional model that begins with a whole group teacher-directed instruction or focus lesson. During the time between the whole-group instruction, students break into daily rotations with teacher guided groups, conferencing and assessing simultaneously occurring, also known as the “Daily Five.”

During daily-uninterrupted reading instruction block, ALL students are to be taught the Minnesota Standards and objectives that address the five essential reading components (phonemic awareness, phonics, fluency, vocabulary, and comprehension as well as writing in response to reading. See **Figure 2** for the resources that are used district wide for the MTS reading program and assessments.

Read Well by Third Grade (Local Literacy Plan:)

Approved May 2017 by MTS Board of Education.

Introduction

Minnesota Transitions Charter School District (MTS) believes that reading is the foundation to all subjects of learning. The ability to read critically, with systematic, progressive methods develops clear and effective thinking skills that are needed in all other disciplines. All students will be reading at or above grade level.

Read Well by Third Grade, MN Statute 120B.12

<http://education.state.mn.us/MDE/EdExc/ReadWell/index.html>

Consistent with MN Statute 201B.12 MTS:

- provides comprehensive, scientifically based reading instruction
- assesses students' level of reading proficiency and identify students not yet reading at grade level
- notifies and involves parents/guardians of students who are not yet reading at grade level
- intervene and accelerate learning growth for students who are not yet reading at grade, level
- train and support all elementary teachers in order to provide, comprehensive, Scientifically-based and culturally sensitive instruction
- annually adopt and post a "Local Literacy Plan" outlining steps to ensure that all students are reading at or above grade level by the end of third grade

Minnesota Transitions Charter School (MTS) Literacy Plan Summary

MTS is a public charter school district that provides rigorous education to a diverse population. MTS serves over 3000 students in grades K-12 from Minneapolis and surrounding Minnesota areas. MTS has three elementary programs (K-6), one Secondary site (7-12) and two high schools and one K-12 online school dedicated to student learning. Our statistically significant subgroups include limited English proficiency (LEP) at 13.3%, free and reduced program (FRP) at 52.8%, and Black at 22.3%.

MTS elementary programs are as follows:

- **Banaadir Academy** an ESL program in Minneapolis with a powerful partnership between home, school and community. Working together, we build success for children as they become confident people and caring citizens for tomorrow's world.
- **MTS Elementary School** is a diversified, creative school with small classes and high qualified teachers. MTS Elementary is a loving, nurturing, and learning community that cares about your child. We are committed to providing support and encouragement. We develop student self-confidence along with the right tools for academic success.
- **MTS Minnesota Connections Academy (MTSMCA)**, a tuition-free online public school. MTSMCA gives students the flexibility to learn at home with a curriculum that meets rigorous state education standards.

Goals and Objectives:

It is the goal of Minnesota Transition Charter School (MTS) and its stakeholders that all students are reading at or above grade level by the end of 3rd grade as determined by the Reading Minnesota Comprehensive Assessments (MCAs).

The MTS Literacy Plan uses methods and procedures that are based on scientific and evidenced based reading research. As a school, we are committed to making decisions about reading assessments, instructional programs and materials, and professional development on the basis of scientific and evidence based research. MTS uses a unified approach to teaching balanced literacy. The goal of the program is to have students experience the power of reading and writing.

This plan is our commitment to the children of our school and to the children themselves.

We Believe:

- ❖ All students have the right to become literate
- ❖ Literacy encompasses reading, writing, listening, and speaking supported in English and other languages
- ❖ Literacy is a necessary skill to succeed in life
- ❖ Children must read often and in all subjects
- ❖ Data and research leads to differentiated professional development
- ❖ Learning to read and write begins at birth in the home and needs to be

Our primary reading goal is to implement the six areas of literacy development which include: oral language development, phonemic awareness, phonics, fluency, vocabulary development and comprehension. It is our goal to develop assessment and learning plans that are individualized and lead all students to meet the rigorous literacy demands of Minnesota. MTS consistently implements scientifically and evidence based reading instruction that is data driven, sustainable and incorporates a multi-tiered system of instruction and support so that students will reach the literacy demands of today's education.

Our elementary schools use balanced literacy programs, aligned with MN State ELA standards. Included in these programs are components for close reading, small flexible groups, read aloud, shared reading and independent reading. To enhance this curriculum, our district has libraries at both seat based buildings with a variety of fiction and nonfiction reading materials, covering a wide range of reading levels. Each classroom also has their own reading library where students can enjoy books and other resources selected by their classroom teacher. Sufficient time for language arts instruction is necessary for children to read at grade level. Children in K-6 will receive 90 - 120 minutes of language arts instruction each day. Children not reading at grade level will receive more than 90 minutes of reading instruction each day.

Relevant technology engages students in meaningful learning activities. A variety of technologies have been integrated into the curriculum and instruction to meet the needs of the district's diverse learners. Computerized programs tests basic reading comprehension. Students work from their reading level, read independently or with a buddy and take an independent comprehension test that help guide individual instruction.

One of the most critical factors in a successful school-wide literacy plan is the use of a local assessment plan in which multiple measures are used at each grade level to determine student performance levels in many areas of reading. In order to achieve this goal all teachers are trained to analyze data to inform their instruction. MTS administers multiple assessments for both growth and proficiency.

The assessments include but are not limited to:

Running records –

- A one-on-one assessment that allows teachers to assess a student's reading performance as he/she reads from a leveled benchmark passage. Information on oral fluency, accuracy, comprehension, word attack skills, decoding, literal and inferential understanding is gathered on each student's ability.

Oral Reading Fluency

- A one-on-one reading assessment to compute a student's word-per-minute on grade leveled reading passages.

High Frequency Words (Dolch words)

- A one on one reading assessment that assesses a student's ability to recall high frequency sight words.

NWEA MAP Testing

- A group-administered, standardized comprehensive adaptive reading assessment designed to show a student's academic growth throughout a school year. The level of difficulty of the test is adjusted to measure a child's individual performance.

Minnesota Comprehensive Assessment (MCA)

- A group-administered test given once per year starting in third grade to assess a student's progress toward meeting the MN academic standards.

Minnesota Test of Academic Skills (MTAS)

- Is an alternate assessment based on alternate achievement standards for students with the most significant cognitive disabilities.

ACCESS for ELLs

- English language proficiency assessment administered to Kindergarten through 12th grade students who have been identified as **English language learners (ELLs)**.

Longitudinal Evaluation of Academic Progress (LEAP)

- Web-based educational level assessment services, providing customized educational programs to aid in the instructing of students and children in connection with core scholastic subjects such as reading, writing and math; providing and administering educational assessment tests and online educational assessment tests to students and children. LEAPS is an Educational program exclusive to MTS's online school, MTCS Connections Academy.

In addition to the above assessments, other systems are in place to help achieve the district's goal. Other systems include: classroom differentiation, targeted instruction, Title I services, Title III services, EL District Coordinator, District Literacy Coordinator & Reading Coach, Special Education services, parent

feedback and effective, systematic staff development. More explicit information on these systems will be discussed in further detail, later in this plan.

Objectives:

Each year the Literacy Team and educators review and disaggregate reading data at grade levels K-6. Proficiency, growth and trend data will be analyzed and used to set specific learning targets for each child and for each cohort of students. K-2 data will be accessed and utilized, when available.

Grade Level teams review, annually, the effectiveness of current pedagogical practices in including core instruction, differentiation, remediation and intervention.

Curriculum resources are aligned to the most current standards. MN State Standards are a priority.

Formative assessments will be used to modify instruction and to identify students who are not on pace to meet proficiency. Students not on track will follow the local intervention plan.

The team met to analyze the data for the district and prioritize the needs of the students. As a result, the goal is for all students to read at or above grade level.

Literacy Plan (Curriculum, instructions and Assessment)

The Minnesota Transitions Charter School (MTS) Local Literacy Plan (#4017) is a comprehensive plan that outlines the five essential elements of creating and maintaining a developmentally appropriate framework for all learners to reach their fullest potential. These elements are complemented by four foundational principles synonymous with coordinated change at the systems, organizational, programmatic, and practice level. This plan is developed in response to legislation adopted by the State of MN in 2010 consistent with section 122A.06 subdivision 4.

The district's local Literacy plan is developed through a process using careful reflection and data driven decision making by the Literacy team consisting of Curriculum Director, Elementary Building Directors, District Reading Coach, Title One teachers, EL Coordinator, and Special Ed. teacher.

Data included:

- Minnesota Comprehensive Assessments (MCA), Northwest Evaluation Association (NWEA) Measures of Academic Progress (MAP), NWEA Primary MAPS and unit test scores
- Reading records, Mondo Bookshop Skills assessment, Journeys Assessments, Fountas & Pinnell and Common Core Based Interim measurements
- Student surveys
- Staff turnover
- Classroom management
- Parent participation – attendance of conferences, parents nights, etc.
- Number of students who qualify for free and reduced lunch

In 2015 MTS purchased a viable curriculum for literacy, Journeys CC for the three elementary's. Based on the different needs of our buildings we have selected different programs to best fit each style of our schools. MTS restructured the literacy block to meet the needs of all students and will continue to provide teachers with ongoing professional development to become better teachers. Last year,

teachers focused on reading and increased their knowledge in this area along with the new curriculum. In 2016-17, teachers will continue to learn how to teach reading in order to support all learners at MTS.

MTS will implement common instructional practices and train teachers to use these practices that leverage high achievement for all students in the primary grades. This includes the use of practice profile for vocabulary building, practice profile for math talk, word wall visible in each classroom, the use of gradual release of responsibility, close reading strategies and co-teaching.

All students in grades K-6 are given a screening/benchmarking assessment three times throughout the course of the year in fall, winter, and spring. Using this data, struggling and at-risk students are identified and referred for interventions. Specific interventions are based on three further data points, and the interventions are implemented through the collaborative efforts of the classroom teacher, other specialists and paraprofessionals. Each student's progress is monitored weekly and if the intervention selected is not working, another intervention is selected and implemented. Students not responding to these interventions are referred for special education services. Parents are kept informed of their child's progress throughout the process.

Process of Assessment

Currently, MTS uses the Reading MAP assessment reading in grades K- 6 and the Journey's assessments in grades K - 6 and Standard Based Reading interim assessments for placement of students at their instructional level of reading. Students are assessed using the above reading data points throughout the year; fall, winter, and spring. Students must be proficient on the MAP assessment as well as one of the other two assessments, according to the benchmark scale of that particular assessment for MTS to consider that student "Proficient" in the area of reading.

The State MCA-III reading assessment is also used as a data point for placement of students in grades 3 & 4. Students (gr. 3 & 4) who are in need of special services, as indicated by an Individual Education Plan (IEP), are also assessed in literacy using the state approved MTAS assessment. English Learner (EL) students (gr. K-4) are also assessed in reading for English Proficiency using the State adopted ACCESS.

Throughout the year students are frequently monitored and assessed using Curriculum based measurements (CBM) and interim assessments, designed by the teachers, and other formative assessments to assess student understanding of state grade-level standards. Classroom teachers, the reading coach and all specialists collaborate frequently to analyze this data to ensure appropriate instruction and interventions are being utilized for each student.

There are a variety of ways that data is collaboratively analyzed and utilized in the district. The district is a Professional Learning Community (PLC) and thus teachers, teacher leaders and specialists are analyzing data on at least a weekly basis in collaborative, small group settings. Other opportunities to work with data throughout the year include, Title I meetings, Title III meetings, Child Study, and intake, placement and reclassification processes.

Parents have multiple opportunities to receive this data. Including, but not limited to: conferences, progress reports, report cards, continuing learning plans, parent meetings, and the invitation to visit the classroom at any time.

Screening Tools	Grade Range	Timeline
Journeys Skills Series	K-1	3 time a year
Minnesota Comprehensive Assessment (MCA)	3-10	Once a year
Minnesota Test of Academic Skills (MTAS)	Students with Special Needs	Once a year
Journeys Comprehensive Assessment	2-6	1times a year
Emergent Literacy	K-1	3 times a year
Fountas and Pinnell	K-5	3 times a year
ACCESS	ELL Students	Once a year
W-APT	ELL Students	Once a year

Progress Monitoring Assessments					
Grade	Test Product	Assessments	Proctor	Date	Data stored
K	Reading A-Z/Journeys Assess//Fountas and Pinnell	Fluency	Classroom teacher	Winter Spring	View Point Data warehouse
K-1	Journeys Primary assessments (if applies/Primary NWEA)	*Print concept/Name identification *Initial Sound with pictures *Naming letters *Rhyming *Segmenting and blending	Classroom teacher	Quarter	View Point Data warehouse
K-1	Dolch Words	Word Knowledge	Classroom Teacher	Quarterly	View Point Data warehouse
K-1	Bookshop/ Journeys Primary assessments	Oral Language Assessment		Fall Spring	View Point Data warehouse
K-1	Writing Sample	Writing knowledge (See Assessment and Reading Handbook)	Classroom Teacher	Fall, Winter, Spring	View Point Data warehouse

2-5	Dolch Words	Word Knowledge	Classroom Teacher	Quarterly	View Point Data warehouse
2-5	Journeys /LEAPS	Vocabulary Assessment Oral Language Assessment	Classroom Teacher	Fall, Winter, Spring	View Point Data warehouse
2-8	NWEA	Comprehensive Reading	Classroom teacher	Fall, Winter, Spring	View Point Data warehouse
2-8	Journeys Benchmark/ LEAPS	*Oral Reading *Comprehension *Word Knowledge *Retelling	Classroom teacher	Fall, Winter Spring	View Point Data warehouse
1-8	Journeys Running Records//Fountas and Pinnell / LEAPS	fluency	Classroom Teacher	Monthly	View Point Data warehouse
2-8	Writing Sample	Writing knowledge	Classroom Teacher	Fall, Winter, Spring	Portfolio

Selection/Placement of Students for Reading Tier Interventions:

Using multiple indicators, students are placed in a reading tier intervention based on their scores on building-wide internal assessment, Mondo Bookshop, Journeys, Fountas & Pinnell, Aleks, and NWEA. Teacher recommendations also play an important role in providing services to students who lag behind in their reading skills. Based on these diagnostic assessments, instruction and interventions will be matched to the student's needs in one or more of the five pillars of reading (phonemic awareness, phonics, fluency, vocabulary, and comprehension).

Parent Notification and Involvement

Family involvement is essential to the success of our students as readers. MTS schools seek to contact and involve families in a variety of manners within each of our school community. The school has a written parent involvement policy, which is found in the school board policies.

Parent Communication plan:

1. In order to have all students reading well by third grade, the elementary utilizes the View Point and Skyward monitoring system. On the district website there will be an explanation of the assessment practices and the multileveled systems of support as implemented in MTS literacy plan.
2. Parents will receive benchmark information two times a year during conferences.
3. In addition, parents of students who are receiving supplemental instruction will be informed of progress multiple times a year.
4. Assessment results will be provided to parents upon request.
5. Parents of students who need supplemental instruction will be informed by the school that their student is receiving these services and invited in for a conference with the student's teacher.
6. An additional explanation of the literacy program and supports will occur in September or November during fall parent/teacher conferences.
7. Parents of students receiving interventions will receive monthly progress reports (upon request).

Parents are always welcome to visit classrooms in the district. All schools in the district hold a school-wide open house at the start of each school year and participate in the Annual Board meeting in February. Also, signs are written in multiple languages, and bilingual language support is available to parents immediately upon entering the office at our schools where the need is greater. Parent liaisons are available to families by cell phone at their convenience.

Each school holds parent events as well as conferences nights throughout the year. These include open houses, breakfasts, portfolio nights, science fairs, and educational game nights. At these events literacy is a hot topic. MTS staff spends time discussing literacy at home, student data, and literacy activities with family members while giving them the tools to work with their students at home.

Suggestions for parents to become a part of their child's educational process are given throughout the year by individual classroom teachers at parent-teacher conference times, which vary by school. Schedules are available on our website – www.mtcs.org. Notices of these meetings are sent home via flyers and by calling chain. One focus of our conference nights is sharing data with families.

MTS families receive a newsletter quarterly or monthly (depending on the site) to provide them with current information and to notify them about upcoming events. This includes updates about curriculum and academic testing.

Current practices and instructional systems

Kindergarten Readiness Plans;

Each site develops plans to prepare students to enter kindergarten at their school. This plans includes things like attending Head Start programs, licensed daycares, local events to promote the school as well as communicating to the families and community. Below see a sample of a plan.

Kindergarten Preparation Event	Responsible Party	When	Methods for Parent Notification
Early Childhood Screening Appointments - Reach out to families of current students to screen 3 and 4 year old siblings of current students. - Make appointments for March	Parent Liaison Admin Assistants	February	- Flyer sent home - Automated phone call - Follow up phone calls
Early Childhood Screenings - Basic Skills - Kindergarten readiness materials - Preschool options	Kindergarten Para	March - During the school day.	- By appointment

Kindergarten Round Up - Structure of a school day - School tours - Kindergarten readiness materials - School bus safety - Light snacks	Administrators Parent Liaison Kindergarten Teachers Kindergarten Para	May - Evening event	- Phone invitations to all screened students - Flyer sent home - Automated phone call
Kindergarten Orientation	Kindergarten Teachers	August - Morning session - Afternoon session	- Registered students invited by phone call

Instruction and curriculum

The Journeys CCRP provides guidance to teachers in delivering differentiated instruction for diverse learners with lesson plan sequences coordinated to move instructional delivery from cognitively simple skills and strategies to more complex skills and strategies. Just as the skill and strategy levels increase in complexity, the variety of text genres increase from the simple to more complex levels. Techniques such as modeling, previewing and predicting, visualizing, summarizing, clarifying, and direct instruction in strategic reading are embedded throughout the program.

Lesson plans for whole group instruction that include the introduction of skills and strategies, embedded teacher modeling opportunities, systematic and explicit lesson sequences, guided and independent application, and review of skills and strategies with frequent re-teaching opportunities. Whole group instruction focuses on the introduction of skills and strategies embedded in the context of grade-level resources for the teacher to provide scaffolded support as needed by all students.

The small group instructional lesson plans are aligned to the whole group lessons and differentiated to meet the needs of on-level learners, advanced learners, below-level learners, and English language learners. Daily lessons for small group incorporate the use of leveled readers, decodable texts, and vocabulary readers to provide numerous reading opportunities for application and mastery of skills and strategies within and across a variety of reading contexts that include multiple genres.

A variety of both informal and formal literacy assessment opportunities are included in the Journeys CCRP and Mondo Bookshop and recommended on the district's Elementary Multi-Tiered System of Supports for monitoring students' progress and match students with appropriately-leveled text for independent, instructional, and challenging reading experiences.

The MTS district uses the Scientifically Based Reading Research (SBRR) found in the National Reading Panel Report and in the No Child Left Behind legislation passed by Congress in 2001. National Reading Panel and Reading First both cite studies that show that best practice for reading blocks is to have a minimum of 90-plus uninterrupted minutes. At-risk students require more instructional time each day with instruction that is more enriched (Gumm & Turner, 2004). In addition to the 90 minutes, the classroom teacher, special education teacher, EL teacher or Title One teacher will provide immediate intensive intervention to children in need, as determined by assessment data and diagnostic assessment.

MTS literacy model consists of the following framework:

- Provides instruction in reading, writing, speaking, listening and viewing instruction
- Provides instruction in large group, small group and individual settings including interactive read-aloud, interactive writing, shared reading, shared writing, guided reading, guided writing, independent reading and independent writing, and literate conversation.
- Reading instruction spans at least 90(120) minutes daily and contain a balance of large group, small group and/or individualized reading instruction. (Allington 2002).
- Reading Series whole group instruction is integrated with the Daily 5 and should span 20-30 minutes daily throughout the focus lessons.
- Structure student learning opportunities around the conceptual framework of the Daily 5 that helps students develop the daily habits of reading, writing, and working independently to build the foundation for a lifetime of literacy independence.
- Daily 5 rotations and focus lessons with Small group, 1-1 instruction, and independent reading.
- Structure literacy instruction around the CAFE (Comprehension, Accuracy, Fluency, and Expanding vocabulary) model to include individualized student goal setting through one-on-one conferencing, visually displaying student goals, grouping students for instruction of similar goals, and targeting whole-class instruction on emerging student needs.
- Daily 5 rotations provide a gradual release of responsibility through explicit instruction, as well as interactive, guided and independent practice with teacher conferencing and immediate teacher feedback.
- Use complex informational text for instruction at a ratio matching the Language Arts Minnesota Standards.
- Make the close reading of texts central to lessons—rather than ancillary—and focus on texts that elicit close reading and re-reading for understanding.
- Provide effective instructional scaffolding that enables all students to access complex texts directly without preempting or replacing a text by translating its contents for students.
- Provide a gradual release of responsibility towards decreasing teacher scaffolding and increasing student independence as demanded for success on accountability measures such as summative statewide literacy assessments.
- Ask text-dependent questions that require students to cite strong and thorough textual evidence to demonstrate they follow the details of what is explicitly stated as well as make inferences from the text, ensuring valid claims are based on evidence in the text.

- Provide extensive writing opportunities for students to draw evidence from texts (i.e., write to sources) to support logical inferences and reasoning, present careful analyses, and construct objective summaries of information.
- Ensure that questions and learning tasks require careful comprehension of the text before asking for further connections, evaluation, or interpretation.
- Support students in writing arguments and analyses using valid reasoning and relevant evidence.
- Engage students in literacy learning tasks in which they integrate multiple sources of information presented in diverse formats and media.
- Engage students in research to answer substantive questions (including those that are student-generated), investigate and solve a problem, narrow or broaden an inquiry, and synthesize multiple resources.
- Ensure that word study focuses on students using a variety of strategies to acquire and use academic and content-specific words sufficient for reading, writing, speaking, and listening.
- All students read a variety of texts both fiction and nonfiction. (MN ELA Standards, 2010). Providing all students with the opportunity to read text at their independent level and of their own choice every day. (Allington, 2012).
- Reading instruction includes the essential pillars of reading: Phonemic Awareness, Phonics, Fluency, Vocabulary and Comprehension. (National Reading Panel, 2000).
- Scientific, research-based literacy interventions for selected students are provided in addition to core literacy instruction and directly targets student needs. (Buffum, Mattos & Weber, 2010)
- Writing instruction and writing practice every day for a minimum of 30 minutes. During this time all students write to persuade, explain and convey experiences as outlined by the 2010 Minnesota English Language Arts Standards.

Interventions and Instructional Supports

Students are considered for additional services if a student is identified as not reading at or above grade level on any of the screening assessments. Data used to determine whether they receive services includes the screening data and classroom observational data. Students are not considered meeting grade level expectations if they are scoring below the 25th percentile on any of the assessment tools. These students will be considered for small-group Tier II interventions provided by Title I Specialist on top of the regular classroom instruction already being provided. Ideally, these targeted students would receive even more intense one-on-one interventions if the schedule and staffing permits. Students who qualify for English Language Learner (ELL) services will receive ELL instruction provided by the ELL Specialist. Students who qualify for special education services will receive their targeted interventions in accordance with their IEP plans.

MTS services provided to students include, but are not limited to:

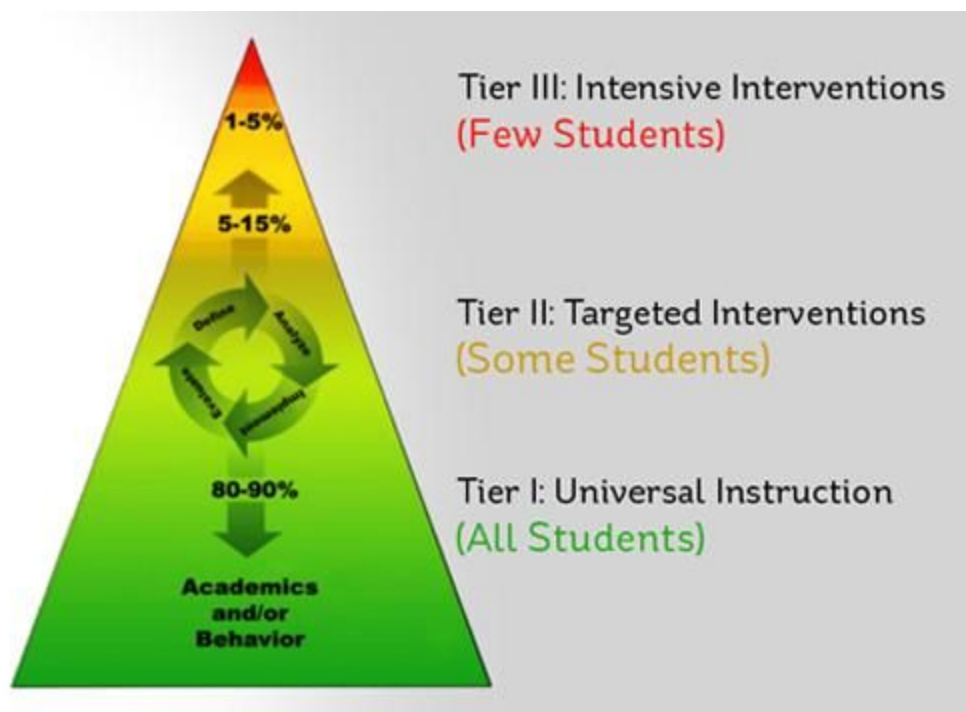
- Targeted instruction and Tiered instruction using assessment data: Journeys Diagnostic Assessment, Mondo Benchmark Text Level/comprehension, CBM, Common Assessments, etc.
- Smaller class size
- Family involvement through Title Nights
- Tiered Intervention Models within buildings and classrooms
- Tier II small group intervention with specialist
- District Literacy Coach
- Help with implementation of improvement plan
- English Language Learners (ELL services)
- Reading Corp.

- Special Ed. Services

District specialty teachers are highly, qualified teachers with appropriate training to instruct students in reading best practices and acceleration of learning.

All staff use supplemental materials and practices that help achieve the MTS initiative to improve student learning. - Read Live, Hecwin, ALEKS, Small guided group, Differentiation in the classroom, Flexible grouping, Best practices strategies and sheltered instruction strategies.

MTS Elementary Three Tier intervention system:



- ❖ Tier I is for all students. They receive Core Curriculum instruction in the classroom using differentiation and a variety of learning styles to create individual learning opportunities for all students. Including students who require curricular enhancements for acceleration.
- ❖ Tier II is intended to serve students who are struggling in the general ed classroom academically and need more support in addition to the core curriculum. This is SBRR one-on-one or small group instruction that is carefully designed and as explicit and systematic instruction to fill the gaps. The students receive both Tier I and II instruction. The Title One teachers serve the Tier II students. Progress monitoring occurs every 2 weeks.
- ❖ Tier III is an additional intervention intended to serve students who are not making sufficient advancement towards grade level abilities after receiving both Tier I and II interventions. The

students receive increased Tier III services and may use alternative curriculum to make adequate academic growth. These students may be taught by a special teacher and/or using specialized curriculum and instructional techniques.

Scientifically based Reading instruction:

The scientifically-based reading curriculum MTS uses is Houghton-Mifflin Harcourt Journeys and Mondo Book Shop Publishing which has been aligned by the classroom teachers to meet the Minnesota Academic Standards. Small group instruction is used to differentiate for our diverse learners.

- Reading interventions may include:
 - Read Live
 - RAZ Kids
 - ALEKS - Assessment and Learning in Knowledge Spaces a Web-based, artificially intelligent assessment and learning system.
 - Differentiated resources provided by the Core Curriculum
 - Other specialized approaches delivered by an Early Intervention
 - Service teacher and the Title Specialist.
 - Journey online Resources
 - Study Island
 - IXL math and reading

- Intensive reading interventions may include:
 - Read Live
 - Reading RAZ
 - Minnesota Reading Corps (MCA)
 - Other specialized approaches delivered by an Early Intervention service teacher and the Title Specialist.

Minnesota Reading Corps (MRC) Minnesota Reading and Math Corps is a statewide initiative to help every Minnesota child become a successful reader and mathematician by the end of 3rd grade. The program places AmeriCorps members as literacy and math tutors in sites across Minnesota to implement a research-based early literacy effort to help struggling readers. The MRC strategies are designed for both preschool ages children and K-3rd grade students. <http://www.minnesotareadingcorps.org/>

Student Support System for EL Learners

The English Learner (EL) Program at the MTS district is designed for students who are in the process of English language acquisition. The instructional model is a hybrid including both pull out instruction, push in collaboration and training for mainstream teachers on differentiated language sheltered instruction strategies.

As long as students are classified as having limited English proficiency (LEP), the district seeks to ensure that language acquisition is not impeding upon a student's academic success and that all students can succeed in all academic subjects while becoming proficient in the English language. In addition, all of

MTS's teachers receive professional development in the area of teaching English Learners (ELs). All mainstream teachers are responsible for teaching the academic language of their content area, and for developing differentiated lessons to meet student needs.

The appropriate staff tests the student with developmentally appropriate measures as soon as possible. The assessment used is the W-APT stands for the WIDA-ACCESS Placement Test which is used to determine English Language Proficiency level and level of need for services.

The W-APT provides a broad sampling of proficiency in the four major language domains of speaking, listening, reading, and writing, using a sample of critical English language proficiency skills that translate into an overall measure of language competence. The W-APT test scores and student EL levels can be kept in a number of places including, but not limited to: teacher workbooks, assessment binders, Skyward, PM Sheets on the Google documents and in the students' ESL files and View Point Data system. The information is in all of these locations so that all teachers who work with the students can have access to the information and can utilize it to best inform their instruction and match the student's needs with core and intervention supports. The process for allocating resources, training, coaching and selection of instructional materials to address the specific language acquisition needs of EL and minority students is varied. All teachers are trained in the process of second language acquisition and coaching is provided on an as needed basis. The district EL coordinator works with the literacy coach and the Title I coordinator to plan professional development opportunities, which are elaborated on in the professional development section.

English Learners and Other Diverse Populations:

The district currently assesses all English Learners using ACCESS for ELL. The ACCESS Links K–12 Assessments helps educators accurately assess the academic and social language skills of English language learners. The assessments provide detailed information on students' reading, writing, speaking, and listening skills. The W-APT links provides reliable English language proficiency results to help educators make instructional decisions and allows districts to measure student growth. It measures both social and academic skills for a comprehensive view of language abilities and accurately meets the needs of all English language learners. Based on these demographics, resources will be allocated and professional development will be determined annually. Instructional materials will be analyzed for its culturally appropriate content and purchased during the district's curriculum cycle for core subjects. EL curriculum materials and interventions, used to develop language skills, will be updated as needed or developed on-site.

Teachers will continue to familiarize themselves with WIDA developmental rubrics and analyze incoming ACCESS data to improve instruction. Given that MTS has a large ELL population ELL; it's paramount that WIDA standards and assessments closely aligned to ELA standards. MTS teachers will continue to build and strengthen students' language development by receiving ongoing professional development in SIOP.

Analysis of Current Practice: Effectiveness of Core Instruction

Analysis of current practice and support is done on an ongoing basis in both individual and group formats including PLCs, intake, reclassification, etc. Using Viewpoint Data warehouse enables teachers to track students' progress via multiple assessments. Teachers can then match the student to the

program that best fills their needs. These Viewpoint Data warehouse are utilized as a tool to analyze the effectiveness of our curriculum, instruction and intervention practices.

View Point Data warehouse is an online, dynamic tool used by teachers, which include a litany of assessment data (see above list). After each monitoring period grade level teams and reading specialists determine if students are in need of intervention services. If needed, additional diagnostic assessments are done to ensure student needs are correctly identified. When students are identified as not making adequate growth based on the data collected, there are multiple tiered interventions in place including classroom differentiation, targeted instruction, tiered intervention, and scientifically based reading interventions and a child study team.

Professional Development

MTS District/ Schools recognize the importance of professional development and its impact on student learning. The elementary professional development will strive to be job-embedded and focused on the five strands of reading. We will use experts and our local reading specialists to provide resources. We will be providing time for teachers to align standards, materials, and assessments; analyze student data; and study research-based literacy instructional strategies (i.e. Daily 5 and continued training on the new Reading curriculum). We will use our District Comprehensive Needs Assessment from our District Improvement Plan for any other professional development needs.

Our district is committed to professional learning communities and common planning time to promote professional development for our teaching staff. Each professional learning community will meet monthly to focus on four main questions (based on DuFour's PLC work):

1. What do we want our students to know and be able to do? The MN Academic English Language Arts Standards (2010) at each grade level.
2. How will we know they have reached proficiency? Formative and Summative Assessments administered throughout the school year.
3. What will we do for those students who have not reached proficiency? Administer Tier 2 and 3 interventions and progress monitor the effectiveness of those interventions during grade level intervention/enrichment time.
4. What will we do for those students who are proficient? Administer enrichment during grade level intervention/enrichment time.

MTS provides many opportunities for the staff to further their knowledge of research based instruction and strategies. Staff members are provided time during staff development days, Professional Learning Communities, and weekly meetings to collaborate horizontally and vertically across grade levels and subjects. There is planned staff development days built into the school year calendar along with a 2 day Summer Staff Development Institute. Professional development is provided by:

- Q Comp Coordinator/ Evaluator
- Internal Leadership Team

- Regional Professional Development
- Outside Resources/Consultants
- Curriculum Coordinator
- District Reading and EL Coaches

Reading and Literacy Coaches Reading/literacy coaches have been an integral part of the success of the statewide reading initiatives.

Literacy coaches work with classroom teachers and reading specialists to:

- insure that interventions are implemented as intended
- help gauge effectiveness of the intervention through progress monitoring
- adjust the intervention when needed, based on the results of progress monitoring
- Provide In-house ongoing professional development to all teachers throughout the year.

Professional development is chosen based on a needs assessment and monitored by coaches, administrators, and/or consultants.

Q Comp Annual Outcomes:

Career Advancement Impact	Job Embedded Staff Development	Teacher Evaluations	Performance Pay
1.Improved Data Analysis by teachers	1. Weekly review of student data in PLC's. This review resulted in learning teams identifying students to target for remediation and enrichment.	Teacher evaluations were performed by administrators and peers using the MN Standards of Effective Teaching.	87% of licensed staff met the standard to earn their performance pay for student achievement.
2. To make informed decisions on instruction for students in the classroom which resulted in improved student achievement	2.Targeted groups of students resulted in improved test scores on NWEA, improved completion rates, and higher course pass rates.	The evaluations were more meaningful using this updated evaluation form.	96% of all licensed staff met the standards of performance pay for observation/evaluation .
3.Teacher leaders became trainers for other teachers on how to use data to improve instruction	3.	The focus this year was on diverse learners and how teachers need to individualize instruction to ensure every student is being	89% of probationary staff met the standard to earn performance pay for observation/evaluation .

		successful.	
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Unique Education at MTS

Minnesota Transitions Charter Schools

Minnesota Virtual High School provides online learning at any time of the day for students across Minnesota. The teachers supply students with opportunities to talk directly with staff while they are enrolled in courses. Minnesota Virtual High School can supply credit recovery for students who need to catch up while still taking their regular courses. This online School also personalizes student learning that meets the needs of each and every student which also gives students a chance to excel.

PEASE Academy is the oldest safe and sober school in the State of Minnesota for high school students who desire to finish high school while trying to remain sober. This school give students another opportunity that would might otherwise impede their graduation from high school. PEASE supplies students with counseling, social work help as well as skills to continue to work toward a healthier way of coping with stress and social pressure. Students and parents who have accessed PEASE give this school high praise as most student successfully graduate from high school once they enter our system.

The Colin L. Powell Leadership Academy is the newest program that was started in 2016. This Leadership Academy is founded around the belief that the environment matters to student success. The lessons that are taught are Leadership, Teamwork, Citizenship, Discipline, Responsibility, and Community Service. The Mission of the CLP Leadership Academy is “Motivating young people to be better citizens. Colin L. Powell is the only tuition free military academy in the State of Minnesota.

This year, MTCS started a Banaadir Math and Science located at the secondary. This school is a 7-9 site. The foundation of this academy is stem. Students will have stem courses along with their regular academics. The goal is to get students ready for college through the rigor of the program.

At MTCS Connections Online Academy, education is personalized to each student’s individual abilities. This personal touch is what sets this program apart from the rest. When students receive the one-on-one individualized attention they deserve, there’s no telling how far they’ll go. The Personalized Performance Learning approach gives every student the best chance to flourish. Connections Academy gives students a strong, solid education while following the MTS initiatives and Minnesota State Standards. MTCS Connections Academy is online education programs that personalizes students learning with continuous progress review that modifies the student’s program, and adjust goals as needed.

Reviewing Student Background and Learning Styles: Teachers, Learning Coaches, and students discuss student strengths, skills, and previous school performance to help inform and guide the best teaching and personalized online learning approach.

Testing Performance: In grades K–8, students take a test called LEAP® (Longitudinal Evaluation of Academic Progress®) both at the beginning and end of the year. The LEAP test is used to identify areas of strength and weakness in the student’s learning profile and to measure student growth during the school year to help formulate learning goals.

Finding the Right Courses and Placement: Testing and assessments are used to identify and evaluate a student’s strengths, weaknesses, and talents. We uncover skills that may need

improvement and look for ways to enhance the student's learning potential. All of this information is then used to help select courses based on the student's individual needs.

Setting Goals: Teachers and Learning Coaches work together to set goals for the student and determine a timeline for accomplishing these individualized learning goals during the school year.

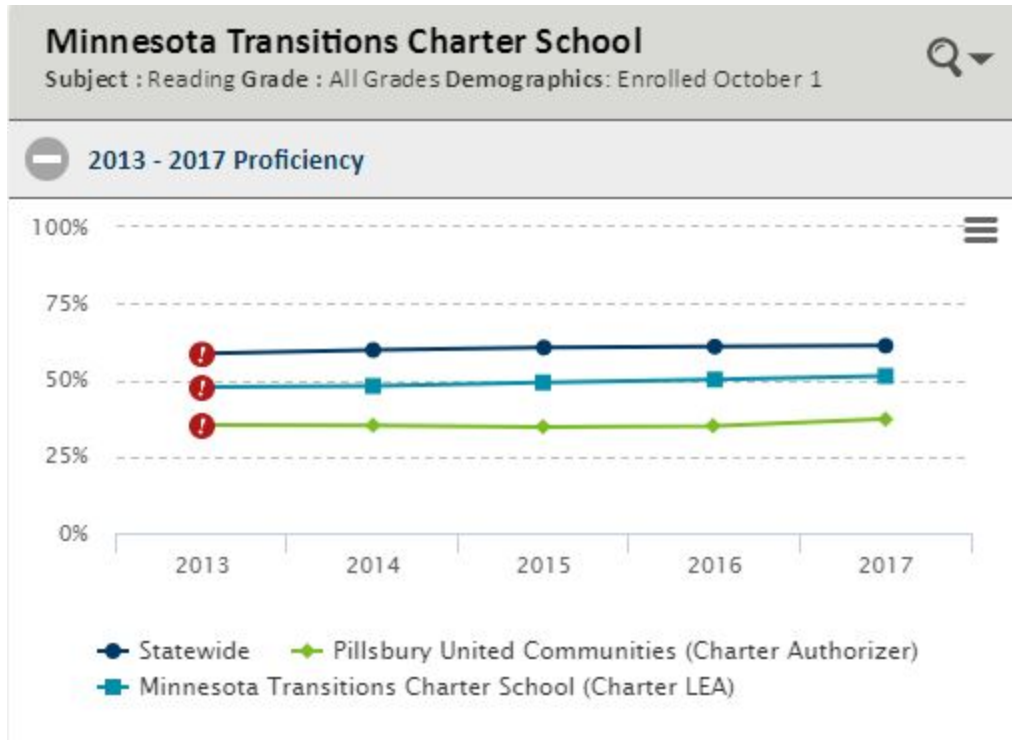
Communicating Regularly: When school starts, Learning Coaches and teachers establish a regular communication schedule for the personalized learning plan, depending on the needs of the student.

Scheduling Modifications and Electives (K–8): Throughout the year, teachers personalize the learning schedule. They inquire about the student's daily routines and make adjustments to the student's online learning schedule as needed. They also may decide to add an elective course.

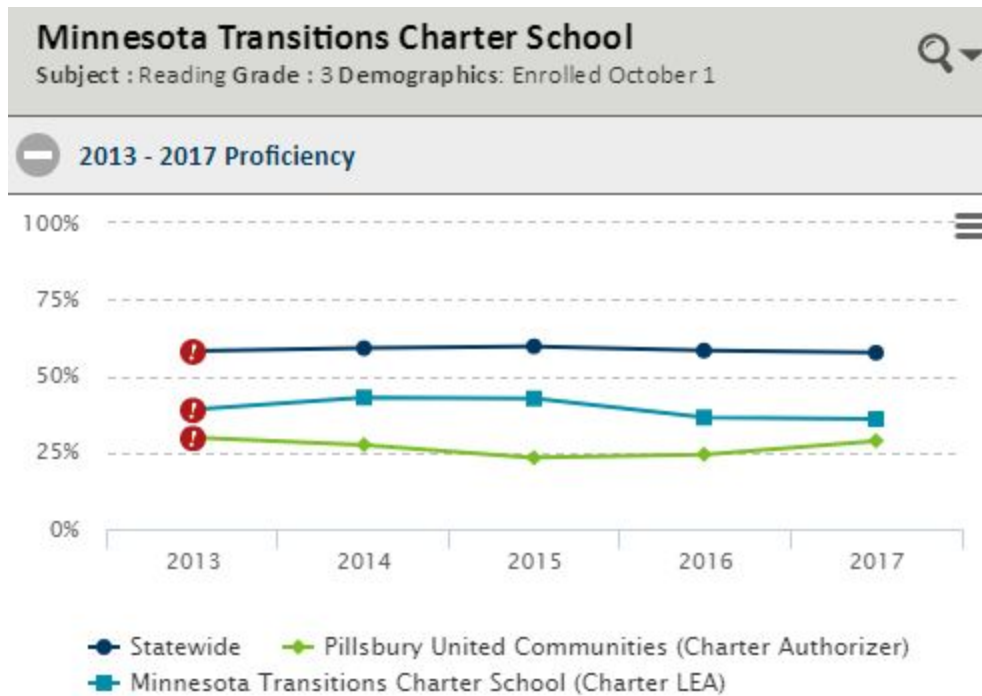
Communication system for annual reporting:

MTS has monthly open board meetings for all parents, teachers and community members to attend and learn about our schools. At the Annual board meeting, in February of each year, parents are invited to learn about the local literacy plan for the school and vote for new board members. Lastly, the MTS Local Literacy plan is posted on the MTS website at www.MTCS.org.

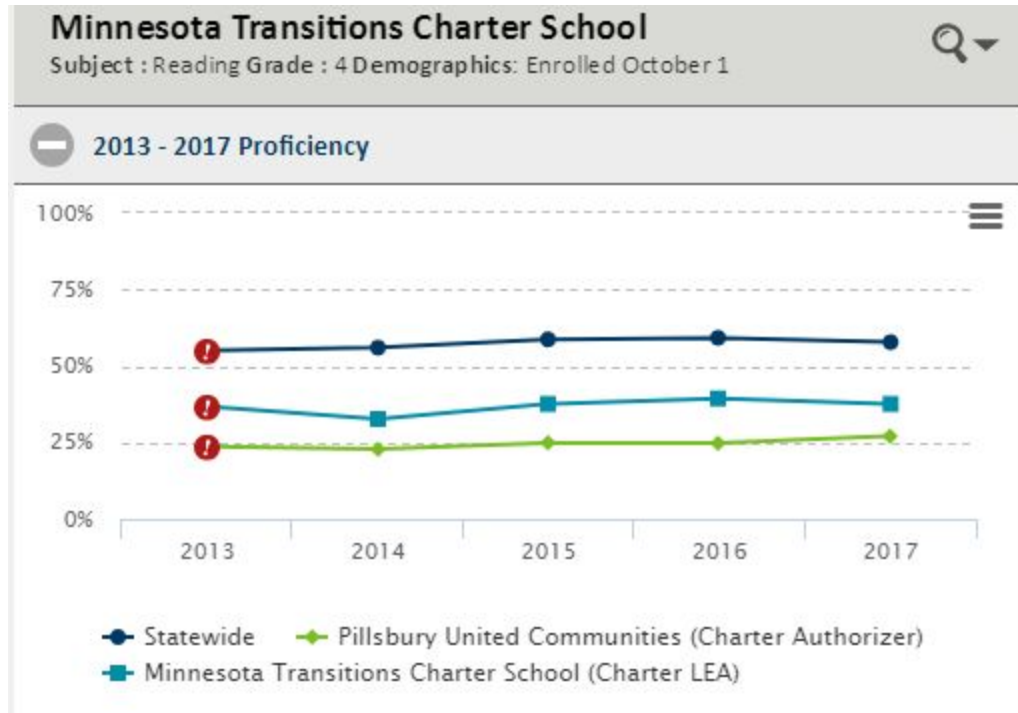
District Wide Reading Trend Data:



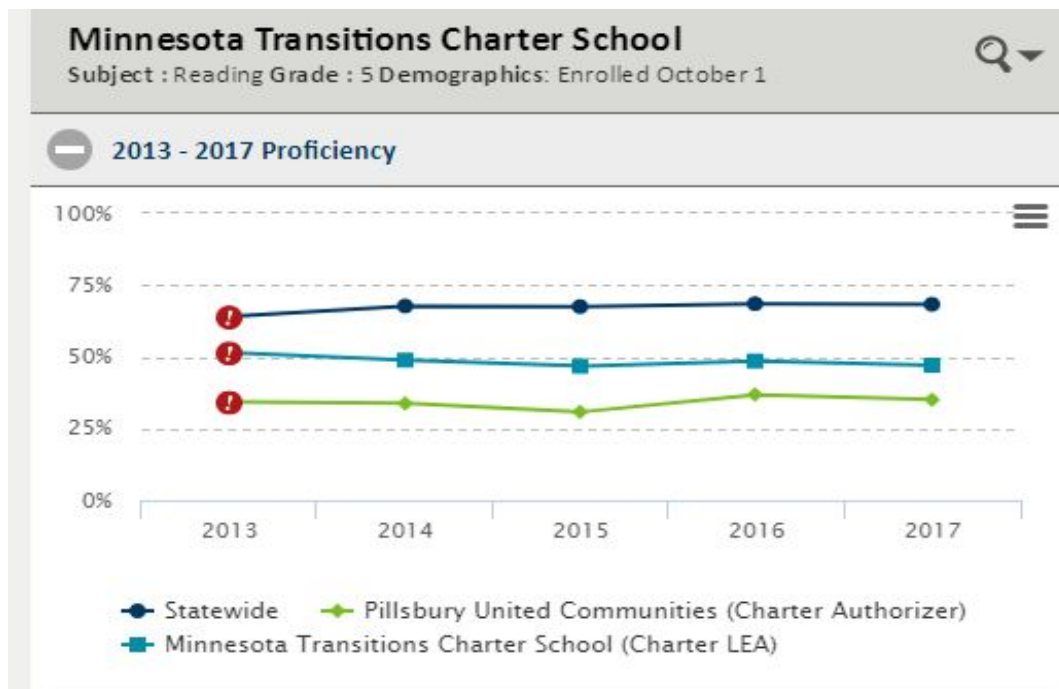
Reading 3rd Grade Trend Data:



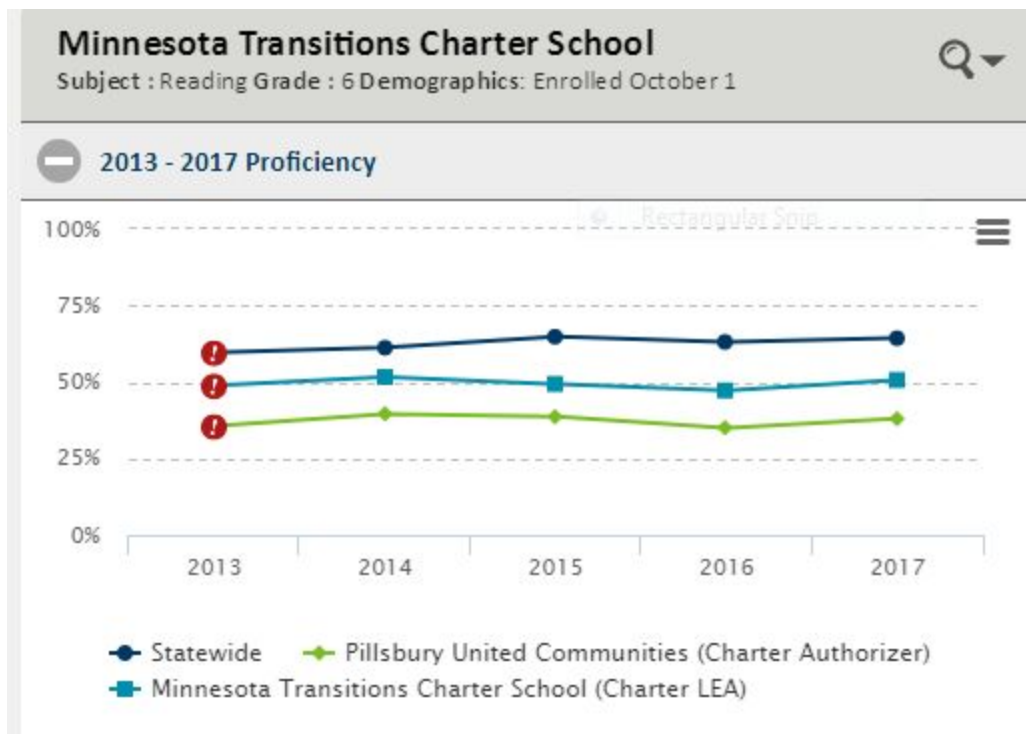
Reading 4th Grade Trend Data:



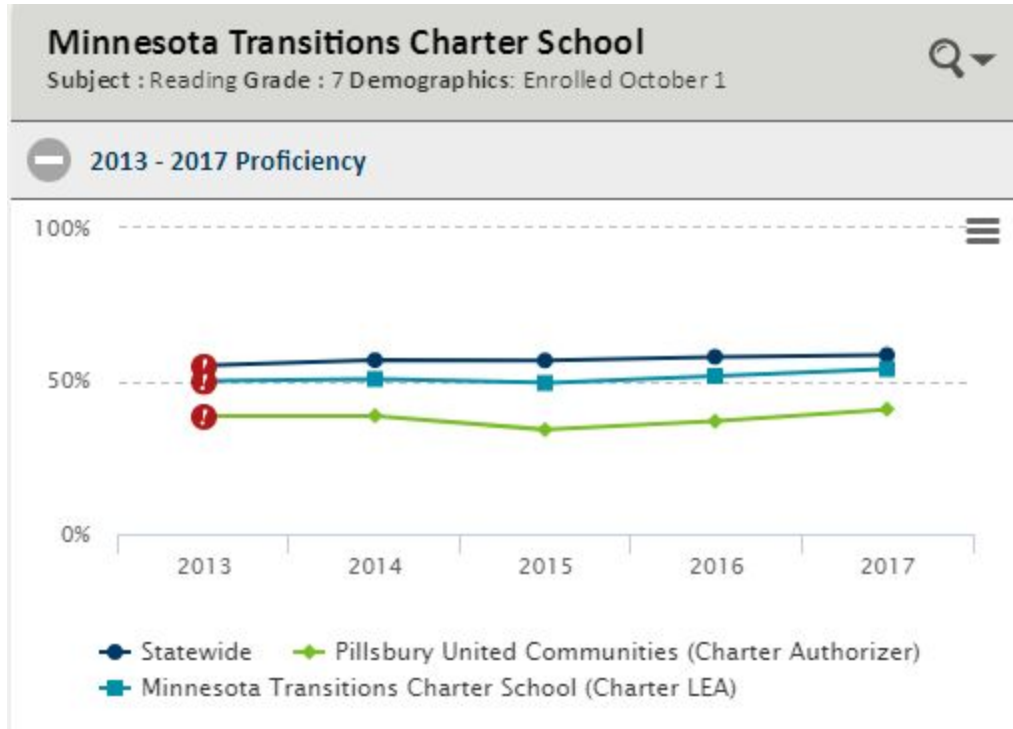
Reading: 5th Grade Trend Data:



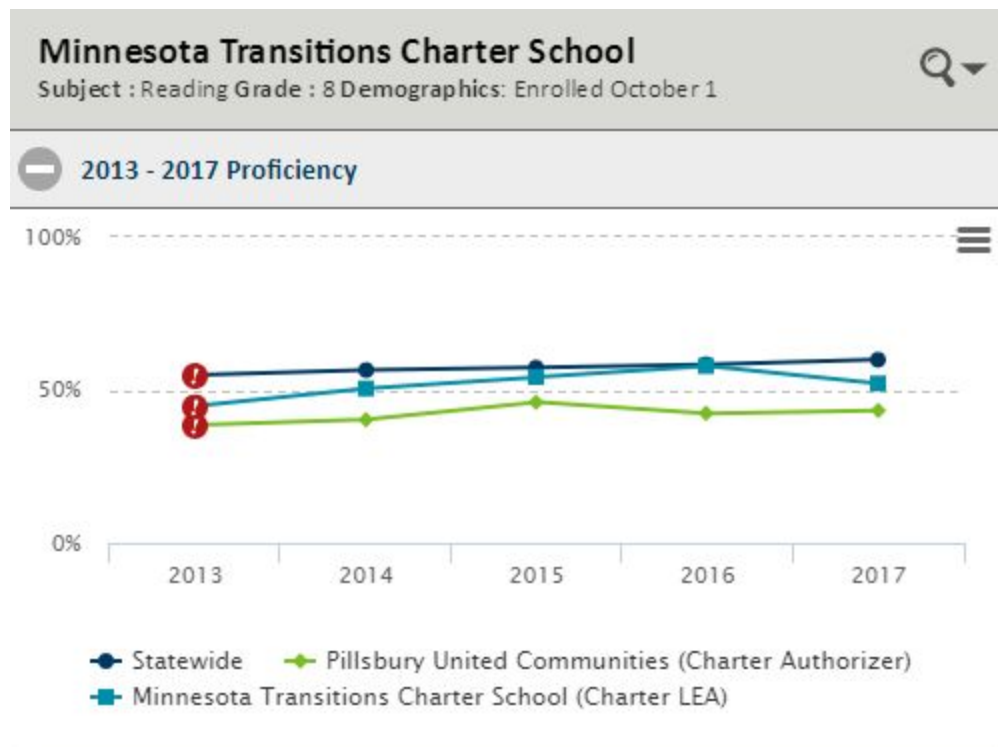
Reading 6th Grade Trend Data:



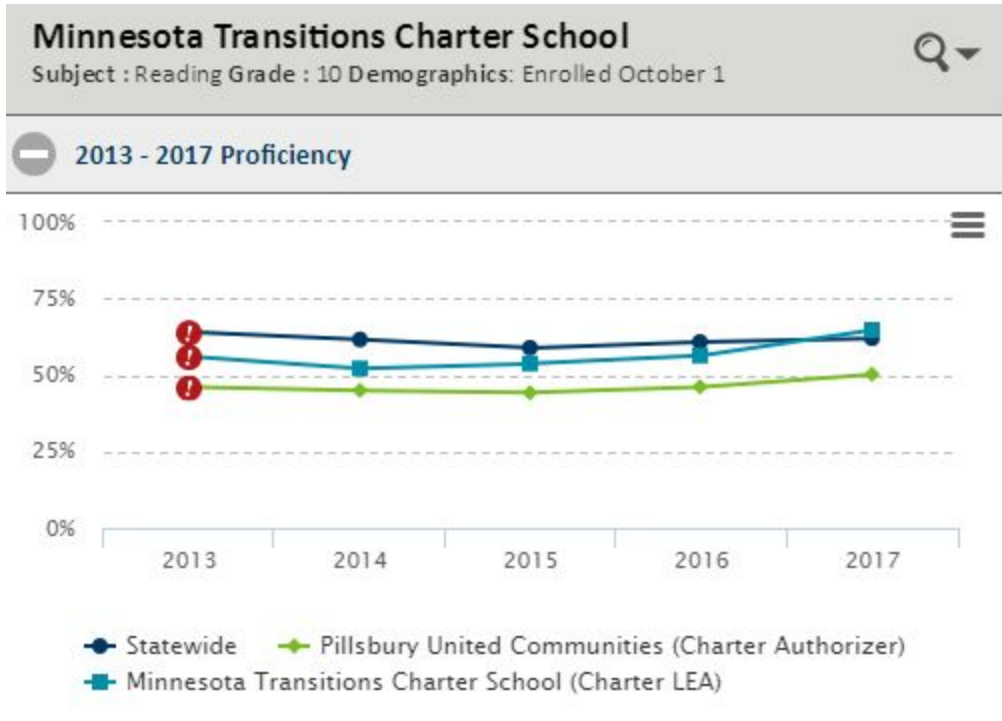
Reading: 7th Grade Trend Data:



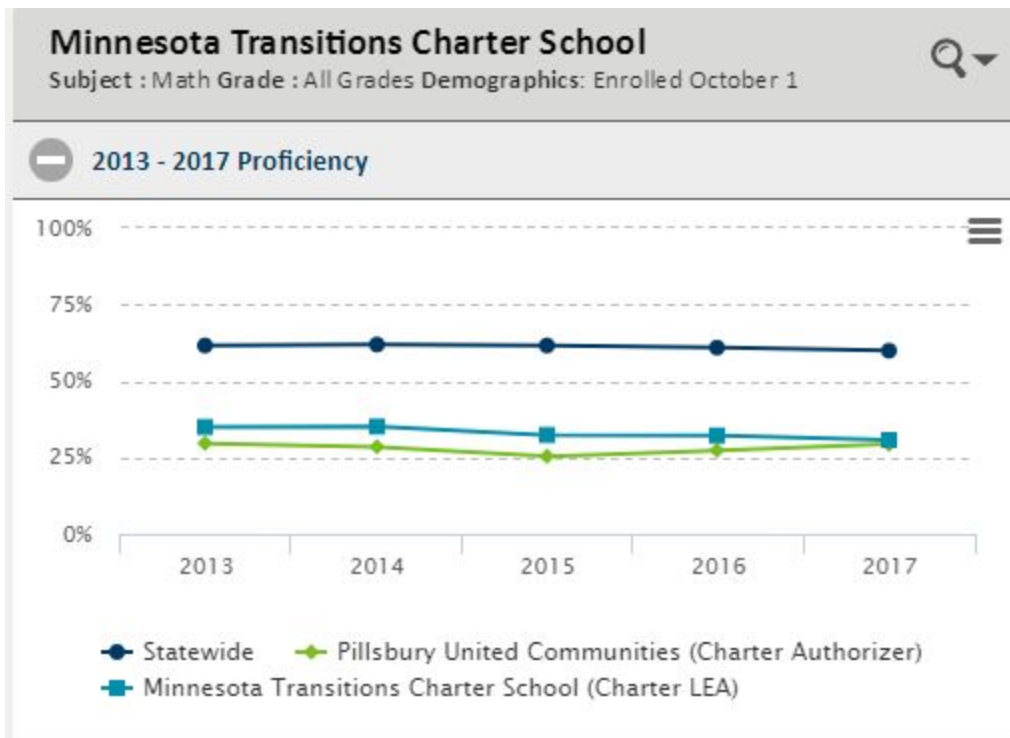
Reading 8th Grade Trend Data:



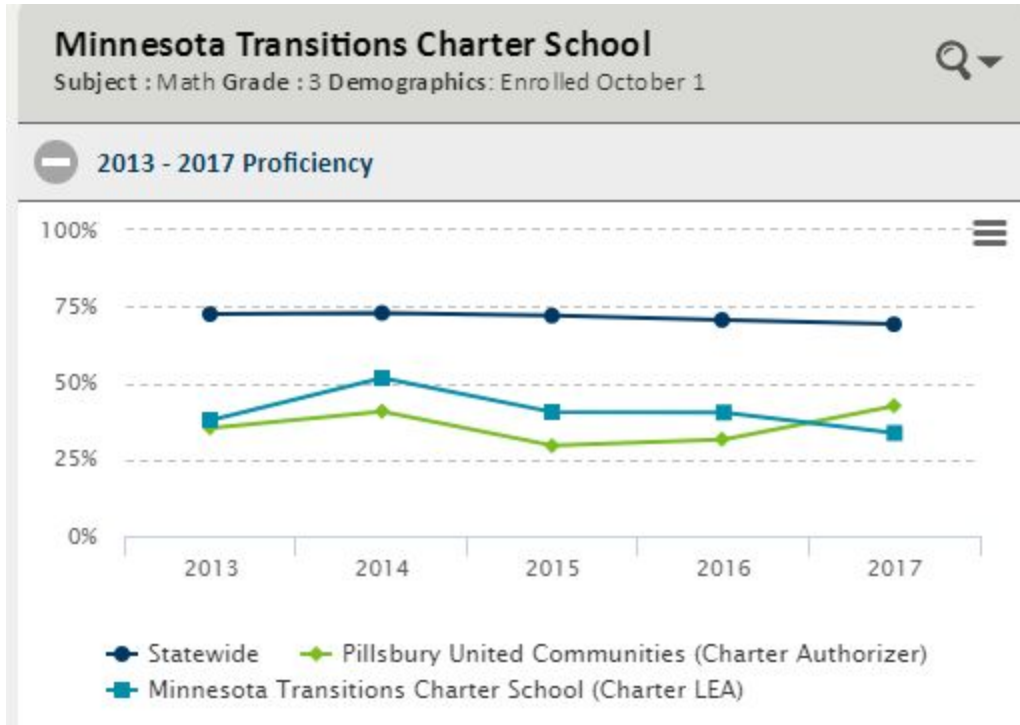
Reading 10th Grade Trend Data:



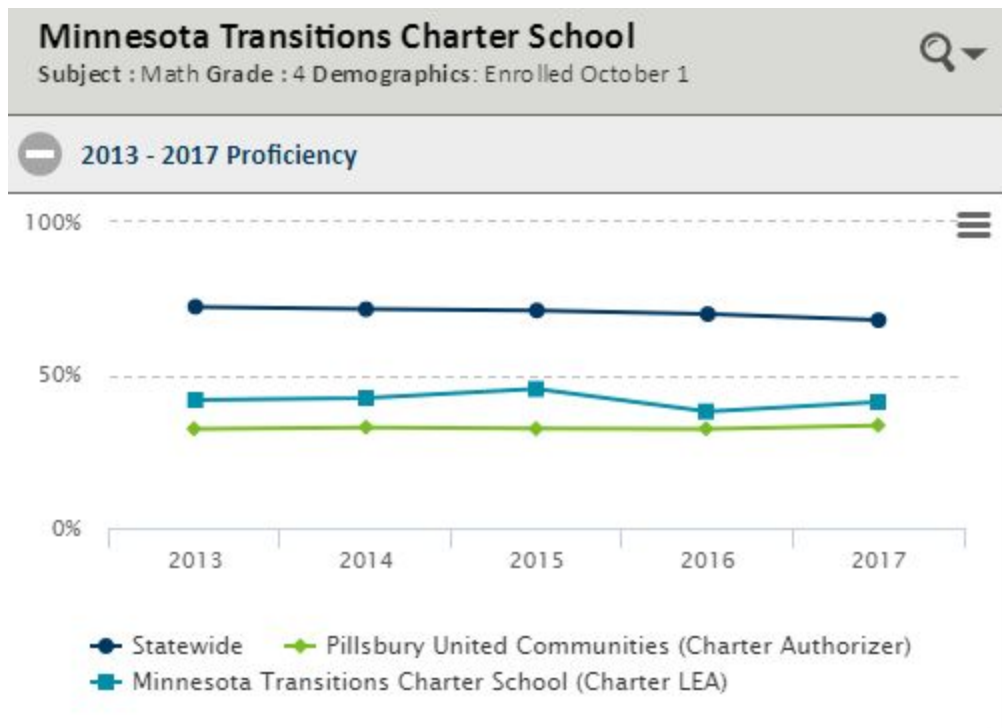
District Wide Math Trend Data:

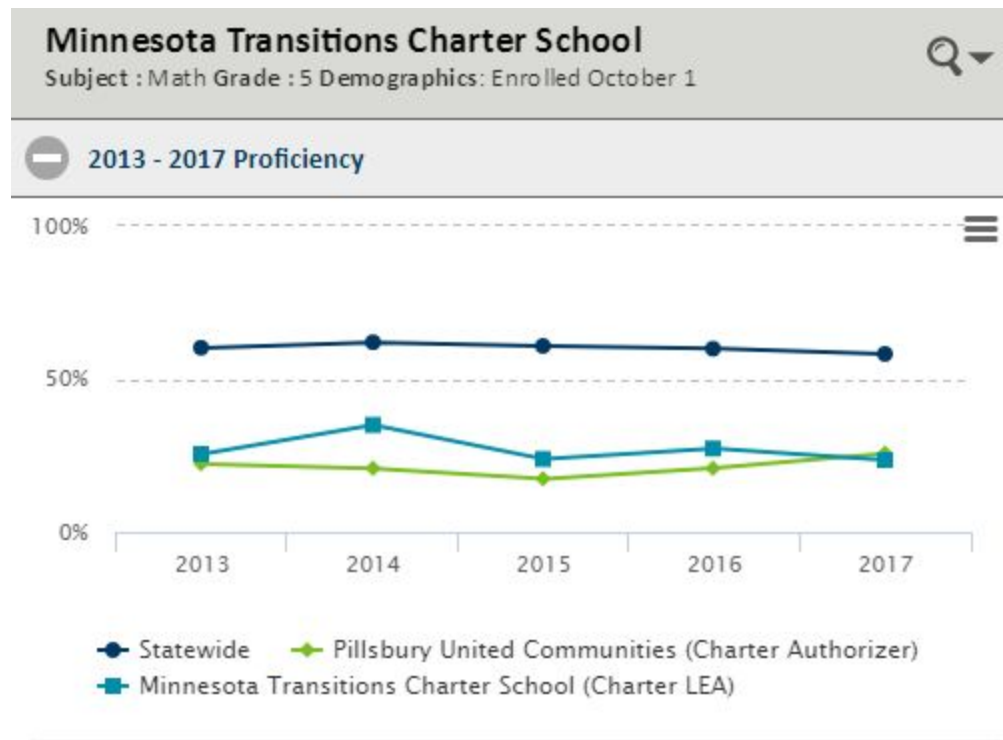
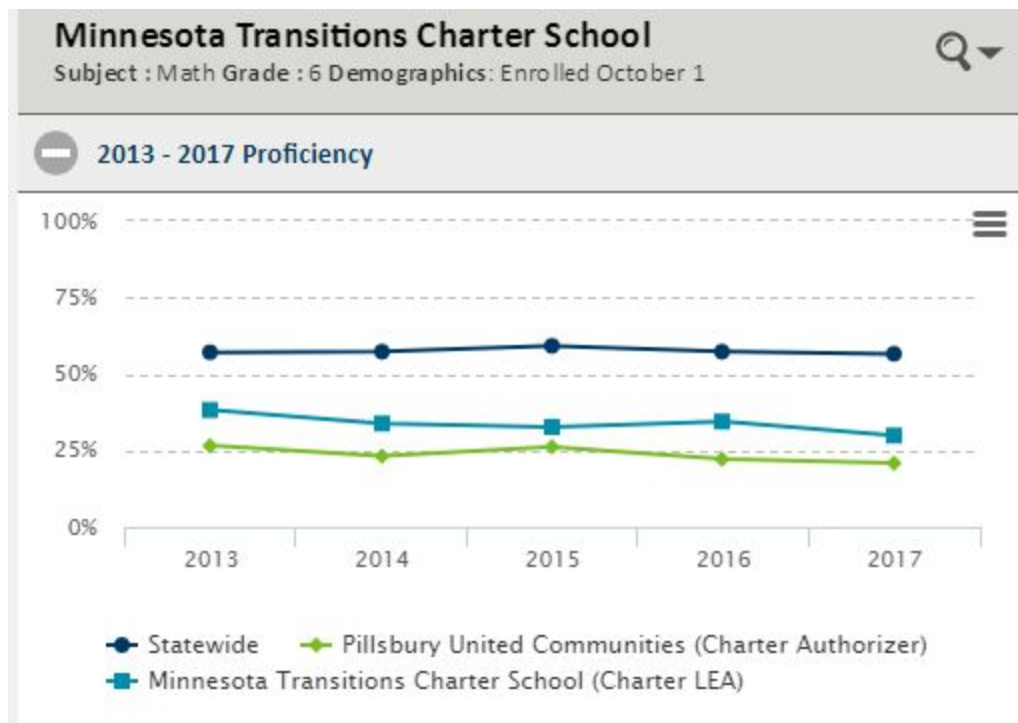


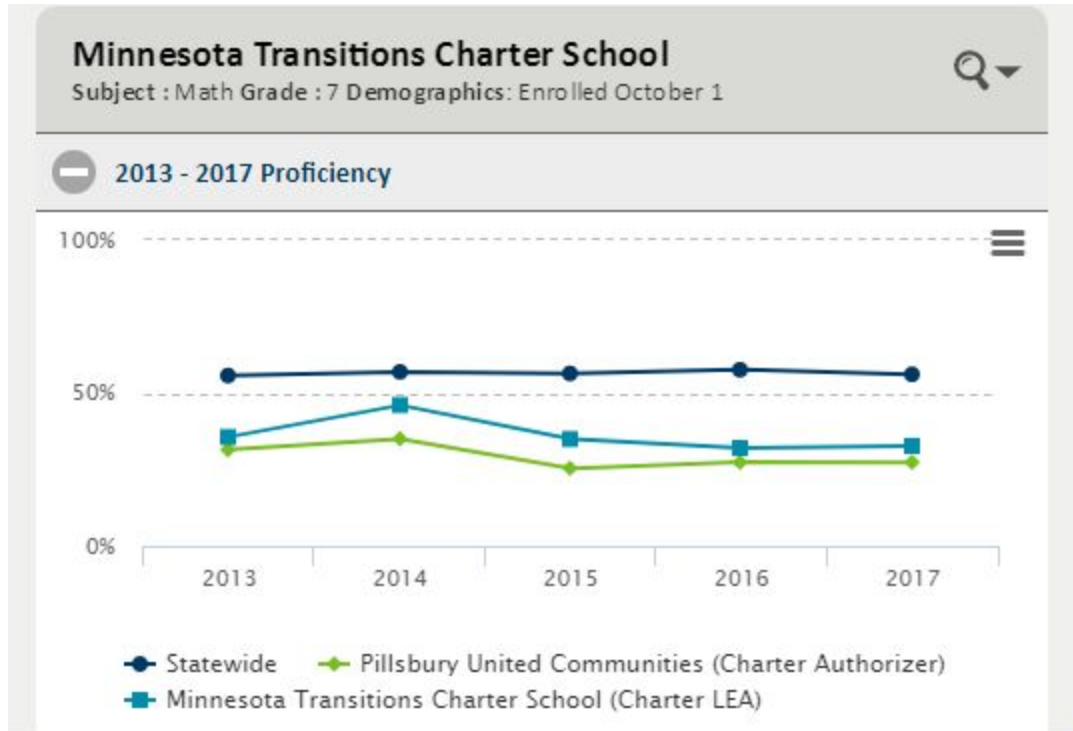
Grade 3rd Math Trend Data:



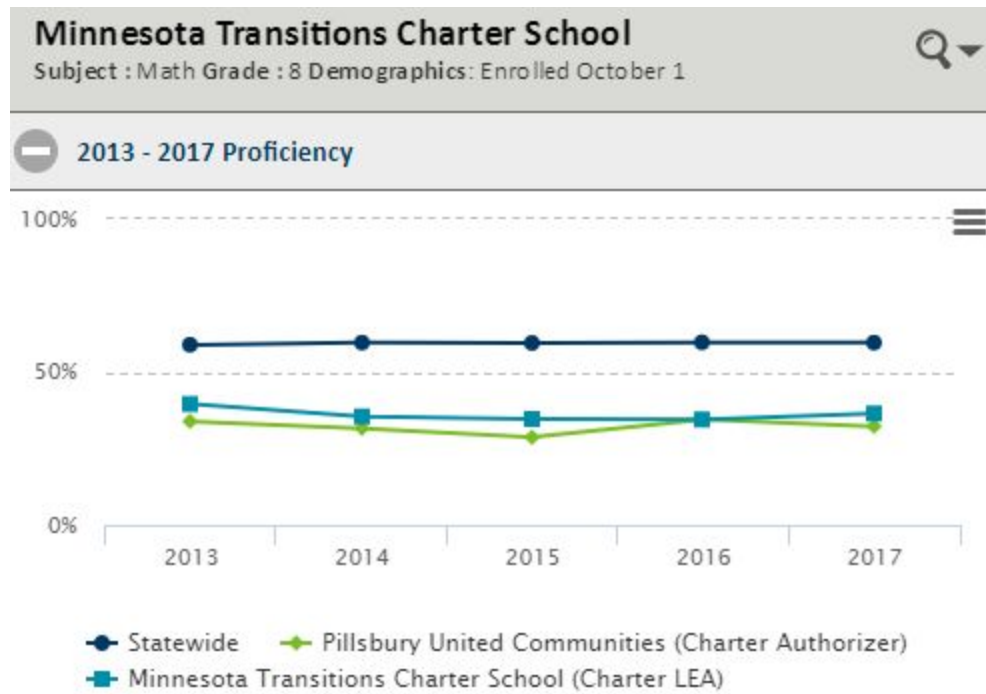
Grade 4 Math Trend Data:



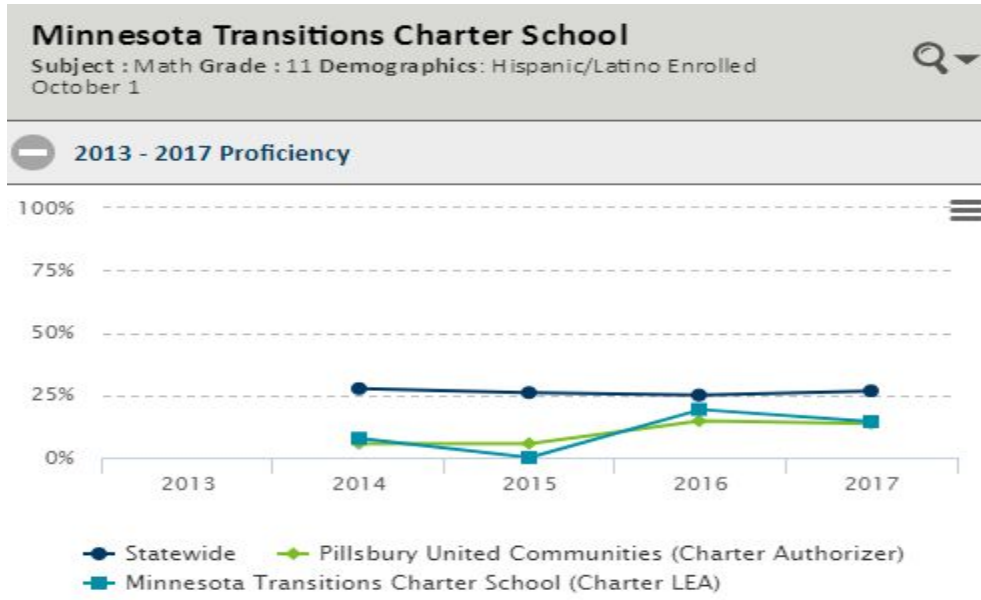
Grade 5 Math Trend Data:**Grade 6 Math Trend Data:****Grade 7 Math Trend Data:**



Grade 8 Math Trend Data:

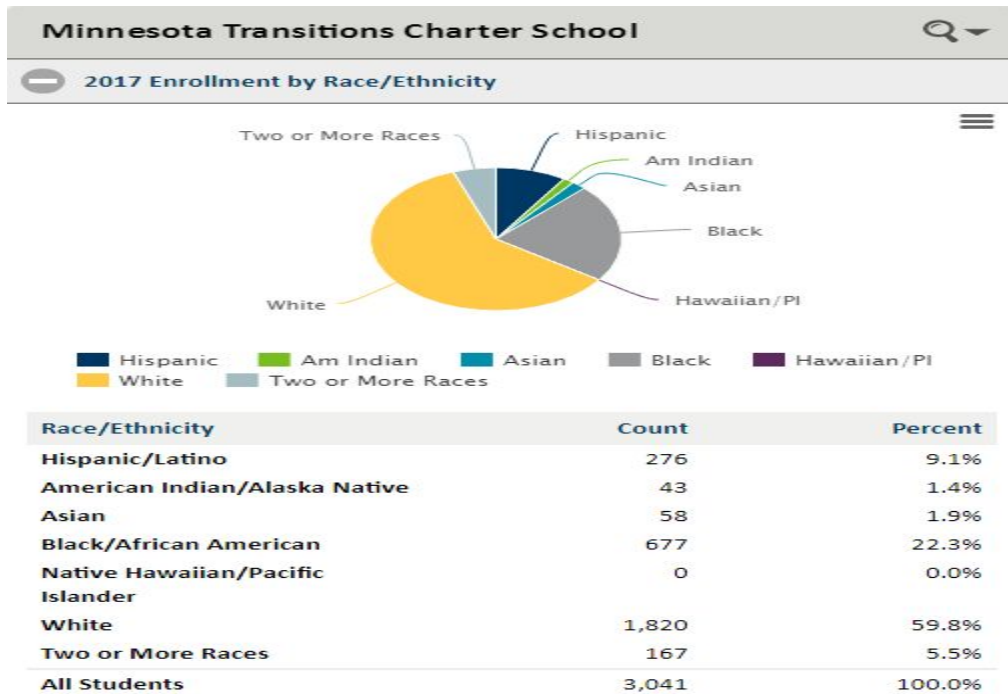


Grade 11 Math Trend Data:



The Demographics of our programs is a driving force behind our researched based instruction, our staff development, our programs as well as the needs of our student body. Demographics

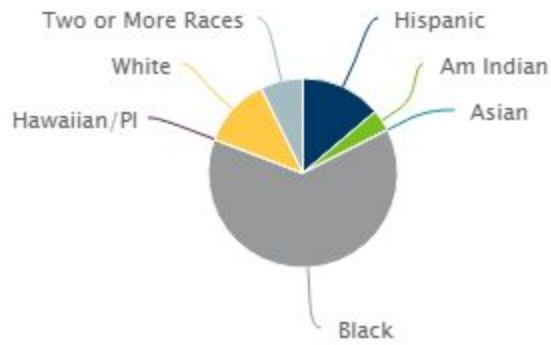
Demographics District Wide:



Demographics by site:

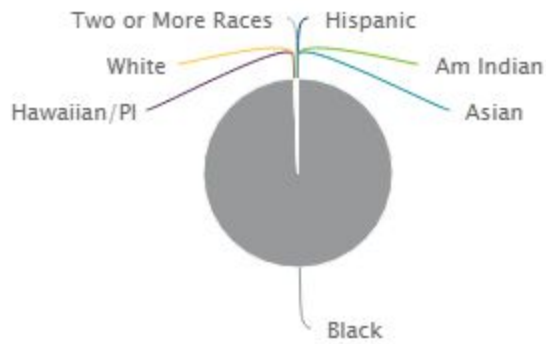
Minnesota Transitions Charter Elementary
 Minnesota Transitions Charter School

2017 Enrollment by Race/Ethnicity



Banaadir Academy Minnesota Transitions Charter School

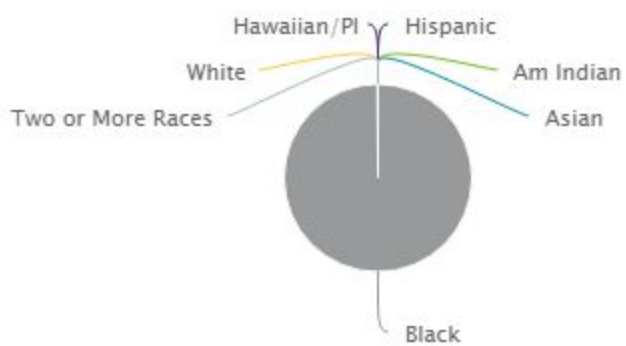
2017 Enrollment by Race/Ethnicity



Banaadir South Minnesota Transitions Charter School



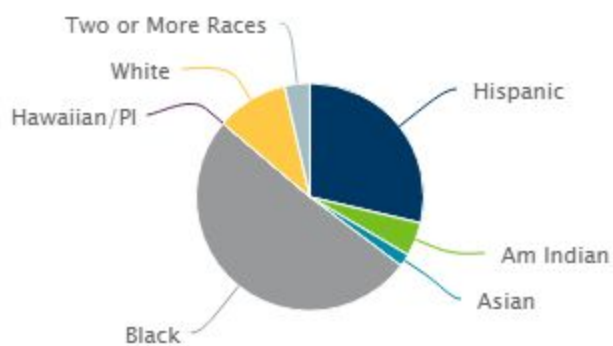
2017 Enrollment by Race/Ethnicity



MTS High School Minnesota Transitions Charter School



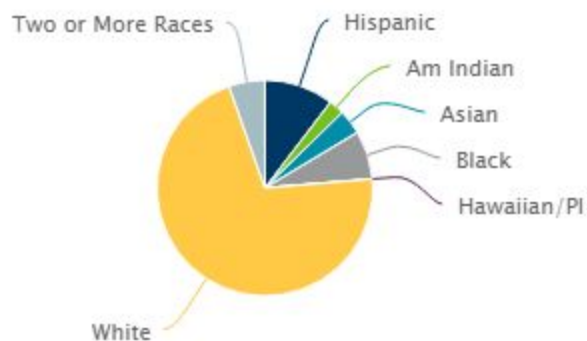
2017 Enrollment by Race/Ethnicity



Virtual High School Minnesota Transitions Charter School



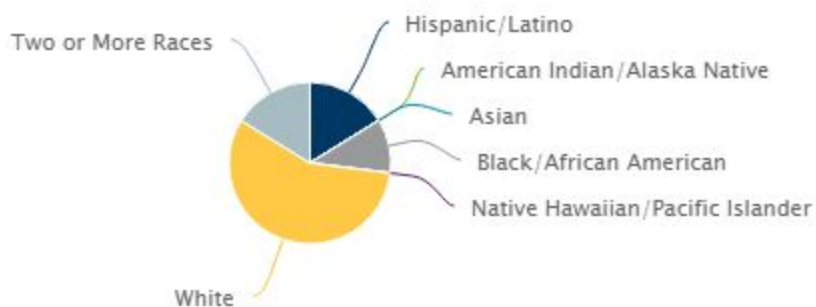
2017 Enrollment by Race/Ethnicity

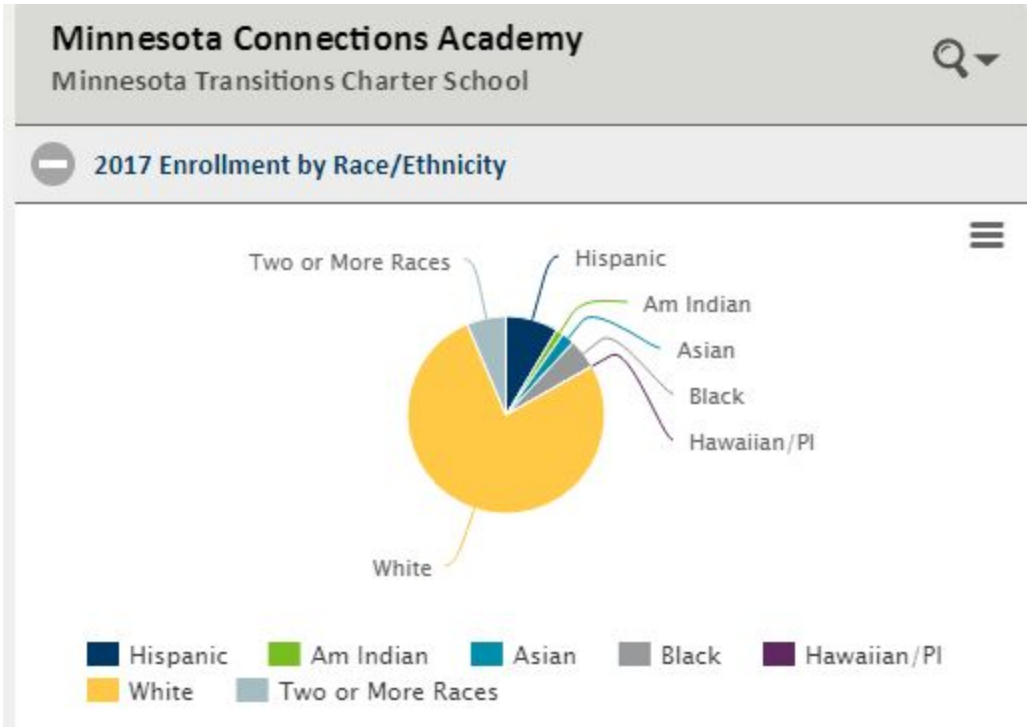


MTS Pease Academy Minnesota Transitions Charter School



2017 Enrollment by Race/Ethnicity

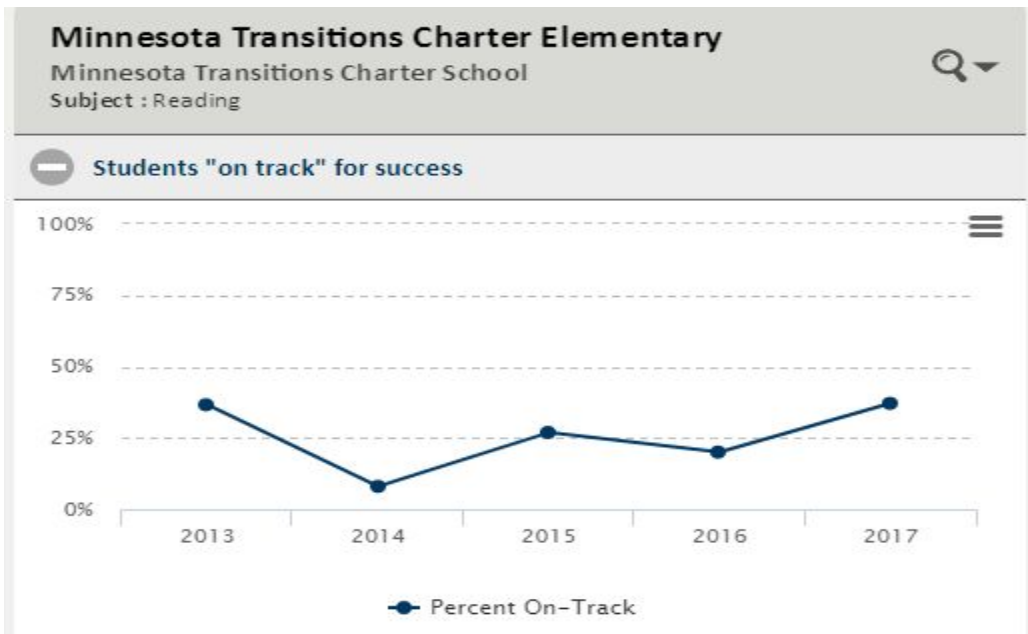


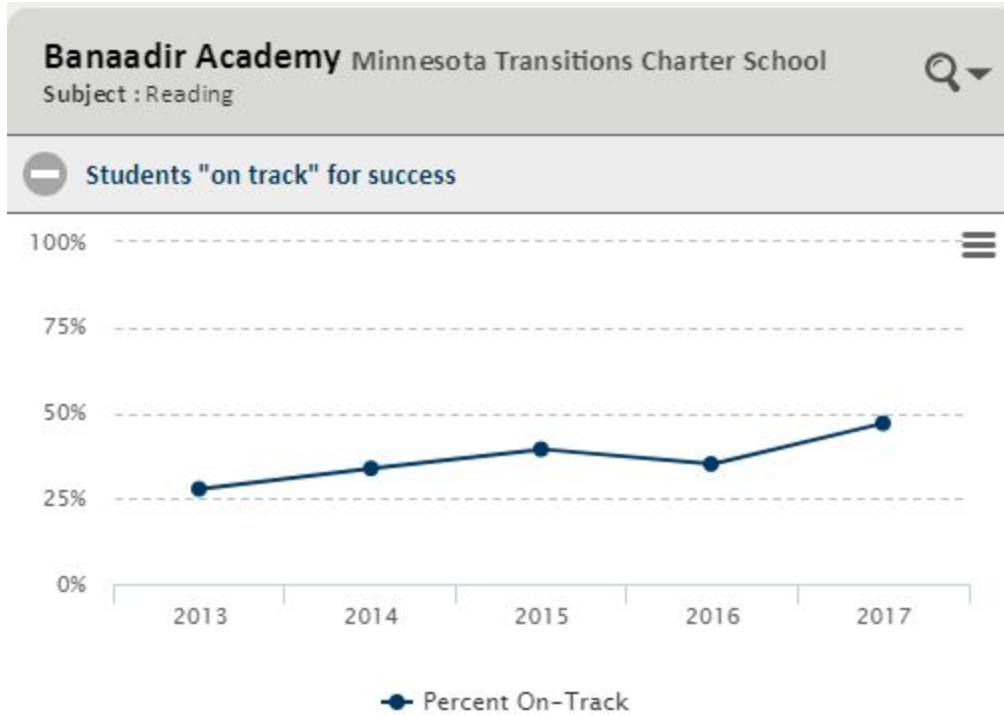


Graduation Trend Data:



Minnesota Transitions Charter Schools “ON Track”Trend Data”





Close the achievement gap/Improve graduation rate:

The district plans to use in addition to other data, use the Minnesota Early Indicator and Response System (MEIRS). MEIRS is a tool that can be used to provide a snapshot of students in grades 6 and grade 9 who are at increased risk of not completing high school in four years. Using validated research-based variables associated with dropping out of school (such as attendance, multiple enrollments, state accountability test scores, and suspension/expulsion) supports can be developed and targeted to students who may need additional assistance to stay on track for graduation. The of an early indicator and response system is to : Screen for students who are at risk for not completing high school in four years. Facilitate students success by using the data to match appropriate supports to student needs. These supports may include systematic responses as well as individual interventions. The district is working on making sure the data is accurate.

Review and evaluate effectiveness of all instruction and curriculum:

Building directors all are considered instructional leaders, each program has a site manager to handle daily operational issues. Our instructional leaders complete walk-throughs each week, and each month meet with teachers to review student progress as documented on the progress monitoring sheets. Classroom management strategies may be included in appropriate. Each

reading teacher/language arts teacher is observed and meets with the reading specialist every month. Issues relating to reading time, reading models, following the fidelity of the program is discussed. MTCS is currently using a comprehensive Observation Tool called PD360. Each site has created an observation and walk thru form for teacher observations. These are used throughout the district as our system wide database for all instructional evaluations. There formal evaluations are performed 3 times each year by the Instructional leaders. The forms used for this evaluation is an MDE approved evaluation that the district created.

Along with PD360, the district wide way to deliver staff development by assigning articles, viewing videos, and answering reflective questions can be assigned to teachers once an area of need has been determined through observation or evaluation. This virtual staff development is timely, includes many resources from the top professionals in the industry.

Along with the PD360/Edivate, the district also decided a data warehouse solution was a great way to have all the student data in one place. The district set up a database that includes all the student achievement data and all leaders and teachers will be trained on how to use this tool to make informed decisions about instruction.

Strategies for improving instruction, curriculum and student achievement:

MTCS is a Quality Compensation district. Teachers are involved in Professional Learning Communities that meet each week for 60 minutes. Discussion and topics are related to student learning. Professional Learning Communities also analyze data from students monitoring sheets and make instructional changes based on this data. These is a systematic plan for professional development and training each year. Surveys, to all stakeholders are given to get feedback and data on what the staff need for training and inservices. Test scores, demographics, and other data deemed pertinent is used to plan the staff development calendar for the upcoming year. Most seat based programs have early release days the first Wednesday of the month.

There is a Director of Curriculum as well as a Literacy Coach/District Assessment Coordinator to support curriculum/standard and assessment alignment as well as support in for administrators and teachers with embedded staff development as well as classroom coaching. The Director of Curriculum is also the Title Programs Coordinator. This helps align needs in the district since the district is also a district wide title district. The Administration, the Director of Curriculum and the Literacy Coach/District Assessment Coordinator meet bi-weekly or when needed to help support the teaching and learning process.

A Curriculum Cycle has been approved by the board. This ensures that the district curriculum is reviewed in a systematic way. This curriculum cycle is based of the standards revisions that the state of Minnesota has in place. Aligning the district curriculum cycle also ensures that our curriculum and standard alignment is current with the state standards and assessments. See the Curriculum Cycle Chart in **Figure 3**.



MTCS Curriculum and Standard Review Cycle						
Subjects	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
Math/Business		Math 2007 standards are being reviewed by state	implement any Math changes during review/revise stage at state department			
Language Arts	MTS reviewing elementary Language Arts and Reading materials	MTS implement any new LA/Reading materials that were purchased			Language Arts 2012-2013 Standards are being reviewed for possible revision	implement any revisions to Language Arts
Science				Science 2011-2012 Standards being reviewed for possible revision	implement any revisions to the Science Standards	
Social Studies/Career and Tech Ed	Social Studies implement 2013-2014 Standards					Social Studies 2013-2014 standards being reviewed for possible revision
Fine Arts/PE/Health			Arts 2010-2011 standards being reviewed for possible revision	implement any revisions to the Arts Standards		

Figure 3

Educational effectiveness practices that integrated are high-quality instruction, rigorous curriculum, technology, and a collaborative professional culture that develops and supports teacher quality, performance, and effectiveness is what MTCS has embedded into its system. MTCS uses Teach Like a Champion, Daily Five, Love and Logic, and Restorative Justice to name a few researched based practices that work well with our student population. The district has all staff trained on Love and Logic which provides tools for educators that promote healthy partnerships and positive school wide discipline when used in conjunction with Restorative Justice.

Teach Like a Champion and Daily Five are frameworks that help teachers model and train students to how they are going to learn and what is expected of them to learn. These frameworks give our students the ability to be self motivated and directed if implemented with fidelity.

Teachers and administrators have reviewed student achievement growth with MCA III and NWEA data in grades 2-11. Student assessment data, attendance, graduation and mobility data are reviewed by teachers and administrators in professional learning communities to determine which researched based strategies to implement in the classroom to support students learning. Teachers are reflecting on the way their lessons are taught, working with their peers to improve their teaching, as well as peer coaching each other in the classroom. Student work and data are collected and analyzed to ensure increased student achievement. The Secondary is focusing on increased rigor and high expectations through better questioning techniques. The middle level's focus is on comprehension and academic vocabulary across the curriculum, collecting data and student work to review, discuss, and adjust during their work in PLC's. The primary level is working on making sure the Daily Five is done with fidelity in all classrooms. Teachers are working on ensuring that all the components of good reading is embedded in the day. Close reading, academic vocabulary and scaffolding lessons to meet the needs of our students is also part of the work the primary teachers are practicing.

Current Student Achievement Plans:

MTCS receives Title 1 funding for all but three of our programs. The Title 1 program offers tiered for students as demonstrated by the NWEA assessment. The MTS high school has a school improvement plan and all programs are part of the Q Comp program. In the 2013-2014 school year, planning began for two programs: MTCS Elementary and Banaadir Academy as they were designated as priority schools. These two sites are currently working with the centers of excellence to review data and build an 3 year improvement plan. Each site will also get the support of the Director of Curriculum and the Literacy Coach/District Assessment Coordinator.

The CAFÉ is the strategies that the teacher assigns students after she/he has conferenced with a student's. Once a need is determined based on the following: Comprehension, Accuracy, Fluency, and Expanded Vocabulary, the teacher will teach the students a strategy that she can assign them when they determine what rotation they are on or what their goals are for reading. In

All Students Career and College Reading by Graduation:

MTCS has traditionally focused on preparing students to become active members of the community. Students in grades K-8 participate in career exploration. At the high school, there are several Career Academies that are available to student to learn job skills. MTCS has a Work Experience Coordinator that assists students to learn job skills.

High School students also use the Minnesota Career Information System (MCIS) as part of their career exploration. The elementary, middle and high school programs work with Junior Achievement as well.

Grade 9: The orientation to why people work and the relationship between lifestyle choices and employment. Another focus is for students to understand the relationship between educational performance and occupational choices.

Grade 10: At this grade level, job programs, volunteer experience and actual employment are highly encouraged.

Grade 11: The focus is more specific matching interests and aptitudes to a variety of possible occupational choices.

Grade 12: The main focus at this level is post secondary transition. This includes evaluating data, analyzing data and identifying a Plan A, Plan B, and Plan C.

All Students Graduate:

The MTCS high school programs traditionally have a high turnover rate. This is due to the fact that many MTCS students do not attend MTCS for four years. The students will travel between MTCS and Minneapolis Public Schools, or other neighboring districts, which makes it difficult to increase academic accountability. In the 2013-2014 school year, new attendance policies were implemented at the high school level and MTCS was able to show a marked improvement in attendance, especially among seniors.

An Annual budget for continuing to implement the district plan:

The plan needs to be proposed to staff and school board. The school board must establish an advisory committee that:

- Ensures engagement in the development and review of the plan
- Reflects the diversity of the district and its school sites
- Makes recommendations to the school board regarding rigorous academic standards,
- student achievement goals, and measurements public a report annually
- Survey schools of level of satisfaction
- School board submit an electronic summary of the report to commissioner

MDE may require up to 2 percent of its basic education revenue per fiscal year during the 3 years to implement targeted strategies and practices.