



## Surad Academy World's Best Workforce Strategic Plan

Under Minnesota Statutes, Section 120B.11, school districts are required to publish a report and hold a meeting annually detailing their progress toward student achievement goals. The World's Best Workforce (WBWF) was developed in 2013 to ensure that school districts and charter schools in Minnesota enhance student achievement through teaching and learning support. School boards that govern districts and charter schools are required to develop comprehensive, long-term strategic plans that address the following five WBWF goals:

1. All children are ready for school
2. All third-graders can read at grade level
3. All racial and economic achievement gaps between students are closed
4. All students are ready for college and career
5. All students graduate from high school

The Minnesota Department of Education (MDE) recommends that districts and charter schools develop goals that are Specific, Measurable, Attainable, Realistic and Timely (SMART). Achieve Language Academy's (ALA) SMART goals, along with the methods, curriculum, and resources being used to both facilitate and measure each goal are described below.

### **All Children Are Ready For School**

*World's Best Workforce SMART Goal: 60-74 percent of kindergarten students will meet their individualized growth targets on the NWEA in the combined FY 2024-FY 2029 AND/OR the school improves from the baseline by at least 10 percentage points.*

Surad Academy provides a kindergarten program that prepares our students for academic success. Kindergarten students receive literacy instruction using a blended Bookworms and Social Studies humanities curriculum as well as the Reading Horizons phonics program. There is also one part-time Reading Corps tutors providing 1:1 tutoring to kindergarten students with needs in the area of phonics.

Math instruction is provided following the Nomizo Math curriculum. Students also utilize supplemental programs including Lexia. All of Surad's ELA/Humanities teachers receive training in the Science of Reading.

Kindergarteners take the NWEA Math & Reading MAP Growth assessments in the fall, winter, and spring to track their progress throughout their kindergarten year. Based on a student's fall score, they have a projected growth based on national norms from grade-level peers. Our SMART goal for this area is that at least 60% of our students meet their projected growth goal in the spring. Students in Kindergarten also complete the Reading Fluency assessment to monitor students for characteristics of dyslexia.

### **All Third-Graders Can Read At Grade Level**

*World's Best Workforce SMART Goal: The school's combined FY 2024-FY 2029 proficiency rate on the MCA's exceeds the state combined FY 2024-FY 2029 proficiency rate AND/OR the school improves its proficiency rate from the baseline year by at least 10 percentage points by FY 2029.*

Surad Academy provides a core program of language arts, mathematics, science, and social studies based on the Minnesota Academic and Common Core National Standards with an overall focus on literacy and math skills. A portion of every day is spent on each student acquiring the necessary literacy skills they will need for academic success. The focus in all classrooms is a hands-on and concrete experience in all subject areas to reinforce skills and concepts. At Surad, teachers understand that each child learns in their own way and work with students to help them identify their learning styles, strengths, and interests. Teachers plan and modify classroom experiences around the individual strengths, interests, cultural backgrounds, and needs of their students. Teachers participate in ongoing professional development on curriculum and state standards. Staff work together on vertical alignment across grade levels to ensure that students receive continuity throughout their education experience.

All students in grades 3-8 take the MCAs in math and reading every spring. Students in grades 5 and 8 also take the science MCA. Our SMART goal is for our students to outperform the state average proficiency rate for both math and reading.

## **All Racial and Economic Achievement Gaps Between Students are Closed**

*World's Best Workforce SMART Goal: The school's combined MCA reading proficiency rate for EL students exceeds the state combined proficiency rate AND/OR the school improves its proficiency rate from the baseline year by at least 10 percentage points.*

Surad has taken a broad view of academic services needed for our students to be successful in the classroom. English language programming is embedded in the mainstream classroom. The EL teacher provides most service to the English language learners through a cooperative teaching model within the classroom. Educational assistants provide support within the classroom to general education students.

All students in grades 3-8 take the MCAs in math and reading every spring. Students in grades 5 and 8 also take the science MCA. Our SMART goal is for our students who qualify for EL services to outperform the state average proficiency rate for all EL students in the state in both math and reading.

## **All Students College- and Career-Ready by Graduation**

*World's Best Workforce SMART Goal: Students will achieve a combined growth of 110-129% of the average NWEA growth target for the students below grade level as measured by the NWEA MAP Fall-Spring assessment in both math and reading.*

Surad Academy believes in high expectations for all students, regardless of their past or existing academic achievement and proficiency levels. Students whose performance indicates they may need some additional support are identified by our Response To Intervention (RTI) team several times per year. Literacy and math RTI teachers work with students with test scores of one and a half or more years below grade-level. Teachers work daily with students individually or in small groups using a pull-out model. Instruction is matched to each individual student's area(s) of need. RTI teachers conduct ongoing progress monitoring in order to measure progress and determine effectiveness of interventions.

All students in grades K-5 take the NWEA Math & Reading MAP Growth assessments in the fall, winter, and spring to track their progress throughout the year. Students are determined to either be below or at/above grade level based on their fall NWEA score. Students below the 50th percentile for achievement based on national norms are expected to make greater than expected growth - based on national norms - to ensure that they are making progress towards being at or above grade level achievement. Our SMART goal for this area is that students who test below the 50th

percentile for achievement in the fall make at least 110% of their expected growth by the spring assessment.

### **All Students Graduate from High School**

Surad Academy does not enroll students in 12th grade, so we do not have a WBWF goal for all students graduating from high school. However, our other WBWF goals and progress monitoring programs should contribute to successfully completing high school for our students.

### **District Advisory Committee**

Surad Academy's Board of Directors will form an Academic Committee, which will serve as the District Advisory Committee. The Committee regularly examines and reviews student assessment data, curriculum, instructional strategies, and school policies. The Committee will examine proposals and make recommendations to ensure that Surad is setting high expectations for all students and goals that align with our World's Best Workforce plan.