

Underwood School World's Best Workforce 2015-2016



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World's Best Workforce Advisory Committee

Jill Floden- Don & Co. Inc

Paul Carney, M-State- Fergus Falls

Jay Stroh, Albaugh, Inc

Scott Rocholl, Farmers State Bank

Aaron Grove, Underwood Insurance

Kellen Shebeck, Farmers State Bank

Tom Masloski, West Lost Lake Resort/School Board Member

Contacts

District Contact:

Jeremy Olson
Superintendent
218-826-6101

School Mission Statement

Underwood School Mission Statement:

- ▶ The Underwood School will prepare our students to contribute to and thrive in an ever-changing world through relevant and engaged learning within a supportive community

We Believe:

- ▶ All students are entitled to a physically and emotionally safe learning environment.
- ▶ In providing a relevant and rigorous learning experience.
- ▶ In creating supportive relationships among students, family, staff and community.
- ▶ In using data and other pertinent information for decision making.
- ▶ In fostering critical thinking, problem solving and inquiry to prepare our students for the future.
- ▶ It is our responsibility to inspire and challenge all students to reach their full potential.

Strategies:

- ▶ Build a System of Trust, Open Communication and Respect
- ▶ Enhance Professional Development
- ▶ Increase Student Engagement
- ▶ Prepare Students for College and Careers

Strategies with Action Steps:

Strategy 1: Build a System of Trust, Open Communication and Respect
▶ Utilize Technology to Improve and Promote Open Communication <ul style="list-style-type: none">○ Expect Face-to-Face Communication○ Plan for Parents and Community to Talk to a Person when Calling a School.○ Use Website with Apps, Twitter and Facebook
▶ Design and Implement a District Code of Conduct <ul style="list-style-type: none">○ Promote Coach/Advisor Respect<ul style="list-style-type: none">▪ No Repercussions for Student when Choosing between Two Activities.
▶ Develop Team Building Activities <ul style="list-style-type: none">○ Implement New Teacher/Staff Mentor Induction Program○ Utilize Team Building Activities
▶ Improve Parent/Teacher Conferences <ul style="list-style-type: none">○ Develop Strategies for Reaching All Parents.
▶ Develop a New Negotiations Structure <ul style="list-style-type: none">○ Explore Interest Based Bargaining or Other Collaborative Approaches
▶ Institute Monthly All Staff Meetings <ul style="list-style-type: none">○ Share Concerns Openly○ Comment Box for All Staff

Strategy 2: Enhance Professional Development
▶ Increase Time and Availability for Training in the Following Areas: <ul style="list-style-type: none">○ Data Analysis○ New Researched Based Information and Programs○ Technology○ Training on State Requirements○ Flipped Classrooms○ ITV/Video Conferencing○ STEM
▶ Increased PLC Time <ul style="list-style-type: none">○ Create Common Definition and Expectations○ Increase Training on PLC Development and Implementation○ Provide for Scheduled Time [Twice Monthly] for Collaboration<ul style="list-style-type: none">▪ Teachers

<ul style="list-style-type: none"> ▪ Schools
<ul style="list-style-type: none"> ▶ Increase Funding for Training

<p>Strategy 3: Increase Student Engagement</p>
<ul style="list-style-type: none"> ▶ Utilize Technology to Engage Students <ul style="list-style-type: none"> ○ Promote ITV/Video Conferencing—Internally and Among Neighboring Districts. ○ Implement a 1 to 1 Initiative ○ Provide More On-line Classes for College Credit and Expanded Course Offerings <ul style="list-style-type: none"> ▪ Research Gaming Activities for Learning Purposes
<ul style="list-style-type: none"> ▶ Increase Academic Programming <ul style="list-style-type: none"> ○ Utilize the Community ○ Utilize Technology
<ul style="list-style-type: none"> ▶ Create Teacher Collaboration Time <ul style="list-style-type: none"> ○ Implement Intentional/Planned Collaboration ○ Utilize Region Wide Collaboration Initiatives
<ul style="list-style-type: none"> ▶ Research, Train and Promote Hands on Learning Opportunities
<ul style="list-style-type: none"> ▶ Research, Train and Implement Research Based Instructional Design Approaches

<p>Strategy 4: Prepare Students for College and Careers</p>
<ul style="list-style-type: none"> ▶ Create Partnerships—Use the Community as a Classroom for Students and Teachers <ul style="list-style-type: none"> ○ Partner with Colleges ○ Identify Local and Regional Businesses
<ul style="list-style-type: none"> ▶ Increased Academic Programming <ul style="list-style-type: none"> ○ Examine Existing Course Offerings on an Annual Basis. <ul style="list-style-type: none"> ▪ Add STEM Related Courses ○ Create a New Policy for Course Additions, Deletions and Changes
<ul style="list-style-type: none"> ▶ Analyze Data to Improve Learning <ul style="list-style-type: none"> ○ Gather Data from Past Graduates—1 year, 5 year & 10 year ○ Review and Analyze Longitudinal Data for Trends and Setting Goals ○ Provide Training in Using Data—Assessment, MCA, ACT, STAR, etc. ○ Analyze Achievement Gap Data <ul style="list-style-type: none"> ▪ Create Action Plans to Address Gap Areas.
<ul style="list-style-type: none"> ▶ Increase Use of Technology <ul style="list-style-type: none"> ○ Flipped Classroom ○ STEM or Design/Build Manufacturing Opportunities.

College and Career Ready Options

Currently 26 college credits are offered per year by our high school staff with an additional opportunity for up to 24 credits from our AP Courses. Our students are provided a college and career ready curriculum with the following options:

College Options:

AP Psych. (up to 12 credits) AP Biology (up to 12 credits) College Algebra (4 credits)
College Trig (4 credits) College Writing I (3 credits) Public Speaking (3 credits)
College Writing II (3 credits) Intercultural Communications (3 credits)
College Microeconomics (3 credits) Poetics of Rock Lyrics (3 credits)
College Finance (3 credits) College Accounting (3 credits) College Macroeconomics (3 credits)
College Intro to Computers (3 credits)

Students have the opportunity to choose online college courses through M-State and OCHS (Online College in the High School).

Also: Spanish I and Spanish II offered (Two years of language are generally required in many colleges, if students do not take these in high school the requirement generally is that they are taken in college)

Other Learning Opportunities:

Small Engines Welding Carpentry Intro to Information Technology
HTML Course Sr. Tutors Careers Productive Alternatives
Internships

Outcomes

On September 17, 2013 the school met with the advisory committee to discuss how we can better prepare our students for post-secondary success. The meeting focused on attributes, knowledge, and demonstration of skills needed for tomorrow's workforce. The following is the feedback that we received from the committee.

1. Attributes desired for graduates:
 - a. Reliability
 - b. Willingness to communicate
 - c. Initiative
 - d. Ability to work as a team and know their role on a team
 - e. Desire to do “quality” work
 - f. Individual Accountability
 - g. Professionalism

2. What graduates should know
 - a. Qualitative Literacy: Being able to interact with and derive meaning from text
 - b. Self-Learning: When faced with a problem, graduates will need to know where to go to get the information that they need.
 - c. Computer knowledge

3. What graduates should be able to demonstrate
 - a. Computer Skills
 - b. Communication
 - c. Problem Solving Skills
 - d. Critical Thinking
 - e. Access and Integration of Information

What we have done so far

We have been working very hard to provide the best possible education for students; here are some of the things that we have accomplished.

Technology:

We have made some very large strides in the area of technology both from a training perspective as well as increasing the amount of technology available to our students. We have purchased three laptop carts and one iPad cart in the past three years. We have increased our technology by 200% in the last three years. All juniors and seniors have been issued iPads for use in the classroom.

Parents:

We have worked to increase our communication with parents by gathering email addresses and cell phone numbers. We are working to make sure that parents play an integral part in our school. Recently, a Parent Teacher Organization (PTO) has been formed to support the classrooms, students, and teachers.

Teaching and Learning Goals:

We have taken steps to decrease class sizes and increase the number of rigorous courses available to our students. We have started to work on our curriculum to align better with the standards and develop a scope and sequence. Our teachers have also been collaborating with each other to share ideas and move our district forward. We believe that by working together we can accomplish great things!

Health and Wellness Goals:

We have worked to offer a healthy snack to our students twice a week. We have also focused on increasing the movement in our classrooms through brain breaks and other activities. Our PE department has worked to increase the movement and overall health of students.

Professional Development Goals:

Our teachers have started a mentorship program for new staff. This has helped new teachers adjust to our school and therefore achieve their highest potential.

Communication Goals:

We have retooled our website in an effort to make it more user friendly to our constituents. The school newspaper has been linked to this site.

School Climate Goal:

We have been working on our character education for student’s district wide. We are trying to develop strong character in our students through focused character education. Our students also have attended Youth Frontiers Retreats which are designed to enhance student’s social emotional skills and make students aware of how they should treat others.

Accountability Goal

Our goal this last year was three fold: 1) Improve our test scores across the board by ensuring improvement in each area. 2) Increase the number of student making growth in our district. 3) Reduce the achievement gap across the district.

Data

ACT Data	English	Math	Reading	Science	Composite
Underwood 2009	20.2	20.4	22.6	21.7	21.3
Underwood 2010	20.6	21.3	22.1	21.2	21.5
Underwood 2011	21.8	23.5	23.4	22.9	23
Underwood 2012	19.4	22.2	20.8	22	21.2
Underwood 2013	22.5	24.6	23.9	23.5	23.8
Underwood 2014	22.1	21.5	23.2	22.1	22.3
Underwood 2015	20.2	20.7	22.9	22.8	21.6
State Average (2015)	21.8	22.8	23	22.7	22.7

MCA-2015

Grade Level	Underwood	State
<i>Math</i>		
3rd Grade Math	68.3%	70.9%
4 th Grade Math	73.9%	70%
5 th Grade Math	31.9%	59.7%
6 th Grade Math	41.3%	57.9%
7 th Grade Math	38.9%	55%
8 th Grade Math	40.5%	58%
High School Math	32.7%	48.7%
<i>Reading</i>		
3 rd Grade Reading	51.2%	58.9%
4 th Grade Reading	34.8%	57.9%
5 th Grade Reading	57.4%	66.7%
6 th Grade Reading	63%	63.9%
7 th Grade Reading	40.7%	55.7%
8 th Grade Reading	51.4%	56.2%
High School Reading	55.8%	57.2%
<i>Science</i>		
5 th Grade Science	55.3%	59.3%
8 th Grade Science	29.7%	45.9%
High School Science	56.9%	54.9%

2015 Multiple Measures Rating (MMR) Data

Underwood Elementary School MMR Data				
MMR Data	Proficiency	Growth	Achievem	MMR Rating
2013	61.2	-0.4308	0.6712	8.11%
2014	61.1	-0.1163	0.3015	35.63%
2015	53.3	-0.3757	0.4988	15.32%
Underwood Secondary School MMR Data				
MMR Data	Proficiency	Growth	Achievem	MMR Rating
2013	84.4	-0.2612	0.4205	25%
2014	84.8	0.1527	-0.0381	67%
2015	29.3	-0.1592	0.2602	56.65%

MMR data is a mathematical representation of how Underwood students performed on state standardized testing.

Designations based on MMR:

Elementary School: Continuous Improvement School - Goals are set to continue to improve our students' academic performance.

High School: Celebration Eligible School - Our high school is doing well, but not in the top in the state, so we still have growth possible.

Next Steps

1. We plan to continue the Professional Learning Communities with the assistance of a trained facilitator to provide additional support to our teachers. Through these PLC's we will focus on standard alignment, curriculum scope and sequence and the infusion of 21st century skills: collaboration, communication, problem solving skills, and critical thinking. We are also implementing a new intervention program for grades K-6 to increase student outcomes by ensuring that students that are struggling are provided every opportunity to succeed.

2. Access to High Quality Rigorous Coursework: Our district continues to work to increase college offerings and broaden our curriculum through partnerships with Career and Technical Education (CTE). We currently have several other learning opportunities and 26 credits of college in the high school coursework per year available in house to our students. In addition to this, we also

have two AP (Advanced Placement) courses available to our students. We will continue to work towards high quality coursework and focus on developing a stronger curriculum each year. This year, the K-6 math curriculum was overhauled with the addition of Everyday Math in an effort to increase our Math test scores.