Accountability 2.0 and the World's Best Workforce—What Does It Mean?

World's Best Workforce
Initial Guidance

Minnesota Department of Education

"Leading for educational excellence and equity. Every day for every one."

Goals For Today

- Outline key components of "World's Best Work Force" legislation (Section 120B.11 amended)
- Provide information and support for alignment of district initiatives to ensure college and career preparedness for all students
- Explore possibilities to align existing programs to the district's World's Best Work Force (WBWF) strategic plan

Accountability 2.0 and the World's Best Workforce – Legislation

- "World's Best Workforce" means striving to:
  - Have all students meet school readiness goals
  - Have all third grade students achieve grade-level literacy
  - Close the academic achievement gap among all racial and ethnic groups of students and between students living in poverty and their more privileged peers.
  - Have all students graduate from high school
  - Have all students attain college and career preparedness

Accountability 2.0 and the World's Best Workforce – Performance Measures

- **Success in reaching the World's Best Work Force goals will rest on the following performance measures:**
  - **Student performance on the National Association of Education Progress (NAEP)**
  - **Reduction of the academic achievement gap by student subgroup**
  - **Student performance on the MN Comprehensive Assessments**
  - **College and career readiness under section 120B.30, subdivision 1**

Accountability 2.0 and the World's Best Workforce – Plan Development

- **School board is to develop a plan to support and improve teaching and learning that is aligned to the World's Best Work Force and includes:**
  - **Clearly defined student achievement goals and benchmarks**
  - **Process to evaluate each student's progress toward meeting the state and local academic standards**

Accountability 2.0 and the World's Best Workforce – Plan Development

- **A system to review and evaluate the effectiveness of instruction and curriculum**

- **Practices that integrate high-quality instruction, rigorous curriculum, instructional technology, and a collaborative professional culture that support teacher quality, performance and effectiveness**

Accountability 2.0 and the World's Best Workforce – Plan Development

- Evidence-based strategies for improving curriculum, instruction and student achievement

- An annual budget for continuation of district plan implementation

Plan Development Example – Educator Effectiveness Systems

- **Recommended Plan Components –**
  - ***Agreement between local union and school board on a teacher evaluation system***
  - ***A rubric that defines effectiveness of instruction (attach to plan)***
  - ***Description of the professional standards the district used in the development of the system,***

Example – Educator Effectiveness Systems

- **Recommended Plan Components -**

  - ***Describe the forms of teacher collaboration; i.e. professional learning teams, peer coaching, principal feedback and reflection on instruction***
  - ***Describe opportunities for evaluation feedback on instruction from summative evaluators,***
  - ***Describe the plan for program improvement*.**

Accountability 2.0 and the World's Best Workforce – Advisory Committee

- **School boards will establish an advisory committee that:**
  - **Ensures community participation**
  - **Reflects the diversity of the district and its school sites**
  - **May establish site teams**
  - **Makes recommendations to the school board regarding rigorous academic standards, student achievement goals and measures**

Accountability 2.0 and the World's Best Workforce – Annual Report

- **Publish a report annually on district plan results each fall**
- **School board will hold an annual public meeting**
- **Periodically survey constituencies about their connection to schools and level of satisfaction**
- **School Board must submit an electronic summary of the report to the commissioner**

Accountability 2.0 and the World's Best Workforce – Evaluation

- **The Commissioner's Office must:**
  - **Identify effective strategies, practices, and use of resources by districts and schools striving for the World's Best Work Force**
  - **Assist districts and sites throughout the state in implementing such strategies and practices**
  - **Identify those districts in any three-year period not making sufficient progress toward improving teacher and learning**

Accountability 2.0 and the World's Best Workforce – Evaluation

- **The Commissioner's Office has authority to:**
  - **In collaboration with the district, may require a district to use up to two percent of its basic education revenue per fiscal year during the three years to implement commissioner-specified strategies and practices.**
  - **Provide support to improve and accelerate a district's progress to strive for the World's Best Work Force**

Accountability 2.0 and the World's Best Workforce – One Plan Initiative

- **How about striving for one plan that encompasses everything?**

One Plan Initiative

State Accountability System

- **The result of the legislation will be a state accountability system that is locally owned and supported by MDE guidance and technical assistance in continuous school improvement and turnaround planning.**

World's Best Work Force
What's Next?

- **Provide input on:**
  - What are critical strategies and practices that will ensure the World's Best Workforce?
  - What are concepts to consider in the development of a "one plan" structure?
  - What structures and processes will be of greatest value to districts to meet this legislation?

Agency Implementation Timeline

September 16 – 20

- Meet with MDE focus groups and external stakeholders

September 23 – 27

- Meet with MDE focus groups

September 30 – October 4

- Feedback from MASA and other organizations

October 7 – October 15

- Complete final template of WBWF activities and review by MDE Executive team

October 18 - Tentative

- Information and resources shared in Superintendent's Newsletter

District Timeline

- **October – December 2013**
  - **With MDE guidance, develop a district strategic World's Best Workforce Plan**
- **January 2014**
  - **Implement WBWF district plan**
- **October 1, 2014**
  - **Develop report on the implementation of the previous year's WBWF plan**
- **Fall 2014**
  - **Update district WBWF plan with new goals and strategies**

Presentation Contact

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