



## 2021–22 Combined World’s Best Workforce (WBWF) Summary and Achievement and Integration (A&I) Progress Report

Please use this template as an internal tool to gather information. Responses should be submitted electronically in the [Combined 2021–22 WBWF and A&I Annual Summary & Progress Report](#). You can copy your responses from this template into the electronic form.

**District or Charter Name:** Pierz ISD 484

**WBWF Contact:** George Weber

**A&I Contact:** George Weber

**Title:** Superintendent

**Title:** Superintendent

**Phone:** 320-468-6458

**Phone:** 320-468-6458

**Email:** gweber@pierzschoools.org

**Email:** gweber@pierzschoools.org

Did you have a Minnesota Department of Education (MDE) approved A&I plan implemented in the 2020–21 school year (SY)?

Yes       No

What year of your Achievement & Integration plan are you reporting on?

Year 3 (3-year plan spans 2020–22 SY)

Year 2 (3-year plan spans 2021–23 SY)

Did you have a Racially Identifiable School (RIS) in the 2021–22 SY?

Yes       No

This report has three parts:

1. **WBWF:** Required for all districts/charters.
2. **A&I:** Required for districts that were implementing an MDE approved A&I plan during the 2020–21 SY. No charter schools should complete this section.
3. **Racially Identifiable School:** Required for districts that were implementing an MDE approved A&I plan for Racially Identifiable Schools during the 2020–21 SY. No charter schools should complete this section.

***Please ensure the WBWF leadership and A&I leadership collaborate within your district when completing this report.***

# World's Best Workforce

## Annual Report

**WBWF Requirement:** For each school year, the school board must publish a report in the local newspaper, by mail or by electronic means on the district website.

**A&I Requirement:** Districts must post a copy of their A&I plan, a preliminary analysis on goal progress, and related data on student achievement on their website 30 days prior to the annual public meeting.

Provide the direct website link to the district's WBWF annual report. If a link is not available, describe how the district disseminates the report to stakeholders: <https://www.pierzschoools.org/Page/106>

Provide the direct website link to the A&I materials: <https://www.pierzschoools.org/Page/106>

## Annual Public Meeting

**These annual public meetings were to be held in the fall of each school year. Report on this measure for the 2021–22 SY.**

**WBWF Requirement:** School boards are to hold an annual public meeting to communicate plans for the upcoming school year based on a review of goals, outcomes and strategies from the previous year. Stakeholders should be meaningfully involved, and this meeting is to occur separately from a regularly scheduled school board meeting.

**A&I Requirement:** The public meeting for A&I is to be held at the same time as the WBWF annual public meeting.

Provide the date of the school board annual public meeting to review progress on the WBWF plan and Achievement and Integration plan for the 2020–21 SY: [10/26/2022](#)

## Goals and Results

### *All Students Ready for School*

Does your district/charter enroll students in Kindergarten? If no, please skip to the next goal.

Goal	Result	Goal Status
<p>Provide the established SMART goal for the 2021–22 SY.</p> <p>Using FAST Assessment Composite Reading Score, at least 90% of all Kindergarten children will score above the “High Risk” category.</p>	<p>Provide the result for the 2021–22 SY that directly ties back to the established goal.</p> <p>52 students – 63% No Risk 23 students – 28% Some Risk 7 students – 8% High Risk.</p> <p>Therefore, the goal was met.</p>	<p><b>Check one of the following:</b></p> <p><input type="checkbox"/> On Track (multi-year goal)</p> <p><input type="checkbox"/> Not On Track (multi-year goal)</p> <p><input checked="" type="checkbox"/> Goal Met (one-year goal)</p> <p><input type="checkbox"/> Goal Not Met (one-year goal)</p> <p><input type="checkbox"/> Met All (multiple goals)</p> <p><input type="checkbox"/> Met Some (multiple goals)</p> <p><input type="checkbox"/> Met None (multiple goals)</p>

Repeat table for additional school readiness goals as appropriate.

### *All Students in Third Grade Achieving Grade-Level Literacy*

Goal	Result	Goal Status
<p>Provide the established SMART goal for the 2021–22 SY.</p> <p>The Literacy Goal was that 65% of all 3<sup>rd</sup> grade children will achieve a Proficient or higher score on the Grade 3 MCA Reading Assessment for the 2021-22 school year.</p>	<p>Provide the result for the 2021–22 SY that directly ties back to the established goal.</p> <p>The Pierz Grade 3 MCA results for Reading showed 50.68% of the students achieved Proficiency or higher.</p> <p>Therefore, we did not achieve our goal.</p>	<p><b>Check one of the following:</b></p> <p><input type="checkbox"/> On Track (multi-year goal)</p> <p><input type="checkbox"/> Not On Track (multi-year goal)</p> <p><input type="checkbox"/> Goal Met (one-year goal)</p> <p><input checked="" type="checkbox"/> Goal Not Met (one-year goal)</p> <p><input type="checkbox"/> Met All (multiple goals)</p> <p><input type="checkbox"/> Met Some (multiple goals)</p> <p><input type="checkbox"/> Met None (multiple goals)</p>

The 3<sup>rd</sup> Grade MCA results were disappointing in 2022. We had a sense that this grade would be at risk based upon the experience covid created for their first few years in public schools and their FAST data from primary grades. At the same time, we kept our goals as high as they have historically been and tried to reach them. Overall, spring of 2022 was an excellent MCA year for Pioneer Elementary School and this particular Grade 3 was the outlier relative to how the other Grades performed.

We are investing in the LETRS training and instruction for the 2022-23 school year and for years to follow. We are hoping this will have an impact on our Grade 3 Literacy Goals.

**Close the Achievement Gap(s) Between Student Groups**

Goal	Result	Goal Status
<p>Provide the established SMART goal for the 2021–22 SY.</p> <p>Our Goal is to decrease the gap in Reading Proficiency by 3%, as measured across all MCA Reading Scores, between the students who do not qualify for Free &amp; Reduced and those that do qualify.</p> <p>In 2021, when all grades 3-10 are combined, that gap between those two student groups was 18%</p>	<p>Provide the result for the 2021–22 SY that directly ties back to the established goal.</p> <p>In 2022 the difference in Proficiency Percentage between students who do not qualify for free and reduced, vs. those who do qualify for free and reduced was 11.79.</p> <p>Therefore we did achieve our goal.</p>	<p><b>Check one of the following:</b></p> <p><input type="checkbox"/> On Track (multi-year goal)</p> <p><input type="checkbox"/> Not On Track (multi-year goal)</p> <p><input checked="" type="checkbox"/> Goal Met (one-year goal)</p> <p><input type="checkbox"/> Goal Not Met (one-year goal)</p> <p><input type="checkbox"/> Met All (multiple goals)</p> <p><input type="checkbox"/> Met Some (multiple goals)</p> <p><input type="checkbox"/> Met None (multiple goals)</p>

Repeat table for additional achievement gap goals as appropriate.

Overall we are pleased with the fact that we achieved this goal of reducing the achievement gap for our largest group of at-risk learners. Traditionally, we take pride in serving all students equitably and strive for no distinctions among student groups.

Interestingly in evaluating our data, it could be noted that Two Grade Levels (Grade 3 and Grade 8) accounted for the vast majority of that gap. In every other grade, the gap ranged from 8% at the most to a couple grades where there was no gap at all.

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

Goal	Result	Goal Status
<p>Provide the established SMART goal for the 2021–22 SY.</p> <p>Increase the percentage of students who performed at Proficient or higher on the 8<sup>th</sup> Grade MCA Math Assessment by 5% from the results of the 2020-21 school year.</p> <p>34.55 2022</p> <p>39.79 2021</p>	<p>Provide the result for the 2021–22 SY that directly ties back to the established goal.</p> <p>The percentage of students Proficient or higher on the 8<sup>th</sup> Grade MCA Math test in 2021 was 39.79%</p> <p>The percentage of students Proficient or higher on the 8<sup>th</sup> Grade MCA Math test in 2022 was 34.55%</p> <p>Therefore we did not meet our goal of improving those results.</p>	<p><b>Check one of the following:</b></p> <p><input type="checkbox"/> On Track (multi-year goal)</p> <p><input type="checkbox"/> Not On Track (multi-year goal)</p> <p><input type="checkbox"/> Goal Met (one-year goal)</p> <p><input checked="" type="checkbox"/> Goal Not Met (one-year goal)</p> <p><input type="checkbox"/> Met All (multiple goals)</p> <p><input type="checkbox"/> Met Some (multiple goals)</p> <p><input type="checkbox"/> Met None (multiple goals)</p>

Repeat table for additional career and college readiness goals as appropriate.

**All Students Graduate**

Goal	Result	Goal Status
<p>Provide the established SMART goal for the 2021–22 SY.</p> <p>Achieve a 94% Graduation Rate for the 2020-21 school year, as measured by the 4-year rate.</p> <p>The average Graduations Rate using this same measure over the recent 5 year history is 91.14%</p>	<p>Provide the result for the 2021–22 SY that directly ties back to the established goal.</p> <p>Based upon the 4 year rate, the Graduation Rate for 2021 was 90%.</p> <p>Therefore we did not achieve our goal.</p>	<p><b>Check one of the following:</b></p> <p><input type="checkbox"/> On Track (multi-year goal)</p> <p><input type="checkbox"/> Not On Track (multi-year goal)</p> <p><input type="checkbox"/> Goal Met (one-year goal)</p> <p><input checked="" type="checkbox"/> Goal Not Met (one-year goal)</p> <p><input type="checkbox"/> Met All (multiple goals)</p> <p><input type="checkbox"/> Met Some (multiple goals)</p> <p><input type="checkbox"/> Met None (multiple goals)</p>

Repeat table for additional graduation goals as necessary.

## 2021–22 Achievement and Integration (A&I) Progress Report

Once they are approved by MDE, Achievement and Integration (A&I) plans are in effect for three years. At the end of the third year, the commissioner must determine if districts met each goal in their approved plans ([Minn. Stat. § 124D.862, subd. 8](#)).

In order to do this, each district is asked to provide information in this A&I progress report indicating whether or not each of their plan goals was on track or has been met. The information you submit will also be used to provide ongoing support for your A&I efforts.

Districts with one or more racially identifiable schools will also submit progress reports to verify whether 2021–22 A&I plan goals for each of those schools were on track or have been met.

Districts that don't meet plan goals after three years are to consult with the commissioner on improvement plans and use up to 20% of their annual A&I revenue to fund improvement strategies—strategies that will make it more likely for a district to meet their new A&I goals (Minn. Stat. § 124D.862, subd. 8).

Please ensure your Achievement and Integration leadership team collaborates when completing this report.

**This progress report has two parts:**

1. **Achievement and Integration:** Required for all districts that were implementing an MDE approved Achievement and Integration plan during the 2021–22 SY.
2. **Racially Identifiable School (RIS):** Required for districts that were implementing an MDE approved Achievement and Integration plan for Racially Identifiable Schools during the 2021–22 SY.

**\*Please use this template as an internal tool to gather information. Responses should be submitted electronically in the [Combined 2021–22 WBWF and A&I Annual Summary & Progress Report](#). You can copy your responses from this template into the electronic form.**

## District and Contact Information

**District Name:** Pierz ISD 484

**A and I Contact:** George Weber

**Title:** Superintendent

**Phone:** 320-468-6458

**Email:** [gweber@pierzschoools.org](mailto:gweber@pierzschoools.org)

**Complete the tables below if you are reporting on year 3 of your 3-year plan (July 1, 2019–June 30, 2022).** *If you are reporting on year 2 of your 3-year plan (July 1, 2020–June 30, 2023), please complete the tables below the Racially Identifiable Schools section.*

***Achievement and Integration Goal 1***

Goal Statement	Achievement, Integration, or Teacher Equity Goal?	Baseline	Actual Result (2021–22 SY)	On Track?
<p>Increase access to Advanced Coursework for Economically Disadvantaged students. The strategy to achieve this goal includes creating strategies to address achievement gap that exists between students who qualify for Free or Reduced meals and those that do not qualify.</p>	<p>Check one of the following:  <input checked="" type="checkbox"/> Achievement Goal  <input type="checkbox"/> Integration Goal  <input type="checkbox"/> Teacher Equity</p>	<p>The average discrepancy between students who qualify as Free &amp; Reduced and those students who do not qualify as Free &amp; Reduced, over the 4 year period prior to 2018 for students in grades 5-8, as measured by the MCA Math and Reading tests was about 12.5% in each area. The goal is to reduce that gap by 5% each year.</p>	<p>The overall scores improved from 2021 to 2022 as did the Achievement Gap difference with the exception of Grade 8 which had a significantly higher gap.</p> <p>The Average Gap in Reading in Grades 5-8 was 11.8%</p> <p>The average gap in Math in Grades 5-8 was 10.3%</p>	<p><b>Check one of the following:</b>  <input type="checkbox"/> Goal Met  <input checked="" type="checkbox"/> Goal Not Met</p>

***Achievement and Integration Goal 2***

<b>Goal Statement</b>	<b>Achievement, Integration, or Teacher Equity Goal?</b>	<b>Baseline</b>	<b>Actual Result (2021-22 SY)</b>	<b>On Track?</b>
Increase cultural fluency, competency and interaction through direct integration activities with the Racially Identified School in this project.	Check one of the following: <input type="checkbox"/> Achievement Goal <input checked="" type="checkbox"/> Integration Goal <input type="checkbox"/> Teacher Equity	Implement a shared learning event involving American Indian Education combining students from Pierz and the RIS school involving a complete Grade level.	The entire 6 <sup>th</sup> grade class from Pierz went with 5 <sup>th</sup> and 6 <sup>th</sup> grade students from the RIS to a day long event at the Snake River historical site.	Check <b>one</b> of the following: <input checked="" type="checkbox"/> Goal Met <input type="checkbox"/> Goal Not Met

***Achievement and Integration Goal 3***

<b>Goal Statement</b>	<b>Achievement, Integration, or Teacher Equity Goal?</b>	<b>Baseline</b>	<b>Actual Result (2021-22 SY)</b>	<b>On Track?</b>
Reduce disparities in access to rigorous coursework by training staff on classroom instructional practices specifically designed at targeting students who need additional support within the context of the mainstream classroom instruction.	Check one of the following: <input type="checkbox"/> Achievement Goal <input type="checkbox"/> Integration Goal <input checked="" type="checkbox"/> Teacher Equity	Provide Training to Teachers in Grades 5-8 to identify and support potential disenfranchised students throughout classroom instruction. Initial goal was 50% of 5-8 teachers in year 1.	The regional training center was able to come on site to work directly with new teachers and we provided additional training to all teacher in the Middle School cohort.  Our challenge has been staff turnover and teacher shortages making training challenging.	Check <b>one</b> of the following: <input checked="" type="checkbox"/> On Track <input type="checkbox"/> Not on Track <input checked="" type="checkbox"/> Goal Met <input type="checkbox"/> Goal Not Met



**Please note:** If you have more than three goals, copy and paste additional A&I Goal tables below.

### ***Integration***

**Narrative is required. 200-word limit.**

Please summarize the impact of the integration strategies you implemented with the A&I districts you partnered with during the 2021–22 SY. Also, consider ways that your A&I plan strategies have increased integration within your district.

Pierz middle school teachers were excited to work directly with Onamia Schools (the RIS School) to create more opportunities for educational and integration experiences for our students. We implemented some very enlightening events designed to both teach as well as motivate student interaction. Covid mitigation limited some of those opportunities over the course of the 3 year project. We tried again in 2022. That particular experience ran into some challenges more related to student behaviors. It is our intention to continue. Our school is also working to develop more educational opportunities and is starting our own American Indian Parent Advisory Council.

## Racially Identifiable Schools

If your district’s A&I plan includes goals and strategies for one or more racially identifiable schools, please complete this section of the report. This section is only required for districts with one or more racially identifiable schools.

Provide the information requested below for each of the racially identifiable schools in your district.

**School Name:** N/A

### ***Achievement and Integration RIS Goal 1***

Goal Statement	Achievement, Integration, or Teacher Equity Goal?	Baseline	Actual Result (2021-22 SY)	On Track?
Copy the SMART goal statement from your plan implemented in the 2021–22 SY.	Check one of the following: <input type="checkbox"/> Achievement Goal <input type="checkbox"/> Integration Goal <input type="checkbox"/> Teacher Equity	Copy the baseline starting point from your plan implemented in the 2021–22 SY.	Provide the result for the 2021–22 SY that directly ties back to the established goal.	Check <b>one</b> of the following: <input type="checkbox"/> On Track <input type="checkbox"/> Not on Track <input type="checkbox"/> Goal Met <input type="checkbox"/> Goal Not Met

***Achievement and Integration RIS Goal 2***

Goal Statement	Achievement, Integration, or Teacher Equity Goal?	Baseline	Actual Result (2021-22 SY)	On Track?
Copy the SMART goal statement from your plan implemented in the 2021–22 SY.	Check one of the following: ___ Achievement Goal ___ Integration Goal ___ Teacher Equity	Copy the baseline starting point from your plan implemented in the 2021–22 SY.	Provide the result for the 2021–22 SY that directly ties back to the established goal.	Check <b>one</b> of the following: ___ On Track ___ Not on Track ___ Goal Met ___ Goal Not Met

***Achievement and Integration RIS Goal 3***

Goal Statement	Achievement, Integration, or Teacher Equity Goal?	Baseline	Actual Result (2021-22 SY)	On Track?
Copy the SMART goal statement from your plan implemented in the 2021–22 SY.	Check one of the following: ___ Achievement Goal ___ Integration Goal ___ Teacher Equity	Copy the baseline starting point from your plan implemented in the 2021–22 SY.	Provide the result for the 2021–22 SY that directly ties back to the established goal.	Check <b>one</b> of the following: ___ On Track ___ Not on Track ___ Goal Met ___ Goal Not Met

**Please note:** If you have more than three goals for this RIS, copy and paste additional A&I Goal tables below.

**Complete the tables below if you are reporting on year 2 of your 3-year plan (July 1, 2020–June 30, 2023).**

***Achievement and Integration Goal 1***

Goal Statement	Achievement, Integration, or Teacher Equity Goal?	Baseline	Actual Result (2021–22 SY)	On Track?
Copy the SMART goal statement from your plan implemented in the 2021–22 SY.	Check one of the following: <input type="checkbox"/> Achievement Goal <input type="checkbox"/> Integration Goal <input type="checkbox"/> Teacher Equity	Copy the baseline starting point from your plan implemented in the 2021–22 SY.	Provide the result for the 2021–22 SY that directly ties back to the established goal.	<b>Check one of the following:</b> <input type="checkbox"/> On Track <input type="checkbox"/> Not on Track <input type="checkbox"/> Goal Met

***Achievement and Integration Goal 2***

Goal Statement	Achievement, Integration, or Teacher Equity Goal?	Baseline	Actual Result (2021-22 SY)	On Track?
Copy the SMART goal statement from your plan implemented in the 2021–22 SY.	Check one of the following: <input type="checkbox"/> Achievement Goal <input type="checkbox"/> Integration Goal <input type="checkbox"/> Teacher Equity	Copy the baseline starting point from your plan implemented in the 2021–22 SY.	Provide the result for the 2021–22 SY that directly ties back to the established goal.	Check <b>one</b> of the following: <input type="checkbox"/> On Track <input type="checkbox"/> Not on Track <input type="checkbox"/> Goal Met

***Achievement and Integration Goal 3***

Goal Statement	Achievement, Integration, or Teacher Equity Goal?	Baseline	Actual Result (2021-22 SY)	On Track?
Copy the SMART goal statement from your plan implemented in the 2021–22 SY.	Check one of the following: <input type="checkbox"/> Achievement Goal <input type="checkbox"/> Integration Goal <input type="checkbox"/> Teacher Equity	Copy the baseline starting point from your plan implemented in the 2021–22 SY.	Provide the result for the 2021–22 SY that directly ties back to the established goal.	Check <b>one</b> of the following: <input type="checkbox"/> On Track <input type="checkbox"/> Not on Track <input type="checkbox"/> Goal Met

**Please note:** If you have more than three goals, copy and paste additional A&I Goal tables below.

***Integration***

**Narrative is required. 200-word limit.**

Please summarize the impact of the integration strategies you implemented with the A&I districts you partnered with during the 2021–22 SY. Also, consider ways that your A&I plan strategies have increased integration within your district.

Type response here

## Racially Identifiable Schools

If your district’s A&I plan includes goals and strategies for one or more racially identifiable schools, please complete this section of the report. This section is only required for districts with one or more racially identifiable schools.

Provide the information requested below for each of the racially identifiable schools in your district.

School Name: N/A

### *Achievement and Integration RIS Goal 1*

Goal Statement	Achievement, Integration, or Teacher Equity Goal?	Baseline	Actual Result (2021-22 SY)	On Track?
Copy the SMART goal statement from your plan implemented in the 2021–22 SY.	Check one of the following: <input type="checkbox"/> Achievement Goal <input type="checkbox"/> Integration Goal <input type="checkbox"/> Teacher Equity	Copy the baseline starting point from your plan implemented in the 2021–22 SY.	Provide the result for the 2021–22 SY that directly ties back to the established goal.	Check <b>one</b> of the following: <input type="checkbox"/> On Track <input type="checkbox"/> Not on Track <input type="checkbox"/> Goal Met

### *Achievement and Integration RIS Goal 2*

Goal Statement	Achievement, Integration, or Teacher Equity Goal?	Baseline	Actual Result (2021-22 SY)	On Track?
Copy the SMART goal statement from your plan implemented in the 2021–22 SY.	Check one of the following: <input type="checkbox"/> Achievement Goal <input type="checkbox"/> Integration Goal <input type="checkbox"/> Teacher Equity	Copy the baseline starting point from your plan implemented in the 2021–22 SY.	Provide the result for the 2021–22 SY that directly ties back to the established goal.	Check <b>one</b> of the following: <input type="checkbox"/> On Track <input type="checkbox"/> Not on Track <input type="checkbox"/> Goal Met

***Achievement and Integration RIS Goal 3***

Goal Statement	Achievement, Integration, or Teacher Equity Goal?	Baseline	Actual Result (2021-22 SY)	On Track?
Copy the SMART goal statement from your plan implemented in the 2021–22 SY.	Check one of the following: <input type="checkbox"/> Achievement Goal <input type="checkbox"/> Integration Goal <input type="checkbox"/> Teacher Equity	Copy the baseline starting point from your plan implemented in the 2021–22 SY.	Provide the result for the 2021–22 SY that directly ties back to the established goal.	Check <b>one</b> of the following: <input type="checkbox"/> On Track <input type="checkbox"/> Not on Track <input type="checkbox"/> Goal Met

**Please note:** If you have more than three goals for this RIS, copy and paste additional A&I Goal tables below.