2020-21 Combined World's Best Workforce (WBWF) Summary and Achievement and Integration (A&I) Progress Report

2. Cover Page

1. District or Charter Name

4200-07 STEP Academy Charter School

2. Grades Served

Please check all that apply:

Kindergarten - 12th grade

3. WBWF Contact Information

WBWF Contact Name

Traci Moore

WBWF Contact Title

Assistant Director of Academics

WBWF Contact Phone Number

6512896120246

WBWF Contact Email

tmoore@stepacademymn.org

4. Did you have an MDE approved Achievement and Integration plan implemented in the 2020-21 school year?

Did you have an MDE approved Achievement and Integration plan during 2020-21 SY?

No

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

Did you have a Racially Identifiable School (RIS) in the 2020-21 SY?

A&I Contact Name

A&I Contact Title

A&I Contact Phone Number

A&I Contact Email

5. Provide the link to the district's WBWF annual report and A&I materials.

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://stepacademymn.org/academics/worlds-best-workforce/

Provide the direct website link to the A&I materials.

6. 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 school year.

9/02/2021

3. World's Best Workforce

7. District Advisory Committee Members

Complete the list of your district advisory committee members for the 2020-21 school year. Ensure roles are clear (teachers, parents, support staff, students, and other community residents).

First and Last Name

Traci Moore

Role in District

Assistant Director of Academics

Part of Achievement and Integration Leadership Team?

No

First and Last Name

Keeley Tholen

Role in District

Assistant Academic Dean/Teacher

Part of Achievement and Integration Leadership Team?

No

First and Last Name

Mahdi Elmi

Role in District

Teacher

Part of Achievement and Integration Leadership Team?

No

First and Last Name

Sadiq Mohamud

Role in District

Support Staff

Part of Achievement and Integration Leadership Team?

No

First and Last Name

Abdirahman Ibrahim

Role in District

Student

Part of Achievement and Integration Leadership Team?

No

First and Last Name

Ahmed Mursal

Role in District

Parent

Part of Achievement and Integration Leadership Team?

No

First and Last Name

Awil Omar

Role in District

Parent

Part of Achievement and Integration Leadership Team?

No

First and Last Name

Anisa Ali

Role in District

Parent

Part of Achievement and Integration Leadership Team?

No

8. Describe your process for ensuring students of color, American Indian students and students from low income families have equitable access to experienced, in-field, and effective teachers.

How did the district examine equitable access data? What data did you look at? How frequently do you review the data?
Who was included in conversations to review equitable access data?
(200 word limit)

Annually, the STEP Academy Leadership Team examines equitable access data. This team looks at the licensing (in-field and out-of-field) and years of experience of teachers employed by the academy. They also look at evaluation data for returning teachers. They identify gaps and examine the processes that affect the hiring of experienced, licensed teachers including attracting and retaining opportunities. This group has also surveyed teachers regarding attractiveness of the school and retention issues.

Almost all students at STEP Academy are African American and most students qualify for Free or Reduced-Price Meals. So, STEP Academy looks at comparing the school to state averages rather than classrooms or programs within the school.

STEP Academy has 93.94% of its teachers fully licensed in their content areas in comparison to the 93.83% state average for schools serving similar populations. In addition, 85.71% of STEP Academy teachers are beyond the first three years of their teaching career and considered experienced with the state comparison group recording 78.69%. So, in both categories, STEP Academy is doing better than the state average. However, when we look at data on Low Poverty Schools, STEP Academy is not in line with them by 6-7% (Licensed 97.09% and Experienced 88.97%).

What strategies has the district initiated to improve student equitable access to experienced, in-field, and effective teachers?
What goal(s) do you have to reduce and eventually eliminate equitable access gaps?
(200 word limit)

STEP Academy identified a crisis in attracting applicants for special education teacher positions. In response, the school began a "grow your own" program. The school currently has five special education teachers on lower tier licenses participating in a cohort program under the mentorship and direction of a licensed special education director and experienced special education teacher.

STEP Academy has a goal to support all staff members in maximizing their skills and licensure levels in order to best serve its students. When teachers are hired on a lower tiered license, they agree to work professionally to increase their qualifications in order to reach a higher tiered license.

9. Describe your efforts to increase the racial and ethnic diversity of teachers in your district.

   Which racial and ethnic student groups are present in your district that are not yet represented in your licensed teacher staff? How many additional teachers of color and American Indian teachers would you need in order to reflect your student population?
   (200 word limit)

   STEP Academy's students are almost all Somali Americans (99%). STEP Academy is dedicated to attracting and growing Somali American educators to work with its students. During the 2020-2021 school year, STEP Academy had very few Somali educators (7 out of 43) or 16%. The school would need approximately 35 more Somali American teachers in order to match the cultural representation of the student body.

   The main road block to increasing the number of Somali educators at STEP Academy is the low number of licensed Somali teachers who are looking for employment. The school has hired a few Somali teachers who have come to the school as licensed applicants, but the school has had more teachers move from educational assistants into teacher positions in the school after enrolling in teacher preparation programs and completing student teaching and field experiences within the school.

   What strategies has the district initiated to increase and retain teachers of color and American Indian teachers in the district? What goal(s) are you pursuing?

   (200 word limit)

   The school is still a long way from having 100% of teachers be Somali American, but the school has begun building partnerships with colleges (Metro State and Concordia) in order to support more and more Somali adults in their path as aspiring teachers. In addition, the school prioritizes hiring educational assistants and support staff from the Somali American community and encourages those employees to build their careers so that there are more Somali teachers entering the workforce.

   10. **For this 2020-21 WBWF summary report submission, please check the boxes to confirm that your district publicly reported this data.**

   District/charter publicly reports data on an annual basis related to equitable teacher distribution, including data on access for low-income students, students of color, and American Indian students to effective, experienced, and in-field teachers.
   District/charter publicly reports data on an annual basis related to student access to racially and ethnically diverse teachers.

11. **All Students Ready for School**

   Does your district/charter enroll students in kindergarten?

   Yes

   Goal

   Provide the established SMART goal for the 2019-20 school year.

   The number of incoming kindergarteners with early childhood screenings completed prior to enrollment will increase from 38% 2019-2020 to 50% in 2020-2021.

Result

Provide the result for the 2020-21 school year that directly ties back to the established goal.

XXX

Goal Status

Check one of the following:

Goal Not Met (one year goal)

Please describe to what extent, if any, the COVID-19 pandemic affected the quality of the data used to measure progress toward your SMART goal. For example, if a small percentage of students participated in an assessment, please provide that participation rate and note that the low participation rate may affect data quality.

If the pandemic did not affect the quality of the data used to measure progress, please type "N/A" as your answer.

It did

Narrative

What data have you used to identify needs for all students in this goal area? How is this data disaggregated by student groups and inclusive of all students?
What strategies are in place to support this goal area?
(Narrative is required. 200 word limit)

nnn

12. **Do you have another goal for All Students Ready for School?**

No

6. ## All Students Ready for School

Goal

Provide the established SMART goal for the 2019-20 school year.

Result

Provide the result for the 2020-21 school year that directly ties back to the established goal.

Goal Status

Check one of the following:

Please describe to what extent, if any, the COVID-19 pandemic affected the quality of the data used to measure progress toward your SMART goal. For example, if a small percentage of students participated in an assessment, please provide that participation rate and note that the low participation rate may affect data quality.

If the pandemic did not affect the quality of the data used to measure progress, please type "N/A" as your answer.

Narrative

What data have you used to identify needs for all students in this goal area? How is this data disaggregated by student groups and inclusive of all students?
What strategies are in place to support this goal area?
(Narrative is required. 200 word limit)

Do you have another goal for All Students Ready for School?

8. ## All Students Ready for School

Goal

Provide the established SMART goal for the 2020-21 school year.

Result

Provide the result for the 2020-21 school year that directly ties back to the established goal.

Goal Status

Check one of the following:

Please describe to what extent, if any, the COVID-19 pandemic affected the quality of the data used to measure progress toward your SMART goal. For example, if a small percentage of students participated in an assessment, please provide that participation rate and note that the low participation rate may affect data quality.

If the pandemic did not affect the quality of the data used to measure progress, please type "N/A" as your answer.

Narrative

What data have you used to identify needs for all students in this goal area? How is this data disaggregated by student groups and inclusive of all students?
What strategies are in place to support this goal area?
(Narrative is required. 200 word limit)

13. ## All Students in Third Grade Achieving Grade-Level Literacy

Does your district/charter enroll students in grade 3?

Yes

Goal

Provide the established SMART goal for the 2020-21 school year.

hkj

Result

Provide the result for the 2020-21 school year that directly ties back to the established goal.

jkl

Goal Status

Check one of the following:

Goal Met (one year goal)

Please describe to what extent, if any, the COVID-19 pandemic affected the quality of the data used to measure progress toward your SMART goal. For example, if a small percentage of students participated in an assessment, please provide that participation rate and note that the low participation rate may affect data quality.

If the pandemic did not affect the quality of the data used to measure progress, please type "N/A" as your answer.

jkl

Narrative

What data have you used to identify needs for all students in this goal area? How is this data disaggregated by student groups and inclusive of all students?
What strategies are in place to support this goal area?
(Narrative is required. 200 word limit)

jkl

14. **Do you have another goal for All Students in Third Grade Achieving Grade-Level Literacy?**

No

11. ## All Students in Third Grade Achieving Grade-Level Literacy

Goal

Provide the established SMART goal for the 2020-21 school year.

Result

Provide the result for the 2020-21 school year that directly ties back to the established goal.

Goal Status

Check one of the following:

Please describe to what extent, if any, the COVID-19 pandemic affected the quality of the data used to measure progress toward your SMART goal. For example, if a small percentage of students participated in an assessment, please provide that participation rate and note that the low participation rate may affect data quality.

If the pandemic did not affect the quality of the data used to measure progress, please type "N/A" as your answer.

Narrative

What data have you used to identify needs for all students in this goal area? How is this data disaggregated by student groups and inclusive of all students?
What strategies are in place to support this goal area?
(Narrative is required. 200 word limit)

Do you have another goal for All Students in Third Grade Achieving Grade-Level Literacy?

13. ## All Students in Third Grade Achieving Grade-Level Literacy

Goal

Provide the established SMART goal for the 2020-21 school year.

Result

Provide the result for the 2020-21 school year that directly ties back to the established goal.

Goal Status

Check one of the following:

Please describe to what extent, if any, the COVID-19 pandemic affected the quality of the data used to measure progress toward your SMART goal. For example, if a small percentage of students participated in an assessment, please provide that participation rate and note that the low participation rate may affect data quality.

If the pandemic did not affect the quality of the data used to measure progress, please type "N/A" as your answer.

Narrative
What data have you used to identify needs for all students in this goal area? How is this data disaggregated by student groups and inclusive of all students?
What strategies are in place to support this goal area?
(Narrative is required. 200 word limit)

15. ## Close the Achievement Gap(s) Between Student Groups

Goal

Provide the established SMART goal for the 2020-21 school year.

jkl

Result

Provide the result for the 2020-21 school year that directly ties back to the established goal.

jkl

Goal Status

Check one of the following:

Goal Not Met (one year goal)

Please describe to what extent, if any, the COVID-19 pandemic affected the quality of the data used to measure progress toward your SMART goal. For example, if a small percentage of students participated in an assessment, please provide that participation rate and note that the low participation rate may affect data quality.

If the pandemic did not affect the quality of the data used to measure progress, please type "N/A" as your answer.

jkl

Narrative
What data have you used to identify needs for all students in this goal area? How is this data disaggregated by student groups and inclusive of all students?
What strategies are in place to support this goal area?
(Narrative is required. 200 word limit)

jkl

16. **Do you have another goal for Close the Achievement Gap(s) Between Student Groups?**

No

16. ## Close the Achievement Gap(s) Between Student Groups

Goal

Provide the established SMART goal for the 2020-21 school year.

Result

Provide the result for the 2020-21 school year that directly ties back to the established goal.

Goal Status

Check one of the following:

Please describe to what extent, if any, the COVID-19 pandemic affected the quality of the data used to measure progress toward your SMART goal. For example, if a small percentage of students participated in an assessment, please provide that participation rate and note that the low participation rate may affect data quality.

If the pandemic did not affect the quality of the data used to measure progress, please type "N/A" as your answer.

Narrative
What data have you used to identify needs for all students in this goal area? How is this data disaggregated by student groups and inclusive of all students?
What strategies are in place to support this goal area?
(Narrative is required. 200 word limit)

Do you have another goal for Close the Achievement Gap(s) Between Student Groups?

18. ## Close the Achievement Gap(s) Between Student Groups

Goal

Provide the established SMART goal for the 2020-21 school year.

Result

Provide the result for the 2020-21 school year that directly ties back to the established goal.

Goal Status

Check one of the following:

Please describe to what extent, if any, the COVID-19 pandemic affected the quality of the data used to measure progress toward your SMART goal. For example, if a small percentage of students participated in an assessment, please provide that participation rate and note that the low participation rate may affect data quality.

If the pandemic did not affect the quality of the data used to measure progress, please type "N/A" as your answer.

Narrative

What data have you used to identify needs for all students in this goal area? How is this data disaggregated by student groups and inclusive of all students?
What strategies are in place to support this goal area?
(Narrative is required. 200 word limit)

17. ## All Students Career- and College-Ready by Graduation

Goal

Provide the established SMART goal for the 2020-21 school year.

jkl

Result

Provide the result for the 2020-21 school year that directly ties back to the established goal.

jkl

Goal Status

Check one of the following:

Goal Met (one year goal)

Please describe to what extent, if any, the COVID-19 pandemic affected the quality of the data used to measure progress toward your SMART goal. For example, if a small percentage of students participated in an assessment, please provide that participation rate and note that the low participation rate may affect data quality.

If the pandemic did not affect the quality of the data used to measure progress, please type "N/A" as your answer.

jkl

Narrative
 What data have you used to identify needs for all students in this goal area? How is this
 data disaggregated by student groups and inclusive of all students?
 What strategies are in place to support this goal area?
(Narrative is required. 200 word limit)

 jkl

18. **Do you have another goal for All Students Career- and College-Ready by Graduation?**

 No

21. ## All Students Career- and College-Ready by Graduation

Goal

Provide the established SMART goal for the 2020-21 school year.

Result

Provide the result for the 2020-21 school year that directly ties back to the established goal.

Goal Status

Check one of the following:

Please describe to what extent, if any, the COVID-19 pandemic affected the quality of the data used to measure progress toward your SMART goal. For example, if a small percentage of students participated in an assessment, please provide that participation rate and note that the low participation rate may affect data quality.

If the pandemic did not affect the quality of the data used to measure progress, please type "N/A" as your answer.

Narrative
 What data have you used to identify needs for all students in this goal area? How is this
 data disaggregated by student groups and inclusive of all students?
 What strategies are in place to support this goal area?
(Narrative is required. 200 word limit)

Do you have another goal for All Students Career- and College-Ready by Graduation?

23. ## All Students Career- and College-Ready by Graduation

Goal

Provide the established SMART goal for the 2020-21 school year.

Result

Provide the result for the 2020-21 school year that directly ties back to the established goal.

Goal Status

Check one of the following:

Please describe to what extent, if any, the COVID-19 pandemic affected the quality of the data used to measure progress toward your SMART goal. For example, if a small percentage of students participated in an assessment, please provide that participation rate and note that the low participation rate may affect data quality.

If the pandemic did not affect the quality of the data used to measure progress, please type "N/A" as your answer.

Narrative
What data have you used to identify needs for all students in this goal area? How is this data disaggregated by student groups and inclusive of all students?
What strategies are in place to support this goal area?
(Narrative is required. 200 word limit)

19. All Students Graduate

Does your district/charter enroll students in grade 12?

Yes

Goal

Provide the established SMART goal for the 2020-21 school year.

jkl

Result

Provide the result for the 2020-21 school year that directly ties back to the established goal.

jkl

Goal Status

Check one of the following:

Goal Met (one year goal)

Please describe to what extent, if any, the COVID-19 pandemic affected the quality of the data used to measure progress toward your SMART goal.

If the pandemic did not affect the quality of the data used to measure progress, please type "N/A" as your answer.

jkl

Narrative
What data have you used to identify needs for all students in this goal area? How is this data disaggregated by student groups and inclusive of all students?
What strategies are in place to support this goal area?
(Narrative is required. 200 word limit)

jkl

20. **Do you have another goal for All Students Graduate?**

No

26.

All Students Graduate

Goal

Provide the established SMART goal for the 2020-21 school year.

Result

Provide the result for the 2020-21 school year that directly ties back to the established goal.

Goal Status

Check one of the following:

Please describe to what extent, if any, the COVID-19 pandemic affected the quality of the data used to measure progress toward your SMART goal. For example, if a small percentage of students participated in an assessment, please provide that participation rate and note that the low participation rate may affect data quality.

If the pandemic did not affect the quality of the data used to measure progress, please type "N/A" as your answer.

Narrative
What data have you used to identify needs for all students in this goal area? How is this data disaggregated by student groups and inclusive of all students?
What strategies are in place to support this goal area?
(Narrative is required. 200 word limit)

Do you have another goal for All Students Graduate?

28.

All Students Graduate

Goal

Provide the established SMART goal for the 2020-21 school year.

Result

Provide the result for the 2020-21 school year that directly ties back to the established goal.

Goal Status

Check one of the following

Please describe to what extent, if any, the COVID-19 pandemic affected the quality of the data used to measure progress toward your SMART goal. For example, if a small percentage of students participated in an assessment, please provide that participation rate and note that the low participation rate may affect data quality.

If the pandemic did not affect the quality of the data used to measure progress, please type "N/A" as your answer.

Narrative
What data have you used to identify needs for all students in this goal area? How is this data disaggregated by student groups and inclusive of all students?
What strategies are in place to support this goal area?
(Narrative is required. 200 word limit)

4. Achievement & Integration

. Achievement Goal

Goal Statement

Copy the SMART goal statement from your plan implemented in the 2020-21 SY.

Baseline

Copy the baseline starting point from the Goal Statement of your plan implemented in the 2020-21 SY.

Year 1 (2020-21) Actual

Provide the result for the 2020-21 school year that directly ties back to the established goal. If unable to report a result because of disruptions due to COVID-19, please respond, "Unable to report"

On Track?

Check one of the following:

Narrative

What data have you used to identify needs in this goal area? How is this data disaggregated by student groups?
What strategies are in place to support this goal area?
(Narrative is required. 200 word limit.)

Do you have another Achievement goal?

2. Achievement Goal

Goal Statement

Copy the SMART goal statement from your plan implemented in the 2020-21 SY.

Baseline

Copy the baseline starting point from the Goal Statement from your plan implemented in the 20202-21 SY.

Year 1 (2020-21) Actual

Provide the result for the 2020-21 school year that directly ties back to the established goal. If unable to report a result because of disruptions due to COVID-19, please respond, "Unable to report"

On Track?

Check one of the following:

Narrative

What data have you used to identify needs in this goal area? How is this data disaggregated by student groups?
What strategies are in place to support this goal area?
(Narrative is required. 200 word limit.)

Do you have another Achievement goal?

4. # Achievement Goal

Goal Statement

Copy the SMART goal statement from your plan implemented in the 2020-21 SY.

Baseline

Copy the baseline starting point from the Goal Statement of your plan implemented in the 2020-21 SY.

Year 1 (2020-21) Actual

Provide the result for the 2020-21 school year that directly ties back to the established goal. If unable to report a result because of disruptions due to COVID-19, please respond, "Unable to report"

On Track?

Check one of the following:

Narrative

What data have you used to identify needs in this goal area? How is this data disaggregated by student groups?
What strategies are in place to support this goal area?
(Narrative is required. 200 word limit.)

Do you have another Achievement goal?

6. # Achievement Goal

Goal Statement

Copy the SMART goal statement from your plan implemented in the 2020-21 SY.

Baseline

Copy the baseline starting point from the Goal Statement of your plan implemented in the 2020-21 SY.

Year 1 (2020-21) Actual

Provide the result for the 2020-21 school year that directly ties back to the established goal. If unable to report a result because of disruptions due to COVID-19, please respond, "Unable to report"

On Track?

Check one of the following:

Narrative

What data have you used to identify needs in this goal area? How is this data disaggregated by student groups?
What strategies are in place to support this goal area?
(Narrative is required. 200 word limit.)

Do you have another Achievement goal?

8. # Achievement Goal

Goal Statement

Copy the SMART goal statement from your plan implemented in the 2020-21 SY.

Baseline

Copy the baseline starting point from the Goal Statement of your plan implemented in the 2020-21 SY.

Year 1 (2020-21) Actual

Provide the result for the 2020-21 school year that directly ties back to the established goal. If unable to report a result because of disruptions due to COVID-19, please respond, "Unable to report"

On Track?

Check one of the following:

Narrative

What data have you used to identify needs in this goal area? How is this data
disaggregated by student groups?
What strategies are in place to support this goal area?
(Narrative is required. 200 word limit.)

9. Integration Goal

Goal Statement

Copy the SMART goal statement from your plan implemented in the 2020-21 SY.

Baseline

**Copy the baseline starting point from the Goal Statement of your plan implemented
in the 2020-21 SY.**

Year 1 (2020-21) Actual

**Provide the result for the 2020-21 school year that directly ties back to the
established goal. If unable to report a result because of disruptions due to COVID-
19, please respond, "Unable to report"**

On Track?

Check one of the following:

Narrative

What data have you used to identify needs in this goal area? How is this data
disaggregated by student groups?
What strategies are in place to support this goal area?
(Narrative is required. 200 word limit.)

Do you have another Integration goal?

11. Integration Goal

Goal Statement

Copy the SMART goal statement from your plan implemented in the 2020-21 SY.

Baseline

**Copy the baseline starting point from the Goal Statement of your plan implemented
in the 2020-21 SY.**

Year 1 (2020-21) Actual

Provide the result for the 2020-21 school year that directly ties back to the established goal. If unable to report a result because of disruptions due to COVID-19, please respond, "Unable to report"

On Track?

Check one of the following:

Narrative

What data have you used to identify needs in this goal area? How is this data disaggregated by student groups?
What strategies are in place to support this goal area?
(Narrative is required. 200 word limit.)

Do you have another Integration goal?

13. # Integration Goal

Goal Statement

Copy the SMART goal statement from your plan implemented in the 2020-21 SY.

Baseline

Copy the baseline starting point from the Goal Statement of your plan implemented in the 2020-21 SY.

Year 1 (2020-21) Actual

Provide the result for the 2020-21 school year that directly ties back to the established goal. If unable to report a result because of disruptions due to COVID-19, please respond, "Unable to report"

On Track?

Check one of the following:

Narrative

What data have you used to identify needs in this goal area? How is this data disaggregated by student groups?
What strategies are in place to support this goal area?
(Narrative is required. 200 word limit.)

Do you have another Integration goal?

15. # Integration Goal

Goal Statement

Copy the SMART goal statement from your plan implemented in the 2020-21 SY.

Baseline

Copy the baseline starting point from the Goal Statement of your plan implemented in the 2020-21 SY.

Year 1 (2020-21) Actual

Provide the result for the 2020-21 school year that directly ties back to the established goal. If unable to report a result because of disruptions due to COVID-19, please respond, "Unable to report"

On Track?

Check one of the following:

Narrative

What data have you used to identify needs in this goal area? How is this data disaggregated by student groups?
What strategies are in place to support this goal area?
(Narrative is required. 200 word limit.)

Do you have another Integration goal?

17. ## Integration Goal

Goal Statement

Copy the SMART goal statement from your plan implemented in the 2020-21 SY.

Baseline

Copy the baseline starting point from the Goal Statement of your plan implemented in the 2020-21 SY.

Year 1 (2020-21) Actual

Provide the result for the 2020-21 school year that directly ties back to the established goal. If unable to report a result because of disruptions due to COVID-19, please respond, "Unable to report"

On Track?

Check one of the following:

Narrative

What data have you used to identify needs in this goal area? How is this data disaggregated by student groups?
What strategies are in place to support this goal area?
(Narrative is required. 200 word limit.)

Integration

Please summarize the impact of the integration strategies you implemented with the A&I districts you partnered with during the 2020-21 school year. Also, consider ways that your A&I plan strategies have increased integration within your district.

(Narrative is required. 200-word limit.)

19. Teacher Equity Goal

Goal Statement

Copy the SMART goal statement from your plan implemented in the 2020-21 SY.

Baseline

Copy the baseline starting point from the Goal Statement of your plan implemented in the 2020-21 SY.

Year 1 (2020-21) Actual

Provide the result for the 2020-21 school year that directly ties back to the established goal. If unable to report a result because of disruptions due to COVID-19, please respond, "Unable to report".

On Track?

Check one of the following:

Narrative

What data have you used to identify needs in this goal area? How is this data disaggregated by student groups?
What strategies are in place to support this goal area?
(Narrative is required. 200 word limit.)

Do you have another Teacher Equity goal?

21. Teacher Equity Goal

Goal Statement

Copy the SMART goal statement from your plan implemented in the 2020-21 SY.

Baseline

Copy the baseline starting point from the Goal Statement of your plan implemented in the 2020-21 SY.

Year 1 (2020-21) Actual

Provide the result for the 2020-21 school year that directly ties back to the established goal. If unable to report a result because of disruptions due to COVID-19, please respond, "Unable to report".

On Track?

Check one of the following:

Narrative

What data have you used to identify needs in this goal area? How is this data disaggregated by student groups?
What strategies are in place to support this goal area?
(Narrative is required. 200 word limit.)

Do you have another Teacher Equity goal?

23. ### Teacher Equity Goal

Goal Statement

Copy the SMART goal statement from your plan implemented in the 2020-21 SY.

Baseline

Copy the baseline starting point from the Goal Statement of your plan implemented in the 2020-21 SY.

Year 1 (2020-21) Actual

Provide the result for the 2020-21 school year that directly ties back to the established goal. If unable to report a result because of disruptions due to COVID-19, please respond, "Unable to report".

On Track?

Check one of the following:

Narrative

What data have you used to identify needs in this goal area? How is this data disaggregated by student groups?
What strategies are in place to support this goal area?
(Narrative is required. 200 word limit.)

Do you have another Teacher Equity goal?

25. **Teacher Equity Goal**

Goal Statement

Copy the SMART goal statement from your plan implemented in the 2020-21 SY.

Baseline

Copy the baseline starting point from the Goal Statement of your plan implemented in the 2020-21 SY.

Year 1 (2020-21) Actual

Provide the result for the 2020-21 school year that directly ties back to the established goal. If unable to report a result because of disruptions due to COVID-19, please respond, "Unable to report".

On Track?

Check one of the following:

Narrative

What data have you used to identify needs in this goal area? How is this data disaggregated by student groups?
What strategies are in place to support this goal area?
(Narrative is required. 200 word limit.)

Do you have another Teacher Equity goal?

27. **Teacher Equity Goal**

Goal Statement

Copy the SMART goal statement from your plan implemented in the 2020-21 SY.

Baseline

Copy the baseline starting point from the Goal Statement of your plan implemented in the 2020-21 SY.

Year 1 (2020-21) Actual

Provide the result for the 2020-21 school year that directly ties back to the established goal. If unable to report a result because of disruptions due to COVID-19, please respond, "Unable to report".

On Track?

Check one of the following:

Narrative

What data have you used to identify needs in this goal area? How is this data
disaggregated by student groups?
What strategies are in place to support this goal area?
(Narrative is required. 200 word limit.)

Impacts from Distance Learning

**Briefly explain how you modified your strategies last school year because of
distance learning. List the strategies you weren't able to implement. What A&I-
related data were you unable to collect to document progress toward your goals?
How did those adjustments or lack of data inform your A&I planning for the 2021-22
school year?**

(Narrative is required. 200-word limit.)

5. Achievement & Integration

. Achievement Goal

Goal Statement

Copy the SMART goal statement from your plan implemented in the 2020-21 SY.

Baseline

**Copy the baseline starting point from the Goal Statement of your plan implemented
in the 2020-21 SY.**

Year 2 (2020-21) Actual

**Provide the result for the 2020-21 school year that directly ties back to the
established goal. If unable to report a result because of disruptions due to COVID-
19, please respond, "Unable to report".**

On Track?

Check one of the following:

Narrative

What data have you used to identify needs in this goal area? How is this data
disaggregated by student groups?
What strategies are in place to support this goal area?
(Narrative is required. 200 word limit.)

Do you have another Achievement Goal?

2. Achievement Goal

Goal Statement

Copy the SMART goal statement from your plan implemented in the 2020-21 SY.

Baseline

Copy the baseline starting point from the Goal Statement of your plan implemented in the 2020-21 SY.

Year 2 (2020-21) Actual

Provide the result for the 2020-21 school year that directly ties back to the established goal. If unable to report a result because of disruptions due to COVID-19, please respond, "Unable to report".

On Track?

Check one of the following:

Narrative

What data have you used to identify needs in this goal area? How is this data disaggregated by student groups?
What strategies are in place to support this goal area?
(Narrative is required. 200 word limit.)

Do you have another Achievement Goal?

4. # Achievement Goal

Goal Statement

Copy the SMART goal statement from your plan implemented in the 2020-21 SY.

Baseline

Copy the baseline starting point from the Goal Statement of your plan implemented in the 2020-21 SY.

Year 2 (2020-21) Actual

Provide the result for the 2020-21 school year that directly ties back to the established goal. If unable to report a result because of disruptions due to COVID-19, please respond, "Unable to report".

On Track?

Check one of the following:

Narrative

What data have you used to identify needs in this goal area? How is this data disaggregated by student groups?
What strategies are in place to support this goal area?
(Narrative is required. 200 word limit.)

Do you have another Achievement Goal?

6. Achievement Goal

Goal Statement

Copy the SMART goal statement from your plan implemented in the 2020-21 SY.

Baseline

Copy the baseline starting point from the Goal Statement of your plan implemented in the 2020-21 SY.

Year 2 (2020-21) Actual

Provide the result for the 2020-21 school year that directly ties back to the established goal. If unable to report a result because of disruptions due to COVID-19, please respond, "Unable to report".

On Track?

Check one of the following:

Narrative

What data have you used to identify needs in this goal area? How is this data disaggregated by student groups?
What strategies are in place to support this goal area?
(Narrative is required. 200 word limit.)

Do you have another Achievement Goal?

8. Achievement Goal

Goal Statement

Copy the SMART goal statement from your plan implemented in the 2020-21 SY.

Baseline

Copy the baseline starting point from the Goal Statement of your plan implemented in the 2020-21 SY.

Year 2 (2020-21) Actual

Provide the result for the 2020-21 school year that directly ties back to the established goal. If unable to report a result because of disruptions due to COVID-19, please respond, "Unable to report".

On Track?

Check one of the following:

Narrative

What data have you used to identify needs in this goal area? How is this data disaggregated by student groups?
What strategies are in place to support this goal area?
(Narrative is required. 200 word limit.)

9. # Integration Goal

Goal Statement

Copy the SMART goal statement from your plan implemented in the 2020-21 SY.

Baseline

Copy the baseline starting point from the Goal Statement of your plan implemented in the 2020-21 SY.

Year 2 (2020-21) Actual

Provide the result for the 2020-21 school year that directly ties back to the established goal. If unable to report a result because of disruptions due to COVID-19, please respond, "Unable to report".

On Track?

Check one of the following:

Narrative

What data have you used to identify needs in this goal area? How is this data disaggregated by student groups?
What strategies are in place to support this goal area?
(Narrative is required. 200 word limit.)

Do you have another Integration goal?

11. # Integration Goal

Goal Statement

Copy the SMART goal statement from your plan implemented in the 2020-21 SY.

Baseline

Copy the baseline starting point from the Goal Statement of your plan implemented in the 2020-21 SY.

Year 2 (2020-21) Actual

Provide the result for the 2019-20 school year that directly ties back to the established goal. If unable to report a result because of disruptions due to COVID-19, please respond, "Unable to report".

On Track?

Check one of the following:

Narrative

What data have you used to identify needs in this goal area? How is this data disaggregated by student groups?
What strategies are in place to support this goal area?
(Narrative is required. 200 word limit.)

Do you have another Integration goal?

13. **Integration Goal**

Goal Statement

Copy the SMART goal statement from your plan implemented in the 2020-21 SY..

Baseline

Copy the baseline starting point from the Goal Statement of your plan implemented in the 2020-21 SY.

Year 2 (2020-21) Actual

Provide the result for the 2020-21 school year that directly ties back to the established goal. If unable to report a result because of disruptions due to COVID-19, please respond, "Unable to report".

On Track?

Check one of the following:

Narrative

What data have you used to identify needs in this goal area? How is this data disaggregated by student groups?
What strategies are in place to support this goal area?
(Narrative is required. 200 word limit.)

Do you have another Integration goal?

15. # Integration Goal

Goal Statement

Copy the SMART goal statement from your plan implemented in the 2020-21 SY.

Baseline

Copy the baseline starting point from the Goal Statement of your plan implemented in the 2020-21 SY.

Year 2 (2020-21) Actual

Provide the result for the 2020-21 school year that directly ties back to the established goal. If unable to report a result because of disruptions due to COVID-19, please respond, "Unable to report".

On Track?

Check one of the following:

Narrative

What data have you used to identify needs in this goal area? How is this data disaggregated by student groups?
What strategies are in place to support this goal area?
(Narrative is required. 200 word limit.)

Do you have another Integration goal?

17. # Integration Goal

Goal Statement

Copy the SMART goal statement from your plan implemented in the 2020-21 SY.

Baseline

Copy the baseline starting point from the Goal Statement of your plan implemented in the 2020-21 SY.

Year 2 (2020-21) Actual

Provide the result for the 2020-21 school year that directly ties back to the established goal. If unable to report a result because of disruptions due to COVID-19, please respond, "Unable to report".

On Track?

Check one of the following:

Narrative

What data have you used to identify needs in this goal area? How is this data
disaggregated by student groups?
What strategies are in place to support this goal area?
(Narrative is required. 200 word limit.)

Integration

**Please summarize the impact of the integration strategies you implemented with the
A&I districts you partnered with during the 2020-21 school year. Also, consider
ways that your A&I plan strategies have increased integration within your district.**

(Narrative is required. 200 word limit.)

19. ## Teacher Equity Goal

Goal Statement

Copy the SMART goal statement from your plan implemented in the 2020-21 SY.

Baseline

**Copy the baseline starting point from the Goal Statement of your plan implemented
in the 2020-21 SY.**

Year 2 (2020-21) Actual

**Provide the result for the 2020-21 school year that directly ties back to the
established goal. If unable to report a result because of disruptions due to COVID-
19, please respond, "Unable to report".**

On Track?

Check one of the following:

Narrative

What data have you used to identify needs in this goal area? How is this data
disaggregated by student groups?
What strategies are in place to support this goal area?
(Narrative is required. 200 word limit.)

Do you have another Teacher Equity goal?

21. ## Teacher Equity Goal

Goal Statement

Copy the SMART goal statement from your plan implemented in the 2020-21 SY.

Baseline

Copy the baseline starting point from the Goal Statement of your plan implemented in the 2020-21 SY.

Year 2 (2020-21) Actual

Provide the result for the 2020-21 school year that directly ties back to the established goal. If unable to report a result because of disruptions due to COVID-19, please respond, "Unable to report".

On Track?

Check one of the following:

Narrative

What data have you used to identify needs in this goal area? How is this data disaggregated by student groups?
What strategies are in place to support this goal area?
(Narrative is required. 200 word limit.)

Do you have another Teacher Equity goal?

23. ## Teacher Equity Goal

Goal Statement

Copy the SMART goal statement from your plan implemented in the 2020-21 SY.

Baseline

Copy the baseline starting point from the Goal Statement of your plan implemented in the 2020-21 SY.

Year 2 (2020-21) Actual

Provide the result for the 2020-21 school year that directly ties back to the established goal. If unable to report a result because of disruptions due to COVID-19, please respond, "Unable to report".

On Track?

Check one of the following:

Narrative

What data have you used to identify needs in this goal area? How is this data disaggregated by student groups?
What strategies are in place to support this goal area?
(Narrative is required. 200 word limit.)

Do you have another Teacher Equity goal?

25. **Teacher Equity Goal**

Goal Statement

Copy the SMART goal statement from your plan implemented in the 2020-21 SY.

Baseline

Copy the baseline starting point from the Goal Statement of your plan implemented in the 2020-21 SY.

Year 2 (2020-21) Actual

Provide the result for the 2020-21 school year that directly ties back to the established goal. If unable to report a result because of disruptions due to COVID-19, please respond, "Unable to report".

On Track?

Check one of the following:

Narrative

What data have you used to identify needs in this goal area? How is this data disaggregated by student groups?
What strategies are in place to support this goal area?
(Narrative is required. 200 word limit.)

Do you have another Teacher Equity goal?

27. **Teacher Equity Goal**

Goal Statement

Copy the SMART goal statement from your plan implemented in the 2020-21 SY.

Baseline

Copy the baseline starting point from the Goal Statement of your plan implemented in the 2020-21 SY.

Year 2 (2020-21) Actual

Provide the result for the 2020-21 school year that directly ties back to the established goal. If unable to report a result because of disruptions due to COVID-19, please respond, "Unable to report".

On Track?

Check one of the following:

Narrative

What data have you used to identify needs in this goal area? How is this data
disaggregated by student groups?
What strategies are in place to support this goal area?
(Narrative is required. 200 word limit.)

Impacts from Distance Learning

**Briefly explain how you modified your strategies last school year because of
distance learning. List the strategies you weren't able to implement. What A&I-
related data were you unable to collect to document progress toward your goals?
How did those adjustments or lack of data inform your A&I planning for the 2021-22
school year?**

(Narrative is required. 200 word limit.)

6. Achievement & Integration - Racially Identifiable Schools

Name of Racially Identifiable School (RIS) 1

1. Racially Identifiable School (RIS) 1 Achievement Goal
2. Racially Identifiable School (RIS) 1 Integration Goal

Integration

**Please summarize the impact of the integration strategies implemented at your
racially identifiable school during the 2020-21 school year. In what ways have the
integration strategies increased racial and economic integration at that site?**

(Narrative is required. 200 word limit.)

4. Racially Identifiable School (RIS) 1 Teacher Equity Goal

Do you have another Racially Identifiable School?

Name of Racially Identifiable School (RIS) 2

7. Racially Identifiable School (RIS) 2 Achievement Goal
8. Racially Identifiable School (RIS) 2 Integration Goal

Integration

**Please summarize the impact of the integration strategies implemented at your
racially identifiable school during the 2020-21 school year. In what ways have the
integration strategies increased racial and economic integration at that site?**

(Narrative is required. 200 word limit.)

10. Racially Identifiable School (RIS) 2 Teacher Equity Goal

Do you have another Racially Identifiable School?

Name of Racially Identifiable School (RIS) 3

13. Racially Identifiable School (RIS) 3 Achievement Goal
14. Racially Identifiable School (RIS) 3 Integration Goal

Integration

Please summarize the impact of the integration strategies implemented at your racially identifiable school during the 2020-21 school year. In what ways have the integration strategies increased racial and economic integration at that site?

(Narrative is required. 200 word limit.)

16. Racially Identifiable School (RIS) 3 Teacher Equity Goal

Do you have another Racially Identifiable School?

Name of Racially Identifiable School (RIS) 4

19. Racially Identifiable School (RIS) 4 Achievement Goal
20. Racially Identifiable School (RIS) 4 Integration Goal

Integration

Please summarize the impact of the integration strategies implemented at your racially identifiable school during the 2020-21 school year. In what ways have the integration strategies increased racial and economic integration at that site?

(Narrative is required. 200 word limit.)

22. Racially Identifiable School (RIS) 4 Teacher Equity Goal

Do you have another Racially Identifiable School?

Name of Racially Identifiable School (RIS) 5

25. Racially Identifiable School (RIS) 5 Achievement Goal
26. Racially Identifiable School (RIS) 5 Integration Goal

Integration

Please summarize the impact of the integration strategies implemented at your racially identifiable school during the 2020-21 school year. In what ways have the integration strategies increased racial and economic integration at that site?

(Narrative is required. 200 word limit.)

28. Racially Identifiable School (RIS) 5 Teacher Equity Goal

Do you have another Racially Identifiable School?

Name of Racially Identifiable School (RIS) 6

31. Racially Identifiable School (RIS) 6 Achievement Goal
32. Racially Identifiable School (RIS) 6 Integration Goal

Integration

Please summarize the impact of the integration strategies implemented at your racially identifiable school during the 2020-21 school year. In what ways have the integration strategies increased racial and economic integration at that site?

(Narrative is required. 200 word limit.)

34. Racially Identifiable School (RIS) 6 Teacher Equity Goal

Do you have another Racially Identifiable School?

Name of Racially Identifiable School (RIS) 7

37. **Racially Identifiable School (RIS) 7 Achievement Goal**
38. **Racially Identifiable School (RIS) 7 Integration Goal**

Integration

Please summarize the impact of the integration strategies implemented at your racially identifiable school during the 2020-21 school year. In what ways have the integration strategies increased racial and economic integration at that site?

(Narrative is required. 200 word limit.)

40. **Racially Identifiable School (RIS) 7 Teacher Equity Goal**

Do you have another Racially Identifiable School?

Name of Racially Identifiable School (RIS) 8

43. **Racially Identifiable School (RIS) 8 Achievement Goal**
44. **Racially Identifiable School (RIS) 8 Integration Goal**

Integration

Please summarize the impact of the integration strategies implemented at your racially identifiable school during the 2020-21 school year. In what ways have the integration strategies increased racial and economic integration at that site?

(Narrative is required. 200 word limit.)

46. **Racially Identifiable School (RIS) 8 Teacher Equity Goal**

Do you have another Racially Identifiable School?

Name of Racially Identifiable School (RIS) 9

49. **Racially Identifiable School (RIS) 9 Achievement Goal**
50. **Racially Identifiable School (RIS) 9 Integration Goal**

Integration

Please summarize the impact of the integration strategies implemented at your racially identifiable school during the 2020-21 school year. In what ways have the integration strategies increased racial and economic integration at that site?

(Narrative is required. 200 word limit.)

52. **Racially Identifiable School (RIS) 9 Teacher Equity Goal**

Do you have another Racially Identifiable School?

Name of Racially Identifiable School (RIS) 10

55. **Racially Identifiable School (RIS) 10 Achievement Goal**
56. **Racially Identifiable School (RIS) 10 Integration Goal**

Integration

Please summarize the impact of the integration strategies implemented at your racially identifiable school during the 2020-21 school year. In what ways have the integration strategies increased racial and economic integration at that site?

(Narrative is required. 200 word limit.)

58. Racially Identifiable School (RIS) 10 Teacher Equity Goal

Do you have another Racially Identifiable School?

Name of Racially Identifiable School (RIS) 11

61. Racially Identifiable School (RIS) 11 Achievement Goal
62. Racially Identifiable School (RIS) 11 Integration Goal

Integration

Please summarize the impact of the integration strategies implemented at your racially identifiable school during the 2020-21 school year. In what ways have the integration strategies increased racial and economic integration at that site?

(Narrative is required. 200 word limit.)

64. Racially Identifiable School (RIS) 11 Teacher Equity Goal

Do you have another Racially Identifiable School?

Name of Racially Identifiable School (RIS) 12

67. Racially Identifiable School (RIS) 12 Achievement Goal
68. Racially Identifiable School (RIS) 12 Integration Goal

Integration

Please summarize the impact of the integration strategies implemented at your racially identifiable school during the 2020-21 school year. In what ways have the integration strategies increased racial and economic integration at that site?

(Narrative is required. 200 word limit.)

70. Racially Identifiable School (RIS) 12 Teacher Equity Goal

Do you have another Racially Identifiable School?

Name of Racially Identifiable School (RIS) 13

73. Racially Identifiable School (RIS) 13 Achievement Goal
74. Racially Identifiable School (RIS) 13 Integration Goal

Integration

Please summarize the impact of the integration strategies implemented at your racially identifiable school during the 2020-21 school year. In what ways have the integration strategies increased racial and economic integration at that site?

(Narrative is required. 200 word limit.)

76. Racially Identifiable School (RIS) 13 Teacher Equity Goal

Do you have another Racially Identifiable School?

Name of Racially Identifiable School (RIS) 14

79. Racially Identifiable School (RIS) 14Achievement Goal
80. Racially Identifiable School (RIS) 14Integration Goal

Integration

Please summarize the impact of the integration strategies implemented at your racially identifiable school during the 2020-21 school year. In what ways have the integration strategies increased racial and economic integration at that site?

(Narrative is required. 200 word limit.)

82. Racially Identifiable School (RIS) 14Teacher Equity Goal

Do you have another Racially Identifiable School?

Name of Racially Identifiable School (RIS) 15

85. Racially Identifiable School (RIS) 15Achievement Goal
86. Racially Identifiable School (RIS) 15Integration Goal

Integration

Please summarize the impact of the integration strategies implemented at your racially identifiable school during the 2020-21 school year. In what ways have the integration strategies increased racial and economic integration at that site?

(Narrative is required. 200 word limit.)

88. Racially Identifiable School (RIS) 15Teacher Equity Goal

Do you have another Racially Identifiable School?

Name of Racially Identifiable School (RIS) 16

91. Racially Identifiable School (RIS) 16Achievement Goal
92. Racially Identifiable School (RIS) 16Integration Goal

Integration

Please summarize the impact of the integration strategies implemented at your racially identifiable school during the 2020-21 school year. In what ways have the integration strategies increased racial and economic integration at that site?

(Narrative is required. 200 word limit.)

94. Racially Identifiable School (RIS) 16Teacher Equity Goal

Do you have another Racially Identifiable School?

Name of Racially Identifiable School (RIS) 17

97. Racially Identifiable School (RIS) 17Achievement Goal
98. Racially Identifiable School (RIS) 17Integration Goal

Integration

Please summarize the impact of the integration strategies implemented at your racially identifiable school during the 2020-21 school year. In what ways have the integration strategies increased racial and economic integration at that site?

(Narrative is required. 200 word limit.)

100. Racially Identifiable School (RIS) 17Teacher Equity Goal

Do you have another Racially Identifiable School?

Name of Racially Identifiable School (RIS) 18

103. Racially Identifiable School (RIS) 18Achievement Goal
104. Racially Identifiable School (RIS) 18Integration Goal

Integration

Please summarize the impact of the integration strategies implemented at your racially identifiable school during the 2020-21 school year. In what ways have the integration strategies increased racial and economic integration at that site?

(Narrative is required. 200 word limit.)

106. Racially Identifiable School (RIS) 18Teacher Equity Goal

Do you have another Racially Identifiable School?

Name of Racially Identifiable School (RIS) 19

109. Racially Identifiable School (RIS) 19Achievement Goal
110. Racially Identifiable School (RIS) 19Integration Goal

Integration

Please summarize the impact of the integration strategies implemented at your racially identifiable school during the 2020-21 school year. In what ways have the integration strategies increased racial and economic integration at that site?

(Narrative is required. 200 word limit.)

112. Racially Identifiable School (RIS) 19Teacher Equity Goal

Do you have another Racially Identifiable School?

Name of Racially Identifiable School (RIS) 20

115. Racially Identifiable School (RIS) 20Achievement Goal
116. Racially Identifiable School (RIS) 20Integration Goal

Integration

Please summarize the impact of the integration strategies implemented at your racially identifiable school during the 2020-21 school year. In what ways have the integration strategies increased racial and economic integration at that site?

(Narrative is required. 200 word limit.)

118. Racially Identifiable School (RIS) 20Teacher Equity Goal

Do you have another Racially Identifiable School?

Name of Racially Identifiable School (RIS) 21

121. Racially Identifiable School (RIS) 21Achievement Goal
122. Racially Identifiable School (RIS) 21Integration Goal

Integration

Please summarize the impact of the integration strategies implemented at your racially identifiable school during the 2020-21 school year. In what ways have the integration strategies increased racial and economic integration at that site?

(Narrative is required. 200 word limit.)

124. Racially Identifiable School (RIS) 21Teacher Equity Goal

Do you have another Racially Identifiable School?

Name of Racially Identifiable School (RIS) 22

127. Racially Identifiable School (RIS) 22Achievement Goal
128. Racially Identifiable School (RIS) 22Integration Goal

Integration

Please summarize the impact of the integration strategies implemented at your racially identifiable school during the 2020-21 school year. In what ways have the integration strategies increased racial and economic integration at that site?

(Narrative is required. 200 word limit.)

130. Racially Identifiable School (RIS) 22Teacher Equity Goal

Do you have another Racially Identifiable School?

Name of Racially Identifiable School (RIS) 23

133. Racially Identifiable School (RIS) 23Achievement Goal
134. Racially Identifiable School (RIS) 23Integration Goal

Integration

Please summarize the impact of the integration strategies implemented at your racially identifiable school during the 2020-21 school year. In what ways have the integration strategies increased racial and economic integration at that site?

(Narrative is required. 200 word limit.)

136. Racially Identifiable School (RIS) 23Teacher Equity Goal

Impacts from Distance Learning

Briefly explain how you modified your strategies last school year because of distance learning. List the strategies you weren't able to implement. What A&I-related data were you unable to collect to document progress toward your goals? How did those adjustments or lack of data inform your A&I planning for the 2021-22 school year?

(Narrative is required. 200 word limit.)