

Board Policy Adopted: March 19, 2024

Revised:

Laura Jeffrey Academy World's Best WorkForce Policy

I. PURPOSE

The purpose of this policy is to provide a framework to enable the school's administration, in cooperation with parents, teachers and community members, to adopt and implement a plan as required by the World's Best WorkForce (WBWF) legislation.

II. POLICY STATEMENT

Providing an education to Minnesota youth that leads to creating the World's Best WorkForce is a goal that must be addressed early in a child's life. To create the World's Best WorkForce, it is imperative that academic achievement gaps are closed among all racial and ethnic groups of students and between students living in poverty and not living in poverty, as well as English language learners and non-English language learners and for students who receive or do not receive special education services. The comprehensive strategic plan that Laura Jeffrey Academy creates will help ensure that all students reach desired outcomes.

III. REQUIREMENTS OF THE WORLD'S BEST WORKFORCE PLAN

A. GOAL AREAS: LJA's Focus

- a. Achievement Gap Closure [AGC]: All racial and economic achievement gaps between students are closed.
- B. Career and College Ready [CCR]: All students are career- and college-ready before graduating from high school.

B. Required Components

The plan must be designed to improve teaching and learning that is aligned to the World's Best WorkForce requirements. The plan must include the following components:

- a. Clearly defined general student achievement goals and benchmarks for instruction, and specific goals for:
 - i. Economically disadvantaged students, specifically students eligible for free or reduced price lunch;
 - ii. Students from historically underrepresented racial and ethnic groups;
 - iii. Students who qualify for special education services;
 - iv. English language learners under MN Stat. section 124D.59;
 - v. Other students categories as identified by the most recent census, including refugee status; immigrant status; and all students who are currently or were

previously in foster care. This is not the case if the number of students in any given category is insufficient to yield statistically reliable information.

b. A process to assess and evaluate each student's progress toward meeting state standards and to identify strengths and areas for improvement in instructional practices, assessment strategies and curriculum implementation.

c. A system to periodically review and evaluate the effectiveness of all instruction and curriculum, taking into account strategies and best practices, student outcomes, student access to effective teachers who are members of populations underrepresented among licensed teachers in the school and who reflect the diversity of enrolled students under MN Stat. section 120B.35, subdivision 3, paragraph (b), clause (2), and teacher evaluations under MN Stat. section 122A.40, subdivision 8, or 122A.41 subdivision 5.

d. Strategies for improving instruction, curriculum, and student achievement.

e. A process to examine the equitable distribution of teachers and strategies to ensure low-income and minority students are not taught at higher rates than other children by inexperienced, ineffective or out-of-field teachers.

f. Education effectiveness practices that integrate high-quality instruction, rigorous curriculum, technology, and a collaborative professional culture that develops and supports teacher quality, performance, and effectiveness, and

g. An annual budget so that the plan can be implemented.

C. Measures of Success

The plan will align curriculum and instruction so that students are college and career ready. The success of each plan will be measured by:

- a. The reduction of the academic achievement gap by student subgroup;
- b. Student performance on the MN Comprehensive Assessments;
- C. College and career readiness under MN Stat. section 120B.30 subdivision 1.

D. Adoption and Review of the Plan

a. Adoption: Laura Jeffrey Academy's Board will adopt a comprehensive, long-term strategic plan to support and improve teaching and learning that is aligned with creating the World's Best WorkForce.

b. Review of the Plan: Laura Jeffrey Academy's Board will hold an annual public meeting to review, and revise where appropriate, student achievement goals, assessment outcomes, plans, strategies, and practices for improving curriculum and instruction and cultural competency, and efforts to equitably distribute diverse, effective, experienced

and in-field teachers, and to review the school's success in realizing the previously adopted student achievement goals and related benchmarks and improvement plans leading to the World's Best WorkForce.

E. Publication and Dissemination of Plan

The Laura Jeffrey Academy will publish the WBWF Report on its website and share in an email message to its community. This report will contain all required elements listed consistent with MN Stat. section 120B.11. The Board will ensure the report is submitted to the Minnesota Department of Education and its authorizer by the published deadlines.

F. Survey Administration will periodically survey various stakeholder groups regarding their connection and satisfaction with the school. The Board will include results of surveys in the WBWF.

Report. IV. DEVELOPMENT OF THE PLAN

A. WBWF Advisory Committee

a. Role: LJA's Leadership Team shall establish an Advisory Committee to ensure stakeholder participation in developing the WBWF Annual and Strategic plan.

b. Advisory Committee Composition: This committee should, to the extent possible, include teachers, students, caregivers, paraprofessionals and other community members.

B. Implementation Team

LJA's Leadership Team shall establish a school level team to develop and implement strategies and practices to improve instruction, curriculum and cultural competencies. The team should include teachers and administrators and advise the board in areas of curriculum and instruction and aligned budget needs.

References:

MN Stat. section 124E.01

MN Stat. section 120B.11

MN Stat. section 120B.30

MN Stat. section 120B.35

Minnesota Student Succeeds Act