



Agenda
World's Best Workforce
and Achievement and
Integration Public
Meeting
Tuesday, November 26,
2024
5:30 PM

1. Presentation of World's Best Workforce and Achievement and Integration Reports
Speaker(s): Jake Von De Linde and Delon Smith



Roseville Area Schools

2023
2024

ANNUAL REPORT

SHARING PROGRESS WITH OUR FAMILIES AND COMMUNITY

A Message from Our Superintendent



We are pleased to share the 2023-2024 report on the progress and achievements of Roseville Area Schools! This report reflects our unwavering commitment to fostering a vibrant learning environment where every student is empowered to thrive. At the heart of our efforts is a focus on excellence, innovation, and equity in all we do.

- **Excellence:** We strive to provide rigorous, engaging learning experiences that inspire every student to reach their full potential and prepare for a bright future.
- **Innovation:** By embracing new ideas and approaches, we ensure our students are equipped with the skills and knowledge they need to succeed in an ever-changing world.
- **Equity:** We are committed to creating inclusive and supportive spaces where every learner feels valued and has access to the resources they need to succeed.

This report highlights our strategic goals and key strategies to achieve them. It also features Minnesota's World's Best Workforce goals and includes inspiring examples across our schools and programs, showcasing incredible work to ensure all students succeed.

Thank you for your continued partnership in building an educational environment where every student is cared for, seen, and supported. Together, we are creating opportunities for all students to thrive.

In Partnership,
Dr. Jenny Loeck
Superintendent

Our Mission



*Excellence,
Innovation & Equity
in All We Do*

Our Vision



Each learner experiences a sense of belonging and a joy of learning, is inspired and prepared to reach their potential, and contributes to our communities.

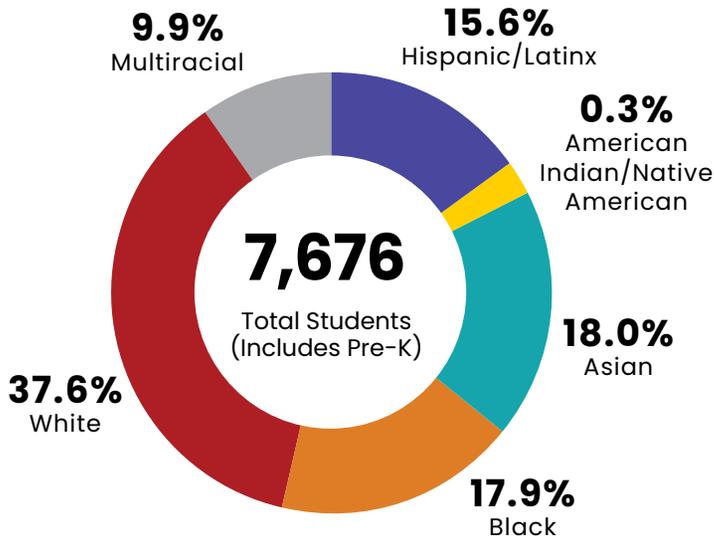
Our Equity Vision



Roseville Area Schools is committed to ensuring an equitable and respectful learning environment for every student, family, and staff member regardless of race, gender, gender identity, sexual orientation, socioeconomic status, ability, home or first language, religion, national origin, age, and physical appearance.

BY THE NUMBERS

STUDENTS



STUDENTS BY HOME LANGUAGE

% of students who speak a language other than English at home: **36%**

Top 5 home languages (other than English):



1. Spanish
2. Hmong
3. Somali
4. Karen
5. Nepali

ACHIEVEMENT



2023 Graduation Rate: **89.6%**
 2024 MCA Reading Proficiency: **45.7%**
 2024 MCA Math Proficiency: **37.9%**
 2024 Average ACT Composite: **20**
 2024 Advanced Placement Exams: **610** students participated

EARLY CHILDHOOD

Total Early Childhood Family Education and Pre-K enrollment: **550 students**
 Students receiving Early Childhood Special Education services: **168**
 Students receiving Early Childhood Screening services: **530**

BUDGET

Budgeted General Operating Fund: **\$125 million**
 Basic per pupil state funding: **\$7,138**
 Local revenue sources: **\$33.4 million** (primarily from local property taxes)
 Sources of funding: Local **20%**, State **72%**, Federal **8%**

NUTRITION SERVICES



School day breakfasts served (2023-2024): **391,2295**
 School day lunches served: **884,049**
 "Super Snacks" served: **92,985**

EDUCATIONAL BENEFITS

(Cost-saving opportunities for qualifying families)

% of students who qualify: **51%**



TRANSPORTATION

Students transported daily: **5,500+**
 Number of bus stops: **789**

SPECIALIZED PROGRAMS

English language learners: **1,413**
 Students receiving special education services: **1,548**
 Students receiving Advanced Academic Talent Development services: **1,035**

AVERAGE DAILY

ATTENDANCE: 68.6%
 (compared to the state average of 74.5%)

WORLD'S BEST WORKFORCE

These goal areas are established by the state of Minnesota, which school districts are required to address in an annual report.

World's Best Workforce Areas	2023-2024 Roseville Area Schools' World's Best Workforce Goals	2023-2024 Roseville Area Schools Results	Examples of Strategies to Achieve Goals
All Children are Ready for School	The number of Pre-K students eligible for kindergarten in fall 2024 who score 13 or higher in the myIGDIs rhyming assessment will increase from 48% in spring 2023 to 60% in spring 2024.	Did not meet, 40% of students scored a 13 or higher	<ul style="list-style-type: none"> Aligned with kindergarten by using purposeful play to practice developmental skills Implemented TS Gold to assess growth and guide interventions through PLCs Supported social-emotional development with Second Step curriculum and Pyramid Model interventions Used LETRS and Heggerty to enhance phonological awareness and skills
All 3rd Graders Can Read at Grade Level	The percentage of all students enrolled in third grade will increase proficiency on the MCA reading test from 42.7% in 2023 to 48.0% in 2024.	Did not meet; student proficiency increased to 44.0%	<ul style="list-style-type: none"> Invested heavily in best practices elementary reading curriculum focused on science of reading and structural literacy Trained nearly all K-4 teachers in science of reading and structured literacy practices K-4 teachers completed over 150 hours of LETRS training over two years Supported literacy intervention staff through Alternative Delivery of Specialized Services (ADSIS) with approximately \$1 million
All Racial and Economic Achievement Gaps Between Students are Closed	<p>Math: The racial disparity in math proficiency rates on the Minnesota Comprehensive Assessment (MCA) test for students districtwide (grades 3-11) between Black and White students will decrease by 6 percentage points, from a 39% gap in 2023 to a 33% gap in 2024.</p> <p>Reading: The racial disparity in reading proficiency rates on the MCA test for students districtwide (grades 3-10) between Hispanic and White students will decrease by 6 percentage points, from a 42% gap in 2023 to a 36% gap in 2024.</p>	<p>Math: Did not meet; decreased to 38%</p> <p>Reading: Did not meet; increased to 44%</p>	<ul style="list-style-type: none"> Recognized reading as a social justice issue Expected long-term gains in literacy and math from new strategies Launched first year of reading changes, with proficiency gains anticipated in 2-3 years as younger students advance to MCA testing in grade 3 Offered Cognitively Guided Instruction (CGI) in K-8 to deepen student-centered math skills Conducted K-8 math and reading screenings three times annually, with targeted student support Held Coaching for Equity book study for site administrators and ATPPS lead teachers
All Students Graduate from High School	The percentage of the All Students group in Roseville Area Schools who graduate in 4 years will increase from 85.2% in 2022 to 90% in 2024.	In progress; 2023 Graduation Percentage was 89.6%	<ul style="list-style-type: none"> Established the AVID program in grades 5-12 across all schools, with plans to expand to elementary grades over the coming years Integrated AVID WICOR strategies—Writing, Inquiry, Collaboration, Organization, and Reading—into School Improvement Plans Continued advancing our Grading for Equity professional development and practices in grades 7-12
All Students are Ready for Career and College	The district-wide average ACT composite score for all tested students on district contract days will increase from 18.9 in 2023 to 19.0 in 2024.	Goal met; Composite score for 2024 was 20.0	<ul style="list-style-type: none"> Implemented Xello, an online college and career readiness pathway program in grades 9-12 Expanded career readiness pathways and course options at the secondary level Offered certifications in various fields for high school students Enabled students to earn college credit through Advanced Placement, Concurrent Enrollment, College in the Schools, and Post-Secondary Education Options

OVERVIEW: GOALS & KEY STRATEGIES

#1

Our graduates are prepared to achieve their goals and aspirations.

- ▶ Ensure students are college- and career-ready
- ▶ Deliver a challenging, joyful, and safe learning environment
- ▶ Deliver innovative, effective practices and systems

#2

Our learners contribute to an equitable, caring society.

- ▶ Cultivate student engagement and joy in learning
- ▶ Support learner resiliency (student social and emotional learning and mental health)
- ▶ Amplify student leadership and voice in decision-making
- ▶ Prepare learners to be racially and socially responsive

#3

We are a culturally responsive, inclusive, anti-racist district.

- ▶ Ensure educator commitment to anti-racist practices
- ▶ Hire and retain a diverse workforce
- ▶ Develop equitable leaders
- ▶ Develop a culturally responsive evaluation system
- ▶ Build a culture of belonging where all feel welcome, included, and safe

#4

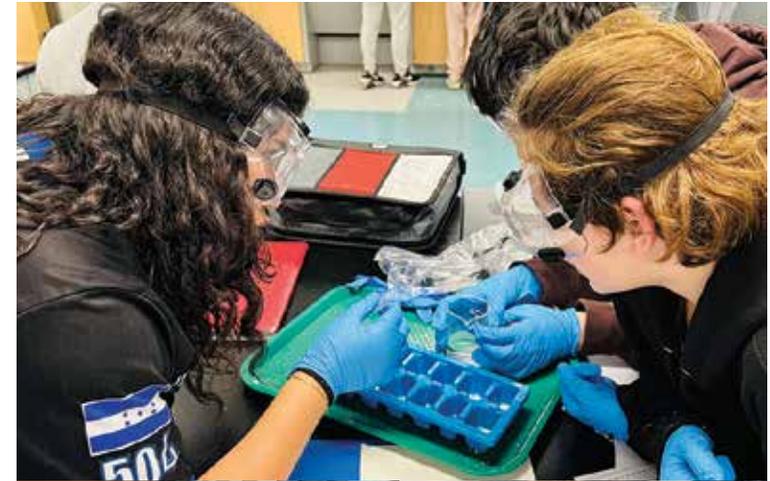
The community is united behind meeting student needs.

- ▶ Partner with families and the community to support student success
- ▶ Build a culture of belonging

#5

We are financially secure.

- ▶ Cultivate and maintain community trust
- ▶ Secure and allocate financial resources to support the district's mission and vision



Goal

#1

Our graduates are prepared to achieve their goals and aspirations.



Key Strategy: Ensure students are college- and career-ready

Roseville Area Schools' AVID program, which is expanding to Pre-K through grade 12 by 2027, prepares students for success in college, careers, or trades. Focused on equity, it fosters academic, organizational, and life skills while ensuring all students thrive in a respectful, inclusive environment, guided by the district's commitment to equity and lifelong success.

Key Strategy: Deliver a challenging, joyful, and safe learning environment

In Roseville Area Schools, mentor-mentee relationships thrive as older students guide younger peers, fostering leadership, empathy, and inspiration. These partnerships build confidence, encourage mutual learning, and create a supportive community where shared experiences strengthen connections and growth for all.



Key Strategy: Deliver innovative, effective practices and systems

Roseville Area Schools implemented a Science of Reading-based curriculum for all students in grades K-6 that incorporates the Minnesota academic standards for English Language Arts.



“ I believe that we are at an important moment in education where science and research have the potential to transform the way we teach kids to read. We are so lucky in Roseville to have been given both the foundational knowledge we need and also to have chosen new curricula that align with the science. ”

— Brandon Button, Equity Advancement Literacy Lead

★ STRATEGIC PLAN IN ACTION ★

RAHS chemistry students visited Emmet D. Williams Elementary to work with 4th grade students. The RAHS students had the opportunity to try teaching science as a possible career choice while EDW students, in turn, worked on experiments that align with the science standards.



Goal #2

Our learners contribute to an equitable, caring society.



Key Strategy: Amplify student leadership and voice in decision-making

At Edgerton Elementary, a 5th-grade student planning committee demonstrated exceptional leadership by organizing the first annual Edgerton Stories event. Meeting weekly as a “lunch bunch,” they prioritized inclusivity and diverse perspectives, creating cultural stations to celebrate their community.



Key Strategy: Cultivate student engagement and joy in learning

Harambee Elementary, an environmental sciences-focused school, hosts family events in the school's Nature Play Area so families can join in the joy of outdoor fun and exploration. These events, featuring activities like mud kitchens and creative play in an outdoor playhouse, highlight the many ways students engage with this unique space year-round.

Key Strategy: Support learner resiliency

Roseville Area Schools launched a new initiative, partnering with an outside agency to provide in-school mental health therapy. This initiative addresses rising student mental health challenges, removes barriers to care for families, and supports attendance and learning by meeting students' mental health needs directly at school.



Key Strategy: Prepare learners to be racially and socially responsive

Superintendent Jenny Loeck and Executive Director of Student Services Niceta Thomas invited four AVID seniors from Roseville Area High School to share their experiences and insights with community audiences, including the Rotary Club of Roseville, the Roseville Area Optimist Club, and the Association of Metropolitan School Districts. The students delivered powerful presentations, eloquently addressing the strategic plan's goal areas 1-4 and highlighting how Roseville Area Schools have positively impacted their educational journeys.

Goal #3 We are a culturally responsive, inclusive, anti-racist district.

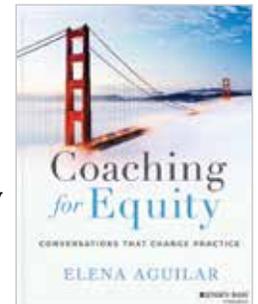


Key Strategy: Hire and retain a diverse workforce

The Future-Oriented Community of United Support (FOCUS) is a program designed to support BIPOC (Black, Indigenous, and People of Color) educators in Roseville Area Schools by addressing inequities, fostering systemic change, and empowering collective advocacy. Through the Teacher Mentorship & Retention of Effective Teachers (TMRG) grant, the initiative prioritizes the retention of BIPOC teachers in Roseville Area Schools. FOCUS is building an intra-district network of BIPOC educators, with an emphasis on professional development and self-care.

Key Strategy: Develop equitable leaders

Over two years, administrative leaders in Roseville Area Schools conducted a book study using *Coaching for Equity* by Elena Aguilar to develop principals and administrators in Roseville Area Schools as equitable leaders. The study empowered leaders to engage in purposeful conversations, build trust, and develop skills as equity coaches. Leaders also learned how to implement strategies for disrupting inequities and creating inclusive, thriving school environments.



Key Strategy: Ensure educator commitment to anti-racist practices

To address racial disparities, Roseville Area Schools is aligning systems to student needs through AVID Elementary, K-6 English Language Arts curriculum, equitable grading practices, science-based reading instruction, and training Raider Support staff on hidden biases and culturally responsive practices, fostering new learning and sustained implementation of equitable practices.

★ STRATEGIC PLAN IN ACTION ★



Roseville Area Schools' back-to-school workshop for all staff highlighted Native American culture with keynote speaker Dr. Anton Treuer (pictured), a professor of Ojibwe at Bemidji State University and noted author, and facilitator Odia Wood-Krueger, the author of *A Guide to Reliable Native American-Related Teaching Resources*. This event equipped educators with culturally responsive tools to foster inclusivity and honor the diverse histories and experiences of Native American communities.

Goal #3 We are a culturally responsive, inclusive, anti-racist district.

Key Strategy: Build a culture of belonging where all feel welcome, included, and safe

Roseville Area Schools is committed to improving language access, ensuring families can actively engage in their students' learning. Following a language audit and gap analysis in fall 2023, the district is implementing sustainable processes and procedures based on recommendations to better meet the language needs of parents and guardians.

The freedom to express oneself through language is a fundamental human right.



★ STRATEGIC PLAN IN ACTION ★



To ensure families have easy access to important news and information about their student's education, Roseville Area Schools has upgraded to a new website platform and a new newsletter system. Both platforms include translation features to better serve our diverse community.



Key Strategy: Develop a culturally responsive evaluation system

As an anti-racist school district, Roseville Area Schools desires an evaluation tool that measures the effectiveness of the district's strategic plan anti-racist work in the classroom. Guided by our strategic plan, the Teacher Evaluation Committee will phase work over two years, including system review, national research, and implementing improvements in collaboration with stakeholders to enhance teacher evaluations and support student success.

Goal #4 The community is united behind meeting student needs.

Key Strategy: Partner with families and the community to support student success

Superintendent Jenny Loeck is partnering with Do Good Roseville founder Kathy Ramundt to lead the Community Advisory Council, a group dedicated to fostering strong relationships and partnerships between the school district and the community. A healthy partnership is vital to ensuring the success and well-being of our students and staff, as it encourages collaboration, understanding, and shared responsibility in addressing challenges and creating opportunities for growth.



The members of the Community Advisory Council meeting at Autumn Grove Park in Roseville

★ STRATEGIC PLAN IN ACTION ★

Roseville Area Schools values strong relationships with community businesses, organizations, and individuals who support our students. From volunteers who read, play games, and knit hats, to organizations promoting voting, addressing food needs, and funding scholarships, we are deeply fortunate for the shared commitment to enriching the lives of our learners.



Key Strategy: Build a culture of belonging

Roseville Area Schools' Choose Roseville initiative highlights our commitment to equity and excellence, encouraging staff and families to select Roseville as their district. Guided by our equity vision,



we prioritize supporting all students and families through intentional actions, fostering an inclusive environment where every learner thrives and feels valued daily.

Goal #5 We are financially secure.

Key Strategy: Cultivate and maintain community trust

Our district is deeply committed to sustainable practices, as demonstrated by Roseville Area Schools and Roseville Area High School being honored as the first district and school in Minnesota to receive the Minnesota GreenStep recognition. This achievement was spearheaded by the RAHS Students for Climate Action group, whose passion for environmental sustainability inspired the district's leadership.

“We are incredibly proud of our students' leadership and commitment to creating a greener future.”

— Dr. Jenny Loeck, Superintendent, Roseville Area Schools



Members of RAHS Students for Climate Action attended a Roseville Area School Board meeting and were recognized for their work on the GreenStep award.

★ STRATEGIC PLAN IN ACTION ★

At Fairview Alternative High School, students explore real-world climate change solutions, using data from the school's solar panels to track energy generation and CO2 emissions saved.

In 2024, the entire school learned about how their building uses renewable solar energy. Principal Laura Freer praised the initiative:

“Our students are developing creative, data-driven solutions that inspire meaningful change.”



Key Strategy: Secure and allocate financial resources to support the district's mission and vision

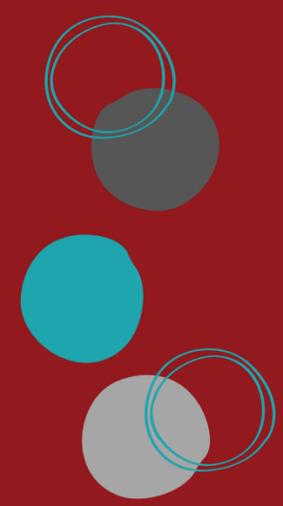
In a school district budget, the fund balance is the surplus of funds remaining after all expenses are paid, serving as a financial cushion to cover unexpected costs or revenue shortfalls. Roseville Area Schools is committed to continuing to grow its fund balance to ensure it can continue to support students and staff in times of uncertainty.





Roseville Area Schools Accountability Reports

- ▶ **Achievement Report:** <https://bit.ly/623AchievementReport>
- ▶ **Program Participation Report:** <https://bit.ly/623ProgramParticipation>
- ▶ **Graduation and Post-Secondary Report:** <https://bit.ly/623GraduationReport>
- ▶ **College and Career Readiness Report:** <https://bit.ly/623CollegeCareerReadiness>
- ▶ **School Climate Report:** <https://bit.ly/623SchoolClimateReport>
- ▶ **Staff Diversity Report:** <https://bit.ly/StaffingDiversityReport>
- ▶ **Enrollment and Demographic Report:** <https://bit.ly/EnrollmentDemographic>



ROSEVILLE AREA SCHOOLS

Achievement & Integration Plan Progress Report

November 26, 2024



Roseville Area Schools

MISSION

Excellence, Innovation & Equity in All We Do

Each learner experiences a sense of belonging and a joy of learning, is inspired and prepared to reach their potential, and contributes to our communities.

EQUITY VISION

Roseville Area Schools is committed to ensuring an equitable and respectful learning environment for every student, family, and staff member regardless of race, gender, gender identity, sexual orientation, socioeconomic status, ability, home or first language, religion, national origin, age, and physical appearance.

VISION

GOALS & KEY STRATEGIES

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- Ensure students are college- and career-ready
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- Deliver innovative, effective practices and systems

#2

Our learners contribute to an equitable, caring society.

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- Amplify student leadership and voice in decision-making
- Prepare learners to be racially and socially responsive

#3

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- Ensure educator commitment to anti-racist practices
- Hire and retain a diverse workforce
- Develop equitable leaders
- Develop a culturally responsive evaluation system
- Build a culture of belonging where all feel welcome, included, and safe

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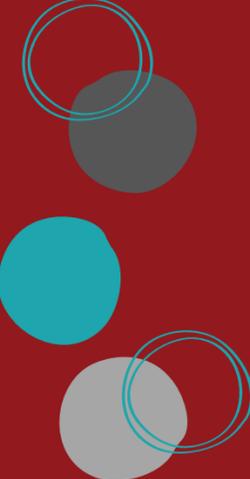
- Cultivate and maintain community trust
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Achievement & Integration Plan

July 1, 2023 - June 30, 2026

The Achievement and Integration (A&I) for Minnesota program supports the pursuit of racial and economic integration, increased student achievement, the creation of equitable educational opportunities, and the reduction of academic disparities based on students' diverse racial, ethnic, and economic backgrounds in Minnesota public schools.





Achievement and Integration Plans must contain three types of goals, at least one for each of the following:

- Reducing the disparities in academic achievement among all students and specific categories of students excluding the categories of gender, disability, and English learners
- Reducing the disparities in equitable access to effective and more diverse teachers among all students and specific categories of students excluding the categories of gender, disability, and English learners
- Increasing racial and economic integration

Achievement & Integration Plan

July 1, 2023 – June 30, 2026

Goal #1

Increase the overall reading proficiency rate for BIPOC students in grades 3-6, from 37.4% in 2022 to 53.2% in 2026, as measured by the MCA-III reading test

Progress Update

2024 proficiency rate: **31.0%**
(2023: 34.3%)

Achievement & Integration Plan

July 1, 2023 - June 30, 2026

Goal #2

Decrease the flat growth of Native American students in grades 2-6, on FAST Reading test from 38% in 2022 to 29% in 2026

Progress Update

2024 flat growth: **17%**
(2023: 33%)

Achievement & Integration Plan

July 1, 2023 – June 30, 2026

Goal #3

Students will self-report a 10% increase (from 2023 baseline to 2026 data), in their experience of teacher equitable practices and culture of equity in their classrooms on the annual SEL and Equity Student Survey.

Progress Update

2024 Baseline Data - Elementary
Teacher Equitable Practices: **3.04**
Culture of Equity: **3.25**

2024 Baseline Data - Secondary
Teacher Equitable Practices: **2.83**
Culture of Equity: **2.97**

Achievement & Integration Plan

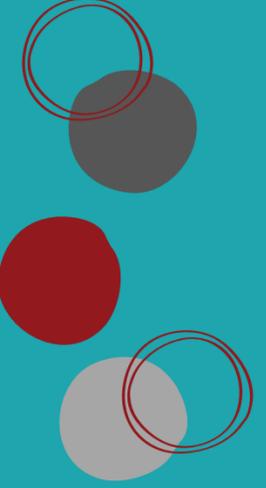
July 1, 2023 – June 30, 2026

Goal #4

Increase students' access
to the number of racially
and ethnically diverse
teachers from 12% in 2023
to 17% in 2026

Progress Update

Teachers of color: **15.17%**
(2023: 14.8%)



Racially Identifiable Schools

Racially Identifiable Schools (RIS) are schools whose BIPOC student population is at least 20 percentage points higher than the district as a whole.

- **District: 62.4%**
- **Harambee: 80.8%**
- **Edgerton: 85.7%**

Achievement & Integration Plan

July 1, 2023 - June 30, 2026

RIS Goal #1

Decrease the overall average percentage of flat growth for BIPOC students in grades 2-6 (as measured by the FAST reading assessment) at Edgerton (from 16.5% to 8%) and Harambee (21% to 10%) by 2026

Progress Update

2024 Edgerton flat growth: **18%**
(2023: 16%)

2024 Harambee flat growth: **22%**
(2023: 16%)

Achievement & Integration Plan

July 1, 2023 - June 30, 2026

RIS Goal #2

Increase the enrollment at Edgerton Elementary from 450 students to 490 students, and Harambee Elementary from 270 students to 330 students by 2026

Progress Update

2024 Edgerton: **389**
(2023: 404)

2024 Harambee: **265**
(2023: 272)

Achievement & Integration Plan

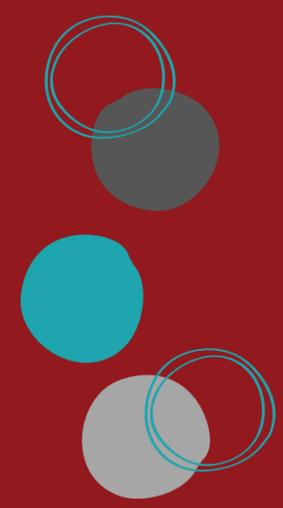
July 1, 2023 - June 30, 2026

RIS Goal #3

Edgerton and Harambee students will self-report a 10% increase on the student survey, from 2023 baseline year data to 2026 data, in response to teacher equitable practices in their classrooms.

Progress Update

Social Emotional Learning and Equity Survey data for individual schools is still being generated.



Questions?