**Endazhi-Nitaawiging   
School Board Policies & Procedures Manual  
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| **106- WORLD’S BEST WORKFORCE** |

**I. PURPOSE**

A. In accordance with Minnesota Statutes, Chapter 120B.11, the Endazhi-Nitaawiging Board of Directors, at a public meeting, 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. Minnesota schools strive to provide the best educational opportunities for all children.

Providing an education to Minnesota youth that leads to creating the world’s best

workforce is a goal that must be addressed early in every child’s life. Students are more

likely to reach this goal if they are ready for school upon entering kindergarten; achieve

grade level literacy by grade three; graduate from high school and attain career and

college readiness.

C. In order 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 for English

language learners and non-English language learners and for students who receive or

do not receive special education services.

D. Endazhi-Nitaawiging’s comprehensive strategic is intended to serve as a foundational document to align educational initiatives that serve to ensure reaching intended student outcomes in all grades, and will be attached as an addendum to the policy.

**II. DEFINITIONS**

A. "Instruction" means methods of providing learning experiences that enable a student

to meet state and school academic standards and graduation requirements.

B. "Curriculum" means school adopted programs and written plans for providing students with learning experiences that lead to expected knowledge and skills and career and college readiness.

C. "World's Best Workforce" means striving to: meet school readiness goals; have all

third grade students achieve grade-level literacy; close the academic achievement gap

among all racial and ethnic groups of students and between students living in poverty

and students not living in poverty; have all students attain career and college readiness

before graduating from high school, and have all students graduate from high school.

**III. GENERAL STATEMENT OF POLICY**

A. Performance measures used to determine school and school site progress in

striving to create the world's best workforce must include at least:

1. Student performance on the National Association of Education Progress;

2. The size of the academic achievement gap by student subgroup;

3. Student performance on the Minnesota Comprehensive Assessments;

4. High school graduation rates; and

5. Career and college readiness under Minnesota Statutes, Chapter 120B.30,

Subdivision 1.

B. The Endazhi-Nitaawiging School Board, at a public meeting, 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 and includes:

1. Clearly defined school site goals and benchmarks for instruction and

student achievement for all student subgroups identified in Minnesota Statutes,

Chapter 120B.35, Subdivision 3, Paragraph (b), Clause (2);

2. A process for assessing and evaluating each student's progress toward meeting

state and local academic standards and identifying the strengths and weaknesses

of instruction in pursuit of student and school success and curriculum affecting

students' progress and growth toward career and college readiness and leading to

the world's best workforce;

3. A system to periodically review and evaluate the effectiveness of all instruction and

curriculum, taking into account strategies and best practices, student outcomes,

school principal evaluations under Chapter 123B.147, Subdivision 3, and teacher

evaluations under Chapter 122A.40, Subdivision 8, or 122A.41, Subdivision 5;

4. Strategies for improving instruction, curriculum, and achievement;

5. 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

6. An annual budget for continuing to implement the school plan.

**IV. ADVISORY COMMITTEE**

. The Endazhi-Nitaawiging School Board will establish an advisory committee to ensure active community participation in all phases of planning and improving the instruction and

curriculum affecting state and school academic standards, consistent with Subdivision

2.

1. The Endazhi-Nitaawiging advisory committee, to the extent possible, will reflect the diversity of EN and its school site, and will include teachers, parents, support staff, students, and other community residents.

2. Endazhi-Nitaawiging may establish site teams as subcommittees of the advisory committee under Subdivision 4.

3. The school advisory committee will recommend to the school board rigorous

academic standards, student achievement goals and measures consistent with

Subdivision 1a and Chapter 120B.022, Subdivision 1, paragraphs (b) and (c), and

120B.35, assessments, and program evaluations.

4. School sites may expand upon evaluations of instruction, curriculum,

assessments, or programs. Whenever possible, parents and other community

residents will comprise at least two-thirds of advisory committee members.

B. Additionally, the building may establish a site team to develop and implement

strategies and education effectiveness practices to improve instruction, curriculum, and

student achievement at the school site, consistent with Subdivision 2.

1. The team advises the board and the advisory committee about developing the

annual budget and revising an instruction and curriculum improvement plan that

aligns curriculum, assessment of student progress and growth in meeting state and

school academic standards, and instruction.

**VI. Report**

A. Consistent with requirements for school performance reports under Chapter 120B.36,

Subdivision 1, the School Board will publish a report in the local newspaper with the

largest circulation in the school, by mail, or by electronic means on the school website.

B. The School Board will hold an annual public meeting to review, and revise where

appropriate, student achievement goals, local assessment outcomes, plans, strategies,

and practices for improving curriculum and instruction, and to review school success in

realizing the previously adopted student achievement goals and related benchmarks

and the improvement plans leading to the world's best workforce.

C. The School Board must transmit an electronic summary of its report to the

commissioner in the form and manner the commissioner determines.

**VII. PERIODIC REPORT**

Endazhi-Nitaawiging will periodically survey affected constituencies about their connection to and level of satisfaction with school. The school will include the results of this evaluation in the summary report required under Chapter VI.C. above.

***Legal References:***

Minnesota Statutes, Chapter 120B.022 (Elective Standards)

Minnesota Statutes, Chapter 120B.11 (Striving for the World’s Best Workforce)

Minnesota Statutes, Chapter 120B.30 (Statewide Testing and Reporting System)

Minnesota Statutes, Chapter 120B.35 (Academic Achievement and Growth)

Minnesota Statutes, Chapter 122A.40 (Employment; Contracts; Termination)

Minnesota Statutes, Chapter 122A.41 (Teacher Tenure Act; Cities of the First Class;

Definitions)

Minnesota Statutes, Chapter 123B.147 (Principals)

***Cross References:***

Policy #203-Budget

Policy #328-Development of Parental Involvement for Title I Programs

Policy #613-Curriculum and Instructional Goals

Policy #614-Curriculum Development   
 ***Adopted***: **July 27th, 2022**