



World's Best Workforce (WBWF) - Spero Academy- 2022-2023

What is the World's Best Workforce?

The World's Best Workforce (WBWF) was developed in 2013 ([Minnesota Statutes, section 120B.11](#)) to ensure that school districts and charter schools in Minnesota enhance student achievement through teaching and learning support. School boards that govern districts and charter schools are required to develop comprehensive, long-term strategic plans that address the following five WBWF goals:

- All children are ready for school.
- All third-graders can read at grade level.
- All racial and economic achievement gaps between students are closed.
- All students are ready for career and college.
- All students graduate from high school.

MDE Overview Document:  What is World's Best Workforce (WBWF) 062321.pdf

How does Spero use WBWF?

- Spero Academy aligns the World's Best Workforce Strategic plan with Spero Academy's Board of Directors 5 year Strategic Plan. (Spero Academy's current strategic plan time frame- 2019-2024)
- Spero uses these goals to guide our programming in the areas of:
 - Professional development
 - Curriculum
 - Assessment
 - Student support services
 - Teacher Development/ Evaluation planning and programming
 - Teacher retention programming

How Spero Uses Personalized Learning Plans (PLPs):

At the core, a Personalized Learning Plan is a measurable long-term academic growth target — one that is set by the teacher at the beginning of the year. The principal areas we observe are literacy, mathematics, social and emotional growth. By discovering a baseline for each student we are able to assess areas that can be improved. These areas directly reflect a student's areas of greatest need in order to foster the very best route to success.

What Informs Personalized Learning Plans (PLPs)?

Teachers at Spero perform district assessments at least twice per year, once in the fall and once in the spring.

Our Literacy district/ State assessments include:

- NWEA (Northwest Evaluation Association), also called MAP (Measures of Academic Progress)
- The Whole to Part
- Spero Academy Emergent Literacy Assessment
- Spero Academy Developmental Literacy Inventory
- Minnesota Comprehensive Assessment (MCA)
- Minnesota Test of Academic Skills (MTAS)

Our math district assessments include:

- NWEA (Northwest Evaluation Association), also called MAP (Measures of Academic Progress)
- Spero Academy Mathematics Inventory
- Spero Academy Developmental Mathematics Inventory

Social and Emotional Checklists:

Teachers at Spero perform skills checklists throughout the school year. Students who qualify for social, emotional, regulation, or behavior services through the IEP process are assessed on their social and emotional skills during evaluations, IEPs, and during progress reporting. These skills checklists are widely used by our staff and therapists to determine classroom supports that are needed. Teachers and therapists determine which skills assessments best meet the needs of their classroom and students.

Some skills checklists used are:

- Autism checklists
- Developmental Inventories
- Early Childhood Indicators of Progress
- Social Skills Inventories
- Functional Communication Inventories
- Behavior Rating Scales

District Advisory Committee Members - Accountability Committee:

Stacey Monson- Community Member, Previous Spero Academy Parent, Assistant Board Chairperson

Susan Scheller- Spero Academy Academic Director and Board Representative

Katie Rose Kammerude- Spero Academy Special Education Teacher and Board Member

Brittany Crouse - Spero Academy Academic Coordinator and Committee Member

Hannah Miller - Spero Academy Special Education Coordinator

Cassie Westerhaus-Rauworth - Spero Academy Special Education Teacher and Board Member

Alex Becerra - Spero Academy Principal

World's Best Workforce Goals And Progress - 2022-2023

WBWF Goal Area 1: All Students Ready for School

This first goal addresses our incoming Kindergarten students and their preparedness for learning in the school environment. One of the biggest factors in whether a student is ready for school is their emergent literacy development. The WBWF advisory committee would like to prioritize our kindergarten students' literacy skills in order to ensure they are school-ready.

All Students Ready for School

Goal	Result	Goal Status
Provide the established SMART goal for the 2022–23 SY. 70% of kindergarten students will meet their Personalized Learning Plan (PLP) goal in the area of Literacy by the end of the 2022-2023 school year	Provide the result for the 2022–23 SY that directly ties back to the established goal. 50% of kindergarten students district-wide met their PLP literacy goal on their Personalized Learning Plan at the end of the 2022-2023 school year.	<i>Check one of the following:</i> <input checked="" type="checkbox"/> On Track (multi-year goal) <input type="checkbox"/> Not On Track (multi-year goal) <input type="checkbox"/> Goal Met (one-year goal) <input type="checkbox"/> Goal Not Met (one-year goal) <input type="checkbox"/> Met All (multiple goals) <input type="checkbox"/> Met Some (multiple goals) <input type="checkbox"/> Met None (multiple goals)

WBWF Goal Area 2: All Students in Third Grade Achieving Grade-Level Literacy

This second goal addresses our third grade students' literacy achievement. Third grade is a pivotal point in a child's literacy development. According to the MN Common Core State Standards, students should be fluent readers by third grade in order to access grade level standards. This is commonly known as the point when students stop learning to read and begin reading to learn. Since Spero Academy serves a unique population of students with diverse learning needs, we adapt and modify the standards to meet students where they are at within their literacy development. Therefore, our goal takes a more individualized approach

All Students in Third Grade Achieving Grade-Level Literacy.

Note: Due to legislative changes, Third Grade Literacy will not be a WBWF goal area beginning with the 2023-24 school year.

Goal	Result	Goal Status
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<p>Provide the established SMART goal for the 2022–23 SY.</p> <p>70% of students in 3rd grade will meet their Personalized Learning Plan (PLP) Goals in the area of Literacy by the end of the 2022-2023 school year.</p>	<p>Provide the result for the 2022–23 SY that directly ties back to the established goal.</p> <p>70% of 3rd grade students district-wide met their PLP literacy goal on their Personalized Learning Plan at the end of the 2022-2023 school year.</p>	<p><i>Check one of the following:</i></p> <p><input type="checkbox"/> On Track (multi-year goal)</p> <p><input type="checkbox"/> Not On Track (multi-year goal)</p> <p><input checked="" type="checkbox"/> Goal Met (one-year goal)</p> <p><input type="checkbox"/> Goal Not Met (one-year goal)</p> <p><input type="checkbox"/> Met All (multiple goals)</p> <p><input type="checkbox"/> Met Some (multiple goals)</p> <p><input type="checkbox"/> Met None (multiple goals)</p>
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WBWF Goal Area 3: **Close the Achievement Gap Between Students**

It is not possible to compare growth in proficiency between students with disabilities and students without disabilities, given Spero Academy's enrollment. Therefore we examined the achievement gap between our students who have more profound educational delays who are eligible to take the MTAS and those students with less significant educational delays who take the MCAs.

Close the Achievement Gap(s) Between Student Groups

Goal	Result	Goal Status
<p>Provide the established SMART goal for the 2022–23 SY.</p> <p>Students who take the literacy MCA's and are enrolled for at least half the school year will increase their proficiency from 10% in 2022 to 30% in 2023.</p> <p>Students who take the literacy Alternate MCA and are enrolled for at least half of the school year will increase their proficiency from 50% in 2022 to 65% in 2023.</p>	<p>Provide the result for the 2022–23 SY that directly ties back to the established goal.</p> <p>The results from the MCA literacy assessment indicate 26.5%. students in the district met the reading assessment. 2.5% of students in the district demonstrated exceeding on the reading assessment.</p> <p>The results from the Alternate MCA literacy assessment indicate 47% of students in the district met the reading assessment. 37.5% of students in the district demonstrated exceeding on the reading assessment.</p>	<p><i>Check one of the following:</i></p> <p><input checked="" type="checkbox"/> On Track (multi-year goal)</p> <p><input type="checkbox"/> Not On Track (multi-year goal)</p> <p><input type="checkbox"/> Goal Met (one-year goal)</p> <p><input type="checkbox"/> Goal Not Met (one-year goal)</p> <p><input type="checkbox"/> Met All (multiple goals)</p> <p><input type="checkbox"/> Met Some (multiple goals)</p> <p><input type="checkbox"/> Met None (multiple goals)</p>

WBWF Goal Area 4: All Students College and Career Ready by Graduation

All students are assessed for social/emotional/behavioral (SEB) skills using a variety of SEL skills checklists including autism checklist, developmental checklists, and skills inventories. Based on these results, teachers, parents, and support staff identify a PLP goal for SEB skills. This goal is then supported with classroom interventions and support, with assistance from therapists and classroom staff.

All Students Career and College-Ready by Graduation

Goal	Result	Goal Status
<p>Provide the established SMART goal for the 2022–23 SY.</p> <p>70% of students at Spero Academy will meet their Personalized Learning Plan goal in the area of social/emotional/behavioral skills by the end of the 2022-2023 school year.</p>	<p>Provide the result for the 2022–23 SY that directly ties back to the established goal.</p> <p>68% of students at Spero Academy met their Personalized Learning Plan goal in the area of social/emotional/behavioral skills at the end of the 2022-2023 school year.</p>	<p><i>Check one of the following:</i></p> <p><input checked="" type="checkbox"/> On Track (multi-year goal)</p> <p><input type="checkbox"/> Not On Track (multi-year goal)</p> <p><input type="checkbox"/> Goal Met (one-year goal)</p> <p><input type="checkbox"/> Goal Not Met (one-year goal)</p> <p><input type="checkbox"/> Met All (multiple goals)</p> <p><input type="checkbox"/> Met Some (multiple goals)</p> <p><input type="checkbox"/> Met None (multiple goals)</p>