Relevant excerpts of 2017/18 combined WBWF summary and achievement and integration progress report

REL Midwest analyzed responses to the sections below in its scan of WBWF summaries.

Equitable access to excellent teachers

World's Best Workforce requirement: World's Best Workforce (WBWF) requires districts to have a process in place to ensure low-income students, students of color, and American Indian students are not taught at disproportionate rates by ineffective, inexperienced, and out-of-field teachers. The legislation also requires districts to have strategies to increase equitable access to effective and diverse teachers.

Although districts may have their own local definitions, please note the definitions developed by Minnesota stakeholders during the Every Student Succeeds Act (ESSA) state plan development process:
- An **ineffective teacher** is defined as a teacher who is not meeting professional teaching standards as defined in local teacher development and evaluation (TDE) systems.
- An **inexperienced teacher** is defined as a licensed teacher who has been employed for three years or less.
- An **out-of-field teacher** is defined as a licensed teacher who is providing instruction in an area in which he or she is not licensed.

> *Respond to the following questions. Limit response to 400 words. Bulleted points are welcome and appreciated.*
> - *Equitable Access to Experienced, Effective, and In-Field Teachers*
>   - *Who is included in the conversations to review equitable access data and when do these occur?*
>   - *What gaps, if any, has the district found related to equitable access for low-income students, students of color or American Indian students? What data did the district use?*
>   - *What are the root causes contributing to your gaps?*
>   - *What strategies has the district put in place to improve access for low-income students, students of color, and American Indian students to experienced, effective, and in-field teachers?*
> - *Access to Diverse Teachers*
>   - *What has the district discovered related to student access to teachers who reflect the diversity of enrolled students in the district?*
>   - *What efforts are in place to increase the diversity of the teachers in the district?*

Local reporting of teacher equity data

Districts are required to publicly report 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. Beginning with the December 2019 WBWF summary report submission, districts will be required to provide an assurance that this data is being publicly reported.

For this 2017/18 WBWF summary report submission, please check the box if 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.

Goals and results

SMART goals are: specific and strategic, measurable, attainable (yet rigorous), results-based and time-based. Districts may choose to use the data profiles provided by MDE in reporting goals and results or other locally determined measures.

Close the achievement gap(s) between student groups

☐ WBWF goal only ☐ WBWF/A&I goal	Result	Goal status
Provide the established SMART goal for the 2017/18 school year.	*Provide the result for the 2017/18 school year that directly ties back to the established goal.*	*Check one of the following:* ***Multi-Year Goal*** ☐ On Track ☐ Not On *Track* ***One-Year Goal*** ☐ *Goal Met* ☐ *Goal Not Met*
Bulleted narrative is appreciated. 200-word limit. • *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?* • *How well are you implementing your strategies?* • *How do you know whether it is or is not helping you make progress toward your goal?*		