



# Kasson-Mantorville Public Schools

Independent School District #204

---

## 2018-2019 World's Best Workforce Report

### Annual Report on Curriculum, Instruction and Student Achievement

Dear Parents and Community Members,

Our school district has always strived to provide a quality education for all our students to ensure that they graduate ready to succeed in their post-secondary journey. After graduation from the Kasson-Mantorville Public Schools, our students may choose to attend college, enroll in an apprenticeship program or move right into the workforce. While each of our students will have a unique journey, our goal is to ensure that they are ready for whatever path they choose.

World's Best Workforce legislation has provided five goals for our district to work towards:

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

Our success with these goals does not come easy and is a result of hard-working and motivated students, a dedicated and innovative staff, supportive parents and a community that sincerely values education. By providing opportunities for students to explore their individual interests academically and socially, we have collectively fostered an environment, in which students are setting goals and working hard to reach them. The purpose of this report is to communicate the efforts of our school district towards the goals set forth through the World's Best Workforce legislation.

The Kasson and Mantorville communities, along with their consolidated school district, value world-class education. Our district believes in and takes great pride in continuous improvement. Each year we review current data, we set new goals and create or enhance action plans. Through a collaborative effort amongst staff, students and our community, we always look forward to celebrating successes and planning for what is to come for our staff, students and community.

Thank you for your continued support of Kasson-Mantorville Public Schools; it is truly a blessing to be part of the Kasson-Mantorville KoMet community.

Kelly Braun

Director of Teaching & Learning

Kasson-Mantorville Public Schools

Phone: (507) 634-1100 Email: [k.braun@komets.k12.mn.us](mailto:k.braun@komets.k12.mn.us)



# Kasson-Mantorville Public Schools

## Independent School District #204

---

### District Aims and Goals

#### AIM: Student Excellence

##### GOALS:

- ✓ Inspire a passion and challenge each student to the best of their abilities.
- ✓ Motivate and empower students to follow their interests and take ownership in their learning.
- ✓ Develop confident students with strong character who think critically and behave ethically.
- ✓ Achieve co-curricular, extracurricular, or community activity involvement for every student pre-k thru 12.
- ✓ Recognize and celebrate student achievements.

#### AIM: Staff Excellence

##### GOALS:

- ✓ Foster positive and meaningful relationships with every student, and identify each student's passions.
- ✓ Consistently collaborate and communicate with all students' families to develop relationships that enhance learning.
- ✓ Optimize Professional Learning Communities to maximize learning.
  - o Continually research, develop and implement relevant and innovative strategies to support our students' personalized learning paths.
  - o Design learning opportunities to challenge and engage learners' interests and imagination.
  - o Recognize and celebrate staff members' achievements.

#### AIM: Operational Excellence

##### GOALS:

- ✓ Allocate resources to enrich student learning.
- ✓ Operate in a fiscally responsible manner.
- ✓ Develop, evaluate, and implement policies.
- ✓ Attract, hire, develop, and retain employees committed to excellence.
- ✓ Collaborate innovatively with the community and businesses.
- ✓ Establish appropriate communication channels to ensure a well-informed community.
- ✓ Market the district's brand and celebrate successes.

#### AIM: Community Excellence

##### GOALS:

- ✓ Build strong family and community partnerships to meet students' social, emotional, physical, and academic needs.
- ✓ Empower students, families, and the community to learn both inside and outside the classroom.
- ✓ Seize apprenticeship, internship and mentorship opportunities for students to gain career and life experiences.
- ✓ Seek and embrace leadership within the community.
- ✓ Promote attendance of events hosted by the school and community.



# Kasson-Mantorville Public Schools

## Independent School District #204

---

## 2018-2019 World's Best Workforce

### Advisory Committees

#### **Kasson-Mantorville Preschool/Community Education**

Jenny Carrier, Parent & Director of Early Childhood  
Emily Hansen, Preschool Coordinator  
Mary Schacht, Paraprofessional  
Stephanie Kraus, Parent & Preschool Teacher

#### **Kasson-Mantorville Elementary School**

Ariana Wright, Parent & Elementary School Principal  
Jana Southwick, Title One Coordinator  
Michael Meeker, Teacher & KM Graduate  
Joel Olson, Parent & PLTW Teacher  
Rachel Spencer, Teacher  
Brian Sandstrom, Parent & Teacher  
Taylore Schmeling, Teacher  
Brandice Horning, Teacher & KM Graduate  
Rhonda Bennett, Special Education Teacher

#### **Kasson-Mantorville Middle School**

Erin Kylo, Middle School Principal  
Amy Wix, Math Teacher  
Jamie Skala, Science Teacher  
Jeff Fague, Social Studies Teacher  
Jenny Wyttenbach, Parent & Instructional Coach  
Liz Harwood, Parent & Music Teacher  
Dillon Denter, Parent & English Teacher  
Lindsay Campbell, Parent & Social Worker  
Nicole Kujath, Parent & Special Education Evaluation

#### **Kasson-Mantorville High School**

Trent Langemo, Parent & High School Principal  
Jeff Bernards, Math Teacher  
Lisa Goihi, English Teacher & Instructional Coach  
Nic Matejcek, Social Studies Teacher  
Amory Olson, Science Teacher  
Anthony Boldt, Music Teacher

#### **Kasson-Mantorville Profile of a KoMet Graduate**

Trent Langemo, Parent & High School Principal  
Kelly Braun, Parent & Director of Teaching & Learning  
Ryan Hill, K-M Chief Information Officer  
Shelly Bielen, High School Counselor  
Aaron Davis, Career & Technical Education Teacher  
Chris Fernholz, Business Teacher  
Desirae Dyke, Parent & Workforce Development Inc.  
John Eischen, Rochester Area Builders  
Travis Bretzman, Parent & McNeilus Steel Inc.  
Jeff Braun, Parent & Braun Fabrication Solutions

#### **Kasson-Mantorville School Board & Superintendent**

Kent Harfman, Parent & School Board Chair  
Steven Alvarado, Parent & School Board Member  
Brandon Madery, Parent & School Board Member  
Amy Olson, Parent & School Board Member  
Zach Peterson, Alumni & School Board Member  
Angie Richards, Parent & School Board Member  
Garson Schorr, School Board Student Representative  
Mark Torkelson, Parent & School Board Member  
Mark Matuska, Parent & Superintendent



# Kasson-Mantorville Public Schools

Independent School District #204

## 2018-2019 World's Best Workforce

### Equitable Access to Excellent Teachers

WBWF Requirement: WBWF requires districts and charters to have a process in place to ensure students from low income families, students of color, and American Indian students are not taught at disproportionate rates by inexperienced, out-of-field, and ineffective teachers. The legislation also requires that districts have strategies to increase access to teachers who reflect the racial and ethnic diversity of students. While districts/charters 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 taught for three or fewer years.
- ✓ An *out-of-field teacher* is defined as a licensed teacher who is providing instruction in an area which he or she is not licensed

### Are students receiving access to high quality educators?

Minnesota Report Card: Staffing Profile for the Kasson-Mantorville Public Schools [CLICK HERE](#)

#### K-M Staffing Profile notes:

- ✓ K-M is considered a “**low poverty district**” (LPD) by MDE because 16.19% of our students receive our free/reduced-price meals.
- ✓ **98.8%** of our students are taught by licensed educators.
- ✓ **88%** of our teachers are considered experienced, having had more than 3 years of teaching experience.
- ✓ **29.6%** of our teachers have advanced degrees (master’s or more).

| Race/Ethnicity of Licensed Staff & Students |         |           |
|---------------------------------------------|---------|-----------|
| Race/Ethnicity                              | Staff % | Student % |
| Hispanic/Latino                             | 0.67%   | 5.3%      |
| American Indian or Alaska Native            | NA      | NA        |
| Asian                                       | NA      | 0.46%     |
| Black or African American                   | NA      | 0.50%     |
| Native Hawaiian or other Pacific Islander   | NA      | NA        |
| White                                       | 98.6%   | 90.9%     |
| Two or more races                           | .67%    | 2.83%     |
| Unknown race                                | NA      | NA        |



# Kasson-Mantorville Public Schools

Independent School District #204

---

## 2018-2019 World's Best Workforce

### Equitable Access to Excellent Teachers

**What strategies has the district initiated to improve student equitable access to experienced, in-field, and effective teachers?**

#### **Teacher Evaluation**

The Framework for Effective Teaching is the result of the collaboration and cooperation of Kasson-Mantorville teachers, administrators, School Board members, parents and nationally recognized authorities in the field of effective teaching research. The Framework consists of five standards and three staff development programs.

Each year within the framework, teachers set instructional goals based on student data. In addition to setting goals, teachers are developing staff development plans with either principals, peer mentors and/or their Teaching and Learning Coach. Consistent reflection and conversation with professional supports focus on their instruction for the purpose of ensuring ALL students have equitable access to experienced, effective & in-field teachers.

The ultimate goals are teacher growth and increased student achievement for ALL students regardless of their demographic background.

[CLICK HERE](#) to see our Teacher Evaluation information

[CLICK HERE](#) to see our Administrative Performance Appraisal

#### **Professional Development**

The fundamental purpose of staff development is to improve student learning. The intent of the legislation is that districts and schools implement a site-based process for both educational goals and staff development opportunities that will best help meet these goals. Providing teachers and other school district staff with individual and professional organizational growth and development opportunities prepares them to provide excellent educational experiences for students and ultimately helps achieve the fundamental purpose of improving student learning.

At Kasson-Mantorville we:

- ✓ Develop district goals based on increased student learning & achievement.
- ✓ Develop site goals based on increased student learning and achievement.
- ✓ Develop a professional development plans for the purpose of providing all KM employees focused and personalized PD so that we may all have a greater impact on our students at Kasson-Mantorville.

[CLICK HERE](#) to see our Professional Development information



# Kasson-Mantorville Public Schools

## Independent School District #204

---

## 2018-2019 World's Best Workforce

### Equitable Access to Excellent Teachers

#### **Collaborative Professional Culture**

Professional Learning Communities have been built into our district calendar, providing monthly collaboration focused on student learning and instructional growth. Key questions we ask during PLC meetings:

- ✓ What do we expect our students to learn?
  - Which power standard(s) have we been focusing on in the classroom, & are our learning targets aligned with our power standards?
- ✓ How do we know the students have reached the learning target?
  - What is the data telling us about student learning?
- ✓ How are we modifying instruction for those students who have not yet reached the learning target?
- ✓ How are we modifying instruction & expectations for those student who have already reached the learning target?

#### **Department of Teaching & Learning**

The Department of Teaching & Learning at Kasson-Mantorville is made up of one Director of Teaching & Learning and three Teaching & Learning Coaches. Their work around supporting and developing teachers includes the following:

- ✓ New Teacher Academy (monthly meetings)
- ✓ Professional portfolio support for new teachers, leading to tenure
- ✓ Professional Literature Studies
- ✓ Job-embedded professional development that includes:
  - Data review
  - Goal setting
  - Action planning
  - 1-1 instructional coaching personalized to each teacher

[CLICK HERE](#) to see the Kasson-Mantorville Department of Teaching & Learning Website



# Kasson-Mantorville Public Schools

Independent School District #204

## 2018-2019 World's Best Workforce

### Goals and Results

| All Children Are Ready for School                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                  |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| District Goal                                                                                                                                                                                                                                                                                                                                  | Result                                                                                                                                                           | Goal Status                                                                                                                                                                                                                                                                                                                                      |
| <i>The percentage of all students age 3-5 enrolled October 1, 2018 in the Kasson-Mantorville Kindergarten Readiness Program at Kasson-Mantorville Community Education who meet beginning of Kindergarten benchmarks (developed or emerging status) on the SECI assessment will increase from 29% in Fall of 2018 to 80% in Spring of 2019.</i> | <i>83.6% of students ages 3-5 enrolled in the Kindergarten Readiness program reached developed or emerging statuses on the SECI assessment.</i>                  | Multi Year Goals<br><input type="checkbox"/> On Track<br><input type="checkbox"/> Not on Track<br><br>One-Year Goal<br><input checked="" type="checkbox"/> Goal Met<br><input type="checkbox"/> Goal Not Met<br><br>Multiple Goals<br><input type="checkbox"/> Met All<br><input type="checkbox"/> Met Some<br><input type="checkbox"/> Met None |
| All Students in Third Grade Achieving Grade-Level Literacy                                                                                                                                                                                                                                                                                     |                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                  |
| District Goal                                                                                                                                                                                                                                                                                                                                  | Result                                                                                                                                                           | Goal Status                                                                                                                                                                                                                                                                                                                                      |
| <i>The percentage of all students enrolled October 1, 2018 in grade 3 at Kasson Mantorville Elementary School who earn an achievement level of Meets the Standards or Exceeds the Standards in reading on the Minnesota Comprehensive Assessment in Reading will increase from 63.5% in 2018 to 80% in 2019.</i>                               | <a href="#">Minnesota Report Card:</a><br><br><a href="#">Test Achievement Levels, Test Results and Participation: How are students performing on standards?</a> | Multi Year Goals<br><input type="checkbox"/> On Track<br><input type="checkbox"/> Not on Track<br><br>One-Year Goal<br><input type="checkbox"/> Goal Met<br><input type="checkbox"/> Goal Not Met                                                                                                                                                |
| <i>The percentage of all students enrolled October 1, 2018 in grade 4 at Kasson Mantorville Elementary School who reach medium to high growth in reading on the Minnesota Comprehensive Assessment will increase from 67.1% in 2018 to 100% in 2019.</i>                                                                                       | <a href="#">Minnesota Report Card:</a><br><br><a href="#">Minnesota Growth: Are students making expected growth?</a>                                             | Multiple Goals<br><input type="checkbox"/> Met All<br><input type="checkbox"/> Met Some<br><input checked="" type="checkbox"/> Met None                                                                                                                                                                                                          |



# Kasson-Mantorville Public Schools

Independent School District #204

## 2018-2019 World's Best Workforce

### Goals and Results

| All Students Career and College Ready by Graduation                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                             |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| District Goal                                                                                                                                                                                                                                                                                                                | Result                                                                                                                                                                                                                            | Goal Status                                                                                                                                                                                                                                                                                                                                                                 |
| <i>The percentage of all students enrolled October 1 in grade 8 at Kasson Mantorville Middle School who earn an achievement level of Meets the Standards or Exceeds the Standards in math on the 2019 state accountability test will increase from 62.3% to 70%, with 100% of our students making medium to high growth.</i> | <p>PROFICIENCY GOAL:<br/> <a href="#">Minnesota Report Card: How are students performing on standards?</a></p> <p>GROWTH GOAL:<br/> <a href="#">Minnesota Report Card: Are students making expected growth?</a></p>               | <p>Multi Year Goals</p> <p><input type="checkbox"/> On Track<br/> <input type="checkbox"/> Not on Track</p> <p>One-Year Goal</p> <p><input type="checkbox"/> Goal Met<br/> <input type="checkbox"/> Goal Not Met</p> <p>Multiple Goals</p> <p><input type="checkbox"/> Met All<br/> <input checked="" type="checkbox"/> Met Some<br/> <input type="checkbox"/> Met None</p> |
| All Students Graduate                                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                             |
| District Goal                                                                                                                                                                                                                                                                                                                | Result                                                                                                                                                                                                                            | Goal Status                                                                                                                                                                                                                                                                                                                                                                 |
| <i>Kasson-Mantorville Public Schools has met the 2020 4-year cohort graduation rate goal of 90% for all students and all other groups are above 90%. Kasson-Mantorville Public Schools' goal is for our graduation rate of our 4-year cohort subgroups to be 100% by the spring of each school year.</i>                     | <p><a href="#">Minnesota Report Card: What is our graduation rate?</a></p> <p>Note:<br/> We have met this goal each year of WBWF legislation. Because it is a multi-year goal set by the state, we are considered 'on track.'</p> | <p>Multi Year Goals</p> <p><input checked="" type="checkbox"/> On Track<br/> <input type="checkbox"/> Not on Track</p> <p>One-Year Goal</p> <p><input type="checkbox"/> Goal Met<br/> <input type="checkbox"/> Goal Not Met</p> <p>Multiple Goals</p> <p><input type="checkbox"/> Met All<br/> <input type="checkbox"/> Met Some<br/> <input type="checkbox"/> Met None</p> |



# Kasson-Mantorville Public Schools

Independent School District #204

## 2018-2019 World's Best Workforce

### Goals and Results

| Close the Achievement Gap(s) Between Student Groups                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                     |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| District Goal                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Result                                                                                         | Goal Status                                                                                                                                                                                                                                                                                                                                                                         |
| <p><i>The percentage of all subgroups enrolled October 1, 2018 in grades 4-11 in the Kasson Mantorville Public Schools who show medium to high growth on all 2019 state accountability tests will increase from 76% to 100% in math and will increase from 66.5% to 100% in reading.</i></p> <p><i>The percentage of SPED, FRP and Hispanic subgroups enrolled October 1, 2018 in grades 4-11 in the Kasson Mantorville Public Schools who are proficient on 2019 state accountability tests will increase by 10% from their 2018 proficiency rate in both reading and math.</i></p> | <p><a href="#"><u>Minnesota Report Card: How are students performing on standards?</u></a></p> | <p>Multi Year Goals</p> <p><input type="checkbox"/> On Track</p> <p><input type="checkbox"/> Not on Track</p> <p>One-Year Goal</p> <p><input type="checkbox"/> Goal Met</p> <p><input type="checkbox"/> Goal Not Met</p> <p>Multiple Goals</p> <p><input type="checkbox"/> Met All</p> <p><input checked="" type="checkbox"/> Met Some</p> <p><input type="checkbox"/> Met None</p> |