

MARINE VILLAGE CHARTER SCHOOL

World's Best Workforce Strategic Plan

2022-2023



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Marine Village Charter School

The purpose of this report is to inform the stakeholders of Marine Village Charter School of the successes and challenges of our school. We take very seriously the two broad responsibilities of providing a rigorous quality education and doing so with high regard for fiscal accountability. Our stakeholders are our students, their families, our staff, our community, and the state and federal taxpayers.

The following mission and vision statements were developed collaboratively with community members, local educators, parents, and other stakeholders from 2019 until the first students attended classes in the fall of 2022.

School Mission Statement:

Marine Village School will provide a nurturing and inclusive learning environment that fosters academic success in a traditional yet dynamic setting. Students will be provided with necessary tools which will promote a love of learning, respect for our environment, a sense of wonder, and responsibility for our community.

Purpose:

Our students will be provided with the tools which will promote a love of life-long learning, respect for the natural environment, a sense of wonder in the world, and a strong sense of responsibility for the community.

Academics

We have high expectations for all students and use the comprehensive and content-rich CORE knowledge curriculum with a focus on communication and leadership. Students will learn in incredible facilities appropriate for learning in the classroom as well as the outdoor classroom. Our facilities include an innovative Maker Space and STEAM Lab to unleash student creativity and exploration.

Ecology

Learners participate in meaningful research. From measuring salt runoff from the nearby highway into the pristine St. Croix River, to observing changes in the school forest, students benefit from our unique location and community partnerships in the St. Croix Valley.

Community

Community engagement is vital to a meaningful educational experience. We will connect our students with St. Croix Valley artists and residents to forge relationships that will last a lifetime.

Service

Our commitment to service includes activities that value the area streams, lakes and rivers, planting trees to enhance the community's standing as a Green City USA, giving theatrical performances for the public, and supporting our neighbors to promote local and global citizenship.

Strategic Initiatives

- Operate a school that is fiscally sound and responsibly led.
- Create a school climate that nurtures holistic student learning.

- Strengthen our programs and services to maximize student success.
 - o Unlimited potential with limited class size and one teacher per grade
 - o Proven academic model with over 160 years of success schooling
 - o Maximum of 25 students per class
 - o Incredible facilities for learning inside and outdoors
 - o Full size gymnasium,
 - o Updated security, HVAC, wifi, digital classrooms
 - o Ice rink, playground, greenspace, ballfield and school forest
 - o Inspired care with before and after school programming
 - o Innovative Maker Space and STEAM Lab to unleash exploration
 - o Hands-on projects through the mentorship of local artisans
 - o Mechanical exploration from Legos to robots
 - o Design Lab/Multi-Use space
 - o Environment education programming
 - o School Forest
 - o Observation of natural changes throughout the seasons at the school forest
 - o A community that meets your student at the doors
 - o Central entrance for arrival and departure
 - o Residential setting in active neighborhood
 - o Resources of historic village available
 - o Small is mighty at Marine Village School!

Our School Year

Introduction: Our First Year of Schooling

General Information:

Our school serves students in grades K-4 during this first year with the goal of adding fifth grade in the fall of 2023. While attracting and retaining students is our number one operational priority, we were encouraged by the fact that so many families chose MVS because they valued small class sizes, personalized learning and a robust learning environment.

Our Identity:

The prevailing discussion about the future of the school has been set within the framework of identifying school identity, history, and values. Why are we here? Whom do we serve? How do we define our identity? We realize that we are an unusual school in the sense that students have come here from other districts in order to fulfill a number of individual needs, which include inclusion, empathetic environment, small class sizes, and opportunities that are not available to them in other districts.

Therefore, what we have come to know is that we fulfill a very special mission in how students are included in the flow of the school: they are patient, inclusive, and believe that their fellow students all have their own gifts to offer to the classroom

Our Curriculum and Schedule:

Marine Village School provides students with a rigorous academic experience enriched by local community programming, Spanish language instruction and extended outdoor learning. Committed teachers, staff and community partners incorporate the arts and outdoor disciplines to bolster academic success, promote character development and support emotional well-being.

Our learning program is rooted in our four cornerstones: Academics, Ecology, Community, and Service. We utilize the Core Knowledge curriculum that is aligned to the [Minnesota Academic Standards](#). These standards outline specific content and skills taught in English language arts, mathematics, science, social studies, physical education, and the arts. In addition, our community partnerships allow us to provide specialized instruction through the mentorship of St. Croix Valley artisans, historians, and naturalists.

Extra- curricular activities at MVS:

Students in grades k through 4 participated in the production of “Annie’s Kids”, a melodrama that brought out the thespian in the students. It was performed twice during the weekend and the performances attracted nearly 150 attendees.

Students will perform another play, “Finding Nemo” in the spring of 2023, promising another enriching artistic experience for students and community alike.

Student Attrition

Student Attrition				
2022-2023				
	Enrolled Oct. 1	Enrolled after Oct. 1	Transfer after Oct. 1	Enrolled Mid-Year
K	10	0	0	10
1st	9	0	1 in	10
2nd	3	0	2 out	1
3rd	2	0	0	2
4th	6	0	1 in	7
Total	30	0		30

School Enrollment

The demographics of our student population is a very close reflection of the demographics for our rural area. It is the school's goal to start with grades K-4 and build the student population to include 5th grade in the fall of 2023 with a target population of at least 100 students within the foreseeable future.

School Enrollment		
Grade	2022-2023	2023-2024 est.
Grade K	10	17
Grade 1	10	17
Grade 2	3	16
Grade 3	2	6
Grade 4	7	2
Grade 5 est.	0	7
Total Sept. 1	32	65

Academic Program/Performance Student Achievement

The 2022-2023 **MCA testing** in Math, Reading, and Science, will be administered to the school's 3rd and 4th grade students for the first time. Because of our small numbers of students at each grade level, the grade level information will not be reported by the Minnesota Department of Education. However, parents of each 3rd and 4th grade student will receive a scoring report for their student.

Meanwhile, parents can rest assured that students are receiving a well rounded education that includes instruction aligned to the Minnesota Academic Standards in reading and math. In order to continually monitor the academic progress of students, our teaching staff utilizes local assessments on a regular basis. The results of these local assessments help inform instruction and provide feedback to teachers in order to provide individualized support and instruction as needed.

The professional development activities for our staff are centered around a professional development plan that reinforces math and reading skills in day-to-day whole class instruction and informs small group and one-to-one interventions.

Additionally, MVS teaching staff work together to ensure curricular sequencing from one grade level to another is in place to prevent learning gaps.

It is our goal to do everything we can do as a school to have every student performing at or above grade level by the end of each school year.

Future Plans:

We will work hard to maintain positive lines of communication with students and families so that they feel vested as stakeholders in our school. It is important that school staff, board members, parents and other stakeholders work as partners to ensure the best education possible for Marine Village School students.

2022-2023 State and Local Assessments

MCA Testing: Marine Village Charter School

To comply with federal laws, changes have been made in the Minnesota report card to protect the identity of students. Data reported on less than 10 students in a category will no longer be available in the assessment reports on the Minnesota Report Card. For the 2022-2023 school year, Marine Village Charter School will have less than 10 students testing in 3rd and 4th grade. Because of that, assessment data for the school will not be available on the Minnesota Report Card.

State assessment results will be sent to the parents / guardians of each student that takes the assessment. Additional information on the Minnesota state assessments can be found at:

<https://education.mn.gov/mdeprod/groups/educ/documents/basic/mdaw/mdmx/~edisp/031107.pdf>

- 1) **Increase learning opportunities.** Marine Village School will address the needs of its learners as revealed by state, local, summative and formative measures through the MTSS, Multi-Tiered Systems of Support, process; thus ensuring all students receive the necessary support to be successful in and out of the classroom. BEEF UP / Multiple Intelligences
- 2) **Use different and innovative teaching methods**
 - a. In grades K-8 our teachers follow the Core Knowledge Sequence. This curriculum is rigorous, prevents redundancy and skipping, and spirals through the grades to enrich the topics covered in earlier grades. During the 2020-2021 school year, we continued using the Core Knowledge Language Arts (CKLA) program in grades kindergarten through grade 3. (Grades 4 and 5 have been using the CKLA in its entirety since the fall of 2015.) Core Knowledge Language Arts is based on decades of cognitive science research revealing that reading is a two-lock box—a box that requires two keys to open. The first key is decoding skills, which are addressed in the Skills strand of the CKLA program. The second key is oral language, vocabulary, and background knowledge sufficient to understand what is decoded.
 - b. We have offered cross-grade programming so that fifth and sixth graders have been included in science programming such as dissection labs and experiments.
- 3) **Measure learning outcomes using innovative measurement tools**
 - a. During 2022-2023, we implemented several local assessments including I-Ready testing in reading and math . I-Ready testing gives the teachers evidence-based, useful data for showing

student progress and areas for improvement. I_ready testing is administered 3 times per year so that we can see trends for each student and it has been a very successful program for instructional goal-setting.

- b. We have been building profiles of each student's performance so that we have one comprehensive tracking report that shows performance over multiple years.

4) Create new professional opportunities for teachers

- a. At MVS, teachers have always had a voice in decision making. The teachers have taken an active part in the planning and engaging staff development and in-service days.
- b. Additional professional opportunities are in place because we wish to become a Q-Comp school in the future. Here again, teachers play a key role in establishing goals, planning professional development, and evaluating staff professional practices. These opportunities are enhanced by regular PLC meetings where we are involved in discussions about classroom cross-grade level curriculum, best-practice instructional strategies, peer observations and professional coaching. At the end of the 2022-2023 school year, it is our intent that our entire teaching staff will have met all of their classroom goals set for the year.

School Governance

The Board activities have included the formation of the school's charter, establishing board policies, setting the Mission and Vision of the school, hiring staff and acting as liaisons to the community and other stakeholders.

Name	Board Position	E-Mail Address
Win Miller	Chair	winm@marinevillageschool.org
Pete Gardner	Vice Chair	peteg@marinevillageschool.org
Linda Tibbets	Board Member	lindat@marinevillageschool.org
Kate McDearmon	Board Member	katem@marinevillageschool.org
Daryl Timmer	Board Member	darylt@marinevillageschool.org
David Dochniak	Board Member	daved@marinevillageschool.org
Jennifer Cress	Board Member	jenniferc@marinevillageschool.org

School Management & Administration

The school's management and administration is made up of several key roles in fulfilling the administrative duties of the school. During the 2022-2023 academic year, the following people occupied their respective roles:

- Dr. Kimberly Kokx, Director: Day-to-day operations of the school, staff supervision, school finances, student discipline, communication to parents and community
- Clifton, Larson, Allen and Associates: Business Manager/Accountant
- Carla Hinz: Office manager, attendance, administrative support, MARSS and report cards.
- David Peterson (Chair of Board of MN Office of Charter Authorizers, MOCHA)

Parent Survey

Face-to-face Parent Surveys are usually collected at our Arts and Academic Night, which is held in late March and again towards the last day of school at our final theatrical performance.

Obtaining parental input is a guiding principle for effective school planning. Administration of stakeholder surveys thus is one important means of gaining this guidance. The 2022-23 parent survey was redesigned in order to broaden the base of questions asked. The survey was administered to the parents of every student at MVS. There were four general areas in which the parents were asked for their opinions.

In a nutshell, the results showed that parents feel welcome and that their children are receiving a solid education at MVS. We also gained insight into the parents' interactions during off-school hours with their children by asking to what extent they talk about their school day and how often they help or supervise homework. A copy of the full findings is attached as Appendix A.

Finances

Each month during its regular meeting, the MVS Charter Board of Education carefully reviews financial statements, approves expenditures, and plans for fiscally sound practices. Thus, we have always taken our obligation to wise and careful use of the public funds allocated for our school very seriously.

Our regular audits show that over the year, the amount of deficit spending has decreased significantly, proving that sound financial stewardship can and must be practiced.

Administration, staff, and Board worked to keep spending under control. Restructuring staff assignments and seeking additional revenue sources, and developing alternative learning opportunities for our students are just a couple of strategies which can best utilize our limited funds and still provide an excellent education for our students. We continue to spread the word about MVS Charter School in order to attract and retain new students to establish sustainable funding into the future.

The following student goals were the focus for the 2022-2023 school year:

World's Best Work Force Goals 2022-2023

All Students Ready for Kindergarten:

- 100% of Marine Village Charter School new Kindergarten students will be Kindergarten-ready January 27, 2023 as observed and assessed by the teacher documentation and local standardized assessment.

All Students in Third Grade Achieving Grade-Level Literacy:

- 95% of Marine Village Charter School current third graders, when entering 4th grade in the fall of 2023 will be reading at grade 3 level. This goal will be supported by the rigorous MVS Core Knowledge curriculum partnered with teacher intervention from kindergarten through 3rd grade.

Closing Achievement Gap(s):

- Marine Village Charter School will identify any documented student achievement gaps during the 2022-2023 school year and develop goals to address learning gaps for the 2023-2024 school year.

All Students Career- and College-Ready by Graduation:

- 100% of Marine Village Charter School students will demonstrate Career-and-College Readiness by having a 85% or higher attendance rate.
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- 95% of Marine Village School 3rd graders will be reading at grade level. (See second goal above)
- Marine Village Charter School will engage all students in at least two career-oriented experiences utilizing community partners during the 2022-2023 school year.

All Students Graduate:

- 100% of Marine Village Charter School students exiting the 4th grade in the spring of 2023 will be “on track” for graduation by performing academically at the 4th grade proficiency level in math and reading.

Teacher Professional Development Plan

Goal: To become a more effective educator in the school, teachers will engage in a robust Professional Development program. The fundamental purpose of professional development is to improve student learning. 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.

Plan:

Each teacher at MVS will develop a personal professional growth plan complete with measurable professional growth goals and a corresponding action plan to achieve the goals. Learning within the professional learning system occurs in a variety of ways through both group and one-on-one opportunities such as training, coaching, mentoring, modeling, and observing.

Accountability:

Each teacher will engage in at least three formal professional observations as a component of their personal professional growth plan. Each observation will include a pre-conference to establish instructional goals for the observation, the actual observation with observer documentation and a post-conference to reflect on the instruction that took place and to review the goals of their personal growth plan. At the end of each school year, teachers will meet individually with the school's Director in a summative conference to review their personal professional growth plan goals and develop strategies to improve upon practice in the future.

Schedule of**Professional Growth Opportunities:**

Training and professional development opportunities will be offered throughout the school year during regularly scheduled professional development days as well as informally in a job-embedded professional learning community. In order to design professional learning communities that will result in quality student instruction, teacher teams need to:

- Create a collaborative culture.
- Maintain a focus on learning.
- Develop a results-oriented approach

Director Professional Development Plan

Goal: To become a more effective leader for the school, while attracting and retaining adequate levels of student enrollment filing required reports in a timely fashion. Concurrently, deliver the school's message effectively to the public.

Plan: Complete Principal Licensure by May 2025. Attend training and webinars on various leadership and administrative topics which will increase the Director's knowledge of the various professional aspects of leading charter schools as well as improving personal leadership skills.

Accountability: Include in the Director's Report at each Board meeting any information gained from training.

Schedule of Trainings:

Plans for the Director's professional training in 2022-23 include:

1. Attend all Charter Directors' Leadership meetings each Tuesday, whether virtually or in person.
2. Attend all Charter Leader Network meetings one Thursday a month, whether virtually or in person.

3. Attend weekly meetings as needed with a mentor. For this year, the Director will work with a mentor who has experience in state policy, school administration, and teacher quality.
4. Attend all Student Support Team meetings weekly.
5. Attend all Charter Boot Camp training, either virtually or in person.
6. Attend Principal Certification university classes each Saturday from 8am to 3pm, whether virtually or in person from May, 2023 to May of 2025..
7. Attend CARES Finance virtual training offered by MDE.
8. Attend STARS Training offered virtually by MDE.
9. Any other recommended meetings sponsored by the Minnesota Department of Education.

APPENDIX A:

2023 PARENT/GUARDIAN CLIMATE AND CULTURE SURVEY

This survey is designed to glean input from parents as to potential needed areas of concentration here at MVS. Surveys will be administered both at Arts and Academics Night and at our final event of the year, the Aladdin Dinner Theater. In addition, surveys will be mailed at the end of the school year to parents who have not completed one. Parents will also add comments to the surveys.

Survey responses will be compiled and shared with the board and stakeholders in our 2023 World's Best Work Force plan summary at the end of the calendar year. It is our hope that the feedback will highlight opportunities for improvement of the school, particularly in the areas of college preparedness, attendance at parent-teacher conferences, volunteer assistance with events and fundraisers, and future virtual student learning opportunities. A sample of possible survey questions are listed below.

Students

1. How many children do you have attending this school?
☐ 1
☐ 2
☐ 3
☐ 4 or more
2. How likely are you to recommend MVS to a parent looking for a school for their child?
☐ Not at all likely
☐ Somewhat likely
☐ Extremely likely

School Culture

3. To what extent do you feel your voice is valued at MVS?
☐ Not at all
☐ A little
☐ To some extent
☐ To a great extent
4. To what extent do you feel welcome when you enter the school?
☐ Not at all
☐ A little
☐ Somewhat

_____ To a great extent

5. To what extent does your child feel welcome when they enter the school?

_____ Not at all

_____ A little

_____ Somewhat

_____ To a great extent

Parent Engagement

6. How often do you volunteer at MVS?

_____ Not at all

_____ Once a school year

_____ Once a month

_____ Weekly

7. How often do you attend scheduled school events/performances?

_____ Not at all

_____ One or two a school year

_____ More than two a school year

_____ Every event/ performance possible

Student Well-Being

8. How often do you read to or with your child?

_____ Never

_____ Monthly

_____ Weekly

_____ Daily

9. How often do you supervise or help your child with homework?

_____ Never

_____ Rarely

_____ Occasionally

_____ Usually

_____ Always

_____ N/A

Contact Information

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Authorizer:

Minnesota Office of Charter Authorizing serves a single-purpose authorizer of public charter schools in Minnesota whose mission is to improve all pupil learning and all student achievement. As a single-purpose authorizer, MOChA does not limit the applications it solicits, considers, or approves to any single curriculum, learning program, or method.

Contact:

MOChA - <https://themocha.org>

This World's Best Workforce Strategic Plan was submitted to the Marine Village Charter School Board of Education and approved on: March 2, 2023

(The WBWF annual report will be submitted to the Marine Village Charter School Board of Education and approved at the regular December 2023 board meeting.