



Cass Lake-Bena School District Strategic Plan

The mission of Cass Lake-Bena Schools is to educate, support, and prepare all learners for future success.

The vision of the Cass Lake-Bena Schools is to ensure all learners achieve their highest level of critical thinking and creativity.

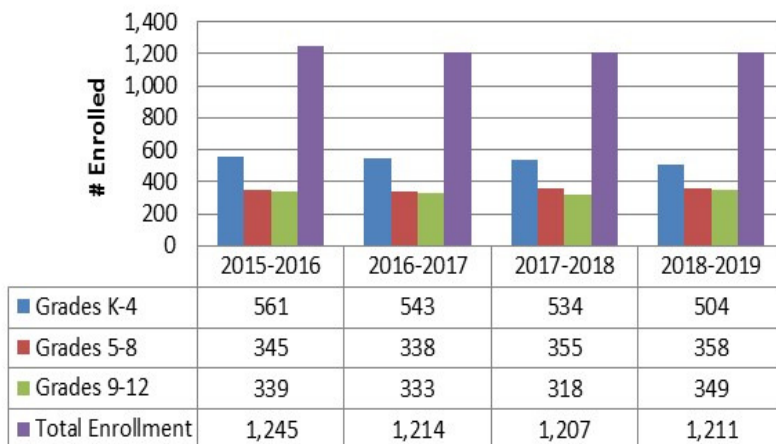
We believe:

- All students can learn and excel;
- All students should be offered an education developed to meet their individual needs;
- Educational excellence requires effective leadership, high expectations, teamwork, and responsible allocation of resources at all levels of the organization;
- Learning occurs best in a safe, nurturing, and respectful environment;
- A learning rich culture provides opportunities for equity, collaboration, critical thinking, creative problem solving risk-taking, and celebrating success;
- In order to support a bright, hopeful future, we must be mindful, and give proper respect to our past and to individual diversity; and
- Collaboration between home, school, and community has a positive effect on each student.

2019 World’s Best Workforce Report Cass Lake-Bena School District #115 October 2019

The Cass Lake-Bena Schools are located on the Leech Lake Indian Reservation and proudly serves a student population rich in Ojibwe culture and history. The information below provide the enrollment data and the percentages of low income students, minority students and students receiving special education services. The Minnesota Department of Education calculates and reports this data each year. *(Minnesota Report Card)*

Cass Lake-Bena School District Enrollment - 4 Year Data



Demographics

School	Poverty	Spec Ed	Minority
District	82.0%	24.1%	92.7%
Elem	84.5%	27.6%	95.0%
Middle	80.4%	19.8%	89.9%
High	71.7%	22.1%	91.4%
ALC	99.0%	26.7%	94.3%

For further information regarding this report contact Karolyn Roebuck, District Grants and Compliance Coordinator, by calling 218-335-2204, ext. 6006 or by email at kroebuck@isd115.net

2019 World's Best Workforce Goals & Results

What is the World's Best Workforce (WBWF)?

The World's Best Workforce bill was passed in 2013 to ensure every school district in the state is making strides to increase student performance. Each year school districts develop a plan that addresses the following five goals:

- All students 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.

School districts create their own plan to align curriculum and instruction so students are college and career ready. This WBWF report provides you with the progress made on the student achievement goals that have been established in Cass Lake-Bena School District's Plan.

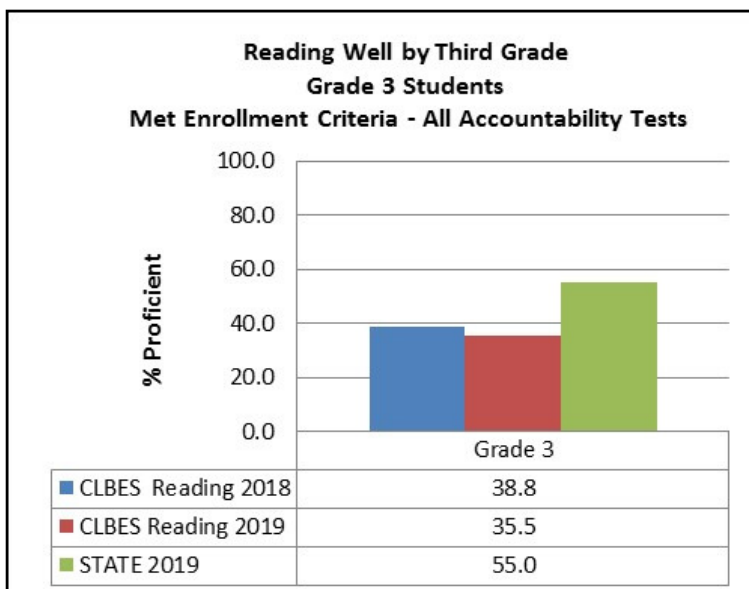
Goal #1: All Students Ready for School

Goal: The percentage of Curiosity Center PreK students meeting grade level benchmark by the end of the school year will increase from 95% in 2018 to 96% in 2019 in Literacy and from 97% in 2018 to 98% in 2019 in Math according to the My Individual Growth and Development Indicators Early Literacy and Early Math assessments.

Result: Based on spring 2019 IGDIs Early Math and Reading Measures, 63% of the students enrolled at the Curiosity Center were at benchmark level in Literacy and 63% in Math. *This goal was not met.*

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

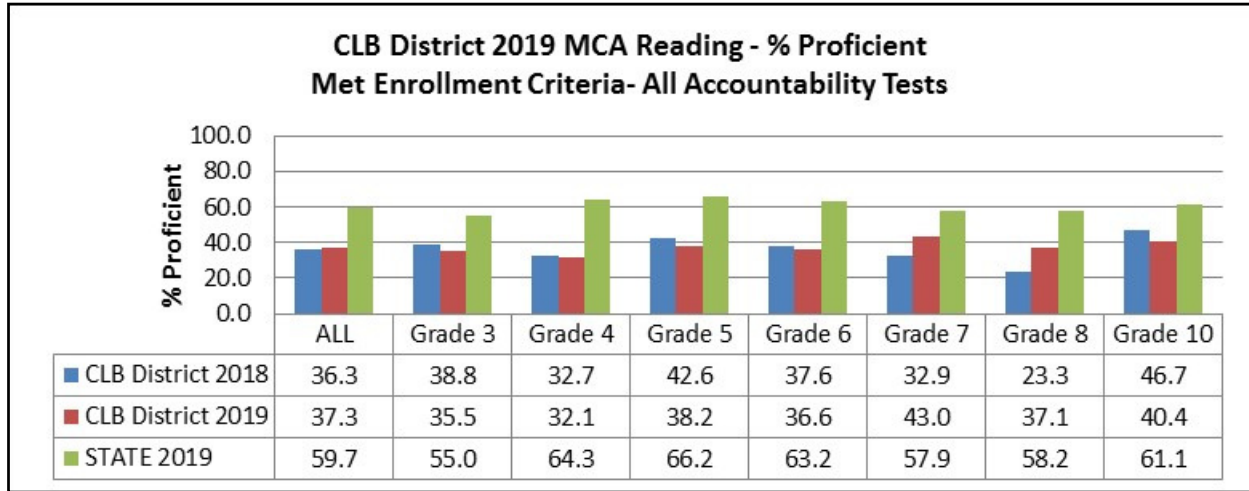
Goal: The percentage of ALL students in grades 3 who meet the enrollment criteria under the North Star Accountability System at Cass Lake-Bena Elementary School who earn achievement levels of Exceeds or Meets the Standards on the Reading MCA (all accountability tests) will increase from 38.8% in 2018 to 45.0% in 2019.



Result: Grade 3 MCA Reading proficiency in 2019 **decreased by 3.3%** from 2018. Proficiency in 2019 was 35.5%. Our goal was to increase by 6.2% and we performed below the State proficiency level of 55.0%. *This goal was not met.*

2019 World's Best Workforce Goals & Results

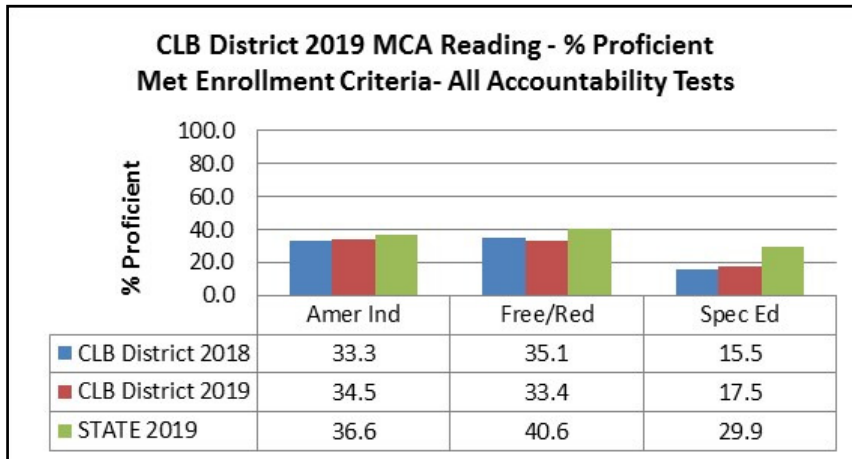
Goal #3: Closing the Academic Achievement Gap Among All Groups - Reading



Goal: The percentage of ALL students enrolled in grades 3-8 and 10 at Cass Lake-Bena Schools who meet the enrollment criteria under the North Star Accountability System and who earn achievement levels of Exceeds or Meets the Standards on the Reading MCA (all accountability tests) will increase from 36.3% in 2018 to 42.0% in 2019.

Result: CLB District 2019 MCA Reading proficiency for ALL students **increased** by 1.0% from 2018 but short of our goal to increase by 5.7%. Proficiency in 2019 was 37.3%. CLB District performed below the State proficiency of 59.7%. *This goal was not met.*

Proficiency did **increase significantly** from 2018 to 2019 in Grade 7 by 10.1% and in Grade 8 by 13.8%.



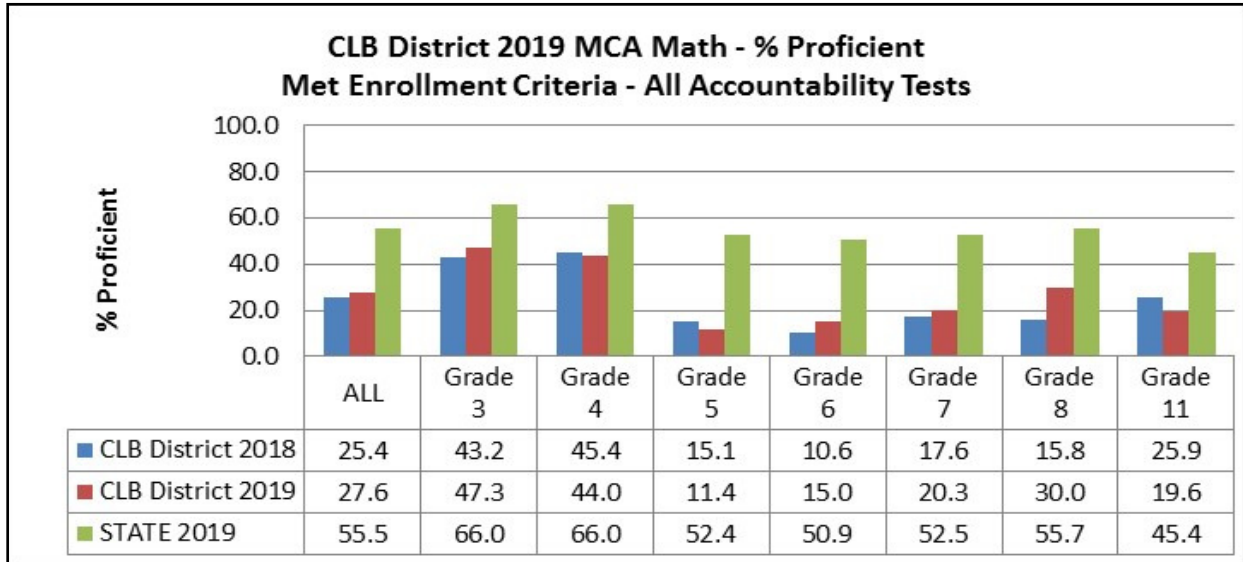
Goal: The percentage of CLBS students in the American Indian, Special Education, and Free/Reduced subgroups who meet the enrollment criteria under the North Star Accountability System and who earn achievement levels of Exceeds or Meets the Standards on the Reading MCA (all accountability tests) will increase by 5.0% in each subgroup from 2018 to 2019.

Results: CLB District American Indian 2019 MCA Reading proficiency **increased** from 2018 by 1.2% to 34.5%. CLB District Free & Reduced 2019 MCA Reading proficiency **decreased** from 2018 by 1.7% to 33.4%. CLB District Special Ed 2019 MCA Reading proficiency **increased** from 2018 by 2.0% to 17.5%. CLB District performed below the State proficiency in all subgroups.

This goal was not met in the Math or Reading subgroups.

2019 World's Best Workforce Goals & Results

Goal #3: Closing the Academic Achievement Gap Among All Groups - Mathematics

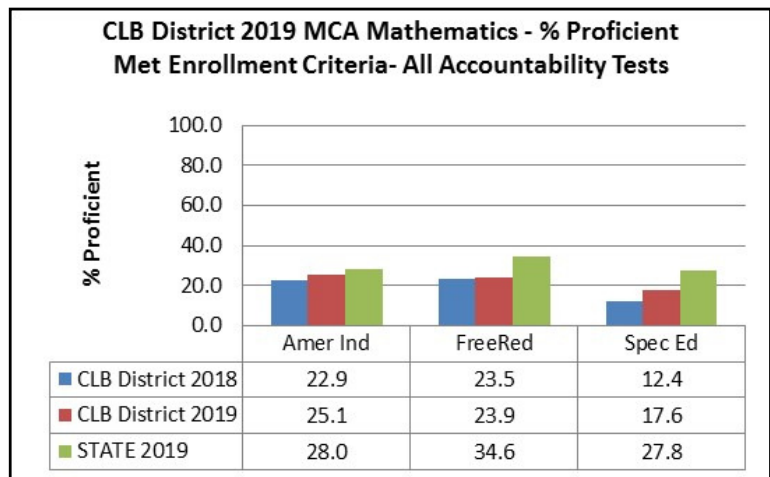


Goal: The percentage of ALL students enrolled in grades 3-8 and 11 at Cass Lake-Bena Schools who meet the enrollment criteria under the North Star Accountability System and who earn achievement levels of Exceeds or Meets the Standards on the Mathematics MCA (all accountability tests) will increase from 25.4% in 2018 to 32.0% in 2019.

Result: CLB District 2019 MCA Mathematics proficiency for ALL students **increased** by 2.2% from 2018 but short of our goal to increase by 6.6%. Proficiency in 2019 was 27.6%. CLB District performed below the State proficiency in all grades. ***This goal was not met.***

Proficiency **increased** from 2018 to 2019 in Grades 3, 6, 7, and 8. The 8th grade **increased by 14.2%**

Goal: The percentage of CLB District students in the American Indian, Special Education, and Free/Reduced subgroups who meet the enrollment criteria under the North Star Accountability System and who earn achievement levels of Exceeds or Meets the Standards on the Mathematics MCA (all accountability tests) will increase by 5.0% in each subgroup from 2018 to 2019.



Results: CLB District **American Indian** 2019 MCA Math proficiency **increased** from 2018 by 2.2% to 25.1%. CLB District **Free & Reduced** 2019 MCA Math proficiency **increased** from 2018 by .4% to 23.9%. CLB District **Special Ed** 2019 MCA Math proficiency **increased** from 2018 by 5.2% to 17.6%. CLB District performed below the State proficiency in all subgroups.

This goal was met in the Special Education subgroup but was not met in the American Indian and Free/Reduced subgroups.

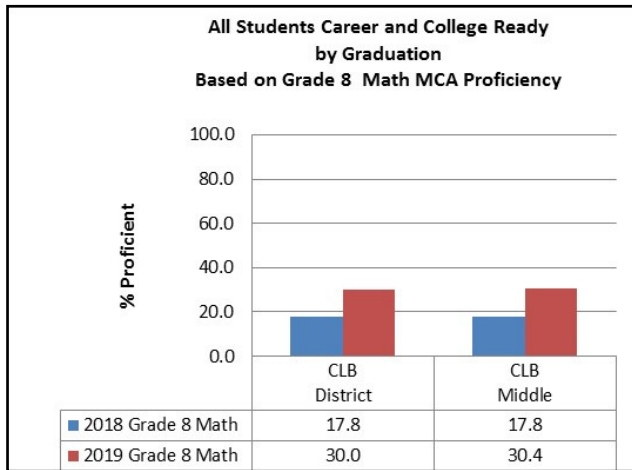
2019 World's Best Workforce Goals & Results

Goal #4: All Students Career and College Ready by Graduation

Goals : The percentage of CLB District students in grade 8 who meet the enrollment criteria under the North Star Accountability System and who earn achievement levels of Exceeds or Meets the Standards on the Mathematics MCA (all accountability tests) will increase from 17.8% in 2018 to 25.0% in 2019.

The percentage of CLBMS students in grade 8 who meet the enrollment criteria under the North Star Accountability System and who earn achievement levels of Exceeds or Meets the Standards on the Mathematics MCA (all accountability tests) will increase from 17.8% in 2018 to 25.0% in 2019.

Results: CLB District Grade 8 Math proficiency **increased** by 12.2% to 30.0%. *This goal was met.*
 CLB Middle School Grade 8 Math proficiency **increased** by 12.5% to 30.4%. *This goal was met.*



Goal #5: All Students Graduate (Based on 2018 Rates—2019 Rates released in January 2020)

Goals: According to MDE's Four Year Graduation Rate calculations, the four-year graduation rate for the CLB District will increase from 53.5% in 2017 to 90.0% in 2018.

According to MDE's Four Year Graduation Rate calculations, the four-year graduation rate for the CLB High School will increase from 74.5% in 2017 to 90.0% in 2018.

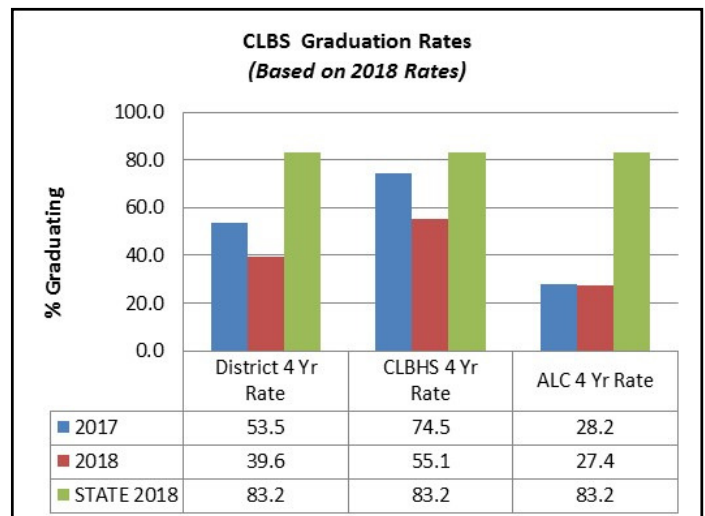
Results: CLB District 2018 four-year graduation rate **decreased** by 13.9% to 39.6%. The district's rate includes students from the ALC and High School combined. *This goal was not met.*

CLB High School 2018 four-year graduation rate **decreased** by 19.4% to 55.1%. *This goal was not met.*

CLB ALC 2018 four-year graduation rate **decreased** by .8 to 27.4%.

The District and High School did not meet their goals.

Note: The ALC sets a seven year goal.



2019 Goals and Results for CLB Elementary School

Goals: The percentage of ALL students in grades 3 and 4 who meet the enrollment criteria under the North Star Accountability System at CLBES who earn achievement levels of Exceeds or Meets the Standards on the **Reading** MCA (all accountability tests) will increase from 35.5% in 2018 to 44.5% in 2019.

The percentage of ALL students in grades 3 and 4 who meet the enrollment criteria under the North Star Accountability System at CLBES who earn achievement levels of Exceeds or Meets the Standards on the **Mathematics** MCA (all accountability tests) will increase from 43.7% in 2018 to 49.5% in 2019.

The percentage of CLBES students in the American Indian, Special Education, and Free/Reduced subgroups who meet the enrollment criteria under the North Star Accountability System and who earn achievement levels of Exceeds or Meets the Standards on the **Reading and Mathematics** MCA (all accountability tests) will increase by 5.0% in each subgroup from 2018 to 2019.

Results: CLBES 2019 MCA Reading proficiency for ALL students **decreased** from 2018 by 1.6% to 33.9%, short of our goal. CLBES performed below the State proficiency of 59.7%. **This goal was not met.**

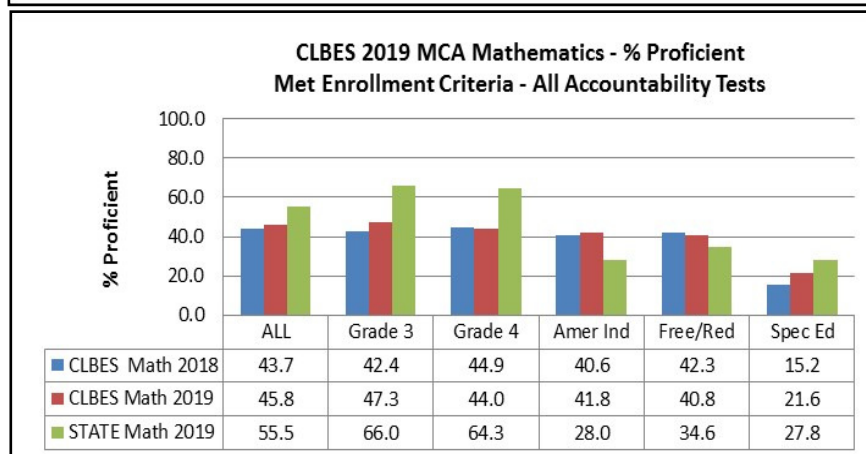
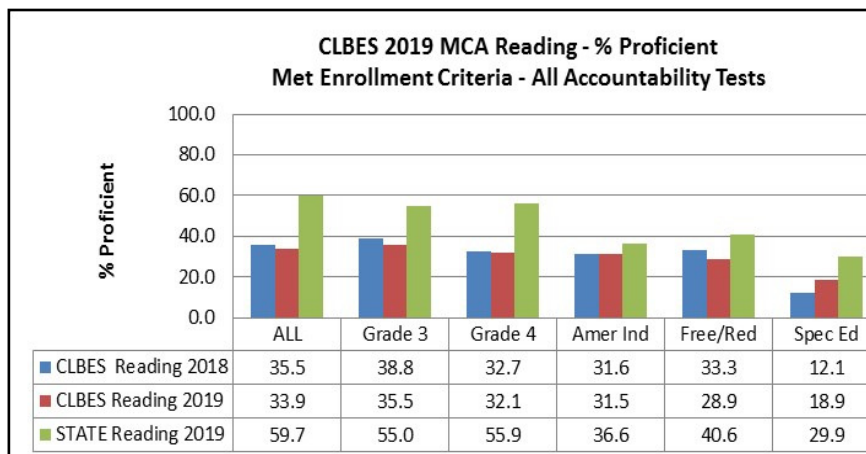
CLBES 2019 MCA Mathematics proficiency for ALL students **increased** from 2018 by 2.1% to 45.8%, but short of our goal. CLBES performed below the State proficiency of 55.5%. **This goal was not met.**

American Indian 2019 MCA Reading proficiency **decreased** to 31.5% and Math **increased** to 41.8%.

Free & Reduced 2019 MCA Reading proficiency **decreased** to 28.9% and Math **decreased** to 40.8%.

Special Ed 2019 MCA Reading proficiency **increased** to 18.9% and Math **increased** to 21.6%.

This goal was met in the Special Education subgroup but was not met in the American Indian and Free/Reduced subgroups for both reading and mathematics.



2019 Goals and Results for CLB Middle School

Goals: The percentage of ALL students in grades 5-8 who meet the enrollment criteria under the North Star Accountability System at CLBMS who earn achievement levels of Exceeds or Meets the Standards on the **Reading MCA** (all accountability tests) will increase from 34.9% in 2018 to 44.9% in 2019.

The percentage of ALL students in grades 5-8 who meet the enrollment criteria under the North Star Accountability System at CLBMS who earn achievement levels of Exceeds or Meets the Standards on the **Mathematics MCA** (all accountability tests) will increase from 14.8% in 2018 to 20.0% in 2019.

The percentage of CLBMS students in the American Indian, Special Education, and Free/Reduced subgroups who meet the enrollment criteria under the North Star Accountability System and who earn achievement levels of Exceeds or Meets the Standards on the **Reading and Mathematics MCA** (all accountability tests) will increase by 5.0% in each subgroup from 2018 to 2019.

Results: CLBMS 2019 MCA Reading proficiency for ALL students **increased** from 2018 by 3.7% to 38.6%, but short of our goal to increase by 10.0%. Reading proficiency **increased** from 2018 to 2019 in Grades 7 and 8. *This goal was not met.*

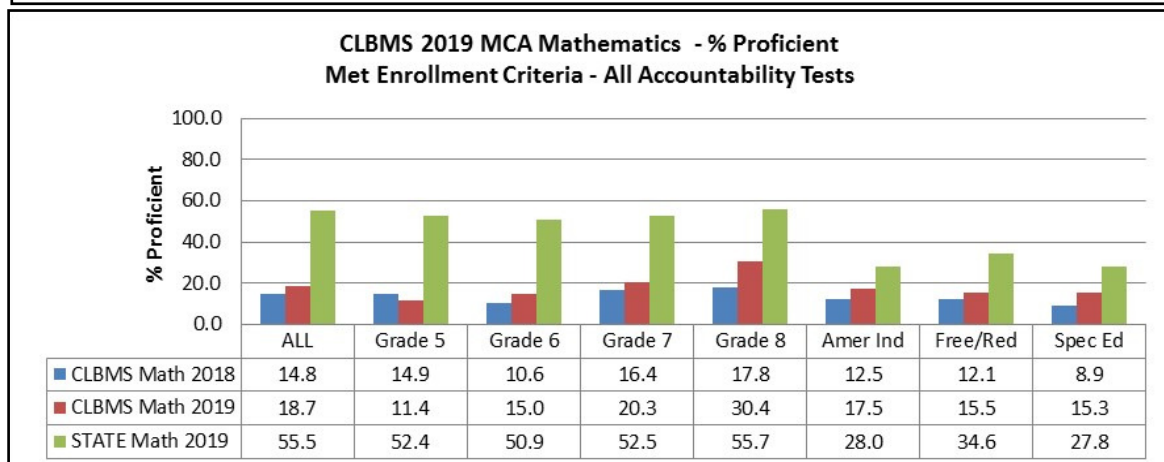
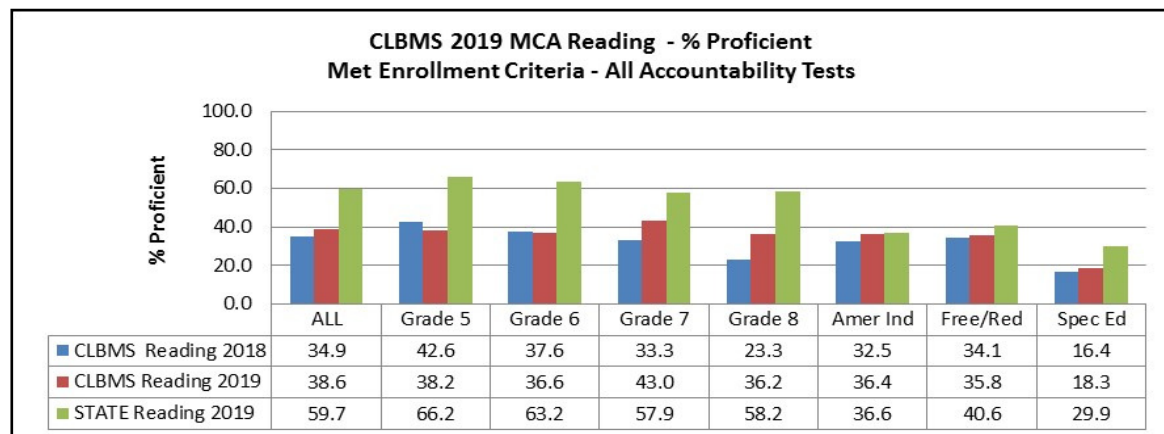
CLBMS 2019 MCA Mathematics proficiency for ALL students **increased** from 2018 by 3.9% to 18.7%, but short of our goal to increase by 5.2%. Mathematics proficiency **increased** from 2018 to 2019 in Grades 6, 7 and 8. *This goal was not met.*

American Indian 2019 Reading proficiency **increased** to 36.4% and Math **increased** to 17.5%.

Free & Reduced 2019 Reading proficiency **increased** to 35.8% and Math **increased** to 15.5%.

Special Ed 2019 Reading proficiency **increased** to 18.3% and Math **increased** to 15.3%.

This goal was met in the Math American Indian and Special Education subgroups but not in Free/Reduced. Reading subgroups did not meet their goals.



2019 Goals and Results for CLB High School

Goals: The percentage of ALL students in grades 10 who meet the enrollment criteria under the North Star Accountability System at CLBHS who earn achievement levels of Exceeds or Meets the Standards on the **Reading MCA** (all accountability tests) will increase from 45.8% in 2018 to 52.8% in 2019.

The percentage of ALL students in grades 11 who meet the enrollment criteria under the North Star Accountability System at CLBHS who earn achievement levels of Exceeds or Meets the Standards on the **Mathematics MCA** (all accountability tests) will increase from 29.2% in 2018 to 36.2% in 2019.

The percentage of CLBHS students in the American Indian, Special Education, and Free/Reduced subgroups who meet the enrollment criteria under the North Star Accountability System and who earn achievement levels of Exceeds or Meets the Standards on the **Reading and Mathematics MCA** (all accountability tests) will increase by 5.0% in each subgroup from 2018 to 2019.

Results: CLBHS 2019 MCA Reading proficiency for ALL students **decreased** from 2018 by 2.6% to 43.2%, short of our goal to increase by 7.0%. *This goal was not met.*

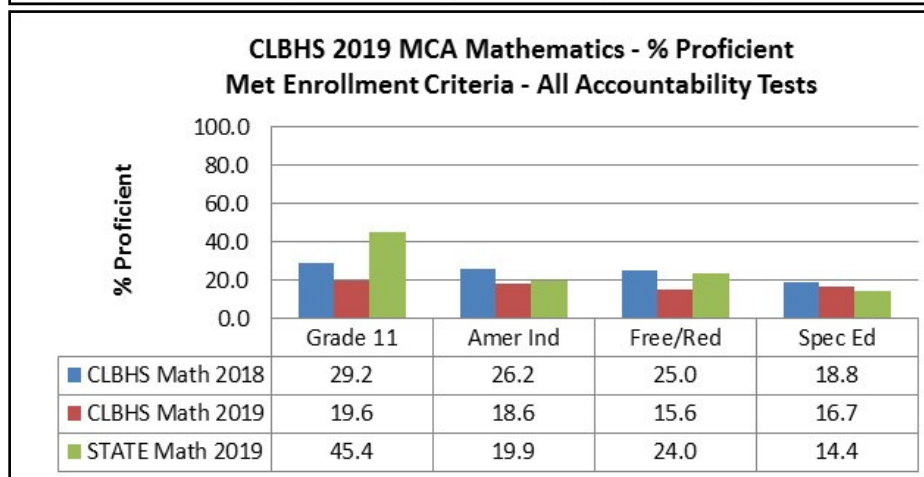
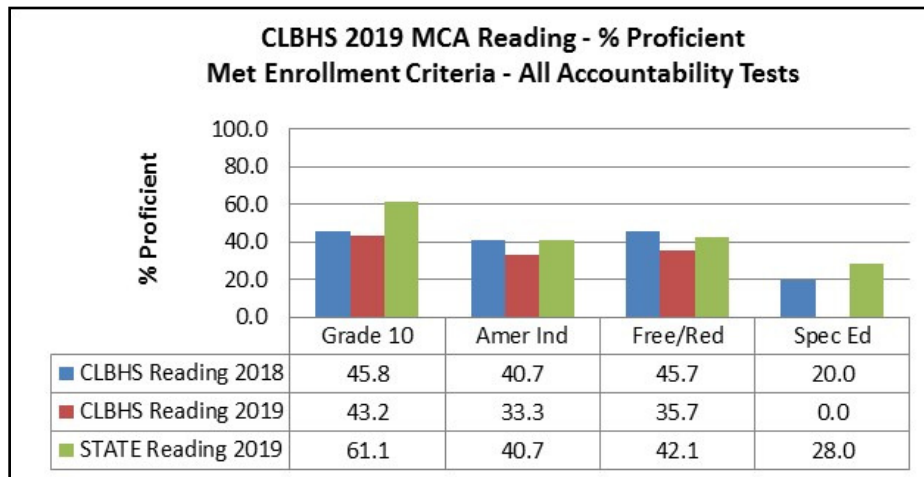
CLBHS 2019 MCA Mathematics proficiency for ALL students **decreased** from 2018 by 9.6% to 19.6%, short of our goal to increase by 7.0%. *This goal was not met.*

American Indian 2019 Reading proficiency **decreased** to 33.3% and Math **decreased** to 18.6%.

Free & Reduced 2019 Reading proficiency **decreased** to 35.7% and Math **decreased** to 15.6%.

Special Ed 2019 Math proficiency **decreased** to 16.7%. Reading subgroup is not reported because of cell size limitation.

This goal was not met in the Math or Reading subgroups.



2019 Goals and Results for CLB Area Learning Center

Goals: The percentage of ALL students in grades 10 who meet the enrollment criteria under the North Star Accountability System at the ALC who earn achievement levels of Exceeds or Meets the Standards on the **Reading MCA** (all accountability tests) will increase from 13.8% in 2018 to 19.0% in 2019.

The percentage of ALL students in grades 11 who meet the enrollment criteria under the North Star Accountability System at the ALC who earn achievement levels of Exceeds or Meets the Standards on the **Mathematics MCA** (all accountability tests) will increase from 3.7% in 2018 to 9.0% in 2019.

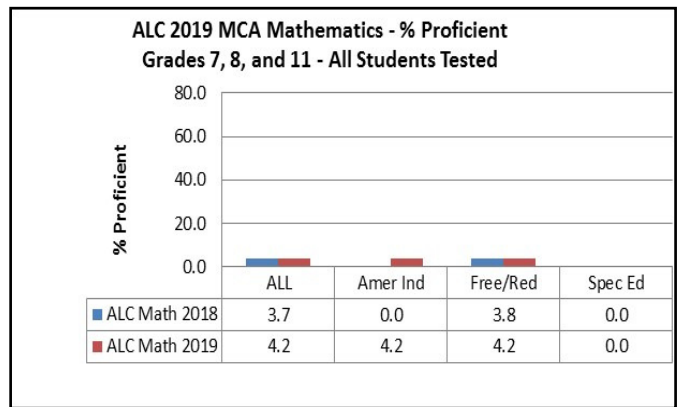
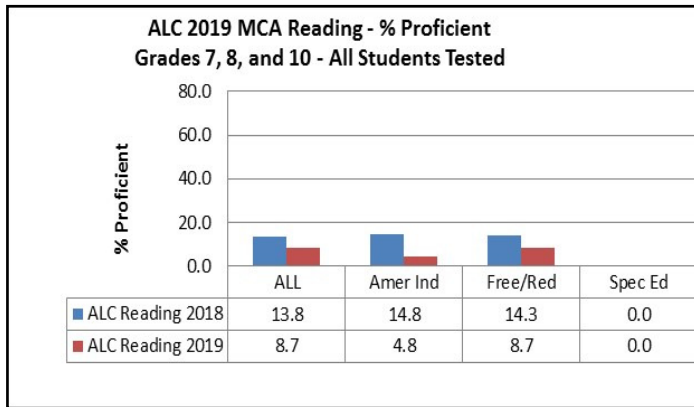
The percentage of ALC students in the American Indian, Special Education, and Free/Reduced subgroups who meet the enrollment criteria under the North Star Accountability System and who earn achievement levels of Exceeds or Meets the Standards on the **Reading and Mathematics MCA** (all accountability tests) will increase by 5.0% in each subgroup from 2018 to 2019.

Results: ALC 2019 MCA Reading proficiency for ALL students **decreased** from 2018 by 5.1% to 8.7%, short of our goal to increase by 5.2%. **This goal was not met.**

ALC 2019 MCA Mathematics proficiency for ALL students **increased** from 2018 by .5% to 4.2%, but short of our goal to increase by 5.3%. **This goal was not met.**

American Indian 2019 Reading proficiency **decreased** to 4.8% and Math **increased** to 4.2%.
Free & Reduced 2019 Reading proficiency **decreased** to 8.7% and Math **increased** to 4.2%.
Special Ed subgroup is not reported because of cell size limitation.

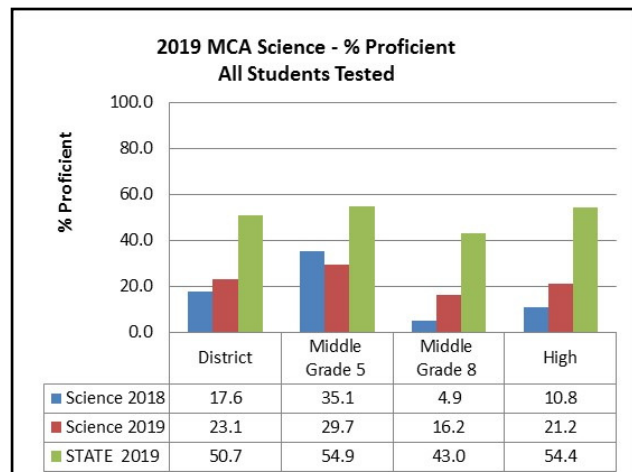
This goal was not met in the Math or Reading subgroups.



Science 2019

Science scores tell us:

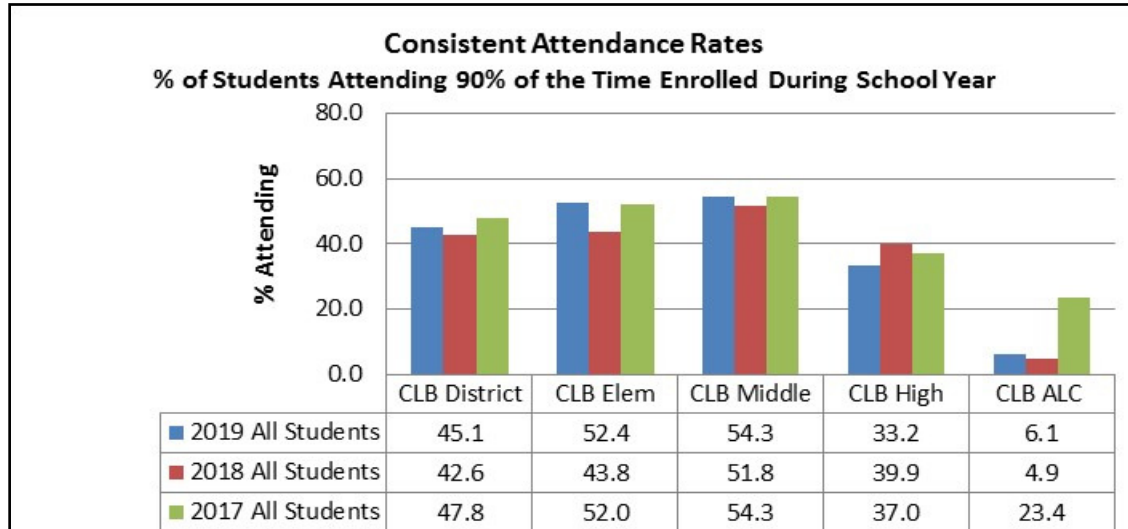
- Proficiency increased at the District, Grade 8 and High School from 2018 to 2019.
- We are performing below the State average in all grades/ schools.



Consistent Attendance

The Cass Lake-Bena Schools focus on improving attendance, building self-esteem, and nurturing relationships with students and families. Cass Lake-Bena Schools promote consistent, daily school and class attendance.

Are Cass Lake-Bena students attending school regularly? A student is considered consistently attending if they attend more than 90% of the time the student is enrolled during the year. According to the *MN Report Card* below is the Consistent Attendance rates for Cass Lake-Bena School District and the individual schools:



Note: Attendance data is from prior year. Ex. 2019 rate is based on 2018 data.

Results: *Students are not consistently attending school. Cass Lake-Bena School District has 54.9% of their students in grades K-12 not attending school consistently. The STATE average is 85.6%.*

Notifications

ASBESTOS

As a result of federal legislation (Asbestos Hazard Emergency Response Act—AHERA), each primary and secondary school in the nation is required to complete a stringent inspection for asbestos and to develop a plan of management for all asbestos-containing building materials. CLBS has a goal to be in full compliance with the law and is following the spirit, as well as, the letter of the law. As a matter of policy, the district shall continue to maintain a safe and healthful environment for our community’s youth and employees.

In keeping with this legislation, all buildings (including portables and support buildings) owned or leased by CLBS were inspected by an EPA accredited inspector and samples were analyzed by an independent laboratory. Based on the inspection, the school prepared and the state approved a comprehensive management plan for handling the asbestos located within its buildings safely and responsibly.

Furthermore, CLBS has completed the 3-Year Re-inspections required by AHERA. Our district buildings, where asbestos-containing materials were found, are under repair and/or removal. Federal laws require a periodic walk-through (called “surveillance”) every six months of each area containing asbestos. MacNeil Environmental, Inc. will accomplish this under contract.

Short-term workers (outside contractors—i.e. telephone repair workers, electricians and exterminators) must be provided information regarding the location of asbestos in which they may come into contact. All short-term workers shall contact the head custodian in the building before commencing work to be given this information.

CLBS has a list of the locations and types of asbestos containing materials found in each school building and a description and time-table for their proper management. A copy of the Asbestos Management Plan is available for review in the District Office. Copies are available at 25 cents per page. Questions related to the plan should be directed to MacNeil Environment, Inc. at (800) 642-6730.

Notifications

PESTICIDES

Minnesota Law requires schools to inform parents and guardians if they apply certain pesticides on school property. CLBS utilizes a licensed, professional pest control service for the prevention and control of rodents, insects, and other pests in and around district buildings. This program consists of:

1. Inspection and monitoring to determine whether pests are present and whether any treatment is needed.
2. Recommendations for maintenance to help eliminate pests without the need for pest control materials.
3. Utilization of non-chemical measures such as traps, caulking, and screening.
4. Application of EDA—registered pest control materials when needed.

Pests sting, bite, cause contamination, damage property and spread disease. Therefore, we must prevent and control pests. The long-term health effects on children from pest control materials, or the class of materials to which they belong, may not be fully understood. All pest control materials are chosen and applied according to label directions per Federal Law.

You can contact the District Office for a schedule of interior pest control inspections and possible treatment. A similar schedule is available for herbicides and other materials for school grounds. Parents of students may request to receive, at their expense, prior notification of any applications of pest control materials, should an application be deemed necessary on a day different from the days specified on the schedule.

INDOOR AIR QUALITY

CLBS has an Indoor Air Quality (IAQ) Plan in place that will help monitor and improve the quality of air in all school district buildings. The goal of the plan is to provide a safe, comfortable and productive environment for our students and staff so that we achieve our core mission—educating students. The objectives of the IAQ Plan are to:

- Reduce the levels of indoor air pollution through prevention measures such as routine maintenance activities, periodic building evaluations and inspections and IAQ specific policies.
- Provide and maintain adequate fresh air exchange by repairing and maintaining ventilation equipment.
- Respond to IAQ related questions, concerns, and problems in a thorough and prompt manner and to communicate the progress of investigations and their resolutions to all interested parties.
- Follow all U.S. Environmental Protective Agency (EPA) regulations and guidelines.

The school administration and School Board are committed to providing the necessary support to meet the district's IAQ plan objectives.

If you have questions or concerns regarding the district's IAQ plan or procedures, please contact the Superintendent at 335-2204, ext. 6011.

FREE LUNCH AND BREAKFAST FOR ALL CLBS STUDENTS

Cass Lake-Bena Schools will once again be serving breakfast and lunch to all students regardless of income. This is a huge savings to all families in our district that have children in school. We still encourage parents to fill out the economic indicator forms (free and reduced forms) so that we can continue this benefit in our schools. Forms are available at all school offices.