



Cass Lake-Bena School District

2022 World's Best Workforce Report

October 2022

CASS LAKE-BENA SCHOOL BUILDINGS	
District Office	335-2204, ext. 6001
Elementary School	335-2204, ext. 5000
Middle School	335-2204, ext. 1900
High School	335-2204, ext. 1100
Area Learning Center	335-2204, ext. 6207
Adult Basic Education	335-4284

Cass Lake-Bena School District Strategic Plan

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.

Demographics

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 provides 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)

School Years	District Enrollment	Poverty	Special Ed	Minority
2019	1,211	92.0%	24.1%	92.7%
2020	<i>Unable to report</i>	<i>Unable to report</i>	<i>Unable to report</i>	<i>Unable to report</i>
2021	1,107	66.1%	21.5%	93.0%
2022	1,165	71.9%	21.0%	92.5%

2022 WORLD'S BEST WORKFORCE GOALS AND 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 is meant to provide you with information on the student achievement goals that have been established in Cass Lake-Bena School District's Plan for the 2021-2022 school year which focuses primarily on MCA performance. In future years, the district will look at other testing data in addition to MCA's.

GOAL #1: ALL STUDENTS READY FOR SCHOOL

As required by Voluntary Pre-Kindergarten (VPK) policy, the Cass Lake-Bena Elementary made the adjustment to a VPK approved assessment practice. The 2021-22 school year was an "exploration" year for the preschool program for the purpose of piloting and selecting an appropriate assessment. Work Sampling was selected as the VPK approved practice as well as the FastBridge Assessment System. 2022-23 will be the first year of full implementation. Goals will be established based on the comprehensive assessment completed during the 22-23 school year.

GOAL #2: ALL STUDENTS IN THIRD GRADE ACHIEVING GRADE-LEVEL LITERACY

Goal: The percentage of ALL students in grades 3 at Cass Lake-Bena Elementary School enrolled October 1st who earn achievement levels of Exceeds or Meets the Standards on the Reading MCA (all accountability tests) will increase from 23.6% in 2021 to 33.6% in 2022.

Results:

Grade 3 MCA Reading Proficiency in 2022 decreased by 4.9% to 18.7%, short of our goal to increase by 10%. We performed below the state proficiency level of 47.8%. *This goal was not met.*

GOAL #3: CLOSING THE ACADEMIC ACHIEVEMENT GAP AMONG ALL GROUPS

READING

Goal: The percentage of ALL students enrolled October 1st at Cass Lake-Bena School District who earn achievement levels of Exceeds or Meets the Standards on the Reading MCA (all accountability tests) will increase from 24.5% in 2021 to 34.5% in 2022.

Results:

Cass Lake-Bena School District MCA Reading Proficiency for ALL students decreased from 2021 by 2.9% to 21.6%, short of our goal to increase by 10%. Proficiency **increased** from 2021 to 2022 in Grades 5, 6, 7, and 10. Cass Lake-Bena School District performed below the State proficiency of 51.0%. *This goal was not met.*

Goal: The percentage of Cass Lake-Bena School District students in the American Indian, Special Education, and Free/Reduced subgroups who earn achievement levels of Exceeds or Meets the Standards on Reading MCA (All accountability tests) Will increase by 10% in each subgroup from 2021 to 2022.

Results:

CLB District **American Indian** 2022 MCA Reading proficiency decreased from 2021 by 2.9% to 20.9%.
CLB District **Free & Reduced** 2022 MCA Reading proficiency decreased from 2021 by 4.3% to 19.1%.
CLB District **Special Ed** 2022 MCA Reading proficiency decreased from 2021 by 6.9% to 9.4%.
This goal was not met.

MATHEMATICS

Goal: The percentage of ALL students enrolled October 1st at Cass Lake-Bena School District who earn achievement levels of Exceeds or Meets the Standards on the Math MCA (all accountability tests) will increase from 12.3% in 2021 to 22.3% in 2022.

Result:

Cass Lake-Bena School District MCA Math Proficiency for ALL students **increased** from 2021 by 1.7% to 14.0%, short of our goal to increase by 10%. Proficiency **increased** from 2021 to 2022 in Grades 3, 7, 8, and 11. Cass Lake-Bena School District performed below the State proficiency of 44.6%. *This goal was not met.*

Goal: The percentage of Cass Lake-Bena School District students in the American Indian, Special Education, and Free/Reduced subgroups who earn achievement levels of Exceeds or Meets the Standards on Math MCA (All accountability tests) Will increase by 10% in each subgroup from 2021 to 2022.

Results:

CLB District **American Indian** 2022 MCA Reading proficiency **increased** from 2021 by 2.3% to 12.0%.
CLB District **Free & Reduced** 2022 MCA Reading proficiency **increased** from 2021 by 1.5% to 15.2%.
CLB District **Special Ed** 2022 MCA Reading proficiency decreased from 2021 by 2.0% to 12.7%.
This goal was not met.

Goal #4: ALL STUDENTS CAREER AND COLLEGE READY BY GRADUATION

Goal: The percentage of ALL students in Grade 8 at enrolled October 1st at Cass Lake-Bena School District who earn achievement levels of Exceeds or Meets the Standards on the Mathematics MCA (all accountability tests) will increase from 6.3% in 2021 to 16.3% in 2022.

The percentage of ALL students in Grade 8 at enrolled October 1st at Cass Lake-Bena Middle School who earn achievement levels of Exceeds or Meets the Standards on the Mathematics MCA (all accountability tests) will increase from 6.5% in 2021 to 16.5% in 2022.

Results:

Cass Lake-Bena School District proficiency decreased from 2021 by .2% to 6.1%.

Cass Lake-Bena School Middle School proficiency **increased** from 2021 by .2% to 6.7%.

This goal was not met.

Goal #5: ALL STUDENTS GRADUATE

Goal: The four-year graduation rate for the Cass Lake-Bena School District will increase from 45.3% to 90% according to MDE’s Four Year Graduation Rate calculations and 100% according to Cass Lake-Bena’s goals.

The four-year graduation rate for the Cass Lake-Bena High School will increase from 61.5% to 90% according to MDE’s Four Year Graduation Rate calculations and 100% according to Cass Lake-Bena’s goals.

Results:

Cass Lake-Bena School District four-year graduation rate decreased from 2021 by 6.1% to 45.3% which rate includes both the High School and ALC combined.

Cass Lake-Bena High School four-year graduation rate decreased from 2021 by 15.6% to 61.5%.

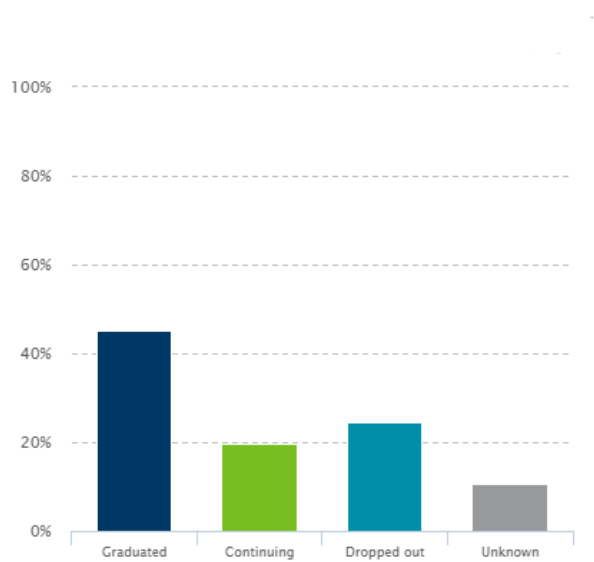
Cass Lake-Bena ALC four-year graduation rate increased from 2021 by 2.1% to 31.9%.

The District and High School did not meet their goals. NOTE: The ALC sets their own goals.

CL-B 4-Year Graduation Rate

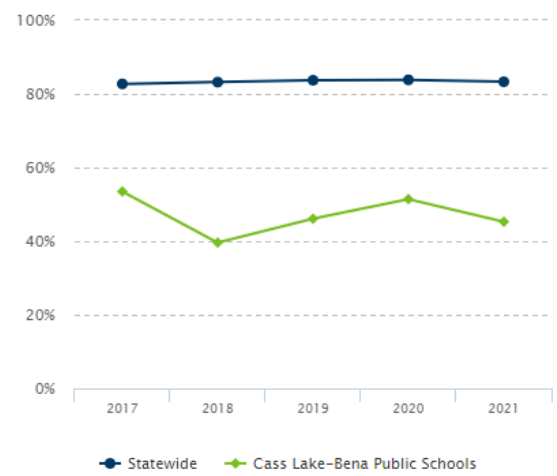
Students in the class of 2021 graduating in 2021 or earlier.

Note: The statewide goal for 2020 is that 90% of students graduate within four years with no student group below 85%.



Organization	Graduated	Continuing	Dropped out	Unknown
Cass Lake-Bena Public Schools	45.3%	19.8%	24.4%	10.5%
	39	17	21	9

Statewide vs CL-B Graduation Rate Trend



Organization	Year	Graduated count	Graduated %
Statewide	2017	54,843	82.7%
	2018	55,869	83.2%
	2019	57,171	83.7%
	2020	56,684	83.8%
	2021	57,137	83.3%
Cass Lake-Bena Public Schools	2017	46	53.5%
	2018	44	39.6%
	2019	47	46.1%
	2020	54	51.4%
	2021	39	45.3%

2022 Goals and Results for Cass Lake-Bena 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 29% in 2021 to 39% in 2022.

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 25.2% in 2021 to 35.2% in 2022.

The percentage of Cass Lake-Bena Elementary students in the American Indian, Special Education, and Free/Reduced subgroups 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 AND MATHEMATICS** MCA (all accountability tests) will increase by 10% in each subgroup from 2021 to 2022.

Results:

Cass Lake-Bena Elementary School 2022 MCA Reading proficiency for ALL students decreased from 2021 by 9.3% to 19.7%, short of our goal. Cass Lake-Bena Elementary School performed below the State proficiency of 51.1%. *This goal was not met.*

Cass Lake-Bena Elementary School 2022 MCA Mathematics proficiency for ALL students decreased from 2021 by 10.5% to 14.7%, short of our goal. Cass Lake-Bena Elementary School performed below the State proficiency of 44.8%.

This goal was not met.

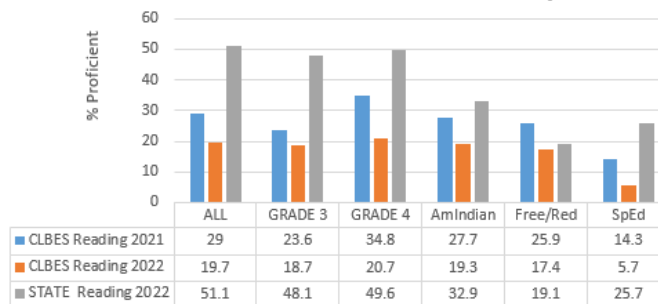
American Indian 2022 MCA Reading proficiency decreased to 19.3% and Math **increased** to 27.6%.

Free & Reduced 2022 MCA Reading proficiency decreased to 17.4% and Math **increased** to 27.3%.

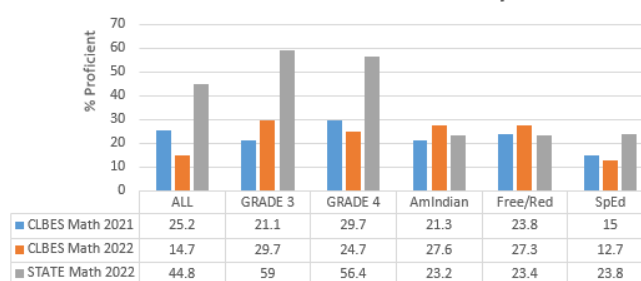
Special Ed 2022 MCA Reading proficiency decreased to 5.7% and Math decreased to 12.7%.

This goal was not met.

CLB Elementary 2022 MCA Reading - % Proficient Met Enrollment Criteria - All Accountability Tests



CLB Elementary 2022 MCA Mathematics - % Proficient Met Enrollment Criteria - All Accountability Tests



2022 Goals and Results for Cass Lake-Bena Middle School

Goals: The percentage of ALL students in grades 5-8 who meet the enrollment criteria under the North Star Accountability System at CLB Middle School who earn achievement levels of Exceeds or Meets the Standards on the **READING** MCA (all accountability tests) will increase from 21.9% in 2021 to 31.9% in 2022.

The percentage of ALL students in grades 5-8 who meet the enrollment criteria under the North Star Accountability System at CLB Middle School who earn achievement levels of Exceeds or Meets the Standards on the **MATHEMATICS** MCA (all accountability tests) will increase from 6.7% in 2021 to 16.7% in 2022.

The percentage of Cass Lake-Bena Middle School students in the American Indian, Special Education, and Free/Reduced subgroups 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 AND MATHEMATICS** MCA (all accountability tests) will increase by 10% in each subgroup from 2021 to 2022.

Results:

Cass Lake-Bena Middle School 2022 MCA Reading proficiency for ALL students decreased from 2021 by .1% to 21.8%, short of our goal. Cass Lake-Bena Middle School performed below the State proficiency of 44.8%. *This goal was not met.*

Cass Lake-Bena Middle School 2022 MCA Mathematics proficiency for ALL students **increased** from 2021 by .1% to 6.8%, short of our goal. Cass Lake-Bena Middle School performed below the State proficiency of 44.8%. *This goal was not met.*

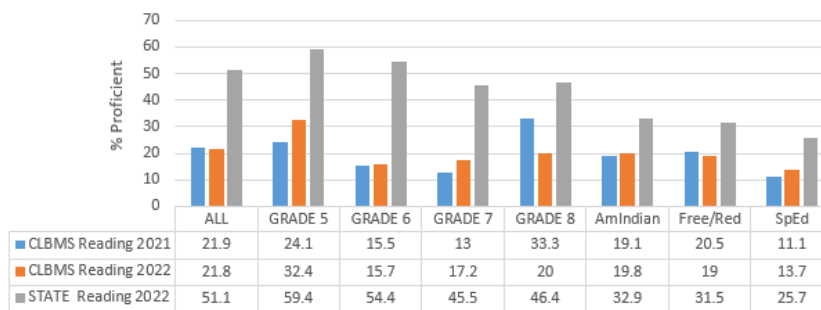
American Indian 2022 MCA Reading proficiency **increased** to 19.8% and Math decreased to 5.3%.

Free & Reduced 2022 MCA Reading proficiency decreased to 19% and Math decreased to 5.7%.

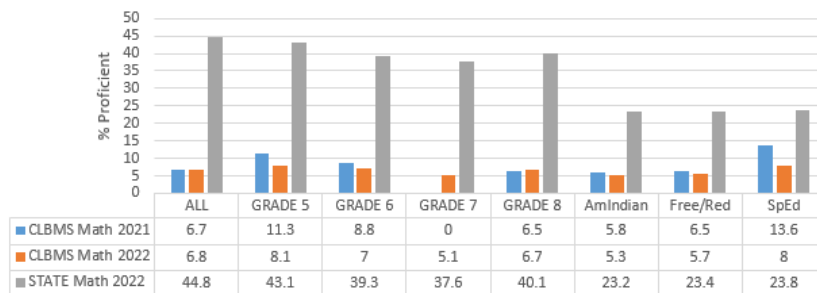
Special Ed 2022 MCA Reading proficiency **increased** to 13.7% and Math decreased to 8%.

This goal was not met.

CLB Middle School 2022 MCA Reading - % Proficient
Met Enrollment Criteria - All Accountability Tests



CLB Middle School 2022 MCA Mathematics - % Proficient
Met Enrollment Criteria - All Accountability Tests



2022 Goals and Results for Cass Lake-Bena High School

Goals: The percentage of ALL students in grades 10 who meet the enrollment criteria under the North Star Accountability System at CLB High School who earn achievement levels of Exceeds or Meets the Standards on the **READING** MCA (all accountability tests) will increase from 36% in 2021 to 46% in 2022.

The percentage of ALL students in grades 11 who meet the enrollment criteria under the North Star Accountability System at CLB High School who earn achievement levels of Exceeds or Meets the Standards on the **MATHEMATICS** MCA (all accountability tests) will increase from 17.1% in 2021 to 27.1% in 2022.

The percentage of Cass Lake-Bena High School students in the American Indian, Special Education, and Free/Reduced subgroups 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 AND MATHEMATICS** MCA (all accountability tests) will increase by 10% in each subgroup from 2021 to 2022.

Results:

Cass Lake-Bena High School 2022 MCA Reading proficiency for ALL students **increased** from 2021 by 5.5% to 41.5%, short of our goal. Cass Lake-Bena High School performed below the State proficiency of 51.1%. *This goal was not met.*

Cass Lake-Bena High School 2022 MCA Mathematics proficiency for ALL students decreased from 2021 by .1% to 17%, short of our goal. Cass Lake-Bena High School performed below the State proficiency of 44.8%. *This goal was not met.*

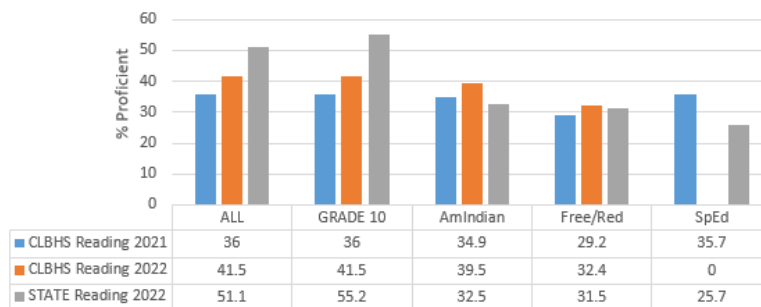
American Indian 2022 MCA Reading proficiency **increased** to 41.5% and Math decreased to 17.0%.

Free & Reduced 2022 MCA Reading proficiency **increased** to 32.4% and Math decreased to 14.3%.

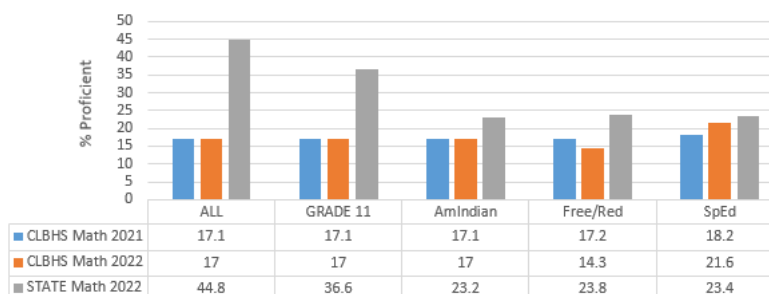
Special Ed 2022 MCA Reading proficiency decreased to 0% and Math **increased** to 21.6%.

This goal was not met.

**CLB High School 2022 MCA Reading - % Proficient
Met Enrollment Criteria - All Accountability Tests**



**CLB High School 2022 MCA Mathematics - % Proficient
Met Enrollment Criteria - All Accountability Tests**



2022 Goals and Results for Cass Lake-Bena Area Learning Center

Goals: The percentage of ALL students in grades 10 who meet the enrollment criteria under the North Star Accountability System at CLB ALC who earn achievement levels of Exceeds or Meets the Standards on the **READING** MCA (all accountability tests) will increase from 25% in 2021 to 35% in 2022.

The percentage of ALL students in grades 11 who meet the enrollment criteria under the North Star Accountability System at CLB ALC who earn achievement levels of Exceeds or Meets the Standards on the **MATHEMATICS** MCA (all accountability tests) will increase from 0% in 2021 to 10% in 2022.

The percentage of Cass Lake-Bena ALC students in the American Indian, Special Education, and Free/Reduced subgroups who meet the enrollment criteria under the North Star Accountability System at CLB ALC who earn achievement levels of Exceeds or Meets the Standards on the **READING AND MATHEMATICS** MCA (all accountability tests) will increase by 10% in each subgroup from 2021 to 2022.

Results:

ALC 2022 MCA Reading proficiency for ALL students decreased from 2021 by 25% to 4.8%, short of our goal. Cass Lake-Bena ALC performed below the State proficiency of 51.1%. *This goal was not met.*

ALC 2022 MCA Mathematics proficiency for ALL students remained the same from 2021 at 0%, short of our goal. Cass Lake-Bena ALC performed below the State proficiency of 44.8%. *This goal was not met.*

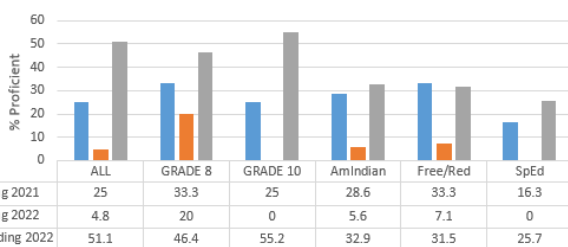
American Indian 2022 MCA Reading proficiency decreased to 5.6% and Math remained the same at 0%.

Free & Reduced 2022 MCA Reading proficiency decreased to 7.1% and Math remained the same at 0%.

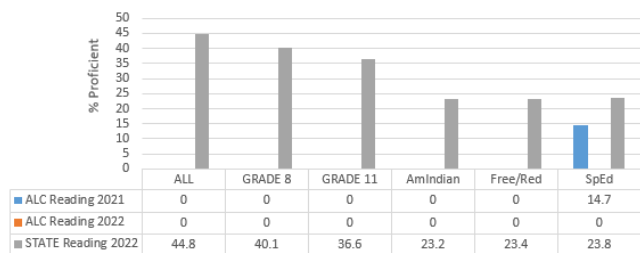
Special Ed 2022 MCA Reading proficiency decreased to 0% and Math decreased to 0%.

This goal was not met.

ALC 2022 MCA Reading - % Proficient
Met Enrollment Criteria - All Accountability Tests



ALC 2022 MCA Mathematics - % Proficient
Met Enrollment Criteria - All Accountability Tests

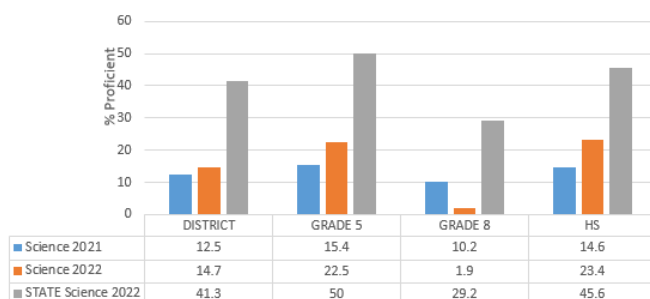


2021 SCIENCE

Science scores tell us:

- Proficiency increased at the District, Grade 5, and High School from 2021 to 2022; but decreased in Grade 8.
- We are performing below the State average in all grades/schools.

2022 MCA Science - % Proficient
All Students Tested



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.

According to the MN Report Card, the North Star Consistent Attendance guidelines are a measure of students who attend school on a regular basis and are not frequently absent. A student is considered consistently attending if they attend more than 90 percent of the time the student is enrolled during the year.

Are Cass Lake-Bena students attending school regularly? According to the MN Report Card, this is the data for our district:

CL-B Schools: % of Students Who are Consistently Attending					
Goal: CL-B Students attend school 90% of the time they are enrolled during a school year.					
Result: CL-B Students are not attending school consistently and we are below the state average.					
	CL-District	CL-B Elementary	CL-B Middle School	CL-B High School	CL-B ALC
2022 CL-B	43.1%	<i>Info not available</i>	<i>Info not available</i>	<i>Info not available</i>	<i>Info not available</i>
2022 State	85.3%				

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.

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.

For further information regarding this report, please contact Cindy Kingbird, District Grants and Compliance Coordinator at (218) 335-2204, extension 6006, or by email at ckingbird@isd115.net. Mii'iiw and Miigwech!