



What is World's Best Workforce (WBWF)?

Passed in 2013 under Minnesota statutes, section 120B.11, the development and implementation of WBWF is meant to ensure that school districts and charter schools in Minnesota enhance student achievement. As a result, school boards that govern districts and charter schools are required to develop a comprehensive, long-term strategic plan that supports and improves teaching and learning. All strategic plans must address the following five WBWF goals:

- All children 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

What is a WBWF Strategic Plan?

WBWF strategic plan is a multi-year, detailed document that illustrates how a district or charter school will execute its goals or initiatives concerning the five WBWF goals. MDE recommends that districts and charter schools develop goals that are specific, measurable, attainable, realistic, and timely (S.M.A.R.T). All strategic plans must include the following six elements:

1. Clearly defined district and school site goals and benchmarks for instruction and student achievement for all student subgroups identified in section 120B.35, subdivision 3, paragraph (b), clause (2).
2. A process for assessing and evaluating each student's progress toward meeting state and local academic standards and identifying the strengths and weaknesses of instruction in pursuit of student and school success and curriculum affecting students' progress and growth toward career and college readiness and leading to the world's best workforce.
3. A system to periodically review and evaluate all instruction and curriculum effectiveness, taking into account strategies and best practices, student outcomes, school principal evaluations, and teacher evaluations.
4. Strategies for improving instruction, curriculum, and student achievement.
5. Education effectiveness practices that integrate high-quality instruction, rigorous curriculum, technology, and a collaborative professional culture that develops and supports teacher quality, performance, and effectiveness.
6. An annual budget for continuing to implement the district plan.

WBWF Annual Report and Annual Public Meeting

While the WBWF strategic plan is a multi-year strategic roadmap, legislation requires that districts and charter schools submit an annual summary report to the Minnesota Department of Education (MDE). MDE will give all
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district and charter schools ample notice when the 2021-22 annual report is due. The annual summary report should provide details about strategies and local progress toward the five WBWF goals.

Equally important, districts and charter schools are also required to hold an annual public stakeholder meeting in relation to the progress made toward WBWF's five goals. The public stakeholder meeting is designed to empower stakeholders (teachers, parents, support staff, students, and other community residents) by providing commentary on the report's data.

What Role does the School Board Play?

Pursuant of Minnesota statutes, section 120B.10, school boards are required to establish an advisory committee. Advisory committees should:

- Ensure that community members have an opportunity to participate in the strategic planning process.
- Be reflective of the district's diversity and its schools, and thus include, to the extent possible, teachers, parents, support staff, students, and other community residents.
- Make recommendations to the school board concerning rigorous academic standards and student achievement goals and measures.

How Will Districts and Charter Schools Measure Their Progress?

Each district and charter school creates its own plan to prepare all students for school and align a standards-based curriculum with classroom instruction, so that students are career and college ready at graduation. The success of each plan can be measured locally using, among other possible data sources:

- The Kindergarten Entry Profile or other measures of school readiness
- State or local assessments
- Graduation rates
- College entrance exams
- Postsecondary outcomes, including employment

What Role Does Minnesota Department of Education (MDE) Play?

While each district's WBWF strategic plan is developed and implemented locally, MDE offers direct and indirect support opportunities throughout the academic year. For example, direct support opportunities include virtual and in-person training, webinars, workshops, orientations, etc. Indirect support includes sharing pertinent resources, facilitating networking opportunities between districts and charter school leaders, etc.

What Resources are Available to Assist Districts with Executing their Strategic Plans?

As previously noted, MDE provides districts and charter schools with a variety of indirect resources to assist with the development of their strategic plan (see resources below). Additional resources will be added to the WBWF webpage as they are developed.

- [Strategic Plan Checklist Tool](#)
- [Setting S.M.A.R.T Goals Tool](#)
- [Minnesota Statutes, section 120.B11: World's Best Workforce](#)

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Questions and Assistance

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