

Academic Improvement Plan

2025-26 School Year

KIPP MN Academic Vision: At KIPP Minnesota, our K-8 academic vision is to boldly disrupt patterns of low achievement by providing every student with rigorous, engaging, and data-informed instruction—every day, in every classroom. We believe that academic success is not reserved for a select few but is the right of all students, regardless of their background or starting point.

Our vision is rooted in the unwavering belief that all students can and will achieve at high levels when held to high expectations and supported by excellent teaching, strong relationships, and equitable access to grade-level content.

We are committed to:

- Disrupting low academic achievement by identifying and addressing unfinished learning early and consistently
- Empowering educators with aligned curricula, meaningful professional development, collaborative planning time, and access to consistent coaching support
- Using data as a lever for equity, ensuring every student gets what they need now to grow (WINN)
- Building joyful and affirming classrooms that nurture curiosity, confidence, and critical thinking

1. WILDLY IMPORTANT GOALS (WIGs)

2025-26 Academic Wildly Important Goals (WIGs)	
MCA Goal (ELA)	Increase the percentage of students in the “Meets / Advanced” category for reading from 11.9% to 13% based on MCA standardized assessment by June 30, 2026.
MCA Goal (Math)	Increase the percentage of students in the “Meets / Exceeds” category for math from 2.8% to 5% based on MCA standardized assessment by June 30, 2026.

2. ANCHOR METRICS

The KIPP Anchor Metrics are the network goal for KIPP students to achieve 75% proficiency in both math and reading by 2028.

Metric	2025-26 Goal
mCLASS DIBELS (2nd Grade)	40% Proficiency
MCA ELA (4th Grade)	8.5% Proficiency
MCA Math (4th Grade)	15.5% Proficiency
MCA ELA (8th Grade)	10% Proficiency
MCA Math (8th Grade)	3% Proficiency
Chronic Absenteeism	40%
Student Retention	70%
School Leadership Retention	100%

3. LEADING INDICATORS: The leading indicators inform us how likely we are to achieve our goal.

Leading Indicators	2025-26 Goals
Exit Tickets	3 exit tickets/week ELA, 3 cool-downs for math
Embedded Curriculum Assessment	80% completion rate
End of Unit Assessments	100% administration of all end of unit assessments
Regional Attendance Goal	90% average attendance
Regional Major Behavior Referrals	Less than 100

4. LAGGING INDICATORS: The lagging indicators measure the results that inform us how we are performing against our goals.

Lagging Indicators	2025-26 BOY Goals	2025-26 MOY Goals	2025-26 EOY Goals
mCLASS DIBELS <i>Foundational Reading Skills</i>	20% Proficiency	25% Proficiency	30% Proficiency
FastBridge (ELA) <i>Student Reading Growth</i>	30% Low-Risk	30% Low-Risk	30% Low-Risk
FastBridge (Math) <i>Student Math Growth</i>	20% Low-Risk	20% Low-Risk	20% Low-Risk
iReady <i>Academic Percentile</i>	10% At Grade Level	15% At Grade Level	20% At Grade Level

Lagging Indicators are based on a 90% completion rate goal.

5. IMPROVEMENT & SUPPORTING GOALS (GROWTH GOALS)

Improvement & Supporting Goals	
MCA Goal (ELA)	Improvement Goal: Decrease percentage of students scoring in the “Beginning” category by 10% (66.9% or less of students) based on 2025-26 MCA ELA results. Supporting Goal: 33.1% or more of students scoring in the “Intermediate / Meets / Advanced” category based on the 2025-26 MCA ELA results.
MCA Goal (Math)	Improvement Goal: Decrease percentage of students scoring in the “Does Not Meet” category by 10% (78.4% or less of students) based on 2025-26 MCA Math results. Supporting Goal: 21.6% or more of students scoring in the “Partially Meets / Meets / Exceeds” category based on the 2025-26 MCA Math results.
FastBridge Goal (ELA)	Improvement Goal: Increase 10 percentile points (30.48 or higher) in our average achievement percentile based on the 2025-26 end of the year FastBridge ELA assessment results.
FastBridge Goal (Math)	Improvement Goal: Increase 10 percentile points (25.21 or higher) in our average achievement percentile based on the 2025-26 end of the year FastBridge Math assessment results.
DIBELS Goal (Reading)	Improvement Goal: Decrease percentage of students in the “Well Below Benchmark / Intensive Support” category by 5% points (54.91% or less of students) based on the 2025-26 End of the Year (EOY) mCLASS DIBELS reading assessment. Supporting Goal: 45.09% or more of students scoring in the “Below Benchmark / At Benchmark / Above Benchmark” based on the 2025-26 End of the Year (EOY) mCLASS DIBELS reading assessment.

6. BENCHMARK

MCA (Minnesota Comprehensive Assessments)						
	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26 GOALS
MCA (ELA) <i>Student Reading Proficiency</i>	12.1%	13.3%	13%	10.3%	11.9%	13%
MCA (Math) <i>Student Math Proficiency</i>	1%	1.8%	1.4%	1.3%	2.8%	5%

NWEA MAP* (Northwest Evaluation Association Measures of Academic Progress)						
	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26 GOALS*
NWEA MAP (ELA) <i>Reading Achievement Percentile</i>					20.48	30.48
NWEA MAP (Math) <i>Math Achievement Percentile</i>					15.21	25.21

mCLASS DIBELS (Foundational Reading Skills)						
	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26 GOALS
mCLASS DIBELS (BOY) <i>Beginning of the Year Proficiency</i>			6% Above 13% At 16% Below 65% WB	8% Above 12% At 16% Below 64% WB	10% Above 12% At 17% Below 61% WB	20% At / Above
mCLASS DIBELS (MOY) <i>Middle of the Year Proficiency</i>			5% Above 7% At 11% Below 77% WB	7% Above 12% At 5% Below 76% WB	12% Above 14% At 13% Below 61% WB	25% At / Above
mCLASS DIBELS (EOY) <i>End of the Year Proficiency</i>			6% Above 12% At 14% Below 68% WB	14% Above 17% At 10% Below 59% WB	20% Above 9% At 13% Below 58% WB	30% At / Above

Anchor Metrics						
	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26 GOALS
mCLASS DIBELS (2nd Grade) <i>Foundational Skills Proficiency</i>			18%	45%	30%	40%
MCA ELA (4th Grade) <i>Reading Proficiency</i>	16.1%	8.8%	3.1%	10%	8.3%	8.5%
MCA Math (4th Grade) <i>Math Proficiency</i>	8%	3.6%	3%	0%	15%	15.5%
MCA ELA (8th Grade) <i>Reading Proficiency</i>	8.8%	13.5%	18.8%	6%	0%	10%
MCA Math (8th Grade) <i>Math Proficiency</i>	0%	4.1%	3.2%	0%	0%	3%
Chronic Absenteeism <i>Absent 10% or more</i>					36%	40%
Student Retention <i>Based on Oct 1 Dates</i>			45%	55%	72%	70%
School Leadership Retention			100%	100%	100%	100%

7. SYSTEMS

- a. Academic Progress Monitoring (APM)
- b. Cohesive Coaching Cycle (CCC)
- c. iReady
- d. Child Find Study for Special Education
- e. Grow (Previously School Mint)

8. STRUCTURES

- a. **Dr. Shana Ford:** Oversee implementation and outcomes of Academic Improvement Plan
- b. **Emily Zaffiro:** Oversee data analysis
- c. **Hashim Yonis:** Oversee Tier 1 Instruction & Teacher Quality
- d. **Dr. Isreal Moses, Chief Academic Officer:** Oversee student behavior & culture
- e. **Dr. Isreal Mose & Hashim Yonis:** Oversee quality assurance
- f. **Josie Harrigin, Kelly Zender & John Ford:** Provide instructional coaching and student intervention

9. ASSESSMENTS

Assessment	Subject	Grades	Timeframe	Scoring Bands
MCA IV	ELA	3-8	Spring 2026	<i>Beginning / Intermediate / Meets / Advanced</i>
MCA III	Math	3-8	Spring 2026	<i>Does Not Meet / Partially Meets / Meets / Exceeds</i>
MCA IV	Science	5 & 8	Spring 2026	<i>Beginning / Intermediate / Meets / Advanced</i>
FastBridge* <i>In place of NWEA MAP</i>	Reading & Math	K-8	Fall 2025 Winter 2026 Spring 2026	<i>High Risk / Some Risk / Low Risk</i>
mCLASS DIBELS	Foundational Reading Skills	K-8	Fall 2025 Winter 2026 Spring 2026	<i>Well Below / Below / At / Above Benchmark</i>
iReady	Math	K-8	Fall 2025 Winter 2026 Spring 2026	<i>High Risk / Some Risk / Low Risk</i>

REPORTING CADENCE

- 4th Tuesday of every month report to KIPP MN team
- 4th Wednesday of the month report to the KIPP MN Board of Directors
- 4th Thursday of the month report to school authorizer, VOA
- 4th Friday of the month report to KIPP MN families