

## **Achievement and Integration Plan July 1, 2020 to June 30, 2023**

### **Goals**

Achievement and Integration requires three types of **goals** to be included in the plan. These **goals** must be designed to: reduce achievement disparities, increase racial and economic integration, and increase equitable access to effective and more diverse teachers. (Minn. Stat. § 124D.861, subd. 2 (a))

**Goal 1:** The MCA Reading economic-based proficiency gap at Mahtomedi Public Schools for students in grades 3-8 and 11 will decrease from 27.2 % in 2019 to 20 % in 2023. (*Strategies 1,2,3*)

**Goal 2:** The MCA Math race-based proficiency gap at Mahtomedi Public Schools for students in grades 3-8, and 11 will decrease from 14.1% to 10% or less in 2023. (*Strategies 2,3,4*)

**Goal 3:** Mahtomedi students in grades 8, 9, and 11 answering “extremely or almost always” to the statement “I accept people who are different than me” from the Minnesota Student Survey will increase from 59% in 2019 to 75% in 2023. (*Strategies 5,6*)

**Goal 4:** Mahtomedi Public Schools will increase the racial diversity of teaching staff from 0.9% in 2020 to 2% in 2023. (*Strategies 2,7*)

### **Strategies**

Each goal must have at least one **strategy** to support the goal. **Strategies** can support the realization of multiple goals.

**Strategy 1:** Balanced Literacy with Heterogeneous Instruction and Strategic Reading Intervention (*Goal 1*)

**Strategy 2:** Racial Equity Professional Development (*Goal 1,2,4*)

**Strategy 3:** Outreach and Family Engagement (*Goal 1,2*)

**Strategy 4:** Strategic Math Intervention (*Goal 2*)

**Strategy 5:** Restorative Practices Implementation (*Goal 3*)

**Strategy 6:** Cross-District Learning (ISD832/ISD 622) (*Goal 3*)

**Strategy 7:** Recruitment and Retention of Racially Diverse Teachers (*Goal 4*)