



**Osseo Area
Schools**

Language Access Plan

MULTILINGUAL, FACE, & COMM RELATIONS TEAMS | JUNE 9, 2026



Presentation outcomes

Board members will:

- Learn about the district's development of a Language Access Plan;
- Explore the alignment to state legislation and Strategic Direction C; and
- Provide feedback on next steps

STRATEGIC PRIORITIES 2025-26

MISSION

Our mission is to inspire and prepare each and every scholar with the confidence, courage and competence to achieve their dreams; contribute to community; and engage in a lifetime of learning.

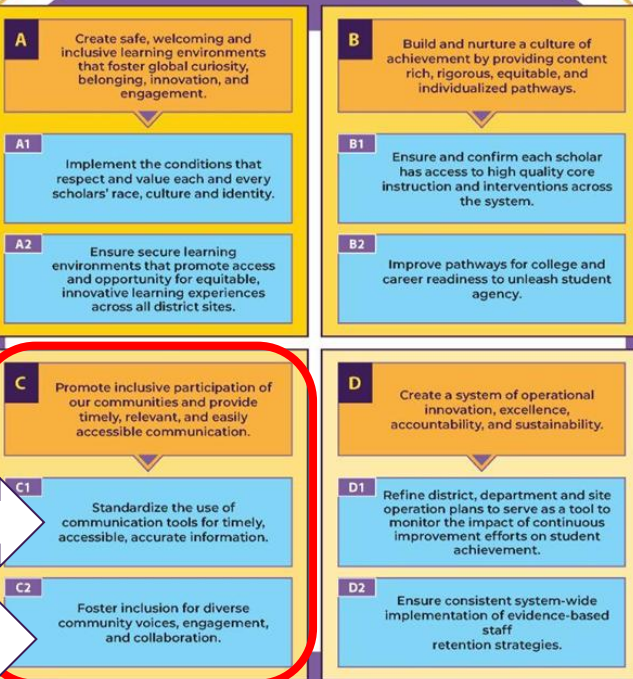
VISION

Unleash and enhance the brilliance of our scholars to thrive and change the world.

CORE VALUES

HONOR AND
INTEGRITY
BELONGING
INCLUSION
INNOVATION AND
EXCELLENCE
TRANSPARENCY
INTRINSIC VALUE

Continuous Improvement Magnifier



Highest Priority

Focused Priority

How do our **continuous improvement** cycles and processes help address and eliminate disparities and inequities in achievement?

3 Cs to align work

CONSISTENCY

- Our responsibilities
- Our behavior
- Understanding our biases
- Understanding expectations

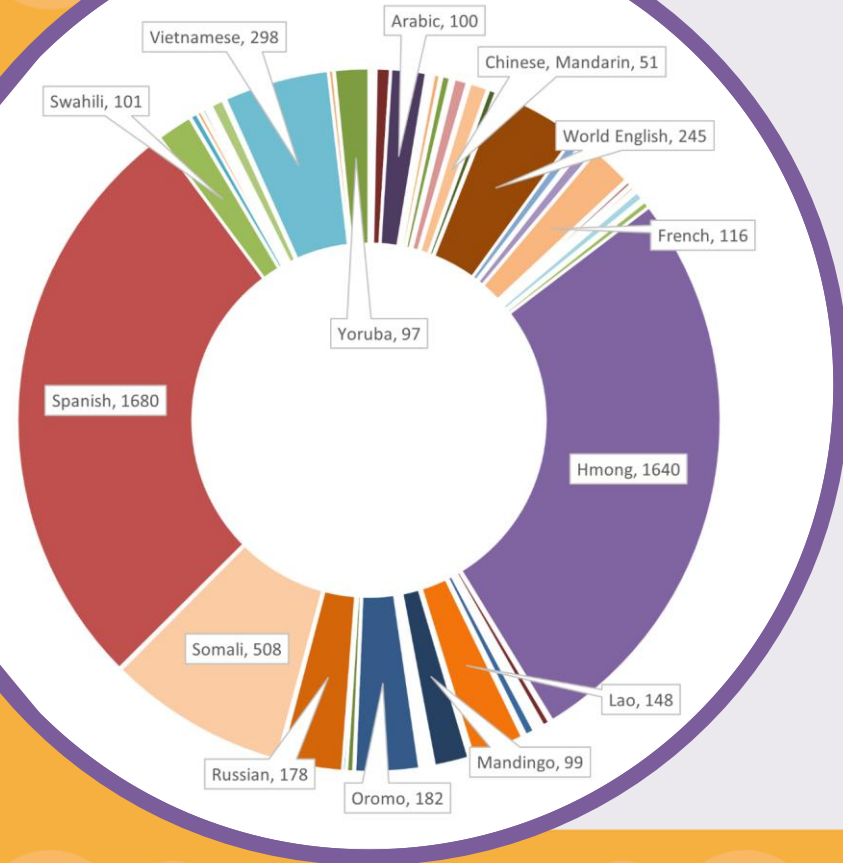
CONNECTION

- Our relationships
- Our roles
- Our impact on others
- Build trust

COHERENCE

- The why
- Our decisions
- Our data
- Weight on the system

Home Language



Did you know?

- There are more than 125 languages spoken amongst district families
- 28% of our families report the use of a language other than English at home
- Top 5 languages after English: Spanish, Hmong, Vietnamese, Somali and Oromo

What is language access?

- Language access means providing individuals who communicate in a language other than English with **timely and reasonable access to the same information and services** as English-speaking individuals.
- Meaningful access
 - Language assistance that results in accurate, timely, and effective communication at no cost to the individual.
 - For English Learners, meaningful access denotes access that is not unreasonably restricted, delayed, or inferior, as compared to access to programs or activities provided to English-proficient individuals.

Language Access Plan

- A Language Access Plan is a comprehensive document that outlines a school district's commitment and strategies to ensure equitable access to services for individuals who speak a language other than English.
- This plan is essential for fostering inclusivity, meeting legal obligations under Title VI of the Civil Rights Act of 1964, Minn. State Law [123B.32](#) Language Access Plan and supporting the success of multilingual students and their families.

LANGUAGE ACCESS IS A CIVIL RIGHT



Building Capacity for Language Access and Inclusion

The Minnesota Department of Education (MDE) is committed to upholding the language access rights of all families with children enrolled in a public or charter school in the state. [Title VI of the Civil Rights Act of 1964](#) and [Executive Order 13166](#) require all recipients of federal funds to have a language access plan that explains their values and process for effectively communicating with individuals who speak a language other than English. MDE will provide guidance to schools to ensure their language assistance process is effective and improved continuously through family and community outreach and engagement.

Parents and Guardians

Your school will provide an interpreter if you need one. Information about your child's education and school policies are available in different languages on the school's website.

School Districts and Schools

Language assistance services must be visible and accessible to all families and the general public. Promote and strengthen your school's Language Access Plan through ongoing community engagement to receive feedback.

For questions or assistance contact:
MDE Community Engagement
Lee.Her@state.mn.us | 651-785-4064



Specifics of MDE's mandate

- Statutory requirement (Effective 2025-26): Districts must formally adopt a Language Access Plan (LAP) during a public board meeting.
- Mandated requirements:
 - Standardized process and procedures for providing effective language assistance to students and adults.
 - Use **trained or certified interpreters** for all communication related to academic outcomes, progress, and placement in specialized programs or services.
 - Ensure meaningful participation in the individualized education program process by families



Mandate specifics

Public accountability:

- Plan must be published in school handbooks and available online.
- Mandatory board review and updates every two years.
- Appeal process if needs not met.
- Notification of rights: Districts must actively notify families of their right to these free services.



Our Language Access Plan process

- Established core team: Bryan Bass, Kiersten Nicholson, Vanessa Gill, Kay Villella and Clay Sawatzke
- Larger group completed MDE self-assessment
- Broke into small groups for each section of the assessment to dig deeper
- Core team incorporated small group input, finalized and are presenting to you tonight

Self-assessment sections

1. Identifying and assessing families' language/communication needs
2. Understanding How Multilingual Families and Individuals Interact with the District
3. Develop Plan: Policies and Procedures
4. Training Staff and Leadership
5. Providing Notice of Language Assistance Services and Providing Services
6. Monitoring, Evaluating and Updating Plan

Question	Evidence of Implementation/Considerations
1. How does the district or charter school identify the language preference of families and individuals(select all that apply)?	☐ Assume language assistance is needed if communication seems hindered. ☐ Respond to individual requests for language assistance services. ☐ Use of "I Speak" language identification cards or posters. ☐ Ask open-ended questions to determine language preference on the telephone or in person. ☐ Prevalence of languages spoken. ☐ Use language assistance services. ☐ Self-identification by family on district enrollment application. ☐ Other (please specify)



Two plans being presented

- Public-facing plan
- Internal plan that includes public-facing content with added detail on how to access and utilize or provide resources



Our commitment: *Osseo Area Schools is dedicated to ensuring that every family has timely and meaningful access to information and services. With more than 125 languages spoken in our district, we're committed to providing multilingual communication that promotes the inclusive participation of all community members. This Language Access Plan provides information about tools, processes and resources available for students, families, and staff at Osseo Area Schools. This plan aligns with Minnesota Statute 123B.32 and federal civil rights laws to ensure students and families can participate fully in their education.*

Identifying family needs

- During enrollment, all families complete the Minnesota Language Survey (MNLS)
 - Stored in the student's profile within the district's student information system
- Families also identify their preferred language for school communications and whether they would benefit from interpreter support, e.g. via back-to-school forms.
- Families can update their preferred language at any time, e.g. via ParentVUE.

Language services

The full list of services is available online via **OsseoSchools.org/LanguageServices**

- Multilingual specialists
- School and district websites
- Language services webpage
- Multilingual learners webpage
- Multilingual Facebook pages
- School and district e-news
- District and school handbooks
- We Are Glad You Are Here posters
- I Need Assistance cards
- Spoken interpretation, including ASL
- Written translation



Ensuring all are in the know

- **Staff:** All staff receive training through professional development sessions, video tutorials and step-by-step guides.
- **Families:** Language services are offered to families who indicate a preferred language other than English. Information about language services is shared with all families through regular communication outlets (e-newsletters, websites and social media pages), printed handouts and in handbooks.
- **Community:** Community-wide communication outlets such as the Have You Heard newsletter and district and school websites.
- Refer to the full communication plan for further detail,
OsseoSchools.org/MultilingualComms

Sample communications

Ani Afaan: Oromo nan dubbadha

Maallo kaardi kana fayyadamuun hojjetoonni Mbarumsa/aa'iyitti akka isaan si gargaaru danda'an itti garaan.

- Bensitas / dura bu'as / na'isi / hojjetas hawaasummaa / gorsaa waliin haasa'uun na barbaachisa
- Barataa koo fudhachuun barbaada.
- Mbarumsichaa imaa bibilii ykn ergaan email naa dhufe, hordoffi gochuun na barbaachisa.
- Kan biroo _____

Waa'ee tajaajila afaanii bililaa daawwachuudhaan caalaatti baradhu OsseoSchools.org/Tajaajiloota-afanii

Yo kablo: Español

Por favor, utilice esta tarjeta para indicar al personal de la escuela o del centro cómo pueden ayudarle.

- Necesito hablar con un maestro / el director / la enfermera / un trabajador social / un consejero.
- Necesito recoger a mi estudiante.
- He recibido una llamada o un correo electrónico de la escuela y necesito hacer un seguimiento.
- Otro _____

Aprenda más acerca de los servicios de idiomas visitando OsseoSchools.org/LanguageServices

Waxaan ku hadlaa: Soomali

Fadlan istirmaalka kaarkan si aad u tuso shaqaalaha iskuulka/goobta sida ay kuu caawin lahaayeen.

- Waxaan u baahnahay inaan la hadlo macaalin / masuul / kakaalada /arimaha bulshada /a-talye.
- Waxaan u baahnahay inaan qaado ardaygayga.
- Waxaa i soo wacay ama aan email ka helay iskuulka, waxaan rabaa inaan ogaado.
- Wax kale _____

Wax badan ka ogow adeegyada luqadda adoo booqanaya OsseoSchools.org/LanguageServices

Tôi nói: Tiếng Việt.

Vui lòng sử dụng thẻ này để nhân viên nhà trường hoặc tài xế biết cách hỗ trợ quý vị.

- Tôi cần nói chuyện với giáo viên / hiệu trưởng / y tá / nhân viên xã hội / chuyên viên tư vấn.
- Tôi cần đón con của mình.
- Tôi đã nhận được một cuộc gọi hoặc email từ nhà trường và tôi cần phải theo dõi.
- Khác _____

Tìm hiểu thêm về các dịch vụ ngôn ngữ miễn phí bằng cách truy cập OsseoSchools.org/LanguageServices

Kuv hais tau lus: Hmoob

Thov muab daim ntawv (card) no rau cov neeg ua haujlwm hauv tsev kawm ntawv/ghov chaw kom lauw paub pab koj.

- Kuv xav nrog ib tug xibxib/tus thawj saib tsev kawm ntawv/tus naasnam/ tus social worker/tus counselor.
- Kuv tsoi los kux tus menyuam.
- Kuv tau txais xovxov/ losais ib tsab email los ntawm tsev kawm ntawv, thiab kuv xav nug seb yog dabtsi.
- Lwm yam _____

Kawm ntawv txog kev pabcuam txhais lus pab dawb los ntawm kev mus saib hauv OsseoSchools.org/LanguageServices

I Speak: English

Please use this card to show school/staff how they can assist you.

- I need to talk to a teacher / the principal / the nurse / a social worker / a counselor.
- I need to pick up my student.
- I received a call or email message from the school and I need to follow up.
- Other _____

Learn more about free language services by visiting OsseoSchools.org/LanguageServices

**Welcome
Bienvenidos
Zoo Siab Tos Txais**

**Chào Mừng
Soo Dhowow
Baga Nagaan Dhuftan**



English
We're glad you're here!
Osseo Area Schools is dedicated to ensuring that every family has timely and meaningful access to information and services in their preferred language. We can provide interpreters and translated documents to you, if needed, to ensure you feel valued, included, and can communicate and partner with our school/site to help your student(s) thrive.

Learn more about free language services by visiting OsseoSchools.org/LanguageServices.

Español
Estamos contentos de que esté aquí!
Osseo Area Schools está dedicado a garantizar que cada familia tenga acceso oportuno y significativo a información y servicios en su idioma preferido. Podemos proporcionarle intérpretes y documentos traducidos, si es necesario, para asegurarnos de que se sienta valorado, incluido y que pueda comunicarse y colaborar con nuestra escuela/centro para ayudar a que sus estudiantes prosperen.

Aprenda más acerca de los servicios de idiomas visitando OsseoSchools.org/LanguageServices.

Hmoob
Peb zoo siab uas koj tuaj ntawm no!
Osseo Area Schools kubb siab coj lus yuav ua tibzoo npaj kom thuas tsivneeg muaj sijahwm thiab caj nyooq zoo txais tau thuas yam xovxwm thiab kev pabcuam raws lauw yam lus. Peb npaj neeg txhais lus thiab ntawv ntawv txhais rau nej, yog nej xav tau, kom nej pom txoj kev tsameeb, kev hwv, thiab kom nej txuas tau lus thiab koomtes tau nrog peb tsev kawm ntawv/ghov chaw uas pab tau nej tus/cov menyuam loj hlob.

Kawm ntawv txog kev pabcuam txhais lus pab dawb los ntawm kev mus saib OsseoSchools.org/LanguageServices.

Tiếng Việt.
Chào mừng Chúng tôi rất vui vì quý vị đã ở đây!
Osseo Area Schools cam kết đảm bảo rằng mọi gia đình đều được tiếp cận kịp thời và hữu ích với thông tin cũng như các dịch vụ bằng ngôn ngữ ưa thích. Chúng tôi có thể cung cấp phiên dịch viên và các tài liệu đã được biên dịch cho quý vị khi cần thiết, nhằm đảm bảo quý vị cảm thấy được trân trọng, được hòa nhập, cũng như có thể giao tiếp và phối hợp cùng nhà trường để giúp con em quý vị phát triển toàn diện.

Tìm hiểu thêm về các dịch vụ ngôn ngữ miễn phí bằng cách truy cập OsseoSchools.org/LanguageServices.

Soomali
Waa ku faraxsanahay inaad halka timaado!
Osseo Area Schools waxaa ka go'an inay hubiyaan in qoys walba uu waqti ku habboon oo macno leh u helo macluumaadka iyo adeegyada oo ku qoran luqadda ay rabaan. Waxaan kuu diyaarin karnaa turjubaano iyo dukumeenti la turjumeey, haddii loo baahdo, si aan u habiino in lagu dhoweyey, lagu soo dhoweyey, oo aad la hadli karto lana shaqayn karto iskuulkeena/goobteena si aan u caawino in ardaygaagu hormaro. Wax badan ka ogow adeegyada luqadda adoo booqanaya OsseoSchools.org/LanguageServices.

Oromo nan dubbadha
Asitti argamuu keetiin gammadneerra!
Osseo Area Schools maatii hundi odeeffeennoo fi tajaajila hikkaa afaan ittiin tajaajilamuuf filatantiin bifa gahuumsaa fi qulqulsiina cabsoon yeroo barbaadnitti akka argatan gochuuri ofi kennee hojjetaa jira. Nu irratti iddoo guddaa ati qabduu fi mirri abbummaa akka sitti dhaga'amu mirkaneessuuf, tajaajila hikkaa afaani fi sanadoota hirkaman siif kennuu ni dandaeye. Akkasumas Mbarumsa/aa'iyitti keenya waliin wal qunnamtii fi tumaa cimaa uumuun, barattoonni kee akka milkaa'anii fi guddatan si deeggaruu ni dandaeye.

Waa'ee tajaajila afaanii bililaa daawwachuudhaan caalaatti baradhu OsseoSchools.org/Tajaajiloota-afanii

Staff roles and responsibilities

- School Board: Formally adopts the Language Access Plan every two years. Ensure the district has the resources and budget to meet all state and federal language access laws.
- Superintendent and Cabinet
- Multilingual Community and Communication Specialists
- Multilingual Learning (ML) department
- Community Relations team
- Principals and site leaders
- Office teams (APs, OAPs, Business/Resource Managers, etc.)
- Teachers and support staff
- All staff

Reviewing the plan

- The plan will be formally reviewed and updated every two years.
- Continual gathering of feedback through surveys and meetings.
- Steps for providing an appeal/feedback:
 - **Step 1:** Contacting school principal.
 - **Step 2:** If not resolved, contacting the district office at info@district279.org or 1200 93rd Ave N, Maple Grove.
 - **Step 3:** The district will review and provide a response.





Additional detail on the internal plan

- Specific procedures for assessing and providing services.
- Universal and differentiated training for staff
- Training for interpreters to meet new requirements
- Internal monitoring



Next steps

- Family input is being gathered now. Revisions may be made based on what's shared.
- Detailed staff procedures and training. May Learning Leader and June System Leader meetings are latest connection plans.
- Presented for board vote on June 23.



Thank you

HAPPY TO ANSWER ANY QUESTIONS