School District 622
NORTH ST. PAUL | MAPLEWOOD | OAKDALE
Ready for tomorrow

Achievement & Integration Report 2025-2026

Presented by Lynn Pham
Director of Equity & Communications

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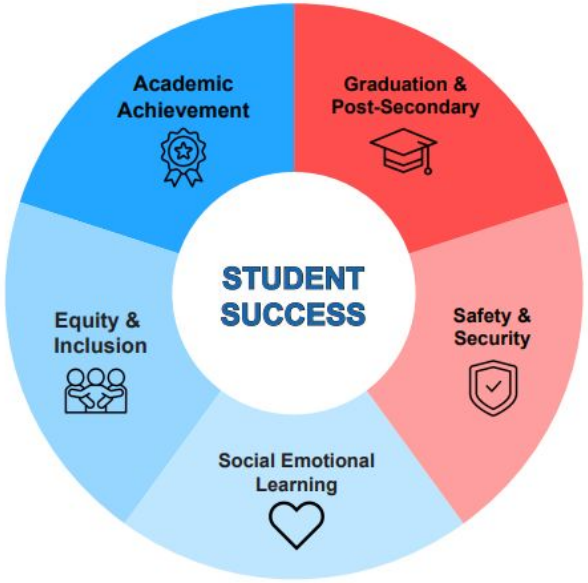
District 622 Strategic Plan 2024-2029

OUR MISSION

District 622 will inspire lifelong learners who thrive in diverse communities.



GOALS

Academic Achievement
- Students will successfully meet academic standards.

Graduation & Post-Secondary
- Students will graduate fully prepared for post-secondary success.

Safety & Security
- Students and staff will feel physically and emotionally safe at school.

Social Emotional Learning
- Students and staff will work and learn in a positive school culture that promotes personal well-being.

Equity & Inclusion
- Students, staff, and families will feel welcomed and included as valued members of our diverse school community.

Our values are the foundation of our community and guide our actions.

Inclusion • Innovation • Excellence • Growth • Collaboration • Curiosity

ACHIEVEMENT & iNTEGRATION

Statewide Goals for 2025-2026

$2.9M

Approximate district A&I funding

1

Reduce Achievement Disparities

2

Increase Access to Effective and Diverse Teachers

3

Increase Racial and Economic Integration

Goal 1 - Reduce Literacy Disparities

Strategy 1A	Access to Career Pathways
Strategy 1B	Implement AVID Systems
Strategy 1C	Reduce Summer Learning Through Freedom Schools

2025–2026 Outcomes

Goal 1| Reduce Literacy Disparities

24.7%

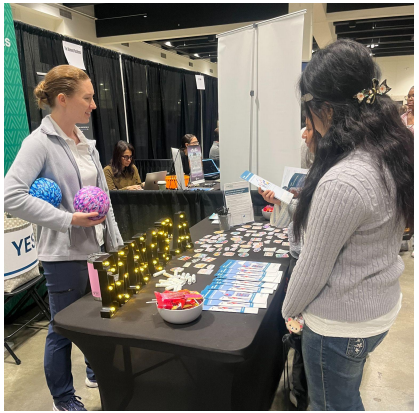
2025

24.4%

2026

The proficiency gap between students of color and white students for all grades tested on the MCA III Reading will decrease from 22% race-based to 11% by 2026.

Strategy 1A | Access to Career Pathways



- Administered YouScience® to help students discover their aptitudes and interests with career and educational aspirations
- Provided Career Exploration and Post Secondary Opportunities

On-site	Off-site
Career Connect Day YouScience College & Career Panels That's Reality event Healthcare Speakers 916 Career & Tech tour Elective Expo	3M Innovation Tour Construct Tomorrow 3M Collision Repair Academy Transplantation in the classroom

2025–2026 Outcomes

Strategy 1B | AVID Implementation

452

Students served in 2025–26



- Strengthened student leadership and collaboration skills by serving as peer tutors and public speaking
- Provided structured academic monitoring, goal-setting, and organizational strategies
- Held student recognition events and family engagement opportunities
- Coordinated college and career exploration visits

2025–2026 Outcomes

Strategy 1C | Freedom School Literacy

87%

No summer literacy loss in assessment sample

- Developed performance skills through music and STEP while strengthening teamwork and a sense of belonging
- Hired 8 former scholars as paid student interns
- Conducted a six-week literacy program that serviced scholars in grades 1-8



2025–2026 Outcomes

Goal 2 - Increase Staff Diversity

Strategy 2A	Recruitment & Retention Efforts
Strategy 2B	Professional Learning
Strategy 2C	Cultural Liaisons and American Indian Education

2025–2026 Outcomes

Goal 2 | Increase Staff Diversity

20.6%

Staff of color in 2025

23.2%

Staff of color in 2026

The % of racially diverse staff will increase from 18% in 2023 to 23% in 2026 to better reflect the demographics of our students.



2025–2026 Evidence

Strategy 2A | Recruitment & Retention Efforts

- Continued Collaboration for Assistant Principals, Associate Administrators, and Dean (AAAPD)
- Conducted stay interviews for BIPOC leaders and administrators
- Continued support for international teachers
- Increased Grow Your Own candidates



2025–2026 Evidence

Strategy 2B | Professional Learning

- Focused on restorative practices and social-emotional learning training
- Developed a review process to ensure curriculum is culturally relevant
- Implemented Culturally Responsive Criteria for performance evaluations





2025–2026 Evidence

Strategy 2C | Cultural Liaisons and American Indian Education Staff



- Provided Spanish, Hmong, Somali and Karen language support
- Provided interpretation and translation services to strengthen communication and increase family engagement.
- Collaborated with the Teaching & Learning Department to develop district-wide curriculum
- Delivered professional development to educators focused on Indigenous history/culture and contributions

2025–2026 Outcomes

Goal 3 | Collaboration with Mahtomedi

MAHTOMEDI PUBLIC SCHOOLS

85%

Positive belonging target

100%

Positive among event survey respondents

Secondary students participating in the cross-district collaboration with ISD 832 will report an increase in their sense of belonging as defined by a locally-designed perception survey from the baseline data collected in the Fall of 2023 to at least 85% positive by the Spring of 2026.

2025–2026 Evidence

Goal 3 | Collaboration Experiences



- District 622 invited Mahtomedi families to 12 events throughout the 2025-2026 school year
- Eight-day summer Language & Culture Program for grades 5–12
- Weekly Dakota and Ojibwe Family Language Nights (March-May 2026)

2025–2026 Evidence

Goal 3 | Testimonials from Caregivers



- “ISD 622 has been an instrumental partner (and mentors) for Mahtomedi NAPAC. Early on, they offered mentorship without structure, action items and how to build a community within our district. ISD 622 then opened their doors to our families by inviting them to cultural nights, something we did not have the connections or resources yet. Robin in particular helped run native games at our year-end gathering (again, something we did not have the competence or resources for). Overall, the partnership has enabled us a place and space to learn, grow and make connections. We are very grateful to Becky and the whole team!”
- “I loved learning how to make a ribbon skirt and moccasins! The games we played were really fun too.”

HIGHLIGHTS VIDEO

A&I Highlights Video



Next Steps

- New A&I Plan for 2027-2029

- Continue recognizing both visible student experiences and staff work behind the scenes

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Questions?
Thank you!

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