

# Comprehensive Achievement and Civic Readiness

Annual Public Meeting:

**Committee of the Whole Board Meeting**

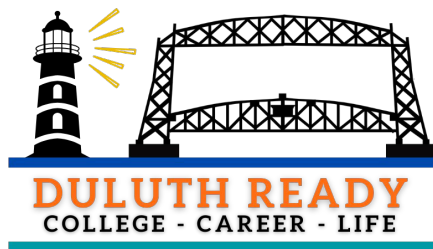
December 2, 2025



# Comprehensive Achievement and Civic Readiness

In 2024, MN Legislature renamed World's Best Workforce (WBWF) to Comprehensive Achievement and Civic Readiness (CACR).

- Emphasis on supporting students' academic achievement as well as preparing them to be active members of their community after graduation
- School boards are required to develop comprehensive, long-term strategic plans that **address five goal areas** within this plan



**\*Please note:** acronym “**CACR**” will be used for Comprehensive Achievement and Civic Readiness throughout this presentation.

# Comprehensive Achievement & Civic Readiness

## ***CACR Plan Goal Areas:***

- 1. All children ready for school.**
- 2. All racial and economic achievement gaps between students are closed.**
- 3. All students are ready for career and college.**
- 4. All students graduate from high school.**
- 5. All students are prepared to be lifelong learners.**

# Alignment: District Roadmap & CACR Plan

Duluth's Comprehensive Achievement & Civic Readiness Plan organizes strategies aligned to each goal under the three strategic directions of the District Strategic Roadmap:

- **Supporting Every Student**
- **Advancing Equity**
- **Improving System**



# Process to Develop 2025-2026 CACR Plan



## Review

District staff reviewed 2024-2025 CACR Annual Plan goals, strategies, and results

## Draft

Developed the 2025-2026 draft annual plan based on feedback from various district stakeholders and updated data

## Meetings

Annual meetings held: District Advisory Committee 11/24/25 and Committee of the Whole Board Meeting 12/2/25

## Final

2025-2026 Comprehensive Achievement and Civic Readiness Annual Plan finalized

## Posting

2025-2026 CACR Annual Plan posted to Duluth Public Schools website

## Submission

2024-2025 Summary CACR Report submitted to MDE by 12/15/25

***Results:***

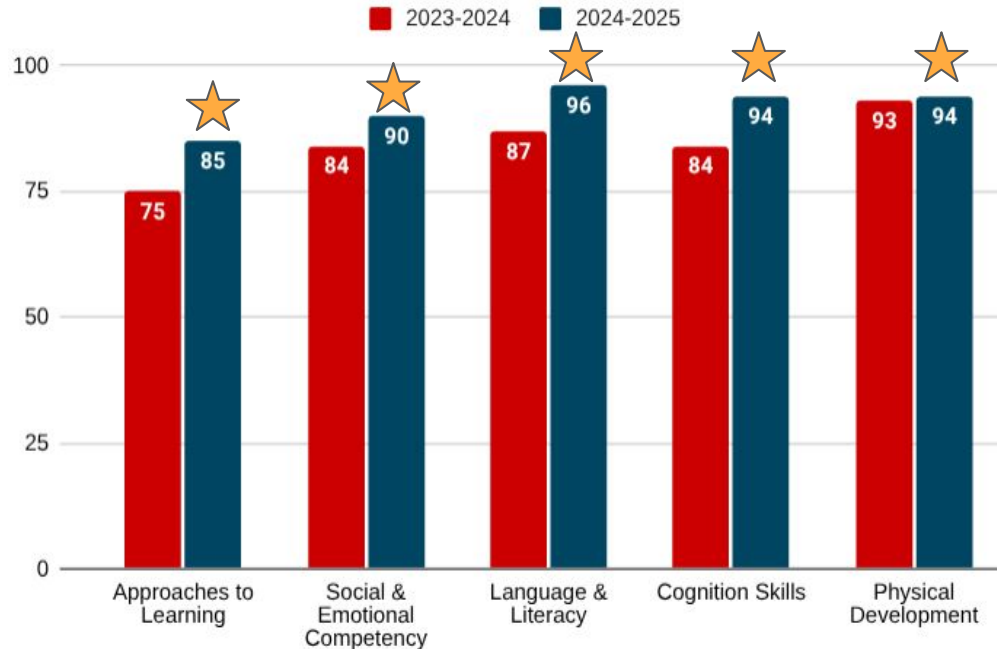
**2024-2025**

Comprehensive Achievement  
and Civic Readiness (CACR)  
Plan Goals

# Kindergarten Readiness

## 2024-2025 Goal 1:

By Spring 2025, **85%** of 4-year-old children who participate in Duluth Public Schools preschool programs score within "End of the Year Before Kindergarten Range" in **4 out of 5** domains as measured by Desired Results Developmental Profile.



Percent of Preschool Students Meeting End of Year Benchmark in 4 out of 5 Domains

## Result:

Duluth Public Schools 4 year old preschool students scored at least 85% meeting end of year benchmarks in **5 out of 5** domains.

## Goal met

★ In addition, spring 2025 student outcomes increased in 5 out of 5 domains as compared to spring 2024 student outcomes.

# Achievement Gaps: READING

## 2024-2025 Goal 2:

By Spring 2025, **63.8%** of students will be proficient in Reading, as measured by the annual statewide accountability assessments (MCAIII Reading and MTAS, all students tested).

No student group will have a proficiency rate lower than **58.8%**.

(MCA III Reading  
assessed in  
grades 3-8 & 10)



## Results:

**55.7%** of “*All Students*” considered proficient on MCA III Reading spring 2025.

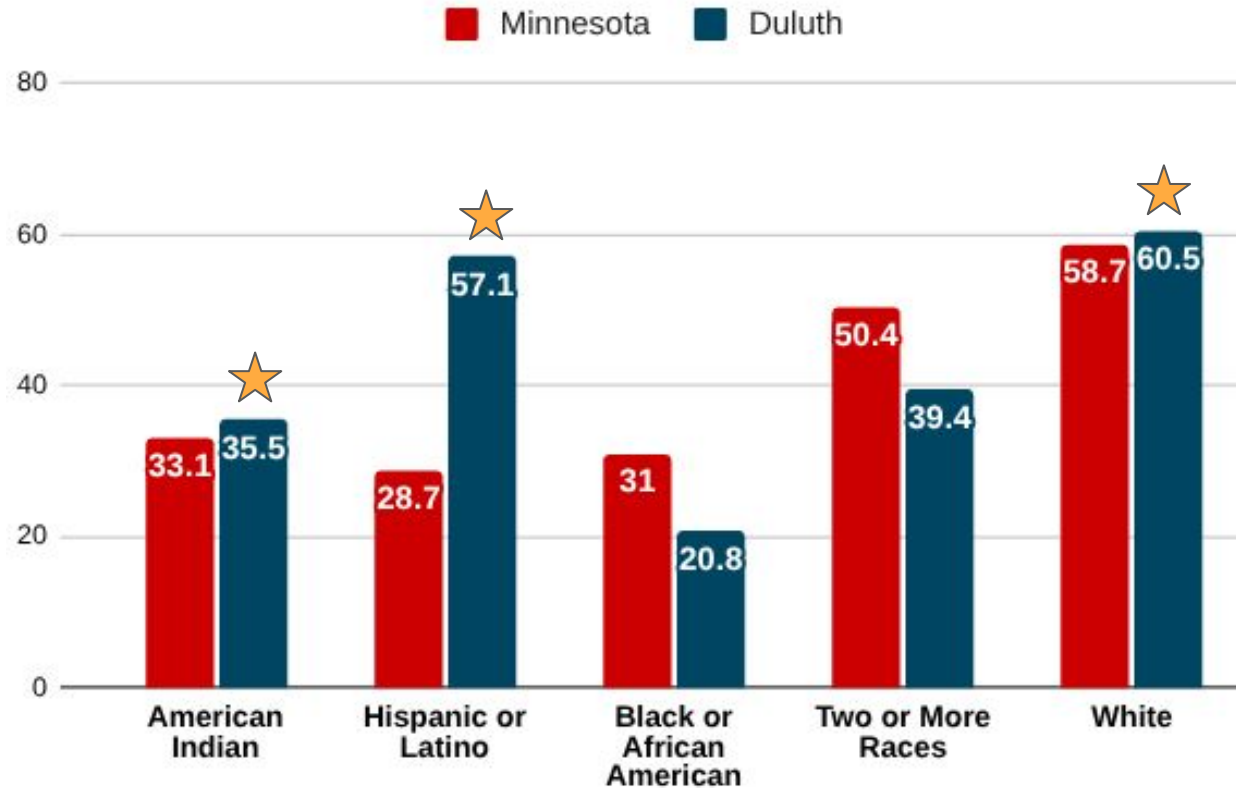
**Goal not met.**

★ However, Duluth outperformed MN overall on average by **+ 6.1%** points as indicated on this graph.

# Achievement Gaps: READING

**Additional Data -  
Reading MCA III  
Spring 2025:**

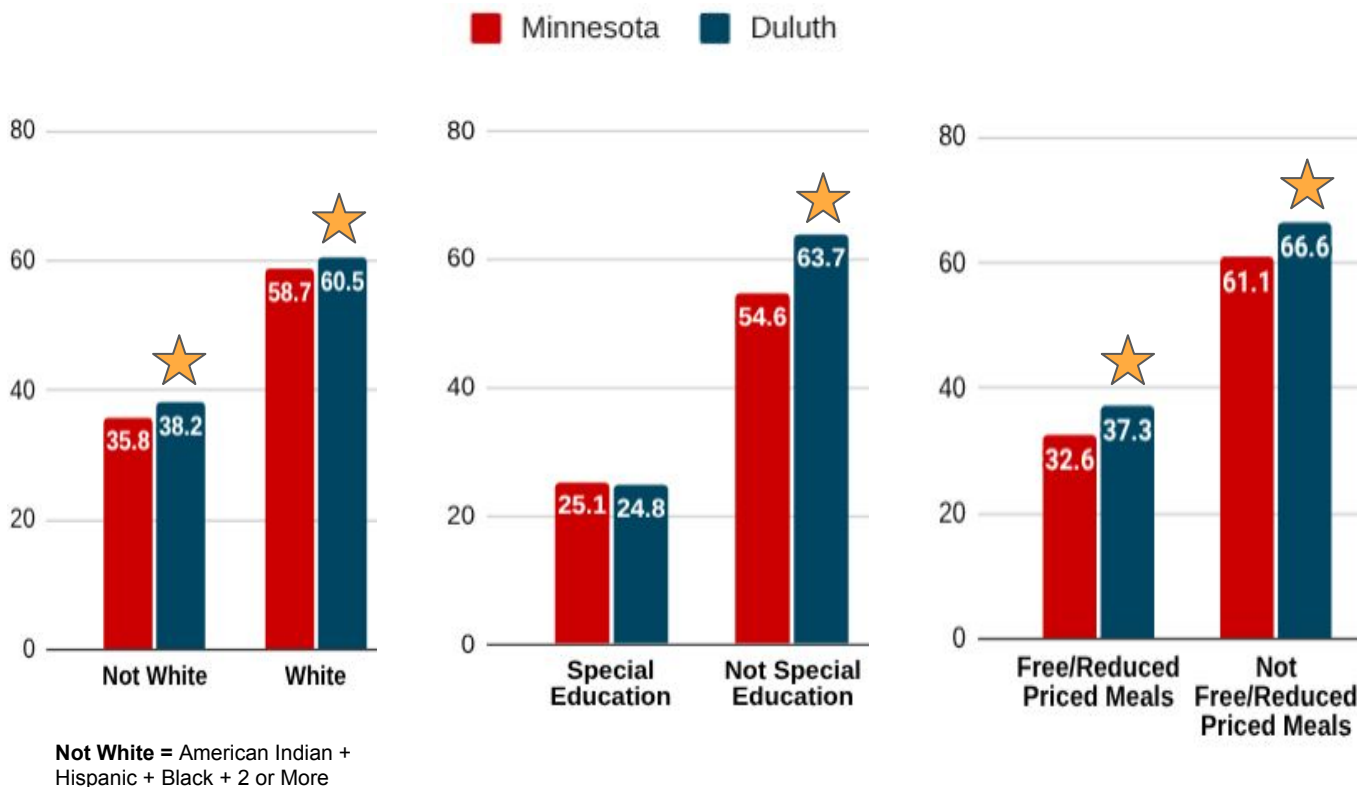
**Ethnic / Race  
Groups**



# Achievement Gaps: READING

**Additional Data -  
Reading MCA III  
Spring 2025:**

Comparison  
Groups



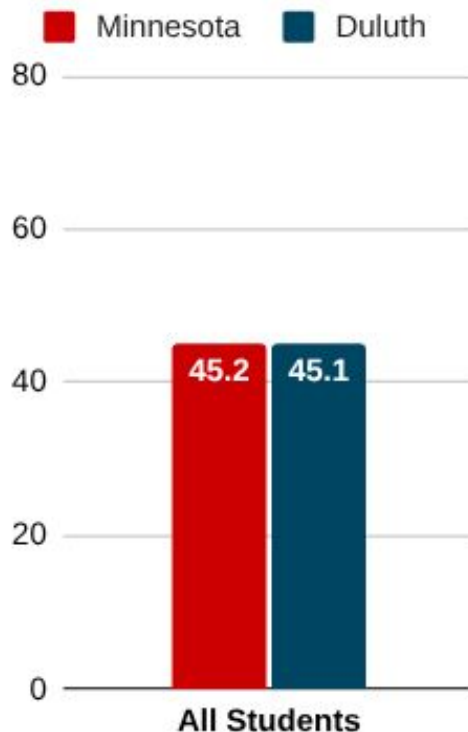
# Achievement Gaps: MATH

2024-2025 Annual CACR  
Plan did not include a  
Math goal.

However, Math  
achievement gap  
reduction is important.

Data included in this  
presentation for  
informational purposes

(MCA III Math assessed in  
grades 3-8 & 11)



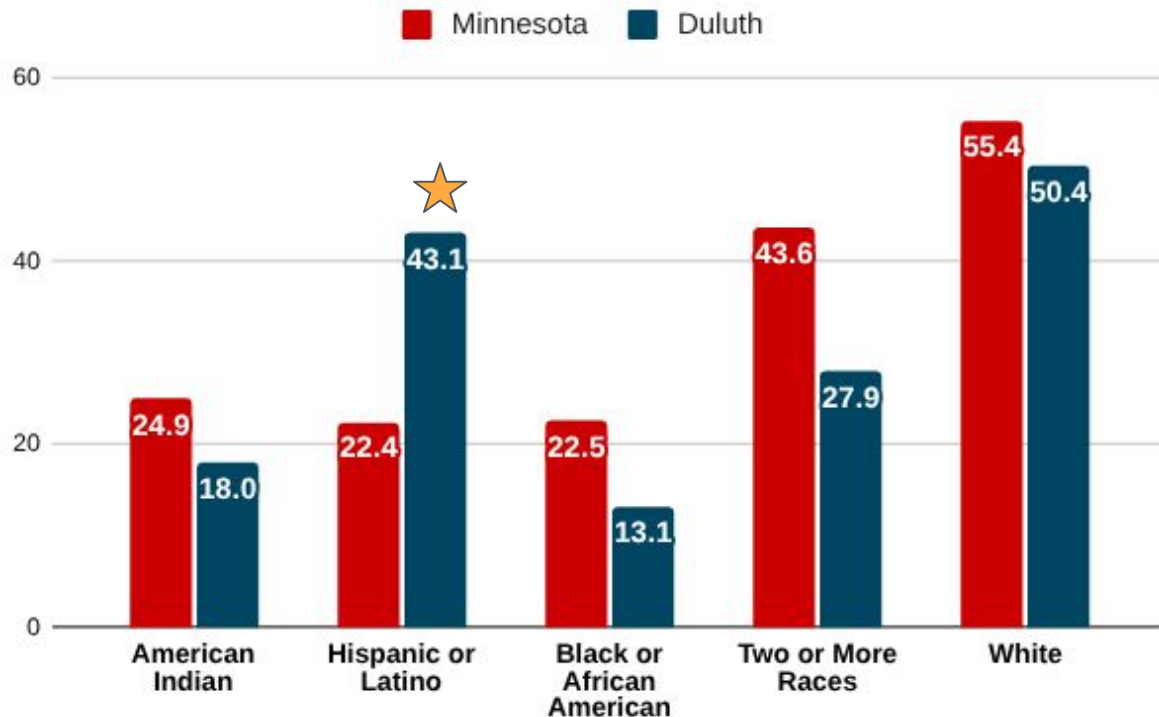
## Results:

Duluth performs about the  
same for “All Students” in  
Math as compared to MN  
on average as indicated  
on this graph.

# Achievement Gaps: MATH

**Additional Data -  
Math MCA III  
Spring 2025:**

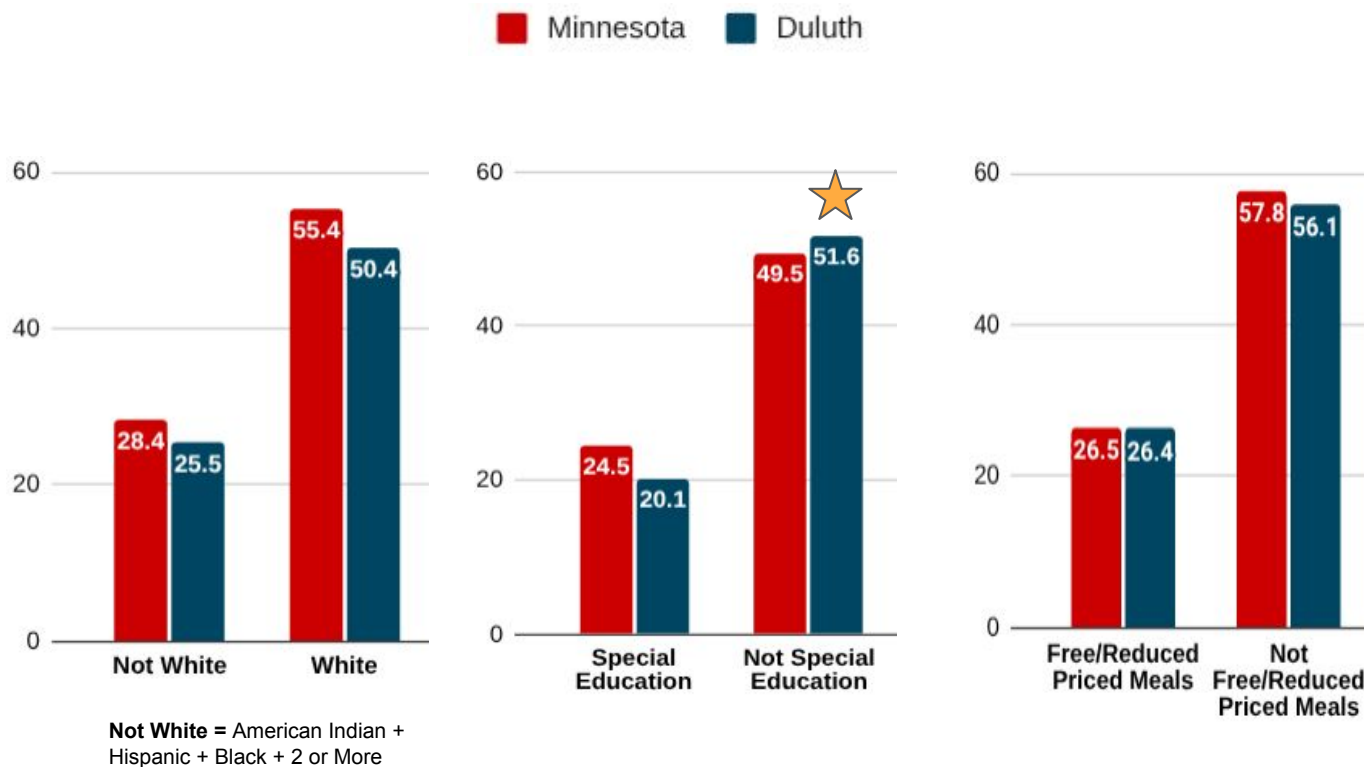
Ethnic / Race  
Groups



# Achievement Gaps: MATH

Additional Data -  
Math MCA III  
Spring 2025:

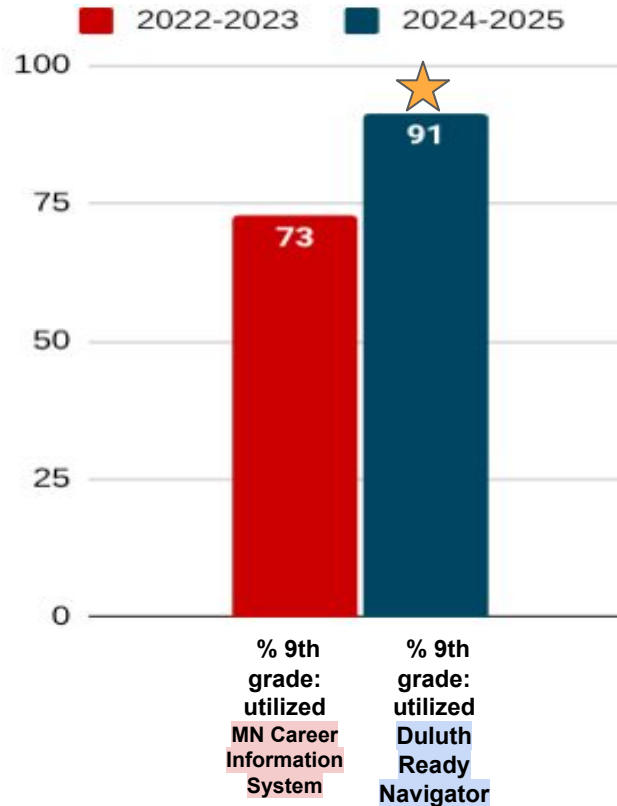
Comparison  
Groups



# College and Career Readiness

## 2024-2025 Goal 3:

By the end of their 9th grade year, **90% or more** of students will use the exploration tools in the Duluth Ready Navigator program to develop a Personal Learning Plan based on their individual interests, skills, and career goals.



## Results:

**91%** of enrolled 9th graders used the exploration tools in the Duluth Ready Navigator to develop a Personal Learning Plan.

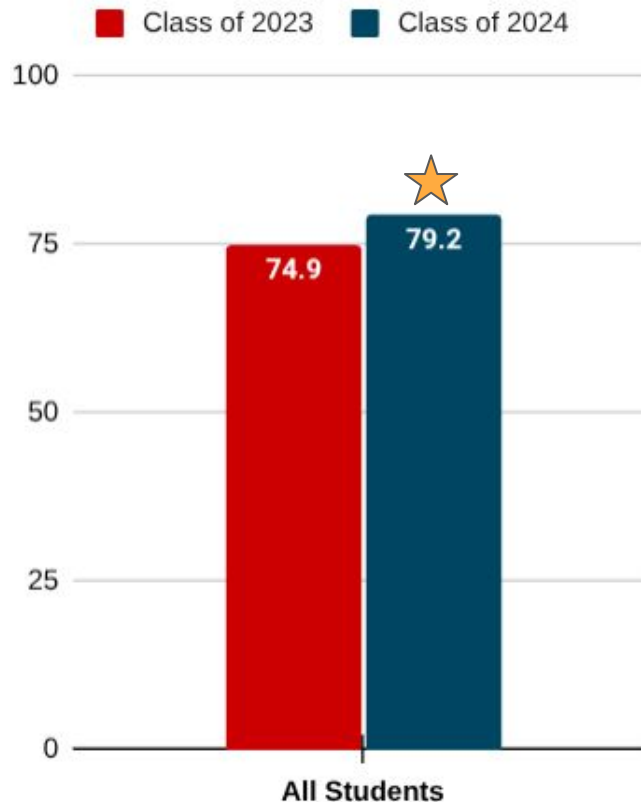
**Goal met.**

# Graduation

(4-Year Graduation Rate: 2025 Reporting Year - 2024 Graduating Class)

## 2024-2025 Goal 4:

By 2025 reporting year (class of 2024), the 4-year graduation rate will be **90%**, with no groups lower than 85%.



## Results:

**79.2%** of “*All Students*” eligible to graduate within 4 years graduated.

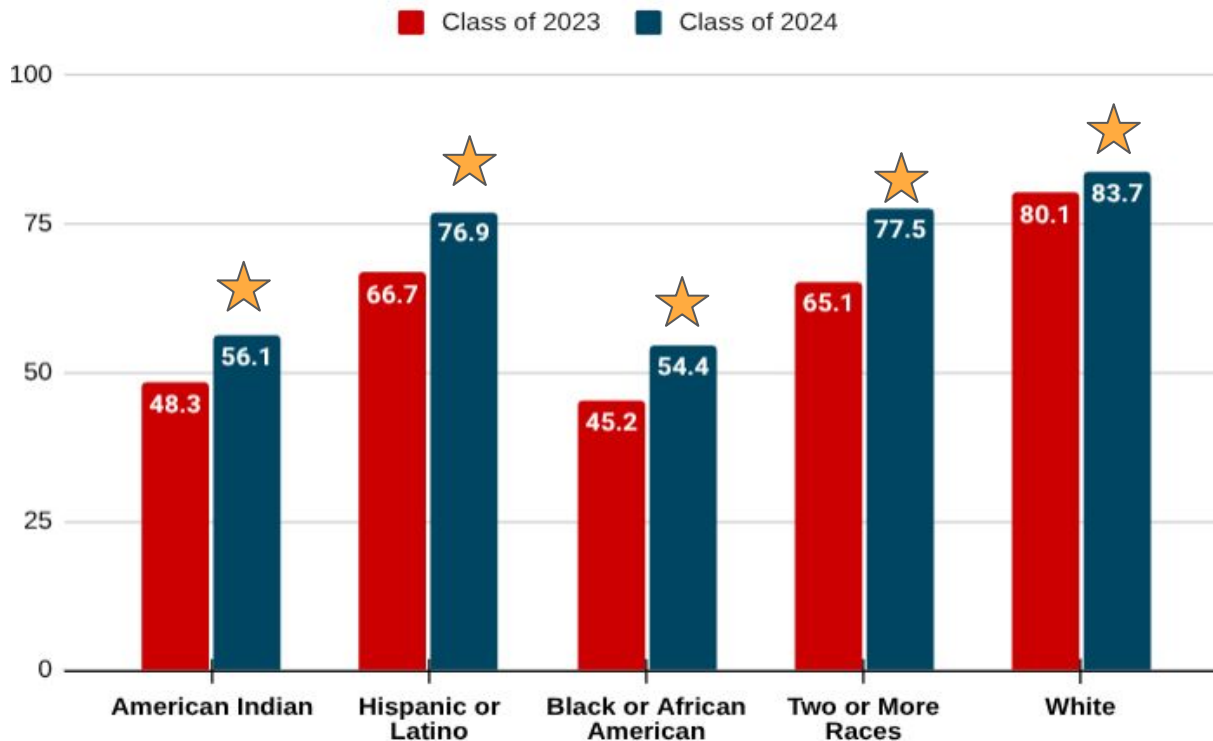
**Goal not met.**

★ However, Duluth’s 4-year graduation rate from Class of 2023 to Class of 2024 increased by **+ 4.3%** points as indicated on this graph.

# Graduation

(4-Year Graduation Rate: 2025 Reporting Year - 2024 Graduating Class)

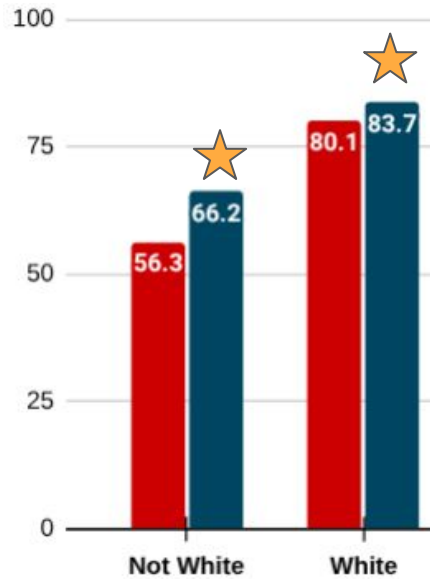
**Additional Data -  
4-Year  
Graduation :  
Ethnic / Race  
Groups**



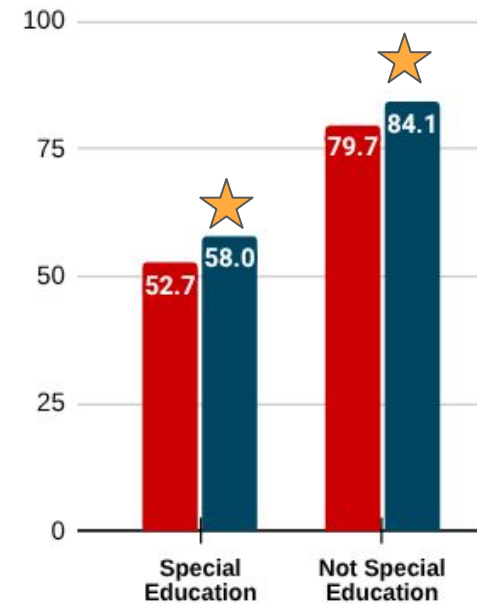
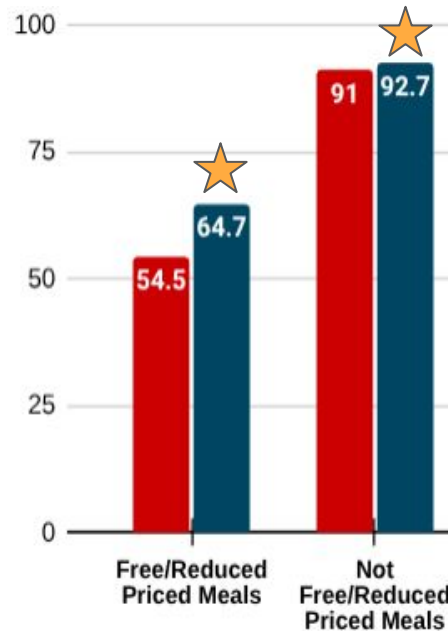
# Graduation

(4-Year Graduation Rate: 2025 Reporting Year - 2024 Graduating Class)

**Additional Data -  
4-Year  
Graduation :**  
  
Comparison  
Groups



**Not White** = American Indian +  
Hispanic + Black + 2 or More

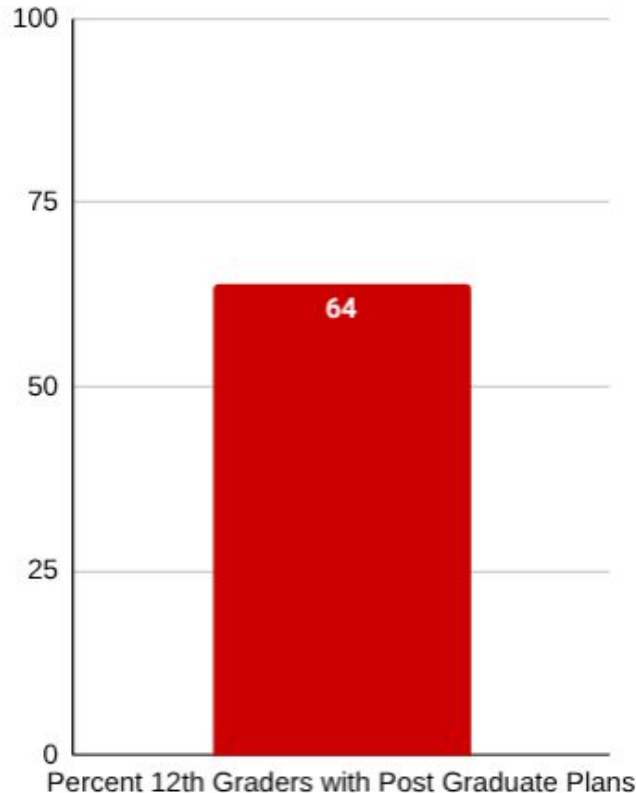


# Lifelong Learners

## 2024-2025 Goal 5:

By Spring of 2026, 90% or more of seniors will have a confirmed post-graduation plan.

This includes enrollment in a post-secondary education option, enlisted in a branch of the military, or an employment opportunity.



## Results:

Results will be shared spring 2026 as this is considered a multiple year goal.

For the Class of 2025, post-grad plans were gathered via a student survey.

This will continue for class of 2026, which will be the second year of this two year goal.

**2025-2026**  
**Comprehensive Achievement and**  
**Civic Readiness (CACR)**  
**Plan Goals**

# Kindergarten Readiness

**2025-2026**

## **Goal 1: All Children Ready for School**



Duluth Preschool Staff will teach Approaches to Learning, Social Emotional Competency, Language & Literacy, Cognitive Skills, and Physical Development to ensure by Spring of 2026, 85% of four-year-old children who participate in Duluth Public Schools preschool programs will score in the “End of the Year Before Kindergarten Range” in 4 out of 5 domains as measured in the Desired Results Developmental Profile.

# Achievement Gaps: READING

**2025-2026**

## **Goal 2: All Racial and Economic Achievement Gaps Between Students Closed**



Each student will be provided high-quality instruction that includes communication of what they are learning and how they will be assessed (Teacher Clarity), which will reduce reading and math achievement gaps in all student race, economic, and comparison groups as measured by state accountability assessments.

### **Reading MCA IV reduction of achievement gaps will be analyzed by:**

- Race / Ethnic Groups
- Not White (American Indian + Hispanic + Black + Two or More Races) as compared to White
- Qualified for Special Education & Not Qualified for Special Education
- Qualified for Free/Reduced Lunch Program & Not Qualified for Free/Reduced Lunch

# College and Career Readiness

**2025-2026**

## **Goal 3: All Students Ready for Career and College**



For the 2025-2026 school year, 100% of all content-area teacher leads (grades 6-12) will guide the design and prepare for the implementation of one or more standards-aligned, high-leverage instructional lesson(s) per course that explicitly requires students to develop skills in one or more of Minnesota's four College and Career Readiness (CCR) Competency Domains: 1. Employability Skills, 2. Mindsets & Social Awareness, 3. Career Development, and 4. Transitional Skills) as measured on a curriculum tracking document.

# Graduation



**2025-2026**

## **Goal 4: All Students Graduate from High School**

An early warning system will be utilized to increase the number of 9-12 grade students that are “on track” for four-year graduation as measured by state graduation rates.

# Lifelong Learners

**2025-2026**

## **Goal 5: All Students are Lifelong Learners**



By Spring of 2026, 90% or more of seniors will have a confirmed post-graduation plan. This includes enrollment in a post-secondary education option, enlisted in a branch of the military, or an employment opportunity.

(This two year goal is considered a multiple year goal thus outcomes will be reported spring 2026).

# District Advisory Committee: Feedback Form Responses



## *Feedback Responses:*

### **1. How understandable was the content of the Annual 25-26 CACR Plan?**

- Responses indicate content is understandable to very understandable

### **2. If there was something hard to understand, identify area and include page number and section.**

- ✓ Grade levels added to slides 9 (Reading) & 10 (Math) for increased clarification
- ✓ Ensuring every grade level includes diverse perspectives in regards to ELA standards (pg7)?
  - Revised to include: "...and teams monitor implementation of all standards"

### **3. When looking at the strategies in the plan, do you have any suggestions for additions or deletions?**

- ✓ Clarification on comparison groups - MDE sets the comparison groups; see MN Report Card on MDE site
- ✓ Providing high-quality daily instruction and materials is not a new approach, but included as a strategy
  - Goal 2 adjusted to be more specific
- Who monitors the early warning system and uses the data? How will we ensure students do not fall through the cracks of the early warning system?
- ✓ Addition of Capti ReadBasix (pg 7) should list other assessments too
  - Added Fast & MCA and word "assessment"

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