



# 2026-2029 ACHIEVEMENT AND INTEGRATION PLAN

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# Key Purposes and Objectives, per Minn. Stat. § 124D.861

- **Pursue Integration:** Actively promote racial and economic integration within schools.
- **Increase Achievement:** Boost student performance by reducing achievement gaps based on racial, ethnic, and economic backgrounds.
- **Create Equitable Opportunities:** Develop, support, and maintain integrated learning environments.
- **Staff Development:** Train educators and administrators in culturally responsive and sustaining practices.
- **Targeted Support:** Implement three-year plans that target specific, measurable, student-centered goals (S.M.A.R.T. goals).



## Multi-District Collaboration Council (MDCC)

identify shared goals and strategies to increase racial and economic integration across districts

- **Adjoining Districts:** Annandale, Foley, Becker, Holdingford, Rocori, Sauk Rapids/Rice, Monticello, Big Lake, and Kimball.
- **MDCC serves as a required, community-based, collaborative body that helps shape local A&I strategies for racially isolated districts.**
- **Upcoming Opportunities:** Kindness Retreat, Career & Technical Exploration, Communicating Common Ground, Lunch Groups & Social Connection, etc.

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## GOAL 1 – GRADUATION



**Graduation rates for students who identify as Black, Hispanic, American Indian or as two or more races will reach 85 percent by 2029.**

### **Key Strategies:**

- District-wide Language Access Plan
- Credit Recovery
- District Equity Leadership Team (DELT) & Culturally Responsive PD
- Educational Equity Outreach Coordinators (EEOC)
- Family Access & Community Liaison
- Manufacturing Tours
- Student Leadership & Mentoring
- BARR (Building Assets, Reducing Risks)
- School Readiness & Academic Focus (K & 6th Grade Transitions)

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## GOAL 2 – PROFICIENCY & EARLY LITERACY

**Increase 3rd grade MCA reading proficiency rates for our Black (non-EL), American Indian, Hispanic and Two or more Races to 50% by 2029.**

### **Key Strategies:**

- ECFE Partnerships & Welcome Walks Literacy Projects
- School Readiness & Academic Focus
- Educational Equity Outreach Coordinators (EEOC)
- Family Advocates
- Caregiver & Family Groups

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## GOAL 3 – INTEGRATION

**Increase the representation of students of color in dual enrollment courses (AP, PSEO, college-in-schools) from 11% to 25% by 2029.**

\*Dual enrolment courses includes AP, college-in-schools, PSEO for students in grades 9-12.

### Key Strategies:

- Middle-Level TDAS Family Advocate
- Student Leadership & Mentoring
- School Readiness & Academic Focus (K & 6th Grade Transitions)
- BARR (Building Assets, Reducing Risks)

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## GOAL 3 – DIVERSE TEACHER WORKFORCE

**Increase the racially diverse teacher workforce from 8.5% to 9.5%  
by May 2029.**

### **Key Strategies:**

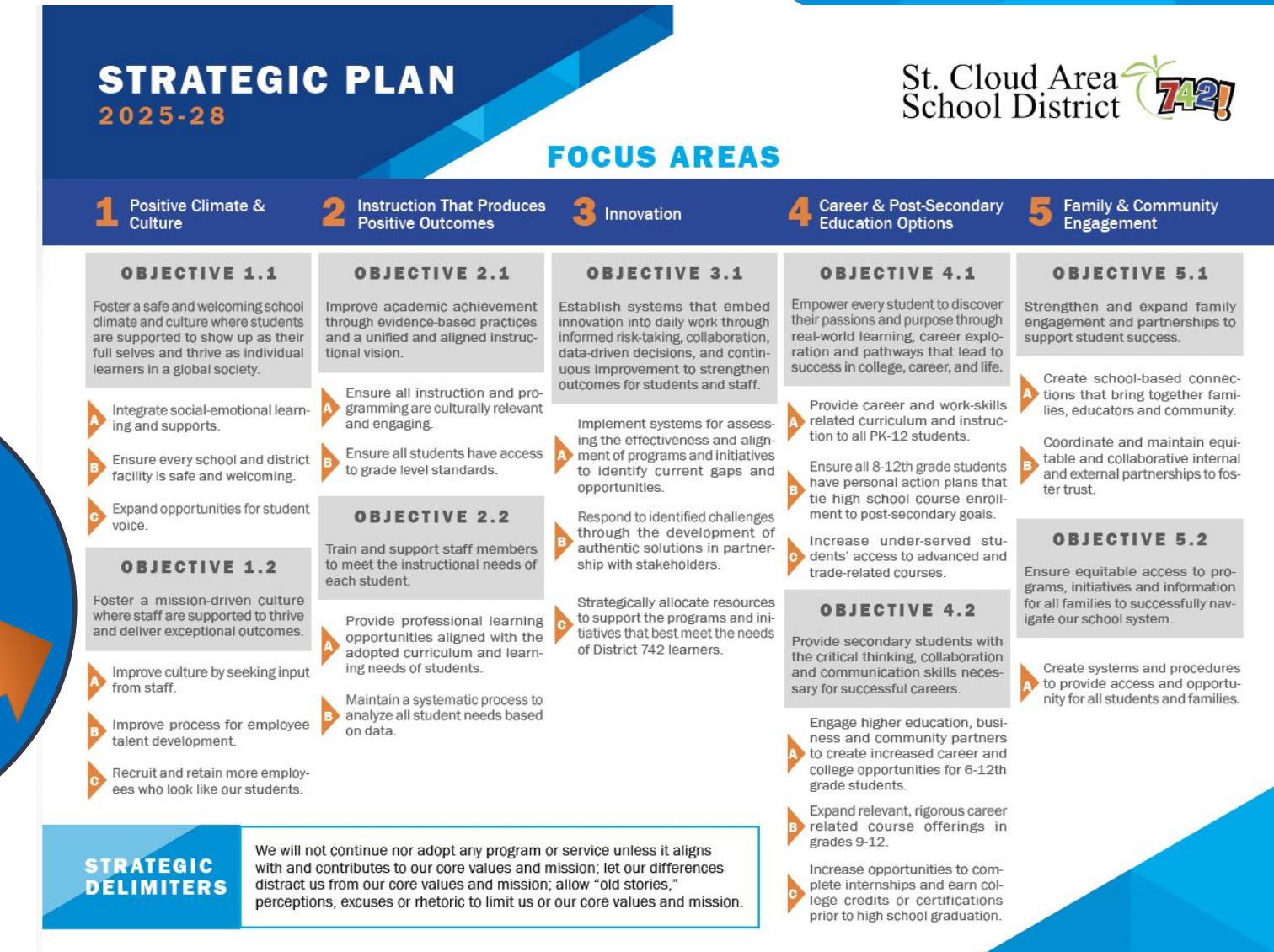
- Teach Minnesota
- Affinity Spaces for BIPOC and LGBTQIA+ and allies
- Recruitment & Retention Efforts

# Comprehensive Achievement and Civic Readiness Plan

Achievement & Integration Plan

Strategic Plan Initiatives

Under Minnesota Statutes, section 120B.11, school boards are to adopt a long-term, comprehensive strategic plan to support and improve teaching and learning.



*Safety - Belonging - Collaboration - Excellence*



# Thank You!

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