



2026-2029 ACHIEVEMENT AND INTEGRATION PLAN

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St. Cloud Area
School District 



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).
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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.



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)



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**



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)



GOAL 3 – DIVERSE TEACHER WORKFORCE

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

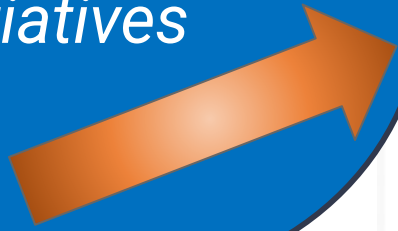
Key Strategies:

- 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.

STRATEGIC PLAN

2025-28

St. Cloud Area School District

FOCUS AREAS

1 Positive Climate & Culture

OBJECTIVE 1.1
Foster a safe and welcoming school climate and culture where students are supported to show up as their full selves and thrive as individual learners in a global society.

- A** Integrate social-emotional learning and supports.
- B** Ensure every school and district facility is safe and welcoming.
- C** Expand opportunities for student voice.

OBJECTIVE 1.2
Foster a mission-driven culture where staff are supported to thrive and deliver exceptional outcomes.

- A** Improve culture by seeking input from staff.
- B** Improve process for employee talent development.
- C** Recruit and retain more employees who look like our students.

2 Instruction That Produces Positive Outcomes

OBJECTIVE 2.1
Improve academic achievement through evidence-based practices and a unified and aligned instructional vision.

- A** Ensure all instruction and programming are culturally relevant and engaging.
- B** Ensure all students have access to grade level standards.

OBJECTIVE 2.2
Train and support staff members to meet the instructional needs of each student.

- A** Provide professional learning opportunities aligned with the adopted curriculum and learning needs of students.
- B** Maintain a systematic process to analyze all student needs based on data.

3 Innovation

OBJECTIVE 3.1
Establish systems that embed innovation into daily work through informed risk-taking, collaboration, data-driven decisions, and continuous improvement to strengthen outcomes for students and staff.

- A** Implement systems for assessing the effectiveness and alignment of programs and initiatives to identify current gaps and opportunities.
- B** Respond to identified challenges through the development of authentic solutions in partnership with stakeholders.
- C** Strategically allocate resources to support the programs and initiatives that best meet the needs of District 742 learners.

4 Career & Post-Secondary Education Options

OBJECTIVE 4.1
Empower every student to discover their passions and purpose through real-world learning, career exploration and pathways that lead to success in college, career, and life.

- A** Provide career and work-skills related curriculum and instruction to all PK-12 students.
- B** Ensure all 8-12th grade students have personal action plans that tie high school course enrollment to post-secondary goals.
- C** Increase under-served students' access to advanced and trade-related courses.

OBJECTIVE 4.2
Provide secondary students with the critical thinking, collaboration and communication skills necessary for successful careers.

- A** Engage higher education, business and community partners to create increased career and college opportunities for 6-12th grade students.
- B** Expand relevant, rigorous career related course offerings in grades 9-12.
- C** Increase opportunities to complete internships and earn college credits or certifications prior to high school graduation.

5 Family & Community Engagement

OBJECTIVE 5.1
Strengthen and expand family engagement and partnerships to support student success.

- A** Create school-based connections that bring together families, educators and community.
- B** Coordinate and maintain equitable and collaborative internal and external partnerships to foster trust.

OBJECTIVE 5.2
Ensure equitable access to programs, initiatives and information for all families to successfully navigate our school system.

- A** Create systems and procedures to provide access and opportunity for all students and families.

STRATEGIC DELIMITERS

We will not continue nor adopt any program or service unless it aligns with and contributes to our core values and mission; let our differences distract us from our core values and mission; allow "old stories," perceptions, excuses or rhetoric to limit us or our core values and mission.

Safety - Belonging - Collaboration - Excellence



Thank You!

St. Cloud Area
School District

