



Expect
More.

Achievement & Integration Plan: Action on 3 Year Plan

March 3rd, 2026



Goals of Tonight's Presentation

- Provide a quick update on progress toward Comprehensive Achievement & Civic Readiness (CACR) Goals
- Demonstrate alignment with Pony Plan
- Review Achievement & Integration (A&I) goals for next 3 years
- Ask for board approval of A&I Plan

Comprehensive Achievement & Civic Readiness (CACR)

Legislation designed to ensure schools enhance student achievement through teaching and learning supports:

- All students are ready for school
- All racial and economic achievement gaps are closed
- All students are ready for career and college
- All students graduate from high school
- Students are prepared to be lifelong learners





#1: All Students Are Ready for School

Target:

Increase the percentage of incoming K students meeting age-appropriate literacy and numeracy benchmarks as measured on fall FastBridge screening from:

68% in reading to 72% in reading;

84% in math to 85% in math

by August 2026.

| FastBridge Fall Screening - % lowRisk | 2024-2025 | 2025-2026 | 2026-2027 |
|---------------------------------------|-----------|-----------|-----------|
| earlyReading | 68% | 73% | |
| earlyMath | 84% | 87% | |



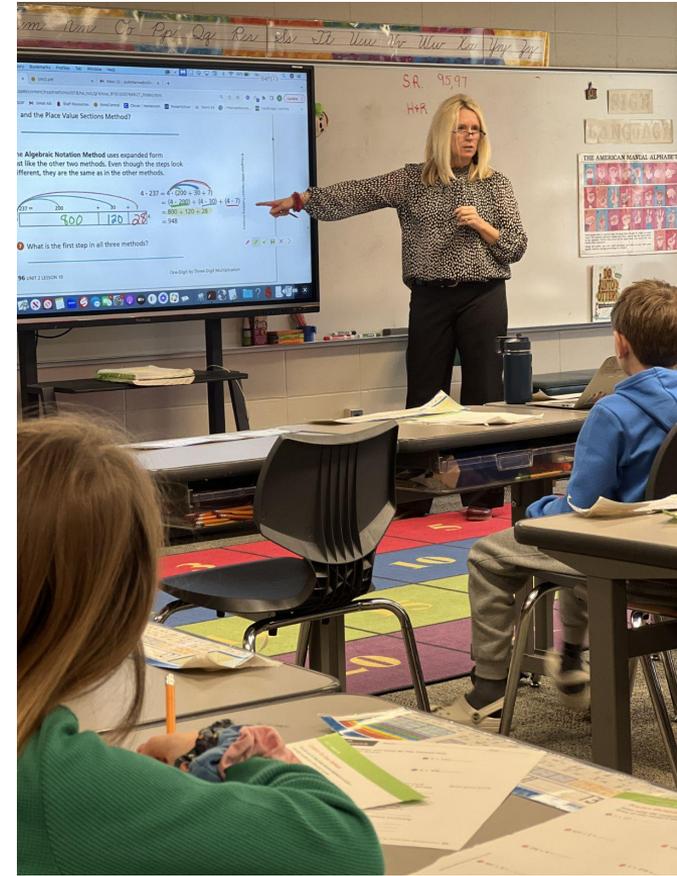
#2: All Racial & Economic Achievement Gaps Closed

Target:

Reduce the achievement gap in **Reading** and **Math** between:

- Non-white and white students
- Students receiving Free or Reduced Lunch (FRL) and those not receiving FRL

... by at least **5% per year for 5 consecutive years**, measured by **FastBridge (winter-to-winter)**.





#2: All Racial & Economic Achievement Gaps Closed

| FastBridge Winter Screening - % lowRisk/Advanced | earlyReading (K-1) 2025 | earlyReading (K-1) 2026 | aReading (2-12) 2025 | aReading (2-12) 2026 |
|--|-------------------------|-------------------------|----------------------|----------------------|
| Non-white | 48% | 53% | 52% | 53% |
| White | 74% | 68% | 72% | 74% |
| Current Gap | 26 | 15 (Δ -11) | 20 | 21 (Δ +1) |
| FRL | 41% | 51% | 46% | 46% |
| Non-FRL | 73% | 67% | 72% | 74% |
| Current Gap | 32 | 16 (Δ -16) | 26 | 28(Δ +2) |



#2: All Racial & Economic Achievement Gaps Closed

| FastBridge Winter Screening - % lowRisk/Advanced | earlyMath (K-1) 2025 | earlyMath (K-1) 2026 | aMath (2-12) 2025 | aMath (2-12) 2026 |
|--|----------------------|----------------------|-------------------|-------------------|
| Non-white | 60% | 59% | 52% | 51% |
| White | 82% | 78% | 77% | 76% |
| Current Gap | 22 | 19 ($\Delta-3$) | 25 | 25 ($\Delta-0$) |
| FRL | 54% | 51% | 46% | 43% |
| Non-FRL | 81% | 78% | 77% | 76% |
| Current Gap | 27 | 27 ($\Delta-0$) | 31 | 33 ($\Delta+2$) |



#3: All Students Career and College-Ready

Target:

Increase student credits earned in **advanced coursework, concurrent enrollment, work-based learning and internships** by **3% per year for 5 consecutive years**, measured by student transcript data.

| Credits earned by course type | 2024-25 | 2025-26 <i>Semester 1</i> |
|--|---------------|---|
| Advanced coursework (Enriched, AP, PLTW) | 3,330 credits | 1,272 credits |
| Concurrent enrollment (CIS, CE) | 1,016 credits | 1,198 credits |
| PSEO | 1,198 credits | 699 credits |
| Work-based learning and internships | 45 credits | 21 credits |
| Total | 5,589 | 3,190 (x2=6380, 14% increase) |



#4: All Students Graduate

Target:

- Maintain the **four-year graduation rate** at Stillwater Area High School at **95%**;
- Increase the **five-year graduation rate** at St. Croix Valley Alternative Learning Center (ALC) to **73%** by **June 2026**;
- Increase the **seven-year graduation rate** at St. Croix Valley Alternative Learning Center (ALC) to **82%** by **June 2026**.



#4: All Students Graduate

| | Graduation Rate | 2023 | 2024 | 2025 |
|--------------------------------------|------------------------|-------|-------|-----------------------------------|
| Stillwater Area High School | 4-year graduation rate | 94.6% | 95.2% | <i>Typically available in May</i> |
| St Croix Valley Area Learning Center | 5-year graduation rate | 65.9% | 70.2% | |
| | 7-year graduation rate | 75.6% | 80.0% | |

Note: Graduation rates are reported one year after graduation, in order to account for summer graduations and to identify returning students. This means that in 2025, we can report on 2024 graduation rates and in 2026 we will report on 2025 graduation rates.



#5: All Students Are Prepared To Be Lifelong Learners

By the end of each academic year through August 2030, Stillwater Area Public Schools will demonstrate measurable progress toward cultivating lifelong learners by:

- 1. Early Learning Readiness:** Increasing kindergarten readiness by improving fall FastBridge screening results annually—to 80% in reading and 85% in math.
- 2. Equity in Achievement:** Closing the reading and math achievement gaps between non-white and white students, and between FRL and non-FRL students, to 10 percentage point gap, based on winter-to-winter FastBridge assessments.
- 3. Expanded Learning Opportunities:** Increasing the number of credits earned in advanced coursework, concurrent enrollment, and work-based learning by 15%, measured via transcript audits.
- 4. On-Time Graduation & Persistence:**
 - Maintain a four-year graduation rate of $\geq 95\%$ at Stillwater Area High School.
 - Increase the five-year graduation rate at St. Croix Valley ALC toward 73%.



Pony Plan: *Strategic Directions and Initiatives*

Strategic Direction A: Ensure the learning process is adaptable to meet individual student needs

Strategic Direction B: Foster a safe, welcoming and inclusive environment for all staff and students

Strategic Direction C: Utilize systems and align resources in an efficient manner to support learning

Strategic Direction D: Develop strong partnerships with the communities we serve

Focus Areas:

- Literacy
- School Culture/Equity & Inclusion
- Social Emotional Learning & Mental Health



Achievement & Integration (A&I) Plan 2026-2029



What Is A&I?

- 3- year plan with measurable goals in three areas:
 - **Achievement Disparity | Integration | Teacher Equity**
- Funds must be used to supplement and not supplant
- Goals and strategies are focused on supporting specific student groups
- Goal progress is monitored and submitted to MDE annually
- MDE reviews plans every 3 years to see if goals were met
- If goals are not met, funding from next plan must be set aside to meet those goals



How This Plan Is Different From Past

- Aligned to strategic goals of Pony Plan
- Measurable and focused
 - Specific achievement targets identified with measurable data sources
- Direct alignment with Comprehensive Achievement & Civic Readiness
 - Not separate set of goals

A&I Budget Requirements

At least **80%** must go to direct student services and integrated learning initiatives;

Up to **20%** may go to staff professional development;

AND

No more than **10%** can be used for administration



A&I Revenue

\$1,260,711

- 70% achievement and integration state aid
- 30% achievement and integration levy

*2026-27 revenue estimate as of 2/17/26



A&I Definitions

A&I Protected Class

- African/Black American
- Asian/Pacific Americans
- Chicano/Latino Americans
- American Indian/Alaskan Natives
- Multi-Racial

MDE Rigorous Courses

- Advanced Placement (AP)
- Concurrent Enrollment (CE)
- Postsecondary Enrollment Options (PSEO)

Racially Identifiable School

A school where the enrollment for A&I protected class students is 20% higher than the enrollment of A&I protected class students in the entire district for the same grade levels

Free & Reduced Lunch

- Direct Certification
- Completion of Education Benefits Application



Achievement Disparity: Goal #1

Goal:

Reduce the reading achievement gap (*%-point difference in FastBridge proficiency rates*) between **A&I protected class students** and White students by at least 5 percentage points annually, as measured by FastBridge, from 2026 to 2029.

Action Steps:

- Literacy professional development and coaching
- Strengthen Tier 1 instructional systems, including curriculum adoption
- Secondary reading intervention
- Immersion language program curriculum review

**Aligned
to CACR
Goal #2**



Achievement Disparity: Goal #2

Goal

Reduce the reading achievement gap (*%-point difference in FastBridge proficiency rates*) between students receiving **Free or Reduced Lunch (FRL)** and those not receiving FRL by at least 5 percentage points annually, as measured by FastBridge, from 2026 to 2029.

Action Steps:

- Literacy professional development and coaching
- Strengthen Tier 1 instructional systems, including curriculum adoption
- Secondary reading intervention
- Immersion language program curriculum review

Aligned
to CACR
Goal #2



Achievement Disparity: Goal #3

Goal

Increase the percentage of A&I protected class students earning credits in rigorous coursework (in alignment with the Minnesota Department of Education's definition of **rigorous coursework**) and work-based learning and internships by 3% annually from 2026 to 2029 as measured by student transcript data.

Action Steps:

- Expanded Pathways course offerings
- Expanded concurrent enrollment course offerings
- AVID (SAHS)
- Middle School Success (6th & 7th)
- Job-embedded professional development for teachers
- Counselor 1:1 personal learning plan support

Aligned
to CACR
Goal #3

Goal

Increase the percentage of Free and Reduced Lunch (FRL) students earning credits in rigorous coursework (in alignment with the Minnesota Department of Education's definition of rigorous coursework) and work-based learning and internships by 3% annually from 2026 to 2029 as measured by student transcript data.



Achievement Disparity: Goal #4

Action Steps:

- Expanded Pathways course offerings
- Expanded concurrent enrollment course offerings
- AVID and Middle School Success
- Job-embedded professional development for teachers
- Counselor 1:1 personal learning plan support

Aligned
to CACR
Goal #3

Goal

By 2029, at least 50% of Stillwater students in grades K–12 will participate in at least one interdistrict or intradistrict structured collaborative learning experiences, *as documented by participation records.*



Integration Goal

Action Steps:

- Increased opportunities to collaborate with neighboring districts
- Increased opportunities for secondary students
- Engagement Specialists
- Student leadership opportunities
- Community partnerships

**Separate
from CACR
Goals**



Integration Program Examples

Interdistrict:

Connecting with peers in other school districts

- AVID Summer Art (High School)
- Summer Storytelling Camp (All Levels)
- Business Innovation Academy (Middle School)

Intradistrict:

Connecting with peers within Stillwater Area Public Schools

- Wild River Conservancy Partnership
- Grade 4 Student Leadership Lab
- Multilingual Podcasting
- My Story, Your Story, Our Story with StoryArk
- Belwin Partnership



Teacher Equity Goal

Goal

By June 2029, increase the percentage of teachers demonstrating “Developing” or higher implementation of culturally responsive pedagogy, as defined by Competency C1 on the district-adopted educator evaluation rubric, by 5% annually beginning in 2026.

Action Steps:

- Tier 1 classroom walkthroughs
 - Collaborative structures
 - Critical reading strategies
 - Inquiry
- AVID professional learning modules
- Job-embedded professional development (instructional coaches and learning labs)
- Culturally Responsive Leadership PD

**Separate
from CACR
Goals**



2026-27 A&I Funded Programs

- Wild Rivers Conservancy
- Belwin Partnership
- Student & Family Engagement Specialists
- American Indian Education Coordinator (state requirement)
- Student Leadership Programs
- Multi-lingual podcasting
- Literacy Enrichment Learning Opportunities
- High School AVID Program
- Teacher & Administrator Professional Development
 - Critical Reading & Writing Strategies
 - Collaborative Structures
 - Inquiry Based Learning



Brookview Achievement Goal #1

Goal:

Reduce the reading achievement gap (*%-point difference in FastBridge proficiency rates*) between **A&I protected class students** and White students by at least 5 percentage points annually, as measured by FastBridge, from 2026 to 2029.

Action Steps:

- Continued literacy professional development and coaching
- Strengthen Tier 1 instructional systems
- StoryArk Student Leadership Lab - 4th Grade
- Family Engagement Learning Opportunities

Aligned to
district-wide
A&I goal #2



Brookview Achievement Goal #2

Goal:

Reduce the reading achievement gap (*%-point difference in FastBridge proficiency rates*) between students receiving **Free or Reduced Lunch (FRL)** and those not receiving FRL by at least 5 percentage points annually, as measured by FastBridge, from 2026 to 2029.

Action Steps:

- Continued literacy professional development and coaching
- Strengthen Tier 1 instructional systems
- StoryArk Student Leadership Lab
- Family Engagement Learning Opportunities

**Aligned to
district-wide
A&I goal #2**

Goal

By 2029, at least 50% of Brookview Elementary students in grades K–5 will participate in at least one interdistrict or intradistrict structured collaborative learning experiences, *as documented by participation records.*



Brookview Integration Goal

Action Steps:

- Increase opportunities to collaborate with other schools as well as schools in neighboring districts
- Engagement Specialist assigned to Brookview
- Student leadership opportunities
- Community partnerships

Aligned to
district-wide
A&I
Integration
goal



Brookview Teacher Equity Goal

Goal

By June 2029, increase the percentage of teachers demonstrating “Developing” or higher implementation of culturally responsive pedagogy, as defined by Competency C1 on the district-adopted educator evaluation rubric, by 5% annually beginning in 2026.

Action Steps:

- Tier 1 classroom walkthroughs
 - Collaborative structures
 - Critical reading strategies
 - Inquiry
- Bite-size Culturally Responsive Pedagogy PD
- Job-embedded professional development (instructional coaches and learning labs)

Aligned to
district-wide
A&I
Integration
goal



Questions