



WE ARE FARIBAULT



Achievement and Integration Plan

FY27-29

Biz Daniels

Secondary Curriculum and Instruction Coordinator

AVID District Director

Achievement and Integration



What is Achievement and Integration?

Purpose: The purpose of the Achievement and Integration (A&I) for Minnesota program is to pursue racial and economic integration, increase student achievement, create equitable educational opportunities, and reduce academic disparities based on students' diverse racial, ethnic, and economic backgrounds in Minnesota public schools. (MDE)

Faribault is eligible because our percentage of racially and economically diverse students is at least 20% higher than some of our adjoining districts.

District A&I Plans contain goals to:

1. increase racial and economic integration,
2. reduce achievement disparities,
3. increase access to effective and diverse teachers.

What can Achievement and Integration fund?

- innovative and integrated pre-k to grade 12 learning environments
- family engagement initiatives
- professional development
- career and college readiness and rigorous coursework
- recruitment and retention of racially diverse staff

A&I will not fund programs and activities specifically related to EL or SPED, and it will not fund segregated programs with race-based admission.

We also cannot use A&I to supplant other funds.

A&I Goals for the FPS FY27-29 Plan

1. Faribault Public Schools will increase the 4-year graduation rate of our Hispanic students from 51.6% at the end of the 2023-2024 school year to 65% in 2027-2028.
2. Faribault Public Schools will increase the Hispanic secondary student participation in college and career readiness and leadership activities and events from 16% of total participating students to 25% by the end of the 28-29 school year.
3. Faribault Public Schools will increase the percentage of Faribault's teachers of color from 2.7% in 2026 to 4.4% by 2029.

These goals were created in collaboration with building administrators, the teaching and learning team, teachers, counselors, and many program coordinators.

Goal 1: Faribault Public Schools will increase the 4-year graduation rate of our Hispanic students from 51.6% at the end of the 2023-2024 school year to 65% in 2027-2028.

Strategies:

*** Starred strategies also support Goal 2**

1. AVID- Advancement Via Individual Determination*

- College and Career Prep for students
- Professional development for teachers, administrators, and other support staff on best teaching practices and supportive, student-focused school systems

2. FACES- Family and Community Engagement Specialists*

- Middle school FACES staff
- Work with families and schools to increase the quality of family partnerships and student success

3. 9th Grade Support (New)+ Peer Group Connections (PGC)*

- 9th Grade On-track- a course designed to help every 9th grade student transition to high school and achieve academic success by supporting organization, goal-planning, and academic ownership
- PGC- Student mentoring with 11/12 grade leaders who build relationships with small groups of 9th graders

4. RISE

- On-site, school-based mentoring and academic advising support for students in grades 9-12
- Ensures at-risk students remain on track for academic success, high school graduation, and postsecondary attendance

Goal 2: Faribault Public Schools will increase the Hispanic secondary student participation in college and career readiness and leadership activities and events from 16% to 25% by the end of the 28-29 school year.

Strategies:

5. Multi-District Partnership

- Twice-a-year student summits where student leaders from Faribault, Northfield, WEM, and TCU gather to review state-level and district-level data and collaborate to discuss issues in education.

6. Falcons for Change (Community service program for middle school)

- A service learning program that provides students with the ability to plan and be involved in volunteer opportunities in their schools and the community

7. Summer Career Academies (New)

- Summer ed camps that immerse students in learning about a specific career path, aligned with the district's career pathways

Goal 3: Faribault Public Schools will increase the percentage of Faribault's teachers of color from 2.7% in 2026 to 4.4% by 2029.

Strategies:

8. Grow Your Own

- Our district initiative to invest in and support students and staff in our schools who are interested in pursuing a career/license in education
- Includes mentoring, work experiences and educational placements, college application navigation, etc.

9. Teacher Mentorship *(New)*

- Highly supportive 3-year mentorship program, including group support, coaching, 1-on-1 mentoring, and ending in a Year 3 capstone focused on personal growth and professional learning

10. Recruitment + Marketing *(New)*

- Targeted advertising
- Increased resources highlighting Faribault staff and community to add to current recruitment efforts



What's next?

**March 16 School Board meeting
Approval of full plan and budget**

Thank you!

