



Comprehensive Achievement and Civic Readiness (CACR) & Achievement and Integration Annual Update

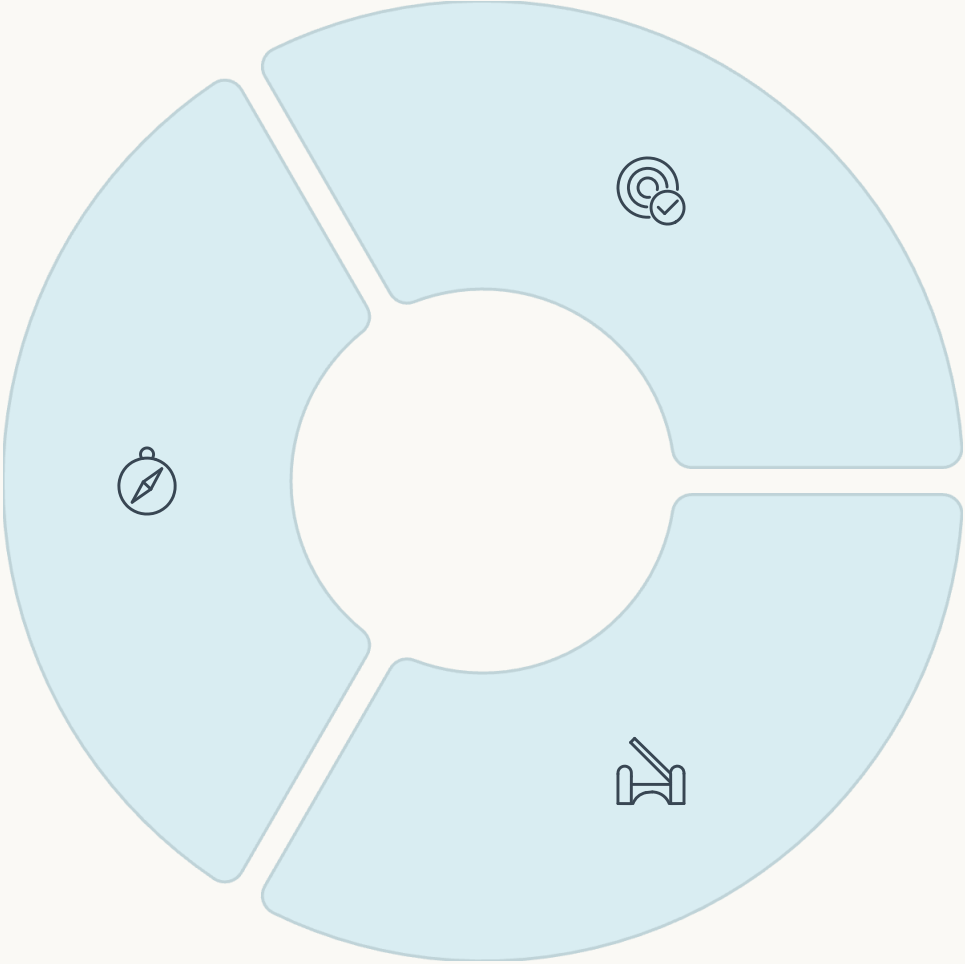
Achievement and Integration Plan - Year 2 Update

December 3, 2025 | Presented by Donna Roper & Ayan Omar

Three Interconnected Plans

Strategic Plan

Future Ready By Design (2025-2028) -
Our comprehensive district vision and
goals



CACR

State requirement for all Minnesota
districts with 5 foundational goal areas.
Replaced World's Best Workforce.

A&I Plan

Funded strategy for racially isolated
districts focusing on integration and
closing opportunity gaps



Stakeholder Voice: A NEW CACR Requirement

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Survey Approach

- 3x per year: Fall, Winter, Spring
- Students, Staff, and Families
- Available in English, Somali, Spanish
- Supplemented by focus groups



Strengths

- Strong adult-student relationships across all schools
- Families feel welcomed and confident in school safety
- High trust in teachers and staff



Growth Area

Student-to-student relationships need attention - lower peer kindness, inclusion, and respect, especially at middle and high school levels

2024–25 CACR Results at a Glance

All Students Ready for School

✓ On Track

85% early childhood screening

Close Achievement Gaps

✓ Met

All schools tracking students "on track"

Career & College Ready

⌚ Pending

Data not yet available

All Students Graduate

⚠ Not Met

4-yr rate: 66% | 7-yr rate: 71%

Lifelong Learners

⚠ Not Met

Literacy growth K-2: 51%

Achievement & Integration – Year 2 Progress

Goal	Target	2024-25 Result	Status
Graduation Rates (Black, Hispanic, AI, Two or More)	85% by 2026	Black: 61.2%, Hispanic: 48.3%, Am. Indian: 40%, Two or More: 40.8%	⚠ Not On Track
Reading Proficiency (Black, Hispanic, AI, Two or More)	50% by 2026	Black: 25.2%, Hispanic: 25%, Am. Indian: 36.4%, Two or More: 31.8%	⚠ Not On Track
Advanced Coursework (Students of Color in AP/CIS/PSEO)	11% → 25% by 2026	TBD (pending state data)	⌚ Pending
Teacher Diversity	6.38% → 8% by 2026	8.5%	✓ Met & On Track



Lincoln Elementary – Racially Identifiable School

Goal	2024-25 Result	Status
Increase proficiency from 16.7% (2022) → 36.0% (2026)	17.2%	⚠ Not On Track
100% of new families will receive a welcome meeting and ongoing SEL team connections.	All New Families met with Staff	✓ Met & On Track
Maintain or increase the number of teachers of color (baseline: 3)	Maintained	✓ Met & On Track



Lincoln Elementary – North Star Accountability



Attendance: 80.8%

Significantly above state threshold (61.8%) with strong family engagement



Reading Growth

Asian: 19.0% (↑), Hispanic: 19.1% (↑), White: 37.8% (↑ from 30.2%)



Math Progress: 0.6

Above state threshold of 0.4 with multiple groups meeting growth targets



English Learner: 70.9%

Exceeds state threshold of 65.4%



Being Honest About Achievement Gaps

"Despite extensive efforts—community partnerships, expanded learning supports, and equity-focused work—gaps persist."

The Context

- 20-year trend of limited movement across Minnesota
- Reflects structural inequities in resource distribution
- Not a failure of our students, families, or educators

Our Approach

- High-quality instruction for all
- Early literacy intervention
- Equitable learning conditions
- Opportunity-to-Learn equity work

- ❏ We emphasize improving access, not perpetuating comparisons between groups.



Lifelong Learner Goals for 2025–26

Refined Goal Framework

01	02	03
Self-Directed Learning & Goal Setting	Growth Mindset & Lifelong Curiosity	Social-Emotional Learning & Resilience
Students set, track, and adjust personal learning goals	Increase in enrichment activity participation	Increase in SEL engagement
04	05	06
Collaboration & Communication Skills	Citizenship & Civic Responsibility	Time Management & Organizational Skills
Proficiency in collaborative projects	Participation in service/workforce learning	Increase in organizational tool use
07		
Workplace & Entrepreneurial Skills		
Participation in work-based learning		



Our Commitment Moving Forward

✓ We're Listening

Stakeholder voice informs continuous improvement

✓ Progress in Key Areas

School readiness, teacher diversity, Lincoln Elementary

⚠ Persistent Challenges

Graduation rates, achievement gaps require sustained focus

→ Refined Goals

2025-26 lifelong learner framework

Our Commitment

Evidence-based decision making

Community partnership

Relentless focus on equity and access
and opportunity to learn





Questions?

Thank you!