



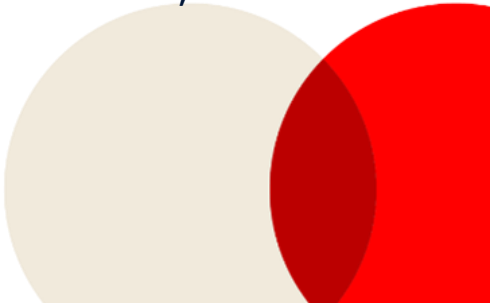
# SoWashCo Achievement and Integration Plan 2023–2026

**James Magee, Director of Diversity,  
Equity and Inclusion  
February 2, 2023**

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# Achievement and Integration

The purpose of Achievement and Integration (A&I) is to:

- Pursue racial and economic integration
  - Increase student achievement
  - Create equitable educational opportunities
  - Reduce academic disparities based on students' racial, ethnic and economic backgrounds
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In SoWashCo Schools, the Department of Diversity, Equity and Inclusion (DEI) oversees the Achievement and Integration plan and responsibilities.

- As part of our district's World's Best Workforce plan, the School Board is required to approve the plan
  - Additionally, we must seek input on goals and strategies from our American Indian Parent Advisory Committee
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# Racially Isolated Districts and Racially Identifiable Schools

- SoWashCo Schools is not considered racially isolated; nor have there been schools named as racially identifiable.
  - SoWashCo Schools participates in the A&I program as an **adjoining district**, and have solidified a multidistrict collaboration with:
    - Rosemount, Apply Valley, Eagan School District #196 (racially isolated and 2 racially identifiable schools)
    - Stillwater School District #834 (voluntary participant)
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# 3 Types of A&I Goals

## **Achievement Disparity**

- Reducing disparities in academic achievement among all students and specific categories of students excluding the categories of gender, disability, and English learners.

## **Teacher Equity**

- Reducing the disparities in equitable access to effective and more diverse teachers among all students and specific categories of students excluding the categories of gender, disability, and English learners.

## **Integration**

- Increasing racial and economic integration
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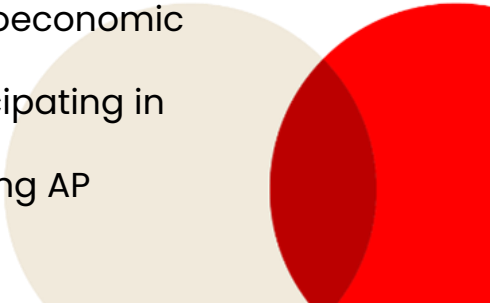
# Achievement Disparity and Integration Goal

SoWashCo students will demonstrate self-efficacy, engagement and proficiency in academic expectations required to apply for a 4-year college or university.

## Strategies include:

- AVID elective course
- AVID, SEL, and CLRT strategies for teaching, assessing, and grading for equity
- Access and support in advanced academic programming
- Access to and support in targeted services and credit recovery opportunities
- Young Scholars program

## Measurement:

- There will be no gap in graduation rates by race/ethnicity and/or socioeconomic status
  - BIPOC students and/or students eligible for Free/Reduced Lunch participating in AP Courses.
  - BIPOC students and/or students eligible for Free/Reduced Lunch passing AP Courses.
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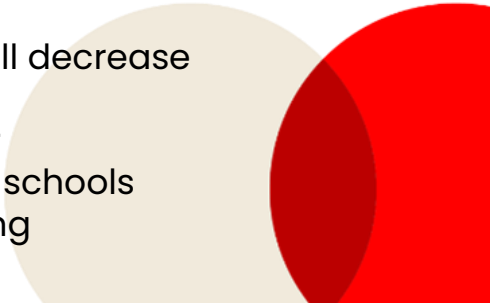
# Achievement Disparity and Teacher Equity Goal

SoWashCo students, staff, and families will have access to culturally-affirming spaces, and programming meant to build meaningful relationships in our schools and communities.

## Strategies include:

- Community Cultural Liaisons
- Inclusion/Multicultural/Wellness Centers at schools
- Teachers and Staff of Color Recruitment program
- Teachers and Staff of Color Retention program
- New Teachers of Color Mentorship program

## Measurement:

- The number of BIPOC students receiving out-of-school suspensions will decrease each year
  - SoWashCo will increase the percentage of teachers of color each year
  - BIPOC students and/or students from socioeconomically underserved schools will be able to identify all of the spaces they are in as culturally affirming environments.
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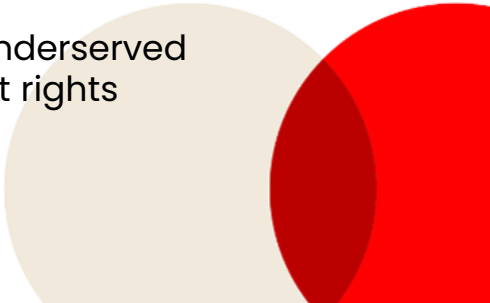
# Achievement Disparity and Integration Goal

**SoWashCo students, staff, and families are empowered to frequently and efficiently access resources and programming offered by our district.**

**Strategies include:**


- Providing ongoing PD for staff
- Consistent communication from DEI and Communications departments regarding cultures, celebrations, student voices and successes, and advancements in equitable offerings

**Measurement:**

- All staff will attend at least 3 staff development opportunities regarding culturally competency each year
  - Families of BIPOC students and/or students from socioeconomically underserved schools will demonstrate a yearly increase in understanding of student rights and opportunities
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# Next Steps

- Finalize the collection of feedback
  - Make the final revisions to the plan
  - Return for School Board approval on Feb. 16, 2023 with the full budget
  - Submit to Minnesota Department of Education
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**Thank you!**

