



## 2022–23 Combined World’s Best Workforce (WBWF) Summary and Achievement and Integration (A&I) Progress Report

Please use this template as an internal tool to gather information. Responses should be submitted electronically in the **Combined 2022-23 WBWF and A&I Annual Summary & Progress Report**. Each Minnesota district or charter has received an individual link to this electronic form. You can copy your responses from this template into the form.

**District or Charter Name:** Saint Paul Public Schools

**WBWF Contact:** Stacey Gray-Akyea

**A&I Contact:** Stacey Gray-Akyea

**Title:** Executive Chief Equity, Strategy & Innovation

**Title:** Executive Chief Equity, Strategy & Innovation

**Phone:** 651-767-8

**Phone:** 651-767-8

**Email:** stacey.gray-akyea@spps.org

**Email:** stacey.gray-akyea@spps.org

Did you have a Minnesota Department of Education (MDE) approved A&I plan implemented in the 2022–23 school year (SY)?

☒ Yes ☐ No

What year of your Achievement & Integration plan are you reporting on?

☐ Year 1 (3-year plan spans 2023–25 SY)

☒ Year 3 (3-year plan spans 2021–23 SY)

Did you have a Racially Identifiable School (RIS) in the 2022–23 SY?

☒ Yes ☐ No

This report has three parts:

1. **WBWF:** Required for all districts/charters.
2. **A&I:** Required for districts that were implementing an MDE approved A&I plan during the 2022–23 SY. No charter schools should complete this section.
3. **Racially Identifiable School:** Required for districts that were implementing an MDE approved A&I plan for Racially Identifiable Schools during the 2022–23 SY. No charter schools should complete this section.

***Please ensure the WBWF leadership and A&I leadership collaborate within your district when completing this report.***

## World's Best Workforce

### Annual Report

**WBWF Requirement:** For each school year, the school board must publish a report in the local newspaper, by mail or by electronic means on the district website.

**A&I Requirement:** Districts must post a copy of their A&I plan, a preliminary analysis on goal progress, and related data on student achievement on their website 30 days prior to the annual public meeting.

Provide the direct website link to the district's WBWF annual report. If a link is not available, describe how the district disseminates the report to stakeholders: <https://www.spps.org/page/29231>

Provide the direct website link to the A&I materials: <https://www.spps.org/page/29231>

### Annual Public Meeting

**These annual public meetings were to be held in the fall of each school year. Report on this measure for the 2022–23 SY.**

**WBWF Requirement:** School boards are to hold an annual public meeting to communicate plans for the upcoming school year based on a review of goals, outcomes and strategies from the previous year. Stakeholders should be meaningfully involved, and this meeting is to occur separately from a regularly scheduled school board meeting.

**A&I Requirement:** The public meeting for A&I is to be held at the same time as the WBWF annual public meeting.

Provide the date of the school board annual public meeting to review progress on the WBWF plan and Achievement and Integration plan for the 2022-23 SY: [December 5, 2023](#)

## Goals and Results

### ***All Students Ready for School***

Does your district/charter enroll students in Kindergarten? If no, please skip to the next goal.

| Goal                                                                                                                                                                             | Result                                                                                                                                                                                                    | Goal Status                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>Provide the established SMART goal for the 2022–23 SY.</p> <p>By 2023 (50%) of PreK will receive a proficient score in language and literacy on the Work Sampling System.</p> | <p>Provide the result for the 2022–23 SY that directly ties back to the established goal.</p> <p>For the 22-23 SY, the percentage of Pre-K students meeting targets in language and literacy was 52%.</p> | <p><b><i>Check one of the following:</i></b></p> <p><input checked="" type="checkbox"/> On Track (multi-year goal)</p> <p><input type="checkbox"/> Not On Track (multi-year goal)</p> <p><input type="checkbox"/> Goal Met (one-year goal)</p> <p><input type="checkbox"/> Goal Not Met (one-year goal)</p> <p><input type="checkbox"/> Met All (multiple goals)</p> <p><input type="checkbox"/> Met Some (multiple goals)</p> <p><input type="checkbox"/> Met None (multiple goals)</p> |

Repeat table for additional school readiness goals as appropriate.

### ***All Students in Third Grade Achieving Grade-Level Literacy.***

*Note: Due to legislative changes, Third Grade Literacy will not be a WBWF goal area beginning with the 2023-24 school year.*

| Goal                                                                                                                                                                                                                                            | Result                                                                                                                                                                               | Goal Status                                                                                                                                                                                                                                                                                                                                                                                                                    |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>Provide the established SMART goal for the 2022–23 SY.</p> <p>By 2023, 43.4% of 3rd graders are proficient in Reading measured by the MCA + MTAS. (Note: as reported for all students, not just those enrolled from 10/1 until testing).</p> | <p>Provide the result for the 2022–23 SY that directly ties back to the established goal.</p> <p>31% of 3rd grade students were proficient in reading for the 22-23 school year.</p> | <p><b><i>Check one of the following:</i></b></p> <p><input type="checkbox"/> On Track (multi-year goal)</p> <p><input checked="" type="checkbox"/> Not On Track (multi-year goal)</p> <p><input type="checkbox"/> Goal Met (one-year goal)</p> <p><input type="checkbox"/> Goal Not Met (one-year goal)</p> <p><input type="checkbox"/> Met All (multiple goals)</p> <p><input type="checkbox"/> Met Some (multiple goals)</p> |

| Goal | Result | Goal Status                   |
|------|--------|-------------------------------|
|      |        | ___ Met None (multiple goals) |

Repeat table for additional third-grade literacy goals as appropriate.

***Close the Achievement Gap(s) Between Student Groups***

| Goal                                                                                                                                                                                                                                           | Result                                                                                                                                                                       | Goal Status                                                                                                                                                                                                                                                                                                                     |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>Provide the established SMART goal for the 2022–23 SY.</p> <p>Close the achievement gap(s) between student groups: The percentage of all students proficient reading adjusted for existing racial disparity. The target for 2023 is 42%</p> | <p>Provide the result for the 2022–23 SY that directly ties back to the established goal.</p> <p>The adjusted reading proficiency was 26.2% for the 2022-23 school year.</p> | <p><b><i>Check one of the following:</i></b></p> <p>___ On Track (multi-year goal)</p> <p><u>X</u> Not On Track (multi-year goal)</p> <p>___ Goal Met (one-year goal)</p> <p>___ Goal Not Met (one-year goal)</p> <p>___ Met All (multiple goals)</p> <p>___ Met Some (multiple goals)</p> <p>___ Met None (multiple goals)</p> |

Repeat table for additional achievement gap goals as appropriate.

***All Students Career and College-Ready by Graduation***

| Goal                                                                                                                                            | Result                                                                                                                                                                             | Goal Status                                                                                                                                                                                                                                                                                                                     |
|-------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>Provide the established SMART goal for the 2022–23 SY.</p> <p>80% of students in grades 3-12 complete at least one portion of their PLP.</p> | <p>Provide the result for the 2022–23 SY that directly ties back to the established goal.</p> <p>84.3% of students in grades 3-12 completed at least one portion of their PLP.</p> | <p><b><i>Check one of the following:</i></b></p> <p><u>X</u> On Track (multi-year goal)</p> <p>___ Not On Track (multi-year goal)</p> <p>___ Goal Met (one-year goal)</p> <p>___ Goal Not Met (one-year goal)</p> <p>___ Met All (multiple goals)</p> <p>___ Met Some (multiple goals)</p> <p>___ Met None (multiple goals)</p> |

Repeat table for additional career and college readiness goals as appropriate.

**All Students Graduate**

| Goal                                                                                                      | Result                                                                                                                                     | Goal Status                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|-----------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>Provide the established SMART goal for the 2022–23 SY.</p> <p>87% of students graduate in 4 years.</p> | <p>Provide the result for the 2022–23 SY that directly ties back to the established goal.</p> <p>75% of students graduated in 4 years.</p> | <p><b>Check one of the following:</b></p> <p><input type="checkbox"/> On Track (multi-year goal)</p> <p><input checked="" type="checkbox"/> Not On Track (multi-year goal)</p> <p><input type="checkbox"/> Goal Met (one-year goal)</p> <p><input type="checkbox"/> Goal Not Met (one-year goal)</p> <p><input type="checkbox"/> Met All (multiple goals)</p> <p><input type="checkbox"/> Met Some (multiple goals)</p> <p><input type="checkbox"/> Met None (multiple goals)</p> |

## 2022–23 Achievement and Integration (A&I) Progress Report

Once they are approved by MDE, Achievement and Integration (A&I) plans are in effect for three years. At the end of the third year, the commissioner must determine if districts met each goal in their approved plans ([Minn. Stat. § 124D.862, subd. 8](#)).

In order to do this, each district is asked to provide information in this A&I progress report indicating whether or not each of their plan goals was on track or has been met. The information you submit will also be used to provide ongoing support for your A&I efforts.

Districts with one or more racially identifiable schools will also submit progress reports to verify whether 2022–23 A&I plan goals for each of those schools were on track or have been met.

Districts that don't meet plan goals after three years are to consult with the commissioner on improvement plans and use up to 20% of their annual A&I revenue to fund improvement strategies—strategies that will make it more likely for a district to meet their new A&I goals (Minn. Stat. § 124D.862, subd. 8).

Please ensure your Achievement and Integration leadership team collaborates when completing this report.

**This progress report has two parts:**

1. **Achievement and Integration:** Required for all districts that were implementing an MDE approved Achievement and Integration plan during the 2022–23 SY.
2. **Racially Identifiable School (RIS):** Required for districts that were implementing an MDE approved Achievement and Integration plan for Racially Identifiable Schools during the 2022–23 SY.

**\*Please use this template as an internal tool to gather information. Responses should be submitted electronically in the [Combined 2022–23 WBWF and A&I Annual Summary & Progress Report](#). You can copy your responses from this template into the electronic form.**

## District and Contact Information

**District Name:** Saint Paul Public Schools ISD 625

**A and I Contact:** Stacey Gray-Akyea

**Title:** Executive Chief, Equity, Strategy & Innovation

**Phone:** 651-767-8361

**Email:** [stacey.gray-akyea@spps.org](mailto:stacey.gray-akyea@spps.org)

**Complete the tables below if you are reporting on year 3 of your 3-year plan (July 1, 2020–June 30, 2023).** *If you are reporting on year 1 of your 3-year plan (July 1, 2022–June 30, 2025), please complete the tables directly below the WBWF section.*

**Achievement and Integration Goal 1**

| Goal Statement                                                                                                | Achievement, Integration, or Teacher Equity Goal?                                                                                                                           | Baseline                                                    | Actual Result (2022–23 SY)                                                    | On Track?                                                                                                                   |
|---------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------|-------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------|
| Increase the MCA reading proficiency of students receiving free or reduced-price lunches from 27.1% to 32.1%. | Check one of the following:<br><input checked="" type="checkbox"/> Achievement Goal<br><input type="checkbox"/> Integration Goal<br><input type="checkbox"/> Teacher Equity | 27.1% of students receiving FRL were proficient in reading. | For the 2022-23 SY, 22% of students receiving FRL were proficient in reading. | <b>Check one of the following:</b><br><input type="checkbox"/> Goal Met<br><input checked="" type="checkbox"/> Goal Not Met |

*How do you know if you did/did not meet your goal? Please provide additional details including the information requested below.*

- *What data did you use to identify needs in this goal area? How was this data disaggregated by student groups?*
  - *We identified needs based on MCA data, FAST reading assessments, student engagement data, and equity professional development needs for staff and student leadership. MCA and FAST data are disaggregated by student groups.*
- *What strategies were in place to support this goal area?*
  - *Racial equity professional development, student leadership, summer integrated programming, career exploration, college visits, and outdoor experiential learning, AVID supports, ethnic studies implementation, and cultural programming.*
- *How well did you implement your strategies?*
  - *Over the past three years, the implementation was impacted by the pandemic. The last year of this three-year cycle, saw the best results as far as the implementation of these strategies as schools came back to attending school fully in-person.*
- *How do you know whether your strategies did or did not help you make progress toward your goal?*
  - *Of the strategies /programs implemented to support our goal, 11 of 13 strategies met their 2022-2023 target demonstrating successful progress toward our goal.*
  - *The impact of the pandemic had effects on participation and implementation. Only this past year did we see better implementation of all of our programming. There are early indicators (via Fast Assessments and MCAs), that we are again gaining the ground that was lost during the pandemic.*

## Achievement and Integration Goal 2

| Goal Statement                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Achievement, Integration, or Teacher Equity Goal?                                                                                                                           | Baseline | Actual Result (2022-23 SY) | On Track?                                                                                                                   |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|----------------------------|-----------------------------------------------------------------------------------------------------------------------------|
| Increase students' equitable access to racially and ethnically diverse teachers from 20 percent in 2019 to 23% by 2023.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Check one of the following:<br><input type="checkbox"/> Achievement Goal<br><input type="checkbox"/> Integration Goal<br><input checked="" type="checkbox"/> Teacher Equity | 20%      | 23%                        | Check <b>one</b> of the following:<br><input checked="" type="checkbox"/> Goal Met<br><input type="checkbox"/> Goal Not Met |
| <p><i>How do you know if you did/did not meet your goal? Please provide additional details including the information requested below.</i></p> <ul style="list-style-type: none"> <li>What data did you use to identify needs in this goal area? How was this data disaggregated by student groups?               <ul style="list-style-type: none"> <li>Demographic data of the SPPS teaching force was used to identify needs and to monitor our progress on this goal.</li> </ul> </li> <li>What strategies were in place to support this goal area?               <ul style="list-style-type: none"> <li>SPPS supported hiring of a recruitment specialist to work on diversifying the teaching workforce. In addition, SPPS support new hires through peer mentoring affinity groups and professional development in order to improve retention rates of all new teachers with an emphasis on new teachers of color. This program aimed to recruit, prepare and retain highly qualified teachers who share similar life experiences as our diverse student population in SPPS.</li> </ul> </li> <li>How well did you implement your strategies?               <ul style="list-style-type: none"> <li>We have done very well in this area over the past two years due to the increase in funding from the American Rescue Plan and the Achievement and Integration funding.</li> </ul> </li> <li>How do you know whether your strategies did or did not help you make progress toward your goal?               <ul style="list-style-type: none"> <li>Demographic data is reflecting an increase in the diversity of the staff across the district. Both strategies met their annual targets for this goal.</li> </ul> </li> </ul> |                                                                                                                                                                             |          |                            |                                                                                                                             |

### ***Achievement and Integration Goal 3***

| <b>Goal Statement</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | <b>Achievement, Integration, or Teacher Equity Goal?</b>                                                      | <b>Baseline</b>                                                                | <b>Actual Result (2022-23 SY)</b>                                                      | <b>On Track?</b>                                                               |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------|----------------------------------------------------------------------------------------|--------------------------------------------------------------------------------|
| Copy the SMART goal statement from your plan implemented in the 2022–23 SY.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Check one of the following:<br><br>___ Achievement Goal<br><br>___ Integration Goal<br><br>___ Teacher Equity | Copy the baseline starting point from your plan implemented in the 2022–23 SY. | Provide the result for the 2022–23 SY that directly ties back to the established goal. | Check <b>one</b> of the following:<br><br>___ Goal Met<br><br>___ Goal Not Met |
| <p><i>How do you know if you did/did not meet your goal? Please provide additional details including the information requested below.</i></p> <ul style="list-style-type: none"><li>• <i>What data did you use to identify needs in this goal area? How was this data disaggregated by student groups?</i><ul style="list-style-type: none"><li>○ <i>SPPS demographics at magnet schools as compared to other district schools; on-time kindergarten applications by student group.</i></li></ul></li><li>• <i>What strategies were in place to support this goal area?</i><ul style="list-style-type: none"><li>○ <i>School transportation, on-time applications, student choice fair and Reflecting Saint Paul.</i></li></ul></li><li>• <i>How well did you implement your strategies?</i><ul style="list-style-type: none"><li>○ <i>We met three of our four targets indicating progress toward our integration goals. The fourth strategy, the school choice fair, was not implemented due to COVID.</i></li></ul></li><li>• <i>How do you know whether your strategies did or did not help you make progress toward your goal?</i><ul style="list-style-type: none"><li>○ <i>School choice options and district transportation helps the district to continue to integrate across the city and maintain a low number of schools identified as RIS.</i></li></ul></li></ul> |                                                                                                               |                                                                                |                                                                                        |                                                                                |

**Please note:** If you have more than three goals, copy and paste additional A&I Goal tables below.

### ***Integration***

**Narrative is required. 200-word limit.**

Please summarize the impact of the integration strategies you implemented with the A&I districts you partnered with during the 2022–23 SY. Also, consider ways that your A&I plan strategies have increased integration within your district.

The summer school program saw an increase of participants from the initial implementation of this strategy to the final year. Due to the pandemic early participation was lower than expected. For students who did attend these programs, experiences for SPPS students and students from the partner district provided opportunities to expose students to more diverse experiences, ideas and cultures through academic and enrichment activities.

## Racially Identifiable Schools

If your district's A&I plan includes goals and strategies for one or more racially identifiable schools, please complete this section of the report. This section is only required for districts with one or more racially identifiable schools.

Provide the information requested below for each of the racially identifiable schools in your district.

**School Name:** Txuj Ci HMong Language and Culture Lower (formerly Phalen)

### Achievement and Integration RIS Goal 1

| Goal Statement                                                                                                                                | Achievement, Integration, or Teacher Equity Goal?                                                                                                                               | Baseline | Actual Result (2022-23 SY)                                          | On Track?                                                                                                                       |
|-----------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|---------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------|
| Increase academic achievement of our Asian American students from 31% proficient based on 2019 MCA reading results to 35% proficient by 2023. | Check one of the following:<br><br><input checked="" type="checkbox"/> Achievement Goal<br><input type="checkbox"/> Integration Goal<br><input type="checkbox"/> Teacher Equity | 31%      | 24.5% of Asian students were proficient on the MCA for the 22-23 SY | Check <b>one</b> of the following:<br><br><input type="checkbox"/> Goal Met<br><input checked="" type="checkbox"/> Goal Not Met |

*How do you know if you did/did not meet your goal? Please provide additional details including the information requested below.*

- *What data did you use to identify needs in this goal area? How was this data disaggregated by student groups?*
  - *Teachers use FAST assessment data, progress monitoring data, and running records to determine teaching focus for small group reading instruction. Teachers also review MCA and MTAS data which is disaggregated by student groups. We also looked to teacher's time for reflection, feedback, and revision of instructional practices differentiated for student needs as a need.*
- *How well did you implement your strategies?*
  - *Teachers utilized the appropriate reading stage template for planning small group instruction (which includes a guided writing session). Job-embedded PD time was dedicated to providing teachers support for reflection, feedback, and revision of instructional practices differentiated for student needs. 80% of teachers reported that PD time is dedicated to providing teachers time for reflection, feedback, and revision of instructional practices differentiated for student needs.*
- *How do you know whether your strategies did or did not help you make progress toward your goal?*
  - *While we did not meet the target, we are seeing small increases in MCA scores and more significant increases in FAST scores indicating we are making progress.*

## Achievement and Integration RIS Goal 2

| Goal Statement                                                                                                                                                                                           | Achievement, Integration, or Teacher Equity Goal?                                                                                                                               | Baseline  | Actual Result (2022-23 SY) | On Track?                                                                                                                       |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|----------------------------|---------------------------------------------------------------------------------------------------------------------------------|
| Increase the percentage of non-protected class students attending Phalen Lake from 1% in 2020 to 2% or more in 2023 with the result of no longer being identified as an RIS school. (October enrollment) | Check one of the following:<br><br><input type="checkbox"/> Achievement Goal<br><input checked="" type="checkbox"/> Integration Goal<br><input type="checkbox"/> Teacher Equity | 1 percent | 1.6 percent                | Check <b>one</b> of the following:<br><br><input type="checkbox"/> Goal Met<br><input checked="" type="checkbox"/> Goal Not Met |

*How do you know if you did/did not meet your goal? Please provide additional details including the information requested below.*

- *What data did you use to identify needs in this goal area? How was this data disaggregated by student groups?*
  - *School enrollment data and demographic data. Outreach data showing demographic makeup of families attending school showcase activities.*
- *What strategies were in place to support this goal area?*
  - *Increase community awareness of Phalen Hmong Studies Magnet as an enrollment option for families in our attendance area through increased outreach efforts that showcase Phalen including website maintenance, social media posts, open houses, welcome nights, track and field events, carnival and school tours.*
  - *Additionally, for the 2022-23 school year, Txuj Chi formed a collaboration with L'Etoile du Nord with the goal of increasing cultural fluency, competency, and interaction. They fostered positive cross-cultural, cross-racial, and cross-linguistic relationships between our students. Planned learning activities and authentic experiences for students to teach and learn from one another with the facilitation of their teachers and staff were completed.*
- *How well did you implement your strategies?*
  - *There were 8 outreach activities as well as updates to the website and social media posts.*
  - *The L'Etoile du Nord partnership led to nine different activities completed including virtual meets, friendship bowling activity, Science Museum of MN field trip, among others. A table listing the activities, grade levels and number of students involved is provided below.*
- *How do you know whether your strategies did or did not help you make progress toward your goal?*
  - *Based on the federal race categories, of the new enrollments, in 2022-23, 23.8 % of the new enrollees were non-Asian.*

### ***Achievement and Integration RIS Goal 3***

| Goal Statement                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Achievement, Integration, or Teacher Equity Goal?                                                        | Baseline                                                                       | Actual Result (2022-23 SY)                                                             | On Track?                                                                |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------|----------------------------------------------------------------------------------------|--------------------------------------------------------------------------|
| Copy the SMART goal statement from your plan implemented in the 2022–23 SY.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Check one of the following:<br>____ Achievement Goal<br>____ Integration Goal<br><u>X</u> Teacher Equity | Copy the baseline starting point from your plan implemented in the 2022–23 SY. | Provide the result for the 2022–23 SY that directly ties back to the established goal. | Check <b>one</b> of the following:<br>____ Goal Met<br>____ Goal Not Met |
| <p><i>How do you know if you did/did not meet your goal? Please provide additional details including the information requested below.</i></p> <ul style="list-style-type: none"> <li>• <i>What data did you use to identify needs in this goal area? How was this data disaggregated by student groups?</i> <ul style="list-style-type: none"> <li>◦ <i>We use teacher demographic and student demographic data to monitor our progress in this area.</i></li> </ul> </li> <li>• <i>What strategies were in place to support this goal area?</i> <ul style="list-style-type: none"> <li>◦ <i>Txuj Ci continues to work closely with district HR to identify, recruit and retain highly trained and qualified staff of color. Diversifying the teaching staff to reflect our students is a strategy in the district’s strategic plan.</i></li> </ul> </li> <li>• <i>How well did you implement your strategies?</i> <ul style="list-style-type: none"> <li>◦ <i>Txuj Ci has the most diverse educators in our district.</i></li> </ul> </li> <li>• <i>How do you know whether your strategies did or did not help you make progress toward your goal?</i> <ul style="list-style-type: none"> <li>◦ <i>Phalen Lake Elementary currently has one of the most diverse teaching staff in the district (67%). In order to maintain and increase our diverse staff, we will work closely with district HR to identify, recruit and retain highly trained and qualified staff of color. Diversifying the teaching staff to reflect our students is a strategy in the district’s strategic plan. Current research indicates that having a highly trained staff of teachers who reflect the diversity of the student population, positively supports an increase in student achievement.</i></li> </ul> </li> </ul> |                                                                                                          |                                                                                |                                                                                        |                                                                          |

## ***Integration***

**Narrative is required. 200-word limit.**

Please summarize the impact of the integration strategies you implemented with your partnering RIS site(s) and non-RIS site(s) during the 2022–23 school year. Also, consider ways that your A&I plan strategies have increased integration within your RIS site(s). *Only 1 RIS integration narrative is needed regardless of the number of RIS sites.*

*Supporting integrated learning environments included strong partnerships between two language immersion schools on St. Paul's east side with different demographic make-up. Teachers from Phalen Lake Hmong Studies Magnet and L'Etoile du Nord French Immersion collaborated to bring their students together for shared learning experiences that focused around cultural and linguistic exchanges, hands-on learning, and building friendships and understanding. Although we had a late start in the partnership due to unforeseen circumstances, both schools were able to begin the collaboration the second half of the school year. Teachers expressed excitement for the learning opportunities for their students and reported positive outcomes of students engaging and learning with one another. Teachers also expressed that students enjoyed being immersed in some of the cultural learning that was new for them (Hmong Village Center & Agape Hmong Garden). Teachers also expressed students teaching new words to one another and students expressing curiosity about other languages different than the ones they were learning. Through these intentionally planned activities and partnerships, we were able to increase interaction among Phalen students (RIS school) and students from non-protected classes (L'Etoile du Nord) throughout the school year.*