



## Comprehensive Achievement and Civic Readiness District Strategic Plan

2024-2025 School Year

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### Strategic Plan Core Values

Quality Education - Safety -- Communication - Caring Relationships - Fiscal Responsibility

### Strategic Plan Belief Statements

- We believe education is a partnership between students, families, staff, and the community.
- We believe in providing a safe, respectful, and caring environment that welcomes diverse talents, viewpoints, and backgrounds.
- We believe each learner will be challenged to develop their full academic potential.
- We believe we must utilize all our resources responsibly and wisely to provide high-quality, student-centered educational opportunities.

### Strategic Plan Mission Statement

To empower all students to achieve their fullest potential by providing a high-quality education  
in a safe environment

### Strategic Plan Vision

Education - Opportunities - Connections - Innovation

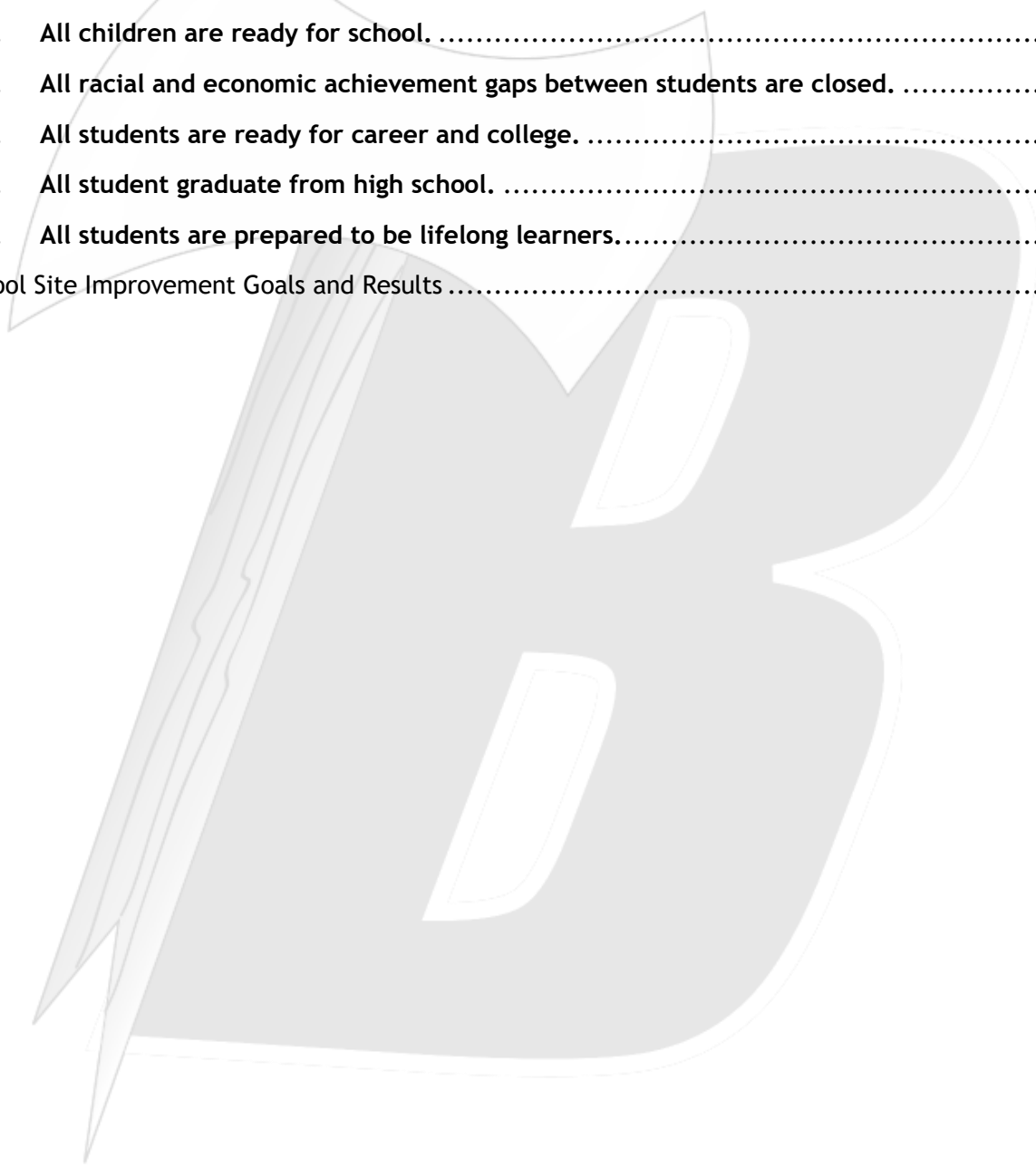
### Strategic Plan Focus Areas

Student Achievement - Student Support and Belonging - District Culture - Community Connection

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# TABLE OF CONTENTS

Comprehensive Achievement and Civic readiness .....	3
Minnesota Academic Standards .....	3
District Strategic Plan Goals and Objectives .....	3
Bemidji Area School 2024-2025 CACR Goals .....	4
1. All children are ready for school. ....	4
2. All racial and economic achievement gaps between students are closed. ....	4
3. All students are ready for career and college. ....	4
4. All student graduate from high school. ....	5
5. All students are prepared to be lifelong learners.....	5
School Site Improvement Goals and Results .....	5



## COMPREHENSIVE ACHIEVEMENT AND CIVIC READINESS

The World's Best Workforce (WBWF) was developed in 2013 (Minnesota Statutes 2024, section 120B.11) to ensure that school districts and charter schools in Minnesota enhance student achievement through teaching and learning supports. During the 2024 session, the Minnesota Legislature renamed WBWF to Comprehensive Achievement and Civic Readiness (CACR). This change took effect as of the 2024-25 school year strategic plans and Fall 2025 annual summary report.

School boards that govern districts and charter schools are required to develop comprehensive, long-term strategic plans that address the following five CACR goals:

1. All children are ready for school.
2. All racial and economic achievement gaps between students are closed.
3. All students are ready for career and college.
4. All students graduate from high school.
5. All students are prepared to be lifelong learners.

A CACR Strategic plan is a multi-year, detailed document that illustrates how a district or charter school will execute its goals or initiatives concerning the CACR goals. The Minnesota Department of Education (MDE) recommends that districts and charter schools develop goals that are specific, measurable, attainable, realistic, and timely (SMART).

Additional information about CACR can be found on MDE's website at:

<https://education.mn.gov/MDE/dse/wbwf/>

Source: Minnesota Department of Education  
The logo for the Minnesota Department of Education, featuring a stylized 'm' and 'e' in blue and green, followed by the text 'DEPARTMENT OF EDUCATION' in blue.

## MINNESOTA ACADEMIC STANDARDS

Minnesota's Academic Standards are a set of achievement expectations for all schools and students throughout the state. Minnesota Statute 120B.11 requires that districts and charter schools hold an annual public meeting each fall on the progress made toward CACR goals and to periodically survey students, families, and/or community members about their connection to and level of satisfaction with school.

For each school year, the school board must publish their CACR summary report in the local newspaper, by mail, or by electronic means on the district website. The 2024-2025 Bemidji Area Schools district CACR summary report can be found on the new district website at:

<https://www.isd31.net/departments/curriculum>

## DISTRICT STRATEGIC PLAN GOALS AND OBJECTIVES

The Bemidji Area School 2023-2028 Strategic Plan was adopted by the School Board on September 18, 2023. A copy is located on our District's Board of Education webpage:

<https://www.isd31.net/district/board-of-education>

# BEMIDJI AREA SCHOOL 2024-2025 CACR GOALS

The Comprehensive Achievement and Civic Readiness Plan is intended to serve as a document that aligns educational initiatives that serve students Pre-K through High School. The following SMART goals have been developed to meet the initiatives set forth in the WBWF plan.

## 1. All children are ready for school.

Students enrolled in a district 5-day-a-week Pre-K program will improve their foundational skills of literacy by differentiating between 10 out of 20 letter and other symbols as defined by L6.7 of the Early Childhood Indicators of Progress (ECIPs) and measured in Spring 2025.

Result: One-Year Goal Met

a. Goal: 70%                      Result: 85.9%

Students enrolled in a district 5-day-a-week Pre-K program will improve their foundational skills in math by differentiating between 10 out of 20 numbers and other symbols as defined in the M13.4 of the (ECIPS) Early Childhood Indicators of Progress measured in the Spring 2025.

Result: One-Year Goal Met

a. Goal: 70%                      Result: 84.8%

\*Goals were updated from initial submission in MEGS due to new assessment measurement.

## 2. All racial and economic achievement gaps between students are closed.

The Bemidji Area Schools will close the achievement gap for the following subgroups as measured by the MCA Reading Assessment.

Result: Multi-Year Goal Not Met

a. Special Education Group	Goal: 31.0%	Result: 18.2%
b. Free & Reduced Lunch Group	Goal: 41.9%	Result: 33.5%
c. American Indian Group	Goal: 37.4%	Result: 32.0%

## 3. All students are ready for career and college.

Bemidji Area Schools 9<sup>th</sup> through 12<sup>th</sup> grade students will be exposed to at least 2 College & Career exploration opportunities.

Result: Multi-Year Goal Met

a. Ninth grade students were exposed to CEO in the Classroom and College and Career Fair. Tenth grade students were exposed to Tour of Medicine, Tour of Manufacturing, Student Workshop Days, and College and Career and Readiness activities.

**4. All student graduate from high school.**

Bemidji Area Schools 4-year graduation rate will increase from 77.6% to 85.3% in the Spring of 2028 as measured by the MDE Four-Year Graduation Rate.

Result: Multi-Year Goal Not on Track

a. District-Wide                      Goal: 85.3%                      2024 Result: 74.8%

**5. All students are prepared to be lifelong learners.**

Bemidji Area Schools will set a baseline of our student’s mindset through a survey and establish a baseline.

Result: One-Year Goal Met

a. Bemidji Area Schools survey results can be found on out District’s *About Us* webpage: <https://www.isd31.net/district/about-us>

## SCHOOL SITE IMPROVEMENT GOALS AND RESULTS

### School Site Improvement Goals and Results

Each school within our District develops and annual improvement plan with goals and benchmarks to assist in identifying the strengths and improvement areas of instruction and provide strategies to increase student achievement and improve learning experiences. The format we utilize for each of our school sites combines both school improvement (academic, social emotional, etc.) and staff development goals into a single cohesive plan for instruction and student achievement for all student subgroups. These school site improvement goals can be found on our District’s Curriculum webpage in the CACR section at:

<https://www.isd31.net/departments/curriculum>