



Achievement and Integration 2026-2029: Bridging Gaps, Empowering Staff, Building Community

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What is Achievement and Integration?

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.
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What is Achievement and Integration?

SoWashCo Schools is required to participate in Achievement and Integration as we have been identified as a Racially-Isolated School District.

This means that enrollment of protected-class students districtwide is more than 20 percent, compared to the number of protected-class students in one adjoining districts.

What is Achievement and Integration?

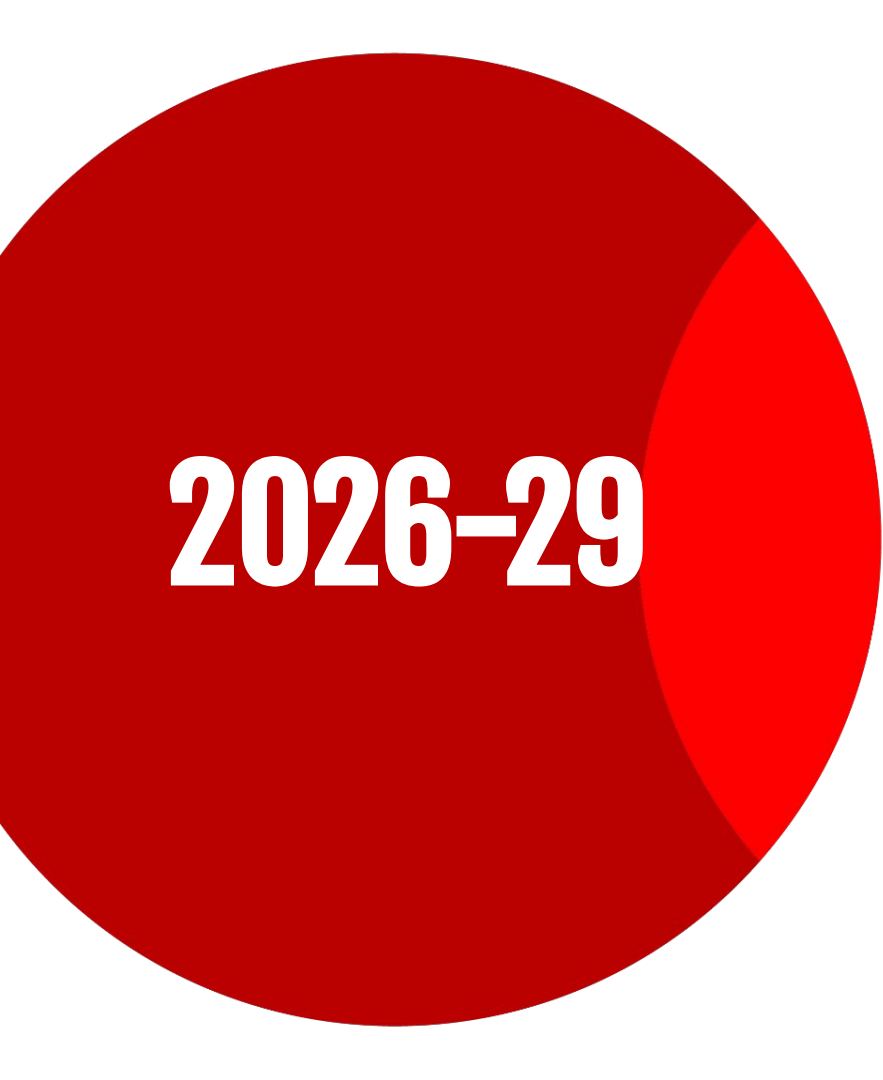
In SoWashCo Schools, the Department of Diversity, Equity and Inclusion oversees the Achievement and Integration plan and responsibilities.

Multiple departments contribute toward achieving the goals set forth in the plan.

2024-2025 Annual Report

The SoWashCo Schools 2023-2026 Achievement and Integration plan has three focus areas, all of which are ***On Track***:

1. **Student academic access and success;**
 2. **Relationships and affirmation of social identities;**
 3. **Community engagement.**
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2026-29

Achievement and Integration

The next 3-year A&I Plan intends to ensure:

- Every student has the support to succeed;
- Every school environment benefits from responsive educators; and
- Every family feels a deep sense of belonging.

Goal 1

Closing Gaps



Objective: To improve academic and behavioral outcomes for all students while eliminating achievement disparities based on race, ethnicity or socioeconomic status.



CGMS recently hosted an AVID showcase for surrounding districts to showcase our amazing students and teachers.



Goal 1

Closing Gaps



Key Strategies:

- **Academic Success Coaches:** Trained teachers tasked with providing holistic Tier 1, 2 and 3 support, preventing gaps from widening.
- **AVID:** Supporting AVID schoolwide and providing targeted tutoring to ensure each AVID student succeeds in rigorous courses.
- **Cultural Liaisons:** Utilizing cultural liaisons to bridge the gap between home and school for students and families.

Goal 2

Staff Empowerment



Objective:

To recruit, retain, and support an effective workforce that reflects the diversity of our students, ensuring equitable access to responsive instruction for every learner.

Renowned author, Kao Kalia Yang, leading a writing workshop for educator well-being, identity, and celebrating those that are uplifters.



Goal 2

Staff Empowerment



Key Strategies:

- **Grow Your Own – Student Pathway:** A dedicated pathway for SoWashCo high school students to explore teaching careers, including mentorship and field experience.
- **Culturally-Responsive Instruction and Professional Development:** Districtwide professional development opportunities which ground instruction and service in the real-world context of our students.
- **Staff Retention and Mentorship:** Combating professional isolation through Affinity Groups (e.g., Educators of Color Network) and mentorship for non-tenured staff.

Goal 3

Community Engagement



Objective:

To increase racial and economic integration by fostering opportunities for cultural interaction and partnership among students, staff, families and surrounding communities.



Students enjoying a meal at the PHS' Black History Month event.



Goal 3

Community Engagement



Key Strategies:

- **Cultural Learning & Celebrations:** Funding site-based cultural events (assemblies, residencies) and large-scale district celebrations (Multicultural Celebration) to increase cultural fluency and inclusion.
- **Community Advisory Groups:** Institutionalizing and expanding family and community voice through various family advisory committees.
- **Multidistrict Summer Integration:** Collaborative summer programming with ISD 196 and ISD 834 to increase access and opportunities for SoWashCo students.

Accountability Framework

Measuring Success with a 4-Point Rubric

We are moving beyond simple compliance. Every strategy is tracked annually using a composite score of quantitative data (test scores, retention rates) and qualitative data (surveys, participation).

1 (Not on Track): Foundations absent.

2 (Making Progress): Systems building.

3 (Meeting Target): Outcomes align with demographics.

4 (Exceeding Target): Structural change achieved.

Creating Efficiencies

Responsible Fiscal Stewardship

This plan maximizes taxpayer value by:

- **Building Internal Capacity:** Replacing costly external Professional Development consultants with internal experts.
- **Proactive Intervention:** Using ASCs to reduce the need for expensive Special Education referrals later.
- **Shared Services:** Splitting the cost of summer integration programs with partner districts.

Timeline & Next Steps

- **February 5, 2026**
 - School Board workshop
- **February 5-15, 2026**
 - Final edits and adjustments
- **February 19, 2026**
 - Final presentation to School Board and vote
- **March 15, 2026**
 - Deadline for A&I Plan and Budget to be submitted to MDE
- **July 1, 2026**
 - Implementation begins



Thank You!