



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

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## What is Achievement and Integration for Minnesota

The Achievement and Integration for Minnesota program is established to pursue racial and economic integration and increase student academic achievement, create equitable educational opportunities, and reduce academic disparities based on students' diverse racial, ethnic, and economic backgrounds in Minnesota public schools.

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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 (at least) one adjoining districts.

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## 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.

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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.

### **Key Strategies:**

- Academic Success Coaches
- AVID
- Cultural Liaisons

# 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.

### Key Strategies:

- Grow Your Own - Student Pathway
- Culturally-Responsive Instruction and Professional Development
- Staff Retention and Mentorship



# 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.

### **Key Strategies:**

- Cultural Learning and Celebrations
- Community Advisory Groups
- Multidistrict Summer Integration



# Accountability Framework

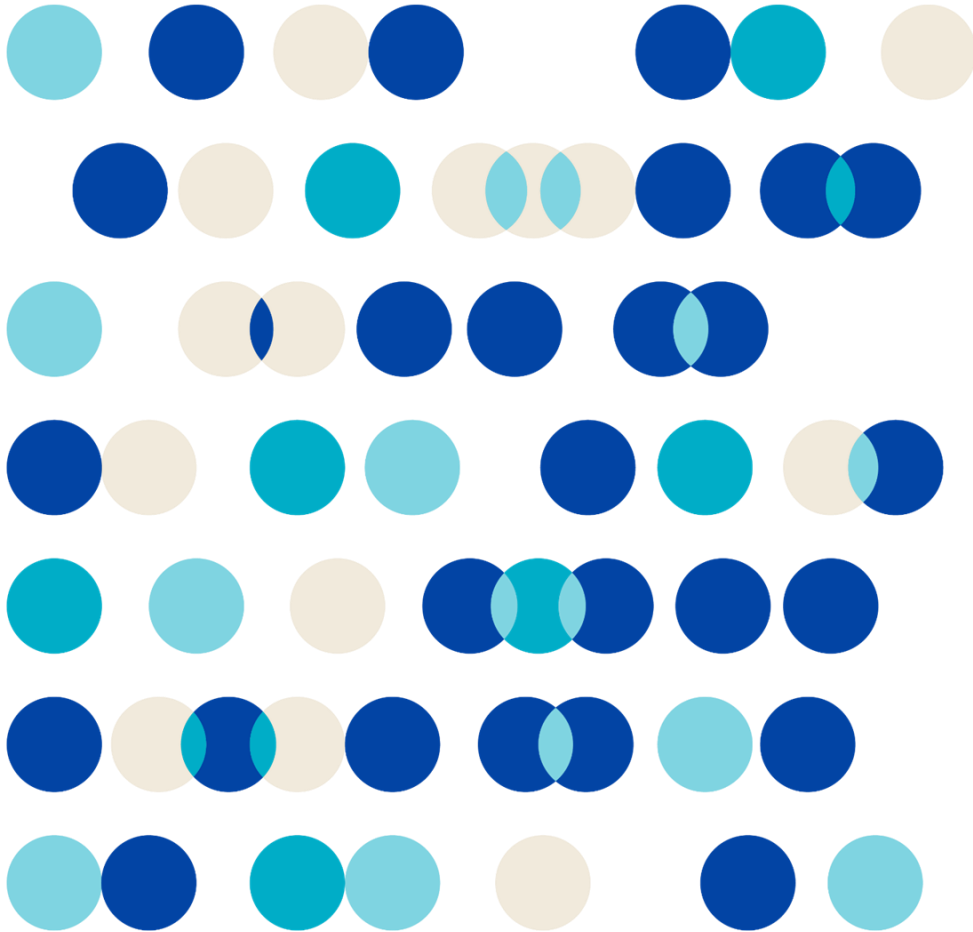
## Measuring Success and Progress

- Each goal has from 4-6 Key Indicators of Progress (KIP) connected to specific strategies
- Each strategy and KIP will be analyzed frequently and reported to the board yearly
- The composite score of the KIPs for each goal will determine if the goal is not on track, making progress, meeting target or exceeding target

## Plan Input


In addition to the February 5, 2026 School Board Workshop Meeting, this plan has received input by other required and recommended groups, including:

- SoWashCo's Diversity, Equity and Inclusion Community Advisory Committee
- SoWashCo's Native American Parent Advisory Committee




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## School Board Actions



We certify that we have approved this Achievement and Integration plan (Minn. Stat. § 124D.861, subd. 4).



We certify that we sought and received input on integration goals and strategies from councils as described on page 2. The council(s) included representation and meaningful input from our American Indian Parent Advisory Committee as required by Minnesota Rules 3535.0160, subpart 2, and Minnesota Rules 3535.0170, subparts 2-5.