Duluth Public Schools

Committee of the Whole - Board Meeting

Achievement & Integration Plan

2025–26 Progress Report for Year 3 of 2023–2026 A & I Plan

November 2026

Lead Contact:
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Year 3: End of Year Report Completed By:
Curriculum, Instruction, and Assessment Team & Human Resources Dept

What is Achievement & Integration (A&I)?

Minnesota Statute § 124D.861

State-mandated program empowering Minnesota districts to pursue racial equity and school integration

Three-Year Plan Accountability

MDE evaluates outcome targets at the close of Year 3 to assess compliance and future revenue allocation

Statutory Reinvestment Rule

Districts missing targets must consult MDE and direct up to 20% of A&I funds to improvement strategies

Core Objectives:

Duluth Public Schools Achievement & Integration Plan 2023–2026

Academic Disparity Reduction

Close reading, math, and graduation gaps for Black, American Indian, and Two or More Races students

Equitable Access & Integration

Expand rigorous coursework, culturally affirming pathways, and reduce racial concentration

Staff Diversity & Cultural Fluency

Recruit educators of color and train certified staff in anti-racist, responsive practices

Barrier-Free Family Engagement

Provide food, childcare, and transport to build authentic partnerships between home and school

Year 3 Performance Summary:

2025–2026 Goal Attainment

District-Wide Goals (ISD 709) — 2 of 5 Met

Goal 1: Consistent Attendance	Met (88.4%)
Goal 2: CITS Rigorous Coursework	Not Met (2.06%)
Goal 3: 4-Year Graduation Rate	Not Met (57.5%)
Goal 4: Staff Racial Diversity	Not Met (5.7%)
Goal 5: Certified Staff Equity PD	Met (417%)

Myers-Wilkins Elementary (RIS) — 4 of 5 Met

RIS Goal 1: MCA Reading Proficiency	Met (24.2%)
RIS Goal 2: MCA Math Proficiency	Met (12.1%)
RIS Goal 3: Consistent Attendance	Not Met (49.1%)
RIS Goal 4: Desegregation / Enrollment	Met (52.4%)
RIS Goal 5: RIS Staff Cultural PD	Met (96.4%)

District-Wide Goals

DISTRICT GOALS: Goal 1 = MET

Protected Class Consistent Attendance Surpassed

88.4%

Combined Attendance Rate

Target was 82.4% (Baseline 79.4%)

Disaggregated Student Consistent Attendance Rates

American Indian Students = **88.9%**
Black Students = **87.8%**

Integration Specialist Intervention

12 full-time integration specialists managed rosters of 35 students with Tier 3 check-ins across 15 sites

Family Engagement Support

Bi-semester sessions removed participation barriers by providing free meals, childcare, and transportation

DISTRICT GOALS: Goal 2 = NOT MET / Goal 3 = NOT MET

Advanced Coursework & Graduation Outcomes

Goal 2: CITS Enrollment

Target: 6.1%

2.06%

Actual 2025–2026 enrollment of American Indian and Two or More Races students in College in the Schools courses

Strategy: Dual-credit Ojibwemowin through Fond du Lac Tribal & Community College.

Goal 3: 4–Year Graduation

Target: 59.6%

57.5%

88 / 153 eligible identified student groups graduated on time with a gain of + 3.9% over 53.6% baseline

Two or More Races = 71.1%
American Indian = 52.1%
Black students = 51.4%

DISTRICT GOALS: Goal 4 = NOT MET / Goal 5 = MET

Staff Diversity Initiatives & Training Impact

Goal 4: Staff Diversity

Target: 8.3%

5.7%

Modest gain from 5.3% baseline (+0.4%)

Key Pipelines: Careers in Government diversity distribution, Drive for 5 grant, and NXT GEN Teach Special Ed apprenticeship.

Goal 5: Cultural PD

Target: 132 Staff

551

417% of target certified staff trained

Strategic Pivot: Transitioned to *Navigating Duluth's Cultural Landscape* across full district PD days (248 secondary staff, 303 elementary staff).

Racially Identifiable School (RIS) Goals:

Myers-Wilkins Elementary

RIS GOALS: Goal 1 = MET / Goal 2 = MET

Myers-Wilkins Academic Proficiency Success

MCA Reading Proficiency

Goal Met

24.2%

Exceeded 19.7% Target (Baseline 13.7%)

Two full-time reading interventionist providing Tier 2 & 3 interventions

MCA Math Proficiency

Goal Met

12.1%

Achieved 12.0% Target (Baseline 6.0%)

Math interventionist delivering focused skill remediation and high leverage practices

RIS GOALS: 3 = NOT MET

Myers-Wilkins Attendance

Goal 3: Consistent Attendance

Target: 61.5%

49.1%

108 / 220 identified students achieved ≥90% attendance

Two or More Races: 67.4%
Black: 53.3%
American Indian: 38.2%

RIS GOALS 4 • MET

Myers-Wilkins Concentration

Goal 4: Racial Concentration

Target: 52.7%

52.4%

Black, American Indian, and Two or More Races student enrollment dropped from 58.7% (baseline) to 52.4%, which meant this goal was achieved

Moving 6 sections of Spanish Immersion from Lowell Elementary to Myers-Wilkins assisted in achieving this goal

RIS GOALS: Goal 5

Myers-Wilkins Professional Learning & Integration

96.4%

RIS Certified Staff Trained

54 of 56 Certified Staff Participated

Curricular Transformation
Training centered on anti-racist instructional adjustments, grading practices, and cultural fluency

Misaabekong Immersion Support
Classroom assistants supported indigenous immersion language program

Barrier-Free Enrichment
All field trips, cultural learning events, and family nights provided with free district transportation

2026–2029

Duluth Public Schools

Achievement & Integration Plan Goals

2026–2029 A&I Plan

District Goals:

Goal #1: By June 2029, increase the full day Attendance rates for students who are American Indian, Asian, Black or African American, Hispanic/Latino, Two or More Races, and Native Hawaiian or Other Pacific Islander enrolled in the Duluth Public Schools from 65.13% in school year 2025-2026 to 70.13% in school year 2028-29.

Goal #2: By June 2029, increase the percentage of all high school students who enroll in a rigorous CITS (College In The Schools) course who are American Indian or Two or More Races with one being American Indian from 10% (2025-26 Baseline Data) to 15% 2028-29.

Goal #3: To better mirror the racial composition of the Duluth community, the district aims to expand its staff of color from 5.5% (99 out of 1,782) to 8.0% (142 individuals) by June 2029.

Goal #4: By June 30, 2029, Duluth Public Schools will launch a professional development program that provides advanced, sustained equity training for specialized staff alongside a minimum of two accessible, culturally responsive training options annually for all district teachers and support staff.

Goal #5: By June 2029, secondary ALC students will increase their SIS attendance rate by 10% moving from 38.61% in the 2025-2026 school year to 48.61% in the 2027-2028 school year.

2026–2029 A&I Plan

Racially Identified School (MW) Goals:

RIS Goal #1a: By June 2029, the proficiency of Protected Class students enrolled the full academic year for all grades tested within Myers-Wilkins Elementary School on FASTbridge for Reading will increase from 25 % to 40% in 2028-2029.

RIS Goal #1b: By June 2029, the proficiency of Protected Class students enrolled the full academic year for all grades tested within Myers-Wilkins Elementary School on FASTbridge Mathematics will increase from 29% (Baseline Data) to 44% in 2028-2029.

RIS Goal #2: By June 2029, the SIS reported attendance rate of Protected Class students will increase from 88.5% to 95% in Spring 2029 at Myers-Wilkins Elementary School.

RIS Goal #3: By June 2029, the proficiency of Protected Class students enrolled the full academic year for kindergarten tested within Myers-Wilkins Elementary School on FASTbridge for Reading will increase from 22% to 52% in Spring 2029.

RIS Goal #4: By June 2029, the district will successfully coordinate and execute a culturally affirming college visit to Fond du Lac Tribal Community College for at least 85% of eligible 4th-grade American Indian students, with 90% of attendees reporting an increased understanding of college pathways and new peer connections as measured by a post-visit reflection survey.