Achievement & Integration Progress Report
A&I Plan Goals
July 1, 2017 to June 30, 2020

**Goal 1:** To increase the graduation rate for all students from 86.1% to 90% by 2020

**Goal 2:** Increase teachers of color from 10% to 15% by 2020

**Goal 3:** To reduce the achievement gap between white and African American students in reading from 31.5% to 21.5% by 2020 at Harambee and from 23.7% to 13.7% at the Dual Language Immersion Program at Little Canada by 2020

**Goal 4:** Increase the percentage of staff receiving Equity training from 85% to 100% by 2020

**Racially Isolated School:** To increase the academic achievement of students of color from 27.8% to 37.8% proficiency on the reading MCA at Central Park by 2020
Goal #1

To increase the graduation rate for all students from 86.1% to 90% by 2020

- 2017: 87%
- 2018: 87.9%
- 2019: Graduation data is not available yet

Strategies:
- Increase African American and Latino student participation in AVID and AP courses
Goal #2

Increase teachers of color from 10% to 15% by 2020

- 2017: 10%
- 2018: 15.2%

Strategies:
- Cross-district collaboration and recruitment of staff of color
- FOCUS professional development and support meetings for staff of color
Goal #3

• To reduce the achievement gap between white and African American students in reading from 31.5% to 21.5% by 2020 at Harambee Elementary School
  • 2017: 13%
  • 2018: 30%
  • 2019: 4%*

• To reduce the achievement gap between white and African American students in reading from 23.7% to 13.7% at the Dual Language Immersion Program at Little Canada Elementary School by 2020
  • 2017: 41%
  • 2018: 7%
  • 2019: 22%
Goal #3

Strategies:

• At Harambee Elementary School and Little Canada Elementary School, cultural liaisons work collaboratively with students, parents, and staff to develop partnerships and deepen cultural connections to enable learning partnerships.

• At Little Canada Elementary School, teachers create individualized learning plans for DLI students with classroom interventions, WIN (What I Need) time, and Targeted Services in reading and math.
Goal #4

Increase the percentage of staff receiving Equity training from 85% to 100% by 2020

Strategies:
• Professional Learning Communities
• Absent narratives curriculum development
• 100% staff equity training in 2018-2019
Racially Isolated School

Goals:
To increase the academic achievement of students of color from 27.8% to 37.8% proficiency on the reading MCA at Central Park Elementary School by 2020.

Decrease the achievement gap between black and white students on the reading MCA from 15.3% to 5.3%.

Strategy:
• STEAM enrichment program
• National Urban Alliance professional development
Central Park Elementary School

Proficiency on MCA reading in spring for students of color:
• 2017: 26.9%
• 2018: 25.6%
• 2019: 26.4%

The achievement gap on the reading MCA between black and white students:
• 2017: 27.6%
• 2018: 23.9%
• 2019: 24.2%

The enrollment of students of color was 81.4% on October 1, 2019.
Questions