NOBLES COUNTY INTEGRATION COLLABORATIVE

HERON LAKE - OKABENA PROGRESS REPORT

2025–2026

“To learn from and with one another”

Report Overview

- NCIC mission, purpose, and vision
- Six member districts and program context
- 2025–2026 program participation
- District achievement and integration goals
- Teacher equity and professional learning

NCIC Mission

OUR MISSION

Promote student success and community acceptance of cultural differences by providing opportunities for students, families, and staff from diverse backgrounds to learn from and with one another.

Six Member Districts

- **Adrian**
- **Ellsworth**
- **Fulda**
- **Heron Lake-Okabena**
- **Round Lake-Brewster (RI)**
- **Worthington (RI)**

RI = Racially Isolated. The designation indicates protected-class enrollment districtwide is more than 20% compared with one or more adjoining districts.

NCIC Purpose

Integration

Pursue racial and economic integration.

Achievement

Increase student achievement.

Equity

Create equitable educational opportunities.

Opportunity

Reduce academic disparities related to race, ethnicity, and economic background.

NCIC Vision

PRIORITY 1

Develop Cultural Awareness & Integration

PRIORITY 2

Close Achievement Gaps

PRIORITY 3

Support Student Success

PRIORITY 4

Increase Parent Involvement

PRIORITY 5

Provide Professional Development

MDE Achievement & Integration Program

PROGRAM PURPOSE

Support integration, student achievement, equitable educational opportunities, and efforts to reduce academic disparities.

NCIC Achievement & Integration Goals

are individualized for each member district and are reset every three years.

PROGRAM PARTICIPATION

2025–2026 Participation by NCIC Goal

TOTAL REPORTED ATTENDANCE

4,144

NCIC Goal	Attendance
Academic Success	2,408
Close Achievement Gaps	1,274
Cultural Awareness	244
Parent Engagement	118
Professional Development	100
TOTAL REPORTED	4,144

Academic Success

Program / Event	Sessions	Attendance
Tabling / College Knowledge Month	7	784
Homework Help – Middle School	27	307
Homework Help – High School	26	300
Career Expo	1	295
Ready, Set, Read!	11	131
Super STEM Camp	2	80
Dynamic 507 – Guest Speaker/Tour	5	58
Odyssey – Guest Speaker/Tour	3	57
STEAM Camp	6	35
Horizon	20	311
Dok Champa – Culture Day	1	63
USD College Trip	1	27
Other academic events	—	162

Close Achievement Gaps

Program / Event	Sessions	Attendance
Summer Lunch & Learn	16	254
Kindness Retreat	3	556
Worthington International Festival	1	225
The Banquet West	2	141
College Visit	1	28
Adrian Culture Camp	1	35
Other civic engagement events	—	35
Reported total		1,274

Cultural Awareness

Program / Event	Sessions	Attendance
Adrian Culture Camp	3	71
Empathy Presentation	1	60
Hip-Hop Literacy	8	48
International Festival of MN	1	41
Atole Presentation	1	17
Friday Outing	1	7
Total	15	244

Parent Engagement

Program / Event	Sessions	Attendance
Language Support	13	62
Conferences	6	45
Homework Help – High School	1	8
Home Visits	3	3
Total	23	118

Focus: helping families access school information, communication, and support.

Professional Development

TOTAL ATTENDANCE

100

Reported total

AE588

5 sessions | 100 attendance

From Programs to Outcomes

Program participation shows where NCIC activities reached participants. The district goals that follow show progress toward achievement, integration, and equity outcomes.

PROGRAM PARTICIPATION

Sessions, attendance, and activities

DISTRICT OUTCOMES

Goals, targets, results, and status

Achievement Goal — Heron Lake-Okabena

GOAL

At least 30% of third-grade students who were high-risk or some-risk in fall will improve by one or more risk levels by spring.

2025–2026 RESULT

The percentage of students in the high-risk and some-risk categories remained at 41%.

OUTCOME

TARGET MET

Cultural Competency Training — Heron Lake-Okabena

GOAL

Increase educator participation from 33% in 2023 to 50% by 2026.

2025–2026 RESULT

88% of staff participated in cultural competency training in 2025–2026.

OUTCOME

TARGET MET

38 percentage points above target.

Integration Goal — Heron Lake-Okabena

GOAL

Increase out-of-school-time participants' comfort interacting with students from different backgrounds from 2/5 to 4/5 by 2026.

2025–2026 RESULT

The average score for comfort interacting with students different from themselves was 4 out of 5.

OUTCOME

TARGET MET

Teacher Equity Goal — Heron Lake-Okabena

GOAL

Increase the percentage of staff of color from 4% in 2023 to 8% by 2026; NCIC will also award Teacher Pathway Scholarships.

2025–2026 RESULT

Staff of color: 6%.

Scholarship: 48 awards over three semesters and $49,800 distributed.

OUTCOME

TARGET NOT MET

Staff diversity was 2 percentage points below target.

THANK YOU

Nobles County Integration Collaborative

Supporting student success, equity, and cultural understanding.

ALL MEMBER DISTRICTS | 2025–2026