



January 30, 2020

Commissioner Rebecca Lucero
Minnesota Department of Human Rights
Freeman Building, 625 Robert Street North
St. Paul, MN 55155

Dear Commissioner Lucero,

Mankato Area Public Schools entered into a collaborative agreement with the Minnesota Department of Human Rights to report on our progress regarding discipline and suspension data. Included in this semi-annual report are the responses to the following criteria outlined in the agreement:

3. The semi-annual report will include the following information for each strategy the Plan identified:
 - A. The intended outcomes;
 - B. Specific steps the District took to implement the strategy;
 - C. Metrics the District developed to measure the effectiveness of the strategy; and
 - D. Any changes implemented by the District in light of results in the reporting period.”

A. *Intended Outcomes (see Attachment A: District Strategic Plan):*

The intended outcomes of the Plan, as included in the Targeted Goal section of the attachment, are as follows:

- a. Reduce the number of suspensions of African-American students and students with disabilities relative to their enrollment in the district so that we eliminate the disparity of African-American students to white students.
- b. Reduce the number of students suspended for subjective reasons so that all of our student discipline is based on objective data.

B. *Specific steps the District took to implement the strategy (see Attachment A):*

Each strategy implemented is included in the attached strategic plan. The plan includes steps taken to implement the strategy with specific dates for the professional development.

C. *Metrics the District developed to measure the effectiveness of the strategy (see Attachments A and B):*

The measures used:



- a. Number of students suspended by student group
- b. Number of suspensions for subjective reasons

Attachment B contains data for the reporting period July 1-December 31, 2019.

- D. *Any changes implemented by the District in light of results in the reporting period.*
These results demonstrate progress in reducing suspension disparities and suspensions for subjective reasons. Mankato Area Public Schools plans to continue with the Strategic Plan into the next reporting period, and continue using the identified strategies to meet these goals.

Sincerely,

Paul Peterson, Ed.D.
Superintendent

Eric Hudspith
Director of Human Resources and
Organizational Development

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