

Minnesota Department of Human Rights

June 2018 – May 2019

Submitted by:

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Superintendent
Cass Lake-Bena School

1. Administrative – Federal and State Mandates

- a. The Cass Lake- Bena School district has created a website. All non-discriminatory policies are listed there.
- b. Cass Lake-Bena schools advertise as an Equal Opportunity employer.
- c. Section 504/ADA language is included in the student handbooks. The district will post the name, address and other contact information publically per building and within the student handbooks.
- d. All policies are reviewed annually prior to the next year's handbook publication.

2. Steps to ensure Discipline is properly implemented to address behavior concerns and reduce suspensions.

- a. The Cass Lake-Bena school district is in the process of establishing a stakeholders committee to review, revise, re-write the district code of consequences. This committee will meet monthly beginning in June 2019 and continue until work is completed. We anticipate a new code of conduct to be ready, board approved and published by June of 2020.
- b. The Cass Lake-Bena school district continues to implement PBIS in both the elementary and middle schools. On-going training is encouraged and provided during staff development days. New staff will receive training prior to the new school year.

The LIEC is presented data annually from our PBIS model and updates on staff trainings. The LIEC meets monthly on the 2nd Wednesday.

The Cass Lake-Bena school district has joined with the MDE on school climate training. Board members, administrators, and educators have all attended quarterly meetings with MDE. In addition, another core group of educators has met with MDE on more intensive trainings based on the book, Shifting Gears.

The Cass Lake-Bena school board has approved an alternative to suspension program which will be in place for the 2019/20 school year. This program is currently still under development with staff visits to other districts with similar programs. Additional staff will be hired to fill this program. The model includes SEL/Trauma training in order to assist student behavior.

The Cass Lake-Bena school district is in the process of becoming a “Trauma Informed” school district. Staff development has been centered on trauma informed and classroom management.

The district 9th grade academy and ALC programs will be implementing AVID to assist students with academics and school success.

The Cass Lake-Bena school district has entered into conversations with the Leech Lake Band of Ojibwe in Tribal Consultations. Attendance and Truancy are being

addressed by both organizations working cooperatively to keep kids in school.

Tier interventions are in place at all levels of the district. The middle and elementary schools have behavior interventionists in place as permanent positions.

The Cass Lake-Bena school district continues to diligently work on alternatives to suspension. The goal is lower out of schools suspension while putting student and teacher supports in place to assist in achieving that goal.

Respectfully submitted by:
Rochelle M. Johnson
Superintendent.