

The following information is to be included in the Eden Prairie Schools Collaboration Agreement with the Department of Human Rights.

Roles and Responsibilities:

- **School Board.** Uses a policy governance model to monitor Superintendent under [Executive Limitation 2.2](#)
- **Superintendent.** The superintendent shall establish guidelines and directives to carry out this agreement, hold all school personnel, students, and parents responsible for conforming to this policy, and support all school personnel performing their duties within the framework of this policy. The superintendent shall also establish guidelines and directives for using the services of appropriate agencies for assisting students and parents. Any guidelines or directives established to implement this policy shall be submitted to the school board for approval and shall be attached as an addendum to this policy.
- **Principal.** The school principal is given the responsibility and authority to formulate building rules and regulations necessary to enforce this policy, subject to final school board approval. The principal shall give direction and support to all school personnel performing their duties within the framework of this policy. The principal shall consult with parents of students conducting themselves in a manner contrary to the policy. The principal shall also involve other professional employees in the disposition of behavior referrals and shall make use of those agencies appropriate for assisting students and parents. A principal, in exercising his or her lawful authority, may use reasonable force when it is necessary under the circumstances to correct or restrain a student or prevent bodily harm or death to another.
- **Teachers.** All teachers shall be responsible for providing a well-planned teaching/learning environment and shall have primary responsibility for student conduct, with appropriate assistance from the administration. All teachers shall enforce the Code of Student Conduct. In exercising the teacher's lawful authority, a teacher may use reasonable force when it is necessary under the circumstances to correct or restrain a student or prevent bodily harm or death to another.
- **Other School District Personnel.** All school district personnel shall be responsible for contributing to the atmosphere of mutual respect within the school. Their responsibilities relating to student behavior shall be as authorized and directed by the superintendent. A school employee, school bus driver, or other agent of a school district, in exercising his or her lawful authority, may use reasonable force when it is necessary under the circumstances to restrain a student or prevent bodily harm or death to another.

Tracking System

- Each school uses an office discipline referral form to document behavior referrals. Each Eden Prairie school uses the local student information system to track behavior referrals and responses including partial day dismissals, in-school and out-of-school suspensions, expulsions, and exclusions.
- Discipline reports are pulled on a monthly basis and proactively examined by assistant superintendent, Sr. Director of Support Services & Sr. Director of Personalized Learning & Instruction to ensure racial predictability is not present. A monthly monitoring update is provided to the superintendent.

Policies and Procedures

- [Policy 506 Student Discipline](#) presents district guidelines. Parent, Student and teacher engagement occurs at the building level via PTO, student council/advisory teams, and at the district level via the World's Best Workforce Committee and The American Indian Parent Advisory Committee.

School Resource Officers

- Eden Prairie School Resource Officers support the school district's safe school efforts. They are not involved in student discipline or in investigating incidents of student discipline that do not involve a crime.

Comprehensive Training and Professional Development

- See outlined efforts in Eden Prairie School Response Plan _MDHR Final Exhibit A

Community Engagement

- Eden Prairie Schools engages community members using a variety of methods including surveys, committees and the Stanford Design School model of human centered design. Since 2017 Eden Prairie Schools has engaged the community in a myriad of ways to examine complex issues related to equity and access. Most recently Eden Prairie Schools engaged 20 Middle and High School Students to design a plan for greater engagement and support for students of color. Eden Prairie Schools will use these same processes to garner student, parent and teacher voice on a regular and ongoing basis throughout the length of this Agreement.