



# FRIDLEY PUBLIC SCHOOLS

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August 26, 2019

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

Dear Commissioner Lucero,

This communication is a summary of a semi-annual report of agreed upon activities and strategies that Fridley Public Schools has implemented during the months of February 2019 – June 2019. It is submitted in accordance with the agreement between the Fridley Public School District and the Minnesota Department of Human Rights (MDHR).

Per this agreement MDHR, Fridley Public Schools' work on reducing suspensions and expulsions for students of color, American Indian students, and students with disabilities, is focused on the following strategies:

- Creating a positive equity focused school climate.
- Providing staff professional development focused on behavior interventions/responses and restorative practices.
- Establishing a consistent and systemic response to student behavior focused on restorative practices.
- Developing systemic procedures for monitoring progress and engaging stakeholders.
- Building practices for recruiting highly effective staff reflective of our student population.

In addition to supporting data, the attached/enclosed semiannual report includes the following information: each strategy identified in the school district plan; the intended outcome and metric for each strategy; and the summary of the steps taken to date by the school district towards implementation.

Our district is committed to fulfilling the requirements of the agreement with MDHR. The Fridley School Board also approved an Equity and Inclusion policy, a brand new policy for the district, to serve as a systemic guide in our commitment and work to provide an equitable and inclusive education to all our students. We continue to focus on and prioritize raising achievement for all our students and minimizing opportunity and achievement gaps, and disparities for each student and among student groups.

Thank you,

Dr. Kim Hiel,  
Superintendent,  
Fridley Public Schools

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