

Global Academy
Semi-Annual Report to the Minnesota Department of Human Rights (MDHR)
August 16, 2019

Global Academy is submitting this semi-annual report to the MDHR per the agreement signed between MDHR and the school on October 1, 2018.

PART I

The agreement stipulates that at minimum the report shall included the following:

- a. The Charter School’s intended outcomes for its Plan;
- b. Specific steps the Charter School took to implement its Plan;
- c. Metrics the Charter School developed to measure the effectiveness of its Plan; and
- d. Any changes implemented by the Charter School in light of results in the reporting period.

Each requested area of information is reported below.

A. The Charter School’s intended out for its Plan.

Global Academy’s intended outcome is to reduce suspensions to meet the target goals established in the agreement. The school exceeded its stated goal for this year.

OSS	16-17	17-18	18-19		19-20		20-21
Type	Actual	Actual	Target	Actual	Target	Actual	Target
Subjective as defined by MDHR	94	34	50	14	45	TBD	35
Other	15	15	15	12	15	TBD	15

B. Specific steps the Charter School took to implement its Plan

Below is the activities checklist that is part of our agreement. The agreement was signed on October 1, 2018. Activities shown are the ones that fell within this reporting period (1/1/19 through 7/31/19). All required activities have been completed. Comments about each activity are shown beneath it.

II. Activities Checklist (Check indicates activity completed on time)

- Board review of pertinent policies completed by January 30
The school board reviewed policies 413: Harassment and Violence, 506: Student Discipline, and 514: Bullying at its January 16, 2019 meeting. No changes in policy were made.

- Review of Trimester 2 discipline data completed by March 30
The administrative team reviewed the process for collecting discipline data as well as the discipline log entries at a meeting on March 19, 2019.
- Plan reviewed for budget for next fiscal year by March 30
The administrative team recommended budgeting for additional training for all instructional staff in the area of trauma-based instructional strategies.
- Administrative team recommendations created by June 15
The administrative team reviewed data discipline for the year and created data profiles to share with each teacher in the fall. In addition, the team decided to develop a family intervention plan for families that had multiple children with discipline issues.
- Review of Trimester 3 discipline data completed by June 15
The team reviewed the Trimester 3 discipline data on June 7, 2019. Discipline referrals and suspensions were significantly lower than in previous years. The team reviewed the need for trauma training to address issues of disruptive or disorderly conduct, the most common suspension category.
- Review of OSS data and analysis of metric goals; establish new protocols if not met by June 30
The goal was exceeded so there was no need to establish a new protocol.
- OSS guidelines developed for Family Handbook by July 1
- Semi-annual data report sent to MDHR by this date August 1
The report was submitted by August 31, 2019.
- OSS data information systems in place by August 1
The school revamped its system for discipline data collection midyear. The new system is working and will be retained for the 2019-2020 school year.

C. Metrics the Charter School developed to measure the effectiveness of its Plan

The only metric in this plan that is measured is out-of-school suspensions. As shown above, the school exceeded its goals for the 2018-2019 school year.

D. Any changes implemented by the Charter School in light of results in the reporting period.

The need for additional training regarding social emotional aspects of discipline was identified. The trauma intervention training is the first step we are taking to address this issue.

PART II

The agreement also stipulates that the semi- annual report will include:

- a. Number of suspensions, exclusions, and expulsions during the reporting period;
- b. A brief description of the reason for each suspension, exclusion, and expulsion;
and
- c. Disaggregated data showing the breakdown of each disciplinary incident identified in the report by race, ethnicity, national origin, gender, and disability status.

A. Number of suspensions, exclusions, and expulsions during the reporting period

Below is a chart that shows the number of suspensions by category compared to the previous school year. Blue highlighting indicates a “subjective” category as identified by MDHR.

OFFENSE TYPE	2017-2018	2018-2019
Alcohol		
Arson		
Assault	1	
Attendance		
Bomb		
Bomb Threat		
Bullying	2	1
Cyber Bullying		
Computer		
Disruptive Behavior	24	10
Extortion		
Fighting	12	12
Gang Activity		
Harassment		1
Hazing		
Homicide		
Illegal Drugs		
Over the counter medicine		
Controlled Substances		
Pyrotechnics		
Robbery		
Terrorism		
Theft		
Threats/Intimidation	1	1
Tobacco		
Vandalism	2	
Verbal Abuse	6	1
Weapons	1	
Other	1	
TOTAL	50	26

B. A brief description of the reason for each suspension, exclusion, and expulsion

Incident #1: One student suspended for making obscene gestures at teacher and disrupting the learning of all students in the classroom.

Incident #2: Two students were suspended for physically fighting.

Incident #3: One student suspended for refusing to follow rules culminating in the student throwing an object at the teacher.

Incident #4: One student suspended for a ½ day for threatening to kill another student.

Incident #5: One student suspended for repeatedly disrupting the learning of the entire class; removed to small group classroom and repeatedly disrupted the learning of the small group.

Incident #6: One student suspended for repeatedly disrupting the learning of the entire class; removed to small group classroom and repeatedly disrupted the learning of the small group.

Incident #7: Two students suspended for physical fighting.

Incident #8: One student suspended for fighting.

Incident #9: One student suspended for extremely unsafe behavior. Pushing other children off playground equipment. Previous offenses.

Incident #10: One student suspended for physical fighting.

Incident #11: Repeated offenses of threatening a classmate with homophobic swear words

Incident #12: Two students made threatening sexual comments about a teacher

Incident #13: Instigating fights and fighting with other students

Incident #14: Yelling obscenities in class; problems earlier in the day; interventions unsuccessful

Incident #15: Making sexual gestures about a teacher

Incident #16: Inappropriate language and touching of female students

Incident #17: Physical aggression towards other students

Incident #18: Repeatedly refusing to follow any directions give by an adult after many interventions

Incident #19: Three students fighting

Incident #20: Disrupting the entire class by throwing things at other students and the teacher

C. **Disaggregated data showing the breakdown of each disciplinary incident identified in the report by race, ethnicity, national origin, gender, and disability status.**

Below is disaggregated data by race, ethnicity, gender and disability status. The school does not have data on national origin. DIRS category labels are indicated.

RACE	American Indian	Asian	Black	Hispanic	White	Pac Islander	Multi Rae
Suspensions	0	0	22	0	3	0	0

GENDER	Male	Female
Suspensions	18	7

DISABILITY STATUS	Disabled	Not Disabled
Suspensions	3	22



Submitted by:
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8/16/19