

Global Academy
Semi-Annual Report to the Minnesota Department of Human Rights (MDHR)
Due January 1, 2021
Submitted December 29, 2020

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 is overall on track to do this for this school year.

OSS	16-17	17-18	18-19	19-20	20-21	
Type	Actual	Actual	Actual	Actual	Target	Actual
Subjective as defined by MDHR	94	34	14	13	35	1
Other	18	16	12	21	15	0
Total	113	50	26	34	50	1

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 in **bold print** are the ones that fell within this reporting period (8/1/20 through 12/31/20). All required activities have been completed. Comments about each activity are shown beneath it.

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

- Review of Trimester 1 discipline data completed by November 30**
The administrative team reviewed office referral and suspension data. The circumstances of each suspension were reviewed to determine whether or not suspension was an appropriate consequence for the student.
- Board discussion of parent feedback by December 30**

The parent members of the school board were asked to provide feedback regarding school suspensions. No concerns were indicated on the school's general parent survey.

- Semi-annual data report sent to MDHR by January 1**
- Board review of pertinent policies completed by this date by January 30
- Review of Trimester 2 discipline data completed by March 30
- Plan reviewed for budget for next fiscal year by March 30
- Administrative team recommendations created by June 15
- Review of Trimester 3 discipline data completed by June 15
- Review of OSS data and analysis of metric goals; establish new protocols if not met by June 30
- OSS guidelines developed for Family Handbook by July 1
- Semi-annual data report sent to MDHR by this date August 1
- OSS data information systems in place by August 1
- Annual discipline report presented to school board by this date August 30
- Annual discipline report sent to MDHR by September 15

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 is on track to meet its goals for the 2020-2021 school year in terms of overall suspensions.

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

None.

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	2019-2020	2021-2022
Comparison of SUSPENSIONS as of January 1st of the school year				
Alcohol				
Arson				
Assault	1			
Attendance				
Bomb				
Bomb Threat				
Bullying	2			
Cyber Bullying				
Computer				
Disruptive Behavior	24	5	4	
Extortion				
Fighting	12	6	14	
Gang Activity				
Harassment				
Hazing				
Homicide				
Illegal Drugs				
Over the counter medicine				
Controlled Substances				
Pyrotechnics				
Robbery				
Terrorism				
Theft				
Threats/Intimidation	1	1		1
Tobacco				
Vandalism	2		3	
Verbal Abuse	6			
Weapons	1			
Other	1			
TOTAL	50	12	21	1

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

Incident #1	A student sent multiple threatening sexual messages to a teacher.
Suspension	

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	1	0	0	0	0

GENDER	Male	Female
Suspensions	1	0

DISABILITY STATUS	Disabled	Not Disabled
Suspensions	0	1



Submitted by:
Helen M. Fisk, Director
12/29/20