

Global Academy
Semi-Annual Report to the Minnesota Department of Human Rights (MDHR)
Due January 1, 2020
Submitted December 22, 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 is overall on track to do this for this school year.

OSS	16-17	17-18	18-19	19-20		20-21
	Actual	Actual	Actual	Target	Actual	Target
Subjective as defined by MDHR	94	34	14	45	4	35
Other	18	16	12	15	17	15
Total	113	50	26	60	21	50

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 (8/1/19 through 12/31/19). All required activities have been completed. Comments about each activity are shown beneath it.

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

- 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 2019-2020 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	2018-2018	2018-2019
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	
Tobacco			
Vandalism	2		3
Verbal Abuse	6		
Weapons	1		
Other	1		
TOTAL	50	12	21

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

Incident #1	Two students were suspended for fighting in PE class.
Incident #2	Two students were suspended for fighting at recess

Incident #3	One student suspended for fighting at recess.
Incident #4	One student suspended for disrupting classroom, defiant to all adults, leaving classroom without permission, unsafe behavior.
Incident #5	Four students suspended for fighting at recess.
Incident #6	Two students suspended for fighting in the hallway.
Incident #7	One student suspended for disrupting class by shouting and refusing to stop; would not stay in office, unsafe.
Incident #8	Two students vandalized a bathroom.
Incident #9	Two student suspended for fighting in the hallway.
Incident #10	One student suspended for being disrespectful to the teacher and unsafe in the classroom.
Incident #11	One student suspended for vandalism and for retaliating against another students.
Incident #12	One students suspended for out of control behavior; would not respond to any redirections from adults.

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	16	0	2	0	0

GENDER	Male	Female
Suspensions	10	8

DISABILITY STATUS	Disabled	Not Disabled
Suspensions	3	15



Submitted by:
Helen M. Fisk, Director
12/22/19