

| Strategy | Timeline | | Staff Involved | What is the indicator for success with this strategy? | How often does it need to be reviewed to show if it is getting the outcomes you expect? | Assessment Rank, 1-4 (1 - Inadequate, 2 - Meets minimum legal standards, 3 - Gone above minimum legal standard, 4 - Using the best approach possible, NA - Not Applicable) | Progress update | Challenges |
|---|---------------------------|--|--|---|---|--|---|---|
| Alternative to Suspension Program- New Direction | on-going | New Direction is a joint program with Hinckley-Finlayson, East Central, Willow River, and Pine City Schools. This allows students to attend school participate in restorative practices and focus on how behavioral impacts on the community. Students receive all services from transportation, food service, recreation, academics, and socialization with peers. New Direction is staff by a social worker and individualized to accommodate all student needs. | HS principal, New Direction Staff, HS Dean | Overall reduction in out of school suspensions or articulation to community as to why there is no reduction | semi-annually | 3 | New Direction is being used more efficiently for all students. | There has been an increase in physical aggression and chemical use. Keeping students in school setting is difficult when there are threats to continue violent behaviors and backlog in getting extra supports. |
| District level committees address discipline regularly | Begin immediately- | All discipline, including suspensions and expulsions will be a standing item on the staff development, district administration, and World's Best Workforce committee meetings. Policy, training, and practice recommendations will be recommended to school board when feasible. | Committee members | Recommendations moving forward to the school board | semi-annually | 2 | Professional development team has made progress. More staff has been trained in restorative practices. Plans are being made for implicit bias training next year. Admin team has had better focus but other time demands are competing for admin team time. | Time has been a challenge. All committees have had packed agendas. |
| Utilize Pine County Children's collaborative group to address discipline issues | Meets quarterly | This team will meet quarterly to discuss any student issues within county. Pine County, Mille Lacs Band of Ojibwe all serve on committee. | Superintendent is District representative on PCCC | Recommendations moving forward to the school board | semi-annually | 3 | Pine County Children's collaborative has had focus on restorative practices. Community Cultural coach has been involved in many student discipline situations. PCCC has scheduled training for more positive reinforcements for attendance concerns | No major challenges- good progress |
| Participate on Diversion team as noted by MNDHR | as agreed upon with MNDHR | As noted in agreement | District representative(s) to be selected after more information is gathered | Ideas from diversion committee are brought to Hinckley-Finlayson District at least annually | semi-annually | | | |

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| Cooperation with Onamia and other districts to be determined | Begin summer of 2018 and share at least quarterly | Shared training with Onamia Schools on more training on PBIS/Responsive Classroom at the elementary level and Restorative Practices at the high school level to maximize costs, share benefits and because we are close in proximity and share very similar demographics as well. Additionally, Review our policies with Onamia and bring forth recommendations to improve and strengthen our policies in relation so suspension in collaboration with Onamia. | Superintendent, principals, Deans, Social workers, Curriculum Director | Implementation of strategies generated by staff from shared district meetings | semi-annually | | 2 | Minimal consultation at Diversion committee meetings and phone conversations between Superintendents | Time- first face to face meeting with Superintendents was cancelled due to scheduling conflict. |
| Utilize Native American Parent committee, Mille Lacs Band of Ojibwe Cultral Coach to consult on school discipline issues | Begin summer of 2018 and share and meet at least quarterly | Survey parents and students, debrief with cultural coach, review policies, practices, and strengthen bridges with families | HS Principal, Integration Coordinator, School board representative, Alternative Teaching staff, other staff as identified | Higher parent/student satisfaction as reported on surveys | semi-annually | | 1 | Not done yet | Time |
| Continue to not use School Resource officer on school discipline decisions | Ongoing | School resource officer is consulted for safety issues such as orders for protection, investigating crimes in Pine County, crowd safety, consulting with parents on student safety, and building bridges with community. | Principals, Deans, School Resource officer | Already 100% implemented and effective | semi-annually | | 4 | SRO is excellent communicator and de-escalator within school and community | SRO is moving on- we are currently working with Pine County on hiring new SRO with focus on knowledge of community and our families |
| DIRS data | Beginning Summer 2018 and twice per year | Report DIRS data with the MNDHR to gauge progress. Feedback/dialogue with MNDHR may be necessary | Superintendent, principals, Deans, Social workers, Curriculum Director | Report is on time and dialogue with MNDHR is rated as positive by MNDHR and Hinckley-Finlayson Schools | semi-annually | | 4 | Report presented on February 1, 2019 | No major challenges |
| Review district and each school's discipline policies to make changes that benefit student learning and safety | annually | After participating in all of the above, Superintendent will write report and make recommendations to school board. This will include information to be disseminated to the community about progress and changes recommended. | All listed above | All listed above | semi-annually | | 1 | In progress through admin team. Only one policy has changed concerning dress code. | completing survey |
| Community outreach to Mille Lacs Band of Ojibwe | quarterly | Attend Mille Lacs Band of Ojibwe District 3 monthly community meetings, at least quarterly, to connect with community members, elders, and parents and solicit any concerns | Principals, Indian Education Coordinator, Counselors, Deans, Various teachers | Verbal reports from commun | semi-annually | | 3 | Staff has attended | Time |
| Review district and each school's discipline policies to make changes that benefit student learning and safety | annually | After participating in all of the above, Superintendent will write report and make recommendations to school board. This will include information to be disseminated to the community about progress and changes recommended. | All listed above | All listed above | semi-annually | | 2 | In progress through admin team. Only one policy has changed concerning dress code. | Time |