



MDHR Semi-Annual Report

February 2019

**Introduction:**

From the time we have had since the previous update, our Discipline Review Committee has taken the opportunity to move toward Restorative Culture Work. This has involved us reconsidering how our data tracking occurs, what training we have for staff in restorative practices, what frameworks buildings are using with restorative and disciplinary practices, and reviews of where this work is occurring successfully.

**Data:**

We met in December with a St. Paul School that is using Infinite Campus in a way to track discipline with a focus on restorative measures and positive behavior interventions in a proactive way. We have taken the information that we learned in December, and we used it in January to start our internal exploration of what we are going to bring forward as a District Framework. We have intentionally moved from conversations using “discipline” and moved toward our desired outcomes of “Restorative Culture.”

The work that we are doing with Data is, for now, still based on previous tracking practices. When we met in January to review our Data submission, it is clear that while we do have a reduction in the total suspensions that we have had District-wide, we still see the predictability and disproportionality district-wide. We do, however, see some buildings moving toward a less disproportionate impact when considering race. Those buildings have a specific focus on restorative work, and that has driven our further exploration of what framework we can construct to help work toward changing practice and mind-set.

Finally, we are also exploring the use of data tools to help us monitor the dashboard of discipline information. As the framework continues to progress, we anticipate that the dashboard work with Google Forms and Infinite Campus will progress with it.

### **Framework (Roles and Responsibility)**

We completed the review of the “Shifting Gears” text and are looking at how we can take that information and the work we have been doing with restorative practices to move us to a District-wide framework.

The “Framework” would be designed to help provide a common platform from which we could look at District-wide professional development around best practices with restorative culture. Our hope is that as our work with the Framework continues, we can look to use it to help re-establish the purpose of behavior work and the practice of maintaining optimal learning environments.

We are setting up time in February to create a half-day space to finalize the framework and then seek input from principals and cabinet. Our goal would be to start to move the framework out to the larger Hopkins Community by the end of March.

### **Pilot Projects (Lab work)**

This work is ongoing- and we are continuing to work with internal and external participants to learn as it progresses:

From the previous report:

Another aspect of our work that was not identified in our Agreement Appendix documents, are some pilot projects.

We presently have two pilot projects that are occurring. In our elementary level, we have a push-in behavior model that is using a licensed instructor as a classroom management coach. This individual is using Social Emotional Learning (SEL) information to help classroom instructors further their knowledge and adopt trauma sensitive approaches when modifying present instructional and management practices. This work is being done in conjunction with Hennepin County as part of a grant we received to do SEL audits. Two of our elementary buildings are piloting this work for this school year, and we are documenting our learning as we continue our progress.

In our junior high program, we have one building that has adopted a restorative culture approach. Specific training in mediation and restorative practices was provided to instructional staff, and the staff has created a “welcoming classrooms” model. The model includes student feedback as a key component and is helping to shape instructional practice by providing model environments that are designed to assist student engagement and SEL implementation. We are tracking data in this building and looking to learn from the practices that are producing successful outcomes.

## Attachments

The Agreement stipulated that we will update this report on a semi-annual basis, and that we will provide specific data reports. The data reports are included as an attachment.

## Next Follow-Up

We anticipate a further update in September that will document the progress we are making in each strategic area, as well as a more comprehensive review of the year's data.

Sincerely,



Nik Lightfoot

Assistant Superintendent



Stephanie Herrera

Director of Principal leadership

student_personID	behaviorDetail_incidentDate	student_raceEthnicityYed	student_gender	activeEnrollment_specialEdStatus	behaviorDetail_eventName	behaviorDetail_resolutionName
3253	12/10/2018		M	4	Tobacco/eCigs	ISS - 1 Day
3409	11/14/2018		M	4	Disruptive / Disorderly Conduct	OSS - 1 Day
6489	01/11/2019		M	1	Fighting	ISS - 1 Day
8086	12/04/2018		M	4	Harassment	ISS - 1 Day
8086	12/04/2018		M	4	Harassment	OSS - 1 Day
8133	12/04/2018		F	1	Disruptive / Disorderly Conduct	OSS - 1 Day
10682	12/03/2018		M	4	Harassment	ISS - 1 Day
12730	12/20/2018		F	1	Fighting	OSS - 3 Days
17007	11/20/2018		M	4	Fighting	OSS - 2 Days
21364	12/10/2018		M	4	Fighting	OSS - 3 Days
21614	12/10/2018		M	1	Assault	OSS - 4 Days
23498	12/19/2018		M	1	Tobacco/eCigs	ISS - 1 Day
25558	12/13/2018		F	4	Insubordination	OSS - 1 Day
25601	12/14/2018		M	1	Weapon	OSS - 1 Day
25615	12/18/2018		M	4	Assault	OSS - 2 Days
58343	11/20/2018		M	4	Fighting	OSS - 3 Days
82346	01/09/2019		M	4	Illegal Drugs	OSS - 1 Day
88891	12/19/2018		M	1	Tobacco/eCigs	ISS - 1 Day
89457	11/12/2018		F	1	Bullying (all forms except cyber bullying)	ISS - 1 Day
89457	11/12/2018		F	1	Bullying (all forms except cyber bullying)	OSS - 1 Day
90626	11/28/2018		M	4	Leaving Grounds/Area Without Permission - Major	OSS - 1 Day
90626	12/20/2018		M	4	Assault	ISS - 1 Day
92499	01/15/2019		M	1	Assault	OSS - 3 Days
93016	11/16/2018		F	1	Disruptive Physical Contact	OSS - 1 Day
94610	12/10/2018		M	1	Fighting	OSS - 3 Days
96183	12/19/2018		M	1	Verbal Abuse	ISS - 1 Day
97918	01/11/2019		M	1	Fighting	ISS - 1 Day
99644	01/14/2019		M	1	Assault	ISS - 1 Day
103857	12/19/2018		F	1	Disruptive Physical Contact	ISS - 1 Day
104234	12/19/2018		F	1	Fighting	OSS - 2 Days
105169	01/11/2019		M	1	Fighting	ISS - 1 Day
108067	12/19/2018		M	1	Tobacco/eCigs	OSS - 1 Day
108627	11/14/2018		M	1	Fighting	ISS - 1 Day
109750	11/12/2018		M	1	Bullying (all forms except cyber bullying)	ISS - 1 Day
109750	11/12/2018		M	1	Bullying (all forms except cyber bullying)	OSS - 1 Day
110392	12/11/2018		M	1	Disruptive Physical Contact	ISS - 1 Day
115108	12/12/2018		M	1	Verbal Abuse	ISS - 1 Day
116462	11/14/2018		M	1	Bullying (all forms except cyber bullying)	ISS - 1 Day
116494	11/13/2018		F	1	Disruptive Physical Contact	OSS - 1 Day
116627	12/19/2018		M	4	Disruptive / Disorderly Conduct	OSS - 2 Days
116627	12/19/2018		M	4	Harassment	OSS - 2 Days
120448	12/19/2018		M	4	Harassment	ISS - 1 Day
120448	12/19/2018		M	4	Harassment	OSS - 1 Day
125558	12/12/2018		M	1	Fighting	ISS - 1 Day
127182	01/09/2019		M	4	Disruptive / Disorderly Conduct / Insubordination - Major	ISS - 2 Days
128852	12/18/2018		M	4	Disruptive / Disorderly Conduct / Insubordination - Major	ISS - 1 Day
130833	12/21/2018		M	4	Fighting	ISS - 1 Day
130935	11/14/2018		M	4	Bullying (all forms except cyber bullying)	ISS - 1 Day
131015	12/10/2018		M	1	Assault	OSS - 4 Days
136549	11/06/2018		M	4	Threat / Intimidation	ISS - 1 Day

137041	12/18/2018	7	F	1	Tobacco/eCigs	OSS - 1 Day
137615	12/04/2018	6	F	4	Disruptive / Disorderly Conduct	OSS - 1 Day
139899	11/06/2018	4	F	1	Disruptive / Disorderly Conduct / Insubordination - Major	ISS - 1 Day
141160	11/15/2018	4	M	4	Inappropriate Contact - Major	ISS - 1 Day
141250	11/05/2018	4	F	1	Fighting	ISS - 1 Day
142303	11/15/2018	6	M	4	Disruptive / Disorderly Conduct / Insubordination - Major	ISS - 1 Day
142303	11/19/2018	6	M	4	Threat / Intimidation	ISS - 2 Days
142962	12/11/2018	4	M	1	Disruptive Physical Contact	ISS - 1 Day
142964	12/03/2018	4	M	7	Disruptive / Disorderly Conduct / Insubordination - Major	OSS - 1 Day
142964	01/14/2019	4	M	7	Disruptive / Disorderly Conduct / Insubordination - Major	OSS - 1 Day
143391	12/05/2018	1	F	1	Fighting	OSS - 1 Day
144097	11/15/2018	4	M	4	Threat / Intimidation	ISS - 1 Day
145580	12/11/2018	4	F	1	Bullying (all forms except cyber bullying)	ISS - 1 Day
149120	12/21/2018	4	M	1	Fighting	ISS - 1 Day
149953	11/14/2018	4	F	1	Fighting	ISS - 1 Day
150388	12/18/2018	7	F	1	Tobacco/eCigs	OSS - 1 Day
152192	11/12/2018	4	F	4	Insubordination	OSS - 1 Day
153308	12/13/2018	4	M	4	Disruptive / Disorderly Conduct / Insubordination - Major	ISS - 1 Day
154416	12/19/2018	4	F	1	Fighting	OSS - 2 Days
155126	11/05/2018	4	F	1	Fighting	ISS - 1 Day
155130	12/21/2018	7	M	1	Fighting	ISS - 1 Day
155883	12/10/2018	4	M	4	Assault	OSS - 4 Days
155883	12/10/2018	4	M	4	Assault	OSS - 5 Days
156320	12/04/2018	6	M	1	Disruptive / Disorderly Conduct	OSS - 1 Day
157746	12/04/2018	4	F	1	Weapon	OSS - 3 Days
158134	11/16/2018	1	F	1	Disruptive Physical Contact	OSS - 1 Day
159405	11/19/2018	4	M	1	Disruptive / Disorderly Conduct / Insubordination - Major	OSS - 1 Day
160568	12/05/2018	4	F	1	Fighting	OSS - 1 Day
161306	11/14/2018	7	M	4	Pyrotechnics	OSS - 3 Days
161375	12/12/2018	4	F	1	Verbal Abuse	ISS - 1 Day
161824	12/13/2018	7	M	4	Insubordination	ISS - 1 Day
162129	01/16/2019	4	F	1	Assault	OSS - 1 Day
163062	12/21/2018	4	M	1	Fighting	ISS - 1 Day
163086	01/08/2019	4	M	4	Theft	ISS - 1 Day
163493	11/12/2018	7	M	4	Illegal Drugs	OSS - 2 Days