

## KIPP MINNESOTA PLAN TO ADDRESS SUSPENSION ISSUES

8/30/19 Report

- Development of policies to more clearly define behaviors that warrant a disciplinary intervention”, focusing on conduct that the school would report to the Minnesota Department of Education (MDE) in the following DIRS categories: attendance, bullying, harassment, disruptive/disorderly conduct/insubordination and threat and intimidation.
  - Complete
- Development of policies that will reduce subjectivity surrounding the disciplinary intervention selected.
  - Complete
- Development of policies that identify the role and responsibilities of the Board, Executive Director, Principals and other relevant individuals to ensure that the school properly implements its disciplinary plan.
  - Complete
- A plan to ensure input from students, parents and teachers to obtain qualitative data on a regular and ongoing basis.
  - KIPP Minnesota will administer the TNTP survey to assess school healthiness on an annual basis. Parents and students take the survey in the spring. School Leaders and Teachers take the survey each year in the fall and spring. We will use the Spring 2017 data as our baseline Family and Student data, and the October 2017 data as our baseline School Leader and Teacher data. Results of this survey will be available in our Main Office upon request.
    - Spring TNTP survey complete
  - Beginning in the summer of 2018, KIPP Minnesota will track and report on new family home visits (or school visits for families that prefer that option) to ensure that the school is building a relationship with families, based on a student’s strengths, interests, and needs, before the student’s first day of school.
    - We have not been able to successfully implement this strategy. We are working with our Family and Community Engagement Committee to determine a replacement strategy.
  - Parents and students will sign an acknowledgement to ensure they receive and understand the Student Code of Conduct.
    - The Student Code of Conduct for the 19-20 school year will be distributed during the first two weeks of September.
  - Summer professional development for School Leaders and Teachers will include training on 1) building relationships with students, 2) building a positive school culture, and 3) following the Student Code of Conduct.
    - All staff attended the KIPP School Summit from July 29 - August 1.

- All instructional staff received CPI (Crisis Prevention Institute) de-escalation training in August.
- All instructional staff will receive anti-bullying training on October 16.
- All instructional staff received site-based training in building relationships with students, building a positive school culture, and following the Student Code of Conduct at KIPP Minnesota.
- All discipline referrals are being tracked in Illuminate.
- Suspension data will be reported to the KIPP Minnesota Board of Directors at each meeting. There is a parent representative and a teacher representative on the KIPP Minnesota Board of Directors, and board meetings are open to the public.
  - Complete