

KIPP MINNESOTA PLAN TO ADDRESS SUSPENSION ISSUES

9/30/18 Report

1. 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

2. Development of policies that will reduce subjectivity surrounding the disciplinary intervention selected.

Complete

3. 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

4. A plan to ensure input from students, parents and teachers to obtain qualitative data on a regular and ongoing basis.
 - A. 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.
 - Fall 2018 TNTP survey complete
 - Results to be analyzed in December 2018
 - B. 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. Parents and students will sign an acknowledgement to ensure they receive and understand the Student Code of Conduct.
 - Pilot home visits were conducted this summer. The enrollment team is meeting in December 2018 to further refine the process.
 - The Student Code of Conduct was distributed at Parent Teacher Conferences on Friday, November 2.
 - New students who have been suspended during the current school year have been prioritized for home visits in the second semester.

- C. 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. The content is provided by Washburn Center for Children, the Northside Achievement Zone, Relay Graduate School of Education, and KIPP staff. In general, it will be three full weeks of training on cultivating the classroom and include sessions on developmental repair, mindfulness, empowerment, the impacts of race and community in education, strong start, and crisis prevention and de-escalation. The effectiveness of this training will be measured by staff surveys and the number of referrals for administrative support throughout the school year.
- All instructional staff attended the Northside Institute training on August 6-7.
 - All instructional staff received CPI (Crisis Prevention Institute) de-escalation training in August.
 - All instructional staff received anti-bullying training on October 17.
 - 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.
- D. 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.
- Suspension data was reported and analyzed at the November 15, 2018 meeting.