

**KIPP MINNESOTA PLAN TO ADDRESS SUSPENSION  
ISSUES 2/1/2021 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 normally administers the TNTP survey to assess school healthiness on an annual basis. Parents and students typically take the survey in the spring. School Leaders and Teachers take the survey each year in the fall and spring. We 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 are available through our Main Office upon request.
    - Between September 2020 and January 2021, our staff and families took two internal surveys and our students took one internal survey to give us feedback on organizational culture, academics, and COVID-response.
    - In addition, our staff took the Fall 2021 TNTP survey in October.
  - 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.
    - Before a student starts at KIPP MN, we have a meeting at school where the

student, parent/guardians, teachers/advisor, and leaders all meet to share insights before the student starts attending school. This is our procedure for students who are starting in the middle of the school year. We will revisit our home-visit practices for students who enroll in the summer months based on the mode of schooling and safety of home-visits in the pandemic.

- Parents and students will sign an acknowledgement to ensure they receive and understand the Student Code of Conduct.
  - Complete. As part of the registration process, all families receive the student code of conduct, and sign an acknowledgement of receipt in our online registration system.
- 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.
  - Our schools are continuing to participate in the state of MN PBIS cohort, and are using the development to engage in ongoing PD with staff.
  - We are in the nascent phases of planning Summer 2021 PD for staff.
- 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