

December 23, 2019

Commissioner Rebecca Lucero
Minnesota Department of Human Rights
625 Robert Street North
St. Paul, MN 55155

**Re: Osseo Area Schools
Semi-Annual Report on Collaboration Agreement
Winter 2019-20 School Year**

Dear Ms. Lucero:

Please accept this letter and the attached documentation as the Osseo Area School's ("District's") semi-annual report on the collaboration agreement reached with the Minnesota Department of Human Rights ("Department").

Documentation of Compliance

As you are aware, in its agreement with the Department, the District committed to continuing its priority work in order to meet the more transformational equity-based goals of the District and address the specific discipline disparity concerns of the Department. What follows is documentation of these efforts and the District's discipline data for the third reporting period under the collaboration agreement.

1. *Efforts to comply with the provisions of the Agreement and to implement its Plan, including (a) intended outcomes for its Plan; (b) specific steps the District took to implement the strategies identified in its Plan; (c) metrics the District developed to measure the effectiveness of the strategies identified in its Plan; and (d) any changes implemented by the District in light of results in the reporting period. (Paragraphs 1, 3 & 4 from collaboration agreement).*

Response: The District has continued to implement its Priority Result Work which includes: (1) use of culturally responsive positive behavioral interventions and supports (PBIS) (including efforts to implement trauma informed and restorative practices); (2) integration of Pre-K programming with K-12 programming; (3) encouragement of family engagement; (4) use of culturally responsive instructional strategies; (5) implementation of best practices for multilingual learners; and (6) recruitment and retention of a diverse work force better reflecting District demographics. Priority Work groups will report on their progress to the Board at the end of 2019-20 school-year.

Notably since its last report to the MDHR, the School Board has appointed a new Superintendent, Cory McIntyre. New leadership and continued concerns with equitable achievement for all students has resulted in a decision to revise the District's strategic plan. Presently, the District is in the process of creating the new plan. The review process includes extensive stakeholder engagement. Presently, the District is conducting multiple focus groups with students, staff and families throughout the community. The focus groups are providing input regarding their desired future experiences in Osseo Area Schools. The intended goal is to draft and adopt a new strategic plan by the Fall of 2020.

Even though the District is redrafting its strategic plan, it has continued to engage and train staff on issues of educational equity under the current strategic plan. Since its last report, the District has initiated a "1.5 version" of its equity training for all employees. The training has continued to address the impacts of race and racism in schools and is designed to move individual staff towards action to disrupt barriers to equity. The training has consisted of 6 to 7 hours of instruction spread out across multiple learning sections. In addition, the District has continued to regularly conduct in-service/training for building leaders addressing discipline disparities and potential alternative behavior intervention methods. From its Leadership Seminar in August and throughout the school year, principals and other building leaders have received in-service/training on the following topics: Positive Behavior Interventions (PBIS); disproportionality; support of multilingual learners; family engagement; supports provided to students and staff by the Educational Equity department; and use of the CLEAR model (culturally responsive instruction)(See Attachment A – In-Service: Training Agenda).

2. *Aggregate de-identified suspension and expulsion data from reporting period. (Paragraphs 3 & 5 from collaboration agreement).*

Response: (See Attachment B -- Out of School Suspensions and Suspension Days for 2019-20 as of 11/30/18).

If you require clarification related to any of the data provided, please contact my office.
Thank you.

Sincerely,

A handwritten signature in black ink, appearing to read 'Tim Palmatier', with a long horizontal line extending to the right.

Tim Palmatier
General Counsel