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**General Counsel's Office**  
Independent School District 625

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March 1, 2019

Rebecca Lucero, Commissioner  
MN Dept. of Human Rights  
Freeman Building  
625 Robert Street North  
Saint Paul, MN 55155

VIA EMAIL ONLY

Dear Commissioner Lucero,

This is Independent School District No. 625's third semi-annual report to the Minnesota Department of Human Rights (MDHR) pursuant to the Collaboration Agreement entered into by the parties on June 14, 2018. This report provides information concerning District No. 625's progress implementing the District's Educational Plan ("Plan") from September 1, 2019, through the present date. Summary discipline data, as agreed to in the Collaboration Agreement, is attached to this report.<sup>1</sup>

Through the implementation of this Plan, in alignment with the District's Strategic Plan, SPPS Achieves, the District intends to reduce suspensions and expulsions for students of color, American Indian students, and students with disabilities. The effectiveness of the District's Plan will be measured, in part, by its suspension data. The District has identified Positive Behavioral Interventions and Supports ("PBIS")/Multi-Tiered System of Supports ("MTSS") framework as the structure to organize and operationalize evidence-based practices that serve to reduce rates of suspensions and expulsions for students of color, American Indian students, and students with disabilities. Social Emotional Learning ("SEL") programs, Restorative Practices, and Trauma Informed practices are included in the District-wide multi-tiered framework of support.

In an effort to invigorate restorative practices throughout the District, the District is in year two of a five year grant that supports implementation of school wide Restorative Practices at eight school sites. One site, E-STEM Middle School, began implementation in the 2019-20 school year. Seven

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<sup>1</sup> The summary data is separated by quarter 1 and quarter 2 of the 2019-20 academic year. When the resolutions are disaggregated by school site or when the events are disaggregated, an asterisk (\*) is used when fewer than 20 of each event or resolution had occurred during the quarter, so as to avoid the risk of identifying any particular student, incident, or resolution.

additional sites are in a “readiness process” and will begin implementation in the Fall of 2020. The Readiness Process includes school staff receiving professional development in Restorative Practices, introduction to the community building circle process, and assessing readiness to change from a traditional rules/consequence approach to a relationship/restorative approach.

At its August 2019 Board meeting, the Board of Education adopted a resolution to establish an Equity Committee. The Board of Education charged the Equity Committee with, in part, the following tasks:

1. To identify and examine disparities impacting School District students, staff, families, and community;
2. To bring forth and submit adaptive and actionable recommendations for addressing School District inequities to School District administration.

*See attached Board of Education Resolution.* The Equity Committee began meeting monthly in November 2019.

In the fall of 2019, the District introduced the Second Step Middle School Program at eleven middle school sites. Second Step is an evidence-based Social Emotional Learning program. The Second Step Middle School Program teaches skills and competencies, like handling emotions, goal setting, decision making, and creating positive relationships and is designed to build the safe, supportive learning environment middle school students need to succeed. The District also submitted an application to the Minnesota Department of Education (“MDE”), to join the Social Emotional Cohort opportunities that MDE is leading in the 2020-21 school year.

In October 2019, the District held PBIS Team workshops at the elementary, middle and high school levels. These workshops focused on the topics of equity in school discipline and ensuring cultural relevance and equity in school-wide PBIS systems. Teams used an excerpt from the PBIS Cultural Responsiveness Field Guide, called the TFI Cultural Responsiveness Companion, to facilitate action planning around TFI action items related to data-based decision-making and creating supportive environments.

In November 2019, the Office of School Support provided an evening workshop for SPPS Paraprofessionals (Educational Assistants, Teaching Assistants, Community Support Professionals, etc). The topics included: Mental Health Warning Signs, Introduction to Restorative Practices, An Overview of an Integrated Model of Support: Blending PBIS and Social Emotional Learning, as well as a course on Behavior Management: Deescalation Strategies.

In January 2020, the District provided training regarding PBIS for all SPPS bus drivers that serve SPPS students, including those employed by contract bus companies. This training also included information about how to teach and communicate expectations to students, how to build and maintain positive relationships with students, and how to recognize positive behavior and respond to unexpected behaviors. Additionally, bus drivers learned about behavior as a form of communication and precipitating factors that may contribute to student behavior, as well as positive strategies for redirecting and managing behavior on the bus.

In January 2020, the Office of School Support held a full day workshop for SPPS Paraprofessionals (Educational Assistants, Teaching Assistants, Community Support Professionals, etc). The session offerings included: Positive Conflict Resolution, Sensory Regulation Tools & Strategies, An Overview of Special Education Services, Strategies to Support Students with Autism Spectrum Disorder and Related Disabilities. There was an afternoon breakout session for all attendees on Building Positive Relationships.

In January and February 2020, the District held PBIS Team workshops at the elementary, middle and high school levels. These workshops focused on the topics of Mindful Movement and self-care. These workshops centered around teaching staff (specifically those who manage challenging behavior and students dealing with trauma) to de-stress and self-regulate. Research shows that staff who possess the tools and strategies needed to stay calm, de-stress, and take care of themselves, have the tools, strategies and improved capability to help students do the same. Less stressed and more emotionally regulated staff and students, will likely result in fewer disciplinary incidents and better outcomes for students.

Finally, in January and February 2020, the Office of School Support provided training to all SPPS Elementary, Middle and High School Counselors on Tier 2 Systems. The training included materials and training about: establishing data decision rules, identifying students in need of a Tier 2 intervention, creating a menu of evidence-based Tier 2 interventions, matching students to the appropriate intervention, progress monitoring and data-based decision making for Tier 2 teams.

Please reach out to me with any questions or concerns.

Sincerely,



Chuck Long  
General Counsel

Attachments

## QUARTER 1 (2019-2020)

<b>Event Name</b>	<b>Dismissal, less than one half day</b>	<b>Dismissal, more than one half day</b>	<b>In School Suspension (4 hours or more)</b>	<b>Suspension</b>
Absence, Chronic Truancy	31	63		*
Absence, Tardiness	*	*		
Absence, Unexcused	*	*		
ALCOHOL		*		*
Assault	*	*		21
Assault on Staff				*
Assault on Staff, Aggravated (substantial or great bodily harm)	*			*
Assault, Aggravated (substantial or great bodily harm)				*
Bullying		*		*
Bullying Using Technology		*		*
Criminal Act				*
Damage to Property of Others	*	*		
Damage to School Property	*	*		*
Damage to Technology Resources, Intentional	*			*
Defiance of Authority	27	90	*	*
Discrimination		*		
Disruptive Behavior	51	125	*	40
Disruptive Behavior to/from School		*		*
Disruptive Behavior, Severe	34	100	*	64
DRUGS OR CONTROLLED SUBSTANCES	*	27		32
Fighting	20	110	*	310
Fires and False Fire Alarms				*
Gambling				*
Gang Activity				*
HARASSMENT BASED ON PROTECTED STATUS	*	*	*	*
Incapacitation Device, Possession, with use or intent to use				*
Interference/Obstruction		*		*
Language, Abusive	*	26		*
Language, Inappropriate	*	*	*	*

Leaving School Grounds	*	*	*	*
Out of Area	*	*		*
Physical Aggression to Staff	33	69	*	55
Physical Aggression, Bodily Harm	22	68	*	34
Physical Aggression, Sub Bodily Harm	*	*	*	*
Physical Contact, No Bodily Harm	38	122	*	71
Poss Dangerous Weapon, not Firearm				*
Poss Other Weapon, no intent, not Dangerous		*		*
Poss Other Weapon, with intent, not Dangerous				*
Possession, Other Prohibited Items	*	*		*
Pyrotechnic Devices				*
Record and Identification Falsification		*		
Sexual Behavior	*		*	*
Sexual Harassment	*	*		*
Teasing and Name Calling		*		
Technology - Unauthorized, Inappropriate Use		*		*
Technology Misuse/Violation	*	*		*
Theft		*	*	*
Theft, Major				*
Threats	*	32	*	34
Threats, Aggravated			*	*
Threats, Verbal or Written				*
Tobacco and Tobacco Related Devices		*		*
Trespassing	*	*		*
Unauthorized Use of School Property	*	*		
<b>Total</b>	<b>346</b>	<b>985</b>	<b>41</b>	<b>870</b>

<b>Calendar Name</b>	<b>Dismissal, less than one half day</b>	<b>Dismissal, more than one half day</b>	<b>In School Suspension (4 hours or more)</b>	<b>Suspension</b>
19-20 006 Agape S	*	*		*
19-20 210 Central Sr S	*	39		65
19-20 211 Creative Arts S	*	*	*	*
19-20 212 Como Park Sr S	*	26		43
19-20 215 Harding Sr S	*	38		48
19-20 220 Highland Park Sr S	*	32	*	35
19-20 225 Humboldt Secondary S	*	48	*	88
19-20 230 Johnson Sr S	37	44		37
19-20 250 Open World Sec S	*	*		*
19-20 252 Washington Sec S	34	170		92
19-20 310 Battle Creek Mid S	*	45		68
19-20 315 Farnsworth Up 5-8 E		*		*
19-20 315 Farnsworth Up 5-8 SE	*	*		23
19-20 330 Highland Park Mid S	*	43		*
19-20 342 Murray Middle S	*	*		61
19-20 344 Parkway Middle S	*	20		27
19-20 345 Ramsey Middle S	*	29		56
19-20 357 E-STEM Middle S	*	*	*	*
19-20 410 Adams Elem E	*			
19-20 415 John A Johnson El E	*	*		*
19-20 422 Battle Creek Elem E	*			*
19-20 424 Benjamin Mays Elem E		24		*
19-20 425 Chelsea Hts Elem E	*	*		*
19-20 428 Cherokee Hts Elem E	*	*		*
19-20 431 Como Park Elem E	*	*		
19-20 433 Daytons Bluff Elem E	*	31		*
19-20 435 Expo Elem E	*	*	*	*
19-20 449 Bruce Vento Elem E	*	38		*
19-20 452 Eastern Hts Elem E	*	*	*	*
19-20 458 Farnsworth Lwr Ele E		*		
19-20 460 Four Seasons Elem E		*		
19-20 462 LEtoile DuNord Up E			*	
19-20 464 Frost Lake Elem E			*	*
19-20 465 Crossroads Mont E	*	25		*
19-20 466 Crossroads Science E	*	*		*
19-20 467 Galtier Elem E	*	*		*
19-20 476 Groveland Park El E				*
19-20 482 Hamline Elem E	*	22		*

19-20 483 Jie Ming Elem E	*		*	*
19-20 488 Heights Elem E	*	*		*
19-20 489 Hazel Park PrepAc E		20	*	*
19-20 489 Hazel Park PrepAc SE	*	25		*
19-20 491 Highland Park Elem E	*	*		*
19-20 493 JJ Hill Montessori E		*	*	*
19-20 494 Capitol Hill Mag E		*	*	
19-20 494 Capitol Hill Mag SE	*	*		*
19-20 496 Highwood Hills El E	*	*	*	*
19-20 500 Jackson Elem E		*		
19-20 510 Global Arts PK-4 E		*		*
19-20 518 Horace Mann Elem E	*	*	*	
19-20 524 Maxfield Elem E	*	*		*
19-20 527 Mississippi Elem E	*	*		*
19-20 528 Global Arts 5 E			*	*
19-20 528 Global Arts 5-8 SE	*	*	*	*
19-20 541 Phalen Lake Elem E		*	*	
19-20 545 Randolph Hts Elem E	*	*		*
19-20 551 Riverview Elem E	*	*		*
19-20 552 Wellstone Elem E	*	*	*	*
19-20 557 St Anthony Park El E	*	*		*
19-20 558 St Paul Music Elem E	*	*		
19-20 578 Obama Elem E	*	37		*
19-20 579 American Indian M E	*	*		23
19-20 579 American Indian M SE	*	*	*	*
19-20 607 River East E	*	*		28
19-20 608 Focus Beyond S				*
19-20 710 Gordon Parks HS S	*	*		*
19-20 718 Gateway to College S		*		*
19-20 721 ALC Evening HS S	*	*		
19-20 723 LEAP High School S				*

Dismissal, less than one half day	American Indian	3.63%
	Asian	4.83%
	Hispanic	8.76%
	Black	68.88%
	White	13.90%
Dismissal, more than one half day	American Indian	2.74%
	Asian	3.48%
	Hispanic	10.33%
	Black	74.08%
	White	9.38%
In School Suspension (4 hours or more)	American Indian	2.50%
	Asian	7.50%
	Hispanic	10.00%
	Black	70.00%
	White	10.00%
Suspension	American Indian	4.63%
	Asian	5.37%
	Hispanic	10.98%
	Black	69.02%
	White	10.00%

Dismissal, less than one half day	not SPED	58.31%
	SPED	41.69%
Dismissal, more than one half day	not SPED	58.38%
	SPED	41.62%
In School Suspension (4 hours or more)	not SPED	75.00%
	SPED	25.00%
Suspension	not SPED	57.44%
	SPED	42.56%

## QUARTER 2 (2019-2020)

<b>Event Name</b>	<b>Dismissal, less than one half day</b>	<b>Dismissal, more than one half day</b>	<b>In School Suspension (4 hours or more)</b>	<b>Suspension</b>
Absence, Chronic Truancy	*	103		*
Absence, Tardiness	*	*		
Absence, Unexcused	*	*		*
ALCOHOL	*	*		*
Assault	*		*	*
Assault Aggravated (firearm, dangerous weapon, or other weapon)				*
Assault on Staff	*	*		*
Assault, Aggravated (substantial or great bodily harm)				*
Bullying	*	*	*	*
Bullying Using Technology		*		*
Criminal Act				*
Criminal Act Against a Staff Member				*
Damage to Property of Others		*		*
Damage to School Property	*	*	*	*
Damage to Technology Resources, Intentional				*
Defiance of Authority	21	75		26
Discrimination				*
Disruptive Behavior	37	91	*	50
Disruptive Behavior to/from School	*	*		*
Disruptive Behavior, Severe	*	102	*	98
DRUGS OR CONTROLLED SUBSTANCES	*	22		37
Fighting	27	123	*	325
Firearm				*
Fires and False Fire Alarms	*	*		
Gambling		*		*
Gang Activity				*
HARASSMENT BASED ON PROTECTED STATUS		*		*
Hazing				*
Incapacitation Device, Possession, with use or intent to use				*

Incapacitation Device, Possession, without use or intent to use				*
Interference/Obstruction		*		*
Language, Abusive	*	31		*
Language, Inappropriate	*	*	*	*
Leaving School Grounds	*	*	*	*
Out of Area	*	*		*
Physical Aggression to Staff	31	60	*	57
Physical Aggression, Bodily Harm	*	42	*	43
Physical Aggression, Sub Bodily Harm	*	*	*	*
Physical Contact, No Bodily Harm	24	82	*	46
Poss Dangerous Weapon, not Firearm				*
Poss Other Weapon, no intent, not Dangerous	*	*		*
Poss Other Weapon, with intent, not Dangerous				*
Possession, Other Prohibited Items	*	*		*
Racial or Religious Violence		*		
Record and Identification Falsification		*		
Robbery/Extortion				*
Sexual Behavior		*	*	*
Sexual Harassment	*	*		
Teasing and Name Calling	*			
Technology - Unauthorized, Inappropriate Use		*		*
Technology Misuse/Violation	*	*		
Theft	*	*	*	24
Threats		*		
Threats, Aggravated		*		*
Threats, Physical	*	*	*	*
Threats, Verbal or Written	*	21		20
Tobacco and Tobacco Related Devices	*	*		*
Trespassing		*		*
<b>Total</b>	<b>242</b>	<b>921</b>	<b>57</b>	<b>929</b>

	Dismissal, less than one half day	Dismissal, more than one half day	In School Suspension (4 hours or more)	Suspension
19-20 006 Agape S				*
19-20 210 Central Sr S	*	*		59
19-20 211 Creative Arts S	*	*	*	39
19-20 212 Como Park Sr S	*	40		33
19-20 215 Harding Sr S	*	76		41
19-20 220 Highland Park Sr S	*	29		*
19-20 225 Humboldt Secondary S	*	67		87
19-20 230 Johnson Sr S	*	43		22
19-20 250 Open World Sec S	*	*		*
19-20 252 Washington Sec S	*	109		77
19-20 310 Battle Creek Mid S	*	31	*	78
19-20 315 Farnsworth Up 5-8 E	*	*		*
19-20 315 Farnsworth Up 5-8 SE	*	22		26
19-20 330 Highland Park Mid S	*	34	*	*
19-20 342 Murray Middle S	*	*		85
19-20 344 Parkway Middle S	*	33		45
19-20 345 Ramsey Middle S	*	28		40
19-20 357 E-STEM Middle S		*	*	*
19-20 410 Adams Elem E		*		
19-20 415 John A Johnson El E	*	*		*
19-20 422 Battle Creek Elem E	*		*	*
19-20 424 Benjamin Mays Elem E		37		*
19-20 425 Chelsea Hts Elem E	*	*		*
19-20 428 Cherokee Hts Elem E	*	*		*
19-20 431 Como Park Elem E		*		
19-20 433 Daytons Bluff Elem E	*	*		*
19-20 435 Expo Elem E	*	*	*	*
19-20 449 Bruce Vento Elem E	*	43		*
19-20 452 Eastern Hts Elem E	*	*		*
19-20 458 Farnsworth Lwr Ele E	*	*	*	
19-20 460 Four Seasons Elem E		*		*
19-20 462 LEtoile DuNord Up E	*		*	*
19-20 463 LEtoile DuNord Lwr E	*			*
19-20 464 Frost Lake Elem E	*		*	*
19-20 465 Crossroads Mont E	*	*	*	
19-20 466 Crossroads Science E	*	*		*
19-20 467 Galtier Elem E	*	*		*
19-20 476 Groveland Park El E	*			

19-20 482 Hamline Elem E	*	26	*	*
19-20 483 Jie Ming Elem E	*	*		
19-20 488 Heights Elem E	*	*		*
19-20 489 Hazel Park PrepAc E		*	*	*
19-20 489 Hazel Park PrepAc SE	*	*		*
19-20 491 Highland Park Elem E	*	*		*
19-20 493 JJ Hill Montessori E	*	*	*	*
19-20 494 Capitol Hill Mag E	*	*		*
19-20 494 Capitol Hill Mag SE		*	*	*
19-20 496 Highwood Hills El E	*	*		*
19-20 500 Jackson Elem E	*	*		*
19-20 510 Global Arts PK-4 E	*			
19-20 518 Horace Mann Elem E		*	*	
19-20 524 Maxfield Elem E	*	*		*
19-20 527 Mississippi Elem E	*		*	*
19-20 528 Global Arts 5-8 SE	*	*	20	*
19-20 545 Randolph Hts Elem E	*	*	*	
19-20 551 Riverview Elem E	*	*		*
19-20 552 Wellstone Elem E	*	*	*	*
19-20 558 St Paul Music Elem E	*	*		
19-20 578 Obama Elem E	*	33		*
19-20 579 American Indian M E	*			34
19-20 579 American Indian M SE	*	*	*	22
19-20 607 River East E		*		26
19-20 695 Journeys Secon S				*
19-20 710 Gordon Parks HS S	*	*		*
19-20 718 Gateway to College S	*	*		
19-20 723 LEAP High School S	*	*		*

Dismissal, less than one half day	American Indian	1.34%
	Asian	3.13%
	Hispanic	7.14%
	Black	68.30%
	White	20.09%
Dismissal, more than one half day	American Indian	3.42%
	Asian	4.33%
	Hispanic	9.46%
	Black	73.09%
	White	9.69%
In School Suspension (4 hours or more)	American Indian	7.14%
	Asian	7.14%
	Hispanic	5.36%
	Black	66.07%
	White	14.29%
Suspension	American Indian	3.32%
	Asian	5.96%
	Hispanic	9.16%
	Black	73.42%
	White	8.13%

Dismissal, less than one half day	not SPED	60.71%
	SPED	39.29%
Dismissal, more than one half day	not SPED	57.58%
	SPED	42.42%
In School Suspension (4 hours or more)	not SPED	64.29%
	SPED	35.71%
Suspension	not SPED	60.48%
	SPED	39.52%