



MOORHEAD
AREA PUBLIC SCHOOLS

Independent School District 152

Probstfield Center for Education

2410 14th St. S., Moorhead, MN 56560 ■ Fax: 218-284-3333

www.moorheadschoos.org

- Superintendent: 218-284-3330
- Assistant Superintendent for Finance and Operations: 218-284-3370
- Assistant Superintendent for Learning and Accountability: 218-284-3310
- Human Resources: 218-284-3350

January 31, 2019

Beth Commers, M.Ed., Ed.S. | Director of Settlement Compliance

MINNESOTA DEPARTMENT OF HUMAN RIGHTS

Freeman Building

625 Robert Street North

Saint Paul, MN 55155

Ms. Commers,

Per the agreement with the MDHR, the Moorhead Area Public Schools will submit semi-annual reports to the Department of Human Rights demonstrating efforts to comply with the provisions of the agreement and strategic plan between Moorhead Area Public Schools and the Minnesota Department of Human Rights.

Please see the attached report of the work that has been completed in support of our strategic priorities through the reporting period of February 1, 2019. The agreed upon data is also enclosed for the identified reporting period. At this time, the district is not required to collect or report on national origin for the Minnesota Department of Education. This data is not included in this reporting period, but will be included when our systems are reflected to update the change.

Please let me know if you have questions regarding our submission.

Sincerely,

Brandon Lunak

Superintendent

Moorhead Area Public Schools



Reporting date: February 1, 2019

The intended outcomes;

1. Reduction of student discipline disparities with students of color and those with disabilities;
2. Reduction of gaps in educational opportunity and achievement Resolving student discipline disparities could help to further reduce Minnesota's achievement gaps.
3. Consistent review of discipline procedures in order to address disparities in a timely manner;
4. Consistent implementation of Positive Behavioral intervention and Supports to the Assigned Building;
5. Implement policies and programming to support staff in meeting intended outcomes.

Specific steps the District took to implement the strategy;

1. The school district created a dashboard for consistent and timely review of all disciplinary incidents E-12.
2. The School Board approved Achievement and Integration Plan. The components of this plan include:
 - a. Purpose
 - Pursue racial and economic integration.
 - Increase student achievement.
 - Create equitable educational opportunities.
 - Reduce academic disparities based on students' diverse racial, ethnic, and economic backgrounds in participating schools and districts.
 - b. Focused work with equity criteria centering on student needs, and will be used intentionally to steer the planning process.
 - Access
 - Representation
 - Participation
 - Outcomes
 - c. The district has created a leadership committee to develop, actively manage, and evaluate the Achievement and Integration program. The leadership team is in the process of completing the following:
 - complete a needs assessment
 - facilitate required input on the plan
 - use this input to develop the plan's goals
 - select relevant AI interventions
 - oversee approved Plan's implementation
 - Progress monitor
 - Evaluate
3. Human Rights Committee
 - a. The school district is working to solicit feedback from internal and external stakeholders regarding human rights concerns within the school.
 - b. An internal steering committee has engaged an external facilitator with expertise in human rights and cultural competence to assist in obtaining feedback to inform and influence work in human rights and equity. The



- c. Addressing common protocols in reviewing data. The district is in a planning stage for providing additional professional development for reviewing data.
- d. Provided professional development to Assistant Principals regarding the Birth to prison helix/School to prison pipeline.
- e. Addressing actionable goals in MTSS/PBIS in each building and/or program.

Data Request

The agreed upon data is enclosed for the identified reporting period. At this time, the district is not required to collect or report on national origin. This data is not included in this reporting period.

The district will be required to report on National Origin in 2020. The district is preparing internal systems to make this change prior to 2020, and will begin collecting this information on a voluntary basis in the Fall of 2019.