

	Onamia Public Schools #480
A2S	We have continued our A2S (Alternative to Suspension) program for the 2019-2020 school year. The program had major staffing shortages due to increased overall enrollment last school year. However now we have staffed the program with highly qualified experienced teachers and it's going super great. The difference for success or not in the program has certainly been which staff are in the program. We have experienced teachers and two social workers staffing the program now and that is making all the difference for a successful alternative to suspension program.
Staff Training	We had four district-wide Innocent Classroom trainings last year. In addition, we had an Intro to Indian Education training for new staff at workshop, we sent staff representation to the National Indian Education Conference and the Minnesota Indian Education Conference, we sent staff to Project Dream Catcher, and several other trainings. We have all new behavioral systems in place in our District. We had ACES trainings for staff last year and this year, and paras last year. We have weekly Professional Learning Communities. We have incredible support from our Tribal Leaders in our region. MLA School participated in Innocent Classroom Training, Colors Personality Training, Minnesota Association of Children's Mental Health Conference, Trauma Training, PLC growth and development, and Active Supervision Training.
LINK	LINK team meetings have been similar to Problem Solving Team meetings. The purpose of these meetings are to discuss numerous interventions as we look at students with disabilities in particular with Mid-State, our special education cooperative. We talk about one student at a time, interventions that are working or not working, we have all of our specialists and social workers in the room, and we mainly talk about plans and interventions for any students who are struggling in school.
Admin Team	We have a consistent leadership team heading into year two at Onamia. Everyone is highly qualified, we share a vision, and everyone is back again this Fall. That consistency is good. We have a tremendously qualified admin team, particularly in the area of Special Education, which makes sense for us as we have close to three times the state average of students with disabilities in our District. We have our same Principal at MLA, and she is a licensed K-12 Principal and a licensed Special Education Director. We have our same K-8 Principal who is very sharp with curriculum and instruction. We have our same Assistant Principal at the K-8, who is a licensed K-12 Principal and a licensed Special Education Director, we have our same Dean of Students at the 6-12, who is a former EBD teacher, and an aspiring K-12 Principal and Special Education Director, we have our same Indian Education Director with the team who is very highly qualified, and we have our same Behavior Interventionist at the Elementary School. This is the most qualified admin team we have ever had in terms of leadership, behavior, curriculum and instruction. This leadership is working great, and it's the same consistent team heading into this school year. We also had a summer retreat and we all work very hard and communicate every day.
PBIS & Restorative Justice	The elementary is a PBIS school. The HS is not quite there yet with school-wide PBIS or school-wide Restorative Justice.
Courageous Leadership Institute	We had three people Graduate from the Courageous Institute last spring -- myself, our former Principal, and our American Indian Education Director. The new admin team will start the new cohort in the Fall of 2019. We have four Administrators currently in the Courageous Leadership Cohort for the 2019-2020 and 2020-2021 school years.

Courageous Conversations	We have many open conversations with students, staff, board, parents, and admin. We are still working on the facilitation of more formal sit down Courageous Conversations. We had an amazing equity event for the kids that we hosted through MNEEP with other Regional School Districts this past Spring
Project Dream Catcher	We have continued to maintain our place as a Project Dream Catcher school and we do send staff to the trainings.

MDHR Committee	We will be present at all meetings either in person or virtually. We do take this work very seriously.
DIRS Data	Out of school suspensions are overall trending down district-wide.
Tribal Consultations SRO Policy	We had two highly successful Tribal Consultation meetings last year, and have our first soon this year. Our Tribal Leaders are incredibly supportive of our local schools. We also had a successful 28-2 Vote of Concurrence from our American Indian families this past February.
Suspension Decisions Onamia - Hinckley Collaborative	Any out of school suspension decisions are made by a licensed K-12 Principal, and consulted with a licensed Special Education Director, and/or the Special Education Department if the decision is regarding a student with a disability.
PST & LINK	We have monthly Problem Solving Team and LINK team meetings for K-12. We rotate every week for Problem Solving Team and that seems to work for us.
Open Meetings	We had our Open to the Public Annual WBWF meeting on November 19th. Our Tribal Consultations are also open to the public. We will have WBWF again this November.
School Board Work Sessions	We have open Work Sessions the first Monday of every month at 6pm at the school. We talk about equity and excellence often at the Board level. Equity is a major priority for our school board at Onamia.
MNEEP	We are a current MNEEP school, and we did have a big Equity event with MNEEP at the school this past March.
Other	I think the new admin team, and evolving staff, has paid great dividends in building a more culturally competent high quality school district. Our main challenges have been level 4 support, but that support has improved throughout the year. Out of School suspensions have been an absolute last resort, and only used in concrete situations, such as violence, fighting, drugs, alcohol, and safety circumstances for the child and the school. Other than that, out of school suspension has been a tremendously last resort, especially with this new admin team and the leadership they are showing in the areas of behavior management and suspensions. We all recognize that we still have great challenges, but we are moving forward in a positive direction.
Local Indian Education Parent Committee PBIS	Once per month parents of our American Indian students meet to review how the school and the American Indian Education Department is meeting the needs of our American Indian students in our District. The committee is made up of American Indian Parents, students, School Board members, Teachers, Administrators, Indian Education Paras, and the Indian Education Director. Vote of Concurrence passed 28-2 this past February. We also revised all of our IPP's for the District, and we have Tribal Consultations twice per year with our local Tribal Leaders.

Restorative Practices ReFocus	MLA-trained staff to support students emotionally.
Social Emotional Learning	MLA-Schoolwide, Second Step Curriculum, Growth Mindset, Life Skills and Career Lab courses.
Behavioral Point Reward System	MLA-reinforce positive choices.
OTHER	We attended the Achievement and Integration Training at MDE in April. We are now an A & I school for the next three years, and already even had an excellent field trip Wild Ricing with the Onamia and Pierz schools together in September!!