

Prodeo Academy

Minnesota Department of Human Rights Report

From February 2018 to August 2018

- a. The intended outcome of the plan implemented is to decrease the number of students suspended and teach replacement behavior and coping strategies to students.
- b. Prodeo implemented the Options Room August 2017 which is a space used to teach students replacement behavior and coping strategies using a restorative process.  
In March of 2018 support staff were trained in verbal de-escalation strategies to create common language for staff supporting behavior.  
In August of 2018 staff were trained in ENVoY.
- c. From February 2018 to June 2018 Prodeo tracked send-outs and suspensions in 2 trackers using excel spreadsheets to make data informed decisions in weekly meetings. Prodeo also completed fidelity checks to ensure staff were using strategies taught during professional development and held weekly coaching meetings with staff. August 2018 Prodeo implemented Powerschool to track send-outs and suspensions.
- d. In July 2018 staff interviewed parents to get input on the current behavior program in regard to send-outs and suspensions. Staff took that data to make informed decisions and updates to the behavior program. School leaders made changes to the send out procedure, reducing the amount of behaviors that qualify as a send out.