



To: Beth Commers, MDHR
From: Marti Voight, Director of Pupil Services
Date: June 24, 2019
Re: MDHR Agreement Update - Robbinsdale Area Schools

Robbinsdale Area Schools has been cited by the Minnesota Department of Human Rights (MDHR), and the district's Special Education Department has also been cited by the Minnesota Department of Education (MDE), for disproportionality in suspension of African American, American Indian students and Students with Disabilities. The district will be mandated to use 15% of there set aside dollars (CEIS) to address disproportionality. The district must reach a risk ratio of 3 or below as deemed by the department of education.

Robbinsdale Area Schools Guiding Principles to Improve School Climate and Discipline

Based on the MDHR agreement, RAS began reviewing and revising the policies and practices currently in place. The district is using the three guiding principles below and has committed to continuing the work to reduce the disproportionality of our students with disabilities as well as our African American and American Indian students.

Create positive climates and focus on prevention

- Unified District Vision
- District wide implementation of Safe and Civil Schools 2018
- Implementation of BARR at Cooper High School in 2018-2019, Armstrong High School in 2019-2020
- Diversion and restorative practice implementation at Cooper High School in 2017
- Diversion and restorative practice implementation at Armstrong High School in 2018

Develop clear appropriate and consistent expectations and consequences to address disruptive student behaviors and increase academic achievement

- Revision of Student Handbook for the 2019-2020 school year
- Making recommendations for changes to our Administrative Safety and Transfer Committee in 2019
- Student handbook committee to continue to review policies, practices, and data
- Completing a Discipline Policy for the Robbinsdale Area Schools in 2019
- Aligning the district's electronic system to align with the district's student handbook

Ensure fairness, equity, and continuous academic improvement

- Development of a Curriculum Framework
- Equity policy completed, and the board approved, during the 2017-2018 school year
- Reviewed and revised the administrative hearing process (In Lieu of Expulsion) during the 17-18 school year and making continued updates based on the needs of buildings
- Development of Principal Learning Leader group to build administrative capacity for 2018-2019 school year
- Development of Learning Leaders (consist of teachers) to build teacher capacity and provide teacher voice in decision making districtwide for 2018-2019 school year

Data Driven Decisions

[Understanding District Data from 2017-2018](#)

September 24, 2018

The powerpoint was shared with our Student Handbook committee on September 24, 2018. The committee will begin reviewing the district handbook, developing a discipline policy aligned to our equity policy and district student handbook and reviewing the MDHR agreement. Data will be collected monthly and provided to the handbook committee, cabinet, and building principals.

2018-2019 Monthly Data

September 2018	October 2018	November 2018	December 2018
<ul style="list-style-type: none"> • Comparison Data • Executive Summary • School Specific Data 	<ul style="list-style-type: none"> • Comparison Data • Executive Summary • School Specific Data 	<ul style="list-style-type: none"> • Comparison Data • Executive Summary • School Specific Data 	<ul style="list-style-type: none"> • Comparison Data • Executive Summary • School Specific Data

January 2019	February 2019	March 2019	April 2019
<ul style="list-style-type: none"> • Comparison Data • Executive Summary • School Specific Data 	<ul style="list-style-type: none"> • Comparison Data • Executive Summary • School Specific Data 	<ul style="list-style-type: none"> • Comparison Data • Executive Summary • School Specific Data 	<ul style="list-style-type: none"> • Comparison Data • Executive Summary • School Specific Data

May 2019	End of Year Data 2018- 2019		
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<ul style="list-style-type: none"> • Comparison Data • Executive Summary • School Specific Data 	<p style="text-align: center;">End of the Year Data Comparison Chart</p>		
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Safe and Civil Schools

Safe and Civil Schools 18-19 Implementation Plan

Safe and Civil schools has begun to foster respect and responsibility in our students and improve school climate and school culture. Safe and Civil schools trains staff to make academic data-driven decisions on a schoolwide level, in classrooms, and with individual students. It develops proactive, positive behavior support strategies tailored to our classroom, school, and district.

Safe & Civil Schools:

- Increases academic outcomes for all students.
- Develop better behavior management strategies in schools.
- Learn and implement effective classroom management procedures.
- Implement schoolwide Positive Behavior Support and Response-to-Intervention for Behavior.
- Design and implement a better school improvement plan.

Safety and Transfer Committee

Based on the MDHR agreement, our district has determined a Discipline Supervisor who will work with a team of district leaders to review and support disciplinary decisions.

[Procedure](#)

District Implemented Strategies

- ReBoot
- Collaborative Conversations
- District MTSS Handbook being developed
- Administrative Reviews to consider alternative educational placement for student success
- Enhance Balanced Literacy framework

Building Implemented Strategies

- [Strategies](#)

Student Discipline Policy 506

Timeline

- November 27, 2018 review and make recommendations on discipline policy.
- November 2018 share recommendations with Principal Learning leader group
- March 2019 provide to cabinet for review and revisions
- April 2019 school board for approval for 19-20
- Student Handbook Rights and Responsibilities 2019-2020 completed and approved June 2019

Student Handbook

TIMELINE FOR HANDBOOK: 2019-2020 SCHOOL YEAR

Dates to Meet	Actions To Complete
September 24, 2018	First meeting with handbook committee
October 23, 2018	Second meeting with handbook committee. Review the levels in the handbook and the areas of infractions. Review student discipline policy and provide recommendations
November 2018 November 15, 2018 November 27, 2018 Week of November 19, 2018	Gather feedback from teachers at building level and provide back to committee on November 27, 2018 Gather feedback from administration at the Learning Academy. Meet with committee. Review building level feedback. Meet with students to provide feedback. Organized by Achievement and Integration team.
December 10, 2018	SEAC parents provide feedback for student handbook
January 15, 2019 January 16, 2018	Meet with CIA committee for feedback on handbook Committee review the feedback and determine what will be utilized in the handbook from parent committees.
February 19, 2019 February 26, 2019 February 27, 2019 March 4, 2018	Committee reviewing handbook and discipline policy for final updates Request feedback from Achievement and Integration Finalize Handbook with committee Provide to program assistant to prepare and make revisions Submit to Superintendent's Administrative Assistant for cabinet meeting on March 4, 2019
March 4, 2019	Review at Cabinet
March 11, 2019	Submit to the school board members for review
March 18, 2019	First reading of the handbook at the school board meeting
April 1, 2019	Second reading of the handbook
April 15, 2019	School Boards approve the 19-20 handbook
April 16, 2019	If approved provide to Assistant Superintendent Program Assistant to prepare for print.