



To: Cabinet  
From: Marti Voight, Director of Pupil Services  
Date: November 19, 2018  
Re: MDHR Agreement Update

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Robbinsdale Area Schools has been cited by the Minnesota Department of Human Rights and the 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 committed to continuing the work to reduce the disproportionality of our students with disabilities, 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 CHS in 2018-2019 AHS in 2019-2020
- Diversion and restorative practice implementation at CHS in 2017
- Diversion and restorative practice implementation at AHS 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 2018-2019 school year
- Implementation of an Administrative Safety and Transfer Committee for 2018
- Student handbook committee to continue to review policies, practices, and data
- 2018-2019 development of a Discipline Policy
- Aligned the districts electronic system to align with the district student handbook

## Ensure fairness, equity, and continuous academic improvement

- Development of a Curriculum Framework
- Equity policy completed and 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
- Development of Principal Learning Leader group to build administration 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"><li>• <a href="#">Comparison Data</a></li><li>• <a href="#">Executive Summary</a></li><li>• <a href="#">School Specific Data</a></li></ul>	<ul style="list-style-type: none"><li>• <a href="#">Comparison Data</a></li><li>• <a href="#">Executive Summary</a></li><li>• <a href="#">School Specific Data</a></li></ul>	<ul style="list-style-type: none"><li>• Comparison Data</li><li>• Executive Summary</li><li>• School Specific Data</li></ul>	<ul style="list-style-type: none"><li>• Comparison Data</li><li>• Executive Summary</li><li>• School Specific Data</li></ul>

September 2018 Data

## **Safe and Civil Schools**

### **Safe and Civil Schools 18-19 Implementation Plan**

Safe and Civil schools will 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 will develop 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.
- Lean 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 the district has determined a Discipline Supervisor who will work with a team of district leaders to review and support disciplinary decisions.

[Procedure](#)

## **Student Discipline Policy 506**

Timeline

- November 27, 2018 review and make recommendations on discipline policy.
- November 2018 share recommendations with Principal Learning leader group
- January 2019 provide to cabinet for review and revisions

## **Student Handbook**

TIMELINE FOR HANDBOOK: 2019-2020 SCHOOL YEAR

<b>Dates to Meet</b>	<b>Actions To Complete</b>
<b>September 24, 2018</b>	First meeting with handbook committee
<b>October 23, 2018</b>	Second meeting with handbook committee. Review the levels in the handbook and the areas of infractions. Review student discipline policy and provide recommendations
<b>November 2018</b>	Gather feedback from teachers at building level and provide back to committee on November 27, 2018
<b>November 15, 2018</b>	Gather feedback from administration at the Learning Academy.
<b>November 27, 2018</b>	Meet with committee. Review building level feedback.
<b>Week of November 19, 2018</b>	Meet with students to provide feedback. Organized by Achievement and Integration team.
<b>December 10, 2018</b>	SEAC parents provide feedback for student handbook
<b>January 15, 2019</b>	Meet with CIA committee for feedback on handbook
<b>January (TBD)</b>	Meet with A & I parent groups for feedback
<b>January</b>	Committee review the feedback and determine what will be utilized in the handbook from parent committees.
<b>February 26, 2019</b>	Finalize Handbook with committee
<b>February 27, 2019</b>	Provide to program assistant to prepare and make revisions

<b>March 4, 2018</b>	Submit to Superintendent's Administrative Assistant for cabinet meeting on March 4, 2019
<b>March 4, 2019</b>	Review at Cabinet
<b>March 11, 2019</b>	Submit to the school board members for review
<b>March 18, 2019</b>	First reading of the handbook at the school board meeting
<b>April 1, 2019</b>	Second reading of the handbook
<b>April 15, 2019</b>	School Boards approve the 19-20 handbook
<b>April 16, 2019</b>	If approved provide to Assistant Superintendent Program Assistant to prepare for print.