



General Counsel's Office
Independent School District 625

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September 1, 2020

Rebecca Lucero, Commissioner
MN Dept. of Human Rights
Freeman Building
625 Robert Street North
Saint Paul, MN 55155

VIA EMAIL ONLY

Dear Commissioner Lucero,

This is Independent School District No. 625's fourth semi-annual report to the Minnesota Department of Human Rights (MDHR) pursuant to the Collaboration Agreement entered into by the parties on June 14, 2018. This report provides information concerning District No. 625's progress implementing the District's Educational Plan ("Plan") from March 1, 2020, through the present date. Summary discipline data, as agreed to in the Collaboration Agreement, is attached to this report.¹

Through the implementation of this Plan, in alignment with the District's Strategic Plan, SPPS Achieves, the District intends to reduce suspensions and expulsions for students of color, American Indian students, and students with disabilities. The effectiveness of the District's Plan will be measured, in part, by its suspension data. The District has identified Positive Behavioral Interventions and Supports ("PBIS")/Multi-Tiered System of Supports ("MTSS") framework as the structure to organize and operationalize evidence-based practices that serve to reduce rates of suspensions and expulsions for students of color, American Indian students, and students with disabilities. Social Emotional Learning ("SEL") programs, Restorative Practices, and Trauma Informed practices are included in the District-wide multi-tiered framework of support.

The District's last semi-annual report was dated March 1, 2020. As was widely reported, the District's teachers began a strike on Tuesday, March 10, 2020, resulting in the temporary closure

¹ The summary data is separated by quarter 3 and quarter 4 of the 2019-20 academic year. There is no responsive quarter 4 data for the 2019-2020 school year. When the resolutions are disaggregated by school site or when the events are disaggregated, an asterisk (*) is used when fewer than 20 of each event or resolution had occurred during the quarter, so as to avoid the risk of identifying any particular student, incident, or resolution.

of District schools. Contract negotiations were resolved on Thursday, March 12, 2020, and classes were scheduled to resume on Monday, March 16, 2020.²

Via Executive Order dated March 13, 2020, Governor Walz declared a peacetime emergency in the State of Minnesota as a result of the coronavirus pandemic. Exec. Order 20-01.³ Via Executive Order dated March 15, 2020, Governor Walz authorized the Commissioner of Education “to close all schools to students” from March 18, 2020, through March 27, 2020, with the purpose of providing “time for our schools to adequately plan for continuity of education during the COVID-19 pandemic” Exec. Order 20-02. The District cancelled classes on March 16 and March 17, 2020 “to begin preparing plans for distance learning and meal service for students during the statewide school closure.”⁴ On March 25, 2020, the Governor “authorize[d] and direct[ed] the Commissioner of Education to implement a distance learning period beginning on March 30, 2020 through May 4, 2020.” Exec. Order 20-19. The period of distance learning was extended through the end of the 2019-2020 school year via Executive Order dated April 23, 2020. Exec. Order 20-41.

Although the Governor and the Minnesota Department of Education gave districts some flexibility to provide in-person classes under certain circumstances during the Summer and Fall of 2020, the District continued with distance learning in the Summer of 2020 and Fall of 2020 in order to protect the health and safety of its students, staff, and broader community. As a result of these events, the District’s students have not received in-person instruction since on or about March 9, 2020.

Regardless, the District continues its focus on PBIS and SEL. District staff were reminded of the District’s focus on PBIS and SEL in a Fall Planning Update, dated August 12, 2020. *See attached.* The District has also created, modified, and/or identified several resources for its educators to use when implementing PBIS in a distance learning environment. Attached hereto are the following that were shared with District educators: (1) PBIS Resources for Distance Learning during COVID-19 (also available online at <https://www.spps.org/pbis>); (2) Distance Learning Positive Behavior Expectations Sample Template; and (3) Social Emotional Learning during COVID-19.

² *See*

<https://www.spps.org/site/default.aspx?PageType=3&DomainID=13635&ModuleInstanceID=93207&ViewID=6446EE88-D30C-497E-9316-3F8874B3E108&RenderLoc=0&FlexDataID=106657&PageID=32642> (last accessed August 20, 2020).

³ All executive orders referenced herein are available online at

<https://mn.gov/governor/news/executiveorders.jsp#/list/appId/1/filterType//filterValue//page/1/sort/order/>.

⁴ *See*

<https://www.spps.org/site/default.aspx?PageType=3&DomainID=10993&ModuleInstanceID=75871&ViewID=6446EE88-D30C-497E-9316-3F8874B3E108&RenderLoc=0&FlexDataID=106672&PageID=23666> (last accessed August 20, 2020).

Please reach out to me with any questions or concerns.

Sincerely,

Jamie Jonassen

Jamie Jonassen
Assistant General Counsel

Attachments

Quarter 3 2019-2020

Event Name	Dismissal, less than one half day	Dismissal, more than one half day	In School Suspension (4 hours or more)	Suspension
Absence, Chronic Truancy	*	62		*
Absence, Tardiness	*	*		*
Absence, Unexcused	*	*		*
ALCOHOL		*		*
Assault		*		*
Assault on Staff				*
Assault on Staff, Aggravated (substantial or great bodily harm)				*
Assault, Aggravated (substantial or great bodily harm)				*
Bullying	*	*	*	*
Bullying Using Technology	*	*		*
Damage to Property of Others	*	*		*
Damage to School Property	*	*		*
Damage to Technology Resources, Intentional		*		*
Defiance of Authority	*	61	*	22
Disruptive Behavior	32	105	*	43
Disruptive Behavior to/from School				*
Disruptive Behavior, Severe	*	68		66
DRUGS OR CONTROLLED SUBSTANCES	*	21		44
Fighting	*	61	*	181
Fires and False Fire Alarms		*		
Gambling		*		*
Gang Activity				*
HARASSMENT BASED ON PROTECTED STATUS	*	*	*	*
Incapacitation Device, Possession, with use or intent to use		*		*
Incapacitation Device, Possession, without use or intent to use				*

Language, Abusive	*	22	*	*
Language, Inappropriate	*	*	*	*
Leaving School Grounds	*	*		*
Out of Area	*	*		*
Physical Aggression to Staff	*	52	*	47
Physical Aggression, Bodily Harm	*	34	*	37
Physical Aggression, Sub Bodily Harm	*	*	*	*
Physical Contact, No Bodily Harm	24	76	*	27
Poss Dangerous Weapon, not Firearm				*
Poss Other Weapon, no intent, not Dangerous		*		*
Poss Other Weapon, with intent, not Dangerous		*		*
Possession, Other Prohibited Items		*	*	*
Sexual Behavior		*		*
Sexual Harassment		*	*	*
Sexual Violence			*	
Teasing and Name Calling			*	
Technology - Unauthorized, Inappropriate Use	*	*		*
Technology Misuse/Violation				*
Theft	*	*	*	*
Threats, Aggravated				*
Threats, Physical		*		*
Threats, Verbal or Written	*	*	*	*
Tobacco and Tobacco Related Devices	*	*		
Trespassing		*		*
Total	190	687	59	637

Calendar Name	Dismissal, less than one half day	Dismissal, more than one half day	In School Suspension (4 hours or more)	Suspension
19-20 210 Central Sr S	*	24		73
19-20 211 Creative Arts S	*	*		*
19-20 212 Como Park Sr S	*	35	*	*
19-20 215 Harding Sr S	*	29		23
19-20 220 Highland Park Sr S	*	*	*	*
19-20 225 Humboldt Secondary S	*	*		53
19-20 230 Johnson Sr S	*	32		*
19-20 250 Open World Sec S	*	*	*	*
19-20 252 Washington Sec S	*	95		*
19-20 310 Battle Creek Mid S	*	59	*	46
19-20 315 Farnsworth Up 5-8 E	*			*
19-20 315 Farnsworth Up 5-8 SE	*	*		41
19-20 330 Highland Park Mid S	*	32	*	*
19-20 342 Murray Middle S	*	*		41
19-20 344 Parkway Middle S	*	24		21
19-20 345 Ramsey Middle S		34		41
19-20 357 E-STEM Middle S			*	*
19-20 410 Adams Elem E		*		*
19-20 415 John A Johnson El E	*	27		*
19-20 422 Battle Creek Elem E	*	*		*
19-20 424 Benjamin Mays Elem E		29		*
19-20 425 Chelsea Hts Elem E	*	*		
19-20 428 Cherokee Hts Elem E	*	*	*	*
19-20 431 Como Park Elem E	*	*	*	*
19-20 433 Dayton's Bluff Elem E	*	*		*
19-20 435 Expo Elem E	*	*	*	*
19-20 449 Bruce Vento Elem E	*	28		*
19-20 452 Eastern Hts Elem E	*	*		*
19-20 460 Four Seasons Elem E		*		
19-20 462 LEtoile DuNord Up E	*	*		*
19-20 463 LEtoile DuNord Lwr E		*	*	*
19-20 464 Frost Lake Elem E	*			*
19-20 465 Crossroads Mont E	*	*		
19-20 466 Crossroads Science E	*			
19-20 467 Galtier Elem E	*	*		

19-20 476 Groveland Park El E	*		*	
19-20 482 Hamline Elem E	*	*	*	*
19-20 483 Jie Ming Elem E		*		
19-20 488 Heights Elem E	*	*		*
19-20 489 Hazel Park PrepAc E	*	*		*
19-20 489 Hazel Park PrepAc SE	*	*	*	*
19-20 491 Highland Park Elem E	*	*		
19-20 493 JJ Hill Montessori E		*	*	*
19-20 494 Capitol Hill Mag E		*		
19-20 494 Capitol Hill Mag SE	*	*		*
19-20 496 Highwood Hills El E	*	*		*
19-20 518 Horace Mann Elem E	*		*	
19-20 524 Maxfield Elem E	*	*		*
19-20 527 Mississippi Elem E	*	*	*	*
19-20 528 Global Arts 5 E			*	
19-20 528 Global Arts 5-8 SE	*	*	*	*
19-20 541 Phalen Lake Elem E			*	
19-20 545 Randolph Hts Elem E	*	*		
19-20 551 Riverview Elem E	*	*		*
19-20 552 Wellstone Elem E	*	*	*	*
19-20 558 St Paul Music Elem E	*	*		*
19-20 578 Obama Elem E	*	*		*
19-20 579 American Indian M E				30
19-20 579 American Indian M SE	*			21
19-20 607 River East E	*	*		21
19-20 695 Journeys Secon S				*
19-20 710 Gordon Parks HS S	*	*		
19-20 721 ALC Evening HS S	*			
19-20 723 LEAP High School S	*	*		*

Dismissal, less than one half day	American Indian	2.79%
	Asian	2.23%
	Hispanic	12.85%
	Black	70.95%
	White	11.17%
Dismissal, more than one half day	American Indian	2.04%
	Asian	2.35%
	Hispanic	8.78%
	Black	78.68%
	White	8.15%
In School Suspension (4 hours or more)	American Indian	1.69%
	Asian	6.78%
	Hispanic	18.64%
	Black	54.24%
	White	18.64%
Suspension	American Indian	5.93%
	Asian	4.07%
	Hispanic	10.51%
	Black	71.53%
	White	7.97%

Dismissal, less than one half day	not SPED	64.25%
	SPED	35.75%
Dismissal, more than one half day	not SPED	56.58%
	SPED	43.42%
In School Suspension (4 hours or more)	not SPED	66.10%
	SPED	33.90%
Suspension	not SPED	61.86%
	SPED	38.14%