



**Minnesota Department of Human Rights**  
 Student Discipline Disproportionality Report  
 February 1, 2019

**For Information Regarding this Report, Contact**

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**Plan Intended Outcome:** Our intended outcomes for The Plan are to reduce the overall number and the disproportionality of Out-of-School suspensions for all students in grades K-12.

**THE PLAN: Establish Baseline Data and Identify Goals**

To establish a baseline and goals for The Plan, data from the Minnesota Department of Education Discipline Incident Reporting System (DIRS) for the 2017-18 school year was analyzed. In order to establish like comparisons between general education and special education students, only DIRS data for Out-of-School Suspensions (OSS) of 1 day or more were included in the analysis.

Out-of-School Suspensions (OSS) of 1 Day or More - By Reason and Demographic Group  
 2017-18 Final DIRS Data

	Asian	Black	Hispanic	Multi Race	White	Not Special Ed.	Special Ed.	Total
Alcohol	1	1	0	2	3	6	1	7
Arson	0	1	0	0	0	1	0	1
Assault	0	4	0	0	3	3	4	7
Bullying (all forms except cyber bullying)	0	0	0	1	0	0	1	1
Computer	0	0	0	0	2	2	0	2
Controlled Substance (prescription)	0	0	0	0	1	1	0	1
Disruptive/Disorderly Conduct/Insubordination	2	18	3	5	22	26	24	50
Fighting	2	22	2	1	17	31	13	44
Harassment	0	3	0	0	2	3	2	5
Illegal Drugs	1	6	3	2	8	16	4	20
Other	1	5	1	1	2	9	1	10
Terroristic Threats	0	0	0	1	1	1	1	2
Theft	0	0	0	0	3	3	0	3
Threat/Intimidation	0	5	1	4	6	12	4	16
Tobacco	0	1	1	0	7	7	2	9
Verbal Abuse	0	3	0	0	2	5	0	5
Weapon	0	2	0	0	3	2	3	5
<b>Total</b>	<b>7</b>	<b>71</b>	<b>11</b>	<b>17</b>	<b>82</b>	<b>128</b>	<b>60</b>	<b>188</b>
<b>Total WPS K-12 Enrollment as of Oct 1 2017</b>	<b>2,292</b>	<b>808</b>	<b>487</b>	<b>592</b>	<b>7,388</b>	<b>10,686</b>	<b>6.8888</b>	<b>11,574</b>
<b>Risk Ratio (Count per 100 students)</b>	<b>0.3</b>	<b>8.8</b>	<b>2.3</b>	<b>2.9</b>	<b>1.1</b>	<b>1.2</b>	<b>6.8</b>	<b>1.6</b>

The total number of OSS of 1 day or more in 2017-18, as reported in DIRS, was 188 across grades K-12. With a total student population of 11,574 as of October 1, 2017, this is a risk ratio of 1.6 OSS per 100 students.

When looking at the data by Racial/Ethnic Group, our data from 2017-18 show that Black students had a risk ratio of 8.8 OSS per 100 students. This was 8.0 times the rate of White students, who were suspended at a rate of 1.6 OSS per 100 students. The risk ratio for our Multi-Race students was 2.6 times higher than the rate for White students, and the rate for Hispanic students was 2.1 times higher than White students.

Risk ratios for Special Education students in 2017-18 showed that they were suspended at a rate of 6.8 OSS per 100 students. This was 5.7 times the rate of Non-Special Education students.

#### Intended Outcome

Our intended outcomes for The Plan are to reduce the overall number and the disproportionality of Out-of-School suspensions for all students in grades K-12.

### **PLAN IMPLEMENTATION: Steps Taken to Implement the Education Plan**

During the summer and fall of 2018, the following actions were taken by the district.

The District Discipline Committee is comprised of all the principals and associate principals in the district. At the August K-12 Principals Meeting, which includes all the members of the District Discipline Committee, the Executive Director of Teaching and Learning and the Director of Research and Evaluation, introduced the Minnesota Department of Human Rights and Wayzata Public Schools Agreement and The Plan.

A meeting dedicated entirely to District Discipline Committee work was held in November 2018. At the November 2018 meeting, the district committee took a deep dive into analyzing the 2017-18 DIRS OSS data by Elementary, Middle School, and High School levels, disaggregated by Race/Ethnicity and Special Education status. The committee also reviewed The Plan in detail, noting what is already in place in their building, which parts of The Plan that were not in place they would like to start doing, and which parts of The Plan they had concerns or questions about. Last, as part of the November meeting, the committee reviewed the Wayzata Public Schools Discipline Policy. In this review, committee members noted how they are currently implementing the policy in their building, how they felt we could implement the policy to improve the outcomes we are getting, and where they felt we need to change our practices across the district.

In addition to the district committee work this fall, the Director of Research and Evaluation met with grade level group sub-committees representing elementary, middle school and high school. These sub-committees engaged in detailed work clarifying discipline definitions in district policy, describing practices across buildings, reviewing how principals are using data systems to track office discipline referrals within their building, and cleaning up duplicate and confusing discipline data codes in our data system.

Site Level Discipline Teams have not met yet. The District Discipline Committee will continue the initial implementation of The Plan this spring. One of the objectives of the district committee's work this spring will be to create guidance for site level teams for the coming school year, 2019-2020.

**SUMMARY DATA: 2018 - 2019 Mid-Year**

As of January 2019, there were no exclusions or expulsions in the Wayzata district for grades K-12 for the 2018-19 school year. Thus all the information reported in this section refers to suspensions only.

**GENERAL EDUCATION AND SPECIAL EDUCATION STUDENTS****Number of Out-of-School Suspensions of 1 Day or More (OSS) by Site**

	OSS count >= 1 Day	Total Enrolment	Risk Ratio
Meadow Ridge Elementary (803)	1	887	0.1
Oakwood Elementary (807)	1	564	0.2
Plymouth Creek Elementary (810)	1	714	0.1
Sunset Hill Elementary (808)	1	667	0.1
Wayzata Central Middle School (053)	7	1,321	0.5
Wayzata East Middle School (052)	11	742	1.5
Wayzata West Middle School (051)	4	758	0.5
Wayzata High School (050) & ALC (049)	46	3,551	1.3
<b>Total</b>	<b>72</b>	<b>11,873</b>	<b>0.6</b>

The total number of OSS of 1 day or more at the mid-year point of 2018-19, as reported in DIRS, was 72 across grades K-12. With a total student population of 11,873 as of January 22, 2019, this is a risk ratio of 0.6 OSS per 100 students. At this rate, Wayzata Public Schools is on track to have an overall risk ratio reduction of 63% from 2017-18 to 2018-19.

When looking at the OSS data by site, the highest risk ratios were observed at the high school and ALC (1.3) and at East Middle School (1.5).

**Out-of-School Suspensions of 1 Day or More (OSS) - By Reason and Demographic Group**

	Asian	Black	Hispanic	Multi Race	White	Non Special Ed.	Special Ed.	Total
Alcohol	0	0	0	0	1	1	0	1
Assault	0	0	0	0	2	0	2	2
Attendance	0	1	0	0	0	1	0	1
Controlled Substance (prescription)	0	0	0	0	2	2	0	2
Cyber Bullying	0	0	0	0	1	0	1	1
Disruptive/Disorderly Conduct/Insubordination	0	0	1	0	1	0	2	2
Fighting	0	6	1	3	11	15	6	21
Harassment	0	0	0	0	3	3	0	3
Illegal Drugs	0	0	0	0	4	4	0	4
Other	0	0	0	0	1	1	0	1
Terroristic Threats	0	1	0	0	3	2	2	4
Threat/Intimidation	1	6	1	1	4	4	9	13
Tobacco	1	2	0	0	11	12	2	14
Weapon	0	0	2	0	1	1	2	3
<b>Total</b>	<b>2</b>	<b>16</b>	<b>5</b>	<b>4</b>	<b>45</b>	<b>46</b>	<b>26</b>	<b>72</b>
<b>Total WPS K-12 Enrollment as of Oct 1 2017</b>	<b>2,458</b>	<b>839</b>	<b>499</b>	<b>650</b>	<b>7,411</b>	<b>10,947</b>	<b>926</b>	<b>11,873</b>
<b>Risk Ratio (Count per 100 students)</b>	<b>0.1</b>	<b>1.9</b>	<b>1.0</b>	<b>0.6</b>	<b>0.6</b>	<b>0.4</b>	<b>2.8</b>	<b>0.6</b>

Disaggregation of the data by Racial/Ethnic Group shows that at the mid-year point of 2018-19 the risk ratio for Black students reduced from 8.8 in 2017-18 to 1.9 OSS per 100 students. This is a risk ratio reduction of 78% from 2017-18 to the 2018-19 mid-year point. Black students received OSS at 3.2 times the rate of White students at the mid-year point in 2018-19, compared to 8.0 times the rate of White students in 2017-18.

The risk ratio for our Multi-Race students was 0.6 at the mid-year point, this is a 79% reduction compared to the 2018-19 rate, which was 2.9 per 100 students. The risk ratio for Multi-Race students at the mid-year point in 2018-19 is equal to the rate of White students in the same period.

For Hispanic students, the risk ratio for OSS reduced by 57% from 2.3 in 2017-18 to 1.0 at the mid-year point in 2018-19. As of the mid-year point in 2018-19, Hispanic students were 1.7 times more likely to receive OSS than White students, whereas in 2017-18 they were 2.1 times more likely to receive OSS.

Our data separated by special education status also indicates downward trends. In 2017-18 Special Education students received OSS at a rate of 6.8 per 100 students. As of the mid-year point in 2018-19, this ratio has shown a substantial decrease to 2.8 OSS of 1 Day or More per 100 students. This is a 59% reduction in suspension rate for Special Education students.

According to our mid-year suspension data show that we are on track for an overall reduction in the total number of OSS of 1 day or more and a reduction in disproportionality from 2017-18 to 2018-19.

## **CHANGES IMPLEMENTED**

The mid-year DIRS data was collected at the beginning of January and was shared with the Teaching and Learning School Board Sub-committee. The mid-year DIRS data, along with this report, will also be shared with the district Strategy Leadership Team and the District Discipline Committee this spring. These teams will review the mid-year DIRS data and incorporate the information in to future team work and guidance for Site Level Teams to be implemented fall 2019.

In addition, there are multiple next steps in our discipline sub-committee work from this fall. Our elementary sub-committee will be exploring options for district-wide, office discipline referral data tracking tool to be used across all elementary buildings. The Director of Research and Evaluation and district technology staff will use the information on discipline codes from the sub-committees to streamline discipline codes in our data system for use across all grade levels and buildings and to better align them with the MDE DIRS system.