

Willmar Public School Schools-Independent School District 347

Discipline Disparity Reduction Plan

Status Report

January 15, 2019

Submitted by Dr. Jeff Holm, Superintendent

Status Updates

The District will implement and enforce a system for schools and administrators to track office referrals, suspensions, including in-school suspensions, expulsions, and exclusions at each school site.

A committee consisting of assistant principals, a social worker, the District student information services coordinator, and the Superintendent, was convened in the fall of 2018. The group completed the following:

- Identified Infinite Campus as the repository of student discipline data
- Completed an analysis of disciplinary incidents and the variety of labels used to identify the nature of the discipline issues.
- Eliminated disciplinary labels that were redundant and/or unnecessary.
- Analyzed whether disciplinary reasons were subjective or objective.
- Discussed creating consistent language among buildings in labeling behavioral issues and consequences.
- Reported status of the committee's work to the administrative cabinet
- Provided support to building-level staff regarding changes to data entry processes.

The committee will reconvene to review and to discuss the possibility of using Viewpoint Data Warehouse to analyze data in the future.

The District will consult with students, parents, and teachers concerning the Plan and will provide the Department with information on the District's engagement efforts and how input from students, parents, and teachers, if any, was or was not utilized.

The following activities were implemented for the 2018-2019 school year.

- The Superintendent made a presentation about the discipline disparity reduction plan to all staff in early September of 2018
- Staff members were surveyed for input on the plan.
- Principals conducted meetings with parents and students to present information about the plan, as well as the school's disciplinary practices and the District Discipline Policy. Surveys were provided to participants.
- Input from surveys was analyzed by the principals, as well as the Superintendent and school board policy committee.

- The school board policy committee analyzed input from stakeholders in reviewing the District's Discipline Policy. Revisions to policy regarding the use of School Resource Officers were made and approved by the School Board.

Improvement of all staff members' cultural competence-The following progress has been made toward improvement of all staff members' cultural competence:

- The Superintendent participated in training on the Intercultural Development Inventory (IDI). He completed the training in October, and is now a qualified IDI assessor.
- The District convened a Cultural Competence Committee comprised of principals, social workers, a program coordinator from Prairie Lakes Correctional Center, assistant principals, teachers, a cultural liaison, and the Superintendent.
- The District Cultural Competence Committee completed the IDI Assessment, under the Superintendent's facilitation.
- The Superintendent participated in the Superintendents' Symposium on Racial Equity in the Twin Cities in September of 2018.
- The Administrative Cabinet completed the IDI Assessment.
- The Superintendent shared the IDI Group Results with the Cultural Competence Committee and the Administrative Cabinet.
- The Superintendent has provided IDI Individual Results to several participants from the Administrative Cabinet and the District Cultural Competence Committee.
- The Superintendent consulted with Matthew Utterback, AASA National Superintendent of the Year from North Clackamas School District in Oregon, regarding equity.

The District Will Define Cultural Liaisons' Roles-A District Committee has been convened to better define the roles of Cultural Liaisons. The following initiatives have been completed.

- Analyze the current work being done by Cultural Liaisons
- Facilitate Check and Connect training for Cultural Liaisons.
- Analyze and revise the Cultural Liaisons' job description.

The District will reiterate to all stakeholders and School Resource Officers, that School Resource Officers are not involved in recommending or determining student discipline or investigating student discipline issues that do not involve a crime...

The following activities have been completed:

- The Superintendent negotiated a new contract with the City of Willmar for School Resource Officers' services. The resulting contract defined the role of the School Resource Officers and was reviewed by the District's legal counsel to determine whether language was consistent with this agreement.
- The Superintendent sent a description of the role of School Resource Officers to all employees via a weekly memo.

- The Superintendent posted a letter to patrons on the District web page, which details the role of School Resource Officers.

Summary Datainte

Summary Data- As of 12/14/18 the following discipline data has been compiled through the use of Infinite Campus, the District's student information system. The following chart shows the total numbers of suspensions by school, with the reason, and disaggregated for race. There were no expulsions or exclusions during this time.

18-19 Area Learning Center	Fighting	Hispanic	1
		White	1
	Fighting Total		2
18-19 Area Learning Center Total			2
18-19 Kennedy Elementary	Disorderly Conduct	White	1
	Disorderly Conduct Total		1
	Harassment	Hispanic	1
	Harassment Total		1
	Other	Hispanic	1
	Other Total		1
18-19 Kennedy Elementary Total			3
18-19 Lakeland Elementary	Assault	Black	1
	Assault Total		1
	Disorderly Conduct	Black	1
	Disorderly Conduct Total		1
	Fighting	Black	3
	Fighting Total		3
18-19 Lakeland Elementary Total			5
18-19 Roosevelt Elementary	Disorderly Conduct	Hispanic	1
	Disorderly Conduct Total		1
18-19 Roosevelt Elementary Total			1
18-19 Willmar Middle School	Alcohol	Hispanic	3
	Alcohol Total		3
	Assault	Hispanic	6
	Assault Total		6
	Dangerous Threats	Hispanic	2
	Dangerous Threats Total		2
	Disorderly Conduct	Amer Ind Alaskan Nat	1
		Black	1
	Disorderly Conduct Total		2
	Disruptive	Black	1
	Disruptive Total		1

	Fighting	Black	5
		Hispanic	4
		White	1
	Fighting Total		10
	Insubordination	Hispanic	1
	Insubordination Total		1
	Peer Conflict	Hispanic	2
	Peer Conflict Total		2
	Terroristic Threat	Black	1
		Hispanic	1
	Terroristic Threat Total		2
	Verbal Abuse	Black	1
		Hispanic	3
	Verbal Abuse Total		4
18-19 Willmar Middle School Total			33
18-19 Willmar Senior High	Disorderly Conduct	Hispanic	1
	Disorderly Conduct Total		1
	Disruptive	Black	5
	Disruptive Total		5
	Drugs	Hispanic	1
	Drugs Total		1
	Fighting	Black	4
		Hispanic	5
		White	1
	Fighting Total		10
	Illegal Drugs	Asian	1
	Illegal Drugs Total		1
	Insubordination	White	1
	Insubordination Total		1
	Theft	Black	2
	Theft Total		2
	Tobacco	Black	1
		White	2
	Tobacco Total		3
18-19 Willmar Senior High Total			24
Grand Total			68

The following chart shows suspensions by school, including reasons, and disaggregated by disability status. "Y"- indicates that the student has a qualifying disability and is on an IEP, "N" means the student does not have a qualifying disability, and "E" indicates the student is being

evaluated for a possible disability. Again, there were no expulsions or exclusions reported during this time period.

18-19 Area Learning Center	Fighting	N	2
	Fighting Total		2
18-19 Area Learning Center Total			2
18-19 Kennedy Elementary	Disorderly Conduct	E	1
	Disorderly Conduct Total		1
	Harassment	N	1
	Harassment Total		1
	Other	N	1
	Other Total		1
18-19 Kennedy Elementary Total			3
18-19 Lakeland Elementary	Assault	N	1
	Assault Total		1
	Disorderly Conduct	E	1
	Disorderly Conduct Total		1
	Fighting	E	1
		N	2
	Fighting Total		3
18-19 Lakeland Elementary Total			5
18-19 Roosevelt Elementary	Disorderly Conduct	E	1
	Disorderly Conduct Total		1
18-19 Roosevelt Elementary Total			1
18-19 Willmar Middle School	Alcohol	N	2
		Y	1
	Alcohol Total		3
	Assault	N	4
		Y	2
	Assault Total		6
	Dangerous Threats	N	2
	Dangerous Threats Total		2
	Disorderly Conduct	N	1
		Y	1
	Disorderly Conduct Total		2
	Disruptive	N	1
	Disruptive Total		1
	Fighting		1
		N	5
		Y	4
	Fighting Total		10
	Insubordination	N	1

	Insubordination Total		1
	Peer Conflict	N	2
	Peer Conflict Total		2
	Terroristic Threat	N	1
		Y	1
	Terroristic Threat Total		2
	Verbal Abuse	Y	4
	Verbal Abuse Total		4
18-19 Willmar Middle School Total			33
18-19 Willmar Senior High	Disorderly Conduct	Y	1
	Disorderly Conduct Total		1
	Disruptive	N	2
		Y	3
	Disruptive Total		5
	Drugs	Y	1
	Drugs Total		1
	Fighting	N	9
		Y	1
	Fighting Total		10
	Illegal Drugs	N	1
	Illegal Drugs Total		1
	Insubordination	Y	1
	Insubordination Total		1
	Theft	Y	2
	Theft Total		2
	Tobacco	N	1
		Y	2
	Tobacco Total		3
18-19 Willmar Senior High Total			24
Grand Total			68

Since the above data represents baseline data that was gathered after the committee reviewed and revised our data gathering processes, there have not yet been changes in disciplinary practices that resulted from the analysis of this data.