

Willmar Public School Schools-Independent School District 347

Discipline Disparity Reduction Plan

Status Report

June 27, 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.

- The District assembled a committee to examine existing practices in gathering discipline data. That committee's work was reported in the January Status Update.
- Since January, it was determined that the District would continue to use Infinite Campus to track discipline information, rather than utilizing Viewpoint Data Warehouse in the interest of accuracy, since Viewpoint Data Warehouse had numbers that weren't consistent with Infinite Campus.
- The analysis of data shifted from the committee referenced here, to an Alternatives to Suspension Committee.
- The Alternatives to Suspension Committee has met monthly and examined the District's discipline data. The Committee includes a Behavior Intervention Specialist who has expertise in behavioral issues and behavior data analysis.
- The Alternatives to Suspension Committee presented discipline data to the Administrative Cabinet and led discussions about the disparities in discipline.
- The Alternatives to Suspension Committee had representatives who participated in the Minnesota Department of Education's cohort on student discipline.

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.

- This work was completed and reported in the January status update.
- District Policy requires annual opportunities for input from stakeholders. Schools will have meetings at the beginning of the 2019-2020 school year and gather feedback.
- The Board Policy Committee will review the input and feedback from stakeholders and will consider policy revisions.

Improvement of all staff members' cultural competence-

- The District established a committee to explore cultural competence. All committee members have taken the IDI and have received feedback.
- The committee is engaged in learning work associated with cultural competence. The learning work has included a book study focused on the book "White Fragility".
- The committee met monthly from January through June, and will reconvene in August.

The District will select a representative or representatives to attend and participate in the meetings of the Diversion Committee that has been organized by the Minnesota Department of Human Rights-

- The District has participated in each of the meetings, either through the superintendent's, or designee's, physical attendance at the meetings, or virtual attendance through the web.

The District Will Define Cultural Liaisons' Roles-

- The committee met, reviewed, revised job descriptions for the Cultural Liaisons.
- Cultural Liaisons were trained and implemented a Check and Connect Program, which is aimed at establishing a relationship with individual students to provide ongoing support in meeting the students' needs.
- The Cultural Liaisons have regularly scheduled meetings with the Supplemental Services Coordinator to engage in job-embedded collaborative professional development.

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 superintendent communicated with staff and patrons about the appropriate role of the school resource officers through the District's weekly memo to all staff, as well as a letter to parents and a posting on the District's web page.

Summary Data

Summary Data- As of 5/31/19 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 was one expulsion, and no exclusions during this time.

The following data indicate in-school and out-of-school suspensions for the 2018-2019 school year by building, event, and race.

School	EventName	StateRace	COUNTA of EventID
18-19 Area Learning Center	Disorderly Conduct	Hispanic	2
	Disorderly Conduct Total		2
	Fighting	Hispanic	3
		White	1
Fighting Total		4	
18-19 Area Learning Center Total			6
18-19 Kennedy Elementary	Assault	Asian	1
		Hispanic	2
		White	1
	Assault Total		4
	Disorderly Conduct	White	1
	Disorderly Conduct Total		1
	Harassment	Hispanic	1
	Harassment Total		1
	Other	Hispanic	1
	Other Total		1
Threat/Intimidation	White	1	
Threat/Intimidation Total		1	
18-19 Kennedy Elementary Total			8
18-19 Lakeland Elementary	Assault	Black	2
	Assault Total		2
	Disorderly Conduct	Black	1
	Disorderly Conduct Total		1
	Fighting	Black	11
	Fighting Total		11
18-19 Lakeland Elementary Total			14
18-19 Roosevelt Elementary	Disorderly Conduct	Hispanic	2

	Disorderly Conduct Total		2
	Disruptive	Black	2
	Disruptive Total		2
	Fighting	Black	2
		Hispanic	1
	Fighting Total		3
	Insubordination	White	1
	Insubordination Total		1
	Other	Black	1
	Other Total		1
	Threat/Intimidation	Hispanic	1
	Threat/Intimidation Total		1
	Vandalism	Hispanic	1
	Vandalism Total		1
18-19 Roosevelt Elementary Total			11
18-19 Willmar Middle School	Alcohol	Hispanic	3
	Alcohol Total		3
	Assault	Black	1
		Hispanic	10
	Assault Total		11
	Dangerous Threats	Hispanic	2
	Dangerous Threats Total		2
	Disorderly Conduct	Amer. Ind Alaskan	
		Nat	2
		Black	1
		Hispanic	5
	Disorderly Conduct Total		8
	Disruptive	Black	1
		Hispanic	1
	Disruptive Total		2
	Fighting	Asian	1
		Black	14
		Hispanic	15
		White	3
	Fighting Total		33
	Gang Activity	Hispanic	1
	Gang Activity Total		1
	Harassment	White	1
	Harassment Total		1
	Illegal Drugs	Hispanic	1
	Illegal Drugs Total		1
	Insubordination	Black	1

		Hispanic	1
	Insubordination Total		2
	Peer Conflict	Hispanic	3
		White	1
	Peer Conflict Total		4
	Terroristic Threat	Black	1
		Hispanic	1
	Terroristic Threat Total		2
	Threat/Intimidation	Black	1
		Hispanic	4
	Threat/Intimidation Total		5
	Tobacco	Hispanic	1
	Tobacco Total		1
	Verbal Abuse	Black	1
		Hispanic	3
		White	1
	Verbal Abuse Total		5
	Weapon	Hispanic	1
		White	2
	Weapon Total		3
	18-19 Willmar Middle School Total		84
18-19 Willmar Senior High	Disorderly Conduct	Black	1
		Hispanic	3
	Disorderly Conduct Total		4
	Disruptive	Black	5
	Disruptive Total		5
	Drugs	Hispanic	1
	Drugs Total		1
	Fighting	Black	11
		Hispanic	9
		White	1
	Fighting Total		21
	Illegal Drugs	Asian	2
	Illegal Drugs Total		2
	Insubordination	White	1
	Insubordination Total		1
	Peer Conflict	Black	2
		Hispanic	3
	Peer Conflict Total		5
	Theft	Black	2
	Theft Total		2
	Threat/Intimidation	White	1

	Threat/Intimidation Total		1
	Tobacco	Asian	1
		Black	1
		White	2
	Tobacco Total		4
	Weapon	White	1
	Weapon Total		1
18-19 Willmar Senior High Total			47
Grand Total			170

The following data reflects disability status. A “Y” indicates the student(s) has/have a disability, an “N” indicates the student(s) does/do not have a disability, and an “E” indicates the student(s) is/are being evaluated for a possible disability. The data reflects in-school, and out-of-school, suspensions and the reason for the action.

School	EventName	SpEdStatus	COUNTA of EventID
18-19 Area Learning Center	Disorderly Conduct	N	2
	Disorderly Conduct Total		2
	Fighting	N	4
	Fighting Total		4
18-19 Area Learning Center Total			6
18-19 Kennedy Elementary	Assault	N	3
		Y	1
	Assault Total		4
	Disorderly Conduct	Y	1
	Disorderly Conduct Total		1
	Harassment	Y	1
	Harassment Total		1
	Other	Y	1
	Other Total		1
Threat/Intimidation	Y	1	
Threat/Intimidation Total		1	
18-19 Kennedy Elementary Total			8
18-19 Lakeland Elementary	Assault	N	2
	Assault Total		2
	Disorderly Conduct	E	1
	Disorderly Conduct Total		1
	Fighting	E	2

		N	9
	Fighting Total		11
18-19 Lakeland Elementary Total			14
18-19 Roosevelt Elementary	Disorderly Conduct	Y	2
	Disorderly Conduct Total		2
	Disruptive	Y	2
	Disruptive Total		2
	Fighting	N	3
	Fighting Total		3
	Insubordination	Y	1
	Insubordination Total		1
	Other	Y	1
	Other Total		1
	Threat/Intimidation	Y	1
	Threat/Intimidation Total		1
	Vandalism	N	1
	Vandalism Total		1
18-19 Roosevelt Elementary Total			11
18-19 Willmar Middle School	Alcohol	N	2
		Y	1
	Alcohol Total		3
	Assault	E	1
		N	8
		Y	2
	Assault Total		11
	Dangerous Threats	N	2
	Dangerous Threats Total		2
	Disorderly Conduct	N	2
		Y	6
	Disorderly Conduct Total		8
	Disruptive	N	1
		Y	1
	Disruptive Total		2
	Fighting	E	2
		N	23
		Y	8
	Fighting Total		33
	Gang Activity	N	1
	Gang Activity Total		1
	Harassment	N	1
	Harassment Total		1

	Illegal Drugs	N	1
	Illegal Drugs Total		1
	Insubordination	N	2
	Insubordination Total		2
	Peer Conflict	N	3
		Y	1
	Peer Conflict Total		4
	Terroristic Threat	N	1
		Y	1
	Terroristic Threat Total		2
	Threat/Intimidation	E	1
		N	3
		Y	1
	Threat/Intimidation Total		5
	Tobacco	Y	1
	Tobacco Total		1
	Verbal Abuse	Y	5
	Verbal Abuse Total		5
	Weapon	N	2
		Y	1
	Weapon Total		3
18-19 Willmar Middle School Total			84
18-19 Willmar Senior High	Disorderly Conduct	N	3
		Y	1
	Disorderly Conduct Total		4
	Disruptive	N	2
		Y	3
	Disruptive Total		5
	Drugs	Y	1
	Drugs Total		1
	Fighting	N	19
		Y	2
	Fighting Total		21
	Illegal Drugs	N	2
	Illegal Drugs Total		2
	Insubordination	Y	1
	Insubordination Total		1
	Peer Conflict	N	3
		Y	2
	Peer Conflict Total		5
	Theft	Y	2
	Theft Total		2

	Threat/Intimidation	Y	1
	Threat/Intimidation Total		1
	Tobacco	N	2
		Y	2
	Tobacco Total		4
	Weapon	N	1
	Weapon Total		1
18-19 Willmar Senior High Total			47
Grand Total			170

Willmar Public School District had one expulsion during the 2018-2019 school-year. The student, who is Hispanic, was expelled from the Area Learning Center for assault and threat/intimidation.