

District Suspension Report

7-13-2021

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Climate Coordinator
School Social Worker
Duluth Public Schools

60709 **Duluth**
Public Schools

Agenda

Purpose, roles, and responsibilities

Review of data; emphasis not to confirm bias

Semi-Annual Report to MN Dept. of Human Rights

Recommendations on specific topics

Purpose, Roles, and Responsibilities

Purpose, Roles, and Responsibilities

Community Members and Employees

Advise, support, and some progress monitoring

District Administration

Contact with MDHR, oversight of work, allocation of resources and negotiation of contract language to support work

Facilitator

Coordinate processes, gain input, contact with MDHR and stakeholders, communication and documentation

Review of Data

Implicit Bias and Review of Data

Framing Bias

Attribution Bias

Confirmation Bias

Cautious When Reviewing Data

2020-21 Days of OSS

2020-21 OSS Days by Student Group

Disproportionate across:

*Race (OSS - POP.)

Black (23% - 5%)

A. Ind. (5% - 3%)

2 or More (15% - 10%)

White (50% - 76%)

*Sp. Educ (26% - 19%)

Poverty (68% - 35%)

Male/Female (66% - 44%)

111 Days of Use

* = MDHR Required Areas

2020-2021 Duluth Public Schools
Total Number of OSS Days By Student Group
Annual Report

	Total	Male	Female	Hispanic or Latino	American Indian or Alaska Native	Asian	Black or African American	Native Hawaiian or Other Pacific Islander	White	Two or More Races	Free or Reduced Lunch	Paid Lunch	SpEd	GenEd
Congdon Park	0	0	0	0	*	0	0	*	0	0	0	0	0	0
Hemecroft	0	0	0	*	*	*	*	*	0	0	0	0	0	0
Lakewood	0	0	*	*	*	*	*	*	0	0	0	0	0	0
Lester Park	0	0	0	*	*	*	*	*	0	0	0	0	0	0
Lewell	0	0	0	0	0	*	0	*	0	0	0	0	0	0
Lewell Sp. Inm.	0	0	0	0	*	*	*	*	0	0	0	0	0	0
Laura MacArthur	4	3	1	*	1	*	0	*	0	2	4	0	3	1
Myers-Wilkins	3	3	0	0	0	*	0	*	0	3	3	0	0	3
Piedmont	3	2	1	0	0	*	0	*	0	3	3	0	3	0
Stowe	0	0	*	*	*	*	0	*	0	0	0	0	0	0
Lincoln Park	36	12	24	1	4	*	14	*	9	8	33	3	9	27
Orlean East	17	17	0	0	*	0	7	*	10	0	8	9	3	14
ALC	0	0	0	0	0	*	0	*	0	0	0	0	0	0
Danfield	33	22	11	0	0	*	3	*	30	0	23	10	11	22
East	15	14	1	0	0	0	1	*	7	1	1	14	0	15
Total	111	73	38							17	75	36	29	82

4 Year Trend: District Days of OSS

Demographic Groups	2017-2018	2018-2019	2019-2020**	2020-2021**
Hispanic or Latino	56	52	72	8
Am. Ind. or Alaskan N.	124	76	77	5
Asian	8	1	3	0
Black or Afr. American	426	424	288	25
Hawaiian or Pacific Isl.	*	*	*	*
White	648	474	475	56
2 or More Races	322	248	229	17
Special Education	876	611	519	29
General Education	708	664	625	82
Total Days Used	1584	1275	1144	111

* = Cell size less than 10

** = Significant days of Distance Learning

Semi-Annual Report to MDHR

Semi-Annual Report to MDHR

Semi-Annual Report to MDHR Summer 2021

Running record or work

Bold items in report are new this year

DSE Meetings 10/14, 10/23, and 4/15

Draft 4 Interventions / alternatives

Handbook Check-list with MDE

Qualitative Interviews & Multiple Perspectives

Handbook Improvements

Complete $\frac{3}{4}$ of District Wide Implicit Bias Training

Finalized Re-Entry Processes

Restorative Practices exposure with District Leaders

Duluth Public Schools ISD709
Disproportionate Suspension/Expulsion
Semi-Annual Report to MDHR
July 6, 2021

District Intended Outcomes of Our Plan & Steps Took to Comply with Our Plan:

Short Term:

1. Identify schools to include a discipline goal on their Record of Continuous Improvement Steps Taken:
Schools with discipline (or related) goals for 19-20 include: Congdon, Denfeld, East, Homecroft, Laura MacArthur, Lester Park, Lincoln Park, Lowell, Myers-Wilkins, Ordean-East, Piedmont, and Stowe

*Need to revisit criteria and support for schools and goals, spring 2020
*Did not occur, will need to use existing criteria.
*Consider how to include "discipline" in strategic planning work
2. ISD 709 will improve school and district leadership teams to increase community engagement as part of WBWF planning and DSE District Leadership Team. ISD 709 will utilize information from the MDE and Regional Centers of Excellence to guide this work to incorporate more equity focus on school improvement processes (timeline is based on availability of resources).

Implicit Bias Training

Implicit Bias Training

Kirwan Institute; Study of Race & Ethnicity

[Implicit Bias Modules Series](#)

4 Online Modules

20-30 Min for each module

Video, text, short answer reflection

Link to the Implicit Association Test (IAT)

Implicit Bias Training

Kirwan Institute; Study of Race & Ethnicity

Trialed training with Principals during monthly meeting

Created Facilitators Training and Resources

All certified staff completed 4 modules and 2 site discussions

All non-certified staff complete 2 models and 2 site discussions

Recommendations

Recommendations

1. Finalize, implement the green “Interventions and Alternatives”
2. Complete Implicit Bias Training with Non-Certified Staff
3. Explore, establish Social-Emotional-Behavioral Teams at Sites
4. Include Restorative Practices and Brief FBAs in 3-5 year strategic planning process
5. Establish a cycle of training requirements, necessary resources
6. Establish a 3 year cycle for Handbook Improvements
 - a. Audit / Checklist Tool with MDE
 - b. Changes and Improvements
 - c. 3 Year Term for Chair of Committee
7. Consider SECL MTSS - Mental Health work OSS Work
8. Continue funding dedicated staff time to OSS work