

## EL 2.2 Treatment of Students

### Policy Quadrant: Executive Limitations

- Monitoring Time Frame: ~~July 1, 2022 – June 30, 2023~~ July 1, 2023 – June 30, 2024
- Date of School Board Monitoring: ~~August 28, 2023~~ August 26, 2024

### Board Policy Monitoring Motions:

- Operational Interpretation is/is not reasonable
- Board does/does not accept the Superintendent's assertion of compliance/non-compliance

### Global Constraint:

The Superintendent shall not cause or allow an educational environment that is unsafe, unwelcoming, inequitable, disrespectful, unnecessarily intrusive, or that otherwise inhibits the effective learning needs of each student.

### OPERATIONAL INTERPRETATION:

I interpret compliance with the global policy to mean that all ten (10) child policies are in compliance. [In addition, policies are in place and reviewed on scheduled cycles.](#)

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### JUSTIFICATION:

MSBA recommends that the District reviews on an annual or 3 year cycle as appropriate per statute, approves or revises if necessary, disseminates, and enforces the following District Policies that are intended to create and support a safe learning environment.

**MEASUREMENT PLAN:**

1. [Child Policies are in compliance.](#)
  2. District Policies required by state statute (otherwise known as Mandatory Policies) shall be reviewed and updated by the Superintendent on an annual basis.
  3. District Policies that are recommended by MSBA or developed locally shall be reviewed and/or updated upon notice of change by MSBA, or at least every three years.
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**EVIDENCE:**

1. [All child policies are in compliance.](#)
  2. On ~~July 25, 2022~~ [July 24, 2023](#) all mandatory policies were approved by the School Board for the ~~2022-2023~~ [2023-2024](#) school year. During the monitoring period ~~12~~ [49](#) district policies were updated after review by the Superintendent and cabinet. All ~~12~~ [49](#) district policies were approved by the School Board.
  3. Cabinet members conducted a full review of all recommended policy changes by MSBA during the summer of 2023 and if necessary contacted the legal council for review. The superintendent then reviewed all policies and found that they were reviewed or updated within the three year review cycle with the full review of all policies being conducted in ~~2019~~ [2024](#).
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**STATEMENT OF ASSERTION:**

EL 2.2 is reasonable and in compliance.

BOARD NOTES:

## 2.2.1

Furthermore, the Superintendent shall not: Allow students to be unprotected against violence harassment.

### **OPERATIONAL INTERPRETATION:**

Fostering positive, meaningful relationships between staff and students and promoting welcoming learning environments are critical components of a safe school. One hundred percent compliance with this expectation is the District's goal; however, it is not realistic that all instances of harassment or violence will be mitigated throughout any district during a calendar year. Policy provides protection through a framework of thoughtful prevention and response.

1. I interpret "shall not allow students to be unprotected against violence" to mean the school district will put in place a crisis management policy, plan, and team. The team will work proactively to ensure that acts of violence will be mitigated on school property or during school sponsored events and have an appropriate response(s) planned in the event that something occurs.
2. I interpret "shall not allow students to be unprotected against harassment" to mean the school district will proactively create a learning environment that is inclusive of all members of the school community and to secure freedom from discrimination in education because of race, color, creed, religion, national origin, sex, gender identity, marital status, disability, status with regard to public assistance, sexual orientation, and age.

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### **JUSTIFICATION:**

1. State law (Minnesota Statute 121A.035) requests that school districts adopt a crisis management policy that addresses potential violent crisis situations in the school district. District Policy 806: Crisis Management Policy complies with that statutory requirement.
2. State law (Minnesota Statute 121A.03) requires that school districts adopt a sexual, religious, and racial harassment and violence policy that conforms with the Minnesota Human Rights Act, Minnesota Statute Chapter 363A (MHRA). District Policy 413: Harassment and Violence complies with that statutory requirement and addresses the classifications protected by the MHRA and/or federal law. [Guidance for interventions and non-exclusionary practices was provided in Minnesota Statute 121A.45, subdivision 1 and Minnesota Statute 121A.41, subdivision 12 referring to a district's requirement regarding student discipline.](#)

**MEASUREMENT PLAN:**

1. Systemic efforts are in place to mitigate incidents, as they relate to crisis and response preparation to comply with Policy 806 in the school setting.
  2. Systemic efforts to mitigate incidents related to harassment and violence in the school setting and to comply with Policy 413 shall be reported.
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**EVIDENCE:**

1. Systemic and proactive efforts to mitigate incidents related to ~~crisis~~ emergency management in the school setting took place throughout the monitoring period.
  - a. The District is relatively unique in that we employ a full time emergency management coordinator.
  - b. Each school site administers five fire drills, five lockdown drills, and one take shelter drill each year.
  - c. Each school site has an emergency response team that regularly meets to review site procedures and debrief incidents that occur.
  - d. The District contracts with the Eden Prairie Police Department for ~~School Resource Officers~~ Juvenile Liaison Officers to further enforce and provide security within our school buildings and at selected school events.
  - e. The Administrative Leadership Team participated in annual training in partnership with the Eden Prairie Police and Fire Departments in ~~September 2022~~ August 2023 and February 2023.
  - f. The administrative team and crisis teams debrief incidents that occur to improve upon our crisis management practices. In addition, at times we review elements with the board in closed sessions so the Board is aware of our response plans, practices, and learnings as we continuously improve.
  - g. The District emergency response team engaged in training with the I Love U Guys Foundation in April 2024 to more deeply implement the Standard Response Protocol (SRP) to further enhance and systematize common language and collective action in any situation both inside or outside the building. The SRP also provides common language to better allow District personnel and Eden Prairie Fire, Police, and EMS personnel to improve communication in any situation.

- h. The Emergency Management Coordinator provided training to site emergency response teams and administration in the Standard Response Protocol (SRP), as well as reviewed security protocols and provided opportunities for enhancements at each site.
  
2. Systemic and proactive efforts to mitigate incidents related to harassment and violence in the school setting also took place throughout the monitoring period.
  - a. Student handbooks approved by the School Board on ~~July 25, 2022~~ **July 24, 2023** included the district policies on violence harassment and the consequences for failure to abide by the prohibitions as listed.
  - b. We follow the triennial legislative requirement for all staff to participate in a training to ensure understanding of the Safe & Supportive Schools Act, the Eden Prairie Schools Bullying Prevention Policy, and relevant strategies to support student behavior in all of our buildings and settings.
  - c. Principals, Associate Principals, Deans, staff, and security personnel provide student supervision and take appropriate actions when student behavior is contrary to Policy 506 Student Behavior and/or the Student Handbook.
  - d. The human resources department provides training on how to recognize and report sexual, racial, and religious harassment and violence to all new employees within thirty (30) days of their hire date. In addition to the new hire training, the transportation and buildings/grounds staff are re-trained annually (spring/summer).
  - e. All school sites have participated in the MDE-supported Positive Behavior Interventions and Supports (PBIS) training. A plan is in place to support ongoing implementation of this framework in all Eden Prairie Schools school sites. PBIS is a research-based framework to strengthen the climate and culture by proactively teaching school expectations of the school community, reinforcing positive behaviors, emphasizing relationship development, and being responsive to negative behaviors. These elements have been shown to support successful school interactions for all students and reduce undesired behavior. Strategies within this framework are selected and implemented based on observed student needs and are modified as needs evolve. These proactive, research-based steps are designed to eliminate incidents of harassment or violence.
  - f. **Our schools are being recognized as PBIS exemplars.**
  - g. ~~Throughout the 2022–2023 school year, site teams have focused on restorative practices to proactively build relationships and to responsively address inappropriate behaviors, while being attentive to the unique needs students faced after the COVID-19 pandemic and distance learning. This work supports a sense of psychological safety at school, addresses accountability for harm done, and re-builds community for all involved.~~ **All school sites focused on identifying, increasing and implementing interventions for students demonstrating needs with social, emotional, and behavioral support. These interventions and non-exclusionary practices, include but are not limited to: social and emotional services, school-linked mental health services, counseling services, social work services, academic screening for Title 1**

services or reading interventions, and alternative education services. Other interventions and supports were also applied throughout the school year as global, local, or school based occurrence take place to teach, reteach, remind, and support students, families, and staff.

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**STATEMENT OF ASSERTION:**

EL 2.2.1 is reasonable and in compliance.

BOARD NOTES: