

Education Committee
 Duluth Public Schools, ISD 709
 Agenda
 Monday, August 12, 2019
 District Services Center
 709 Portia Johnson Dr.
 Duluth, MN 55811
 4:15 PM

1. Informational Items - These items are provided for informational purposes only and no action is required.

A. Assistant Superintendent's Report 3

The purpose of this report is to provide regular updates to the Education Committee regarding teaching and learning. Assistant Superintendent Jeff Horton will share current information regarding implementation of district initiatives and school operations.

Recommendation: It is recommended that the Duluth School Board receive this item as informational.

B. Curriculum and Instruction Report 4

The purpose of this report is to provide regular updates to the Education Committee regarding teaching and learning. Director of Curriculum and Instruction Gail Netland Froyd will share current information regarding the status of the work of the curriculum and instruction department.

Recommendation: It is recommended that the Duluth School Board receive this item as informational.

C. Informational Presentations

1) Gender Inclusive Bathrooms Presentation 5

The Gender Identity, Expression and Inclusion Committee has been assessing inclusive bathroom practices in ISD 709. The Gender Identity, Expression and Inclusion Committee will present recommendations to improve current practices.

Recommendation: It is recommended that the Duluth School Board receive this item as informational.

2. Action Items

A. Policies

1) Policy 521 Student Disability Nondiscrimination - Revision 24

Administration is recommending the revision of Policy 521 Student

Disability Nondiscrimination. Attached is revised Policy 521 Student Disability Nondiscrimination for first reading.

Recommendation: It is recommended that the Duluth School Board approve the revision of Policy 521 Student Disability Nondiscrimination for the first reading.

B. Resolutions

1) Resolution E-8-19-3667 - Acceptance of Grant Awards to Duluth Public Schools 28

Attached is Resolution E-8-19-3667 - Acceptance of Grant Awards to Duluth Public Schools, to accept and approve grant awards from the following organizations:

Safe Fleet - United to End Bullying Grant Program

Recommendation: It is recommended that the Duluth School Board accept and approve Resolution E-8-19-3667 - Acceptance of Grant Awards to Duluth Public Schools.

C. Diploma Requests 30

The following students have met all graduation requirements for the Duluth Public Schools and should be awarded a Diploma:

Nathan Boswell - July 25, 2019
 Gabrielle Ardis Naomi Engstrom - July 26, 2019
 Josephina H. Seehus - July 31, 2019
 Quedia C. Robertson - July 31, 2019
 Merritt M. Merriman - July 31, 2019
 Logan Christopher Wood - July 31, 2019

Recommendation: It is recommended that the Duluth School Board accept and approve the above Diploma Requests.

3. Future Items

Policy Updates

Assistant Superintendent Monthly Report

August 2019

Purpose

The purpose of this report is to provide regular updates to the Education Committee

Site Celebrations

- Summer School

Highlights

- MDE Back to School Conference
- Navy Week

Shout Out!

- Welcome New Principals
- K.E.Y. Zone

Director of Curriculum and Instruction Monthly Report

August 2019

Purpose

The purpose of this report is to provide regular updates to the Education Committee regarding teaching and learning.

Staff Development

- New Teacher Orientation August 26th, 2019
- All-Staff Day August 27th, 2019
 - Letter and agenda sent out mid-August
 - Self-Reflection
 - Safe and secure schools
 - Portion of day building directed

Curriculum

- Department
 - Start of year shipments
 - Preparing for the year
 - Staff returning

- ELA 11th Grade Choice Text Possibilities
 - [The Truth About Stories](#) by Thomas King
 - [Purple Hibiscus](#) by Chimamanda Ngozi Adichie
 - [Sag Harbor](#) by Colson Whitehead



Gender Inclusive Bathrooms

August 12, 2019

Agenda

- Current MDE Guidance
- Proposed Solution
- 3 Phases of Work
- TEA Form
- Request

Minnesota Human Right Act :

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- Sexual orientation is defined as having or being perceived as having a self-image or identity not traditionally associated with one's biological maleness or femaleness. (363A.03)
- It is unfair and discriminatory practice to deny any person the full and equal enjoyment of the services, facilities, privileges and accommodations of a place of public accommodations because of race, color, sexual orientation or sex. (Statute 363A.11)
- It is an unfair discriminatory practice to discriminate in any manner in the full utilization of or benefit from any educational institution, or the services rendered thereby to any person because of race, color... sexual orientation, or disability. (Statute 363A.13)

Minnesota Supreme Court

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- Goins v. West Group (2011) employers are not required to assign facility use based upon biological sex.
- Appellate court in Cruzan v. Special Sch. Dist. #1 (2002) ruled that transgender people's use of restroom does not merit a hostile work environment (not a negative impact on staff)

The US Department of Education and the Department of Justice has declared that transgender people are protected class citizens and are afforded all protection from discrimination under Title IX of the Education Amendments of 1972 and Title IV of the Civil Rights Act.

Current MDE Guidance

- Students need access to facilities that are safe, consistent with their gender identity and does not stigmatize them.
- Privacy objections raised by a student in interacting with a transgender or gender nonconforming student may be addressed by segregating the student raising the objection provided that the action of the school officials does not result in stigmatizing the transgender and gender nonconforming student.

Current MDE Guidance

- Transgender and gender nonconforming students should be afforded the opportunity to use the restroom of their choice.
- Many schools have chosen to make single-stall restrooms available to all students.
- For example, some schools have repurposed a staff restroom into a single user restroom for all students to use.

SPPS: Johnson High School

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TEA Form

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How are current bathroom configurations affecting students, visitors and staff in ISD 709?

1. What groups are impacted by the decision and what is the nature of the impact?
2. What are the potential positive, neutral, or harmful impacts on the identified groups?
3. How have representatives from these groups been collaboratively engaged in the decision?
4. How will the decision advance equity, address structural barriers, and reduce or eliminate disparities?

How will the decision advance equity, address structural barriers, and reduce or eliminate disparities?

- Increase safety for students
- Increase class time
- Reducing psychological impact and threat of physical harm of self
- Increased tolerance
- Model best practices
- Increases a safe and welcoming environment for students, staff, and community members

Proposed Solution

Improvements for “single use bathrooms”

- Reasonable distance between single use bathrooms
- All gender signage for single use bathrooms
 - In location of bathroom
 - In locations throughout the building
- Available before and after school
- Available to guests
- District Wide
- Bathrooms not keyed

Proposed Solution

Process for Improvements

- Assessment of facilities at a site
 - Include GSA advisor, students, building admin, facilities
 - Use tool(s) or guiding questions for assessment
- Develop options and costs
- Gain required approval
- Secure funding
- Request work
- Educate
 - students
 - staff
 - community

Proposed Solution

Three Phases:

1. Denfeld Pilot

- a. Assessed in 18-19
- b. Complete Work Summer/Fall 2019
- c. Gather feedback from stakeholders during 19-20
- d. Make adjustments

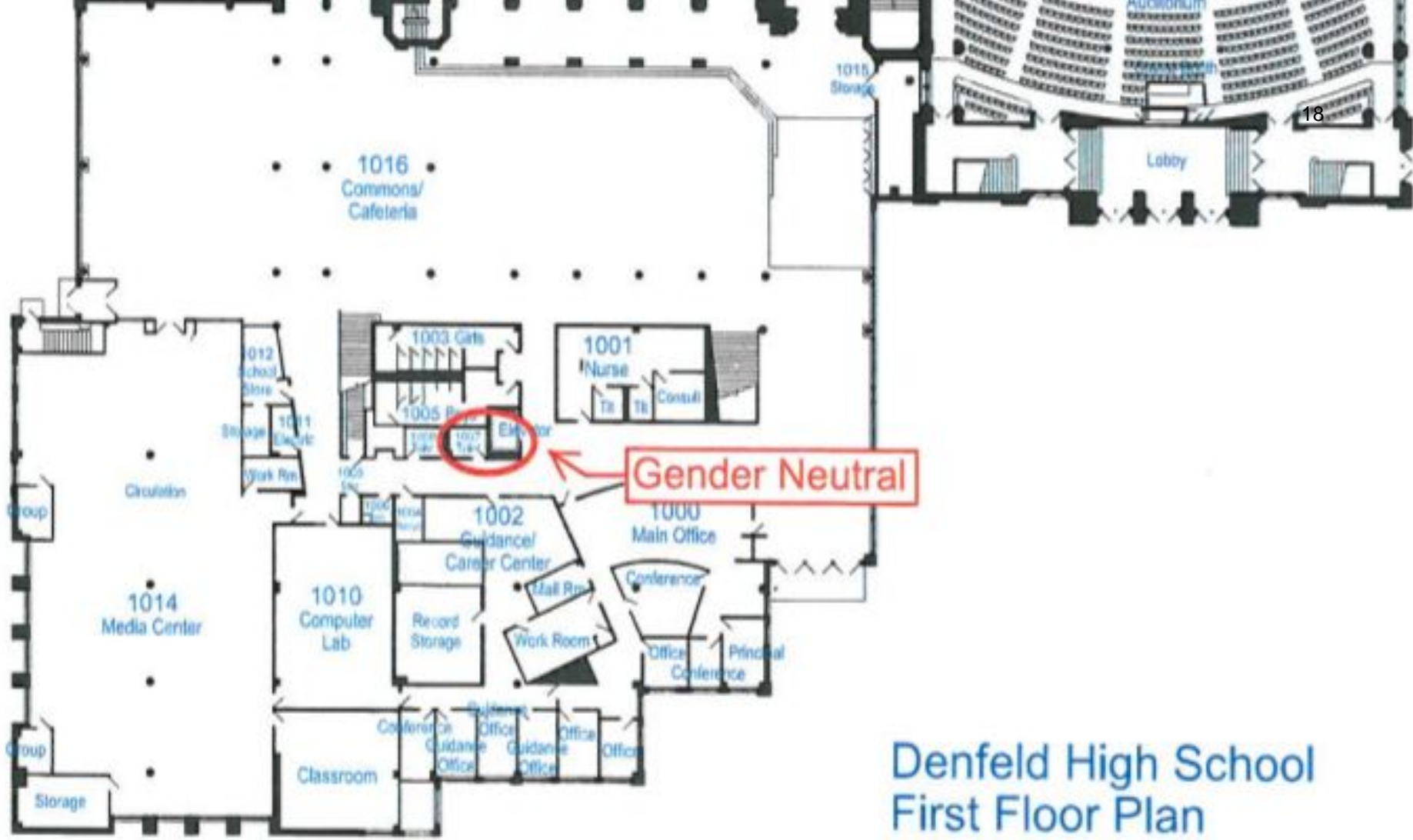
2. Full process at East

- a. Assess Fall 2019
- b. Complete Work Post Assessment
- c. Gather feedback from stakeholders during 19-20
- d. Make adjustments

3. Full process at Middle Schools

- a. Assess 19-20 School Yr
- b. Complete Work in summer of 2020
- c. 20-21 Consider Elementary

Phase I Details

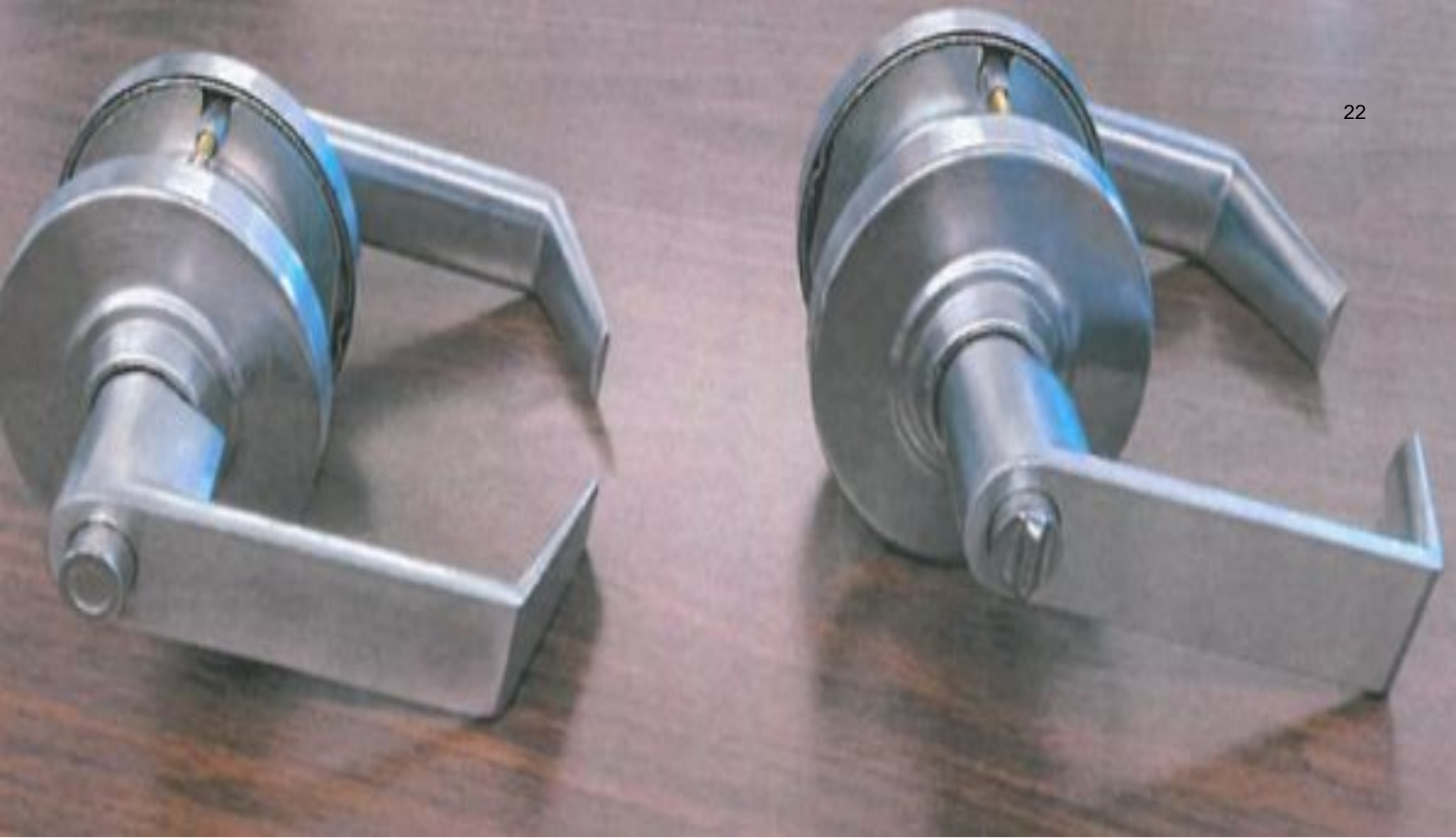


Denfeld High School
First Floor Plan









Request

Seeking ISD 709 School Board feedback and support the proposed solution

521 STUDENT DISABILITY NONDISCRIMINATION

I. PURPOSE

The purpose of this policy is to protect students with disabilities from discrimination on the basis of disability and to identify and evaluate learners who, within the intent of Section 504 of the Rehabilitation Act of 1973 (Section 504), need services, accommodations, or programs in order that such learners may receive a free appropriate public education.

II. GENERAL STATEMENT OF POLICY

- A. Students with disabilities who meet the criteria of Paragraph C. below are protected from discrimination on the basis of a disability.
- B. The responsibility of the school district is to identify and evaluate learners who, within the intent of Section 504, need services, accommodations, or programs in order that such learners may receive a free appropriate public education.
- C. For this policy, a learner who is protected under Section 504 is one who:
 - 1. has a physical or mental impairment that substantially limits one or more of such person's major life activities; or
 - 2. has a record of such an impairment; or
 - 3. is regarded as having such an impairment.
- D. Learners may be protected from disability discrimination and be eligible for services, accommodations, or programs under the provisions of Section 504 even though they are not eligible for special education pursuant to the Individuals with Disabilities Education Act.
- E. Persons who wish to make a complaint regarding a disability discrimination matter may refer to District Policy 103 Complaints - Students, Employees, Parents, Other Persons for complaint and grievance procedures and form(s). Claims of discrimination may also be pursued through the following agencies where appropriate:

U.S. Department of Education
 Office of Civil Rights, Region V
 500 W. Madison Street - Suite 1475
 Chicago, IL 60661
 312-730-1560
 TDD: 312-730-1609

MN Department of Human Rights
 540 Fairview Ave N, Ste. 201
 St. Paul, MN 55104
 800-657-3704
 651-296-5663

TDD: 651-296-1283

III. COORDINATOR

Persons who have questions or comments should contact the Office of the Assistant Superintendent, 215 N. 1st Ave E, Duluth, MN 55802, (218)336-8739. The Assistant Superintendent is the school district's Americans with Disabilities Act/Section 504 coordinator. ~~Persons who wish to make a complaint regarding a disability discrimination matter may use the accompanying Student Disability Discrimination Grievance Report Form. The form should be given to the ADA/Section 504 coordinator.~~

Legal References: Pub. L. 110-325, 122 Stat. 3553 (ADA Amendments Act of 2008, § 7)
29 U.S.C. § 794 *et seq.* (Rehabilitation Act of 1973, § 504)
34 C.F.R. Part 104 (Section 504 Implementing Regulations)

Cross References: MSBA/MASA Model Policy 402 (Disability Nondiscrimination)
ISD 709 Policy 103 Complaints - Students, Employees, Parents, Other Persons

Replacing: Policy 5154

Adopted: 12/20/2016

First Reading: 8/20/2019

~~INDEPENDENT SCHOOL DISTRICT NO. 709
STUDENT DISABILITY DISCRIMINATION GRIEVANCE REPORT FORM~~

General Statement of Policy Prohibiting Disability Discrimination

Independent School District No. 709 maintains a firm policy prohibiting all forms of discrimination on the basis of a disability. All persons are to be treated with respect and dignity. Discrimination on the basis of a disability will not be tolerated under any circumstances:

Complainant: _____
Home Address: _____
Work Address: _____
Home Phone: _____ Work Phone: _____

I have been discriminated against based on (choose one or more):

[my disability] / [a record of my disability] / [being regarded as having a disability]

because _____

Date of alleged incident(s): _____

Name of person you believe discriminated against you or another person:

If the alleged discrimination was toward another person, identify that person:

Describe the incident(s) as clearly as possible, including such things as: any verbal statements; what, if any, physical contact was involved; etc. (attach additional pages if necessary):

Location of the incident(s):

List any witnesses that were present:

This complaint is filed based on my honest belief that _____ has discriminated against me or another person based on a disability. I hereby certify that the information I have provided in this complaint is true, correct, and complete to the best of my knowledge and belief.

(Complainant Signature) _____(Date)

Received by: _____
_____ (Date)

RESOLUTION

Acceptance of Grant Awards to Duluth Public Schools

WHEREAS, Minnesota Statute 465.03 requires a school district to accept grants by resolution expressed in the terms prescribed by the donor in full; and,

WHEREAS, acceptance of the grant in accordance with the donor's terms is in the best interest of the Duluth Public Schools:

NOW, THEREFORE, BE IT RESOLVED that the Duluth Public Schools does accept the below-described grant from said organization in accordance with the terms set forth herein.

BE IT FURTHER RESOLVED that the Duluth Public Schools wishes to extend its grateful appreciation to this organization.

Organization	Author/Contact	Project Title	Award Amount	Terms
Safe Fleet	Callie DeVriendt, Lincoln Park Middle School	2019 United to End Bullying (UEB) Grant	\$1,000	Funds will be used to support restorative practice training, consultation and/or supplies at Lincoln Park Middle School.

From: Lori Jetha <ljetha@safefleet.net>
Date: July 22, 2019 at 6:50:19 PM CDT
To: Callie DeVriendt
Cc: Kari Rogers <klevan@primedesign.net>, Matthew McDonald <mmcdonald@primedesign.net>

Subject: RE: Regarding grant award

Hi Callie,

Thanks for reaching out! I'm a bit behind in notifying grant recipients of their awards.

On behalf of Safe Fleet, I am pleased to inform you that your organization was selected as a 2019 UEB Grant winner and we are happy to present you with a \$1000 grant award!

To start the ball rolling, I'm wondering if you can provide the following information so we can prepare your cheque:

- contact person's name, email, and phone number
- the full name/recipient for the check
- the complete mailing address

We look forward to your response.

Best regards,
Lori Jetha
Safe Fleet Executive Sponsor
United to End Bullying Grant Program Committee

Safe Fleet | Unit 111 – 3B Burbidge Street | Coquitlam, BC | V3K 7B2
cell: 604.367.7015 | toll-free: 1.877.630.7366 | fax: 1.866.664.3677
ljetha@safefleet.net | www.safefleet.net | www.unitedtoendbullying.com

July 24, 2019

Jeff Horton, Assistant Superintendent
Independent School District 709
215 N 1st Ave E
Duluth MN 55802

Dear Mr. Horton:

This is to certify that the person(s) listed below has completed all the requirements for High School graduation from the Duluth Public Schools and is eligible to receive their diploma from the school listed.

<u>NAME OF GRADUATE</u>	<u>SCHOOL ON DIPLOMA</u>	<u>GRADUATION DATE</u>
Nathan Boswell	Duluth Public Schools	7/25/2019

Please send diploma to Michelle Porter at the Area Learning Center, Room 126

Adrian Norman
Principal

Michelle Porter
Administrative Assistant
Area Learning Center



July 8, 2019

William Gronseth
Ind. School Dist. 709
215 N. 1st Ave. E.
Duluth, MN 55802

Dear Mr. Gronseth,

This is to certify that the person listed below has completed all the requirements for High School graduation from the Duluth Public Schools and is eligible to receive her diploma from the school listed.

<u>Name of Graduate/School</u>		<u>Graduation Date</u>
Gabrielle Ardis Naomi Engstrom	Rockridge Academy	July 26, 2019



Thank you,
Denise Clairmont
Principal

July 30, 2019

Jeff Horton, Assistant Superintendent
 Independent School District 709
 215 N 1st Ave E
 Duluth MN 55802

Dear Mr. Horton:

This is to certify that the person(s) listed below has completed all the requirements for High School graduation from the Duluth Public Schools and is eligible to receive their diploma from the school listed.

<u>NAME OF GRADUATE</u>	<u>SCHOOL ON DIPLOMA</u>	<u>GRADUATION DATE</u>
Josephina H. Seehus	Duluth Public Schools	7/31/2019

Please send diploma to Michelle Porter at the Area Learning Center, Room 126

Adrian Norman
 Principal

Michelle Porter
 Administrative Assistant
 Area Learning Center

July 30, 2019

Jeff Horton, Assistant Superintendent
 Independent School District 709
 215 N 1st Ave E
 Duluth MN 55802

Dear Mr. Horton:

This is to certify that the person(s) listed below has completed all the requirements for High School graduation from the Duluth Public Schools and is eligible to receive their diploma from the school listed.

<u>NAME OF GRADUATE</u>	<u>SCHOOL ON DIPLOMA</u>	<u>GRADUATION DATE</u>
Quedia C. Robertson	Duluth Public Schools	7/31/2019

Please send diploma to Michelle Porter at the Area Learning Center, Room 126

Adrian Norman
 Principal

Michelle Porter
 Administrative Assistant
 Area Learning Center

July 30, 2019

Jeff Horton, Assistant Superintendent
Independent School District 709
215 N 1st Ave E
Duluth MN 55802

Dear Mr. Horton:

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<u>NAME OF GRADUATE</u>	<u>SCHOOL ON DIPLOMA</u>	<u>GRADUATION DATE</u>
Merritt M. Merriman	Duluth Public Schools	7/31/2019

Please send diploma to Michelle Porter at the Area Learning Center, Room 126

Adrian Norman
Principal

Michelle Porter
Administrative Assistant
Area Learning Center

July 30, 2019

Jeff Horton, Assistant Superintendent
Independent School District 709
215 N 1st Ave E
Duluth MN 55802

Dear Mr. Horton:

This is to certify that the person(s) listed below has completed all the requirements for High School graduation from the Duluth Public Schools and is eligible to receive their diploma from the school listed.

<u>NAME OF GRADUATE</u>	<u>SCHOOL ON DIPLOMA</u>	<u>GRADUATION DATE</u>
Logan Christopher Wood	Duluth Public Schools	7/31/2019

Please send diploma to Michelle Porter at the Area Learning Center, Room 126

Adrian Norman
Principal

Michelle Porter
Administrative Assistant
Area Learning Center