



OE-10 LEARNING ENVIRONMENT
SUMMARY OF COMPLIANCE STATUS
MAY 2023

SUPERINTENDENT CERTIFICATION

With respect to OE-10 *Learning Environment* taken as a whole, the superintendent certifies that the proceeding information is accurate and complete, and the district is:

- In Compliance
- In Compliance, with Exception (as noted in the evidence)
- Not in Compliance

Summary Statement by Administration

Monitoring of operational expectations policies is part of the ongoing process of district performance evaluation and superintendent evaluation. This report includes a Data Analysis on page 2 presenting an administrative summary of the data and a Capacity Building/Recommendations section on the last page outlining new practice or protocol to be utilized for the next reporting timeframe. The Capacity Building/Recommendations section also documents suggested changes to Operational Expectations or Results policies and/or indicators and interpretations. This report addresses 21 indicators of the superintendent’s responsibility regarding the instructional program. Of the 21 indicators, 17 demonstrated in compliance and 4 demonstrated in compliance, with exception, no indicators were determined as not in compliance. Reporting dates for this report are July 1, 2021 – June 30, 2022.

Signed: 
Superintendent

Date: 5/22/2023


SCHOOL BOARD ACTION

With respect to OE-10 *Learning Environment*, the Board:

- Accepts the report as fully compliant
- Accepts the report as compliant with noted exceptions
- Finds the district to be noncompliant

Summary Statement/Motion of the Board

Motion by Mr. Eastgate to accept the OE-10 *Learning Environment* Monitoring Report as In Compliance, with Exception, second by Ms. Peterson. Motion carried.

Signed: 
Board President

Date: 5/22/2023

Data Analysis

All schools within BPS work towards creating learning environments which are safe and establish a sense of belonging for all students, families, and staff based upon establishing trusting and healthy relationships. The following data documents the progress of the implementation of Positive Behavioral Interventions and Supports (PBIS) for all students throughout the district. The data reflects individual school progress as well as a view of progress through the feeder lens. This report also provides student perspective and administrative processes regarding healthy and safe environments.

Some specific items within this report which merit attention:

- All schools are maintaining or making improvement in the implementation of the PBIS process, 10.1 Indicator 1
- Staff participated in a variety of professional development opportunities across the MTSS continuum, 10.1 Indicator 2
- 82.07% of students report “people at school care for me,” 10.1 Indicator 4

Annual review and revision through administrative collaboration and communication bring clarity and consistency to policies regarding discipline and reporting of infractions.

Student records and information are monitored for security and confidentiality of information.

OE-10 Learning Environment

The Superintendent shall establish and maintain a learning environment that is safe, respectful, and conducive to effective learning.

Superintendent Interpretation: The board expects the “**learning environment**” to be safe from physical and/or emotional harm to students and staff. The Board expects that in addition to feeling safe and secure, students will be engaged in relevant work which is personally rigorous in both basic skills and higher order thinking. In addition, the relationship between and among students and adults should be one of care and respect in the classroom as well as all extensions of the classroom including the administrative offices, the buses, the child nutrition areas, athletic fields, concert venues, etc. In short, effective learning is based first on safety and then on high quality, rigorous learning experiences, and positive relationships.

- **Learning Environment** refers to the variety of physical locations where students experience “school,” such as the school building, the classroom, athletic fields, arts performance venues, study tips, etc.
- **Safe** environment is characterized by a sense of physical, emotional, social, and academic security.
- **Respectful** environment is where people have a high regard and value for all students, staff, and visitors.
- **Conducive to effective learning** refers to an environment where the expectation for students’ growth in academics and social emotional learning is high and methods are both nurturing and engaging to student development.
- **Benchmark of Quality (BoQ)** The BoQ is a self-assessment for school-wide positive behavioral interventions and support is completed in the spring of each school year. The BoQ results are utilized by the school and district teams to identify areas of success, areas for improvement, prioritize plans, and to identify model schools and practices.
- **School-Wide Evaluation Tool (SET)** is an external audit to be conducted annually that is designed to assess and evaluate the critical features of school-wide effective behavior support across each academic school year. The SET results are used to: 1) assess features that are in place, 2) determine annual goals for school-wide effective behavior support, 3) evaluate on-going efforts toward school-wide behavior support, 4) design and revise procedures as needed, and 5) compare efforts toward school-wide effective behavior support from year to year.
- **Tier I** refers to supports and services provided to all students.
- **Tier II** refers to supports and services provided to some students depending on individual needs. Tier II supports and services are “layered” with Tier 1 supports.
- **Fidelity** is defined as how closely the implementation of the framework is aligned to the way they were designed. The framework is comprised of several essential components.

The Superintendent Shall:

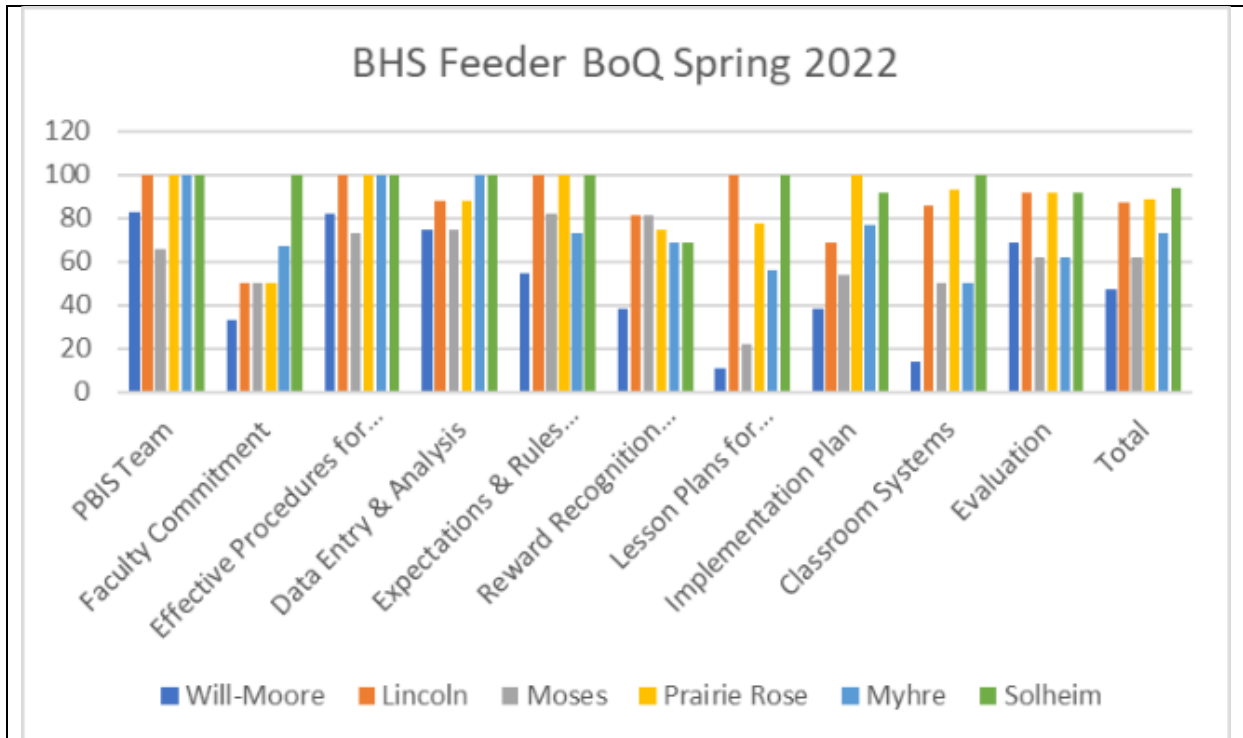
<p>10.1 Maintain a climate that is characterized by support and encouragement for high student achievement</p>	<p>In Compliance, with Exception</p>
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Superintendent Interpretation:

- **Maintain a climate that is characterized by support and encouragement** means the tone of the learning environment reflects that staff believe all students are capable of learning both academics and social-emotional-behavioral skills. In addition, **support and encouragement** means that each school building has created a framework that addresses student learning by providing intensifying supports in the area of academics and social-emotional behavior. This

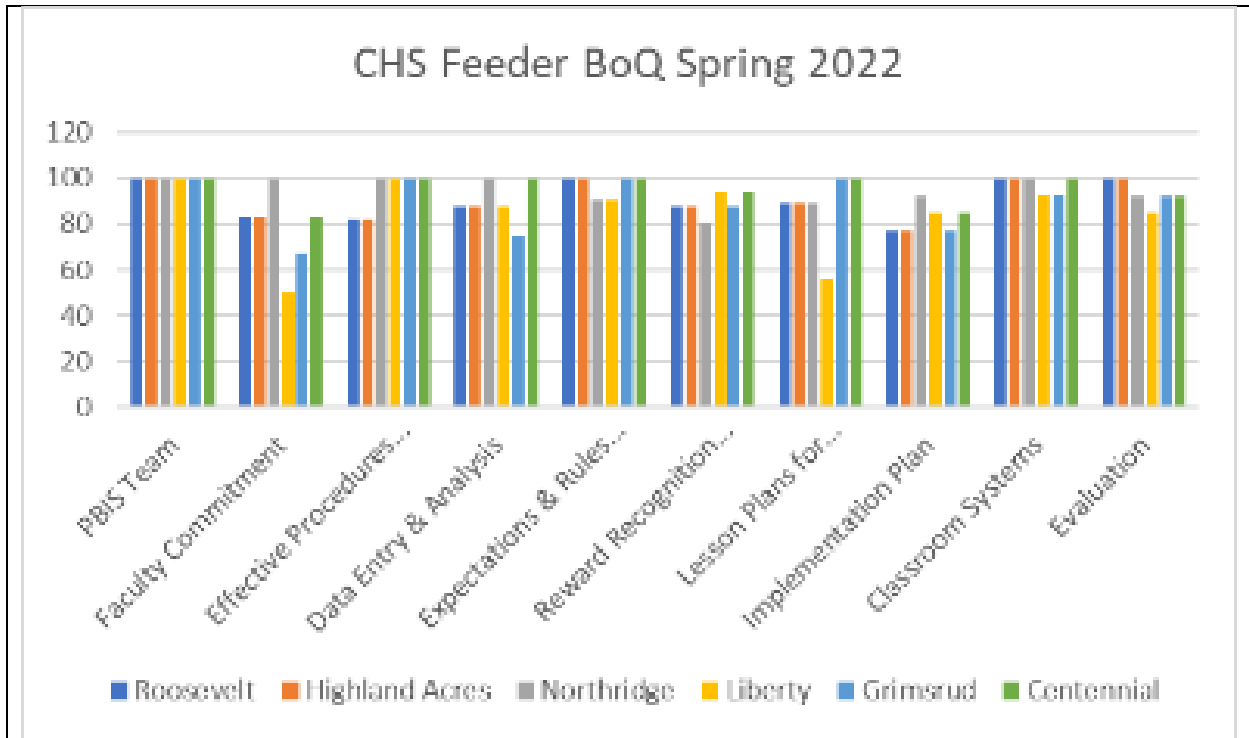
framework will ensure that students are provided with what they need to be college, career, and choice-ready.

Indicator 1: All schools will implement positive behavior and intervention supports at the Tier 1 level reach at least 80% fidelity as measured on the BoQ.	In Compliance, with Exception		
Evidence: All grade K-12 schools have implemented PBIS structures within their settings and assess the fidelity of implementation in the spring of each school year using the BoQ.			
<u>Elementary Division: Tier 1</u>			
<p>All 16 elementary leadership teams completed the BoQ assessment of Tier I PBIS support. Elementary schools have been measuring their implementation annually using the BoQ since fall 2015 during each spring to measure their progress. The specific critical elements measured are: (1) PBIS Team, (2) Faculty Commitment, (3) Effective Procedures for Dealing with Discipline, (4) Data Entry and Analysis, (5) Expectations and Rules Developed, (6) Reward/Recognition Program Established, (7) Lesson Plans for Teaching Expectations, (8) Implementation Plan, (9) Classroom Systems, and (10) Evaluation. This tool examines these critical elements needed for program-wide implementation and the indicators needed to achieve those elements. As with the elementary division, the secondary leadership teams gain a consensus of their implementation status using this measure and to create action plans. All elementary schools with the exception of 4 have met the 80% target goal. Three of the schools not meeting this target are within the BHS feeder, with the other school being within the LHS feeder. All 4 schools have action plans in place to address the areas of needed fidelity for the 2022-23 school year.</p>			
BHS Feeder 2020-2021 and 2021-22 BoQ Data (Solheim, Lincoln, Dorothy Moses, Prairie Rose, Will-Moore, and Myhre)			
School Year	Median	Range	Buildings >80%
Spring 2021	79%	65%-95%	3 out of 6
Spring 2022	80%	47%-94%	3 out of 6
Critical Element Areas Recommended for BHS Elementary Feeder			
Faculty Commitment		Reward Recognition	
Lesson Plans for Teaching Expectations/Rules		Classroom Systems	



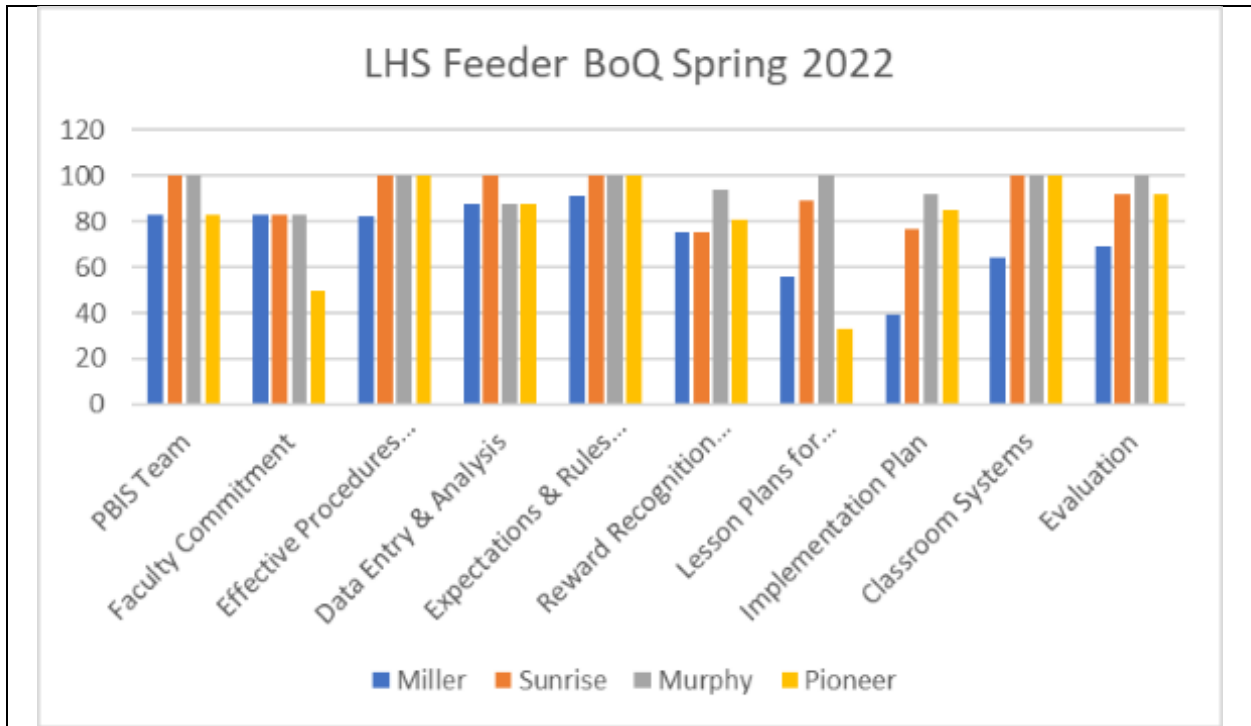
[\(See Attached Graphs\)](#)

CHS Feeder 2020-2021 and 2021-2022 BoQ Data (Roosevelt, Highland Acres, Centennial, Grimsrud, Northridge, and Liberty)			
School Year	Median	Range	Buildings >80%
Spring 2021	92%	83%-94%	6 out of 6
Spring 2022	91%	86%-95%	6 out of 6
Critical Element Areas Recommended for CHS Elementary Feeder			
Faculty Commitment		Implementation Plan	



[\(See Attached Graphs\)](#)

LHS Elementary Feeder 2020-2021 and 2021-2022 BoQ Data (Miller, Pioneer, Rita Murphy, and Sunrise)			
School Year	Median	Range	Buildings >80%
Spring 2021	86%	83%-94%	4 out of 4
Spring 2022	87.5%	71%-96%	3 out of 4
Critical Element Areas Recommended for LHS Elementary Feeder			
Lesson Plans for Teaching Expectations/Rules		Implementation Plan	
Reward Recognition Program Established			



[\(See Attached Graphs\)](#)

PBIS Elementary Division Walkthrough (SET-External Audit)

In addition to the BoQ, all elementary school buildings participated in the annual walkthrough (audit) conducted to assess Tier 1 PBIS core practices in the spring of 2022.-The walkthrough was conducted by central office personnel, along with representatives of clinical Student Support Services staff. A report detailing performance and recommendation for future program improvement/enhancement was provided to all elementary school principals and leadership teams. This information, along with BoQ data, is used to plan for improvements/enhancements the following year. This data point enhances the assessment of practices since it provides an outside assessment of critical program components in addition to the self-assessment done by the team (BoQ). The charts below detail walkthrough data by feeder system. Each school received a report detailing performance and recommendation for future program improvement/enhancement. The information gained through the walkthrough can be crosswalked with each building’s ISF/MTSS-B Integrated Action Plan for improvements/enhancements the following year. This data point enhances the assessment of practices since it provides an outside assessment of critical program components in addition to the self-assessment done by the team (BoQs).

2022 PBIS Elementary Walkthrough BHS Feeder (Solheim, Lincoln, Dorothy Moses, Prairie Rose, Will-Moore, and Myhre)								
School	Section 1 Expectations	Section 2 Posters	Section 3 Visibility	Section 4 Problem Areas	Section 5 Classrooms	Section 6 Students	Section 7 Staff	Total Score
Moses	100%		100%	100%	78%	50%	85%	61%

Solheim	100%		100%	100%	88%	100%	95%	96%
Prairie Rose	100%		71%	50%	89%	90%	90%	87%
Will-Moore	100%		100%	100%	100%	80%	85%	90%
Lincoln	100%		100%	100%	78%	80%	95%	90%
Myhre	100%		100%	100%	100%	80%	100%	96%
School Year			Median			Range		
Spring 2021			82%			73%-100%		
Spring 2022			90%			61%-96%		

**2022 PBIS Elementary Walkthrough CHS Feeder
(Roosevelt, Highland Acres, Centennial, Grimsrud, Northridge, and Liberty)**

School	Section 1 Expectations	Section 2 Posters	Section 3 Visibility	Section 4 Problem Areas	Section 5 Classrooms	Section 6 Students	Section 7 Staff	Total Score
Highland Acres	100%		100%	100%	100%	100%	95%	98%
Roosevelt	100%		86%	100%	100%	100%	95%	96%
Grimsrud	100%		100%	100%	89%	100%	95%	96%
Northridge	100%		85%	50%	55%	100%	95%	86%
Liberty	100%		86%	100%	100%	100%	95%	96%
Centennial	100%		86%	100%	89%	100%	90%	92%

*Northridge was a “modified” walkthrough due to major construction of the building

School Year	Median	Range
Spring 2021	94%	84%-98%
Spring 2022	96%	86%-98%

2022 PBIS Elementary Walkthrough LHS Feeder (Miller, Pioneer, Rita Murphy, and Sunrise)								
School	Section 1 Expectations	Section 2 Posters	Section 3 Visibility	Section 4 Problem Areas	Section 5 Classrooms	Section 6 Students	Section 7 Staff	Total Score
Miller	100%		85%	50%	100%	100%	95%	94%
Sunrise	100%		100%	100%	88%	40%	80%	78%
Pioneer	100%		100%	100%	89%	90%	100%	96%
Rita Murphy	100%		100%	100%	100%	100%	100%	100%
School Year			Median			Range		
Spring 2021			95%			92%-97%		
Spring 2022			95%			78%-100%		

Secondary Division Tier 1

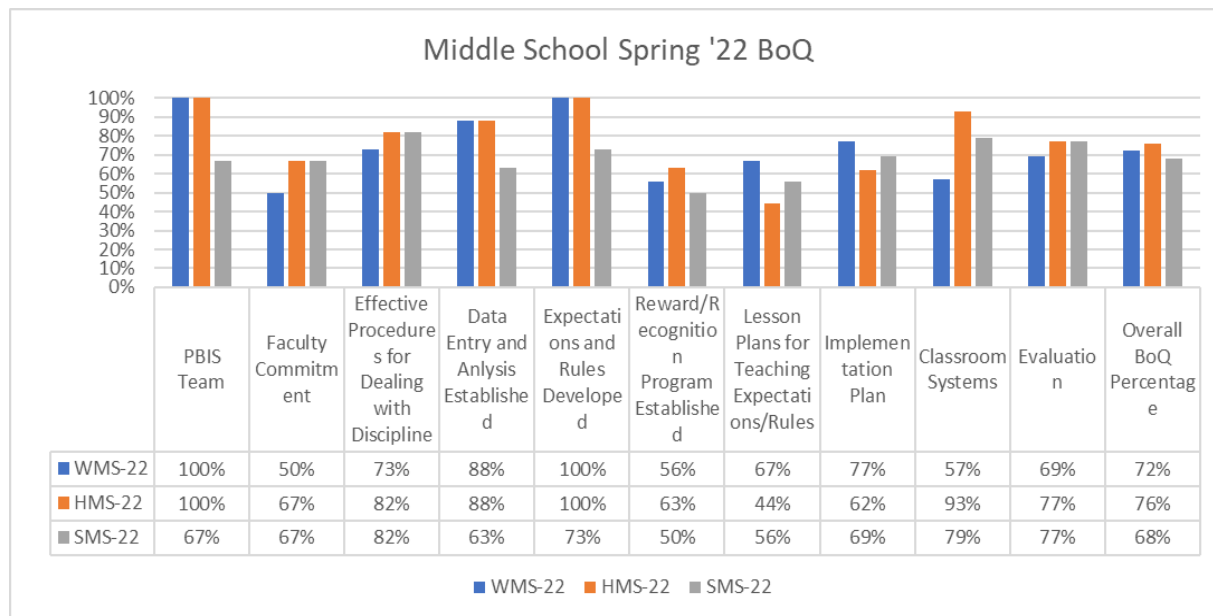
Secondary buildings underwent training for PBIS in fall 2015 with Dr. Kincaid. Training and coaching in PBIS with Dr. Kincaid continues on a regular basis throughout each school year. Dr. Kincaid provided training and coaching on 10/4/21, 1/6/22, 3/18/22, and 4/29/22. Secondary schools have been measuring their implementation annually using the BoQ since fall 2015 during each spring to measure their progress. The specific critical elements measured are: **(1)** PBIS Team, **(2)** Faculty Commitment, **(3)** Effective Procedures for Dealing with Discipline, **(4)** Data Entry and Analysis, **(5)** Expectations and Rules Developed, **(6)** Reward/Recognition Program Established, **(7)** Lesson Plans for Teaching Expectations, **(8)** Implementation Plan, **(9)** Classroom Systems, and **(10)** Evaluation. This tool examines these critical elements needed for program-wide implementation and the indicators needed to achieve those elements. As with the elementary division, the secondary leadership teams gain a consensus of their implementation status using this measure and to create action plans.

The most recent BoQ was administered in spring 2022 by each secondary building. Each spring, secondary buildings have submitted an action plan that is directly aligned with the BoQ critical items which outlines how they plan on improving their system during the following year.

Middle School Tier 1:

Middle School BOQ (Wachter, Horizon, Simle)			
School Year	Median	Range	Buildings >80%
20-21	78%	76%-81%	1 out of 3
21-22	72%	68%-76%	0 out of 3

[Middle School Spring '22 Chart](#)

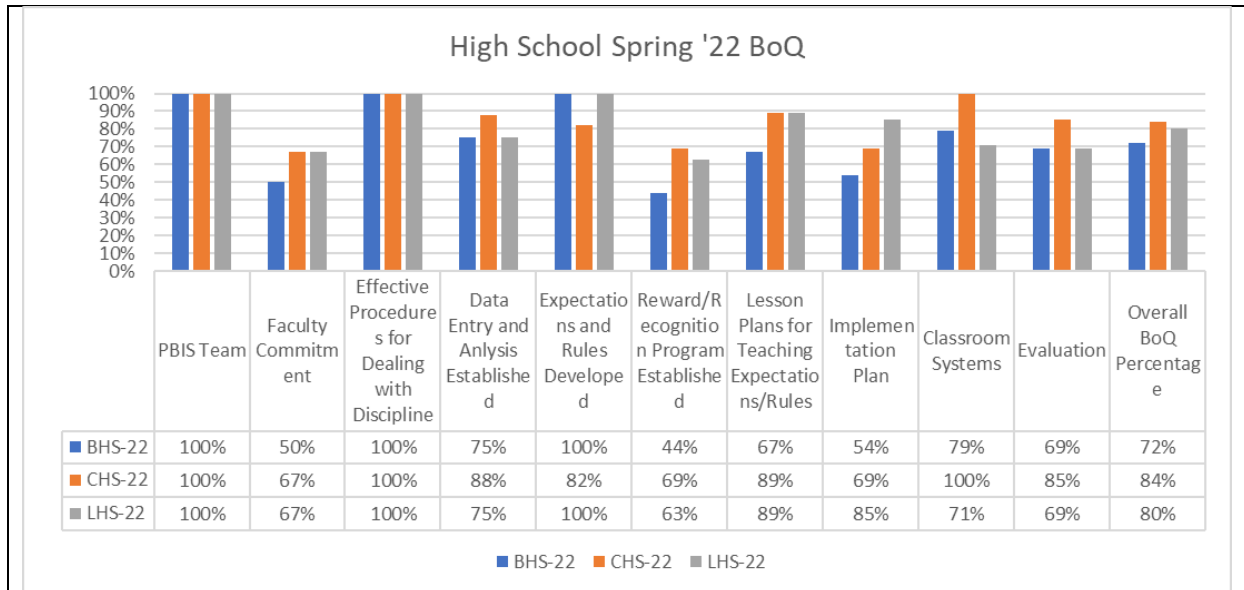


Critical Element Areas Recommended for Middle Schools	
Faculty Commitment	Reward/Recognition Program Established
Lesson Plans for Teaching Expectations/Rules	Implementation Plan
Classroom Systems	Evaluation

High School Tier 1:

High School BoQ (BHS, CHS, LHS)			
School Year	Median	Range	Buildings>80%
20-21	82%	78%-86%	2 out of 3
21-22	80%	72%-84%	2 out of 3

[High School Spring '22 BoQ Chart](#)



Critical Element Areas Recommended for High Schools	
Faculty Commitment	Reward/Recognition Program
Lesson Plans for Teaching Expectations and Rules	Implementation Plan
Classroom Systems	Evaluation

Secondary PBIS Walkthrough (External Audit)

In addition to the BoQ, all secondary school buildings had a walkthrough (audit) conducted to assess their Tier 1 MTSS B core practices in winter-spring 2022. The 2022 walkthrough was conducted by central office personnel (e.g., MTSS staff developer) along with school staff (e.g., Social Worker, Assistant Principal, School Psychologist) from the partner feeder school. Each school received a report detailing performance and recommendation for future program improvement/enhancement. The information gained through the walkthrough can be crosswalked with each building’s ISF/MTSS-B Integrated Action Plan for improvements/enhancements the following year. This data point enhances the assessment of practices since it provides an outside assessment of critical program components in addition to the self-assessment done by the team (BoQ).

Middle School PBIS Walkthrough Data:

Middle School Walkthrough (Horizon, Simle, Wachter)		
School Year	Median	Range
20-21	76%	67%-85%

21-22	88%	88%-92%
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PBIS Walkthrough Middle School Spring '22 Data

School Name	Section 1 Expectations	Section 2. Posters	Section 3. Visibility	Section 4. Problem Areas	Section 5. Classrooms	Section 6. Students	Section 7. Staff	Spring 2022 Total Score
Wachter MS	100%		57%	100%	100%	83%	95%	88%
Horizon MS	100%		100%	100%	100%	83%	85%	88%
Simle MS	100 %		100%	100%	100%	92%	85%	92%

High School PBIS Walkthrough Data:

High School Walkthrough (BHS, CHS, LHS)		
School Year	Median	Range
20-21	69%	58%-75%
21-22	75%	56%-82%

PBIS Walkthrough High School Spring '22 Data

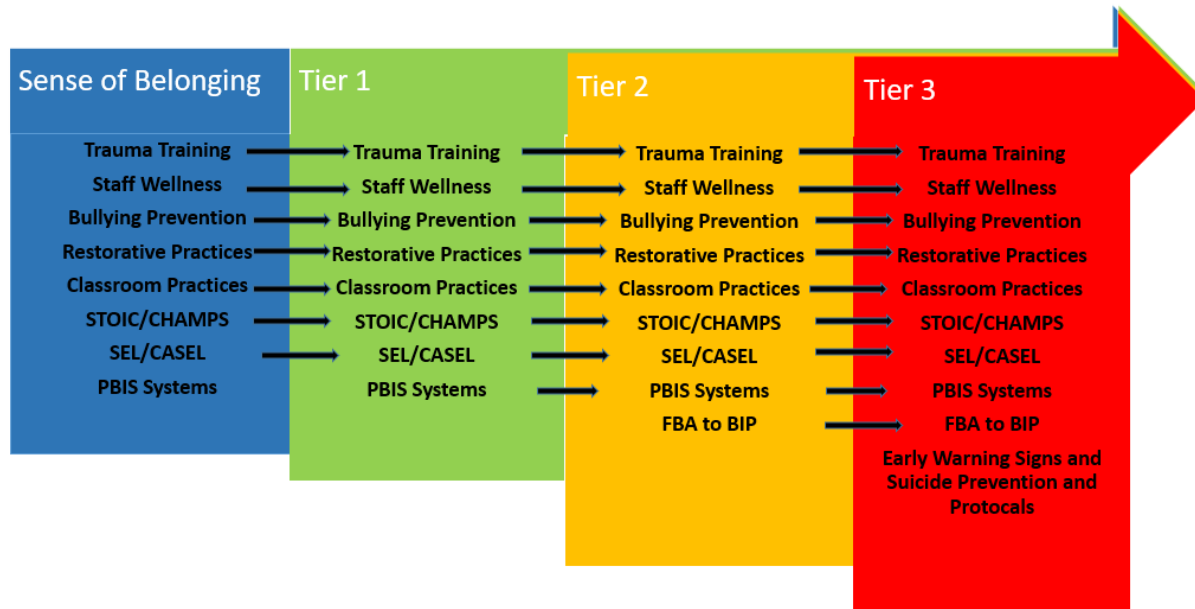
School Name	Section 1 Expectations	Section 2. Posters	Section 3. Visibility	Section 4. Problem Areas	Section 5. Classrooms	Section 6. Students	Section 7. Staff	Spring 2022 Total Score
Century HS	100%		29%	0%	100%	0%	100%	56%
Bismarck HS	100%		100%	100%	67%	69%	65%	75%
Legacy HS	100%		100%	100%	100%	56%	90%	82%

Indicator 2: All schools will implement positive behavior and intervention supports at the Tier 2 level. **In Compliance, with Exception**

Evidence: Tier 2 (targeted) supports provide interventions to support students who are not responding to Tier 1 (core) strategies in the area of behavior. These Tier 2 supports are matched to student needs and are typically provided within a group and standard format. A smaller percentage of students (15–20%) within a particular building will receive targeted support. When effective Tier 2 (targeted) supports are provided, students are more successful within the core classroom environment. These targeted interventions are progress monitored by using building-wide data and teams can respond by intensifying or fading instruction and support. It is necessary that building teams understand how Tier 2 systems work so that the process correctly identifies students and efficiently responds to student needs using evidence-based practices.

Elementary and Secondary Division Tier 2

All K-12 buildings have implemented Tier 2 practices including Check-In/Check-Out and creating instructional skill-building groups. Professional development opportunities were provided to elementary school teams based upon their identified needs through the BoQ, the building walkthrough, and their school action plan. The following visual depicts the professional development provided to school teams based upon building needs and aligned with the BPS MTSS Continuum of Support. BPS continues to consult and receive technical assistance in regard to building the continuum of support with high fidelity.



Indicator 3: Every grade level has programming and classroom strategies to create positive school and classroom climate and support student learning.	In Compliance, with Exception
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Evidence: Staff within all BPS schools create a positive school and classroom climate by focusing on building relationships and establishing a sense of belonging for all students and adults.

Elementary and Secondary Division

All school staff teach the building-wide expectations to create safe and healthy environments. Each school has a goal to increase relationship building so that all students have at least one caring and trusting adult relationship within their school environment. School leadership teams strive to increase the acknowledgement of positive choices and interactions through their building-wide recognition systems. Additionally, teams are increasing opportunities for students to participate in activities which meet their interests and strengths such as offering clubs and mentoring opportunities. All classroom teachers and professional support staff have received professional development and training on the development of healthy and safe classroom management structures. Collectively, these initiatives increase a sense of belonging for students, families, and staff. The evidence of this data is collected and analyzed through the BECA and ND Walkthrough.

<p>Indicator 4: Results from the BPS student survey will reflect that a majority, or annual progress toward a majority, of students reporting frequently or almost always:</p> <ul style="list-style-type: none"> • students have positive relationships with the people at school (BPS Survey Q030) • students feel valued for who they are (BPS Survey Q130) • learning goals are engaging (BPS Survey Q170) • school is safe and orderly (BPS Survey Q300) • and/or feeling welcomed and supported (BPS Survey Q310) 						<p>In Compliance</p>	
<p>Evidence:</p>							
	Gr	n	20-21	n	21-22	n	22-23
Positive Relationships (Q030)			82.07%		80.06%		
People at school care for me.	K-2	2718	87.08%	2973	85.94%		
People at school care for me.	3-5	2718	82.16%	2848	79.99%		
People at school care for me.	6-8	2720	74.19%	2827	72.41%		
I have positive relationships with people at my school.	9-12	2300	85.35%	2844	81.61%		
Feel Valued (Q130)			73.60%		71.77%		
I feel important/respected at my school.	K-2	2718	83.37%	2973	83.35%		
At my school I am valued for who I am.	3-5	2718	79.36%	2848	78.44%		
At my school I am valued for who I am.	6-8	2720	68.46%	2827	64.38%		
At my school I am valued for who I am.	9-12	2300	61.31%	2844	60.34%		
Engaging Goals (Q170)			69.43%		68.05%		
I am interested in my learning.	K-2	2718	84.58%	2973	85.07%		
I am interested in what I learn in my classes.	3-5	2718	76.41%	2848	73.49%		
I am interested in what I learn in my classes.	6-8	2720	52.84%	2827	51.29%		
My learning goals help me to be engaged in my learning.	9-12	2300	62.91%	2844	61.46%		
Safe and Orderly (Q300)			86.04%		81.83%		
I feel safe at my school.	K-2	2718	89.66%	2973	90.41%		
My school is safe and orderly.	3-5	2718	93.12%	2848	90.94%		

My school is safe and orderly.	6-8	2720	80.44%	2827	70.43%		
My school is safe and orderly.	9-12	2300	80.00%	2844	75.07%		
Welcome and Supported (Q310)			79.35%		75.69%		
I am welcomed and supported at my school.	3-5	2718	85.18%	2848	82.06%		
I am welcomed and supported at my school.	6-8	2720	76.39%	2827	71.84%		
I am welcomed and supported at my school.	9-12	2300	75.96%	2844	73.14%		

Indicator 5: The district will provide stakeholders with a means to report bullying and a mechanism to investigate and document bullying incidents as per state law.	In Compliance
<p>Evidence: Policy ACEA Bullying outlines the process for a complaint to be started and the process for investigating and responding. A student, parent, staff member, or community completes the bullying report form, after it is completed the building administration receives it. Sometimes this form is started by the building administration as per a recommendation to the individual who is bringing up the concern of possible bullying. After completion of the bullying report form, it goes to the administration of the building in which they begin the bullying investigation form; such as statements received from witnesses, possible videos, locker area, text messages, social media. SROs/PYB/Restorative Justice at some point can be brought into the investigation if the reported bullying is taking place after school hours..</p>	

Indicator 6: Students will engage in learning strategies for managing emotions, problem solving, accepting differences, and resiliency skills as evidenced by 100% of students receiving the core Social Emotional Curriculum.	In Compliance																		
<p>Evidence:</p> <p>Elementary Division All classroom teachers teach the skills necessary for all students to establish skills for learning, understanding emotions, and problem solving through the use of the Second Step curriculum. Teaching staff have been trained in using the online platform and continue to receive technical assistance as needed. All staff within school buildings support the development of these skills through the re-teaching of language and skill development. Below are the results of student participation of the online teaching platform for grades 3-5. The data for grades k-2 is collected at each building level.</p>																			
<table border="1"> <thead> <tr> <th>School</th> <th>19-20</th> <th>20-21</th> <th>21-22</th> <th>22-23</th> <th>23-24</th> </tr> </thead> <tbody> <tr> <td>Centennial</td> <td>57%</td> <td>59%</td> <td>90%</td> <td></td> <td></td> </tr> <tr> <td>Elk Ridge</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>		School	19-20	20-21	21-22	22-23	23-24	Centennial	57%	59%	90%			Elk Ridge					
School	19-20	20-21	21-22	22-23	23-24														
Centennial	57%	59%	90%																
Elk Ridge																			

Grimsrud	77%	87%	95%		
Highland Acres	71%	70%	85%		
Liberty	72%	78%	91%		
Lincoln	60%	65%	71%		
Miller	63%	74%	90%		
Moses	77%	94%	96%		
Murphy	61%	68%	63%		
Myhre	63%	77%	85%		
Northridge	80%	88%	81%		
Pioneer	91%	98%	100%		
Prairie Rose	42%	49%	51%		
Roosevelt	34%	23%	90%		
Silver Ranch					
Solheim	26%	28%	76%		
Sunrise	82%	89%	95%		
Will-Moore	66%	74%	92%		
TOTAL	66%	71%	86%		

Secondary Division

The core Social and Emotional learning curriculum for middle school students is Second Step. During the 21-22 school year each school completed a scope and sequence which provided for all lessons to be taught to all students. All middle schools teach second step lessons weekly in homebase.

Middle Schools	21-22	22-23	23-24
Horizon	91%		
Simle	77%		
Wachter	90%		
TOTAL	85%		

High school students receive the Resilience for Youth Curriculum. During the 21-22 school year each school completed a scope and sequence which provided for all lessons to be taught to students.

Resilience for Youth is a social and emotional learning curriculum that provides students with skills to thrive when facing challenges. In addition, The Why Try Curriculum is utilized to provide additional SEL support and re-teach the Core SEL skills taught within Resilience for Youth. Each high school has completed a scope and sequence for delivery to all students. Physical Education teachers and Counselors provide instruction at CHS and BHS. At LHS, it is provided through the Advisory Program.

The Superintendent Shall:

<p>10.2 Ensure that all policies and procedures regarding discipline are collaboratively developed, appropriately communicated to students and parents, and enforced consistently using reasonable judgment.</p>	<p style="color: green; font-weight: bold;">In Compliance</p>
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Superintendent Interpretation: Policies and procedures means [Policy FF Student Conduct, Discipline, and Corporal Punishment Prohibitions](#), [Policy FCC Restraint or Seclusion](#), [Policy ACEA Bullying](#), and [Policy AAC Non-discrimination and Anti-harassment](#) and portions of building handbooks that refer to discipline and/or conduct.

- **Collaboratively developed** means that administrators seek input on development of and improvement of policy and procedures from stakeholders.
- **Enforced consistently** means administration of the policies, procedures, and/or guidelines is consistent across the division (elementary, middle, high school) and is not arbitrary and does not treat one group differently under the procedures.
- **Using reasonable judgement** means that each discipline case must be handled individually, allowing a balance between uniform application and the weight of individual circumstances of students.

<p>Indicator 1: The elementary, middle, and high school have identical behavioral matrixes and expectations by levels as evidenced in <i>Policy FF Student Conduct, Discipline and Corporal Punishment Prohibitions</i>.</p>	<p style="font-weight: bold;">In Compliance</p>
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Evidence:

Elementary Division Policy FF

All elementary schools have an aligned identification of major/minor behavioral infractions. The [Elementary School Behavior Discipline Matrix](#) (see attachment) was collaboratively developed and reviewed/revised on an annual basis by elementary administrators. Additionally, all 18 elementary schools have been training on a consistent process for reporting and recording behavioral infractions within and across buildings. All teaching staff and professional support staff received training and resources for Office vs Classroom managed behavior.

Secondary Division Policy FF

All secondary buildings (6/6) have aligned identification of major and minor behavioral referrals. The [Middle School Behavior Discipline Matrix](#) and [High School Behavior Discipline Matrix](#) (see attachments) were collaboratively developed. These matrices provide building administrators with a continuum of discipline responses and supports for student major and minor behaviors.

<p>Indicator 2: The elementary, middle, and high school have handbooks outlining district’s policies and procedures that are updated yearly and shared with all students, teachers, and parents.</p>	<p>In Compliance</p>
<p>Evidence:</p> <p style="text-align: center;"><u>Elementary Division (Handbooks)</u></p> <p>Each elementary school has a common student handbook linked to their school webpage for access for all students, parents, and teachers (See Elementary Handbook). This handbook was updated in August of 2022. The handbook is reviewed with each student and all staff at the beginning of each new school year. These student handbooks outline the discipline policies and school rules for students. The documents include potential consequences including information regarding suspension and expulsion. Elementary Handbook: Elementary Handbook</p> <p style="text-align: center;"><u>Secondary Division (Handbooks)</u></p> <p>Each secondary school has their student handbook linked to their school webpage for access for all students, parents, and teachers (See Secondary Handbook links). These handbooks are updated yearly and are reviewed with each student and the teachers in the fall during the beginning of the school year. These student handbooks outline the discipline policies and school rules for students. The documents include potential consequences including information regarding suspension and expulsion.</p> <p>Secondary Handbooks: Horizon Middle School: https://www.bismarckschools.org/Page/4058 Simle Middle School: https://www.bismarckschools.org/Page/2211 Wachter Middle School: https://www.bismarckschools.org/Page/2212 Bismarck High School: https://www.bismarckschools.org/Page/2134 Century High School: https://www.bismarckschools.org/Page/2149 Legacy High School: https://www.bismarckschools.org/Page/2213 South Central High School: https://www.bismarckschools.org/Page/2214</p>	

<p>Indicator 3: All BPS staff will participate in school-based mental health and bullying training every 2 years (biennial).</p>	<p>In Compliance</p>
<p>Evidence:</p> <p style="text-align: center;"><u>Elementary Division Mental Health Training</u></p> <p>All elementary school teaching and professional support staff have received training to gain an awareness of childhood trauma and trauma informed strategies. Booster sessions for this training are available to all building administrators to access in supporting their building action plans and goals. During the 2021-22 school year, 10 schools participated in School Based Mental Health training. Additionally, all elementary staff have participated in Mandt Training. During 21-22 all new staff also participated in Mandt Training. Student Support Services staff participated in a Train the Trainer model for Early Warning Signs of Mental Health and Suicide Prevention and Protocols. MidWest PBIS provided on-site PBIS Systems training to 13/16 elementary schools. Representatives from all 16 elementary schools received Behavioral Supports training focusing on Functional Behavioral Assessment and Behavior Intervention Plan training.</p>	

Secondary Division Mental Health Training

During the 20-21 school year HMS staff completed the Mandt Training. 8 of 8 secondary schools have had their entire staff participate in Mandt Training. All new support, professional and certified staff hired for the 21-22 school year completed the Mandt Training as a part of new staff orientation.

During the 21-22 school year, CHS, SMS and LHS staff participated in Trauma Sensitive Schools Training. 8 of 8 secondary schools have had all of their staff participate in the TSS training. All new staff hired for the 21-22 school year participated in the Trauma Sensitive Training as a requirement of new staff orientation.

Secondary staff participated in at least 4 hours of professional development regarding behavioral and school-based mental health training. Training varied by school but included areas of mental health early warning signs, restorative practices, collaborative problem solving, and suicide prevention.

<p>Indicator 4: All BPS staff review Policy FF, FCC, ACEA, and AAC annually as evidenced by reporting logs.</p>	<p>In Compliance, with Exception</p>
<p>Evidence: Policies FF Student Conduct, Discipline and Corporal Punishment Prohibitions/ACEA Bullying During 2021-22 16 of 16 Elementary principals reviewed Policy FF, ACEA with their faculty at the beginning of the year. 8 of 8 Secondary principals reviewed Policy FF, ACEA at the beginning of the year with their faculty.</p> <p>Policy FCC Restraint or Seclusion was released as a required online training module in the fall of 2021. During the 2021-2022 school year 1979 employees were assigned the training module with a completion rate of 97.7%.</p> <p>Policy AAC Non-discrimination and Anti-harassment Review of Policy AAC is reported in OE-4 Personnel Administration.</p> <p>In the fall of 2018, 1863 of 1888 faculty, and in the spring of 2019, 1,985 of 2,012 faculty and staff reviewed Policy ACEA Bullying and successfully completed the online module and assessment through the HR department.</p>	

<p>Indicator 5: 100% of student infraction incidents follow due process during the investigation and determination of disciplinary action, especially suspensions and expulsions.</p>	<p>In Compliance</p>
<p>Evidence: As of May 2022 BPS administration has revised the procedures and paperwork to ensure due process for expulsions (See Attachments Policy FFK, FFK E-1, FFK-E2, and FFK-AR).</p>	

<p>Indicator 6: Every school will have 3-5 school-wide expectations collaboratively created, share, and posted.</p>	<p>In Compliance</p>
<p>Evidence:</p> <p style="text-align: center;"><u>Elementary and Secondary Divisions (SW Expectations)</u></p> <p>All school-wide expectations are collaboratively developed with the input of staff members within each building. These expectations are positively stated and are developed for classroom and non-classroom (e.g., hallways, cafeteria) settings.</p> <p>All staff collaboratively created, shared, posted, and taught 3-5 school-wide expectations across their school. The data and evidence for this is gathered through the school’s annual BoQ assessment and end-of-year external audit using the PBIS ND Walkthrough.</p>	

<p>Indicator 7: The district will implement interventions and consistent responses to discipline referrals.</p>	<p>In Compliance</p>
<p>Evidence: Elementary administrators review Policy FF on an annual basis, along with reviewing and making necessary revisions to the Elementary School Behavior Discipline Matrix. This matrix provides administrative decision makers guidance for consistency in responses to discipline referrals.</p> <p>Over the past 6 and 5 years, secondary principals and elementary principals, respectively, have engaged in work around ensuring consistent responses to disciplinary situations including both consequences and interventions. The Middle School Behavior Discipline Matrix and High School Behavior Discipline Matrix were collaboratively developed. These matrices provide building administrators with a continuum of discipline responses and supports for student major and minor behaviors.</p> <p>(See Attachment Policy FF).</p>	

<p>Indicator 8: Discipline data will be shared quarterly with the whole staff (optional to be shared with students).</p>	<p>In Compliance</p>
<p>Evidence:</p> <p><u>Elementary Discipline Data Review</u></p> <p>During the 2021-22 school year, all elementary school leadership teams and administrators reviewed discipline data at least monthly, with a majority of schools reviewing this data on a weekly basis. This data is then shared with the whole staff during PLC meetings and/or during whole-school assemblies.</p> <p>16/16 (100%) elementary buildings conducted and submitted BOY, MOY and EOY behavior data reviews.</p> <p><u>Secondary Discipline Data Review</u></p> <p>6 of 6 (100%) Secondary buildings conducted and submitted BOY behavior data reviews.</p> <p>6 of 6 (100%) Secondary buildings conducted and submitted MOY behavior data reviews.</p> <p>6 of 6 (100%) Secondary buildings conducted and submitted EOY behavior data reviews.</p>	

Indicator 9: All discipline data practices are audited and will comply with reasonable assurances.	In Compliance
<p>Evidence:</p> <p>Elementary Discipline Data Review (Audit) Discipline data reviews were conducted with building principals and building leadership teams as a part of the required spring 2021 walkthrough process at all 16 elementary schools. Additionally, BOY, MOY, and EOY data reviews are conducted with building principals during their group PLC.</p> <p>Secondary Discipline Data Review (Audit) Conducted with Principals on 8/18/21, 10/20/20, 12/1/21, Conducted with Assistant Principals on 12/2/21, 1/6/22, and 4/7/22</p>	

The Superintendent Shall:

10.3 Assure that all confidential student information is appropriately collected, used, and protected.	In Compliance
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Superintendent Interpretation: It is an ethical and moral obligation that all staff appropriately use and protect confident data.

Indicator 1: All formal student records are maintained in secure physical or electronic formats.	In Compliance
<p>Evidence: District data is on redundant systems and backed up instantaneously or nightly depending on the system. The district experienced no loss or damage of digital records in 2021-2022.</p> <p>The District continues to implement a cyber security education and testing solution to monitor and prepare staff to protect themselves and the district by increasing knowledge and attention to data security phishing and scams.</p>	

Indicator 2: All responses to student information requests will comply with federal and state law and Policy FGA Student Educator Records and Privacy .	In Compliance
Evidence: In the 2021-2022 school year, BPS followed all procedures in Policy FGA and did not receive any notifications of violations.	

Indicator 3: Annual audit of special education files will comply with Special Education regulations.	In Compliance
Evidence: During the 2021-22 school year, the BPS Special Education Department, as part of the Department of Public Instruction Focus Monitoring Plan, completed an internal monitoring process. One file from every case manager was reviewed. Internal Monitoring will continue along with training in areas of need.	

The Superintendent Shall Not:

10.4 Tolerate any behaviors, actions, or attitudes by adults who have contact with students that hinder the academic performance or the well-being of students.	In Compliance
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Superintendent Interpretation: As part of a safe, caring climate, staff will strive to protect students from physical, emotional or educational harm, and that certainly they would not be the cause of such harm.

These expectations extend beyond the classroom learning environment to all school experiences including extra-curricular activities.

Indicator 1: Every case of reported misconduct of an employee is addressed through the Human Resources Department.	In Compliance
Evidence: The Human Resources Department follows policy and negotiated agreements to address any complaints and grievances.	
During the 2021-2022 school year, the Human Resources has assisted in the formal investigation and dispensation of all incidents of misconduct and/or insubordination.	

The Superintendent Shall Not:

10.5 Permit unruly behaviors on school property and at school-sponsored events by students or by adults that disrupt learning or that are disrespectful or dangerous.	In Compliance
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Superintendent Interpretation: The superintendent is expected to ensure that events on school property other than school itself are conducted safely, and free from inappropriate or unsafe behavior by adults or students. School-sponsored events mean extra-curricular activities, graduation, drama, performances, athletic events, etc. Disrespectful behavior means inappropriate language, cheers, vandalism, theft, dress, treatment of officials, etc.

Indicator 1: Staff members responsible for supervising students during, before/after school, and evening events shall enforce district and NDHSAA policies related to appropriate behavior.	In Compliance
Evidence: Student Handbooks, Code of Conduct, and public announcements address expectations regarding sportsmanship at events, signage and supervisors' interventions establish expectations and reinforce positive behavior and sportsmanship, and discourage behavior that is unsafe, disrespectful, or in violation of law or policy.	

The Superintendent Shall Not:

10.6 Permit the administration of corporal punishment	In Compliance
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Superintendent Interpretation: Corporal punishment means physical punishment. The board expects no staff will ever engage in physical punishment of students. Doing so is a violation of the North Dakota Century Code and [Policy FF Student Conduct, Discipline, and Corporal Punishment](#).

Indicator 1: There will be no instances of corporal punishment as it is prohibited by North Dakota State law and district policy.	In Compliance
Evidence: No instances of corporal punishment were reported in 2021–2022 at BPS.	

Capacity Building/Recommendations

Capacity Building

Capacity Building focusing on Excellence, Inclusion, Leadership, and Innovation and HRS

- Stakeholder survey data for this report comes from the BPS [Staff](#) and [Student](#) annual surveys and BECA.
- District-Wide ISF Structure: Development of a system to support the district in moving forward with school-based mental health based upon a solid system of MTSS including training opportunities and technical assistance with MidWest PBIS.
- Ongoing Development of the MTSS Continuum: Creation of resource hub including data collection for tiered systems. Alignment of MTSS and HRS through the MTSS Taskforce.
- Continue to support and bring fidelity to the Debrief process supporting the disciplinary response process.
- New Initiatives: Data collection process to support decision rules of accessing Tier 2 and Tier 3 interventions, identify and implement Early Warning Signs and Suicide Protocol process and training for all school staff. Training of the role of Mandated Reporter for all school staff. Implementation of Comprehensive School Threat Assessment Guidelines. Training for Student Support Staff in the development and implementation of Functional Behavioral Assessment and Behavior Intervention Plans, including self-paced module training and direct coaching and feedback cycles.
- The District Data Confidentiality Taskforce, under the leadership of the Technology Department, transitions to the new Trusted Learning Environment criteria put out by COSN (Consortium of School Networking). The purpose was to ensure that BPS has the systems and processes in place to protect student data privacy. The alignment with the Trusted Learning Environment certification from COSN provides confidence in our BPS technology program in relation to national standards. The Taskforce is currently assessing our BPS progress by collecting evidence and identifying next steps in relation to the 5 standards (Leadership Practices, Business Practices, Data Security Practices, Professional Development Practices, and Classroom Practices).
- The Cyber Security Taskforce, under the leadership of the Technology Department, implemented an email phishing and data security awareness training campaign during Cyber Security Awareness Month, October of 2022. This was in response to a 24% failure rate during the last phishing test the team conducted in April of 2022. The industry average for phishing failures in organizations the size of BPS is around 6.5%. The training campaign during the month of October was followed by another phishing test, which saw our failure rate drop to 12.8%. The Taskforce will be performing another phishing test prior to the end of the 22-23 school year. The data will help identify failure prone areas and guide additional training to staff.
- Implementation of a new electronic records management system was started in the 21-22 school year. Initial deployment focused on student cumulative records and is expanding to

other paper records and departments. This system will improve access to student records while also improving security and controls around rights and retention by document type.

Recommendations

Administration has no recommendations at this time.