

DAC Meeting to Discuss JG Draft Policies as Drafted by Kathleen Sullivan

Subject: Discipline Policy

3PM May 18, 2020

Attendees

Nicole Rajpal

Kathleen Sullivan

Lisa Sweeney-Miran

Karen Zeid

Matthew Gray

Kristine Johnson

Christopher Haynes

Kevin Reardon

Jorge Chavez

Darryl Mullin

Amanda **Brown**

Additional Participants by Phone

Meeting Called to Order at 3:05 by Nicole Rajpal

### **Kathleen Sullivan Overview**

Kathleen Sullivan – Provided her background and approach for evaluating the initial draft of the Student Conduct and Discipline Code. In particular, she reviewed the disparate discipline by student category.

The data shared showed a disparity in the application of discipline when comparing the discipline to students of color versus white / Caucasian students. Overall, the district more frequently applies discipline to students of color.

The objective is to improve the clarity of policy as stated and to improve its uniform and consistent application throughout the District.

### **Kathleen Sullivan Overview Q & A**

Following the Overview – Chris Haynes asked a question regarding the non-highlighted (not reviewed today). Kathleen's response indicated the goal is by the end of the next semester that will include a definition matrix. These policies will have artifacts produced in July for training for the fall and the following policies reviewed starting in November.

Kristine Johnson inquired regarding an opportunity for community feedback. Kathleen responded that a good deal of first hand input was received at the start of this year. Input fort example has been heard from the NAACP and the Latino Parent Advisory Group.

Jorge Chavez commented with appreciation for the background and attempt to achieve consistent language. The disparity implied that we need some culturally responsive / competency training involved as well. Kathleen confirmed that there is agreement with Jorge's observation regarding training. In addition, greater consistency needs to be seen across all policies with greater clarity.

## **Kathleen Sullivan's Part II – Tools and Guidance**

Kathleen presented additional information regarding reporting, tools and the definitions surrounding behavior

A timeline was presented for the overview process.

Kathleen answered building policy building leads and clarified what the building leads will look like. For example, at the Secondary Level the leads will be Assistant Principals.

### **Policy Review Discussion**

The policy work initially started with 60 pages and the draft version has been reduced by roughly 50%.

The May 26<sup>th</sup> meeting will be the first meeting that the Policy will be presented to the board.

### **Kathleen reviewed the JR Policy at a High Level.**

Kathleen covered the first two pages and fielded questions / suggestions regarding this segment of the policy. Questions and discussion included a discussion of data capture, measurement and quality of systemic data. There was acknowledged that we do not have adequate data looking into historical patterns and trends. Some of the discussion centered around quantitative and qualitative data. Some discussion included training and positioning of the rationale for collecting behavior / discipline data.

### **Discussion of Student Rights and Responsibilities**

Some dialogue around “citizens of the United States” ensued regarding students of all nationality on a par with human dignity and human rights.

Goal is to strengthen the importance of dialogue as a learning experience particularly critical thinking skills as they relate to behavior. Questions ensued regarding IEP students and students that enter the “behavioral process”: and then struggle to get out from under that situation. Some questions around the pathways back to success.

Goal is to have a process that naturally seeks the best outcome for the student and the school community. Language improvements were acknowledged by many of the participants.

The District will need to apply very specific definitions for specific infractions to assure consistency in application, understanding and interpretation. Some discussion ensued regarding student conduct codes and their application. There was a discussion regarding discriminatory codes that cannot be applied uniformly.

Discussion regarding engagement and particularly around at-risk students identified several opportunities such as partnerships, commissioning and de-commissioning of agreements.

## **Discussion of Suspension / Expulsion**

Kathleen discussed the changes in legislation and how that applies to different age groups for students. Additional information was shared regarding the “clean-up” of the language. Kathleen described several situations in which the actual situations are complex and how this is being handled for the constitutional due process.

Kathleen explained the various statutes and how these need to be handled to be compliant.

Questions were asked around how teachers can handle some of the expectations in the classroom.

How do we promote skill development to our students about how they can get along better?

The role of de-escalation is something that could be explored in a few areas.

## **Discussion of Bullying**

Kathleen provided an overview of what the board was looking for regarding the bullying policy and its level of detail as described in a step-by-step fashion.

Goal is to create clarity around the bullying policy and how parents / students engage it properly.

Bullying will just be providing special language around bullying. The discipline associated with the infraction will be described in the Student Conduct portion of the policy.

Kathleen will add the bullying investigation portion to the Google Document.

Chris Haynes described some of the difficulties some of the DAC members had with regard to editing the Google Docs.

## **Document Commenting and Editing**

Kathleen will provide Nicole with a Master DAC document to be worked by those that can work the policy as a committee. An initial clean version will be prepared by Kathleen and delivered to Nicole by Friday. That draft will go to Nicole and Nicole will distribute with editing / commenting instructions.

Call was ended at 4:47.