



Asheville School Action Plan: Phase 1

Following the completion of the CORE Evaluation and the receipt of Asheville School's results from Culture of Respect, the Campus Leadership Team began building the first phase of the Action Plan which will guide our work and investments in the near term to further strengthen our community's knowledge, skills, communication, and practices. The objectives outlined in the Action Plan Summary below are our starting points. As each objective is achieved, it will be replaced by a new objective within the particular pillar and the Action Plan will continue to be iterative in perpetuity. Note that several objectives could fit into a number of pillars, but are only listed once for clarity.

Survivor Support

- **Deliver** a clear introduction of support services available within the Counseling Office and the Health Center during all orientations at the start of each school year and develop posters to be displayed in various widely accessible and high traffic areas of campus.
- **Create** a one-page guide of clearly defined processes for reporting sexual misconduct and resources for accessing support. Include the guide in handbooks and display in widely accessible and high traffic areas of campus. Discuss the guide in Advisory Groups during Fall term.
- **Train** all school employees in mandatory reporting procedures for state of North Carolina.

Clear Policies

- **Present** and confirm understanding of sexual misconduct and sexual intimacy policies among faculty and staff.
- **Improve** student-parent handbook to include expansion and clarification of policies and practices regarding bullying and sexual misconduct. Review policies with students during orientation at start of school year.
- **Research** best and promising practices regarding amnesty and restorative justice policies in high school and boarding school settings to determine optimal practices for the Asheville School community.

Multitiered Education

- **Expand** health and wellness curricula for entire student body through development of Blues CORE curricula for all forms that uses standards from (at minimum) the CDC, healthy school and National Sex Education Standards.

- **Increase** hours of health and wellness instruction per year for all students. 3rd Form from 10 hours/year → to 90 hours/year. 4th, 5th, and 6th Forms from 1 hour/year → 10 hours/year per form.
- **Deliver** sexual violence prevention training for all employees upon hire, and regularly thereafter. Utilize training tools that include assessment of knowledge gained.
- **Provide** Boundary Training for School employees, ensuring clarity around appropriate and healthy school staff-student relationships and interactions.

Public Disclosure

- **Implement** a data collection and tracking system for all sexual misconduct allegations. This data will be reviewed and assessed annually by members of the administrative team and Head of School to ensure institutional understanding of any trends in reporting and adjudication, as well as gaps in prevention programming efforts that the data may illuminate.
- **Establish** a communications plan and timeline for regular communications to various constituents (students, faculty/staff, parents, alumni, past parents/friends) regarding updates in policies, implementation of education initiatives, and ongoing efforts in regard to prevention and awareness within the community.

Schoolwide Mobilization

- **Develop** a mission statement for healthy relationships, sexual violence prevention, and anti-bullying connected to our school's core values and mission statement. This will serve as a guide and foundation for all of Asheville School's efforts in these areas, at every level of our community.
- **Design** a training plan for sexual violence prevention to empower and equip faculty and staff to better support students or colleagues and provide leadership in adhering to the school's mission statement for this area of school life.
- **Research** and compile list of student groups and local organizations to partner with moving forward.

Ongoing Self-Assessment

- **Conduct** a student wellness survey every two years, beginning in the Fall of 2021. This norms-based survey will include specific questions about sexual violence and school climate around this issue as well as assessing school culture as a whole, student engagement, mental health symptoms, academic integrity, adult support, internet use, sleep, and substance use.
- **Utilize** results of the student wellness survey to enhance programming and share results and subsequent plans with pertinent stakeholders of the Asheville School community.
- **Develop** a voluntary post-disclosure feedback form for student trauma survivors who have disclosed and made use of supports at Asheville School, allowing students to provide insight and identify potential improvements in the support system. Students accused of perpetration may also complete this survey on a voluntary basis to provide their experience going through the investigation and adjudication process at Asheville School.