

Book	Policy Manual
Section	0000 - Mission-Goals-Objectives
Title	Mission and Functions
Code	0000
Status	Retired
Adopted	August 29, 1985
Last Revised	October 19, 2021
Retired	June 14, 2022
Prior Revised Dates	02/17/1998; 02/05/2002;

STATEMENT OF MISSION, VISION AND EQUITY

Mission

Norwalk Public Schools provides an excellent and equitable education so ALL students graduate future ready as civically responsible, globally engaged and positive contributors to an ever-changing and diverse world.

Vision

Norwalk Public Schools is building a more equitable and just world where each and every Norwalk student is prepared for all aspects of life.

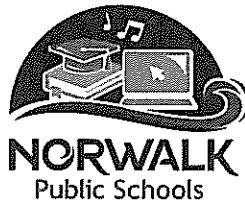
Equity

The Norwalk Board of Education firmly believes in the potential of all students to learn and succeed. We support equity, diversity and inclusion as fundamental values of our school district to ensure access for ALL scholars.

We stand united in respecting people of all backgrounds and identities, regardless of race, socio-economic status, gender, gender identity or expression, sexual orientation, religion, nationality, citizenship status, or disability. Our schools are safe and welcoming environments for all. We are dedicated to fostering authentic relationships with all members of our school community, including culturally diverse families, and will communicate with clarity and respect.

To prepare our students to succeed in a multi-cultural, global society, we support our schools in teaching the contributions and viewpoints of all people, using culturally relevant curricula.

Race/ethnicity, language or socio-economic status will not be barriers to accessing academic, social-emotional and extra-curricular opportunities. The Board believes that a high quality school district provides equitable opportunities, policies, facilities and experiences that produce meaningful outcomes for ALL scholars.



Book	Policy Manual
Section	0000 - Mission-Goals-Objectives
Title	Goals/Objectives/Strategies for Norwalk Public Schools
Code	0220
Status	Retired
Adopted	August 29, 1985
Last Revised	March 18, 2014
Retired	June 14, 2022
Prior Revised Dates	02/17/1998

GOALS/OBJECTIVES/STRATEGIES FOR NORWALK PUBLIC SCHOOLS

Primary Goal:

To close the Achievement Gap by 2020 and assure that all students, regardless of race, ethnicity or economic circumstances, are meeting high standards.

Additional Goals:

- All children are ready to enter Kindergarten.
- All students are "on track" to meet or exceed learning expectations by the end of Grade 3.
- Students are at or above grade level in 3rd Grade reading.
- Students demonstrate Mastery in CCSS Mathematics.
- Students demonstrate Mastery in CCSS English Language Arts.
- English Language Learners (ELL) students meet or exceed State Annual Measurable Achievement Objectives.
- Special Education students achieve Mastery on their annual individual goals and objectives.
- Norwalk's schools reach higher performance.
- Norwalk students graduate from high-school "College and Career Ready."

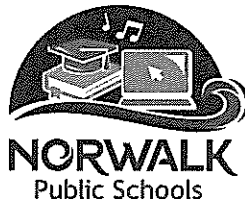
The Board will periodically weigh evidence to measure progress towards reaching these goals.

Strategies:

To realize our mission, vision, and values, and to strive for the goals we have set for our students and our schools, Norwalk Public Schools will implement strategic plans that include the following focus areas and priorities:

- Create a culture of accountability where high expectations and standards drive our behavior and actions.
- Build the knowledge, skills and capacity of teachers, staff and school leaders through a cycle of continuous improvement.

- Improve or transform the learning environment for all students.
- Provide the systems, structures and tools necessary to support a world-class learning environment.
- Create a PreK through College and Career mindset for students and parents.
- Enhance Special Education programs and implement effective quality control and decision-making.
- Collaborate with partners and engage parents/guardians with a community-wide effort to support our mission.



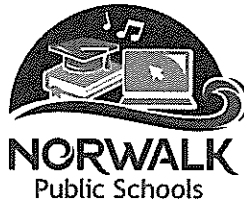
Book	Policy Manual
Section	0000 - Mission-Goals-Objectives
Title	Policies for Norwalk Public Schools
Code	0300
Status	Retired
Adopted	August 29, 1985
Last Revised	February 17, 1998
Retired	June 14, 2022

POLICIES FOR NORWALK PUBLIC SCHOOLS

The Board of Education shall maintain a manual of policies as the base for the governance of the school system. The policies must at all times be in harmony with applicable law.

All the Board of Education's policies shall, in addition, have their sources in the goals and objectives pertaining both to students learning and school systems operations.

The Board of Education views its policies as aids to decision-making and will to the best of its ability act consistent with those policies.



Book	Policy Manual
Section	0000 - Mission-Goals-Objectives
Title	Equal Opportunity Policy
Code	0521
Status	Retired
Adopted	August 29, 1985
Last Revised	October 4, 2011
Retired	June 14, 2022
Prior Revised Dates	09/15/1992; 04/20/1994; 02/17/1998; 11/19/2002;

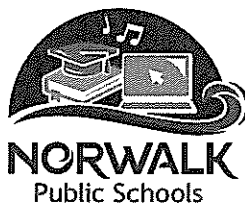
EQUAL OPPORTUNITY POLICY

It is the policy of the Norwalk Board of Education to ensure equal educational opportunity for all students and to prohibit unlawful discrimination because of race, color, religion, creed, age, marital status, national origin, gender, sexual preference, or physical and mental disability in the school district's educational program and activities; and to prohibit unlawful discrimination in employment because of race, color, religion, creed, age, marital status, national origin, gender; gender identity or expression, sexual preference or physical and mental disability.

Compliance Officer

The Board of Education designates Human Relations Officer (hereinafter, the "HRO"), as the compliance officer responsible for the implementation of this policy. The HRO will, at least annually, notify all students, parents and employees of this policy as well as the name, address and phone number of the HRO and the procedure for processing complaints of alleged unlawful discrimination in accordance with Board Regulation 0521.3.

Legal	Connecticut General Statutes Subsection 10-15c Subsection 10-153 Subsection 10-226a Subsection 46a-60 Subsection 46a-81c Subsection 46a-81d 29 U.S.C. Subsection 794 (Subsection 504, Rehabilitation Act of 1973) 20 U.S.C. Subsection 1681 (Title IX, Education Amendments of 1972) 42 U.S.C. Subsection 2000e, et. seq. (Title VII of Civil Rights Act of 1964)
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Book	Policy Manual
Section	0000 - Mission-Goals-Objectives
Title	Sexual Harassment
Code	0521.3
Status	Retired
Adopted	August 29, 1985
Last Revised	February 17, 1998
Retired	June 14, 2022
Prior Revised Dates	09/15/1992; 04/20/1994;

SEXUAL HARASSMENT

It is the policy of the Norwalk Board of Education to maintain a learning and working environment that is free from sexual harassment. The Board of Education prohibits any form of sexual harassment.

It shall be a violation of this policy for any student, employee, individual under contract or volunteer subject to the control of the Board to harass a student, employee, individual under contract or volunteer through conduct or communication of sexual nature as defined by this policy.

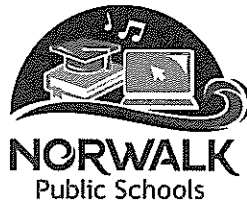
Sexual harassment is defined as unwelcome conduct of a sexual nature, whether verbal or physical, including but not limited to, insulting or degrading sexual remarks or conduct, threats or suggestions that an individual's submission to or rejection of unwelcome conduct will in any way influence a decision regarding that person's employment or education or create an intimidating, hostile or offensive work or educational environment.

Sexual harassment by a student, employee, individual under contract or volunteer will result in disciplinary action up to and including dismissal or expulsion.

Complaint Procedure

Sexual harassment complaints shall be filed and investigated in accordance with Board Regulation 0521.3

Legal	42 U.S.C/ Subsection 2000e et. Seq. (Title VII)
	29 C.F.R. Subsection 1604.1 (EEOC Guideline on Sexual Harassment)
	20 U.S.C. Subsection 1681-1688 (Title IX)
	Connecticut General Statutes Subsection 46a-60(a)(8)



Book	Policy Manual
Section	0000 - Mission-Goals-Objectives
Title	Equal Opportunity Policy
Code	0521.3(a)
Status	Retired
Adopted	February 17, 1998
Last Revised	November 19, 2002
Retired	June 14, 2022

EQUAL OPPORTUNITY POLICY

Discrimination Complaint Procedure

Any student or employee of the Board of Education may file a complaint alleging unlawful discrimination, including sexual harassment. All formal complaints shall be filed with the Human Relations Officer (hereinafter, the "HRO"), who has been designated by the Board of Education as the compliance officer responsible for implementation of the Board's equal opportunity policy. The complaint shall state the name of the complainant, the nature and date of the alleged unlawful discrimination, and the name(s) of the individual(s) responsible for the alleged violation. A complainant requiring assistance in preparing the written complaint may request assistance from the HRO. The office of the HRO is located at the central office of the Board of Education at 125 East Avenue, Norwalk, Connecticut (telephone (203) 854-4013). In order to ensure the expeditious processing of a complaint, the complaint must be filed within thirty (30) business days of the event or condition upon which the complaint is based.

STEP ONE -INFORMAL LEVEL

The complainant may request a meeting to discuss the grievance with the building principal of his/her school in an effort to resolve the matter informally. The principal shall schedule a meeting promptly with the complainant to discuss the complaint, but in no event shall the meeting be held later than fourteen (14) days from receipt of the meeting request.

If the matter is not resolved informally, the complainant may file a formal complaint.

STEP II -FORMAL LEVEL -HRO

If the complainant is not satisfied with the outcome of the informal complaint resolution process, he/she may file a formal complaint with HRO as provided above. The HRO will conduct a thorough investigation. This investigation will generally commence with an interview with the complainant after which the HRO will interview the person or persons against whom the complaint has been filed if the HRO believes that further investigation of the complaint is warranted. Prior to the interview with the complainant, the complainant should disclose the names of any witnesses to the alleged violation. The HRO will meet with any witnesses who have been identified as have information regarding the event or condition upon which the complaint is based.

The HRO's investigation will be completed within fifteen (15) business days of the initial interview with the complainant. The HRO will have the option of extending the investigation period for an addition ten (10) business days should circumstances warrant such an extension. The complainant will be notified if an extension is necessary.

Within ten (10) business days of the conclusion of the HRO's investigation, the HRO will issue a written decision to the complainant as to the disposition of the complaint.

If the HRO determines that there is insufficient evidence to support the complaint, the case will be closed. The HRO may also close the case if the complainant cannot be located, the complainant otherwise fails or refuses to cooperate with the HRO following the filing of the complaint, the complainant withdraws the complaint, the nature of the complaint is outside the scope of the HRO's authority, or the complainant and the person or persons against whom the complaint has been made to agree to a resolution of the complaint.

If the HRO determines that unlawful discrimination has occurred the HRO may attempt to mediate the complaint. If the complaint cannot be resolved through mediation, or if mediation is inappropriate in the judgment of the HRO given the nature of the complaint, the HRO will forward his written decision to the Superintendent of School for appropriate action.

If the complainant is not satisfied with the findings and/or recommendation of the HRO, within twenty (20) days of the issuance of the HRO's finding/recommendation, the complainant may appeal to the Superintendent of Schools. The Superintendent shall with fifteen (15) days of receipt of the appeal notify the complainant in writing of his/her decision.

If the complaint is not resolved to the satisfaction of the complainant after review by the Superintendent of Schools, and the complaint does not involve an employee of the Board of Education other than the Superintendent of Schools, the complainant may appeal to the Board of Education which shall determine, in its sole discretion, whether Board review of the complaint is warranted.

Legal

Connecticut General Statutes Subsection 10-15c

Subsection 10-153

Subsection 10-226a

Subsection 46a-60

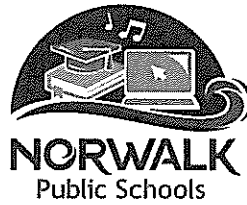
Subsection 46a-81 c

Subsection 46a-81d

29 U.S.C. Subsection 794 (Subsection 504, Rehabilitation Act of 1973)

20 U.S.C. Subsection 1681 (Title IX, Education Amendments of 1972)

42 U.S.C. Subsection 2000e, et. seg. (Title VII of Civil Rights Act of 1964)



Book	Policy Manual
Section	0000 - Mission-Goals-Objectives
Title	Monitoring/Reporting: State/District
Code	0600
Status	Retired
Last Revised	February 17, 1998
Retired	June 14, 2022

MONITORING/REPORTING: STATE/DISTRICT

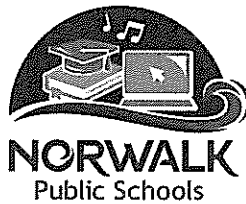
1. Statewide

Progress in attaining the student objectives by the State Board will be reported annually to the general public, the Governor and the General Assembly.

2. Norwalk Public Schools

Strategic School Profiles will be produced for each school and the district as a whole.

Legal	Connecticut General Statutes 10-4 Duties of (state) board. Reports 10-220 Duties of boards of education (as amended by P.A. 80-166)
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Book	Policy Manual
Section	0000 - Mission-Goals-Objectives
Title	Adult Bullying
Code	0700
Status	Retired
Adopted	May 7, 2013
Retired	June 14, 2022

ADULT BULLYING

The Board of Education is committed to eliminating bullying. The Board of Education recognizes that, to further the goal of eliminating bullying, it is important for all administrators, teachers, certified staff and non-certified staff members to model positive behavior to one another, students, parents and guardians. Furthermore, the Board of Education recognizes the importance that adult conduct has on the creation of safe and educationally-sound school climates. Therefore, any behavior which would constitute "bullying" under Policy 5131.91 (as the same may be amended by state statute or Board of Education policy) if perpetrated by one student against another student shall be prohibited if perpetrated by any administrator, teacher, certified staff or non-certified staff member against any other administrator, teacher, certified staff or non-certified staff member or against any student, parent or guardian (such conduct is referenced in this Policy 0700 as "Adult Bullying").

Regulations

- A. Reports of Adult Bullying in any school (which includes school grounds) shall be directed to the principal or designee and reports of Adult Bullying in the central office, and reports of Adult Bullying by a school principal, shall be directed to the superintendent or designee who shall promptly investigate same. The party making such report in good faith shall be protected, to the fullest extent possible, from retaliation by any person on account of such claim being made.
- B. In the event that a student, parent or guardian makes a report of Adult Bullying to a school staff member (such as a social worker or guidance counselor), that staff member shall promptly report same to the building principal, or to the superintendent or designee if the report is of Adult Bullying by a school principal.
- C. Allegations of Adult Bullying shall be promptly investigated by the principal, superintendent or such designee (as the case may be) and, in the event that the report is substantiated, the principal, superintendent or such designee (as the case may be) shall recommend such corrective action, training or discipline as appropriate given the circumstances of the particular allegation.
- D. The investigation of Adult Bullying allegations shall take account of the circumstances and context of the alleged behavior. For means of clarification, some examples of conduct which may not be considered violations of this policy include, but are not limited to: (i) respectful coaching and counseling; (ii) conflict between parties that can be resolved through traditional conflict resolution techniques; (iii) a passionate, loud and/or expressive communication style (excluding the use of profane language); (iv) the exchange of differences of opinions; and (v) justified progressive disciplinary procedures.
- E. Nothing set forth in this Policy or related Regulations shall, in any way, limit the authority of an administrator.
- F. Principals shall report all confirmed instances of Adult Bullying to the superintendent or designee. All confirmed instances of Adult Bullying, whether investigated by the superintendent or principal (or respective designees) shall be reported to the Human Relations Officer who shall prepare cumulative reports of such conduct to the Board of Education on an annual basis, or on such other basis as directed by the superintendent or designee.