



School Wide Discipline Plan

BACKGROUND

2018-2019 School Year

- Megan was hired as Elementary School Assistant Principal to assist Kim Pinkerton, who was interim Superintendent from 7/2018 - 12/2018
- Teachers utilized positive discipline, including class meetings in the classrooms
- Teachers identified a need for a consistent plan for discipline, including when to refer students to the office
- Teachers would refer students to the office for a range of behaviors from minor classroom infractions (calling out) to major issues (physical aggression)
- Megan presented the idea of creating a new school wide discipline plan with the elementary school teachers over the course of the year

2018-2019 School Year - Fall 2018

- Megan introduced the topic at a faculty meeting at the beginning of the year
- Megan hosted several voluntary teacher meetings to gather input and begin to develop what the plan should look like
- Based on feedback, a four tiered system of behavior was developed with consequences that were appropriate to each level
 - At the time, Respect Room was still in place during lunchtime
- Megan then met with each grade level team, specialty teachers, enrichment teachers, and paraprofessionals to work on a list of infractions and in which tier the infraction belonged
- Megan combined all of these lists to come up with a schoolwide plan
- Megan presented the plan at a faculty meeting, gathered feedback, and instituted minor changes before the final plan was agreed upon by teachers
- Plan was communicated to parents during Principal's Coffee
- Megan worked with teachers during the February professional development day on behavior intervention strategies and how to execute Tier 1 and Tier 2 consequences

2018-2019 School Year - Spring 2019

- The updated discipline plan was placed in the Family Guide
- It was communicated to both elementary students and middle school students through grade level assemblies and reviewed in classrooms
- Plan was implemented by both K-8 Assistant Principals for both elementary and middle school students
 - ◎ Slight changes in middle school with type of consequence assigned
- The SEL Committee determined not to have the Respect Room because it didn't yield the intended results
 - ◎ Respect Room was replaced with an hour of after school detention

2020-21 School Year - Fall 2020

- Elementary plan continued to be implemented
- Teachers at the middle school requested an update to the plan based on their experience from last year and new issues that arose because of Covid (safety protocols, cohorting, lunch detentions)
- Megan and John held a faculty meeting to review the current plan and make necessary revisions
- The following changes were made and agreed upon by teachers:
 - Some infractions that only seemed appropriate to elementary school were removed
 - Additional infractions prevalent in the middle school were added, including breaking safety protocols and repeat offenses
 - Moved stealing and academic cheating to the level four category
 - Streamlined the consequences for level three and level four behaviors for consistency
 - Added the school's cell phone policy to the plan.
- Megan and John launched the plan to parents at a Principal's Chat
- Megan and John held grade level assemblies and spoke with each Advisory class
- Megan recently sent a letter informing all middle school parents

CONSEQUENCES

- Behavior assemblies at different times in the year to remind students of expectations
- Consistent process for administrators, shared record keeping
- Consistent communication to parents
 - Parents are always notified by an administrator if a student gets referred to the office
- Review the plan annually with teachers, students, and parents to determine the effectiveness

R. Roger Rowe Elementary School Discipline Plan

Handled by Teacher

Refer to Administrator

Level 1 Behaviors	Level 2 Behaviors	Level 3 Behaviors	Level 4 Behaviors
Not following classroom agreements	Misuse of school property (materials, technology, tools, etc.)	Inappropriate language such as cursing	Physical aggression with the intent to harm
Side conversations	Not respecting personal space	Stealing	Bullying/Hate Speech
Calling out	Disrespectful towards peers (partnerships, groups work, etc.)	Disrespectful (talking back) to a teacher/staff	Possession of illicit materials
Interrupting teachers and/or students	Running across campus	Physical aggression (in the act of playing)	Danger to self or others
Off task	Poor sportsmanship	Academic cheating	Destruction of school property
Moving around the classroom inappropriately	Late to class		Threat against student/staff safety
Chewing gum	Not wearing mask, breaking cohort, sharing food, etc		

Consequences may include: Redirection, private conversation, warnings, or loss of privilege such as removal from a game or group activity, not sending them to hallway or quiet room

Lying or dishonesty about a situation will result in a second offense consequence

First Offense Consequences:
1 or 2 days of missed recess

First Offense Consequences:
1-2 days of Detention

Second Offense Consequences:
1-3 days of Detention

Second Offense Consequences:
3 days Detention/Suspension

Third Offense Consequences:
1-3 days of Detention

Third Offense Consequences:
Suspension/Parent Meeting

Students will be asked to do an "Action/Reflection" writing assignment on the first day of every detention.

R. Roger Rowe Middle School Discipline Plan

Handled by Teacher

Level 1 Behaviors	Level 2 Behaviors
Not following classroom expectations	Misuse of school property (materials, technology, tools, etc.)
Side conversations	Not respecting personal space
Interrupting teachers and/or students	Disrespectful towards peers (partnerships, groups work, etc.)
Off task behavior	Poor sportsmanship
Chewing gum	Not wearing mask, breaking cohort, sharing food, etc

Consequences may include: Redirection, private conversation, warnings, e-mail home, or loss of privilege such as removal from a game or group activity

Lying or dishonesty about a situation will result in a second offense consequence

Cell Phone Policy: Cell phones should be off and stored in backpacks between 8:00-2:30. Cell phones will be taken away if used during school hours without a teacher's permission. Parents will need to pick up the phone from the principal or assistant principal. If this occurs more than once, the student will lose the privilege of bringing his/her cell phone to school and a consequence may be given.

Refer to Administrator

Level 3 Behaviors	Level 4 Behaviors
Inappropriate language such as cursing	Physical aggression with the intent to harm
Disrespectful (talking back) to a teacher/staff	Bullying/Hate Speech
Physical aggression (in the act of playing)	Possession of illicit materials
Repeated Level 1 or 2 behaviors across several days	Danger to self or others
	Destruction of school property
	Threat against student/staff
	Stealing
	Academic cheating (automatic zero)
First Offense Consequences: 1 Day of afterschool detention and phone call home	First Offense Consequences: 2 Days of Detention/In School Suspension
Second Offense Consequences: 2 Days of afterschool detention and phone call home	Second Offense Consequences: 3 Days of Detention/In School Suspension
Third Offense Consequences: 3 Days of afterschool detention/in school suspension/parent conference	Third Offense Consequences: Out of School Suspension/Parent Meeting