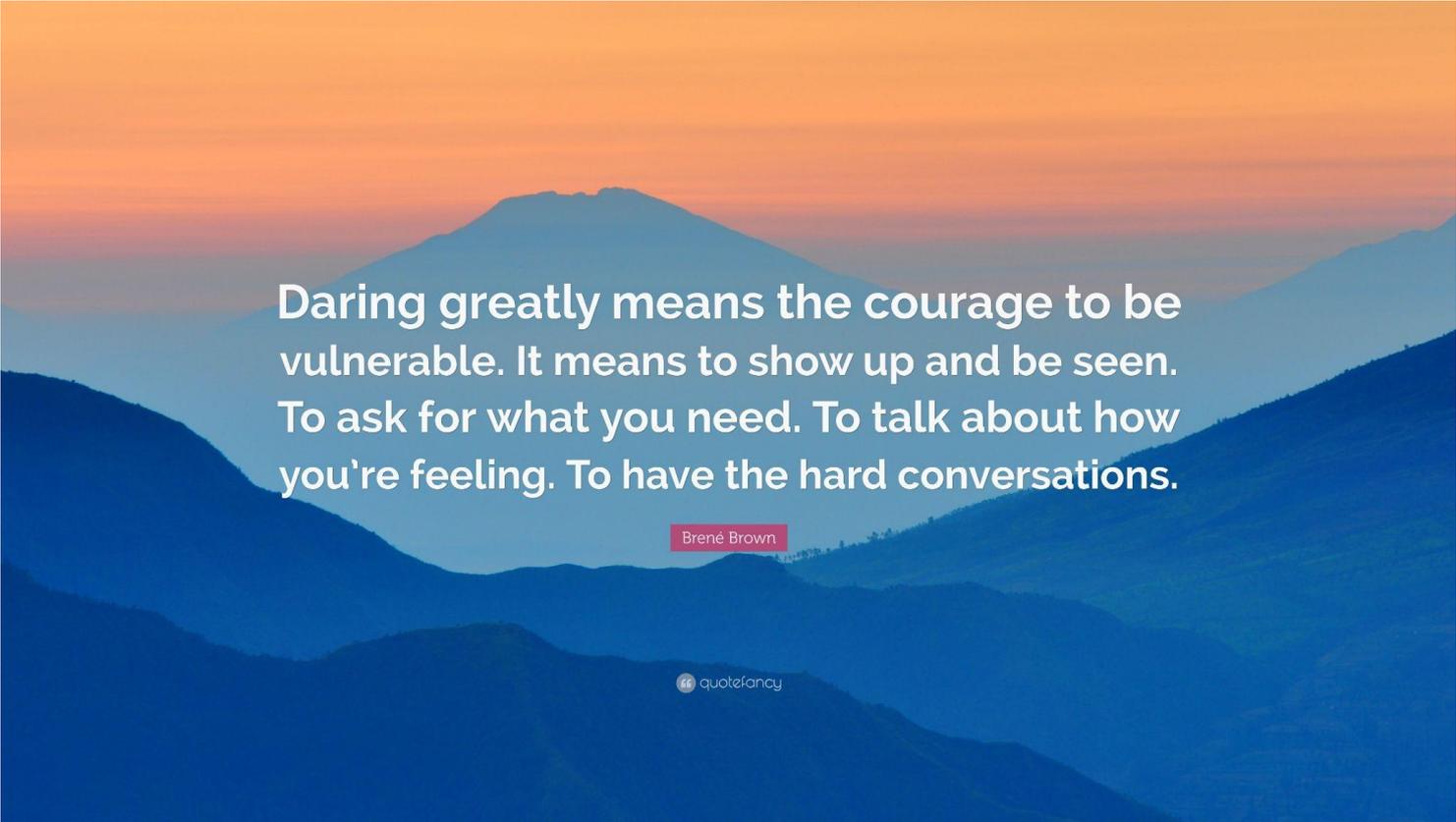
A decorative graphic on the left side of the page. It features a light green grid that is distorted with wavy, organic lines. Several solid green shapes are overlaid on the grid: a large quarter-circle in the top-left, a smaller semi-circle in the top-right, and another large quarter-circle in the bottom-left. A large, solid green circle is partially visible at the top right of the page. To the right of the main text, there are three wavy, horizontal lines in a light green color.

# Committed to Addressing Hate Together

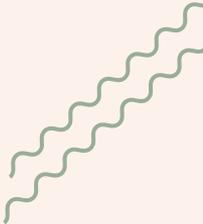
*MPCSD*  
February 2024

A landscape of mountains at sunset. The sky is a gradient of orange and yellow, transitioning into a blue sky. The mountains are silhouetted against the sky, with the foreground mountains in a darker blue and the background mountains in a lighter blue. The quote is centered in white text.

Daring greatly means the courage to be vulnerable. It means to show up and be seen. To ask for what you need. To talk about how you're feeling. To have the hard conversations.

Brené Brown

quotefancy



# Norms Supporting Compassion & Engagement

01

**Stay Engaged**

*listen, learn, be curious*

02

**Compassion  
Forward**

*assume best intent*

03

**Speak Your  
Truth**

*remain student-centered  
and pay attention to  
patterns of participation*

04

**Expect Progress &  
Accept  
Non-Closure**

*we will not have all the  
answers*

# Our agenda:

01

Introduction &  
Context

02

Education  
Commitments

03

Communication  
Commitments

04

Discipline  
Commitments

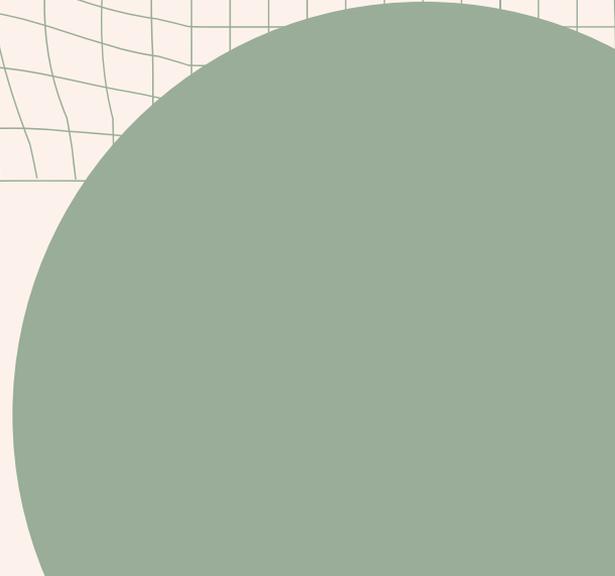
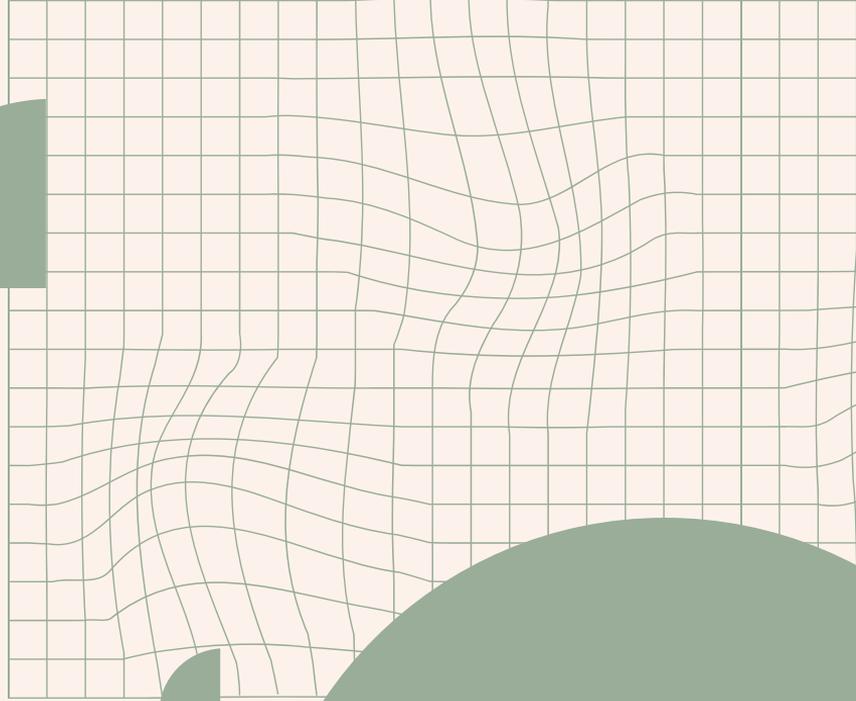
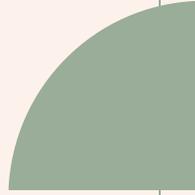
05

Student-Centered  
Dialogue



01

# Introductions & Context





**ENCINAL**  
ELEMENTARY SCHOOL



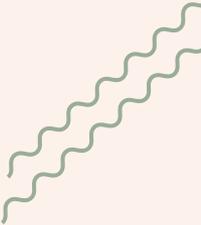
**HILLVIEW**  
  
**MIDDLE SCHOOL**



# **Our District Priority:** Creating the conditions where **every student** feels they belong

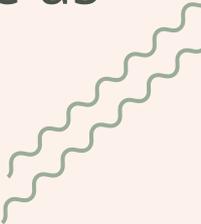
*Belonging is about the quality of fit between one's self and setting and is experienced as a feeling of being accepted, included, respected, and contributing to a setting. A strong sense of belonging leads to an increase in confidence, connection, and achievement.*

*MPCSD is committed to this critical work.  
All students deserve to belong!*



# Purpose of Community Meeting & this Resource:

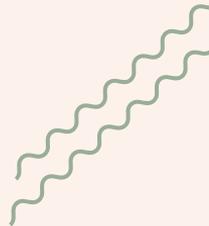
- District to share information and commitments around communication, education, and discipline
- Provide space for parents to share feelings, ideas, concerns, and ask questions
- This information will be shared and continue to serve as a resource on its own



# What brings us together in this moment?

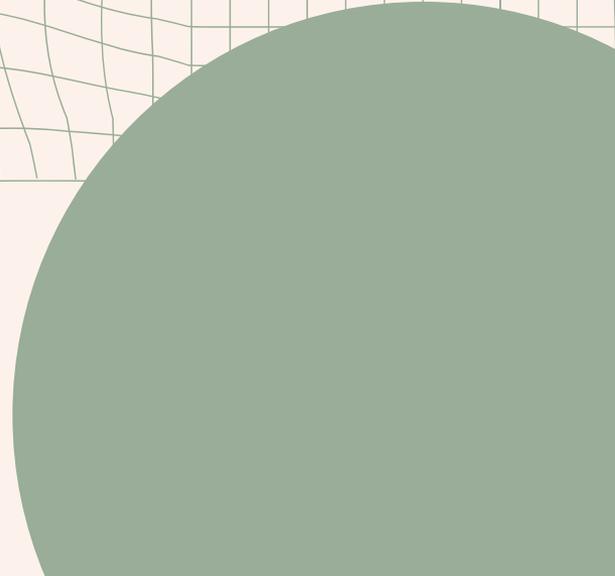
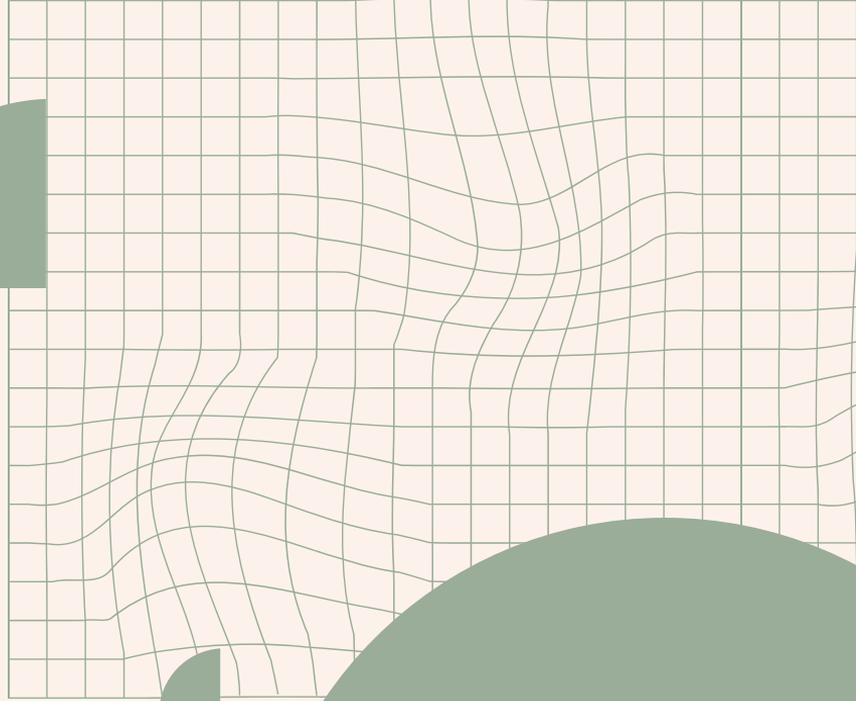
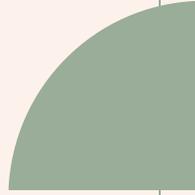
- *In our world:* Division and war
- *In our country:* An increase in antisemitism, Islamophobia, racism, and other forms of hate (*including across social media*)
- *In our community:* Heightened anxiety, engagement, and fear
- ***In our schools:* Community concern regarding recent incidents/reports involving antisemitic behavior, specifically at our middle school**

MPCSD Leaders and parents are concerned about how all of this is affecting our students and have expressed interest in working in partnership to support all students.



02

# Education Commitments



# *When we know better, we do better.*

*When we define, we educate.*

*In common language, “hate speech” refers to offensive discourse targeting a group or an individual based on inherent characteristics (such as race, religion, or gender) and that may threaten social peace.*

- [un.org](https://www.un.org/)

**What is hate speech?**

**MPCSD commits to increasing education** regarding antisemitism and other forms of hate speech, much like efforts we have made and will continue to make towards antiracism education, through work on ***identity, diversity, justice, and action.***

**Committed to Education**

# *When we know better, we do better.*

*When we define, we educate.*

*For example, we are educating our staff and community  
on the definition of antisemitism.*

→ *THE INTERNATIONAL DEFINITION OF ANTISEMITISM, Created by  
The International Holocaust Remembrance Alliance (IHRA)*

“Antisemitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities.”

# We commit to increased education opportunities across MPCSD

## 1. Parent engagement

Committee work to support learning for students, staff, and parents and further community engagement

## 2. Student engagement

Assemblies, educational read alouds in our schools, and school community building

## 3. Board & Staff engagement

Staff development, shared resources across MPCSD, and examining policy to deter hate-motivated behavior

Are you  
interested in  
being involved in  
committee work?  
Complete this  
short form

## *Hillview has taken recent action to **define, denounce, and do better** for our students:*

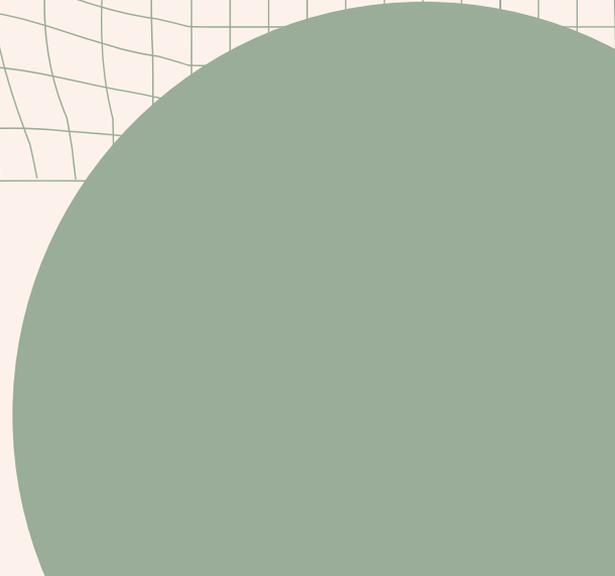
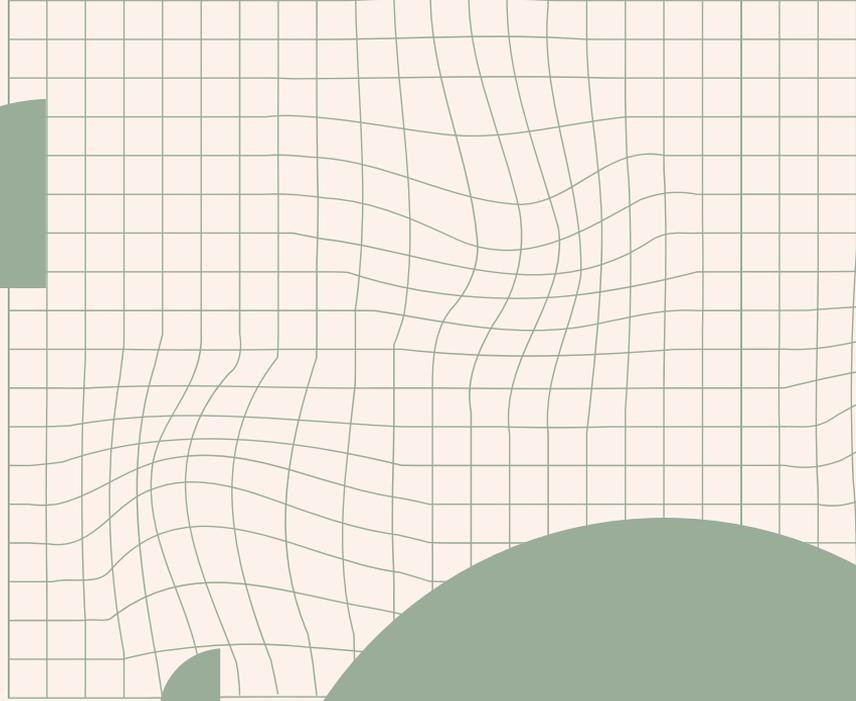
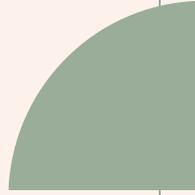
- 1. Defined Hate Speech and Antisemitism for students*
- 2. Denounced Hate Speech and shared the consequences of these actions*
- 3. Shared specific examples seen at HV over the past two years with students including why those symbols and words have historical implications and meaning - which is why they should never be used or said*

We are working to raise awareness and prevent hate speech through educating our students.

**Define, Denounce, Do better**

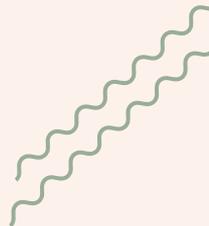
03

# Communication Commitments



MPCSD will not, and cannot by law, disclose the specific details of an incident, including student identity, disciplinary consequences, interventions, or any other details or information that would infringe upon student privacy rights.

- We ask parents to **respect these boundaries** and **trust that your school administrators** are trained in the areas of education, child development, discipline, intervention, and behavior management.
- **Please remember we are dealing with children**, not adults. Often students do not understand the impact or historical context of their behavior.
- **Rumors** about children and families can **cause harm to our students and community**.



We are committed to communicating hate speech incidents that have been substantiated, with our middle school community. *We will not broadcast allegations and reports that are not substantiated (not all reports are based on facts or are accurate).*

**Here is what Hillview parents can expect:**

1. **Notification:** Specific hate speech has occurred
2. **Response:** Action is being taken *-investigation underway*
3. **Reassurance:** Our school stands for student safety, respect, and inclusion

*This new protocol will take place for the remainder of the 23-24 school year as a trial.*

**Committed to  
Communication**

We continue to be committed to communicating with all parents who have students involved or who may have observed hate speech incidents at our **elementary schools**. This model continues to be appropriate and effective.

**Committed to  
Communication**

MPCSD is implementing a new internal staff communication protocol called SAD (*Step In, Alert Admin, take Direction*) to tighten communication between teacher/staff and administrators when hate speech incidents occur at school.

**SAD Protocol for Staff**

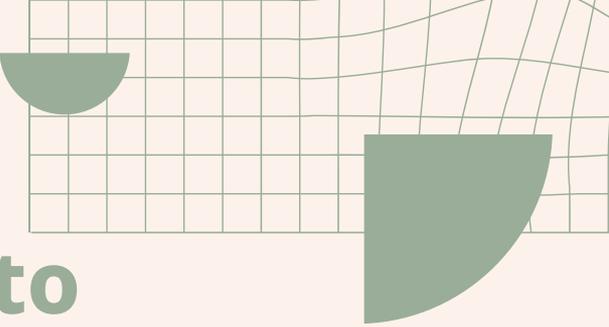


04

# Discipline Commitments

The word “discipline” is from the Latin word *disciplina*, meaning “instruction and training.” It is derived from the root word *discere*—“to learn.”





**We are committed to  
caring for students  
who have been harmed.  
We prioritize their needs and  
provide support.**



MPCSD commits to a ***serious and swift response*** to incidents/reports of hate speech which includes the following:

- Comprehensive investigation to identify facts
- Parent notification
- Consequences and disciplinary action
- Specific education -tailored to address the gap in knowledge/need
- Restorative work

**Serious and Swift  
Response**

Please remember, we are dealing with children  
*-not adults*. Often students do not understand  
the impact or historical context  
of their words and behavior.

**Children, not adults**

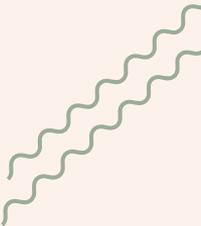
## ***Not one size fits all!***

*Determining a disciplinary response is the responsibility of the administrators and includes many considerations:*

- The nature, severity, scope, and impact of the behavior
- The student's age and maturity - developmental appropriateness
- The circumstances/context in which the conduct occurred
- The frequency and duration of the behavior
- The student's disciplinary record (including the nature of any prior misconduct, the number of prior instances of misconduct, and the disciplinary and guidance intervention measures applied for each)
- The student's IEP (Individual Education Plan), BIP (Behavioral Intervention Plan), and/or 504 Accommodation Plan, if applicable
- The California Education Code

**Disciplinary  
Considerations**

- The research on suspension, as well as the state legislature, supports MPCSD's student-centered approach to discipline, including utilization of suspension diversion.
- MPCSD takes all facts into thoughtful consideration when making a disciplinary decision.
- Suspension for hate speech is permissible. MPCSD will suspend students when warranted by the specific circumstances of the case, to the extent allowable by law.



# Suspension diversion often includes Restorative Justice plans and practices.

## What is Restorative Justice?

Restorative justice is a suspension diversion program that is designed to hold students accountable for their actions in a way that both teaches the students about the impact and context of their mistake and allows students to repair the harm that was done.

## This program usually includes four elements:

### ***Parent Engagement, Education, Consequences, Repair***

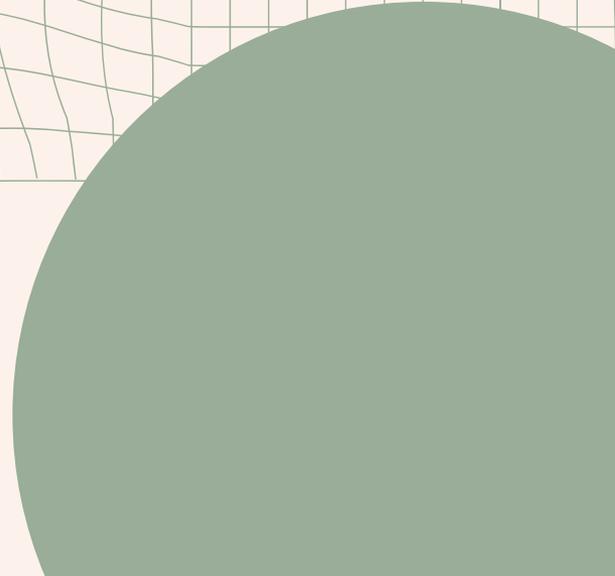
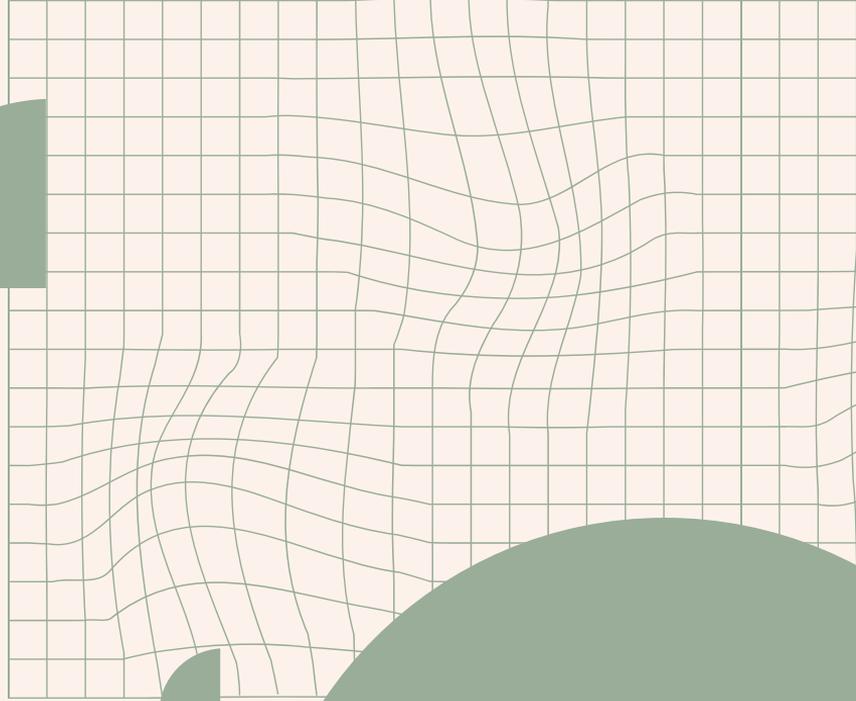
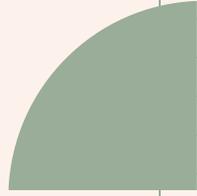
*Students who require suspension diversion will often spend time out of the classroom and away from classmates. The student will usually remain at school.*

**Documentation:** *The incident is officially documented but the documentation does **not** become part of the child's permanent student record (unlike a suspension/expulsion).*

Suspension Diversion

05

# Student-Centered Dialogue



# Speaker

## Directions:

*Speak your truth, remain student-centered, and please be respectful.*

1. We will spend **30 minutes listening to speakers**
2. Raise your hand if you want to speak and microphones will be walked and/or passed around, speaker will be directed when it is their turn
3. One speaker at a time - please no interrupting - be respectful
4. Self-monitor speaking time and allow yourself no more than 3 minutes



# Norms Supporting Compassion & Engagement

01

## **Stay Engaged**

*listen, learn, be  
curious*

02

## **Compassion Forward**

*assume best intent*

03

## **Speak Your Truth**

*remain student-centered  
and pay attention to  
patterns of participation*

04

## **Expect Progress & Accept**

**Non-Closure**  
*we will not have all  
the answers*



“Let’s continue to be a place where we - educators and families - *work together* to develop confident, capable, and compassionate humans. Each and every one of our students deserves it.”

*-Superintendent Gracia*

**Thank you for  
your meaningful  
participation and  
continued  
engagement.**

