

Provision:	Article VI, Section 7	Title:	Staff Safety/Student Discipline
Presentation:	CEA Counter	Date:	8/14/2024

CEA Proposed 8/14/24:

Section 7 Staff Safety/Student Discipline

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Each school will have and follow a school-wide discipline plan which aligns with School Board policy.

1. The District will provide a discipline framework to each school in order to support district-wide consistency and calibration.
2. The school-wide discipline plan will be reviewed at least once a year with all stakeholders prior to the beginning of the school year, and updated as needed. At the review, an opportunity for input will be provided. Employees are expected to follow the school-wide discipline plan.
3. The school-wide discipline plan will include:
 - a. The district/school's philosophical approach to providing a productive learning environment and support to individual students (e.g. district policy/procedure, mission statement).
 - b. A resource guide defining a comprehensive list of resources of support. This list of resources includes, but is not limited to, a directory of individuals in the following roles: School Counselors, Nurses, Administrators, Student Support Services, Mental Health Services and other community resources (ex: Communities in Schools).
 - c. Purpose and use of intervention spaces (ex: de-escalation/calming stations).
 - d. Classroom-based interventions that may be utilized to address student behavior.
 - e. A consistent process for documenting student behavior, submitting an office referral, and communicating the outcome of an office referral.
 - f. A consistent process for requesting additional support for students in the learning environment and/or removing a student from the learning environment.
 - g. A consistent communication process, with prompt response, between staff and administrative support, an immediate response when deemed necessary.

and

The District will make professional development available for voluntary attendance by teachers and other certificated staff concerning applicable federal, state and local laws and District rules, regulations and procedures pertaining to student rights, teacher rights, due process and the processing of student discipline.

When students are present during the school day, ~~The District will make every effort to have an administrator or designee present at each worksite to assist teachers and other certificated staff in implementing the student discipline policy.~~

~~Whenever the administrators is are absent from the building for one full day or more, a substitute will be designated to replace that administrator for his/her normally assigned time and staff will be notified.~~

The Board and the Superintendent shall support and uphold employees in their professional efforts to maintain student discipline and a safe learning environment in the District. The teacher may use professional judgement concerning matters not provided for by specific policies adopted by the Board and not inconsistent with federal or state laws and regulations.

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Classroom Exclusions: (Not to exceed the remaining balance of the school day)

Teachers are authorized (as described in RCW 28A.600.020) to exclude from their classroom, or instructional, or activity area, any student who creates a disruption of the educational process in violation of the building student discipline policy. Before excluding a student, a teacher must first attempt one or more other forms of discipline to support the student in meeting behavioral expectations, unless the student's presence poses an immediate and continuing danger to other students or school personnel or an immediate and continuing threat of material and substantial disruption of the educational process. The student may be excluded by the teacher from the teacher's classroom or instructional activity area for all or any portion of the balance of the school day, or up to the following two days or until the principal or designee and employee have conferred and planned for the student's return, - whichever occurs first. The conference will not occur during instructional time. Every effort will be made to avoid having the conference during instructional time.

The conference between the employee and administrator/designee occurs to discuss topics such as:

1. What was the student behavior and the factors contributing to the incident?
2. What corrective action, restorative action, and/or intervention has been utilized?
3. What does the class and/or employee need before the student returns?
4. What does the student need before returning to the learning environment?
5. What is the plan to help the student avoid the same behavior in the future?
6. What are the next steps if the behavior continues?

Prior to the student being readmitted to the learning environment, the employee shall be informed of the outcome of the office referral.

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Use of Force/Dangerous Weapons

1. An employee is authorized to use force upon or toward a student or other person on or around school premises when reasonably necessary to control spontaneous behavior that poses an imminent likelihood of serious harm as defined in RCW 70.96B.010 in accordance with Policy and Procedure 3246.

Dangerous Weapons

... (renumber previous 2. and 3.)

Staff Supports

1. Special education staff will receive professional development regarding discipline for students receiving special education services. The district will provide support to teachers who deal with violent or aggressive students. Support may include de-escalation training, para support, and/or reduction in class size.

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2. General education teachers assigned students with 504 plans or IEPs will have an opportunity to give input into behavior intervention plans of students assigned to them. Input may be shared with the team prior to the meeting should an affected employee be unable to attend.
3. Teachers whose classrooms have been damaged/destroyed due to student behavior may initiate a conversation with the building principal to discuss compensation at the hourly rate to reassemble the room, up to three (3) hours per incident, at the discretion of the building principal.

ALE Staff Safety

(language TA-ed 5/16/2024)

1. There will be no less than 2 employees at an ALE site (WIN, Homeworks, Three Springs) at any time when students are present.
2. The District will provide a walkie-talkie, or similar communication device, for ALE staff to communicate with supporting administrator if that administrator is not located in the same building.

Physical and verbal assault protections

[Signature]
8/14/24

Katherine C. Potter
8/14/24

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Physical and verbal assault protections

Handwritten signature: Katherine C. Foster
8/14/24

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