

The Every Student Belongs Policy & The SPS Bias Incident Response Procedure

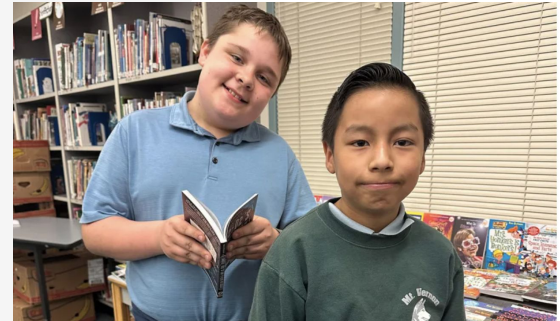


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- Become familiar with the Every Student Belongs (ESB) Policy and understand how it applies to students, staff, families, & visitors to schools.
- Become familiar with the SPS Bias-incident Complaint & Response Procedure and understand the required steps in responding to bias.
- Apply an understanding of ESB and the Bias-incident Response Procedure to some scenarios and consider how you would respond if you encountered an incident of bias.

Goals for this session



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Summer 2020

Students across the state request assistance from Oregon's Governor and Dept. of Education in removing the Confederate Flag from Oregon schools, noting that its presence in schools is a symbol of hate and that it is disruptive to the education of students of color

State Board of Ed. & ODE begin work on an initial rule that would ban symbols of hate, clearly define bias, and require appropriate responses to bias incidents in Oregon schools.

What is the Every Student Belongs Policy?

How did it come to be?



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December 2020

SPS adopts the All Student Belongs Policy (revised in 2022 to reflect the updated/current name, Every Student Belongs)

February 2021

Through the collaborative efforts of the State Board of Education, ODE, and student and educators across the state a permanent OAR is put in place.

What is the Every Student Belongs Policy?

How did it come to be?



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What is new information
for you in this document?

What is familiar to you?
Or, what are you reminded
of as you read?



Please take a
few moments to
read or re-read
the *Every
Student Belongs
Policy*



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- Bans “symbols of hate” in Oregon schools and identifies them as: the confederate flag, the noose, and the swastika
- Defines the term “bias incident”
- Determines that the district will use a specific process (ACB-AR) in response to reports of bias incidents
- Applies to students, employees, parents/caregivers, & visitors
- Prohibits retaliation against anyone who reports or provides information as part of an investigation.

Key Elements of the *Every Student Belongs* Policy



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“Bias incident” means a person’s hostile expression of animus toward another person, relating to the other person’s perceived race, color, religion, gender identity, sexual orientation, disability or national origin, of which criminal investigation or prosecution is impossible or inappropriate. Bias incidents may include derogatory language or behavior.

**“Bias incident”
as defined in
the *Every
Student
Belongs Policy***



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What happens when a student, parent, staff member or community member reports an incident of bias?



Let's look together at the SPS Bias Incident Complaint Procedure (ACB-AR)



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Staff must report to an administrator when they become aware of a bias incident.

(Talk with your administrator about the best way to report.)

An administrator must acknowledge receipt of a complaint / report and reduce it to writing.

What is our Bias-incident Response Procedure? (ACB-AR)



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Referral Entry

+ New



Referral Type: Administrator-managed (Major) ▼

Student: Select... ▼

Grade: ▼

IEP Status: --

Staff: Select... ▼

Date: 8/27/24

Time: 1:30 PM ▼

Location: ▼

Behavior: ▼ ★

Perceived Motivation: ▼

Others Involved: ▼

Action Taken: ▼ ★

Seclusion / Restraint: No ▼

Send To Default Reviewer: ⓘ

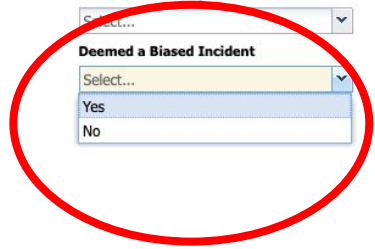
Notes

Custom Fields

Bus Route
Select... ▼

Involved a Hate Symbol
Select... ▼

Deemed a Biased Incident
Select... ▼
Yes
No



**Mouse over each button to view required fields

Save as Complete

Send for Review

Save as Draft

...and Copy

Reporting a Bias-incident in SWIS



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An administrator must investigate the bias incident, and in doing so...communicate the following with all persons impacted:

- That an investigation has been initiated
- When the investigation has been completed
- The findings of the investigation
- Actions taken with the person/s who committed the behavior to remedy the behavior & prevent reoccurrence when the actions relate directly to a specific person impacted by the event * (to the extent allowable by law).

What is our Bias-incident Response Procedure? (ACB-AR)



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When responding to a bias incident, staff will recognize the experience of all persons impacted, acknowledge the impact, commit to taking immediate action, and prevent further harm against those persons impacted from taking place.

The responding administrator or designee will make a decision within 10 working days of receiving the complaint.

What is our Bias-incident Response Procedure? (ACB-AR)



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Redirection procedures, if any, will include:

- Educational components that address the history and impact of hate;
- Procedural components to ensure the safety, healing, and agency of those impacted by hate;
- Accountability for people who cause harm; and
- Change of the conditions that perpetuated the harm.

What is our Bias-incident Response Procedure? (ACB-AR)



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It is the responsibility of every staff member in our system to respond to, bias, hate, discrimination, or harm within our District.

Every staff member will do something if/when they witness or are informed about an incident of bias.

This includes:

Intervening / speaking up (if you feel that you can do so safely).

Reporting incidents to your administrator / supervisor.

Our Belief & Our Expectation



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Consider using the some of the language provided in the document titled *“Interrupting Bias: Calling out & Calling in”*



“Interrupting Bias: Calling out & Calling in”

What if I don't
know what to
say?



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We will read each scenario aloud.

Discuss the scenario with your table group, and consider the following questions.

- What is your initial thought, feeling, reaction upon reading the scenario?
- What might you do in the moment?
- What would you do after the incident occurred?

Identify one representative from your table who can share your thinking with the larger group.

Scenarios



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Following a recent department meeting, two colleagues are speaking to each other in the parking lot in Spanish. Another employee walks past them on the way to his vehicle and says “*Speak English! This is America.*”, before getting into his car and driving away.

Scenario



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At morning pick up on a Friday, a parent reports to their child's bus driver that three other children on the bus have been calling her child the n-word for the last week, despite her child's attempts at telling them to stop.

Scenario



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After school, while a student who has a physical disability and uses arm crutches, is making his way to the bus, a small group of boys walks slowly behind him and exaggeratedly mimics his walk. Another staff member attempts to speak with the boys, but they ignore her and run away. Another student, who witnesses this, claims that the same group of boys often imitates this student's patterns of speech in the classroom, but in a way that teachers do not notice.

Scenario



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At lunch time in a school cafeteria, you encounter a group of students, huddled together at a table looking at a flyer containing anti-Semitic / Neo-Nazi language and symbols. When asked about the material one of the students says that he found the paper on the street on his way to school.

Scenario



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A student reports to you that in a math class another student, who is gender non-binary, has asked the teacher at least 3 times this year to be referred to using they/them pronouns, but the teacher continues to use she/her pronouns for the student.

The student says that yesterday when the student asked again to be referred to as they/them, the teacher said - *I just can't do that. There are only two genders, male and female. This just needs to stop. You'll outgrow this eventually, and it's best if you just figured that out now.*

Scenario



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After recess, a 1st grade girl who identifies as Latina and has darker skin, tells you that some students from the other 1st grade class kept asking her why her skin is dirty and teasing her, telling her that she needs to take a bath.

Scenario



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We should report all potential bias incidents.

Some investigations may determine that the event reported was not a “bias incident” according to the definition in policy (*Was it a “hostile display of animus”?* *Did it relate to race, religion, gender, disability, etc.?*)

It is still important that we report if we think a student, colleague, visitor has been harmed.

Context matters!
(Especially when dealing with students)



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Thank you for your
commitment to safe,
welcoming, and inclusive
schools in Springfield!



Questions?



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