

KoMet PRIDE Discipline Matrix

	ABOVE THE LINE	BELOW THE LINE Stop and Think Card Teacher contacts parent/guardian and issues consequence	BOTTOM LINE Stop and Think Card Direct Office Referral Office staff contacts parent/guardian and issues consequence
Put Downs / Teasing	Positive and encouraging language that is kind to others	Name calling, hurtful teasing	Repeated <i>BELOW THE LINE</i> behavior, in a short time period, warrants an office referral
Inappropriate Language / Gestures	Language and actions that are socially appropriate and respectful	Swearing; words or gestures used to harass, intimidate, show defiance or create an unsafe climate	
Disrespect/Refusing to Cooperate	Follow directions in a cooperative and respectful manner Respond appropriately when talked to by adults and/or peers	Repeated refusal; ignoring reasonable requests and school/classroom expectations that lead to an escalation of behavior and an unsafe situation (Throwing of food/classroom materials)	
Pushing / Hitting /Tripping / Kicking	Self-control, keep hands and feet to self	Intentional pushing, hitting, tripping or kicking	
Other			
Verbal Threat / Harassment	Positive and encouraging language that is kind to others		Threat; disrespectful remarks based on race, culture, ethnicity, socio-economic status, sexual orientation, religion or disability; continued pattern of minor offenses; continued proximity after separation; cyber-bullying/intimidation
Bullying	Positive and encouraging language and actions that are respectful to others		Imbalance of power, intentional, repeated, over time
Physical Fighting (2 or more people engaged in physical aggression)	Respect others' personal space Walk away from conflict/report to an adult		Hitting, kicking, punching; encouraging another to fight, retaliating
Inappropriate Touch	Respect others' personal space, keep hands and feet to self		Sexual harassment, intentional inappropriate touch
Theft/Vandalism	Respect personal and school property Use equipment/materials in appropriate manner Return items to appropriate places		Theft; purposefully damaging or defacing property
Weapons Violation	Weapons-free, safe environment		Possession of an actual or look-alike gun, knife, or other weapon

Elementary Consequence Matrix

A. Disciplinary action may include but is not limited to:

- Meeting with the teacher, counselor, or principal
- Loss of school privileges
- Parental conference with school staff
- Suspension (In-School or Out-of-School)
- Detention
- Modified school programs
- Removal from class
- Expulsion

B. Three levels of behaviors have been identified by KoMet Staff.

- **Above the Line Behaviors-** Acceptable and expected behaviors at school. These are behaviors that we consider to show KoMet Pride.
- **Below the Line Behaviors-** unacceptable behaviors that will result in working with students to improve their behavior choices. These will include writing a plan of action to ensure the behaviors do not occur again. These behaviors may include parent communication.
- **Bottom Line Behaviors-** these behaviors are inappropriate for school and will have consequences, as well as writing a plan. These behaviors will be reported to parents.

The age of the student will be a consideration. Minnesota Legislation has designated different behavioral expectations for students in grades K-3 and those in grades 4-12. For this reason, KMES may have different consequences for students at the 4th Grade level.

The administration has the discretion to adjust consequences depending on the investigation results and previous incidents.

Additionally, the principal will use discretion on behaviors that are not listed in the matrix and determine the appropriate level of consequences.

Consequences for students in special education will align with their Individualized Education Plan.

The fact that a student is in an extracurricular or community education activity does not excuse them from serving out consequences before or after school hours

. Students serving an out-of-school suspension will not attend school-sponsored activities on the day of a suspension

KoMet PRIDE Discipline Matrix

	ABOVE THE LINE	BELOW THE LINE Stop and Think Card Teacher contacts parent/guardian and issues consequence	BOTTOM LINE Stop and Think Card Direct Office Referral Office staff contacts parent/guardian and issues consequence
Put Downs / Teasing	Positive and encouraging language that is kind to others	Name calling, hurtful teasing	Repeated <i>BELOW THE LINE</i> behavior, in a short time period, warrants an office referral
Inappropriate Language / Gestures	Language and actions that are socially appropriate and respectful	Swearing; words or gestures used to harass, intimidate, show defiance or create an unsafe climate	
Disrespect/Refusing to Cooperate	Follow directions in a cooperative and respectful manner Respond appropriately when talked to by adults and/or peers	Repeated refusal; ignoring reasonable requests and school/classroom expectations that lead to an escalation of behavior and an unsafe situation (Throwing of food/classroom materials)	
Pushing / Hitting /Tripping / Kicking	Self-control, keep hands and feet to self	Intentional pushing, hitting, tripping or kicking	
Other			
Verbal Threat / Harassment	Positive and encouraging language that is kind to others		Threat; disrespectful remarks based on race, culture, ethnicity, socio-economic status, sexual orientation, religion or disability; continued pattern of minor offenses; continued proximity after separation; cyber-bullying/intimidation
Bullying	Positive and encouraging language and actions that are respectful to others		Imbalance of power, intentional, repeated, over time
Physical Fighting (2 or more people engaged in physical aggression)	Respect others' personal space Walk away from conflict/report to an adult		Hitting, kicking, punching; encouraging another to fight, retaliating
Inappropriate Touch	Respect others' personal space, keep hands and feet to self		Sexual harassment, intentional inappropriate touch
Theft/Vandalism	Respect personal and school property Use equipment/materials in appropriate manner Return items to appropriate places		Theft; purposefully damaging or defacing property
Weapons Violation	Weapons-free, safe environment		Possession of an actual or look-alike gun, knife, or other weapon

KoMet PRIDE Consequence Matrix

Each situation is unique and should be addressed with the individual facts and circumstances considered.

The administration has the discretion to adjust the consequence at any time.

<i>BELOW THE LINE BEHAVIORS</i>	Grades K-3 Consequences	Grade 4 Consequences
<i>Put Downs / Teasing</i>	1st Offense: Verbal Reminder and Break 2nd Offense: Stop and Think Card & "I Plan" and removal from activity and parent contact 3rd Offense: Stop and Think Card & "I Plan", Conference with student and Parent Conference	1st Offense: Verbal Reminder and Break 2nd Offense: Stop and Think Card & "I Plan" and removal from activity 3rd Offense: Stop and Think Card & "I Plan", Conference with student and Parent Conference
<i>Inappropriate Language / Gestures</i>	1st Offense: Verbal Reminder and Break 2nd Offense: Stop and Think Card & "I Plan" and removal from activity and parent contact 3rd Offense: Stop and Think Card & "I Plan", Conference with student and Parent Conference	1st Offense: Verbal Reminder and Break 2nd Offense: Stop and Think Card & "I Plan" and removal from activity and conference 3rd Offense: Stop and Think Card & "I Plan" detention and parent conference
<i>Disrespect/Refusing to Cooperate</i>	1st Offense: Verbal Reminder and Break 2nd Offense: Stop and Think Card & "I Plan" and removal from activity and parent contact 3rd Offense: Stop and Think Card & "I Plan", Conference with student and Parent Conference ** Could work with parent to schedule detention to make up time from refusal.**	1st Offense: Verbal Reminder and Break 2nd Offense: Stop and Think Card & "I Plan" and removal from activity and conference 3rd Offense: Stop and Think Card & "I Plan" detention and parent conference
<i>Pushing / Hitting /Tripping / Kicking</i>	1st Offense: Verbal Reminder and Break 2nd Offense: Stop and Think Card & "I Plan," and removal from activity and parents contact 3rd Offense: Stop and Think Card & "I Plan," Conference During Lunch/Recess, Parent Conference	1st Offense: Verbal Reminder and Break 2nd Offense: Stop and Think Card & "I Plan," and removal from activity and parents contact and conference 3rd Offense: Stop and Think Card & "I Plan," Loss of Recess, Parent Conference
<i>BOTTOM LINE BEHAVIORS</i>		
<i>Verbal Threat / Harassment</i>	1st Offense: Removal from activity, Stop and Think Card & "I Plan" 2nd Offense: Stop and Think Card & "I Plan" Dismissal from school for the remainder of the day, parent conference 3rd Offense: Stop and Think Card & "I Plan" Dismissal from school for up to 24 Hours and Readmission Conference before returning to normal school activities.	1st Offense: Stop and Think Card & "I Plan" Referral to Office, Removal from Lunch/ Recess 2nd Offense: Stop and Think Card & "I Plan" Dismissal from school for the remainder of the day, parent conference 3rd Offense: Stop and Think Card & "I Plan" Dismissal from school for up to 24 Hours and Readmission Conference before returning to normal school activities.

<p align="center"><i>Bullying</i></p>	<p>1st Offense: Removal from activity, Stop and Think Card & “I Plan” 2nd Offense: Stop and Think Card & “I Plan” Dismissal from school for the remainder of the day, parent conference 3rd Offense: Stop and Think Card & “I Plan” Dismissal from school for up to 24 Hours and Readmission Conference before returning to normal school activities.</p> <p>** Staff will be notified to keep students separate during the school day beginning with offense 1.**</p>	<p>1st Offense: Removal from activity, Stop and Think Card & “I Plan” 2nd Offense: Stop and Think Card & “I Plan” Dismissal from school for the remainder of the day, parent conference 3rd Offense: Stop and Think Card & “I Plan” Dismissal from school for up to 24 Hours and Readmission Conference before returning to normal school activities.</p> <p>** Staff will be notified to keep students separate during the school day beginning with offense 1.**</p>
<p align="center"><i>Physical Fighting (2 or more people engaged in physical aggression)</i></p>	<p>1st Offense: Removal from activity, Stop and Think Card & “I Plan” 2nd Offense: Stop and Think Card & “I Plan” Dismissal from school for the remainder of the day, parent conference 3rd Offense: Stop and Think Card & “I Plan” Dismissal from school for up to 24 Hours and Readmission Conference before returning to normal school activities.</p> <p>** Law enforcement may be consulted**</p>	<p>1st Offense: Removal from activity, Stop and Think Card & “I Plan” 2nd Offense: Stop and Think Card & “I Plan” Dismissal from school for the remainder of the day, parent conference 3rd Offense: Stop and Think Card & “I Plan” Dismissal from school for up to 24 Hours and Readmission Conference before returning to normal school activities.</p> <p>** Law enforcement may be consulted**</p>
<p align="center"><i>Inappropriate Touch</i></p>	<p>1st Offense: Verbal Reminder 2nd Offense: Stop and Think Card & “I Plan,” Conference with student 3rd Offense: Stop and Think Card & “I Plan” Dismissal from school for the remainder of the day and parent conference.</p> <p>** Law enforcement may be consulted*</p>	<p>1st Offense: Removal from activity, Stop and Think Card & “I Plan” 2nd Offense: Stop and Think Card & “I Plan”, detention, parent conference 3rd Offense: Stop and Think Card & “I Plan” Dismissal from school for up to 24 Hours and Readmission Conference before returning to normal school activities.</p> <p>** Law enforcement may be consulted**</p>
<p align="center"><i>Theft/Vandalism</i></p>	<p>1st Offense: Verbal Reminder 2nd Offense: Stop and Think Card & “I Plan,” Conference with student 3rd Offense: Stop and Think Card & “I Plan” Dismissal from school for the remainder of the day and parent conference</p> <p>** Law enforcement may be consulted**</p> <p>***Restitution may be requested**</p>	<p>1st Offense: Removal from activity, Stop and Think Card & “I Plan” 2nd Offense: Stop and Think Card & “I Plan”, detention, parent conference 3rd Offense: Stop and Think Card & “I Plan” Dismissal from school for up to 24 Hours and Readmission Conference before returning to normal school activities.</p> <p>** Law enforcement may be consulted**</p> <p>** Restitution may be requested**</p>
<p align="center"><i>Weapons Violation</i></p>	<p>1st Offense: Removal from activity, Stop and Think Card & “I Plan” 2nd Offense: Stop and Think Card & “I Plan” Dismissal from</p>	<p>1st Offense: Removal from activity, Stop and Think Card & “I Plan” 2nd Offense: Stop and Think Card & “I Plan” Dismissal from</p>

	<p>school for the remainder of the day, parent conference 3rd Offense: Stop and Think Card & "I Plan" Dismissal from school for up to 24 Hours and Readmission Conference before returning to normal school activities.</p> <p>** Law enforcement may be consulted**</p>	<p>school for the remainder of the day, parent conference 3rd Offense: Stop and Think Card & "I Plan" Dismissal from school for up to 24 Hours and Readmission Conference before returning to normal school activities.</p> <p>** Law enforcement may be consulted**</p>
<p><i>Elopement (Leave Assigned Area)</i></p>	<p>1st Offense: Verbal Reminder 2nd Offense: Stop and Think Card & "I Plan," Conference with student 3rd Offense: Stop and Think Card & "I Plan" Dismissal from school for the remainder of the day and parent conference</p> <p>** Law enforcement will be consulted if needed for student safety**</p>	<p>1st Offense: Verbal Reminder 2nd Offense: Stop and Think Card & "I Plan," Conference with student 3rd Offense: Stop and Think Card & "I Plan" Dismissal from school for the remainder of the day and parent conference</p> <p>** Law enforcement will be consulted if needed for student safety**</p>