

3241F1

Example District Discipline Matrix<sup>1</sup>

| Behavioral Violation <sup>2</sup><br>& Severity Level <sup>3</sup> | Range of potential responses based on conditions, limitations, and interventions <sup>4</sup> |                     |     |           |                  |           |   |
|--|---|---------------------|-----|-----------|------------------|-----------|---|
|  | Best practices <sup>5</sup>   | Classroom exclusion | ISS | OSS short | OSS long         | Expulsion | School referrals and protocols <sup>6</sup>                                     |
| <b>Type Six</b><br>Firearm <sup>7</sup>                            | N/A   | N/A                 | N/A | N/A       | N/A              | Mandatory | School-based threat assessment referral <sup>8</sup>                            |
| <b>Type Five</b><br>Assault – II <sup>9</sup>                      | Level G   | ✓                   | ✓   | ✓         | No K-4           | No K-4    | School-based threat assessment referral   |
| Sexual assault <sup>10</sup>                                       | Level G   | ✓                   | ✓   | ✓         | No K-4           | No K-4    | Title IX Coordinator referral <sup>11</sup>                                     |
| Illicit drug distribution <sup>12</sup>                            | Level G   | ✓                   | ✓   | ✓         | No K-4           | No K-4    | Prevention/intervention referral <sup>13</sup>                                  |
| Possession of a weapon <sup>14</sup>                               | Level G   | ✓                   | ✓   | ✓         | No K-4           | No K-4    | School-based threat assessment referral   |
| Robbery <sup>15</sup>  | Level G   | ✓                   | ✓   | ✓         | No K-4           | No K-4    | School-based threat assessment referral   |
| Assault of teacher <sup>16</sup>                                   | Level G   | ✓                   | ✓   | ✓         | No K-4           | No K-4    | Classroom reassignment <sup>17</sup><br>School-based threat assessment referral |
| Felony violent offense <sup>18</sup>                               | Level G   | ✓                   | ✓   | ✓         | No K-4           | No K-4    | School-based threat assessment referral   |
| Safety – II <sup>19</sup>  | Level G   | ✓                   | ✓   | ✓         | No K-4           | No K-4    | School-based threat assessment referral   |
| <b>Type Four</b><br>Assault – I <sup>20</sup>                      | Level F   | ✓                   | ✓   | ✓         | No <sup>21</sup> | No        | School-based threat assessment referral   |
| Fighting with major injury <sup>22</sup>                           | Level F   | ✓                   | ✓   | ✓         | No K-4           | No K-4    | School-based threat assessment referral   |
| Sexual harassment <sup>23</sup>                                    | Level F   | ✓                   | ✓   | ✓         | No <sup>24</sup> | No        | Title IX Coordinator referral   |
| Discriminatory harassment <sup>25</sup>                            | Level F   | ✓                   | ✓   | ✓         | No <sup>26</sup> | No        | Civil Rights Coordinator referral <sup>27</sup>                                 |
| Malicious harassment <sup>28</sup>                                 | Level F   | ✓                   | ✓   | ✓         | No <sup>29</sup> | No        | School-based threat assessment referral   |
| Arson <sup>30</sup>  | Level F   | ✓                   | ✓   | ✓         | No K-4           | No K-4    | School-based threat assessment referral   |

| Behavioral Violation <sup>2</sup><br>& Severity Level <sup>3</sup> | Range of potential responses based on conditions, limitations, and interventions <sup>4</sup> |                     |     |           |                      |           |   |
|--|---|---------------------|-----|-----------|----------------------|-----------|---|
|  | Best practices <sup>5</sup>   | Classroom exclusion | ISS | OSS short | OSS long             | Expulsion | School referrals and protocols <sup>6</sup>   |
| Marijuana distribution <sup>31</sup>                               | Level F   | ✓                   | ✓   | ✓         | No K-4               | No K-4    | Prevention/intervention referral              |
| Alcohol distribution <sup>32</sup>                                 | Level F   | ✓                   | ✓   | ✓         | No <sup>33</sup>     | No        | Prevention/intervention referral              |
| Gang intimidation or activity <sup>34</sup>                        | Level F   | ✓                   | ✓   | ✓         | No K-4 <sup>35</sup> | No K-4    | School-based threat assessment referral       |
| Safety – I <sup>36</sup>   | Level F   | ✓                   | ✓   | ✓         | No K-4               | No K-4    | School-based threat assessment referral       |
| <b>Type Three</b>  |   |                     |     |           |                      |           |   |
| Bullying <sup>37</sup>   | Level E   | ✓                   | ✓   | ✓         | No                   | No        | HIB Compliance Officer referral <sup>38</sup> |
| Fighting without major injury <sup>39</sup>                        | Level E   | ✓                   | ✓   | ✓         | No                   | No        | School-based threat assessment referral       |
| Illicit drug possession or use <sup>40</sup>                       | Level E   | ✓                   | ✓   | ✓         | No K-4               | No K-4    | Prevention/intervention referral              |
| Marijuana possession or use <sup>41</sup>                          | Level E   | ✓                   | ✓   | ✓         | No K-4               | No K-4    | Prevention/intervention referral              |
| Alcohol possession or use <sup>42</sup>                            | Level E   | ✓                   | ✓   | ✓         | No                   | No        | Prevention/intervention referral              |
| Tobacco distribution <sup>43</sup>                                 | Level E   | ✓                   | ✓   | ✓         | No <sup>44</sup>     | No        | Prevention/intervention referral              |
| Theft <sup>45</sup>  | Level E   | ✓                   | ✓   | ✓         | No                   | No        |   |
| Other – III <sup>46</sup>  | Level E   | ✓                   | ✓   | ✓         | No                   | No        |   |
| <b>Type Two</b>  |   |                     |     |           |                      |           |   |
| Destruction of property <sup>47</sup>                              | Level D   | ✓                   | ✓   | ✓         | No K-4               | No K-4    |   |
| Physical aggression <sup>48</sup>                                  | Level D   | ✓                   | ✓   | ✓         | No                   | No        |   |
| Tobacco possession or use <sup>49</sup>                            | Level D   | ✓                   | ✓   | ✓         | No                   | No        | Prevention/intervention referral              |
| Failure to cooperate <sup>50</sup>                                 | Level D   | ✓                   | No  | No        | No                   | No        |   |
| Sexually inappropriate conduct <sup>51</sup>                       | Level D   | ✓                   | ✓   | ✓         | No                   | No        |   |
| Disruptive conduct – II <sup>52</sup>                              | Level D   | ✓                   | No  | No        | No                   | No        |   |

| Behavioral Violation <sup>2</sup><br>& Severity Level <sup>3</sup> | Range of potential responses based on conditions, limitations, and interventions <sup>4</sup> |                     |     |           |          |           |   |
|--|---|---------------------|-----|-----------|----------|-----------|---|
|  | Best practices <sup>5</sup>   | Classroom exclusion | ISS | OSS short | OSS long | Expulsion | School referrals and protocols <sup>6</sup> |
| Other – II <sup>53</sup>   | Level D   | ✓                   | ✓   | ✓         | No       | No        |   |
| <b>Type One</b><br>Disruptive conduct – I <sup>54</sup>            | Levels A–C  | ✓                   | No  | No        | No       | No        |   |
| Dress code <sup>55</sup>   | Levels A–C  | ✓                   | No  | No        | No       | No        |   |
| Physical contact <sup>56</sup>                                     | Levels A–C  | ✓                   | No  | No        | No       | No        |   |
| Defiance <sup>57</sup>   | Levels A–C  | ✓                   | No  | No        | No       | No        |   |
| Disrespect <sup>58</sup>   | Levels A–C  | ✓                   | No  | No        | No       | No        |   |
| Academic dishonesty/plagiarism <sup>59</sup>                       | Levels A–C  | ✓                   | No  | No        | No       | No        |   |
| Property misuse <sup>60</sup>                                      | Levels A–C  | ✓                   | No  | No        | No       | No        |   |
| Inappropriate language <sup>61</sup>                               | Levels A–C  | ✓                   | No  | No        | No       | No        |   |
| Other – I <sup>62</sup>  | Levels A–C  | ✓                   | No  | No        | No       | No        |   |

<sup>1</sup> Note, this matrix represents a summary of student discipline procedures under WSSDA policy 3241P.

<sup>2</sup> "Behavioral violation" refers to a student's behavior that violates *Example District's* discipline policy. In accordance with WAC [392-400-110\(1\)\(a\)](#), *Example District's* policies and procedures must clearly state the types of behaviors for which discipline—including classroom exclusion, suspension, and expulsion—may be administered. Note: The information and definitions for behavioral violations in this matrix that indicate long-term suspension or expulsion may be an option corresponding with provisions under RCW [28A.600.015\(6\)](#) as well as grade-level conditions and limitations under WAC [392-400-440\(3\)](#) regarding the types of behavioral violations for which a district may consider administering long-term suspension or expulsion. For example, to administer a long-term suspension or expulsion, the conduct must be the kind described under RCW [28A.600.015\(6\)\(a\)–\(d\)](#), and the district must determine that the student would pose an imminent danger to students or school personnel if they returned to school before completing a long-term suspension or expulsion. The information and definitions for behavioral violations in this matrix that indicate long-term suspension or expulsion is not an option are consistent with provisions under RCW [28A.600.015\(6\)](#) as well as conditions and limitations under [chapter 392-400 WAC](#) and also include recommendations for when a district's discipline policies and procedures may permit or prohibit the use of classroom exclusion, in-school suspension, or short-term suspension. While the information in this matrix is consistent with federal and state laws, districts must ensure their discipline policies and procedures, including clearly defined behavioral violations, are developed with the participation of school personnel, students, parents, families, and the community, consistent with WSSDA policy 3241 and WAC [392-400-](#)

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[110\(2\)](#). State laws establish the *minimum* substantive and procedural due process requirements for student discipline in schools, but districts may adopt policies and procedures setting forth conditions and limitations that provide additional substantive and procedural protections for students.

<sup>3</sup> Note, while this matrix organizes behavioral violations into severity levels that correlate with categories of potential responses intended to match the severity of behavior types, districts may also decide to organize behavioral violations so as to clearly delineate between minor versus major or classroom-managed versus office-managed behavioral violations. Within this matrix, the *Type One* category provides examples of low-level behavioral violations that should be managed at the classroom level without resulting in the use of any exclusionary discipline practices, and the *Type Two* category provides examples of some behavioral violations that may be office-managed without resulting in the use of suspension or expulsion. Regardless of how a district categorically labels behavioral violations under the *Type Two* through *Type Five* categories in this matrix, in accordance with WAC [392-400-430\(2\)](#) the school district must consider the nature and circumstances of the behavioral violation when determining whether suspension or expulsion, and the length of the exclusion, is warranted.

<sup>4</sup> “Range of potential responses based on conditions, limitations, and interventions” refers to the recommended corrective action the first time a student engages in each behavioral violation. However, school personnel may use higher levels of discipline if prior attempts at lower forms of corrective action have failed. Specifically, for Type One Behavioral Violations, school personnel cannot use in-school suspension or short-term suspension for a first offense but may use such disciplinary actions if prior classroom exclusions or corrective action have been ineffective.

<sup>5</sup> “Best practices” refers to *best practices and strategies* the district identified that school personnel should administer before or instead of administering classroom exclusion, suspension, or expulsion to support students in meeting behavioral expectations in accordance with WAC [392-400-110\(1\)\(e\)](#). Refer to “3241P Attachment B: Example District Continuum of Discipline Responses” for an example of how best practices and strategies may be embedded in discipline procedures across severity levels of behavioral violations at the classroom and administrative levels in a manner that corresponds with this matrix.

<sup>6</sup> Note, the information under this column represents a limited list of school referrals or protocols that may be required under corresponding district policies and is not to be interpreted as comprehensive. Districts should adapt the information as necessary in accordance with federal and state laws.

<sup>7</sup> “Firearm” refers to behavioral violations that meet the definition of offenses requiring a mandatory one-year expulsion under the [Gun-Free Schools Act](#), WAC [392-400-820\(1\)](#), and RCW [28A.600.420\(1\)](#).

<sup>8</sup> “School-based threat assessment referral” refers to policies and procedures under WSSDA policies 3225 and 3225P.

<sup>9</sup> “Assault – II” refers to behavioral violations that meet the definition of an offense under RCW [9A.36.011](#) or RCW [9A.36.021](#)—which may include behavioral violations under WAC [392-172A-05149\(1\)\(c\)](#) involving “serious bodily injury” as defined under Section 1365 (h)(3) of Title 18, U.S.C.

<sup>10</sup> “Sexual assault” refers to behavioral violations that meet the definition of certain sex offenses under RCW [9.94A.030\(47\)](#).

<sup>11</sup> “Title IX Coordinator referral” refers to the school district personnel designated to coordinate the district’s compliance with [Title IX of the Education Amendments of 1972](#), as well as state civil rights requirements regarding sex discrimination and sexual harassment under chapters [28A.640 RCW](#) and [392-190 WAC](#).

<sup>12</sup> “Illicit drug distribution” refers to behavioral violations that meet the definition of delivery of controlled substances, excluding marijuana, under chapter [69.50 RCW](#).

<sup>13</sup> “Prevention/intervention referral” refers to substance use prevention and intervention personnel or services available to the district, which may also include Student Assistance Program or other behavioral health supports at the district or community level.

<sup>14</sup> “Possession of a weapon” refers to behavioral violations that meet the definition of an offense under RCW [9.41.280](#).

<sup>15</sup> “Robbery” refers to behavioral violations that meet the definition of an offense under RCW [9A.56.190](#) and RCW [9A.56.200](#) or RCW [9A.56.210](#).

<sup>16</sup> “Assault of teacher” refers to behavioral violations that meet the definition of an offense directed toward a teacher under WAC [392-400-810\(1\)](#) and RCW [28A.600.460\(2\)](#)—which may include behavioral violations under WAC [392-172A-05149\(1\)\(c\)](#) involving “serious bodily injury” as defined under Section 1365 (h)(3) of Title 18, U.S.C.

<sup>17</sup> RCW [28A.600.460\(2\)](#) provides that a student who commits an offense under that statutory provision “when the activity is directed toward the teacher, shall not be assigned to that teacher’s classroom for the duration of the student’s attendance at that school or any other school where the teacher is assigned.”

<sup>18</sup> “Felony violent offense” refers to all other violent offenses identified in [RCW 9.94A.030\(58\)](#) that don’t constitute any other behavioral violation identified in the matrix.

<sup>19</sup> “Safety – II” refers to behavioral violations that meet the definition of “Behavior that adversely impacts the health or safety of other students or educational staff” under RCW [28A.600.015\(6\)\(d\)](#) and meets the criteria for administering expulsion under WAC [392-400-440\(1\)](#) but that does not constitute a *Type Five* behavioral violation under any other category.

<sup>20</sup> “Assault – I” refers to behavioral violations involving an assault upon another person that do not meet the definition of an offense under RCW [9A.36.011](#) or RCW [9A.36.021](#).

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<sup>21</sup> No long-term suspension or expulsion unless the assault adversely impacts the health or safety of other students or educational staff, and the district determines that the student would pose an imminent danger to students or school personnel if they returned to school before completing a long-term suspension or expulsion.

<sup>22</sup> "Fighting with major injury" refers to behavioral violations involving mutual participation in physical violence where there is injury that meets the definition of "substantial bodily harm" or "great bodily harm" under RCW [9A.04.110](#)(4)—which may include behavioral violations under WAC [392-172A-05149](#)(1)(c) involving "serious bodily injury" as defined under Section 1365 (h)(3) of Title 18, U.S.C.

<sup>23</sup> "Sexual harassment" refers to behavioral violations that meet the definition of an offense under RCW [28A.640.020](#)(2)(f) and WAC [392-190-056](#).

<sup>24</sup> No long-term suspension or expulsion unless the sexual harassment adversely impacts the health or safety of other students or educational staff, and the district determines that the student would pose an imminent danger to students or school personnel if they returned to school before completing a long-term suspension or expulsion.

<sup>25</sup> "Discriminatory harassment" refers to behavioral violations constituting conduct or communication that is intended to be harmful, humiliating, or physically threatening, and shows hostility toward a person or persons based on their real or perceived sex, race, ethnicity, creed, religion, color, national origin, sexual orientation, gender identity, gender expression, homelessness, immigration or citizenship status, veteran or military status, the presence of any sensory, mental, or physical disability, neurodivergence, or use of a trained dog guide or service animal in violation of district policy.

<sup>26</sup> No long-term suspension or expulsion unless the discriminatory harassment adversely impacts the health or safety of other students or educational staff, and the district determines that the student would pose an imminent danger to students or school personnel if they returned to school before completing a long-term suspension or expulsion.

<sup>27</sup> "Civil Rights Coordinator referral" refers to the school district personnel designated to be responsible for monitoring and coordinating the district's compliance with state nondiscrimination laws under chapters [28A.640](#) and [28A.642](#) RCW, and [chapter 392-190 WAC](#).

<sup>28</sup> "Malicious harassment" refers to behavioral violations that meet the definition of an offense under RCW [9A.46.020](#)(1).

<sup>29</sup> No long-term suspension or expulsion unless the malicious harassment adversely impacts the health or safety of other students or educational staff, and the district determines that the student would pose an imminent danger to students or school personnel if they returned to school before completing a long-term suspension or expulsion.

<sup>30</sup> "Arson" refers to behavioral violations that meet the definition of an offense under RCW [9A.48.020](#) or RCW [9A.48.030](#).

<sup>31</sup> "Marijuana distribution" refers to behavioral violations that meet the definition of delivery of marijuana-related controlled substances under chapter [69.50](#) RCW.

<sup>32</sup> "Alcohol distribution" refers to behavioral violations involving the transportation, delivery or distribution of alcohol in violation of district policy.

<sup>33</sup> No long-term suspension or expulsion unless the alcohol distribution adversely impacts the health or safety of other students or educational staff, and the district determines that the student would pose an imminent danger to students or school personnel if they returned to school before completing a long-term suspension or expulsion.

<sup>34</sup> "Gang intimidation or activity" refers to behavioral violations that meet the definition of an offense under RCW [9A.46.120](#) or RCW [28A.600.455](#). The district may only consider administering long-term suspension or expulsion in response to two or more behavioral violations within a three-year period.

<sup>35</sup> No long-term suspension or expulsion unless this is the second violation within a three-year period, and the district determines that the student would pose an imminent danger to students or school personnel if they returned to school before completing a long-term suspension or expulsion.

<sup>36</sup> "Safety – I" refers to behavioral violations that meet the definition of "Behavior that adversely impacts the health or safety of other students or educational staff" under RCW [28A.600.015](#)(6)(d) and meets the criteria for administering long-term suspension under subsections (a) and (b)(ii) of WAC [392-400-440](#)(2) but that cannot be categorized under any other *Type Four* behavioral violations.

<sup>37</sup> "Bullying" refers to behavioral violations constituting intentional, unwanted, aggressive behavior that (1) involves a real or perceived power imbalance, and (2) is repeated, or has the potential to be repeated, over time, and (3) meets the criteria under RCW [28A.600.477](#)(5)(b)(i)—excluding *Type Four* behavioral violations that constitute sexual harassment, discriminatory harassment, and malicious harassment.

<sup>38</sup> "HIB Compliance Officer referral" refers to the school district personnel designated as the primary contact for harassment, intimidation, and bullying (HIB) policies and procedures in accordance with RCW [29A.600.477](#)—which may coincide with other responses such as a school-based threat assessment referral.

<sup>39</sup> "Fighting without major injury" refers to behavioral violations involving mutual participation in physical violence where there is no injury that meets the definition of "substantial bodily harm" or "great bodily harm" under RCW [9A.04.110](#)(4).

<sup>40</sup> "Illicit drug possession or use" refers to behavioral violations that meet the definition of possession of controlled substances, excluding marijuana, under Chapter [69.50](#) RCW.

<sup>41</sup> "Marijuana possession or use" refers to behavioral violations that meet the definition of possession of marijuana-related controlled substances under chapter [69.50](#) RCW.

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- <sup>42</sup> "Alcohol possession or use" refers to behavioral violations involving the possession or consumption of alcohol in violation of district policy.
- <sup>43</sup> "Tobacco distribution" refers to behavioral violations involving the transportation, distribution, or delivery of tobacco products in violation of district policy, including violations of the district's policy prohibiting the use of tobacco products on school property adopted in accordance with RCW [28A.210.310](#).
- <sup>44</sup> No long-term suspension or expulsion unless the tobacco distribution adversely impacts the health or safety of other students or educational staff, and the district determines that the student would pose an imminent danger to students or school personnel if they returned to school before completing a long-term suspension or expulsion.
- <sup>45</sup> "Theft" refers to behavioral violations involving the taking or knowingly being in possession of stolen district property or property of others without permission in violation of district policy.
- <sup>46</sup> "Other – III" refers to behavioral violations not amounting to a *Type Four* behavioral violation but that cannot be categorized under any other *Type Three* behavioral violations. Districts should make every attempt to develop precise definitions for common behavioral violations to avoid using the vague, subjective, and arbitrary category of "other" within any severity level.
- <sup>47</sup> "Destruction of property" refers to behavioral violations involving intentional damage of school property or the property of others that meet the definition of violations under RCW [28A.635.060](#). The district may only consider administering long-term suspension or expulsion in response to two or more behavioral violations within a three-year period.
- <sup>48</sup> "Physical aggression" refers to behavioral violations involving a student engaging in physical contact where a minor injury may occur (e.g. hitting, kicking, slapping, hair pulling, scratching, etc.) in violation of district policy.
- <sup>49</sup> "Tobacco possession or use" refers to behavioral violations involving the possession or consumption of tobacco products in violation of district policy, including violations of the district's policy prohibiting the use of tobacco products on school property adopted in accordance with RCW [28A.210.310](#).
- <sup>50</sup> "Failure to cooperate" refers to behavioral violations involving repeated failure to comply with or follow reasonable and lawful directions or requests by school personnel in violation of district policy.
- <sup>51</sup> "Sexually inappropriate conduct" refers to behavioral violations involving obscene acts or expressions, whether verbal or non-verbal, in violation of district policy.
- <sup>52</sup> "Disruptive conduct – II" refers to behavioral violations involving actions that materially and substantially interfere with the educational process in violation of district policy.
- <sup>53</sup> "Other – II" refers to behavioral violations not amounting to a *Type Three* behavioral violation but that cannot be categorized under any other *Type Two* behavioral violations. Districts should make every attempt to develop precise definitions for common behavioral violations to avoid using the vague, subjective, and arbitrary category of "other" within any severity level.
- <sup>54</sup> "Disruptive conduct – I" refers to behavioral violations involving low-intensity actions that may briefly interrupt learning activities in violation of district policy.
- <sup>55</sup> "Dress code" refers to behavioral violations involving a student wearing clothing that is not within the dress code guidelines defined by the district. Dress code and grooming policies may not discriminate on the basis of a protected class under chapters [28A.640](#) or [28A.642](#) RCW, including sex, race, color, religion, creed, national origin, sexual orientation, gender identity, gender expression, and disability. Dress codes and grooming policies should be based on educationally relevant considerations, apply consistently to all students, include consistent discipline for violations, and make reasonable accommodations when the situation requires an exception. Dress codes should be gender neutral to avoid discrimination on the basis of sex, gender identity, or gender expression. A school district may not discriminate against students who have hairstyles or hair texture that is historically associated or perceived to be associated with race, including "protective hairstyles" such as afros, braids, locks, and twists.
- <sup>56</sup> "Physical contact" refers to behavioral violations involving innocuous and non-threatening but inappropriate physical conduct in violation of district policy.
- <sup>57</sup> "Defiance" refers to behavioral violations involving brief or harmless failure to follow reasonable and lawful directions or requests by school personnel in violation of district policy.
- <sup>58</sup> "Disrespect" refers to behavioral violations involving minor dismissive or rude acts or expressions, whether verbal or nonverbal, in violation of district policy.
- <sup>59</sup> "Academic dishonesty/plagiarism" refers to behavioral violations involving knowingly submitting the work of others as one's own or assisting another student in doing so or using unauthorized sources in violation of district policy.
- <sup>60</sup> "Property misuse" refers to behavioral violations involving brief or low-intensity misuse of district property or property of others in violation of district policy.
- <sup>61</sup> "Inappropriate language" refers to behavioral violations involving non-threatening or unintentional use of inappropriate language in violation of district policy.
- <sup>62</sup> "Other – I" refers to behavioral violations not amounting to a *Type Two* behavioral violation but that cannot be categorized under any other *Type One* behavioral violations. Districts should make every attempt to develop precise definitions for common behavioral violations to avoid using the vague, subjective, and arbitrary category of "other" within any severity level.