
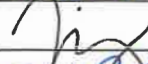




# Comprehensive School Safety Plan SB 187 Compliance Document

## 2025-2026 School Year

**School:** Thurgood Marshall TK-8 School  
**CDS Code:** 56725380100362  
**District:** Oxnard School District  
**Address:** 2900 Thurgood Marshall Drive  
 Oxnard, CA 93036  
**Date of Adoption:** February 18, 2026  
**Date of Review:** -with Staff  
 November 4, 2025  
 -with Law Enforcement  
 January 2026  
 -with Fire Authority  
 January 2026

**Reviewed by:**

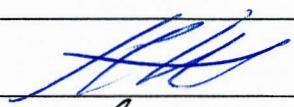
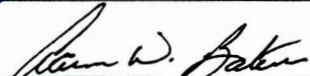
Name	Title	Signature	Date
Chantal Anderson Witherspoon	Principal		12/17/25
Jeffrey Lawhead	Classroom Teacher		01/30/25
Maritza Gutierrez	Classified Rep/Safety Committee		1.30.2026
Rachel Saldana	School Site Council Chair		2/3/26
	Oxnard Police Department Representative		
	Oxnard Fire Department Representative		

# Comprehensive School Safety Plan SB 187 Compliance Document

## 2025-2026 School Year

**School:** Thurgood Marshall TK-8 School  
**CDS Code:** 56725380100362  
**District:** Oxnard School District  
**Address:** 2900 Thurgood Marshall Drive  
 Oxnard, CA 93036  
**Date of Adoption:** February 18, 2026  
**Date of Review:** -with Staff  
 November 4, 2025  
 -with Law Enforcement  
 January 2026  
 -with Fire Authority  
 January 2026

**Reviewed by:**

Name	Title	Signature	Date
Chantal Anderson Witherspoon	Principal		
Jeffrey Lawhead	Classroom Teacher		
Maritza Gutierrez	Classified Rep/Safety Committee		
Rachel Saldana	School Site Council Chair		
MIGUEL SERRANO COMMANDER	Oxnard Police Department Representative		1-30-26
Adam Baker	Oxnard Fire Department Representative		01-29-2026

## Table of Contents

Senate Bill 187: Comprehensive School Safety Plan Purpose .....	5
Safety Plan Vision.....	5
Components of the Comprehensive School Safety Plan (EC 32281).....	7
(A) Child Abuse Reporting Procedures (EC 35294.2 [a] [2]; PC 11166).....	7
(B) Disaster Procedures (EC 35295-35297; GC 8607 and 3100).....	9
(C) School Suspension, Expulsion and Mandatory Expulsion Guidelines .....	11
(D) Procedures to Notify Teachers of Dangerous Pupils (EC 49079).....	16
(E) Sexual Harassment Policies (EC 212.6 [b]).....	16
(F) School-wide Dress Code Relating to Gang-Related Apparel (EC 35183).....	17
(G) Procedure for Safe Ingress and Egress of Pupils, Parents, and Staff to and from School (EC 35294.2) .....	18
(H) A Safe and Orderly School Environment Conducive to Learning (EC 35294.2) .....	19
(I) School Discipline Rules and Consequences (EC 35291 and EC 35291.5) .....	27
(J) Hate Crime Reporting Procedures and Policies.....	30
Adaptations for Students with Disabilities.....	30
Opioid Prevention and Life-Saving Response Procedures .....	33
Response Procedures for Dangerous, Violent, or Unlawful Activity.....	34
Instructional Continuity Plan.....	35
Engagement with Pupils and Families.....	35
Access to Instruction .....	36
Instructional Continuity .....	38
Access (Equity, Accessibility, and Inclusion) .....	40
Professional Learning.....	40
Well-Being and Support Services .....	41
Site-Based Collaboration.....	41
Return to Site-Based Learning .....	42
Integration with Comprehensive School Safety Plan (CSSP).....	42
Review and Updates of this Instructional Continuity Plan (ICP) .....	42
Procedures for Immigration Enforcement Notification .....	43

Safety Plan Review, Evaluation and Amendment Procedures .....45

Safety Plan Appendices .....46

    EMERGENCY CONTACT NUMBERS .....46

    Incident Command System (ICS) .....50

    Incident Command Team Responsibilities .....51

    Emergency Response Guidelines .....52

    Step One: Identify the Type of Emergency .....52

    Step Two: Identify the Level of Emergency.....52

    Step Three: Determine the Immediate Response Action .....52

    Step Four: Communicate the Appropriate Response Action .....52

    Types of Emergencies & Specific Procedures.....53

        AIRCRAFT CRASH .....53

        ANIMAL DISTURBANCE .....53

        BIOLOGICAL OR CHEMICAL RELEASE.....53

        PESTICIDE EXPOSURE (Pesticide Drift) .....53

        BOMB THREAT/ THREAT OF VIOLENCE .....53

        BUS DISASTER.....54

        DISORDERLY CONDUCT .....54

        EARTHQUAKE .....54

        EXPLOSION OR RISK OF EXPLOSION .....55

        FIRE IN SURROUNDING AREA.....55

        FIRE ON SCHOOL GROUNDS.....56

        FLOODING .....56

        LOSS OR FAILURE OF UTILITIES .....56

        MOTOR VEHICLE CRASH.....56

        PANDEMIC.....57

        PSYCHOLOGICAL TRAUMA .....57

        SUSPECTED CONTAMINATION OF FOOD OR WATER.....58

        UNLAWFUL DEMONSTRATION OR WALKOUT .....58

Medical Emergencies .....61

Cardiac Arrest .....64

Emergency Evacuation Map.....74

## Senate Bill 187: Comprehensive School Safety Plan Purpose

Effective January 1, 2019, Assembly Bill 1747 (Rodriguez), School Safety Plans, became law. This bill requires that during the writing and development of the comprehensive school safety plan (CSSP), the school site council or safety committee consult with a fire department and other first responder entities in addition to currently required entities. It requires the CSSP and any updates made to the plan to be shared with the law enforcement agency, the fire department, and the other first responder entities.

The California Education Code (sections 32280-32288) outlines the requirements of all schools operating any kindergarten and any grades 1 to 12, inclusive, to write and develop a school safety plan relevant to the needs and resources of that particular school.

In 2004, the Legislature and Governor recast and renumbered the Comprehensive School Safety Plan provisions in SB 719 and AB115. It is the intent of the Legislature in enacting the provisions to support California public schools as they develop their mandated comprehensive safety plans that are the result of a systematic planning process, that include strategies aimed at the prevention of, and education about, potential incidents involving crime and violence on school campuses.

The historical requirement of the Comprehensive School Safety Plan was presented in Senate Bill 187, which was approved by the Governor and chaptered in 1997. This legislation contained a sunset clause that stated that this legislation would remain in effect only until January 1, 2000. Senate Bill 334 was approved and chaptered in 1999 and perpetuated this legislation under the requirement of the initial legislation.

Comprehensive School Safety Plans are required under SB 719 & AB 115 and contains the following elements:

- Assessment of school crime committed on school campuses and at school-related functions
- Child abuse reporting procedures
- Disaster procedures
- Suspension and expulsion policies
- Procedures to notify teachers of dangerous pupils
- Discrimination and harassment policies
- School wide dress code policies
- Procedures for safe ingress and egress
- Policies enacted to maintain a safe and orderly environment
- Rules and procedures on school discipline
- Hate crime reporting procedures

The Comprehensive School Safety Plan will be reviewed and updated by March 1st every year. In July of every year, the school will report on the status of its school safety plan including a description of its key elements in the annual school accountability report card.

A copy (electronic or paper) of the Comprehensive School Safety Plan is provided yearly to the following:

- School staff
- Parents
- After-school program staff
- Oxnard Police Department
- Oxnard Fire Department
- Early Childhood Education staff
- Volunteer Coaches

A copy of the Comprehensive School Safety Plan is available for review online at [www.oxnardsd.org](http://www.oxnardsd.org) or in the Thurgood Marshall TK-8 School's office.

### Safety Plan Vision

At Thurgood Marshall School, school safety is of the utmost priority. We work collaboratively with the Marshall community and its partners to ensure safety for our school community. As part of our safety practices, we conduct regular emergency drills and hold Student Expectations Assemblies. Our Safety Committee, School Site Council, Leadership and entire staff commit to work together in partnership to monitor safe conditions.

We believe all community members deserve a physically, emotionally, and mentally safe, secure, and positive learning environment through a caring, supportive staff, engaging curriculum, and training in order to accomplish the goals of high academic achievement and civic responsibilities.

## **Components of the Comprehensive School Safety Plan (EC 32281)**

### **Thurgood Marshall TK-8 School Safety Committee**

Chantal Anderson Witherspoon-Principal  
Angie Arias, School Counselor  
Police Department Representative  
Angie Padilla, Administrative TOSA  
Jeffrey Lawhead, Teacher  
Beth Kaser  
Maritza Perez-Gutierrez, Classified/School Site Council Representative  
Alex Salazar, Classified Staff

### **Assessment of School Safety**

The Safety Committee reviewed and discussed safety procedures to be followed by our students and staff. Regular monthly drills prepare our staff and students to follow emergency routines. The district provided Thurgood Marshall with a large bin where we have placed and organized all of our emergency supplies. Each classroom has an emergency backpack that has supplies for them to be used in case of emergencies. Backpacks and emergency buckets are inventoried every year to ensure that each classroom has the correct materials.

Office referrals and suspension data are reviewed regularly with staff facilitated by the PBIS Team and the school community including School Site Council. Information about attendance rates are reviewed. Information from the Panorama Survey is shared with staff and presented by the PBIS committee in order to make improvements with safety and behavior on campus.

When allowed to be on campus, all parents that are on campus must have a visitor pass to identify all persons on campus.

### **Assessment of School Safety**

- Risk Management from DO conducts a safety inspection of the campus each year. A report is submitted and necessary changes are made.
- The Lead custodian and the principal conduct a monthly safety inspection and submit a report to the DO.
- Any safety issues are reported by staff to the administration and the issues are handled by the lead custodian or through work orders to the district office.
- The Safety Committee review and discuss procedures to be followed by staff and students during emergencies.

### **Strategies and Programs to Provide and Maintain a High Level of Safety (EC 32281(a)1, items A-J)**

The following strategies and programs are consistent with California educational code 32281 and reflect the school's commitment to safety within the following areas:

#### **(A) Child Abuse Reporting Procedures (EC 35294.2 [a] [2]; PC 11166)**

##### GENERAL

As stated in the Board Policy (BP 5141.4), "District employees shall report known or suspected incidence of child abuse in accordance with district regulations and state law. Employees shall fully cooperate with the child protective agencies responsible for reporting, investigating and prosecuting cases of child abuse."

When an employee suspects child abuse, the employee shall immediately meet and discuss the situation with a school counselor or an administrator. Information will be noted (name of person making report, name of child, present location of child, nature and extent of injury, and all other pertinent information.) At that time the counselor or administrator will assist the employee in making a call to Children and Family Services (654-3200) or the local Police Department (Oxnard 385-7600, Sheriff's Dept. 654-2311). The counselor or administrator will make note of time, date and name of official contacted. The employee will then complete and mail

the required written report to the local Children and Family services agency. The counselor or assistant principal will notify the principal.

Employees (mandated reporters) have absolute immunity and are not liable for filing a required report. If a mandated reporter does not wish to disclose his/her identity to a district administrator, he/she shall at least provide or mail a copy of the written report to the district without his/her signature or name after making the required call to Children and Family Services or appropriate law enforcement agency. Mandated reports of sexual activity must be reported to either the Department of Children and Family Services (DCFS) or to the appropriate police jurisdiction. This information will then be cross-reported to the other legal agency.

School manager either mails or faxes over the completed abuse form to CFS within 36 hours of the report. School office manager gives a copy to principal and to the Oxnard School District Superintendent.

### SEXUAL ACTIVITY

Child abuse laws change from time to time. Should you suspect that a student is engaged in unlawful sexual activity, please consult with the school social worker and campus officer to determine if particular provisions under this section are current and in effect.

- a. Involuntary sexual activity is always reportable.
- b. Incest, even if voluntary, is always reportable. Incest is a marriage or act of intercourse between parents and children; ancestors and descendants of every degree; brothers and sisters of half and whole blood and uncles and nieces or aunts and nephews. (Family Code §2200).
- c. Voluntary Sexual Activity may or may not be reportable. Even if the behavior is voluntary, there are circumstances where the behavior is abusive, either by Penal Code definition or because of an exploitative relationship, then this behavior must be reported. If there is reasonable suspicion of sexual abuse prior to the consensual activity, the abuse must be reported.

Reportable Sexual Activity if a Child is 14 Years of Age and:

- a. Partner is younger than 14 years old, but there is a disparity in chronological or maturational age or indications of intimidation, coercion or bribery or other indications of an exploitative relationship.
- b. Partner is 14 years or older lewd & lascivious acts committed by a partner of any age partner is alleged spouse and over 14 years of age.

Reportable Sexual Activity if the Child is 14 or 15 years and:

- a. There is unlawful sexual intercourse with a partner older than 14 but less than 21 years of age and there is no indication of abuse or evidence of an exploitative relationship. There is unlawful sexual intercourse with a partner older than 21 years
- b. There is lewd and lascivious acts committed by a partner more than 10 years older than the child is.
- c. The partner is the alleged spouse and over 21 years of age

Reportable Sexual Activity if the Child is 16 or 17 years and:

- a. The partner is less than 14 years of age
- b. There is unlawful sexual intercourse with a partner older than 14 and there is evidence of an exploitative relationship
- c. The partner is the alleged spouse and there is evidence of an exploitative relationship

Reportable Sexual Activity if the Child is under 18 years:

- a. Sodomy, oral copulation, penetration of a genital or anal opening by a foreign object, even if consensual, with a partner of any age.

Not Reportable Sexual Activity:

- a. Child is 14 years or younger and partner is younger than 14 years and of similar age or maturational age. Sexual behavior is voluntary and consensual. There are no indications of intimidation, coercion, bribery, or other indications of an exploitative relationship.
- b. Unlawful sexual intercourse of a child 14 to 15-years old with a partner older than 14 and less than 21 years of age and there is no indication of abuse or evidence of an exploitative relationship.
- c. Unlawful sexual intercourse with a child 16 or 17 years with a partner older than 14 and there is no indication of an exploitative relationship.

Mandated reports of sexual activity must be reported to either the Department of Children and Family Services (DCFS) or to the appropriate police jurisdiction. This information will then be cross-reported to the other legal agency.

### STAFF TRAINING

All Oxnard School District staff who work with students are trained annually in regard to child abuse. New employees are trained upon being hired. Employees receive training on their legal obligation under law regarding mandated reporting. Employees also receive training to recognize signs and symptoms of child abuse.

## **(B) Disaster Procedures (EC 35295-35297; GC 8607 and 3100)**

### GENERAL

This Plan addresses the Oxnard School District's responsibilities in emergencies associated with natural disaster, human-caused emergencies and technological incidents. It provides a framework for coordination of response and recovery efforts within the District in coordination and with local, State, and Federal agencies. The Plan establishes an emergency organization to direct and control operations at all sites during a period of emergency by assigning responsibilities to specific personnel. This Plan:

- Conforms to the Federally mandated National Incident Management System (NIMS), State mandated Standardized Emergency Management System (SEMS) and effectively restructures emergency response at all levels in compliance with the Incident Command System (ICS).
- Establishes response policies and procedures, providing Oxnard School District clear guidance for planning purposes.
- Describes and details procedural steps necessary to protect lives and property.
- Outlines coordination requirements.
- Provides a basis for unified training and response exercises to ensure compliance.

### OBJECTIVES

- Protect the safety and welfare of students, employees and staff.
- Provide for a safe and coordinated response to emergencies.
- Protect the District's facilities and properties.
- Enable the District to restore normal conditions with minimal confusion in the shortest time possible.
- Provide for interface and coordination between sites and the District Emergency Operations Center (EOC).
- Provide for interface and coordination between sites and the County or city EOC in which they reside.
- Provide for the orderly conversion of pre-designated District sites to American Red Cross shelters, when necessary.

Schools are required by both federal statute and state regulation to be available for shelters following a disaster. The American Red Cross (ARC) has access to schools in damaged areas to set up their mass care facilities, and local governments have a right to use schools for the same purposes. This requires close cooperation between school officials and ARC or local government Representatives, and should be planned and arranged for in advance.

In an Emergency Building Evacuation, all employees will:

- Upon emergency alert, secure work area and depart/report to assigned area.
- Perform duties as pre-assigned by the Principal in cooperation with emergency services personnel.
- DO NOT re-enter the building without permission or request of emergency service authorities.
- Remain in the general assembly areas and calm students if not assigned another duty.
- When signaled to re-enter safe areas of the school, quickly do so.
- Upon safe re-entry, report anything amiss to the Operations Chief.

In an Emergency Building Evacuation, teachers will also:

- Upon alert, assemble students for evacuation using designated routes and account for all students.
- Secure room.
- If possible, leave a note on the door advising where the class evacuated to if other than the standard assembly area.
- Upon arrival at the assembly area, account for all students.
- Secure medical treatment for injured students.
- Report any students missing or left behind because of serious injuries.
- Stay with and calm students.
- If signaled to re-enter school, assure students do so quickly and calmly.
- Account for all students.
- Check room and report anything amiss to the Team Leader and/or Operations Chief.
- Debrief students to calm fears about the evacuation.

In an Emergency Campus Evacuation:

If it is necessary to evacuate the entire campus to another school or relief center, the Principal will:

- Notify the Superintendent of the Campus Evacuation.
- Cooperate with emergency authorities in enlisting students/staff with cars to help transport evacuees.
- Direct the evacuation, assure all students/staff are accounted for as they depart and arrive.

Dismissal of students from the school shall be governed by the emergency procedures outlined in this procedure guide and consistent with the Initial Response System. However, this policy does not preclude the exercise of professional judgment by an administrator when the circumstances of the situation indicate dismissal to be in the best interest of the student.

- Each teacher MUST KEEP THE REGISTER OR ENROLLMENT SHEET OF PUPILS READILY AVAILABLE AT ALL TIMES. The teacher will remain with students until directed otherwise.
- In the absence of orders from the superintendent, each school principal is authorized and directed to implement plans as described herein or take such other action as may be necessary to save lives and mitigate the effects of disasters.
- During an emergency period or condition created by disaster, occurrence students may only be released to parent, guardian or other adult specified on the Emergency Data Card. THERE SHALL BE NO EXCEPTIONS TO THIS POLICY.

Emergency Announcements will be provided on the following radio stations:

AM Radio Stations:

KTNQ-AM 1020 "Univision America" Spanish

KNX-AM 1070 "KNX 1070 Newsradio"

KUNX-AM 1400 "La Super X" Spanish

KKZZ-AM 1520 "La Voz" Spanish

KVTA- AM 1590 "Ventura's Talk Authority"

FM Radio Stations:

KCRU-FM 89.1 "Public Radio for Southern California"

KIND-FM 94.1 "Radio Indigena 94.1" Spanish / Mixteco

KXLM-FM 102.9 "Radio Lazer 102.9 FM" Spanish

#### CALIFORNIA EMERGENCY SERVICES ACT (CHAPTER 7, DIVISION 1, TITLE 2, CALIFORNIA GOVERNMENT CODE)

The Act provides the basic authorities for conducting emergency operations following a proclamation of Local Emergency, State of Emergency, or State of War Emergency by the Governor and/or appropriate local authorities, consistent with the provisions of this Act.

#### CALIFORNIA GOVERNMENT CODE, SECTION 3100, TITLE 1, DIVISION 4, CHAPTER 4.

States that public employees are disaster service workers, subject to such disaster service activities as may be assigned to them by their superiors or by law. The term "public employees" includes all persons employed by the state or any county, city, city and county, state agency or public district, excluding aliens legally employed.

The law applies to public school employees in the following cases:

- When a local emergency is proclaimed.
- When a state of emergency is proclaimed.
- When a federal disaster declaration is made.

The law has two ramifications for School District employees:

1. It is likely that public school employees are pressed into service as Disaster Service Workers by their superiors, and may be asked to do jobs other than their usual duties for periods exceeding their normal working hours.
2. When pressed into disaster service, employees' Workers' Compensation Coverage becomes the responsibility of state government (OES), but their overtime pay is paid by the school. These circumstances apply only when a local or state emergency is declared. States that (the Governor's Office of Emergency Services has stated) inadequately trained school staff render school officials potentially liable for acts committed or omitted by school staff acting within the scope of their training during or after a disaster. (Sub Sections 835-840.6). It requires that school districts be prepared to respond to emergencies using SEMS. (Section 8607, the Petris Bill).

#### CALIFORNIA CIVIL CODE, CHAPTER 9, SECTION 1799.102

It provides for "Good Samaritan Liability" for those providing emergency care at the scene of an emergency. ("No person, who, in good faith and not for compensation, renders emergency care at the scene of an emergency, shall be liable for any civil damages resulting from any act or omission. The scene of an emergency shall not include emergency departments and other places where medical care is usually offered.")

#### PUBLIC AGENCY USE OF SCHOOL BUILDINGS FOR EMERGENCY SHELTERS

Procedures are in place to allow a public agency, including the American Red Cross, to use school buildings, grounds, and equipment for mass care and welfare shelters during disasters or other emergencies affecting the public health and welfare. The district or county office shall cooperate with the public agency in furnishing and maintaining the services as the district or county office may deem necessary to meet the needs of the community.

#### AFTER SCHOOL PROGRAM

The after-school program staff is trained annually in regard to disaster response. The District maintains a full-time After School Program Manager, who oversees safety training and disaster preparedness for the program. The After School Program Manager ensures that the following safety components are addressed within the after-school program environment:

- Elements of a safe and orderly environment
- Emergency evacuation procedures
- Student release procedures
- Incident Command Team responsibilities
- Child abuse reporting
- Rules, expectations and consequences
- Non-discrimination and harassment reporting

#### TRAINING

All staff are trained annually in regard to disaster procedures within the Comprehensive School Safety Plan and the District's Emergency Operations Plan. The school conducts monthly safety drills for fire and earthquake. The school also conducts a lockdown security drill at a minimum of once yearly within the first month of school under the direction of the School Resource Officer.

*FOR DISASTER PLAN PROTOCOLS AND PROCEDURES (SEE APPENDICES).*

### **(C) School Suspension, Expulsion and Mandatory Expulsion Guidelines**

The Oxnard School District Governing Board has established policies and standards of behavior in order to promote learning and protect the safety and well-being of all students. When these policies and standards are violated, it may be necessary to suspend or expel a student from regular classroom instruction.

Except where suspension for a first offense is warranted in accordance with law, suspension shall be imposed only when other means of correction fail to bring about proper conduct. (Education Code 48900.5)

Expulsion is an action taken by the Board for severe or prolonged breaches of discipline by a student. Except for single acts of a grave nature, expulsion is used only when there is a history of misconduct, when other forms of discipline, including suspension, have failed to bring about proper conduct, or when the student's presence causes a continuing danger to himself/herself or others. (Education Code 48915)

The grounds for suspension and expulsion and the procedures for considering, recommending and/or implementing suspension and expulsion shall be specified in administrative regulation.

Suspended or expelled students shall be excluded from all school-related extracurricular activities during the suspension or expulsion.

#### STUDENT DUE PROCESS

The board shall provide for the fair and equitable treatment of students facing suspension and expulsion by affording them their due process rights under the law. The Superintendent or designee shall comply with procedures for notices and appeals as specified in administrative regulation and law. (Education Code 48911, 48915, 48915.5)

#### ALTERNATIVES TO SUSPENSION / OPTIONS

All schools within the Oxnard School District may establish a suspension program, which involves progressive discipline during the school day on campus, conferences, detention, student study team, referral to support services staff and/or other resources including District.

#### REQUIRED PARENTAL ATTENDANCE

The teacher of the class from which the student was suspended may require the parent/caregiver to attend a portion of a school day in the classroom in coordination with the principal and in accordance with all related policies/regulations for implementing this school suspension option.

#### DEFINITIONS

Suspension from school means removal of a student from ongoing instruction for adjustment purposes.

Expulsion means removal of a student from the immediate supervision and control, or the general supervision of school personnel.

#### NOTICE OF REGULATIONS

At the beginning of each school year, the principal of each school shall ensure that all students and parents/guardians are notified in writing of all school rules related to discipline, suspension and expulsion. Transfer students and their parents/guardians shall be notified at the time of enrollment. (Education Code 35291.5, 48900.1, 48980)

Notification shall include information about the availability of individual school rules and all district policies and regulations pertaining to student discipline. (Education Code 35291)

#### GROUND FOR SUSPENSION AND EXPULSION

Students may be subject to suspension or expulsion for committing any of the acts listed below:

- a) (1) Caused, attempted to cause, or threatened to cause physical injury to another person; or  
(2) Willfully used force or violence upon the person of another, except in self-defense.
- b) Possessed, sold, or furnished any firearm, knife, dangerous object or explosive.
- c) Possessed, sold, furnished, or been under the influence of any controlled substance, alcoholic beverage or intoxicant of any kind.
- d) Offered, arranged, or negotiated to sell any controlled substance, alcoholic beverage or intoxicant of any kind, and then either sold, delivered or otherwise furnished anything in lieu of it and represented the replacement as a controlled substance, alcohol, intoxicant, or representation of items thereof..
- e) Committed or attempted to commit robbery or extortion.
- f) Caused or attempted to cause damage to school property or private property.
- g) Stole or attempted to steal school property or private property.
- h) Possessed or used tobacco, or tobacco products.
- i) Committed an obscene act or engaged in habitual profanity or vulgarity.
- j) Offered, possessed, arranged or negotiated to sell any drug paraphernalia.
- l) Knowingly received stolen school property or private property.
- m) Possessed an imitation firearm.
- n) Committed or attempted to commit a sexual assault, or committed a sexual battery, as defined in the Penal Code.
- o) Harassed, threatened or intimidated a pupil who is a complaining witness or witness in a school disciplinary proceeding.
- p) Unlawfully offered, arranged to sell, negotiated to sell, or sold the prescription drug Soma.
- q) Engaged in, or attempted to engage in, hazing as defined in Section 245.6 of the Penal Code.
- r) Engaged in an act of bullying. For purposes of this subdivision, the following terms have the following meanings:
  - (1) "Bullying" means any severe or pervasive physical or verbal act or conduct, including communications made in writing or by means of an electronic act, and including one or more acts committed by a pupil or group of pupils as defined in Section 48900.2, 48900.3, or 48900.4, directed toward one or more pupils that has or can be reasonably predicted to have the effect of one or more of the following:
    - (A) Placing a reasonable pupil or pupils in fear of harm to that pupil's or those pupils' person or property.
    - (B) Causing a reasonable pupil to experience a substantially detrimental effect on his or her physical or mental health.
    - (C) Causing a reasonable pupil to experience substantial interference with his or her academic performance.
    - (D) Causing a reasonable pupil to experience substantial interference with his or her ability to participate in or benefit from the services, activities, or privileges provided by a school.

(2) (A) "Electronic act" means the transmission, by means of an electronic device, including, but not limited to, a telephone, wireless telephone, or other wireless communication device, computer, or pager, of a communication.

(i) A message, text, sound, or image.

(ii) A post on a social network Internet Web site including, but not limited to:

- (I) Posting to or creating a burn page. "Burn page" means an Internet Web site created for the purpose of having one or more of the effects listed in paragraph (1).
- (II) Creating a credible impersonation of another actual pupil for the purpose of having one or more of the effects listed in paragraph (1). "Credible impersonation" means to knowingly and without consent impersonate a pupil for the purpose of bullying the pupil and such that another pupil would reasonably believe, or has reasonably believed, that the pupil was or is the pupil who was impersonated.
- (III) Creating a false profile for the purpose of having one or more of the effects listed in paragraph (1). "False profile" means a profile of a fictitious pupil or a profile using the likeness or attributes of an actual pupil other than the pupil who created the false profile.

(B) Notwithstanding paragraph (1) and subparagraph (A), an electronic act shall not constitute pervasive conduct solely on the basis that it has been transmitted on the Internet or is currently posted on the Internet.

(3) "Reasonable pupil" means a pupil, including, but not limited to, an exceptional needs pupil, who exercises average care, skill, and judgment in conduct for a person of his or her age, or for a person of his or her age with his or her exceptional needs

s) Aided or abetted the infliction or attempted infliction of physical injury.

E.C. 48900.5 Pupil's presence causes a danger to persons or property or threatens to disrupt the instructional process.

E.C. 48900.7 Pupil has made terrorist threats against school officials or school property, or both.

The following three (3) violations apply to pupils in grades 4 through 12:

E.C. 48900.2 Committed sexual harassment as defined in section 212.5 of the California Education Code.

E.C. 48900.3 Caused, attempted to cause, threatened to cause, or participated in an act of hate violence.

E.C. 48900.4 Engaged in harassment, threats, or intimidation against school district personnel or pupils

#### MANDATORY RECOMMENDATION FOR EXPULSION

The principal, Superintendent or designee shall recommend that the Board expel any student found at school or at a school activity to be in violation of Education Code 48915(a)(1), unless the principal determines that alternative means of correction would address the conduct.

(a)(1)(A) Causing serious physical injury to another person, except in self-defense.

(a)(1)(B) Possession of a knife, or other dangerous object of no reasonable use to the pupil.

(a)(1)(C) Unlawful possession of any controlled substance, (except for the first offense of not more than one ounce of marijuana).

(a)(1)(D) Robbery or extortion.

(a)(1)(E) Assault or battery upon any school employee.

#### MANDATORY RECOMMENDATION AND MANDATORY EXPULSION

The principal, Superintendent or designee shall recommend that the Board expel any student found at school or at a school activity to be in violation of Education Code 48915(c). Upon finding that the student committed any of these acts, the Board shall expel the student.

1. Possessing, as verified by a district employee, or selling or otherwise furnishing a firearm, unless the student had obtained prior written permission to possess the item from a certificated school employee with the principal or designee's concurrence. (Education Code 48915 (c) (5))

2. Brandishing a knife as defined in Education Code 48915(g) at another person.

3. Unlawfully selling a controlled substance listed in Health and Safety Code 11053 – 11058.

4. Committing or attempting to commit a sexual assault.

5. Possession of an explosive.

#### NOTIFICATIONS TO LAW ENFORCEMENT AUTHORITIES

Prior to the suspension or expulsion of any student, the principal or designee shall notify appropriate city or county law enforcement authorities of any student acts of assault which may have violated Penal Code 245. (Education Code 48902)

The principal or designee also shall notify appropriate city or county law enforcement authorities of any student acts, which may involve the possession or sale of narcotics or of a controlled substance, or possession of weapons or firearms in violation of Penal Code 626.9 and 626.10. (Education Code 48902)

Within one school day after a student’s suspension or expulsion, the principal or designee shall notify appropriate city or county law enforcement authorities, by telephone or other appropriate means, of any student acts which may violate Education Code 48900(c) or (d), relating to the possession, use, offering or sale of controlled substances, alcohol or intoxicants of any kind. (Education Code 48902)

#### **PRINCIPAL’S DISCRETION IN RECOMMENDING EXPULSION**

Discretion: Ability to make responsible decisions using individual choice or judgment. The school principal, in most all-disciplinary incidents, has “latitude of choice within certain legal bounds.” When serious violation of school rules occurs, it is wise to consult with the district office before rendering a decision. Responsible decisions take into account the totality of circumstances, including the welfare of the child, the safety of others, appropriateness of consequences and predicted future behavior.

#### **BULLYING**

##### **CALIFORNIA STATE LAW REGARDING BULLYING**

Right to Safe Schools. All students and staff of public primary, elementary, junior high, senior high schools, and community colleges, colleges, and universities have the inalienable right to attend campuses which are safe, secure and peaceful.

##### **AB 9 – Seth’s Law**

Requires schools to establish policies to prevent bullying and to address and be responsive to complaints about bullying.

- Requires school districts to include in its non-discrimination policy a detailed list where discrimination, harassment, intimidation, and bullying are prohibited under existing law—actual or perceived sexual orientation, gender, gender identity expression, race or ethnicity, nationality, religion, disability, or association with a person or group with one or more of these actual or perceived characteristics.
- Requires each school districts non-discrimination policy to describe the district’s procedure for addressing discrimination and harassment complaints; and be publicized in places for student and parental access.
- School districts are to strengthen professional development curricula for teachers, school counselors, and administrators with instruction on identifying and stopping discrimination and harassment and creating a school-wide culture of inclusion and respect for differences.

##### **AB 746 - Cyber bullying.**

Existing law, the Interagency School Safety Demonstration Act of 1985, defines bullying as one or more acts of sexual harassment, hate violence, or intentional harassment, threats, or intimidation, directed against school district personnel or pupils, committed by a pupil or group of pupils. Under existing law, bullying, including bullying committed by means of an electronic act, as defined, is a ground on which suspension or expulsion may be based. This bill would specify that an electronic act for purposes of the act includes a post on a social network Internet Web site.

##### **AB 1156 – Bullying In Schools**

Redefines California anti-bullying law by expanding the definition of bullying and linking it to academic achievement. It will also strengthen policies and procedures to reduce bullying in schools and keep students safe.

- Requires training of school site personnel in the prevention of bullying
- Links bullying to academic achievement
- Gives victims of bullying priority for school transfer, if requested
- Encourages school districts and county offices of education to include policies and procedures on the prevention of bullying in the school safety plan

##### **OXNARD SCHOOL DISTRICT BOARD POLICY 5131.2**

##### **Bullying**

The Board of Trustees recognizes the harmful effects of bullying on student learning and school attendance and desires to provide safe school environments that protect students from physical and emotional harm. District employees shall establish student safety as a high priority and shall not tolerate bullying of any student.

No student or group of students shall, through physical, written, verbal, or other means, harass, sexually harass, threaten, intimidate, cyberbully, cause bodily injury to, or commit hate violence against any other student or school personnel.

Cyberbullying includes the transmission of harassing communications, direct threats, or other harmful texts, sounds, or images on the Internet, social media, or other technologies using a telephone, computer, or any wireless communication device. Cyberbullying also includes breaking into another person's electronic account and assuming that person's identity in order to damage that person's reputation.

Strategies for bullying prevention and intervention shall be developed with involvement of key stakeholders in accordance with law, Board policy, and administrative regulation governing the development of comprehensive safety plans and shall be incorporated into such plans.

#### Bullying Prevention

To the extent possible, district and school strategies shall focus on prevention of bullying by establishing clear rules for student conduct and strategies to establish a positive, collaborative school climate. Students shall be informed, through student handbooks and other appropriate means, of district and school rules related to bullying, mechanisms available for reporting incidents or threats, and the consequences for perpetrators of bullying.

The district may provide students with instruction, in the classroom or other educational settings, that promotes effective communication and conflict resolution skills, social skills, character/values education, respect for cultural and individual differences, self-esteem development, assertiveness skills, and appropriate online behavior.

School staff shall receive related professional development, including information about early warning signs of harassing/intimidating behaviors and effective prevention and intervention strategies.

Based on an assessment of bullying incidents at school, the Superintendent or designee may increase supervision and security in areas where bullying most often occurs, such as classrooms, playgrounds, hallways, restrooms, and cafeterias.

#### Intervention

Students are encouraged to notify school staff when they are being bullied or suspect that another student is being victimized. In addition, the Superintendent or designee shall develop means for students to report threats or incidents confidentially and anonymously.

School staff who witness bullying shall immediately intervene to stop the incident when it is safe to do so. (Education Code 234.1)

When appropriate, the Superintendent or designee shall notify the parents/guardians of victims and perpetrators. He/she also may involve school counselors, mental health counselors, and/or law enforcement.

#### Complaints Procedures

The Board hereby designates the following position to handle complaints regarding bullying and inquiries regarding the district's bullying policies:

Assistant Superintendent, Human Resources and Support Services

1051 South A Street

Oxnard, CA 93030

(805) 385-1501 ext. 2050

Any student who feels that he/she has been subjected to bullying should immediately contact the Coordinator, the principal, or any other staff member. Any student or school employee who observes an incident of bullying should report the incident to the Coordinator or principal, whether or not the victim files a complaint.

Upon receiving a complaint of bullying, the Coordinator shall immediately investigate the complaint in accordance with site-level complaint procedures specified in AR 1312.3- Uniform Complaint Procedures.

The Superintendent or designee shall ensure that the student handbook clearly describes the district's bullying policy, procedures for filing a complaint regarding bullying, and the resources that are available to students who feel that they have been the victim of bullying. The district's policy may also be posted on the district website or any other location that is easily accessible to students.

When a student is reported to be engaging in bullying off campus, the Assistant Superintendent or designee shall investigate and document the activity and shall identify specific facts or circumstances that explain the impact or potential impact on school activity, school attendance, or the targeted student's educational performance.

When the circumstances involve cyberbullying, individuals with information about the activity shall be encouraged to save and print any electronic or digital messages that they feel constitute cyberbullying and to notify a teacher, the principal, or other employee so that the matter may be investigated.

When a student uses a social networking site or service to bully or harass another student, the Assistant Superintendent or designee shall file a request with the networking site or service to suspend the privileges of the student and to have the material removed.

#### Discipline

Any student who engages in bullying on school premises, or off campus in a manner that causes or is likely to cause a substantial disruption of a school activity or school attendance, shall be subject to discipline, which may include suspension or expulsion, in accordance with district policies and regulations. Alternative means of correction will be considered where appropriate, as required by Education Code section 48900.5

#### **(D) Procedures to Notify Teachers of Dangerous Pupils (EC 49079)**

Reports are printed and provided for all teachers to review regarding students with prior suspensions. This is done at the start of every school year. Cumulative files are also accessible for all teachers to review for the students on their class rosters.

Oxnard School District will dutifully notify teachers of students who are identified as dangerous in accordance with California Education Code 49079.

- (a) A school district shall inform the teacher of each pupil who has engaged in, or is reasonably suspected to have engaged in, any of the acts described in any of the subdivisions, except subdivision (h), of Section 48900 or in Section 48900.2, 48900.3, 48900.4, or 48900.7 or Section 48915 that the pupil engaged in, or is reasonably suspected to have engaged in, those acts. The district shall provide the information to the teacher based upon any records that the district maintains in its ordinary course of business, or receives from a law enforcement agency, regarding a pupil described in this section.
- (b) A school district, or school district officer or employee, is not civilly or criminally liable for providing information under this section unless it is proven that the information was false and that the district or district officer or employee knew or should have known that the information was false, or the information was provided with a reckless disregard for its truth or falsity.
- (c) An officer or employee of a school district who knowingly fails to provide information about a pupil who has engaged in, or who is reasonably suspected to have engaged in, the acts referred to in subdivision a is guilty of a misdemeanor, which is punishable by confinement in the county jail for a period not to exceed six months, or by a fine not to exceed one thousand dollars (\$1,000), or both.
- (d) For the 1994-95 school year, the information provided shall be from the previous two school years. For the 1996-97 school year and each school year thereafter, the information provided shall be from the previous three school years.
- (e) Any information received by a teacher pursuant to this section shall be received in confidence for the limited purpose for which it was provided and shall not be further disseminated by the teacher.

#### **(E) Sexual Harassment Policies (EC 212.6 [b])**

Rules and expectations regarding harassment and sexual harassment are reviewed at Student Expectation Assemblies for Gr. 4-8 at the beginning of every school year, and Reminder Assemblies in January. Mandated training is completed by all classified and certificated employees annually.

Sexual harassment of any student by any employee, student or other person at school or at any school-related activity is prohibited. The principal and school staff will ensure that students receive age appropriate information related to sexual harassment. Students

must be assured that they need not endure any form of sexual conduct or communication, including harassment because of sexual orientation. They must further be assured that they need not endure, for any reason, any harassment that impairs their educational environment or emotional well-being at school. They must be informed that they should immediately contact the principal or a trusted staff member if they feel they are being harassed.

**School Suspension & Expulsion/Due Process:** Any student who engages in the sexual harassment of anyone at school or a school-related activity shall be subject to disciplinary action up to and including expulsion for all the schools of the Oxnard School District.

**Failure to Report:** Any employee who engages in, permits or fails to report sexual harassment shall be subject to disciplinary action up to and including dismissal. In addition, criminal or civil charges may be brought against the alleged harasser; sexual harassment also may be considered a violation of laws relating to child abuse.

**School Reporting Procedure:** Staff must immediately report complaints of sexual harassment to the principal or to the Assistant Superintendent of Human Resources at (805) 486-3408. Staff shall similarly report any such incidents they may observe, even if the harassed student has not complained.

**District Complaint Procedure:** If a situation involving sexual harassment is not promptly investigated and remedied by the principal or designee, a complaint of harassment may be filed in accordance with the district's uniform complaint procedures or procedures for complaints concerning district employees. The Superintendent or Assistant Superintendent, Human Resources, shall determine which procedure is appropriate.

**Prohibition Against Retaliatory Behavior:** The Oxnard School District prohibits retaliatory behavior against any complainant or any participant in the complaint process. Information related to a complaint of sexual harassment shall be confidential to the extent possible, and individuals involved in the investigation of such a complaint shall not discuss related information outside the investigation process.

**(F) School-wide Dress Code Relating to Gang-Related Apparel (EC 35183)**

Gang related apparel is defined as apparel that reasonably can be determined to threaten the health and safety of the school environment if it were worn or displayed on a school campus

California Education Code Title V, Section 302: A pupil who goes to school without proper attention having been given to personal cleanliness or neatness of dress, may be sent home to be properly prepared for school, or shall be required to prepare himself for the schoolroom before entering.

The purpose of the dress standard shall be to ensure a safe and secure environment in which to offer a quality education. All students at Thurgood Marshall will be held to the Thurgood Marshall dress code policy. The Thurgood Marshall dress code policy is also aligned to the Oxnard School District dress code policy. Students who violate the dress code policy will be requested to fix inappropriate clothing by changing into appropriate clothing. Students can call parents or guardians to bring appropriate clothing to school and change. This allows students to adhere to the school's dress code policy.

The school dress codes are regularly reviewed by the School Site Council and/or the School Safety Committee following the Oxnard School Board education policies.

- All clothing shall be neat, clean, and acceptable appearance and shall be worn within the bounds of decency as appropriate for school.
- Students may not wear clothing or hairstyles that will be disruptive to the educational process.
- Attire that expresses racial, ethnic, sexual, or religious disrespect is not allowed at Thurgood Marshall.
- Displays or promotion of alcohol, tobacco, or drugs are also unacceptable.
- Gang attire: black shorts and long white socks are not allowed.
- Spiked jewelry, safety pins, wallet chains, wheelie shoes and other items that present a safety hazard are prohibited.
- Cell phones must be turned off and in backpacks during school hours.
- Oversized clothing is inappropriate and must not create a safety hazard during physical activity. Pants must be worn, so underwear does not show.
- Shirts/blouses/tops and dresses must cover the stomach, the chest, and underwear at all times.
- Strapless, spaghetti straps(less than one inch), and low cut shirts are not allowed.
- Close-toed shoes need to worn by all students every day.

- Hats, caps, hoods, and sun visors may be worn outside for protection from the sun.
- Professional sports team attire is not allowed.

\*Exceptions to the dress code policy can be made for health/medical reasons, due to a mental or physical disability, and/or for religious reasons.

### **(G) Procedure for Safe Ingress and Egress of Pupils, Parents, and Staff to and from School (EC 35294.2)**

Thurgood Marshall continues to assess our needs in regard to Safe Ingress and Egress. We have added traffic control signs on the major crosswalks in front of our school. Bushes were removed from the parking area to create better visibility for the pick and drop off of students. Our campus supervisors/crossing guards have large-stop signs and neon vests in order to improve the safety of our students, parents, and staff while entering and exiting the parking lot on foot. Cones were purchased to guide traffic, as well as additional signage was posted.

We have a closed campus meaning that no adult is allowed to go past the lobby unless they have previously signed in at the main office and received a visitor's badge. Parents who drop off or pick up their children must wait in the lobby or in front of the school.

#### School Hours

- The regular student day is from 8:30 am to 2:55 pm for students from grades 1-5. The regular school day for kindergarten students is from 8:30 am to 2:45 pm. The regular school day for middle school students in grades 6-8 is 8:15 am to 2:49 pm. Minimum Days: 12:05 pm for Kindergarten, 12:15 p.m. for Gr. 1-5, and 12:15 pm for grades 6-8. Wednesdays are Early Release days, and the schedule for dismissal is as follows: Grade: Kinder: 8:30am-12:45 pm, Grades 1-5 8:30 am-1:45 pm, Grades 6-8 8:15 am-1:43 p.m.

- Upon arriving at school, students are to immediately come onto campus by the back gates for bus riders or front doors for everyone else.
- Students are not allowed to loiter outside campus gates.
- Students not participating in after-school activities are to leave campus immediately by walking, being picked up by car, or riding the bus.
- There are crossing guards at the Thurgood Marshall crosswalks at the front of the school.
- Parents dropping off students at school should be aware that there is no supervision available before 7:45 am for grades 6-8 and 8:00 am for grades TK-5.
- Students enter through the front gate upon arrival and leave through the front doors during dismissal times. Bus riders arrive and exit at the back gate during arrival and dismissal. Drop off and walkers are not to enter or exit through the back gate.

#### Closed Campus

- All gates which provide access to the classrooms and other rooms, except the main office, remain locked during regular school hours.
- Staff continuously monitors the safety of all students upon arrival and dismissal from school, including at the bus stops, and throughout the school day, following established routines and procedures.
- All visitors to the campus must check in at the office, sign in, and obtain a visitor's pass/badge.

#### Leaving Early

- Students may leave campus, prior to dismissal; if parents, guardians, or persons designated by parents/guardians (and are on the emergency card) pick up students from school.
- Persons picking up students during the day must present a valid ID, be 18 years of age, note the emergency contact information, and sign the student(s) out in the office.

#### Tardy/Late Policy

School begins at 8:15 for grades 6-8 and 8:30 for TK-5th grade

- If the student arrives after the bell, the student must check into the office prior to going into the classroom. The student will receive an excused/unexcused tardy slip then will be directed to go to the classroom.
- A truant tardy will be marked when the student arrives 30 minutes or more after the school's start time, without a valid excuse.

#### Excused Absences

- When a student is absent, the Parent or Guardian needs to notify the school through a written note or phone call to the office within 72 hours of the absence.
- Excused absences include illness, medical/dental appointments, court appearances (for students), religious observations, or death of an immediate family member.

#### Truancies

The following are considered truancies:

1. Being absent from school without the knowledge and consent of the parent/guardian/school.
2. Leaving the school grounds during the day without permission.
3. Staying out of class without permission.

### **(H) A Safe and Orderly School Environment Conducive to Learning (EC 35294.2)**

#### **Component:**

Positive School Climate

#### **Element:**

School-wide Positive Behavior Support

#### **Opportunity for Improvement:**

Work together to develop school wide understanding of Tier 1, Tier 2 and Tier 3 in terms of student behaviors

Use Office Referrals and Q to document student behaviors.

Continue Staff Training in CHAMPS.

Work towards full implementation of CHAMPS school wide.

Improve student attendance.

Implement No Place for Hate Program schoolwide

Objectives	Action Steps	Resources	Lead Person	Evaluation
<p>Revise and implement a comprehensive Schoolwide Positive Behavior Support Plan</p>	<ol style="list-style-type: none"> <li>1. Continue Staff Training in CHAMPS as basis for shared student behavior guidelines</li> <li>2. Staff Training in MTSS</li> <li>3. Survey on implementation of MTSS at Marshall</li> <li>4. PBIS Committee works towards full implementation of our school wide plan for shared student behavior guidelines.</li> <li>5. Develop a school wide positive behavior reward.</li> <li>6. Use student monitoring meetings to identify and review students who need extra support.</li> <li>7. Use Office Referrals to monitor student behavior, student need, and as a communication tool with staff</li> <li>8. Use of Marshall Wellness Center to promote positive relationship building</li> <li>9. CHAMPS Bucks for students to get positive reinforcement</li> </ol>	<p>CHAMPS for Common Areas</p> <p>In-house tools for referrals and follow up</p> <p>Office support</p> <p>Past practices and guidelines</p> <p>Use of "Safe and Civil Schools" by Randy Sprick Paw Pad</p> <p>OSD Training (i.e. STOIC)</p>	<p>Principal Assistant Principal Outreach Coordinator (ORC) Counselors Teachers</p>	<p>Office Reports Teacher Reports Student Behavior Committee Leadership Team Team Meetings</p>
<p>Train Campus Assistants and After School Program (ASP) staff in Schoolwide Positive Support System.</p>	<ol style="list-style-type: none"> <li>1. Hold bi-weekly meetings with Campus Assistants</li> <li>2. Refine Playground Duty Assignments</li> <li>3. Integrate CHAMPS into systems and responses</li> <li>4. CHAMPS common areas of school</li> <li>5. Review how STOIC/CHAMPS is being used in classrooms</li> </ol>	<p>District training</p> <p>Ongoing training and monitoring</p>	<p>Principal Assistant Principal Counselor ORC Campus Assistants Teachers ASP Staff</p>	<p>Discussion in meetings; monitoring by Principal</p>

<b>Objectives</b>	<b>Action Steps</b>	<b>Resources</b>	<b>Lead Person</b>	<b>Evaluation</b>
Monitor student attendance.	<ol style="list-style-type: none"> <li>1. Review monthly attendance reports.</li> <li>2. Promote positive attendance through school wide incentives.</li> <li>3. Use SARB process to meet with parents and reduce chronic absences</li> <li>4. Conduct home visits as necessary.</li> <li>5. Implement Less Than 5 Program</li> </ol>	<p>Use ADA reports</p> <p>Use SARB forms and procedures</p> <p>Student incentives</p>	Principal Assistant Principal ORC Attendance Clerk	Monthly and yearly attendance reports
Communicate student behavior plan and procedures to all stakeholders.	<ol style="list-style-type: none"> <li>1. Parent meetings to discuss positive behavior student plan and school behavior expectations.</li> <li>2. Post School Safety Plan on the web.</li> <li>3. Train staff in duties and procedures for monitoring student behavior.</li> </ol>	<p>School Safety Plan</p> <p>School wide behavior expectations</p> <p>CHAMPS guidelines</p>	Principal Assistant Principal Counselor Oxnard PD	Discussion, surveys
<p>Share results of the Panorama Survey with staff and parents.</p> <p>Use data to plan student supports in areas in need of improvement.</p>	<ol style="list-style-type: none"> <li>1. Make survey results accessible to staff and parents.</li> <li>2. Discuss trends.</li> <li>3. Allocate resources to strengthen areas of weakness.</li> <li>4. Analyze Panorama Survey data to determine student needs.</li> </ol>	Panorama Survey	Principal Counselor Assistant Principal	Discussion, surveys Positive Student Behavior Committee review
Share with staff and parents on topics of bullying, human trafficking, internet safety, drug awareness and other topics related to student safety and the law.	<ol style="list-style-type: none"> <li>1. Hold parent informational meetings about drug prevention, internet safety, and human trafficking</li> <li>2. Community Informational sessions regarding Fentanyl use.</li> </ol>	Ventura County Behavioral Health Interface Salus Solutions	School Counselor ORC Principal Assistant Principal	Parent surveys on topics for training.

**Component:**

School's Safe Physical Environment

**Element:**

Safe School Environment

**Opportunity for Improvement:**

Follow up on work orders

Increase staff capacity to respond to an emergency

Objectives	Action Steps	Resources	Lead Person	Evaluation
<p>Ensure the facility is free from hazards. Ensure that facility is safe for occupants and for appropriate use.</p>	<ol style="list-style-type: none"> <li>1. Conduct monthly walk through to check for facility conditions.</li> <li>2. Conduct walk through in Fall with Oxnard PD to check for safety.</li> <li>3. Conduct walk through with Risk Management at beginning of school year.</li> <li>4. Submit and monitor facility work orders.</li> <li>5. Follow up on progress of work orders.</li> </ol>	<p>Checklists Work orders Follow up on work orders</p>	<p>Principal Assistant Principal Lead Custodian Office Manager</p>	<p>Walk through reports Completion of Work Orders</p>
<p>Include stakeholders in development of School Safety Plan</p>	<ol style="list-style-type: none"> <li>1. Develop and present plan with Safety Committee</li> <li>2. Report to School Site Council and receive their input and approval.</li> <li>3. Receive approval from Safety Committee</li> <li>4. Share with Leadership for input and discussion</li> <li>5. Share plan with other advisory and parent groups such as ELAC and PTA</li> </ol>	<p>Summary of plan Description of actions and procedures in an emergency</p>	<p>Principal Assistant Principal</p>	<p>Input from Discussions Input from Safety Committee Approval from School Site Council</p>
<p>Share plan monitoring with stakeholders</p>	<ol style="list-style-type: none"> <li>1. Share with Safety Committee and Leadership.</li> <li>2. Share with Staff and parent groups.</li> <li>3. Monitor and adjust plan, following suggestions of stakeholders.</li> </ol>	<p>School Safety Plan</p>	<p>Principal Assistant Principal</p>	<p>Surveys Agendas</p>

Objectives	Action Steps	Resources	Lead Person	Evaluation
Share approved Safety Plan with all stakeholders	<ol style="list-style-type: none"> <li>1. School website</li> <li>2. Digital copies to all staff</li> <li>3. Student behavior (discipline) guidelines disseminated to all staff</li> <li>4. Share plan with all Staff through meetings and informational handouts</li> <li>5. Specific disaster preparedness information to all staff in printed form</li> <li>6. Share approved School Safety Plan with advisory and parent groups such as ELAC and PTA</li> </ol>	<p>School Safety Plan</p> <p>Oxnard PD</p>	<p>Principal</p> <p>Assistant Principal</p>	<p>Informal and formal Surveys</p> <p>Agendas</p> <p>Review by Positive Student Behavior Committee</p> <p>Review and Monitoring by Safety Committee</p> <p>Review by Leadership</p> <p>Review by School Site Council</p>
Ensure emergency operations plan is easily implemented.	<ol style="list-style-type: none"> <li>1. Hold monthly disaster drills(fire) or earthquake drills</li> <li>2. Lockdown drill three times a year</li> <li>3. Disaster drill once a year</li> <li>4. Train staff and teachers on their responsibilities and stations during a disaster.</li> </ol>	<p>Safety Plan Tree</p> <p>Duty descriptions for each assignment</p> <p>Training for Emergency Procedures</p>	<p>Principal</p> <p>Assistant Principal</p> <p>Safety Committee</p> <p>Oxnard PD</p>	<p>Staff Debriefing</p> <p>Staff and Safety Committee evaluation</p> <p>Leadership</p>
Build staff capacity to respond to an emergency.	<ol style="list-style-type: none"> <li>1. Train staff in procedures and roles.</li> <li>2. Train staff in Walkie Talkie procedures and use during emergencies.</li> <li>3. Debrief after drills.</li> <li>4. Use information from debriefing to improve our response capacity</li> <li>5. Maintain NCPI trained staff to respond to student behavior emergencies</li> </ol>	<p>School Safety Plan</p> <p>EOC Safety Plan</p> <p>NCPI Training</p>	<p>Principal</p> <p>Assistant Principal</p> <p>Identified Support Staff</p> <p>Counselor</p> <p>Campus Supervisors</p> <p>Oxnard PD</p>	<p>Debrief after emergency drills.</p> <p>Use debriefing data to improve response.</p>

Objectives	Action Steps	Resources	Lead Person	Evaluation
Ensure gates are locked during the school day at all times.	1. Marshall staff will inspect and visually monitor that perimeter gates and glass doors are locked and closed at all times. 2. Gates and glass doors will be inspected for repairs and work orders placed when necessary to ensure they lock and close properly.	Work orders Follow up on work orders	Principal Assistant Principal Lead Custodian Campus Supervisor	Walk through reports Input from Safety Committee Completion of Work Orders
Maintain and follow procedures for Front Office doorbell system to monitor visitor entrance on campus.	1. Office staff will maintain and follow procedures for monitoring front office doorbell system to identify and allow entrance for visitors into the office and on campus. 2. All visitors once in the front office will be assisted or signed in and given visitors badge if going on campus.	Doorbell system procedures Visitor sign-in log and badges	Office Manager Office Assistants Attendance technician ORC	Visitors log book entries Input from Discussions during office meetings.

**Component:**

Disaster Preparedness

**Element:**

School Safety

**Opportunity for Improvement:**

Continuous training

Increase practice of emergency preparedness routines

Objectives	Action Steps	Resources	Lead Person	Evaluation
Staff and students will know how to respond in case of an emergency. Maintain safe and secure physical plant.	<ol style="list-style-type: none"> <li>1. Keep Staff aware of procedures with reminders.</li> <li>2. Conduct monthly drills.</li> <li>3. Promote awareness of correct emergency responses through staff training.</li> <li>4. Review key procedures to protect access.</li> </ol>	Safe School Plan OSD Board Policy Ed Code	Principal Assistant Principal Oxnard PD Office Manager	Safe School Committee School Site Council Leadership Committee Principal School Resource Officer
Communicate Safety Plans to community.	<ol style="list-style-type: none"> <li>1. Disseminate safe school plan to all stakeholders via parent meetings.</li> <li>2. Review Safety at parent meetings</li> </ol>	Safe School Plan Other Community Resources from Oxnard PD, Fire Department, OSD Pupil Services	Principal Assistant Principal	Agendas of Parent Meetings Front Office Principal
Increase school wide understanding of Emergency Response	<ol style="list-style-type: none"> <li>1. Fire Department training on emergency preparedness.</li> <li>2. Assess physical needs of classrooms related to Lockdown procedures.</li> <li>3. Fire Department to do a home safety preparedness training for parents.</li> <li>4. Monthly emergency drills.</li> </ol>	Local Fire Department Checklists for window coverings Key and access procedures	Principal Assistant Principal	Safe School Committee Principal Head Custodian

Implement and monitor Emergency Procedures	<ol style="list-style-type: none"> <li>1. Parent meetings to discuss school safety plan</li> <li>2. Post School Safety Plan on web</li> <li>3. Train staff in duties and procedures</li> <li>4. Create folders for emergency response positions</li> <li>5. Include Emergency procedures with exits in SUB plans.</li> <li>6. Post Emergency exit routes near doors.</li> <li>7. Utilize magnetic door lock devices.</li> </ol>	Safe School Plan	Principal Assistant Principal	Safety Committee Staff Debriefing after Drills School Site Council Leadership Committee
--	---	------------------	----------------------------------	--

**(I) School Discipline Rules and Consequences (EC 35291 and EC 35291.5)**

**Thurgood Marshall TK-8 School Student Conduct Code**



**Purpose**

The School Rules and Procedures were developed and adopted in accordance with California Education Code 35291.5. This document represents the collaborative efforts of teachers, parents and other school staff and administration. These rules and procedures are intended as guidelines for enhancing the instructional climate and personal safety.

**Goals**

- We are working towards the full implementation of CHAMPS as a basis for positive student behavior support.
- Staff is being trained.
- Refreshers on training will be offered.
- Support staff have been trained or will be trained.
- All Staff will have a common language of CHAMPS to support positive student behavior.
- Students will understand CHAMPS guidelines that will be consistent.
- Students will be given ongoing training on CHAMPS.
- Our goal is to develop a plan that is easy for students and staff to follow, one that can be communicated to all stakeholders.
- At this time Leadership Team, Positive Behavior Support Committee, and others are working towards the implementation of CHAMPS.
- Staff training in MTSS and how this applies to student behavior is ongoing.

**Guidelines for Success**

Bulldogs are...

PAWSitive

Achieving

Wise

Safe

Beliefs

We believe our rules and procedures will:

- Provide common language and understanding school-wide
- Provide a starting point for behavior and conduct expected
- Provide a framework of expectations, rewards, and consequences so we can be consistent and fair with all students
- Promote overall school safety and security for each student
- Demonstrate our agreement and commitment to developing personal responsibility
- Provide a framework that will result in positive student behavior.

Philosophy

When systems are in place, such as those found in CHAMPS, student behavior will improve. When expectations are shared and understood, positive student behavior receives strong support. When positive student behavior is expected from all, students will respond more positively and shared guidelines will have a higher chance of being followed by all.

A student's education is dependent upon a "team" effort involving the student, parents, and school personnel. Each member of the team has specific responsibilities which must be met if the educational experience is to have the greatest positive results. Students, parents, and teachers are encouraged to maintain an ongoing dialogue about the standards for personal conduct in relation to life at school. We want to be an extraordinary place of safety and positive opportunity for each and every student. All Staff Members contribute to the good of all students.

Expectations of Students:

- Attend school regularly and be on time for each class.
- Know and obey school rules and regulations.
- Be courteous and respectful to school personnel, fellow students, and the public in general.
- Be responsible digital citizens.
- Behave in such a way that does not disrupt the learning of others.
- Respect public and private property.

Expectations for Parents:

- Assure that your child is in school and on time each day.
- Assure that your child is appropriately prepared for school (dress, nutrition, and sleep).
- Be responsible for the pupil's behavior.
- Be responsible for pupils' use of technology.
- Teach the pupil respect for the law and the rights of others.
- Visit your school periodically and participate in conferences as requested.
- Know the district, school, and classroom rules and regulations, and be supportive of your school.
- Help your child to develop personal responsibility.

Expectations for Teachers:

- Provide differentiated learning experiences appropriate for each student.
- Following Rtl guidelines, consistently maintain classroom rules, Internet safety, and district rules and policies.
- Implement CHAMPS within the classroom and common areas.
- Communicate on a regular basis with parents concerning their child's progress.

Be available to parents to the conference as needed.  
Continually improve professional competencies in positive behavior support.  
Develop enthusiasm for learning through experiences that are interesting and relevant to pupils.

#### Expectations for Administrators:

Inform students and parents about the student behavior plan - CHAMPS.  
Involve all stakeholders in CHAMPS.  
Encourage and support students by promoting positive student-staff interactions throughout the school day.  
Consistently monitor classroom, school, and district rules and policies.  
Counsel with students and parents regarding disciplinary issues.  
Provide student consequences aligned to social justice philosophy.  
Provide professional development in the management of student behaviors.  
Provide leadership that will establish, encourage school-wide implementation of CHAMPS.  
Monitor effectiveness of school-wide student behavior plan.

#### General School Rules:

Attend school regularly.  
Be on time.  
Be prepared for class.  
Treat others with respect, care, and consideration.  
Follow rules inside and outside the classroom.  
Conserve and protect school and private property.  
Use appropriate language.  
Follow district dress standards.  
Use class time wisely.  
Work quietly without disturbing others.  
Respect the rights of others.  
Complete all assignments on time.  
Walk on black, run on green.

#### Summary:

Students will come to school ready to learn.  
Rewards and incentives will be given regularly to students who demonstrate positive behavior.  
A supportive, safe and nurturing climate is fostered.  
Additional consequences and supports are given to students who do not follow school rules.  
CHAMPS implementation will clarify school-wide expectations.

#### GENERAL

*Education Code 44807: Every teacher in the public schools shall hold Pupils to a strict account for their conduct on the way to and from school, on the playgrounds, or during recess. A teacher, vice principal, principal, or any other certificated employee of a school district, shall not be subject to criminal prosecution or criminal penalties for the exercise, during the performance of his duties, of the same degree of physical control over a pupil that a parent would be legally privileged to exercise but which in no event shall exceed the amount of physical control reasonably necessary to maintain order, protect property, or protect the health and safety of pupils, or to maintain proper and appropriate conditions conducive to learning.*

#### CONDUCT CODE PROCEDURES

The school rules and procedures were developed and adopted in accordance with California education code 35291.5. This document represents the collaborative efforts of teachers, parents and other school staff and administration. These rules and procedures are intended as guidelines for enhancing the instructional climate and personal safety. The school uses a proactive and positive approach to management of student behavior (CHAMPS) with clear expectations and structures in place in classrooms and common areas.

## **(J) Hate Crime Reporting Procedures and Policies**

In order to create a safe learning environment for all students, the Board of Trustees desires to protect the right of every student to be free from hate-motivated behavior and will promote harmonious relationships among students to enable them to gain a true understanding of the civil rights and social responsibilities of people in society. The district prohibits discriminatory behavior or statements that degrade an individual based on his/her actual or perceived race, ethnicity, culture, heritage, gender, sex, sexual orientation, physical/mental attributes, or religious beliefs or practices.

Any student who believes he/she is a victim of hate-motivated behavior shall immediately contact the teacher and Principal. Upon receiving such a complaint, the Principal shall immediately investigate the complaint in accordance with school-level complaint process/grievance procedures as described in AR 5145.7 - Sexual Harassment. A student who has been found to have demonstrated hate-motivated behavior shall be subject to discipline in accordance with law, Board policy, and administrative regulation. Students are expected to respect all others while on school grounds or while participating in school activities. Any student engaging in hate-motivated behavior will be subject to the school discipline policies in accordance with the district policies and guidelines.

## **Adaptations for Students with Disabilities**

### **Access and Functional Needs (AFN) Emergency Response – Pupils with Disabilities**

On December 2, 2015, terrorists attacked the Inland Regional Center in San Bernardino, California. Because the center serves individuals with intellectual and developmental disabilities, initial reports indicated the attack was an assault on the disabled. Though it was later learned not to be the case; the thought of an attack on individuals with disabilities raised serious concerns. Paramount among those concerns was the general recognition that there was a lack of guidance and training regarding the access and functional needs (AFN) considerations associated with any disaster including an active shooter attack.

When considering emergency/disaster response, the population of any given gathering place should be considered. In the school environment, establishing if any students or staff have access or function needs is primary.

## **EVACUATION**

This should always be a consideration, how to safely evacuate all people from a building in the event of a fire or other emergency requiring evacuation. How do staff members efficiently move students who are in wheel chairs or have developmental needs to the evacuation area while keeping students safe and calm? Consideration should be taken for making this evacuation as safe as possible.

### **EARTHQUAKE: DROP, COVER, HOLD ON**

In California, Earthquake is always a possibility, and although we live day to day as if a large earthquake won't happen, being prepared is an absolute necessity. The response to drop to the floor, cover your head preferably by getting under a desk or heavy piece of furniture and holding on to it to stay covered while everything else around is shaking is meant to keep people safe from falling objects. Given that this is the standard emergency response for earthquakes consider those who are not able to get under large pieces of furniture. The main goal is the same, ensuring their head is protected from falling debris specifically protecting those who cannot drop and take cover. Ensure that the room itself will be safe in an earthquake, securing bookshelves and their books, any large top-heavy pieces of equipment, any heavy items on the wall should be adequately secured.

#### **If possible:**

**DROP** where you are, onto your hands and knees. This position protects from being knocked down and also allows you to stay low and crawl to shelter if nearby.

**COVER** your head and neck with one arm and hand

- If a sturdy table or desk is nearby, crawl underneath it for shelter.
- If no shelter is nearby, crawl next to an interior wall (away from windows).
- Stay on your knees; bend over to protect vital organs.

**HOLD ON** until the shaking stops.

- Under shelter: hold on to it with one hand; be ready to move with your shelter if it shifts.
- No shelter: hold on to your head and neck with both arms and hands.

**Adapt for your situation:**

If a student has difficulty getting on the ground or cannot get back up again without the help of a caregiver, then follow these recommendations:

If you are in a recliner or bed: Do not try to transfer during the shaking. Cover your head and neck with your arms or a pillow until the shaking stops.

If you use a cane: Follow the Drop, Cover, and Hold on instructions as shown in the section above, OR sit on a chair, bed, etc. and cover your head and neck with both hands. Either way, keep your cane near you so it can be used when the shaking stops.

If you use a walker: LOCK your wheels (if applicable) and carefully get as low as possible. If your walker has a seat, sit and COVER your head/neck with your arms, a book, or a pillow. IF no seat, try to get down with your head lower than the top of the walker. Bend over, then HOLD ON until shaking stops.

If you use a wheelchair: LOCK your wheels. COVER your head and neck with your arms, a book, or a pillow. Bend over and HOLD ON until the shaking stops.

**Once shaking stops:**

- Check yourself for injury, paying extra attention to areas where you have reduced sensations.
- If you are near the shore and feel strong shaking, first protect yourself as in Step 5 until the shaking reduces such that you can move inland or to a higher location. Do not wait for an official warning.
- Be prepared for aftershocks. Stay close to and aware of the safe spaces in your environment.
- Look around for hazards such as broken glass and objects in your way.
- Furniture may have shifted and sound cues may not be available to individuals with visual disabilities.
- Evacuate only if necessary, otherwise stay where you are.
- If the authorities advise an evacuation for your area, follow their directions immediately.

**LOCKDOWN**

The best response to an active assailant on campus is to lockdown. The best option for safety during an active assailant disaster is to keep students safe by keeping them quiet in locked rooms. Occasionally, students are in a location where they cannot be locked down so other options should be considered.

The current mantra taught for personal protection during an active shooter attack is “Run, Hide, Fight”. While reasonable and appropriate, each of those steps has AFN-related implications. Persons with disabilities and AFN should ensure their individual needs are integrated into their organization’s emergency evacuation plan, develop a “buddy system” for assistance evacuating or concealing themselves to avoid an attacker and think creatively about how to use personal assistive devices (e.g., canes, crutches, wheelchairs) as weapons if needed during an emergency of any sort including an active shooter attack.

**RUN**

Individuals with a disability or an AFN have the most awareness of their specific evacuation needs. As such, it is the responsibility of the individual (assisted as appropriate by his or her representative, behavioral therapist or personal care assistant) to: Inform management regarding any gaps or needs for accommodations that exist in their organization’s emergency preparedness or evacuation plans;

- Inform management when individual is expected to be away or out of the office for extended time to ensure the individual is accounted for during safety checks and roll calls;
- Establish a “buddy system” with coworkers. “Buddies” should educate partners concerning the respective physical, psychological and communication assistance needed to increase their safety during an active shooter attack. A back-up buddy system is also recommended;

- Have an escape route and safety plan in mind specific to their respective needs; and
- Practice escape routes and safety plan by locating exits and locking offices and conference rooms before and during drills and exercises.

## **HIDE**

Individuals with a disability or an access and functional need (AFN), depending on their specific disability or AFN, may have difficulty hiding. For example, individuals who use wheelchairs may find it challenging or impossible to hide under a desk or in a closet. Because each individual knows what will or will not work for them, persons with a disability or an AFN (assisted as appropriate, if needed, by their representative, behavioral therapist or personal care assistant) should:

- Plan ahead by identifying potential areas to hide throughout their workplace prior to an incident occurring;
- Coordinate with management and colleagues/"buddies" ahead of time regarding the type of assistance they can provide to help with concealment;
- Use assistive devices or durable medical equipment to secure hiding spot (such as parking and locking heavy wheelchairs in front of a door);
- Practice self-soothing techniques to remain calm and collected; and
- Look for improvised weapons that can be used aggressively within individual's ability.

## **FIGHT**

Individuals with varying physical, emotional or developmental capabilities may be limited, completely or partially, in the degree to which they are able to fight an active shooter. However, individuals with a disability or AFN should consider using durable medical equipment or assistive devices as improvised weapons with which to attack an active shooter. For example, using a power chair to ram an active shooter; using a cane as a bat; or hitting an active shooter with a cast.

## **COMMUNICATING EFFECTIVELY DURING AN ACTIVE SHOOTER SITUATION**

When communicating with individuals with a disability or AFN during active shooter situations, it is important to always ask the person how you can best assist. Asking the individual before assisting maintains their safety, independence, and health, as they are the expert when it comes to their individual needs. Active shooter situations are rapid, complex events and becoming familiar with tips for effective communication can help ensure a safer and more effective response. The following section outlines tips for communicating effectively with individuals with a disability or AFN. The tips are adapted and modified from the Texas Center for Disability Studies.

### **BLIND/LOW VISION**

Announce your presence, speak out, state the nature of the emergency, and then enter the area.

Avoid shouting and speak directly to the individual.

Offer assistance but allow the individual to explain what help is needed and avoid grabbing or attempting to guide them without first asking permission.

When assisting, offer the individual your arm. As you walk, advise them of any obstacles (i.e. stairs, doorways, narrow passages, ramps, etc.)

If leading more than one individual, ask them to help guide the person behind them.

Once you have reached a safe location, provide a brief orientation of where the individual is located and ask if any further assistance is needed.

### **COGNITIVE DISABILITIES**

Signs to look for that may indicate elevated stress levels:

- Fleeting eye contact;
- Repetitive or self-stimulating behaviors (rocking, hand-flapping; repeating words/sounds/phrases, wiggling fingers in front of the eyes, twirling/ spinning, and/or jumping);
- Self-injurious behaviors (slapping, head banging, biting, hair pulling);
- Fear/panic; Non-responsiveness;
- Aggression;
- Running away; and
- Covering ears or screeching.

To enhance communication during times of elevated stress:

- Make eye contact;
- Be patient;

- Speak slowly, use plain and concrete language;
- Give one-step direction – wait two seconds and repeat;
- Be mindful of your body language (non-verbal cues);
- Do not touch; and
- Model the expected response (hands up, fingers apart, etc.).

#### Deaf or Hard of Hearing

- If possible, flick the lights when entering an area or room to get the individual’s attention.
- Establish eye contact with the individual, not with the interpreter or “buddy”, if one is present.
- Use facial expressions and have gestures as visual cues.
- Keep your face visible at all times and keep instructions in the present tense using basic vocabulary.
- Once individual is in a safe location, offer pencil and paper for written communication if no interpreter or “buddy” is present.

#### Mental/Behavioral Health

- Speak slowly and in a calm tone.
- Keep communication straightforward, clear and brief.
- If the person exhibits confusion, avoid giving multiple commands. Instead, ask or state one command at a time.
- Try to avoid interrupting a person who may be disoriented; just let them know that you have to move quickly.
- Have a forward leaning body position to show interest and concern.

#### Service Animals

- Evacuate the owner and the animal together. Avoid separating them whenever possible.
- If an animal is wearing a harness or vest, it is on duty. If you are asked to take the animal while assisting the individual, hold the leash and not the harness (if applicable).
- Keep license and ID tags on service animals at all times.
- Keep copies of any service animal certification or documentation including immunization records, medications, and veterinarian’s contact information in your service animal’s disaster kit.
- Keep photo of service animal along with student to assist with reuniting if they are separated.
- Store extra animal food, water and feeding bowls.
- Keep an extra harness and/or leash with your disaster supplies.
- Some service animals are not registered and there is no proof that the animal is a service animal. If the person tells you it is a service animal, treat it as such. However, if the animal is out of control or presents a threat to the individual or others, remove it from the scene.
- The animal may not be specially trained as a service animal. People with psychiatric and emotional disabilities may have a companion animal. Be understanding and treat the animal as a service animal.

#### Physical Disabilities (short- or long-term disability)

- Ask the individual how you can help before beginning any assistance.
- Ask the individual if he/she is able to stand or walk with or without the use of a mobility device.
- If the conversation will take more than a few minutes, sit or kneel to speak to the person at eye level.

#### Considerations for refrigerated medications

- When there is a loss of power, keep medications in the refrigerator until it becomes warm, at which point they can be moved into the freezer. When the freezer becomes too warm, transfer medication to a small, insulated container and use chemical cold packs. Wrapping an emergency blanket around the ice chest or cooler will help contents stay cold much longer.
- Ask your doctor or pharmacists how long your medications will last unrefrigerated.
- If you evacuate to a shelter, tell shelter staff that you have refrigerated medication.

### **Opioid Prevention and Life-Saving Response Procedures**

#### **Opioid Prevention and Life-Saving Response Procedures**

To provide a safe and effective response to incidents of opioid overdose in schools serving pupils in grades K to 8, in accordance with Senate Bill 10, Oxnard School District has Narcan available at all school sites.

## **Narcan Protocol**

### **I. Identification of Overdose Signs**

- District nurses and health staff, site administrators and volunteers will be trained on signs of possible opioid overdose, which include, but are not limited to:
  - Loss of consciousness or unresponsiveness
  - Slow, shallow, or stopped breathing
  - Constricted (small) pupils
  - Choking or gurgling sounds
  - Limp body

### **II. Immediate Response Procedures**

- In the event of a suspected opioid overdose:
  1. Immediately call 911.
  2. If trained, administer first aid.
  3. If trained, administer Narcan.

### **III. Narcan Availability and Administration**

- Narcan kits will be stored in accessible, yet secure locations.
- Designated staff members will be trained in the administration of Narcan.

### **IV. Training and Education**

- Annual training for staff on opioid overdose recognition and response.
- Educational programs for students about the dangers of opioid misuse.

### **V. Emergency Contact and Post-Overdose Procedures**

- Maintain up-to-date emergency contact information for all students.
- Establish post-overdose support, including counseling and referral to treatment.

### **VI. Coordination with Local Health Authorities**

- Coordinate response plans with local health departments and emergency services.

### **VII. Regular Review and Update of Protocol**

- The protocol will be reviewed annually and updated as needed to align with current best practices and legal requirements.

### **VIII. Communication Plan**

- Annual communication of the protocol to staff, students, and parents.
- Ongoing awareness campaigns about opioid risks and prevention.

Confidentiality: All responses to opioid overdoses will respect the privacy and dignity of the affected individuals.

## **Response Procedures for Dangerous, Violent, or Unlawful Activity**

Our school district has established a comprehensive response plan for dangerous, violent, or unlawful activities occurring at school, during school-sponsored activities, or on school buses, as required by Senate Bill 671.

### **I. Reporting and Assessment**

- We have established clear and accessible channels for all members of our school community to report any dangerous, violent, or unlawful activities.
- Our trained staff promptly assess the credibility and severity of these reports to determine the appropriate response.

### **II. Immediate Response and Safety Measures**

- In response to credible threats, we swiftly implement safety measures including lockdowns, evacuations, or shelter-in place, tailored to the specific nature of the incident.
- Regular drills and training sessions ensure that staff and students are well-prepared for these procedures.

### **III. Coordination with Law Enforcement**

- We maintain a strong partnership with local law enforcement agencies, ensuring immediate notification and coordinated response to incidents.
- Joint response plans have been developed with law enforcement for various types of threats.

### **IV. Communication with Parents and Community Comprehensive School Safety Plan**

- Our communication plan enables us to inform parents and the community promptly and accurately during incidents, balancing transparency with confidentiality.
- We provide regular updates as situations evolve.

### **V. Support Services**

- Counseling and support services are readily available for students and staff affected by incidents of violence or unlawful activities.
  - We offer resources and referrals for additional assistance when needed.
- VI. Training for Staff and Students
- Our ongoing training programs for staff and students cover recognizing, reporting, and responding to dangerous situations, including conflict resolution and de-escalation techniques.
- VII. Review and Update of Protocol
- We regularly review and update our protocol to align with current best practices and legal requirements.
  - Feedback from staff, law enforcement, and community members is a vital part of our review process.
- VIII. Prevention and Education
- Our educational programs focus on violence prevention, conflict resolution, and fostering a safe and respectful school environment.
  - We actively engage students in creating a positive school culture that discourages violent or unlawful behavior.

## Instructional Continuity Plan

Information about the Instructional Continuity Plan (ICP) requirements, revision and adoption dates.

This Instructional Continuity Plan (ICP) was last revised on and adopted by Thurgood Marshall TK-8 School on to ensure all students have access to instruction during a natural disaster or emergency, as mandated by Senate Bill 153, Chapter 38, Statutes of 2024 (SB 153), which adds a provision to California Education Code (EC) Section 32282.

This ICP will be included in the LEA's Comprehensive School Safety Plan (CSSP) by July 1, 2025. Inclusion of this ICP in the CSSP will be required to obtain approval of a Form J-13A waiver request beginning in fiscal year 2026-27. This plan is intended to minimize disruptions to instruction and provide support for pupils' social-emotional, mental health, and academic needs.

## Engagement with Pupils and Families

### *Protocol for Engagement*

Protocol for engagement with pupils and their families.

As required, Thurgood Marshall TK-8 School will engage with pupils and their families as soon as practicable, but **no later than five calendar days** following an emergency.

#### LEA Engagement with Families

- Parent Square notifications with specific information regarding instructional plans will be sent to parents immediately following the decision to move to distance learning and within 5 calendar days following an emergency.
- Daily updates will be sent via Parent Square to keep families informed of any changes
- Instructional engagement plans will be communicated with families and instruction will begin within 10 days following the emergency
- School sites and teachers will communicate with families regularly via Parent Square.

### *Methods of Two-Way Communication*

Methods for two-way engagement.

The protocol for engagement with pupils and their families is designed to establish two-way communication. Current existing methods include:

- ✕ Short messaging service (SMS)
- ✕ Phone Calls
- ✕ Email
- School Portal
- ✕ Social Media
- Flyers

### *Plans for Unforeseen Events*

Plans to address unforeseen events such as power outages and damage to infrastructure and how they may impact methods for two-way communication.

In the event of power outages, locations will be identified for in-person communication and dissemination of information.

### *Support for Unique Needs*

Plans designed to identify and provide support for pupils' social-emotional, mental health, and academic needs.

- Special Education (IEP/504): Virtual or in-person accommodations will be provided per students' IEP/504 plans. Students receiving school-based counseling per their IEP will continue to receive counseling with the site counseling psychologist.
- English Learners (EL): English Language Development (ELD) support and bilingual resources will be available on Canvas. Teachers will continue to provide designated ELD during distance learning.
- Counseling & Mental Health Services: Online counseling sessions and wellness check-ins will be provided. School counselors and clinicians will reach out to students who receive individual counseling and will open weekly zoom sessions for students.

## **Access to Instruction**

### *Timeline for Access to Instruction*

Timeline for access to instruction no more than 10 instructional days following the emergency.

As required, Thurgood Marshall TK-8 School will provide access to in-person or remote instruction as soon as practicable, but **no more than 10 instructional days** following the emergency.

### *Conditions for Resuming Access to In-Person Instruction*

Conditions under which in-person instruction will resume and any alternative sites or arrangements considering various aspects of recovery.

Outlined below are conditions under which in-person instruction will resume and any alternative sites or arrangements considering various aspects of recovery, including:

- Evacuation orders lifted
- Power and utilities functioning

- Healthy air quality
- Access to safe and clean water
- Campus free from debris and hazards
- Internet fiber lines connected and functioning
- Sufficient staff available
- Kitchens operational for meals

### *Remote Instruction*

#### Plans for remote instruction.

As required, Thurgood Marshall TK-8 School remote instruction will align with EC sections 51747 and 51749.5, governing Independent Study instruction modalities. Remote instruction will be designed to meet instructional standards that are, at minimum, equivalent to those applicable in independent study programs.

The expectation is for teachers to deliver standards-based instruction guided by the state framework. They will use the district-adopted curricula for all subjects, most of which have digital components. They have been provided with all necessary materials, resources and access needed to competently deliver instruction. The distance learning schedules and the hybrid (in-person) schedules dovetail nicely and if we have to transition from distance to the hybrid schedule, there should be few transitional issues to contend with.

The district currently uses the learning management system, Canvas. This is the platform that all teachers will use to provide instruction. Due to the digital nature of instruction during distance learning, we have a district-based Educational Technology TOSA (teacher on special assignment) who can support staff in developing their skills to create digital lessons. Additional TOSAs will provide technology and teaching support to teachers.

- Synchronous Learning: Teachers will conduct live instruction via Zoom/Canvas Conferences at scheduled times.
- Asynchronous Learning: Students will engage with online program resources (Lexia, ST Math), assignments, and discussion boards on Canvas.
- Hybrid Learning (if applicable): Combination of in-person and remote learning for students based on circumstances.
- Offline Learning: Printed learning packets will be provided for students with limited internet access.

### *Access to Instructional Materials*

#### Methods for distributing digital and non-digital materials.

As required, remote instruction offered will align with expectations of access and equity.

All students have access to devices. Students in TK – 5th grade have been issued iPads and students in grades 6 – 8 have been issued Chromebooks for use at school and at home.

- Device: Students will use their assigned iPads or Chromebook.
- Internet Access Support: Hotspots will be available for families lacking stable internet. If schools have to close due to an emergency, school principals, teachers and staff will contact families to check on the need for internet connectivity and basic needs. Our IT department will set up distribution points based on the needs of families.
- Technical Support: A dedicated IT helpdesk at ext. 2100 will be available to assist students, teachers, and families.

## Access to Schoolwork

Platforms and processes for accessing and submitting schoolwork.

As required, remote instruction offered will align with expectations of access and equity.

The district currently uses the learning management system, Canvas. This is the platform that all teachers will use to provide instruction. Due to the digital nature of instruction during distance learning, we have a district-based Educational Technology TOSA (teacher on special assignment) who can support staff in developing their skills to create digital lessons. Additional TOSAs will provide technology and teaching support to teachers. The district-adopted curricula will be used for all subjects, most of which have digital components

## Temporary Reassignment

Procedures and agreements for temporary reassignment with neighboring LEAs.

Thurgood Marshall TK-8 School provides support to pupils and families to enroll in or be temporarily reassigned to another site, school district, county office of education, or charter school if an emergency or natural disaster disrupts in-person learning:

Marina West Elementary School provides support to pupils and families to enroll in or be temporarily reassigned to another site, school district, county office of education, or charter school if an emergency or natural disaster disrupts in-person learning.

## Instructional Continuity

### Communication Protocols

Communication protocols for families, students, staff and faculty, including how information will be made available and with what frequency including methods and timelines.

- Parent Square notifications with specific information regarding instructional plans will be sent to parents immediately following the decision to move to distance learning and within 5 calendar days following an emergency.
- Instructional engagement plans will be communicated with families and instruction will begin within 10 days following the emergency
- School sites and teachers will communicate with families regularly via Parent Square.
- Regular Updates: The district will provide updates via emails, robocalls, and social media.
- Multilingual Resources: Information will be translated into multiple languages.
- Parent Training: Workshops on using Canvas will be offered to parents to support student learning at home.

Approximately 85% of our students are socio-economically disadvantaged and 51% of our students are English Learners. If we have to close schools due to an emergency, Principals will use a log for teachers to complete to monitor student contact, as well as, conducting grade level/PLC virtual meetings on a regular basis to share information, receive requests for additional support and monitor instruction. There is a Counselor and Outreach Specialist (ORC) at each site to provide support and connect families with services as indicated from the contact teachers are making.

## Technological Readiness

Technology readiness for educators and students to support a pivot from in-person to remote learning through independent study including early access to independent study program written agreements, online access to assignments and academic resources, assignment of devices, online instructional platform and access to internet and devices.

All students have access to devices. Students in TK – 5th grade have been issued iPads and students in grades 6 – 8 have been issued Chromebooks for use at school and at home.

- Device: Students will use their assigned iPads or Chromebook.
- Internet Access Support: Hotspots will be available for families lacking stable internet. If schools have to close due to an emergency, school principals, teachers and staff will contact families to check on the need for internet connectivity and basic needs. Our IT department will set up distribution points based on the needs of families.
- Technical Support: A dedicated IT helpdesk at ext. 2100 will be available to assist students, teachers, and families.

## Instruction and Assessment

Prioritization of essential learning, making standards-aligned learning objectives, methods for monitoring progress and additional support whenever possible, including tutoring, check-ins, virtual office hours or other methods.

The distance learning schedules are very clear in the number of minutes for each learning space. We are adhering to the state mandated instructional minutes by grade level spans and standards-based teaching. Teachers will synchronously teach “live” through a virtual meeting platform in the mornings and students will engage in asynchronous and independent work for the remainder of the day.

Teachers are able to check in with students and meet with small groups during the asynchronous time periods. This facilitates differentiation and will help mitigate learning loss. Live teaching sessions are not required on Wednesdays, but teachers must check in with all students to provide clarification, answer questions, give reminders and provide any additional support needed. Attendance will be taken each day through our SIS system, “Q,” during synchronous instruction. The district will document daily participation of each student on each school day. If the student does not participate in distance learning, then that student will be marked absent. Participation includes evidence of participation in online activities, completion of regular assignments, completion of assessments and contact with a staff member, the student, or the parent/guardian of the students.

Oxnard School District will use a tiered system of re-engagement for students who are absent from distance-learning. That system will involve and integrate a number of school site staff to address and remediate attendance concerns. The system is based upon a model with four components: 1. Contact 2. Connectivity, 3. Engagement and 4. Participation. These components are all essential to student success within school.

School staff and interventions will be applied based upon the identification of need. Initially, school staff will work to make sure that there are working lines of communication between the home and school. Then, the District will work to ensure that the student has access to distance- learning through connectivity, which involves the use of a District-issued iPad/Chromebook and also (as needed) a Wi-Fi hotspot for access to the Internet. School staff will monitor on a daily basis which students are engaged in school by attending synchronous classes with their teacher(s).

School staff will also monitor and measure student engagement and participation within learning via asynchronous communication with students as they complete learning tasks assigned through Canvas. The District will utilize a wide range of intervention and outreach services to connect with families and to engage students in participating in distance-learning. Schools will use trauma-informed and restorative approaches in working to identify any barriers that might be impeding student success. Once barriers are identified, the District will then utilize the appropriate level of intervention (as described below) to address the concern.

For students who are identified as being truant (missing three days or three periods of 30 minutes or more without a valid excuse), the District will address the attendance concern via the School Attendance Review Board (SARB). If the attendance concern is not resolved after the first identification of truancy, the District will utilize the School Attendance Review Team (SART) process at the school site (see below) to support families by identifying barriers to school attendance and providing interventions and support to meet those needs. In cases where the attendance concern is not resolved through the SART process, the District will utilize SARB to bring additional and more intensive resources to support students and families most in need.

The District will record both daily attendance and engagement for each student within its student information system. That information will be used to identify individual attendance concerns as well as more broad-based concerns of attendance.

Teachers will:

- Maintain updated Canvas courses with lesson plans, assignments, and assessments.
- Follow the distance learning schedule for the grade level/subject area.
- Conduct daily or weekly check-ins with students via Canvas discussions, messaging, or video calls.
- Track student engagement and attendance.
- Provide timely feedback on assignments and communicate regularly with parents.

## Access (Equity, Accessibility, and Inclusion)

### *Equity, Accessibility, and Inclusion*

How all students, including those with disabilities, those experiencing homelessness, foster youth, or English learner (EL) students will continue to have equal access to instructional resources.

- Device: Students will use their assigned iPads or Chromebook.
- Internet Access Support: Hotspots will be available for families lacking stable internet. If schools have to close due to an emergency, school principals, teachers and staff will contact families to check on the need for internet connectivity and basic needs. Our IT department will set up distribution points based on the needs of families.
- Technical Support: A dedicated IT helpdesk at ext. 2100 will be available to assist students, teachers, and families.

### *Individualized Education Plans (IEP)*

How will IEPs continue to be provided and maintained.

- Special Education (IEP/504): Virtual or in-person accommodations will be provided per students' IEP/504 plans. Students receiving school-based counseling per their IEP will continue to receive counseling with the site counseling psychologist.

### *English Learners (EL)*

How will EL students continue to be supported in alignment with the California English Learner Roadmap Policy.

- English Learners (EL): English Language Development (ELD) support and bilingual resources will be available on Canvas. Teachers will continue to provide designated ELD during distance learning.

## Professional Learning

Professional learning opportunities and resources utilized to if the need to pivot to remote instruction and assessment arises.

- Teachers and staff will receive ongoing training on effective online instruction, Canvas tools, and student engagement strategies.
- Technology training sessions will be provided to ensure smooth implementation.

### Well-Being and Support Services

How the LEA will provide access to physical and mental health professionals, including those who speak languages other than English.

District ORCs, counselors and clinicians as well as district translators will be available to provide counseling and support services to students and families.

Plans to provide access back-up, water and medicines in the event of an emergency.

District staff will coordinate with local agencies to support families in need.

Plans to ensure continuity of other support services, including special education, counseling, after-school programs, and access to kitchens and food services, adapting these services to the online or hybrid environment when necessary.

- Grab-and-go meal distribution points will be set up at designated schools.
- District staff will coordinate with local agencies to support families in need.
- School counselors, clinicians and ORCs will provide support to families at their sites via zoom sessions and/or Parent Square.

Oxnard School District will use a tiered system of support to provide mental health, social and emotional services. The model will provide early identification of students with risk factors via a social and emotional survey tool in grades TK – 8. Risk factors will be identified using Panorama SEL surveys, an online platform that collects aggregate and individual student responses to a series of questions in key social and emotional domains. Students in grades TK-8 who are identified with risk factors will be referred to the school counselor for further screening to determine the appropriate level of care. Early intervention services will include school-based individual or group-based counseling and linkage to community services. School counselors will also use the Columbia Suicide Severity Rating Scale (C – SSRS) to identify any students at risk of harm to self.

Principals will use a log for teachers to complete to monitor student contact, as well as, conducting grade level/PLC virtual meetings on a regular basis to share information, receive requests for additional support and monitor instruction. There is a Counselor and Outreach Specialist (ORC) at each site to provide support and connect families with services as indicated from the contact teachers are making.

### Site-Based Collaboration

How administrators, faculty, information technology staff, students, and parents will collaborate in the development and implementation of this ICP.

The ICP was developed with stakeholders.

## Return to Site-Based Learning

Conditions that must be met prior to returning from disruption including reopening sites.

- Depending on the type of emergency, the district will follow guidance from state and/or county agencies to prepare schools for reopening.
- Facilities Director and Managers will work with site teams to ensure specific conditions that must be met prior to reopening sites.

## Integration with Comprehensive School Safety Plan (CSSP)

Integration of this Instructional Continuity Plan (ICP) into Thurgood Marshall TK-8 School's Comprehensive School Safety Plan (CSSP).

This Instructional Continuity Plan (ICP) will be included as an integral component of Thurgood Marshall TK-8 School's Comprehensive School Safety Plan (CSSP) by July 1, 2025, as required by SB 153. The information in this ICP will be considered in relation to other aspects of the existing safety plan. A locally-adopted CSSP must include this ICP to obtain approval of a Form J-13A waiver request beginning in fiscal year 2026-27.

## Review and Updates of this Instructional Continuity Plan (ICP)

Frequency of review and update of this ICP.

This Instructional Continuity Plan will be reviewed and updated in collaboration with Educational Partners, considering feedback and lessons learned on the following basis:

The plan will be reviewed and updated annually.

## Procedures for Immigration Enforcement Notification

### Confirmation Protocol

Detail the specific process and designated staff member (e.g., principal, superintendent) responsible for confirming the presence of immigration enforcement on the schoolsite, which triggers the notification requirement.

School administrators will verify immigration enforcement on campus and will immediately notify the Superintendent. Site administrators will request officer credentials, warrant details and will document all interactions with immigration enforcement.

### Required Notification Recipients

The procedures must ensure notification is issued to the following groups:

- Parents and guardians of pupils
- Teachers
- Administrators
- School personnel

Notification will be provided through Parent Square to families. Site administrators will notify teachers and staff through email.

### Notification Timing

Specify the timeline for issuing notification following confirmation, ensuring it aligns with safety goals and minimizes panic.

Notifications will be sent to staff and families after staff have confirmed that immigration enforcement is on campus. Notifications to staff will be sent immediately to ensure safety of our students. Notice to families and the community will be sent when it is determined to be safe and all information can be shared without violating any privacy for families.

### Safety and Well-being Standard

The content and timing of the notification shall consider the safety and well-being of the pupils, employees, and community members of the schoolsite.

Notification will be sent as soon as it is determined to be safe to share information.

### Privacy Constraint

The notification shall not include any personally identifiable information.

Notifications regarding immigration enforcement on any district property will not contain any identifying information of district families.

### Notification Methods

Specify the secure methods used for two-way communication to reach the required recipients, such as mass communication systems, email, or school portals, and detail how these methods are maintained.

Notification to families will be provided through Parent Square which is the district's method of communicating information to parents and families. School and/or district staff will be notified via email or in person.

### Resource Provision (Optional but Encouraged)

The notification may include a hyperlink to additional resources for families regarding:

- Educational rights
- State laws that protect parents' and students' privacy and confidentiality
- Counseling or support services (including services that support families impacted by immigration enforcement and model policies adopted by the LEA).

Information for families is provided on our website here.

## Annual Evaluation

This plan will be evaluated and amended, as needed, by the school safety planning committee, but shall be evaluated at least once a year.

District staff will review the plan annually and update information as needed.

**Public Availability**

An updated file of all safety-related plans and materials shall be readily available for inspection by the public.

All Comprehensive Safe School Plans are available on the district website.

**State Guidance**

Compliance with this plan should align with the checklist for developing a comprehensive school safety plan, which the Department of Education is required to maintain and conspicuously post on its internet website

Comprehensive Safe School Plans are updated annually based on the California Department of Education's requirements and recommendations. All plans are approved by the district's board and are posted on the district website.

## **Safety Plan Review, Evaluation and Amendment Procedures**

At beginning of school year, the Safe School Plan is reviewed with staff and safety committee. Periodically, training and monitoring of the plan are scheduled. Safe School Plan is reviewed by School Site Council and Leadership Committee. Safe School Committee and School Site Council approve the Safe School Plan by February. Ongoing communication to all stakeholders keeps procedures and action steps responsive to school needs.

A Safety Committee is created every school year. The purpose of the committee is to review the Safety Plan on a continual basis and make any necessary changes and adjustments in order to ensure the safety of students and staff members. The committee meets to review and make any necessary recommendations and changes. All changes are brought to the attention of the entire staff and stakeholders at meetings. The plan is reviewed in December-January and also approved by the SSC. Changes and additions to the Safe School Plan can be made throughout the school year. If there is a need to update, or change information, based on recommendations and approval of Safety Committee or School Site Council, revisions and updates can be integrated into the plan.