

Additional Discipline Data Elements

1. Education Services During the Suspension or Expulsion

Titles	Definition	Pick List
Alternative classroom in same school	A classroom for students serving in-school suspension (ISS) within in the same school building but is separate and apart from the classrooms in which they normally attend.	Student received: a) Academic instruction (yes/no) b) Individualized behavior intervention (yes/no)
In-School Suspension	Student is placed in a different room (not a classroom) in the school during their exclusion.	Student received: a) Academic instruction (yes/no) b) Individualized behavior intervention (yes/no)
Alternative Building in School District	A building that is separate and apart from the school in which the student attended prior to the suspension or expulsion.	Students received: a) Yes b) No
Virtual Academy/Online Learning	Online learning opportunities provided by district approved providers to suspended or expelled students to allow them to stay current with grade-level studies.	Students received: a) Online academic instruction (yes/no) b) Individualized behavior intervention w/staff (yes/no) c) # hours per week
Tutoring	Tutoring services provided by the district to assist students in maintaining continued academic learning while out of the classroom environment.	Students received: a) Yes b) No Student received: a) Academic Instruction (yes/no) b) Individualized behavior intervention (yes/no)
Evening and/or a variation of "Saturday" school	After school and weekend learning opportunities for students	Students received: a) Yes b) No
Make-up work packet (agreement to terms)	Classroom assignments completed at home and returned as agreed to by the student/family and district. Student must be allowed to makeup all work and receive all credit.	Students received: a) Yes b) No

Additional Discipline Data Elements

2. Credit Retrieval Options

Titles	Definition	Pick List
Eligibility	Academic credit is a value assigned to completed academic work.	
	Partial academic credit is a value assigned to partially complete academic work.	
Requirements	Academic credit and/or partial academic credit can be earned or awarded during regular attendance, during a period of exclusion, for suspension, or after their return to school.	
Authorization	The granting of academic credit either partial or complete can only be done by staff authorized by the school district policies/procedures.	
Continuation	A program for credit continuation/grade completion is a program that allows students to continue to accrue academic credit and/or partial academic credit without gaps during suspension or expulsion.	
Number of lost credits	Number of academic credits student should have received during the time period of their suspension or expulsion minus the number of academic credits the student actually received during that time.	
Retrieval	Students are informed, allowed, and expected to make up all missed coursework or tests for modified assignments without penalty.	Students received: a) Yes b) No

Additional Discipline Data Elements

3. Reengagement Plans

Titles	Definition	Pick List
Date reengagement meeting notification sent to parents	Notification including information of parent's right to request interpreter	Parents received: a) Yes b) No
Reengagement meeting		<ul style="list-style-type: none"> • Date held • Held within 20 days of suspension/expulsion (yes/no) • No later than 5 days prior to return to school (yes/no) • Language interpreter provided and materials provided to translation requested (yes/no) • Who participated in meeting (roles) • DATES (expulsion occurred, the meeting occurred, the student returns to school)
Meeting outcomes		<ul style="list-style-type: none"> • Shortened length of exclusionary discipline (yes/no) • How many days reduced? • Reengagement plan completed (yes/no) • School completed enrollment/reenrollment paperwork (yes/no)
Components of reengagement plan		<ul style="list-style-type: none"> • Challenges/stressors identified (yes/no) • Barriers to attendance identified (yes/no) • Referral to 504/SPED if relevant (yes/no) • Safety plan (if HIB identified) (yes/no) • Positive supports identified (yes/no) • Behavioral success plan identified (yes/no) • Relevant counseling discussed with family (yes/no) • Communication plan (yes/no)

Additional Discipline Data Elements

4. Interventions

Titles	Definition	Pick List
Discipline Review Committee	Committee comprised of student's teachers/principal/counselor reviews serial student's prior conduct and discipline to determine 1) Whether prior discipline has been effective; and 2) Whether another type of response to the behavior would be more effective or appropriate under the circumstances.	Committee was used: a) Yes b) No
Student Performance Improvement Agreement	Student-district contract in which student complies with certain conditions in exchange for a shortened term of suspension.	Student received: a) Yes b) No
District Liaison for Suspended/Mandatory Expelled Students	A certified staff member (not a compliance officer) assigned by the district to communicate with the student and the student's family during the period of suspension or expulsion. The assigned staff member's duties include: 1) Monitoring the student's receipt of assignments and return on course work; 2) Serving as a liaison between the student/family and the district to provide updates on improvements in the student's behavior and academic progress; 3) Reviewing the student's progress with the district administrators to determine whether it warrants a shortening of the suspension/expulsion.	District Liaison was used throughout the time of suspension/expulsion: a) Yes b) No
Frequency of same discipline for each type of behavior infraction	Listing the times the same punishment and/or intervention has been used for the same type of inappropriate behaviors for an individual student	Same punishment use: Number of punishments _____ Frequency of same punishment use _____

Behavior(s) And Discipline: Definitions

May 12, 2014

Discipline Task Force

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Behavior Categories for CEDARS:

- 01 - Bullying
- 2 - Tobacco
- 3 - Alcohol
- 4 - Illicit Drugs (not marijuana)
- 05 - Fighting w/o Major Injury
- 06 - Violence w/o Major Injury
- 07 - Violence w/Major Injury
- 08 - Possession of a Weapon
- 9 - Other
- 10 - Serious Bodily Injury (Sp. Ed.)
- 11 - Marijuana
- 12 - Failure to Cooperate**
- 13 - Disruptive Conduct**



Task Force Definitions to Date:

Finalized at the December 2013 meeting:

- **12 - Failure to Cooperate** (including but not limited to non-compliance, defiance, disrespect): repeatedly failing to comply with or follow reasonable, lawful directions or requests of teachers or staff.
- **13 - Disruptive Conduct**: conduct that materially and substantially interferes with the educational process.

Finalized at the January 2014 meeting:

- **Destruction of Property/Vandalism**: intentional damage of school property or the property of others.
- **Vulgar or Lewd Conduct**: obscene acts or expressions, whether verbal or non-verbal
- **Theft, possession of stolen property**: taking or knowingly being in possession of district property or property of others without permission.
- **Academic dishonesty/plagiarism**: knowingly submitting the work of others represented as the student's own or assisting another student in doing so, or using unauthorized sources.



Harassment, Intimidation or Bullying (HIB)

RCW 28A.300.285

Harassment, intimidation, **or** bullying means any intentionally written message or image—including those that are electronically transmitted—verbal, or physical act, including but not limited to one shown to be motivated by race, color, religion, ancestry, national origin, gender, sexual orientation, including gender expression or identity, mental or physical disability or other distinguishing characteristics, when an act:

- Physically harms a student or damages the student’s property **or**
- Has the effect of substantially interfering with a student’s education **or**
- Is so severe, persistent or pervasive that it creates an intimidating or threatening educational environment **or**
- Has the effect of substantially disrupting the orderly operation of the school.

NB: There is no federal definition of “bullying.”



Bullying

[Center for Disease Control](#) (CDC) Uniform Definition defines “bullying” as:

any **unwanted aggressive behavior(s)** by another youth or group of youths who are not siblings or current dating partners that involves an **observed or perceived power imbalance and is repeated multiple times or is highly likely to be repeated**. Bullying may inflict **harm or distress** on the targeted youth including **physical, psychological, social, or educational harm**.



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The current uniform definition of bullying excludes sibling violence and violence that occurs within the context of an intimate or dating relationship. [These] different forms of violence ...can include aggression that is physical, sexual, or psychological....

However, the context and uniquely dynamic nature of the relationship between the victim and the perpetrator in which these acts occur is different from that of peer violence ...

Consequently, it is important to assess teen dating violence and sibling violence separately from bullying in order to establish separate prevalence estimates and to understand the patterns and dynamics involved.



Harassment

Any malicious act, which causes harm to any person's physical or mental well being – WAC 495A121-011

Discriminatory harassment does not have to include intent to harm, be directed at a specific target, or involve repeated incidents.

Malicious harassment – threat to harm (often based on protected category)

Sexual harassment - unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct directed at person because of his/her sex where:

- (a) Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's academic standing or employment; or
- (b) Submission to or rejection of such conduct by an individual is used as the basis for academic decisions or employment affecting such individual; or
- (c) Such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance or creating an intimidating, hostile, or offensive working or learning environment. WAC 495A-121-011

Bullying (HIB)

**Harassment, Intimidation, and
Bullying Law: RCW 28A.300.285**

May or may not be discrimination
(Can be based on any characteristic)

**Response is often limited
to disciplining the
perpetrators**

HIB Policy/Procedure
(3207/3207P)

Discriminatory Harassment

**State and Federal
Nondiscrimination Laws**

A form of discrimination
(Based on protected class)

**May require a systemic response,
beyond simply disciplining the
perpetrators**

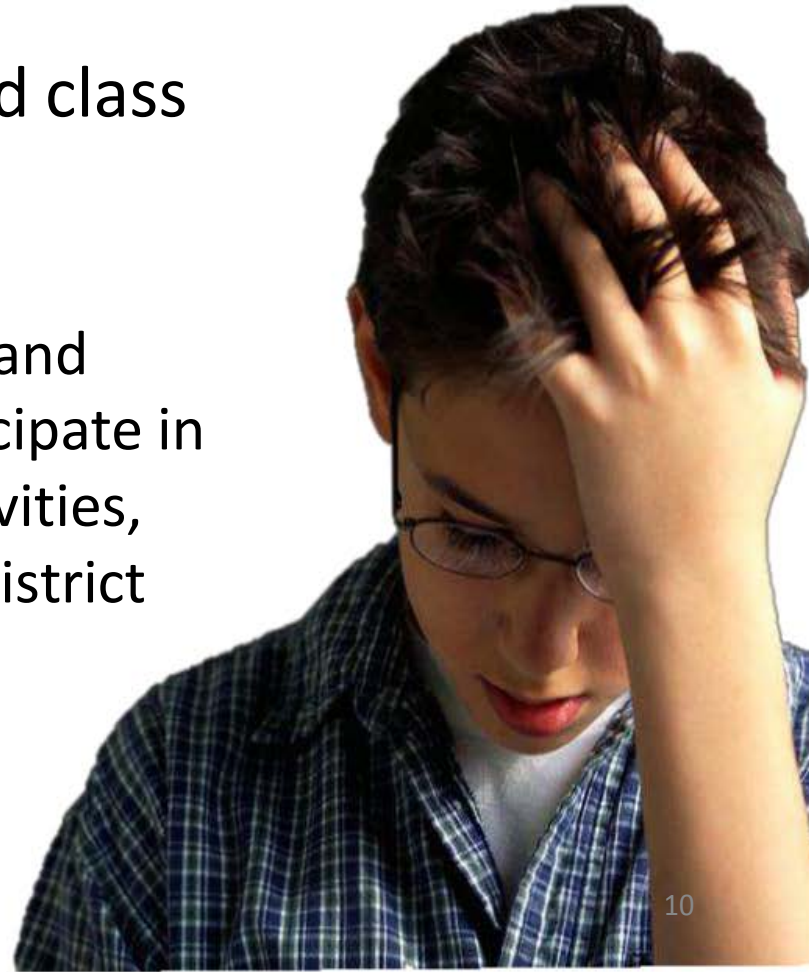
Nondiscrimination Policy/Procedure
(3210/3210P)

If harassment or bullying is based on any protected class, the district must assess the behavior for civil rights implications



Harassment is a form of discrimination when it:

1. Is based on a student's protected class
2. Creates a hostile environment
 - a) Severe, pervasive, or persistent; and
 - b) Limits a student's ability to participate in or benefit from the services, activities, or opportunities offered by the district



What is a Protected Class?

Sex

Race/Color

Religion/Creed

National Origin

Disability

Use of a Service
Animal

Sexual Orientation

Gender Expression
& Gender Identity

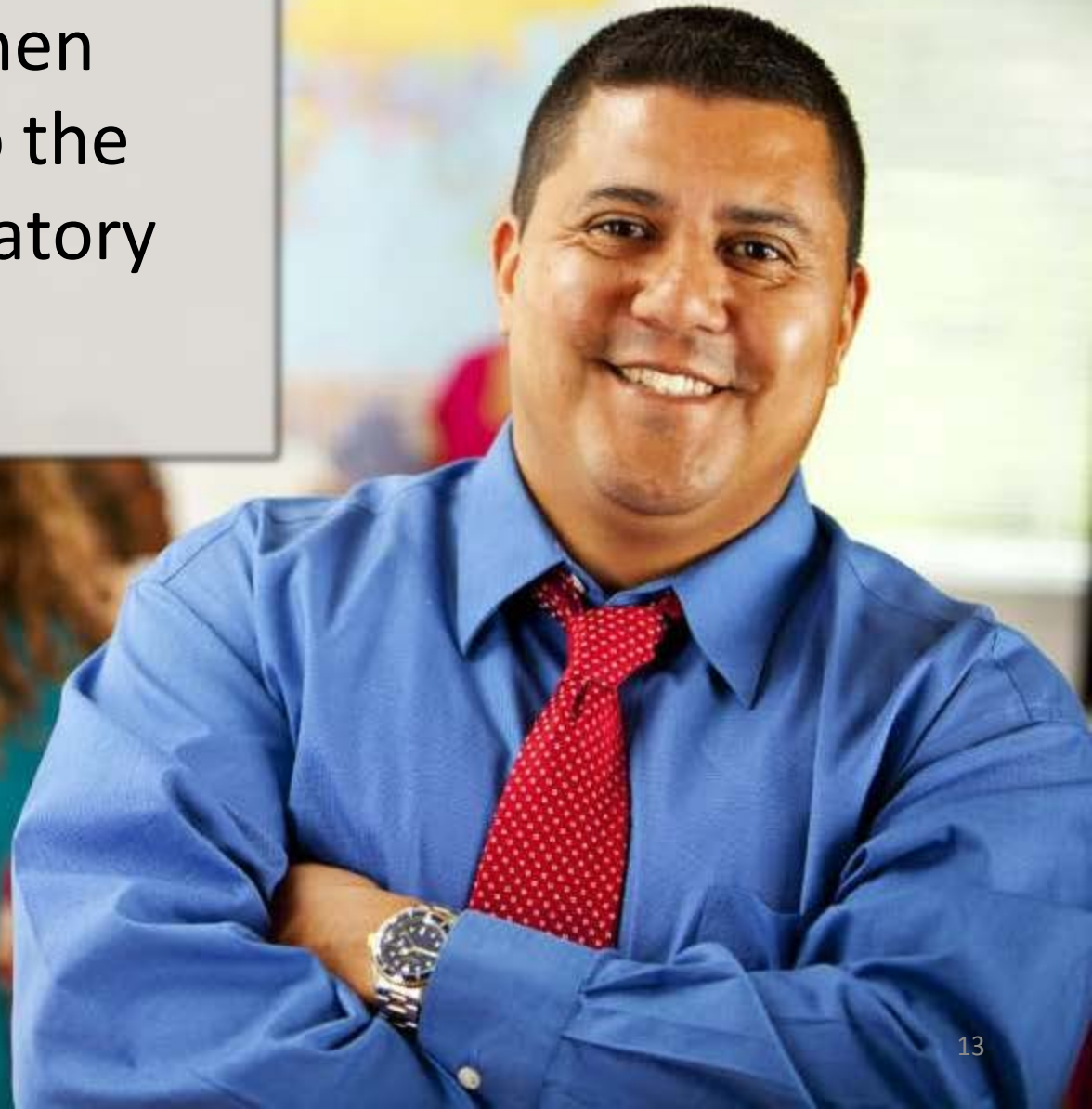
Veteran or Military
Status

Age

The school must take prompt and appropriate action to investigate, stop the harassment, address its effects, and prevent it from recurring



It is up to *you*
to recognize when
behavior rises to the
level of discriminatory
harassment



Sexual Harassment

Sexual harassment can include acts of physical violence, including sexual assault and rape



Don't wait for law enforcement to begin a district-level investigation!



Discrimination Complaint Procedure



WAC 392-190
Procedure 3210P

School Safety Center



Hazing

[RCW 28B.10.901](#)

(1) No student, or other person in attendance at any public or private institution of higher education, or any other postsecondary educational institution, may conspire to engage in hazing or participate in hazing of another.

[WAC 495A-121-011](#)

Any method of initiation into a student organization or living group... that causes, or is likely to cause bodily danger or physical harm, or serious mental or emotional harm...

Definitions for 'hazing' are taken from Higher Ed.
However, by definition, 'hazing' is included in the current definition of HIB.

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Gang Activity

RCW 28A.600.455

- (1) A student who is enrolled in a public school or an alternative school may be suspended or expelled if the student is a member of a gang and knowingly engages in gang activity on school grounds.

- (2) "Gang" means a group which:
 - (a) Consists of three or more persons;
 - (b) has identifiable leadership; and
 - (c) on an ongoing basis, regularly conspires and acts in concert mainly for criminal purposes.

Definitions & Data Gathering: Considerations for Task Force moving forward...

Importance of clean data cannot be overestimated

- Clear, understandable definitions
- Practical & practicable definitions and policy (definitions too complex for practitioners to differentiate on the spot)
- Number of specific data points
- Staff training on definitions and policy
- Implications of/decisions regarding duplicative counts
- Asking consistent questions
- Other

Discussion and Questions?

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Readmission After an Exclusion

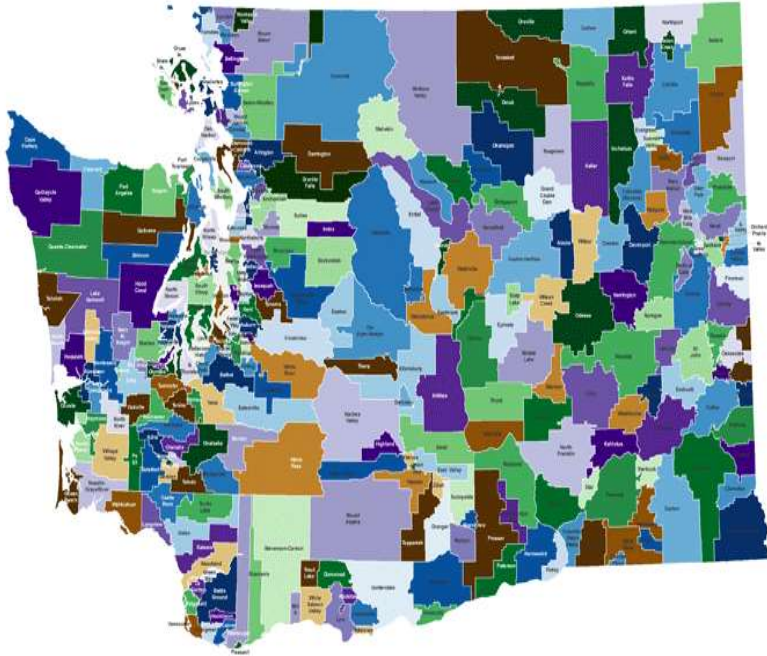
Maria Flores, Accountability Policy & Research

Options for Readmission to School After an Exclusion

- ▶ Enroll in another school or district
- ▶ Ask for an alternative education placement
- ▶ Petition for readmission- students have the right to petition at any time before the suspension/expulsion runs out
- ▶ Wait until the end of the suspension/expulsion




Enroll in another school or district



- ▶ Move within the attendance boundary of another school in a different school district
- ▶ Be released from resident district and be approved for admission at new district (but they can deny for suspension/expulsion)



Alternative Education

- ▶ Online Learning-online school program (through resident district or another district) or individual online courses, taught by certificated teacher.
 - ▶ ALE-Alternative learning experiences- course or for grades kindergarten through eight, grade level coursework, for public school students that are primarily characterized by learning activities that occur away from the regular public school classroom setting. A written student learning plan (WSLP) is developed and supervised by a certificated teacher.
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Petition for Readmission

School District Requirements

- ▶ Must have written policy and procedure for readmission process
- ▶ If no readmission policy, principal and superintendent will provide information about process

Student and Family

- ▶ Can ask for readmission at any time
- ▶ Ask other adults, mentors or supervisors to write letters of support
- ▶ Can bring supporters to readmission meeting



Petitions for Readmission

Letter or school district for to Superintendent and Principal:

- ▶ Explaining the reasons for wishing to be readmitted
- ▶ Identifying changes student as undergone, plans to address the harm caused by the behavior
- ▶ Could include a proposed behavior plan, probationary period or other options
- ▶ Letters of support (counselors, community members involved w/ student, etc.)
- ▶ Include any information about successful completion of online or alternative learning experience

