Discipline Equity/Advisory Committee Meeting  
February 28, 2020

Present:
Sushma Bridgemohan, Westview  
Kathy Shannon, Board of Ed.  
Katharine Fettig, Centennial  
Orlando Thomas, Windsor (chair)  
Kristi McDuffie, RO parent  
Moriah Ward, Central  
Jeanne Smith, Windsor (recorder)

Cell Phones
In response to feedback from other school districts where cell phone policies run the gamut, Orlando proposed that we take next year to thoroughly survey students, staff, and parents to determine future revisions to the cell phone policy. Orlando said a number of recommendations or a single recommendation could be brought to the Board next year. Moriah Ward suggested that surveys be developed now and data collected before next year. Orlando said he wanted broad-based input on developing surveys to ensure a high degree of survey integrity. Additionally, he wants to ensure the plan for gathering and synthesizing the results is efficient and strategic. This takes time. It was also noted that Central has a committee working on this topic and it would be good to see what comes from that. A subcommittee of the DEA committee may be formed to develop surveys over the summer. Orlando will send an email to this committee with possible work dates.

A decision was made to revise the Electronic Devices Guidelines (page 8 of Code), elementary violation #41 Electronic Devices, and secondary violation #9 Electronic Devices as follows: Level 1 referral and some sort of parent contact; HOWEVER, it was realized after the meeting that this change would impact not just electronic device violations but all Level 1 violations and the sections in the Code that discuss Level 1 procedures. This being the case, and this being the last scheduled meeting of the year prior to Board approval, it was decided that this recommendation would be revisited next year and no change would be made regarding parent contact for electronic devices violations.

Elementary Bullying/Harassment/Cyberbullying (Violation #19)
Sushma Bridgemohan recommended that a first offense of this violation be changed to have more “teeth” since younger students are not following the elementary electronic guidelines. The following change was agreed to by this committee: Parent conference and Saturday School referral to social worker through 1-day suspension (see attached Summary of Code of Conduct Changes).

“Detention” References in Code
Moriah Ward and Katharine Fettig questioned whether schools use detentions anymore. They stated they are not used at Central or Centennial and wondered if these terms could be struck from the Code.

After this meeting, the IT Department ran a report that indicated detention, either alone or in combination with other consequences, is being used by other schools. Detention is also listed on
all consequence pages under “Interventions,” is listed on District discipline forms, and appears in policy, so if eliminating detention as a disciplinary consequence is to be pursued, a larger discussion with broader input would need to be had next year.

Saturday/Evening School References
Some members questioned whether references to “Saturday/Evening School” should still remain in the Code. Moriah and Katharine noted that Saturday/Evening School is not an option at high school. Following this meeting, a recent survey of principals indicated that they are in favor of eliminating references to this disciplinary consequence since Saturday/Evening School is no longer financed by central office and no schools are currently utilizing it. Eliminating all references to Saturday/Evening School in the Code would entail rewording, in some instances, not just striking the term from numerous violation listings. Eliminating this reference in the Code may also impact discipline forms and have other domino effects; therefore, this change will be discussed next year when a larger discussion can be had with a broader audience.

Determination of Disciplinary Consequences by Administrators
Moriah indicated she would like to be able to understand the rationale behind administrators’ disciplinary consequence determinations. She reported she receives the teacher copy of DRs that indicates the administrator’s decision, but she would like a more thorough understanding of the “why.” Orlando and Kathy Shannon indicated this is a larger issue than a revised form could address. Orlando stated that it would not be feasible for administrators to explain to teachers every disciplinary consequence determination they make; however, if a teacher has a particular concern about a particular situation, it would be seem reasonable that he/she meet with that particular administrator, on occasion, to better understand the decision. Jeanne noted that the teacher-student mediation restorative practice should be helpful in this regard because it allows both parties, often in conjunction with an administrator, to communicate the “why” and how to move forward.

Kathy Shannon also mentioned that Strategic Planning surveys and meetings could possibly have been a way for Moriah to address this concern. Moriah noted that her only opportunity to attend a Strategic Planning meeting conflicted with her teaching schedule, so she could not attend. Orlando noted that open-ended questions on the survey might have been a way to express this concern.

Recess Detention/Lunch Recess
Kristi McDuffie, Robeson parent, reported that PTA Council has concerns about both recess detention and lunch recess and has developed a proclamation they would like the Board to consider. Orlando stated he would share PTA’s proclamation with Dan Casillas who oversees the Policy Review Committee because this request is linked to policy. Kristi asked if a parent could sit on the Policy Review Committee. Kathy Shannon explained that the entire Board policy manual is currently under review, but it might be possible to consider having a parent on this committee once the overall review is completed.

This was the final meeting of the year. Thank you to all who participated this year.