

**Discipline Equity/Advisory Committee Meeting
January 11, 2018**

Present:

Rick Carr, FIC	Stephanie Hayek, CECC
Jennifer Hindes, Centennial	Cindy Lockett, Mellon
Gwenetta Posey, Dr. Howard	Kathy Shannon, Board of Ed.
Tatiana Stine, Robeson	Lindsey Trout, ACTIONS
Joel Wright, Jefferson	Bryan Yacko, Central
Orlando Thomas, Mellon, Chair	Jeanne Smith, Mellon, Recorder

Celebrations

Several committee members shared positive happenings:

- Gwenetta Posey – Is still enjoying the attitudes of the students in her class this year and reported they returned second semester with positive outlooks, ready to learn!
- Joel Wright – Commented positively on the value of trauma training that was provided by Elizabeth deGruy on January 8. He said the portion on teacher self-care was particularly well received.
- Tatiana Stine – Reported that the donation by a parent of Mind Yeti videos was enjoyed and appreciated by Robeson staff.
- Stephanie Hayek – Reported that TAs had good things to report after attending the TA training on January 8 led by Liz Lang.
- Orlando Thomas – Reported on the nice *News-Gazette* article on Bryan Yacko wherein he was lauded for his brave leadership during the aftermath of the basketball game at Central where gun shots were fired.

Mace

Orlando asked committee members whether they thought there should be messaging to parents informing them that it is illegal for students to possess mace. He reported that recent disciplinary incidents indicate more students are carrying mace and they and sometimes their parents are unaware it is illegal for anyone under 18 to possess. It was mentioned that the possession of stun guns is also illegal for anyone of any age, unless he/she has a FOID card which allows such possession. After some discussion, it was agreed that secondary administrative teams should revise their beginning-of-the year expectations assemblies/meetings to include this information.

Hats

Orlando asked for feedback on the possibility of allowing students to wear hats in school. He indicated Urbana allows hats, but our District dress code definition prohibits them. It was discussed that in the past, hats often indicated gang affiliation, but that association no longer exists. After some discussion of hats, hoodies, and scarves worn as head covering (non-religious purpose) and whether rules are applied equitably regardless of race, it appeared, based on those in attendance, that allowing hats would be better accepted at the high school level than at the elementary level since hats can become a distraction, toy, or be easily lost by younger, less mature students. Joel Wright indicated he would like to know what his middle school administrators think before voicing an opinion. Orlando agreed to bring this topic up at principals' meetings.

New Teacher Academy

Orlando reported that Day 1 of the Teacher Academy will include:

- Introduction from the Superintendent
- Social Justice information
- Human Resources information

Day 2 will consist of:

- Culture/Climate/Classroom management
- Culturally responsive teaching practices

Orlando asked the group for recommendations of resources that would be helpful to new teachers relative to culture/climate/classroom management. The group mentioned the following:

- Understanding that behavioral change takes time and consistency
- PBF overview/samples to include review on self-awareness
- Restorative practices
- Tool kit for Day 1 of teaching
- PBIS World technical resource
- Mindfulness
- Making sure resources are tied to mentor as well as level or building
- Providing more flexibility to timeline for new teachers submitting SLOs as part of their evaluation process.

Orlando asked committee members to provide artifacts and electronic versions of suggested resources. They should be uploaded to a Google file Orlando will create for this purpose.

Elementary Discipline

Orlando reported that there are no placement options for Tier 3 elementary students as there are for secondary students. He noted that elementary students who qualify for E.D. services are able to receive those services in a couple of different formats, but students who are conduct disorder have no options other than the regular classroom or a temporary placement at Restore in some cases. He noted that past discussions of creating a behavioral alternative setting for these types of students has led to an acknowledgement that over 95% of the students would probably be racially identifiable. When asked how many students, districtwide, might benefit from a setting, Lindsey Trout estimated 25. Rick Carr talked about the protocol special ed. staff use before moving a student to a more restrictive environment and said he feels staff do a good job of following that protocol with fidelity, but when student safety comes into play, the protocol sometimes suffers a bit. The use of safety aides was discussed with Orlando reporting that the assignment of safety aides is intended to be a temporary fix while the school reviews its practices and systems to address the student's behavior. It was also noted that expulsion for severe behavior at the elementary level is never considered since there is no educational placement option other than homebound instruction.

Other

Jennifer Hinds reported that a student group will be attending the February 1 DEA meeting to give a presentation on sexual harassment.

Next meeting: January 25, 2018, 4:00 p.m., Mellon North Conference Room.

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