

Student Code of Conduct Review Committee--REVISION PROGRESS

Meeting #1: October 15, 2019

Locations: Teaneck High School 2nd Floor Media Center

Time: 5:00pm-7:00pm

Attendees: Dr. Lottie M. Watson (Chair), Ms. Marina Williams, Ms. Iris Hernandez, and Ms. Janine Lawler

Overall Summary of Meeting:

1. Call to Attendance and Re-Introductions.
2. Immediate discussion of the Code of Conduct Policy matrix.
3. Immediate revision of matrix into a 6-multi-tiered, multi-row, with objectively defined behavioral infractions and significant changes to the written descriptive language of the matrix.
4. Discussion of the student application process, interviews, and recommendations for the next committee meeting.

Reflective Analysis:

There were several discussion points during this initial meeting. It was determined by the committee to begin with the actual matrix and determine which infractions could be resolved, and at which level the resolution should take place. Additionally, once the infractions was placed in its respective tier, the actual behavior(s) needed to be identified OBJECTIVELY, so as to appropriately and accurately determine the level(s) of intervention to address the behavior(s). Further details are shared in the following discussion sections.

Discussion Section

- A. During this meeting the team began disaggregating Pupil Discipline Code of Conduct (M) Policy 5600. In this activity, the team agreed to begin with the actual "matrix" of the infraction and consequence table. It was agreed that the "matrix" was very subjectively based and allowed for too much subjective interpretation of each infraction listed. To address this issue, it was determined that separating offenses into tiered columns and tiered levels of interventions could take place to address student behavior(s) more effectively. It was further determined that providing a tiered system for addressing student behaviors needed to be defined OBJECTIVELY. Objectively defining the actual behavior(s) accurately identifies the specific infraction that takes place. This revision also provides an appropriate, accurate, and descriptive overview of the actual behavior(s) to be addressed. It ultimately allows school officials to determine the appropriate grade level intervention(s) to address the behavioral infraction.

B. The committee also identified language in the overall “matrix” that needs to be revised. It was determined that each member will work on their respective grade/developmental level for the newly revised STUDENT DISCIPLINE RUBRIC (SDR). There will be a 6 column, multi-leveled row of tiered interventions. Below provides an example of the SDR. There is an example for both (1) Elementary Level and (2) Middle/High School Levels. The infraction selected is labeled “Disobedience/Insubordination” in the elementary level, and labeled “Disobedience/Defiance/Disrespect” at the middle school and high school level. It was determined that the actual written language to identify the infraction was overly penal for this developmental age group, thus it was re-identified as “Oppositional Non-Compliance” at the elementary level. At the middle school and high school levels, the language remained the same, but required more scrutiny to determine an “objective” definition of the behaviors that exemplify the behaviors.

C. Please do keep in mind that this rubric is a living document, thus the committee will continue to revise the language and defining factors to ensure equity and equality during this revision process. This is an example of what and how the SDR will evolve.

Infraction	Objective Definition	Tier 1- Mild Classroom Level Intervention	Tier 2- Moderate Dean and/or Disciplinarian Level Intervention	Tier 3- Severe Administrative Level Intervention	Tier 4- Extreme Superintendent Level Intervention
(1) Oppositional Non - Compliance	Not following instructions; continued disruption of learning environment	Continued verbal redirection; individual communication; parental contact; written reflection	Detention; parental contact and/or conference; written reflection; counselling session	Parent Conference; written reflection; detentions/In School Detention(s); Counseling	TBD
(2) Disobedience/ Defiance/ Disrespect	Refusal/Not following instructions/directives; refusal to use appropriate language when communicating with adults/peers; outward verbal/ Non-verbal communication skills that disrupt	Loss of Lunch Recess/detention; parent contact; written reflection	Loss of Lunch Privileges; parent contact; written reflection; In School Detention/After school detention;	Revocation of Lunch Privileges; parent conference; written reflection, In School Detention/ In School Suspension; SAP options	TBD

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D. The final item discussed during this initial meeting was the new application process for student membership. Announcements and advertisements were shared on district websites, over the Public Announcements System at the high school to encourage student participation in the revision of their discipline policy. Applications were distributed and collected during the week of October 7-18, 2019. Interviews for student applications was conducted during the week of October 21-25, 2019, with recommendations to be shared with the entire committee and student active participation beginning during the second committee meeting. This date has not been determined yet. It was also discussed that student surveys, focus groups (where applicable), and forums could be possible collaborations at all grade levels to encourage student participation and hear student voices regarding policy revisions.