To: School Safety Task Force Members
From: Dr. Valerie Wanza, Chief – Office of School Performance and Accountability
        Daniel Gohl, Chief – Office of Academics
Date: January 6, 2020
RE: Materials for review

At the initial meeting of the School Safety Task Force on December 3, 2019, the need for relevant resources, reports, and other supporting material for committee review was identified. This correspondence serves as an initial response to that request.

Provided below is a curated set of links to publicly available information. There is a descriptive overview of the material followed by the links that have been grouped into document type (e.g. policies) with the documents provided alphabetically within each group. Links are provided as active hyperlinks of text **AND** as a full URL immediately afterwards.

If you have additional documentation, or critiques of the information provided, you would like provided to Task Force members then please send an email, with the subject line "School Safety Task Force", providing the link, document, or critique to daniel.gohl@browardschools.com.

Thank you for your commitment to participating in this task force and producing a set of recommendations for improvement of classroom and school safety to the Superintendent by April 2020.

Abbreviations:
        BCPS: Broward County Public Schools
        BTU: Broward Teachers Union
        DOE: Department of Education
        SBBC: School Board of Broward County

Index:

Resource Descriptions

SBBC Policies: Policy is the highest level of expectation and guidance provided to the community by the School Board. It is a formal assertion of values and/or procedures. A policy, also called a rule, is adopted or amended by a formal process that is described here: (https://web01.browardschools.com/sbbcpolicies/docs/Policy%201001.pdf)

Policy does not typically provide a full description of how it is to be implemented. Implementation details, relevant deadlines for action, and other supporting guidance is provided via procedural manuals, memos, or directives.

BCPS reports: Departments within the district conduct and publish analysis on topics of community importance. These reports are provided to the Superintendent and School Board, often presented and discussed at SBBC workshops, and inform the continuous improvement process of procedures, and may inform considerations for changes in policy.

BCPS Resources: The District provides guidance and resources on a variety of topics relevant to the work of the Task Force. Included in this section are links to classroom management, specialized discipline schools, school climate and discipline topics, and

Professional Development: The Department of Professional Development Standards and Support (PDSS) oversees the departmental offerings of professional development courses and trainings. Access to the Learning Across Broward (LAB) website (https://www.browardschools.com/Page/35417) is available to all BCPS employees through their single sign-on.

Relevant: There are a number of additional materials provided that include resources from the following:
- Broward Teachers Union
- State of Florida Department of Education
- United States Department of Education

Unofficial Flowchart: This is a visualization of the relationship between governing documents and school level actions as was discussed at the December 3, 2019 meeting.

Open Questions: There were a large number of questions that arose during the meeting. This page distills the specific questions and emergent sentiments to a small set of "next step questions".

SBBC Policies

Academic Freedom (Policy 4213):
https://web01.browardschools.com/sbbcpolicies/docs/p4213.000.pdf

Anti-Bullying (Policy 5.9):
https://web01.browardschools.com/sbbcpolicies/docs/p4213.000.pdf

Assaulting Personnel (Policy 4017):
https://web01.browardschools.com/sbbcpolicies/docs/P4017.000.pdf

Assigning Students to Special and Alternative Placements (Policy 5011):
https://web01.browardschools.com/sbbcpolicies/docs/P5011.000.pdf

Assignment Transfer of Staff (Policy 4006):
https://web01.browardschools.com/sbbcpolicies/docs/P5011.000.pdf

Behavior Management of Students (Policy 5301):
http://www.broward.k12.fl.us/sbbcpolicies/docs/P5301.000.pdf

Behavioral Threat Assessment (Policy 2130):
http://www.broward.k12.fl.us/sbbcpolicies/docs/Threat%20Assessment%20Policy.pdf

Code of Student Conduct 2019-2022 (Policy 5.8):
http://www.broward.k12.fl.us/sbbcpolicies/docs/FINAL%20Code%20Policy_5.8_7-21-19.docx_.pdf

Code of Student Conduct Handbook (Policy 5.8A):
http://www.broward.k12.fl.us/sbbcpolicies/docs/Final%20SY%202019-20%20COSC%20v%2008-12-19.pdf

Discipline Policy: Suspension and Expulsion (Policy 5.6):
http://www.broward.k12.fl.us/sbbcpolicies/docs/FINAL%20Policy%205006_7-21-19.docx_.pdf

Drop Out Prevention (Policy 6000.2):
http://www.broward.k12.fl.us/sbbcpolicies/docs/P6000.002.pdf

ESE Policies and Procedures 2018-19 to 2020-21:
http://www.broward.k12.fl.us/sbbcpolicies/docs/SPP%202018-2021.pdf

Grievance Procedure (Policy 4015):
http://www.broward.k12.fl.us/sbbcpolicies/docs/P4015.000.pdf

SBBC Policies (continued)

Responsibilities and Duties of Principals and Instructional Personnel (Policy 4008):
http://www.broward.k12.fl.us/sbbcpolicies/docs/P4008.000.pdf

Student Conduct (Policy 5308): http://www.broward.k12.fl.us/sbbcpolicies/docs/P5308.000.pdf

Student Records (Policy 5100.1):
http://www.broward.k12.fl.us/sbbcpolicies/docs/Policy%205100.1.pdf

Behavioral Threat Assessment (

BCPS Reports

Attendance (2016-17 to 2018-19) Report
> https://www.browardschools.com/cms/lib/FL01803656/Centricity/domain/13537/releases/briefs/2019_Attendance_Report.pdf

Appendices
> https://www.browardschools.com/cms/lib/FL01803656/Centricity/domain/13537/releases/briefs/2019_Attendance_Appendices.pdf

Incidents and Suspensions in BCPS (2016-17 to 2018-19) Report
> https://www.browardschools.com/cms/lib/FL01803656/Centricity/domain/13537/releases/briefs/2019_Incidents_Suspensions_Report.pdf

Appendices
> https://www.browardschools.com/cms/lib/FL01803656/Centricity/domain/13537/releases/briefs/2019_Incidents_Suspensions_Appendices.pdf

Student Assessment and Research – Department Releases website
> Includes Historical reports on:
> - Attendance (SY 2011-12 to SY 2018-19)
> - Discipline / Suspension / Incident (SY 2008-09 to SY 2018-19)
> - Promotion Rates (SY 2011-12 to SY 2018-19)
> https://www.browardschools.com/Page/34771

Youth Risk Behavior Survey Results (2017)
> https://www.browardschools.com/cms/lib/FL01803656/Centricity/Domain/13726/BCPS%202017%20YRBS%20RESULTS.pdf

Youth Risk Behavior Surveillance System webpage:
> https://www.browardschools.com/Page/32846

BCPS Resources

Baker Act initiation protocols
http://www.bcps-mentalhealth.com/bakerAct.php

Behavioral Threat Assessment Procedures Manual (2019):
https://www.browardschools.com/cms/lib/FL01803656/Centricity/Domain/13477/
2019_BTA_Procedure_Manual.pdf

CHAMPS (Classroom and Behavior Management) website:
https://www.browardschools.com/Page/33682

Lanier-James Education Center website:
https://www.browardschools.com/Domain/225

Mental Health and Wellness Portal website
http://www.bcps-mentalhealth.com/

Pine Ridge Education Center website:
https://www.browardschools.com/Domain/226

Positive Behavior Intervention and Support (PBIS) webpage
https://www.browardschools.com/Page/32945

Prevention Curriculum Infusion website:
https://www.browardschools.com/Page/32434

PROMISE Program website
https://www.browardschools.com/Page/32438

Response to Intervention (RtI) website:
    **** Includes links to the following:
- Collaborative Problem-Solving Team (CPST) resources
- Graphing Templates
- MTSS training, documentation, action, and support materials
- External resources

https://www.browardschools.com/Page/32944

School Climate and Discipline - Discipline Matrix website:
https://www.browardschools.com/discipline-matrix

School Climate and Discipline – Violence Prevention website:
https://www.browardschools.com/Page/32439

BCPS Resources (continued)

School-wide Positive Behavior Plan (SPBP) document
https://www.browardschools.com/cms/lib/FL01803656/Centricity/Domain/13726/2019%2020%20SPBP%20TEMPLATE.docx

Threat Assessment website:
http://www.bcps-mentalhealth.com/threatAssessment.php

Workers Compensation Annual Report 2017-18
https://www.browardschools.com/cms/lib/FL01803656/Centricity/domain/13521/workers%20comp/2017-2018%20WC%20Annual%20Report.pdf

Workers Compensation Reporting Procedures
https://www.browardschools.com/cms/lib/FL01803656/Centricity/Domain/13521/Workers%20Comp/WC%20Reporting%20Procedure%20-%20June%202016.pdf

<u>Professional Development Courses (Selected sample)</u>

#39125358 Applied Behavior Analysis - Classroom

#34654 CHAMPS Tier 1 PBIS Classroom Management Training - Cohort 3

#39736 CHAMPS TIER 1 CLASSROOM MANAGEMENT

#35804 Functional Behavior Assessment Two Day February 2020

#39125779 Inclusion: Making it work for SWD

#39122852 Paraprofessionals: Partners in Inclusion

#10470493 PBS: Understanding Student Behavior

#39122703 PBASSS Abridged

#37291 PBASSS Positive Behavior & Academic Strategies for Student Success

#39120455 Support Facilitation Effective Inclusion

#39126244 Student Support: Tough Kids Soc. Skills

#37237 Support Student w/Behavioral Needs March 2020

#39122953 Supporting Students Using UDL Principles

Relevant Documents

ACLU "Know Your Rights" guidance to students
https://www.aclufl.org/en/know-your-rights/know-your-rights-handbook-public-school-students-florida

American Psychological Association Report (2016): A Silent National Crisis: Violence Against Teachers
https://www.apa.org/education/k12/teacher-victimization

BCPS Presentation on "Discipline Systems and Diversion Programs" to MSD Public Safety Commission (June 7, 2018)
http://www.fdle.state.fl.us/MSDHS/Meetings/June-Meeting-Documents/Presentations/June-7-1115AM-Broward-County-Schools-Pope-School-D.aspx

BCPS Presentation on "Exceptional Student Education & School Counseling" to MSD Public Safety Commission (June 8, 2018)
http://www.fdle.state.fl.us/MSDHS/Meetings/June-Meeting-Documents/Presentations/June-8-1115AM-Hickman-ESE-in-Broward-County-School.aspx

BCPS Presentation on "Threat Assessment Updates" to MSD Public Safety Commission (June 4, 2019)
http://www.fdle.state.fl.us/MSDHS/Meetings/2019/June/June-4-2019-230-Threat-Assessmetn-Dan-Gohl-BCPS.aspx

BCPS Presentation on "Mental Health Services in BCPS" to MSD Public Safety Commission" (June 4, 2019)
http://www.fdle.state.fl.us/MSDHS/Meetings/2019/June/June-4-209-100pm-Mental-Health-Dan-Gohl.aspx

BTU collective bargaining agreement
http://www.btuonline.com/info/EP_Contract.htm

BTU Collective bargaining agreement – Article 11: Student Discipline
http://www.btuonline.com/pdf/EPContract1920/ARTICLE11_EP.pdf

BTU School Safety and Discipline survey of teachers (August 2019)
http://www.btuonline.com/pdf/2019BTUSchoolSafetyandDisciplineSurvey.pdf

FL DOE Climate and Discipline website:
http://www.fldoe.org/safe-schools/sesir-discipline-data/climate-discipline.stml

Relevant Documents (continued)

FL DOE Guidance to Parents on ESE Discipline
http://www.fldoe.org/core/fileparse.php/7674/urlt/0064540-eseparent.pdf

FL DOE presentation on School Discipline to State School Board (June 7, 2018):
http://www.fdle.state.fl.us/MSDHS/Meetings/June-Meeting-Documents/Presentations/June-7-1045AM-DOE-Olivia-School-Discipline.aspx

FL DOE Prevention and Intervention website:
http://www.fldoe.org/safe-schools/prevent-intervent.stml

FL DOE SESIR Codes and Definitions website:
http://www.fldoe.org/safe-schools/sesir-discipline-data/

National Education Association Guidance to teachers on Dealing with Violent Behavior (2008)
http://www.nea.org/archive/15453.htm

US DOE Compilation of Florida School Discipline Laws and Regulations (April 3, 2019)
https://safesupportivelearning.ed.gov/sites/default/files/discipline-compendium/Florida%20School%20Discipline%20Laws%20and%20Regulations.pdf
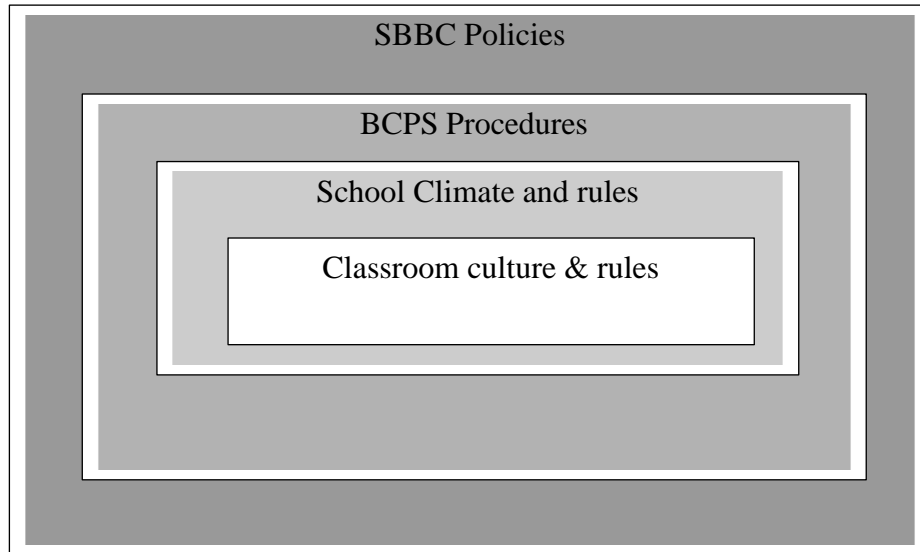
US DOE Fair and Appropriate Public Education (FAPE)
https://www2.ed.gov/about/offices/list/ocr/frontpage/pro-students/issues/dis-issue03.html

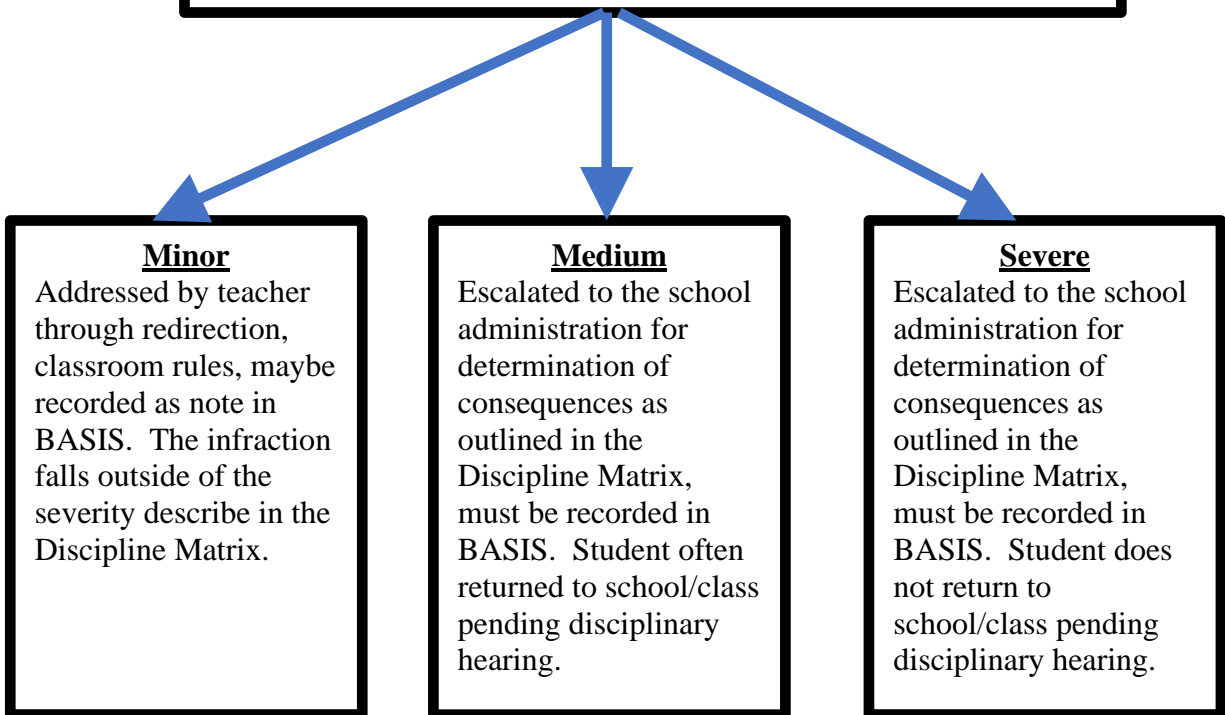US DOE Individuals with Disability Act (IDEA)
https://sites.ed.gov/idea/

Unofficial School Discipline Flowchart

SBBC Policies

BCPS Procedures

School Climate and rules

Classroom culture & rules

Misbehavior occurs

All misbehavior should have some consequence. Degree of severity of the misbehavior, as determined by teacher, drives next events.

Minor

Addressed by teacher through redirection, classroom rules, maybe recorded as note in BASIS. The infraction falls outside of the severity describe in the Discipline Matrix.

Medium

Escalated to the school administration for determination of consequences as outlined in the Discipline Matrix, must be recorded in BASIS. Student often returned to school/class pending disciplinary hearing.

Severe

Escalated to the school administration for determination of consequences as outlined in the Discipline Matrix, must be recorded in BASIS. Student does not return to school/class pending disciplinary hearing.

<u>Additional Considerations for Consequences to Misbehavior</u>

<u>Is there imminent danger to anyone?</u>
- ➢ Immediately bring additional resources to assist by notifying school security, notifying the school resource officer, initiating a Code Red, calling 911, and/or taking other actions. This preempts any other action.

<u>Is there a non-immediate perceived threat to self- or others?</u>
- ➢ IF yes, then administrator initiates a Behavioral Threat Assessment (BTA) Team and begins a report in EdPlan . Additionally, if the student is in a current crisis then a Baker Act evaluation may be conducted. Mandatory BTA Team members are an administrator, a mental health professional, and a law enforcement officer. Additional BTA Team members should include individuals that know the student, and may include general education teachers, custodians, food service, school security personnel, and others.

<u>Does the student have an IEP?</u>
- ➢ IF yes, then a manifestation determination must be made to determine if the misbehavior is a "manifestation" of the diagnosis which is addressed in the extant Individualized Education Plan. If the determination is that the misbehavior is a manifestation, then the IEP informs the consequence and follow-up to be applied. A positive determination does not remove consequences but does adjust the consequences to be informed by the disability.

Questions from December 3, 2019 discussion to be addressed in future meetings:

1) How much do, and should, school climate and discipline vary between schools?

2) How much do, and should, teacher classroom management vary within a school?

3) How should teachers get informed of disciplinary consequences?

4) What criteria should apply for the consideration of a teacher's request to have a student be reassigned based on behavioral indicators?

5) How can values of safety, due process, transparency, and privacy be balanced for the community, victims of misbehavior, and individuals committing misbehavior?

6) What protocol exists, or should be created, for teachers to question the consequences imposed by a school administrator?

7) What additional steps should BCPS take to promote a positive school climate in order to reduce misbehavior and promote positive student growth?

8) What changes to policy, procedures, and practices need to occur?