

**FCPS Discipline Policy Discussion  
School Board Work Session  
April 4, 2011**

Listed below in the left column are the issues identified by School Board at the March 14, 2011 Work Session.

Listed below in the right column are the Superintendent's recommendations as presented at the March 30, 2011 Press Conference.

<b>Issues Identified by School Board</b>	<b>Superintendent's Recommendations</b>
<p><b>I. Non-Punitive Approaches and Interventions</b></p> <p>Continuum of discipline process Mental health needs must be better addressed Holistic student case management Connection between response and FCPS mission Community resources to support students Helping students learn laws and rules Feedback loop for continuous improvement [effectiveness of interventions] Define goal of hearing process</p>	<ul style="list-style-type: none"> <li>• Ensure that every school implements a positive behavior approach with annual training to ensure that the disciplinary process is effective and that interventions and consequences are applied equitably. (10)</li> <li>• Principals authorized to conduct preliminary review in individual cases such as prescription medication. (6)</li> <li>• Automatic referral to Child Study Team for students suspended from school in excess of 5 days. (5)</li> <li>• Collect data on recidivism, student grades, etc. to determine effectiveness of process changes in terms of consistency and consideration of individual circumstances. (7)</li> </ul>
<p><b>II. Developmentally Appropriate Discipline with Limits on Suspensions and Expulsions</b></p> <p>Unraveling Zero Tolerance issue Penalty commensurate with behavior Length of time it takes to go through process- shortest timeline possible There must be consequences for infractions Treatment of first-time offenders Effectiveness of practices Behaviors drive consequences Students out of school—return to base school</p>	<ul style="list-style-type: none"> <li>• Shorten timeline between incident and disposition by Hearings Office (Goal: 10 days or less) unless the students' presence threatens the safety of students or staff or there are other extenuating circumstances. (4)</li> <li>• Provide individualized academic support services and/or intervention education during time students are suspended. (5)</li> <li>• Explore substance abuse education program for first-time offenders with return to base school. (5)</li> </ul>

Issues Identified by School Board	Superintendent's Recommendations
<p><b>III. State and Federal Requirements; Due Process Protection</b></p> <p>Clarify State and Federal Mandates  Parent notification and Due Process  Terminology and clarification of hearing and appeal processes  Understanding role of principals and their need for discretion  Pros and cons of recording hearings and/or neutral third party attendance</p>	<ul style="list-style-type: none"> <li>• Audio record all hearings. (3)</li> <li>• Review guidelines on parent notification for potential suspensions and expulsions; assist parents in preparing for hearings. (1)</li> </ul>
<p><b>IV. Academic Support During Removal from School</b></p> <p>Support for students under suspension  Students out of school—academic support</p>	<ul style="list-style-type: none"> <li>• Require make up work be provided with no academic penalties for time suspended; provide virtual instruction similar to homebound services. (5)</li> <li>• Explore alternative educational setting for students suspended from school more than 5 days. (5)</li> </ul>
<p><b>V. Parental Outreach</b></p> <p>Parent engagement/understanding SR&amp;R  Student understanding of rules and consequences</p>	<ul style="list-style-type: none"> <li>• Provide alternative methods for communicating SR&amp;R to students and parents. (2)</li> <li>• Provide translators at hearings and translation of SR&amp;R in home language. (2)</li> <li>• Revise parent materials on SR&amp;R and the Hearing processes to be more user friendly. (2)</li> </ul>

Issues Identified by School Board	Superintendent's Recommendations
<p><b>VI. Improved Data Collection and Monitoring of the Discipline Process</b></p> <p>Better data collection  Impact analysis (victim, fellow students, perpetrator)  Balance between consistency and individual circumstances  Consistency throughout process  Consistent application of discretion  Fairness and justice to all parties</p>	<ul style="list-style-type: none"> <li>• Develop data collection and analysis process to ensure path for graduation. (7)</li> <li>• Collect data on recidivism, student grades, etc. to determine effectiveness of process changes in terms of consistency and consideration of individual circumstances. (7)</li> <li>• Develop and conduct an exit survey for families to complete following discipline hearings. (8)</li> </ul>
<p><b>VII. Other School Board Issues</b></p> <p>Safe and secure environment for everyone  Message sent to other students  Professional development for school board members</p>	<ul style="list-style-type: none"> <li>• Review and reinforce training program for School Board and staff to achieve consistent implementation of the discipline process. (9)</li> </ul>