

Date: December 16, 2021
For ACTION ____
For INFORMATION ____
Board Agenda: Yes ____
No ____

FROM: Equity Policy Audit School Board Committee

THROUGH: Gregory C. Hutchings, Jr., Ed.D., Superintendent of Schools

TO: The Honorable Meagan Alderton, Chair, and
Members of the Alexandria City School Board

TOPIC: Equity Policy Audit Draft Revisions: Student Discipline and Conduct

ACPS 2025 STRATEGIC PLAN GOAL:

Goal 1: Systemic Alignment

Goal 3: Student Accessibility and Support

SY 2021-2022 FOCUS AREA:

Focus Area 1: Social Emotional and Academic Learning Recovery

FY 2022 BUDGET PRIORITY:

Implementation of 2025 Strategic Plan

Implementation of Equity Audit of School Board Policies

MTSS Implementation with Restorative Practices and PBIS

Professional Learning and Cultural Competency Training for all Staff and Partners

SUMMARY:

As part of the Board's Equity Policy Audit, the following policies and regulations related to student discipline and conduct were proposed for revision at the December 8, 2021 Work Session and the December 14, 2021 Board Meeting.

Light Blue Fill = ≥ 5 Years Since Policy Last Reviewed

Policy/ Reg.	Title	Statute/ Reg./VSBA Revised	ACPS Last Revised	Revision
JFC	Student Conduct	May 2021	June 2015	<ul style="list-style-type: none"> ● Vision of community ● Prioritized commitment to social-emotional learning (SEL), restorative practices, behavior management techniques ● Approaches for communication of behavioral interventions, instructional support and sanctions ● Expanded/clarified definitions ● Updated terms and gender-neutral pronouns ● Collaboration among staff (e.g., school principal and social worker) ● Data collection and reporting re: administrative responses to Code of Conduct violations ● Legal References updated to reflect enactment of Va. Code § 22.1-23.3 by HB 145/SB 161 (2020).
JFC-R	Standards of Student Conduct	N/A	Oct 2021	
JFCA	Teacher Removal of Students from Class	May 2021	Jan 2015	<ul style="list-style-type: none"> ● MTSS/restorative practices utilized instead of removal when possible. ● Every instance of removal documented through incident reports. ● Distinguish between disruptive behavior and emergency situations. ● Distinguish between change in location within the building and longer-term removal. ● Communications to parents/guardians in preferred language. ● Provisions added re: reporting and quarterly/annual review of removal

				data.
JFCB	Sportsmanship, Ethics and Integrity	Feb 2013	June 2015	<ul style="list-style-type: none"> Expansion of policy beyond athletics. “Sportsmanship” defined. Extended to students, opponents, officials, administrators, coaches & spectators. Aligns with new VHSL rules disqualifying participant who uses such speech from competition until educational/restorative interventions are completed.
JFCB-R	<i>Prohibition of the Use of Hate Speech, Ethnically or Racially Insensitive Expressions in Extracurricular Activities</i>	N/A	NEW	<ul style="list-style-type: none"> Addresses process for resolving alleged incidents between school divisions. Mandatory preseason meetings with players, parents/guardians and coaches addressing expectations cultural awareness and equity.
JFCE	Gang Activity or Association	Feb 2021	Dec 2014	<ul style="list-style-type: none"> Expanded definitions, including updated definitions of “gang” and “gang activity” to avoid over identification of students Consultation with community groups focused on gang prevention activities Prevention/intervention strategies and responses Professional development and MTSS framework to facilitate identification of at-risk students Annual review/coordination between division and school leaders and law

				enforcement on latest gang operations, methods and activity
JFCF/JFCI	Alcohol and Other Drugs (AOD) in Schools	JFCF: May 2021 JFCI: Feb 2020	Dec 2018	<ul style="list-style-type: none"> ● Move beyond punitive tone of zero tolerance to incorporation of PBIS & affirming approach. ● Stronger connection between policy (sanctions) and regulation (interventions). ● Clarity re: determinations for intervention/counseling vs. suspension/expulsion. ● Data tracking and reporting provisions added. ● Administrator training re: referrals and sanctions included.
JFCF-R/ JFCI-R	Alcohol and Other Drugs (AOD) Abuse: Regulations	N/A	Dec 2018	
JFCH/ GBEC	Tobacco-Free School for Staff and Students	May 2019	Dec 2014	<ul style="list-style-type: none"> ● Policy GBECA/JFCHA and Policy KGC incorporated. ● Wellness approach instead of punitive approach. ● Definitions added. ● Enforcement provisions included re: students, employees and visitors. ● Incorporation of MTSS. ● Discussion of resources to help staff/students overcome tobacco/nicotine addiction.
JFCH-R/ GBEC-R	<i>Tobacco and Nicotine Vapor Products</i>	N/A	NEW	
JFG	Search and Seizure	May 2019	Mar 2015	<ul style="list-style-type: none"> ● Definitions added for clarity. ● Discussion of strip searches proposed for deletion; ACPS does not perform strip searches and School Board has

				<p>authority to prohibit them.</p> <ul style="list-style-type: none"> ● Language clarified re: pat downs. ● Terminology shifted from “sex” to “gender.” ● Discussion of searches of lockers, desks, etc. to be added to Student Code of Conduct for awareness. ● Data collection & reporting requirements added. ● APD MOU referenced.
JGD/JGE	<p>Student Suspension/Expulsion</p> <p>*FEEDBACK RECEIVED SINCE THE 12/14/21 BOARD MEETING APPEARS IN ORANGE TEXT.</p>	<p>May 2021</p> <p>N/A</p>	<p>Oct 2018</p> <p>Oct 2018</p>	<ul style="list-style-type: none"> ● Articulated goals for student behavior ● Focus on restorative practices, prevention, support and interventions; fuller explanation of the alternatives to suspension and expulsion including MTSS, SEAL, PBIS, peer mediation and counseling. ● Gender-neutral pronouns ● Grounds for suspension/expulsion updated to reflect current practice. ● Notification to parents/guardians and students in their preferred language re: processes (including appeal process); procedural rights (including legal counsel and availability of pro bono legal resources). ● Continuation of student’s education program during long-term suspension ● Process for re-admittance from long-term suspension and long-term alternative placement ● Disaggregated data reporting and tracking re: overrepresentation/disproportionality for: <ul style="list-style-type: none"> - “disruptive conduct/behavior” as grounds for suspension/expulsion - offenses and interventions or disciplinary responses taken
JGD-R/JGE-R	<p>Student Suspension/Expulsion Regulations</p> <p>*FEEDBACK RECEIVED SINCE THE 12/14/21 BOARD MEETING APPEARS IN ORANGE TEXT.</p>			

				<ul style="list-style-type: none"> - Suspension/expulsion data; notification of expulsions provided to Board • Policy updated to reflect amendment of Va. Code § 22.1-277.08 by HB 2312/SB 1406; amendment of Va. Code § 22.1-279.3:1 by HB 257 and amendment of Va. Code §§ 22.1-277.04 and 22.1-277.05 by HB 415.
JGDA	Disciplining Students with Disabilities	May 2021	Sep 2015	<ul style="list-style-type: none"> • Availability and use of MTSS tools; interventions; Parent Resource Center • Notification to parents/guardians of processes involved; student rights/procedural safeguards related to manifestation hearings and disciplinary processes • Services provided during removal to alternative education program • Data reporting requirement • Data tracking: disaggregated data re: the number of students with disabilities receiving exclusionary discipline and/or a manifestation determination
JGDB	Discipline of Students with Disabilities for Infliction of Serious Bodily Injury	Feb 2006	June 2015	

BACKGROUND:

The Equity Policy Audit School Board Committee was created by the Board on October 7, 2021 to perform an in-depth policy review at monthly meetings. The committee works alongside the ACPS/IDRA equity policy audit team to incorporate its recommendations with those from staff and community focus groups. Committee recommendations are presented to the full Board for review and approval.

RECOMMENDATION:

The Equity Policy Audit School Board Committee recommends the School Board approve the proposed revisions to the student discipline and conduct policies.

IMPACT:

The Equity Policy Audit School Board Committee incorporates guidance, support and feedback from the Board into the equity policy audit process.

ATTACHMENTS:

Policy and regulatory revisions listed in chart above.

REFERENCES:

[June 17, 2021 Board Presentation: Equity Policy Audit Update](#)

[April 9, 2021 Board Brief: Update- Equity Audit of School Board Policies](#)

[October 7, 2021 Formation of Equity Policy Audit School Board Committee](#)

[December 2, 2021 Board Presentation: Equity Audit Policy Revision Overview-Student Discipline and Conduct](#)

[December 8, 2021 Work Session: Equity Audit Policy Revisions](#)

[December 14, 2021 Special Called Board Meeting: Equity Audit Policy Revisions](#)

CONTACT:

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