Year End Status of Recommendations from the Interactive Report

May 23, 2018

Findings/Conclusion

- Overall they found that **we conformed to the standard of care related to best practice** related to our policies with one exception – term **"unwelcome advances" should be removed** from policies related to adult to student interactions

https://www.ccsd.ws/uploaded/CCSD/Interactive_Final_Report_12_1_2017.pdf

Recommendations

- Clarify e.g., reducing overlap among categories
- Remove all references to "unwelcome sexual advances"
- Add world-of-practice examples of types of misconduct
- Add descriptions of the impact on students of each type of misconduct
- Add an explanation that the intent of the alleged harasser is not relevant
- Add a statement that there are no consensual relationships
- Clarify mandated reporting obligations and procedures
- Add a discussion of reporting beyond the district, e.g., to the police
- Add a section on School Building Supervision with specific required behaviors
- Add a section recommending an annual "Sexual Misconduct Incident Review"
- Develop a summary of common language Employee Code of Conduct about sexual misconduct

Actions Taken

Clarify e.g., reducing overlap among categories	✔
Remove all references to "unwelcome sexual advances"	✔
Add world-of-practice examples of types of misconduct	✔
Add descriptions of the impact on students of each type of misconduct	✔
Add an explanation that the intent of the alleged harasser is not relevant	✔
Add a statement that there are no consensual relationships	✔
Clarify mandated reporting obligations and procedures	✔
Add a discussion of reporting beyond the district, e.g., to the police	✔
Add a section on School Building Supervision with specific required behaviors	✔
Add a section recommending an annual "Sexual Misconduct Incident Review"	✔
Develop a summary of common language Employee Code of Conduct about sexual misconduct	✔

Actions Taken

- **Removed all references to "unwelcome" sexual advances from policy**

- **Adopted BOE policy 9065 – Sexual Misconduct and Fraternization**

    Inappropriate employee behavior includes, but is not limited to, flirting; making suggestive comments; dating; requests for sexual activity; physical displays of affection; giving inappropriate personal gifts; frequent personal communication with a student unrelated to course work or official school matters; providing alcohol or drugs to students; inappropriate touching; and engaging in sexual contact and/or sexual relations. "Frequent personal communication with a student unrelated to course work or official school matters" means any form in which that personal communication may occur including, but not limited to, voice or text-based communication via phone, e-mail, instant messaging, text messaging or through social networking websites.

    https://www.ccsd.ws/board-of-ed/policies-and-regulations/policies-and-regulations-9000-personnel-and-administration/policy-9065-sexual-misconduct-and-fraternization

Further Actions Taken by District

- Supervision
- Policy Training and Annual Policy Review
- Teacher/Staff Training
- Student Training
- Safer, Smarter Schools Program
- Anonymous Reporting System
- Social Emotional Program K-12 (RULER)

Next Steps

- Continue to **provide annual training/update** to all administrators on all important policies and supervision with a **focus on awareness and enforcement**
- Develop **different modalities for staff training** on these policies
- Continue to provide annual student training
- Provide **analysis of all incidents** reported by schools and categories through Anonymous Alerts at the end of each semester to the BOE
- Develop data collection points to assess the **effectiveness of the Safer, Smarter Schools program**
- **K-12 social/emotional curriculum** as identified in the strategic coherence plan

Next Steps

- Develop a **communication plan** to disseminate information to the entire school community on student safety, which should include the following:
  - Create a tab on district website that has information on school safety (*This will be limited to what can be shared publically*)
  - Report on student safety to the BOE
  - District Newsletter – twice per year
  - Provide information to the PTA Executive Council
  - Discuss at Principal Coffees
  - Discuss with student council at secondary level
  - Discuss with incoming Kg., 5th and 9th grade parent meetings

Next Steps

- **Create a committee that meets twice a year** to discuss student safety with a focus on the following:
  - ➤ implementation of recommendations,
  - ➤ student safety related issues including reporting
  - ➤ policies related to student safety

- Suggested membership of the committee:

  Superintendent, 1-2 BOE Members, Asst. Supt. for HR and Leadership Development, Asst. Supt. for C and I, Asst. Supt. for Business, HS Principal, MS Principals, 1 Elementary Principal, Director of Athletics, Secondary Students, PTA Rep, Parent, Town Administrator, and Law Enforcement