

Middle School Climate, Student Behavior, Discipline

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Agenda

- Guiding Regulations and Policies
- Middle School Climate
 - Student Feedback
 - Parent Feedback
 - Elementary & High Comparison
- Bullying, Harassment, Intimidation
 - Definition
 - Examples
 - How to Report
 - Rights & Responsibilities – Rule 5580
- Questions?

Guiding Regulations & Policies

- U.S. Department of Education / Department of Justice “Dear Colleague” Letter on the Nondiscriminatory Administration of School Discipline (2014)
- Required local boards of education to modify policies that:
 - Foster and teach positive behavior
 - Design programs to keep students connected to schools
 - Describe conduct that may lead to in- or out-of school suspension
 - Allow for administrator discretion in imposing discipline
 - Evaluate and address educational and counseling needs
 - Explain how and why long-term suspensions and exclusion are last resort
- Also local systems required to analyze impact of disproportionate suspensions on minorities and students with disabilities



Guiding Regulations and Policies

COMAR 13A.08.01.11: Requirements for Disciplinary Action

School systems' disciplinary programming should:

- Implement positive behavior programming.
- Keep students connected.
- Allow administrator discretion.
- Evaluate educational and counseling needs.
- Use exclusion as a last resort.



Guiding Regulations and Policies

COMAR 13A.08.01.21: MSDE's Approach to Disproportionality

- MSDE must develop a method to analyze disproportionality's impact on:
 - Minority students.
 - Students with disabilities.
- School systems identified as disproportionate in disciplinary practices must:
 - Create a plan to reduce the impact within 1 year.
 - Create a plan to eliminate the impact within 3 years.



BCPS Policies

Response to MSDE Regulations and Student Demographics

Policy 0100

- Raising achievement for all students and closing achievement gaps among all students are top priorities of the Board.
- Disparities on the basis of race, special education status, gender, ethnicity, sexual orientation, gender identity (including gender expression), English language learner (ELL) status or socio-economic status are unacceptable.

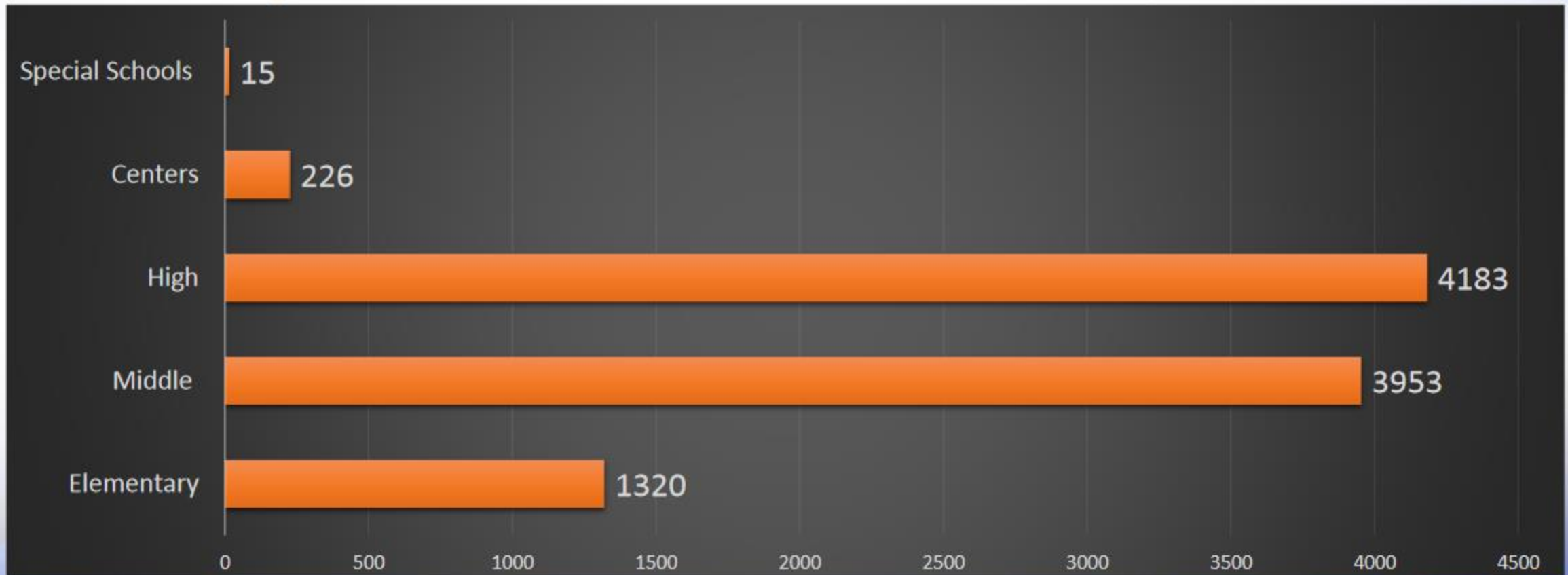
Policy 5560

- Decreasing length of suspensions
- Including minimal educational services
- Allowing administrator discretion
- Revising the *Student Behavior Handbook*



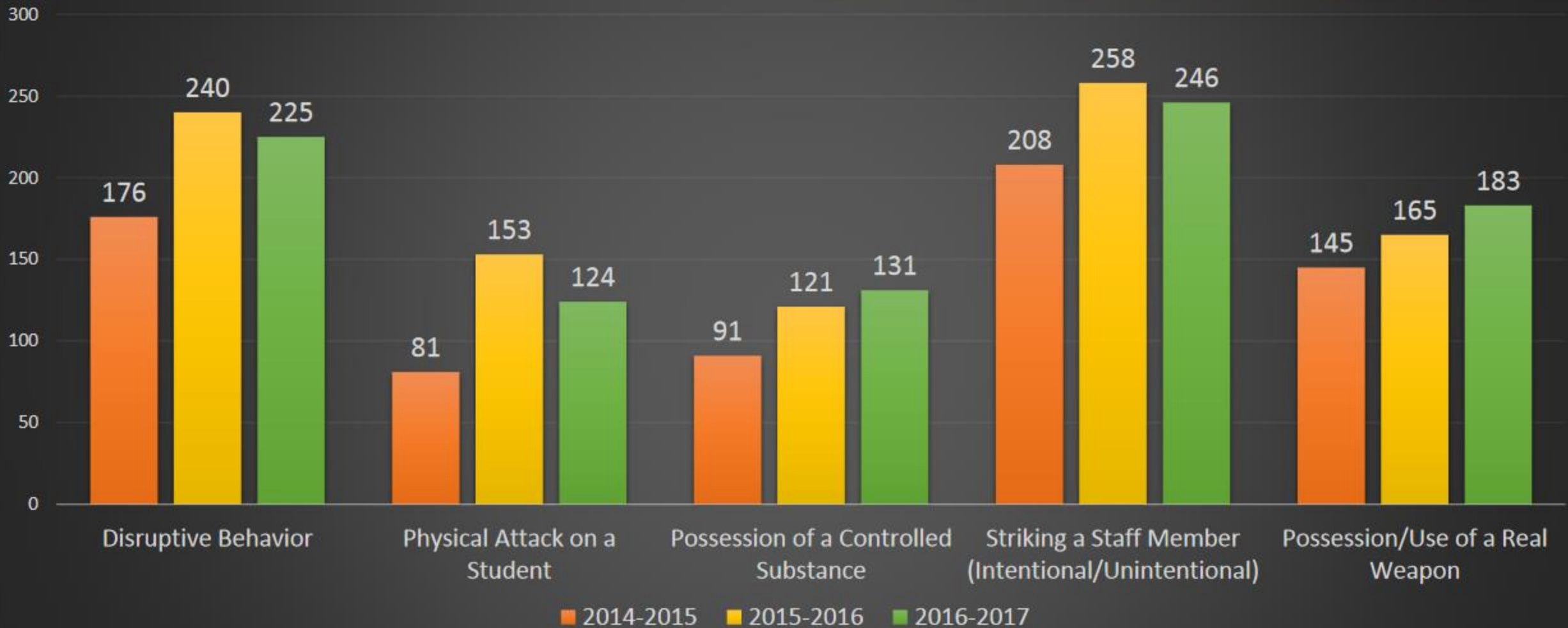
BCPS Suspension Data 2016-2017

System total number of incidents: 9,783





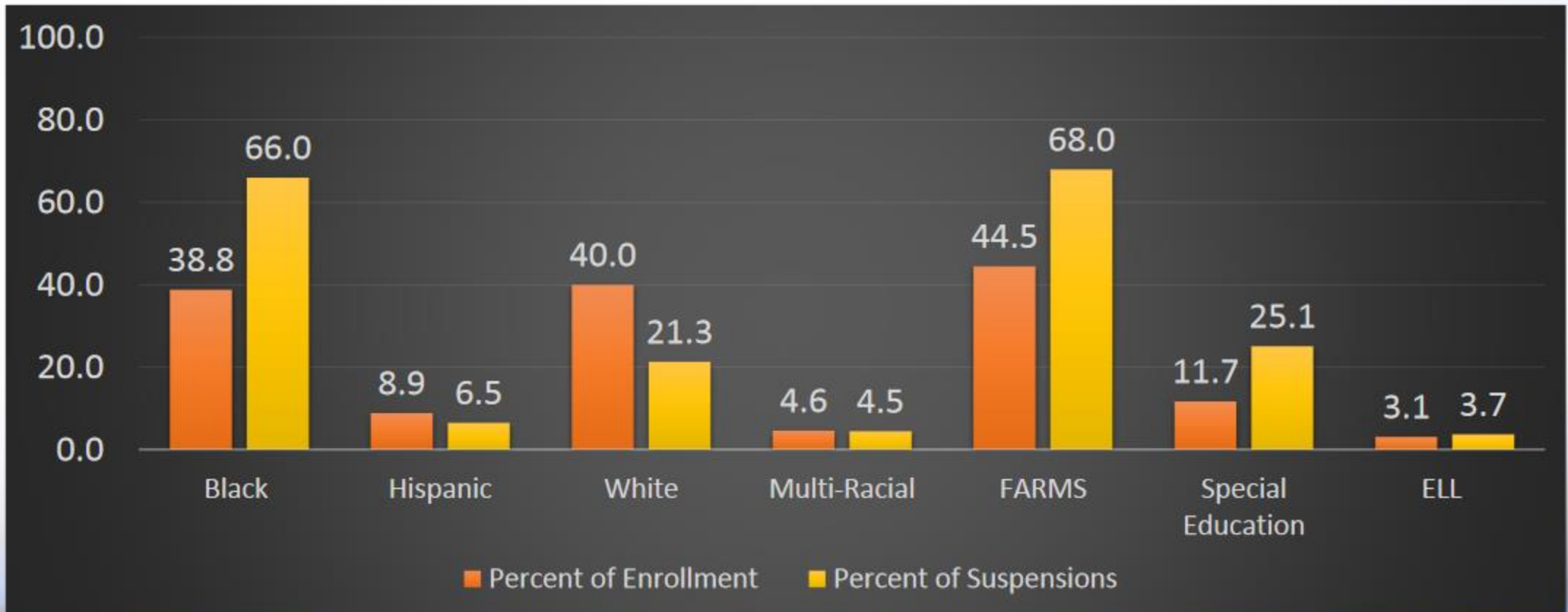
Board Suspensions: Top Five Categories





BCPS Suspension Data 2016-2017

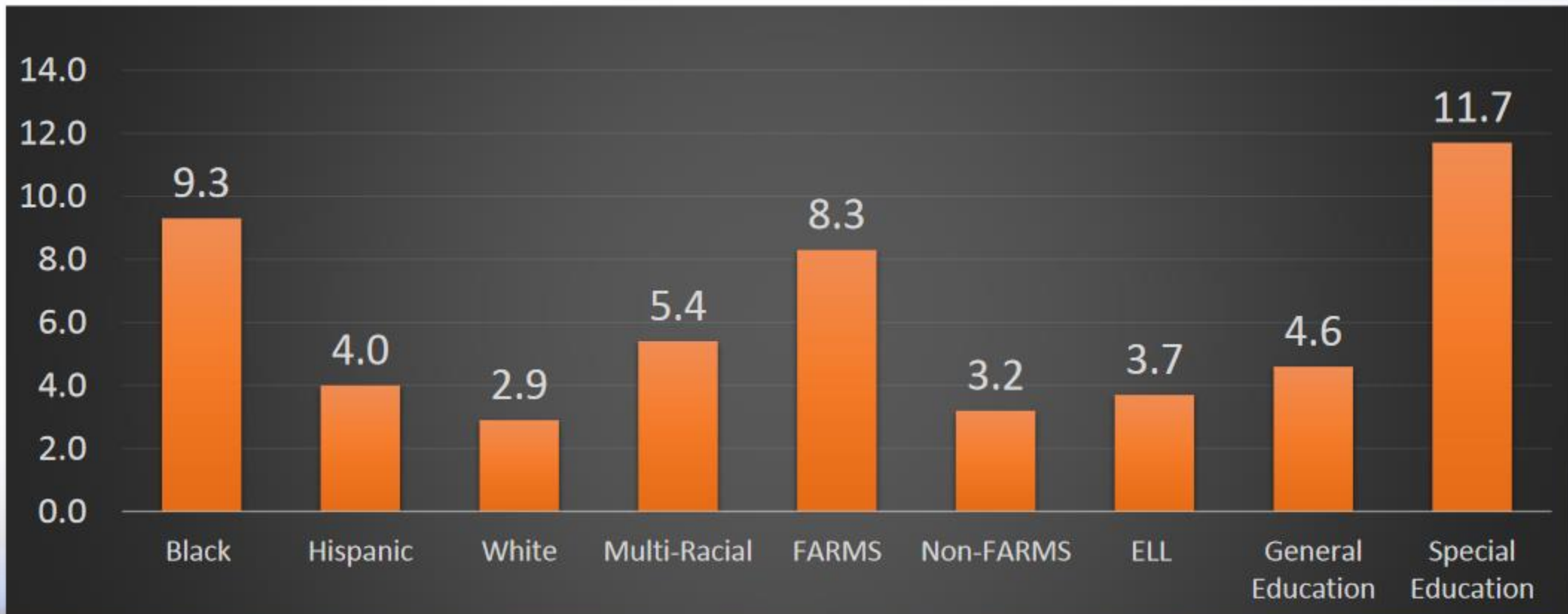
Suspensions Compared with Enrollment





BCPS Suspension Data 2016-2017

Suspension Rate Comparisons



Bullying Rates				
Based on Official and Year-to-Date Enrollment				
School Year	Zone	Incident Count	Rate per 1,000 students based on September 30 Enrollment	Rate per 1,000 students based on Year-to-Date Enrollment
2016-2017	All	542	4.8	4.8
2016-2017	Zone 1	138	4.4	4.4
2016-2017	Zone 2	134	4.8	4.8
2016-2017	Zone 3	153	4.9	4.9
2016-2017	Zone 4	117	5.3	5.3
2017-2018	All	501	4.4	4.4
2017-2018	Zone 1	118	3.7	3.7
2017-2018	Zone 2	124	4.4	4.4
2017-2018	Zone 3	175	5.6	5.6
2017-2018	Zone 4	84	3.8	3.8
2016-2017 to 2017-2018 Change	All	-41	-.4	-.4
2016-2017 to 2017-2018 Change	Zone 1	-20	-.7	-.7
2016-2017 to 2017-2018 Change	Zone 2	-10	-.4	-.4
2016-2017 to 2017-2018 Change	Zone 3	22	.7	.7
2016-2017 to 2017-2018 Change	Zone 4	-33	-1.5	-1.6

Suspensions Rates Based on Official and Year-to-Date Enrollment				
School Year	Zone	Count	Rate per 1,000 students based on September 30 Enrollment	Rate per 1,000 students based on Year-to-Date Enrollment
2016-2017	All	4554	40.7	40.6
2016-2017	Zone 1	1204	38.7	38.5
2016-2017	Zone 2	1143	40.9	40.9
2016-2017	Zone 3	1200	38.7	38.6
2016-2017	Zone 4	1007	45.9	45.9
2017-2018	All	5119	45.2	44.9
2017-2018	Zone 1	1350	42.7	42.3
2017-2018	Zone 2	1133	40.1	39.9
2017-2018	Zone 3	1448	46.5	46.1
2017-2018	Zone 4	1188	53.7	53.3
2016-2017 to 2017-2018 Change	All	565	4.6	4.4
2016-2017 to 2017-2018 Change	Zone 1	146	4.0	3.8
2016-2017 to 2017-2018 Change	Zone 2	-10	-0.8	-1.0
2016-2017 to 2017-2018 Change	Zone 3	248	7.8	7.5
2016-2017 to 2017-2018 Change	Zone 4	181	7.8	7.4

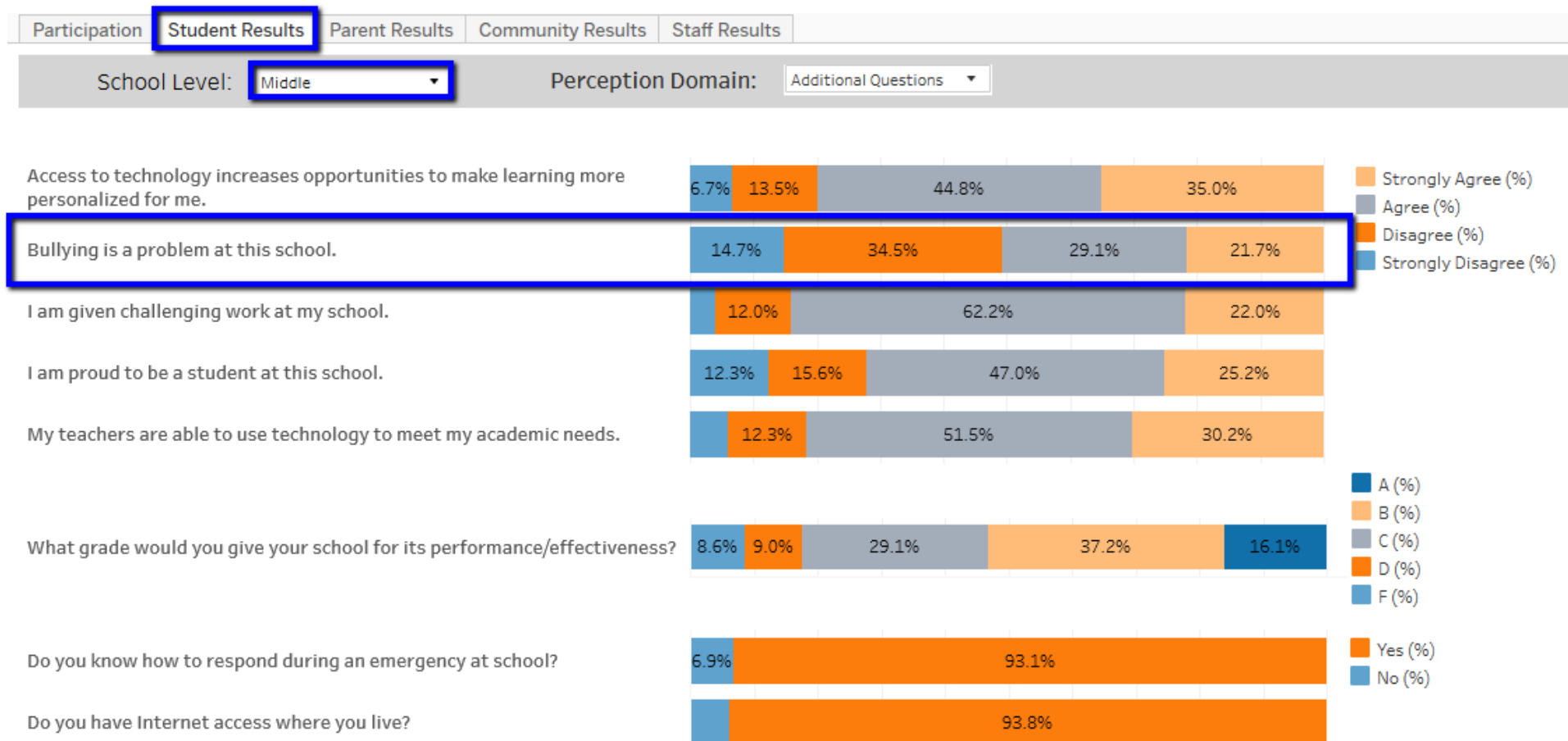
Arrest Rates Based on Official and Year-to-Date Enrollment			
School Year	Zone	Rate per 1,000 Students based on September 30 Enrollment	Rate per 1,000 students based on Year-to-Date Enrollment
2016-2017	All	3.2	3.2
2016-2017	Zone 1	2.4	2.4
2016-2017	Zone 2	2.9	2.9
2016-2017	Zone 3	3.1	3.1
2016-2017	Zone 4	4.8	4.8
2017-2018	All	3.5	3.5
2017-2018	Zone 1	3.8	3.7
2017-2018	Zone 2	3.1	3.1
2017-2018	Zone 3	2.6	2.6
2017-2018	Zone 4	4.9	4.9
2016-2017 to 2017-2018 Change	All	0.3	0.3
2016-2017 to 2017-2018 Change	Zone 1	1.4	1.3
2016-2017 to 2017-2018 Change	Zone 2	0.1	0.1
2016-2017 to 2017-2018 Change	Zone 3	-0.5	-0.5
2016-2017 to 2017-2018 Change	Zone 4	0.1	0.1

Middle School Climate – Student Feedback

Stakeholder Survey Dashboard 2017

[Data Dashboards](#)

The interactive dashboard displays Stakeholder Survey participation and results by respondent type. Click on each tab in this dashboard to find information about student and parent participation, as well as results from students, parents, community members, and staff. You may also view the [complete results from the Stakeholder Survey](#).

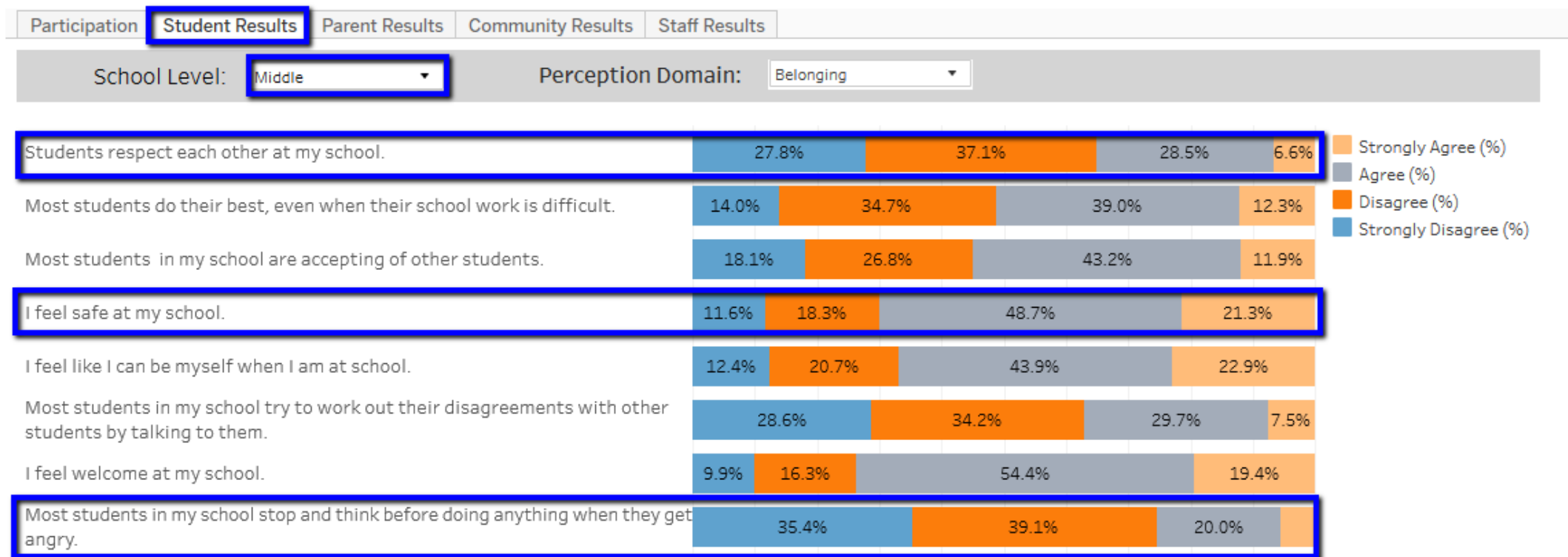


Middle School Climate – Student Feedback

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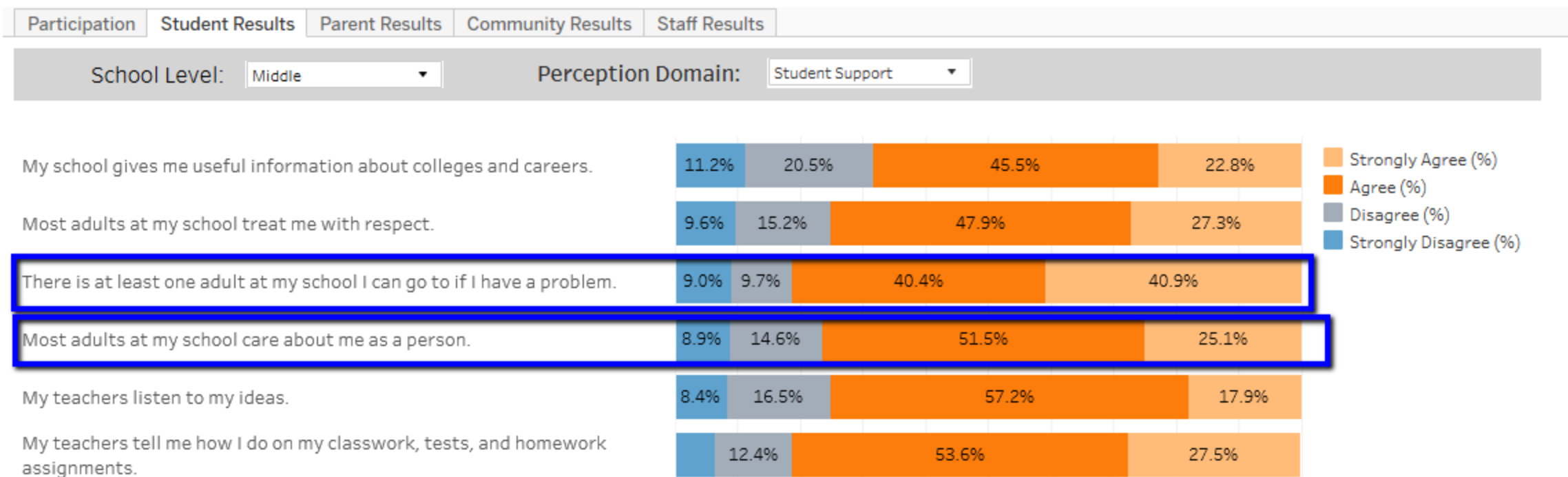


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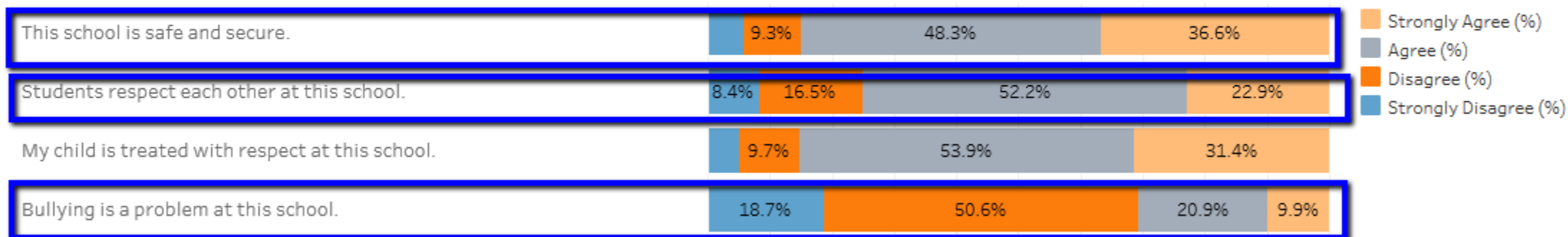
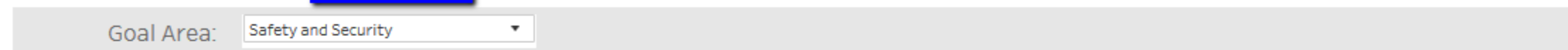
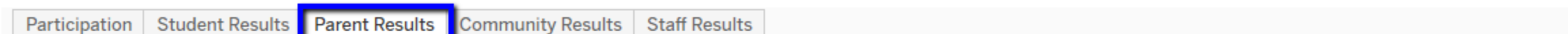


School Climate – Parent Feedback

Stakeholder Survey Dashboard 2017

[Data Dashboards](#)

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School Climate – Student/Parent Perceptions

	Students Agree	Parents Agree
Bullying is a problem at this school.	51%	31%
I feel safe at my school. / The school is safe and secure.	70%	85%
Students respect each other at this school.	35%	75%

School Climate – Elementary/Middle/High

	Elementary	Middle	High
Bullying is a problem at this school.	45%	51%	42%
I feel safe at my school. / The school is safe and secure.	86%	70%	72%
Students respect each other at this school.	76%	35%	41%
Most students stop and think before doing anything when they get angry.	45%	26%	31%
There is at least one adult I can go to if I have a problem.	88%	81%	79%
Most adults at my school care about me as a person.	91%	77%	71%

Bullying, Harassment, Intimidation

- Any intentional conduct, including verbal, physical or written conduct, or an intentional electronic communication, that creates a hostile educational environment by substantially interfering with a student's educational benefits, opportunities or performance, or with a student's physical or psychological well-being. The conduct must:
- be motivated by an actual or a perceived personal characteristic including race, national origin, marital status, sex, sexual orientation, gender identity, religion, ancestry, physical attributes, socioeconomic status, familial status, or physical or mental ability or disability, or
- be threatening or seriously intimidating.

Bullying, Harassment, Intimidation - Examples

5 CHECK THE STATEMENT(S) THAT DESCRIBES WHAT HAPPENED (CHECK ALL THAT APPLY)

- Any bullying, harassment, or intimidation that involves physical aggression (specify) ?
- Getting another person to hit or harm the student
- Teasing, name-calling, making critical remarks, or threatening, in person or by other means
- Demeaning and making the victim of jokes
- Making rude and/or threatening gestures
- Excluding or rejecting the student
- Intimidating, extorting, or exploiting
- Spreading harmful rumors or gossip
- Related to the student's disability
- Related to the student's perceived sexual orientation
- Cyber bullying (e.g. social media including Facebook, Twitter, Vine, Snapchat, Periscope, kik, Instagram, etc)
- Electronic communication (e.g. email, text, sexting, etc.)
- Gang related
- Gang recruitment
- Human trafficking/Prostitution recruitment
- Racial Harassment
- Sexual Harassment
- Sexual in nature
- Other (specify)

Bullying, Harassment, Intimidation - Reporting

- BCPS Bullying, Harassment or Intimidation Reporting Form
<http://www.bcps.org/apps/bhi/>
- Use online form only
- Submit an online form for every incident
- Including cyberbullying, events off school property, on a school bus
- Document everything in writing
- Engage school counselor early and often
- Know your rights
- Confidential – per Rule 5580
- May not be made part of a student’s permanent educational record

Bullying, Harassment, Intimidation – Rule 5580

- Guidelines

- Staff members who witness or receive reports of bullying, harassment or intimidation shall take prompt and appropriate action.
- Staff members who fail to report may be subject to disciplinary action up to and including dismissal.
- Retaliation against any individual who reports an act is prohibited.

Bullying, Harassment, Intimidation – Rule 5580

- Investigation and Parental Notification
 - The principal shall begin a thorough investigation with the alleged victim and accused promptly but no later than 2 school days after receiving the form or notice of a complaint.
 - The principal must notify a parent of the student making the complaint and the parents of the offender of the incident on the same day that a report is received or as soon as possible thereafter.
 - The principal will notify the parents of the victim and the offender the resolution of cases and that corrective action has been taken. The specific disciplinary measures against a student offender may not be disclosed.
 - Parents may contact the Department of School Safety regarding this rule.

Bullying, Harassment, Intimidation – Rule 5580

- Remediation, Consequences & Follow Up
 - Consequences and remedial actions imposed according to Rule 5550, Disruptive Behavior.
 - Interventions and programs implemented, according to Rule 5550.
 - A follow-up conference shall be held with the victim, as needed, and no more than four weeks after the initial incident to determine if the bullying, harassment and/or intimidation has ceased.
 - The Department of School Safety will publish information about support services available.