

# Coming Soon:

## A new LPS Students' Rights and Code of Conduct Handbook

April 29, 2020

LAE Board Meeting

Denise Snyder, Assistant Superintendent



# Why write a new Code of Conduct Handbook?

- A new handbook goes hand in hand with a districtwide effort, in collaboration with the Lawrence Teachers' Union, to continue to build a welcoming and supportive climate for all our students.

## **School Climate**

*refers to the quality and character of school life and includes norms, beliefs, relationships, teaching and learning practices, as well as organizational and structural features of schools.*

# Context

- LTU and Central office designees attend American Federation for Teachers' **Center for School Improvement Institute (CSI)** last Spring, 2019.
  - *Three day session is focused on restorative justice practices as a tool for school improvement*
- Superintendent Paris and LTU President, Kimberly Barry, commit to a deep dive on restorative practices as a tool in building stronger LPS climate for all students.
  - *A collaborative Culture and Climate Steering Committee is launched upon their return from CSI*

# Context

- Culture and Climate Steering Committee is comprised of 28 members, including:
  - *Educators*
  - *School leaders*
  - *Central office administrators*
- SY 19-20 efforts are prioritized around:
  - *Restorative Practices (RP) roll out, implementation and communication measures*
  - *Code of Conduct Handbook rewrite*

The **Code of Conduct Handbook** is a reflection of our commitment to building a strong school climate for all students. Practices outlined in the handbook must parallel our beliefs.

# Handbook Subcommittee Members

- Members include:
  - *Melissa Spash, LSA School Leader*
  - *Eric Cyr, Guilmette Middle School Assistant Principal*
  - *Mindy Richardson, LHS educator*
  - *Daniel Rasanen, RISE School Leader*
  - *Margarita Amy, Breen Early Childhood School Leader*
  - *Maricel Sheets, Assistant Superintendent*
  - *Denise Snyder, Assistant Superintendent*

# Handbook Subcommittee Efforts

## **September 2019 - April 2020:**

- Discussion groups regarding the improvements needed
- Research and review of handbooks in communities already committed to Restorative Practices
- Decisions and commitments to develop an easier to read, easier to implement handbook, including simplifying codes for violations of policy or state or federal regulations
- Collaborative writing and editing done in ongoing consultation with LPS legal counsel.

# Next Steps: Vetting Process

## ■ April 13

- *Handbook presented to the full, 28-member Culture and Climate Steering Committee*

## ■ Week of April 27

- *Principal review*
- *Safety Officer review*

## ■ Week of May 4

- *Student review*
- *Parent review*
- *Subcommittee considers feedback and finalizes document*



- **May 13**

- *Presentation to the LAE of the new handbook, to be titled, "Students Rights and Code of Conduct Handbook"*

**Questions?**

