Employee - Student Relations

Input from Students at CHS
(Approximately 1,100)
Policy Item #1: Staff members shall not make derogatory comments to students regarding the school and/or its staff.

- Teachers should be allowed opinions as much as students are. It is their community as much as it is ours.

- I think teachers and staff members should be able to respectfully voice their disapproval of the school or decisions made that affect them, because it's important that teachers have a voice. However, I obviously do think teachers and staff members shouldn't be able to trash or put down other staff members or the school.

- They should be able to have a conversation on concerns about the school but it should be in private and not in front of the entire class.

- I believe that teachers, staff, and students should be able to able to critique different things about the school system or have discussions with each other about situations that happen, in a respectful way.
Policy Item #2: The exchange of purchased gifts between staff members and students is discouraged.

Comments

- I could see the conflict with a staff member giving a gift to a specific student, but sharing gifts with entire classes on special occasions I don't see an issue with. I also think that students should be allowed to give their teachers gifts for special occasions. If the timing and the gift is appropriate of course.

- A teacher buying gifts for the whole class should be allowed, but buying an item for a specified individual should be discouraged.

- Sometimes students buy small gifts for teachers around holidays and at the end of school. I don't think there is anything wrong with that.

- What about advisory when our teachers get us food?
Policy Item #3: Staff members shall not fraternize, in writing or verbally, with students except on matters which pertain to school-related issues.

Comments

- If students aren’t allowed to speak to teachers about anything but school, how are students expected to feel safe? Teachers are here to teach and to care for students.

- Students need to build strong relationships with their teachers- they should be trusted and talked to, we like to know about their weekend and vacations and get to know them as people because that’s what makes Concord a great school district. Getting the idea into student’s heads that their teachers are strictly for educational purposes is sad and isolates people.

- It really depends on what they are talking about. If it is in a weird way that may make the student uncomfortable, but if it is just friendly and their talking about how everything is going I see a problem.

- I agree with this completely because an an adult and a teenager should not have that type of close relationship.
Policy Item #4: Staff members shall not associate with students in any situation or activity which could be considered sexually suggestive or involve the presence or use of tobacco, alcohol or drugs.

Comments

-This is common sense. We obviously shouldn't associate staff members with students involving these situations, that's not what school is for.

-I completely agree with this policy because it is really relevant to Concord High Schools situation. It would also put a clear cut policy to those situations leaving no room for interpretation.

-These aren’t a question. These actions are illegal and need to be taken care of immediately if known about and followed with appropriate consequences.

-It depends on whether it is a lesson right?
Policy #5: Staff members may not have any personal social media contact with students.

Comments

- I understand teachers should not follow students on Instagram but we use an app called REMIND and it is a safe texting app. This app helps us remember assignment.

- Post graduation I think that it is okay to follow teachers on social media. I know that some teachers have used social media to post homework assignments, which I have no problem with because it was convenient.

- This is a good policy if the relationship is purely student-teacher (as it should be), but what if the teacher was, say, a family friend, a relative, or a neighbor your family has known for years?

- It depends on the social media account is used for. I know many clubs and departments in CHS have Facebook or Instagram accounts and it’s run by teachers and students. I find this okay because it’s a promotion for clubs and activities. However if they are personal accounts I think it is unacceptable.
Policy #6: Dating between staff members and students is prohibited.

Comments

-This is obvious and a needed policy

-Another obvious thing that needs to be included. Redundancy with policy is good, to follow all possibilities.

-Against the law until student turns 18.

-I agree, I think dating between students and staff shouldn't be allowed.

-While dating may be considered as sexual in some ways, love knows no bounds. As long as it is healthy and virtuous, it is okay.

-It’s inappropriate to have a relationship with a teacher.
Policy #7: Staff members shall not use insults or sarcasm against students as a method of forcing compliance with requirements or expectations.

- I think you can use sarcasm, but not to extent when someone is feeling threatened or forced into doing some sort of work you wish to not do.

- It’s not a good way to encourage kids to do their work and it makes it seem like teachers have no respect for students.

- Sarcasm is a reasonable and common form of communication, but insults are not.

- Some teachers take sarcasm to the extreme and use it to make students feel bad about their opinions and/or intelligent levels. However, sarcasm can be just as, if not more, funny and encouraging for student-teacher relationships as it can be detrimental.

- Sarcasm with teachers makes class so much more interesting sometimes and welcoming with jokes and laughter. Teachers should still be able to express themselves along with students.
Policy #8: Staff members shall maintain a reasonable standard of care for the supervision, control and protection of students commensurate with their assigned duties and responsibilities.

Comments

- Yes, teachers should protect students.

- It’s apart of their job, to take care and educate the young for the future.

- I think that this is also a given, if there are policies in place teachers all should be following them in their classrooms and in the way that they teach.

- I don't really understand what this policy means.

- This contradicts the ideas stated in policy item #3, as caring for the supervision, control, and protection of students consists of conversing about non-school-related issues.

- The safety of the students should always be the top priority.
Policy #9: Staff members shall not send students on personal errands.

Comments

- What is defined as a personal errand?

- Errands around the school are okay like delivering something to the office. Errands outside of school are not okay.

- It's fine, this doesn't need to be enforced. It seems to be a silly policy. Kids love running errands, it makes them feel important.

- Staff members often send students to get a stapler, carry attendance, or fill their water bottles. Again there should be clarification on what this means because there are many circumstances where "personal errands" are completely innocent and don't need to be regulated at all.

- It depends on the errand, and its significance to class-time.
Policy #10: Staff members shall, pursuant to law and Board policy, immediately report any suspected signs of child abuse or neglect.

Comments

-I think this is the MOST important.

-Teachers are the closest staff members to students and are responsible for maintaining their well-being, so they should report child abuse as a matter of safety.

-I agree with this but what if the teacher misinterpreted the signs where it could possibly cause issues for both parties.

-Sometimes kids are too scared to speak out so I think teachers should definitely step up.
Policy #11: Staff members shall not attempt to counsel, assess, diagnose or treat a student’s personal problem relating to sexual behavior, substance abuse, mental or physical health and/or family relationships but, instead, should refer the student to the appropriate individual or agency for assistance.

Comments

- I think a staff member should be able to help in any way to comfort a student, but in the end, refer them to a professional who can truly help. It’s easier to talk to someone you trust and hear what they have to say first before talking to a higher up.

- If a student feels more comfortable talking to a certain teacher rather than a counselor then the teacher should be able to counsel the student but also report the issue to other teachers.

- If I trust a staff member I should be able to talk to them about myself, by enforcing this policy you are creating a bigger gap between educators and students.

- Some people aren’t comfortable with that kind of referral because it might feel too personal - the teacher should listen and try to help.

- We have been told to talk to a trusted adult, if we are not allowed to talk to someone we trust and not being able to help and if you go to someone you trust and they pass you on to someone you don’t care about then you aren’t going to get help for yourself. If this policy goes then kids won’t bring their issues to people and there will be problems.
Policy #12: Staff members shall not disclose information concerning a student, other than directory information, to any person not authorized to receive such information. This includes but is not limited to information concerning assessments, ability scores, grades, behavior, mental or physical health and/or family background.

Comments

- Who would be considered authorized to receive the information?

- I would make a comment about the freedom of speech of the teachers but this is important to the privacy of the students so it seems that this would be reasonable. The only issue is with authorization. Who is and isn’t authorized should be defined.

- Confidentiality is very important but the right personnel should be advised and can be advised with certain issues.
Policy #13: Staff members shall not be alone with a student in a room with a door closed, a locked door, or with the lights off.

Comments

-I think it's fine if the door is closed but the lights are on and if it isn't locked.

-What if you have a meeting about your grades the lights off is weird but you should be able to have the door closed.

-Some students have teachers they trust and feel like they can talk to; if they're talking about personal information they would probably want the door closed to avoid having students overhear them. Also while after school to retake or take a test the door might be closed to avoid distraction.

-Meeting with guidance counselors or teachers with a door closed happens all the time and is not inappropriate. This is restrictive and makes talking to staff unnecessarily difficult, which could discourage students from talking or meeting with staff.
Policy #14: Staff members are strongly discouraged from socializing with students outside of school on social networking websites, consistent with the provisions of Policy #434.

Comments

-I use REMIND for Health Science and it has been super helpful in remembering which days to wear scrubs and also has saved me many times when I almost forgot money for HOSA dues. I think this is a very great tool that would be unfortunate to get rid of.

-If its a school account or for educational purposes it should be fine.

-I think it is important to use for sports and homework, but it shouldn't be a teacher to student.

-My teachers use remind to put out information and without it I would have no idea what's going on.

-There are many situations like using remind which is very beneficial, and in outside activities with school trips phone numbers are used to communicate to make sure everybody has a way to contact teachers immediately if needed to.
Policy #15: Staff members shall not provide transportation to students and vice versa unless the school administration and student parent/guardian receive prior notice of the transportation arrangements and give consent.

Comments
- What if the student has a 45 minute walk, or if the student is in the middle of a storm? Why would you make a student walk if you could give them a quick lift.

- In 6th grade I hit my head at a field trip at Rollins which we walked to. I needed a ride to the school to get to the nurse which I got from a member of the administration I believe (however I don’t remember well). So in situations like this it is important.

- I mean, if someone missed the bus and a teacher is willing to give a ride to then that is nice of them if there home is not a walking distance.

- During sports, I think it’s ok if there are always multiple students in the car of a coach, but if there is a sole student I think it shouldn’t be allowed.

- I think it okay if the parents and administrators are aware.

- I’m in a club and some people couldn’t be involved this year due to the teacher not allowed to bring them, most teachers are very concerned with students.
Policy #16: Staff shall be forbidden to give anything of value to students except rewards/awards authorized by the administration.

Comments

- Teachers should not be pressured to spend their personal money on student rewards and students should not be motivated by the possibility of receiving valuable rewards.

- What does "of value" Mean?

- What do you mean by "of value" like if a teacher is donating to a student in need that seems okay or giving out candy and stuff to people. If there isn't a necessary intention behind it and it's just being nice, that might be a little weird.

- Gifts to an extent are okay. Overzealous gift giving perhaps not.

- I agree that high-dollar gifts should not be given, but I suppose that it would depend on where the line is drawn for "high-dollar." Maybe make a limit?
Policy #17: Staff are discouraged from socializing with students outside of school and are required to disclose any relationship with students that require in-person contact outside of school or school sanctioned events, such as employment or family relationships.

- Staff shouldn’t have to avoid students when seeing them in public.

- I feel like a student and teacher if they're family friends or family that they should be able to have a relationship outside of school.

- There are many situations when teachers are also family friends and so things like babysitting or taking care of the animals while they are away. I think this is very vague and there are so many events that shouldn't require talking to the district about that make this policy hard to agree with.

- How is this helpful at all? This doesn’t help anyone it simply forces teachers to disclose all of their personal relationships with the state. Why is it that this policy is removing the teachers' ability to have a life outside of school.
Policy #18: Staff are forbidden from hugging students or engaging in any physical contact with a student other than as a momentary hand on a shoulder or arm, or a handshake/fist bump outside of child restraint as it is defined in other policies/laws.

Comments

-Hugging students is not necessarily a negative action, and some students may form bonds with their teachers to the extent where they view them as family and thus huggable. Regular instances of hugging, however, should be discouraged.

-Why no hugs? They are harmless as long as both parties agree and it is quick.

-What if the student is just having a bad day and they both give consent for a hug?

-The only physical contact that should be allowed should be high fives, fist bumps, but nothing more.
Employee - Student Relations

Input from Pre-School-High School Staff
(Approximately 500)
### Most staff agree with these policies.

<table>
<thead>
<tr>
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<th>% Unsure or had questions</th>
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</tr>
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</tr>
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1. Making derogatory comments

I believe that staff should be able to voice their opinions to students when they disagree with policies, BUT that it should never be done at the expense of maintaining professionalism and should not be done in a derogatory way.

Who will be responsible to decide what is derogatory? 1st amendment issue for me.

While I do not think it is best practice to make derogatory comments, I believe that there needs to be a very STRICT written definition of what is derogatory that leaves very little up to individual interpretation. What one person seems derogatory can be significantly different from another’s.

The school and district have made and will make mistakes. I view these discussions as opportunities for growth, to model how to revise and improve our thinking, and how to move forward in a positive way.

4. Situation or activity which could be considered sexually suggestive or involve presence or use of tobacco, alcohol or drugs

The exception is for work-based learning experiences that parent or guardian consents to. An example is a group of Culinary Students serving or cooking at a function that will be serving alcohol.

Many students are children of friends.....many students work at establishments that service alcohol, now I can't go there?

There are many times when we will have social gatherings at our home (holiday parties, summer bbqs, etc) with parents/families whose kids are in school with my children where there may be alcohol for the adults. It is unreasonable to think that we can't do this as parents outside of school.

This is a really poorly written rule because it combines sexually suggestive with alcohol and drugs. What about a neighborhood Christmas party? Am I not allowed to go to a graduation party where no alcohol is being served to students but alcohol is being served to adults?
8. Reasonable standard of care

Understaffing leaves staff unable to truly fulfill provide this at some times.

This may need more clarification. Does this mean certified teachers have a higher level of care to take care of students than an ed assistant or custodian-- in the event of a lock down, do custodians have the same level of care to maintain to make sure students walking in the hallways find a room to hide in?

10. Staff members reporting child abuse

What does immediately mean? 20 minutes? Resources are needed to do that (class coverage, private location for call)

Why does it need to be here if it is already policy?

14. Socializing on Social Networking Websites

If it's possible to include in the policy what happens with students who graduate (many of whom would like to keep in touch with former teachers through social media) -- that would be greatly appreciated.

Can staff communicate with students in clubs, coaching situations, or outside volunteer work and/or employment roles? Should they communicate on SM sites only through the outside organization, or only through fully public accounts, should PM be turned off? Much clarification is needed, as many teachers volunteer/work for youth organizations and coach and advise clubs not on school grounds.

Needs an exception for students of staff members. Parental staff members need to be able to monitor a child's social media.

We live in a time where social media is a significant part of personal and professional lives. We are meeting them where they are. Overlap of my personal social media sites with students' is necessary.
Many staff agree, and some have questions about these policies.

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5. **Personal social media contact between staff and students**

My child plays club soccer; other kids from CHS play for her team. We all share a Facebook group. I don't work at the high school, but I can easily see where teachers and their child's teammates will overlap. That is just one of many potential sticking points.

In the world we are living now, social media can be a way to communicate with students. I don't think staff should communicate with students via social media on topics involving substances or sexual activity.

There needs to be an exception for a staff member who has contact with his/her own child who is a student. I need to be able to monitor my own child's social media.

I'm not very involved on social media personally, but I know some colleagues have students as Facebook friends; I don't see anything wrong with that. You just have to use good judgment about how and what you communicate in that medium.

We live in a time where social media is a significant part of personal and professional lives. We are meeting them where they are. Overlap of my personal social media sites with students' is necessary.

I do not accept friend requests from my daughters' or son's friends but there are times when I need to text them in order to reach my children. Sometimes my son or daughter will put me in the picture to send a Snapchat to one of his buddies. Would that count? Again, this is very unclear for parents whose students attend CSD.
7. Insults or sarcasm

Who is the judge? How is sarcasm defined?

Slippery slope...there are pretty condescending uses of sarcasm that have no places in schools, but there are other humorous ways of using sarcasm with students to help them laugh at their own mistakes and not take themselves so seriously. Without some very clear examples of what this is intended to prohibit, I would be very concerned that teachers would never feel comfortable using sarcasm at all, and I don't think that's the point (or should be).

Obviously we shouldn't be insulting kids. But sarcasm is part of some people's personalities and if you codify that it's not allowed, kids and parents might start monitoring every word they say to try to find that "gotcha" moment to get rid of a teacher they dislike.

Some sarcasm is an appropriate classroom management strategy (When a student asks, "Did we do anything when I was absent?" and I respond, "No, we did nothing because you weren't here." is that sarcasm against students?)

9. Sending students on personal errands

How do we define personal? Pick up copies from the office? Check mailbox for papers?

What if you have something that needs to be brought to the office and can't leave your classroom? Could this be mistaken as "personal?"

At the elementary level, we often make up personal errands when we recognize a student needs a movement break.

Does this mean within the school or out of school? I don't think students should be sent on personal errands for staff members out of school.

If the folder of important papers for class was left on your desk in your office.... why couldn't I send a student to get them while I remain in the classroom with the other 29 students?
Staff Comments

11. Staff should not counsel, assess, diagnose or treat personal problems

Our staff includes therapists, social workers, school counselors, substance misuse prevention specialists, nurses, special educators; individuals with professional training/expertise in these areas.

This is too broad—teachers give advice to students all the time as part of the job. Teachers should not provide counseling without also recommending and referring students to other resources, but I would not turn a student away who wanted to talk to me about what is going on in their life. For example, a number of years ago a student came to me when they felt suicidal. They expressed that they did not have a close relationship with their guidance counselor, and they wanted to talk to me first. We talked, then I brought them to their guidance counselor, and as a group we decided they should go to the hospital. In another instance, I had a student come to me describing a lack of motivation and energy and feeling very different than they had in the past. This was a psychology student, and we discussed her symptoms being similar to those we had studied about depression. I recommended she talk to guidance (who I also emailed) and also let her know about Riverbend community counseling services. 3 months later the student let me know she had sought counseling, started medication, and was feeling much more like herself. To me, this policy would make me hesitant to have these types of conversations with students, and I do not think that would be a good outcome. Students need to approach the people they feel comfortable with when they are struggling, and many times that is a teacher.

Sometimes having the opportunity to have someone listen to the ideas that are keeping them up at night is all a student needs. We are valuable resources for these students and limiting the discourse is a lost opportunity to help them grow. This policy is completely at odds with what we have been trained to do with see something, say something and the suicide training we received last year. Students need a safe place to open up and limiting their ability to share is just wrong.

I think this is a tough one. If a child comes to you as a trusted adult and discloses a problem they may be having, it’s not always easy to stop them and say “oh hold your thought, you need to speak to the guidance counselor”. The district only has one guidance counselor at a school; this leaves barely anytime for kids to see or talk with them. Who does the district suggest a child talk to, when there aren’t many to choose from in a school that are available or trained?
Staff Comments

12. **Staff shall not disclose information about students other than directory information.**
   Who is not authorized? Would teachers of common students be able to discuss behavior, grades and concerns of individual students?

   Who is authorized to hear information regarding a student's family background, mental/physical health that they may have disclosed to us in a conversation? If we are to tell admin, are we allowed to tell guidance counselor? This is unclear, but in principal, I agree.

   I disagree ONLY pertaining to situations when teachers should be able to share information with routine, approved, volunteers that work with students in the classroom. Teachers should be able to share information in confidence to enhance students' learning. (i.e. current academic levels / background information that could be helpful while working with specified students)

   I don't know who is currently authorized to receive that kind of information. All school personnel? Only people teaching that student? We definitely shouldn't be telling people outside the school.

15. **Providing transportation**
   What about staff who coach or volunteer with outside organizations?

   Other circumstances: field trip emergency, back-up transportation for students who have been in crisis or ill, student is ill and has no ride home.

   Non-school employment or volunteering transportation: babysitters, transporting for volunteer service.
### Staff Feedback: Employee-Student Relations

Most staff disagree with or have questions about these policies.

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2. Exchanging purchased gifts
Gifts of small value are routinely given between teachers and students and between students and teachers. As to the former, particularly at graduation. As to the latter, particularly at the holidays.

Teachers often purchase or gift items of necessity for students: clothing, backpacks, books, sanitary needs, ties, dresses (prom, homecoming), graduation robes, yearbooks etc.

Put a value limit on “gift” and if give a gift to one a gift must be given to all in the specified group. For example, all officers of a club, not necessarily all members of the club. Another example a whole class not just a select few for a random reason.

Homemade gifts/crafts of little value are different than a Dunkin Donuts gift card as a gift from parent/family/student.

Gifts of food or lunch money when a student is lacking funds to eat during the school day should not be discouraged.

3. Staff shall not fraternize with students
The whole point of advisory is to talk to a trusted adult.. This routinely involves talking about matters which do not pertain to school-related issues.

Depends on how we define fraternize and school-related issues. Those need very clear definitions.

I hope that in class we could ask students how their weekend was or a vacation that they took. According to this statement it seems as though those questions would not be school-related.

I work with at-risk students, some of whom have been homeless or in need of a supportive person to work with them on non-school related issues (like teen pregnancy, independent living matters, etc). I question if this is "fraternizing" or doing what teachers are known for doing which is to be there for, guide and support their students.
3. Staff shall not fraternize with students. (cont’d)

I work with at-risk students, some of whom have been homeless or in need of a supportive person to work with them on non-school related issues (like teen pregnancy, independent living matters, etc). I question if this is "fraternizing" or doing what teachers are known for doing which is to be there for, guide and support their students.

Especially when the "verbally" is included, this seems like it would be difficult to define and next to impossible to police. And although I don't initiate it, sometimes kids ask for guidance on other areas of life, college, career, or whatever, and it would be a shame to be prohibited from helping them.

Specific responsibilities such as those associated with running a club are only successful because students participate because they are getting something, most likely not academic, out of the interaction. Are they my friends? No. Do they see these interactions that occur outside of the typical school day as social? Absolutely. That is kind of the point.

13. Staff shall not be alone in a room with a door closed, locked, or with lights off

Re: Open doors:

· It can be distracting for students taking assessments to leave the door open because of noise, especially after school and depending on location of room.

· When changing students due to soiled clothing, diapering, in bathrooms?

· Therapy sessions require privacy, many other professionals engage in confidential conversations

· Turning off the lights can help some students de-escalate
Staff Comments

13. Staff shall not be alone in a room with a door closed, locked, or with lights off. (cont’d)

Re: Open doors:

- Nurses, guidance, OT, Speech therapy, lockdowns, special education teachers administering standardized assessments?

- Some students need a quiet place to calm down; door is closed to keep some from bolting

- A few times I have had students come to me to talk about personal issues and needed a private conversation. There were tears. This would not have been appropriate without a closed office door.

Re: Lights off

- The classroom lights at CHS are currently tied to motion sensors that are very sensitive and have short timers. I can be sitting at my desk talking to a student with the lights on and the lights will shut off while we are talking. Also, some classrooms have lots of great natural lighting that lights up a classroom just fine during the day. Let’s save energy.
16. **Staff shall be forbidden to give anything of value to students.**
How is value defined?
Which administration (school or district) is authorized to authorize?
What About Donations: Basic necessities: hats, gloves, backpacks, school supplies, food?
Event necessities: prom or homecoming dresses, graduation robes?
I do extra credit checks (which lead to prizes from the prize box, or a turn at the claw machine) as motivation for my students to do their H.W.
I think there are times that warrant a special treat (pizza for a class that has reached their goal).

17. **Staff are discouraged from socializing with students outside of school.**
What’s the definition of socializing?
What’s the definition of disclosure and, to whom must disclosure be made?
Are there exceptions for staff who are parents of CSD students?
Can teachers hire students as babysitters? To shovel snow or rake leaves?
Is disclosure required when a teacher has a summer job at a restaurant or store at which a CSD student also works?
Do people really have to choose between their dedication to the District and their dedication to heartfelt community engagement? This seems quite wrong, and the community and the students stand to lose if staff have to choose between volunteering and working with youth, which truly only highlights their dedication to the heart found in most school employees!
Can I no longer go to a family’s home for a cultural celebration or other social events?
I am often invited to my students’ hockey games, karate tournaments, etc... Is this no longer allowed?
Does socializing mean attending political rallies at which students are in attendance? Worship services? Other community social events?
We live in a larger community and oftentimes there are community social events that occur and involve staff and students for a variety of causes, beliefs, organizations, etc
18. Staff are forbidden from hugging students

If we are being appropriate, and we are in the public eye, [hugging] is not an issue. No parent would ever suggest that they would rather have their child held at arm's length when they are hurting or upset. No parent would want their child touched without permission or inappropriately, either. Teachers typically know their students and are very aware of personal boundaries. It is cruel to suggest that a quick hug in a difficult moment is against policy.

It seems phenomenally unfair that I will be restricted from hugging a student to celebrate their success, comfort them or encourage them with a hug because we had one teacher who behaved criminally.

We educate students from a variety of backgrounds and experiences. Sometimes a fist bump is not going to cut it. Sometimes a hug is needed in both times of celebration and in trauma.

I think a blanket ban on this prevents us from being human.

Working in an elementary school that is filled with trauma-experienced students and withholding a comforting hug, a happy to see you hug, etc., is impractical. These children need the physical comfort, the reassurance, of a hug…!

Younger children need the personal contact of a hug from time to time. It is comforting. For some children it's the only place that they get an appropriate amount of affection.

I have kids running up to me throughout the day giving me hugs and I'm not going to break their trust with me by refusing those hugs.

Working with children who need assistance navigating appropriate interpersonal relationships, there are students who might ask (or need, especially after a time of crisis) for a hug. The whole process of how to respect others' personal space (and to learn to ensure one's own appropriate personal space), sometimes has to include asking for a hug..... when it is appropriate, how to honor someone's wishes, what to do instead..... is important.
<table>
<thead>
<tr>
<th>Draft Policy Statement</th>
<th>Students</th>
<th>Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Staff members shall not make derogatory comments to students regarding the school and/or its staff.</td>
<td>Y</td>
<td>Y</td>
</tr>
<tr>
<td>2. The exchange of purchased gifts between staff members and students is discouraged.</td>
<td>N</td>
<td>N - D</td>
</tr>
<tr>
<td>3. Staff members shall not fraternize, in writing or verbally, with students except on matters which pertain to school-related issues.</td>
<td>N</td>
<td>N - D</td>
</tr>
<tr>
<td>4. Staff members shall not associate with students in any situation or activity which could be considered sexually suggestive or involve the presence or use of tobacco, alcohol or drugs.</td>
<td>Y</td>
<td>Y</td>
</tr>
<tr>
<td>5. Staff members may not have any personal social media contact with students.</td>
<td>D</td>
<td>Y - D</td>
</tr>
<tr>
<td>6. Dating between staff members and students is prohibited.</td>
<td>Y</td>
<td>Y</td>
</tr>
<tr>
<td>7. Staff members shall not use insults or sarcasm against students as a method of forcing compliance with requirements or expectations.</td>
<td>Y</td>
<td>Y - D</td>
</tr>
<tr>
<td>8. Staff members shall maintain a reasonable standard of care for the supervision, control and protection of students commensurate with their assigned duties and responsibilities</td>
<td>Y</td>
<td>Y</td>
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<td>9.</td>
<td>Staff members shall not end students on personal errands.</td>
<td>Y - D</td>
</tr>
<tr>
<td>10.</td>
<td>Staff members shall, pursuant to law and Board policy, immediately report any suspected signs of child abuse or neglect.</td>
<td>Y</td>
</tr>
<tr>
<td>11.</td>
<td>Staff members shall not attempt to counsel, assess, diagnose or treat a student’s personal problem relating to sexual behavior, substance abuse, mental or physical health and/or family relationships but, instead, should refer the student to the appropriate individual or agency for assistance.</td>
<td>D</td>
</tr>
<tr>
<td>12.</td>
<td>Staff members shall not disclose information concerning a student, other than directory information, to any person not authorized to receive such information. This includes, but is not limited to, information concerning assessments, ability scores, grades, behavior, mental or physical health and/or family background.</td>
<td>Y</td>
</tr>
<tr>
<td>13.</td>
<td>Staff members should not be alone with students in a room with a door closed, a locked door, or with the lights off.</td>
<td>Y - D</td>
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<tr>
<td>14.</td>
<td>Staff members are strongly discouraged from socializing with students outside of school on social networking websites, consistent with the provisions of Policy 434. (described)</td>
<td>Y - D</td>
</tr>
<tr>
<td>15.</td>
<td>Staff members shall not provide transportation to students and vice versa unless the school administration and student parent/guardian receive prior notice of the transportation arrangements and give consent.</td>
<td>Y</td>
</tr>
<tr>
<td>16.</td>
<td>Staff shall be forbidden to give anything of value to students except rewards/awards authorized by the administration</td>
<td>D</td>
</tr>
<tr>
<td>17.</td>
<td>Staff are discouraged from socializing with students outside of school and are required to disclose any relationships with students that require in-person contact outside of school or school-sanctioned events, such as employment or family relationships.</td>
<td>D</td>
</tr>
<tr>
<td>18.</td>
<td>Staff are forbidden from hugging students or engaging in any physical contact with a student other than as a momentary hand on a shoulder or arm, or a handshake/fist bump outside of child restraint as it is defined in other policies/laws</td>
<td>N - D</td>
</tr>
</tbody>
</table>
Policies Related to Student Safety      Summer/Fall 2019

Sexual Harassment - Students, Reporting Child Abuse

Sexual Harassment – Students, Policy #414/521

   Adopted with revisions, September 3, 2019; combined with employee policy
   Additional revisions recommended at Committee meeting on September 16, 2019.

Reporting Child Abuse, Policy #432 and #537

   Adopted with revisions, August 5, 2019; revised to eliminate redundancies, adopted October 7, 2019
Policies Related to Student Safety  Summer/Fall 2019

**Student Conduct, Student Safety and Violence Prevention - Bullying**

*Student Safety and Violence Prevention – Bullying, Policy #539*

Adopted with revisions on August 5, 2019

*Code of Student Conduct, Policy #540*

Revisions discussed by Committee on September 16, 2019

*Student Discipline and Due Process, Proposed Policy #540.2*

Discussed at Committee meeting, September 16, 2019

*Schoolwide Behavioral Interventions and Support Policy #540.1*
Policies Related to Student Safety      Summer/Fall 2019

Safe Schools, Police and Schools

Safe Schools, Policy #520

Relations with Police Authorities, Policy #875

Communication of Concerns and Complaints

Communication of Complaints about School District Employees, Policy #812

Adopted August 5, 2019

Communication of Concerns to School Officials, Former Policy #812
Policies Related to Student Safety    Summer/Fall 2019

Professional Standards, Sexual Harassment - Employees

Professional Expectations, Policy #431

   Revisions, adopted on August 5, 2019

Background Investigation and Criminal Records Checks, Policy #462

Employment References and Verification, Policy #463

Sexual Harassment (employees), Policy #41/521

   Adopted with revisions, September 3, 2019; combined with employee policy
   Additional revisions recommended at Committee meeting on September 16, 2019

Employee-Student Relations, Draft Policy #437

   Review on hold for student and staff feedback
Other Student Policies

Restraint and Seclusion, Policy 430 and 536.1
Special Education Manual
New or revised policies required by law:

- Non-Discrimination, Equal Opportunity Employment and District Anti-Discrimination Plan
- Prohibitions Regarding Use and Possession of Tobacco Products, E-Cigarettes and E-Liquids in and on School Facilities and Grounds
- Teaching About Alcohol, Drugs and Tobacco
- Advanced Coursework/Advanced Placement Courses and STEM Dual and Concurrent Enrollment Program
- Suicide Prevention and Response
# Policy Review/Development Plan, January-June, 2020

<table>
<thead>
<tr>
<th>Timeline</th>
<th>Policies in Review</th>
</tr>
</thead>
<tbody>
<tr>
<td>January 23, 2020</td>
<td>Restraint and Seclusion, Policy 430/536.1 \nSpecial Education Manual, Policy 575/625</td>
</tr>
<tr>
<td>February-March, 2020</td>
<td>Student and staff feedback will be solicited on safety policies, including: \n--Sexual Harassment, Policy 415/521 \n--Student Discipline, Policy 540.2 \n--Bullying, Policy 539 \n--School Behavior Interventions, Policy 540.1 \n--Code of Student Conduct, Policy 540 \n--Communication of Complaints/Concerns, Policy 812</td>
</tr>
<tr>
<td>(Budget work)</td>
<td></td>
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<tr>
<td>April-June, 2020</td>
<td>Committee will review safety policies, including \n● Student- Employee Relations, proposed Policy 437 \n● Sexual Harassment, Policy 415/521 \n● Code of Student Conduct, Policy 540 \n● Student Discipline, Policy 540.2 \n● School Behavior Interventions, Policy 540.1 \n● Background Investigation and Criminal Records Checks, Policy #462 \n● Employment References and Verification, Policy #463 \n● Safe Schools, Policy #520 \n● Relations with Police Authorities, Policy #875 \n● Communication of Complaints about School District Employees, Policy #812 \n● Communication of Concerns to School Officials, Former Policy #812 \nCommittee will develop policies to meet requirements of new legislation</td>
</tr>
</tbody>
</table>
