Moving Forward

• “The longer we keep looking back in the rearview mirror, it takes away from everything that's moving forward.” Dan Quinn

• “Don't dwell on what went wrong. Instead, focus on what to do next. Spend your energies on moving forward toward finding the answer.” Denis Waitley

• “For your organization to move forward, you will need to reflect on your past mistakes so that you may not repeat the same mistakes. If you focus too much on the future, chances are, you will repeat the same mishaps you did in the past. Look into the needs of each in the past and imagine how it would be in the nearest future. By this, you will know what you need for the future.” Forbes
Moving Forward

• Following events in our school district this spring, I recommend that we move forward with reviewing, revising and adopting several policies.

• I also recommend that we review our student, parent and staff handbooks to ensure that we have specific standards in place across the district in our handbook policies and communications.

• We should also develop professional development for all employees and instructional programs for all students relative to the areas listed below.
Policies, Handbooks, Training

• Guiding All Staff (Administrators, Teachers, Educational Assistants, Administrative Assistants, Custodians, Bus Drivers, etc.)

• Guiding All Students (Preschool through Grade Twelve)

• Focus on Promoting and Supporting a Safe Environment for All
Policies - Review, Revise, Adopt

- Employee-Student Relations (NHSBA)
- Staff Concerns, Complaints (NHSBA)
- Reporting Child Abuse or Neglect (NHSBA)
- Child Abuse and Neglect (CSD)
- Staff Ethics (NHSBA)
- Staff Conduct (NHSBA)
- Professional Expectations (CSD)
Policies - Review, Revise, Adopt

- Employee-Student Relations (NHSBA)
- Student Conduct (NHSBA)
- Pupil Safety and Violence Prevention – Bullying (NHSBA)
- Student Safety and Violence Prevention - Bullying (CSD)
- Bullying, Cyberbullying, Harassment, Retaliation Incident Report (CSD)
- Sexual Harassment and Sexual Violence, report form (NHSBA)
- Reporting Child Abuse or Neglect (NHSBA)
- Child Abuse and Neglect (CSD)
Policies - Review, Revise, Adopt

• Relations with Police Authorities (CSD)
• MOU for Administering Safe School Zones (NHSBA)
• Public Complaints about School Personnel, Employees, Students or Administration (NHSBA)
• Communication of Concerns to School Officials (CSD)
Standards for our Handbooks

- District Elements to Student and Parent Handbooks
- District Elements to Staff Handbooks
- Updated Relevant District Policies
- Processes and Procedures Related to Policies
Professional Development

• Title IX Discrimination – laws, policies, procedures
• Harassment – laws, policies, procedures
• Child Abuse & Neglect – laws, policies, procedures
• “If you see something, say something”
Instructional Development

• Title IX Discrimination – laws, policies, procedures
• Harassment – laws, policies, procedures
• Child Abuse & Neglect – laws, policies, procedures
• “If you see something, say something”
Title IX Discrimination

- Federal Civil Rights Law passed in 1972
- Protects people from gender-based discrimination in schools
- Protects people from gender-based discrimination in workplace
- Includes being free from sexual harassment and sexual violence
- “No person in the United States shall on the basis of sex be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.”
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Our vision is that all Concord students develop a **passion for learning**, experience **excellence in their lives** and believe that they have the ability to **shape the future** of their lives and communities.