

EVERY STUDENT BELONGS

GSD BOARD

PRESENTATION

December 2019



PUBLIC SCHOOLS

Free from discrimination or harassment based on perceived race, color, religion, gender identity, sexual orientation, disability or national origin.

EVERY STUDENT BELONGS

**OREGON ADMINISTRATIVE RULE
581-022-2321**



EDUCATIONAL COMPONENTS

- Address the history and impact of hate;
- Advance the safety and healing of those impacted by bias and hate;
- Promote accountability and transformation for people who cause harm as well as transformation of the conditions that perpetuated the harm.

WHY NOW?

A black and white photograph of a modern, minimalist workspace. On the left, a white shelving unit holds a potted plant and some books. In the center, a white desk with dark wooden legs is set up with a white chair, a laptop, a cup, and a plant. To the right, a window with a white sill looks out onto a bright, blurred outdoor scene. The overall aesthetic is clean and contemporary.

OUR PROCESS



STUDENT INPUT

Weekly meetings, lunch
and after school



STAFF INPUT

Staff meetings,
School Culture Team



DISTRICT INPUT

Cabinet
Meetings

OUR GOALS

GOAL 1

To ensure that Corbett High School is implementing with fidelity school board policies that support the “Every Student Belongs” Oregon law.

GOAL 2

To ensure that Corbett High School staff and students feel confident in interrupting discrimination and harassment.

Take ACTION against bias...

Ask individuals engaging in any discriminatory behavior to stop immediately, or leave the event.

Clarify event expectations to all participants and spectators through public addresses and signage.

Teach students that discriminatory acts cause harm and are not allowed during any school activity.

Inform participants and spectators what action will be taken and that the details of the event and its impact will be reported to school administrators.

Observe the impact of a discriminatory act on students and yourself. Make time to discuss how those involved may be affected. Ensure that emotional and physical safety is prioritized.

Notify the school's administrator of any discriminatory acts immediately. *Document your experience right away.*

OSAA

ATHLETES AND FANS

Sportsmanship at a higher level.
Leadership at a higher level.



IMPROVING THE REPORTING PROCESS

- Electronic Reporting System
- Shared the process with students in Homeroom Dec. 11-13.
- Parent Notification of the harmed student and the offender, per board policy JFC
- Closing the loop for the reporting student.

INCIDENT REPORTING FORM

Section 1 of 2

Incident Report - Every Student Belongs



STUDENTS HAVE A RIGHT TO BE SAFE, RESPECTED AND PROTECTED AT SCHOOL.

ARE YOU SAFE?

If you are in danger or were recently assaulted or harmed and/or need medical attention, find a trusted adult and call 911 before completing this report.

This form is for incidents occurring within the Corbett High School community.

If you have experienced or witnessed an incident of racism, sexual harassment, sexual assault, LGBTQIA+ bullying or other forms of discrimination you can report it directly to Corbett High School using this form. Once CHS receives a report, we will work with the school equity team to investigate allegations and then take specific action to stop the harassment, prevent its recurrence, and remedy the impact on individuals and the community. If you provide your contact information, you can expect a response from your school within two school days. Disciplinary consequences are confidential.

Note: Intentionally false reports will result in disciplinary action.

Title VI: Title VI of the Civil Rights Act of 1964 protects people from discrimination based on race, color or national origin in programs or activities that receive Federal financial assistance

Title IX: Title IX of the Education Amendments of 1972 is a Federal civil rights law that prohibits discrimination on the basis of sex in education programs and activities.

THE INCIDENT REPORTING FORM

- Introduction

Mandatory Reporting & Anonymous Reports

The information in this form is private, not confidential. That means all efforts to protect your privacy are assured and only those who "need to know" will be aware of the details of your report. Referrals to the Department of Human Services (DHS) are mandatory when an incident involves adult abuse of a minor child.

What happened? *

Select the category that matches the incident you are reporting. If you are not sure which category best fits, please select the one that best fits what happened.

Not sure? [Click here for category definitions.](#)

- Racial incident / act of discrimination or harassment based on race, religion, or national origin
- LGBTQIA+ discrimination, harassment or bullying
- Discrimination or bullying based on disability
- Sexual harassment or bullying (including sexist behaviors & remarks)
- Sexual assault
- Sex-based discrimination in athletics or educational program
- Teen dating violence
- Other...

THE INCIDENT REPORTING FORM

- Categories

Where did this happen? *

- At school during the school day
- On campus grounds in Corbett School District
- On a field trip or at a school event (ie: athletics, school-sponsored club/group)
- Online, on social media or other electronic means (text, DMs, etc)
- Travelling to/from school on a school bus
- In the Corbett community
- Other...

When did this happen? *

- Today
- This week
- This month
- In the last few months
- More than a few months ago

THE INCIDENT REPORTING FORM

- Where and when?

Briefly describe what happened and share anything else you would like us to know right now. Be as specific as possible (ex: specific place on campus, time of day, etc.). *

Reminder: This information is shared with school admin, the counseling team, and equity coordinator.

Long answer text

Name of person filling out this form (this may be a CHS staff member): *

Long answer text

Name of the student(s) HARMED / IMPACTED: *

You may write "anonymous," but it will be challenging for CHS to take action in response to your report.

Long answer text

Name of the student(s) who caused harm: *

Long answer text

Names of any witnesses or bystanders (if applicable) *

Long answer text

Have you told a staff person at school what happened? *

If so, who? (write their name)

Long answer text

THE INCIDENT REPORTING FORM

- What and Who?

Offense	Consequences
Allegation that doesn't meet threshold of harassment	Parent Notification, Student Conference
First offense	<ul style="list-style-type: none"> ● Parent Notification ● 1.5 day suspension ● Re-entry meeting ● Counseling ● Restoration
Second offense Severe first offense	<ul style="list-style-type: none"> ● Parent Notification ● 4 day suspension ● Re-entry meeting ● Counseling ● Restoration <p>*Future Development - Option to go through peer mediation to reduce suspension.</p>
Third offense	<ul style="list-style-type: none"> ● Parent Notification ● Two week suspension ● Re-entry meeting ● Counseling ● Restoration <p>*Future Development - Option to go through peer mediation to reduce suspension.</p>
Fourth offense	<ul style="list-style-type: none"> ● Parent Notification ● Online school

CONSEQUENCES

- Progressive Discipline
- Peer Mediation Plan TBD
- Grade Level Assemblies
December 18th-20th

A black and white photograph of a desk setup. On the left, a desk lamp is lit, casting a glow on the desk. A chair is positioned in front of the desk. On the wall behind the desk, there are two framed pieces of artwork. The overall scene is dimly lit, with the lamp providing the primary light source.

School Culture Team

- Dr. Shelia Morgan-Osborne - Curriculum Director
- Becca Hart - Culture TOSA
- Erica Boykins - HS Social Worker
- Sara Pekny - HS Counselor

Homeroom Lessons

- State Standards-based lessons
- Planning in December and January
- Possible Implementation in February

CSD STAFF PROFESSIONAL DEVELOPMENT

- 2020: Teacher-led Courageous Conversations and Culturally Responsive Teaching.
- 2020-2021: K-12 Monthly PD by Center for Equity and Inclusion; Understanding Racism and Implementation of Equity Lens
- 2021-2023: K-12 PD led by District Equity Team, funded and coached by MCREN.
- 2023-2024: School Culture TOSA - Becca Hart, Homeroom Curriculum



Thank you for your support.

