

Violence Free Schools



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Grounding: Listen & Learn

Opportunity identified by staff, families & students

- **Culture and Climate**
 - Student Behavior
 - Staff Beliefs and Behaviors

“*Students in the hall which could be solved by presence in the halls pushing students to class and incentivizing positive behaviors.*

- Parent

Declaration

We will provide **safe** and **supportive** learning environments where students and staff can thrive together.

Executive Vision & Core Targets



70%+

Target Reduction in
Fights Across All
One91 Schools

90%+

Amount of students
succeeding in the
Tier 1 environment
without intervention.

Our Foundational Commitment

While data indicates physical altercations have steadily decreased across our district since the pandemic, **a single fight is one too many.**

Altercations cause disproportionate disruption, jeopardize staff and student wellbeing, and distort the outstanding educational achievements occurring daily across our campuses.

Strategic Framework & Pillars



1. Explicit Culture

- Unified, visible leadership establishing zero tolerance for fighting from day one.
- Co-hosted secondary town halls, clear staff role definitions, and full PBIS matrix integration.



2. Active Supervision

- Deploying the high-visibility "All in the Hall" approach, monitoring gathering points, and enforcing digital device policies.



3. Early Intervention

- Immediate intervention upon identifying provoking behaviors.
- Requiring same-day caregiver summons, formal written behavior contracts, and continuous monitoring loops.



4. Safe Pathways

- Firm accountability coupled with academic continuity.
- Utilizing Level 4 disciplinary reviews, One91 Virtual Academy off-ramps, and structured re-entry plans.

Strategy: Strong Structures, Clear Communication and Active Supervision

- Strong attention to Policy 503 (Attendance), 506 (Discipline), 524 (Personal Electronic Devices), and 527 (Motorized vehicles on campus)
- Proactive support structures in the classrooms and common areas
- Clear expectations communicated early and often - All In Approach
- Training, Data Collection, Celebrations and Adjustments



Strategy: Early Intervention



Early Warning Detection and Response

We do not wait for a physical altercation to occur. Active supervision and interventions trigger as soon as conflict-provoking indicators are detected.

- 1 **Identification:** Posturing, incitement, verbal threats, or social media harassment identified by staff or students.
- 2 **Same Day Parent/Guardian Emergency Conference:** Parents/guardians are required to report to campus the same day for an emergency conference.
- 3 **Targeted De-escalation:** Administered mediation to resolve the root conflict before returning to class.

Binding Intervention Plans

Formalizing mutual accountability between school administration, the student, and caregivers.

- 1 **Written Terms:** Explicit conditions outlining expected behavior, loss of privileges, and direct consequences for further escalation.
- 2 **Tightly Monitored Feedback:** Scheduled daily/weekly administrative touchpoints with caregiver updates.
- 3 **Dual Oversight:** Joint review of all behavior contracts by Site Principal and Associate Principal.

Response & Safe Re-entry



Level 4 Disciplinary Response

When physical altercations occur, responses are firm, uniform, and calibrated with central leadership to prevent disparate outcomes.

- 📍 **Cabinet-Level Review:** Site principal directly consults with the Director of Student Support / Secondary Education and Assistant Superintendent.
- 📍 **Disciplinary Policy Enforcement:** Rigorous evaluation of district discipline policy options commensurate with the infraction.

Academic Continuity & Re-Entry

Ensuring campus safety without forfeiting student progress or academic credit attainment.

- 💻 **One91 Virtual Academy:** Students may transition to virtual instruction (with caregiver opt-in) to maintain curriculum access while away from the building.
- 📄 **Structured Re-Entry Contract:** Written support plan with clear milestones and scheduled check-ins required prior to physical return.

Strategy: Multi-Tiered Systems Supports (MTSS)



Tier	Target Population	Core Operational Strategies & Interventions
TIER 1: UNIVERSAL Tier 1: Universal & Levels 1 and 2	90%+ of Students All secondary students	• Mandatory term-start Town Halls co-hosted by District Leadership & Principals. • Campus-wide "All in the Hall" active supervision during passing, arrival, and dismissal times, supported by aligned training on implementation. • Strict enforcement of personal electronic device policies & monitored restrooms.
TIER 2: TARGETED Tier 2: Targeted / Level 3	Provoking behaviors Posturing, threats, incitement	• Immediate mandatory in-person summons of parent/caregiver to site. • Administration of formal, binding written student behavior contracts. • Targeted mediation, restorative de-escalation, and scheduled caregiver feedback.
TIER 3: INTENSIVE Tier 3 / Level 4	Physical Altercations Fights or severe disruptions	• Mandatory review with Director of Student Support/Special Education & Assistant Superintendent • Up to 10 Day OSS with investigation for potential expulsion. • Strict, monitored Re-Entry Plan with clear criteria prior to building return. • Special education legal requirements are followed.

Action, Alignment & Accountability



Cadence	Responsible Parties	Reporting To	Key Focus & Deliverables
Weekly	Site Principals & Assistant Principals	Director of Student Support & Director of Secondary Education	Hallway supervision logs, active behavior contract tracking, incident data, and MTSS* tier transitions.
Bi-Weekly (2x per month)	Site Principals	Assistant Superintendent	Macro-level progress reviews, resource and staffing adjustments, systemic trends, and intervention evaluations.
Ongoing	Central Office Cabinet	Site Leadership & Superintendent	Unannounced and scheduled walk-throughs, hotspot supervision, active supervision audits, and direct site feedback.

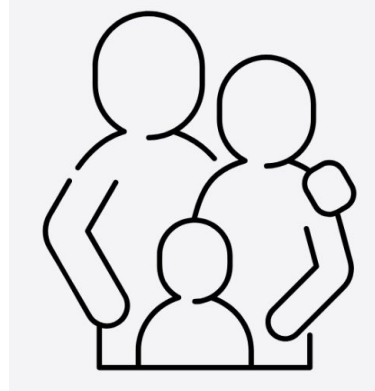
Discussion & Board Guidance

Cultivating Community Buy-in for Sustainable, Systemic Change in 2026–2027



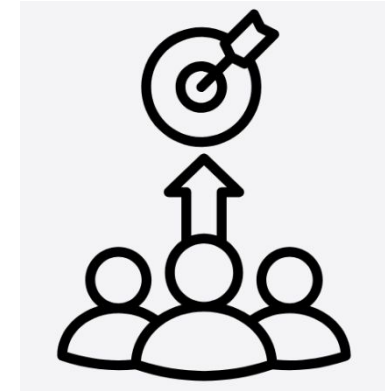
Student Panels

Engaging student advisory councils to assess hallway dynamics, peer culture, and safety sentiment.



Caregiver Forums

Partnering with Parent Advisory Committees and community groups to align home expectations with our violence-free standard.

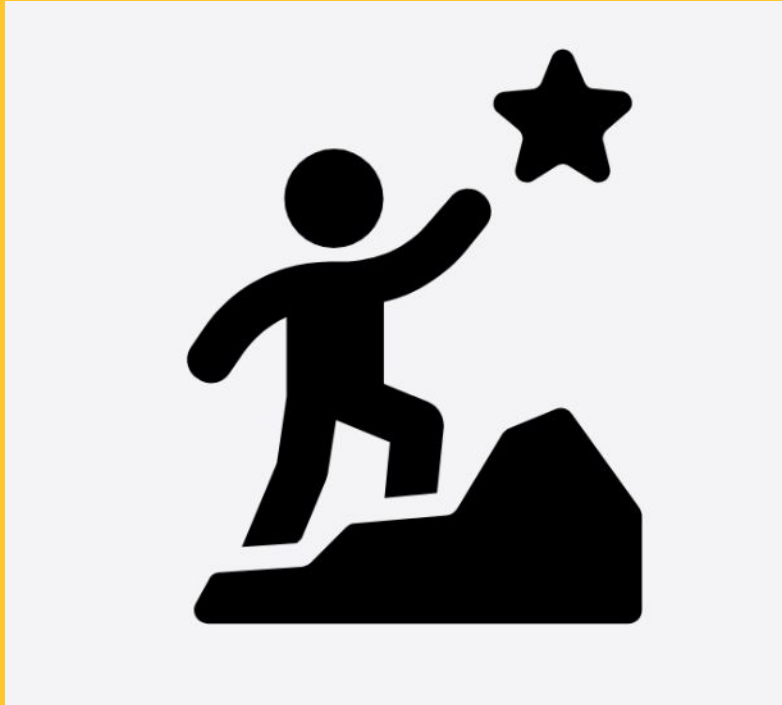


Staff Alignment

Collaborating with labor partners and educators to ensure balanced, equitable supervision workloads.

Thank You

Questions/Comments



**YOU DO NOT RISE
TO THE LEVEL OF
YOUR GOALS.**

**YOU FALL TO THE
LEVEL OF YOUR
SYSTEMS.**

- JAMES CLEAR, ATOMIC
HABITS