

POLICY COMMENTS

1. 9/20/16 In reference to policy number: D402.95 Employee Use of Social Media I understand the need to protect students and employees where social media is concerned, however, in a small community, it is highly likely that an individual will have children and their friends in the district that employs them. I disagree with any policy restricting a parent from communicating with students who are friends of the family because they are not relatives. I believe it would be more useful to define appropriate dialect and hold employees accountable, as adults, for inappropriate interaction. The way this policy is written, there are many employees, who are also parents, who are already in violation. It would be unfortunate to discipline dedicated employees because they are also dedicated parents.
2. 9/21/16 D402.95 Employees who post information on social media that includes.... use of alcohol. I'm sure we will take some photos of our Thanksgiving or Christmas table with my family and there will be wine bottles on the table. I feel confident that the current administration would understand but in the future with a more conservative administration, they could use this policy to remove me. I understand this is a gray area. I wonder what the difference between my 2-3 bottles of wine for a family on Facebook is to someone else's pictures of 6 cases of beer every weekend... Both photos of alcohol on Facebook. If you let one in you probably have to let the other in or deny them both... I don't know. That's a tough one. But that is my concern. Thanks for reading my comment.
3. 9/21/16 Employees who post information on social media web sites that includes inappropriate personal information such as but not limited to: provocative photographs, sexually explicit messages, use of alcohol, drugs or anything students are prohibited from doing must understand that if students, parents or other employees obtain access to such information. I think the above paragraph needs to be clarified. If I am over 21 years of age and have dinner with my family where a glass of wine is present in a photo and we take a picture as a family and post to Facebook the above paragraph implies I will be punished for that. I feel that the entire paragraph is subject to interpretation. If I am in a bikini on a beach and someone finds it inappropriate in their mind, then I can be terminated. We are not having students on our Facebook pages as it is. I just feel like it should clarify what is going to be punishable instead of leaving it up to interpretation.
4. 9/21/16 Policy D402-95 -Professional Communications I agree as employees we need to be professional at all times when it comes to social media. I do not agree with the policy stating an employee can be terminated for posting use of alcohol when they are not friends with students as stated in the policy. I have posted a picture in February of my siblings blowing out candles on their birthday cake and a bottle of wine is in the background. Can I be terminated for this? We are all over 21 and it is not illegal to drink

wine at an Italian dinner. The statement of use of alcohol is unfair for termination, no laws were broken. My suggestion to be would be to change the wording to illegal substance.

5. 9/21/16 402.95. I'm worried about how this will affect friendships of teachers with fellow parents and their kids. If you aren't allowed a personal relationship with people, then how are your kids supposed to make friends and bring those kids around you. The whole prohibited to establish personal relationships could also affect teachers that have callings at church and other places where they need to establish good relationships to learn together. Employee Use of Social Media, Personal Web Sites and Employee-Student Relations Minidoka County Joint School District # 331POLICY NO:D402.95 It says we cannot answer a student's question when they send it to our personal email account. Are we allowed to answer their question - and in the process send an email only to that student - when they write to us at our district email address? It doesn't specifically say and I think it should.

6. 9/22/16 402.95 - I don't see how you can tie someone's personal, legal activities on their own personal time to possible reprimand or termination. Also, if you are a leader in a community organization, you usually contact the kids in your group by text message, this has nothing to do with school business so I don't think you can blanket say you can't text any student in the district at any time for any reason.

7. 9/23/16 Employee Use of Social Media, Student Relations Policy No: D402.95 I have several concerns with the proposed policy concerning employee use of social media and student relations. I completely disagree with no individual contact with a student outside of the classroom via text, social media, etc. First of all you are sending the message that adults cannot and should not be trusted based on the very poor choices of a few individuals that go very public. I think it is imperative for our youth to have positive connections with as many supportive adults in their lives, which may include access to them outside of school. I think it is important to humanize teachers/school staff. I can think of several times my personal kids have been in contact with a staff member and times I myself as a staff member, have been contacted by students. My children are active in sports. Texting their coach individually and having the coach text them individually is necessary and appreciated. Sometimes there are things that need to be said that does not apply to an entire group - such as individual workouts, medical issues, reflection on games, etc. I love the fact my kids can go to their coaches for all kinds of help. I am friends with my children's friends on social media because I am also a parent. I would like to see what they do in their lives. I want to get a better idea of what types of kids my kids are hanging around. My son's friends text me to get a hold of my son because he does not have a phone. My daughter is texted by a teacher in our district because she babysits for her. We have family friends that have kids in school I am friends with on social media. I have had students in crisis that are not at my school contact me through Facebook messenger that need help. I am so thankful that they can get a hold of me and I can be supportive and point them in the right

direction. I hate to think what could happen if a student really needed help and could not trust their family or needed something outside of school hours and could not have contact via social media with staff they trust. With the professional communication piece in this policy, I am concerned that it is implied or stated that I cannot post a picture of me drinking alcohol because students are prohibited from using alcohol. There is a major difference. I am over 21 and it is legal for me and not for them. If I was posting a picture of me drunk or doing a keg; I understand that is not professional. But I have absolutely no shame in being of age, and drinking responsibly and posting it on Facebook. It is my PERSONAL Facebook account. If our students want to partake of alcohol when they are 21 and do it responsibly, then they have every right to. The idea that I should report any employee that violates any part of this policy is childish. I would speak up if I thought a staff member was having an inappropriate relationship with a student only. But I don't need a policy to tell me to do that. Continued education on inappropriate relationships and the slippery slope that leads there, as well as the consequences should be happening, not creating policy after policy after policy. The truth of the matter is no policy will stop a person that is looking for an inappropriate relationship. There are laws in place to protect victims. And most staff, including myself, have liability insurance to protect against accusations.

8. 9/23/16 I need an approved method to communicate remotely with individual students: Either by school email to student school email or remind.com are my recommendations. My program is quite differentiated and there are some special events that some but not all students participate in. I have seen in the news other places where teachers have gotten in trouble for posting pictures to their personal social media and have gotten trouble for drinking alcohol off duty or simply wearing beach attire. I do not like the phrase provocative photos; being in the policy, nor the phrase use of alcohol. Every teacher is over 21 which is the legal drinking age in Idaho. If you must regulate the provocative-ness of photos on personal social media I request that the word provocative be exchanged for something quantifiable and not so subjective.
9. 9/23/16 Policy 402.95 Employee-Student Relations: There are times in my program where one student will be invited to participate in an event. I need to be able to communicate with just that one student about that event. In the past I have used Remind.com. It logs all of the conversation and neither end can delete any portion of the communication at any point. Would this be an appropriate way to contact an individual student? Also I have had many students send me messages on Remind.com asking me specific questions about what they are working on at home for their assignment. I have once again responded using Remind for the purpose of being able to keep a log. The 1st paragraph talks about not having personal relationships with an elementary or secondary student. There are many instances where teachers could have secondary or even elementary friends on Facebook or other social media sites that live in an entirely different area or state because of family and friend connections outside of school. By making a blanket statement that we can't have a personal relationship with any elementary or secondary student that could put teachers in violation of the policy

pretty easily. I fully agree that there shouldn't be any personal relationship with any current elementary or secondary student in the district. Professional communications: limiting adults on what they can post on their own social media accounts outside of school can be over reaching a bit. There are plenty of situations where family pictures could be taken with adults holding alcoholic beverages at a family function. Being over 21 they are fully legal to participate in these kind of activities and it should not have any professional consequences. All of these situations I am referring to would of course be off duty and not connected to any school activity.