

Article 18 - Student Discipline

Each school will develop a discipline plan that is consistent with the provisions of this Article and Board Policy JK and Board Policy JK-R. The School Leadership Team (SLT) will collaborate with the principal on the design and implementation of a prevention, intervention and discipline plan, subject to review by the CSC and faculty, and monitor its effectiveness on an annual basis.

18-1 The discipline plan shall include:

1. Annual training for teachers on the expectations of the plan
2. A full-time staff member, or teacher leader, designated for training restorative support
3. Restorative practices with meaningful training and support for teachers
4. Social-emotional training and equity support practices
5. Identified Tier 1, Tier 2, and Tier 3 support components
6. A designated "behavior specialist" if the school has a high degree of behavioral needs
7. An advisement period that includes social-emotional training for students.

Formatted: Numbered + Level: 1 + Numbering Style: 1, 2, 3, ... + Start at: 1 + Alignment: Left + Aligned at: 0.5" + Indent at: 0.75"

18-1 The parties recognize that a classroom free of disruption is essential for learning. When a teacher judges it necessary to protect the instructional process, he or she may remove a disruptive student from class and refer the student to the administrator in charge or the administrator's designee. As soon as possible the teacher or school principal or designee will contact the parent or legal guardian and request his or her attendance at a conference regarding the removal.

18-2 A behavior plan may be developed at this time, but must be developed after the second removal of the student from the class. The plan should be consistent with the building disciplinary plan that should be determined by the CSC. Conditions under which students will be returned to class after the first or second removal, including the time period which should expire before the student is returned, shall be part of the behavior plan if developed. Development of the plan is the responsibility of the school administrator after consulting with all effected teachers. The student will not be returned to class until a conference has been held with the teacher, principal or designee and student.

18-3 Upon the third removal (with the exception of students with an active IEP), the student may be removed, consistent with the Board policy on student discipline, from the teacher's class for the remainder of the term. Whether the student will be in place in a different education setting, suspended or expelled, will be in accordance with Board policy and IDEA regulations.

18-3-1 In the disciplinary plan, which will be reviewed annually, the CSC will incorporate the requirements of C.R.S. 22-32-109.1 and Board policy concerning disorderly conduct toward, harassment of, and making knowingly a false accusation of child abuse against a teacher. Additionally, the CSC will include measures to ensure the safety of teachers and SSPs.

18-3-2 In implementing the disciplinary plan a teacher shall be protected from civil or criminal liability as provided by C.R.S. 22-32-109.1 (9).

18-3-3 If a principal has evidence a teacher is referring excessive number of students for disciplinary reasons, the principal shall review the classroom practices with the teacher and try to determine if a more preventive approach is possible through change in practice, or if the teacher would benefit from staff development. However, this concern shall not be utilized as a reason for returning a student to class who has been excluded by the teacher without the conference referred to above.

18-4 The Denver Public Schools believes that proper student conduct, reinforced by an effective prevention, intervention and discipline plan, is essential to create and maintain a positive school climate necessary for learning. Denver Public Schools acknowledges the important role and responsibility of teachers in an effective discipline plan. In order to ensure the respect and safety of teachers, the District and the Denver Classroom Teachers Association acknowledge teacher rights relative to student discipline and the District set forth certain teacher rights in Board of Education policy. The District is expressly responsible for taking all necessary steps to protect and ensure the safety of teachers and SSPs. The discipline policy (JK and JK-R) was established in consultation with the Denver Classroom Teachers Association and any amendments or alterations of the policy will include ~~agreement~~collaboration from the Denver Classroom Teachers Association.

DCTA Representative

DPS District 1 Representative

Signature: _____

Signature: _____

Print Name: _____

Print Name: _____

Date: _____

Date: _____