

BOULDER VALLEY SCHOOL DISTRICT RE-2 RESOLUTION NO. 20-33

Addressing Equitable Discipline and Approaches to Student Conduct

WHEREAS, the Board of Education adopted its All Together for All Students Strategic Plan in January 2019;

WHEREAS, the Board of Education prioritized Strategic Initiative 6a, “Define and put into practice culturally responsive principles and best practices that challenge inequity and bias” along with five other strategic initiatives (1a, 1b, 3a, 3c, and 5a) in Spring of 2019;

WHEREAS, the Board of Education prioritized this Initiative in recognition that disproportionality on the basis of race exists in the School District’s exclusionary school discipline and law enforcement agencies’ referrals;

WHEREAS, in the spring and summer of 2020, the Board of Education revised the School District’s discipline policies to establish the expectation that all schools use best practices and culturally responsive principles in order to address this inequity in school discipline, specifically by incorporating a wide range of strategies to support positive student behavior, reduce misbehavior, and maintain a safe learning environment, including conflict resolution, restorative practices, counseling, and structured systems of positive interventions;

WHEREAS, the Board of Education’s revised discipline policies require the generation of data (including quantitative and qualitative measures) that is adequate to permit analysis of the equitable implementation of the discipline code and also commit the Board to reviewing such data annually in order to increase accountability, transparency and communication concerning disciplinary actions in the BVSD;

WHEREAS, the Board of Education requested the development of an Equity Council to advise on the question of staffing SROs and addressing student discipline disparities in schools. The Board heard the Council’s recommendations reached through consensus on October 20, 2020 to end the current school resource officer (SRO) program, to increase BVSD’s internal capacity to manage non-emergency issues and mental health concerns, and to elevate student voices particularly BIPOC and LGBTQIA students in the design and ongoing oversight of school safety and support systems in order to reduce disparities in discipline;

WHEREAS, the Board of Education requested the District Accountability Committee (DAC) to address disproportionality and heard the DAC’s recommendations unanimously approved on October 20, 2020 to end the current SRO program, to expand the District’s use of culturally competent, trauma-informed health professionals (mental health, public health, substance abuse,

etc.) in schools, and to use transparent data to measure the District's progress in reducing disproportionality in discipline;

WHEREAS, the Board understands that prioritizing Strategic Initiative 6a during a time of intensive demands and limited resources, particularly staff time, will slow down or pause and limit investment in other strategic initiatives 1a, 1b, 3a, 3c, and 5a;

WHEREAS, the Board of Education also recognizes the importance of engaging additional stakeholders across the BVSD community in Boulder County and Broomfield County, including students, teachers, administrators and staff, in establishing equitable practices, policies and systems to reduce the disproportionality in student discipline and referrals to law enforcement; and,

WHEREAS, the Board of Education recognizes that ending the current SRO program must be accomplished in conjunction with development of new school safety plans, revised intergovernmental agreements with BVSD's multiple law enforcement agencies, and opportunities for the community to learn about and provide input into those plans.

NOW, THEREFORE, BE IT RESOLVED that the Board of Education requests the Superintendent:

- develop a timeline and budget to accelerate the work of Strategic Initiative 6a, specifically regarding the development and implementation of equitable disciplinary practices by developing a comprehensive plan to reduce disparities in school discipline, including ending the current SRO program
- use a process to develop the comprehensive plan that incorporates diverse voices of administrators, teachers, students, parents, and community partners , specifically including people who are BIPOC, LGBTQIA, and have disabilities
- assure the comprehensive plan incorporates the development of new school safety plans, revised intergovernmental agreements with BVSD's multiple law enforcement agencies, and opportunities for the community to learn about and provide input into school safety plans
- provide quarterly updates on the process to develop the comprehensive plan, and no later than May 1, 2021 in accordance with the Board's normal budget cycle, to present the comprehensive plan, including a target date for ending the current SRO program of January 2022.

NOW, THEREFORE, BE IT RESOLVED that execution of this Resolution is conclusive evidence of the Board's approval of this action.

Adopted this____ day of _____, 2020

BOULDER VALLEY SCHOOL DISTRICT RE-2

Attest:

Tina Marquis
President, Board of Education

Laura A. Shafer
Secretary, Board of Education