

Culturally Responsive Discipline

Addressing inequities within our district is one of the cornerstones of **All Together for All Students** (<https://www.bvds.org/about/strategic-plan>), BVSD's strategic plan. The plan was developed from hours of conversations with staff and families and a deep dive into all of our student data. Those investigations showed that inequities exist not only in BVSD's persistent achievement gap but also in how student behavior is addressed.

BVSD staff have dug in to figure out how to address this issue and determine what needs to be done to reduce disparities in how students are disciplined. BVSD is responding in a number of ways:

Addressing Disproportionate Discipline and Building a Culture of Safety, Respect, and Mental Health

▶ Revising Discipline Practices

To support teachers and administrators in correcting inappropriate student behavior fairly and consistently, BVSD has developed a discipline matrix to identify appropriate interventions and consequences for improper student conduct. The matrix applies to minor issues such as disruptions in class, up to more significant behaviors that would call for more serious consequences such as suspension or expulsion. Teachers and administrators have been receiving training on how to use the matrix as well as in effective classroom management practices, implicit bias and culturally responsive practices. This work is supported at the district level with revised discipline policies and increased transparency and standardization in discipline data collection and reporting.

Accomplishments

Let's find the answer together!

- Board adopted significantly revised Student Conduct and Discipline policies in June 2020

ated systems that generate transparent behavior and discipline data



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- District replaced entire system of coding student behavior and discipline to use clear definitions aligned with federal and state reporting categories
- Created platform (Vizlab, Tableau report) to display conduct and discipline data including on basis of race, gender, and disability
- Developed a **Discipline Matrix** (https://docs.google.com/document/d/1DGiv_SKuGBFyH2CcodHQtyqghNbwsFFMSqDYxJdkXIT4/e
tab=t.0) to identify appropriate interventions and consequences for student behavior in order to align the internal system between people and schools

On-going Work

- Student Conduct and Data Review team (representatives from each school)
 - Pre-training work over summer, all day training in August with over 140 participants
 - Monthly meetings average 130 participants
 - Created quality standards/checks for data
 - Standardizing methods of documenting student behavior
 - Aligning responses to student behavior across people and schools
- Ongoing work to expand use of comprehensive alternatives to exclusionary discipline through culturally responsive and restorative lens
 - Creating a toolbox of alternatives used in schools and are continuing to work to expand its use
 - Providing professional learning in effective classroom management practices, implicit bias and culturally responsive practices
 - Increasing use of restorative practices to address student behavior, including through use of centralized supports while building school capacity

Got a question? 🙋

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▶ **Restorative Practices**



BVSD has hired a new restorative practices coordinator to support, expand, and provide consistency around restorative practices in the district. The goal of using restorative practices is to build a warm and welcoming culture within the classroom that is built to handle the



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[Ym9hcmQvYS1wb2xpY2llcy9wb3N0L2FjLWUyLXNwVwdzY2hvb2xtQgpgWducZGCT_ZWAUhVyYW](http://track.spe.schoolmessenger.com/f/a/GoX0muicTDzL80ohzQ7-jQ~~/AAAAAQA~/RgRiRdBbP0RdaHR0cHM6Ly93d3cuYnZzZC5vcmcvYWJvdXQvYm9hcmQtb2YtYm9hcmQvYS1wb2xpY2llcy9wb3N0L2FjLWUyLXNwVwdzY2hvb2xtQgpgWducZGCT_ZWAUhVyYW)
[E2 \(http://track.spe.schoolmessenger.com/f/a/GoX0muicTDzL80ohzQ7-jQ~~/AAAAAQA~/RgRiRdBbP0RdaHR0cHM6Ly93d3cuYnZzZC5vcmcvYWJvdXQvYm9hcmQtb2YtYm9hcmQvYS1wb2xpY2llcy9wb3N0L2FjLWUyLXNwVwdzY2hvb2xtQgpgWducZGCT_ZWAUhVyYW](http://track.spe.schoolmessenger.com/f/a/GoX0muicTDzL80ohzQ7-jQ~~/AAAAAQA~/RgRiRdBbP0RdaHR0cHM6Ly93d3cuYnZzZC5vcmcvYWJvdXQvYm9hcmQtb2YtYm9hcmQvYS1wb2xpY2llcy9wb3N0L2FjLWUyLXNwVwdzY2hvb2xtQgpgWducZGCT_ZWAUhVyYW)
 or by email to TitleIX@bvsd.org (<mailto:TitleIX@bvsd.org>).

- **Links to resources**

BVSD has worked to make information readily available on the district and school websites, including through the **Sexual Violence, Harassment Prevention and Title IX** (http://track.spe.schoolmessenger.com/f/a/JaQiANF6LCUYY_PCiz0uZw~~/AAAAAQA~/RgRiRdBbP0QyaHR0cHM6Ly93d3cuYnZzZC5vcmcvcGFyZV) **for Students** (<http://track.spe.schoolmessenger.com/f/a/Q79o-GEisNWGeKVtBdz1lg~~/AAAAAQA~/RgRiRdBbP0QyaHR0cHM6Ly93d3cuYnZzZC5vcmcvcGFyZV>) pages.

Read more about BVSD's new Title IX Coordinator (<https://www.bvsd.org/about/news/news-article/~board/district-news/post/bvsds-first-ever-title-ix-coordinator-aims-to-ensure-every-student-feels-safe-by-listening-providing-resources-support>).

► School Safety Advocates

Over the course of 2021, BVSD worked with the community to develop a new position to provide another layer of safety for students. In October 2021, 10 School Safety Advocates (SSA) joined the administrative teams at all district schools. Bringing on the advocates is one step the district took prepare for **ending the current School Resource Officer program in January 2022** ([https://go.boarddocs.com/co/bvsd/Board.nsf/files/BV4RQY692B21/\\$file/Resolution%2020-33%20clean%2011.10.docx](https://go.boarddocs.com/co/bvsd/Board.nsf/files/BV4RQY692B21/$file/Resolution%2020-33%20clean%2011.10.docx)).

This is a student-focused position and the advocates work directly with students to build relationships of trust with the goal of helping kids be safe and feel safe at school. The SSAs also work closely with school counselors, mental health professionals, and Student Services staff to provide full wraparound services where needed. In addition, the advocates interact daily with the school administrative team to understand what concerns or issues there are at the school that are impacting safety or the feeling of safety.

When there are concerns, they work with the school staff to resolve the issues. Although they are part of the administrative team, they are not responsible for disciplinary actions.



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The SSAs also play an important role in the school's emergency preparedness planning and have strong emergency management backgrounds. They assist with emergency preparedness functions and making sure school emergency response teams are well trained, know the plan, and their roles. They will be a liaison with law enforcement when necessary, but will not handle criminal issues.

To prepare for their new roles, the SSAs participated in an extensive, 3-week training program. The program was developed, in part, based on suggestions from BVSD stakeholder groups and included topics such as:

- Mandatory Reporting & Safety Vortex
- Claire Davis School Safety Act
- Anti-bias/Cultural Competence
- Affirming Gender and Sexual Diversity
- CPR/AED/First Aid
- Crisis Prevention Institute training
- Title IX
- Standard Response Protocol/Reunification/Drills/Emergency Management
- Mental Health First Aid
- Restorative Practices
- RISE
- Bullying Investigations
- Safe 2 Tell

Read more about the School Safety Advocates in the Daily Camera

(<https://www.dailycamera.com/2021/11/21/boulder-valley-school-district-school-safety-advocates-start-work-ahead-of-phase-out-of-school-resource-officers/>).

Bullying Prevention

Got a question? 🙋

BVSD has been working in a variety of ways to prevent bullying for a number of years. Since the adoption of All Together for All Students in 2019, the district has taken some significant steps to educate staff and students about preventing bullying and have made it easier for parents, particularly parents of color, to report it. In June 2020, the Board revised its bullying policy to

include a **process for investigating and responding** (<https://resources.finalsite.net/images/v1591815462/bvsdorg/z1kjggmmxe6owigabhoc/JDHB-EFinal.pdf>) to bullying complaints. At the start of the 2020-21 school year, teachers and staff received professional development for bullying prevention. In addition,  **English**  **Español**

prevention have been incorporated into BVSD's curriculum and were rolled out in the fall of 2020. Learn more about **bullying prevention in BVSD** (<https://www.bvsd.org/parents-students/health-and-wellness/health-promotion-and-prevention/bullying-prevention>).

► Mental Health Supports

BVSD has long recognized the need for mental health support for students in schools, even at the elementary level. In 2017, BVSD began the elementary counseling program and expanded the number of mental health advocates in the district. This year, more mental health advocates were hired, bringing the total to 11, and joining a team of 29 counselors at elementary schools. These student support team members work directly with students and collaborate with

teachers and administrators to determine how best to support students. They also collaborate closely with parents and provide resources as well as direct support.

Learn more about what BVSD is doing to support students' mental health (<https://www.youtube.com/watch?v=OhVyfBbYfG8>).

More resources are available **here** (<https://www.bvsd.org/parents-students/health-and-wellness/mental-health>).

► Resilience Training (RISE)

Over the past few years, many BVSD educators have received training in RISE, a whole-school social-emotional learning program that builds trauma-responsive school climates and promotes resilience in staff and students. The RISE approach includes a set of practices and strategies that build students' social and academic competencies. **Learn more about the RISE program** (<https://www.youtube.com/watch?v=VVY9YDGG9z8>).

Let's find the answer together!

► Rethinking Law Enforcement in our Schools



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In November 2020, the Board of Education acted on the recommendations of the District Accountability Committee and the Equity Council and **voted to end the current School Resource Program**

([https://go.boarddocs.com/co/bvbsd/Board.nsf/files/BV4RQY692B21/\\$file/Resolution%2020-33%20clean%2011.10.docx](https://go.boarddocs.com/co/bvbsd/Board.nsf/files/BV4RQY692B21/$file/Resolution%2020-33%20clean%2011.10.docx)). The recommendations came after months of discussion among parents, students, community members and staff in response to concerns shared by families of color that their students do not feel safe with police officers in schools.

Since then, BVSD has been working to revise emergency operations protocols and plans to ensure continued safety. Discussions with local law enforcement agencies to revise Memorandums of Understanding (MOUs) to define what the district's relationship with the agencies will look like going forward are on-going.

Mar. 2021 Update

Boulder Valley School District

Boulder Valley School District Board of E...

May 2021 Update

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Oct. 2021 Update

Boulder Valley School District

Boulder Valley School District Board of Education

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