

July 20, 2016 Board Policy Development Committee Meeting

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2:00 p.m. - 3:30 p.m. - Central Office Room 200

IV-F

131 West Nittany Avenue

State College, PA 16801

I. Call to Order

Ms. Brandt called the Policy Development Committee Meeting to order at 2:05 p.m.

Present: Vernon Bock, Gretchen Brandt, Randy Brown, Mary Jenn Dorman, Dan Duffy, Scott Etter, David Hutchinson, Susan Marshall, Robert O'Donnell, Linda Pierce, Donna Reinhardt, Laurel Zydney

Guest: Jessica Chaddrick

II. School Climate Policy Discussion

Dr. O'Donnell noted that Policy 103 - Nondiscrimination in School and Classroom Practices and Policy 249 - Anti-Harassment / Anti-Bullying Policy are on here. We have discussed the concept of Inclusive Excellence working with students K-12 on race relations and wanted to speak about overall school climate. Mr. Hutchinson added it makes a lot of sense to put Inclusive Excellence under a School Climate Policy. We are required to have a Nondiscrimination and Anti-Harassment Policy so what should the School Climate Policy be? There are examples out there and we could look at these and bring a draft policy for review. It was suggested that School Climate Policy could be 103 and the Nondiscrimination could be 103.1.

Ms. Brandt inquired about what stand alone policies are required? Dr. Etter noted that he knew none that needs to be a stand-alone. We are only required to have a nondiscrimination. Ms. Pierce shared a Google Doc and explained it was a large document with information from several places. Mr. Hutchinson will work with Ms. Pierce on this to bring back to the group.

Policy 249 could also be incorporated into the umbrella policy and work through this. Ms. Knouse has been keeping us on cycle for the every three-year review. Committee members spoke on specific question on the Anti-Bullying part: there are things our policy does not have, under Definition - imbalance of power and Repetition - time and time again. Noted all types of bullying and *Social Bullying*, which we do not list and provided examples. Committee member noted stories of social bullying and not well taken care of. Social Bullying is exclusion and geared toward middle level or high school, but not as much in elementary... leaving someone out on purpose. For School Climate, there are behaviors that are not acceptable. Do we really want to attach consequences to social? Anti-Harassment gears towards consequences for behavior and could stick consequences to everything that is bullying. It paints a picture that this is not acceptable as well as the follow through. The social piece is a little different due to being intentional, and not verbal but through electronic or cyber bullying. Whatever is written here is not helping to prevent and should this be changed to be clearer.

This is a very legal document - Title 7 and Title 9 document. This is weak compared to what is required by the state, however, bottom of page three states "will not be tolerated." Dr. O'Donnell asked if we want to better clarify, it is reasonable to do, can look at guidelines and evidence where we are with this. Elementary and middle level counselors are often involved, social happens out of nowhere, and will exclude. Also known as relational aggression and takes a long time to see. Also need the policy for going into the future, belongs in a policy but not sure this one, the he said / she said, and kids can over interpret what is going on, increased supervision would be most helpful, as we update policy the need to communicate to parents, and an explanation of imbalance in power was provided.

Dr. O'Donnell spoke about explicit policies and our policy speaks to many differences. Is it the desire to have a separate policy to what is listed? Race is identified pretty clearly and the climate piece could clarify along with Inclusive Excellence. Committee member replied that we have a policy and it has not fixed the problem, can involve the discipline system, which of the 11 would be the stand alone, and how would that policy be any different than any other? Policy can be global but have specific differences in the guidelines, does not see this as a guideline issue, the will do might make the difference. We will send out a message if we have a stand-alone policy, than not and could be perceived differently. Group discussed: the seven items listed. When first adopted - sexual orientation was not in this, we are doing something and need to communicate better, could consider "Title" of the policy, have a proactive response for Inclusion of every student, this goes beyond race and our actions need to be broader than that alone. Inclusion is for everything. There was no thought to get rid of any policies, but have an **umbrella policy** with these under. All were fine with this and would look to see where this would best fit or cross over in the 100 and/or 200 Policy Group.

III. **209.2 Head Lice** (last updated 10/10/11)

Dr. O'Donnell noted the new ruling is to keep students in school until the end of the day and not send home. This could be disruptive, when it spreads and they are including lice and nits. The current policy and a revised policy were provided for members to review. This is apt to happen more in elementary and Ms. Pierce noted that the idea is to make the policy more concise. The current language was struck and new language italicized. The second page provided the guidelines. She referenced DCD and APP, which say that nits are not a problem, do not spread and do not immerge into lice. Committee members discussed: The multitude of treatments, how can we be sure a treatment was done, thought the key was to get rid of the nits, like the idea that nurses show parents how to do, nurses are recommending not to send home, sending home is a strong message to parents, and the view on this is not to interrupt the individual child's education that has the lice. Should say the Certified School Nurse or Healthcare Practitioner. Thinks if there are live bugs - send home, and if there are nits, make a call home. It says they can come back once they had a treatment, the expectations around nits and three changes to guidelines: 1) Proof of Treatment, 2) Exclude from School Bus, 3) #8 - three cases and report to CYS (is really a cooperation piece and should be underscored). Will bring back next month.

IV. **123 Athletic Programs** (last updated 3/12/01)

Dr. O'Donnell asked if there were any components to reflect on or refine? This policy has not been refined since 2001. Administration wanted to do changes regarding the "Chain of Communication," the importance of parent education and involvement, this really talks about kids progress, what about the backdrop things of family, athletic director and coaches. Needs to speak to clear expectations, the chain of communication, and communication with students and parents. The expectations for opportunities and expectations for communication and parent sign-off might not need to be in the policy but the guidelines. Next Steps:

Look to add a sentence that coaches will include communication.

Adjust this and send to committee to review, and then take to full Board.

Reminder that the guidelines do not need to go to the Board but can be shared.

V. **211 Student Accident Insurance** (new policy)

Mr. Brown noted that revisions were made and this will be going to the full Board at the July 25 meeting for information/discussion. Red means deleted and green represents additions. Any student is eligible for this. This plan has never covered for football but is good for all day long and/or for extra activity. Discussed: This being meant to be an offering or is it required, would rather have it say the "District" than "Board," and Mr. Brown explained the need to keep "Board" due to they are the ones offering.

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Mr. Brown is doing a cover memo that will provide a full explanation so this will be clear. Committee member added that there should be a separate note to designate Zurich Insurance Company and Mr. Brown will do this.

VI. Future Meeting Agenda Items

Dr. O'Donnell noted that the following items would be reviewed over the next meetings.

- Local Board Procedures - 000 Group
- Policy 216 - Student Records
- Policy 800 - Records Retention
- Policy 905 - Citizens Advisory Committee
- Memorials (requesting new policy; related policies below)
 - 913.2 Recognition For Gifts
 - 913.3 Gifts to the District

From this meeting, the following policies will be brought back: Climate, Head Lice and Athletic piece.

The next meeting of the Policy Development Committee is Wednesday, August 17, 9:00 a.m. in Room 200 of the 131 W. Nittany Avenue building.

VII. Public Comment

Jessica Chaddrick spoke on cyber bullying and there being no tolerance for bullying. Our policy doesn't state what cyber bullying entails and it is really big right now. We may want to make sure it is addressed.

VIII. Adjournment

Ms. Brandt adjourned the Policy Development Committee meeting at 3:34 p.m.

Submitted by,

Mary Jenn Dorman
Board Secretary