# SCC & Bullying Policies

Proposed Revisions for SY22
Date: June 23, 2021

- *Corinne Salter, Student Committee Co-Chair*
  Graduating Senior, Whitney Young High School

- *Hellen Antonopoulos, Executive Director*
  Office of Social & Emotional Learning

- *Jadine Chou, Chief - Office of Student Safety & Support*

- *Camie Pratt, Chief Title IX Officer*
  Office of Student Protections and Title IX
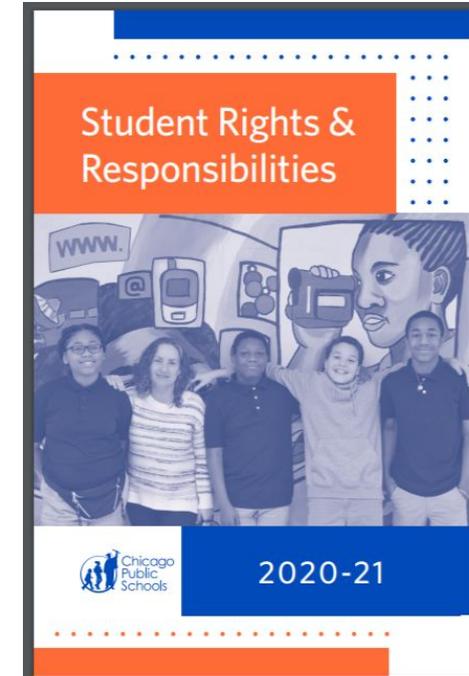
SCC Review 2021:
Student Leadership

CPS STUDENT ADVISORY COUNCIL

- Students developed and presented SCC review recommendations to Dr. Jackson

- Summer/Fall 2020: Student Co-Chair Cori Salter (WYHS/SAC)
  - Worked with OSEL to develop SCC policy review process
  - Weekly Co-Chair meetings

- SAC action steps determined the SCC review process with focus on racial inequity and bias

CPS STUDENT ADVISORY COUNCIL

Delaiah Amerson
Devry HS

Omolara Atoyebi
Wendell Phillips HS

Owen Charles
Jones HS

Jakee Elliott
Harlan HS

Lissette Estrella
Prosser HS

Sofia Fatima
Amundsen HS

Xavier Garza
Ogden HS

Tia Hawthorn
Lane Tech HS

Meredith Joncha
Lindblom HS

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Westinghouse HS

Katelyn McBride
Kennedy HS

Amoni Midderhoff
Goode HS

Layan Nazzal
Taft HS

Cassius Palacio
Brooks HS

Guadalupe Quinones
Northside College Prep HS

Yarelis Ramos
John Hancock College Prep

Jorge Saldana
Curie HS

Corrinne Salter
Whitney Young HS

Javier Silva
Von Steuben HS

Judai Smith
Kenwood HS

Matthew Sung
Northside College Prep HS

Erica Taylor
Morgan Park HS

CPS Student Advisory Council 1

Chicago Public Schools

SCC Stakeholder Review SY21

- Annual Review Process
  - SY21 Inclusive Partnership Expansion

- Centered on Student Leadership
  - Student Advisory Council Review Framework
  - Student SCC Co-Chair & Task Force

- School Staff Committees
  - PAC-directed outreach: Admin Committees HS/ES
  - Discipline Lead Committees & PLCs - ES and HS
  - Teacher Committee (collab. w/ CEO team)

- Parents: LSCAB sessions and COFI Power PAC review sessions

- Focus on external district review & nontraditional data

Central Office Teams: Primary Partnerships

- Equity Team
- Safety & Security
- Office Of Student Protections/Title IX

Proposed Revisions

Proposed SCC Revision for 2021 Board Approval:

Based on stakeholder review & feedback, key focus areas for SY22:

1. **Revise Police Notification Guidelines** for clarity and increased support for students, parents, and staff

2. **Remove the use of criminalizing language from SCC codes**

3. **Revise SCC Codes for Bias-Based behavior**

4. **Revise Anti-Bullying Policy** to better respond to Bias-Based and Discrimination behaviors
   ○ **Re-title policy:** "Addressing Bullying and Bias-Based Behavior"

Stakeholder Feedback

1. **Police Notification Guidelines (see current policy, pages 8-9)**
   - Current guidelines very unclear and can introduce potential bias and inconsistency
     - "Emergency" not defined and leads to uncertainty, unneeded 911 calls
     - No guidance for consultation support for administrators
     - Parents/student unclear about their rights or what to expect (esp. parent notification/presence)
     - Table of "criminal" behaviors can lead to unnecessary calls

   - Not compliant with new state law regarding school-based police interaction

   - Admin need protocol steps, clearly stated procedures

Proposed Revisions

1. **Revise Police Notification Guidelines Revisions**
- Increased clarity by adding specific protocol for police notification
  - Clear definition of what constitutes "emergency" police notifications
  - Additional consultation support for administrators through the OSSS Student Safety Center, connection to healing support
  - Decrease inconsistency, potential bias and use of criminalizing language

- Ensures compliance with 105 ILCS 5/22-85
  - Expanded parent notification procedures
  - Requirements for student/police school interactions
    - Clinicians must be present for interviews (if no parent present)
    - Focus on student rights/advocacy

- Student Support if Arrest Made
  - Staff accompaniment if parents not present for arrest (r/t ambulance protocol)

Stakeholder Feedback

- CPS Students, Parents, Staff said:
  - "Criminal" frame and use of criminal law terminology is not appropriate for children (e.g., "assault", "battery", etc.)
  - Use of criminal terminology to describe children's behavior contributes to implicit bias and overuse of school exclusion or police

- External legal entities (e.g., Chicago Lawyers Committee For Civil Rights, Equip for Equality, etc.) recommended removal

- Other large districts (e.g., NYC DOE) have removed criminal terms from their student discipline codes

Proposed Revisions

2. **Remove Criminalizing Language**
   Remove majority of explicit criminal justice terminology from SCC policy and code groups

   - Remove terms like "assault" (SCC 4-3), "aggravated assault" (5-1), "battery" (4-5, 5-12), and "aggravated battery" (6-8) from SCC codes and Police Notification Guidelines
   - Replace with clear language that already exists in the codes that adequately describe the actual behavior without using criminal terms

Stakeholder Feedback

Bias-Based & Discrimination Behaviors

- Increased Focus on Inequity: Bias-based harm can significantly disrupt school functioning and feelings of safety
  - More focus on harmed parties needed
  - Investigation requirements are not clear or transparent
  - Administrators need guidance and resources for investigating & responding to community needs

- Bias-Based Behaviors are not well-defined/captured in Anti-Bullying Policy or SCC Codes
  - Unclear language in 3-4 - leads to inappropriate assignment
  - No clear higher-level code to capture most harmful discrimination
  - Anti-Bullying Policy does not clearly cover bias/discrimination

Proposed Revisions

3. <u>Revise SCC Codes for Bias-Based behavior</u>

- Revise SCC codes that address bias-based and discriminatory conduct in Group 3 (3-4) and Group 5 (5-4)
  - Alignment with the CPS Non-Discrimination Policy
  - Align with new protocols for OSP oversight for investigating added to Anti-Bullying Policy (Addressing Bullying & Bias-Based Behavior)

- Provides more clarity for students, parents/guardians, and staff when classifying the full spectrum of bias-based behaviors and deciding consequences/interventions

Proposed Revisions

4. **Revise Anti-Bullying Policy to better respond to Bias-Based and Discrimination behaviors**
    - **Re-title policy: "Addressing Bullying and Bias-Based Behavior"**
        - Clearly recognizes bias-based behavior
        - More transparency and clarity in how schools in CPS should respond to discrimination and bias-based conduct
    - **Revised definitions for bias-based and discriminatory behavior**
        - Increase clarity and alignment with CPS Non-discrimination Policy
    - **Add clear, transparent protocol** for administrators when responding to allegations of bias-based behaviors
        - Behaviors will now be covered for investigation oversight and support by OSP to ensure consistency and best practices to address harm