

JIC-R Providing a Safe and Caring School Environment- A Code of Conduct for the Pine Creek School Division

Student Discipline

Schools will incorporate a continuum of supports including positive and preventative approaches and strategies, as well as consequences corresponding to the nature, severity, and frequency of the behaviour or infraction. The consequences are to be considered in conjunction with the age, grade level, exceptional learning needs, and other factors affecting the individuals to whom this process is applied.

The Division's focus will be on preventative, proactive measures to teach respectful and responsible behaviour. It is recognized that, on occasion, it will be necessary to address disrespectful and irresponsible behaviour through disciplinary policy and procedures. Consequences for disrespectful and irresponsible behaviours will be based on individual needs, the degree of the problem and the need to maintain a respectful learning environment.

Policy on student discipline will be communicated to school division staff, parents, and students at the beginning of each school year or upon the registration or enrolment of new students during the year.

Principles

1) Rights

Foundational to a safe and caring learning community, are the rights of all members to:

- a. be safe
- b. be accepted and treated with dignity and respect
- c. learn and teach without interference

2) Responsibilities

Membership in a community comes with responsibilities. It is expected that all learning community members (students, staff members, parents and other adults on site) will accept responsibility for their behaviour to foster a safe, caring and productive learning community.

It is the responsibility of all individuals to ensure that their behaviour, individually and collectively, does not infringe upon the rights of others. Consideration for the safety of others is the responsibility of each member of the learning community.

3) Respect

It is expected that all learning community members will exhibit behaviour that shows respect for the rights, property and safety of themselves and others.

The above principles are supported by the Education Act under several sections including the Preamble and those pertaining to the duties of students, parents, teachers, superintendents and support staff.

The Code of Conduct applies to participation at school, at school activities, school sponsored activities and School Division activities and sponsored activities. It also applies to community behavior, including conduct on the internet, that impacts the learning community.

Individuals or groups violating these principles become subject to a range of appropriate responses as defined by the Pine Creek School Division's Code of Conduct.

Students are responsible for:

- complying with the Code of Conduct of the Pine Creek School Division and its individual schools
- showing respect for the rights, property and safety of themselves and others
- respecting and appreciating the diversity of all school members regardless of their race, culture, ethnicity, gender, sexual orientation, age and ability
- expressing themselves with socially acceptable language and behaviour
- exhibiting behaviour that avoids all forms of intimidation, harassment, racism, and discrimination
- dressing in accordance with school dress standards
- treating school property and the property of others with a reasonable standard of care
- respecting the responsibilities of all school members in exercising their duties
- promoting positive behaviour through the avoidance of all types of violent acts
- attending classes, activities and events and being prepared and punctual
- showing courtesy and respect for the rights of all people in the school and in the community
- showing respect for school property and the personal property of others
- demonstrating behaviour that contributes to an orderly, supportive, and safe learning environment
- resolving interpersonal conflicts and difficulties through discussions or by seeking assistance from school personnel
- developing self-discipline

Staff Members are responsible for:

- following the requirements of provincial law and regulations, following the requirements of divisional policies regarding responsible professional behavior and, for professional staff, subscribing to the tenets of the Manitoba Teachers' Society Code of Professional Conduct
- treating parents, students, and fellow staff with dignity and respect at all times
- participating and cooperating with parents and other school staff in the development and implementation of plans to address the learning needs of their students
- communicating information about student progress, attendance, and behaviour to students, parents, and administration
- establishing and maintaining a safe, secure, non-threatening learning environment
- providing a positive role model for students
- providing an environment that promotes self-esteem and self-discipline

Parents are responsible for:

- instilling basic values and responsibilities in their children
- treating staff with dignity and respect at all times
- following established protocol in expressing concerns about individual staff members
- participating and, in conjunction with school and Divisional personnel, cooperating in the development and implementation of plans to address their child's learning (academic, social, emotional, behavioural) needs
- ensuring that their child attends regularly and punctually
- maintaining regular communication with their child's educational progress as necessary
- demonstrating support for the school by attending events and meetings and offering constructive input
- problem solving in a manner respectful of all involved

Parents' responsibilities are in accordance with The Public Schools Act, The Child & Family Services Act and the obligations outlined therein.

Summary Table for Discipline

Concerning Behaviour	Description	Range of Consequences	Probable Consequences for first Time Offence	Other Policy/ Regulation for referral
Drugs, Alcohol	Using, possessing or being under the influence of alcohol or illicit drugs at school or at any school-sanctioned activity is unacceptable.	Suspension to expulsion	Suspension – In-school or out of school determined by the school administrator; Parent/Guardian Meeting; substance abuse counselling	JIC-E
Tobacco	No student shall smoke, chew, or otherwise use tobacco on Division property.	Conference to Suspension	Conference/Counselling; Parent/Guardian contacted	ADC
Assault	Bullying, or abusing physically, sexually, or psychologically – orally, in writing or otherwise – any person is unacceptable.	Conference/Counselling to Suspension/Expulsion	Parents/Guardians meeting; possible suspension; Counselling	ACFA, GBAA, GBG, GBGB, EBCC
Discrimination	Discriminating on the basis of any characteristic set out in subsection 9 (2) of <i>The Human Rights Code</i> is unacceptable.	Conference/Counselling to Suspension/Expulsion	Parents/Guardians contacted; Conference/Counselling	AC, ACE, ACFA
Theft	The unauthorized taking, or using of another's property is unacceptable.	Restitution to Suspension	Parents/Guardians Meeting; Repayment/Restitution of loss; Counselling; possible law enforcement involvement at school discretion	JIC-E, ACFA
Scholastic Dishonesty	A student shall not engage in academic cheating. Cheating includes, but is not limited to, the actual giving or receiving of any unauthorized aid or assistance or the actual giving or receiving of unfair advantage on any form of academic work. A student shall not engage in plagiarism, which includes the representing the thoughts and ideas of another person as their own.	Conference to Suspension	Parent/Guardian Meeting; Loss of school privileges; Repeat of assignment	IKA, IKEA

Disruptive Behaviour	Student behaviour which negatively affects the learning of other students is unacceptable.	Conference to Expulsion	Conference with teacher or principal; loss of school privileges; Parent/Guardian contact	GBAA, GBG, ACFA, EEAEG
Student Dress	Students are required to dress appropriately for school activities. Schools may, in the interest of safety, prohibit students from participating in certain activities if students are not wearing appropriate clothing. Appropriate clothing is required for academic classes, consistent with the standards of the community. Clothing that exhibits sexual (explicit or implied), offensive, discriminatory or profane messages or logos is unacceptable. Clothing that promotes drugs, alcohol, tobacco or gang involvement is unacceptable.	Conference to Suspension	Conference with Principal; Cover or replace inappropriate clothing item; Parent/Guardian contact	GBEBA/JIC-R
Weapons	Possessing a weapon, as "weapon" is defined in section 2 of the <i>Criminal Code (Canada)</i> is prohibited.	Suspension to Expulsion	Violent Risk Threat Assessment Protocol will be initiated	ACFA, EBCC, JIC-E
Vandalism	The damage or defacement of buildings, grounds, equipment or property of the Division, Division personnel or of another student caused by deliberate, malicious, or reckless behaviour is unacceptable. This would also include damages or defacement of another's property while on Division property, or at a school-sanctioned activity.	Conference to Expulsion	Parents/Guardians Meeting; Repayment/Restitution of loss; Counselling; possible law enforcement involvement at school discretion	GBGB, AC, ECAF, GBAA, EEAEG
Gangs	Gang involvement, including wearing clothing that is identified with gangs, on Division property or at any school-sanctioned activity is unacceptable.	Conference to Expulsion	Parents/Guardians Meeting; Counselling; law enforcement involvement at school discretion	JIC-E

Information Communication Technology	Students are expected to adhere to the policies respecting the appropriate use of electronic mail and the Internet. The accessing, uploading, downloading or distributing material that the school has determined to be objectionable is unacceptable.	Conference to Expulsion	Parents/Guardians Meeting; Loss of Technology privileges at school; Counselling; possible law enforcement involvement at school discretion	IJNDA, JICJ, ACFA, GBEBD
--	--	----------------------------	--	--------------------------------

Summary of Consequences

Students and parents can expect that as the incidence of misbehaviour of any given child increases in frequency and/or severity, intervention will normally go through a continuum of varying consequences as outlined below. In the case of serious violations of expectations the sequence of involvement will be accelerated at the discretion of the principal, and superintendent and/or school board where necessary and/or prescribed by policy.

The following are examples of consequences and/or strategies that may be considered in response to inappropriate behaviour:

- informal interview with student(s)
- formal interview with the student
- teacher/student/principal interview
- phone call home by teacher or principal
- interview with parents
- involvement of school counselor
- involvement of mentor
- peer counseling; peer mediation
- time out, a "cooling off" period
- withdrawal of privileges
- withdrawal from course because of poor attendance
- making amends (restitution) either monetarily or through school-based community service
- implementation of a behavioural or performance contract
- involvement of school division clinicians and/or student support services staff; involvement of community agencies, including police
- out-of-school suspension
- Individual Education Plan (IEP); Behaviour Intervention Plan (BIP)
- alternative educational settings
- out of class, in-school suspension
- immediate suspension of up to 5 days to secure safety before broadening any response
- suspension for the remainder of the school year
- expulsion; involvement of the school administration, Superintendent and Board of Trustees is required for expulsion to be determined an appropriate response
- discipline learning assignment
- parental involvement in modifying student's behaviour
- student detention
- Threat Assessment
- Emotional and intellectual curricular exercises eg. Mediation, role play, empathy building exercises

Threat Assessment

A threat is an expression of intent to do harm or act out violently against someone or something. Threats may be verbal, written, drawn, posted on the Internet or made by gesture only and may be direct, indirect, conditional or veiled. All threats will be taken seriously and evaluated. High risk student behaviours shall be reported to the Principal (or designate) who will then activate the Threat Assessment protocol. The school based Threat Assessment Team will assess the level of threat and student(s) who has made the threat to evaluate the likelihood that the threat will actually be carried out. Information to assist in the evaluation of the threat can come from teachers, staff, other students, parents and other sources such as Police or mental health specialists. Based on the results of the evaluation, an intervention plan will be developed. *Further detail is provided in Policy EBCC, Violent Threat Risk Assessment.*

In addressing misbehaviour, Pine Creek School Division expects that responses shall

- ❖ be logical, realistic, and timely
- ❖ be appropriate for the student's stage of development and considerate of the student's special needs
- ❖ reflect the severity of misbehaviour and take into account the frequency, duration, and intent of the misbehaviour
- ❖ be chosen primarily to restore safety and order
- ❖ make sense to the student as much as possible
- ❖ enable students to generate appropriate responses and solutions

Student Suspension/Expulsions

Schools will keep records on the nature and duration of all suspensions, both in-school and out of school.

Schools will offer and arrange alternative programming for students who are suspended for more than five days.

A written plan will be developed for students who are suspended out of school more than two times during a school year.

Teachers- have the right to suspend a student from the classroom (in school suspension only) for a period not exceeding 2 days for conduct the teacher considers to be detrimental to the classroom learning environment, and for behaviour that contravenes the school's code of conduct. The school board may limit a teacher's right to suspend.

Principals- (or designate) have the right to suspend a student from school for up to 5 days for conduct the principal (or designate) considers injurious to the school's welfare or educational purpose.

Superintendent- (or designate) has the right to suspend a student from attending school for up to 6 weeks.

Suspension Procedures:

Any teacher who suspends a student from class must immediately inform the principal and promptly document the incident.

The principal shall ensure that:

1. The parent/guardian is promptly informed of the suspension and the reasons for it.
2. A letter which outlines the reason for the suspension is to follow within 24 hours.
3. Repeated suspension of a student from a teacher's classroom will result in a written plan to manage the behaviour.

4. The Superintendent is to be notified of all suspensions within 24 hours and is to receive a copy of the letter of suspension. Notification is to include the name of the student, the length/period of suspension, and the acts for which the pupil is suspended.
5. The bus garage is notified of all out of school suspensions which involve bus students.
6. The Superintendent will inform the Board of all suspensions.

Appeal Process:

In the case of any student suspension, the student and parent(s) have the right to appeal the suspension to the school Superintendent. The Superintendent will review the suspension and confirm, modify or cancel the suspension. The student and parent(s) will be notified in writing of the Superintendent's decision. If the student or parent disagree with the Superintendent's decision they have the right to appeal to the school board. Appealing a suspension to the Superintendent or to the school board does not necessarily delay the commencement of a suspension.

Corporal Punishment

The use of corporal punishment as a form of discipline is not permitted in any of the schools in Pine Creek School Division.

Procedure for Handling Contraband in Schools

Contraband – is any article or substance, which the Principal considers to be injurious to the school's welfare or educational purpose of the school. This might include: alcohol, drugs, tobacco products, "vaping" products, weapons, or visual, auditory, or print material that is sexual (explicit or implied), profane, offensive or discriminatory in nature. It may also include stolen property.

- Employees of the Division have both the right and responsibility to seize contraband found on school division property or at any school-sanctioned activity.
- If the substance is illegal, or if the student is not old enough to possess the substance, the RCMP are to be informed.
- All seizures are to be reported immediately to the Principal.
- A Contraband Seizure Form is to be completed by the employee making the seizure.
- The contraband substance as well as the Contraband Seizure Form is to be given to the Principal. If the substance has been handed over to the RCMP, only the form is to be provided to the Principal.
- The Principal will ensure that the substance and form are stored in a secure location.
- A copy of the form is to be forwarded to Division Office.
- After 30 calendar days, if the matter has been closed, the Principal is to dispose of the substance. A completed copy of the Contraband Seizure Form is to be forwarded to Division Office.