

<p style="text-align: center;">1</p> <p style="text-align: center;">Code of Conduct Training</p>	<ul style="list-style-type: none"> · Leadership Launch – All school-based leaders should be thoroughly trained on the Code of Conduct (COC) · Training of the COC should be incorporated into the New Teachers Institute orientation this summer · Using a <i>Train the Trainer</i> model we recommend that all staff, students, faculty and admin will be trained. (This includes anyone in the school who interacts with students – all must be trained) · Students who are trained and become trainers should receive service-learning hours. · Infuse mental health indicators and strategies into the training for the COC to include interventions, restorative practices, mindfulness training conflict resolution and social emotional learning · Reinforce, reactivate and/or reinstitute PBIS into schools to serve as a “Code of Good Behavior” supported with community partners and sponsors to help provide incentives · Training should include a pre and posttest for all participants · As regular reinforcement, there should be COC activities done on a weekly basis (facts, scenarios, etc.) · When incident reports are composed, all parties must be clear about the infraction and its consequence, as documentation that the COC has been followed.
<p style="text-align: center;">2</p> <p style="text-align: center;">Personal Development Training for Students</p>	<ul style="list-style-type: none"> · Incorporate character education lessons for students to equip them with strategies and/or tools to make better decisions. · Provide workshops /sessions on the following topics: work ethics, goal orientation, identity training, manners and interpersonal skills, money management, obtaining resources, learning to code switch, etc. · Incorporate Social Emotional Learning to help them learn to manage emotions, problem solve and manage behavior <p><i>*Each school can determine how to most effectively implement this type of training for its student population. The team felt that it was necessary to provide students with tools to help them function more productively in a digital age.</i></p>

<p style="text-align: center;">3</p> <p style="text-align: center;">Reinforced Professional Behavior (Self –check and Self – Management for Teachers & Staff)</p>	<p><i>*Teachers and staff must be more mindful when dealing with each other, students and parents. Consistent professional behavior is of the utmost importance. It could potentially stave off incidents of intended or provoked violence. Remember we are a customer service entity.</i></p> <ul style="list-style-type: none"> · All teachers should engage in culturally responsive pedagogy to better understand their students. · All teachers, and staff should be introduced to and engage in trauma informed teaching and interaction. · All teachers and staff should be versed in appropriate restorative practices techniques. · Remember, when possible, one on one attempts to converse with students may solve issues and potential problems.
<p style="text-align: center;">4</p> <p style="text-align: center;">Rights & Responsibilities of Parents</p>	<ul style="list-style-type: none"> · Parents should also be trained in the COC. Incorporated in that training, should be the techniques that BCPSS school personnel will be trained in as well. (de-escalation and conflict resolution techniques, SEL, etc.) Our hope is to bring the school and the parents together so that the students get the benefit and we are helping each other. · We are proposing that the training meetings take place monthly and that there are options for attendance. (making it convenient for parents to attend) In addition, we would like to have community organizations and churches in the community involved as well. <p>Parents need to have the ability to question and appeal the disciplinary process. This can more effectively occur once they are aware of the process and what it entails.</p>
<p style="text-align: center;">5</p> <p style="text-align: center;">Principal Mentoring</p>	<ul style="list-style-type: none"> · Principals should perhaps join the ranks of other professionals on their level and be assigned or obtain a mentor. Many principals would benefit from the expertise and experience of another more seasoned professional. It is our hope that those who need to will learn to use the best discretion and discernment when dealing with disciplinary issues. <p>It is highly recommended that principals be held accountable for making sure that there is a robust effort in making certain that the training takes place at the school.</p>

