



Poway Unified School District

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2022-2023

PUSD Discipline Training

Veteran Administrators

September 2022

Veteran Group



Poway Unified School District

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The Student Attendance and Discipline Office supports PUSD with Attendance, Discipline, Title IX, PBIS, Intra and Inter-District Transfers, Records, Custody, OCIS Contracts, Section 504s, and more.

Jamie Dayhoff, Director

Priscilla Sanchez, Administrator on Special Assignment

Gloria Tran, Attendance and Discipline Specialist

Sarah Cockrell, Attendance and Discipline Specialist

Stephanie Good, Attendance and Discipline Office Assistant



September 2022

A & D Team



AGENDA

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A. PROACTIVE SUPPORTS

Identification of students with disabilities and supports

B. OTHER MEANS OF CORRECTION

Hate Behavior Intervention

Teen Recovery Center

Other Means of Correction (OMC) Contracts

Trauma Informed Approach

C. DISCIPLINE SCENARIOS

D. OPEN DISCUSSION AND QUESTIONS

E. DISCIPLINE PROCEDURES BRIEF OVERVIEW

September 2022

Today



Proactive Strategies

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Positive Relationships

Positive Behavior Intervention Supports

Behavior Reports

Classroom Expectation Meetings

School wide Assemblies

Parent Information

Classroom Circles

**STUDENT IDENTIFICATION and
SUPPORTS**





Proactive Strategies

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STUDENT IDENTIFICATION and SUPPORTS

Tiffany King
Special Education Director, Secondary

September 2022

Identification and Supports



Other Means of Correction

Education Code 48900.5

Intent of the law regarding suspension and expulsion §48900.5

Suspension — including supervised suspension — shall be imposed only when Other Means of Correction (OMC) fail to bring about proper conduct.

It is important to document (in Synergy) OMC taken in response to first offense violations.

OMC — should be responsive to the misdeed and documented in real time.

A student — including students with exceptional needs — may be suspended for first offense violations of §48900(a), (b), (c), (d), or (e) or any other §48900 if the pupil's presence causes a danger to persons.



OTHER MEANS OF CORRECTION

North Inland Teen Recovery Center

Sindia Zamarripa
Lead SUD Counselor

Eliza Reis
Program Manager

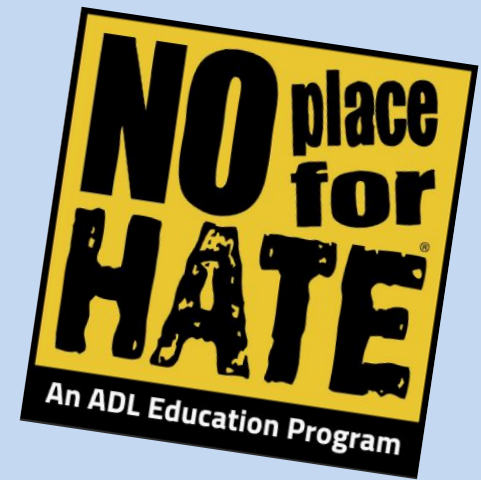




OTHER MEANS OF CORRECTION

Hate Behavior Restorative Course

Jennifer Cook
PUSD High School
Interventions Tosa





Restorative Practice in PUSD

Restorative Practice : a powerful approach to conflict resolution that focuses on repairing harm through inclusive processes that engage all stakeholders. Implemented well, RJ shifts the focus of conflict resolution from punishment to learning and from the individual to the community.



STEPS:

- **Course is Assigned** as a consequence to a hate behavior incident.
- **Contact Canvas Course Facilitator** (*Currently Jennifer Conlon) Student ID needed to add into course.
- **Site Designates an Adult Supervisor/ Time/ Place to complete course:**
 - 1st choice is 5 consecutive days with an AP, Counselor, or Student Services Coord. 1 hour each day after school.
- **Student completes Day 1 - Day 4**
 - Daily written responses shared by Course Facilitator to Supervisor.
- **Day 5: Restorative Chat/Circle** *Site may also decide to assign additional resolution tasks.



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- **Student completes Day 1 - Day 4**
 - Daily written responses will be shared by Course Facilitator to Adult Supervisor.
- **Day 5: Restorative Chat/Circle** *Site may also decide to assign additional resolution tasks.

The Restorative Practice Course in PUSD is a 5 day (**5 hour total**) CANVAS course that follows this schedule:

- **Day 1: Restorative Practices Overview & Self Reflection** 1st hour
- **Day 2: Educational Content (specific to incident)** 2nd hour
- **Day 3: Impact of Our Actions/Choices** 3rd hour
- **Day 4: Building Empathy & Celebrating Diversity** 4th hour
- **Day 5: Where am I now & what's next?** 5th hour

* Day 5 with adult facilitator and possibly other students
**Response Team Members Available

*****LINK** to add yourself as a 'student' to review the course.



"RESTORATIVE PRACTICE IS A PROCESS BY WHICH AN INDIVIDUAL ACKNOWLEDGES WRONGDOING, TAKES STEPS TO REPAIR HARM, AND IS WELCOMED BACK INTO THE SCHOOL COMMUNITY."



"SO POWERFUL IS THE LIGHT OF UNITY THAT IT CAN ILLUMINATE THE WHOLE EARTH." BAHAU'LLAH

So what is the Restorative Practice Course?

The Restorative Justice Coursework in PUSD is a 5 day *(5 hour total)* CANVAS course that follows this schedule:

- ❖ Day 1: **Restorative Practices Overview & Self Reflection** 1st hour
- ❖ Day 2: **Educational Content (specific to incident)** 2nd hour
- ❖ Day 3: **Impact of Our Actions/Choices** 3rd hour
- ❖ Day 4: **Building Empathy & Celebrating Diversity** 4th hour
- ❖ Day 5: **Where am I now & what's next?** 5th hour
 - **via Zoom with adult facilitator and possibly other students*



[Canvas Course LINK](#)



Restorative Response Team



The Team

1. Michele Tsutagawa Ward
2. Terry Worthington
3. Kim Dinh Tran
4. Matthew Bibby
5. Briana Miranda
6. Leonardo Velasco
7. Christine Carrera
8. Tiffany Castillo
9. Jennifer Cook Conlon
10. Roderick Gayta
11. Stacey Ramirez
12. Shawntanet Jara



LOOKING
TO
CREATE
A...

RESTORATIVE RESPONSE TEAM

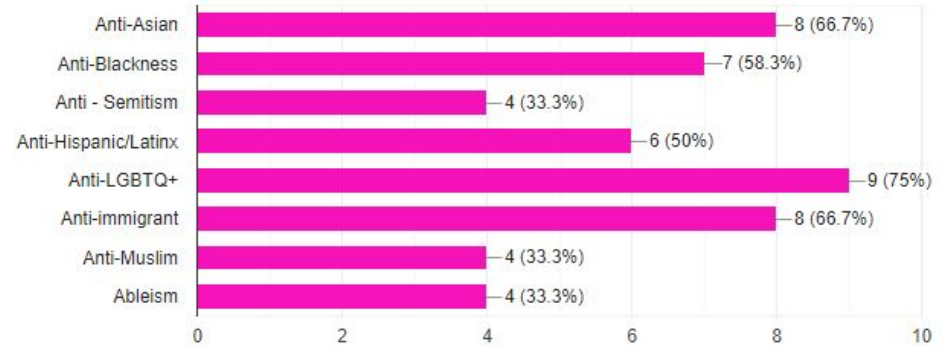
IN OUR EFFORTS TO ADDRESS INCIDENTS OF BIAS ON OUR SCHOOL CAMPUSES, WE'RE LOOKING FOR FOLKS WITH DIVERSE LIFE EXPERIENCES WHO ARE COMFORTABLE SHARING THEIR STORIES, ADDRESSING SENSITIVE TOPICS REGARDING RACE/IDENTITY, AND HELPING STUDENTS TO HEAL FROM HARMFUL CHOICES MADE.

DEADLINE TO
APPLY
APRIL 29, 2022

APPLY [HERE](#)

I am comfortable speaking to the following topics:

12 responses



The Role...



To be a part of **DAY 5** if needed

To support the restorative process

To be ready to share your experience/story

To be a listener

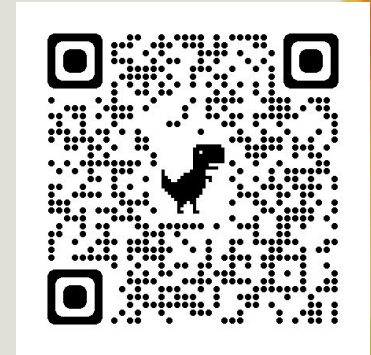
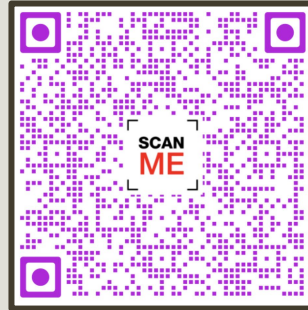
To model empathy & compassion

To serve as a mentor/support to those harmed

To follow up after the the course via a note of encouragement



Resources to check out...



SDCOE Resources

RJP Training #1 Introduction to Restorative Justice Practices (via Zoom) Recorded Web



RJ Circles #2
Effective Use of Circles



OTHER MEANS OF CORRECTION

Other Means of Correction
Contracts
Suspensions
Involuntary Transfers
Expulsions



**POWAY UNIFIED SCHOOL DISTRICT
OTHER MEANS OF CORRECTION CONTRACT**
(ALTERNATIVE TO **SUSPENSION**)

School Site: _____ School

Last: _____ First: _____ MI: _____ DOB: _____ Grade: _____

Suspension Codes: _____

Suspension Days Assigned: _____

EXPECTATIONS:

_____ will abide by this contract from _____ through _____

_____ Attend Caring Connections Session.

_____ Assist custodian after school for 1 hour per day for 3 days.

_____ Will not participate in any suspendable offences.

I understand the following consequences will occur if I fail to abide by the above expectations:

If you chose not to sign the contract by _____, _____ will be Assigned _____ days of Suspension.

If _____ fails to meet any of the expectations listed in this contract, _____ days of suspension will be assigned.

I understand all Expectations and consequences of not following this contract and agree to these terms by signing below.



**POWAY UNIFIED SCHOOL DISTRICT
OTHER MEANS OF CORRECTION CONTRACT**
(ALTERNATIVE TO INVOLUNTARY TRANSFER)

School Site: _____ School

Last: _____ First: _____ MI: _____ DOB: _____ Grade: _____

Suspension and Expulsion Code(s): _____

EXPECTATIONS:

_____ will abide by this contract from _____ through _____

_____ will complete an independent course providing education and the impact of Hate behavior.

_____ will not participate in any Bullying, Harassment, Intimidation, or Hate Behaviors.

I understand the following consequences will occur if I fail to abide by the above expectations:

If you chose not to sign the contract by _____, _____ will be Involuntarily Transferred to _____

If _____ fails to meet any of the expectations listed in this contract, they will be Involuntarily Transferred to _____.

I understand all Expectations and consequences of not following this contract and agree to these terms by signing below.



**POWAY UNIFIED SCHOOL DISTRICT
OTHER MEANS OF CORRECTION CONTRACT
(ALTERNATIVE TO **EXPULSION**)**

School Site: _____ School

Last: _____ First: _____ MI: _____ DOB: _____ Grade: _____

Suspension and Expulsion Code(s): _____

EXPECTATIONS:

_____ will abide by this contract from _____ through _____

_____ will be involuntarily placed to _____ High School.

_____ will complete an independent course providing education and the impact of Hate behavior.

_____ will not participate in any Bullying, Harassment, Intimidation, or Hate Behaviors.

I understand the following consequences will occur if I fail to abide by the above expectations:

If you chose not to sign the contract by _____, _____ will be recommended for expulsion.
(Suspension will be extended pending an expulsion hearing.)

If _____ fails to meet any of the expectations listed in this contract, the suspension pending an expulsion hearing will be reinstated immediately.

I understand all Expectations and consequences of not following this contract and agree to these terms by signing below.



Trauma Informed Approach

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Response to Sexual Harassment Reporters

Trauma Informed Approach

Priscilla Sanchez
Administrator on Special Assignment

Quite simply: *stressed brains can't learn*

In many students, **trauma** manifests as **angry outbursts**, **difficulty concentrating or remembering information**, **frequent absences**, **conflicts** with peers, a **loss of appetite**, a **feeling of detachment** from others and/or **delayed cognitive and language development**.

Feedback as we seek to continuously improve

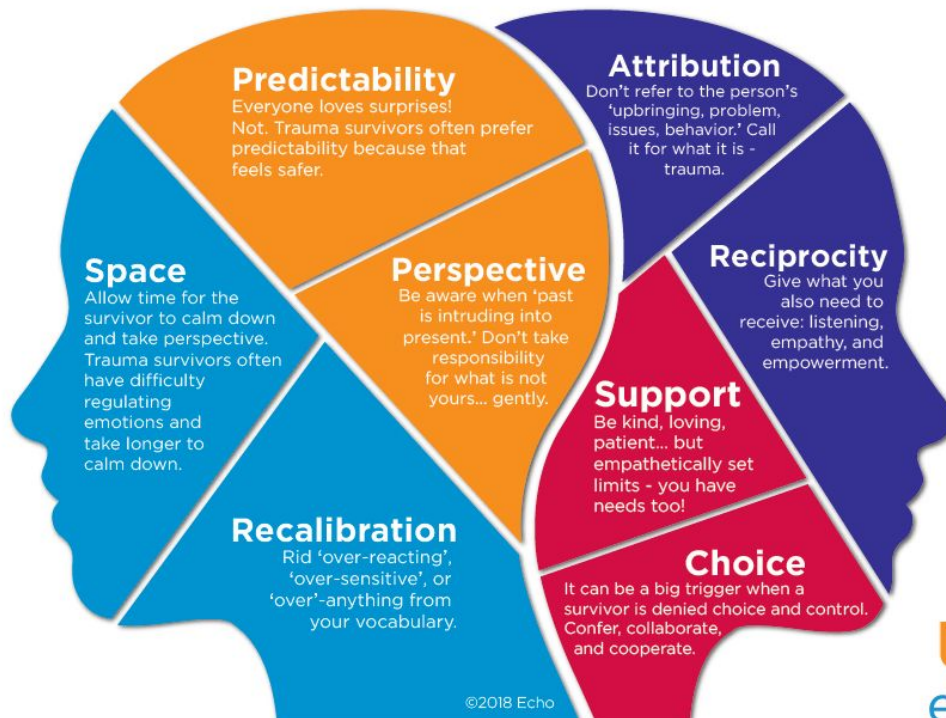
PUSD students, LGBTQIA+, counselors, psychologists reporting:

- Students are sharing they are triggered re-living their experience
- Students are sharing they feel 'nothing is being done'
- Students are reporting the discipline / investigation process is 'harsh'
- Remember the context: it's difficult as adults, even more so when young brains are still growing and things feel like they'll go on forever

- Listen and seek to understand without asking questions *unless they are ready* (i.e. is this a good time to share your experience?)
- Ask if the location/space is comfortable for them (i.e. office blinds are open, AP office vs. conf room)
- Ask if there is a preferred Ed Rights Holder they'd like to include
- Ask if there is a preferred adult on campus and offer to have counselor, psychologist, SSS, case manager, SLP or OT as another supportive adult in the room to avoid having to repeat
- When student is ready, explain the process thoroughly and add timelines to calendar for follow up conversations / check ins
- Follow the Title IX process/documentation
- Lean on your DIS providers to work collaboratively to help determine any function of behavior/attn seeking/task avoidance

How to Support Someone

Who Has Experienced Trauma





Student Behavior Scenarios

Student Behavior Scenarios Activity





Student Discipline Questions

Group Questions and Discussion



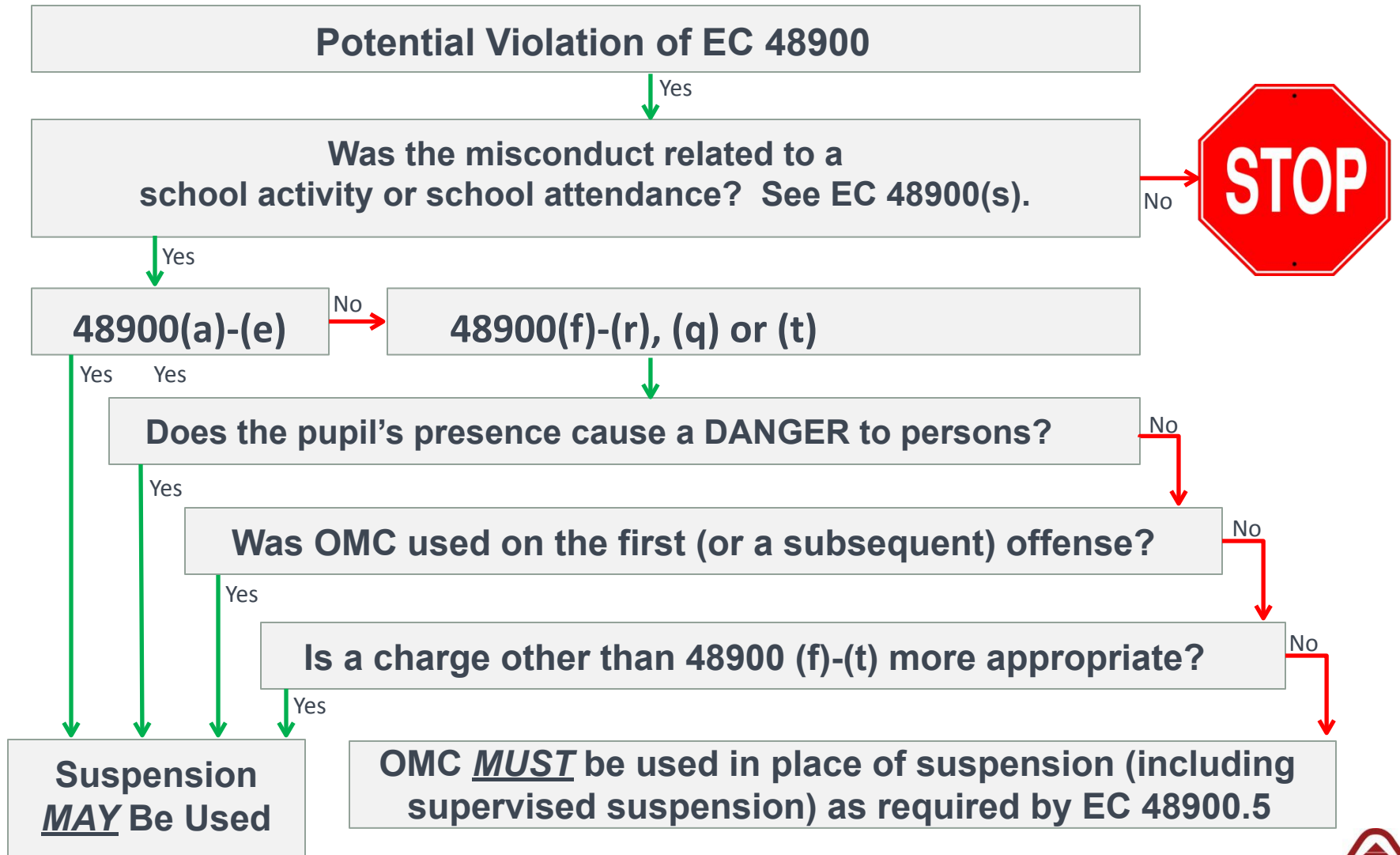


Suspensions

- **Jurisdiction**
 - Where did it occur?
- **Conditions**
 - Have Other Means of Correction been implemented?
- **Suspension Due Process**
- **Suspension Appeals**
- **Statement of Facts**



EC 48900.5 Requires the Use of Other Means of Correction (OMC) for First Offence Violations of EC 48900





Administrative Placement

- **Sending School**
- **Receiving School**
- **Stay-Put Contract**
- **Other Means of Correction Contract**
 - In-Lieu of Involuntary Transfer or Expulsion





Expulsion

- **Expellable Codes/Offenses**
- **Jurisdiction**
- **Conditions**
- **Timeline**
- **Procedures**





Expulsion Codes

Administrator Recommendation of Expulsion

MUST RECOMMEND EXPULSION (Mandatory Recommendation) Education Code 48915(c)	SHALL RECOMMEND EXPULSION (Quasi-Mandatory Recommendation) Education Code 48915(a)(1)	MAY RECOMMEND EXPULSION (Discretionary Recommendation) Education Code 48900	MAY RECOMMEND EXPULSION (Discretionary Recommendation) Education Code 48900
<i>Act must be committed at school or at school activity off school grounds.</i>	<i>Act must be committed at school or at a school activity off school grounds.</i>	<i>Act must be committed at school or at a school activity off school grounds.</i>	<i>Act must be committed while at school, while going to or coming from school, during activity whether on or off campus, or during while going to and from a school activity.</i>
<ol style="list-style-type: none"> 1. Firearm <ol style="list-style-type: none"> a. Possessing firearm when a District verified firearm possession and when student did not have prior written permission for firearm possession from a Certified Employee concurred in by Principal or designee. b. Selling or furnishing a firearm 2. Brandishing a knife* at another person 3. Unlawfully selling a Controlled Substance listed in Health and Safety Code 11053 et seq. 4. Sexual assault or battery (as defined in subdivision (n) of Section 48900). 5. Possession of an explosive** <p>*As used in this section, "knife" means any dirk, dagger, or other weapon with a fixed, sharpened blade fitted primarily for stabbing, a weapon with a blade longer than 3 ½ inches, a folding knife with a blade that locks into place, or a razor with an unguarded blade.</p> <p>**As used in this section, the term "explosive" means "destructive device" as described in Section 921 of Title 18 of the United States code.</p>	<ol style="list-style-type: none"> A. Causing serious physical injury to another person, except in self-defense Education Code 48915 (a)(1)(A) B. Possession of any knife or other dangerous object of no reasonable use to the pupil. Education Code 48915(a)(1)(B) C. Unlawful possession of any controlled substance listed in Chapter 2 (commencing with Section 11053) of Division 10 of the Health and Safety Code except for: <ol style="list-style-type: none"> 1. The first offense for the possession of not more than one avoirdupois ounce of marijuana, other than concentrated cannabis. Education Code 48915 (a)(1)(C) 2. The possession of over-the-counter medication for use by the pupil for medical purposes or medication prescribed for the pupil by a physician. 3. Robbery or extortion - Education Code 48915(a)(1)(D) 4. Assault or battery, as defined in Section 240 and 242 of the Penal Code, upon any school employee. Education Code 48915(a)(1)(E) <p>Note: Please review 48915(a)(1): Except as provided in subdivisions (c) and (e), the principal or the superintendent of schools shall recommend the expulsion of a pupil for any of the above acts committed at school or at a school activity off school grounds, unless the principal or superintendent determines that expulsion should not be recommended under the circumstances or that an alternative means of correction would address the conduct.</p> <p>Recommendation for expulsion shall be based on one or both of the following:</p> <ol style="list-style-type: none"> 1. "Other means of correction are not feasible or have repeatedly failed to bring about proper conduct." <li style="text-align: center;">or 2. "Due to the nature of the act, the presence of the pupil causes a continuing danger to the physical safety of the pupil or others" see EC 48915(b). 	<p>NOTE: Refer to Ed Code 48900.5 regarding other means of correction required prior to suspension or expulsion.</p> <ol style="list-style-type: none"> f. damage to property g. theft h. tobacco i. obscenity/profanity/vulgarity j. drug paraphernalia k. disruption/defiance (k)(1) (grades 4-12 only) (*suspension only cannot expel solely on) l. receipt of stolen property m. imitation firearm possession <ul style="list-style-type: none"> • sexual harassment (EC48900.2) (grades 4-12 only) • hate violence (EC48900.3) (grades 4-12 only) • harassment, threats and intimidation (EC48900.4) (grades 4-12 only) • electronic devices (EC48901.5) <p>Recommendation for expulsion shall be based on one or both of the following:</p> <ol style="list-style-type: none"> 1. "Other means of correction are not feasible or have repeatedly failed to bring about proper conduct." <li style="text-align: center;">or 2. "Due to the nature of the act, the presence of the pupil causes a continuing danger to the physical safety of the pupil or others" see EC 48915(b). 	<ol style="list-style-type: none"> a. Physical injury <ol style="list-style-type: none"> 1. caused, threatened or attempted 2. willful force or violence b. dangerous objects c. unlawfully possessed, used, sold, furnished, or under influence of a controlled substance, alcohol, intoxicant d. offered, arranged, negotiated to sell controlled substance, alcohol, any intoxicant or look-alike e. robbery/extortion <p>Recommendation for expulsion shall be based on one or both of the following:</p> <ol style="list-style-type: none"> 1. "Other means of correction are not feasible or have repeatedly failed to bring about proper conduct" or 2. "Due to the nature of the act, the presence of the pupil causes a continuing danger to the physical safety of the pupil or others" see EC 48915(b). <p>*****</p> <p>These charges are not listed in 48915 and cannot be the basis of an expulsion:</p> <ol style="list-style-type: none"> n. sexual assault or battery o. harassment, threatening a pupil witnesses p. selling the prescription drug soma q. engaged or attempted to engage in hazing r. engaged in an act of bullying, incl. electronic act t. aiding and abetting – infliction or attempted infliction of physical injury – (suspension only except as defined)

Potential Expulsion Charges

included in 48915

48915
(c)(1 - 5)

48915
(a)(1)(A - E)

48900
(f - j), ~~(k)~~, (l),
(m), 48900.2,
48900.3, or
48900.4

48900
(a - e)

48900 (n), (o), (q), (r), (t)
or 48900.7

These charges are not listed in
48915 and cannot be the basis
of an expulsion.

Do any other charges apply?

Do 48900 (a), (b), (c), (d) or (e)
apply?

48915(c)

48915(a)(1)

48915(e)

48915(b)
48900(s)

Did the act occur at school or a school
activity off school grounds?

Nexus with
school?

Conditions

48915(c)

48915(b)

48915(e)

48915(b)

Are other means of correction (OMC) not feasible? Or...
Have OMC repeatedly failed to bring about proper conduct? Or...
Due to the nature of the act, would the presence of the pupil cause
a continuing danger to the physical safety of the pupil or others?



Do Not
Recommend
Expulsion

Recommend Expulsion



SAN DIEGO COUNTY
OFFICE OF EDUCATION



Search and Seizure

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- **Reasonable Suspicion**
- **Scope**
- **Ask first**
- **Parent or guardian permission**
- **Two staff members– one of same gender**
- **Do not touch student**
- **Dangerous weapon – Call law enforcement**



Reference Discipline Handbook



Law Enforcement and Child Protective Services

- **Emergency Circumstances – School Related**
- **Non Emergency Circumstance – School Related**
- **Not School Related**
- **Records**

Reference Discipline Handbook





The Matrix

Kindergarten through 3rd Grade

4th through 12th Grade

Reference Discipline Handbook





Thank You

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Director, Attendance & Discipline

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Priscilla Sanchez

Administrator on Special Assignment

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Please contact Sarah Cockrell at (858) 521-2841 for Synergy support.

Please contact me any time with questions or support.

You Make a Difference Every Day