

Task Force Meeting #3
May 29, 2018

Present: Josh Mjosness, Suellen Zenker, Michelle Kuznia, Bailey Adams, Dain Anderson, Brian Boyle, Aaron Kleingartner, AnnDee Erickson, Dean Koppelman Dave Pasqual, Cindy Erbes

Absent: Heidi Foley

Guests: Paul Lucas

Minutes from the last meeting were read and approved.

The group discussed the definition of hazing and the policy with specific examples listed and felt that our current policy is adequate. It was suggested that the definition should possibly include sexual assault.

The requirement for staff of reporting incidents seems unclear. What and how to report an incident needs to be clarified for staff. Mr. Koppelman stated that teachers and administrators are also required to investigate the alleged suspicion as well. Staff needs to be educated on this.

Ongoing education of students is required to make kids more knowledgeable on hazing and bullying, possibly adding to the responsibilities of our students (in a code of conduct) that they must report what they see. Aaron shared that in an article he read stated that 92% of high school students surveyed reported they would not report a bullying incident that they witnessed. Opportunities for students to report anonymously was discussed.

A code of conduct for sports and all extra curricular could be developed requiring coaches and all extra curricular supervisors to meet with students and list what is expected and what will not be tolerated.

More attention to the transition phase from 6th grade to 7th grade is required. Possible suggestions included: peer mentors for the junior high age students, assigning each new 7th grader student a 'home-room' teacher. It was acknowledged that an explicit increase in contact between staff and the 7th graders is necessary.

The group felt it was crucial that coaches and extra curricular supervisors expect zero tolerance for bullying/hazing and that philosophy must be instilled in all students. An equal and fair application of the code of conduct (zero tolerance) must be applied and maintained in all areas; classes and all extra curricular.

As a code of conduct is developed, it was suggested that input from students be gathered; What do we (Richland #44) stand for? What do we want/expect from our students at Richland #44? Give students ownership in the process.

To develop student leadership skills it was suggested that the Pk-12 counselor inform and educate the students through specific and explicit class time that would need to be scheduled.

Future in-service for staff could include: relationships/rapport building with students ; being on the look-out for problems...and how and when to intervene when there is a concern.

Possibly scheduling 'roundtable' discussions with students and superintendent, principal and/or counselor.

Check other schools for their cell phone policy in regards to cell phone usage and cyber-bullying. Cindy will report back to the group on the cell phone policy at area schools.

The group agreed that one method needs to be identified and used with fidelity with all staff, coaches and advisors. Parents need to be made aware of whatever is being used. Specific reference in the 360 report to GroupMe - suggestions from the investigative team no group texts/messages - using Remind app with parents would be appropriate. Email to parent list serve of team members. Michelle Kuznia will be collecting information on Schoolology to share with the group at the next meeting.

AnnDee mentioned the idea of open doors at all practices, rehearsals, etc. Mr. Koppelman also mentioned the idea of removing doors on bathrooms, locker rooms, etc. if it does not impede on privacy so that students can be heard at all times. Determine a way that we can account for all students at practices, in the building, etc.

SWOT analysis of the group discussion:

Strengths

definition of hazing

House Pointe

Rotary SOTM

Mr. K. surveying and meeting with students getting input that will be used for decisions in the future

Weaknesses

Educating staff on policies, protocol and reporting

Trust - students don't trust adults

Lack of relationships with students

Student-leadership opportunities

Disconnect between elem and h.s.(students need to be prepared for jh)

Communication plan/strategy (missing link between coaches, parents, students)

Opportunities

add sexual assault to the definition of hazing

create a report template

create a code of conduct; career readiness

Highlight the positive - advertise the good

Increase the opportunities for student contact (relationship building)

Allow for reporting anonymously

student leadership opportunities - student council could deal with issues

character award program

Teach kids to be responsible, kind and responsible

Resources like schoolology
use auto alert -

Threats

Young people by nature don't want to report
afraid of retaliation
staff using personal email to contact students(minors)
ease of access to the building

Next session: June 12th at 7:00

Topics of discussion to include: Privacy Laws, building and grounds security and a
communication plan/strategy