



District-wide Safety and Security Committee Unapproved Minutes

**Monday, September 23, 2019; 4:00 p.m.
Central Administration Office**

Present: Superintendent Shon Hocker, Keith Harris, Melanie Kathrein, Gregg Bertelsen, Maxine Hauck, Shawna Knipp, Jeremy Wanner, Kevin Hoherz, and Sarah Trustem. Others present: Twila Petersen.

Absent: Brandon Stockie, Damian Sobolik, Kristy Goodall, James Fahy, Tammy Peterson, Jay Hepperle, Cassie Francis, and Toril Sanford.

Call to Order – Superintendent Hocker called the meeting to order at 4:00 p.m.

Additions or Deletions to the Agenda – There were no requests for additions or deletions to the agenda.

Topics for Discussion

Board Policies Review - Superintendent Hocker said he would like this committee to review eight different policies or regulations. Some of the documents pertain to student behavior. He explained last year during teacher negotiations it seemed some members of the DEA were unaware of some of the policies, practices, and procedures. By reviewing the policies, this committee can make sure the language in the documents are the true intent and then share the policies and regulations with the employees.

Dr. Hocker asked Mrs. Knipp if she had anything to add regarding the review of the policies since she represented the DEA during teacher negotiations. Mrs. Knipp replied she would like to make sure the teachers are being taken care of and addressing the safety of the students and teachers in the classroom. In addition, to address the students that are disrupting the education of others in the classroom. There seems to be a disconnect across the District how those situations are being handled.

Superintendent Hocker explained the benefit of the policies in place is preemptive. The policies are to address areas before they happen and based on the potential outcome, the policies are drafted and put into place.

Policy AAA, Philosophy of the Dickinson Public Schools – Superintendent Hocker noted the last time this policy was updated was in 2016. At this time, there were no recommended revisions to this policy.

Policy AAC, Nondiscrimination and Anti-harassment Policy – Superintendent Hocker noted this policy provides that all students are afforded the same opportunity as another student. The committee agreed there was a lot of vocabulary in the policy. Assistant Superintendent Harris felt it was two policies on one. One part addresses individuals that have been discriminated and one part addresses individuals that have been harassed. He suggested the policy be split into two different policies.

There was discussion regarding students with disabilities having behaviors due to their disabilities. Staff need to have a good understanding of the definitions. At this time, there were no recommended revisions to this policy.

Policy ACE, Violent and Threatening Behavior – Dr. Hocker said he hoped that teachers are speaking up when they see violent or threatening behavior. At the high school and middle school, there is a text a tip hotline. Dr. Hocker asked for input from committee members. Mr. Bertelsen said he did not feel there was anonymity and did not think there was a way to be anonymous. Students at the elementary level typically do not have a cell phone to send a text.

There was discussion regarding the importance of a child being connected to a teacher or an adult to build a relationship. Mr. Hoherz explained the advisor program at the high school helps students make a connection and feel comfortable. Even as a teacher, there needs to be a good relationship and communication with the principal.

Mrs. Hauck said there are students that will report something on behalf of another student. Sometimes there are misunderstandings after it is reported because they do not think anything was done because the student was not taken away.

Mr. Harris suggested including language regarding special education and 504 since the discipline of a 504 student tied to a disability for a qualified condition changes the type of discipline. Mr. Wanner said some students could be sleeping in class but have a challenge in their life affecting their sleeping patterns. The teacher needs to know what the student is going through in their life and to build relationships with the student.

Mrs. Kathrein explained in the PBIS training, they learned that just because a child has behavioral challenges doesn't mean they do not have consequences. The student needs to know the adult has empathy, regardless of the situation. Mrs. Knipp added the student needs to know when their behavior is not acceptable and also validate that the teacher understands.

Mr. Hoherz concurred with Mr. Wanner that relationships need to be built. Mrs. Hauck felt the advisory groups are helping with that. More students are coming in and not trying to keep secrets as they did years ago.

Next Meeting – Dr. Hocker suggested the committee members review the policies and regulations before the next meeting. He understood they do not have a lot of time in their day. He suggested even taking an hour to read through them prior to the next meeting. An online meeting scheduler will be emailed to the committee members to find the best date for the next meeting.

Adjournment – The meeting adjourned at 5:00 p.m.