

Dealing with Disrespectful Behavior

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1 The Problem

1.1 Disrespectful Behavior

There is a consensus that disrespectful behavior exhibited by students has reached an unacceptable level. We are defining disrespect as deliberate action such as walking away, defying, or talking back to a reasonable request from any adult on campus. While we agree that while there are other important issues, this is the principle non-negotiable issue we are facing. Teachers have committed to focusing on this one issue above all others. We need to reset the current narrative by coming out in full force and presenting a united front. The solution to this problem is twofold:

1. Educate
2. Enforce Consequences

2 Solutions

2.1 Educate

We are educators and this is what we do best. We need to teach students what constitutes disrespectful behavior and that will not be allowed at this school. Teachers have committed to creating slides that show clear examples of disrespect. These slides are to be pushed out in homeroom. When appropriate, all staff members need to identify disrespectful behavior and explain to students why it is disrespectful.

2.2 Consequences

Teachers have agreed that any student who exhibits disrespect to any adult on campus will serve a lunch detention. There will be an initial 2-week implementation where teachers will volunteer to host detention in their classrooms. There will be no clubs during these two weeks since teachers will be hosting detention. Lunch detentions will consist of no more than 5 students per room. While serving a lunch detention, student use of electronic devices is prohibited. Furthermore, students are to complete a *staff apology letter*. This letter will provide students an opportunity to reflect on their behavior. If the letter is not completed, students will be assigned additional detentions until the completion of the letter.

2.3 Scope

In order for this campaign to be successful, it is crucial that our focus remains narrow and all staff members work towards de-escalation of situations when possible. Lunch detentions may only be assigned for disrespectful behavior. Behavior outside the scope of disrespect includes, but is not limited to: dress code violations, cell phone use, tardies, missing assignments, or academic infractions. Behavior outside the scope of disrespect must be addressed in another fashion.

If teachers need further support with broader classroom management, Mike Robinson has offered support for implementing CHAMPS.

2.4 Logistics [1/4]

1. **STRT** Creation of Slides for Homeroom @WULFF
Due: <2023-02-28 Tue>
Status: Currently in draft form: [slides for homeroom](#).
2. **STRT** Creation of Google Sheet @DURKEE
Due: <2023-02-28 Tue>
Status: Currently in draft form: [google sheet](#). Email was sent to staff and several teachers volunteered. Durkee has placed teachers in the sheet.
3. **STRT** Creation of Staff Apology Letter @WILLIS:@STCLARE
Due: <2023-02-28 Tue>

Status: Checked in with St Clare. Draft that will be available for review by due date.

4. **TODO** Create Generic Parent Email @PIPKIN
Due: <2023-02-28 Tue>
Status: Emailed Pipkin to check-in. No response.
5. **DONE** Assign a *Monitor Teacher* @HELMSTEDTER
Due: <2023-03-03 Fri>
Status: Email was sent to staff asking if their were volunteers for the monitor teacher. No teacher volunteered. Helmstedter is assigned to be the monitor teacher for the initial 2 week period. Will coordinate with admin, campus supervisors, and detention teachers.

2.5 Admin Support [0/3]

Status: Helmstedter and Davidson will meet with Admin <2023-02-28 Tue> to discuss the following tasks.

1. **TODO** Determine Consequences for No Shows @ADMIN
Due: <2023-03-03 Fri>
2. **TODO** Determine Student Notification @ADMIN
Due: <2023-03-03 Fri>
3. **TODO** Draft Parent Square Notification @ADMIN
Due: <2023-03-03 Fri>

2.6 Items TBD [0/1]

1. **TODO** Determine if Parent Contact Required @HELMSTEDTER
Due: <2023-03-03 Fri>

3 Timeline for Initial 2 week Implementation

3.1 Create Necessary Documents

The week of Mon Feb 27, 2023.

There are 4 major documents that need to be created

- [Homeroom Slides \(Draft\)](#)

- [Google Sheet \(Draft\)](#)
- Staff Apology Letter
- Generic email for Parents

3.2 Begin Education Campaign

The week of Mon Mar 6, 2023.

Slides are pushed out in homeroom. Adults on campus begin informing students of what is coming the following week and explaining why it matters.

3.3 First week of lunch detention

The week of Mon Mar 13, 2023.

3.4 Second week of lunch detention

The week of Mon Mar 20, 2023.

3.5 Scaled Down Detention

The week of Mon Mar 27, 2023.

4 Future Issues

After the initial two week period, we can scale back the number of teachers involved in hosting the detentions. This will involve a rotation of teachers.

4.1 Logistics [0/2]

1. **TODO** Construct a Rotating Calendar @ADMIN
Due: <2023-03-24 Fri>
2. **TODO** Construct a procedure for Getting People Paid @ADMIN
Due: <2023-03-24 Fri>