

## MEMORANDUM

**TO:** School Committee

**FROM:** **Dacia Campbell**  
**Assistant Superintendent**

**CC:** Superintendent Brenda Cassellius  
Chief of Staff Mary Dillman  
Senior Advisor Megan Costello

**DATE:** **September 7, 2021**

**RE:** **New Revised 2021 Code of Conduct**

This Code of Conduct (COC) policy update reflects Boston Public School's (BPS) efforts to develop, support and improve our school community for all students. This policy has gone through multiple iterations that include the feedback of internal and external stakeholders. BPS recognizes that a growth mindset is necessary in order to successfully reimagine our approach to creating equitable, safe, anti-racist, and collaborative spaces for our students to resolve conflicts, learn, and grow within our school communities. This policy aligns with the BPS Strategic Plan, our stated priorities, and our commitment to students and families so that we will identify and eliminate disproportionality in the implementation of the COC.

The COC is structured as a progressive document that outlines incremental interventions and supports to address student behavior, beginning with prevention efforts, transitioning into suspension alternatives, and ending with removal as a last resort. A major highlight of this new version of the COC is the adoption of no suspensions for grades K-2, tight restrictions for the suspension of students in grades 3-5 and provides for more checks and balances for emergency removal procedures.

Another significant change is that the COC provides a clear, user-friendly visual of the Multi-Tiered Systems of Support (MTSS) framework. The framework supports the 3 levels of care: promotion, prevention, intervention and provides specific strategies for School Leaders and school staff to adjust their practices to resolve disruptions and conflicts with the goal of keeping students in the classroom and engaged in their learning.

This memo provides noteworthy changes made to the February 2016 COC version. The revised COC serves as guidance to students, families, school leaders, school-based staff and the entire Boston Public School Community on our shared responsibility to equitable support student growth and development.

Noteworthy Changes:

- ❑ Updated the Code to reflect BPS' strategic plan goals and commitments and re-worked the language throughout the Code.
- ❑ Renamed the Code of Conduct
- ❑ Reformatted for readers' ease (ex. searchable document, hyperlinked to related documents, clarified language, etc.)
  - ❑ Developed a more concise version with policy information and procedural guidance removed ( moved to Superintendent Circular, Code of Conduct Implementation Procedures, # SUP-05)
  - ❑ Removed deficit language
  - ❑ Less legalese
- ❑ Adoption of the 2017 Greater Boston Legal Services Settlement Agreement
  - No suspension for grades K0-2
    - Restrictions on suspensions in grades 3-5
      - Child has assaulted a classmate or member of educational staff,
      - Child possessed a dangerous weapon or controlled substance;
      - Sexual misconduct;
      - Civil rights violations; or
      - Repeated bullying
- ❑ Emergency Removal: Action must be logged into the student information system as soon as possible.
  - ★ Provided more protection to BPS students through modification of our Emergency Removal Policy. Under this new Code, Emergency removal may not exceed one (1) school day following the day of the emergency removal, a change from 2 days.
- ❑ Added new Codes for: Academic Misconduct; and Encouraging a physical fight by staging or instigating the fight and/or disseminating or posting video of the fight if action has a substantial detrimental effect on the general welfare of the school.
- ❑ Eliminated duplicitous code violations
- ❑ Restructured the sections on Building Safe, Supportive, and Equitable School Communities and aligned to our adopted MTSS Framework to support Tier 1 classroom instruction.
- ❑ Added a new section on Interpretation and Translation Rights, and Applicability of the Code of Conduct.