

Thurgood Marshall Elementary School Discipline Policy

Mission Statement

As a school community, our mission at Thurgood Marshall Elementary School is to work together to provide a welcoming and helpful environment where every student is working towards realizing his/her highest goals as a life-long learner and a respectful and responsible citizen.

Philosophy

At Thurgood Marshall Elementary School, we believe that appropriate social and behavior skills must be taught and reinforced just as academic skills are taught and reinforced. Our focus is on teaching students what they are expected to do and to help them understand how appropriate behavior from every student is necessary for a positive learning environment. The cooperation of all staff members is expected to enable our students to understand that *they* are responsible and accountable for their own behavior. We rely on the support and close cooperation of home, school, and community to relay our message that children benefit most when they are able to live and learn in a safe, structured, and respectful atmosphere.

The goal of Thurgood Marshall's discipline policy is to positively change inappropriate behavior rather than concentrate only on punishment. Consequences of any misbehavior will be addressed with fairness, firmness, and consistency for all students. Individual situations deserve careful consideration so that the school's response to students is appropriate. These standards reflect a balance between the responsibilities and the rights of the individual and those of the group. Observing these standards will enhance mutual respect and cooperation between all members of our school community.

Student Standards of Behavior

To create a **respectful and safe learning environment**,
I will:

- ***Follow directions the first time.***
- ***Speak using polite language, volume, and tone.***
- ***Keep hands, feet, and objects to myself.***
- ***Be where I am supposed to be.***
- ***Take care of school property and personal belongings.***

Disciplinary Actions

Most students observe these standards consistently. However, when misbehavior occurs, these actions necessitate intervention and consequences. **Teachers and staff use a variety of classroom and behavior management strategies to address misbehaviors.** When these strategies are unsuccessful in changing behavior and/or serious incidents occur, it is necessary for additional action to be taken. These disciplinary actions are outlined within the following chart.

Type of Behavior	Minimum (Parent Notification* is consistent for all infractions)	Maximum
Insubordinate and defiant (purposefully challenging authority)	Time Out/Teacher Conference	Up to 10-day Suspension***
Disruptive classroom behavior (shouting, throwing objects)	Time Out/Teacher Conference	Up to 10-day Suspension***
Obscenity or profanity	Time Out/Teacher Conference	Up to 10-day Suspension***
Lunchroom misbehavior (shouting, throwing food, leaving before excused)	Lunchroom Aide Conference	Detention**
Bullying	Teacher/Staff Conference	Up to 10-day Suspension***
Fighting	Principal Conference, Suspension***	Expulsion
Fighting without evidence of initiating the fight	Teacher/Staff Conference	Up to 10-day Suspension***
Theft	Teacher/Staff Conference	Up to 10-day Suspension*** Restitution
Off school grounds without permission	Teacher/Staff Conference Principal Conference	Suspension*** Police Notification
Skipping Class, Truancy, Unexcused tardiness	Principal Conference	Referral to PPW (Pupil Personnel Worker)
Failure to follow bus rules	Teacher/Staff Conference	Suspension from the bus***
Destruction of public property (vandalism)	Suspension*** Restitution/Police Referral	Expulsion/Restitution Police Referral
Computer Abuse	Loss of Privileges	Expulsion, Police Referral
Using, possessing, or distributing tobacco or other intoxicants	Suspension***	Expulsion, Police Referral
Sexual Harassment	Principal Conference	Expulsion, Police Referral
Sexual Offenses	Suspension***	Expulsion
Plagiarism	Staff Conference	Expulsion
Possessing and using portable communication devices (non-approved)	Confiscation of the device	Parent/ Principal Conference
Toy Weapons	Principal Conference	Suspension***
Bomb Threat	Police Referral, Expulsion	

* Parents will receive a letter from the school **that must be signed and returned** summarizing the student's actions.

** Students will be excluded from recess and/or school activities for a specified period of time.

*** Students will be excluded from school activities, classes, and from the school grounds unless assigned to an in-school suspension for a specified period of time.

Other possible consequences within the continuum could include: time out, loss of privileges, principal conference, detention, and in-school suspension.