



2024-25 Code of Conduct (Policy 1400) Overview

Note: The pages below refer to the tracked change document.

Page	Section	Current Language	Committee Recommended Language	Cabinet Recommendation
7	Principle #1 – Creating a Positive School Environment	1.8: Teachers, administrators and school staff shall receive ongoing differentiated professional development training on classroom/school management, conflict resolution, and nonpunitive approaches to discipline.	1.8: All District staff shall receive ongoing professional development training on this policy, classroom/school management, conflict resolution, non-punitive and restorative approaches to discipline, mental health (i.e., mental health first aid), special education, and anti-racism that aligns with their roles. This training will be provided on a regular basis annually to employees and at time of hire for newly hired employees.	None



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8	Principle #2 – Fair Discipline	<p>2.5: The District will provide training to all staff in restorative practices, youth development, and how to respond to the needs of young persons. All school staff, including school safety officers, shall make every effort to maximize the use of techniques to defuse conflict and repair harms, and identify alternatives to arrest. District staff will maintain responsibility for all issues considered to be school disciplinary matters. In accordance with the School Safety Plan, the District employs security staff to assist the schools in dealing with all matters of security and safety issues. The primary role of our security staff is to safeguard the District's students, staff and visitors from harm; to deter, detect, respond to, and report infractions of the District Code of Conduct and New York State Law; and to protect the District's assets from theft and damage. Security staff employed by the District are authorized to carry out this role consistent with the Policies and Regulations of the District, applicable New York State Law and District training. Whenever law enforcement does respond to a school or school event, the school principal or other supervising District staff shall actively maintain responsibility for the environment and provide direction to staff, students and others who are present, except when there is an immediate danger necessitating law enforcement's temporary control.</p>	<p>2.5: District staff will maintain responsibility for all issues considered to be school disciplinary matters. In accordance with the District's School Safety Plan, the District employs security staff to assist the schools in dealing with all matters of security and safety issues. The primary role of our security staff is to safeguard the District's students, staff and visitors from harm; to deter, detect, respond to, and report infractions of the District Code of Conduct and New York State Law; and to protect the District's assets from theft and damage. Security staff employed by the District are authorized to carry out this role consistent with the Policies and Regulations of the District, applicable New York State Law and District training. Whenever law enforcement responds to any school district property for a school or a school event, the school principal or other supervising District staff shall actively maintain responsibility for the environment and provide direction to staff, students and others who are present, except when there is an immediate danger necessitating law enforcement's temporary control. Law enforcement involvement must align with Appendix E of this policy.</p>	<p>Remove School or a School event- keep just district property:</p> <p>2.5: District staff will maintain responsibility for all issues considered to be school disciplinary matters. In accordance with the District's School Safety Plan, the District employs security staff to assist the schools in dealing with all matters of security and safety issues. The primary role of our security staff is to safeguard the District's students, staff and visitors from harm; to deter, detect, respond to, and report infractions of the District Code of Conduct and New York State Law; and to protect the District's assets from theft and damage. Security staff employed by the District are authorized to carry out this role consistent with the Policies and Regulations of the District, applicable New York State Law and District training. Whenever law enforcement responds to any school district property for a school or a school event, the school principal or other supervising District staff shall actively maintain responsibility for the environment and provide direction to staff, students and others who are present, except when there is an immediate danger necessitating law enforcement's temporary control. Law enforcement involvement must align with Appendix E of this policy.</p>



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9	NEW	None	2.8: SAFETY DURING SCHOOL CLOSURE The Superintendent will create a regulation attached to the Safe Schools (8135) policy regarding procedures for District staff and families during school closures, including but not limited to, District communication, instruction/assignments and safety protocols during virtual learning.	Remove. The District already has an emergency remote plan for school closure.
23	Matrix for Guidance Interventions and Disciplinary Responses	Except for prolonged or persistent behaviors, students are not suspended for Level 1 or 2 behaviors or removed from a classroom for Level 1 behaviors. Students may be given a classroom removal for Level 2, 3, or 4 behaviors. Students may be given suspension for Level 3 or 4 behaviors.	Delete	None
24	How to Use the Behaviors and Responses Matrix	None	Added new bullet before the current bullet 1. 1. The “Code” column in the “Matrix Table of Contents” refers to the following: a. SSEC: Codes that are required to be reported to the state (see Appendix F, “School Safety and Educational Climate (SSEC) Reporting”, for further guidance and definition). b. NS: District codes that are not required to be reported to the state.	None



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24	How to Use the Behaviors and Responses Matrix	3. If the same behavior is persistently repeated during the same school year, school staff may utilize one or more interventions or disciplinary responses from the next higher level on the Matrix for that behavior, or any lower level. If there is only one level indicated for that offense, then any interventions or disciplinary responses utilized must be from that same level or a lower level.	5. If the same behavior is persistently repeated during the same school year, school staff may utilize one or more interventions or disciplinary responses from the next higher level on the Matrix for that behavior, or any lower level as long as there is no “X” in the box at the next level. If there is only one level indicated for that offense, then any interventions or disciplinary responses utilized must be from that same level or a lower level.	None
24	How to Use the Behaviors and Responses Matrix	6. The boxes crossed out with an “X” in the matrix must not be used under any circumstances.	Moved bullet 6 to bullet 3. 3. The boxes crossed out with an “X” in the matrix must not be used under any circumstances.	None
27-28	Matrix Table of Contents	Refer to the page numbers identified.	Added SSEC reporting codes. Refer to the page numbers identified.	None
28-42	Inappropriate and Disruptive Behaviors and Levels of Response	Refer to the page numbers identified.	Added SSEC reporting codes and descriptions and updated or removed duplicated current matrix responses. Refer to the page numbers identified.	None
47	Prohibited and Permitted Physical Force	However, in situations where alternative procedures and methods that do not involve the use of physical force cannot reasonably be used, state regulation provides that reasonable physical force may be used to:	However, per 8 NYCRR 19.5(d)(2)(v), in situations where alternative procedures and methods that do not involve the use of physical force cannot reasonably be used, state regulation provides that reasonable physical force may be used to:	None



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51	Annual Data Collection & Review	Schools will biannually review their discipline data and submit a written report to the District and the Board of Education.	Schools will biannually review their discipline data and submit a written report to the District and the Board of Education, which will be posted to the District's website.	Change to accessible to the public because we currently have a public-facing dashboard: Schools will biannually review their discipline data and submit a written report to the District and the Board of Education, which will be accessible to the public.
52	Annual Data Collection & Review	1. The total enrollment for the school; 2. Average daily attendance rate at the school;	1. The total student and school staff enrollment for the school; 2. Average student and school staff daily attendance rate at the school; 3. Average number of substitute and open positions for the school; 9. Results from the school climate and safety survey.	The added language in bullets 1, 2, and 3 is not applicable to be in the Code of Conduct; remove those bullets.
52	School Climate and Discipline Oversight	1. Conducting annual surveys of students and teachers on school climate and safety; 2. Reviewing complaints received by school-based committees regarding discipline practices or the conduct of school staff and school resource officers;	1. Conducting annual surveys of students and school staff on school climate and safety; 2. Reviewing complaints received by school-based committees regarding discipline practices or the conduct of school staff and school safety officers;	None



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53	NEW	None	<p>IMPLEMENTATION AND MONITORING</p> <p>The Board directs the Superintendent to develop and implement a system-wide code of conduct implementation plan that operationalizes this policy 1400 and establishes metrics to determine measurable improvements for all RCSD students and staff related to safe, supportive, and joyful environments for teaching and learning. The Superintendent shall annually report progress on the code of conduct implementation plan and its outcomes, which will be shared with the Board and Code of Conduct Committee.</p>	None
61	Appendix C – Due Process Classroom Removal: Notice Requirement	2. Written notice will be provided within 24 hours from the classroom removal;	2. Written notice will be provided within 24 hours from the classroom removal provided that if such 24 hour period does not end on a school day, it shall be extended to the corresponding time on the next school day;	None
61	Appendix C – Due Process Classroom Removal: Conference Request	1. The school shall schedule the conference to occur within five school days of the parent’s or student’s request, unless the parent or student agrees to a later date;	1. The school shall schedule the conference to occur within 48 hours of the parent’s or student’s request, provided that if such 48 hour period does not end on a school day, it shall be extended to the corresponding time on the second school day next following the pupil’s removal, unless the parent or student agrees to a later date;	None



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62	Appendix C – Due Process Short-Term In School or Out of School Suspension	Short-term suspensions are an extreme disciplinary measure to be used for behavior that cannot be dealt with using standard positive interventions. Short-term suspensions shall not take effect until a preliminary interview, notice and conference occur, except when a student’s presence in school poses an ongoing danger to persons or property or an ongoing threat to the academic process, the student may be suspended prior to the informal conference provided the conference occurs within 2 school days of the start of the suspension.	Short-term suspensions are an extreme disciplinary measure to be used for behavior that cannot be dealt with using standard positive interventions. Short-term suspensions shall not take effect until a preliminary interview, notice and conference occur, except when a student’s presence in school poses an ongoing danger to persons or property or an ongoing threat to the academic process, the student may be suspended prior to the informal conference provided the conference occurs within 2 school days of the start of the suspension. The aforesaid notice and opportunity for an informal conference shall take place prior to suspension of a student unless the student's presence in the school poses a continuing danger to persons or property or an ongoing threat of disruption to the academic process, in which case the notice and opportunity for an informal conference shall take place as soon after the suspension as is reasonably practicable.	None
73	Appendix E – Law Enforcement	Law enforcement officials, however, have limited authority to interview or search students in schools or at school functions, or to use school facilities in connection with criminal investigations.	Law enforcement officials have limited authority to interview or search students in schools or at school functions, or to use school facilities in connection with criminal investigations.	None
76-77	Appendix F – School Safety and Educational Climate (SSEC) Reporting	None	Added Glossary of Terms for the School Safety and Educational Climate (SSEC) Reporting System. Refer to the page numbers identified.	None



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Other Recommendations

Page	Section	Current Language	Recommended Language	Recommender
23	Matrix for Guidance Interventions and Disciplinary Responses	None	Pre-kindergarten students cannot be suspended. Any suspensions for primary students (grades K to 3) or for students with disabilities (grades K to 12) should first be discussed with a supervisor (i.e., Chief of Schools).	Superintendent & Cabinet
53	Dissemination	The District shall post the complete <i>Code of Conduct</i> (with all amendments and annual updates) and a summary of the <i>Code of Conduct</i> on the District website and other applications available to parents when possible; provide a summary of the <i>Code of Conduct</i> to all parents before the beginning of each school year and make copies available thereafter; provide each new teacher with a complete digital or hard copy of the <i>Code</i> ; and make complete copies available for review by students, parents, District staff and community members.	The Board shall post the complete <i>Code of Conduct</i> (with all amendments and annual updates) to the policy manual webpage . The District shall post a summary of the <i>Code of Conduct</i> on the District website and other applications available to parents when possible; provide a summary of the <i>Code of Conduct</i> to all parents before the beginning of each school year and make copies available thereafter; provide each new teacher with a complete digital or hard copy of the <i>Code</i> ; and make complete copies available for review by students, parents, District staff and community members.	Board Staff