

CONFLICT RESOLUTION PROGRAM (*PBIS/RtI-Behavior subject to revision)

The Conflict Resolution Program was developed out of the school's commitment to provide positive resolutions to conflicts. This process is initiated in the classroom and supported by the Principal and Board of Education. The process itself follows the guidelines as developed under the Response to Intervention (RtI) Positive Behavioral Interventions and Supports (PBIS) approach, which incorporates three levels of behavioral choices - only one of which is an acceptable choice for school.

The Conflict Resolution Program (CRP) uses the RtI level system process giving POSITIVE messages, offering CHOICES and encouraging REFLECTION for dealing with conflicts within the school. This program provides for due process and addresses all discipline referrals on students for behavior in the school, on the playground, and the bus. Students also use the process to solve peer conflicts as well as personal conflicts that may be interfering in their lives. It is the goal of the (CRP) that this level system of social development is understood and practiced by all students, teachers, and staff.

(CRP) is based on changing behavior through an interactive thinking process. Students referred through a discipline infraction are encouraged and guided to internalize their behavior, take responsibility for their Level of Choices and through Reflection develop a plan of resolution. The students involved are taught the difference between being in control of their actions and reactions to the behavior of others.

The goal of (CRP) is **student empowerment**. As students become empowered they develop good character, ability to internalize their behavior and come to realize they have a choice as to how they act or react. Students begin to exercise Self-Control and realize they don't have to react negatively when conflict presents itself.

The School Board has the responsibility to protect the rights of each student and to provide a safe environment that is free from disruptive influence and is conducive to learning. This policy is a set of "behavioral guidelines" for children and staff during school hours and school functions. It provides staff with positive ways to deal with infractions and encourages students to make responsible decisions while in school. The administration, faculty, and staff are given the responsibility to carry out the plan for student discipline presented in this policy.

Parents are encouraged to cooperate and be involved with their child's education and discipline. When there is a concern, parents should discuss it with the teacher or appropriate staff member. Maximum student benefit occurs when we all work together respectfully and peacefully to resolve any problems that arise.

The principal is responsible for all disciplinary matters. The staff will be responsible for processing students in conflict. Due process will be given to all students. Classroom staff, bus drivers, playground personnel, etc. will follow procedures as outlined in this policy. Conduct that interferes with the educational opportunities of students, endangers others, or necessitates disciplinary action can ultimately result in suspension and/or expulsion from school.

The School Board Policy Committee will meet annually, or as needed, to review and/or revise the policy. It is the philosophy of this committee to continue to develop a safe, kind, and caring environment for the students and staff of this school. The basis of the Conflict Resolution Policy for our school is respect. This means respect for individual differences, oneself, and respect for property.

It is the hope of the School Board that alternative consequences are encouraged throughout the school to include counseling, restitution, and increased parental involvement in the discipline plan of the children.

It is our common goal that through these coordinated efforts disciplinary referrals will continually decrease and be replaced with teachable moments.

The school district maintains several classes of pupil records.

"Progress records" include grades, courses the child has taken, the child's attendance record, immunization records, required lead screening records, and records of school extra-curricular activities. Progress records must be maintained for at least five years after the child ceases to be enrolled.

"Behavioral Records" include such records as psychological tests, personality evaluation, records of conversations, written statements relating specifically to the pupil's behavior, tests relating specifically to achievement or measurement of ability, physical health records other than immunization and lead screening records, law enforcement officers' records, other pupil records that are not "progress records." Law enforcement officers' records are maintained separately from other pupil records. Behavioral records may be maintained for no longer than one year after the child graduates or otherwise ceases to be enrolled, unless the parent specifies in writing that the records may be maintained for a longer period of time. The school district informs parents when pupil records are no longer needed to provide special education. At the request of the child's parents, the school district destroys the information that is no longer needed.

"Directory Data" includes the student's name, address, phone listing, date and place of birth, major field of study, participation in officially recognized activities and sports, weight and height of members of athletic teams, dates of attendance, photographs, degrees and awards received, and the name of the school most recently previously attended by the student.

"Pupil Physical Health Records" include basic health information about a pupil, including the pupil's immunization records, an emergency medical card, a log of first aid and medicine administered to the pupil, an athletic per-emit card, a record concerning the pupil's ability to participate in an education program, any required lead screening records, the results of any routine screening test, such as for hearing, vision or scoliosis, and any follow-up to the test, and any other basic health information, as determined by the state superintendent. Any pupil record relating to a pupil's physical health that is not a pupil physical health record is treated as a patient health care record under sections 146.81 to 146.84, Wisconsin Statutes. Any pupil record concerning HIV testing is treated as provided under section 252.15, Wisconsin Statutes.

CONFLICT RESOLUTION GUIDELINES

The Family Educational Rights and Privacy Act (FERPA), the Individuals with Disabilities Education Act (IDEA), and section 118.125, Wisconsin Statutes, afford parents and students over 18 years of age ("eligible students") the following rights with respect to education records:

The right to inspect and review the student's education records within 45 days of receipt of the request. Parents or eligible students should submit to the school principal [or appropriate school official] a written request that identifies the records(s) they wish to inspect. The principal will make arrangements for access and notify the parent or eligible student of the time and place where the records may be inspected. The school district will comply with the request without unnecessary delay and before any meeting about an individualized education program, or any due process hearing, and in no case more than 45 days after the request has been made. If any record includes information on more than one child, the parents of those children have the right to inspect and review only the information about their child or to be informed of that specific information. Upon request, the school district will give a parent or eligible student a copy of the progress records and a copy of the behavioral records. Upon request, the school district will give the parent or eligible student a list of the types and locations of education records collected, maintained, or used by the district for special education. The school district will respond to reasonable requests for explanations and interpretations of the records. A representative of the parent may inspect and review the records.