



5200

Behavior Standards and Code of Conduct

Policy 5200

Original Adoption: 06/12/1984

Effective Date: 08/01/2014

Revision Dates: 11/1/1985, 04/28/1987, 09/13/1994, 06/24/2003, 12/10/2013

Review Dates:

I. PURPOSE

Minneapolis Public Schools recognizes that appropriate school behavior is critical to academic success and sustaining a rich and effective learning community. It is the intention of this policy to establish that student instruction time lost due to removal from classes due to misbehavior must be minimized.

Effective teaching of school appropriate behavior is a responsibility of the adults in every school. Effective school discipline includes establishment of high standards of behavior, school cultures of respect and acceptance, instruction in appropriate behavior, time for students to learn appropriate behavior, and fair and proportionate consequences for failure to meet behavior standards. Students share in the responsibility to uphold and respect the high standards of school behavior that contribute to the ability of all to learn.

Effective discipline maximizes the amount of student and staff time and attention spent on teaching and learning and minimizes the amount of student and staff time and attention directed toward behavior that disrupts the learning process.

Effective discipline considers the age and development of the student in framing the instruction in appropriate behavior and the consequences for misbehavior. Effective discipline is educational, not punitive. Effective discipline includes building relationships, repair of harm and restoring relationships and restorative practices to reengage students in their learning community.

It is also the responsibility of Minneapolis Public Schools to assure a safe and orderly learning and working environment for all students and staff. The District looks to parents and families to partner in the teaching and supporting of appropriate school behavior to maximize the academic success of their students.

II. GENERAL STATEMENT OF POLICY

- A. The District is committed to teaching all students and to assuring that students' learning is not disturbed by the disruptive or dangerous behavior of others.
- B. The District is committed to taking actions to provide a safe learning environment for all students, and a safe working environment for all staff.
- C. The District is committed to establish and engage in relationships with other public agencies and community resources to ensure support for the social and emotional needs of all students.



- D. The adult response to behavior that interferes with the educational environment shall include restoring relationships, restoring a productive learning environment and teaching behavior expectations.
- E. If behavior warrants a removal from instruction it must be coupled with a restorative re-entry plan that addresses student relationships with their peers and with the adults involved.
- F. Every school shall establish a School-Wide Behavior Plan identifying and teaching behavior expectations, identified and adopted restorative practices, and responses within the requirements of this policy and directives from the Superintendent. All school staff shall receive training on the school's plan.
- G. Every classroom shall establish behavior standards and norms within the district's policy, the Superintendent's directives and the school's behavior plan with participation from the students in the classroom. All students shall be taught the behavior standards established.
- H. Every school employee shall demonstrate high standards of behavior that model appropriate school, monitoring and response behaviors to students.
- I. Every school shall examine its discipline data to assure that responses to student behavior do not show evidence of bias or discriminatory behavior. Schools shall also use behavior data to identify and provide additional training to staff and students; and to provide effective interventions for students to improve student outcomes.
- J. Student age, developmental stage and individual needs based on culture, language, or disability or other relevant factors shall be considered in determining the appropriate response to behavior that does not meet school standards.
- K. Discipline for students with an Individualized Education Program (IEP), Individual Accommodation Plan (IAP/504 Plan) shall be controlled by the terms of the accommodations of their written program or plan to the extent they differ from the district policy, regulations and school plan.
- L. Students, Staff and Parents shall receive annual notice of the District's Discipline Policy and Superintendent's Regulations supporting it.
- M. Students, Staff and Parents shall receive annual notice of the school rules established by individual schools.



- N. Students and Parents shall receive annual notice of classroom rules established by their classrooms.

III. RESPONSIBILITIES

- A. The Superintendent is authorized to promulgate regulations to implement this policy.
- B. The Superintendent shall establish minimum standards of behavior for students. Superintendent shall establish annually categories of students for which behavior data will be disaggregated in reports to the board and other reports required under this policy.
- C. The Superintendent is responsible to identify adequate facilities for the documentation of behavior responses, the analysis of behavior data, engaging appropriate community resources and for identifying appropriate training for staff, student, parents and community partners.
- D. Principals are responsible for:
1. leading the collaborative development of the school's behavior and restorative practices plan;
 2. assuring that annual notices are given to students, parents and staff.
 3. developing and sustaining partnerships with identified community resources;
 4. leading the review of school behavior data to identify training needs with a view toward improving student outcomes;
 5. reporting behavior data no less than quarterly to their school community.
 6. Reviewing behavior data with the appropriate Associate Superintendent or other District leadership no less than quarterly.
- E. Teachers are responsible for:
1. leading the development of the classroom behavior and restorative practices standards and procedures;
 2. assuring that all students are taught the expected school behavior in their classroom and school;
 3. participating in identifying students that would benefit from additional support from school and community resources;
 4. Participating in implementation of the school behavior plan and restorative practices;
 5. participating in data review, necessary training, and analysis of behavior data to improve student outcomes.
- F. Non-classroom school staff is responsible for implementing with fidelity the district behavior standards and school behavior standards, participating in data review as directed by the principal or site administrator, necessary training and analysis of behavior data to improve student outcomes.



- G. Parents are responsible to partner with their student's schools to implement with fidelity the school behavior standards and school and classroom rules to improve their student's outcomes. Parents shall help their students learn the behavior standards of their schools and classrooms.
- H. Students are responsible to learn the standards of behavior of this district, their school and their classrooms; to take personal responsibility for their behavior as they are able, and to work to improve the relationships they have with their peers, their teachers and with other school staff.

Legal References:

Minn. Stat. §121A.40 *et seq.* (Pupil Fair Dismissal Act)
Minn. Stat. §121A.58 *et seq.* (Discipline, All Students)
Minn. Stat. §125A.08 (Individual Education Programs)

Cross References:

MPS Policy 1304 (Equity and Diversity)
MPS Policy 3548 (Bus Safety)
MPS Policy 4025 (Drug Free and Weapons-Free Schools and Workplace)
MPS Policy 5000 (Equal Education Opportunity)
MPS Policy 5100 (Attendance)
MPS Policy 5201 (Bullying and Hazing Prohibition)
MPS Policy 5210 (Student Electronic Devices)
MPS Policy 5220 (Tobacco Use- Student)
MPS Policy 5620 (Releasing Students to Police)
MPS Policy 5621 (Use of Peace Officers and Crisis Teams to Remove Students from School Property)
MPS Policy 5631 (Drug-Free Schools, Chemical Health, Chemical Use and Abuse)
MPS Policy 5635 (Reporting Maltreatment of Minors and Vulnerable Adults)
MPS Policy 5636 (Notification of Student on Student Sexual Assaults Committed on School Property)
MPS Policy 5680 (Search of Students, Lockers, Desks and Motor Vehicles)
MPS Policy 5700 (Special Education)
MPS Policy 5750 (Student Disability Nondiscrimination – 504)
MPS Policy 6415 (Internet and Educational Network Use)
MPS Policy 6692 (Student Medication)

MPS Regulation 5200 A – Classification of Behaviors and Responses
MPS Regulation 5200 B – Out of School Removals from Instruction

Publications:

MPS Student Code of Conduct
Levels of Behaviors, Interventions and Responses