

## SPS Title IX Task Force Meeting

5/30/19

Katie Shae, Karen Boudour, Natalie Dolci, Alec Forsyth, Shana Macleod, Brennon Ham, Brian Wynne, Rebecca Milliman

- Wanting to make a targeted effort to represent missing perspectives
  - o Central, SE Region
  - o Latinx, African American, API orgs, I&R
  - o Importance of seriously considering work and input of attendees who are not voting members
  - o Aligning work with racial equity policy
  - o Will present a list of folks
- Possibility of extended July meeting to prepare for August training of school building leaders
- Agreement to be able to address concerning comments/call in
- Proposed future meeting schedule – 4:30-6:30pm to choose a day of week and a week in the month
- Review of Case Study # 3
  - o Severe misconduct considered critical incidents
  - o Tina deploys resources needed – “Incident Commander”
    - Starts a notification to SPD patrol and SAU sgt.
    - Alerts them that they will be assigning a detective
    - 411 team – “C Team” High level staff
    - Behavioral Health Services
    - EAP
    - Safety/Security and Communications
  - o Kept involved in criminal investigation
  - o Get to observe child interview
  - o If arrest is likely – multi-agency staffing
  - o Teen Health Centers are not SPS
    - Swedish, Neighborcare, Public Health, Seattle Children’s etc.
  - o May loop in affinity group
  - o If it’s an arrest they will be notified and Tina will update about the arrest and developing a communication plan
  - o Communicate with relevant departments – IEP, ELL, etc.
    - New communication plan as they approach trial
  - o Support plan for victim and SPS community at large
  - o Refrains from using student names in emails
    - “Alleged Victim” and “Responding Party”
- What if Tina were sick? What is in policy/protocol?
  - o They have recognized the importance of writing it all out in a protocol
  - o District is still going through a reorg from senior leader level
- Role Clarification
  - o Facilitators are not voting members of task force but subject matter experts
- Rebecca and Brian both move to have a written protocol

- Brian proposing how to identify warning signs before it becomes a critical incident
- Part of next steps will be to look at some of training materials that goes to principals
- Tina identifying need for advocates for students in scenarios where exclusionary discipline is a potential outcome
- Rebecca – proposed improving the collaboration with community-based advocates
  - o HCSATS works with survivors as well as children 12 and under who are acting out sexually
- Title IX Investigation is separate from student code of conduct
- Yvonne recommending building relationships with SVLC – not mandatory reporters, communication is covered by confidentiality
- Rebecca – kids want to be able to anonymously talk about the concerns
- Review of Safety Plan Document
  - o Safety plan meant to be followed but subject to change
- Discipline Office handles school removal as a disciplinary action
  - o Natasha noted that their office doesn't answer discipline questions but works to ensure Title IX obligations are met
  - o If you remove them, where do they go next? Obligation to educate students
    - Interagency program
    - Options high schools
    - Alternative programs
  - o Limited in what they can do if the behavior occurred outside of campus
- Violation of No Negative Contact Contract is grounds for progressive discipline
- Criteria for immediate removal is very high
  - o Substantial disruption or harm to self/others
- District has removed behavior modification programs
- Open to resources to enhance safety plan for students and staff
  - o District is to be accountable to it as well
- Limited training hours out of school year
- Per survey professional development staff requests – top choices – sexual behavior in young children training versus what to be concerned about, Supporting survivors, prevention, school culture
- Behavior Health Services – different purview
  - o School Health Education Task Force
- Targeted trainings?
- Get in front of all 2000 teachers?
- Who has the PD time?
- Professional development for early release on Wednesdays
  - o Different colors related to different content
  - o Race and Equity Team Leads
  - o PLC – Professional Learning Community – Math/Science for example
- Natasha sending out training materials and survey to establish standing meeting time