

ERMS BEHAVIOR GUIDELINES & PROCEDURES



Philosophy:

At ERMS we strive to support our students in becoming thoughtful, caring, kind, and responsible members of our community. We prioritize facilitating an inclusive school community where all students and staff feel valued, respected, connected, and supported. Our programs, curriculum, and behavioral interventions support a whole child approach.

We have Tiger **PRIDE** at ERMS! Our positive behavioral expectations are shared in our **PRIDE** matrix.

Personal Responsibility - to be accountable for actions, choices and their results. **Respect** - to show consideration, appreciation and acceptance. **Integrity** - to be honest, sincere, and kind in words and actions. **Determination** - to set goals and persevere through challenges. **Excellence** - to strive to do your best at all times. We are also a Anti-Defamation League **No Place for Hate** school where we address instances of bias, prejudice, bullying, and mean spirited behavior with the goal of supporting students in developing realistic action steps and the tools necessary to create a positive outcome for their school community.

We also understand that children may make poor choices for various reasons and need opportunities to learn and grow from their actions. Integrated throughout our disciplinary guidelines and procedures are opportunities for students to learn from their mistakes in addition to consequences such as detentions or suspensions. Opportunities for growth include, but are not limited to, incentives for positive behavior, written reflections, working with a school counselor, working with a teacher, receiving support from our MTSS Behavioral Lead, or participating in restorative practices. This holistic approach to supporting students in their growth as well rounded young people will not only help students learn from their mistakes but will help them thrive.

Definitions:

Level I Behavior: Classroom managed behavior (eg. talking in class, minor horseplay, etc.)

Level II Behavior: Multiple classroom infractions (3 Level I behaviors or more) **OR**

Level III Behavior: Office managed behavior (eg. harassment, physical altercations, bullying, threats, more severe classroom disruptions, use of substances, obscene language, more severe inappropriate behavior)

PRIDE/NPFH Reflection: Written reflection where students are asked to reflect on their behavior in connection to the ERMS PRIDE Matrix and/or the No Place for Hate pledge.

Offense**Possible Disciplinary Action****Duration(days)**

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| Misrepresentation of the truth, false information | Level I - depending on offense and severity of behavior, action by teacher can include: written reflection; lunch/recess detention, office referral. Level II or III- Administrative Detention and/or ISS | 1-3 |
| Inappropriate behavior | Level I - depending on offense and severity of behavior, action by teacher can include: written reflection; lunch/recess detention, office referral. Level II or III- Administrative Detention and/or ISS | 1-3 |
| Disrespectful/Insubordination | Level I - depending on offense and severity of behavior, action by teacher can include: written reflection; lunch/recess detention, office referral. Level II or III- Administrative Detention and/or ISS | 1-3 |
| Cell Phone Use between 7:45-2:50 | At the teacher's discretion, they can give a warning prior to it becoming a 1st offense. *1st offense - Teachers will confiscate, turn into the office, home contacted, parents will pick up. 2nd offense -Teachers will confiscate, turn into the office, home contacted, lunch detention and parents will pick up. 3rd offense - 2 lunch detentions or ISS, phone call home, parent must pick up phone | |
| Leaving School Grounds | Level III - ISS | 1-3 |
| AWOL | Level III 1st Offense - Administrator Detention 1-3 days 2nd offense - ISS | 1-2 |
| Inappropriate Language/ Obscene | Level I - depending on offense and severity | |

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| Language | of behavior, action by teacher can include: written reflection; lunch/recess detention, office referral. Level II or III- Administrative Detention and/or ISS | 1-3 |
| Irresponsible physical behavior or horseplay | Level I - depending on offense and severity of behavior, action by teacher can include: written reflection; lunch/recess detention, office referral. Level II or III- Administrative Detention and/or ISS | 1-3 |
| Inappropriate use of technology/recordings | Level III - ISS/OSS | 1-5 |
| Damaging Chromebook or other school equipment | Level III - ISS, restitution | 1-3 |
| Disruption of Educational Process | Level III 1st Offense - Administrator Detention 1-3 days 2nd offense - ISS | 1-5 |
| Obscene Behavior | Level III - ISS/OSS | 1-5 |
| Theft/Stealing | Level III - ISS/OSS | 1-5 |
| Tobacco/Vape possession, sale, use | Level III - ISS/OSS, referral to counselor, possible police referral | 3-10 |
| Threats/intimidation/bullying/ Harassment; verbal or physical/biased behavior | Level III - ISS/OSS, referral to counselor, possible police referral | 1-10 |
| Alcohol- Abuse/under the influence of, possession | Level III - ISS/OSS, referral to counselor, possible police referral | 5-10 |
| Physical Fighting | Level III - ISS/OSS | 1-5 |
| Drugs - Abuse, under the influence of, paraphernalia, possession, sale, distribution, intent to sell | Level III - OSS, referral to counselor, possible police referral, possible referral for expulsion | 5-10 |
| Endangering students or staff/intent to cause injury | Level III - OSS, referral to counselor, possible police referral | 5-10 |
| False fire alarm | Level III - OSS, referral to counselor, possible police referral | 5-10 |

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| Technology - Unauthorized use of/unauthorized access of school computer networks | Level III - ISS/OSS, referral to counselor, possible police referral - see Technology - Acceptable Use Policy | 3-10 |
| Vandalism | Level III - ISS/OSS; possible police referral | 3-10 |
| Weapons - possession/use | Level III - ISS/OSS, possible police referral, mandatory referral for expulsion | 10 |

Important information to consider:

- The disciplinary guidelines outlined here are not meant to be all-inclusive or restrictive, but rather to provide students and parents with relative information as to how various disciplinary situations are typically actioned.
- *Lunch/Recess Detention issued by a teacher must be accompanied by a phone call home and inform the school counselor for PS Log entry.
- **ISS** = In School Suspension - All student work delivered to the office
- **OSS** = Out of School Suspension - All student work posted in Google Classroom, student is responsible for all missed work.
- Student can not participate in school sponsored activities during suspension for both ISS and OSS
- For all offenses at all levels, additional disciplinary action up to and including possible expulsion as indicated by Board policy, may be required depending on the nature, severity or frequency of the offense. Incidents involving police referral may result in arrest.
- Incidents involving damages, theft, cleanup or other services require restitution
- A student whose discipline record shows habitual and repeated behavior infractions of at least five (5) individual suspension actions or 15 total days of suspension within one year may be brought before the school administration team for review. The team may also consider for review any student who has accumulated eight suspension actions or a total of 24 days of suspension within a two-year span.
- **Expulsion** - Any student whose conduct on school grounds or at a school sponsored activity violates a publicized policy of the Board, or seriously disrupts the educational process or endangers persons or property may be expelled. Expulsion proceedings are required (Conn. Gen. State Statutes, Sec. 10-233d) when there is reason to believe that a pupil 1) possessed or used a firearm, deadly weapon, dangerous instrument or martial arts weapon on school grounds or at a school-sponsored activity; 2) off school grounds possessed a firearm or used or possessed a firearm, instrument or weapon in the commission of a crime; or 3) on or off school grounds offered for sale or distribution of a controlled substance. Any such exclusion shall take place in accordance with sections 10-233a to 10-233h of the Conn. Gen. State Statutes. Cases of possession of controlled substances shall be brought to the Superintendent for consideration of additional action including the initiation of expulsion proceedings. The Superintendent may also recommend expulsion proceedings for other serious violations of school policy or for any student referred by the principal through the Disciplinary Review process.