

V. UPDATE/DISCUSSION BY THE HAWAII STATE DEPARTMENT OF EDUCATION AS RELATED TO THE SAFE SCHOOLS COMMUNITY ADVISORY COMMITTEE RECOMMENDATIONS ADDRESSING BULLYING AND HARASSMENT IN HAWAII PUBLIC SCHOOLS

Presenting: Ms. Jean Nakasato, Educational Specialist, Positive Behavior Support

**Recommendations for Addressing Harassment in Hawaii Public Schools  
Update to Safe Schools Community Advisory Committee Recommendations**

*Any recommendations to establish or increase the number of school personnel to provide services cannot be considered due to the current financial status of the department.*

*All student discipline data collected this school year, 2010-2011, serves as baseline information since:  
-the Hawaii Administrative Rules Title 8 Chapter 19 amendments were approved in September 2009 and  
-eCSSS enhancements to collect "bullying and cyberbullying" incidents were instituted in February 2010.*

*Many of the individual recommendations need to be considered as part of a total school improvement process along with implementing the Comprehensive Student Support System with fidelity.*

**Section 1. Comprehensive Recommendations**

The following three recommendations provided the foundation for the SS-CAC's report.

**Comprehensive Recommendation #1:** DOE will establish a school community culture that creates and encourages an environment of safety and respect for all, and ensure that all students are recognized as unique, worthy and valuable contributors to the school community.

**Comprehensive Recommendation #2:** The Board of Education and Superintendent will present a strong public statement that bullying, harassment and discrimination are unacceptable and will not be tolerated in Hawaii's schools. This message will be clear and unambiguous and will be communicated on an ongoing basis.

**Comprehensive Recommendation #3:** The Department of Education's Comprehensive Student Support System (CSSS) will be strengthened and enhanced to serve as the foundation for the implementation of a robust and sustainable statewide school support system, accountable to students, teachers, parents and the community.

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**Section 2. DOE Policies and Procedures**

Recommendation	Operational Considerations	Actions/Current Status
#1 – Establishing school culture in which bullying, harassment, and discrimination not permitted	Schools must implement CSSS with fidelity.	<ul style="list-style-type: none"> <li>• CSSS initiated in 1996 statewide.</li> <li>• Philosophy of proactive schoolwide discipline and interventions to teach appropriate behaviors added to Chapter 19 amendments.</li> <li>• Race to the Top (RTTT) project, “Continuum of Proactive Student Supports for Early Intervention and Prevention” will address enhancing and sustaining school cultures of safety &amp; well-being.</li> </ul>
#2 – Developing & implementing anti-bullying, anti-harassment, and anti-discrimination policies and procedures	Lead: Office of Civil Rights & Compliance	<ul style="list-style-type: none"> <li>• BOE Policy 4211 “Anti-Harassment, Anti-Bullying, and Anti-Discrimination Against Student(s) By Employees” adopted February 2008.</li> </ul>
#3 – Superintendent formally charging Leadership and DOE administrative staff to implement recommendations of document		<ul style="list-style-type: none"> <li>• Pending Superintendent’s &amp; Leadership’s directive</li> </ul>
#4 – Annual training at school level	Lead: Student Support Branch in collaboration with: Office of Safety, Security & Emergency Preparedness Branch and Office of Curriculum & Instruction	<ul style="list-style-type: none"> <li>• Initiated in January 2010, Safety and Well-being Toolkit provided for:               <ul style="list-style-type: none"> <li>○ Annual training to be conducted by all schools</li> <li>○ School safety web course for all DOE employees to complete</li> </ul> </li> </ul>
#5 – Implementing anti-bullying, anti-harassment, anti-discrimination program	Implementing specific anti-bullying/harassment programs not viable solution; best practices, endorsed by US DOE, is to establish schoolwide proactive systems that supports positive behavior change.	<ul style="list-style-type: none"> <li>• Implementation of schoolwide positive behavioral interventions and supports to be a non-optional item in Race to the Top (RTTT) project, “Continuum of Proactive Student Supports for Early Intervention and Prevention.”</li> </ul>
#6 – Clear lines of accountability for anti-bullying/harassment/discrimination measures & implementation of appropriate training		<ul style="list-style-type: none"> <li>• Dependent on school administrators and teachers being trained on data analysis processes for continuous improvement.</li> <li>• RTTT Project, “Functional Data Analysis &amp; Instructional Teams” to provide deliverables for this.</li> </ul>
#7 – Chapter 19 student characteristics to include “gender identity and expression”	Amendments to Chapter 19	<ul style="list-style-type: none"> <li>• “Gender identity and expression” added to definition of “harassment” with 2009 amendments.</li> </ul>

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Recommendation	Operational Considerations	Actions/Current Status
#8 – Revise Chapter 41, Civil Rights Policy and Complaint Procedure	Lead: Office of Civil Rights and Compliance (CRC)	<ul style="list-style-type: none"> <li>CRC is awaiting Board's decision on submitted document.</li> </ul>
#9 – Establish hiring practices that address/questions about establishing safe, proactive and positive school and classroom environments	Lead: Superintendent's Office with Office of Human Resources	<ul style="list-style-type: none"> <li>A determination to be considered by Office of Human Resources under Superintendent's directions.</li> </ul>
#10 – Provide students and families with appropriate CSSS or other DOE referrals in timely manner	Schools must implement CSSS with fidelity.	<ul style="list-style-type: none"> <li>Enhancing CSSS process and assessment tools with RTTT Continuum of Proactive Student Supports for Early Intervention and Prevention.</li> </ul>
#11 – Provide resources and supports to work with student victims and perpetrators	Schools must implement CSSS with fidelity.	<ul style="list-style-type: none"> <li>No state funds to support additional staff positions.</li> <li>Individual schools need to analyze and access appropriate resources for students' needs.</li> </ul>

**Section 3. Reporting and Data Collection**

Recommendation	Operational Considerations	Actions/Current Status
#1 – Enhance current implementation and documentation of CSSS	Enhancements and funding priorities to eCSSS. Determining critical data elements to "flag" and analyze student support information.	<ul style="list-style-type: none"> <li>eCSSS re-alignment process temporarily on hold.</li> </ul>
#2 – Establish dedicated personnel to support preventing, investigation & addressing bullying, harassment, discrimination	Department's financial status	<ul style="list-style-type: none"> <li>As this is a budget issue for increase of personnel, item cannot be considered at this time.</li> </ul>
#3 – Reporting and data collection mechanisms system to reflect true incidence and nature of bullying	eCSSS enhancements	<ul style="list-style-type: none"> <li>As of February 2010, eCSSS records Chapter 19 incidents of bullying, harassment, cyberbullying.</li> </ul>
#4 – Provide schools with incentives and supports	Department's financial status	<ul style="list-style-type: none"> <li>As this is a budget issue for additional funding, item cannot be considered at this time.</li> </ul>
#5 - Investigate reported incidents to ensure student concerns of bullying, harassment & discrimination addressed thoroughly and timely	Implementation of Chapter 19 Implementation of BOE Policy 4211	<ul style="list-style-type: none"> <li>Oversight of this action is with complex area superintendents.</li> </ul>

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Recommendation	Operational Considerations	Actions/Current Status
#6 – Event of publicized school-related event, collaborate with appropriate educational office to release timely statement addressing		<ul style="list-style-type: none"> <li>Departmental procedures are in place for communications to the public via Sandy Goya, Communications Director.</li> </ul>

**Section 4. Reporting and Data Collection**

Recommendation	Operational Considerations	Actions/Current Status
#1 – Evaluate effectiveness of entire system		<ul style="list-style-type: none"> <li>To be determined by Superintendent and Leadership Team.</li> </ul>
#2 – Ensure information from data collection used to inform and revise on-going basis current policies and procedures		<ul style="list-style-type: none"> <li>This process is embedded within each branch of the department as defined by the respective Assistant Superintendent and their program managers.</li> </ul>
#3 – Superintendent shall convene annually with SS-CAC to review data and feedback		<ul style="list-style-type: none"> <li>Pending Superintendent's directive</li> <li>As school year 2010-2011 serves as baseline data since the enhancements to eCSSS were instituted, data for review will not be ready until following school year.</li> </ul>

**Section 5. DOE Training/Curricula**

Recommendation	Operational Considerations	Actions/Current Status
#1 – Integrate concept of safety and respect for all students throughout school culture	Schools must implement CSSS with fidelity.	<ul style="list-style-type: none"> <li>Student Support Branch and Safety, Security &amp; Emergency Preparedness Branch developing a module for school administrators integrating student safety and student support.</li> </ul>
#2 – Administration, faculty, staff, school personnel trained annually		<ul style="list-style-type: none"> <li>Pending Superintendent's memo</li> </ul>
#3 – Students participate in annual informational assemblies		<ul style="list-style-type: none"> <li>School administrators' determination of venue for delivering information to students</li> </ul>
#4 – Parents receive information		<ul style="list-style-type: none"> <li>School administrators' determination of venue for delivering information to parents</li> </ul>

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**Section 6. Community Involvement**

Recommendation	Operational Considerations	Actions/Current Status
#1 – Establish permanent SS-CAC		<ul style="list-style-type: none"> <li>• Pending Superintendent's decision</li> </ul>
#2 – Encourage parents to participate in school's community council		<ul style="list-style-type: none"> <li>• School administrators' implementation</li> </ul>
#3 – Review strategies for enhancing community involvement in DOE system that enhance partnerships with community	Each school has its own strategies of leveraging and establishing community partnerships and links.	<ul style="list-style-type: none"> <li>• School administrators' implementation</li> </ul>
#4 – Promote importance of safe and positive learning environment through media	Surveying schools statewide regarding current implementation practices. Time and funding considerations to produce media documents.	<ul style="list-style-type: none"> <li>• DVD with examples of local schools implementing schoolwide positive behavioral interventions and supports produced. Posted on Safety &amp; Well-being Toolkit site.</li> </ul>