STAFF – STUDENT RELATIONS

Good discipline is more than the maintenance of school and classroom order. It has as its ultimate objective the development within the pupil of socially approved self-control with due respect for democratically constituted authority. Policies and practices of discipline should help achieve this broad objective, while at the same time help achieve the immediate objective of maintaining the desired degree of order in the school.

It is the duty of pupils to learn acceptable patterns of behavior while it is the duty of the teachers to establish learning experiences for pupils which will permit this objective to be achieved. One of the many desired behavior traits expected of pupils is that they respect principals, teachers, other school employees, and other pupils.

Recognizing that punishment of a student may be necessary to maintain school and classroom order, it is hereby recommended that such punishment may include but not be limited to: withdrawal of privileges, meaningful study assignments, denial of participation in extracurricular activities, noon detention, in-school suspension, out-of-school suspension, and referral to other school personnel.

In order to develop positive staff-student relations, all employees are expected to:

1. Know as far as possible the home background, abilities, and emotional and social needs of each pupil by:

    a. Keeping in contact with the home through phone calls, conferences, memos or home visits
    b. Finding opportunities of talking informally with pupils with whom contact is made
    c. Reading relevant research and theory on understanding children

2. Be aware of the factors that encourage good behavior:

    a. Good planning for the work of the day by the teacher and pupils. Keep pupils busy with productive activities
    b. Building up a good school spirit with pride in achievement
    c. Developing and cultivating a real interest in working with boys and girls
    d. Keeping positive rather than negative attitudes. Praise often and show approval for pupils' efforts rather than criticize failures
    e. Keeping an impersonal and diagnostic attitude toward behavior problems. Strive to discover and remove the causes of outbreaks
    f. Making success likely. Adapt assignment to the abilities of pupils.

3. Refrain from the following:

    a. Using ridicule, sarcasm, or irony in class against an individual of that class. To do so will breed contempt, disobedience, and disloyalty
    b. Punishing the whole group for the misconduct of an individual
    c. Considering offenses as personal attacks upon the teacher

d. Calling pupils disparaging names or so speaking of them to others
e. Lowering marks as punishment
f. Using threats or predicting dire results if certain things happen. However, consequences are to be fully explained and implemented
g. Depriving children of toilet period
h. Striking children

4. Make use of preventive measures at all times. Teachers who plan their programs well, who have a real understanding of children, a sincere liking for them and deep concern for their successful development will seldom have serious discipline trouble.

5. All employees of the Raleigh County Board of Education shall conduct themselves, at all times, as positive role models for the students of Raleigh County. In that connection, employees of the Raleigh County Board of Education shall not kiss, fondle, or, in any manner, inappropriately touch students. Likewise, it is deemed a violation of this policy for any employee to date a Raleigh County school student under the age of 18.

   In addition, any board of education employee convicted of any charge of public intoxication or moral misconduct shall also be deemed in violation of Section 5 of the Staff-Student Relations Policy.

   Where a school employee commits a violation of this policy and the board establishes that the conduct directly affects the performance of the employee's responsibilities, <u>or</u> the subject becomes of such notoriety as to impair the capability of the particular employee to discharge assigned responsibilities, the employee's contract may, in accordance with law, be terminated.

Source: Board of Education Minutes
Approved: November 12, 2002