

**Edgar Allan Poe Elementary**  
**SDMC Agenda**  
**April 27, 2023**

1) Level III Acts of Misconduct

- a) Any verbal abuse of others, including slurs, name-calling, or derogatory statements to another person because of that person's race, color, religion, national origin, disability, physical/personal appearance, sexual orientation, and gender identity/gender expression.

Issue:

There have been children using a racial slur or a form of a racial slur. Or, they are saying words that sound like a racial slur.

Discussion

We should take a hard line. Any slur is unacceptable.

Whether kids know what it means or not, the language is not acceptable at school.

The question came up if kids at this age are cognitively aware of the difference of word use in other situations versus school.

Kids test boundaries. Kids try to shock each other and adults.

It was decided that whether or not kids fully understand, the use of slurs is not acceptable and not allowed.

Consequences were discussed and education. The committee does not want to just punish children but help them develop understanding and empathy.

A restorative consequence mentioned might be videos about use of harmful language, the strength of words, followed by an essay assignment.

Other consequences included community service, in school suspension, or after school detention.

Teachers volunteered to do an after school detention or to host community service on weekends

A parent suggested inviting an officer to address the children using the slurs. Mr. Amerson will also ask the officer at Lanier to address this when the kids take their tour of the school.

Following the code of conduct, the above statement, slurs cannot be tolerated. Teachers have to address any slurs that occur. Slurs of any type intending harm are a Level III offense and must be referred to administration. At the least, parents must be notified so they can help talk to their children about name calling of any type.

The wrap around specialist mentioned we need to look at the culture and changing our culture to where the cool kids are the ones NOT calling other people names; name calling must be an outlier and an exception.

Another teacher suggested more rewards for students following rules. For example, a party each grading period for the students with all "E"s in conduct.

It was also suggested we survey our very diverse community at the beginning of the school year to determine needs and concerns of our families.

There also needs to be education and empathy taught to the kids beyond what we are already doing. We will research the current lessons in Rethink Ed and Sanford Harmony to align them with this mission.

Other things mentioned to help with building community mentioned a stronger emphasis on the Honor Roll and All “E” celebrations and the Poe House System.