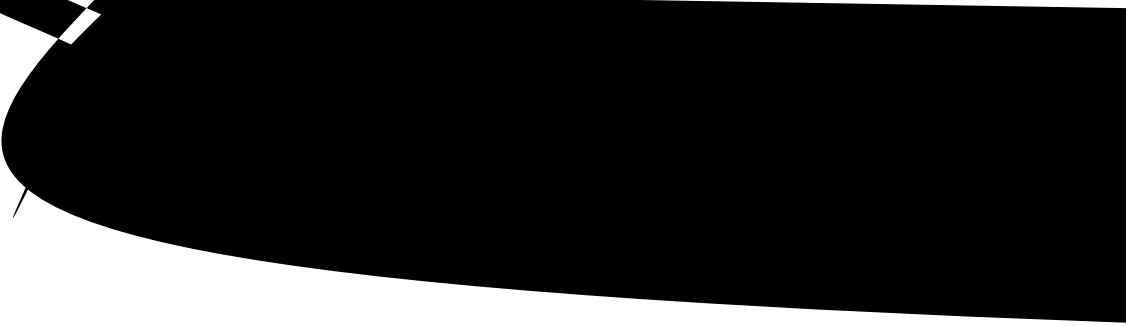


"#\$%&'(\$ %' %)"*\$+,(-\$ +*!.

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6KH QRWHLP SRUHW DQFH RI WKH UROH RI SDUH QW DGO LWHXG NIDWQIWOH E
3ROLFLH Goals and Objectives Diversity and Inclusion Collaboration and
Community 5 \$ Foundations for Learning DQG

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,W Z RECOMMENDED AND AGREED WKDW WKH ILQDOLJHG GUDIW RI WKH IURP WKH 62*, :RUNLQJ *URXS DFFRPSDQ\ WKH 01RULFKH RI 0RWL SXEOLF PHHWLQJ RI WKH %RDUG

7. POLICY 703.7: CLOSURE OF SCHOOLS DUE TO EMERGENT CONDITIONS

7KH 6XSHULQWHQGHQW VSRNH WR WKH X-SPG-DJW HQF\ VVWK DRVO DFCSDXUJ- RQ WGHVWULFW ZHEWLSUHYLGHG LQIRUPDWLRQ RORWKHH SURFHVV W SODFH ZKHQ WKHUH DUH LQFOHPHQW ZHDWKMDIFRQXIGMQRQVDHGYLVV D SULRULW\ DQG JHWLQJ DQ\ VFKRRO FORVXUH PHVVDJHV RXW WR I 6KH DG YLVHG WKDW VFKRROGFQRQVREHO\ GXH WR ZHDWKHU FRQGLV UHVXOW RI IORRGLQJ SRZHU RXWDJH DQG KHDOWK KDJDUGV \$WWH(RI ZKHQ VFKRROV ZRXOG FORVH GXH WR KHDOWK LVVXHV DQG HQ UHIOHFWV FHSURFHWK IRU SDUHQWV WR DG YLVH VFKRROV LQ WKH 7KHUH ZHUH TXHVWLRQV RQ VFKRRO OREN GRZQ SURWRFROV DQ(LQFLGHQW IDLU QRULFKH SURWRFRO LV EHLQJ ZRUNHG RQ IRU IXWXUH

'RQQD 'XQQ OHIW WKH PHHWLQJ DW DP GXULQJ WKH DERYH LWHP

8. POLICY 104-G: ACCEPTABLE USE OF INFORMATION AND COMMUNICATION SERVICES

7KH 6XSHULQWHQGHQW VSRNH WR WKH UDWLRQDOH IRU UHFHQW UHYLV DV D UHVXOW RI FKDQJHV WR WKH)UHHGRP RI ,QIRUPDWLRQ DQG 3U DQG WKH WHFKQRORJ\ XQQRDUKWKRU\$HYLVLRQV PDGHVLRQWKWUDWLY JXLGHOLQHV ZDV LQFOXGHG ZEMDJWKRUDLQDQD PDWLRQ \$WWHQGHH' DQG FRPPHQWV RQ VWDII KDYLQJ D UHVRQDEOH H[SHFWDWLRQ FRPPXQLFDWHV WKH UHTXLUHPHQWV DQG H[SHFWDWLRQV WR WK 2V35 KD(7KH 6XSHULQWHQGHQW DG YLVHG WKDW WKHVH FKDQJHV KDG EHH JXLGHOLQHV DV)2,33\$ VHWV RXW FOHDUO\ KRZ WKH GLVWULFW FR LQIRUPDWLRQ

ACTION 7KH 6XSHULQWHQGHQW ZRUGLQHYLQZROLF\ 5 Acceptable

Use of Information and Communication Services WR GHWHUPLQH LV D UHIHUHQF DGKHUHQFH2,33\$ DQG ZKHWKHU DQ\ IXUWKHU FKDQJHV PD\ EH UHTXL D IXWXUH PHHWLQJ RI 3ROLF\ &RPPLWWHH

'LRQQH 0F)WKH PHHWLQJ DW DP GXULQJ WKH DERYH LWHP

9.

12. ADJOURNMENT

7KH PHHWLGRXUQHGDW SP

5HVSHFWLWDLWWHG



6DQGUD1&RDLUSHUVRQ
3ROLF\ &RPPLWVHH

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DISTRICT PHILOSOPHY

Policy

Management Regulations
Identity

- Sexual Orientation and Gender

7KH 5LFKPRQG %RDUG RI (GXFDWLRQ EHOLHYHV WKDW DQ
HGXFDWLRQ LV WR SUHSDUH \RXQJ SHRSOH WR ZRUN DQ
DQG GHPRFUDWLF VRFLHWLHV WKDW DUH IUHH RI GLVFU
EDVHG RQ VH[XDO RULHQWDWLRQ RU JHQGHU LGHQWLW\ I

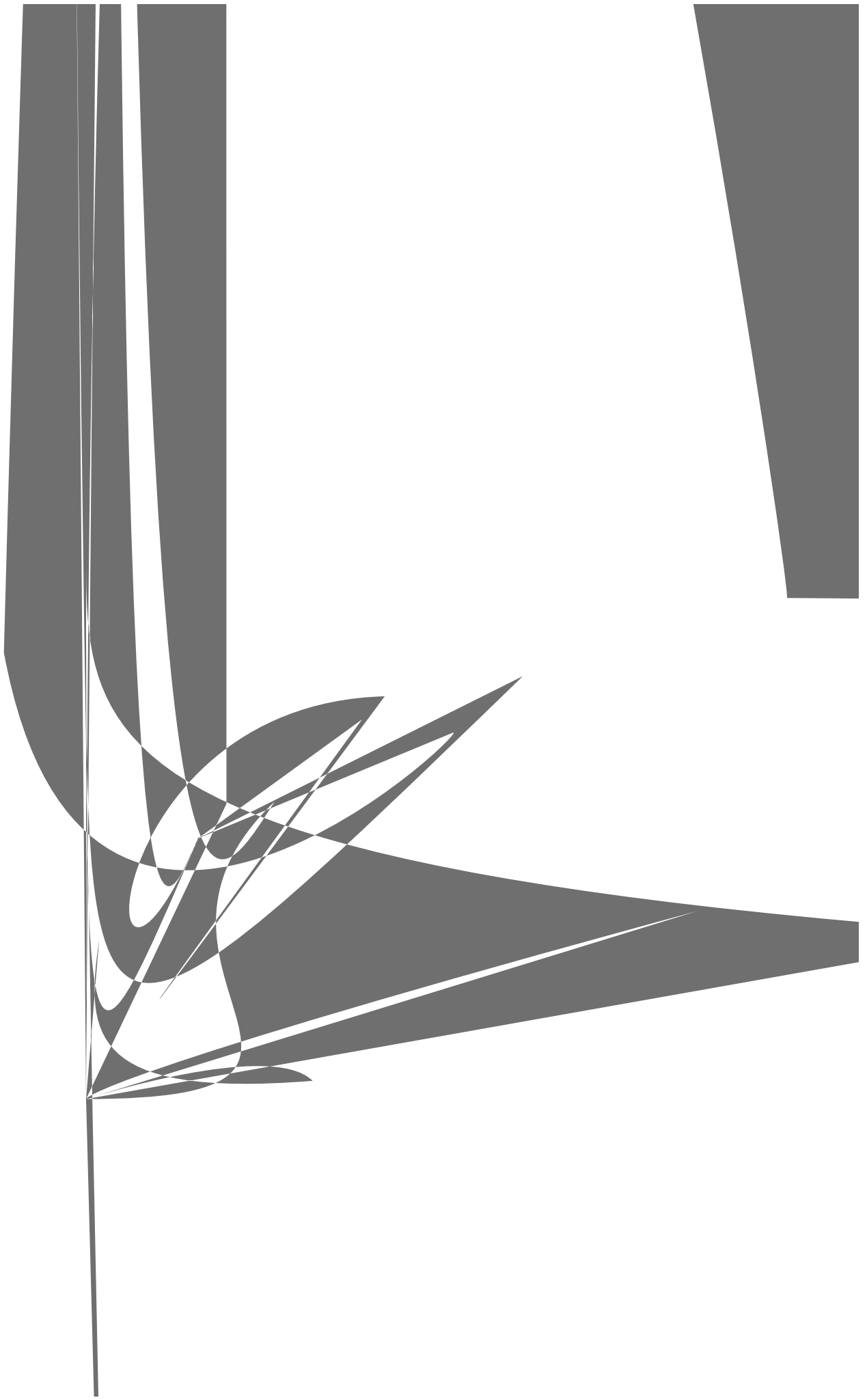
\$Q HGXFDWLRQDO HQYLURQPHQW WKDW IRVWHUV HTXL
LQFOXVLRQ ZLOO DIILUP WKH LGHQWLWLHV RI LQGLYLG>
VXSSRUW WKH HOLPLQDWLRQ RI KRPRSKRELD DQG GLVFU
DQG RXU FRPPXQLWLHV

,W LV WKH RYHUDUFKLQJ UHVSRQVLELOLW\ RI WKH %RDU
WKDW DOO VWDII XQGHUVWDQG DQG GHPRQVWUDWH WK
FROOHFWLYH UHVSRQVLELOLW\ WR LGHQWLW\ LQGLYLGX
EHKDYLRXUV ,W LV H[SHFWHG WKDW DOO VWDII ZLOO Z
DQG LQHTXLWLHV WR OHDUQLQJ IRU VWXGHQWV ZKR LGH
HQVXULQJ WKDW DOO VWXGHQWV DUH WUHDWHG ZLWK IDI

7KH %RDUG ZLOO SURPRWH SUR DFWLYH VWUDWHJLHV
PHPEHUV RI WKLV GLYHUVH FRPPXQLW\ DUH ZHOFRPHG L
VXSSRUWHG

The Board is committed to implementing measures that will:

- ¥! HILQH DSSURSULDWH H[SHFWDWLRQV ODQJXDJH EH
RUGHU WR SUHYHQW GLVFULPLQDWLRQ DQG KDUDVVP
- ¥! (QVXUH WKDW FRPSODLQWV RI GLVFULPLQDWLRQ R
VH[XDO RULHQWDWLRQ JHQGHU LGHQWLW\ DQG RU JI
VHULRXVO\ DQG GHDOH ZLWK H[SHGLWLRXVO\ DC
FRQVLVWHQWO\ DSSOLHG SROLF\ DQG SURFHGXUHV
- ¥! 5DLVH DZDUHQHV DQG LPSURYH XQGHUVWDQGLQJ
FKDOOHQJHV H[SHULHQFHG E\ WKRVH ZKR LGHQWLW\
JHQGHU LGHQWLW\ DQG H[SUHVVLRQ





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DISTRICT PHILOSOPHY

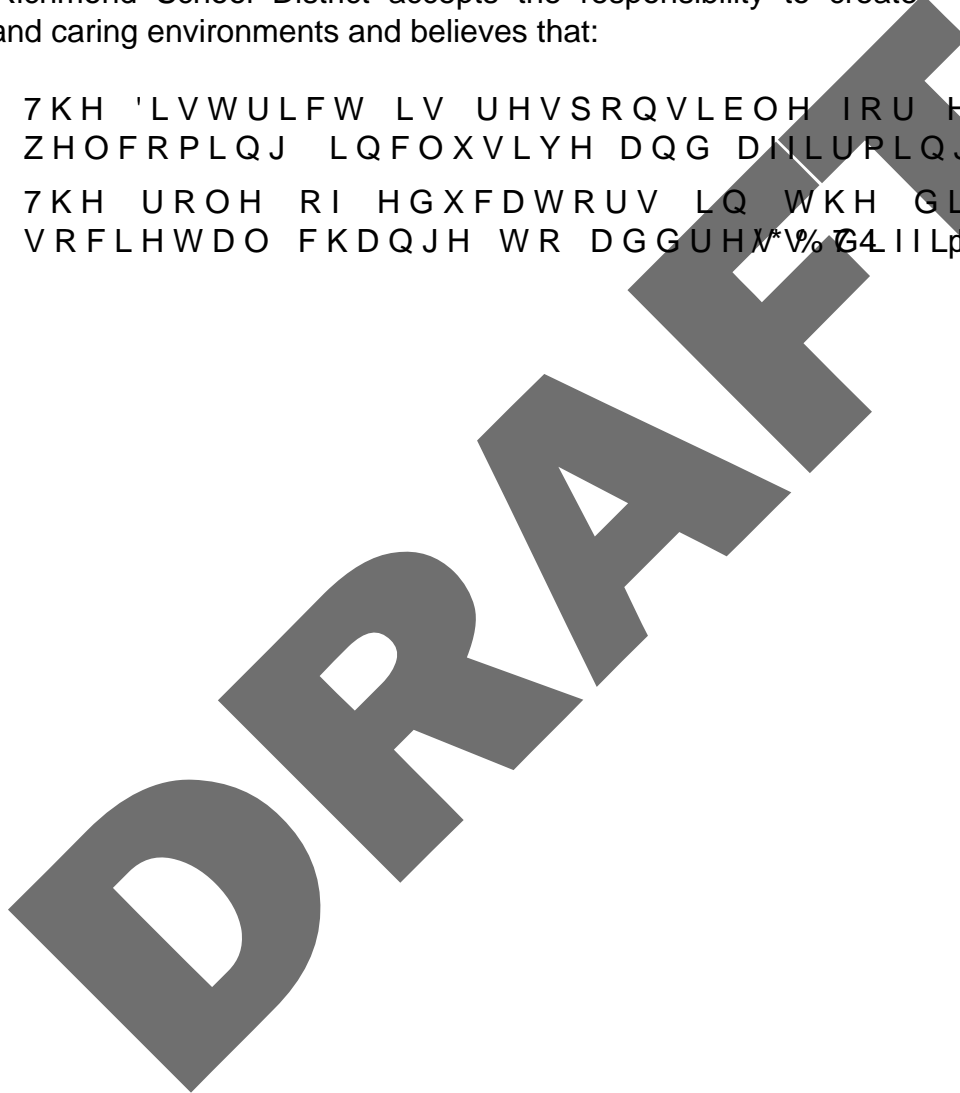
Policy

Administrative Guidelines - Identity

Sexual Orientation and Gender

The Richmond School District accepts the responsibility to create safe and caring environments and believes that:

- ¥! 7KH 'LVWULFW LV UHVSQRVLEOH IRU HQVXULQJ WKD\ ZHOFRPLQJ LQFOXVLYH DQG DILUPLQJ IRU DOO VWXC
- ¥! 7KH UROH RI HGXFDWRUV LQ WKH GLVWULFW LV FUVRFLHWDO FKDQJH WR DGGUHV*%74 IILPQDWLQHP0 Z4LF4



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¥! +DYH DYHQXHV RI UHFRXUVH ZLWKRXW IHDU RI UHSI
ZKHQ WKH\ DUH YLFWLPV RI KDUDVVPHQW GLVFULPLC
¥! +DYH WKHLU IDPLOLHV DQG FRPPXQLWLHV YDOXHG DC

Privacy and Confidentiality

\$OO SHUVRQV KDYH WKH ULJKW WR SULYDF\ 7KLV LQFO
DVVLJQHG VH\ DW D\ EHUWRDOH UHPDLQ SULYD\ RDW VI
'LVFORVLQJ LQIRUPDWLRQ SHUPLVVLRQ PD\ YLRODWH SULY

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SHUVRQ \$OO RWKHU GLVWULFW DQG VFKRRO VWDII ZL
DQG WKH PHGLD WR WKH GHVLJQDWHG VSRNHVSHUVRQ
WUDQVJHQGHU VWXGHQWV DQG VWDII LV WKH WRS SULRU
NHSW VWULFWO\ FRQILGHQWLDQ \$Q\ YLRODWLRQ RI FR
FRQWUDYHQHV WKLV DGPLQLVWUDWLYH SURFHOXU DQG
Information and the Protection of Privacy Act)2,33\$

Student Counselling and Support

6FKRRO 'LVWULFW 1R 5LFKPRQG LV FRPPLWWHG V
OHDUQLQJ DQG ZRUNLQJ HQYLURQPHQW ZKLFK DFWLYHO
VXSSRUW WR VWXGHQWV ZKR LGHQWLI\ WKHPVHOYHV
RULHQWDWLRQ RU JHQGHU LGHQWLW\ DQG H[SUHVVLRQ
\$GROHVFHQW 6XSSRUW 7HDP DUH RIWHQ WKH ILUVW SR
VHHNLQJ HPRWLRQDO VXSSRUW DQG ZLOO EH VSHFLILFD
UHVSRQVHV WR /*%74 LVVXH 6FKRRO DGPLQLVWUDV
UHVSRQVLELQW\ IRU HQVXULQJ WKDW DOO VFKRRO VWD
DQG VWXGHQWV DUH IDPLOLDU ZLWK DQG XQGHUVWDQG \
WKHVH SURFHGXUHV 7KH %RDUG RI (GXFDWLRQ LV UHV
HPSOR\HHV ZKR UHSUHVHQW WKH GLVWULFW LQ RWKHU D
6WXGHQWV FDQ UHSRUW LQFLGHQWV RI KDUDVPHQW
GLVFULPLQDWLRQ WKURXJK WKH (5\$6(%XOO\LC
[KWSV_ZZZ_HUDVHEXOO\LQJ_FD](#) ,QIRUPDWLRQ UHJD
DYDLODEOH WKURXJK WKH VFKRRO DGPLQLVWUDWLRQ

7KH 'LVWULFW HQFRXUDJHV DQG ZLOO IDFLQDWLQJ ZLV
IRUPDWLRQ\ 6WUDLJKW &OXEV RQ\$ZKHQF MWXGHQWV RU
KDYH FRPH IRUZDUG WR UHTXHVW WKLV RSSRUWXQLW\
DSSRLQW D PLQLXP RI WZR PHPEHUV RI VWDII WR EH VD
ZKR LGHQWLI\ WKHPVHOYHV RQ WKH EDVLV RI VH[XDO RU
DQG H[SUHVVLRQ 6FKRRO DGPLQLVWUDWRUV ZLOO LQIF
VFKRRO OHDGV DERXW WKH ORFDWLRQ DQG DYDLODELOLV

Staff Development and Education

(GXFDWLRQ LV WKH SULPDU\ SXUSRVH RI WKH GLVWULFW
LQFOXGH FXUULFXODU WRSLFV DQG OHDUQLQJ UHVRXUFH
DOO PHPEHUV RI RXU FRPPXQLW\ UHJDUGOHVV RI VH[XD
LGHQWLW\ DQG H[SUHVVLRQ ,Q DGGLWLRQ VWDII ZLOO
DYDLODEOH WR KHOS WHDFK DQG SURPRWH WKH VDIH FI
WKH GLVWULFW 6FKRROV ZLOO FRQGXFW DQQXDO VWDI
RXWOLQQLQJ WKHLU UHVSRQVLELQWLVHV XQGHU DSSC

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DGPLQLVWUDWLYH SURFHGXUHV 7KLV ZLOO LQFOXGH WH
DGPLQLVWUDWRUV FRXQVHOORUV DQG \RXWK DQG IDPLO
GHHPHG QHFHVVDU\ ,QIRUPDWLRQ UHJDUGLQJ WKLV D
VKDOO EH LQFRUSRUDWHG LQWR LQIRUPDWLRQ VHVVLRC
\$OO VWDII VKDUH WKH FROOHFWLYH UHVSQRVLELOLW\ R
LQFOXVLYH OHDUQLQJ HQYLURQPHQW\WKH /*%74

Educators and school support staff will be expected to:

- ¥! %H IDPLOLDU ZLWK DQG NQRZ ZKHUH WR DFFHVV
SUHYHQWLRQ SURFHGXUHV
- ¥! +DYH D JHQHUDO XQGHUVWDQGLQJ RI GHILQLWLF
RULHQWDWLRQ JHQGHU LGHQWLW\ DQG H[SUHVVLRQ
- ¥! 'HYHORS DSSURSULDWH FRPPXQLFDWLRQ VWUDWHJ
/*%74 FRPPXQLW\
- ¥!)XOO\ XQGHUVWDQG WKH FRQFHSWV RI SURWHFWLRQ
IDPLOLHV
- ¥! %H DZDUH RI VWUDWHJLHV DQG SURFHGXUHV IRU L
VXFK DV EXOO\LQJ KDUDVPHQW DQG LQWLPLGDWLRQ
- ¥! ORGHO DQG WHDFK LQFOXVLYH SUDFWLFHV WKDW KRC
RULHQWDWLRQV JHQGHU LGHQWLWLV DQG H[SUHVV

(GXFDWRUV KDYH DQ LPSRUWDQW UROH WR SOD\ LQ WHD
IRU JHQGHU GLYHUVLW\ ,W LV H[SHFWHG WKDW WHDF
ZKHUH VWXGHQWV FDQ VHH D FRPPLWPHQW WR FUHDWLC
DQG GLVFULPLQDWLRQ IUHH HQYLURQPHQW 6WXGHQWV
DUH VWULYLQJ WR FKDQJH WKH QRWLRQV RI RQO\ WZR JH

- ¥! \$GGUHVVLQJ WKH FODVV LQ QRQ JHQGHU ZD\ XVLQJ
- ¥! 6HDWLQJ DQG OLQLQJ XS VWXGHQWV LQ QRQ JHQGHU
- ¥! &UHDWLQJ PL[HG JHQGHU JURXS WHDPV
- ¥! 'LVSOD\LQJ VLJQV SRVWHUV VDIH SODFH VWLFNHUV
UDQJH RI JHQGHU SUHVHQWDWLRQV
- ¥! &HOHEUDWLQJ QDWLRQDO DQG LQWHUQDWLRQDO GI
DZDUHQHVV DERXW JHQGHU LGHQWLW\
- ¥! 7HDFKLQJ VWXGHQWV KRZ WR EH DOOLHV IRU HDF
DSSURSULDWH VXSSRUWLYH EHKDYLRXU WRZDUGV DO
- ¥! 3URYLGWLQJ EDODQFHG KHDOWK HGXFDWLRQ WKDW L\
JHQGHU GLYHUVLW\

7KH %RDUG ZLOO HVWDEOLVK DQ DGYLVRU\ FRPPLWWHH
DQG VWXGHQW UHSUHVHQWDWLYHV IURP WKH /*%74 FI

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PD\ DOVR UHIHU WR WKH 6FKRRO 'LVWUDWHJLHV DV D JXLGH LQ PDNLQJ LQWHUYHQWLQJ GHF

Complaint Process

7KHLVWULFW ZLOO WDNH DOO FRQFHUQV DQG FRPSODLQ SDUHQWV VKRXOG H[SHFW WKDW FRQFHUQV DQG FRP GLVFULPLQDWLRQ DW WKH VFKRRO OHYHO ZLOO EH VXSS DGPLQLVWUDWLQJ 6WXGHQWV DUH HQFRXUDJHG WR

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POLICY	STATUS	COMMENTS/ACTION	REVIEW
3 ROLF\ Commercialism SUHYLRXVO 5 Employee Conflict Donations to Schools SUHYLRXVO ±Gifts, Grants and Benefits SUHYLRXVO) ±Money Raising Activities at Schools (previously 605.4) 5 General Principles for Revenue Generating Activities (previously 802.9.1 -R)	<u>In development</u> ±DQ ±8SGDWH IURF SXSHU 1RY T6%& 1 0		

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POLICY	STATUS	COMMENTS/ACTION	REVIEW
& 217, 18 (' 3 ROLF \ 5 % Selection and Appointment of Administrators)HE ± 'LVFXVVHG DW 3ROLI)HE 2FW ± 'LVFXVVHG DW 3ROLF 1RY 6HS ± 'LVFXVVHG DW 3ROLI -XQ ± 'UDIW UHYLVHG SROL UHYLHZ \$SU DQG 0D\ ± 'LVFXVVH3R 0M &RP)HE ± 0LQROLGRXVHNRHUKSLQJL 5KPIPSHC ± 0LQROLGRXVHNRHUKSLQJL 5KPIPSHC	

STATUS OF POLICIES
AT FEBRUARY 28, 2018

POLICY	STATUS	COMMENTS/ACTION	REVIEW
3 ROLF\ 5 School Building Planning Review Process	<u>In Development</u> 0D\ ±'LVFXVVHG DW 3ROLF\ &	0D\ ±%ULHIO\ GLVFXVVHG DQG VWI FRPSUHKHQVLYH UHYLHZ LV UHTXWLV IRU FRPPHQFH PHQW LQ WKH)DOO)XOO SROL UHYLHZ SURFHVV DQWLFLSD
3 ROLF\ 5 Transportation	<u>In Development</u> 0DU ±\$ UHYLHZ ZLW DTXEHHG	0DU 'LVFXVVHG DW 3ROLF\ &RPPLV DGGHG IRU DSRQHFRPSOHWLRQ RI WK)DFLOLWLHV 3ODQ)XOO SROL UHYLHZ SURFHVV DQWLFLSD
3 ROLF\ % < / \$: Board Operations	<u>In Development</u>)HE ±'LVFXVVHG DW 3ROLF\ 6HS ±'LVFXVVHG DW 3ROLF\)HE ±'LVFXVVLRQ UHJDSGDWH DTXHT WR DGG)DFLOLWLHV %XLOGLQJ WHU %\ODZ FRQFOXGHG ZLWK D GHFLVLRQ WHUPV RI UHIHUHQFH KDYH EHHQ UHY 7KLV %\ODZ ZLOO EH UHYLHZHG IRU D DW D IXWXUH PHHWLQJ RI 3ROLF\ &R)XOO SROL UHYLHZ SURFHVV DQWLFLSD
3 ROLF\ 5 6WXGHQW \$GPLVLRQ 5HJLVWUDW 3ODFH PHQW 7UDQVIHU	<u>In Development</u>)HE 'LVFXVVHG DW 3ROLF\ 1RY ±'LVFXVVHG DW 3ROLF\ 2FW ±'LVFXVVHG DW 3ROLF\ -XQ ±5HYLHZ ZLOO EH UHTX)HE ±'LVFXVVHG DW PHHWLQJ DQG FKDQJHV WR EH PDGH ,WHP ZLOO UH 3ROLF\ &PHHWLQJ 1RY ±8SGDWH SURYLGHG DQG ZLOO 3ROLF\ &PHHWLQJ 2FW ±7KLV ZLOO UHOLXUQ & RFRP & W 1RYHPEHU RU 'HFHPEHU IRU DQ X SRWHQWLDO UHYLVLRQV -XQ ±%ULHIO\ GLVFXVVHG DQG D U QHFHVVDU\ GXH WR WKH 6XSUHPH &R RQ FODVV VLJH DQG FRPSRVLWLRQ DQ DGGLWLRQDO VSDFH & R GXPORR RRU 3RO IDOO	0LQRU +RXVHNNH &KDQJHV\ 3ROLF\ \$QWLFLSD

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POLICY	STATUS	COMMENTS/ACTION	REVIEW
3 R O L F \ 6 (& 7 Finance [previously Section 800: Business Procedures]	<u>ENTIRE SECTION</u> <u>NOT YET IN THE REVIEW</u> <u>PROCESS</u>	1 R Y Policy 603.5.1 -R: Authorized Signatures /Authorization to Contract ð Minor change to Authorized Signature Title changed ð considered housekeeping. 0 D U ± 1 H Z 3 R O L F \) U D P H Z R U N \$ S S U R Y H G E 3 U H Y L R X V O \ W K L V V H F W L R Q B u i l d i n g s a n d S i t e s) X O O S R O L U H Y L H Z S U R F H V V D Q W L F L S D
3 R O L F \ 6 (& 7 Facilities [previously Section 900: Buildings and Sites]	<u>ENTIRE SECTION</u> <u>NOT YET IN THE REVIEW</u> <u>PROCESS</u>	0 D U ± 1 H Z 3 R O L F \) U D P H Z R U N \$ S S U R Y H G E 3 U H Y L R X V O \ W K L V V H F W L R Q B u i l d i n g s a n d S i t e s) X O O S R O L U H Y L H Z S U R F H V V D Q W L F L S D
3 R O L F \ 6 (& 7 Community Relations [previously Section 1000]	<u>ENTIRE SECTION</u> <u>NOT YET IN THE REVIEW</u> <u>PROCESS</u>	0 D U 1 H Z 3 R O L F \) U D P H Z R U N \$ S S U R Y H G E 3 U H Y L R X V O \ W K L V V H F W L R Q C o m m u n i t y Relations .) X O O S R O L U H Y L H Z S U R F H V V D Q W L F L S D

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POLICY	STATUS	COMMENTS/ACTION	REVIEW
District Code of Conduct 3 ROLF\ >SUHY @ DQG 5	\$33529(' % < %2\$5' -81	7KH 'LVWULFW &RGH RI &RQGXF 3R 8QGHUZHQW SODFH IRU PDQ\ \HDWKH,QLVWULFW F ZRUNLQJ JURXS RI VWDNHKROGHU SI UHYL3ROLF\ ,Q DGGLWLRQ LQ WK 0LQLVWU\ RI (GXFDWLRQ &KROGHU &RGHV RI &RQGXF XSGDWHG ZLWK WKDW VSHDNV WR JHQGHU SUHMHQW B	

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POLICY	STATUS	COMMENTS/ACTION	REVIEW
Video Surveillance 3 ROLF \ 5 DQG * SUHYLRXVO\ 5 *	\$ 3 3 5 2 9 (' % < % 2 \$ 5 ' \$ 3 5	7 KLV S R O L F W D F G P S D Q \ L Q J U H J X O H W D G R S W H G E \ W K H % R D U G L Q D Q G	