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1	Bayside HS
	What factors are you supposed to consider when disciplining?: Race. Very concerned about student and staff safety: Renaissance was built for a reason. Perhaps we should use it as such. PBIS is not effective: It's ridiculously stupid and obviously a great idea from someone who hasn't worked with students or been in a classroom in 10+ years. Teachers' hands are tied. Kids are addicted to their phones and playing video games. Schoolwork is just something they can hopefully fit in between checking their Instagram feed.
2	Greatest concerns: Safety, ongoing education, students being ready for life outside of school where there
3	Suggestions to improve discipline: No cell phones in the school! Students are widespread cheating and hiding ear buds/airpods and it affects their ability to learn. Comments: Would love for students to have the expectation that learning is the priority when they enter the school. This is a place to socialize. Greatest concern: The lack of expectation from the students. The teachers are lowering the test weight on grades so that more kids can pass. Many kids are offended if they don't pass. This attitude needs to change so that passing the course actually illustrates learning takes place.
4	Cell phone usage in school is very distracting. Students would rather try listening to music and often walk halls oblivious to their surroundings during transitions as they are listening to music through their phones or
5	Suggestions for discipline: More consistent policies among admin team when addressing behaviors. Greatest concern: Discipline and morale among staff
6	APs are not equal in if, when, or how they respond to referrals. At times we are asked to change our referrals after they are written.
7	get rid of cell phones in schools; teachers cannot compete with cell phones; BYOD was a terrible idea. some administrators regularly do not return or process referrals
8	Suggestions for discipline: allow schools to discipline students according to the rules and not hold high numbers against them. Comments: i am concerned with the large crowds that an incident attracts and feel administration should be able to discipline the bystanders who do not comply with admin requests to move
9	Suggestions for discipline: just enforcing rules. Cell phones should be banned form school all together! They are a nuisance
10	PBIS is a broad program that has many aspects. It takes time to tailor the program to the specific needs of the school. There are also aspects that are outdated and not a best-practice (i.e. behavior charts). Greatest concern: Supporting teachers in understanding how to infuse empathy, understand trauma, and develop the
11	Suggestions for improvement: Students need to be held accountable for actions. Believe the account of the teacher always, unless there is definitive proof of the alternative. Cell phones: We have tied the hands of the teachers in this regard. Students are openly defiant in cell phone use. Headphones are a constant distraction as well. Discipline is my greatest concern. I feel that students are allowed too many "chances" and they don't worry about the consequences.
12	Serious infractions are not met with a serious consequence. Which sends a message to both staff and students. It compromises the respect of staff, and sends a clear message of tolerance to the student body. Suggestions for discipline: Consistency, and fairness. Just because the student has special accommodations, does not mean they are immune to consequences of their behavior. We are trying to prepare these students for the real world, and making excuses for them is not doing that. There are always exceptions, but what message are we sending students when they make serious infractions and are just given a slap on the hand so to speak? Also, what message are we sending all of the other students here? There just needs to be a bottom line. Staff wants to be pro active, but gets frustrated when they report things that are then swept under the rug. Concerns: Staff to student ratio during one lunch is a major issue. Discipline, and safety of students and staff. We need more security staff here. The concept of one lunch is great, but this population can be volatile and unpredictable at times. I am not sure how to handle a true crisis, and am not sure that

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13	<p>Small rules must be enforced. Dress code violations set the whole tone of the school. They are never enforced. Greatest concern: One lunch. Continues to be mis-used by students. It is a perfect time for student altercations to be planned and acted upon.</p>
14	<p>I feel like the One lunch concept has definitely contributed to the lack of structure that is needed for Students to do what they are supposed to do. Idol hands are the devils workshops. It adds to much idol time for students to get into mischief and there is just not enough hands on deck to help control the crowds. Suggestions for discipline: Structured policies and time that is meant for keeping kids active in a positive way rather than idol times for kids to be doing the wrong thing.</p> <p>Also holding kids accountable rather than letting parents determine the outcome. Don't let parents dictate how we should discipline the students. Schools are meant for learning and if they don't learn that because of their actions there are consequences, then students will repeat the behavior. comments: I feel like some administrators follow a rule of realism when it comes to student discipline and behaviors. I then see some who take a friendship approach to student relationships and don't take much action to disciplining students.</p> <p>In one year I have noticed that a [REDACTED] administrator that has come in has worked harder and more efficient in how he circulates the building, speaks to kids, identifies problems, and comes up with logical solutions for problems. He did this better than some of our veteran Admin and that is troubling. I feel like teachers are being held more accountable than the kids. I am more concerned with Safety during one lunch because kids can just go where ever they want in the building and I feel like they have access to getting into trouble or</p>
15	Greatest concern: consistency with rules
16	<p>Discipline practices are less effective: Inconsistency, no consequences... Close to 90% of my students are on their cell phones throughout class. They put them down if I tell them directly. However, once my back is turned, the phone is back out...</p>
17	<p>Discipline practices are less effective: Inconsistent discipline amongst administrators, administrators not processing referrals, students who know that their behaviors won't be punished. Suggestions for improving discipline: Every administrator needs to be on the same page when processing referrals, referrals should be sent to one standard person who then disseminates them to the correct administrator and follows up when the referral hasn't been processed; students should not get 3 chances to correct their behavior--if a behavior was inappropriate, then one chance to correct the behavior should be sufficient; if a student receives a referral and discipline for a behavior and then returns to class and does the same behavior the discipline should go on to the next level, not just a warning from the administrator. Comments: Administrators are not consistent with the consequences when processing referrals; some referrals don't get processed at all; some administrators don't ever provide feedback when processing referrals. PBIS: We haven't had sufficient training and from what I've seen, the students who are going to act up are going to act up no matter what-PBIS or traditional consequences. Greatest concerns: Cell phone usage, lack of</p>
18	<p>Dress code is not enforced. I was recently made aware that students can answer their cell phone even when not in their possession using the air pod ear buds. This has added a layer of needed scrutiny as to who has the buds in their ears.</p>
19	<p>Suggestions for improving discipline: consistency, harsher consequences for repeat offenders. Comments: consistency amongst all administrators (some are more lax in their consequences)</p>

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20	<p>What factors are you supposed to consider when disciplining?: The administrator the student falls under alphabetically determines whether or not I will submit a referral; one administrator writes "due process" and rarely follows through with discipline consistent with the other administrators. Suggestions for discipline improvement: If from the moment students walked into the building and complied with dress code, ear buds, etc., I think that would set the tone for more compliance. That would require more monitoring of entrances and might initially slow down building entry, but if it started day 1 of the school year, perhaps there would be more of a culture of compliance with school rules rather than testing who will/won't enforce rules. Comments: Students wearing hats/hoods when they enter and walk around the building is concerning, as it is hard to tell if they are part of the student body or not. We are asked to request hats/hoods come off and have been given signs to hold in the hall, but it does not seem to elicit compliance. It is important for school adults as well as video monitors to be able to see who is in the building and headwear gets in the way. Greatest concern: Basic literacy/study skill development for changing courses that require more problem-solving and analysis rather than rote/SOL memorization.</p>
21	<p>I am more concerned that school counselors are used as security everyday for 50 minutes during lunch and we are not trained to handle incidents such as fights etc. nor do I feel comfortable doing so as it breaks the barrier of student trust, confidence etc., and relationship between the counselor and student because they now see us as an disciplinarian.</p>
22	<p>I believe they are doing their best to improve student behavior. Cell phones: It negatively affects student focus and ability to learn. It often leads to conflict, disrespect, and defiance when a teacher has to address a student regarding cell phone policy</p>
23	<p>Suggestions for improved student discipline: Being stricter across the board. No cell phones, no head phones allowed or have them put away into a small locker. Comments: One lunch is the most unsafe practice I have come across. We have e hall pass and are supposed to be accountable for where every kid is except for 50 minutes of everyday. It seems that the safest thing would be to have kids in assigned classrooms or select designated areas and there is a running roster for each area.</p>
24	<p>Administrators who are more concerned with their external reputation than addressing problems in the</p>
25	<p>Administration is scared to actively discipline a student. Infractions that have negative impacts on classroom learning environments and student success have gone from something that we used to discipline to something that has now become ignored as "typical behavior." Suggestions for improvement: Assign a right or wrong, student discipline code with the infractions listed and punishments that are given. Administration must follow what the discipline matrix calls for. Also, do not change school policies and procedures during the school year just because you receive "push back" from the students and parents. You are sending the wrong message with that behavior. When a student receives discipline from administration and the next time a teacher speaks to the parent, the parent is unaware that the student had received any discipline-- that is a problem. concerned about safety: I have first hand witnessed student fights that send other students to the hospital and I have witnessed students actually swing at a teacher. The number one reason my students are failing class is that they spend too much time on their cell phones instead of participating in class discussions or doing classwork/homework. Greatest concern: Tardies and drug issues not being</p>

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26	<p>If I'm being honest, right now the administration is not of the same page about much of anything. There is so much back and forth and inconsistency that we as teachers don't know who to go to about what. If you don't like the answer from one administrator, just go to the other one and get your request granted. Inconsistency from the top is trickling down and starting to effect the students. Again, inconsistency with administrators makes it hard to know what has been done with referrals. I know Special Education students can only have 10 days of suspensions...that's not enough when they know this and use it to get away with things. There has to be more effective or creative ways to discipline not only SPED but everyone, unless the system goes to a black and white system. Then there is NO confusion on what the expectation is. Cell phones are causing more and more issues within the building. They should be banned. Every VBCPS student has a school issued device, why do they need to have their phone? Also the fact that parents text their own students in the middle of class and EXPECT answers from their children is nuts! You tell a student to hang up and they say it's my mom or dad. They hang up, and then the teacher gets a nasty email or call about how dare you tell my child to hang up on me. It's a lose/lose situation that WE have created.</p>
27	<p>Greatest concern: Staff security duties without walkies.</p>
28	<p>Discipline practices are less effective: I think some students do not care what the punishment is. Some do not learn from their mistakes. Comments: I think we have to many rules that students can get away with. Some students should not be in a regular school. If a student threaten another students, they need to go to the academy.</p>
29	<p>There is just an extreme lack of consistency throughout the administration. You know, depending on what admin the student is going to, whether or not the referral is going to be taken seriously or even taken care of at all. Students know this as well, and they feel as if they can get away with things because of this. Even security has been undermined by admin in trying to do their job and keep the school safe. As mentioned previously, some administrators are great at supporting classroom teachers when it comes to discipline and others tend to just blow it off. Students do not take things seriously, because some administration and teachers do not take it seriously. There was one incident in my classroom that made me fearful for my students safety as well as my own. There was a physical altercation going on outside of my classroom that required the SRO to become involved, and a student in my classroom sitting next to the door decided to open the door to see and take part in the action. PBIS not effective: We were given a PBIS matrix at the beginning of the year, but have not heard anything else about PBIS since then. Cell phones: It is extremely difficult to enforce when not everyone enforces the cell phone policy in the same way, and even more difficult when students are speaking to their parents via their cell phone during instructional time. Greatest concern: Lack of initiative and drive from teachers and most importantly members of the security team when it comes to addressing negative behaviors. As well as administration not always backing up security</p>
30	<p>Discipline practices: I don't think it is an individual school problem, it is a system wide problem. As a system we have steadily let the line between teacher and student erode to the point students feel like they can say pretty much anything they want to faculty and staff. Comments cell phones: A big step towards improving education and discipline is to not allow cell phones in school. They are a huge distraction to students in the classroom and many of the conflicts that arise between faculty and students come from teachers trying to address this issue. It will take political will but if you are really serious about improving education and</p>
31	<p>Greatest concerns: Academic Gap, failure rate of our 9th grade black students and no one seems concerned</p>

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32	<p>Discipline practices are less effective: I feel like the students are running the school. They do not respect authority. Suggestions for improving discipline: Make the students more accountable for their behavior. I also feel that the administrators need to be more visible in the hallways. Comments: One administrator is trying to make a difference, but I feel he is not being supported by the other administrators. If a student misbehaves, he or she is often sent back to class without any discipline assigned to them. This empowers the student. PBIS is not effective: I feel that we are giving the students a false sense of the consequences of bad behavior. If they do something in the "real world," their emotional side won't be taken into account. The punishments need to harsher or at least consistent. Comments: I am not sure what the answer is, but something must be done about the use of cell phones. It is a constant battle. Greatest concern: That we are not reaching our full potential, and we are doing a great disservice to our students. I feel we don't have real leadership, and it is trickling down to the teachers and students.</p>
33	<p>Greatest concerns: Lack of student respect (ie. of school rules, norms, property, littering, destructiveness, disregard for others' property &/or personal space), inappropriate language</p>
34	<p>Each administrator is effective in a different way. However, there is little consistency. PBIS is not effective: The implementation does not seem to be school-wide so the effectiveness is limited. Cell phones: Due to more lax policies and not being able to take the phone away from the student, the cell phone usage has skyrocketed and has become one of the biggest discipline problems in the classroom.</p>
35	<p>Positive change thanks to the new assistant principal. Suggestions: We need consistency. The support depends on the administrator involved. Concerns: The divide between administration and staff. Inconsistency in expectations. Extremely low morale among teachers. Student disrespect.</p>
36	<p>Discipline practices are less effective: The students have overwhelmed the system and they know it. If we were to write referrals for what 20 years ago would have been outrageous behavior, that is all we would be doing. Instead, I can only count on the personal relationships that I try to build with every student to stem the worse behavior. The flavor of the month a couple years was restorative justice--a way short of suspension and expulsion--to address student behavior. I HAVE NEVER BEEN INCLUDED IN A DISCUSSION WITH A STUDENT WITH ALL HIS/HER TEACHERS PRESENT INITIATED BY AN ADMINISTRATOR. I will say that administrators if asked ARE VERY HELPFUL talking to student in individual situations. We should follow Renaissance and use electronic behavioral contracts where the teacher can quickly record types of behavior they are witnessing; I'm not advocating suspension or expulsion as a 1st, 2nd, 3rd, 4th, or 5th step even, But something more needs to be done. Cell phones: PHONES, PHONES, PHONES. They have to be in a secure place at the front of the class. Nothing short of this will satisfy me.</p> <p>I know teachers from throughout the U.S. who do not have the problem we have. The District and the School Board is complicit in the wholesale abrogation of our responsibilities to these kids. comments: Again, it's not the administrators fault. They are as overwhelmed as we are. It is a District that does not have the courage to lead! I would suggest that we need to have regular meetings about students with repeated behavioral patterns. (See above about an electronic "scoreboard" about behaviors. If 4 out of 6 teachers say a student regularly has his/her cell phone out, believe them!)</p> <p>Referrals only as measure of behavior is a cop out. 80 % of teachers who say a problem is consistent and disruptive are telling the truth; believe them. It is the administrators' job to discern which teachers have a true classroom management problem or are not building relationships with students. But we have no way of polling the student whole cohort of teachers. Why? Because TEACHERS ARE NOT VALUED OR TRUSTED. I get sick to my stomach when I think of what NEW FLAVOR is going to be suggested. Some character education curriculum with hours of time wasting professional development. Spare us. ENFORCE THE RULES WE HAVE. PERIOD. Comments on cell phones: Find a district who does it well. Do that. YOU'VE DONE</p>

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37	Students could care less about phone rules, they feel they should be able to use whenever they want and that they should be able to listen to music etc at all times.
38	Student use of cell phones for other than instructional needs is wide spread - students seem to be addicted to their cell phones
39	Discipline practices: Inconsistent results from administrators.
40	Suggestions for improvement: Set clear behavior expectations, make sure administration is all on the same page regarding how to handle certain offenses. Concerns: Teachers not communicating with administration regarding issues they are having, out of an assumption that it won't be handled or fear of being
41	Suggestions for improved discipline: 1.Address issues in grade 9, so students know by grade 10 they cannot behave in a certain way or they will be sent out. The precedent needs to be set early. 2. More organization and structure to lunch time. Comments: If students do not want to be in the traditional school setting let's get them in a setting that fits their needs. The kids are wasting their time, their peers time, and their teachers time. Night school, bring it back. Make sure rules are consistent and followed thru. Lunch can be scary at times with large crowds of kids in the halls causing chaos. Greatest concern: Kids doing drugs.
42	Greatest concern: fights among students
43	Greatest concern: inconsistencies in discipline
44	The consequences should be the same even if the students have different administrators. Rules should be enforced uniformly and the consequences should be the same across the board. Some administrators are really strict and efficient when enforcing the rules and when giving consequences, others not so much.
45	Cell phones: They are more than an obstacle. I do have lessons that require a phone (QR codes, Pic Collage, etc), but I am so willing to change my plans if phones could be prohibited during school. The headphones are just as big as a problem. Allowing them to wear it in one ear is ridiculous. NO ONE listens. How can we expect to produce graduates who can focus and who are not distracted. We are doing them such a
46	Suggestions for improvement: students need to be held responsible for their actions. inappropriate behavior is inappropriate regardless of their culture. Greatest concern: Cell phone use and its impact on
47	Suggestions for improvement: Make all stakeholders share equally in students education process. Students being held responsible appropriately for their actions. For frequent behavior problems have onsite discipline alternative that includes student engaging in learning about positive behavior strategies. Comments: Students exiting the building and then re-entering (due to other students opening doors for them) needs to be addressed as with students. There needs to be consequences for students doing this. All students are aware that this is prohibited. Cell phones: Cell phone use by students causes a disruption in the classrooms and is a constant issue. Takes up a lot of time and effort for teachers to try to deal with. This type of problem causes stress for other students in the classroom as they feel this impedes their ability to learn. Greatest concerns: Students have no responsibility for their own education. Only school personnel are held accountable for grades/SOLs /attendance. If we have continuing discipline issue with a student/students after we have exhausted normal discipline protocol. Teachers I just expected to deal with the situation. Students are allowed to keep behaving inappropriately at the other students expense

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48	<p>Suggestions for improvement: Focus individual attention onto students with discipline problems so that they don't adversely affect the learning environment. Restorative justice procedures should include restoring relationship with the teacher involved. Children are routinely required to ask for forgiveness for an offense or some kind of acknowledgement of it as well as an assurance that this will not happen again before they are released from timeout. Older children who have been removed from class (sent into timeout) or have been suspended should have to speak with the teacher who was present during the altercation. Staff need to be instructed as to how to extend forgiveness for past behavior with expectations that behavior will improve. Parents need to be required to take responsibility for the behavior of their children, no matter what age. Teachers cannot compete with whatever students access on their cellphones. We are battling against a slew of multi-billion dollar businesses that seek the attention of our students. And, with internet use of any kind, students are practically never bored. If they don't like something they've been watching, they can switch to something else. They are in charge. I have counseled parents not to allow their students to take a cell phone to school at all. If a parent needs to communicate with his or her child, they can do so over a normal phone. Students have access to phones in case of emergencies as well. Parents</p>
49	<p>Admin too busy to deal with referrals. Once teacher has gone thru warning, corrective behavior options, call home then finally sends referral it is not processed quickly or at all, no follow thru tells kids it doesn't matter. Admin says they have to prioritize seriousness of offense and after lunch they are only dealing with lunch time problem. Suggestions for improvement: Have rules that are enforceable and have immediate consequences. No hats or one ear bud in hall are not enforceable. Power to take away or lock up devices. A clear discipline policy outlined in detail by admin, exactly how to handle each infraction. A lunch or after school detention system (Room like ISS) for teachers to issue not just admin use for tardy numbers. Discipline Not processed in timely manner by some administrators. Cell phones: We have tried three warnings in one class lead to referral, but referral doesn't get processed in timely manner, kid still gets to have phone in class and there is no immediate consequence to change behavior. They refuse to put it away and you have to tell them ten times in one period to comply. Phones for hall pass has even made it worse. Off and away doesn't work, they won't comply and if you make it an issue no instruction will ever take</p>
50	<p>Greatest concern: safety</p>
51	<p>Suggestions for improved discipline: Students need to be held accountable for their actions. Comments: As someone who has been employed by this school district for many years, I am disheartened by the direction it seems to be headed. It seems each year that the bar is continuously being lowered, both in terms of student accountability for behavior and academic responsibility. Cell phones: There is nothing more distracting to the learning environment than cell phones in schools. This was a decision made by district leaders and apparently administrators, with no clear idea of the negative impact it would have on student distraction, or how to regulate their use. Teachers are left to solve the problem in their own classrooms with virtually no support from administration. It is mind blowing that there is not a uniform policy from district leadership. Greatest concerns: The degradation of both behavior standards and academic standards</p>
52	<p>Suggestion for improving discipline: Consistency. Treating each incident as an important one. Not undermining teachers' authority in front of students. Comments: When you write a referral, some administrators act like it is all your fault. Although the principal is very effective, [REDACTED] PBIS is not effective: Positive reinforcement has a place in education but cannot be made the only disciplinary tool. Greatest concern: Inconsistent discipline</p>

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53	<p>Suggestion for improving discipline: Apply a standard set of actions for even small infractions across the school. More people are needed to handle the day to day infractions. Comments: Students tend to ignore the teachers in the building. PBIS is not effective: I have been in several schools that used PBIS strategies and only saw good results in one of them. Cell phones: This is something that is beginning to impact time on teaching in a large degree.</p>
54	<p>Discipline practices are less effective: Because consequences are not enforced, students break the rules. Rules should be enforced. ISS should be a punishment...its a problem when students don't care if they get referrals...Security needs to be trained better. When school board members visit schools (classrooms) it should not be planned and they should meet with the discipline secretaries for an honest report on school discipline/issues. Cell phones have been a major distraction!!!! Students have used them for everything from cheating to bullying.</p> <p>When there is a problem in class students will call their parent, the parent then calls the office- the office has no clue to what's happening. Cell phones are a major problem even to the point of using ear buds. Enforcing/dealing with all of these issues takes away from learning! concerns: Discipline! Students don't care about ISS, detention, etc... We need a real deterrent! Discipline is taking so much time you can't teach the students who want to learn. Students are challenging school authority knowing that there will be no</p>
55	<p>Discipline more effective: Dealing with more referrals but less serious offenses. Cell phones: Cell phones continue to be an issue even with a strict policy and administrative support.</p>
56	<p>What factors are you told to consider in discipline: Race and gender. If they are black and male, we have been verbally told NOT to discipline and refer the student.. Discipline practices are less effective: Continued practices of "due process" that do not work to change behavior. "Talking to the student" and allowing the students power to disrespect and disobey school rules and faculty continue. Suggestions for improved discipline: Firm application of the school rules and practices with real consequences. Holding ALL students accountable. Holding administrators accountable for inconsistent application of the rules and disrespect to faculty. Comments: Administrators are inconsistent in their application of the rules and consequences. They are also inconsistent in their support of teachers. MOST side with the students and this encourages continued bad behavior. I have had concerns and my students have mentioned concerns in the hallway during class change and during OneLunch. My students have also mentioned concerns about bathrooms during class. Our [redacted] is very ineffective. Greatest concerns: Lack of high expectations for students - academically and behaviorally. Allowing 5% of the students who do not chose to perform academically and behaviorally to occupy 95% of our time, energy and resources.</p> <p>Lack of high expectations of faculty - teachers doing the minimum and failing to provide for their students and allowing them to continue in their position.</p> <p>Lack of high expectations in administration - we have had a very [redacted] for years, and unfortunately, we have recently been [redacted]. They are [redacted]</p>
57	<p>Suggestions for improved discipline: Consequences should be consistent among all administrators. Comments: Inconsistency among staff about cell phone/earbud rules during class contributes to this</p>
58	<p>Discipline practices are less effective: Lack of consistency. Suggestions for improvement: Hold students to a higher standard and reinforce norms</p>
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1	Kempsville HS
2	<p>PBIS is not effective: I was on the PBIS team last year for my school. The team worked EXTREMELY hard and had interventions in place, and suggestions/plans for staff members. We received absolutely zero support from our administrator and was never able to pursue our plans. I am a not a classroom teacher so I usually do not have to address cell phone use personally. Greatest concern: Extreme lack of support from our</p>
3	<p>Suggestions for student discipline: More consistency across the board. Decide on consequences for specific actions ahead of time, make them well-known, and follow through when students continue to break the rules. Comments: There are certain students who, due to difficult circumstances in their home lives, get treated differently than other students. Administrators have "favorites" who seem to never get in trouble no matter what they do. Cell phones: I think teachers should have more rights when it comes to confiscating students' cell phones. They serve no function in a school where students all have their own devices, and removing a student from the classroom due to cell phone use only makes them miss further instructional</p>
4	<p>Suggestions for discipline: I believe referral should be acted upon in a timely manner. If not, it affects the other students' behavior and encourages inappropriate behavior. Comments: I have written several referrals and I don't believe that they are addressed in a timely manner. Plus, there are usually no consequences for inappropriate behavior. Very concerned about student safety: If students are permitted to act inappropriately, student poor behavior will increase. Students need to understand that there will be consequences for their actions. So far, there have been no consequences for students using cell phones in my classroom. Yet, my evaluations are affected by students' cell phone use. Greatest concern: Lack of action by administration with regards to referrals.</p>
5	<p>Suggestions for discipline: Use the same discipline across the board, enforce no bandanas, hat, scarves, du rags and no sagging!</p>
6	<p>One Lunch is a serious safety hazard. Every day something could happen. Cell phones are the biggest distractor teachers face today.</p>
7	<p>Suggestions for discipline: Continue being open minded and to listen to what is happening in the student's life at the time.</p>
8	<p>Suggestions for discipline: Timely handling of issues. Communication to Teachers about referral actions. Greatest concern: Negative impact of cell phone usage and mental health of students and teachers due to extreme workload.</p>
9	<p>Suggestions for discipline: Consistent policy of enforcement with all students, regardless of their standing in school with sports, grades, etc. Remove/ban cell phones from high schools now that students have issued Chromebooks. Greatest concern: Faculty and staff not realizing that security personnel have the authority to deal with situations, even if the faculty/staff member are opposed to it.</p>
10	<p>Teachers need to follow the policies set out. We need to be in unified with what our admin sets out. Mainly hoods/hats. My students take them off as soon as they walk in the room. I walk by other classes and lots of kids wear hats and hoods in the classroom. This completely undermines our school rules.</p>
11	<p>Our ESL population is growing and we are not ready for it. We are leaving these students behind and not meeting them and their needs.</p>

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12	<p>Suggestions for discipline: all referrals should have consequences, not just a verbal warning. The teacher USUALLY already gives several verbal warnings, calls home, give detentions. If behavior warrants a referral, then it has gotten to a point that a consequence should be followed through. Comments: Students all know that they can get many, many verbal warnings or maybe a 20 min. lunch detention for behavior issues before they are ever referred. Some act as though they can do what they want (disrespect, disobedience, phone usage, cheating...etc) because they know it will take many steps before any real consequences will be given. Since all middle and high school students in VB Schools are issued a Chromebook for the year.... there is ABSOLUTELY no reason why students should be allowed to have them in class. They should be referred immediately. If ALL teachers/admin followed this policy strictly, the phones would not be such a distraction, which they are!</p>
13	<p>Suggestions for discipline: Clearer expectations during One Lunch and clearer expectations for overall hallway behavior. Cussing in the hallway in between classes is out of control. Also security being more aware of checking student passes during class would help. Greatest concern: Hallway language and behavior. One Lunch behavior</p>
14	<p>When a student curses or causes a major disruption, discipline needs to be handled then. NOT "did you call the parent" first and not doing anything. It needs to be dealt with immediately. PBIS does not always have to be followed..... Cell phones: It is taking education away from students, especially in high school. Too much of a distraction, addiction, and instigates fights (social media)</p>
15	<p>Make Renaissance Academy more than just a place for the students to get an easy grade. I have a number of students who have told me to my face that they are trying to go back the Renaissance because they just give grades and don't care what you do. This is making it extremely hard to motivate these students to actually do any work, or to put for effort when working. Cell phones: Not only do cell phones cause disruptions and negative behavior, but they are also the main cause of students failing my class. With the issued chrome books there is absolutely NO reason for students to have cell phones in class. I understand parents want them to be safe while on their way home, but that's the only reason they should even be allowed to bring them to school. Until this problem is fixed, students will needlessly get in trouble and fail</p>

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16	<p>Suggestions for discipline: Continue with following through on consequences. Send students to ISS, give them OSS, send them Renaissance if they truly need it and not be concerned with what the numbers of students sent will look like. BRING BACK the tardy window AND the school-wide detentions (disciplinary, not academic). It is a burden on the teachers to track everything AND be sure they're available to monitor detentions. It was so much easier when that was taken off of our plates. Even if duties have to be assigned, I don't mind rotating and sharing school-wide or departmental detentions. Comments: I am accustomed to travel outside of the U.S., so I am usually very self-aware and constantly monitoring my surroundings, but I worry about my students who don't realize they are blocking a doorway or run towards shouting our a fight because they want to see. When they are oblivious to where they are stopping in the hallway to talk with friends, have earbuds in, or are walking while on their phones, they are completely unaware of their surroundings and the few seconds it would take for them to realize something was wrong could be the difference between life and death (sorry to be dramatic, but it's true). When they run towards a disturbance instead of away, it's the same situation; it could be something incredibly dangerous and not what they think. Students should be somewhat (and subtly) trained to be self-aware during lunch and during class changes from the elementary school level. Something as simple as: eyes up while you walk; watch the person in front of you and to your side; if there is anyone behind you, let them pass. Greatest concern: Communication; it's much improved and everyone is trying their best, but there is still some inconsistency and "last year we did A, now we're doing B" with some staff not paying attention to the new method. I think the admin is doing their best to put out clear and specific guidelines, it's just that the staff don't always either know where to access the information (especially with the switch from School Net to</p>
17	<p>I believe teachers and administrators need to be better about choosing our battles. Students are different now from when teachers were young, so it's important to understand how they work best in order to deal with behavior. As teachers in high school, they believe they are not responsible for teaching student behavior. Additionally, we haven't had the students yet for which PBIS was implemented as elementary</p>
18	<p>Suggestions for discipline: Students choosing to behave inappropriately regularly hinder other students from learning. This frustrates me as a teacher and as a parent. This does not seem to be a school-specific issue, but a division-wide problem. While I understand the importance of students being in class, students that are consistently interrupting class or behaving in a disrespectful manner should not stop my other students or my own children from learning. PBIS looks great on paper, but in practice does not have long-lasting effects. Recognizing when a poorly behaving student does what they are supposed to is great, but negates all those students that consistently choose appropriate behaviors. I think most students naturally give positive feedback when appropriate, but students also need to know there are definite and consistent consequences for inappropriate behavior, language, etc. Cell phones: Admin says to refer students for defiance, but this would mean writing referrals on a daily basis in addition to the required teacher detentions that would be necessary beforehand. I simply do not have the time to devote to the discipline policy on cell phones, and other teachers I have spoken to feel the same. Cell phones should be outright banned in the classroom - I have enough to do during class, and trying to spy cell phones, wireless earbuds, etc. is difficult with sneaky students. Screen addiction is a problem with many of my students, and allowing cell phones in classrooms only feeds this addiction. They also allow students to text each other to meet in the bathroom, hallway etc. They make it easy for students to cheat, or choose not to take notes because they take a picture of the board. Most of all, I am frustrated with being tasked to keep students engaged while they are allowed to have a cell phone in class (with access to friends, social media, video games, TV/movies, etc.). As a parent of students at 2 other schools, this seems to be a problem across the division. Technology is great, but cell phones should not be in the classroom. Greatest concerns: Lack of academic and social skills in students due to cell phone; honor code violations going undetected</p>

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19	Greatest concern: Discipline around issues in the restrooms and vaping
20	Suggestions for improving discipline: Ban cell phones. Greatest concern: Increased absenteeism.
21	<p>Suggestions for improving discipline: When discipline guidelines are presented to students and staff at the beginning of the year, all staff members should follow through with them on a consistent basis. Comments: When referrals are written there is no communication as to what if any action has been taken. Students have an attitude that they can do whatever they want with no recourse. This poses a negative and unsafe environment. PBIS is just a "philosophy" and not really enforced in my school. Phones are a huge issue with both staff and students. The no phone policy from previous years should be implemented once again!!</p> <p>Greatest concerns: student apathy teachers being held responsible for students not completing work phones</p>
22	<p>Suggestions for improving discipline: Consistency and ensuring that consequences are enforced. No point in giving a million chances if the student knows nothing will happen to them. Comments: I feel that a stronger stance on bully (cyber-bullying particularly) needs to be incorporated. I've heard too many students talk about the lack of repercussions when they experience bullying. They isolate themselves or withdraw into a tighter circle of friends to avoid the bully(s).</p>
23	<p>Discipline practices are less effective: A squeaky wheel usually indicates a problem and if not fixed/resolved the wheel gets worse eventually causing a stoppage. We lower the bar yet students continue to go under it, the Limbo game now enacted isn't garnering positive results. suggestions for improvement: The discipline policies are not administered in a disciplined way. Some give more second chances and some get more second chances. While each case needs to be handled on its merits, the range of outcomes seems inconsistent. The perception, right or wrong, is that often nothing happens. The trend of students being more entitled and less responsible needs to be reversed. With the advent of Chromebooks, cell phones are rarely needed for academic purposes. Ban cell phones from the classroom, put them in lockers or leave them at home. They distract students in class and become a time sump of non production during study block or when given time in class to work.</p>
24	<p>Better school spirit and overall improved school morale. More teachers are approaching the school from a positive perspective, and are taking more time to build positive and productive relationships with students, and with each other. A proactive approach prevents many problems. Suggestions for improvement: Hire more coaches and club/activity advisers as classroom teachers. Adults who build positive relationships with students and take the time to get to learn about their lives beyond the walls of the classroom tend to have few discipline issues in the classroom or in the halls of the school. More interventions are required for cases of extreme distress on part of students under duress. Some students have interpersonal or family problems that far supersede academic concerns of the classroom.</p>
25	Greatest concern: Number of students who may not care about their futures
26	Suggestions for improving discipline: Follow through with discipline. offenses need to be dealt with per policy and followed through, not given 'another chance'. Cell phones should not be allowed in class at all!
27	<p>Suggestions for improving discipline: Higher expectations of all students, consistency in enforcement from all staff members. PBIS: It is less effective at the high school level. Students do not take it seriously, neither does a significant amount of staff. I believe an effect discipline system would incorporate aspects of PBIS, but not be completely reliant upon it. Comments: With the incorporation of one-to-one devices, cell phones no longer contribute to education in a positive way. Students and staff should be required to put their devices away if they are in class.</p>

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28	<p>Regarding discipline practices: Students are not taught to conduct themselves in a way that is expected in society. Suggestions for improved student discipline: Do not tolerate unacceptable behavior. Stop making inappropriate behavior acceptable because of lax enforcement. Comments: General lax discipline and an "anything goes" atmosphere leads to an unsafe feeling in the building. PBIS is not effective: PBIS seems to be more geared to elementary or middle school students. Cell phone use interferes with student learning. Phones are a constant distraction for students. Concerns: Use of foul language to teachers, in the halls, student to student. Students trashing the halls and acting out during lunch.</p>
29	<p>4/5 Administrators communicate and follow up regarding discipline. teachers and students do not necessarily buy in to the PBIS. Concerns: Too many initiatives/ programs versus several focus areas.</p>
30	<p>Suggestion for improved discipline: being firm and consistent; holding students accountable; enforcing rules; administrators communicating with teachers about how referrals are dealt with; school wide policy of no cell phone use (after all they have been provided a chrome book). comments: multiple referrals written and nothing happens. students keep doing what they're doing and nothing happens to them. _____ _____! PBIS might work for elementary students but not high school. Building relationships with students is great but holding them to high standards is even more important. allowing them to constantly break rules is doing them a disservice. cell phone use is the number one daily discipline problem in the classroom. It causes students to miss valuable instruction and assignments. Their social and emotional well being is being compromised as well as MY emotional and mental well being! Very little is done at the administrative level to combat cell phone use.</p>
31	<p>Discipline practices: They weren't effective last year and are still not effective this year. When a teacher sends a referral to administration the punishment should be greater than the punishment that the teacher has already given the student. It is wrong when the teacher has already assigned a student detention and then all administrators do is give the student a warning for the next offense. I write very few referrals because when nothing happens to the student except a verbal warning it decreases the authority of the teacher. PBIS does not work with the older students. I am nice to every student, but students need to have boundaries and consequences. Everyone has rules that they must follow, so students must learn and grow too. We are doing a disservice to them by enabling poor behavior using weak practices. VBCPS let students down when they allowed phones saying that they were an educational tool. This could not be farther from the truth. VBCPS gave up and now our students suffer because of it. Greatest concerns: Too many pressures on the teachers. Demands on the teachers are becoming far more than a person can do. Every administrator asks for specific procedures to be followed for different students with no thought that you are being asked for this by several different people while juggling making good, relevant lessons, writing lesson plans, putting everything in Schoology for the students, filling out special education forms, calling parents, and holding academic detentions we have academic detentions because we have made out students so uninterested that they can't complete and turn in assignments. Oh and when they don't show up you are now punished by having to write a referral where probably no disciplinary action will be taken. This is why so many young teachers leave education. I also see lunch as a problem. We give students the opportunity to come make up assignment and get extra help during lunch, but unfortunately most students do not take advantage of this time and instead use it like high school recess and then many show up to 4th block late</p>
32	<p>If teachers had the option to send a student to detention in class so students had immediate consequences that would help give the teachers more power. One lunch is terrible. Students are addicted to cell phones. It is a problem</p>
33	<p>the large groups of students moving through the halls during lunch makes me nervous</p>

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34	<p>Suggestions for improved discipline: Follow up with the student after disciplinary policies have been completed. Gauge if they have learned from their errors or will be repeate offenders. Comments: The AP for my department actively supports eith any issues that may arise and offers suggestions to eliminate repeat offenders. Cell phones: Students are not in school to be on their cell phones. They do not stay focused on learning. Also, in conjunction with ear buds/headphones they are a safety hazard to the student and staff members. Greatest concern: one lunch</p>
35	<p>Suggestions for improved discipline: End PBIS and hold students accountable.</p>
36	<p>What factors are you encouraged to consider when disciplining: I'm encouraged to not discipline students. There are no consequences for students misbehaving. Of course we look at outside factors (death in the family, parents deployed, etc.). There is a stigma with the number of ISS/OSS in high schools in VBCPS. The less the better is what is encouraged. IT HAS GOT TO CHANGE. IT DOESN"T MATTER HOW MANY STUDENTS RECEIVE ISS. THEY NEED TO BE DISCIPLINED. Principles are fearful about giving out too many ISS/OSS because it makes the school look bad. It has to change at the superintendent level. This school system protects the undisciplined student more than the teacher. There is no positive change. Suggestions for discipline improvement: It has to start with the superintendent. Stop counting the number of ISS/OSS at each school. Less is not better. When a teacher sends a kid out of a classroom for discipline, send the kid to ISS. At some point principals and superintendents have to trust teachers. The good teachers are leaving because of it. Principals need to sit down with the parent and teacher and discuss how to move forward with the undisciplined student. VBCPS believes a student over a teacher. Comments: There was one student who was failing most of his classes. 5 of his teachers to include me sent numerous referrals to the Assistant Principal. The student was NEVER disciplined for my referrals. They started the SRT process, and the student promised to be a good boy (IT WAS A BIG FAT LIE). The student never changed. The next day we, the 4 teachers, were back to sending referrals. He never received a full day of ISS. I send maybe 1 or 2 referrals a year to the APs. It's a big red flag when I send a referral. I had a student throw her detention form in the trash in front of me and the entire class last year. I Sent up a referral. NOTHING HAPPENED. I emailed the [redacted] twice. NOTHING HAPPENED. Very concerned about safety: I have emailed and talked to our [redacted] about teachers not on duty in my hallway during lunch numerous times. Students are unsupervised and there are [redacted] near my</p>
37	<p>Suggestions for improvement: Use the SRO's to make home visits to students who have attendance and discipline concerns.</p>
38	<p>Suggestions for improvement: Make sure imput is gathered from all teachers concerning a student</p>
39	<p>Provide consistency across the board for infractions. Students are continuing to behave negatively and only get a lecture and are sent right back to class. Students are given so many warnings for negative or inappropriate behaviors that they are not being held accountable and the behaviors continue. PBIS is not effective: Threatening behaviors that merited a referral to administration, was referred back to the teacher to assign a detention, since detention was the next step, rather than a referral. Greatest concerns: Negative behaviors and students feeling that they can get away with those behaviors. PBIS definitely provides to many chances without having the student accountable for inappropriate behaviors.</p>
40	<p>Suggestions for improvement: BE CONSISTENT AND FIRM. SUPPORT TEACHERS.</p>

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41	<p>What factors are you encouraged to consider when disciplining: Many teacher feel that writing a referral is pointless. We are told to use the PBIS, which allows for unacceptable behavior to continue. PBIS needs to be revised. Unacceptable behavior continues for too long before a teacher can refer a student. Comments: It feels like discipline is always being put "on the back" of the teacher. Even tardies are for teachers to address with detentions. The Tardy Window, which was effective, has been discontinued. The Lunch period has the potential to many safety related concerns. Too many chances - behavior may time continues and worsens.</p> <p>Admin. doesn't address some serious behavioral incidents and referrals, but throws it back to the teacher to give a detention, contact parent, etc. Students are totally engrossed in their phones and not on instruction.</p>
42	<p>Suggestions for improved discipline: enforce the rules to all without fear of numbers. Lunch period is a concern with masses of students throughout the building.</p>
43	<p>Suggestions: Eliminate phones city wide.</p>
44	<p>Suggestions: Developing an effective phone use policy. It is not feasible to expect teachers to make 50 phones a week over miss or excessive. Other vbcp's have effective policies. Comments: The administrators differ, some more supportive in meetings than others. They do not encourage the parent to meet with, call or email the teacher directly. Some are judgemental. The students snap and video one another and themselves while in an administrator's office to show disrespect, communicate with perts, be invasive on</p>
45	<p>Suggestions for improved discipline: Advocate for the teachers before the student and parents. As teachers, we feel we are not listened to or supported. You are losing the support of those on the front line. Without this, you lose education that works. You will rely on computers, long term subs, and new teachers who will quit within a year if teachers aren't at least asked how they feel or given assistance from admin, so they can continue teaching those ready to learn. PBIS is not effective: When students hear PBIS, they tune it out. They aren't developmentally ready (as the adults who made PBIS are) to care about it. Students (children under 18) need boundaries and rules. Suggestions about best practices of behavior are a joke to them. Greatest concerns: I am not able to challenge my students or prepare them properly for the AP exam because my time is spent chasing down students(who really shouldn't be in the class but are encouraged "to try it out"; then when not successful, Admin won't let them drop). My time is spent hunting down these students for their work because if they fail, I am to blame. Other planning / grading time is spent making sure my learning plans makes sense to any administrator who walks in wanting a learning target and BDA format for some pretty complicated matter that can't be condensed into this.</p>
46	<p>Suggestions for improved discipline: Go back to the basic practices of having respect, showing common courtesy, Create small groups to show how to be composed. Concerns: Children wondering aimlessly in the halls during one lunch.</p>
47	<p>Discipline practices: There are too many hoops to go through for a student to get immediate disciplinary action. Suggestions for improvement: Decrease number of loopholes. Provide immediate action for discipline. PBIS: Students with behavioral problems do not know their expectations and consequences. Cell phone use is widespread. It is a constant battle to refrain students from playing games, going on social media, and watching movies. Concerns: 1. Cell phone use. 2. "One Lunch" is often loud and distracting for teachers trying to work with students in classrooms.</p>

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48	<p>Discipline practices are less effective: No enforcement of rules. Suggestions for improvement: 1. Have a consequence. There has to be teeth in the enforcement policy with students.</p> <p>2. Reduce the number of steps involved before a consequence. Too much effort and time is wasted with no result. Comments: Policy makers and enforcers are out of touch with what is happening in the classroom. PBIS works with students that are already basically good. For habitual and severe offenders PBIS is ineffective. Comments: Teachers are not supported by the majority of parents regarding cell phone use. Teachers are not supported in any effective manner in the building as well. Greatest concerns: Potential drop in on time graduation. Students entering class more unprepared academically from previous years as a result of distractions due to school policies. Safety concerns in the halls.</p>
49	<p>I think that when we communicate clear behavioral expectations and consequences for not meeting those expectations to students, then we need to hold all students to those expectations. Instead, we see certain groups of students not being held accountable for inappropriate behavior because we do not want to have a high referral rate. Instead, we see school policies being amended in the middle of the year to accommodate students who continually ignore said policies. For instance, administrators communicated dress code expectations to students in all grade levels at the start of the school year; however, when students would break dress code, exceptions would be made and the rules changed. Too many students were wearing head coverings, so we were told to no longer enforce that rule. The trend of ripped jeans is too popular, so we are no longer enforcing the rule of having large tears in the pants only from the knees down. We need consistency in enforcement of school rules because when we waiver and allow exceptions, the students do not take us seriously, especially when administration does not support us in disciplinary issues. We need to establish high expectations for our students, and then hold them to it, not set the bar high and continually move it because we cannot effectively manage student behavior. comments: Administrators understand that teachers need support in discipline issues, but I feel that their hands are tied so to speak by the ineffective implementation of restorative practices. One lunch poses safety concerns to me because students run wild during this time. When fights break out, there is a mob mentality that takes over, which is difficult to control, even with adult presence in the hallways. Also I worry that in the event of a school shooting during lunch, the students and faculty would be in greater danger because fewer classrooms are open with teachers attending to their duty stations or eating lunch in the department office. We have had drills during lunch, but in my opinion, they did not go well, with students confused where to go and the heavy volume of traffic causing congestion in certain areas of the school. PBIS: We have been a PBIS school for a few years, but we no longer implement its practices consistently. For example, when we first became a PBIS-pilot school, we would discuss the school's core values (responsible, ready, respectful, and safe) with students, create classroom expectations for each core value, and discuss with our classes school-wide expectations for each core value. In contrast, now we display the core values on the morning announcements and on posters in various areas of the building, but we are not asked to have those conversations with our classes as in the past. I feel that we are a PBIS school in name alone. Cell phones:</p>
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1	Landstown HS
2	While I do not claim our students are without incident, incidents are isolated, infrequent and handled swiftly and appropriately. I have never felt concerned for my own safety at this school. I believe admin is in touch, aware, and responsive. Greatest concern: a small but strong contingent of teachers who seem to oppose anything and everything, even things clearly in the best interest of students, just because they seem to need opposition in their life.
3	these kids are not being held accountable. Also, I have stopped writing referrals (unless extremely serious) because nothing is done to the students. As a result, they come back into the classroom empowered thinking that I can't do anything to them. Suggestions for discipline: I think students should be held accountable for what they do or don't do. I believe that we are preparing them for the workforce and there is no workplace (that I know of) that would tolerate what we are expected to tolerate in school. Comments: Like I said, I am not writing referrals anymore. Last year, the majority of my referrals were not answered so it became a waste of time.....and I don't write a lot of referrals to begin with.
4	are supposed to be in class. There are many students who are chronic behavior problems, but nothing is done to address the issues. PBIS is not effective. Disruptive behavior = punishment. Not a smack on the wrist.
5	Suggestions for discipline: hold the kids responsible for their actions instead of just giving them warnings. Greatest concern: referrals not being handled timely and appropriately
6	One Lunch worries me. The sheer number of students to staff ratio during this time is concerning. Cell phone use at school should be banned. It is a very serious problem DAILY.
7	compliance- whether it's due to cell phone issues or student behavior. Many times students are verbally warned and nothing really comes of the "discipline." The behavior persists, so teachers are less inclined to use administration to aid them. When I first started teaching 14 years ago, students were more respectful and seemed to care more about the actual learning. Sadly, the culture has shifted away from student accountability and responsibility. This has had an adverse affect on behavior. Suggestions: It starts with the actual behavior. We have to change the culture of expectations for our students. High expectations equal high results. Cell phones have been extremely problematic in education, and more support in the way of not having them in school would honestly be helpful for the students and the teachers. Comments: I am not concerned about student safety within classes. I am, however, extremely concerned during lunch. The whole school is at lunch at one time, and students who have nothing else to do tend to find the wrong things to do rather than the right ones. Fights and problems have increased, and some teachers have been injured due to students fighting around them or running into them. PBIS doesn't really work. Of course everyone likes to hear they are doing a good job, but in reality, the well-behaved students are going to be well-behaved, and the problematic students are going to stay problematic. Cell phones: Cell phones have become so ingrained in the culture of the school that individual teachers cannot fight it. I can ask students to put their phones away, but often they do not comply. I teach an AP course, and I've seen an alarming rate of those students with cell phone violations- more than ever. I used to be able to tell my students to put them away and they would; however, it's much more of a fight. Whatever I am doing is not as important as social media. It's a cultural problem, but if phones were banned from usage during the day, it would be a benefit to the students and teachers alike. Our lessons could be amazing, but students are still so interested in their phones, they are missing important educational lessons. Concerns: Losing teaching time. Between weekly advisory as well as extended lunch time, my students are losing quality time in the

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8	<p>I think there is a ton more consistency across the administration in terms of disciplining students for the same offences. While I think it is effective for some students, I do not think PBIS is effective for all students. Some students do not respond to interventions and plans. Cell phones: I think students want instant gratification and are bored easily. They use their phones for any downtime whatsoever, which creates the bigger issues. They also do not want to adhere to the one ear phone in policy. Airpods were one of the worst inventions for education! Greatest concern: I think this is a concern across the district in terms of are we teaching anymore, or are we relying too much on technology to teach them.</p>
9	<p>Greatest concern: I think this is a concern across the district in terms of are we teaching anymore, or are we relying too much on technology to teach them.</p>
10	<p>effective: We are not even enforcing the simplest of rules, and One Lunch is ridiculous. Plus, it is dangerous. If anything is going to happen at XXX, it will be during One Lunch...when no teachers are directly responsible for any one student. Chaos will ensue. When we did our ONE intruder drill this year, some classrooms had as many as 50-60 students crammed in them. How do you hide 50-60 students? Also, we were just told by the administration that the drill was "great." No one ever asked for faculty feedback. No one ever asked what went well and what needs to be addressed. It was just "great." Comments: Start by enforcing the rules that we already have. Follow that up by limiting one lunch. Maybe on Fridays or on special occasions we can have one lunch. The administrators here at XXX are very young and inexperienced. I always feel supported when Mr. XXXX is working here. The teachers are questioned instead of the students. This is a very dangerous precedent we are setting, and I believe that we are failing our students. I don't want to be a strict disciplinarian, but we have to set standards and consequences for not living up to those standards. And we have to enforce them. I believe the kids today are pretty much the same as kids in the past in that most of them will live up to the expectations provided for them. At home and at school. Many of them are capable of doing that in a job, so why not at school? We've had more fights at XXX in the past two years than it seems we have had in the last 10 years. Fighting was on the downturn until One Lunch and the freedoms that it brings from the lack of control over the campus. Cell phones are out of control. Students watch Netflix in class. They spend their entire study blocks watching movies or playing games. Cell phones are a serious detriment to the academic environment. Students cannot control themselves...and many</p>
11	<p>and administration. Inconsistency creates questioning, confusion, defiance and disregard. Greatest concern: The impact of the digital realm/social media/etc. on the kids' overall well-being but especially in regard to their mental health.</p>
12	<p>which causes huge push-back from students in the classrooms that do enforce it. The principal provided clear bins for cell phones to go in to, but it is not a mandatory tool. It has also become an issue in the hallways. Students are so busy looking at their phones, they aren't watching where they are going. This is a big issue during bell changes, when the hallways are crowded and they're all running in to each other and staff. I watch a physically handicapped student get knocked into several times during the week. Although this student tries to get to the next class before the bell rings, it isn't always possible. Greatest concern: I am concerned about consistency with discipline. Students get mixed messages about what is/isn't acceptable. Some staff will be very strict about only one headphone on in the hallway, whereas others choose to ignore it, as a way of "picking/choosing" battles. The same goes for cell phone usage, elevator usage, dress code, etc.</p>

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13	<p>years - shifting practices and policies with lunch, Advisory, dress code, etc. Suggestions for discipline: - Administrators should personally know the top offenders in the building and deal with them directly in an on-going manner. If anyone in the building can refer a student to the Student Response Team (SRT), why not be proactive? Review the data and have an administrator or specialist check in with these students weekly, monthly, quarterly, whatever it takes. Many students who struggle with behavioral issues struggle with attendance and struggle with core academic subjects. That means that those Core Inclusion Math & English teachers have the heaviest load in phone calls home, in-class behavioral intervention, filling out attendance information, referrals, attending conferences, etc. Support these teachers by acknowledging that fact and giving them a pass in other areas like duty assignments.</p> <ul style="list-style-type: none"> - Administrators should calibrate their practices from AP to AP and actively work to dispel perceptions of student and teacher favoritism and inconsistency. - Administrators need to take more responsibility in addressing misbehavior; too much is expected of teachers. Teachers and students have watched administrators at this school see misbehavior, keep walking, get on the walkie and direct someone else to handle the problem. We have also seen teachers reported/called out publicly for not being at their duty stations when those teachers are momentarily away from their specific spots dealing with students directly. The perception, at times, is that administrators want to be the good cop and expect certain teachers to be the bad cop. This creates an environment of perceived favorites. True or not, perception is that administrators have their favorite teachers and students; teachers have their favorite administrators and students; students have their favorite teachers, etc. Comments: Teenagers, and adults, need consistent reinforcement over time to become disciplined. What are the top five things affecting discipline at this school? How can we address those five things in consistent ways every day, every one, every way? We have a loosey goosey approach that lacks follow through. PBIS: I do not see our administrators modeling the behavior on the videos I've watched showing effective PBIS. On the videos administrators actively take the lead; teachers are included and consulted; students are held to account through on-going follow-up by administrators. At this school, many teachers who have on-going issues in their classes are made to feel that they are the problem. Teachers chase administrators for follow-up about referrals. Reality or not, many teachers feel on their own most of the time. I have witnessed
14	<p>follow for students' and staff. Many teachers still misunderstand what PBIS is intended to do. Students are often too immature to put their phones away to get busy working on class assignments. Their headphones are in and they miss key instructions for assignments. Many are poorly prepared for the workforce. Greatest concerns: Students walking around and in class with their eyes glued to their phones and earbuds in their ears contribute to a lack of connection to their classmates and their school. They are missing out on conversations, experiences and announcements.</p>
15	<p>students and do not let statistics drive discipline practices. Too many students go unpunished even after numerous referrals, which causes students to ignore all authority. PBIS is not effective: I do not think it is effective in deterring future outbursts or poor student behavior. Greatest concern: Lack of discipline and respect for teacher authority</p>
16	<p>PBIS is not effective: It's a ridiculous concept. Students are rude and disrespectful and this is not helpful. Greatest concern: Students have complete disregard for authority.</p>
17	<p>More staff need walkies to communicate with security and admin.</p>
18	<p>Cell phones should not be allowed in class</p>
19	<p>Discipline practices are less effective: Wanting numbers to look good for the school. Get rid of PBIS. They don't work and the kids think they have control of the school because they can get away with anything. Referrals aren't even returned unless you follow up to make sure something is done about the situation. Cell phones: They are a constant distraction and if you try to enforce the rules, you won't get backed by Admin.</p>

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20	Suggestions for discipline: Have policies with consequences that are actually enforced. Cell phones: Students refuse to stay off their cell phones and with no consequence, why would they?
21	Are discipline practices effective: The administrators are listening to teachers but making independent decisions based on other factors in the student's life. This creates indifference and doesn't always hold a student accountable for their actions. I understand life happens and the student might have challenges but that shouldn't be a factor within the discipline process. Suggestions for improving discipline: Have equitable treatment of rule violators and don't cave to parents protecting students from bad behavior. We need to hold parents more accountable for their interaction and attention to their student.
22	were given good examples at the beginning of the year of how to proceed with discipline and were assured admin would do their part. Greatest concern: cell phones and ear buds
23	Suggestions for improving student discipline: Enforcing behavior more consistently in the hallways/courtyard during One Lunch. Comments: I have never felt physically threatened by a student, but I do have concern for students in the hallways and restrooms during OneLunch in the areas that are not supervised closely. Cell phones: Cell phone addiction is a serious distraction and it's almost impossible to enforce on a consistent and fair basis. I do not see why students need to be allowed to have cell phones when they all have access to chromebooks. Greatest concerns: Social promoting/passing students who aren't ready for the next level.
24	longer respect authority. Suggestions for improving discipline: The biggest concern at this point is lack of high expectations. We have rules that when they are broken are addressed through the rubrics. However, student behavior for all tends to fall to a common low. Comments: While I appreciate your efforts to gather data to analyze the policies, many of these questions do not address my concerns as an educator. We have lowered our acceptable behavior expectations to the level where so many students have no respect for authority. We are so often addressing the outliers behavior within the rubrics, that we skew acceptable behavior to a new low. A prime example is our schools current site based dress code. Examples: Girls can wear spaghetti straps and boys can wear do rags. comments: Come walk our halls during the day/one lunch unannounced so you see an accurate account of the halls. Per school board policy students are not suppose to be using phone to take graphic/video images during the day. Yet it goes on constantly. How about the rights of other students not to have their images used? I am so tired of students telling me they are texting their parents. My child is not allowed to text me during the school day unless an emergency has occurred. They have never had an emergency in school. Advisory- we have it every week. Students do not like it. They see little to no value in the lessons being taught. This is not due to the lack of teachers trying.
25	The relationships that are suppose to be established here are forced. True relationships come from I think there has been an effort to implement PBIS. Eventually, if everyone is on board, I do think it will be successful. Suggestions for improving discipline: Clear and consistent practices. I think if there are universal rules regarding certain behaviors, for example the use of cell phones in the classroom, then students would be more apt to listen. When all the staff members have a consistent policy, then I think certain disciplinary policies are easier to implement and become more effective.

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26	<p>Comments: There seems to be a hesitation to discipline students, even for serious infractions. The introduction of PBIS this year has given a name to this practice, but students weren't disciplined much even before this initiative. Suggestions for improving discipline: Have an assembly at the beginning of the school year where the principal directly addresses the students and reminds them of the rules and regulations of VBCPS rather than using student produced videos during announcements or simply putting signs up around the building. Once the students are informed of the standards of conduct, enforce them. Comments: Thankfully, I don't have to write many referrals because my students are well behaved. However, the behavior in the hallways and during One Lunch go unacknowledged and unpunished on a regular basis. Cursing, yelling, pushing and shoving are rampant during One Lunch. Fighting seems to be the only negative behavior that garners full attention. Comments: I am not concerned about any behavior in my classroom, but I do have concerns about behavior in the hallways. There are packs of students who roam the hallways during One Lunch, yelling out, cursing, and making it difficult to pass. One day when I was walking down the hall, one student shoved his friend into me (albeit accidentally) and I almost fell down. Students are permitted to gather in large groups blocking hallways and stairs that would be inaccessible in case of emergency. No amount of telling them to move has any effect because many students show no respect to teachers they don't know. Greatest concerns: Too many to list here. Probably, the lack of accountability for students. They are not learning how to cope with life after high school. Their grades are horribly inflated and they are not held accountable for their grades or their behavior. They understand very clearly that the teacher will take the blame for poor grades and behavior. I hear them laugh about work they haven't done, books they haven't read and how they don't even try on assignments. They know there will be re-testing, re-assigning, late work accepted, and no zeroes given. These policies will only hurt them in the long run because many college professors and employers don't offer second chances. Many students come back from college shell-shocked because they had no idea that someone would finally hold them accountable.</p>
27	<p>nice if we could send phones to office for parents to pick up if a student is using their phone when they are not supposed to be.</p>
28	<p>Admin seems to be more consistent this year. I don't really know what PBIS practices we are doing here. I am familiar with PBIS but not seeing it here</p>
29	<p>Suggestions for improved discipline: Students have to take self accountability for their actions. In the real world that's when self accountability is mandatory, it should be mandatory in schools. Greatest concern: Non compliance and the disrespect of authority from students.</p>
30	<p>Greatest concern: Teachers who try to undermine any/all initiatives.</p>
31	<p>Suggestions for student discipline: Increased focused on student mental health Full-time School Psychologist Dean of Discipline. The PBIS team chose to focus on aligning the views of adults in the building first. The team spent a lot of time coming up with common definitions of infractions and common (teacher-defined), expected interventions that teachers could use in response. This is what was done/is being done/rolled out this year. The work is having an impact in terms of improving consistency. This year's goal was not to improve student behavior. That will be the main focus of year two.</p>

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32	<p>referral. Last year, there were no consequences given. I have a different administrator that I deal with this year. Suggestions for improved discipline: Too many warnings are given. There needs to be a consequence at the beginning, before the behavior escalates and gets out of control. Don't wait until it is a legal issue to give a consequence. Comments: My personal administrator is more supportive but if my students see a different administrator, they typically do not give a consequence since my students have an IEP. One Lunch is a nightmare. Students are not mature enough to handle that much freedom for that long of a period and get out of control. Many students are bullied during this time and there have been many fights. PBIS is not effective: I feel like PBIS enables their excuses. We are not preparing the students for life in the real world as the real world does not function with PBIS. Comments: Students are too focused on their cell phones. If they are allowed to have them out, they are only on their phones. They are using them for personal reasons, not educational ones. concerns: Students are too entitled and not held accountable for their actions. Little by little, the behaviors get worse. I have had multiple students recommended for expulsion. I feel this could have been avoided if there were consequences given with less extreme behaviors.</p>
33	<p>Discipline practices are less effective: Inconsistent expectations negatively impact staff and students. Suggestions for improved discipline: Having higher expectation for student behavior and holding students more accountable with consequences. Concerns: Many teachers feel extremely frustrated with discipline policies along with many other initiatives the division has pushed.</p>
34	<p>Discipline practices are less effective: Most of the administrators lack experience or are too busy trying to look good to the principal to consistently discipline students. Special education students have far too much leeway on their behaviors. Two of the female security personnel do nothing except sit and talk doing nothing. This has been brought to the administration's attention repeatedly with no change making it appear to have administrative approval. They are not available to assist staff with behavior issues even during the extended lunch period. This administration does not hold everyone accountable for doing their job. Suggestions for improving discipline: Do not allow an administrator to use a student as a babysitter as she then did not adequately discipline the student when needed. Change new female administrators or interns to ensure there is experience and knowledge instead of merely passing the test. Insist on consistency even when parents complain or if the student has an IEP for the good of all students. Do not allow one student to remain in class and prevent all other students from learning. Do not allow two security to do nothing except visit in ISS or sit to visit leaving all work to the other four. Address those who are not doing their assigned job to enforce consistency. If you are not one of the principal's favored staff members minimal support is given. If you are one of those staff members, you are supported in every endeavor. You basically can do what you want in your library office or class recognizing anything will be accepted. Provide all teachers regardless of friendships as equals. Very concerned about safety: Select students are reprimanded and referred for threatening or bullying behavior while others who have a staff favorite in their corner are not. Volatile students are permitted to remain in class. PBIS: There has been too little information shared about it at this school with too few average teachers involved for PBIS to be accepted. Cell phones: Students fail to focus on instruction because of telephones yet teachers are reprimanded for student failures. Teachers have additional work because of cell phone use in class preventing learning. Parents text students during class disrupting the educational process. Concerns: The inconsistent treatment of students and staff is a grave concern for many. Administrators who are friends with staff do not hold that</p>
35	<p>Suggestions for improving discipline: Expectations need to be communicated to ALL stakeholders! EVERYONE needs to enforce rules. We have kids that will walk by admin and nothing is said about dress code or earbuds so kids are really confused when teacher says something. Also, our "Hat" policy is not fair. In an effort to be culturally sensitive it has been quite the opposite. Scarves and "wave caps" are allowed because kids have "bad hair days" but baseball caps, beanies and hoods are NOT allowed. It needs to be</p>

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36	Can we get a school uniform? I am tired of being the dress code police.
37	The graduate profile would be a great place to start with enforcing dress code. Comments: The lunch time is still too chaotic for my liking. PBIS: We literally started this year but I do not feel that the entire admin team is supportive. We have SO MANY new initiatives and if this one really is important it should be THE priority! Cell phones: There is NO need for cell phones in school! We have perfectly good lockers that do not get used! Maybe we need small cellphone lockers like they have in some work places. I am tired of
38	What factors are you to consider when disciplining students: None. The administration does nothing unless it could be conceived as a criminal offense and the SRO is involved. Students know there are no consequences for their transgressions. Discipline practices less effective: All negative. Discipline is frowned upon. No feedback on referrals and the students realize they run the school The revolving doors of Administration and tenured staff members. Suggestions for improvement: Actually put rules in writing and enforce them. No two AP's can give the same answer to the same question. They are afraid to make a decision. When there is uncertainty, how can you expect good results? Comments: Staff are berated by students and the administration does nothing. They look at the staff member as if they did something wrong. Instead of disciplining the students, they harass staff. No leadership what so ever. This is a prime example on how NOT how to run a school. A security member was assaulted by a student. The student received 2 days of OSS but his showed a disruption offense. Not an assault. The security member filed criminal petitions for assault and the student was convicted. He in turn was given heat for doing that. I guess no one wants to show that assaults fo occur. And the administration won't do their job. PBIS: It's a joke. That's why society has problems. No one is held accountable. Except the staff. This problem starts at the superintendent and flows down. Start holding students accountable for their actions and quit making excuses. Comments: Nothing gets done with the referral process. So what's the use? When administration tells you we prefer no referrals, why do anything. Students know there are no repercussions. Greatest concern: The whole school. Administration will not do their job and make up rules on the fly to fit the
39	Cell phones: Needs to be a blanket policy. Teachers are allowed to set their own guidelines and the inconsistency between classes makes it difficult to enforce a no cell phone policy during class.
40	What factors are you to consider when disciplining students: None. It depends on the student. Most students do not receive any discipline no matter how severe the action. There are no clear rules at Landstown High School; students wear what they want, say what they want, skip class when they want, plagiarize when they want....the list goes on and on. Comments: The new admin. seems to think that students should not be disciplined. Whether it is teachers or security guards, he simply says he will speak to the student and then never assigns and discipline for the student's actions. There are no clear rules. Teachers asked for a clear dress code policy and finally received one in January. No consequences were given to students if they did not follow the dress code policy. Clear policies and consequences for dress code, plagiarism, class cutting, language, cell phones, etc. are desperately needed at Landstown High School. I have not had to use room clearing, but a science teacher had to. The student refused to leave. The security guard cleared the room and was chastised by the AP for clearing the room. That student received no discipline. Comments: One lunch is a free for all. It is very scary. PBIS: Students think it is ridiculous. I have had students get positive referrals for picking up a can and lending a student a charger. Meanwhile in

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41	<p>Discipline is less effective: The school division as a whole is getting more and more soft on discipline. Positive discipline is okay in some cases, but repeat offenders need to be dealt with. We are not doing them any favors by being easy on them. Suggestions for improvement: Get tough on discipline early in the school year. Make the students realize their will be real consequences for bad behavior. Comments: Certain students, not many, have no fear of discipline. They have been disciplined before and it doesn't bother them. They walk around the building disregarding rules (nothing major), but they can/will/have affect(ed) the education of others. PBIS: Positive discipline is great conceptually, but the jury is still out on the effectiveness. I understand we need to get to know our students and to understand their situation in life. I'm a firm believer that educators should play a major role in their lives. But I'm also a firm believer in tough love. You can be hard on the students that need it and it will be effective as long as the students know you have their best interests at heart. You can't force these interventions if the student doesn't trust you. Cell phones: Cell phone use is a joke. Can't even imagine how many inappropriate videos or pictures have been sent out from student phones during school hours. Or how many drug/vape exchanges have taken place because the students text each other to setup meetings in certain areas of the building (especially during one lunch!). Before chrome books, I can at least understand why cell phones were allowed, but not now. concern: Allowing certain students multiple chances to correct bad behavior. They need to go. They are</p>
42	<p>Students (and people in general) use their phones constantly in regular life. I try to allow the students to use their phones for academic support or learning activities, but students are regularly using their phones for personal use. Because they're phones are such a big part of their personal lives, it is very difficult to manage appropriate usage in class.</p>
43	<p>What factors are you supposed to consider when disciplining: Race, Gender (there is a disproportionate number of African American Males being disciplined so office staff are more lenient to help reduce that number.) Suggestions for improved discipline: Being more transparent in the process. Being more consistent regardless of student. Having a definite plan that is in place that students/teachers/admin all know and follow (this is being developed). Administrators being sharp and enforcing the policies that are in place in the halls and building at large. Comments: I tend to have very little need of support outside my room as most issues are handled quickly inside my room to allow students to remain in class and engaged instead of removal. When the need arises for outside help so far this year I have felt placated instead of helped to address the cause and change the behavior. I do not wish to go through the hassle of requesting help when the help is not meaningful or helps the student learn from the incident. Comments: "Lunch" is a very unsafe environment in general and that is most of my reasoning. There are many methods of egress and most are not secure. There are also certain students who are allowed to do things outside the normal rules and these students worry me for their behaviors and for their influence in the overall behavior of the</p>
44	<p>Suggestions for improvement: Make stronger consequences including grading for participation in class. Comments: Some of my students have made it clear they have no respect for anyone. Greatest concern: Lack of commitment of my 9th grade class</p>
45	<p>As adults, we seem to tolerate more than I think we should in a school setting. The use of technology and phones is creating a severe distraction. Students wear what they would like to school as well and again many times it is a distraction. Greatest concern: Student behavior is shifting. It is not just here at XXX. The way that we accommodate to every student need, and tolerate inappropriate school behavior the more it is</p>
46	<p>Greatest concern: inconsistency of discipline</p>
47	<p>Our school is missing the main component of PBIS which is the incentive or reward for students' positive behavior. They said we could something on our own, but it seems like doing something as a school would be</p>
48	<p>Discipline is less effective: Administration is always changing and there is no consistency. Suggestions for improvement: Make sure all students are treated equally. No matter the color of their skin. Lunch time is</p>

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49	<p>Discipline is less effective: teachers are second guessed and students are being too empowered. Suggestions for improvement: Administrators need to not be so lenient with punishments. Ex. A student should not be sent back to class 15 minutes after telling a teacher to "get off my dick!" Punishment needs to be harsher and all students should face those same consequences. Comments: Some administrators are helpful while others are not. It seems like the head administrator is not very adept at dealing with the challenges that are occurring. Student behavior during One Lunch is not monitored to the degree that it should be, and discipline during that time is not evenly meted out. PBIS: I have been using it for 20 years as something natural to reach out to kids in need, but now am forced to document and justify everything.</p> <p>Extra work is frustrating. Greatest concerns: I am scared that our head administrator is taking us down a</p>
50	<p>Suggestions for improvement: Following the rules with every student, following the guidelines of discipline. More support when having to deal with a difficult student. Comments: Students roam the halls does not make a safe environment. At this point it is more the students running the school than the adults.</p>
51	<p>I do not have discipline problems in my class but the halls and lunch are a free-for-all. Students feel like they can do whatever since there are no consequences for their actions. Small things that used to be disciplined prevents kids from making big mistakes. They just keep pushing to see how far they can get, Teachers are not holding students accountable because there is no follow through or consequence for the student. The teacher is doing all of the work finding out who the kid is and writing the referral for zero inconvenience or consequence for the student. Why should we bother to waste our time. Suggestions for improvement: Actually have a discipline policy and be consistent. The kids KNOW how to behave but they also know their is no consequence for not behaving, We have students saying to our faces, " You know they are NOT going to do anything to me because I am black" Really we want them feeling like we do not have the same expectations for all students. The fact that someone gets disciplined more does not mean that the school has giving up on them or we do not care about them. I think the reverse, it is harder to stay on top of them and it shows we have NOT giving up on them. Now we do nothing until they do something serious and then they get up for expulsion. Comments: If you see a problem and report it, you are always complaining or you are told it is not happening. Unless there is a big fight, eveything is amazing. Lunch is a safety nightmare. If you have never been in a hall, by yourself when large groups of kids start coming into your area very quickly and you can tell a fight is going to happen-you have no idea the fear. It is NOT like between classes, when all teachers are at their doors greeting kids. It is just you and all of them. Kids leave and come back without their parents or the school "knowing", kids are drinking and having sex, kids from other school's get into the building, etc. All while our administrators are busy handing out lunches! If parents ever really saw what their kids were doing during this time, they would be completely disgusted. As someone who has 2 kids that came through this building, I can truthfully say the things that my children have shown me that go on during lunch is alarming. Again as long as there is NO big brawl, everything is amazing! PBIS is not effective: Why are we always trying stuff that other schools have implemented and failed . Schools that went to this in 2013 are in crisis, we can not find or keep teachers now. By high school kids know how to behave, but they are kids so they are going to push the boundaries and make mistakes. They get their consequence and they learn from it. Now they keep doing the same mistakes over and over and then push on to the next mistake. Greatest concerns: Inconsistency. I do not understand how people think you can</p>

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52	<p>What factors are you told to consider in discipline: "Don't write referrals, nothing will happen with them." This has been the situation the past several years at the school, it seems like when a referral was written, nothing substantive would happen with it, maybe the student would converse with an AP, and that was the end of it. The message sent to me is, don't write referrals. Suggestions for improvement: Have some consequences for misbehavior? Students have a general disdain for the rules of the school. For instance, there is a "no hats, no hoods" rule for students in the hallway. But I will routinely count 15-20 violations between blocks, and I don't feel any great need to enforce this rule, since the same students are walking by administrators dressed this way. That's the overall sense I get of student attitude toward most school rules. Greatest concern: I feel like the lack of discipline over the past couple of years has created a ticking time bomb, not for any overt act of violence, but just the idea that students realize there are few consequences</p>
53	<p>Discipline practices are less effective: Students know that there are no consequences to their actions unless the infraction is criminal. Suggestions for improvement: Stop manipulating the data by being so lenient. Comments: We have had survey after survey regarding discipline in the classroom and nothing ever improves. The inappropriate use of cell phones in the classroom is out of control and it is impossible to monitor and to constantly discipline students while trying to teach.</p>
54	<p>Suggestions for improved discipline: More consistent discipline. Dress code enforcement. Comments: Most admin were not classroom teachers long enough to take behaviors students are sent down written up for seriously. Concerns about safety: Students skipping and their whereabouts not known. School safety concerns should not have 5 meetings before an infraction. Cell phones: Parents are often the #1 people texting students during class and parents believe that teachers do not have the right to confiscate a phone when being used at an inappropriate time (when it has been CLEARLY stated). Concerns: Chronic attendance issues. We need more support dealing with this than we have in the building.</p>
55	<p>Suggestions for improved discipline: Consistency and holding students accountable. Concerns: Students not being held accountable and are allowed to turn in work when it suits them without no penalty. Plagiarism is</p>
56	<p>Suggestions for improved discipline: cell phone blocker</p>
57	<p>PBIS: XXX has decided to introduce/implement PBIS with the staff before implementing it with our students. Comments: Students have used social media (via their cell phones) to threaten or make fun of one another during the school day. Concern: The negative use of social media among students.</p>
58	<p>Comments: Cell phones in the classroom have become a huge factor. Prohibit the use of cell phones in school. All students have a chrome book. The cell phone is not necessary. Lunch detentions are not a strong enough discipline practice. PBIS not effective: A student was constantly using the F word in the classroom and I was told to use PBIS. When I tried he laughed and repeated the F word over and over. Referrals for cell phone use are not acted on appropriately. Students get a lunch detention or a slap on the</p>
59	<p>Suggestions for student discipline: No cell phones, no headgear, doorag or hoodies. Students are not disciplined equally across races. African American students are not disciplined the same as the rest of the student population. The rest of the student body have consequences while the African Americans do not. Discipline depends on the administrator. Lunch is very chaotic. I have the most concern for student safety and my safety during lunch. PBIS is not effective: By the time a student reaches high school, they should know what is acceptable behavior. Students are taking advantage of the system. Cell phones should be banned in school. Cell phones are not needed now that we have Chromebooks. Greatest concerns: Student</p>

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60	<p>no head gear(doorags, hoodies, hats, caps, etc) If the Principal would actually discipline students (students walk by her all the time with hats and she says nothing!). How about actually disciplining! One lunch is crazy! Students run wild around the building because we have no way to control it. PBIS: High school students know how to behave, they choose not to. We are coming up with excuses for students bad behavior. Students in return are taking advantage of it. concerns: Principal not effective Chaos during one lunch</p>
61	<p>discrepancies in student discipline (ie African Americans can wear doorags but Caucasians can't wear Discipline practices are about the same: the students seem to "running things" because they are not held accountable. Suggestions for discipline: Strict enforcement of discipline.</p>
62	<p>Discipline practices are less effective: The more lax dress code contributes to the idea that school is not serious and not a place of business. Students are permitted to wear durags, pajamas, and bedroom slippers. Suggestions for improvement: Enforce the rules that exist, revise the dress code, get rid of Our Lunch a.ka. free-for-all time. Comments: While the reasons for trying Our Lunch are understandable and I commend our staff for trying it, Our Lunch is simply not working out with a population our size. Students regularly curse, throw trash everywhere, and fight. It is not conducive to learning and makes it difficult to teach, especially the fourth period that follows Our Lunch. PBIS is not effective: Boundaries must be established so that students act appropriately. Cell phones: Teachers are no longer backed up when it comes to cell phone use, so most will ignore it, which makes teaching and learning difficult. Greatest concerns: Because of low standards and a lack of discipline, students are not going to be prepared for life after high school</p>
63	<p>I believe that building administrators do assist me with discipline issues when I have had to write referrals; I just do not think the PBIS method is very effective. In short, the PBIS program is ineffective and not the administrators. Concerns: Our students' addiction to their cell phones is at an alarming and detrimental</p>
64	<p>Discipline practices are less effective: Boundaries and rules are not clearly stated, the admin does not consistently discipline students or staff. Many student infractions are left up to the teacher to handle, and went sent to the admin, they are not supported. Students have caught on and now verbally tell the teacher's "there is nothing you can do, I won't get in trouble, my parent will call and you will get in trouble". Suggestions for improvement: Students should know there are clear cut rules and expectations and that the rules and expectations are fair and consistent to each and every person in the building. Admin should hold assemblies informing the students of these expectations at the beginning of each semester and outline the consequences if the rules and expectations are not followed. Comments: Kids are allowed to cuss, run, yell, turn in assignments late, wear du-rags, hats, hoodies, earbuds. Admin comes in and observes the teachers and does not even comment to the students who are ignoring the rules and expectations. One lunch is extremely dangerous. I don't even like walking from my classroom to the dept office. There are fights, running, cussing, dancing, music blasting. There is trash everywhere, kids making out, laying all over the halls. PBIS is not effective. It puts more responsibilities on the teacher, and the kids play good cop bad cop with the teachers vs admin. The students don't know the rules or expectations and don't take anyone seriously anymore. Cell phones are one thing- ear buds are another. They refuse to take them out, they can have their cell phone seemingly put away but have music still on and playing in their ear. You can not take</p>

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65	Too much freedom for students during Onelunch. Advisory class does not work and it is mostly just a recess for the kids in high school. PBIS is a joke. Consistency is a problem. There are no real consequences for the kids who behave poorly. Get rid of PBIS. Treat all students the same for the same offenses. Do you feel supported by administrators? Depends on the administrator. Not all administrators give the same punishment for similar offenses. It is improving this year but there is a long way to go. Very concerned about safety: Common areas are very hard to control during Onelunch. Student to staff ratio is too low when all the students can roam where they want even with teachers on duty in various hallways. PBIS: Consistency is an issue. Disrespect by students to teachers has increased. Positive intervention does not seem to work because no student ever seems to get past level 1 so there are no real consequences for misbehaving. Cell phones: 2nd quarter, I allowed more cell phone use as it relates to my curriculum and I saw a significant grade drop from 1st quarter. It is very hard to monitor cell phone use in the classroom even for legitimate purposes. Students not paying attention and not caring about the work was the result
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1	Ocean Lakes HS
2	Suggestions for student discipline: They need to be consistent across all populations. Teachers should not have to consistently demand that students' behavior be managed by admin. Everyone needs to be instructed about what and how we are choosing to intervene. Teachers should not be expected to perform y'all monitoring duties that require them to act as security assistants (especially during lunch). Students refuse to use the restrooms during lunch for fear of repercussions for misbehavior of others (i.e. vaping, drug use). Many teachers feel unsupported and as if students and parents run the school. Teachers are leaving as a result of feelings of disrespect and stress.
3	Suggestions for student discipline: always remind and reinforce that there are consequences to negative behavior
4	Greatest concern: incoming freshmen needing attitude adjustments and understanding our way of life here
5	suggestions for student discipline: There needs to be more enforcement of rules but I do not think administration wants to see more referrals. How kids make it to my room in back of building, second floor dressed like they do or acting like they do shows that the [REDACTED] on ground floor is not stopping students...the burden falls on us but they want us to have a positive "relationship" with the students. The administrators need to be calling out more students. Comments: I don't think they want referrals so I put up with a lot of attitude and behavior that I shouldn't have to.
6	Discipline is more effective: Collaborating with our administrative team, setting an early precedent, holding grade-level discipline assemblies for students and staff. Comments: Too many social media headaches with students texting, sending, and posting inappropriate materials
7	Discipline is less effective: more leniency on use of phones, inappropriate clothing and disrespect during lunch. Suggestions for discipline: practice them with fidelity! All kids should be treated the same and all rules must be enforced ALL the time. Cell phones: Cell phones have NO place in the classroom and have become a major distraction. We are no longer allowed to take them as teachers and it has become an absolute negative impact on learning.
8	our security seems to be omnipresent and largely retired police officers. Those two factors are powerful forces in our school. Greatest concerns: The impact social media has on students socially and emotionally. Most social media activity takes place outside of schools but the issues come into the school.
9	Discipline is less effective: students with IEPs, seniors and African American males are treated differently, preferentially, and I'm not sure why. Suggestions for discipline: consistency. Making a plan with the student and following through with the consequences. Plans are made then students do what they want with little to no follow through with the promised consequence. Comments: If I have an immediate behavior situation, security comes immediately and admin is supportive. It's the follow up/follow through afterwards that is the weak area. There is absolutely no reason for any student to have a cell phone out during class. All students are issued Chromebooks, they don't need cell phones. It's a constant battle, exhausting and completely unnecessary. Every minute we waste calling home about them, writing referrals about them are minutes that could and should be spent lesson planning and grading. It's ridiculous that they were ever allowed to be used during school hours.
10	Greatest concern: Cell phones. Imagine running a school to train puppies while someone is randomly bouncing tennis balls through the training area. That is the level of distraction for educational goals and achievement.

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Every year things become more and more lax. The kids know that teachers have no power to enforce the rules. There needs to be stricter policies in place.
 Cell phones do not belong in school. Kids are walking up and down the hallways with headsets in. This rule is no longer enforced.
 The dress code/blanket violations are rampant and everyone is looking the other way.
 During one lunch and in the halls, if a teacher tries to redirect a student's behavior and doesn't know the student, the student will cuss out the teacher. So why would teachers bother trying to control the hallways, we get absolutely no respect. And the student will get a one lunch detention for their behavior. It is not worth it to try to enforce the rules. There is a culture at our school that the kids are just kids and they don't know better. However, at the high school level we are encouraging them to act like adults so they can adjust to the real world when they leave. They know better. We cannot continue treating them as if they are helpless imbeciles. There is bullying taking place in a few of my classes, but I don't know how to get out in front of it because it is not just a few kids, it's half the class. I have gone to admin about this, but there is nothing that really can be done about it. PBIS is not effective: I set up a reward system in my classroom if my students did not use their cell phones in class. The students were outraged that they would not be able to use their phones and it didn't get anywhere. So now I give them referrals instead. Greatest concern: That we have grown so slack with discipline. Kids will rise to the occasion. I think it is sad that we expect so little of them when they are capable of so much.

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Discipline practices less effective: The worst problem is the cell phone abuse and disrupting feature it has around the school.

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What factors are you to consider in discipline: It is not clear what I am encouraged to consider, but this is due to "downtown" changes that are not clearly disseminated to principals and training is not provided.
 Suggestions for discipline: Actually strengthen the disciplinary rubric and hold students accountable for their actions. We have become a system where way too often the students know the punishment will be minimal at best and therefore they find it no big deal to show disrespect, disobedience, and defiance.
 Comments: There has been a system-wide lowering of behavior standards for students over the last few years. Building administrators and teachers and security assistants are frustrated. Walk down the hall during the 50 minute One Lunch period and just listen to the profanity. A teacher who has years of experience and is skilled in classroom management can make sure the classroom rules are followed by modeling respect and good behavior and gaining students' respect, but I am afraid less experienced teachers are afraid to reach out for help with unruly students due to fear of being accused of not doing their jobs appropriately. I have witnessed this myself on a number of occasions. There is especially an EPIDEMIC of problems with unauthorized cell phone use which we have brought on ourselves due to lack of consistent rules system-wide. My administration supports our efforts in our classroom, but a change needs to come from the top and be communicated clearly down to students and teachers alike. Any student who bring weapons to school of ANY kind, no matter the student's classification, does not belong in the building. Special education students are just as capable of stabbing or shooting or beating another student as anyone else and yet they are allowed back in school time and time again after brandishing knives, etc. Students who make threats should lose the privilege of being in their zoned school and go to Renaissance Academy.
 Greatest concern: The overall safety of all of our schools and the lack of strict discipline in all of our schools.

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These two issues go hand in hand.

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14	Suggestions for discipline: Stricter consequences for infractions. Cell phones are the most significant challenge in the classroom. Even with clear guidelines and expectations, students consistently pull out their phone. They often comply when asked to put it away but then continue to sneak glances, pull out in class. It is a distraction to all students learning and disruptive to the teacher/ learning process...especially since the students all have access to a Chromebook.
15	Discipline practices not effective: Students are not held accountable for their actions. They get sent out of class and just set in ISS till next class. No action taken. No reply from referral. Suggestions: Make them and their parents accountable if they are under 18. Some cases I don't even believe they are made aware of their child's behavior or if they choose not to correct it.
16	Administrators are very helpful but it's just so many students. Teachers need to do their part as well. Security does a great job in removing and calming students
17	Suggestions for improving discipline: Consistency by all - faculty enforcing same rules for all in same ways - admin following up the same way each time. Show students that good behavior gets rewarded and that poor behavior has true consequences. Comments: Lunch. It is unproductive for most students and exhausting for "participating" faculty. Far too many students do nothing for 50 minutes except stroll the hall - with inappropriate language and behaviors far too frequently. There is no way to account for where students are in the building (a safety issue) and faculty on duty do not know the students causing the misbehavior (and thus are limited in interventions that work).
18	Suggestions for improving discipline: Consistency would be great. Harsher punishments should often be given as well.
19	We have a lack of consequences for poor behavior. Hold students accountable. We have the best security team we have ever had in our building. They are amazing! Cell phones: The negative affect is the greatest negative impact on the educational process over the past 20 years in my career. Greatest concern: Teacher / Student Relationship...We are being treated as equals not superiors.
20	Discipline practices are less effective: It appears as if the educator has less control over the classroom.
21	Discipline practices: I see discipline actions taken by administration declining in severity. I think the admin team is working hard to take all situations into consideration, but sometimes I feel like the student gets a "talking to" and is right back in class with no lasting change in behavior. Comments: I would like to see us go back to some abeyance possibilities; let the student know s/he should have had consequences but that every person has a bad day from time to time. But if the behavior continues, that student should have a full day of ISS or OSS, not just one block on one day. I dearly wish there were a way we could prohibit cell phone use in class. Greatest concern: I'm not convinced that "One Lunch" is a good thing. And between Advisory and lunch duty, I feel like the load on us, the teachers, gets heavier every year.

- 22 Suggetions for improved discipline: Students should have consequences for behaviors early in the year. A talk with an [REDACTED] in the office, with a candy jar available, is not at all seen as discipline by the students. There would be fewer issues if small issues had consequences early on. PBIS: I am on the PBIS committee and we are very slowly rolling it out...most teachers are unaware of what we are doing so far. Comments: Students are constantly distracted by phones. There is no need for phones in classrooms when we give each student a Chromebook. This Chromebook allows them access to all that is available on the phones and the work students are doing on Chromebooks is easier to monitor than what they are doing on phones. Students get very angry when they are told to put a phone away. Many students are willing to take any punishment to stay on a phone. Cell phones are a very great concern. Students act as though they are addicted to the phone. Earbuds are a close second concern. A third concern are students who do not care to succeed. I have a number of students in my It's Academic who will watch movies on a phone or sleep over bringing school work to class to work on...even when they are a senior and failing Gov and English.
- 23 Discipline is less effective: it wasn't great in 2018-2019, but this year even more kids roam around the halls, hang out in restrooms, etc when they are supposed to be in IA (study blocks). Comments: It may be helpful to have more academic and elective classes and less IA (study blocks). Many kids do not use the time wisely and spend time streaming videos, wandering halls, and not doing work. If an incident or fight occurs, many of our security staff are not physically strong enough to restrain a big kid, and students in my classes have mentioned that that makes them feel uneasy. MANY students use their phones to share answers, facetime, etc. It seems to be a bigger problem in the upper level classes. Concerns: Morale is a REALLY BIG problem this year. It has never been this bad. Some teachers have a lot of responsibilities put on them, while others have very little. It is upsetting because several amazing teachers are looking at other areas of employment or retiring. Even something as little as jeans on Friday or the school board giving us the Thurs & Fri off after Christmas break to spend time with family, travel, etc would be helpful with boosting morale. Hopefully things will get better sometime soon.

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24	<p>Discipline is less effective: Students are given multiple chances/opportunities even after they have demonstrated that they do not want to change their behavior. They have so much margin for error that what they do can go on and on without consequences for too long so the eventual consequence or result is not a deterrent. Suggestions for improved discipline: Focus on students who have a desire to learn. Most students are at school because they recognize the need to educate themselves or at least they are at school because they family stresses the importance. If a student is a continual disruption, they should be removed from the situation so as not to infringe on the rights of students who are there to participate and to learn. The steps/lengths that teachers and admin must take or to go in order for a student to see a consequence is far too much. If a teacher has a student who is disruptive, it immediately becomes a questioning of what the teacher has done instead of what the student has done. Comments: The standards for behavior that are currently in place are lower than in years past. From ear buds to language in the hall, student behavior has considerably declined. Students feel entitled, and teachers feel that powerless and undermined. As mentioned previously, student behavior has declined significantly. One Lunch is of particular concern as students are not in any set location. All students have freedom to wander the halls for the entire lunch period without accountability. There are teachers in the hall to monitor, but typically they do not know the names of students who happen to walk by or who might be causing an issue. There is little accountability for students. I find One Lunch good for clubs, but many, many students do not report to any classroom or club. They just wander and cause trouble. If lunch had more structure, perhaps it would be better, but as it currently is, it is a matter of time before something terrible happens with so many students everywhere for the better part of an hour without direct teacher supervision. PBIS: While I think that elements of this concept can be helpful with some students, it does not work for most behavior issues. Just like adults, people do not react or change without consequences that are timely and appropriate. School cannot solve all of societies problems and teachers cannot be parents to students. Some students only need some guidance to get back on track, so for these students this can work. However, for students who continuously disrupt the education of other students, their needs should be addressed elsewhere until a time when they can return and learn in a normal classroom setting. cell phones: It is such an overwhelming problem that it takes all manner of approach to try to mitigate. Frankly, it feels hopeless to stop students from using their</p>
25	<p>Comments: I think the biggest issue is moving around and timeliness with what they have to do. Their work load is unreasonable to do all the steps needed to really reach kids, observe, be instructional leaders, and support teachers. Also, when get shifted to new locations instead of promoted or fired, everyone in the building has to start over and a lot of effectiveness is gone. (There was a time here that I had 6 in 7 years). We haven't changed very much in relation to PBIS. We are slowly rolling it out, so it hasn't really effected me and my day to day teaching. I feel that we tend to get caught up in the minutia and try to make every teacher happy here, instead of moving forward with new initiatives that not every likes (lunch, advisory), we keep trying to revisit the complaining 10% and let them dictate the mood and morale of the school.</p>
26	<p>I believe the administrators hands are some what tied because of decisions made by their bosses. Cell phones: The students are using the cell phone to contact other students inside the school to meet them during classes. The students go to the restroom to use the phones. I believe it is a major problem.</p>
27	<p>Greatest concern: teacher morale</p>
28	<p>Suggestion for improving discipline: Stricter rules, consistency through administration, and to stop promoting friendships among staff and students. Cell phones: Huge distraction and hampers learning.</p>

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29	<p>Cells phones should not be allowed in the school. All students have a Chromebook and should be using that instead of their cell phone. Parents can call the school if it is an emergency. In some classes, students ask to use the restroom when they want to use their cell phone because they know we can't deny them the use of the restroom. We can't monitor them while in a stall. Even asking students to leave their cell phone in the classroom doesn't work - they get very argumentative or lie and say they don't have one, the this just creates more is more of a problem. Greatest concern: Parents in the building for big chill. I'm scared for my safety and the safety of students.</p>
30	<p>Cell phones should not be permitted in school.</p>
31	<p>School administrators don't seem to believe that students, even in high school, are responsible for their behavior. Suggestions for improvement: Have a first week assembly dedicated to reviewing code of conduct</p> <p>Remind students about their responsibilities via intercom</p> <p>Use the ALERT system to remind parents about their being responsible for disciplining their own kids and encouraging their kids to follow the Code of Conduct</p> <p>If the school system, the administrators, the parents, counselors, doctors/or psychiatrists can't help modify students behavior, stop making teachers responsible for students behavior... our job should be to teach/instruct. Cell phones: Students spend most of their class time browsing through their phones</p> <p>Students get upset when asked to put the phone away and concentrating on their work</p> <p>This problem has been created by our own school system. It will be interesting to see what the school board and administrators will do to stop the phone use epidemic we all have helped create. Greatest concerns: Phone and earphones use in school and in class. Lack of control by administrators regarding this particular issue .</p> <p>I understand we all need to help each other regarding this issue. But it's up to the school board, the superintendent and principals to find the right solution to this problem.</p> <p>I suggest that we start asking students to place phone in lockers until lunch time. Why should students have their phones in class when they already have a chromebook?</p>
32	<p>There some policies that should be school-wide like the cell phone use. Cell phones should be turned off in the building.</p>
33	<p>Holding parents more accountable could possibly improve student discipline. It starts at home. There are way too many "my child would not do this or that" parents. Cell phones need to be banned from school. I find it is pretty much the problem in a classroom setting, which are basically distractions. It does not help the matter when parents text their kids during instructional time and then get upset when their child receives a referral. Concerns: The maturity level of incoming students each school year. Students come in with that middle school mind-set, which causes them to make bad choices. I honestly believe grade levels need to be revamped: Elementary- K- 6th grade; Middle- 7th through 9th and High School- 10th -12th.</p>
34	<p>our teachers have had enough and they are starting to leave the career, so I think the admin here is listening to us and our frustrations. Suggestions for improved discipline: be consistent and when a student has crossed the line, there needs to be consequences.</p>

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35	<p>Discipline practices are more effective: Stricter guidelines in the rubric for some offenses which are prevalent; specifically the high incidents of students vaping. Suggestions for improved discipline: Ensuring consistencies across all of the schools to ensure policies are fair. Also, ensuring the policies are withheld and supported at all levels of the school system. Comments: Some of our students with SPED services have shown criminal behaviors and their protection has permitted them back in the building with staff and students who are intimidated and concerned about their own safety. Cell phones have contributed to inciteful acts, slanderous drama, and posturing between students in and out of school. It is a small percentage that abuses the cell phone in this way.</p>
36	<p>Suggestions for improving discipline: Apply them more consistently and communicate with teachers the consequences that are given to students. Comments: Personally, I feel that I am supported by the administrators. However, I have heard of instances in which that has not been the case for my colleagues. Concerns: I am concerned that we are focused on minor issues when I believe we should put our energy elsewhere.</p>
37	<p>Discipline practices are less effective: Discipline has ceased to exist since Dr. Spence took over. Suggestions for improvement: Hold students accountable for their misbehavior. Be consistent and more firm. Comments: Unfortunately, due to Dr. Spence and his desire to make schools APPEAR safer, the administrators in my building have their hands tied. We have fantastic, competent administrators in this building, but they can't be consistent and firm in their discipline due to the pressure from Downtown. Most of the safety issues are a result of One Lunch, where students get to roam all over the building for 50 minutes. We don't have the staff or the support staff to effectively monitor all the kids during this situation. As one of our former [REDACTED] said, "It's a security nightmare". Cell phones are the primary reason teachers are unable to properly prepare kids for life after high school. Student discipline is a joke. It's not consistent and firm. Safety is a serious issue as well.</p> <p>Also, every year the importance of learning is de-valued, largely due to policies from Downtown.</p>
38	<p>Suggestions for improving discipline: More consistency across the board. Comments: If we are to utilize more positive strategies I believe guidance should be more involved in the matter of discipline- Positive Behavior strategies. There are several students in my building that I believe require more support than offered in the comprehensive high school and I feel there are not enough supports in the community/overall school system, for these students, therefore affecting the safety of students/staff in the building. Cell phones are out of control. Students are constantly on them in the bathroom, hallway and in the classroom. Very few of them are able to regulate their use of the phone. Greatest concerns: Lack of consistency of rules, students are constantly on their phones, including social media and it creates drama and discipline issues. They are also using google hangout to communicate during classes, creating drama.</p>
39	<p>Discipline practices are less effective: Keeping students in class after disruptive behaviors, the effort to not put students in ISS or OSS means the students are not getting consequences and so students keep misbehaving. They push limits because they have a lot of chances before consequences such as ISS or OSS. Suggestions for improved discipline: Students should fear the discipline and it should be more severe on first-time offenses and then work with them on the behavior. It may help students make better decisions from the start. Greatest concerns: I believe the pressure to give students extra chances and less severe consequences, instead of start hard and then work on the behavior keeps students doing the same things until the severe discipline happens.</p>
40	<p>I strongly believe that cellular phones and earbuds should be banned in the building during the school day. They are such a distraction to the educational process.</p>

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41	Suggestions for improved discipline: Rules/guidelines from past need to be brought back as well as the punishment to go along with it. Comments: I've written referrals and student has gotten Wednesday after school detention which they did not serve and never did receive any other detention or ISS. Cell phone usage is out of control in the schools.
42	Suggestions for improved discipline: more consistency among staff members with what is allowed. Cell phones: Parent communication with students during instructional time is a big problem. Parents text and call students during the school day.

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1	Princess Anne HS
2	Students have a total disrespect for the adults in the building with little incentive to do better because there are no consequences for poor behavior.
3	Staff needs to enforce rules and follow guidelines established and agreed upon by the school. Greatest concern: Security, we are located in Town Center and have over 54 access points into the building with 2 main entrances that must be manned by Security all day. This leaves 5 Security staff to monitor the inside and out of a building with over 1700 students.
4	be scared to tell parents that they need to parent (verb) to address this problem. Greatest concern: weak leadership
5	Suggestions: Actually give teachers and admin the ability to discipline in a helpful way. Students get away with everything unless it's a weapons/drug violation. There is no trying to "get to the root" of the problem. We talked about restorative discipline for one PD session two years ago and then did nothing about it. We are about to implement PBIS which has many reports that it is not effective. Students will get praised and prizes for behavior that they should already be exhibiting. The positive reinforcement will only work for those who want it and will probably go to the students already behaving. These are issues that need to be taken care of in middle and elementary school. Comments: I know a lot of people don't have the type of communication they would like when referring students. It is brought up EVERY YEAR. I don't know that the disconnect is. Greatest concern: one lunch behaviors
6	Although new to Princess Anne HS, I see positive movement and commitment by both faculty, staff and students to improve our school's discipline practices. PBIS initiatives and communicative forums adding value, understanding and standardization. Greatest concern: Continued transparency and open communications between administration, staff, faculty and student throughout PBIS implementation process. Incorporating everyone's feedback towards improving overall school mission.
7	Suggestions for discipline: Consistency with administration Also, a discipline memo or follow through with teacher would be nice so we know what behaviors and when were addressed
8	Admin is not as strict - they are always in meetings. Students need to be more respectful to elders - they are rude verbally - dress inappropriately and when called on it they get verbally abusive. Greatest concern: The students lack of respect for authority
9	Greatest concern: school safety....unsafe, violent, predatory students with a documented history allowed into the schools. Students with a history of weapons in school. Inexperienced staff aware of this behavior who do not listen to experienced teachers regarding the threat.
10	security staff for duty positions to free up teacher time to work with students on academics. Cell phones are useful and ubiquitous; if we adopt a policy, we should be consistent. We should allow our students the agency to make good choices, so I lean toward allowing cell phones anywhere. However, from the psychological professional perspective, student attention is diminished in even the presence of a cell phone that is turned off.
11	Some of the halls are not monitored by staff and that gives students opportunity to act out.
12	throughout the district. Cell phones are a distraction to students in class and cause issues in the halls. We need to remember that the district has provided all students with Chromebooks for access to school resources, therefore cell phones are not a necessity in school. They only cause issues. Comments: We need consistency when handling students' issues and we need the administration to hear out and listen to the concerns of the teacher regarding the situation. Greatest concern: Communication from administration to staff, students, and the overall community.

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13	What factors are you to consider in student discipline: race. Suggestions for improving discipline: Consistency from teachers in expectations, consistency from administrators in dealing with problems. Greatest concerns: The mental health of the staff and students.
14	Discipline practices are less effective: Negative-inconsistency. Suggestions for improvement: Apply rules to all students and do not base actions on who their teachers are. Greatest concern: overall negative climate
15	Suggestions for improved discipline: Clearer expectations in student code of conduct and uniform consequences across the school division. Greatest concern: School safety and building security during one
16	Discipline practices are less effective: a well-intentioned desire (gone awry) to reduce referrals and to teach students appropriate behavior rather than resorting only to punishment. Ending the ridiculous one-in-one-out earbud "rule" THROUGHOUT the school at ALL times. During Instruction: not allowing the liberal use of phones and earbuds in classrooms; students take advantage and I would site unauthorized use of devices as THE most frequent cause of altercations between students and teachers in classrooms creating an environment that is not conducive to teaching/learning/mutual respect. One Lunch (otherwise known as a free for all in parts of the building): establish, clearly communicate, AND enforce rules pertaining to appropriate volume level (students scream and shriek down the hall), appropriate language (I am no prude, but it is beyond offensive), and PDAs (that is, unless you think clothed foreplay in the school's front foyer to be appropriate). Cell phones: We have to get a handle on this. It is hugely detrimental to students; there is plenty of research to suggest that the constant distraction "wears out" their brains causing negative
17	Suggestions for improving discipline: Accountability for student behaviors, even if they don't result in a referral or formal disciplinary action. Students know that they have the control. Comments: Administration doesn't make teachers aware when their students have received a referral or are suspended. This results in assuming students are absent, or not having the information necessary to keep an eye out for trends or patterns of behavior. Other teachers in my building have felt unsafe as a result of student behavior. PBIS-- If all teachers aren't on board, it can't work in all classrooms; students take advantage of the fact that different teachers have different rules. Phones are an issue that I can't see PBIS solving. Cell phones: The majority of my students use technology appropriate, but the distraction to the class and the time I spend
18	Implementing PBIS has us thinking about keeping it positive, making sure expectations for behavior in the classroom (or school) are clear and considering each student's situation and needs. I think we are on the right track with getting students involved in the decision-making about expectations for behavior and rolling it out in small bites using student-made videos. Greatest concern: Student behavior during One Lunch. I think it is bad practice to give students freedom to do whatever they want and go wherever they want, all students at the same time throughout the whole school.

PBIS: We're currently implementing PBIS. The team is working incredibly hard and the staff involved is unpaid for their work, so none of what I'm addressing is a critique on any of them, but a critique about the enormous efforts to "buy in" to a practice the majority of us already understand. The problem, as I see it with the implementation of the program is that we've been given absolutely no scenarios or training on how to handle situations in the classroom. We've devoted several faculty meetings to the process, but we've yet to discuss even one way to implement these strategies in realistic scenarios. We're encouraged to provide students with multiple chances to reflect on poor choices and help them develop soft skills that will help them make better decisions in the future. Suggestions for improvement: **Recently, a [REDACTED] school teacher was the subject of controversial social media post that resulted in his removal from the classroom. The video does not show what preceded the confrontation, but now he is fighting for his career. The school system explained that his behavior did not "align" with VBCPS standards. As teachers, we're expected to remain calm and firm even if a student's behavior is negatively impacting the learning environment.** Clear instructions and an engaging learning plan can help us eliminate these issues, but there are times when things go awry and we're distracted and stressed. Sometimes, a struggling student could view a distracted teacher as an opportunity to contribute to the chaos. It's demoralizing when teachers are publicly shamed for failing to hold expectations that students are allowed to consistently disregard. I fear that the response from the school system was demoralizing to teachers and empowering for students who test these limits. My suggestions are as follows:

1. Teach teachers how to deescalate these situations with clear scenarios. Do not spend any more time selling the idea that PBIS can truly improve student behavior and lead to a better school environment. The majority of teachers understand why this program exists and are receptive, but are growing restless and disinterested.

The teachers who endure the most challenging scenarios are the ones who should provide scenarios. Small groups could brainstorm solutions on how they might resolve each real world problem and redo the scenario with the most effective solutions. Some of the teachers who are offering advice or reminding teachers to provide second chances are not the same teachers who endure these challenging behaviors

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20 Greatest concern: increased fights

21 Safety: While I haven't been concerned personally, I know of other situations where teachers have rightfully been concerned (so that spills over a bit to everyone).

22 Discipline is less effective: rules are not enforced consistently. Suggestions for improvement: Enforce the rules throughout. Give students examples of what consequences are for certain behaviors.

23 I have observed improvement in designated hallways during our one-lunch period. This improvement was a result of maintaining quiet hallways for those disciplines that were providing extra help session. The noise level in the hallways are still too excessive while instruction is taking place in the normal block times. Comments: More teacher/staff respect from students are necessary. Many students disregard prompts/guidance if they are not your students. We have seen an increase in misbehavior and fights during the one-lunch period. Some students aren't taking the opportunity to use this time wisely. When students that do not have self control have too much time on their hands, the opportunities for conflict increase. Cell phones have become an obsession to many students. Students are now asking to be excused to go to the restroom more frequently to be able to check their phone. The time the students are away from the classroom impacts their learning. Greatest concerns: The general overall negative behavior that I constantly witness as students are roaming the halls. Yelling at a person that is right next to them. Running in the

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24	<p>What factors are you to consider in student discipline: Disabilities and/or mental health issues Family stressors such as homelessness, illness/death of a family member etc. Race, socioeconomic status. Comments: Since the number of discipline infractions is a data point used to judge schools, administration wants this number to be low as reported in the computer. They want it to be especially low for African American students. I think this adversely influences the establishment of discipline policies. Teachers are asked to "establish relationships" with their students and use a discipline referral as a last resort. But if a student comes in and openly disrespects or defies a teacher, is sent to the office and then strolls back in with a smirk on their face, this is not the kind of relationship that should be established. This happens in my building. The explanation that is given by administration is that certain protocols have to be followed and a student can't be given ISS or OSS unless they are high enough up on the discipline pyramid. Cell phones: Many students here act very entitled when it comes to their phone and think nothing of disrespecting a teacher when asked to put it away. We get very little parental support when it comes to this. Cheating is also an issue with the phones. Comments: There are a few students who pose a threat to themselves and/or other students and there seems to be no way to have them placed more appropriately in a more structured environment. Renaissance Academy rejects students who have too many absences or too many discipline infractions or too many failing grades. It is frustrating that our</p>
25	<p>What factors are you encouraged to consider when disciplining students? Doing anything possible to NOT write or turn in a referral. Make SOME rules for students that they are required to follow. Have consequences in place if they are broken. This school is becoming the laughing stock of the city. Admin seems afraid to enforce consequences. The dress code alone (or lack there of) is embarrassing. One lunch is a mad house. I'm amazed that more doesn't go wrong during that time. PBIS is a great in theory, but you still have kids that 100% do not comply, again with no consequences. Greatest concerns: The students have no rules or consequences. It is well known throughout the building. Thank GOD the student body is decent</p>
26	<p>Greatest concern: Large areas of the school are not secured during one-lunch and/or lack of supervision.</p>

Discipline practices are less effective: There has been a negative change in the discipline practices at XXX since I began teaching in 2017. For one, the rules have become more lax for students (for example: in 2017 they could not talk on the phone during school hours; now, they can facetime, talk on the phone during school hours, and during lunch. They are not "allowed" to be on their phones in the halls during class hours, but it is not enforced.) THE lack of actual discipline has declined. Students are well aware of what they can get away with, so they do these behaviors they know are wrong because they know no consequence will follow. Suggestions for improvement: Consistency is needed. Students cannot be given grey lines for what is appropriate and what is not. Most the students aren't even aware of the policies in place because they aren't reinforced. Also, they continue to give students more and more privileges each year that have not been earned in the prior years (example: the continued lax of phone use). comments: As an example from personal experience of lack of support: **This month, I had an incident where a student in my room was bad mouthing another teacher. I told that teacher out of respect. [redacted] spoke to the student, and the student apologized. But, later that day, that student's friend shouted at me in the parking lot (while I was alone during dismissal as students were lined in the lot to leave) "[redacted] *** [redacted]" and [redacted] the car saying they [redacted] Ms. Spivey.** I brought this to my admin's attention in an emailed statement. No one responded overnight which worried me in a way that there was no since of immediacy. The next morning, [redacted] (my [redacted] admin) said he would be [redacted]. That afternoon, I was asked to see the student's administrator who asked me for my story and was supportive. I was told the student would be held accountable for his actions. Two days later, I had no follow up. I went to the student's administrator and was told there was [redacted] between the student [redacted] and the principal [redacted] denied the incident [redacted] was no further investigation of who was in the car with the student for proof in addition, they told the student to have no contact with me and to not hangout in or around my room. Quite frankly, I was shocked that [redacted] accountability for [redacted] discipline and borderline threatening comments towards a teacher. More frustrating, is that I was not "in the loop" of what was happening after I told them my statement. This incident just shows the reoccurring theme in this building that we are not supported and in many ways, not respected. The students do not face accountability; therefore, they lose respect for the rules themselves and those of us trying to

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28 Concerns: Increasing demands on time, additional administrative tasks, additional meetings

29 Suggestions for improved discipline: Consistency from Administration. Concerns: Getting in the building is so easy due to the design of PAHS. That concerns me.

30 Discipline practices are less effective: Many students have mental/personal issues. Those students never attend class, roam the halls all day, or come to the student services office-no pass from teacher. I was told a few years ago "we don't want to add undue stress " to these students so they are allowed to do what they want to do at school. Suggestions for discipline: All students should be treated the same way. The students that are never disciplined should be able to report to a classroom/portable where a staff member could supervise them. Also, the students should be doing their school work.

31 Greatest concern: New demands on teachers.

32 Practices are more effective: We continue to establish stronger relationships with students so they feel comfortable talking to staff members about their concerns. Greatest concern: attendance - with the advancement of on-line access students can access the work they missed and not really be impacted by not

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33	Discipline practices are less effective: Rules are NOT enforced in this building--the academic ethos of this building has disappeared. This is a direct result of ineffective administration. Comments: Once I submit a referral, I rarely hear back as to what, if any, action was taken by the administrator. We constantly have fights during One Lunch--this used to be a rare occurrence and now it is daily. When the tardy bell rings, there are far too many students hanging out in the halls. PBIS is not effective: I keep reading articles on various educational platforms that this is NOT an effective method of discipline. Why is VB embracing it? Cell phones: Students are so disconnected in class because of their phones. They are constantly checking them to respond to texts or snapchats. In general, students use phones as a way to tune out. Concerns: Lack of discipline, lack of rules, and lack of respect for teachers who try to enforce either.
34	Discipline practices are the same: The same things that have been continual problems are still problems and are not getting any better. Suggestions for improvement: Be more consistent and give less verbal warnings. Go after repeat offenders with harsher tactics. Greatest concern: The increasing number of students who miss school due to depression or anxiety.
35	administration talks with students but there are few if any actual consequences. Suggestions for improving discipline: Enforce the current policies and dress codes. There is no enforcement for hoods, hats, phones, ear buds, or inappropriate dress. Comments and Concerns: Inconsistent policies / tolerance across school make it difficult to enforce any standard. Students are highly resistant to putting away and can become argumentative and defiant. Admin. does little to support the cell phone policy in the classroom. They are busy dealing with bigger discipline problems (fights during one lunch) that they put it all on the classroom teacher. There is only so much the teacher can do. If we try to send out the student, admin. turns around and sends them back. It has become a pointless exercise and not worth the time and energy. Lack of leadership and very poor planning. There is a major lack of anyone in our admin. who has planning / organization skills. We are always reacting to knee-jerk decisions by Admin. who then often have to back track and change decisions due to poor forethought and planning. We spend way too much time and energy reacting to whatever new thing we need to do that is always due 'immediately'. There is also a lack of communication that starts at the top. APs don't communicate with each other and they certainly don't
36	cell phones are the biggest problem in distraction and inattention in our classes--a citywide "no phones" policy like we had in years past would be most helpful. Greatest concern: teacher morale
37	Greatest concern: cell phone use
38	Discipline practices are less effective: The lack of discipline is not working. Students want boundaries. Comments: This is a learning environment. The distractions cause students not to be able to learn. Students that attend school to get a good education complain about the chaos in the school. Teachers are concerned for their safety daily. When teachers report the issues, they do not get support. As teachers, we are here to help our students. Providing a safe environment should be a given. Sometimes I feel that this School is not a safe place to work. Greatest concerns: School safety and disrespect- Students do not listen to the adults in the building during One Lunch. They often use profanity and make rude gestures because they feel that
39	it's hard to discipline knowing the administration does not enforce rules. There are no consequences. Greatest concerns: There are no longer acceptable standards. The administration as a whole does not seem concerned about the staff.
40	Discipline practices are less effective: there is no discipline in our school. Suggestions for improved discipline: Discipline needs to actually happen. Students know (and have verbalized) that there is no discipline and that they can get away with anything, so the negative behavior and disrespect in this school has increased monumentally. Very concerned about safety: The amount of fights now occurring during one lunch has increased so much. Concerns: discipline and the lack of consequences. Very little admin support

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7	Suggestions for improving discipline: Set the rules for student's to follow, then don't waiver.
8	suggestions for improving discipline: Clear expectations, consistent consequences
9	The biggest problem I face as a teacher is students using their phones. Although we have a cell phone use policy in our department it is a daily battle to enforce it. Students are addicted to their phones which is reflected in their lack of attention during class and poor grades on assessments. Studies across the globe continue to show that schools that enforce a no cell phone policy, obtain higher academic achievement and the students are more engaged with the lesson and their peers during group activities. Teachers need a school/division wide NO CELL PHONE policy. When everyone is on the same page the policy will be easier to enforce. Students should be able to access their phones before and after school as well as during lunch. There is absolutely no reason for students to be allowed to have cell phone access during class when they are all issued Chrome books to use for class assignments. Ear buds are another problem. Wireless ear buds are especially easy for students to hide if they have long hair. They are very distracting during class and
10	lack of administrative support. When a referral is written the adult is questioned instead of the student.
11	Suggestions for improving discipline: Get more parents involved during the school day to come in the school and see what their children are doing without the student knowing they are coming. (Fathers) This school is a very good school and we have outstanding students who the community needs to know about more. We need to put our school on public exhibition to showcase us more. The 2019-2020 senior class AP is awesome. She follows all seniors in their academics and sees that teachers are doing everything that we are
12	Discipline practices less effective: relaxed consequences of misbehaviors -not thorough on following through with rules expected and noted at the beginning of the year. Suggestions for improvement: - Consistency with whatever rules established at the beginning of the year. Greatest concerns: -Student behavior escalates; students lose respect for community, family -Teachers become weary and less passionate
13	Greatest concern: Deficient math skills.
14	PBIS: Not realistic. It is like wanting to build a house using only a hammer. There are other discipline tools in the toolbox that are more effective in particular situations. I believe that the foundation of teaching is loving another person, and that cannot be mandated or taught. As far as controlling a classroom, that is built upon respect. The greatest problem I encounter is kids on cell phones. And that is not really one worth getting upset over, when I consider other bigger problems that I could be facing in a different school.
15	Discipline practices less effective: It seems the weight of societies ills appear to fall on the teacher's plate solely. The literature the school offers repetitively says time and time again we are a community but the absorption of blame falls on the teacher and the teacher alone in any situation. Teacher's are never granted the bad we tend to extend to students all too frequently. Suggestions for improved discipline: give teachers support. stop rolling out new programs and give us a chance to catch our breath. My greatest concern is student effort to achieve has become so low because of excess distractions from cell phone use and little to no discipline that allows misbehaving students to hijack the educational process.
16	Suggestions for improved discipline: Make an effective plan to deal with phone use and ear pods. Students will continue to ignore the adults in the building and violate classroom rules as there is no real consequence. Parents call and text their kids throughout the school day putting teachers in the middle. Cell phones: I constantly walk around saying put it away, but kids just pull it right back out. They tell me to go ahead and write a referral---no deterrent at all. Parents refuse to allow me to take it away the remainder of the block, don't punish them for getting a referral, etc. I talk to myself most blocks as I can't even get kids to look up. Two years ago a student raised his fists and almost hit me when I tried to get him off his phone. I picture

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17	I have more safety concerns during one lunch than any other time of day.
18	<p>Suggestions for improved discipline: All discipline policies and practices should be consistent across the board for all teachers in all schools within VBCPS. A clear digital device (cell phone) policy should be implemented and enforced for all schools within VBCPS. A clear dress code policy should be implemented and enforced for all schools within VBCPS. A clear attendance policy should be implemented and enforced within VBCPS. Most students at THS think the attendance policy and waiver process is a joke because they know how to work the system for approval. comments: I had [REDACTED] student posture against me this year and the incident was dismissed as the [REDACTED].</p> <p>We have students with certain accommodations in classes where equipment is used that can hurt them or others if misused. These students rarely have an additional aide to assist them as needed to maintain the safety of the student and everyone else around the student. PBIS is sometimes hard to implement when the student is not clear about school policies, procedures and expectations. If policies, procedures and expectations were consistent in every classroom, at every school, every day it would be easier to implement and follow through. Phones: A cell phone policy at this school is non-existent. A clear VBCPS policy should be implemented and enforced requiring all schools to follow the same policy. If a student is failing or performing poorly it is 90% of the time due to excessive cell phone use. It is a joke to refer a student for a cell phone violation at THS as we have been told our school is a BYOD school that encourages cell phones</p>
19	Cell Phones/Technology use everywhere needs to be addressed division-wide as problem
20	<p>Suggestions for discipline improvement: There needs to be someone, or a group of people, within the building who can specifically understand and work with the chronic discipline offenders. Maybe there is something going on that we are not aware of, and there should be time to make a connection with these kids. Teachers simply do not have enough time to make it happen on a regular basis and that's why these things keep happening. Maybe its time to identify people in the building who are empathetic and can help these students succeed and make better choices. What if something like that was incorporated into</p>
21	Suggestions to improve discipline: Consistent expectations and follow through with discipline
22	Can we please start a lockbox policy across the division where students put their phones in a locked area if they are caught abusing them during class? They get them back at the end of the day.
23	<p>Suggestions for improving discipline: Consistency and Administrative support in enforcing stated Rules in the Code of Conduct. Cell phones: Students are continually distracted by cell phone use. They are constantly looking at their phones, watching videos, youtube, social media etc. I have seen a student distraught from a message received in the classroom-which is a major issue! Administration is not supporting teachers in the</p>
24	<p>Suggestions for improving discipline: Have a more unified process for addressing removal of students for belligerence, defiance and repeated intentional disrespect. Also address these behaviors at lunch, during class change etc. Comments: Students believe that they have the upper hand in discipline issues. They often believe that little if anything will happen, especially in younger secondary grades. I understand the principles behind PBIS, however they are difficult to implement when there is no support outside of school. We need to educate our families more and gain respect from our students through the families. Greatest concerns: The feeling that the students believe they are in control. They need to learn to be collaborators in the educational process, not the controllers of every classroom. The negative impact of the few on the</p>

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25	Discipline practices are less effective: Disrespectful behavior towards faculty. Students know there is little punishment for how they talk/treat faculty. Phones have been a major problem. Not only are they a distraction but the behavior can cause a major disruption in class. Suggestions for improvement: There should be 0 tolerance on students who are disrespectful to faculty. Our policies don't protect the faculty from the profanity, defiant behavior and disrespect we endure. In most classes (because of Chrome Books) phones are not needed. The use of phones in class should be prohibited. Students with a long history of aggressive behavior are allowed to stay in school. These students create a hostile classroom.
26	Suggestions for improvement: Follow the rules set in place from the beginning of the school year until the end. Be consistent with positive reinforcements and consequences.
27	Suggestions for improved discipline: An ISS room or location for students who are disruptive/disrespectful to go. Cell phones: VB Schools needs to have a better phone policy-where student phones should be placed in schoolbags/front of room as a standard. In discussing with most staff, the discipline and use of phones is the greatest issue we have as instructors
28	Suggestions for improving discipline: Smaller class sizes, especially in Core classes. Let me say it again for the people in the back: SMALLER CLASS SIZES!!!! Comments: I teach advanced classes. I feel I establish good rapport and clear behavior expectations, but it is a reality that students in advanced classes often create fewer behavior issues. Greatest concern: We can no longer assume that students come into our classes with previous knowledge of (or similar understanding of) "appropriate behavior." It is difficult to teach social emotional skills, yet that is what I find myself needing to teach so often. I feel highly qualified to teach my content. I feel only somewhat qualified to teach SES, and the confidence I do have only comes from the learning I've done on my own. I KNOW that establishing relationships with students is the key to discipline, and the key to laying a foundation of trust wherein my students care what I have to say about SES. It is awesome but also very difficult to establish a relationship with 130 individuals. The only thing that I can
29	Discipline practices are less effective: After I do four or five interventions on my part, when I refer a student for disruptive behavior they get talked to.
30	Suggestions for improving discipline: Be consistent and make sure students understand the rules and consequences. Comments: In my role I don't encounter discipline issues very often. there is a dichotomy between students who understand and follow the rules about cell phones and those who don't really care and want to use them regardless. The second group is disruptive to the learning of the first group. Greatest concerns: Overburdening of teachers with additional tasks, paperwork, forms, data meetings, etc.
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