



Midland Parent Advisory Group

Oct. 12, 2023
10am

Introduction

Dr. Courtney Carmichael - 2 months as principal of Midland

- Met with staff individually and surveyed them on culture and climate
- Met with students in grades 5-8 for class meetings
- Chaperone lunch everyday in all grades
- Met with Board in Executive Session, PTO board, 8th Grade Committee leadership

Priority Action: Improving Climate and Culture

84% of staff surveyed believed student discipline to be the No. 1 concern

- Staff didn't feel empowered to discipline students
- Reported lack of follow through for discipline issues
 - Uneven consequences

Steps to improve climate

1. Create supportive culture

- Midland PRIDE - Positive, Respectful, Inspirational, Determined, Excellent
- Wellness Program Expansion
- Positive Referral System
- New SRO

Steps to improve climate

2. Create effective procedures

- Morning Line Up for Middle School
- Early bell to ensure students are in classes by 8:20
- Use Voice Level System - 0 (silence), 1 (whisper), 2 (small group), etc.
- Expansion of RealTime logging for staff to use to communicate with parents


Steps to improve climate

3. Use Progressive Discipline

- Chart was compiled and approved last year for middle school
- Points and/or consequences are articulated for all staff to use
- “No Points Party” is held in spring and sponsored by Student Council
- Elementary students receive consequences more holistically
- Reflection education component will be added when students serve consequence



Current Issues

- **Negative language - discriminatory, slurs, hurtful**
 - Blurring of physical boundaries - ex. Pushing
 - **Tardies - 8:20 in class, 8:25 late**
 - HIB or Code of Conduct
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HIB or Code of Conduct

HIB Requirements:

In order for an incident to be considered HIB, the following **must** be present:

- ❑ A reasonable perception of the HIB being motivated either by any actual or perceived characteristic*; **and**
- ❑ Substantial disruption or interference with the orderly operation of the school or the rights of other students; **and**
- ❑ One or more of the following:
 - ❑ A reasonable person should know the incident, under the circumstances, will have the effect of physically or emotionally harming a student or damaging the student's property, or placing a student in reasonable fear of physical or emotional harm to their person or damage to their property; **or**
 - ❑ Has the effect of insulting or demeaning any student or group of students; **or**
 - ❑ Creates a hostile educational environment for the student by interfering with a student's education or by severely or pervasively causing physical or emotional harm to the student.

**Actual or perceived characteristics included in the law are race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression, or a mental, physical or sensory disability. However, any distinguishing characteristic can meet this criterion.*

Thanks

**Do you have any questions regarding improving
Midland climate and culture?**

Next meeting December 6, 3:15pm

To focus on academics