

IRVING INDEPENDENT SCHOOL DISTRICT

Working - BOARD OF TRUSTEES
5:00 PM

Irving ISD Board Room
2621 West Airport Freeway
Irving, TX 75062
Monday, July 17, 2023

A G E N D A

I. CALL TO ORDER FOR 5:00 P.M. WORK SESSION

II. PUBLIC COMMENTS

A. Public Comment - Individuals wishing to address the Board on agenda items or make comments regarding issues not on the agenda will be heard at this time.

III. Special Recognition

IV. DISCUSSION

A. Review Updates to Irving ISD Policies and Procedures Related to Bullying in Connection with the Proposed Corrective Action Plan Agreement between Irving ISD and the Texas Education Agency (A Gomez/R Lizardo, S Lopez/E Kolni) 3

B. Discuss Items on the July 17, 2023 Regular Board Meeting Agenda

V. EXECUTIVE SESSION - The Board may recess the Open Meeting and reconvene in a Closed Meeting pursuant to the following sections of the Texas Government Code and as authorized by Sections 551.071-551.076 and 551.082-551.084 therefore of

A. Section 551.071 - To seek the advice of the Board's attorney about:

1. Pending or Contemplated Litigation, Settlement Offer, or Matter Under Investigation

2. A Matter in Which the Professional Duty of the Attorney to the Board Conflicts with the Applicable Provisions of the Texas Open Meetings Act.

B. Section 551.072 - To deliberate the purchase, exchange, sale, lease or value of real property if such deliberation in open session would have a detrimental effect on the Board's position in negotiations with a third party

C. Section 551.074 - To deliberate the appointment, employment, resignation, evaluation, reassignment, proposed nonrenewals, termination, duties, discipline, or dismissal of a public officer or¹ employee; or to hear a complaint or charge against an officer or employee.

D. Safety and Security

VI. **RECONVENE** from Closed Meeting for Action Relative to Items Covered in Such Meeting.

A. Consider Action by the Board Related to Pending or Contemplated Litigation, Settlement Offer, or Matter Under Investigation

B. Consider Action Regarding Purchase, Exchange, Sale, Lease or Value of Real Property

VII. **ADJOURNMENT**

Review Updates to Irving ISD Policies and Procedures Related to Bullying in Connection with the Proposed Corrective Action Plan Agreement between Irving ISD and the Texas Education Agency

Submitted by: Dr. Reny Lizardo, Executive Assistant of Campus Operations

Summary: TEA worked with Irving ISD in response to a complaint received by the agency in 2020 to review the District's policies and procedures related to bullying. TEA required the District to update certain policies and procedures as well as revise its District of Innovation Plan to include reference to these updates. These TEA-guided updates are included in a Corrective Action Plan (CAP) Agreement

Attached: Review of Steps to District Compliance with TEA Agreed Corrective Action Plan on Bullying

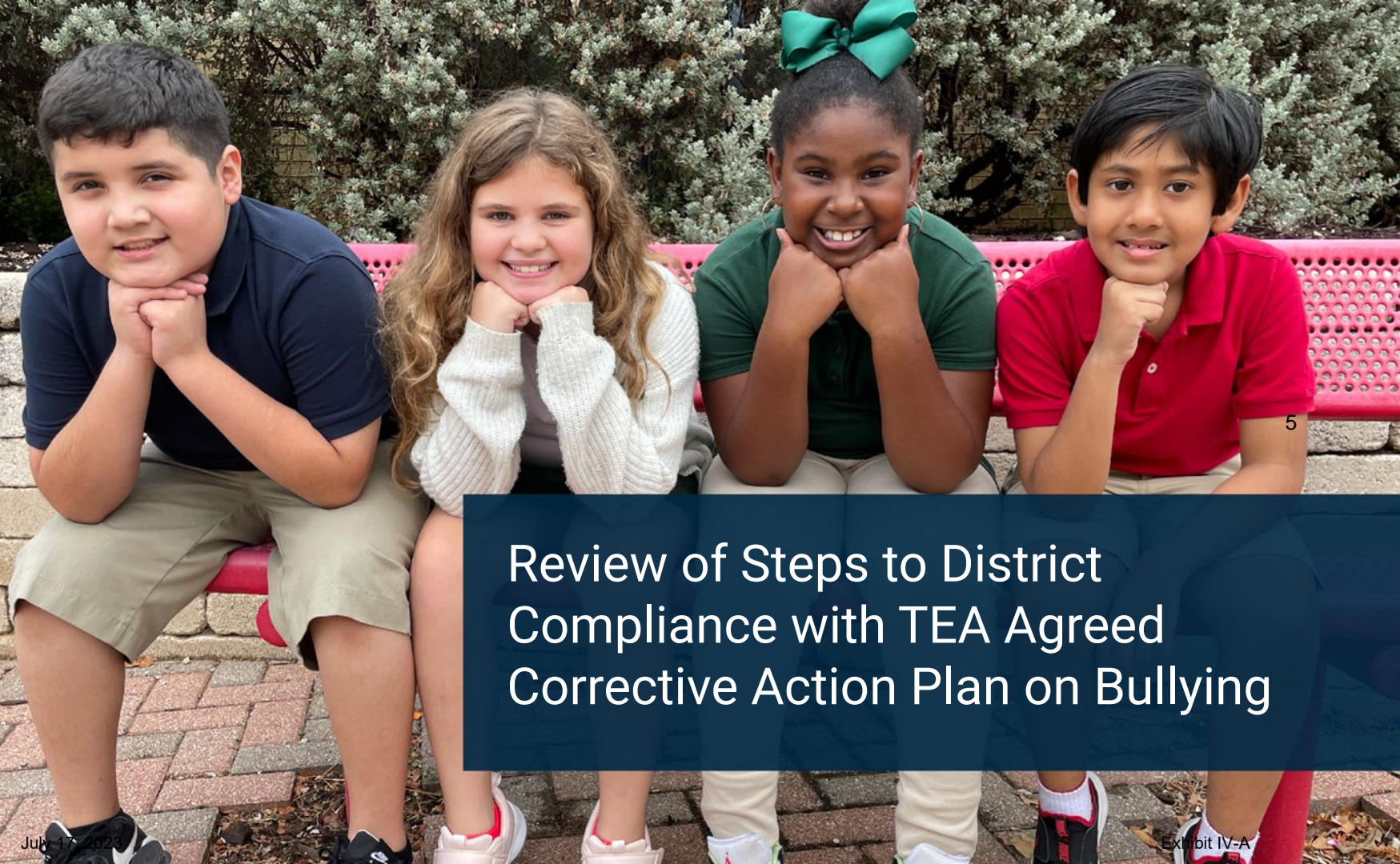


4



IRVING

INDEPENDENT SCHOOL DISTRICT



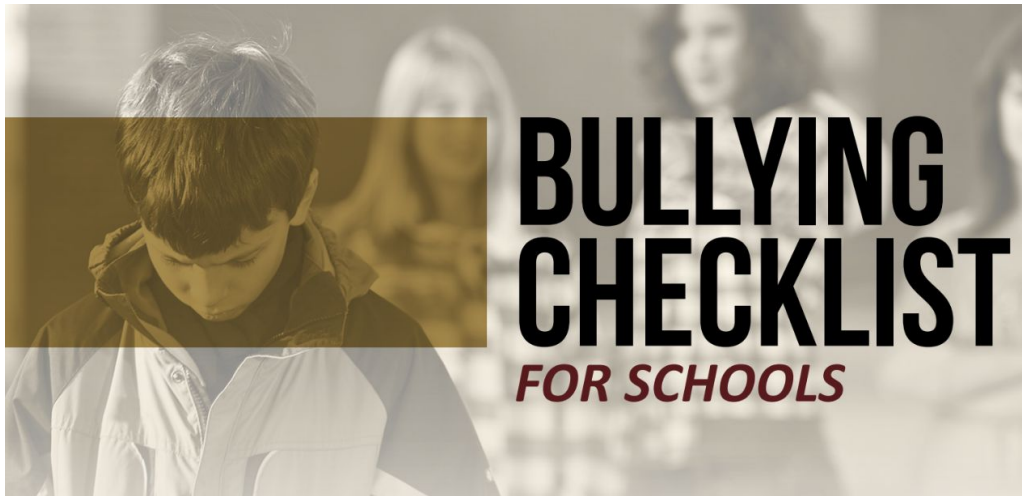
Review of Steps to District Compliance with TEA Agreed Corrective Action Plan on Bullying

Review of District Compliance from Agreed Corrective Action Plan

- On February 10, 2021 Irving ISD agreed to enter into a voluntary corrective action plan with TEA that would update Irving ISD's District Improvement Plan (DIP) to reflect bullying policies and procedures.
- Irving ISD would provide a rubric and checklist that we use to assess an incident of bullying. 6
- Irving ISD would also provide evidence of its campus bullying committees.
- Lastly all these items would be presented to the Board with a request for Board approval of the Corrective Action Plan. The Corrective Action Plan to be signed is included in your Executive Documents for your review.

Review of Exhibits

Policy and Practice starts on “Addendums” page 32 of our DIP



BULLYING CHECKLIST

FOR SCHOOLS

BULLYING CHECKLIST FOR SCHOOLS

PLEASE READ BEFORE USING CHECKLIST

To determine whether an act is bullying or cyberbullying by law, proceed down the checklist and provide a checkmark for each true statement. If any identified section does not receive at least one checkmark, then the act is not considered bullying by state law.

SB 179, "David's Law" expanded authority to school districts, allowing public and charter schools to address cyberbullying off-campus and outside of school-related or school-sponsored activities based on specific criteria. In order to address this legislative change, this checklist may help parents, educators, and administrators determine if a student at their school has been bullied according to the legislative definition. Please follow the conditional "yes/no" logic for the questions regarding the use of electronic communication devices in possible bullying scenarios.

Did the act occur outside of a school-sponsored or school-related activity?

(This is an important distinction, as David's Law expands a school district's authority to include cyberbullying incidents that occur off-campus and outside of school-sponsored or school-related activities, as long as it meets one of the below criteria.)

Yes No

Was the act committed by using any type of electronic communication device?

(i.e. Cellular or other phone, computer, camera, e-mail, text or instant messaging, social media app, internet website, internet communication device, etc.)

Yes No

Did the act interfere with a student's educational opportunities, or substantially disrupt the orderly operation of a classroom, school, or school-sponsored/related activity?

Yes No

According to law, if the act **DID NOT** meet the criteria above, it is not under the school district's authority.

IS IT BULLYING?

Was it a single significant act?

Was it a pattern of acts?

By one or more students directed at another student that **exploits an imbalance of power**

Through physical contact

Using verbal expression

Using written expression

Using electronic means

Physically harms a student or **damages** their property

Creates reasonable fear of harm to student or damage to their property

Is sufficiently severe, persistent, or pervasive enough that the action or threat creates:

Intimidating educational environment

Threatening educational environment

Abusive educational environment

Materially and substantially disrupts the educational process or operation of school

Infringes on rights of victim at school

YES, IT'S BULLYING
(Cyberbullying is bullying)

TEXAS STATE
TEXAS SCHOOL SAFETY CENTER
www.tssc.txstate.edu

#BX170211

Review of Exhibits

Board Policy, Investigation Form, And David's Law Training

Irving ISD
057912

STUDENT WELFARE
FREEDOM FROM BULLYING

FFI
(LOCAL)

Note: This policy addresses bullying of District students. For purposes of this policy, the term bullying includes cyberbullying.

For provisions regarding discrimination and harassment involving District students, see FFH. Note that FFI shall be used in conjunction with FFH for certain prohibited conduct. For reporting requirements related to child abuse and neglect, see FFG.

Bullying Prohibited

The District prohibits bullying, including cyberbullying, as defined by state law. Retaliation against anyone involved in the complaint process is a violation of District policy and is prohibited.

Examples

Bullying of a student could occur by physical contact or through electronic means and may include hazing, threats, taunting, teasing, confinement, assault, demands for money, destruction of property, theft of valued possessions, name calling, rumor spreading, or ostracism.

Retaliation

The District prohibits retaliation by a student or District employee against any person who in good faith makes a report of bullying, serves as a witness, or participates in an investigation.

Examples

Examples of retaliation may include threats, rumor spreading, ostracism, assault, destruction of property, unjustified punishments, or unwarranted grade reductions. Unlawful retaliation does not include petty slights or annoyances.

False Claim

A student who intentionally makes a false claim, offers false statements, or refuses to cooperate with a District investigation regarding bullying shall be subject to appropriate disciplinary action.

Timely Reporting

Reports of bullying shall be made as soon as possible after the alleged act or knowledge of the alleged act. A failure to immediately report may impair the District's ability to investigate and address the prohibited conduct.

Reporting Procedures

Student Report

To obtain assistance and intervention, any student who believes that he or she has experienced bullying or believes that another student has experienced bullying should immediately report the alleged acts to a teacher, school counselor, principal, or other District employee. The Superintendent shall develop procedures allowing a student to anonymously report an alleged incident of bullying.

Employee Report

Any District employee who suspects or receives notice that a student or group of students has or may have experienced bullying shall immediately notify the principal or designee.

BULLYING INVESTIGATION FORM FFI (LOCAL)			
Complainant	Alleged victim	Alleged bully	
Warning against retaliation	Warning against retaliation	Warning against retaliation	
Investigator			
Date of Incident	Reported to		
Parents informed:	Victim (within 3 days)	Bully (within 3 days)	
	Date of report	Suspected child abuse to be reported to CPS? (see FFG (LOCAL))	
	Oral/written	Oral report reduced to writing	
Summary of report			
Is report, if proven:	<input type="radio"/> Discrimination	<input type="radio"/> Harassment	<input type="radio"/> Retaliation
	Referred to (official):	Referred to (official):	Referred to (official):
Action taken to prevent bullying during course of investigation, if appropriate.			
WITNESSES INTERVIEWED	Signed statement	Retaliation warning	LOCATION: On school property, at school event, in school or private vehicle used for school activities, or online? Does act interfere with a student's educational opportunities or substantially disrupt the orderly operation of a classroom, school, or school-sponsored or school-related activity? Do actions exploit an imbalance of power between the student perpetrator and the student victim through written or oral expression or physical conduct and interferes with a student's education or substantially disrupts the operation of a school?



DATE ISSUED: 11/21/2017
UPDATE: 109
FFI(LOCAL)-X

1 of 3

© (District of Columbia, Maryland)
2011

Bullying Committee

The Protectors Group -

- Structured as part of Student Council plus parents and school staff, including administration
- Will review Climate Survey data to focus on bullying prevention, health, mental health and wellness needs of the campus
- Will hold a minimum of 1 session per semester to plan anti-bullying events in both the fall and spring.
- Events will focus on building positive school culture through healthy relationships between students and between students and staff

Protectors Group

- Plan bullying prevention and intervention programs. Set measurable goals.
- Implement a bullying prevention effort. Meet often enough to keep the momentum and address barriers.
- Develop, communicate, and enforce bullying prevention policies and rules.
- Educate the school community about bullying to ensure everyone understands the problem and their role in stopping it.
- Conduct school-wide assessments and review other data, such as incident reports.
- Evaluate bullying prevention efforts and refine the plan if necessary.
- Advocate for the school's work in bullying prevention to the entire school community.
- Sustain the effort over time.

Examples of previous activities

- Create anti-bullying campaign posters.
- Create posters with positive messages.
- Lunch Buddy program, have students join other students sitting by themselves.
- Random acts kindness and celebrate them.
 - Use a hashtag on Twitter to post the acts.
 - Use a bulletin in a common area.
- Record videos of students providing motivational quotes.
- Door decorating contests.
- Toiletries drive to donate to Irving Cares
- Fundraisers to buy shirts.
- Build leadership skills.
- Monthly school wide projects.
- Read anti-bullying quotes during the month of October.
- Unity day on campus-everyone wears blue.
- Students keep an eye on social media and report cyber-bullying



Any Questions?