IN THE UNITED STATES DISTRICT COURT FOR THE NORTHERN DISTRICT OF ALABAMA SOUTHERN DIVISION

ANTHONY T. LEE, et al.,)
Plaintiffs, and)
UNITED STATES OF AMERICA,) Civil Action No. CV 70-S-251-S
Plaintiff-Intervenor, and Amicus Curiae, and	
NATIONAL EDUCATION)
ASSOCIATION, INC.,)
Plaintiff-Intervenor,)
VS.) Miscellaneous Case No.) MC-07-S-1944-S
MACON COUNTY BOARD OF)
EDUCATION, et al.,)
) Calhoun County School System
Defendants.) (Judge C. Lynwood Smith, Jr.)

ANNUAL REPORT TO THE COURT BY THE CALHOUN COUNTY BOARD OF EDUCATION

COMES NOW the Calhoun County Board of Education ("the Board") and files this

Annual Report pursuant to the Amended Consent Decree entered February 12, 2015 (the "2015

Decree"). (Doc. 76).

The 2015 Decree calls for the annual filing of a report with the Court on or before

October 15 of each calendar year.¹ In accordance with the reporting requirements as enumerated

therein, the Board hereby files this third annual report under the 2015 Decree and would show

the Court as follows:

¹ 2015 Decree, Sections V. (B)(9) and (C)(24); Section VII (retaining requirement to report to Court on items in Section IV. H, 1-6 in the 2012 Decree.)

I. Information Required by Section VII of the 2015 Decree

1. For each school and the entire school system, the following information:

Table 1: Student Enrollment								
School	Total	V	Vhite	B	Black		Other	
		#	%	#	%	#	%	
Alexandria Elementary	636	556	87.42%	71	11.16%	9	1.4%	
Alexandria Middle	582	490	84.19%	80	13.75%	12	2.1%	
Alexandria High	592	507	85.64%	76	12.84%	9	1.5%	
Ohatchee Elementary	439	416	94.76%	17	3.87%	6	1.4%	
Ohatchee High	452	421	93.14%	26	5.75%	5	1.1%	
Pleasant Valley Elem	558	545	97.67%	7	1.25%	6	1.1%	
Pleasant Valley High	470	456	97.02%	11	2.34%	3	0.6%	
Saks Elementary	448	283	63.17%	155	34.60%	10	2.2%	
Saks Middle	371	195	52.56%	170	45.82%	6	1.6%	
Saks High	380	208	54.74%	170	44.74%	2	0.5%	
Weaver Elementary	633	519	81.99%	101	15.96%	13	2.1%	
Weaver High	532	417	78.38%	105	19.74%	10	1.9%	
Wellborn Elementary	642	564	87.85%	77	11.99%	1	0.2%	
Wellborn High	541	433	80.04%	107	19.78%	1	0.2%	
White Plains Elementary	531	491	92.47%	35	6.59%	5	0.9%	
White Plains Middle	417	382	91.67%	28	6.71%	7	1.7%	
White Plains High	437	407	93.14%	27	6.18%	3	.07%	
DISTRICT TOTALS	8661	7290	84.17%	1263	14.58%	108	1.2%	

a. The number and percentage of students by race / ethnicity.

b. The number and percentage of full time teachers, by race / ethnicity.

Table 2: Full Time Teachers						
	White	Black	Other	% White	% Black	
Alexandria Elem	35	2	0	94.59%	5.41%	
Alexandria Middle	29	0	0	100%	0	
Alexandria High	29	2	1	90.63%	6.25%	
Alternative	3	0	0	100%	0%	
Career Tech	15	1	0	93.75%	6.25%	
Ohatchee Elem	23	1	0	95.83%	4.17%	
Ohatchee High	22	1	2	88.0%	4.0%	
Pleasant Valley Elem	29	0	0	100%	0	
Pleasant Valley High	21	2	0	91.30%	8.7%	
Saks Elementary	27	2	0	93.10%	6.9%	
Saks Middle	14	4	0	77.78%	22.22%	
Saks High	20	2	1	90.91%	9.09%	

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Weaver Elem	34	2	0	94.44%	5.56%
Weaver High	24	5	1	82.76%	17.24%
Wellborn Elem	36	2	1	92.31%	5.13%
Wellborn High	31	3	0	91.18%	8.82%
White Plains Elem	28	2	0	93.33%	6.67%
White Plains Middle	17	1	1	89.47%	5.26%
White Plains High	25	1	0	96.15%	3.85%
DISTRICT TOTAL	462	33	5	92.40%	6.60%

c. <u>The number and percentage of certified staff, by race / ethnicity.</u>

Table 3: Other Certified Staff ²						
	White	Black	Other	% White	% Black	
Alexandria Elem	5	0	1	83.33%	0%	
Alexandria Middle	2	0	0	100%	0%	
Alexandria High	3	0	0	100%	0%	
Career Tech	2	1	0	66.67%	33.33%	
Alternative	1	0	0	100%	0%	
Ohatchee Elem	6	0	0	100%	0%	
Ohatchee High	2	0	0	100%	0%	
Pleasant Valley Elem	4	1	0	75%	25%	
Pleasant Valley High	2	0	0	100%	0%	
Saks Elementary	5	1	0	83.3%	16.7%	
Saks Middle	3	1	0	75%	25%	
Saks High	1	0	0	100%	0%	
Weaver Elem	4	0	0	100%	0%	
Weaver High	3	0	0	100%	0%	
Wellborn Elem	7	0	0	100%	0%	
Wellborn High	4	0	0	100%	0%	
White Plains Elem	5	0	0	100%	0%	
White Plains Middle	5	0	0	100%	0%	
White Plains High	2	0	0	100%	0%	
DISTRICT TOTALS	66	4	1	92.96%	5.63%	

d. The number and percentage of principals and assistant principals, by race

ethnicity.

² Certified staff members are staff who hold teaching, administrative, or other educational certificates from the State, but who are not serving as full time teachers or administrators. These include guidance counselors, librarians, reading coaches/specialists, reading interventionists, speech therapists, and other similar positions.

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Table 4: Principals and Assistant Principals					
	White	Black	Other	% White	% Black
Alexandria Elem	2	0	0	100%	0%
Alexandria Middle	2	0	0	100%	0%
Alexandria High	2	0	0	100%	0%
Alternative	2	1	0	66.67%	33.33%
Career Tech	2	0	0	100%	0%
Ohatchee Elem	2	0	0	100%	0%
Ohatchee High	2	0	0	100%	0%
Pleasant Valley Elem	2	0	0	100%	0%
Pleasant Valley High	2	0	0	100%	0%
Saks Elementary	2	0	0	100%	0%
Saks Middle	1	1	0	50%	50%
Saks High	1	1	0	50%	50%
Weaver Elem	2	0	0	100%	0%
Weaver High	1	1	0	50%	50%
Wellborn Elem	2	0	0	100%	0%
Wellborn High	2	0	0	100%	0%
White Plains Elem	1	1	0	50%	50%
White Plains Middle	2	0	0	100%	0%
White Plains High	2	0	0	100%	0%
DISTRICT TOTALS	34	5	0	87.2%	12.8%

e. The number and percentage of administrative and certified staff at the

central office, by race / ethnicity.

Table 5: Central Office					
	White	Black	Total	% White	% Black
Administrative	8	1	9	88%	11%
Other Certified	9	0	9	100%	0%
TOTALS	17	2	18	94.44%	5.56%

f. The following table summarizes the foregoing data and provides totals for

all certified personnel in all categories district-wide.

Table 6: Total Certified Personnel						
	White	Black	Other	Total	% White	% Black
Alexandria Elem	42	2	1	45	93.33%	4.44%
Alexandria Middle	33	0	0	33	100%	0%
Alexandria High	34	2	1	37	91.89%	5.41%
Alternative	6	1	0	7	85.6%	14.3%

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Career Tech	19	2	0	21	90.45%	9.52%
Ohatchee Elem	31	1	0	32	96.88%	3.13%
Ohatchee High	26	1	2	29	89.66%	3.45%
Pleasant Valley Elem	35	1	0	36	97.22%	2.78%
Pleasant Valley High	25	2	0	27	92.59%	7.41%
Saks Elementary	34	3	0	37	91.89%	8.11%
Saks Middle	15	5	0	23	78.26%	21.74%
Saks High	22	3	1	37	91.89%	5.41%
Weaver Elem	40	2	0	42	95.24%	4.76%
Weaver High	28	6	0	34	82.35%	17.65%
Wellborn Elem	45	2	1	48	93.75%	4.17%
Wellborn High	37	3	0	40	92.5%	7.5%
White Plains Elem	34	3	0	37	1.89%	8.11%
White Plains Middle	25	1	1	26	92.31%	3.85
White Plains High	29	1	0	30	96.67%	3.33%
Central Office	17	1	0	18	94.44%	5.56%
District Totals	579	42	6	627	92.34%	6.70%

2. <u>A narrative of the Board's efforts over the past year to address the recruitment,</u> hiring and assignment of faculty and certified staff.

The Personnel Plan for Certified Positions ("the Plan"), approved by the parties in 2010 and attached to this report as **Exhibit "A"**, continues to provide the foundation for the Board's recruitment and hiring efforts. The Plan has produced significant changes in the district's hiring process including the advertising of all certified vacancies on the State Department of Education's website; centralization of the application process; establishment of a central Employment Committee; and development of an applicant database that allows the district to track, sort, and monitor applicants based upon credentials, degree, race, and other key factors. The district is confident these changes have provided a pool of better qualified applicants and have enhanced its minority recruitment efforts. As provided in the 2015 Decree, the Board engaged consultants³ provided by the Southeastern Equity Center to review its hiring and recruiting measures, to identify new strategies to accelerate and better sustain its minority

³ Dr. Donna Elam and Dr. Verdell Roberts

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recruitment and retention efforts, to revise the Personnel Plan as needed, and to identify other initiatives that will aid the District in its faculty and staff recruitment and hiring efforts. The Board continues to work with the consultants and plans to continue to collaborate with them for as long as they are available and willing.⁴

The Board continues to employ the strategies and efforts described in the 2015 Report, including but not limited to participation in the Student Internship program with nearby Jacksonville State University ("JSU); promotion of an inclusive and welcoming environment for all persons regardless of race through its website posting, social media activities, and other promotional efforts; continued use of the "Focused on Success for ALL" campaign first described in the Annual Report to the Court filed October 15, 2010;⁵ use of promotional videos that convey the welcoming nature of the district's schools on the district's website (www.calhoun.k12.al.us) under the following titles: (1) Focused on Community, (2) Focused on Excellence, and (3) Superintendent's Message; broadcast of the District's message from a large screen television mounted in the main entrance area of the Central Office, where all employees and visitors are greeted by a continuous slide presentation that integrates the "Focused on Success for All" theme with photographic images of students and faculty selected to exemplify the district's welcoming, diverse and inclusive environment; and positive use of Twitter accounts to "tweet" out good news and images that vividly portray the diverse face of the school system and its friendly, welcoming climate. Copies of representative Twitter postings from throughout the system are attached as Exhibit "B".

⁴ Both Dr. Elam and Dr. Roberts most recently met with the school district on September 21st and 22nd of this year. Counsel for the United States, Plaintiffs and the Board were able to attend those meetings and to engage in discussions about personnel, student discipline and the district's efforts under the Consent Decree.

⁵ 2010 Report, pp. 5-7

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3. <u>A list of all recruiting trips, including the location of such trips, the date of visit,</u> and the name and position of each employee who went on the recruitment trip.

A description of recruiting trips, with all pertinent information follows:

a. University of Alabama A&M- Educator's Expo - September 23, 2016- Jackie Williams
(W) attended this recruiting event, at which she displayed information about the school system and talked with students about career opportunities in Calhoun County.

b. Alabama State University Educator's Expo - September 29, 2016- Jackie Williams (W) attended this recruitment event, at which she displayed information about the School system and talked with students about career opportunities in Calhoun County.

c. Talladega College Career Fair – March 1, 2017– Jackie Williams (W) attended this recruiting event, at which she displayed information about the school system and talked with students about career opportunities in Calhoun County.

d. University of Alabama A&M- Educator's Expo- March 3, 2017- Jackie Williams (W) attended this recruitment event, at which she displayed information about the school system and talked with students about career opportunities in Calhoun County.

e. University of Alabama Education Interview Day- March 8, 2017- Jackie Williams (W) and Jonathan Gilbert (B) attended this recruiting event, at which they displayed information about the school system and talked with students about career opportunities in Calhoun County.

f. Alabama State Educator's Expo - March 10, 2017- Jackie Williams (W) attended this recruiting event, at which she displayed information about the school system and talked with students about career opportunities in Calhoun County.

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g. Tuskegee University Education Expo- March 30, 2017- Jackie Williams (W) attended this recruitment event, at which she displayed information about the school system and talked with students about career opportunities in Calhoun County.

h. Jacksonville State University Education Fair – A Reverse Career Fair–April 13, 2017–
 Jackie Williams (W) participated in this innovative event, during which she browsed display
 booths prepared and operated by the education students.

**Calhoun County Schools will be attending the upcoming recruitment events:

- Jacksonville State University Education Fair- November 2017
- Alabama State Career Fair- Spring 2018
- Tuskegee Career Fair-March 2018
- Jacksonville State University- April 2018
- Talladega College Career Fair- Spring 2018

4. <u>A report showing the number of vacancies occurring and filled for school-based</u> administrators, faculty and certified staff, by school and by position.

A total of 76 vacancies were posted and filled for administrators, teachers and other certified staff as listed below. More detailed information regarding all postings, applicants, persons referred for interview, persons interviewed, and persons hired are contained in the Applicant Report generated through the district's applicant database, a copy of which is attached as **Exhibit "C"**.

	Table 7: Vacancies				
School	Teachers	Certified	Admin	Total	
Alexandria Elem	4	0	0	4	
Alexandria Middle	2	0	1	3	
Alexandria High	3	0	0	3	
Alternative	0	0	0	0	

The posted vacancies by location and category are enumerated below.

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Career Tech	2	1	0	3
Ohatchee Elem	4	1	0	5
Ohatchee High	1	0	0	1
Pleasant Valley Elem	0	0	0	0
Pleasant Valley High	2	0	0	2
Saks Elementary	1	0	0	1
Saks Middle	3	1	0	4
Saks High	1	0	0	1
Weaver Elem	2	2	0	4
Weaver High	7	0	0	7
Wellborn Elem	4	1	1	6
Wellborn High	4	0	0	4
White Plains Elem	4	1	0	5
White Plains Middle	5	0	0	5
White Plains High	3	0	0	3
Central / System-Wide	0	6	1	7
DISTRICT TOTALS	52	13	3	68

5. <u>The following reports regarding the hiring process for full time teachers,</u> principals and assistant principals, certified staff and administrative staff at the Central Office:

a. <u>The number and race of applicants applying for employment.</u>

As noted above, information regarding applicants by individual position is contained in the Applicant Report attached as **Exhibit "C"**. The data is reported alphabetically by school and by race and provides information about the applicants, persons interviewed, and persons hired for each posted position.

Total applicants for teaching, administrative, and other certified staff positions are as follows:

Table 8: Applicants						
	# Applicants	% Applicants				
White	2372	82.8%				
Black	389	13.6%				
Other	104	3.6%				
Total	2865					

b. <u>The number and race of those granted interviews for vacancies.</u>

The totals of those applicants who were referred for interviews⁶ by the employment committee and those who were actually interviewed are reflected in the following tables:

Table 9: Referred for Interview				
	# Applicants	% Applicants		
White	289	78.96%		
Black	72	19.67%		
Other	5	1.3%		
Total	366			

Table 10: Interviewed					
	# Applicants	% Applicants			
White	262	80.03%			
Black	59	18.09%			
Other	5	1.5%			
Total	326				

c. <u>The race of the individuals to whom offers were made to fill each vacancy.</u>

The totals of those approved for hire and receiving formal letters offering

employment are as follows:

Table 11: Approved for Hire					
	Number	Percentage			
White	60	88.2%			
Black	8	11.8%			
Other	0	0%			
Total	68				

d. <u>The race of persons hired in each such category;</u>

⁶ In an effort to broaden the minority applicant pool, the Employment Committee often refers applicants for interview who reside outside the Board's immediate geographic area. Telephone interviews are sometimes used for applicants for whom travel would be prohibitive. Under the Personnel Plan "all applicants referred by the Employment Committee must be interviewed or documentation of good and valid justification... must be provided." Documentation shows that several applicants either declined to be interviewed for various reasons or could not be contacted after repeated attempts.

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The totals of those hired for teaching, administrative, and certified staff

positions are as follows:

Table 12: Persons Hired							
Category	Total	White		Black		Other	
		#	%	#	%	#	%
Teacher	52	47	90.4%	5	9.6%	0	0%
Certified	13	11	84.6%	2	15.4%	0	0%
Admin	3	3	100%	0	0%	0	0%
Total	68	61	89.7%	7	10.3%	0	0%

e. The number and race of current employees and new employees who filled

those positions.

Table 13:						
Employment	Employment Status of Persons Filling Vacancies					
	White Black Other Total					
New hires	27	5	0	32		
Re-hires	6	0	0	6		
Transfers	28	2	0	30		
Total	61	7	0	68		

6. A report describing any material modifications to the written hiring and

assignment practices and procedures, and the reasons for each such modification.

The district's Personnel Plan for Certified Positions as approved by the parties is attached

as Exhibit "A". There have been no changes to the Plan since the submission of the 2015

Report.

II. Information Required by Section V.B.9 of the 2015 Decree

1. <u>A description of all targeted recruitment efforts and strategies used to increase the</u> <u>number of African-American faculty and certified staff hired and retained by the District,</u> <u>including descriptions of outreach efforts and recruitment events and the name and title of</u> <u>District staff who participated in these efforts.</u>

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The information required by this subsection is provided as part of paragraph 3 in Part I, above. In addition, further information about recruiting trips and events is included in **Exhibit "D"**.

2. <u>The results of the targeted recruitment efforts and strategies referenced above,</u> including but not limited to: the total number faculty and certified staff vacancies; the total number of candidates interviewed for faculty and certified staff positions, the total number of <u>African-American candidates interviewed for faculty and certified staff positions, the total</u> <u>number of job offers made for faculty and certified staff positions, the total number of job offers</u> <u>for faculty and certified staff positions made to African-American candidates, the total number of</u> <u>candidates hired for faculty and certified staff positions for which those candidates</u> <u>were hired, and the total number of African-American candidates hired.</u>

The information required by this subsection is provided in Part I, above.

3. <u>All handouts, power points, agendas, and other materials used in connection with</u> the District's annual training on hiring and assignment protocol.

Materials from the March 23, 2017 training session for administrators are included as **Exhibits "E" and "F"** to this Report. The District also conducted training on hiring and discipline for all assistant principals in April 2017. The PowerPoint from that training is attached as **Exhibit "G."** Last, the District conducted Poverty Training this last school year, which addressed both hiring and discipline. The training schedule for the Poverty Training is attached as **Exhibit "H"** to this Report.

4. <u>Documentation reflecting the names and positions of all faculty/staff who</u> received annual training on the District's hiring and assignment protocol and the date(s) on which they received it.

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Sign in sheets related to the administrator and assistant principal training sessions described above are attached as **Exhibits "I" and "J"**.

<u>A summary of participation in the Professional Development and Mentorship</u>
 <u>Program.</u>

A summary of participation in the Professional Development and Mentorship Program (Aspiring Administrator Academy) and all related materials are included in **Exhibit "K"**.

III. Information Required by Section V.C.24 of the 2015 Decree

1. <u>A report containing all discipline data collected pursuant to paragraph 15 above</u> for the immediately preceding school year.

Reports of discipline data are attached as Exhibits "L", "M" and "N" to this report.

2. <u>The Discipline Administrator's evaluation of discipline data conducted pursuant to</u> paragraph 15 and a description of all corrective action undertaken by the District as a result of that evaluation.

Donald Turner has been the district's Discipline Administrator over this last year. Mr. Turner pulled infraction and discipline data, and reviewed the data with a focus on ensuring that infractions matched dispositions. The District was also evaluating whether infractions decreased as expected from implementation of the CHAMPS PBIS program and the use of recommended classroom management strategies. The Board did see decreases system-wide in the minor and intermediate violation categories. These decreases are attributable to the implementation of the CHAMPS PBIS program and the associated recommended strategies. Although the data showed decreases in discipline, those decreases were across racial categories and did not result in an immediate reduction in disproportionality where it had existed.

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The District called upon Drs. Elam and Roberts, the District's consultants, to assist with analysis and follow up measures. A site visit was held on September 21-22, 2017 with the consultants from the Equity Center, Natane Singleton and Earnestine Sapp to review end-of-year discipline data, as well as discuss components of the consent decree. The discipline data confirmed that the results of the second year of CHAMPS implementation were positive. Overall the District saw a noticeable decrease in disciplinary infractions for all schools and subgroups. For example district wide minor infractions went from 1262 in 2016 to 745 in 2017. Intermediate infractions went from 3021 in 2016 to 2144 in 2017.

The District's Discipline Consultants suggested that the District conduct additional CHAMPS PBIS training with the schools as needed and for new teachers. The meetings on September 21-22 also included school visits to interview teachers, students and administrators and a panel discussion with administrators across the district to discuss progress. The consultants were very pleased with the progress made by the district.

3. <u>All handouts, power points, agendas, and other materials used in connection with</u> the District's mandatory PBIS training program.

All such materials were provided as part of the 2015 Report as Exhibits "I-1" through "I-2" and "J-1" through "J-16". An example of additional materials used to implement the classroom management component of the District's PBIS program is attached as **Exhibit "O"**.

4. <u>Documentation, including but not limited to sign-in sheets, showing the names</u> and positions of all instructional faculty and staff who received mandatory PBIS training and the <u>date(s) on which they received it.</u>

All such documentation was provided as part of the 2015 Report as Exhibits "J-1" through "J-16".

SUPERINTENDENT CERTIFICATION:

As Superintendent for Calhoun County Schools, I hereby certify that all of the information contained in this annual report is true and correct to the best of my knowledge, information, and belief and that a copy of this report has been furnished to the Calhoun County Board of Education.

Joe Dyar, Superintendent

FOR THE CALHOUN COUNTY BOARD OF EDUCATION:

BISHOP, COLVIN, JOHNSON & KENT, LLC 1910 First Avenue North Birmingham, Alabama 35203 Phone: (205) 251-2881 . Fax: (205) 254-3987 wcolvin@bishopcolvin.com

Respectfully submitted,

for a state

s/Whit Colvin

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Whit Colvin (ASB-3137-C51G) Attorney for Calhoun County BOE

CERTIFICATE OF SERVICE

I hereby certify that there are no known non-CM/ECF participants for mailing by United States Postal Service, and that I electronically filed the foregoing Annual Report to the Court by the Calhoun County Board of Education with the Clerk of the Court using the CM/ECF system which will send notification of such filing to the following on this 16th day of October, 2017.

Ernestine S. Sapp, Esq. GRAY, LANGFORD, SAPP, MCGOWAN GRAY, & NATHANSON P.O. Box 830239 Tuskegee, Alabama 36083-0239

FOR THE UNITED STATES:

JAY E. TOWN UNITED STATES ATTORNEY

JASON R. CHEEK Assistant United States Attorney

TAMARA HARDNEY KASSABIAN NATANE SINGLETON United States Department of Justice Civil Rights Division Educational Opportunities Section 950 Pennsylvania Avenue, N.W. Washington, D.C. 20530 Telephone: (202) 514-4092

s/Whit Colvin

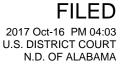


EXHIBIT A

Calhoun County Board of Education Annual Report To The Court October 2017

CALHOUN COUNTY SCHOOLS

Personnel Plan for Certified Positions

I. Introduction

In November 2009, the Calhoun County Board of Education ("Board") entered into a Consent Decree in the long-standing desegregation case of Lee v. Macon. Among the provisions in the Decree was a requirement that the Board develop a personnel plan. For the purposes of the Decree, the Plan was to be designed to help the Board meet its desegregation obligations with regard to personnel. Thus, the primary objectives of the Plan include the identification, recruitment, hiring and retention of minority teachers and professional employees. The Board believes that the measures employed in the Plan will further those primary objectives, not through racially based hiring practices, but through broad-based efforts to locate excellent candidates, particularly minority candidates. The Plan is a process designed to increase awareness of and access to those candidates by those involved in the hiring process. The Plan is also designed to reinforce Calhoun County's commitment to a non-biased, inclusive environment for all employees, regardless of race. While implemented in conjunction with a Consent Decree, the Board believes the measures in the Plan constitute best practices, and that its provisions will serve the Board for the term of the Decree and well beyond.

II. Enhancement Initiatives

The Board believes that a comfortable, welcoming, and friendly environment for minority employees is essential for success in its recruiting and hiring efforts. The Board will embark on a system-wide campaign designed to reinforce its commitment to inclusiveness and community, targeted toward employees, students, parents, and other community members. The campaign is expected to involve the following components:

- Development of a theme. The Board has in place a system motto, "Focused on Success," which is integrated into its system seal and used in promotional materials. The Superintendent has proposed modifying that established motto in a way to communicate the desired message, changing it to "Focused on Success for All." This new motto will replace the old one and be formally adopted by the Board. The seal will be modified and modernized as well.
- 2. Promotion of the theme. The "Focused on Success for All" theme will be introduced by the Superintendent as a "teaching opportunity" and schools will be involved in developing materials supporting the theme. Opportunities for engaging students in the process may include poster contests, classroom competitions, school forums, student development of recruiting and promotional materials, character education/curriculum components and other like methods. By integrating students into the process, current employees will also be engaged in the efforts. The Board believes that such a "ground up" approach will have a more meaningful and sustainable impact than a Central Office driven approach.

3. *Promotion of the campaign*. Materials will be developed to promote and reinforce the campaign to the communities the Board serves and to prospective employees. Materials will provide information about the school district and will portray and emphasize inclusiveness, diversity, community, and equal opportunity. Materials will be appropriate for use in teacher recruiting efforts, as well as efforts within the district to communicate the district's commitments to students, parents, teachers, and other community members. The Board intends to use student/teacher developed resources as the basis of promotional materials, recruiting materials, community announcements, and Board communications used in the campaign. The Board will publicize its efforts on its website, through inhouse communications and other cost effective communication vehicles (i.e. school marguees, school publications, donated advertising space, discussions and editorial submissions to the press, and other advertising opportunities). The campaign will be multi-dimensional and designed to reach a broad audience, reinforcing and demonstrating that the school system is a place where all are welcome and are appreciated.

III. Equal Opportunity

The Board recognizes that an effective educational program depends, to a large extent, on the excellence of the personnel employed in the school district. Consistent with this philosophy, applicants for positions will be selected on the basis of qualification, merit, and professional ability. No person shall be denied employment or advancement or be subjected to discrimination in any program or activity on the basis of gender, age, race, national origin, ethnic group, marital status, religion, veteran status, or disability.

IV. Identification and Recruitment Initiatives

In keeping with its commitment to promote opportunity within the teaching force, the Board seeks to broaden and increase the pool of applicants for teaching, administrative, and other certified positions through active recruitment and targeted marketing efforts. Such efforts include the following measures:

- Regular participation in teacher recruitment and career fairs, including but not limited to Jacksonville State University's Career Fair in Jacksonville, Alabama; North Alabama Connection: Professional Employment Day (NACPED) in Huntsville, Alabama (participating schools are Alabama A&M University, Athens State University, Calhoun Community College, Oakwood University, University of North Alabama, and Wallace State Community College); Alabama State University's Teacher Recruitment Fair in Montgomery, Alabama; Alabama A&M University's Teacher Ed Day in Huntsville, Alabama; Talladega College's Career Fair in Talladega, Alabama; and similar events involving other state colleges and universities with education programs, including HBU's such as Tuskegee University, Miles College, and Stillman College.
- Promotion of the "Focused on Success for All" initiative, including the use of brochures, posters, newspaper advertisements, advertisements in professional and student publications, slideshows, videos and other promotional materials. Such

materials will also be used to "market" the Board to potential applicants as part of the other measures described in this Plan.

- 3. Development of relationships with placement offices and colleges of education at nearby institutions of higher education, including historically black colleges and universities (HBCUs) throughout Alabama. Such efforts will include written communication from the Superintendent and other recruiting staff, distribution of promotional materials, campus visits, offers to conduct guest lectures in education classes, and similar activities designed to broaden opportunities for teacher recruitment.
- 4. Continued participation in the Student Teacher / Internship program of the College of Education at Jacksonville State University, including efforts to recruit students who perform satisfactorily in student internships in district schools.
- Development of partnerships with local community colleges designed to encourage and guide candidates toward careers in education.
- 6. Development of cooperative efforts with neighboring city school systems to identify measures that have proven successful in recruiting and hiring minority applicants and to consider opportunities to work together toward mutual goals.
- 7. Implementation of initiatives to promote and encourage careers in education among district high school students through targeted marketing efforts, implementation of Future Educator organizations at local schools, education career fairs, career counseling, advisement regarding scholarship opportunities for

education majors, presentations by local colleges of education, dual enrollment initiatives, and other alliances with local colleges and universities.

V. Vacancy Postings

Vacancies for certified positions are announced by posting positions in accordance with applicable law and policy. Such announcements are physically posted at the Central Office, local schools, and work sites. Vacancies are also announced on the district website (www.calhoun.k12.al.us) and the Alabama State Department of Education's website (www.alsde.edu/TeachInAlabama).¹

VI. Application Process

Applicants for teaching positions, administrative positions, and other certified positions, must complete ALL of the following steps:

- Complete an online application at the Alabama State Department of Education's Teach in Alabama website (<u>www.alsde.edu/TeachInAlabama</u>) and include the following attachments with the application: valid Alabama Teacher's Certificate, college transcript(s), verification of highly qualified status and current resume.
- 2. Once the online application is completed, including all attachments, the applicant may apply for any posted vacancy by clicking on the "Jobs" link on Teach in Alabama and selecting all Calhoun County Schools jobs for which he or she would like to apply.

¹ As of January 2010, the Board is also evaluating the Troops to Teachers program to see if that program will be helpful in its efforts. The Board has requested information from the Program about its success with similar districts.

3. To finish the application process, the applicant must complete a Statement of Interest form available under the Employment Opportunities link on the Calhoun County Schools website (www.calhoun.k12.al.us) and must also print and sign one paper copy of the completed Teach in Alabama application (including all attachments). Both the Statement of Interest form and the signed application with attachments must be mailed or hand-delivered to the following address:

> Calhoun County Board of Education ATTN: Employment Committee P.O. Box 2084 Anniston, AL 36202

Only **ONE** signed paper application should be submitted by the applicant during each school year regardless of the number of vacancies for which the applicant is applying. The Statement of Interest form allows the applicant to indicate all vacancies in which he or she is interested. If the applicant later applies for additional vacancies, it is necessary to submit only a new Statement of Interest form, which will be included with the signed application already on file. A new signed application need not be submitted unless applicant information has changed so that updates are needed.

VII. Receipt and Maintenance of Applications

All signed applications and accompanying Statement of Interest forms are received and processed at the Central Office. Each applicant will be entered into the local applicant database by the Personnel Clerk or other person assigned those duties. Upon entry into the database, each applicant is assigned a sequential applicant identification number. Applicants in the database can be sorted and searched by number, name, position applied for, race, date of application, highest degree, category of position (teacher, administrator, or other certified), certificate, areas of endorsement, and highly qualified status.

All applications, attachments, and supporting documents are maintained on file and available for consideration for a three-year period from the date of submission. As an additional back-up measure, the district has requested that online applications submitted through the Teach in Alabama website be archived and maintained for a three-year period by SearchSoft, the website administrator.

After applicants are entered in the local database, a Certification Specialist for the district reviews applicant information to verify certification and highly qualified status. Once certification and highly qualified status are verified, the application is forwarded to the Employment Committee for further consideration.

VIII. Employment Committee

The Board has established an Employment Committee to review and evaluate applications, select applicants to be interviewed, review hiring recommendations by local administrators, and otherwise advise the Superintendent on hiring matters. The Committee is appointed by the Superintendent and is comprised of no less than three persons, at least one of whom is a minority employee.²

² Current practice is to appoint three regular members and two alternate members who may act in the regular members' absence. At least one African-American employee shall be included as a regular member and one African-American employee shall serve as one of the alternates.

The Committee shall meet as needed to review applications for vacant positions within the school system and to select qualified applicants to be interviewed for those positions. In selecting applicants to be interviewed, the Committee may consider information obtained from the application documents and other supplemental and reliable information available to it, which may include information from college instructors, teachers who supervised applicants during internships, local administrators, the Superintendent and other Central Office administrators, prior employers, and other sources with reliable information regarding applicants. The Committee may take other such measures to evaluate applicants as it deems appropriate. In addition to those applicants who have applied for a specific vacancy, the Committee may elect to identify additional applicants for consideration through use of the Teach in Alabama applicant tracking system or the local applicant database. In making its interview recommendations, the Committee will also consider the needs of the school district as a whole, including specifically the district's desegregation obligations.

For each posted teaching or other non-administrative vacancy, the Committee will refer applicants to be interviewed, and no applicants other than those identified by the Committee shall be interviewed without the express prior approval of the Committee. Employment Committee members are authorized to monitor local interviews as deemed appropriate.

For administrative vacancies, the Committee will refer all applicants and applications to the Superintendent and may advise the Superintendent as requested. The

Committee will maintain in an orderly fashion all records evidencing its review of applications and interview recommendations.

IX. Interview and Employment Recommendation Process

Upon the referral of applicants by the Employment Committee to a local school, the local school administrator becomes responsible for scheduling interviews for the vacant position at his or her school or worksite. All local schools are to establish committees for the purpose of interviewing applicants. The school principal will participate as a member of each local interview committee. All applicants referred by the Employment Committee must be interviewed or documentation of good and valid justification as to why no interview was conducted must be provided.

After the interview process, employment recommendations must be submitted by the local school administrator to the Employment Committee in accordance with submission guidelines established by the Superintendent. A recommendation cannot be submitted until the posting for the vacant position has expired.

All recommendations will be reviewed by the Employment Committee, and the Employment Committee will forward the recommendation, along with such other information as deemed appropriate (which may include an alternative recommendation by the Committee), to the Superintendent for consideration. After considering such information, the Superintendent will determine what, if any, recommendation will be made to the Board. In the case of administrative positions, the Superintendent is responsible for evaluation of candidates, interviews, and selection of candidates to be recommended to the Board for employment.

X. Transfer Requests

Certified personnel may submit a request for a transfer at any time a desired position is posted. A request for transfer is initiated by submitting a Statement of Interest form to the Employment Committee. The employee is also required to forward copies of the Statement of Interest to the employee's immediate supervisor / local administrator and the supervisor / administrator of the desired position. The transfer request is valid only for the identified vacancy. Transfer requests will be reviewed by the Employment Committee along with all other applications for the posted vacancy in selecting applicants to be interviewed, taking into consideration the objectives and obligations of the Consent Decree.

XI. Notice and Training

The Superintendent will ensure that all principals, administrators, faculty and certified staff are informed of the provisions of the Personnel Plan for Certified Positions, including all application procedures, required forms, review of applications, selection of interview candidates, interview procedures, and the process for making final hiring recommendations to the Board. A copy of the plan will be posted on the system website for review by applicants and current employees. Training regarding the plan will be provided annually to administrators, personnel clerks, and members of the Employment Committee. Such training will include instruction in proper use of the local applicant database and the Teach in Alabama applicant tracking system. Training materials will be maintained at the Central Office and available for review by new personnel or as otherwise needed.

XII. Concerns, Questions, or Comments

Concerns, questions, or comments about the Board's Personnel Plan, the hiring process, or other matters addressed in the Plan may be addressed to the Employment Committee and to the Superintendent. The Board's Personnel Plan is designed to benefit the school system as a whole and is not intended nor shall it be construed to confer or extend any rights, whether contractual or otherwise, upon any individual employee, prospective employee, or other interested person.

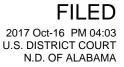


EXHIBIT B

Calhoun County Board of Education Annual Report To The Court October 2017



1 Joe Dyar Supt. CCBOE Retweeted



Leann Bryan @LeannBrya... · 20h ~ WWES 2nd graders learned about various environments and habitats using augmented reality @MetaverseApp @wwepanthers



1 Joe Dyar Supt. CCBOE Retweeted



Michael Graham @Mgraha... ·1d ∨ OES learning about Robotics with our Robotics team.....



1 Joe Dyar Supt. CCBOE Retweeted



Michael Graham @Mgraha... ·1d ∨ OES learning about Robotics with our Robotics team.....



1 Joe Dyar Supt. CCBOE Retweeted



Ed Roe @EroeEd · 1d Calhoun County Alternative Education Program students growing plants using hydroponics













Joe Dyar Supt. CCBOE · 9/29/17 Fantastic group PVHS handling all our new landscaping!!





Joe Dyar Supt. CCBOE · 9/29/17 PVHS Ag Dept helping landscape our CO!! Go Raiders!!



1 Joe Dyar Supt. CCBOE Retweeted



Caryn Waugh @Valley... · 9/27/17 ~ AES 1st 9weeks Attendance Blitz! Hat Day!



1 Joe Dyar Supt. CCBOE Retweeted

CNICOD DIDTIT



1 Joe Dyar Supt. CCBOE Retweeted



Robyn Owens @Roby... ·9/20/17 ~ Students enjoying new cafe area at the AHS Library. Thanks to Calhoun County Maintenance Dept. for a job well done! @ccboe_news @CalhounBOE

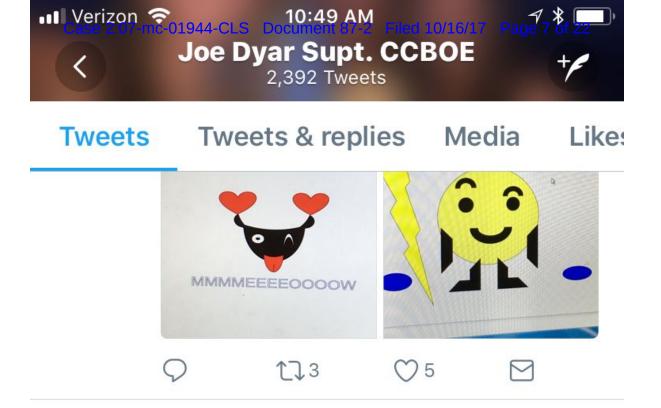


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1 Joe Dyar Supt. CCBOE Retweeted





Joe Dyar Supt. CCBOE · 9/20/17 Congrats to Temeah Harrelson for being recognized as the Herman Lamp Award Winner ! Awesome leader!



0/00/17

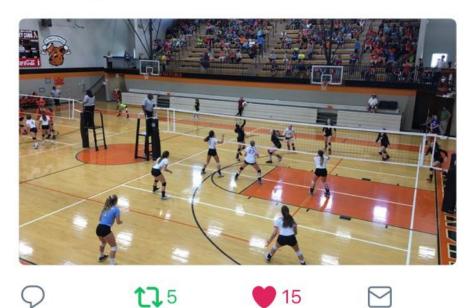
1 Joe Dyar Supt. CCBOE Retweeted

Education Weak 🧥 🙉





Joe Dyar Supt. CCBOE · 9/18/17 PVHS and AHS competing in Varsity VB!!



1 Joe Dyar Supt. CCBOE Retweeted





1 Joe Dyar Supt. CCBOE Retweeted



Bobby Tittle @brtittle · 9/13/17 Great job to our students for collecting and donating to hurricane victims.



1 Joe Dyar Supt. CCBOE Retweeted



Tesha Crump @zitofa... ·9/13/17 ∨ No school Friday, 9/15/17 E-Day for students.



1 Joe Dyar Supt. CCBOE Retweeted



Holly Box @hbox16 · 9/5/17 Assistant Principal Academy -Calhoun County Schools



1 Joe Dyar Supt. CCBOE Retweeted



Zig Ziglar @TheZigZiglar · 9/3/17

THERE WILL BE OBSTACLES. THERE













Joe Dyar Supt. CCBOE · 8/31/17 Fantastic time today at WPHS Cross Country ribbon cutting ceremony! Special thanks to Krista and John and WP Adm.













Tweets Tweets & replies Media Like:







Joe Dyar Supt. CCBOE · 8/28/17 Mrs Smitherman working hard this am!



Q1 **1**6 ♥16 ⊠



Joe Dyar Supt. CCBOE · 8/28/17 Lisa Whaley using technology this am!





Joe Dyar Supt. CCBOE · 8/28/17 Lisa Whaley using technology this am!





Joe Dyar Supt. CCBOE · 8/28/17 Love starting out in Monday am with pre K at WES!















Joe Dyar Supt. CCBOE · 8/28/17 Love starting out in Monday am with pre K at WES!





Joe Dyar Supt. CCBOE $\cdot 8/27/17$ \sim Time for a little golf with my hero!













1 Joe Dyar Supt. CCBOE Retweeted



Tesha Crump @zitofa... ·8/25/17 ∨ OHS football players help with morning duties! Be the role model someone needs! @OESTribe @ccboe_news



1 Joe Dyar Supt. CCBOE Retweeted

ASCD 🤣 @ASCD · 8/25/17



In times of change, schools must set up structures that help teachers share their best thinking, writes @arielsacks bit.ly/2tqan7N













Joe Dyar Supt. CCBOE · 8/24/17 Love the strategies being implemented at WHS!!





Joe Dyar Supt. CCBOE · 8/24/17 Coach Harper teaching science with interactive kids!







Joe Dyar Supt. CCBOE · 8/24/17 Coach Harper teaching science with interactive kids!







everyboay in the world but themselves.

♀12 1,011 ♥



Joe Dyar Supt. CCBOE · 8/22/17 Enjoyed our time working with United Way today! Fantastic employees in Calhoun County!





Joe Dyar Supt. CCBOE Retweeted
 Adam Goosby @adam... · 8/21/17 ~
 @PVHSRaiders @RaiderRobotics
 @ccboe_news drone footage from the eclipse. #eclipse2017
 <voutu.be/OYIiO19GPlw>











Wellborn High School · 8/21/17 WWHS Panthers ready to view Eclipse 2017! @ccboe_news @WWHS_Principal



1 Joe Dyar Supt. CCBOE Retweeted



Vivian Bishop Harris · 8/21/17 Welding students viewing the eclipse using various methods@CalhounBOE



1 Joe Dyar Supt. CCBOE Retweeted



Vivian Bishop Harris · 8/18/17 Weaver High cosmetology students at work @ccboe_news@



1 Joe Dyar Supt. CCBOE Retweeted



Vivian Bishop Harris · 8/18/17 WPHS cosmetology student making the cut@CalCoCareerTech @ccboe_news











1 Joe Dyar Supt. CCBOE Retweeted



Wellborn High School · 8/18/17 Congrats Jermaine Pattersonstudent of the week WWHS! Jermaine was nominated by his teachers. @ccboe_news @WWHS_Principal



1 Joe Dyar Supt. CCBOE Retweeted



Summer Davis @Sdavi... · 8/17/17 ~ The Great American Solar Eclipse celebration at Weaver Elementary.

@TraceyReeves27 @ccboe_news













Joe Dyar Supt. CCBOE · 8/17/17 Watching our Calhoun County Students getting ready to graduate from Fire Fighting College!!



1 Joe Dyar Supt. CCBOE Retweeted



Zig Ziglar @TheZigZiglar · 8/16/17 ~ Before offering a solution, be sure you first understand the problem. #ListenFirst #LearnTheFacts









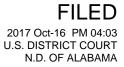


EXHIBIT C

Calhoun County Board of Education Annual Report To The Court October 2017

Case 2:07-mc-01944-CLS Document 87-3 Filed 10/16/17 Page 2 of 7

Applicant Report

10/13/17

2017-20 - Elementary Education Teacher - Posting No. 2017-20 - Alexandria Elementary School

Applicants:	Rec. Interview:	Interviewed:	Rec. Hire:	App. Hire:	Hired:
W = 51	W = 10	W = 10	W = 1	W = 1	W = 1
B = 4	B = 3	B = 3	B = 0	B = 0	B = 0
O = 1	O = 0	O = 0	O = 0	O = 0	O = 0

2017-36 - Pre-K-4 Teacher # Posting No. 2017-36 - Alexandria Elementary School

2017-49 - Elementary Education Teacher - Posting No. 2017-49 - Alexandria Elementary School

2017-58 - Elementary Teacher - Posting No. 2017-58 - Alexandria Elementary School

2016-90 - English Teacher - Posting No. 2016-90 - Alexandria High School

Applicants:	Rec. Interview:	Interviewed:	Rec. Hire:	App. Hire:	Hired:
W = 1	W = 1	W = 1	W = 0	W = 0	W = 0
B = 1	B = 1	B = 1	B = 1	B = 1	B = 1
O = 0	O = 0	O = 0	O = 0	O = 0	O = 0

2017-32 - Choral Teacher # Posting No. 2017-32 - Alexandria High School

2017-31 - 6th grade Teacher - Posting No. 2017-31 - Alexandria Middle School

Applicants:	Rec. Interview:	Interviewed:	Rec. Hire:	App. Hire:	Hired:
W = 52	W = 8	W = 7	W = 1	W = 1	W = 1
B = 5 $O = 0$	B = 4 O = 0	B = 4 O = 0	$\begin{array}{l} \mathbf{B}=0\\ \mathbf{O}=0 \end{array}$	B = 0 $O = 0$	$\mathbf{B} = 0$ $\mathbf{O} = 0$

2016-84 - Contract Principal Alexandria Middle School Posting No. 2016-84 - Calhoun County Schools

$ B = 0 \qquad B$	W = 1 B = 0 O = 0
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2017-05 - Special Education Job Coach/Teacher of Project SEARCH - Posting No. 2017-05 - Calhoun County Schools

2017-44 - Psychometrist - Posting No. 2017-44 - Calhoun County Schools

Applicants:	Rec. Interview:	Interviewed:	Rec. Hire:	App. Hire:	Hired:
W = 3	W = 1	W = 1	W = 1	W = 1	W = 1
B = 1 O = 0	$ B = 0 \\ O = 0 $	$\mathbf{B} = 0$ $\mathbf{O} = 0$	B = 0 O = 0	$\mathbf{B} = 0$ $\mathbf{O} = 0$	$\begin{array}{l} \mathbf{B}=0\\ \mathbf{O}=0 \end{array}$

2017-45 - Psychometrist - Posting No. 2017-45 - Calhoun County Schools

Applicants:	Rec. Interview:	Interviewed:	Rec. Hire:	App. Hire:	Hired:
W = 3	W = 1	W = 1	W = 1	W = 1	W = 1
B = 1	B = 0	B = 0	B = 0	B = 0	B = 0
O = 0	O = 0	O = 0	O = 0	O = 0	$\mathbf{O} = 0$

Case 2:07-mc-01944-CLS Document 87-3 Filed 10/16/17 Page 3 of 7

2017-75 - Choral Teacher AHS/OHS # Posting No. 2017-75 - Calhoun County Schools

Applicants:	Rec. Interview:	Interviewed:	Rec. Hire:	App. Hire:	Hired:
W = 2	W = 2	W = 2	W = 1	W = 1	W = 1
$\mathbf{B} = 0$	$\mathbf{B} = 0$	B = 0	$\mathbf{B} = 0$	$\mathbf{B} = 0$	$\mathbf{B} = 0$
O = 0	O = 0	O = 0	O = 0	O = 0	O = 0

2017-07 - Special Education Teacher # Posting No. 2017-07 - Career Technical Center

Applicants:	Rec. Interview:	Interviewed:	Rec. Hire:	App. Hire:	Hired:
W = 8	W = 5	W = 5	W = 1	W = 1	W = 1
B = 3	B = 2	B = 1	B = 0	$\mathbf{B} = 0$	B = 0
O = 0	O = 0	O = 0	O = 0	O = 0	O = 0

2017-53 - Automotive Service Technology Instructor Posting No. 2017-53 - Career Technical Center

Applicants:	Rec. Interview:	Interviewed:	Rec. Hire:	App. Hire:	Hired:
W = 3	W = 3	W = 3	W = 1	W = 1	W = 1
B = 0	B = 0	B = 0	B = 0	B = 0	B = 0
O = 0	O = 0	O = 0	O = 0	O = 0	O = 0

2017-57 - Career Coach - Posting No. 2017-57 - Career Technical Center

Applicants:	Rec. Interview:	Interviewed:	Rec. Hire:	App. Hire:	Hired:
W = 28	W = 4	W = 3	W = 0	W = 0	W = 0
B = 7	B = 3 $O = 0$	B = 3	B = 1	B = 1	B = 1
O = 1		O = 0	O = 0	O = 0	O = 0

2017-62 - Deputy Superintendent # Posting No. 2017-62 - Central Office

2017-04 - Special Education Teacher - Posting No. 2017-04 - Ohatchee Elementary School

Applicants:	Rec. Interview:	Interviewed:	Rec. Hire:	App. Hire:	Hired:
W = 4	W = 4	W = 2	W = 1	W = 1	W = 1
B = 1 O = 1	B = 1 O = 0	B = 1 O = 0	B = 0 $O = 0$	$\mathbf{B} = 0$ $\mathbf{O} = 0$	B = 0 $O = 0$

2017-14 - Guidance Counselor - Posting No. 2017-14 - Ohatchee Elementary School

2017-23 - Special Education Teacher # Posting No. 2017-23 - Ohatchee Elementary School

Applicants:	Rec. Interview:	Interviewed:	Rec. Hire:	App. Hire:	Hired:
W = 11	W = 1	W = 1	W = 1	W = 1	W = 1
B = 1	B = 0	$\mathbf{B} = 0$	B = 0	$\mathbf{B} = 0$	$\mathbf{B} = 0$
O = 1	O = 0	O = 0	O = 0	O = 0	O = 0

2017-38 - Elementary Education Teacher - Posting No. 2017-38 - Ohatchee Elementary School

Applicants:	Rec. Interview:	Interviewed:	Rec. Hire:	App. Hire:	Hired:
W = 58	W = 9	W = 8	W = 1	W = 1	W = 1
B = 3 O = 1	B = 2 O = 0	B = 1 O = 0	$\mathbf{B} = 0$ $\mathbf{O} = 0$	$\mathbf{B} = 0$ $\mathbf{O} = 0$	$\mathbf{B} = 0$ $\mathbf{O} = 0$

2017-59 - Elementary Teacher - Posting No. 2017-59 - Ohatchee Elementary School

Applicants:	Rec. Interview:	Interviewed:	Rec. Hire:	App. Hire:	Hired:
W = 31	W = 4	W = 4	W = 1	W = 1	W = 1
B = 1 O = 1	B = 1 O = 0	B = 1 O = 0	$\mathbf{B} = 0$ $\mathbf{O} = 0$	$\mathbf{B} = 0$ $\mathbf{O} = 0$	$\mathbf{B} = 0$ $\mathbf{O} = 0$

2017-77 - Math Teacher (7-12) - Posting No. 2017-77 - Ohatchee High School

Applicants: W = 5	Rec. Interview: W = 4	Interviewed: W = 3	Rec. Hire: W = 1	App. Hire: W = 1	Hired: W = 1
B = 0	B = 0	B = 0	B = 0	B = 0	B = 0
O = 0	O = 0	O = 0	O = 0	O = 0	O = 0

2017-13 - English/Language Arts Teacher- Posting No. 2017-13 - Pleasant Valley High School

Applicants:	Rec. Interview:	Interviewed:	Rec. Hire:	App. Hire:	Hired:
W = 13	W = 5	W = 5	W = 1	W = 1	W = 1
11 15					

2017-74 - General Science (7-12) Teacher - Posting No. 2017-74 - Pleasant Valley High School

Applicants:	Rec. Interview:	Interviewed:	Rec. Hire:	App. Hire:	Hired:
W = 1	W = 1	W = 1	W = 1	W = 1	W = 1
$\mathbf{B} = 0$ $\mathbf{O} = 0$	B = 0 $O = 0$	$\begin{array}{l} \mathbf{B}=0\\ \mathbf{O}=0 \end{array}$	$\mathbf{B} = 0$ $\mathbf{O} = 0$	$\begin{array}{l} \mathbf{B}=0\\ \mathbf{O}=0 \end{array}$	$\mathbf{B} = 0$ $\mathbf{O} = 0$

2017-50 - Elementary Education Teacher - Posting No. 2017-50 - Saks Elementary School

Applicants:	Rec. Interview:	Interviewed:	Rec. Hire:	App. Hire:	Hired:
W = 46	W = 10	W = 9	W = 1	W = 1	W = 1
B = 4 O = 0	B = 3 O = 0	B = 2 $O = 0$	$\mathbf{B} = 0$ $\mathbf{O} = 0$	$\mathbf{B} = 0$ $\mathbf{O} = 0$	$\mathbf{B} = 0$ $\mathbf{O} = 0$

2017-24 - Choral Teacher # Posting No. 2017-24 - Saks High School

Applicants:	Rec. Interview:	Interviewed:	Rec. Hire:	App. Hire:	Hired:
W = 7	W = 6	W = 3	W = 1	W = 1	W = 1
B = 0 O = 0		B = 0 $O = 0$	B = 0 O = 0	B = 0 $O = 0$	B = 0 $O = 0$

2017-16 - Elementary Education Teacher - Posting No. 2017-16 - Saks Middle School

Applicants: W = 27	Rec. Interview: W = 5	Interviewed: W = 5	Rec. Hire: W = 1	App. Hire: W = 1	Hired: W = 1
B = 4	B = 3	B = 2	$\mathbf{B} = 0$	$\mathbf{B} = 0$	$\mathbf{B} = 0$
O = 0	O = 0	O = 0	O = 0	O = 0	O = 0

2017-29 - Social Science Teacher - Posting No. 2017-29 - Saks Middle School

Applicants: W = 15	Rec. Interview: W = 4	Interviewed: W = 4	Rec. Hire: W = 1	App. Hire: W = 1	Hired: W = 1
B = 2	B = 2	B = 2	B = 0	B = 0	$\mathbf{B} = 0$
O = 0	O = 0	O = 0	O = 0	O = 0	O = 0

2017-30 - Special Education Teacher # Posting No. 2017-30 - Saks Middle School

2017-52 - Guidance Counselor # Posting No. 2017-52 - Saks Middle School

Applicants:	Rec. Interview:	Interviewed:	Rec. Hire:	App. Hire:	Hired:
W = 9	W = 0	W = 0	W = 0	W = 0	W = 0
$\begin{array}{l} \mathbf{B}=2\\ \mathbf{O}=0 \end{array}$	$\begin{array}{l} \mathbf{B}=1\\ \mathbf{O}=0 \end{array}$				

2017-02 - Diagnostician - Posting No. 2017-02 - System-Wide

Applicants: W = 8 B = 1 Q = 0	Rec. Interview: W = 6 B = 1 O = 0	Interviewed: W = 6 B = 1 O = 0	Rec. Hire: W = 1 B = 0 Q = 0	App. Hire: W = 1 B = 0 $\Omega = 0$	Hired: W = 1 B = 0
O = 0	O = 0	O = 0	O = 0	O = 0	O = 0

2017-63 - Technology Coach (High # 7-12) Posting No. 2017-63 - Technology

Applicants: W = 9	Rec. Interview: W = 2	Interviewed: W = 2	Rec. Hire: W = 1	App. Hire: W = 1	Hired: W = 1
B = 0	$\mathbf{B} = 0$	B = 0	B = 0	B = 0	B = 0
O = 0	O = 0	O = 0	O = 0	O = 0	O = 0

2017-64 - Technology Coach (Elementary - K-6) Posting No. 2017-64 - Technology

Applicants: W = 11	Rec. Interview: W = 2	Interviewed: W = 2	Rec. Hire: W = 1	App. Hire: W = 1	Hired: W = 1
B = 0	B = 0	B = 0	B = 0	B = 0	B = 0
O = 0	O = 0	O = 0	O = 0	O = 0	O = 0

2017-06 - Library Media Specialist - Posting No. 2017-06 - Weaver Elementary School

Applicants: W = 4	Rec. Interview: W = 3	Interviewed: W = 4	Rec. Hire: W = 1	App. Hire: W = 1	Hired: W = 1
$\mathbf{B} = 0$	$\mathbf{B} = 0$	$\mathbf{B} = 0$	$\mathbf{B} = 0$	$\mathbf{B} = 0$	$\mathbf{B} = 0$
O = 0	O = 0	O = 0	O = 0	O = 0	O = 0

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2017-66 - Elementary Education Teacher (K-6) - Posting No. 2017-66 - Weaver Elementary School

FF ···· ···		Interviewed: W = 5	Rec. Hire: W = 1	App. Hire: W = 1	Hired: W = 1
	0	B = 0 O = 0	8 0	B = 0 O = 0	B = 0 O = 0

2017-71 - Possible Elementary Teacher - Posting No. 2017-71 - Weaver Elementary School

$W = 27 \qquad W B = 0 \qquad B =$		W = 6 B = 0	Rec. Hire: W = 1 B = 0 Q = 0	App. Hire: W = 1 B = 0 Q = 0	Hired: W = 1 B = 0 Q = 0
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2017-78 - Reading Interventionist - Posting No. 2017-78 - Weaver Elementary School

2016-89 - Science Teacher - Posting No. 2016-89 - Weaver High School

Applicants:	Rec. Interview:	Interviewed:	Rec. Hire:	App. Hire:	Hired:
W = 2	W = 1	W = 1	W = 1	W = 1	W = 1
B = 0	B = 0	B = 0	B = 0	B = 0	B = 0
O = 0	Q = 0	Q = 0	$\Omega = 0$	Q = 0	O = 0
O = 0	O = 0	O = 0	O = 0	O = 0	O = 0

2017-09 - Math Teacher (7-12) - Posting No. 2017-09 - Weaver High School

Applicants:	Rec. Interview:	Interviewed:	Rec. Hire:	App. Hire:	Hired:
W = 5	W = 4	W = 4	W = 1	W = 1	W = 1
B = 0	B = 0	B = 0	$\mathbf{B} = 0$	B = 0	$\mathbf{B} = 0$
O = 1	O = 0	O = 0	O = 0	O = 0	O = 0

2017-27 - Social Studies Teacher - Posting No. 2017-27 - Weaver High School

Applicants:	Rec. Interview:	Interviewed:	Rec. Hire:	App. Hire:	Hired:
W = 14	W = 4	W = 3	W = 0	W = 0	W = 0
B = 2	B = 2	B = 1	B = 1	B = 1	B = 1
O = 1	O = 0	O = 0	O = 0	O = 0	O = 0

2017-28 - Science Teacher - Posting No. 2017-28 - Weaver High School

Applicants:	Rec. Interview: $W = 4$	Interviewed:	Rec. Hire:	App. Hire:	Hired:
W = 6		W = 3	W = 1	W = 1	W = 1
B = 1 O = 0	B = 0 $O = 0$	$\mathbf{B} = 0$ $\mathbf{O} = 0$	$\mathbf{B} = 0$ $\mathbf{O} = 0$	$\mathbf{B} = 0$ $\mathbf{O} = 0$	$\mathbf{B} = 0$ $\mathbf{O} = 0$

2017-43 - Social Studies (7-12) Teacher-Posting No. 2017-43 - Weaver High School

Applicants:	Rec. Interview:	Interviewed:	Rec. Hire:	App. Hire:	Hired:
W = 15	W = 5	W = 5	W = 1	W = 1	W = 1
B = 4 O = 0	B = 3 O = 0	B = 3 O = 0	$\mathbf{B} = 0$ $\mathbf{O} = 0$	$\mathbf{B} = 0$ $\mathbf{O} = 0$	$\mathbf{B} = 0$ $\mathbf{O} = 0$

2017-47 - Social Studies (7-12) Teacher-Posting No. 2017-47 - Weaver High School

$ \begin{array}{llllllllllllllllllllllllllllllllllll$	$= 0 \qquad B = 0$
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2017-65 - Special Education Teacher # Posting No. 2017-65 - Weaver High School

Applicants:	Rec. Interview:	Interviewed:	Rec. Hire:	App. Hire:	Hired:
W = 4	W = 3	W = 2	W = 1	W = 1	W = 1
$\mathbf{B} = 0$ $\mathbf{O} = 0$	$\begin{array}{l} \mathbf{B}=0\\ \mathbf{O}=0 \end{array}$	$\mathbf{B} = 0$ $\mathbf{O} = 0$			

2017-35 - Pre-K-6 Teacher # Posting No. 2017-35 - Wellborn Elementary School

Applicants:	Rec. Interview:	Interviewed:	Rec. Hire:	App. Hire:	Hired:
W = 45	W = 4	W = 4	W = 1	W = 1	W = 1
B = 4 $O = 1$	B = 2 $O = 0$	B = 2 $O = 0$	$\mathbf{B} = 0$ $\mathbf{O} = 0$	$\mathbf{B} = 0$ $\mathbf{O} = 0$	$\mathbf{B} = 0$ $\mathbf{O} = 0$

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2017-51 - Elementary Education Teacher (K-6) - Posting No. 2017-51 - Wellborn Elementary School

Applicants:	Rec. Interview:	Interviewed:	Rec. Hire:	App. Hire:	Hired:
W = 42	W = 5	W = 5	W = 0	W = 0	W = 0
B = 4 O = 1	B = 3 $O = 0$	B = 2 $O = 0$	B = 1 O = 0	B = 1 O = 0	B = 1 O = 0

2017-54 - Title I Facilitator/Assistant Principal - Posting No. 2017-54 - Wellborn Elementary School

Applicants:	Rec. Interview:	Interviewed:	Rec. Hire:	App. Hire:	Hired:
W = 9	W = 5	W = 5	W = 1	W = 1	W = 1
B = 5	B = 2	B = 2	B = 0	B = 0	B = 0
O = 1	O = 0	O = 0	O = 0	O = 0	O = 0

2017-60 - K-6 Teacher - Posting No. 2017-60 - Wellborn Elementary School

Applicants:	Rec. Interview:	Interviewed:	Rec. Hire:	App. Hire:	Hired:
W = 28	W = 3	W = 3	W = 1	W = 1	W = 1
B = 2	B = 1	B = 1	B = 0	B = 0	B = 0
O = 0	O = 0	O = 0	O = 0	O = 0	O = 0

2017-72 - Possible Elementary Teacher - Posting No. 2017-72 - Wellborn Elementary School

Applicants:	Rec. Interview:	Interviewed:	Rec. Hire:	App. Hire:	Hired:
W = 24	W = 2	W = 2	W = 1	W = 1	W = 1
B = 0 $O = 0$	$ B = 0 \\ O = 0 $	B = 0 O = 0	B = 0 $O = 0$	$\mathbf{B} = 0$ $\mathbf{O} = 0$	B = 0 $O = 0$

2017-76 - Reading Specialist - Posting No. 2017-76 - Wellborn Elementary School

Applicants:	Rec. Interview:	Interviewed:	Rec. Hire:	App. Hire:	Hired:
W = 6	W = 3	W = 3	W = 1	W = 1	W = 1
B = 1 O = 0	B = 1 O = 0	$\mathbf{B} = 0$ $\mathbf{O} = 0$	$\mathbf{B} = 0$ $\mathbf{O} = 0$	$\mathbf{B} = 0$ $\mathbf{O} = 0$	$\mathbf{B} = 0$ $\mathbf{O} = 0$

2017-25 - Science Teacher - Posting No. 2017-25 - Wellborn High School

Applicants: W = 5	Rec. Interview: $W = 4$	Interviewed: $W = 4$	Rec. Hire: W = 1	App. Hire: W = 1	Hired: W = 1
B = 0 $O = 0$	B = 0 O = 0	B = 0 O = 0	B = 0 O = 0	B = 0 $O = 0$	B = 0 O = 0

2017-26 - Social Science Teacher - Posting No. 2017-26 - Wellborn High School

Applicants:	Rec. Interview:	Interviewed:	Rec. Hire:	App. Hire:	Hired:
W = 12	W = 4	W = 4	W = 1	W = 1	W = 1
B = 2	B = 2	B = 2	B = 0	B = 0	B = 0
O = 0	O = 0	O = 0	O = 0	O = 0	O = 0

2017-39 - Special Education Teacher # Posting No. 2017-39 - Wellborn High School

Applicants:	Rec. Interview:	Interviewed:	Rec. Hire:	App. Hire:	Hired:
W = 4	W = 1	W = 1	W = 1	W = 1	W = 1
B = 0	B = 0	B = 0	B = 0	B = 0	B = 0
O = 0	O = 0	O = 0	O = 0	O = 0	O = 0
0-0	0=0	0-0	0 - 0	0 - 0	0-0

2017-61 - Social Science / History Teacher - Posting No. 2017-61 - Wellborn High School

Applicants:	Rec. Interview:	Interviewed:	Rec. Hire:	App. Hire:	Hired:
W = 9	W = 6	W = 6	W = 1	W = 1	W = 1
B = 0	B = 0	B = 0	B = 0	B = 0	B = 0
O = 1	O = 1	O = 1	O = 0	O = 0	O = 0

2017-08 - Reading Interventionist # Posting No. 2017-08 - White Plains Elementary School

Applicants:	Rec. Interview:	Interviewed:	Rec. Hire:	App. Hire:	Hired:
W = 9	W = 5	W = 5	W = 1	W = 1	W = 1
B = 1 O = 0	$\begin{array}{l} \mathbf{B}=1\\ \mathbf{O}=0 \end{array}$	$\mathbf{B} = 0$ $\mathbf{O} = 0$			

2017-37 - Pre-K-4 Teacher # Posting No. 2017-37 - White Plains Elementary School

2017-40 - Elementary Education Teacher - Posting No. 2017-40 - White Plains Elementary School

Applicants:	Rec. Interview:	Interviewed:	Rec. Hire:	App. Hire:	Hired:

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W = 53	W = 5	W = 3	W = 1	W = 1	W = 1
B = 3	B = 2	B = 1	$\mathbf{B} = 0$	$\mathbf{B} = 0$	$\mathbf{B} = 0$
O = 1	O = 0	O = 0	O = 0	O = 0	O = 0

2017-46 - Elementary Education Teacher (K-4) - Posting No. 2017-46 - White Plains Elementary School

Applicants:Rec. In $W = 38$ $W = 5$ $B = 3$ $B = 3$ $O = 1$ $O = 1$	terview: Interviewed:	Rec. Hire:	App. Hire:	Hired:
	W = 3	W = 1	W = 1	W = 1
	B = 2	B = 0	B = 0	B = 0
	$\Omega = 1$	Q = 0	Q = 0	Q = 0

2017-56 - Special Education Teacher - Posting No. 2017-56 - White Plains Elementary School

Applicants: W = 7	Rec. Interview: W = 5	Interviewed: W = 5	Rec. Hire: W = 1	App. Hire: W = 1	Hired: W = 1
B = 0	B = 0	B = 0	B = 0	B = 0	B = 0
O = 1	O = 0	O = 0	O = 0	O = 0	O = 0

2017-03 - Band Director - Posting No. 2017-03 - White Plains High School

FF ··· ···	Rec. Interview:	Interviewed:	Rec. Hire:	App. Hire:	Hired:
	W = 4	W = 3	W = 1	W = 1	W = 1
- •	B = 0	B = 0	B = 0	B = 0	B = 0
	O = 0	O = 0	O = 0	O = 0	O = 0

2017-12 - History-Health Teacher - Posting No. 2017-12 - White Plains High School

Applicants:	Rec. Interview:	Interviewed:	Rec. Hire:	App. Hire:	Hired:
W = 10	W = 4	W = 3	W = 1	W = 1	W = 1
$\mathbf{B} = 0$ $\mathbf{O} = 0$	B = 0 $O = 0$	B = 0 $O = 0$	$\mathbf{B} = 0$ $\mathbf{O} = 0$	B = 0 $O = 0$	B = 0 O = 0

2017-42 - Physical Education Teacher-Posting No. 2017-42 - White Plains High School

Applicants:	Rec. Interview:	Interviewed:	Rec. Hire:	App. Hire:	Hired:
W = 12	W = 4	W = 4	W = 0	W = 0	W = 0
B = 4 $O = 0$	B = 3 $O = 0$	B = 2 $O = 0$	B = 1 O = 0	B = 1 O = 0	B = 1 O = 0

2016-88 - 8th grade Math Teacher - Posting No. 2016-88 - White Plains Middle School

Applicants:	Rec. Interview:	Interviewed:	Rec. Hire:	App. Hire:	Hired:
W = 1	W = 1	W = 1	W = 1	W = 1	W = 1
$ B = 0 \\ O = 0 $	B = 0 O = 0	$ B = 0 \\ O = 0 $	$\begin{array}{l} \mathbf{B}=0\\ \mathbf{O}=0 \end{array}$	$\mathbf{B} = 0$ $\mathbf{O} = 0$	$\begin{array}{l} \mathbf{B}=0\\ \mathbf{O}=0 \end{array}$

2017-10 - Social Studies Teacher - Posting No. 2017-10 - White Plains Middle School

Applicants:	Rec. Interview:	Interviewed:	Rec. Hire:	App. Hire:	Hired:
W = 10	W = 3	W = 3	W = 1	W = 1	W = 1
B = 0 $O = 0$	$ B = 0 \\ O = 0 $	B = 0 $O = 0$	B = 0 $O = 0$	$\mathbf{B} = 0$ $\mathbf{O} = 0$	$\mathbf{B} = 0$ $\mathbf{O} = 0$

2017-11 - Physical Education Teacher - Posting No. 2017-11 - White Plains Middle School

Applicants:	Rec. Interview:	Interviewed:	Rec. Hire:	App. Hire:	Hired:
W = 10	W = 4	W = 4	W = 1	W = 1	W = 1
B = 2 O = 0	B = 2 O = 0	B = 2 $O = 0$	B = 0 $O = 0$	B = 0 $O = 0$	$\mathbf{B} = 0$ $\mathbf{O} = 0$

2017-18 - 8th English Teacher - Posting No. 2017-18 - White Plains Middle School

Applicants:	Rec. Interview:	Interviewed:	Rec. Hire:	App. Hire:	Hired:
W = 12	W = 6	W = 6	W = 1	W = 1	W = 1
B = 2	B = 1	B = 1	B = 0	B = 0	B = 0
O = 1	O = 1	O = 1	O = 0	O = 0	O = 0

2017-33 - 7th/8th Grade ELA/Reading Teacher- Posting No. 2017-33 - White Plains Middle School

Applicants:	Rec. Interview:	Interviewed:	Rec. Hire:	App. Hire:	Hired:
W = 16	W = 3	W = 3	W = 1	W = 1	W = 1
B = 2	B = 1	B = 1	B = 0	B = 0	B = 0
O = 0	O = 0	O = 0	O = 0	O = 0	O = 0
Totals:	Positions: 68		Applicants:28	65	
Applicants:	Rec. Interview:	Interviewed:	Rec. Hire:	App. Hire:	Hired:
W = 2372	W = 289	W = 262	W = 60	W = 60	W = 60
B = 389	B = 72	B = 59	B = 8	B = 8	B = 8
O = 104	O = 5	O = 5	O = 0	O = 0	O = 0

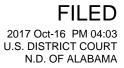


EXHIBIT D

Calhoun County Board of Education Annual Report To The Court October 2017

University of Alabama Career Fair March 8, 2017 Jackie Williams and Jonathan Gilbert

Name	Major	Contact
McLean Lipschultz	Physical Education	
Spencer Smith	K-12 Collaborative Special Ed.	
Kristen Short	ELA 7-12	
Samone Thompson	Elem. Ed. and Special Ed.	
Comments: Interviewed one minority candidate (Samone Thompson) in Elementary Education/Special Education. She is willing to relocate. Kristyn Short and McLean Lipschutz will also relocate		*The above students participating in the Expo were interviewed

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Talladega College Career Fair

March 1, 2017

Jackie Williams

Comments:

No education majors signed up to interview nor came be to visit our booth. Students who were not education majors stopped to ask questions. All students seemed to have been prepared to ask specific questions of recruiters. Many of them asked how they would be able to gain employment with the school system even though they were not education majors.

Information about substitute teachers, fifth year programs, and adjunct possibilities were discussed. Information was provided to review certification information on the ALSDE website.

*No interviews conducted.

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Alabama State

Educators Expo Day

March 8, 2017

Jackie Williams

Name	Major	Contact
Ashley Hunter	Elem. Ed.	
Shakeira Noble	Elem. Ed.	
Reid Riley	Sports Management (Plans to earn M.S. in secondary education 2019)	
Comments:		
Interviewed one minority candidate in Elementary Education Shakeira Noble is not willing to relocate		*The above students participating in the Expo were interviewed

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Alabama A&M University Education Interview Day March 3, 2017 Jackie Williams

Name	Major	Contact
Latoya Grow	M.S. Elem. Ed.	
Armanda Palmore	Special Ed. K-6	
*Danielle Hollaway-Hoyte	Math	
Chelsea Moore	Elem. Ed.	
Saadia Gauthier	Elem. Ed.	
* Matthew Goodman III	B.S. Music	
Comments: Interviewed a minority candidate in Math living in Birmingham. She is not willing to relocate. I also interviewed a music major who is minority and willing to relocate.		*The above students participating in the Expo were interviewed

Jacksonville State University

Educator Expo

April 13, 2017

Jackie Williams

Summary from JSU Educator Expo

I received 75 resumes from JSU candidates. Most of the candidates were early childhood/elementary education majors. I received 3 math and 5 family consumer science resumes. No minority candidate visited my booth nor gave me a resume.

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Tuskegee University Education Expo March 30, 2017 Jackie Williams

Name	Major	Contact
James Hamilton	Elem. Ed.	
Nisa Wilson	Elem. Ed.	
Kaylen Cruse	Elem. Ed.	
Travis Hawkins	Physical Ed.	
Brittany Hawkins	Physical Ed.	

All minority candidates were interviewed. Some of the above candidates are willing to relocate.

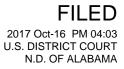
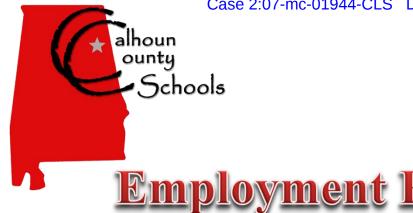


EXHIBIT E

Calhoun County Board of Education Annual Report To The Court October 2017





Employment Reminders:

•We cannot send you the recommendation sheet until the position closes – page 10.

• If you interview someone we did not recommend, we have to go back and check recommend for interview for our data to be correct and then resend you the recommendation sheet. This is in direct violation of the Employment Plan – page 9.

• If we send you someone that does not have HQ status, it is because we know they will currently become HQ soon or we have a path for them to become HQ.

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Schools

•The Employment Plan recommends a team interview process at each school - page 10. A team is more than two people.

- •If we fail to make contact with you about a position posted at your school, please contact us and let us know the people you would like to interview in addition to the names we recommend page 9.
- •Remember, we must follow the employment plan. It is a federal requirement page 9.

•Alternative certification paths should only be used with caution – not the norm. There are a lot of responsibilities for the local administrator to monitor with each alternative certification.

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EQUAL EMPLOYMENT OPPORTUNITY STATEMENT

It is the policy of the Calhoun County Board of Education that no person shall, on the grounds of race, color, disability, sex, religion, national origin, ethnic group, or age, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program, activity, or in any term or condition of employment.

> Adopted: 04/19/83 Revised: 11/29/95

•What does this statement mean for you?

- •You cannot ask a job candidate about their age.
- •You cannot make comments about a job candidate's age how old or how young.
- •You cannot ask a potential candidate about their family.
- •You cannot ask a potential candidate about their religious affiliation.
- Basically, you cannot ask any personal questions to any potential candidate.
- •Keep in mind the small talk before the interview and after the interview counts as interview time. Be careful during this time.

Case 2:07-mc-01944-CLS Document 87-5 Filed 10/16/17 Page 6 of 6 Consent Decree Reminders:

> "Fourteen of the District's 18 schools have no African American certified staff: the other four schools have only one." Page 6

•This is a direct quote from our new consent decree that you all received a copy of in July from Mr. Colvin.

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Schools

•If this describes your school, please make a hearty effort to find a qualified minority candidate for any teaching position you have open.

• If you lose a minority candidate, you should replace the lost minority candidate with another minority candidate.

•Keep in mind for the consent decree; we are talking specifically about Caucasian and African American Candidates.

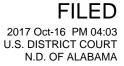


EXHIBIT F

Calhoun County Board of Education Annual Report To The Court October 2017

The Personnel Process Discrimination Claims & Making Good Decisions

Calhoun County Board of Education March 23, 2017

> Whit Colvin Bishop, Colvin, Johnson & Kent, LLC wcolvin@bishopcolvin.com

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What is Discrimination

 In the context of civil rights law, discrimination means unfair or unequal treatment of an individual or group based on certain characteristics.



Case 2:07-mc-01944-CLS Document 87-6 Filed 10/16/17 Page 4 of 38 Federal law makes it unlawful for an employer to discriminate on the basis of

- Race
- □ Color
- Gender
- □ Age
- Disability
- National Origin
- Religion
- Pregnancy
- Genetic Information



Case 2:07-mc-01944-CLS Document 87-6 Filed 10/16/17 Page 5 of 38 It is illegal to discriminate in any aspect of employment, including

- Hiring and firing
- Compensation
- Assignment or Classification/Segregation of Employees
- Transfer, promotion, layoff or recall
- Job Advertisements
- Recruitment
- I Testing
- Use of Facilities
- I Training
- Benefits
- Pay, retirement plans, and disability leave
- Other terms and conditions of employment



Discriminatory practices also include:

- Harassment on the basis of race, color, religion, sex, age disability or national origin
- Retaliation for filing a charge of discrimination, participating in an investigation or opposing discriminatory practices
- Employment decisions based on stereotypes or assumptions about the abilities, traits or performances of individuals with a disability or of a certain sex, race, age, religion, or ethnic group
- Denying employment opportunities to a person because of marriage to, or association with, an individual belonging to a protected class



EEOC Charges

- EEOC Charge filings tell the story
 - Race is the most prevalent charge (about 50% of charges in Alabama)
 - Retaliation is second (over 40%)
 - Gender, age and disability are also common
 - Not many religious discrimination charges, national origin charges or genetic information charges
- Fastest growing category retaliation
- Frequently, charges allege more than one type of discrimination



Title VII

 Prohibits employers from discriminating on basis of race, color, religion, gender, or national origin



Case 2:07-mc-01944-CLS Document 87-6 Filed 10/16/17 Page 9 of 38 Age Discrimination in Employment Act (ADEA)

- Cannot discriminate based on age with respect to any term, condition or privilege of employment
- Protects all persons over the age of 40



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Pregnancy Discrimination Act

 Unlawful to discriminate on the basis of pregnancy, childbirth or related medical conditions



Genetic Information Discrimination

- Unlawful to discriminate on the basis of genetic information when it comes to any aspect of employment.
- Genetic information includes information about an individual's genetic tests and the genetic tests of family members, as well as information about the manifestation of a disease or disorder in an individual's family.



- The ADA protects employees and prospective employees with a disability from discrimination based on the disability
- The ADA prohibits employers from engaging in discriminatory or other unlawful practices in the hiring, managing, and termination of disabled individuals and imposes an affirmative obligation on employers, in some instances, to reasonably accommodate disabled applicants and employees
- To fall within the scope of the ADA, a person must be a qualified individual with a disability



- "Disability" is defined as:
- A physical or mental impairment that substantially limits one or more major life activity;
- A record of such impairment; or
- Being regarded as having an impairment

The employee or applicant must be capable of performing the essential functions of his or her job with or without a reasonable accommodation.



- In pre-employment inquiries, the employer is:
- Prohibited from asking questions about an individual's disability or questions likely to elicit information about an individual's disability;
- Permitted to determine whether the employee can perform the essential functions of the job
- The focus should be on specific job-related functions when interviewing applicants
- The ADA permits an employer to establish job related qualification standards, but those standards must not screen out or tend to screen out individuals on the basis of a disability, unless they are job related and consistent with a business necessity



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Americans with Disabilities Act

While an employer has a duty to provide a reasonable accommodation, this duty is excused when it imposes an undue hardship on the employer



Reasonable accommodation does not include:

- Hiring additional employees;
- + Creating a new job;
- + Reallocating the essential functions of the job;
- Allowing indefinite light duty;
- + Allowing an indefinite leave of absence



An undue hardship to the employer is defined as requiring significant difficulty or expense. It refers not only to financial difficulty, but to accommodations that are unduly extensive or disruptive, or to those that would fundamentally alter the nature or operation of the business.



Two Basic Types of Employment B7-6 Filed 10/16/17 Page 18 of 38 Discrimination

Disparate Treatment

Disparate Impact



Case 2:07-mc-01944-CLS Document 87-6 Filed 10/16/17 Page 19 of 38

Proof of Discrimination

Direct Evidence

Circumstantial Evidence



Prima Facie Case – Discrimination

- Belongs to a protected class
- Subjected to an adverse employment action
- Similarly situated comparators outside the protected class received more favorable treatment, not hired for a job or not terminated
- Replaced by someone outside the protected group or person hired was not within protected group
- Note: A person can also establish a prima facie case if job remains open

Same analysis would apply to someone receiving a lower wage.



What is an Adverse Employment 87-6 Filed 10/16/17 Page 21 of 38 Action?

- I Termination
- Not receiving a job
- Loss of salary
- Substantial and material change in the terms and conditions of employment



Case 2:07-mc-01944-CLS Document 87-6 Filed 10/16/17 Page 22 of 38

Who is similarly situated?

- Are the employees involved in or accused of similar conduct but disciplined in different ways?
- Comparator must be nearly identical to the plaintiff in all relevant aspects.



What happens if an Employee Establishes a Prima Facie Case?

- The burden shifts to the employer to articulate a legitimate nondiscriminatory reason for the employment decision
- Once a legitimate, nondiscriminatory reason is stated, the employee must prove that the reason is a pretext to hide discrimination



What is pretext?

- A plaintiff must show that the reason was false and that discrimination was the real reason.
- To prove pretext a plaintiff can show weakness, implausabilities, inconsistencies, incoherencies, or contradictions in the employer's proffered legitimate reasons for the decision.



Case 2:07-mc-01944-CLS Document 87-6 Filed 10/16/17 Page 25 of 38

Making Good Decisions

Have good procedures and plans

- Needs to have structure
- Needs to be consistent
- + Should be simple, articulable and practical
- It should work (if your process continually results in less than satisfactory employees, maybe it is the process!)



Case 2:07-mc-01944-CLS Document 87-6 Filed 10/16/17 Page 26 of 38

Making Good Decisions

Execute!

- A plan is no good if you don't follow it in fact, it is the fastest way to end up in the courthouse
- + Refer back to the plan or procedure
- + Train employees who will be participating
- + Use the tools you have created
- + Be consistent



Case 2:07-mc-01944-CLS Document 87-6 Filed 10/16/17 Page 27 of 38

Making Good Decisions

Prepare to Articulate

- + Need to be able to articulate your decision
- + Articulate not only what the result is but how you got there
- + Be able to explain rationale in a substantive way
- Don't be lazy! Conclusory sentiments ("Best fit for the job," "Top candidate," "Performed the best in the interview") don't really help you.
- Go deep –ask what makes the candidate the "best fit," the "top candidate," or the "best interview" and those become your reasons



Typical Board Hiring Procedure

- Job is posted pursuant to Alabama Law
- Applications received and reviewed
- Interviews
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- Board Approval



Case 2:07-mc-01944-CLS Document 87-6 Filed 10/16/17 Page 29 of 38

Applications

BE CONSISTENT

OWhat information gets submitted?

- DWho receives it?
- DWhat is required for the job?
- How is the information received evaluated?



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Selecting Applicants

AGAIN, BE CONSISTENT

Develop a process in advance and follow it **every** time

When deciding who to interview, look at the job description for the position, especially the minimum qualifications

If someone doesn't meet the minimum qualifications, don't interview them



Who should be interviewed?

- + Only those who meet the minimum qualifications for the job
- + BUT you don't have to interview everyone who meets them
- A good cross section of applicants look at the applications and at experience, skill set etc.
- Remember, we can't get so lost in "covering our bases" that we lose focus on the goal – to find the very best person for the job



Who does the interviewing?

- A team one on one interviews are potentially disastrous
- + The team should have an "expert" on hiring
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- The team should be diverse
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Use a script for interviews

- Doesn't have to be a "word for word" script but it helps to be able to prove exactly what happened in an interview (there is no way you will remember each interview-but the person being interviewed may very well!)
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Don't ask certain questions (these are landmines)

- + Where are you from?
- + When did you graduate from college/high school ?
- Do you have children? Planning on starting a family? Married? What does your husband/wife do?
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Treat Every Decision Like a Potential Lawsuit

- Make sure you have reasons for every hiring, promotion, or termination recommendation
- Make sure the answer to "why is this person the best applicant" is obvious and articulated
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- Review and follow your own rules



Case 2:07-mc-01944-CLS Document 87-6 Filed 10/16/17 Page 38 of 38

QUESTIONS...?



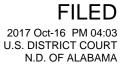


EXHIBIT G

Calhoun County Board of Education Annual Report To The Court October 2017 Case 2:07-mc-01944-CLS Document 87-7 Filed 10/16/17 Page 2 of 67

Lee vs. Macon County BOE CONSENT DECREE -

Annual Administrator Training

Calhoun County Schools Central Office July 30, 2015

Whit Colvin Bishop, Colvin, Johnson & Kent, LLC 1910 First Avenue North, Birmingham, AL 35203 (205) 251-2881

For more than 40 years

Calhoun County Schools has remained under the jurisdiction of the United States District Court in the desegregation case of *Lee vs. Macon County BOE*.

This presentation will:

- Provide some historical background regarding the court's jurisdiction
- Review the system's general obligations under the 2015 Consent Decree
- Review the Personnel Plan for Certified Positions and Anticipated Changes
- Review the Findings on Student Discipline and Anticipated Changes
- Focus on the role of administrators in fulfilling the remaining Consent Decree obligations

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Let's start with a little history...

In the 1954 landmark decision of *Brown v Board of Education of Topeka*, the United States Supreme Court held that state laws establishing separate schools for students of different races were unconstitutional.

In 1963...

a federal lawsuit was brought in Alabama against the Macon County Board of Education on behalf of students seeking an end to the operation of a racially segregated school system. Case 2:07-mc-01944-CLS Document 87-7 Filed 10/16/17 Page 7 of 67

As the case progressed...

the State was added as a defendant and the State Superintendent was ordered to require all Alabama school systems to desegregate their schools. Case 2:07-mc-01944-CLS Document 87-7 Filed 10/16/17 Page 8 of 67

On October 23, 1969...

the U.S. District Court in *Lee v. Macon County BOE* ordered the Calhoun County BOE to file a proposed plan "for the complete disestablishment of its dual school system...."

A local plan was approved ^{9 of 67} in1971...

and the Calhoun County BOE has operated under a court-ordered desegregation plan since that time.

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To be dismissed...

from a desegregation case a school board must show that it has complied with the court's orders and, in so doing, has eliminated the vestiges of past discrimination to achieve "unitary status." Case 2:07-mc-01944-CLS Document 87-7 Filed 10/16/17 Page 11 of 67

The U.S. Supreme Court...

has identified certain factors that must be considered in determining whether a school district has achieved "unitary status."

Courts must consider the <u>Green</u> factors:

- student assignment
- transportation
- extracurricular activities
- physical facilities
- faculty and staff

Green v. School Board of Kent County, 391 U.S. 430 (1968).

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In addition to the <u>Green</u> factors...

federal courts must consider "quality of education" factors that relate to a student's day-to-day experiences within a school.

Freeman v. Pitts, 503 U.S. 467 (1992).



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In December 2009...

CCBOE entered a Consent Decree that addressed the *Green* factors and furnished a "roadmap to the end of judicial supervision" and a challenging a plan for achieving unitary status. Case 2:07-mc-01944-CLS Document 87-7 Filed 10/16/17 Page 15 of 67

The Consent Decree

is a binding agreement between the plaintiffs, the U. S. Department of Justice, and the school board that was approved by the Court and now operates as a Court Order.



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The 2009 Consent Decree

- □ End of its term in 2014
- Parties reviewed progress and whether unitary status had been achieved
- The Court decided that much progress was made but in a few areas, there was still work to do

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In February 2015 . . .

The parties entered into a new Consent Decree and it was approved by the Court.

A copy of the Decree is being provided to each school with the handout.

In The 2015 Consent Decree...

The Court granted partial unitary status in areas of

- Student Assignment
- Transportation
- Extracurricular Activities
- Facilities

and withdrew "its jurisdiction of those areas of the case"

The Two Areas of Continued Jurisdiction

Faculty & StaffStudent Discipline

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Faculty & Staff By the Numbers

- CCBOE did not make anticipated progress in faculty and staff hiring.
- Committed to three more years of judicial supervision.
- The foundation of the personnel component is the Personnel Plan.
- Will improve the Plan where needed and focus on execution.

The Personnel Plan

Calhoun County Schools - Personnel Plan for Certified Positions –

- Addresses recruitment, hiring, assignment, and retention of certified personnel.
- Emphasizes recruitment of a diverse teaching force.
- Provides an applicant database for tracking and monitoring hiring efforts.
- Centralizes the application process and establishes an employment committee.

Additional Obligations – Filed 10/16/17 Page 22 of 67 Faculty & Staff

- Hire a Faculty Equity Consultant
 - Southeastern Equity Center Drs. Roberts and Elam
- Revise Personnel Plan (where needed) to
 - Clearly describe diversity goals
 - Follow uniform policies
 - Provide for targeted recruitment and hiring
 - Describe incentives (if any)
 - Ensure equitable distribution of minority staff
 - Require training
 - Improve tracking process

Additional Obligations – Filed 10/16/17 Page 23 of 67 Faculty & Staff

- Implement Professional Development and Mentorship Program
 - Cultivate and Train Administrators
- Develop Annual Training
- Designate a "Point Person"
 - Holly Box
- Provide a Status Report each October 15

The Court Report due annually on October 15 must include...

- Description of targeted recruitment efforts
- A report of current certified personnel with counts and percentages by school and by race
- A detailed report of applicants, persons interviewed, job offers, and hires by race for all certified position vacancies
- Training materials and information
- Names and positions of those trained and dates trained
- Summary of participation in Professional Development and Mentorship Program

Case 2:07-mc-01944-CLS Document 87-7 Filed 10/16/17 Page 25 of 67 Reports on applicants, interviews, and hiring decisions are made possible by our unique Applicant Database. *Example of Data from Last Year*

Table 8: Applicants			Table 10: Interviewed			
	# Applicants	% Applicants	3	# Applicants	% Applicants	
1171.14.	1011	04.70/	White	467	81.2%	
White	1811	84.7%	Black	89	15.5%	
Black	263	12.3%				
Other	65	3.0%	Other	19	3.3%	
Total	2139		Total	575		

Table 12: Persons Hired										
Category	Total	White		Black		Other				
	2	#	%	#	%	#	%			
Teacher	66	56	84.9%	7	10.6%	3	4.5%			
Certified	11	10	90.9%	1	9.1%	0	0.0%			
Admin	11	10	90.9%	1	9.1%	0	0.0%			
Total	88	76	86.4%	9	10.2%	3	3.4%			

Student Discipline Filed 10/16/17 Page 26 of 67 Disproportionality

- Disproportionality the percentage of students of a specific ethnicity or race found in a specific category is significantly greater or significantly less than the percentage of that specific ethnicity or race found in the general population
- Overrepresentation exists when a group is represented in a specific category at a higher rate than its population average

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Student Discipline Findings

- African American students were significantly more likely than White students to be referred for disciplinary action and to be subject to exclusionary consequences."
- Disparity "was most evident for minor infractions and existed across multiple categories of consequences, including inschool detention, out of school suspension and corporal punishment."

Student Discipline Steps

Hire Discipline Equity Consultant

- Southeaster Equity Center Drs. Roberts and Elam
- Review Discipline Procedures and Recommend Revisions
 - Specify appropriate behavior and strategies to reach behavior goals
 - Clear guidelines on discretionary discipline
 - Limit use of exclusionary discipline (suspensions, expulsions) by using alternatives
 - Discipline should minimize loss of instruction and permit make-up work
 - Specific criteria for returning after exclusionary discipline

Student Discipline PBIS

Develop and Implement PBIS

- CHAMPS Program
- Teams from each school being trained
- Will train faculty and staff at each school
- Everyone has to be trained

***BUY IN AND USE IT**

Student Discipline Filed 10/16/17 Page 30 of 67 Data Collection

- Number of referrals
- Specific conduct for each referral
- Outcome of referral and reasons for outcome
- Person who made referral and who decided sanction
- Positive behavioral supports and pre-referral action
- Name, race, ethnicity, sex, disability and grade of student referral and others involved

Must be stored electronically and evaluated by Discipline Administrator

Student Discipline Analysis

- Discipline Administrator will analyze data
 - Identify racial disparities in referrals and outcomes
 - Investigate cause of disparities, other contributing factors, needs of affected students and take appropriate steps
 - Identify and address other areas of concern

The Court Report due on October 15 must also include...

- Annual status report describing activities and steps taken
- Report of Discipline Data (See Data Collection Slide)
- Handouts and materials used in PBIS training
- Documentation for training

Make sure EVERY instructional employee gets the training!

The New Factor - Discipline

- Efforts under the former decree did not include discipline
- Have to rethink approach to discipline
- Consultants working with the Board to identify strategies and changes
- PBIS training going on
- Code of Conduct changes may result
- Accountability

We still have some work to do.

And your role remains pivotal...

Substantial effort and commitment are required to achieve the goal of unitary status and much of that work falls to our school administrators.

Goals and requirements of this effort should be actively considered in your decisions in the areas of personnel and discipline.

This effort is more than aspirational – the Board, the parties and the Court expect execution of the Personnel Plan and the measures being developed under the Decree.

The Personnel Process Discrimination Claims & Making Good Decisions



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What is Discrimination

 In the context of civil rights law, discrimination means unfair or unequal treatment of an individual or group based on certain characteristics.



Case 2:07-mc-01944-CLS Document 87-7 Filed 10/16/17 Page 37 of 67 Federal law makes it unlawful for an employer to discriminate on the basis of

- Race
- □ Color
- Gender
- □ Age
- Disability
- National Origin
- Religion
- Pregnancy
- Genetic Information



Case 2:07-mc-01944-CLS Document 87-7 Filed 10/16/17 Page 38 of 67 It is illegal to discriminate in any aspect of employment, including

- Hiring and firing
- Compensation
- Assignment or Classification/Segregation of Employees
- Transfer, promotion, layoff or recall
- Job Advertisements
- Recruitment
- I Testing
- Use of Facilities
- D Training
- Benefits
- Pay, retirement plans, and disability leave
- Other terms and conditions of employment



Discriminatory practices also include:

- Harassment on the basis of race, color, religion, sex, age disability or national origin
- Retaliation for filing a charge of discrimination, participating in an investigation or opposing discriminatory practices
- Employment decisions based on stereotypes or assumptions about the abilities, traits or performances of individuals with a disability or of a certain sex, race, age, religion, or ethnic group
- Denying employment opportunities to a person because of marriage to, or association with, an individual belonging to a protected class



EEOC Charges

- EEOC Charge filings tell the story
 - Race is the most prevalent charge (about 50% of charges in Alabama)
 - Retaliation is second (over 40%)
 - Gender, age and disability are also common
 - Not many religious discrimination charges, national origin charges or genetic information charges
- Fastest growing category retaliation
- Frequently, charges allege more than one type of discrimination



Title VII

 Prohibits employers from discriminating on basis of race, color, religion, gender, or national origin



Case 2:07-mc-01944-CLS Document 87-7 Filed 10/16/17 Page 42 of 67 Age Discrimination in Employment Act (ADEA)

- Cannot discriminate based on age with respect to any term, condition or privilege of employment
- Protects all persons over the age of 40



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Pregnancy Discrimination Act

 Unlawful to discriminate on the basis of pregnancy, childbirth or related medical conditions



- The ADA protects employees and prospective employees with a disability from discrimination based on the disability
- The ADA prohibits employers from engaging in discriminatory or other unlawful practices in the hiring, managing, and termination of disabled individuals and imposes an affirmative obligation on employers, in some instances, to reasonably accommodate disabled applicants and employees
- To fall within the scope of the ADA, a person must be a qualified individual with a disability



- "Disability" is defined as:
- A physical or mental impairment that substantially limits one or more major life activity;
- A record of such impairment; or
- Being regarded as having an impairment

The employee or applicant must be capable of performing the essential functions of his or her job with or without a reasonable accommodation.



- In pre-employment inquiries, the employer is:
- Prohibited from asking questions about an individual's disability or questions likely to elicit information about an individual's disability;
- Permitted to determine whether the employee can perform the essential functions of the job
- The focus should be on specific job-related functions when interviewing applicants
- The ADA permits an employer to establish job related qualification standards, but those standards must not screen out or tend to screen out individuals on the basis of a disability, unless they are job related and consistent with a business necessity



While an employer has a duty to provide a reasonable accommodation, this duty is excused when it imposes an undue hardship on the employer.

An undue hardship to the employer is defined as requiring significant difficulty or expense. It refers not only to financial difficulty, but to accommodations that are unduly extensive or disruptive, or to those that would fundamentally alter the nature or operation of the business.



Reasonable accommodation does not include:

- Hiring additional employees;
- + Creating a new job;
- + Reallocating the essential functions of the job;
- Allowing indefinite light duty;
- + Allowing an indefinite leave of absence



Case 2:07-mc-01944-CLS Document 87-7 Filed 10/16/17 Page 49 of 67

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Case 2:07-mc-01944-CLS Document 87-7 Filed 10/16/17 Page 55 of 67

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Case 2:07-mc-01944-CLS Document 87-7 Filed 10/16/17 Page 56 of 67

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Case 2:07-mc-01944-CLS Document 87-7 Filed 10/16/17 Page 57 of 67

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Case 2:07-mc-01944-CLS Document 87-7 Filed 10/16/17 Page 66 of 67

QUESTIONS...?



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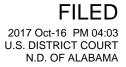


EXHIBIT H

Calhoun County Board of Education Annual Report To The Court October 2017 Calhoun County Schools CHAMPS and Poverty Training Summary

CHAMPS

Champs ACIP/Laura Hamilton-WPMS-7/12/16, 7/13/16 CHAMPS Approach-District-7/21/16 CHAMPS and Discipline Data-AHS-8/3/16 New Teacher Disproportionality Training-Special Ed Teachers-8/2/2016/9/30/16 Champs-WWHS-8/8/16 **CHAMPS-OHS-8/8/16** Champs Revisited- WPE-9/15/16 CHAMPS Chat-WWES-9/15/16 CHAMPS Refresher-AHS-9/16/16 New Teacher Meeting/CHAMPS-9/19/16 CHAMPS and Discipline in the Secondary Classroom- District-11/18/16 CHAMPS Refresher-AES-11/18/16 CHAMPS and Discipline in the Secondary Classroom- District-01/03/17 CHAMPS Beginning Again-WPES-1/3/17 **AL State Personnel Development Grant and State Systematic** Improvement Plan Projects/CHAMPS-District-2/15/17 CHAMPS Faculty Retreat-SMS-7/18/17 **CHAMPS Work Skills and Strategies-WPMS** CHAMPS Administrator Training/Laura Hamilton-District-7/27/17 CHAMPS Review-WES-8/4/17 CHAMPS Review-AHS-8/3/17 CHAMPS Review-OHS-8/2/17 CHAMPS Revisited-WPE-9/15/17 New Teacher Orientation/CHAMPS-District-9/19/17

Poverty

Poverty Training for Student Achievement-PVH-8/3/16 Poverty Awareness-AHS-10/19/16 PLU Poverty Study(Offered to teachers and administrators with certificates in Instructional Leadership) 12/8/16 **Poverty Presentation-SES-1/23/17** Working with Students from Poverty-AES-1/3/17 **Understanding Poverty-AHS-1/3/17** Understanding the Effects of Poverty/Book Study/ District-3/1/17 Poverty Training-AHS-4/28/17 **Book Study- Framework for Understanding Poverty by Ruby** Payne/District Summer PD-5/30/17 **Book Study- Framework for Understanding Poverty by Ruby** Payne/AHS Summer PD-5/30/17 Alabama Possible Poverty Simulation -District- 7/27/17 Poverty Simulation-AMS-8/3/17 Poverty Training for New Teachers-District-9/19/17

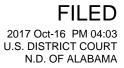
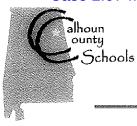


EXHIBIT I

Calhoun County Board of Education Annual Report To The Court October 2017



4400 McClellan Blvd - PO Box 2084 - Anniston AL 36202 Phone: 256-741-7400 Fax: 256-237-5332 www.calhoun.k12.al.us

Joe Dyar, Ed.S., Superintendent

Hiring Policies and Procedures – Whit Colvin Administrators and Directors March 23, 2017

Order of Events:

- Holly Box Employment Committee Updates
 - o Review Employment Plan
 - $\circ~$ Review EEOC Statement and Implications
- Whit Colvin

Calhoun County Schools Hiring Practices and Procedures – Whitt Colvin March 23, 2017

Name	School	Signature
Dee Ingram	Maint.	Der chan
Tina Parris	0	Sina Parris
Courtney Wilbun	WPMS	antheful.
Mary Stonebras		May Hone brack
Randy Reaves	CO	Rank Reame
Do-Br	Sapt	\mathcal{P}
Subord	PASS	Allistood
Banyon Allism	Trans	120
Tesha Crump	OE5	Jesha Curp
Ange la Bolads	CO	Junlag - @

Calhoun County Schools Hiring Practices and Procedures – Whitt Colvin March 23, 2017

Name	School	Signature
Bobby Tittle	045	Ba
Mark Proper	PVHS	make Propre
C.M. Hayes	WWHS	C.u.B.
C.M. Hayes Dernell ASST. Calloway Principal	WHS	Denleg
Jachie William	C6 (J. Willia
Anguland	WrHS	Andul
Jonathan Gilbert	WPES	ARBACE
Jenny Dothave	SM	Denny Dellac
Kevik Locknilge	CCCA	ki Jos-
Kanh Lockridge Spul Maup	Technology	level Trais
	ÛD	0

Calhoun County Schools Hiring Practices and Procedures – Whitt Colvin March 23, 2017

Name	School	Signature
Holly Box	(.0.	HuyBa
Derek Cobb	AES	Douk GGG
Crystalspalls	PVES	Ce 2
Summer Davis	Was	Simmerlans
Stannon Finley	AHS	Stamm July
Robin Kine	CCAEP	Ro-Kin
Lesa Cotton	CO	Gena Catoa
Mack Holley	AHS	Mark Halley
Teana Chadler	6062	Jehan
2 Re	20	Este

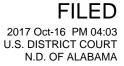


EXHIBIT J

Calhoun County Board of Education Annual Report To The Court October 2017



4400 McClellan Blvd - PO Box 2084 - Anniston AL 36202 Phone: 256-741-7400 Fax: 256-237-5332 www.calhoun.k12.al.us

Joe Dyar, Ed.S., Superintendent

Meeting Agenda Assistant Principal's Academy April 20, 2017

Outcomes:

Participants will:

- Have a deeper understanding of Virtual Alabama.
- Have a better understanding of the importance of documenting the monthly safety checks.
- Share how they are documenting monthly safety checks, custodial schedules and training their safety committee and your entire school on safety procedures.
- Have a deeper understanding of student engagement and be prepared to share that information with teachers.
- Discuss current discipline data, Champs implementation and Local Indicator Data.

Parameters:

We will:

- Respect our time together as learners.
- Focus on what will make us better.
- Take care of ourselves and support each other.

Timeline:

8:15 - 8:30 - Welcome - Mr. Dyar

- 8:30 9:45 Student Engagement Jackie Williams
- 9:45 10:15 Current Discipline Data and CHAMPS Implementation Donald Turner
- 10:15 10:30 Break
- 10:30 12:00 Virtual Alabama and Sharing of documentation of safety checks Randy Reaves
- 12:30 1:00 Lunch
- 1:00 1:30 Local Indicator Data Review Holly Box
- 1:30 3:30 Employment Updates Whit Colvin and Holly Box
- 3:30 3:45 Wrap Up the Day

"All kids are motivated if the environment is right." - Ron Berger

Focused on Success for ALL

Calhoun County Schools Assistant Principal Academy Hiring Practices and Procedures – Whit Colvin April 20, 2017

	Name	School	Signature
	Holly Box	C.O	HelyBy
	Jaclin Williams	\mathcal{C}	Avrilla
١	Laura Knighton	PVES	Have Kinghton
¥	RUSH Ruthady.	WPHS	Person
3	Derrell Cilloway	WHS	Dende laby
Ч	Michael Grahan	OHS	hihpsul
5	Karri Findley	SES	Kindley
b	Vivian Harris	AEP	Viviareta
1	JenniferEdwards	WPES	June Edwards
J	Shasta Metry	OES	Shastroma
d.	TRACY BRAZIER	SMS	They Buy

Calhoun County Schools Assistant Principal Academy Hiring Practices and Procedures – Whit Colvin April 20, 2017

Name	School	Signature
MichaelAllison	WHS	Mhalall.
WENDY ENGLA	ND CU	Ulendy England
Jody Whatey	545	Jwholey
Charlene Hill	<u>CØ</u> (Rober Hill

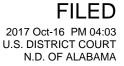


EXHIBIT K

Calhoun County Board of Education Annual Report To The Court October 2017



4400 McClellan Blvd - PO Box 2084 - Anniston AL 36202 Phone: 256-741-7400 Fax: 256-237-5332 www.calhoun.k12.al.us

Joe Dyar, Ed.S., Superintendent

Aspiring Administrator Academy Participants June 2017

Emily Smith – OES Amber Martin – WES **Rachel Hutchins – WES** Courtney Hallford – SES Erika Bell – SES Randall Toney – OHS Donna Thompson – WPES **Candice Burns – SES Shane Harrell - WPHS Brooke McFry – SES David Craig - SMS** Jennifer Muncher – AES **Ronnie Preston – PVES Fredrick Franklin - SMS** Haley Jackson – PVHS **Davita Brown – WHS Steven Ellison - PVES Gretchen McCombs - WWES** LaGregory Thomas -SMS

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Calhoun County Schools Aspiring Administrator Academy June 7, 2017

Name	School	Signature
Holly Box	C.O.	Lugbo
Gretchen McCombs	WWES	Britchen McCoults
Candace Burns	SES	Candace Burs
La Gregory Momas	SMS	000
Brooken McFm	SES (Toolulu. 7
Haley Jackson	PVH3	Hales Jacks
Steven Ellison	PVE	EK.
Emily Smith	OES	Emily Smith
Davita Brown	WHS	Dante Brong
FRED FRANKLIN	SMS	Jul Li
Donald Turner	CJ (Daulla DA
Rachel Hutchins	WES	Kacheltwil

Calhoun County Schools Aspiring Administrator Academy June 7, 2017

Name	School	Signature
David Craip	SMS	Daid hain
Shone Herrell	WPIAS	Sehan
Ronnie Preston	PVHS	Qui Put
RANDALL TONEY	OHS	Roaskell C Tany
Jennifer Muncher	AHS (CO	Jenof Much
Pamela Roberts	SHS	Pander Roberts
Amber Martin	WES	amber Martin
ErikaBell	SE	autobea
Donna Thompson	WPES	Donna Thompson
\ 		
Lindsay Ford Churthey Hallford	OHI SES	S 200 Unitrug tallfor

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Calhoun County Schools Aspiring Administrator Academy June 8, 2017

Name	School	Şignature
Holly Box	(\cdot)	Jupp
Shane Harrell	WPHS	Stand
Gretchen McCombs	WWES	Gretchen Mc Combo
La Gregory Thomas	Sms	0/5
RANDALL TONEY	OHS	Randall C Tomy
Donna Thompson	WPES	Donna Shompson
Candace Burns	SES	Candace Burn
Ronnie Preston	PVHS	Rui Ret
ErikaBell	SE	ChotaBear
Emily Smith	OES	Imily Smith

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Calhoun County Schools Aspiring Administrator Academy June 8, 2017

Name	School	Signature
Any Shelly	CCBE	assur
Haley Jackson	PVHS	See Jait
Steven Ellison	PVE	EU.
Amber Martin	WES	Amlen Mon D
David Craip	SMJ	Pairol hay
Jennifer Muncher	CO AHS	Jun Munch
Davita Brown	WHS	Daugh Bloss
FRED FRANKLIN	SMS	Inthi
Rachel Hutchins	WES	Baleotheta
Kassin Hollingswith	Co	K. Challow &

Calhoun County Schools Aspiring Administrator Academy June 8, 2017

Name	School	Signature	
Coler-they Hallford	SES	Cantreyffall	oul
Brooke W. McFm	SES	Ebell, M.	2
			\bigcirc

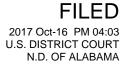


EXHIBIT L

Calhoun County Board of Education Annual Report To The Court October 2017

Case 2:07-mc-01944-CLS Document 87-12 Filed 10/16/17 Page 2 of 21

District Summary of Infractions and Dispositions By Ethnicity

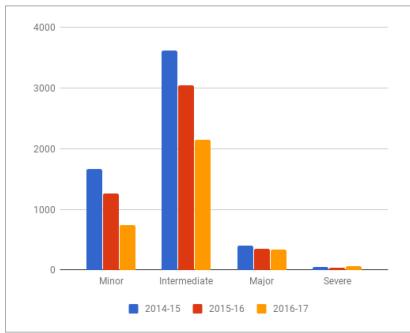
***2016-2017 data

Select Ethnicity Below

All

Infraction Levels	2014-15	2015-16	2016-17
Minor	1664	1262	745
Intermediate	3616	3051	2144
Major	396	354	338
Severe	52	41	59
Totals	5728	4708	3286

Infraction Level Chart - All



Dispositions	2014-2015	2015-2016	2016-2017
After School Detention	64	341	219
Before School Detention	1	2	12
Board Jurisdiction - Alternative Placement	0	3	2
Extra Work Assignment	90	74	41
In-School Detention	1926	1603	1306
ISD	0	1	0
Other List In Note	71	148	108
Parent Contact	169	99	70
Pending Hearing	3	4	3
Removed From Bus	271	191	148
Saturday School	40	67	95
SIR 1 Suspended/Out of School	404	289	293
SIR 2 Alternative Placement	53	36	46
SIR 3 Expelled	0	0	0
SIR 4 Expelled/Services Provided	0	0	0
SIR 5 Officer Suspension/Out of School	2	1	1
SIR 6 Alternative Placement (Spec Ed)	5	1	7
SIR 7 Corporal Punishment	1293	777	413
SIR 8 Expelled/Permanent	0	0	0
SIR 9 Officer Suspension/Alternative School	0	0	0
SIR10 Officer Suspension/Alternative Spec Ed	0	0	0
SIR11 Suspended/In-School	2	0	0
SIR12 Suspended-Pending	0	0	1
SIR13 Parent Notified	0	1	0
SIR14 Police Notified	0	0	1
Student Conference	549	269	169
Time Out	328	360	187
NA	0	1	0
Warning	411	383	101
No Disposition	46	57	63
Totals	5728	4708	3286

Case 2:07-mc-01944-CLS Document 87-12 Filed 10/16/17 Page 3 of 21

School Summary of Infractions and Dispositions

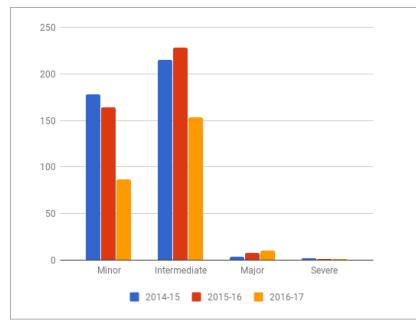
***2016-2017 data

Select School Below	Select Ethnicity Below		
Alexandria Elementary	All		

Infraction Levels	2014-15	2015-16	2016-17
Minor	178	164	87
Intermediate	215	228	153
Major	4	8	10
Severe	2	1	1
Totals	399	401	251

Infraction Level Chart

Alexandria Elementary - All



Dispositions	2014-2015	2015-2016	2016-2017
After School Detention	1	0	2
Before School Detention	0	0	0
Board Jurisdiction - Alternative Placement	0	0	0
Extra Work Assignment	0	2	4
In-School Detention	48	70	117
ISD	0	0	0
Other List In Note	1	10	0
Parent Contact	10	6	3
Pending Hearing	0	0	0
Removed From Bus	56	42	27
Saturday School	1	0	7
SIR 1 Suspended/Out of School	5	2	12
SIR 2 Alternative Placement	0	0	1
SIR 3 Expelled	0	0	0
SIR 4 Expelled/Services Provided	0	0	0
SIR 5 Officer Suspension/Out of School	0	0	0
SIR 6 Alternative Placement (Spec Ed)	0	0	1
SIR 7 Corporal Punishment	61	65	47
SIR 8 Expelled/Permanent	0	0	0
SIR 9 Officer Suspension/Alternative School	0	0	0
SIR10 Officer Suspension/Alternative Spec Ed	0	0	0
SIR11 Suspended/In-School	2	0	0
SIR12 Suspended-Pending	0	0	0
SIR13 Parent Notified	0	1	0
SIR14 Police Notified	0	0	0
Student Conference	27	26	2
Time Out	97	114	26
NA	0	0	0
Warning	85	62	2
No Disposition	5	1	0
Totals	399	401	251

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School Summary of Infractions and Dispositions

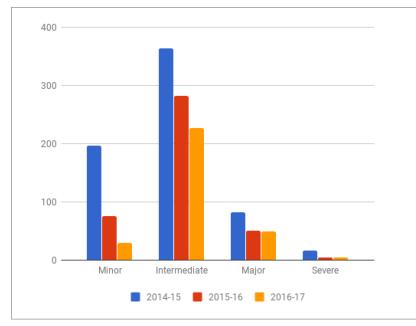
***2016-2017 data

Select School Below	Select Ethnicity Below		
Alexandria High	All		

Infraction Levels	2014-15	2015-16	2016-17
Minor	197	76	30
Intermediate	364	282	227
Major	82	51	49
Severe	17	4	4
Totals	660	413	310

Infraction Level Chart

Alexandria High - All



Dispositions	2014-2015	2015-2016	2016-2017
After School Detention	0	11	4
Before School Detention	0	0	0
Board Jurisdiction - Alternative Placement	0	2	1
Extra Work Assignment	14	57	25
In-School Detention	194	134	146
ISD	0	0	0
Other List In Note	8	1	0
Parent Contact	5	0	0
Pending Hearing	1	0	0
Removed From Bus	33	9	12
Saturday School	0	2	2
SIR 1 Suspended/Out of School	77	32	39
SIR 2 Alternative Placement	16	4	1
SIR 3 Expelled	0	0	0
SIR 4 Expelled/Services Provided	0	0	0
SIR 5 Officer Suspension/Out of School	0	0	0
SIR 6 Alternative Placement (Spec Ed)	2	0	0
SIR 7 Corporal Punishment	159	135	73
SIR 8 Expelled/Permanent	0	0	0
SIR 9 Officer Suspension/Alternative School	0	0	0
SIR10 Officer Suspension/Alternative Spec Ed	0	0	0
SIR11 Suspended/In-School	0	0	0
SIR12 Suspended-Pending	0	0	0
SIR13 Parent Notified	0	0	0
SIR14 Police Notified	0	0	0
Student Conference	79	0	1
Time Out	0	1	0
NA	0	1	0
Warning	70	20	5
No Disposition	2	4	1
Totals	660	413	310

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School Summary of Infractions and Dispositions

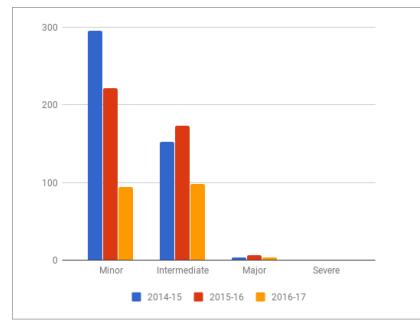
***2016-2017 data

Select School Below	Select Ethnicity Below		
Ohatchee Elementary School	All		

Infraction Levels	2014-15	2015-16	2016-17
Minor	296	222	94
Intermediate	152	173	98
Major	3	6	3
Severe	0	0	0
Totals	451	401	195

Infraction Level Chart

Ohatchee Elementary School - All



Dispositions	2014-2015	2015-2016	2016-2017
After School Detention	0	3	6
Before School Detention	0	0	0
Board Jurisdiction - Alternative Placement	0	1	0
Extra Work Assignment	0	0	0
In-School Detention	40	77	55
ISD	0	0	0
Other List In Note	2	9	4
Parent Contact	48	12	6
Pending Hearing	0	0	0
Removed From Bus	9	27	17
Saturday School	6	0	1
SIR 1 Suspended/Out of School	18	17	6
SIR 2 Alternative Placement	0	0	0
SIR 3 Expelled	0	0	0
SIR 4 Expelled/Services Provided	0	0	0
SIR 5 Officer Suspension/Out of School	0	0	0
SIR 6 Alternative Placement (Spec Ed)	0	0	0
SIR 7 Corporal Punishment	212	119	31
SIR 8 Expelled/Permanent	0	0	0
SIR 9 Officer Suspension/Alternative School	0	0	0
SIR10 Officer Suspension/Alternative Spec Ed	0	0	0
SIR11 Suspended/In-School	0	0	0
SIR12 Suspended-Pending	0	0	0
SIR13 Parent Notified	0	0	0
SIR14 Police Notified	0	0	0
Student Conference	12	22	15
Time Out	44	57	26
NA	0	0	0
Warning	58	57	28
No Disposition	2	0	0
Totals	451	401	195

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School Summary of Infractions and Dispositions

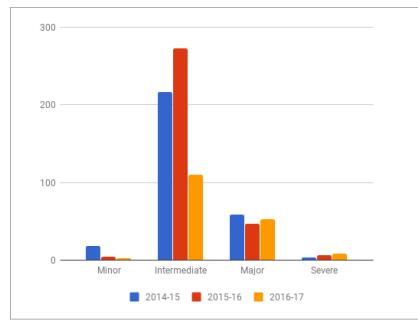
***2016-2017 data

Select School Below	Select Ethnicity Below		
Ohatchee High School	All		

Infraction Levels	2014-15	2015-16	2016-17
Minor	18	4	2
Intermediate	217	273	110
Major	59	47	53
Severe	3	6	8
Totals	297	330	173

Infraction Level Chart

Ohatchee High School - All



Dispositions	2014-2015	2015-2016	2016-2017
After School Detention	0	0	0
Before School Detention	0	0	0
Board Jurisdiction - Alternative Placement	0	0	0
Extra Work Assignment	0	1	0
In-School Detention	208	245	110
ISD	0	0	0
Other List In Note	0	1	0
Parent Contact	0	0	0
Pending Hearing	1	0	0
Removed From Bus	1	0	0
Saturday School	0	1	0
SIR 1 Suspended/Out of School	56	39	49
SIR 2 Alternative Placement	3	6	7
SIR 3 Expelled	0	0	0
SIR 4 Expelled/Services Provided	0	0	0
SIR 5 Officer Suspension/Out of School	0	0	0
SIR 6 Alternative Placement (Spec Ed)	1	0	2
SIR 7 Corporal Punishment	27	35	4
SIR 8 Expelled/Permanent	0	0	0
SIR 9 Officer Suspension/Alternative School	0	0	0
SIR10 Officer Suspension/Alternative Spec Ed	0	0	0
SIR11 Suspended/In-School	0	0	0
SIR12 Suspended-Pending	0	0	0
SIR13 Parent Notified	0	0	0
SIR14 Police Notified	0	0	0
Student Conference	0	2	0
Time Out	0	0	0
NA	0	0	0
Warning	0	0	0
No Disposition	0	0	1
Totals	297	330	173

Case 2:07-mc-01944-CLS Document 87-12 Filed 10/16/17 Page 7 of 21

School Summary of Infractions and Dispositions

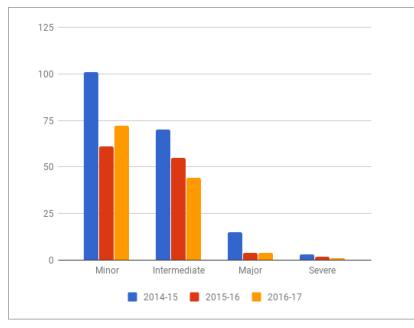
***2016-2017 data

Select School Below	Select Ethnicity Below		
Pleasant Valley Elem School	All		

Infraction Levels	2014-15	2015-16	2016-17
Minor	101	61	72
Intermediate	70	55	44
Major	15	4	4
Severe	3	2	1
Totals	189	122	121

Infraction Level Chart

Pleasant Valley Elem School - All



Dispositions	2014-2015	2015-2016	2016-2017
After School Detention	8	0	0
Before School Detention	0	0	0
Board Jurisdiction - Alternative Placement	0	0	0
Extra Work Assignment	1	0	6
In-School Detention	19	20	21
ISD	0	1	0
Other List In Note	3	18	6
Parent Contact	54	26	17
Pending Hearing	0	0	0
Removed From Bus	11	13	17
Saturday School	4	4	0
SIR 1 Suspended/Out of School	10	3	2
SIR 2 Alternative Placement	2	1	1
SIR 3 Expelled	0	0	0
SIR 4 Expelled/Services Provided	0	0	0
SIR 5 Officer Suspension/Out of School	0	0	0
SIR 6 Alternative Placement (Spec Ed)	0	0	0
SIR 7 Corporal Punishment	45	25	19
SIR 8 Expelled/Permanent	0	0	0
SIR 9 Officer Suspension/Alternative School	0	0	0
SIR10 Officer Suspension/Alternative Spec Ed	0	0	0
SIR11 Suspended/In-School	0	0	0
SIR12 Suspended-Pending	0	0	0
SIR13 Parent Notified	0	0	0
SIR14 Police Notified	0	0	0
Student Conference	18	7	9
Time Out	10	0	15
NA	0	0	0
Warning	0	0	5
No Disposition	4	4	3
Totals	189	122	121

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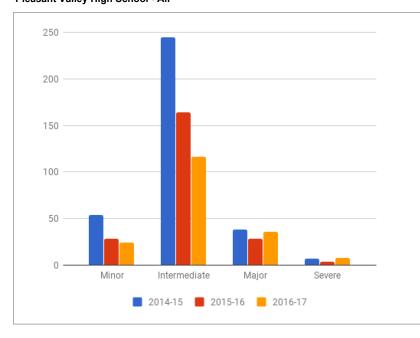
School Summary of Infractions and Dispositions

***2016-2017 data

Select School Below	Select Ethnicity Below		
Pleasant Valley High School	All		

Infraction Levels	2014-15	2015-16	2016-17
Minor	54	28	24
Intermediate	245	164	116
Major	38	28	36
Severe	7	4	8
Totals	344	224	184

Infraction Level Chart Pleasant Valley High School - All



Dispositions	2014-2015	2015-2016	2016-2017
After School Detention	0	0	0
Before School Detention	0	0	0
Board Jurisdiction - Alternative Placement	0	0	0
Extra Work Assignment	3	6	0
In-School Detention	159	114	109
ISD	0	0	0
Other List In Note	2	9	12
Parent Contact	5	2	0
Pending Hearing	0	0	0
Removed From Bus	1	1	0
Saturday School	2	3	1
SIR 1 Suspended/Out of School	28	18	9
SIR 2 Alternative Placement	9	7	6
SIR 3 Expelled	0	0	0
SIR 4 Expelled/Services Provided	0	0	0
SIR 5 Officer Suspension/Out of School	0	0	0
SIR 6 Alternative Placement (Spec Ed)	0	0	0
SIR 7 Corporal Punishment	82	49	32
SIR 8 Expelled/Permanent	0	0	0
SIR 9 Officer Suspension/Alternative School	0	0	0
SIR10 Officer Suspension/Alternative Spec Ed	0	0	0
SIR11 Suspended/In-School	0	0	0
SIR12 Suspended-Pending	0	0	0
SIR13 Parent Notified	0	0	0
SIR14 Police Notified	0	0	0
Student Conference	15	8	6
Time Out	1	1	0
NA	0	0	0
Warning	36	6	5
No Disposition	1	0	4
Totals	344	224	184

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School Summary of Infractions and Dispositions

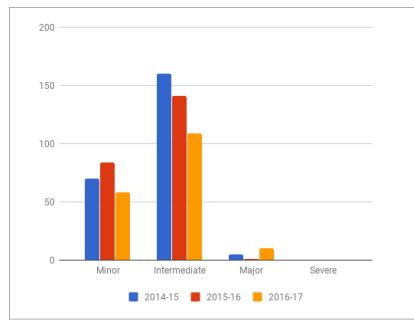
***2016-2017 data

Select School Below	Select Ethnicity Below		
Saks Elementary School	All		

Infraction Levels	2014-15	2015-16	2016-17
Minor	70	84	58
Intermediate	160	141	109
Major	5	1	10
Severe	0	0	0
Totals	235	226	177

Infraction Level Chart

Saks Elementary School - All



Dispositions	2014-2015	2015-2016	2016-2017
After School Detention	0	0	2
Before School Detention	0	0	0
Board Jurisdiction - Alternative Placement	0	0	0
Extra Work Assignment	0	1	0
In-School Detention	84	74	69
ISD	0	0	0
Other List In Note	13	37	24
Parent Contact	26	16	19
Pending Hearing	0	0	0
Removed From Bus	18	26	13
Saturday School	1	0	4
SIR 1 Suspended/Out of School	0	0	6
SIR 2 Alternative Placement	0	0	0
SIR 3 Expelled	0	0	0
SIR 4 Expelled/Services Provided	0	0	0
SIR 5 Officer Suspension/Out of School	0	0	0
SIR 6 Alternative Placement (Spec Ed)	0	0	0
SIR 7 Corporal Punishment	79	57	28
SIR 8 Expelled/Permanent	0	0	0
SIR 9 Officer Suspension/Alternative School	0	0	0
SIR10 Officer Suspension/Alternative Spec Ed	0	0	0
SIR11 Suspended/In-School	0	0	0
SIR12 Suspended-Pending	0	0	0
SIR13 Parent Notified	0	0	0
SIR14 Police Notified	0	0	0
Student Conference	2	6	2
Time Out	3	7	7
NA	0	0	0
Warning	2	1	0
No Disposition	7	1	3
Totals	235	226	177

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School Summary of Infractions and Dispositions

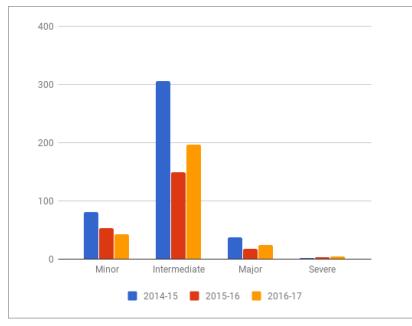
***2016-2017 data

Select School Below	Select Ethnicity Below		
Saks High School	All		

Infraction Levels	2014-15	2015-16	2016-17
Minor	81	53	43
Intermediate	306	149	197
Major	38	18	24
Severe	2	3	4
Totals	427	223	268

Infraction Level Chart

Saks High School - All



Dispositions	2014-2015	2015-2016	2016-2017
After School Detention	15	8	4
Before School Detention	0	0	0
Board Jurisdiction - Alternative Placement	0	0	0
Extra Work Assignment	8	1	0
In-School Detention	242	121	140
ISD	0	0	0
Other List In Note	1	1	1
Parent Contact	6	13	4
Pending Hearing	0	0	0
Removed From Bus	24	13	12
Saturday School	9	7	52
SIR 1 Suspended/Out of School	40	13	22
SIR 2 Alternative Placement	4	4	4
SIR 3 Expelled	0	0	0
SIR 4 Expelled/Services Provided	0	0	0
SIR 5 Officer Suspension/Out of School	0	0	0
SIR 6 Alternative Placement (Spec Ed)	2	0	0
SIR 7 Corporal Punishment	47	19	7
SIR 8 Expelled/Permanent	0	0	0
SIR 9 Officer Suspension/Alternative School	0	0	0
SIR10 Officer Suspension/Alternative Spec Ed	0	0	0
SIR11 Suspended/In-School	0	0	0
SIR12 Suspended-Pending	0	0	0
SIR13 Parent Notified	0	0	0
SIR14 Police Notified	0	0	0
Student Conference	2	1	11
Time Out	0	0	0
NA	0	0	0
Warning	27	22	11
No Disposition	0	0	0
Totals	427	223	268

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School Summary of Infractions and Dispositions

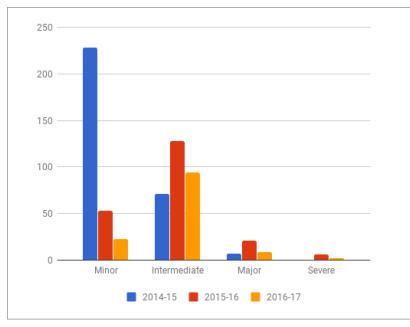
***2016-2017 data

Select School Below	Select Ethnicity Below		
Saks Middle	All		

Infraction Levels	2014-15	2015-16	2016-17
Minor	228	53	23
Intermediate	71	128	94
Major	7	21	9
Severe	0	6	2
Totals	306	208	128

Infraction Level Chart

Saks Middle - All



Dispositions	2014-2015	2015-2016	2016-2017
After School Detention	0	0	0
Before School Detention	0	0	0
Board Jurisdiction - Alternative Placement	0	0	1
Extra Work Assignment	0	0	0
In-School Detention	73	91	89
ISD	0	0	0
Other List In Note	0	1	4
Parent Contact	0	1	0
Pending Hearing	0	0	0
Removed From Bus	9	23	7
Saturday School	0	11	0
SIR 1 Suspended/Out of School	6	14	8
SIR 2 Alternative Placement	0	5	1
SIR 3 Expelled	0	0	0
SIR 4 Expelled/Services Provided	0	0	0
SIR 5 Officer Suspension/Out of School	0	0	0
SIR 6 Alternative Placement (Spec Ed)	0	0	0
SIR 7 Corporal Punishment	0	23	6
SIR 8 Expelled/Permanent	0	0	0
SIR 9 Officer Suspension/Alternative School	0	0	0
SIR10 Officer Suspension/Alternative Spec Ed	0	0	0
SIR11 Suspended/In-School	0	0	0
SIR12 Suspended-Pending	0	0	0
SIR13 Parent Notified	0	0	0
SIR14 Police Notified	0	0	0
Student Conference	183	0	0
Time Out	0	0	0
NA	0	0	0
Warning	35	34	11
No Disposition	0	5	1
Totals	306	208	128

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School Summary of Infractions and Dispositions

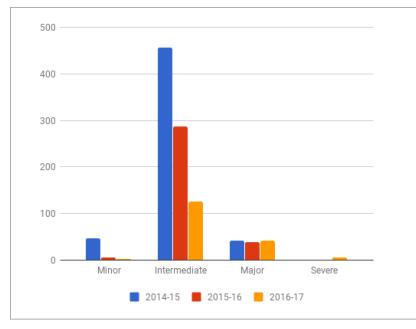
***2016-2017 data

Select School Below	Select Ethnicity Below		
Walter Wellborn High School	All		

Infraction Levels	2014-15	2015-16	2016-17
Minor	47	6	2
Intermediate	456	287	125
Major	42	38	42
Severe	1	1	6
Totals	546	332	175

Infraction Level Chart

Walter Wellborn High School - All



Dispositions	2014-2015	2015-2016	2016-2017
After School Detention	0	32	5
Before School Detention	1	0	0
Board Jurisdiction - Alternative Placement	0	0	0
Extra Work Assignment	10	1	0
In-School Detention	372	227	113
ISD	0	0	0
Other List In Note	5	3	1
Parent Contact	0	0	0
Pending Hearing	0	2	3
Removed From Bus	0	1	0
Saturday School	0	0	2
SIR 1 Suspended/Out of School	27	33	33
SIR 2 Alternative Placement	1	0	6
SIR 3 Expelled	0	0	0
SIR 4 Expelled/Services Provided	0	0	0
SIR 5 Officer Suspension/Out of School	0	1	1
SIR 6 Alternative Placement (Spec Ed)	0	0	0
SIR 7 Corporal Punishment	75	29	10
SIR 8 Expelled/Permanent	0	0	0
SIR 9 Officer Suspension/Alternative School	0	0	0
SIR10 Officer Suspension/Alternative Spec Ed	0	0	0
SIR11 Suspended/In-School	0	0	0
SIR12 Suspended-Pending	0	0	0
SIR13 Parent Notified	0	0	0
SIR14 Police Notified	0	0	0
Student Conference	37	2	1
Time Out	0	0	0
NA	0	0	0
Warning	15	0	0
No Disposition	3	1	0
Totals	546	332	175

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School Summary of Infractions and Dispositions

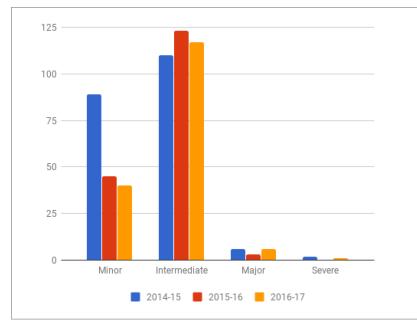
***2016-2017 data

Select School Below	Select Ethnicity Below		
Weaver Elementary	All		

Infraction Levels	2014-15	2015-16	2016-17
Minor	89	45	40
Intermediate	110	123	117
Major	6	3	6
Severe	2	0	1
Totals	207	171	164

Infraction Level Chart

Weaver Elementary - All



Dispositions	2014-2015	2015-2016	2016-2017
After School Detention	0	4	0
Before School Detention	0	0	0
Board Jurisdiction - Alternative Placement	0	0	0
Extra Work Assignment	4	0	0
In-School Detention	53	48	49
ISD	0	0	0
Other List In Note	1	0	13
Parent Contact	3	4	17
Pending Hearing	1	0	0
Removed From Bus	41	6	8
Saturday School	1	5	4
SIR 1 Suspended/Out of School	10	6	6
SIR 2 Alternative Placement	0	0	1
SIR 3 Expelled	0	0	0
SIR 4 Expelled/Services Provided	0	0	0
SIR 5 Officer Suspension/Out of School	0	0	0
SIR 6 Alternative Placement (Spec Ed)	0	0	0
SIR 7 Corporal Punishment	48	34	49
SIR 8 Expelled/Permanent	0	0	0
SIR 9 Officer Suspension/Alternative School	0	0	0
SIR10 Officer Suspension/Alternative Spec Ed	0	0	0
SIR11 Suspended/In-School	0	0	0
SIR12 Suspended-Pending	0	0	0
SIR13 Parent Notified	0	0	0
SIR14 Police Notified	0	0	0
Student Conference	18	9	0
Time Out	13	29	8
NA	0	0	0
Warning	14	18	0
No Disposition	0	8	9
Totals	207	171	164

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School Summary of Infractions and Dispositions

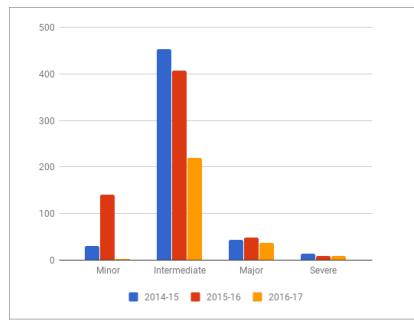
***2016-2017 data

Select School Below	Select Ethnicity Below		
Weaver High School	All		

Infraction Levels	2014-15	2015-16	2016-17
Minor	31	140	2
Intermediate	453	407	219
Major	43	49	37
Severe	14	9	9
Totals	541	605	267

Infraction Level Chart

Weaver High School - All



Dispositions	2014-2015	2015-2016	2016-2017
After School Detention	0	201	110
Before School Detention	0	0	9
Board Jurisdiction - Alternative Placement	0	0	0
Extra Work Assignment	40	0	0
In-School Detention	262	203	113
ISD	0	0	0
Other List In Note	0	12	0
Parent Contact	3	1	0
Pending Hearing	0	1	0
Removed From Bus	14	4	1
Saturday School	1	21	6
SIR 1 Suspended/Out of School	23	17	17
SIR 2 Alternative Placement	17	5	7
SIR 3 Expelled	0	0	0
SIR 4 Expelled/Services Provided	0	0	0
SIR 5 Officer Suspension/Out of School	0	0	0
SIR 6 Alternative Placement (Spec Ed)	0	1	1
SIR 7 Corporal Punishment	171	6	0
SIR 8 Expelled/Permanent	0	0	0
SIR 9 Officer Suspension/Alternative School	0	0	0
SIR10 Officer Suspension/Alternative Spec Ed	0	0	0
SIR11 Suspended/In-School	0	0	0
SIR12 Suspended-Pending	0	0	0
SIR13 Parent Notified	0	0	0
SIR14 Police Notified	0	0	0
Student Conference	0	1	0
Time Out	0	0	0
NA	0	0	0
Warning	9	132	3
No Disposition	1	0	0
Totals	541	605	267

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School Summary of Infractions and Dispositions

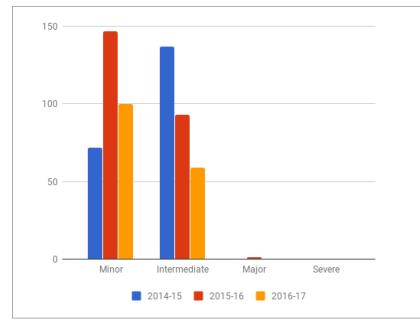
***2016-2017 data

Select School Below	Select Ethnicity Below		
White Plains Elem School	All		

Infraction Levels	2014-15	2015-16	2016-17
Minor	72	147	100
Intermediate	137	93	59
Major	0	1	0
Severe	0	0	0
Totals	209	241	159

Infraction Level Chart

White Plains Elem School - All



Dispositions	2014-2015	2015-2016	2016-2017
After School Detention	0	3	2
Before School Detention	0	0	0
Board Jurisdiction - Alternative Placement	0	0	0
Extra Work Assignment	0	1	0
In-School Detention	28	23	52
ISD	0	0	0
Other List In Note	7	15	2
Parent Contact	1	0	1
Pending Hearing	0	0	0
Removed From Bus	6	2	1
Saturday School	0	0	0
SIR 1 Suspended/Out of School	1	6	1
SIR 2 Alternative Placement	0	0	0
SIR 3 Expelled	0	0	0
SIR 4 Expelled/Services Provided	0	0	0
SIR 5 Officer Suspension/Out of School	0	0	0
SIR 6 Alternative Placement (Spec Ed)	0	0	0
SIR 7 Corporal Punishment	48	31	2
SIR 8 Expelled/Permanent	0	0	0
SIR 9 Officer Suspension/Alternative School	0	0	0
SIR10 Officer Suspension/Alternative Spec Ed	0	0	0
SIR11 Suspended/In-School	0	0	0
SIR12 Suspended-Pending	0	0	0
SIR13 Parent Notified	0	0	0
SIR14 Police Notified	0	0	0
Student Conference	22	62	37
Time Out	76	81	52
NA	0	0	0
Warning	20	16	9
No Disposition	0	1	0
Totals	209	241	159

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School Summary of Infractions and Dispositions

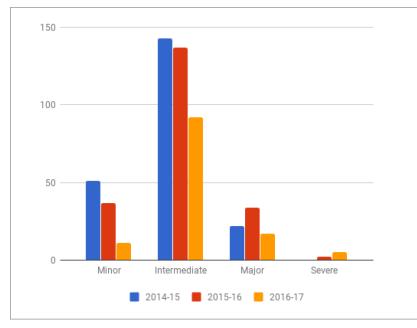
***2016-2017 data

Select School Below	Select Ethnicity Below		
White Plains High School	All		

Infraction Levels	2014-15	2015-16	2016-17
Minor	51	37	11
Intermediate	143	137	92
Major	22	34	17
Severe	0	2	5
Totals	216	210	125

Infraction Level Chart

White Plains High School - All



Dispositions	2014-2015	2015-2016	2016-2017
After School Detention	1	0	2
Before School Detention	0	0	0
Board Jurisdiction - Alternative Placement	0	0	0
Extra Work Assignment	1	1	0
In-School Detention	99	118	71
ISD	0	0	0
Other List In Note	7	0	1
Parent Contact	2	15	0
Pending Hearing	0	1	0
Removed From Bus	11	5	2
Saturday School	0	0	0
SIR 1 Suspended/Out of School	36	52	37
SIR 2 Alternative Placement	1	2	5
SIR 3 Expelled	0	0	0
SIR 4 Expelled/Services Provided	0	0	0
SIR 5 Officer Suspension/Out of School	0	0	0
SIR 6 Alternative Placement (Spec Ed)	0	0	0
SIR 7 Corporal Punishment	22	1	0
SIR 8 Expelled/Permanent	0	0	0
SIR 9 Officer Suspension/Alternative School	0	0	0
SIR10 Officer Suspension/Alternative Spec Ed	0	0	0
SIR11 Suspended/In-School	0	0	0
SIR12 Suspended-Pending	0	0	0
SIR13 Parent Notified	0	0	0
SIR14 Police Notified	0	0	0
Student Conference	10	4	3
Time Out	0	0	0
NA	0	0	0
Warning	25	8	4
No Disposition	1	3	0
Totals	216	210	125

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School Summary of Infractions and Dispositions

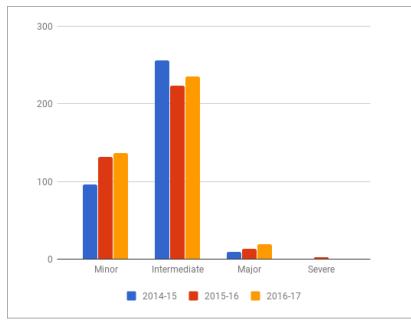
***2016-2017 data

Select School Below	Select Ethnicity Below		
White Plains Middle	All		

Infraction Levels	2014-15	2015-16	2016-17
Minor	96	132	137
Intermediate	256	224	235
Major	9	13	19
Severe	0	2	0
Totals	361	371	391

Infraction Level Chart

White Plains Middle - All



Dispositions	2014-2015	2015-2016	2016-2017
After School Detention	39	42	76
Before School Detention	0	2	3
Board Jurisdiction - Alternative Placement	0	0	0
Extra Work Assignment	4	1	2
In-School Detention	29	9	14
ISD	0	0	0
Other List In Note	9	31	37
Parent Contact	4	3	3
Pending Hearing	0	0	0
Removed From Bus	17	9	20
Saturday School	9	11	16
SIR 1 Suspended/Out of School	6	2	12
SIR 2 Alternative Placement	0	2	2
SIR 3 Expelled	0	0	0
SIR 4 Expelled/Services Provided	0	0	0
SIR 5 Officer Suspension/Out of School	1	0	0
SIR 6 Alternative Placement (Spec Ed)	0	0	0
SIR 7 Corporal Punishment	35	37	15
SIR 8 Expelled/Permanent	0	0	0
SIR 9 Officer Suspension/Alternative School	0	0	0
SIR10 Officer Suspension/Alternative Spec Ed	0	0	0
SIR11 Suspended/In-School	0	0	0
SIR12 Suspended-Pending	0	0	0
SIR13 Parent Notified	0	0	0
SIR14 Police Notified	0	0	0
Student Conference	102	118	79
Time Out	84	70	53
NA	0	0	0
Warning	2	5	18
No Disposition	20	29	41
Totals	361	371	391

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School Summary of Infractions and Dispositions

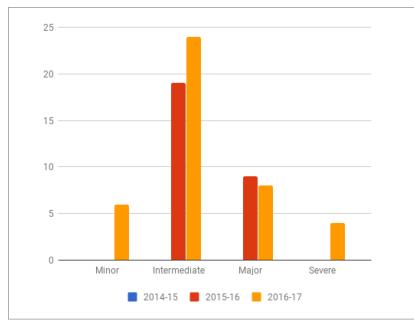
***2016-2017 data

Select School Below	Select Ethnicity Below	
Calhoun County Career Academy	All	

Infraction Levels	2014-15	2015-16	2016-17
Minor	0	0	6
Intermediate	0	19	24
Major	0	9	8
Severe	0	0	4
Totals	0	28	42

Infraction Level Chart

Calhoun County Career Academy - All



Dispositions	2014-2015	2015-2016	2016-2017
After School Detention	0	0	0
Before School Detention	0	0	0
Board Jurisdiction - Alternative Placement	0	0	0
Extra Work Assignment	0	1	4
In-School Detention	0	20	14
ISD	0	0	0
Other List In Note	0	0	3
Parent Contact	0	0	0
Pending Hearing	0	0	0
Removed From Bus	0	0	0
Saturday School	0	0	0
SIR 1 Suspended/Out of School	0	2	5
SIR 2 Alternative Placement	0	0	3
SIR 3 Expelled	0	0	0
SIR 4 Expelled/Services Provided	0	0	0
SIR 5 Officer Suspension/Out of School	0	0	0
SIR 6 Alternative Placement (Spec Ed)	0	0	0
SIR 7 Corporal Punishment	0	5	9
SIR 8 Expelled/Permanent	0	0	0
SIR 9 Officer Suspension/Alternative School	0	0	0
SIR10 Officer Suspension/Alternative Spec Ed	0	0	0
SIR11 Suspended/In-School	0	0	0
SIR12 Suspended-Pending	0	0	1
SIR13 Parent Notified	0	0	0
SIR14 Police Notified	0	0	0
Student Conference	0	0	3
Time Out	0	0	0
NA	0	0	0
Warning	0	0	0
No Disposition	0	0	0
Totals	0	28	42

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School Summary of Infractions and Dispositions

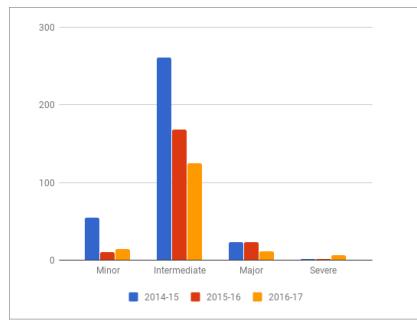
***2016-2017 data

Select School Below	Select Ethnicity Below
Wellborn Elementary School	All

Infraction Levels	2014-15	2015-16	2016-17
Minor	55	10	14
Intermediate	261	168	125
Major	23	23	11
Severe	1	1	6
Totals	340	202	156

Infraction Level Chart

Wellborn Elementary School - All



Dispositions	2014-2015	2015-2016	2016-2017
After School Detention	0	37	6
Before School Detention	0	0	0
Board Jurisdiction - Alternative Placement	0	0	0
Extra Work Assignment	5	1	0
In-School Detention	16	9	24
ISD	0	0	0
Other List In Note	12	0	0
Parent Contact	2	0	0
Pending Hearing	0	0	0
Removed From Bus	20	10	11
Saturday School	6	2	0
SIR 1 Suspended/Out of School	61	33	29
SIR 2 Alternative Placement	0	0	1
SIR 3 Expelled	0	0	0
SIR 4 Expelled/Services Provided	0	0	0
SIR 5 Officer Suspension/Out of School	1	0	0
SIR 6 Alternative Placement (Spec Ed)	0	0	3
SIR 7 Corporal Punishment	182	107	81
SIR 8 Expelled/Permanent	0	0	0
SIR 9 Officer Suspension/Alternative School	0	0	0
SIR10 Officer Suspension/Alternative Spec Ed	0	0	0
SIR11 Suspended/In-School	0	0	0
SIR12 Suspended-Pending	0	0	0
SIR13 Parent Notified	0	0	0
SIR14 Police Notified	0	0	1
Student Conference	22	1	0
Time Out	0	0	0
NA	0	0	0
Warning	13	2	0
No Disposition	0	0	0
Totals	340	202	156

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					Total Infractions							
		August	September	October	November	December	January	February	March	April	Мау	Tota
	AE	30	70	71	45	28	23	33	20	64	14	398
2	АН	13	79	56	88	60	81	47	69	131	36	660
_	OE	13	39	55	38	35	46	54	46	101	24	451
0	ОН	14	45	58	28	16	31	26	19	44	16	297
1	PE	9	18	23	16	22	28	14	15	33	11	189
	PV	24	45	42	27	34	42	24	35	60	11	344
4	SE	6	22	23	19	29	28	25	11	44	28	23
Т	SM	1	37	20	32	48	41	41	40	43	3	30
-	SH	14	46	63	33	67	37	24	63	57	23	42
0	WE	3	27	34	17	17	13	23	22	43	8	20
2	WH	15	54	50	63	64	58	56	51	79	51	54
\cap	ww	4	30	31	35	25	34	49	50	57	25	34
U	WL	17	52	51	56	57	63	60	62	80	47	54
1	WK	3	20	30	20	18	34	21	23	27	13	20
_	WM	4	54	41	26	30	48	32	37	63	26	36
5	WP	4	48	19	24	14	18	22	22	26	19	21
	CA	0	0	0	0	0	0	0	0	0	0	0
	TOTAL	174	686	667	567	564	625	551	585	952	355	572
		August	September	October	November	December	January	February	March	April	Мау	Tot
	AE	47	51	70	39	27	22	44	45	31	25	40
2	AH	11	47	36	31	37	34	46	58	59	54	41
2	OE	44	38	47	34	31	46	46	56	21	38	40
0	ОН	28	25	37	55	29	22	48	39	29	18	33
4	PE	9	9	10	13	5	10	31	14	4	17	12
1	PV	24	20	30	17	15	14	22	35	33	14	22
5	SE	18	20	39	20	9	21	37	42	11	9	22
J	SM	6	18	16	7	19	24	25	34	30	29	20
-	SH	16	42	23	19	11	15	23	31	29	14	22
0	WE	8	18	22	10	15	26	31	18	8	15	17
2	WH	16	48	58	64	25	43	83	64	131	73	60
Λ	ww	17	21	29	16	18	7	33	24	9	28	20
U	WL	26	58	45	45	26	35	25	24	27	21	33

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•	WM	25	36	36	25	26	20	58	72	38	35	371
6	WP	10	33	24	12	19	21	29	28	22	12	210
_	СА	0	5	1	3	1	7	1	2	0	8	28
	TOTAL	321	522	555	447	334	389	600	609	509	422	4708
		_			_	_	_	_				
		August	September	October	November	December	January	February	March	April	Мау	Total
	AE	23	18	18	32	15	29	34	34	25	23	251
2	AH	16	43	37	28	21	25	37	42	37	24	310
	OE	9	12	22	24	8	15	32	22	28	23	195
0	ОН	33	30	26	16	11	6	12	19	13	7	173
1	PE	23	13	34	15	5	6	11	4	9	1	121
1	PV	23	23	35	20	6	18	17	15	10	17	184
6	SE	13	22	33	20	9	12	25	13	15	15	177
0	SM	11	12	34	7	4	7	21	11	17	4	128
_	SH	15	38	34	33	6	30	25	22	46	19	268
_	WE	8	12	24	24	22	15	21	22	11	5	164
2	WH	18	38	37	31	11	26	16	25	24	41	267
0	ww	18	14	23	7	11	19	21	19	13	11	156
	WL	29	25	42	21	12	13	9	13	9	2	175
1	WK	8	19	11	10	13	12	21	30	29	6	159
	WM	24	35	49	64	30	28	53	44	26	38	391
1	WP	5	10	15	11	6	7	24	16	22	9	125
	СА	4	2	10	4	5	2	8	5	0	2	42
	TOTAL	280	366	484	367	195	270	387	356	334	247	3286

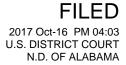


EXHIBIT M

Calhoun County Board of Education Annual Report To The Court October 2017

SIR Report - Final

7/1/2016 - 6/12/2017

0005 Alexandria Elementary School - Detail

W - Warning: Report to Law Enforcement and/or Explusion/Suspension recommended but not required.

Date	Infraction	Location	OSS	Alt School	Alt Setting	Expelled	Corporal	ISS	Report to Law	W
8/10/2016	S26 - Profanity/Vulgarity	On Campus					X			
8/19/2016	S09 - Defiance	On Campus					X			
8/19/2016	S09 - Defiance	On Campus					X			
8/24/2016	S31 - Threat/Intimidation	On Campus	X							
8/26/2016	S20 - Harassment	On Campus					X			
8/29/2016	S09 - Defiance	On Campus					X			
9/7/2016	S58 - Other Incident	On Campus					X			
9/9/2016	S26 - Profanity/Vulgarity	On Campus					X			
9/12/2016	S09 - Defiance	On Campus					X			
9/15/2016	S09 - Defiance	On Campus					X			
9/15/2016	S31 - Threat/Intimidation	On Campus	X							
9/22/2016	S09 - Defiance	On Campus					X			
9/26/2016	S09 - Defiance	On Campus					X			
9/27/2016	S09 - Defiance	On Campus					X			
10/4/2016	S31 - Threat/Intimidation	On Campus	X							
10/5/2016	S58 - Other Incident	On Campus					X			
10/6/2016	S26 - Profanity/Vulgarity	On Campus					X			
10/6/2016	S26 - Profanity/Vulgarity	On Campus					X			
10/13/2016	S26 - Profanity/Vulgarity	On Campus					X			
10/26/2016	S26 - Profanity/Vulgarity	On Campus					X			
10/27/2016	S20 - Harassment	On Campus	\boxtimes							
11/1/2016	S09 - Defiance	On Campus					X			
11/3/2016	S09 - Defiance	On Campus					X			
11/3/2016	S09 - Defiance	On Campus					X			
11/16/2016	S10 - Disobedience	On Campus					X			
12/5/2016	S58 - Other Incident	On Campus	\mathbf{X}							
12/6/2016	S20 - Harassment	On Campus	\mathbf{X}							
12/8/2016	S58 - Other Incident	On Campus					X			
12/12/2016	S31 - Threat/Intimidation	Off Campus		\mathbf{X}						
1/11/2017	S09 - Defiance	On Campus					X			
1/19/2017	S09 - Defiance	Off Campus					X			
1/19/2017	S58 - Other Incident	On Campus					X			
1/25/2017	S05 - Assault	On Campus	\mathbf{X}							X
2/2/2017	S17 - Fighting	Off Campus	\mathbf{X}							
2/2/2017	S17 - Fighting	Off Campus	\boxtimes							
2/14/2017	S58 - Other Incident	On Campus					X			
2/15/2017	S09 - Defiance	On Campus					X			
2/15/2017	S55 - Other/Unknown	Off Campus					X			
2/16/2017	Weapon,Possession S09 - Defiance	On Campus					×			
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SIR Report - Final

7/1/2016 - 6/12/2017

0005 Alexandria Elementary School - Detail

W - Warning: Report to Law Enforcement and/or Explusion/Suspension recommended but not required.

Date	Infraction	Location	OSS	Alt School	Alt Setting	Expelled	Corporal	ISS	Report to Law	W
2/16/2017	S09 - Defiance	On Campus					X			
2/16/2017	S58 - Other Incident	On Campus					\mathbf{X}			
2/24/2017	S09 - Defiance	On Campus					\mathbf{X}			
2/28/2017	S09 - Defiance	On Campus					\mathbf{X}			
3/3/2017	S26 - Profanity/Vulgarity	On Campus					\mathbf{X}			
3/3/2017	S26 - Profanity/Vulgarity	On Campus					\mathbf{X}			
3/3/2017	S58 - Other Incident	On Campus	X							
3/7/2017	S09 - Defiance	On Campus					\mathbf{X}			
3/13/2017	S20 - Harassment	On Campus					\mathbf{X}			
3/14/2017	S09 - Defiance	On Campus					\mathbf{X}			
3/21/2017	S58 - Other Incident	On Campus					\mathbf{X}			
3/22/2017	S09 - Defiance	On Campus					\boxtimes			
3/22/2017	S58 - Other Incident	On Campus					\boxtimes			
4/13/2017	S26 - Profanity/Vulgarity	On Campus					\mathbf{X}			
4/21/2017	S26 - Profanity/Vulgarity	On Campus					\mathbf{X}			
4/24/2017	S58 - Other Incident	On Campus	X							
4/25/2017	S09 - Defiance	On Campus					\mathbf{X}			
4/27/2017	S26 - Profanity/Vulgarity	On Campus					\mathbf{X}			
5/2/2017	S58 - Other Incident	Off Campus					X			
5/2/2017	S58 - Other Incident	On Campus					X			
5/3/2017	S09 - Defiance	On Campus	\mathbf{X}							
5/10/2017	S09 - Defiance	On Campus			\mathbf{X}					

0005 Alexandria Elementary School - Summary

Infraction	Incidents	OSS	Alt School	Alt Setting	Expelled	Corporal	ISS
S05 - Assault	1	1	0	0	0	0	0
S09 - Defiance	24	1	0	1	0	22	0
S10 - Disobedience	1	0	0	0	0	1	0
S17 - Fighting	1	2	0	0	0	0	0
S20 - Harassment	4	2	0	0	0	2	0
S26 - Profanity/Vulgarity	11	0	0	0	0	11	0
S31 - Threat/Intimidation	4	3	1	0	0	0	0
S55 - Other/Unknown Weapon,Possession	1	0	0	0	0	1	0
S58 - Other Incident	13	3	0	0	0	10	0
Total	60	12	1	1	0	47	0

SIR Report - Final

7/1/2016 - 6/12/2017

0010 Alexandria High School - Detail

W - Warning: Report to Law Enforcement and/or Explusion/Suspension recommended but not required.

Date	Infraction	Location	OSS	Alt School	Alt Setting	Expelled	Corporal	ISS	Report to Law	W
8/16/2016	S09 - Defiance	On Campus					X			
8/16/2016	S09 - Defiance	On Campus					\boxtimes			
8/18/2016	S58 - Other Incident	On Campus					\boxtimes			
8/18/2016	S58 - Other Incident	On Campus					\boxtimes			
8/18/2016	S58 - Other Incident	On Campus					\boxtimes			
8/18/2016	S58 - Other Incident	On Campus					\mathbf{X}			
8/19/2016	S58 - Other Incident	On Campus					\mathbf{X}			
8/29/2016	S09 - Defiance	On Campus	\mathbf{X}							
8/29/2016	S26 - Profanity/Vulgarity	On Campus	\mathbf{X}							
9/6/2016	S09 - Defiance	On Campus	\mathbf{X}							
9/8/2016	S09 - Defiance	On Campus	X							
9/8/2016	S26 - Profanity/Vulgarity	On Campus	X							
9/15/2016	S31 - Threat/Intimidation	On Campus	X							
9/15/2016	S58 - Other Incident	On Campus					\boxtimes			
9/23/2016	S09 - Defiance	On Campus					\boxtimes			
9/26/2016	S05 - Assault	On Campus	X							X
9/26/2016	S26 - Profanity/Vulgarity	On Campus	X							
9/26/2016	S58 - Other Incident	On Campus					\boxtimes			
10/3/2016	S09 - Defiance	On Campus					\boxtimes			
10/5/2016	S05 - Assault	On Campus	X							X
10/5/2016	S09 - Defiance	On Campus					\boxtimes			
10/11/2016	S05 - Assault	On Campus	X							X
10/26/2016	S36 - Unauthorized Absence	On Campus					\boxtimes			
10/28/2016	S17 - Fighting	On Campus	X							
10/28/2016	S31 - Threat/Intimidation	On Campus	X							
11/1/2016	S09 - Defiance	On Campus					\boxtimes			
11/1/2016	S09 - Defiance	On Campus					\boxtimes			
11/3/2016	S09 - Defiance	On Campus					\boxtimes			
11/4/2016	S58 - Other Incident	On Campus	X							
11/7/2016	S20 - Harassment	In Transport					\boxtimes			
11/8/2016	S09 - Defiance	On Campus	\mathbf{X}							
11/8/2016	S26 - Profanity/Vulgarity	On Campus	\mathbf{X}							
11/9/2016	S26 - Profanity/Vulgarity	On Campus					\boxtimes			
11/17/2016	S09 - Defiance	On Campus					\boxtimes			
11/17/2016	S58 - Other Incident	On Campus					\boxtimes			
11/30/2016	S26 - Profanity/Vulgarity	On Campus					\boxtimes			
11/30/2016	S58 - Other Incident	On Campus					\boxtimes			
12/1/2016	S09 - Defiance	On Campus					\boxtimes			
12/2/2016	S58 - Other Incident	On Campus					\mathbf{X}			
12/8/2016	S09 - Defiance	On Campus	X							

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7/1/2016 - 6/12/2017

0010 Alexandria High School - Detail

W - Warning: Report to Law Enforcement and/or Explusion/Suspension recommended but not required.

Date	Infraction	Location	OSS	Alt School	Alt Setting	Expelled	Corporal	ISS	Report to Law	W
12/8/2016	S09 - Defiance	On Campus					X			
12/9/2016	S09 - Defiance	On Campus					\mathbf{X}			
12/9/2016	S26 - Profanity/Vulgarity	On Campus	\mathbf{X}							
12/12/2016	S26 - Profanity/Vulgarity	In Transport					\boxtimes			
12/12/2016	S58 - Other Incident	On Campus					\boxtimes			
12/13/2016	S05 - Assault	On Campus	X							X
12/13/2016	S09 - Defiance	On Campus					\mathbf{X}			
1/4/2017	S26 - Profanity/Vulgarity	On Campus	X							
1/9/2017	S58 - Other Incident	On Campus					\mathbf{X}			
1/10/2017	S26 - Profanity/Vulgarity	On Campus	X							
1/11/2017	S09 - Defiance	On Campus					\boxtimes			
1/13/2017	S09 - Defiance	On Campus					\boxtimes			
1/13/2017	S09 - Defiance	On Campus					\boxtimes			
1/18/2017	S58 - Other Incident	On Campus					\boxtimes			
1/20/2017	S05 - Assault	On Campus	\mathbf{X}							X
1/20/2017	S26 - Profanity/Vulgarity	On Campus	X							
1/24/2017	S09 - Defiance	On Campus					\boxtimes			
1/26/2017	S20 - Harassment	On Campus					\boxtimes			
1/27/2017	S26 - Profanity/Vulgarity	On Campus					\boxtimes			
1/31/2017	S31 - Threat/Intimidation	On Campus	X							
2/1/2017	S09 - Defiance	On Campus					\boxtimes			
2/8/2017	S58 - Other Incident	On Campus					\boxtimes			
2/9/2017	S09 - Defiance	On Campus					\boxtimes			
2/9/2017	S09 - Defiance	On Campus					\boxtimes			
2/10/2017	S09 - Defiance	On Campus					\boxtimes			
2/15/2017	S09 - Defiance	On Campus	\mathbf{X}							
2/15/2017	S09 - Defiance	On Campus					\boxtimes			
2/15/2017	S26 - Profanity/Vulgarity	On Campus	X							
2/15/2017	S58 - Other Incident	On Campus					\boxtimes			
2/21/2017	S09 - Defiance	On Campus					\boxtimes			
2/22/2017	S26 - Profanity/Vulgarity	On Campus	\mathbf{X}							
2/22/2017	S58 - Other Incident	In Transport					\boxtimes			
2/22/2017	S58 - Other Incident	On Campus					\boxtimes			
2/24/2017	S58 - Other Incident	On Campus					\boxtimes			
3/2/2017	S36 - Unauthorized Absence	On Campus					\boxtimes			
3/3/2017	S09 - Defiance	On Campus					\boxtimes			
3/3/2017	S26 - Profanity/Vulgarity	On Campus					\boxtimes			
3/9/2017	S09 - Defiance	On Campus					\boxtimes			
3/9/2017	S17 - Fighting	On Campus	X							
3/9/2017	S17 - Fighting	On Campus	X							
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7/1/2016 - 6/12/2017

0010 Alexandria High School - Detail

Date	Infraction	Location	OSS	Alt School	Alt Setting	Expelled	Corporal	ISS	Report to Law	W
3/10/2017	S58 - Other Incident	On Campus					\boxtimes			
3/10/2017	S58 - Other Incident	On Campus					\boxtimes			
3/10/2017	S58 - Other Incident	On Campus					\boxtimes			
3/13/2017	S13 - Drugs, Possession	Off Campus, school sponsored event		\boxtimes						\mathbf{X}
3/15/2017	S17 - Fighting	On Campus	\mathbf{X}							
3/15/2017	S17 - Fighting	On Campus	\mathbf{X}							
3/16/2017	S26 - Profanity/Vulgarity	On Campus					X			
3/20/2017	S09 - Defiance	On Campus	\mathbf{X}							
3/21/2017	S36 - Unauthorized Absence	On Campus					X			
3/22/2017	S36 - Unauthorized Absence	On Campus					X			
3/23/2017	S36 - Unauthorized Absence	On Campus					\boxtimes			
3/23/2017	S36 - Unauthorized Absence	On Campus					\boxtimes			
4/4/2017	S26 - Profanity/Vulgarity	On Campus					X			
4/4/2017	S36 - Unauthorized Absence	On Campus					X			
4/7/2017	S36 - Unauthorized Absence	On Campus					X			
4/10/2017	S26 - Profanity/Vulgarity	On Campus	\mathbf{X}							
4/11/2017	S09 - Defiance	On Campus					X			
4/11/2017	S20 - Harassment	On Campus	\mathbf{X}							
4/11/2017	S30 - Sexual Offenses, Other	On Campus	\mathbf{X}							
4/13/2017	S09 - Defiance	On Campus					X			
4/14/2017	S26 - Profanity/Vulgarity	On Campus	\mathbf{X}							
4/17/2017	S09 - Defiance	On Campus					X			
4/17/2017	S09 - Defiance	On Campus					X			
4/19/2017	S36 - Unauthorized Absence	On Campus					X			
4/21/2017	S30 - Sexual Offenses, Other	On Campus	\mathbf{X}							
4/21/2017	S36 - Unauthorized Absence	On Campus					X			
5/11/2017	S09 - Defiance	On Campus					X			
5/11/2017	S09 - Defiance	On Campus	X							
5/18/2017	S09 - Defiance	On Campus					\boxtimes			
5/18/2017	S36 - Unauthorized Absence	On Campus					\boxtimes			
5/18/2017	S58 - Other Incident	On Campus					\boxtimes			
5/19/2017	S22 - Inciting a Disturbance	On Campus	X							

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7/1/2016 - 6/12/2017

0010 Alexandria High School - Detail

W - Warning: Report to Law Enforcement and/or Explusion/Suspension recommended but not required.

Date	Infraction	Location	OSS	Alt School	Alt Setting	Expelled	Corporal	ISS	Report to Law	W
5/19/2017	S58 - Other Incident	On Campus	X							

0010 Alexandria High School - Summary

Infraction	Incidents	OSS	Alt School	Alt Setting	Expelled	Corporal	ISS
S05 - Assault	5	5	0	0	0	0	0
S09 - Defiance	39	8	0	0	0	31	0
S13 - Drugs, Possessior	່ 1	0	1	0	0	0	0
S17 - Fighting	5	5	0	0	0	0	0
S20 - Harassment	3	1	0	0	0	2	0
S22 - Inciting a Disturbance	1	1	0	0	0	0	0
S26 - Profanity/Vulgarity	19	12	0	0	0	7	0
S30 - Sexual Offenses, Other	2	2	0	0	0	0	0
S31 - Threat/Intimidation	¹ 3	3	0	0	0	0	0
S36 - Unauthorized Absence	11	0	0	0	0	11	0
S58 - Other Incident	24	2	0	0	0	22	0
Total	113	39	1	0	0	73	0

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2016-2017

SIR Report - Final

7/1/2016 - 6/12/2017

0125 Ohatchee Elementary School - Detail

Date	Infraction	Location	OSS	Alt School	Alt Setting	Expelled	Corporal	ISS	Report to Law	W
9/1/2016	S31 - Threat/Intimidation	On Campus	X							
9/2/2016	S09 - Defiance	On Campus					\mathbf{X}			
9/6/2016	S20 - Harassment	On Campus					\mathbf{X}			
9/6/2016	S24 - Theft/Larceny	On Campus					\mathbf{X}			
9/21/2016	S26 - Profanity/Vulgarity	On Campus					\mathbf{X}			
9/23/2016	S58 - Other Incident	On Campus					\mathbf{X}			
9/30/2016	S09 - Defiance	On Campus					\mathbf{X}			
11/1/2016	S09 - Defiance	On Campus					\mathbf{X}			
11/8/2016	S09 - Defiance	In Transport					X			
11/8/2016	S58 - Other Incident	In Transport					\boxtimes			
11/16/2016	S09 - Defiance	On Campus	\mathbf{X}							
11/17/2016	S58 - Other Incident	On Campus					\boxtimes			
12/9/2016	S58 - Other Incident	In Transport					\boxtimes			
1/11/2017	S58 - Other Incident	On Campus					\boxtimes			
1/19/2017	S09 - Defiance	On Campus					\boxtimes			
2/7/2017	S09 - Defiance	On Campus					\boxtimes			
2/8/2017	S09 - Defiance	On Campus					\boxtimes			
2/10/2017	S09 - Defiance	In Transport					\mathbf{X}			
2/14/2017	S58 - Other Incident	On Campus					\mathbf{X}			
3/2/2017	S09 - Defiance	On Campus					\mathbf{X}			
3/2/2017	S09 - Defiance	On Campus					\boxtimes			
3/2/2017	S26 - Profanity/Vulgarity	On Campus					\boxtimes			
3/7/2017	S58 - Other Incident	On Campus					\boxtimes			
3/8/2017	S58 - Other Incident	On Campus					\mathbf{X}			
3/10/2017	S58 - Other Incident	On Campus					\mathbf{X}			
3/16/2017	S58 - Other Incident	On Campus					\mathbf{X}			
4/4/2017	S58 - Other Incident	On Campus					\mathbf{X}			
4/7/2017	S09 - Defiance	On Campus					\mathbf{X}			
4/11/2017	S26 - Profanity/Vulgarity	On Campus					\mathbf{X}			
4/12/2017	S58 - Other Incident	On Campus					\mathbf{X}			
4/26/2017	S26 - Profanity/Vulgarity	On Campus					\mathbf{X}			
5/2/2017	S20 - Harassment	On Campus					\mathbf{X}			
5/3/2017	S09 - Defiance	On Campus					\mathbf{X}			
5/15/2017	S58 - Other Incident	On Campus								
5/17/2017	S58 - Other Incident	On Campus	X			_				
			_	-	-	-	-	_	-	

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2016-2017

SIR Report - Final

7/1/2016 - 6/12/2017

0125 Ohatchee Elementary School - Detail

W - Warning: Report to Law Enforcement and/or Explusion/Suspension recommended but not required.

Date	Infraction	Location	OSS	Alt School	Alt Setting	Expelled	Corporal	ISS	Report to Law	W
5/18/2017	S17 - Fighting	On Campus	X							

0125 Ohatchee Elementary School - Summary

Infraction	Incidents	OSS	Alt School	Alt Setting	Expelled	Corporal	ISS
S09 - Defiance	13	1	0	0	0	12	0
S17 - Fighting	1	1	0	0	0	0	0
S20 - Harassment	2	0	0	0	0	2	0
S24 - Theft/Larceny	1	0	0	0	0	1	0
S26 - Profanity/Vulgarity	4	0	0	0	0	4	0
S31 - Threat/Intimidation	1	1	0	0	0	0	0
S58 - Other Incident	14	2	0	0	0	12	0
Total	36	5	0	0	0	31	0

SIR Report - Final

7/1/2016 - 6/12/2017

0130 Ohatchee High School - Detail

W - Warning: Report to Law Enforcement and/or Explusion/Suspension recommended but not required.

Date	Infraction	Location	OSS	Alt School	Alt Setting	Expelled	Corporal	ISS	Report to Law	W
8/9/2016	S34 - Tobacco,Use	On Campus	X							
8/9/2016	S58 - Other Incident	On Campus		X						
8/9/2016	S58 - Other Incident	On Campus		X						
8/18/2016	S17 - Fighting	On Campus	X							
8/18/2016	S17 - Fighting	On Campus	X							
8/19/2016	S13 - Drugs, Possession	On Campus		\mathbf{X}						X
8/19/2016	S14 - Drugs, Sale	On Campus		\mathbf{X}						X
8/22/2016	S36 - Unauthorized Absence	On Campus					\mathbf{X}			
8/23/2016	S17 - Fighting	On Campus	X							
8/23/2016	S17 - Fighting	On Campus	X							
8/25/2016	S26 - Profanity/Vulgarity	On Campus					\boxtimes			
8/25/2016	S26 - Profanity/Vulgarity	On Campus					\boxtimes			
8/29/2016	S32 - Tobacco, Possession	On Campus	X							
9/1/2016	S58 - Other Incident	On Campus	X							
9/6/2016	S17 - Fighting	On Campus	\mathbf{X}							
9/8/2016	S09 - Defiance	On Campus					\boxtimes			
9/26/2016	S34 - Tobacco,Use	On Campus	X							
9/27/2016	S34 - Tobacco,Use	On Campus	\mathbf{X}							
10/10/2016	S58 - Other Incident	On Campus	\mathbf{X}							
10/10/2016	S58 - Other Incident	On Campus	\mathbf{X}							
10/11/2016	S34 - Tobacco,Use	On Campus	X							
10/27/2016	S34 - Tobacco,Use	On Campus	X							
10/31/2016	S03 - Alcohol Use	In Transport, school sponsored event		X						\mathbf{X}
10/31/2016	S03 - Alcohol Use	In Transport, school sponsored event		X						\mathbf{X}
10/31/2016	S03 - Alcohol Use	In Transport, school sponsored event		X						X
10/31/2016	S03 - Alcohol Use	In Transport, school sponsored event			\mathbf{X}					X
11/2/2016	S17 - Fighting	On Campus	X							
11/2/2016	S17 - Fighting	On Campus	X							
11/7/2016	S34 - Tobacco,Use	On Campus	X							
11/7/2016	S34 - Tobacco,Use	On Campus	X							
11/14/2016	S34 - Tobacco,Use	On Campus	X							
12/7/2016	S17 - Fighting	On Campus	X							
1/10/2017	S58 - Other Incident	On Campus	\mathbf{X}							
1/19/2017	S34 - Tobacco,Use	On Campus	\mathbf{X}							
1/19/2017	S34 - Tobacco,Use	On Campus	\mathbf{X}							
1/26/2017	S34 - Tobacco,Use	On Campus	\mathbf{X}							
1/27/2017	S17 - Fighting	On Campus	\mathbf{X}							
1/27/2017	S17 - Fighting	On Campus	\mathbf{X}							
2/14/2017	S26 - Profanity/Vulgarity	On Campus	X							
										-

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SIR Report - Final

7/1/2016 - 6/12/2017

0130 Ohatchee High School - Detail

Date	Infraction	Location	OSS	Alt School	Alt Setting	Expelled	Corporal	ISS	Report to Law	W
2/22/2017	S17 - Fighting	On Campus	X							
2/22/2017	S34 - Tobacco,Use	On Campus	\mathbf{X}							
2/24/2017	S17 - Fighting	On Campus, school sponsored event	X							
2/24/2017	S17 - Fighting	On Campus, school sponsored event	X							
3/2/2017	S34 - Tobacco,Use	On Campus	X							
3/6/2017	S34 - Tobacco,Use	On Campus	X							
3/6/2017	S34 - Tobacco,Use	On Campus	\mathbf{X}							
3/6/2017	S34 - Tobacco,Use	On Campus	X							
3/10/2017	S17 - Fighting	On Campus	X							
3/10/2017	S17 - Fighting	On Campus	X							
3/13/2017	S17 - Fighting	On Campus	X							
3/13/2017	S26 - Profanity/Vulgarity	On Campus	X							
3/13/2017	S58 - Other Incident	On Campus	X							
3/16/2017	S31 - Threat/Intimidation	On Campus	X							
3/20/2017	S17 - Fighting	On Campus	X							
3/20/2017	S17 - Fighting	On Campus	X							
4/11/2017	S34 - Tobacco,Use	On Campus			X					
4/12/2017	S26 - Profanity/Vulgarity	On Campus	X							
4/13/2017	S17 - Fighting	On Campus	\mathbf{X}							
4/20/2017	S09 - Defiance	On Campus	X							
4/26/2017	S32 - Tobacco, Possession	On Campus	\mathbf{X}							
5/1/2017	S32 - Tobacco, Possession	On Campus	\mathbf{X}							
5/12/2017	S58 - Other Incident	On Campus	\mathbf{X}							

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0130 Ohatchee High School - Detail

W - Warning: Report to Law Enforcement and/or Explusion/Suspension recommended but not required.

Date	Infraction	Location	OSS	Alt School	Alt Setting	Expelled	Corporal	ISS	Report to Law	W
5/18/2017	S26 - Profanity/Vulgarity	On Campus	\mathbf{X}							

0130 Ohatchee High School - Summary

Infraction	Incidents	OSS	Alt School	Alt Setting	Expelled	Corporal	ISS
S03 - Alcohol Use	2	0	3	1	0	0	0
S09 - Defiance	2	1	0	0	0	1	0
S13 - Drugs, Possession	1	0	1	0	0	0	0
S14 - Drugs, Sale	1	0	1	0	0	0	0
S17 - Fighting	12	19	0	0	0	0	0
S26 - Profanity/Vulgarity	5	4	0	0	0	2	0
S31 - Threat/Intimidation	1	1	0	0	0	0	0
S32 - Tobacco, Possession	3	3	0	0	0	0	0
S34 - Tobacco,Use	14	16	0	1	0	0	0
S36 - Unauthorized Absence	1	0	0	0	0	1	0
S58 - Other Incident	6	6	2	0	0	0	0
Total	48	50	7	2	0	4	0

SIR Report - Final

7/1/2016 - 6/12/2017

0140 Pleasant Valley Elem School - Detail

 $\ensuremath{\mathsf{W}}$ - Warning: Report to Law Enforcement and/or Explusion/Suspension recommended but not required.

Date	Infraction	Location	OSS	Alt School	Alt Setting	Expelled	Corporal	ISS	Report to Law	W
8/19/2016	S09 - Defiance	On Campus					X			
9/9/2016	S09 - Defiance	In Transport					X			
9/21/2016	S09 - Defiance	On Campus					X			
9/28/2016	S58 - Other Incident	On Campus					X			
9/29/2016	S58 - Other Incident	On Campus					X			
10/12/2016	S26 - Profanity/Vulgarity	On Campus					\boxtimes			
10/12/2016	S58 - Other Incident	On Campus					\boxtimes			
10/14/2016	S58 - Other Incident	On Campus					\boxtimes			
10/14/2016	S58 - Other Incident	On Campus					\mathbf{X}			
11/2/2016	S26 - Profanity/Vulgarity	On Campus					X			
11/3/2016	S58 - Other Incident	On Campus					X			
11/14/2016	S09 - Defiance	On Campus					\mathbf{X}			
11/15/2016	S58 - Other Incident	In Transport					\mathbf{X}			
12/2/2016	S58 - Other Incident	On Campus					\mathbf{X}			
1/25/2017	S17 - Fighting	On Campus	\mathbf{X}							
2/21/2017	S58 - Other Incident	On Campus					\mathbf{X}			
3/2/2017	S58 - Other Incident	On Campus					\mathbf{X}			
3/6/2017	S09 - Defiance	On Campus					\mathbf{X}			
3/10/2017	S26 - Profanity/Vulgarity	On Campus					\mathbf{X}			
4/13/2017	S58 - Other Incident	On Campus					\boxtimes			
4/18/2017	S58 - Other Incident	On Campus	\mathbf{X}							
4/26/2017	S03 - Alcohol Use	On Campus		X						\mathbf{X}

0140 Pleasant Valley Elem School - Summary

Infraction	Incidents	OSS	Alt School	Alt Setting	Expelled	Corporal	ISS
S03 - Alcohol Use	1	0	1	0	0	0	0
S09 - Defiance	5	0	0	0	0	5	0
S17 - Fighting	1	1	0	0	0	0	0
S26 - Profanity/Vulgarity	3	0	0	0	0	3	0
S58 - Other Incident	12	1	0	0	0	11	0
Total	22	2	1	0	0	19	0

SIR Report - Final

7/1/2016 - 6/12/2017

0135 Pleasant Valley High School - Detail

W - Warning: Report to Law Enforcement and/or Explusion/Suspension recommended but not required.

Date	Infraction	Location	OSS	Alt School	Alt Setting	Expelled	Corporal	ISS	Report to Law	W
8/12/2016	S58 - Other Incident	In Transport					\boxtimes			
8/19/2016	S09 - Defiance	On Campus					\boxtimes			
8/19/2016	S09 - Defiance	On Campus					\boxtimes			
8/24/2016	S09 - Defiance	On Campus					\boxtimes			
8/26/2016	S58 - Other Incident	On Campus					\mathbf{X}			
8/30/2016	S05 - Assault	On Campus	\mathbf{X}							X
9/6/2016	S13 - Drugs, Possession	On Campus		\mathbf{X}						X
9/7/2016	S26 - Profanity/Vulgarity	On Campus	X							
9/9/2016	S31 - Threat/Intimidation	On Campus	\mathbf{X}							
9/14/2016	S26 - Profanity/Vulgarity	On Campus	X							
9/15/2016	S36 - Unauthorized Absence	On Campus					\mathbf{X}			
9/15/2016	S36 - Unauthorized Absence	On Campus					\mathbf{X}			
9/19/2016	S52 - Knife, Possession	On Campus, school sponsored event		X						
9/21/2016	S09 - Defiance	On Campus					\boxtimes			
9/21/2016	S09 - Defiance	On Campus					\boxtimes			
9/26/2016	S58 - Other Incident	On Campus					\boxtimes			
9/27/2016	S09 - Defiance	On Campus					\boxtimes			
9/29/2016	S58 - Other Incident	On Campus					\boxtimes			
10/5/2016	S36 - Unauthorized Absence	On Campus					\boxtimes			
10/5/2016	S58 - Other Incident	On Campus					\boxtimes			
10/6/2016	S58 - Other Incident	On Campus					\boxtimes			
10/11/2016	S13 - Drugs, Possession	On Campus		X						X
10/13/2016	S13 - Drugs, Possession	On Campus		X						X
10/13/2016	S36 - Unauthorized Absence	On Campus					\boxtimes			
10/13/2016	S36 - Unauthorized Absence	On Campus					\boxtimes			
10/13/2016	S36 - Unauthorized Absence	On Campus					\boxtimes			
10/13/2016	S36 - Unauthorized Absence	On Campus					\boxtimes			
10/28/2016	S36 - Unauthorized Absence	On Campus					\boxtimes			
10/31/2016	S49 - Other Weapon,Possession	On Campus		\mathbf{X}						
11/4/2016	S36 - Unauthorized Absence	On Campus					\boxtimes			
11/16/2016	S36 - Unauthorized Absence	On Campus					\boxtimes			
11/17/2016	S58 - Other Incident	On Campus	X							
11/17/2016	S58 - Other Incident	On Campus					\boxtimes			
12/7/2016	S31 - Threat/Intimidation	On Campus		X						
1/4/2017	S58 - Other Incident	On Campus					\boxtimes			
1/27/2017	S36 - Unauthorized Absence	On Campus					\boxtimes			
2/1/2017	S36 - Unauthorized Absence	On Campus					\boxtimes			
4/3/2017	S09 - Defiance	On Campus	X							
4/11/2017	S26 - Profanity/Vulgarity	On Campus					X			

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0135 Pleasant Valley High School - Detail

W - Warning: Report to Law Enforcement and/or Explusion/Suspension recommended but not required.

Date	Infraction	Location	OSS	Alt School	Alt Setting	Expelled	Corporal	ISS	Report to Law	W
5/2/2017	S26 - Profanity/Vulgarity	On Campus	X							
5/8/2017	S30 - Sexual Offenses, Other	On Campus	X							
5/17/2017	S26 - Profanity/Vulgarity	On Campus	\mathbf{X}							

0135 Pleasant Valley High School - Summary

Infraction	Incidents	OSS	Alt School	Alt Setting	Expelled	Corporal	ISS
S05 - Assault	1	1	0	0	0	0	0
S09 - Defiance	5	1	0	0	0	6	0
S13 - Drugs, Possession	3	0	3	0	0	0	0
S26 - Profanity/Vulgarity	5	4	0	0	0	1	0
S30 - Sexual Offenses, Other	1	1	0	0	0	0	0
S31 - Threat/Intimidation	2	1	1	0	0	0	0
S36 - Unauthorized Absence	10	0	0	0	0	12	0
S49 - Other Weapon,Possession	1	0	1	0	0	0	0
S52 - Knife, Possession	1	0	1	0	0	0	0
S58 - Other Incident	10	1	0	0	0	9	0
Total	39	9	6	0	0	28	0

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0150 Saks Elementary School - Detail

Date	Infraction	Location	OSS	Alt School	Alt Setting	Expelled	Corporal	ISS	Report to Law	W
8/15/2016	S09 - Defiance	On Campus					\boxtimes			
8/17/2016	S09 - Defiance	On Campus					\boxtimes			
8/23/2016	S09 - Defiance	On Campus					\boxtimes			
8/24/2016	S58 - Other Incident	On Campus					\mathbf{X}			
8/31/2016	S26 - Profanity/Vulgarity	On Campus					\boxtimes			
9/2/2016	S58 - Other Incident	On Campus					\boxtimes			
9/7/2016	S09 - Defiance	On Campus					\mathbf{X}			
9/8/2016	S09 - Defiance	On Campus					\boxtimes			
9/12/2016	S09 - Defiance	On Campus					\boxtimes			
9/15/2016	S09 - Defiance	On Campus					\boxtimes			
9/15/2016	S09 - Defiance	On Campus					\boxtimes			
9/15/2016	S58 - Other Incident	On Campus					\boxtimes			
9/21/2016	S24 - Theft/Larceny	On Campus	X							
9/22/2016	S58 - Other Incident	In Transport					\boxtimes			
9/22/2016	S58 - Other Incident	In Transport					\boxtimes			
10/3/2016	S09 - Defiance	On Campus					\boxtimes			
10/5/2016	S58 - Other Incident	On Campus					\boxtimes			
10/6/2016	S09 - Defiance	On Campus					\boxtimes			
11/1/2016	S09 - Defiance	On Campus					\boxtimes			
11/1/2016	S09 - Defiance	On Campus					\boxtimes			
11/17/2016	S58 - Other Incident	On Campus					\boxtimes			
12/2/2016	S09 - Defiance	On Campus					\boxtimes			
12/13/2016	S58 - Other Incident	On Campus					\boxtimes			
1/13/2017	S09 - Defiance	On Campus					\boxtimes			
2/8/2017	S09 - Defiance	On Campus					\boxtimes			
2/10/2017	S09 - Defiance	On Campus					\boxtimes			
2/10/2017	S58 - Other Incident	On Campus					\boxtimes			
2/15/2017	S26 - Profanity/Vulgarity	On Campus					\boxtimes			
2/27/2017	S31 - Threat/Intimidation	On Campus	\mathbf{X}							
3/22/2017	S29 - Sexual Harassment	In Transport	X							X
4/20/2017	S58 - Other Incident	On Campus	X							
		0.0	_							
4/21/2017	S58 - Other Incident	On Campus					X			

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0150 Saks Elementary School - Detail

W - Warning: Report to Law Enforcement and/or Explusion/Suspension recommended but not required.

Date	Infraction	Location	OSS	Alt School	Alt Setting	Expelled	Corporal	ISS	Report to Law	W
5/9/2017	S31 - Threat/Intimidation	In Transport	\mathbf{X}							

0150 Saks Elementary School - Summary

Infraction	Incidents	OSS	Alt School	Alt Setting	Expelled	Corporal	ISS
S09 - Defiance	16	0	0	0	0	16	0
S24 - Theft/Larceny	1	1	0	0	0	0	0
S26 - Profanity/Vulgarity	2	0	0	0	0	2	0
S29 - Sexual Harassment	1	1	0	0	0	0	0
S30 - Sexual Offenses, Other	1	1	0	0	0	0	0
S31 - Threat/Intimidation	2	2	0	0	0	0	0
S58 - Other Incident	11	1	0	0	0	10	0
Total	34	6	0	0	0	28	0

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0160 Saks High - Detail

Date	Infraction	Location	OSS	Alt School	Alt Setting	Expelled	Corporal	ISS	Report to Law	W
8/15/2016	S05 - Assault	On Campus	X							X
8/23/2016	S05 - Assault	On Campus	\mathbf{X}							X
8/23/2016	S17 - Fighting	On Campus	\mathbf{X}							
8/23/2016	S17 - Fighting	On Campus	\mathbf{X}							
8/24/2016	S26 - Profanity/Vulgarity	On Campus					\boxtimes			
8/26/2016	S05 - Assault	On Campus	\mathbf{X}							X
8/31/2016	S20 - Harassment	On Campus					\mathbf{X}			
9/9/2016	S58 - Other Incident	On Campus					\mathbf{X}			
9/9/2016	S58 - Other Incident	On Campus					\mathbf{X}			
9/14/2016	S26 - Profanity/Vulgarity	On Campus					\mathbf{X}			
9/26/2016	S58 - Other Incident	In Transport		\mathbf{X}						
9/29/2016	S58 - Other Incident	In Transport		\mathbf{X}						
10/10/2016	S26 - Profanity/Vulgarity	On Campus	\mathbf{X}							
10/27/2016	S52 - Knife, Possession	On Campus		\mathbf{X}						
10/31/2016	S31 - Threat/Intimidation	On Campus	\mathbf{X}							
11/15/2016	S17 - Fighting	In Transport	\mathbf{X}							
11/16/2016	S17 - Fighting	On Campus	\mathbf{X}							
12/13/2016	S26 - Profanity/Vulgarity	On Campus	\mathbf{X}							
1/17/2017	S29 - Sexual Harassment	On Campus	\mathbf{X}							X
1/19/2017	S08 - Criminal Mischief	On Campus	\mathbf{X}							X
1/23/2017	S31 - Threat/Intimidation	In Transport		X						
1/27/2017	S26 - Profanity/Vulgarity	On Campus	\boxtimes							
1/30/2017	S09 - Defiance	On Campus					\mathbf{X}			
1/30/2017	S26 - Profanity/Vulgarity	On Campus	\mathbf{X}							
2/1/2017	S58 - Other Incident	On Campus	\mathbf{X}							
2/9/2017	S17 - Fighting	On Campus	\mathbf{X}							
2/9/2017	S17 - Fighting	On Campus	\mathbf{X}							
2/13/2017	S26 - Profanity/Vulgarity	On Campus					\mathbf{X}			
2/16/2017	S58 - Other Incident	On Campus	\mathbf{X}							
3/16/2017	S17 - Fighting	On Campus	X							
3/16/2017	S17 - Fighting	On Campus	\mathbf{X}							
4/26/2017	S26 - Profanity/Vulgarity	On Campus	\mathbf{X}							

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0160 Saks High - Detail

W - Warning: Report to Law Enforcement and/or Explusion/Suspension recommended but not required.

Date	Infraction	Location	OSS	Alt School	Alt Setting	Expelled	Corporal	ISS	Report to Law	W
5/3/2017	S26 - Profanity/Vulgarity	On Campus	\mathbf{X}							

0160 Saks High - Summary

Infraction	Incidents	OSS	Alt School	Alt Setting	Expelled	Corporal	ISS
S05 - Assault	3	3	0	0	0	0	0
S08 - Criminal Mischief	1	1	0	0	0	0	0
S09 - Defiance	1	0	0	0	0	1	0
S17 - Fighting	7	8	0	0	0	0	0
S20 - Harassment	1	0	0	0	0	1	0
S26 - Profanity/Vulgarity	9	6	0	0	0	3	0
S29 - Sexual Harassment	1	1	0	0	0	0	0
S31 - Threat/Intimidation	2	1	1	0	0	0	0
S52 - Knife, Possession	1	0	1	0	0	0	0
S58 - Other Incident	6	2	2	0	0	2	0
Total	32	22	4	0	0	7	0

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0165 Saks Middle School - Detail

W - Warning: Report to Law Enforcement and/or Explusion/Suspension recommended but not required.

Date	Infraction	Location	OSS	Alt School	Alt Setting	Expelled	Corporal	ISS	Report to Law	W
8/25/2016	S09 - Defiance	On Campus					X			
9/2/2016	S09 - Defiance	On Campus					\mathbf{X}			
9/8/2016	S05 - Assault	On Campus	\mathbf{X}							X
9/20/2016	S09 - Defiance	On Campus					X			
9/21/2016	S05 - Assault	On Campus	X							X
9/21/2016	S58 - Other Incident	On Campus					\mathbf{X}			
10/28/2016	S17 - Fighting	On Campus	X							
10/28/2016	S17 - Fighting	On Campus	X							
3/8/2017	S31 - Threat/Intimidation	On Campus		X						
3/9/2017	S09 - Defiance	On Campus					\mathbf{X}			
4/7/2017	S17 - Fighting	On Campus	X							
4/20/2017	S09 - Defiance	On Campus	X							
5/2/2017	S26 - Profanity/Vulgarity	On Campus					\boxtimes			
5/2/2017	S31 - Threat/Intimidation	On Campus	X							
5/12/2017	S09 - Defiance	On Campus	X							

0165 Saks Middle School - Summary

Infraction	Incidents	OSS	Alt School	Alt Setting	Expelled	Corporal	ISS
S05 - Assault	2	2	0	0	0	0	0
S09 - Defiance	6	2	0	0	0	4	0
S17 - Fighting	3	3	0	0	0	0	0
S26 - Profanity/Vulgarity	1	0	0	0	0	1	0
S31 - Threat/Intimidation	2	1	1	0	0	0	0
S58 - Other Incident	1	0	0	0	0	1	0
Total	15	8	1	0	0	6	0

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0200 Walter Wellborn High School - Detail

W - Warning: Report to Law Enforcement and/or Explusion/Suspension recommended but not required.

Date	Infraction	Location	OSS	Alt School	Alt Setting	Expelled	Corporal	ISS	Report to Law	W
8/10/2016	S17 - Fighting	On Campus	X							
8/10/2016	S17 - Fighting	On Campus	X							
8/16/2016	S10 - Disobedience	On Campus					\mathbf{X}			
8/19/2016	S20 - Harassment	On Campus	X							
8/19/2016	S32 - Tobacco, Possession	On Campus	\mathbf{X}							
8/24/2016	S31 - Threat/Intimidation	On Campus		\boxtimes						
8/26/2016	S17 - Fighting	On Campus	X							
8/26/2016	S17 - Fighting	On Campus	X							
8/26/2016	S17 - Fighting	On Campus	X							
8/26/2016	S17 - Fighting	On Campus	\mathbf{X}							
8/31/2016	S09 - Defiance	On Campus					\boxtimes			
9/1/2016	S58 - Other Incident	On Campus	\mathbf{X}							
9/6/2016	S05 - Assault	On Campus	\mathbf{X}							X
9/8/2016	S26 - Profanity/Vulgarity	On Campus					\boxtimes			
9/9/2016	S58 - Other Incident	On Campus	\mathbf{X}							
9/9/2016	S58 - Other Incident	On Campus					\boxtimes			
9/12/2016	S17 - Fighting	On Campus	\mathbf{X}							
9/12/2016	S17 - Fighting	On Campus	\mathbf{X}							
9/26/2016	S24 - Theft/Larceny	On Campus	\mathbf{X}							
9/26/2016	S58 - Other Incident	On Campus		\mathbf{X}						
9/28/2016	S26 - Profanity/Vulgarity	On Campus					\boxtimes			
9/29/2016	S34 - Tobacco,Use	On Campus	\mathbf{X}							
10/4/2016	S13 - Drugs, Possession	On Campus		\mathbf{X}						X
10/4/2016	S13 - Drugs, Possession	On Campus		\mathbf{X}						X
10/4/2016	S14 - Drugs, Sale	On Campus		\mathbf{X}						X
10/5/2016	S26 - Profanity/Vulgarity	On Campus					\mathbf{X}			
10/6/2016	S26 - Profanity/Vulgarity	On Campus					\boxtimes			
10/25/2016	S17 - Fighting	On Campus	X							
10/25/2016	S17 - Fighting	On Campus	X							
10/25/2016	S17 - Fighting	On Campus	\mathbf{X}							
10/25/2016	S17 - Fighting	On Campus	\mathbf{X}							
10/31/2016	S17 - Fighting	On Campus	\mathbf{X}							
10/31/2016	S17 - Fighting	On Campus	\mathbf{X}							
11/3/2016	S05 - Assault	On Campus	\mathbf{X}							X
11/3/2016	S58 - Other Incident	On Campus					\boxtimes			
11/15/2016	S17 - Fighting	On Campus	X							
12/5/2016	S09 - Defiance	On Campus	X							
12/12/2016	S36 - Unauthorized Absence	Off Campus	X							
1/11/2017	S05 - Assault	On Campus	X							X
1/17/2017	S17 - Fighting	On Campus	X							

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0200 Walter Wellborn High School - Detail

W - Warning: Report to Law Enforcement and/or Explusion/Suspension recommended but not required.

Date	Infraction	Location	OSS	Alt School	Alt Setting	Expelled	Corporal	ISS	Report to Law	W
1/17/2017	S17 - Fighting	On Campus	X							
2/7/2017	S26 - Profanity/Vulgarity	On Campus					\mathbf{X}			
2/16/2017	S09 - Defiance	On Campus	X							
2/21/2017	S15 - Drugs, Use	On Campus		\mathbf{X}						X
2/22/2017	S05 - Assault	On Campus	X							X
2/28/2017	S26 - Profanity/Vulgarity	On Campus	X							
3/7/2017	S05 - Assault	On Campus	X							X
3/7/2017	S17 - Fighting	On Campus	X							
3/8/2017	S09 - Defiance	On Campus					\boxtimes			
3/15/2017	S58 - Other Incident	On Campus	\mathbf{X}							
4/12/2017	S09 - Defiance	On Campus	\mathbf{X}							

0200 Walter Wellborn High School - Summary

-	-						
Infraction	Incidents	OSS	Alt School	Alt Setting	Expelled	Corporal	ISS
S05 - Assault	5	5	0	0	0	0	0
S09 - Defiance	5	3	0	0	0	2	0
S10 - Disobedience	1	0	0	0	0	1	0
S13 - Drugs, Possession	2	0	2	0	0	0	0
S14 - Drugs, Sale	1	0	1	0	0	0	0
S15 - Drugs, Use	1	0	1	0	0	0	0
S17 - Fighting	18	18	0	0	0	0	0
S20 - Harassment	1	1	0	0	0	0	0
S24 - Theft/Larceny	1	1	0	0	0	0	0
S26 - Profanity/Vulgarity	6	1	0	0	0	5	0
S31 - Threat/Intimidation	1	0	1	0	0	0	0
S32 - Tobacco, Possession	1	1	0	0	0	0	0
S34 - Tobacco,Use	1	1	0	0	0	0	0
S36 - Unauthorized Absence	1	1	0	0	0	0	0
S58 - Other Incident	6	3	1	0	0	2	0
Total	51	35	6	0	0	10	0

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7/1/2016 - 6/12/2017

0175 Weaver Elementary - Detail

 $\ensuremath{\mathsf{W}}$ - Warning: Report to Law Enforcement and/or Explusion/Suspension recommended but not required.

Date	Infraction	Location	OSS	Alt School	Alt Setting	Expelled	Corporal	ISS	Report to Law	W
8/18/2016	S09 - Defiance	On Campus					X			
8/19/2016	S09 - Defiance	On Campus					\boxtimes			
8/25/2016	S09 - Defiance	On Campus					\boxtimes			
8/25/2016	S58 - Other Incident	On Campus					\boxtimes			
8/26/2016	S58 - Other Incident	On Campus					\boxtimes			
9/7/2016	S09 - Defiance	On Campus					\mathbf{X}			
9/8/2016	S58 - Other Incident	On Campus					\mathbf{X}			
9/9/2016	S58 - Other Incident	On Campus					\boxtimes			
9/13/2016	S58 - Other Incident	On Campus	X							
9/19/2016	S31 - Threat/Intimidation	Off Campus		X						
9/20/2016	S09 - Defiance	On Campus					\mathbf{X}			
9/23/2016	S09 - Defiance	On Campus					\mathbf{X}			
9/23/2016	S58 - Other Incident	On Campus					\boxtimes			
10/5/2016	S26 - Profanity/Vulgarity	On Campus					\mathbf{X}			
11/1/2016	S58 - Other Incident	On Campus					\boxtimes			
11/3/2016	S09 - Defiance	On Campus					\boxtimes			
11/4/2016	S58 - Other Incident	On Campus					\boxtimes			
11/8/2016	S58 - Other Incident	On Campus					\boxtimes			
11/9/2016	S09 - Defiance	On Campus					\boxtimes			
11/30/2016	S09 - Defiance	On Campus					\boxtimes			
12/2/2016	S20 - Harassment	On Campus	X							
12/13/2016	S58 - Other Incident	On Campus					\mathbf{X}			
12/14/2016	S09 - Defiance	On Campus					\mathbf{X}			
12/14/2016	S09 - Defiance	On Campus					\mathbf{X}			
12/15/2016	S17 - Fighting	In Transport	X							
12/15/2016	S22 - Inciting a Disturbance	In Transport	\mathbf{X}							
12/15/2016	S22 - Inciting a Disturbance	In Transport	X							
12/15/2016	S58 - Other Incident	On Campus					\mathbf{X}			
1/4/2017	S24 - Theft/Larceny	On Campus					\boxtimes			
1/13/2017	S09 - Defiance	On Campus					\boxtimes			
1/18/2017	S24 - Theft/Larceny	On Campus	X							
1/20/2017	S24 - Theft/Larceny	On Campus					\boxtimes			
1/27/2017	S09 - Defiance	On Campus					\boxtimes			
1/27/2017	S24 - Theft/Larceny	On Campus					\boxtimes			
2/7/2017	S58 - Other Incident	On Campus					\boxtimes			
2/14/2017	S58 - Other Incident	On Campus					\boxtimes			
2/24/2017	S58 - Other Incident	On Campus					\boxtimes			
2/24/2017	S58 - Other Incident	On Campus					\boxtimes			
2/24/2017	S58 - Other Incident	On Campus					\boxtimes			
2/27/2017	S20 - Harassment	On Campus					\boxtimes			

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0175 Weaver Elementary - Detail

W - Warning: Report to Law Enforcement and/or Explusion/Suspension recommended but not required.

Date	Infraction	Location	OSS	Alt School	Alt Setting	Expelled	Corporal	ISS	Report to Law	W
2/27/2017	S20 - Harassment	On Campus					\mathbf{X}			
2/28/2017	S20 - Harassment	On Campus					\boxtimes			
2/28/2017	S20 - Harassment	On Campus					\boxtimes			
3/2/2017	S58 - Other Incident	On Campus					\boxtimes			
3/6/2017	S58 - Other Incident	On Campus					\boxtimes			
3/6/2017	S58 - Other Incident	On Campus					\boxtimes			
3/9/2017	S09 - Defiance	In Transport					\boxtimes			
3/16/2017	S24 - Theft/Larceny	On Campus					\boxtimes			
3/22/2017	S09 - Defiance	On Campus					\boxtimes			
3/23/2017	S09 - Defiance	In Transport					\mathbf{X}			
4/13/2017	S09 - Defiance	On Campus					\mathbf{X}			
4/17/2017	S58 - Other Incident	On Campus					\boxtimes			
4/19/2017	S26 - Profanity/Vulgarity	On Campus					\mathbf{X}			
5/2/2017	S58 - Other Incident	In Transport					\boxtimes			
5/10/2017	S09 - Defiance	On Campus					X			
5/10/2017	S09 - Defiance	On Campus					\boxtimes			

0175 Weaver Elementary - Summary

Infraction	Incidents	OSS	Alt School	Alt Setting	Expelled	Corporal	ISS
S09 - Defiance	19	0	0	0	0	19	0
S17 - Fighting	1	1	0	0	0	0	0
S20 - Harassment	5	1	0	0	0	4	0
S22 - Inciting a Disturbance	2	2	0	0	0	0	0
S24 - Theft/Larceny	5	1	0	0	0	4	0
S26 - Profanity/Vulgarity	2	0	0	0	0	2	0
S31 - Threat/Intimidation	1	0	1	0	0	0	0
S58 - Other Incident	21	1	0	0	0	20	0
Total	56	6	1	0	0	49	0

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0180 Weaver High School - Detail

Date	Infraction	Location	OSS	Alt School	Alt Setting	Expelled	Corporal	ISS	Report to Law	W
8/19/2016	S31 - Threat/Intimidation	On Campus		X						
9/7/2016	S13 - Drugs, Possession	On Campus		X						X
9/13/2016	S52 - Knife, Possession	Off Campus		X						
9/28/2016	S31 - Threat/Intimidation	On Campus	\mathbf{X}							
9/28/2016	S31 - Threat/Intimidation	On Campus	X							
10/5/2016	S09 - Defiance	On Campus	\mathbf{X}							
10/5/2016	S58 - Other Incident	On Campus	\mathbf{X}							
10/14/2016	S09 - Defiance	On Campus	X							
10/14/2016	S26 - Profanity/Vulgarity	On Campus	\mathbf{X}							
10/14/2016	S30 - Sexual Offenses, Other	Off Campus		\mathbf{X}						
11/9/2016	S05 - Assault	On Campus	X							X
11/9/2016	S20 - Harassment	On Campus	\mathbf{X}							
11/17/2016	S24 - Theft/Larceny	On Campus	\mathbf{X}							
12/14/2016	S26 - Profanity/Vulgarity	On Campus			X					
12/15/2016	S58 - Other Incident	Off Campus		X						
1/4/2017	S26 - Profanity/Vulgarity	On Campus	\mathbf{X}							
1/25/2017	S26 - Profanity/Vulgarity	On Campus	X							
1/31/2017	S13 - Drugs, Possession	On Campus	\mathbf{X}							X
1/31/2017	S13 - Drugs, Possession	On Campus	X							X
2/9/2017	S17 - Fighting	On Campus	\mathbf{X}							
2/9/2017	S17 - Fighting	On Campus	\mathbf{X}							
2/28/2017	S17 - Fighting	On Campus	X							
3/1/2017	S17 - Fighting	On Campus	\mathbf{X}							
3/18/2017	S01 - Alcohol Possession	Off Campus, school sponsored event		X						\mathbf{X}
3/18/2017	S13 - Drugs, Possession	Off Campus, school sponsored event		X						\mathbf{X}
4/24/2017	S26 - Profanity/Vulgarity	On Campus	\mathbf{X}							
5/5/2017	S09 - Defiance	On Campus	X							
5/5/2017	S58 - Other Incident	On Campus	\mathbf{X}							

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0180 Weaver High School - Detail

W - Warning: Report to Law Enforcement and/or Explusion/Suspension recommended but not required.

Date	Infraction	Location	OSS	Alt School	Alt Setting	Expelled	Corporal	ISS	Report to Law	W
5/8/2017	S28 - Sexual Battery	Off Campus	\mathbf{X}							X

0180 Weaver High School - Summary

Infraction	Incidents	OSS	Alt School	Alt Setting	Expelled	Corporal	ISS
S01 - Alcohol Possession	1	0	1	0	0	0	0
S05 - Assault	1	1	0	0	0	0	0
S09 - Defiance	3	3	0	0	0	0	0
S13 - Drugs, Possession	4	2	2	0	0	0	0
S17 - Fighting	4	4	0	0	0	0	0
S20 - Harassment	1	1	0	0	0	0	0
S24 - Theft/Larceny	1	1	0	0	0	0	0
S26 - Profanity/Vulgarity	5	4	0	1	0	0	0
S28 - Sexual Battery	1	1	0	0	0	0	0
S30 - Sexual Offenses, Other	1	0	1	0	0	0	0
S31 - Threat/Intimidation	3	2	1	0	0	0	0
S52 - Knife, Possession	1	0	1	0	0	0	0
S58 - Other Incident	3	2	1	0	0	0	0
Total	29	21	7	1	0	0	0

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0205 Wellborn Elementary School - Detail

W - Warning: Report to Law Enforcement and/or Explusion/Suspension recommended but not required.

Date	Infraction	Location	OSS	Alt School	Alt Setting	Expelled	Corporal	ISS	Report to Law	W
8/17/2016	S09 - Defiance	On Campus					X			
8/24/2016	S09 - Defiance	On Campus					\mathbf{X}			
8/24/2016	S09 - Defiance	On Campus					\mathbf{X}			
8/24/2016	S17 - Fighting	On Campus	\mathbf{X}							
8/24/2016	S17 - Fighting	On Campus	X							
8/24/2016	S17 - Fighting	On Campus	\mathbf{X}							
8/24/2016	S17 - Fighting	On Campus	\mathbf{X}							
8/25/2016	S09 - Defiance	On Campus					\mathbf{X}			
8/25/2016	S09 - Defiance	On Campus					\mathbf{X}			
8/25/2016	S09 - Defiance	On Campus	\mathbf{X}							
8/26/2016	S05 - Assault	In Transport	X						\boxtimes	
8/26/2016	S09 - Defiance	On Campus					\mathbf{X}			
8/26/2016	S09 - Defiance	On Campus					\mathbf{X}			
8/26/2016	S09 - Defiance	On Campus					\boxtimes			
8/29/2016	S09 - Defiance	On Campus					\boxtimes			
8/29/2016	S09 - Defiance	On Campus					\mathbf{X}			
8/29/2016	S09 - Defiance	On Campus					\mathbf{X}			
8/30/2016	S26 - Profanity/Vulgarity	On Campus					\boxtimes			
9/1/2016	S09 - Defiance	On Campus					\mathbf{X}			
9/2/2016	S09 - Defiance	On Campus					\boxtimes			
9/2/2016	S09 - Defiance	On Campus					\mathbf{X}			
9/8/2016	S09 - Defiance	On Campus					\mathbf{X}			
9/8/2016	S13 - Drugs, Possession	On Campus			X					X
9/8/2016	S15 - Drugs, Use	On Campus			X					X
9/8/2016	S58 - Other Incident	On Campus					\mathbf{X}			
9/13/2016	S09 - Defiance	On Campus					\boxtimes			
9/15/2016	S30 - Sexual Offenses, Other	In Transport			X					
9/19/2016	S09 - Defiance	On Campus					\mathbf{X}			
9/21/2016	S09 - Defiance	On Campus					\boxtimes			
9/21/2016	S55 - Other/Unknown Weapon,Possession	On Campus					\boxtimes			
9/22/2016	S58 - Other Incident	On Campus					\mathbf{X}			
9/23/2016	S09 - Defiance	On Campus					\mathbf{X}			
9/27/2016	S09 - Defiance	On Campus	X							
9/27/2016	S58 - Other Incident	On Campus					\mathbf{X}			
9/27/2016	S58 - Other Incident	On Campus					X			
9/28/2016	S09 - Defiance	On Campus					\boxtimes			
9/30/2016	S09 - Defiance	On Campus					\mathbf{X}			
10/4/2016	S09 - Defiance	In Transport					X			
10/4/2016	S58 - Other Incident	On Campus					X			
10/6/2016	S09 - Defiance	On Campus					\mathbf{X}			
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0205 Wellborn Elementary School - Detail

W - Warning: Report to Law Enforcement and/or Explusion/Suspension recommended but not required.

Date	Infraction	Location	OSS	Alt School	Alt Setting	Expelled	Corporal	ISS	Report to Law	W
10/6/2016	S55 - Other/Unknown Weapon,Possession	On Campus	X							
10/7/2016	S26 - Profanity/Vulgarity	On Campus					\mathbf{X}			
10/11/2016	S58 - Other Incident	On Campus					\mathbf{X}			
10/12/2016	S09 - Defiance	On Campus					X			
10/12/2016	S58 - Other Incident	On Campus	\mathbf{X}							
10/14/2016	S26 - Profanity/Vulgarity	On Campus					X			
10/25/2016	S09 - Defiance	On Campus					X			
10/26/2016	S20 - Harassment	On Campus	\mathbf{X}							
0/27/2016	S58 - Other Incident	On Campus					\mathbf{X}			
11/4/2016	S09 - Defiance	On Campus					X			
11/4/2016	S26 - Profanity/Vulgarity	On Campus					\mathbf{X}			
11/9/2016	S09 - Defiance	On Campus					X			
11/15/2016	S09 - Defiance	On Campus					\mathbf{X}			
2/2/2016	S09 - Defiance	On Campus					\mathbf{X}			
2/6/2016	S09 - Defiance	On Campus					\mathbf{X}			
2/7/2016	S26 - Profanity/Vulgarity	On Campus					X			
2/8/2016	S09 - Defiance	On Campus					\mathbf{X}			
2/9/2016	S09 - Defiance	On Campus					\mathbf{X}			
2/9/2016	S09 - Defiance	On Campus					\mathbf{X}			
2/16/2016	S09 - Defiance	On Campus	\mathbf{X}							
/20/2017	S09 - Defiance	On Campus					X			
/20/2017	S20 - Harassment	On Campus	\mathbf{X}							
/24/2017	S09 - Defiance	On Campus					\mathbf{X}			
/25/2017	S09 - Defiance	On Campus					X			
/25/2017	S24 - Theft/Larceny	On Campus	\mathbf{X}							
/26/2017	S09 - Defiance	On Campus					\mathbf{X}			
/26/2017	S29 - Sexual Harassment	On Campus	X							X
/26/2017	S58 - Other Incident	On Campus	\mathbf{X}							
/26/2017	S58 - Other Incident	On Campus					\mathbf{X}			
/26/2017	S58 - Other Incident	On Campus					X			
/26/2017	S58 - Other Incident	On Campus					\mathbf{X}			
/26/2017	S58 - Other Incident	On Campus					\mathbf{X}			
/26/2017	S58 - Other Incident	On Campus	\mathbf{X}							
/31/2017	S09 - Defiance	On Campus					\mathbf{X}			
/31/2017	S09 - Defiance	On Campus					\mathbf{X}			
1/31/2017	S20 - Harassment	On Campus					\mathbf{X}			
1/31/2017	S58 - Other Incident	On Campus					\mathbf{X}			
2/3/2017	S09 - Defiance	On Campus					\mathbf{X}			
2/3/2017	S24 - Theft/Larceny	On Campus					\mathbf{X}			
2/7/2017	S09 - Defiance	On Campus	\boxtimes							

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0205 Wellborn Elementary School - Detail

Date	Infraction	Location	OSS	Alt School	Alt Setting	Expelled	Corporal	ISS	Report to Law	W
2/7/2017	S09 - Defiance	On Campus					X			
2/8/2017	S58 - Other Incident	On Campus	\mathbf{X}							
2/13/2017	S09 - Defiance	On Campus					\boxtimes			
2/23/2017	S13 - Drugs, Possession	On Campus			X					X
2/23/2017	S13 - Drugs, Possession	On Campus		\boxtimes						X
3/2/2017	S17 - Fighting	On Campus	\mathbf{X}							
3/2/2017	S17 - Fighting	On Campus	\mathbf{X}							
3/3/2017	S05 - Assault	On Campus	\mathbf{X}							X
3/8/2017	S26 - Profanity/Vulgarity	On Campus					\boxtimes			
3/10/2017	S09 - Defiance	On Campus					\boxtimes			
3/13/2017	S09 - Defiance	On Campus					\boxtimes			
3/15/2017	S26 - Profanity/Vulgarity	On Campus	\mathbf{X}							
3/15/2017	S26 - Profanity/Vulgarity	On Campus	\mathbf{X}							
3/16/2017	S09 - Defiance	On Campus					\boxtimes			
3/21/2017	S09 - Defiance	On Campus					\boxtimes			
3/21/2017	S09 - Defiance	On Campus	\mathbf{X}							
3/21/2017	S58 - Other Incident	On Campus					\boxtimes			
3/22/2017	S09 - Defiance	On Campus	\mathbf{X}							
3/23/2017	S09 - Defiance	On Campus					\boxtimes			
4/6/2017	S09 - Defiance	On Campus					\boxtimes			
4/11/2017	S26 - Profanity/Vulgarity	On Campus					\boxtimes			
4/13/2017	S09 - Defiance	On Campus					\boxtimes			
4/13/2017	S24 - Theft/Larceny	On Campus	\mathbf{X}							
4/14/2017	S09 - Defiance	On Campus					\boxtimes			
4/19/2017	S26 - Profanity/Vulgarity	On Campus					\boxtimes			
4/20/2017	S17 - Fighting	On Campus	\mathbf{X}							
4/20/2017	S17 - Fighting	On Campus	\mathbf{X}							
4/25/2017	S58 - Other Incident	On Campus					\boxtimes			
4/25/2017	S58 - Other Incident	On Campus	\mathbf{X}							
4/26/2017	S58 - Other Incident	On Campus					\boxtimes			
5/2/2017	S09 - Defiance	On Campus					\boxtimes			
5/3/2017	S09 - Defiance	On Campus					\boxtimes			
5/12/2017	S09 - Defiance	On Campus					\boxtimes			
5/12/2017	S09 - Defiance	On Campus					\boxtimes			

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0205 Wellborn Elementary School - Detail

W - Warning: Report to Law Enforcement and/or Explusion/Suspension recommended but not required.

Date	Infraction	Location	OSS	Alt School	Alt Setting	Expelled	Corporal	ISS	Report to Law	W
5/15/2017	S26 - Profanity/Vulgarity	On Campus					X			

0205 Wellborn Elementary School - Summary

Infraction	Incidents	OSS	Alt School	Alt Setting	Expelled	Corporal	ISS
S05 - Assault	2	2	0	0	0	0	0
S09 - Defiance	60	6	0	0	0	54	0
S13 - Drugs, Possession	2	0	1	2	0	0	0
S15 - Drugs, Use	1	0	0	1	0	0	0
S17 - Fighting	3	8	0	0	0	0	0
S20 - Harassment	3	2	0	0	0	1	0
S24 - Theft/Larceny	3	2	0	0	0	1	0
S26 - Profanity/Vulgarity	10	2	0	0	0	9	0
S29 - Sexual Harassment	1	1	0	0	0	0	0
S30 - Sexual Offenses, Other	1	0	0	1	0	0	0
S55 - Other/Unknown Weapon,Possession	2	1	0	0	0	1	0
S58 - Other Incident	16	5	0	0	0	15	0
Total	104	29	1	4	0	81	0

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0215 White Plains Elem School - Detail

W - Warning: Report to Law Enforcement and/or Explusion/Suspension recommended but not required.

Date	Infraction	Location	OSS	Alt School	Alt Setting	Expelled	Corporal	ISS	Report to Law	W
2/27/2017	S58 - Other Incident	On Campus					X			
4/3/2017	S09 - Defiance	On Campus					\mathbf{X}			
4/26/2017	S58 - Other Incident	On Campus	X							

0215 White Plains Elem School - Summary

Infraction	Incidents	OSS	Alt School	Alt Setting	Expelled	Corporal	ISS
S09 - Defiance	1	0	0	0	0	1	0
S58 - Other Incident	2	1	0	0	0	1	0
Total	3	1	0	0	0	2	0

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0210 White Plains High School - Detail

W - Warning: Report to Law Enforcement and/or Explusion/Suspension recommended but not required.

Date	Infraction	Location	OSS	Alt School	Alt Setting	Expelled	Corporal	ISS	Report to Law	W
9/7/2016	S05 - Assault	On Campus		X						X
9/19/2016	S26 - Profanity/Vulgarity	On Campus	X							
9/21/2016	S29 - Sexual Harassment	On Campus	\mathbf{X}							X
9/23/2016	S09 - Defiance	On Campus	X							
9/26/2016	S09 - Defiance	On Campus	X							
9/27/2016	S13 - Drugs, Possession	On Campus		\boxtimes					\mathbf{X}	
9/27/2016	S14 - Drugs, Sale	On Campus		\boxtimes					\mathbf{X}	
9/27/2016	S15 - Drugs, Use	On Campus		\mathbf{X}					\mathbf{X}	
9/27/2016	S15 - Drugs, Use	On Campus		\mathbf{X}					\mathbf{X}	
10/7/2016	S26 - Profanity/Vulgarity	On Campus	X							
10/7/2016	S36 - Unauthorized Absence	On Campus	X							
10/14/2016	S34 - Tobacco,Use	On Campus	X							
11/1/2016	S58 - Other Incident	On Campus	\mathbf{X}							
11/15/2016	S36 - Unauthorized Absence	On Campus	X							
11/16/2016	S20 - Harassment	On Campus	X							
11/16/2016	S20 - Harassment	On Campus	X							
11/17/2016	S36 - Unauthorized Absence	On Campus	X							
11/28/2016	S20 - Harassment	On Campus	X							
11/29/2016	S34 - Tobacco,Use	On Campus	X							
12/5/2016	S36 - Unauthorized Absence	On Campus	X							
1/5/2017	S31 - Threat/Intimidation	On Campus	X							
1/13/2017	S26 - Profanity/Vulgarity	On Campus	X							
1/24/2017	S09 - Defiance	On Campus	\mathbf{X}							
1/30/2017	S32 - Tobacco, Possession	On Campus	\mathbf{X}							
2/8/2017	S05 - Assault	On Campus	X						\boxtimes	
2/8/2017	S58 - Other Incident	On Campus	X							
2/9/2017	S58 - Other Incident	On Campus	X							
2/9/2017	S58 - Other Incident	On Campus	X							
2/16/2017	S31 - Threat/Intimidation	On Campus	X							
2/23/2017	S20 - Harassment	On Campus	X							
2/23/2017	S26 - Profanity/Vulgarity	On Campus	X							
2/27/2017	S26 - Profanity/Vulgarity	On Campus	X							
3/10/2017	S26 - Profanity/Vulgarity	On Campus	X							
3/14/2017	S17 - Fighting	On Campus	X							
3/15/2017	S58 - Other Incident	On Campus	X							
4/11/2017	S26 - Profanity/Vulgarity	On Campus	X							
4/18/2017	S09 - Defiance	On Campus	X							
4/21/2017	S36 - Unauthorized Absence	On Campus	X							
4/24/2017	S36 - Unauthorized Absence	On Campus	X							
4/26/2017	S05 - Assault	On Campus	X							\mathbf{X}

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0210 White Plains High School - Detail

W - Warning: Report to Law Enforcement and/or Explusion/Suspension recommended but not required.

Date	Infraction	Location	OSS	Alt School	Alt Setting	Expelled	Corporal	ISS	Report to Law	W
5/5/2017	S26 - Profanity/Vulgarity	On Campus	X							
5/11/2017	S09 - Defiance	On Campus	X							

0210 White Plains High School - Summary

Infraction	Incidents	OSS	Alt School	Alt Setting	Expelled	Corporal	ISS
S05 - Assault	3	2	1	0	0	0	0
S09 - Defiance	5	5	0	0	0	0	0
S13 - Drugs, Possession	1	0	1	0	0	0	0
S14 - Drugs, Sale	1	0	1	0	0	0	0
S15 - Drugs, Use	1	0	2	0	0	0	0
S17 - Fighting	1	1	0	0	0	0	0
S20 - Harassment	4	4	0	0	0	0	0
S26 - Profanity/Vulgarity	8	8	0	0	0	0	0
S29 - Sexual Harassment	1	1	0	0	0	0	0
S31 - Threat/Intimidation	2	2	0	0	0	0	0
S32 - Tobacco, Possession	1	1	0	0	0	0	0
S34 - Tobacco,Use	2	2	0	0	0	0	0
S36 - Unauthorized Absence	6	6	0	0	0	0	0
S58 - Other Incident	5	5	0	0	0	0	0
Total	41	37	5	0	0	0	0

SIR Report - Final

7/1/2016 - 6/12/2017

0220 White Plains Middle - Detail

Date	Infraction	Location	OSS	Alt School	Alt Setting	Expelled	Corporal	ISS	Report to Law	W
8/25/2016	S58 - Other Incident	On Campus					X			
9/6/2016	S29 - Sexual Harassment	On Campus		\mathbf{X}						X
9/8/2016	S58 - Other Incident	On Campus					\mathbf{X}			
9/14/2016	S58 - Other Incident	On Campus					X			
9/23/2016	S05 - Assault	In Transport	X							X
10/6/2016	S31 - Threat/Intimidation	In Transport	X							
10/10/2016	S58 - Other Incident	On Campus	X							
11/2/2016	S58 - Other Incident	On Campus	X							
11/8/2016	S24 - Theft/Larceny	On Campus	\mathbf{X}							
11/10/2016	S09 - Defiance	On Campus					\mathbf{X}			
11/10/2016	S20 - Harassment	On Campus					X			
12/5/2016	S26 - Profanity/Vulgarity	On Campus					X			
12/12/2016	S58 - Other Incident	On Campus					X			
12/12/2016	S58 - Other Incident	On Campus					X			
1/25/2017	S58 - Other Incident	On Campus					X			
2/1/2017	S31 - Threat/Intimidation	On Campus	\mathbf{X}							
2/2/2017	S58 - Other Incident	On Campus	X							
2/3/2017	S30 - Sexual Offenses, Other	On Campus	\mathbf{X}							
2/3/2017	S30 - Sexual Offenses, Other	On Campus	\mathbf{X}							
2/6/2017	S58 - Other Incident	On Campus					X			
2/6/2017	S58 - Other Incident	On Campus					X			
2/8/2017	S09 - Defiance	On Campus	X							
3/3/2017	S26 - Profanity/Vulgarity	On Campus					X			
4/10/2017	S05 - Assault	On Campus	\mathbf{X}							X
4/25/2017	S58 - Other Incident	In Transport					X			
4/25/2017	S58 - Other Incident	In Transport					X			
5/2/2017	S05 - Assault	On Campus	\mathbf{X}							X

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2016-2017

SIR Report - Final

7/1/2016 - 6/12/2017

0220 White Plains Middle - Detail

W - Warning: Report to Law Enforcement and/or Explusion/Suspension recommended but not required.

Date	Infraction	Location	OSS	Alt School	Alt Setting	Expelled	Corporal	ISS	Report to Law	W
5/11/2017	S58 - Other Incident	On Campus					\mathbf{X}			

0220 White Plains Middle - Summary

Infraction	Incidents	OSS	Alt School	Alt Setting	Expelled	Corporal	ISS
S05 - Assault	3	3	0	0	0	0	0
S09 - Defiance	2	1	0	0	0	1	0
S20 - Harassment	1	0	0	0	0	1	0
S24 - Theft/Larceny	1	1	0	0	0	0	0
S26 - Profanity/Vulgarity	2	0	0	0	0	2	0
S29 - Sexual Harassment	1	0	1	0	0	0	0
S30 - Sexual Offenses, Other	2	2	0	0	0	0	0
S31 - Threat/Intimidation	2	2	0	0	0	0	0
S58 - Other Incident	14	3	0	0	0	11	0
Total	28	12	1	0	0	15	0

Schools with No SIR Data

0029 CostCenter 0029

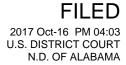


EXHIBIT N

Calhoun County Board of Education Annual Report To The Court October 2017

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Alexandria Elementary						
Infraction/Dispostion	2013-2014 Occurances	2014-2015 Occurences	2015-2016 Occurences	2016-2017 Occurances	Increase/Decrease	
00-Minor Bus Citation	7	9	27	2	-25	Green Cell = Discipline decreased from previous year
00L-Minor Bus Citation NS	167	145	106	69	-37	Yellow Cell = Discipline stayed the same from previous year
01A-Refusal To Follow Rules	0	1	6	0	-6	Red Cell = Discipline increased from previous year
01AL-Refusal To Follow Rules NS	0	3	10			
01D-Refusal To Follow Directions	0	1	4	1	-3	
01DL-Refusal To Follow Directions NS	0	4	8	4	-4	
03-Other Minor Violation	0	10	0	1	1	
03L-Other Minor Violation NS	5	5	2		2	
01-Failure To Complete Discipline	1	2	0			
02-Rebelliousness	64	16	48	12		
02L-Rebelliousness	53	30	32	12		
03-Stealing/Possess@\$10 Or Less	6	1	4			
03L-Stealing/Possess@\$10 Or Less NS	5	8	2		-1	
04 Dangerous Implement/Weapon	0	0	0		1	
07L-Unauthorized Absence/Skipping NS	1	0	2			
08-Excessive Distraction Of Other	4	0	5			
08L-Excessive Distraction of Other NS	3	8	16			
09-Bullying/Intimidation	2	5	2		2	
09L-Bullying/Intimidation NS	4	5	7		-3	
10-Scuffle	22	16	28	1	-27	
10L-Scuffle NS	27	22	24	16		
11-Profanity / Vulgarity	5	4	3		8	
11L-Profanity / Vulgarity NS	9	10	7			
12-False Info/Forgery/Dishonesty	5	10				
12L-False Info/Forgery/Dishonesty NS	3	0	3		-2	
14-Rude, Disrespectful Behavior	22	7	7			
14L-Rude, Disrespectful Behavior NS	37	44	16			
15-Inappropriate Display Of Affection	3	5	2		-1	
15L-Inappropriate Display Of Affection NS	0	4	0			
18 - Violation of Medication Policy	0		0		1	
24-Other Intermediate Violation	5	7	5		-	
24L-Other Intermediate Violation NS	11	21	13			
01-Stealing/Possess Stolen > \$10	3	1	13	0		
10-Threat To School Personnel	1	1	0		-1	
12-Harassment	0	1	1			
12-Fighting	3	0	4	3		
16-Fighting 18-Assault & Battery on Student	2	0	4	2		
20-Threat To Cause Serious Harm	3	1	1	2		
	0	0	0		1	
23 Other Major Violation	0	0	1	0		
04-Assault & Battery on Personnel	0	0	1		-1	
09 - Threat To Use Weapon	0	U	0	1		
fter School Detention	6	1	0	2	2	
xtra Work Assignment	1	0	2	4	2	
-School Detention	62	48	69	117	48	
ther List In Note	4	1	10	0		
arent Contact	9	10	6	3		
emoved From Bus	60	56	42			
aturday School	0	1	0			

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SIR 1 Suspended/Out of School	25	5	2	12	10	
SIR 2 Alternative Placement	0	0	0	1	1	
SIR 6 Alternative Placement (Sp. Ed)	0	0	0	1	1	
SIR 7 Corporal Punishment	126	60	65	47	-18	
SIR11 Suspended/In-School	0	22	0	0	0	
SIR13 Parent Notified	0	0	1	0	-1	
Student Conference	11	27	26	2	-24	
Time Out	86	97	114	26	-88	
Warning	104	85	62	2	-60	

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Alexandria High							
Infraction/Dispostion	2013-2014 Occurances	2014-2015 Occurences	2015-2016 Occurences	2016-2017 Occurences	Increase/Decrease		
00DR-1st/2nd Dress Code Violation	15	1	0	0	0		Green Cell = Discipline decreased from previous year
00DRL-1st/2nd Dress Code Violation NS	50	7	0	1	1		Yellow Cell = Discipline stayed the same from previous year
100-Minor Bus Citation	85	25	8	0	-8		Red Cell = Discipline increased from previous year
100L-Minor Bus Citation NS	11	50	10	7	-3		
101A-Refusal To Follow Rules	1	1	6	0	-6		
101AL-Refusal To Follow Rules NS	0	5	12	4	-8		
101D-Refusal To Follow Directions	1	5	2	0	-2		
101DL-Refusal To Follow Directions NS	0	1	4	2			
102 - Possession of Beeper/Phone NS	0	0	0	2	2		
103-Other Minor Violation	6	3	12	0	-12		
103L-Other Minor Violation NS	22	19	17	12	-5		
201-Failure To Complete Discipline	27	24	6	14	8		
201L-Failure To Complete Discipline NS	19	1	3	16	13		
202-Rebelliousness	24	26	9	7	-2		
202L-Rebelliousness	23	2	3	7	4		
203L-Stealing/Possession@\$10 or Less NS		0	0	3	3		
204-Dangerous Implement/Weapon	4	0	2		-2		
204L-Dangerous Implement/Weapon NS	0	0	0	3	3		
206-Unauthorized Use Of Radio, Etc.	15	2	0	0	0		
207-Unauthorized Absence/Skipping	12	21	20	12	-8		
207L-Unauthorized Absence/Skipping NS	38	1	4	12	8		
208-Excessive Distraction Of Other	4	23	4	7	3		
208L-Excessive Distraction of Other NS	26	4	3	4	1		
209-Bullying/Intimidation	30	17	7	3	-4		
209L-Bullying/Intimidation NS	9	2	2	5	3		
210-Scuffle	15	12	6	6	0		
210L-Scuffle NS	6	0	11	10	-1		
211-Profanity / Vulgarity	32	60	15	9	-1		
211L-Profanity / Vulgarity NS	14	3	15	13	-0		
212-False Info/Forgery/Dishonesty	7	8	4	4	-2		
212L-False Info/Forgery/Dishonesty NS	19	2	6	4	-2		
	2	2	0	4	-2		
213-Possession of Matches, Lighter	24	48	20	18	-2		
214-Rude, Disrespectful Behavior	37	48	10	25	-2		
214L-Rude, Disrespectful Behavior NS				25			
215-Inappropriate Display Of Affection	4	5	2	1	-1		
215L-Inappropriate Display Of Affection NS	16	0	1	2	1		
218L-Violation of Medication Policy NS	0	0	1	0	-1	-	
219-Violation Check-Out/Check-In	12	14	3	0	-3		
219L-Violation Check-Out/Check-In NS	1	1	3	7	4		
220-5th or Subsequent Tardy	6	26	35	0	-35		
220L-5th or Subsequent Tardy NS	48	12	61	18	-43		
221-4th or Subsequent Minor Violation	11	4	0	0	0		
222-2nd or Subsequent Dress Code	1	3	9	2			
222L-2nd or Subsequent Dress Code NS	6	0	3	1	-2		
223-Violate AUP/Internet Policy	26	12	2	4	2		
223L-Violate AUP/Internet Policy NS	10	6	3	4	1		
224-Other Intermediate Violation	7	8	4	0	-4		

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224L-Other Intermediate Violation NS	13	0	3	6	3	
301-Stealing/Possess Stolen > \$10	6	0	4	5	1	
305B-Student Disorder/Inciting	0	0	0	1	1	
306-Unwelcome Intimate Touching	4	3	1	3	2	
308-Profanity With Personnel	19	10	9	13	4	
310-Threat To School Personnel	6	1	0	2	2	
311-Object Resembling Firearm	0	1	0	0	0	
	0	3	1	1	0	
312-Harassment	3	5		0	-1	
313-Sexual Harassment		-	1	-	-	
315A-Tobacco, Possession	4	6	2	0	-2	
315C-Tobacco, Use	13	7	5	4	-1	
316-Fighting	30	27	6	12	6	
318-Assault & Battery on Student	4	2	8	4	-4	
319-Gang Related Writings	0	1	0	0	0	
320-Threat To Cause Serious Harm	0	4	3	3	0	
322-Pornography	0	0	2	0	-2	
323-Other Major Violation	2	12	9	1	-8	
401A-Drug Possession	1	4	1	1	0	
401B-Drug Sale	0	2	0	0	0	
401C-Drug Use	0	3	0	0	0	
402C-Alcohol Use	0	4	0	0	0	
404-Assault & Battery On Personnel	0	0	0	2	2	
408A-Deadly Weapon, Possession	1	0	1	0	-1	
408F-Deadly Knife, Use	0	1	0	0	0	
412-Forced Sexual Act	1	1	0	0	0	
413-Indecent Exposure	0	1	0	0	0	
414-Consensual Sexual Act	0	1	0	0	0	
Board Jurisdiction Offense	0	0	2	1	-1	
After School Detention	8	0	11	4	-7	
Board Jurisdiction - Alternative Placement	0	0	2	1	-1	
Extra Work Assignment	1	14	57	25	-32	
In-School Detention	484	191	134	155	21	
Other List In Note	13	8	1	0	-1	
Parent Contact	22	5	0	0	0	
Removed From Bus	33	33	9	12	3	
Saturday School	1	0	2	3	1	
SIR 1 Suspended/Out of School	145	77	32	39	7	
SIR 2 Alternative Placement	4	16	4	1	-3	
SIR 3 Expelled	1	0	0	0	0	
SIR 6 Alternative Placement (Spec Ed)	1	2	0	0	0	
SIR 7 Corporal Punishment	3	159	135	73	-62	
Student Conference	5	79	0	1	1	
Time Out	0	0	1	0	-1	
Warning	127	70	19	5	-14	

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Ohatchee Elementary							
Infraction/Dispostion	2013-2014 Occurances	2014-2015 Occurences	2015-2016 Occurences	2016-2017 Occurences	Increase/Decrease	se	
00DR-1st/2nd Dress Code Violation	0	1	3		-3		Green Cell = Discipline decreased from previous year
00DRL-1st/2nd Dress Code Violation NS	11	2	0	0	0		Yellow Cell = Discipline stayed the same from previous year
100-Minor Bus Citation	45	43			-37		Red Cell = Discipline increased from previous year
100L-Minor Bus Citation NS	81	113	116	58	-58		
101A-Refusal To Follow Rules	93	52			-9		
101AL-Refusal To Follow Rules NS	27	5			-7		
101D-Refusal To Follow Directions	32	19	10	4	-6		
101DL-Refusal To Follow Directions NS	2	4	9	2	-7		
103-Other Minor Violation	7	6	0	0	0		
103L-Other Minor Violation NS	16	16	0	1	1		
201-Failure To Complete Discipline	0	1	1	0	-1		
202-Rebelliousness	27	22	29	23	-6		
202L-Rebelliousness	3	1	3		1		
203-Stealing/Possess@\$10 Or Less	3	2			-5		
203L-Stealing/Possess@\$10 Or Less NS	0	0			-1		
204-Dangerous Implement/Weapon	0				-1		
206L-Unauthorized Use Of Radio, Etc. NS	8	11	0		0		
207L-Unauthorized Absence/Skipping NS	0		0		0		
208-Excessive Distraction Of Other	1	4	5		2		
208L-Excessive Distraction of Other NS	0	0			3		
209-Bullying/Intimidation	12	7			-7		
209L-Bullying/Intimidation NS	4	1	3		-1		
210-Scuffle	21	19			-17		
210L-Scuffle NS	0	0			-3		
211-Profanity / Vulgarity	15	18			-8		
211L-Profanity / Vulgarity NS	2		10		2		
212-False Info/Forgery/Dishonesty	5	2			-2		
212L-False Info/Forgery/Dishonesty NS	0				3		
214-Rude, Disrespectful Behavior	10	12			-30		
214L-Rude, Disrespectful Behavior NS	2	3			-30		
221-4th or Subsequent Minor Violation	0	0			-2		
224-Other Intermediate Violation	27	46			-6		
224L-Other Intermediate Violation NS	0				4		
301-Stealing/Possess Stolen > \$10	0		1		-1		
307- Fire Alarm	1				0		
313-Sexual Harassment	0				-2		
316-Fighting	0				-2		
320-Threat To Cause Serious Harm	0	0			1		
323-Other Major Violation	2				-1		
	2	0	I	0	-1		
After School Detention	0	0	3	6	3		
Board Jurisdiction - Alternative Placement	0				-1		
In-School Detention	25	40	77		-1		
Other List In Note	25	40			-22 -5		
Parent Contact	1	48			-5 -6		
Removed From Bus	5	48			-0 -12		
Removed From Bus	5	9	29	17	-12		

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Saturday School	0	5	0	1	1	
SIR 1 Suspended/Out of School	25	18	17	6	-11	
SIR 6 Alternative Placement (Spec Ed)	1	0	0	0	0	
SIR 7 Corporal Punishment	257	212	134	31	-103	
Student Conference	0	12	22	15	-7	·
Time Out	29	44	57	26	-31	
Warning	100	58	57	28	-29	

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Ohatchee High					
Infraction/Dispostion	2013-2014 Occurances 2014-2015 Occurence	s 2015-2016 Occurences	2016-2017 Occurences	Increase/Decrease	
00SRL-1st/2nd Dress Code Violation NS		0 0		1	
100-Minor Bus Citation	0	3 0	0	0	Green Cell = Discipline decreased from previous year
100L-Minor Bus Citation NS	0	0 2	0	-2	Yellow Cell = Discipline stayed the same from previous year
101A-Refusal To Follow Rules	1	0 1	0	-1	Red Cell = Discipline increased from previous year
101B-Whispering, Talking, Etc.	0	1 0	0	0	
101D-Refusal To Follow Directions	1	1 0	0	0	
102L-Possession Beeper/Phone NS	0	0 0	1	1	
103-Other Minor Violation	2	3 0	0	0	
201L-Failure To Complete Discipline NS	0	1 1	0	-1	
202-Rebelliousness	7	4 1	0	-1	
202L-Rebelliousness	0	0 1	2	1	
203-Stealing/Possess@\$10 Or Less	0	1 0	0	0	
203L-Stealing/Possess@\$10 Or Less NS	0	0 1	0	-1	
204L-Dangerous Implement/Weapon NS		0 1	0	-1	
207-Unauthorized Absence/Skipping		6 3	4	1	
207L-Unauthorized Absence/Skipping NS		0 33		16	
208-Excessive Distraction Of Other		8 9		-9	
208L-Excessive Distraction of Other NS		0 15		-10	
209-Bullying/Intimidation		8 0		0	
209L-Bullying/Intimidation NS		0 0		1	
210-Scuffle		3 0		3	
210L-Scuffle NS		0 21		-16	
211-Profanity / Vulgarity		0 12		-8	
211L-Profanity / Vulgarity NS		0 18		3	
212-False Info/Forgery/Dishonesty		2 0		0	
212L-False Info/Forgery/Dishonesty NS		0 2		1	
214-Rude, Disrespectful Behavior		2 5		-3	
214L-Rude, Disrespectful Behavior NS		1 19		-16	
215-Inappropriate Display Of Affection		5 1	0	-1	
215L-Inappropriate Display Of Affection NS		0 9		-1	
217L-Tresspassing NS		0 0		-8	
219-Violation Check-Out/Check-In		0 0		0	
220-5th or Subsequent Tardy		6 13		-13	
220L-5th or Subsequent Tardy NS				-84	
223L-Violate AUP/Internet Policy		0 0		2	
224-Other Intermediate Violation		8 2		-1	
224L-Other Intermediate Violation NS		0 19		-13	
301-Stealing/Possess Stolen > \$10		3 2		-1	
303-Vandalism / < \$200		3 0		0	
305B-Student Disorder / Inciting	•	1 0	-	0	
306-Unwelcome Intimate Touching	.	1 0		0	
307-Fire Alarm		0 0		1	
308-Profanity With Personnel		8 0		-6	
310-Threat To School Personnel	•	1 0		1	
312 Harassment		0 0		1	
315A-Tobacco, Possession	=	6 5		1	
315C-Tobacco, Use	9	0 9	20	11	

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316-Fighting	23	13	21	19	-2	
320-Threat To Cause Serious Harm	1	1	1	0	-1	
322-Pornography	1	1	1	0	-1	
323-Other Major Violation	4	2	0	2	2	
401A-Drug Possession	2	2	1	1	0	
401B-Drug Sale	0	0	0	1	1	
402A-Alcohol Possession	1	1	0	0	0	
402C-Alcohol Use	0	0	0	4	4	
413-Indecent Exposure	0	0	1	0	-1	
414-Consensual Sexual Act	2	0	0	0	0	
417A-Other Severe / Miscellaneous	2	0	4	2	-2	
Extra Work Assignment	2	0	1	0	-1	
In-School Detention	123	213	247	120	-127	
Other List In Note	0	0	1	0	-1	
Removed From Bus	0	1	0	0	0	
Saturday School	0	2	1	0	-1	
SIR 1 Suspended/Out of School	60	61	40	51	11	
SIR 2 Alternative Placement	5	4	6	7	1	
SIR 6 Alternative Placement (Spec Ed)	0	1	0	2	2	
SIR 7 Corporal Punishment	44	27	35	4	-31	
Student Conference	0	0	2	0	-2	

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Pleasant Valley Elementary							
Infraction/Dispostion	2013-2014 Occurances	2014-2015 Occurences	2015-2016 Occurences	2016-2017 Occurences	Increase/Decrea	ise	
100-Minor Bus Citation	33	8					Green Cell = Discipline decreased from previous year
100L-Minor Bus Citation NS	0	0	0	9	9		
101A-Refusal To Follow Rules	3	10					Yellow Cell = Discipline stayed the same from previous year
101D-Refusal To Follow Directions	0	4	0	0	0		Red Cell = Discipline increased from previous year
103-Other Minor Violation	3	2			-1		·····
201-Failure To Complete Discipline	6	2	1	0	-1		
202-Rebelliousness	87	13	2	1	-1		
203-Stealing/Possess@\$10 Or Less	6	1	4	0	-4		
204L-Dangerous Implement/Weapon NS	0	0	0	1	1		
207-Unauthorized Absence/Skipping	2	1	3	0	-3		
208-Excessive Distraction Of Other	10	1	5	0	-5		
209-Bullying/Intimidation	1	9	7	0	-7		
209L-Bullying/Intimidation	0	0			1		
210-Scuffle	18	1	0	9	9		
210L-Scuffle NS	0	0			10		
211-Profanity / Vulgarity	14	8	-		-1		
211L-Profanity/Vulgarity NS	0	0			6		
212-False Info/Forgery/Dishonesty	9	7			-5		
213-Possession of Matches/Lighter	0	0			1		
214-Rude, Disrespectful Behavior	63	19			-11		
215-Inappropriate Display Of Affection	1	10	0		0		
223L-Violate AUP/Internet Policy	0	0			1		
224-Other Intermediate Violation	11	3	-		-7		
224L-Other Intermediate Violation NS	0	0			5		
301-Stealing/Possess Stolen > \$10	1	3		0	-1		
305B-Student Disorder / Inciting	0	6	-	-	0		
310-Threat To School Personnel	0	2	-		0		
313-Sexual Harassment	0	2		0	-1		
315A-Tobacco, Possession	1	0			0		
316-Fighting	0	1	0		2		
318-Assault & Battery on Student	0	0	-		1		
320-Threat To Cause Serious Harm	3	1	0				
321-Communication Regarding Drugs	1	0			0		
322-Pornography	1	0					
323-Other Major Violation	0	0			1		
402C-Alcohol Use	0	0			1		
402C-Alcohol Ose 404-Assault & Battery on Personnel	0	0			-1		
404-Assault & Ballery of Personner 408D-Deadly Knife, Possession	0	0					
	1	0					
413-Indecent Exposure	0	3					
416-Gang Activity	0	3	0	U	0		
After School Detention	05						
After School Detention	25	8					
Extra Work Assignment	56	1	-		6		
In-School Detention	48	18			2		
Other List In Note	5	2			-10		
Parent Contact	2	52	25	17	-8		

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Removed From Bus	8	7	13	17	4	
Saturday School	0	4	4	0	-4	
SIR 1 Suspended/Out of School	29	10	3	2	-1	
SIR 2 Alternative Placement	0	2	1	1	0	
SIR 7 Corporal Punishment	60	45	25	19	-6	
Student Conference	1	17	7	9	2	
Time Out	35	10	0	15	15	
Warning	1	0	0	5	5	

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Pleasant Valley High						
Infraction/Dispostion	2013-2014 Occurances	2014-2015 Occurences	2015-2016 Occurences	2016-2017 Occurences	Increase/Decrea	<u>se</u>
00DR-1st/2nd Dress Code Violation	0	1	0	0	0	Green Cell = Discipline decreased from previous year
00DRL-1st/2nd Dress Code Violation NS	3	14	7	0	-7	Yellow Cell = Discipline stayed the same from previous
100-Minor Bus Citation	38	3	0	0	0	Red Cell = Discipline increased from previous year
101A-Refusal To Follow Rules	1	1	0	0	0	
101BL-Whispering, Talking, Etc. NS	0	0	1	0	-1	
101D-Refusal To Follow Directions	6	2	0	0	0	
101DL-Refusal To Follow Directions NS	2	2	0	0	0	
103-Other Minor Violation	3	5	0	0	0	
103L-Other Minor Violation NS	22	20	2	1	-1	
201L-Failure To Complete Discipline NS	0	0	0	2	2	
202-Rebelliousness	7	2	8	1	-7	
202L-Rebelliousness	7	5	9	2	-7	
204L-Dangerous Implement/Weapon NS	2	0	1	1	0	
207-Unauthorized Absence/Skipping	11	26	16	13	-3	
207L-Unauthorized Absence/Skipping NS	23	41	37	36	-1	
208-Excessive Distraction Of Other	6	7	4	0	-4	
208L-Excessive Distraction of Other NS	10	6	3	0	-3	
209-Bullying/Intimidation	0	3	1	0	-1	
209L-Bullying/Intimidation NS	1	9	1	1	0	
210-Scuffle	6	5	3	2	-1	
210L-Scuffle NS	10	11	4	5	1	
211-Profanity / Vulgarity	6	13	6	3	-3	
211L-Profanity / Vulgarity NS	15	20	13	4	-9	
212-False Info/Forgery/Dishonesty	3	1	0		1	
212L-False Info/Forgery/Dishonesty NS	1	2	1	3	2	
213L-Possession Of Matches, Lighter NS	4	0			-2	
214-Rude, Disrespectful Behavior	10	9	6	7	1	
214L-Rude, Disrespectful Behavior NS	13	15	24	12	-12	
215-Inappropriate Display Of Affection	1	3			-3	
215L-Inappropriate Display Of Affection NS	3	6	0	5	5	
217L-Trespassing NS	0	0	1	0	-1	
218-Violation of Medication Policy	0	1	1	1	0	
218L-Violation of Medication Policy NS	0	1	0	0	0	
220-5th or Subsequent Tardy	50	14	0	0	0	
220L-5th or Subsequent Tardy NS	51	18	2	2	0	
221-4th or Subsequent Minor Violation	1	1	0		0	
223L-Violate AUP/Internet Policy NS	1	0			-1	
224-Other Intermediate Violation	19	14		6	-2	
224L-Other Intermediate Violation NS	27	12		8	-4	
301-Stealing/Possess Stolen > \$10	3	3			1	
303-Vandalism / < \$200	1	0			2	
306-Unwelcome Intimate Touching	2	1			0	
308-Profanity With Personnel	11	6			-3	
310-Threat To School Personnel	2	1			-2	
312-Harassment	0	0			1	
314A-Altering Official Docs/Computer	0	0			5	
315A-Tobacco, Possession	8	4			0	

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	9	1	4	3	
7	6	5	2	-3	
3	5	5	8	3	
0	0	1	0	-1	
1	1	0	1	1	
2	0	1	0	-1	
8	3	2	2	0	
2	1	2	3	1	
2	1	0	0	0	
1	0	0	0	0	
2	0	0	0	0	
0	1	0	0	0	
1	2	0	1	1	
0	1	0	1	1	
1	0	0	1	1	
0	0	0	1	1	
0	0	0	1	1	
0	0	1	0	-1	
4	0	0	0	0	
0	3	6	0	-6	
165	160	117	107	-10	
6	2	9	12	3	
2	5	2	0	-2	
4	0	1	0	-1	
	2	4	1	-3	
70	27	18	9	-9	
11	9	7	6	-1	
2	0	0	0	0	
89	83	49	32	-17	
12	15	8	6	-2	
0	1	1	0	-1	
68	36	6	5	-1	
	0 1 2 8 2 2 1 2 0 1 2 0 1 0 1 0 1 0 0 1 0 0 1 0 0 1 0 0 1 0 0 1 0 0 1 0 0 1 0 0 1 0 0 1 0 0 1 0 0 1 0 0 1 0 0 1 0 0 1 0 0 0 1 0 0 0 1 0 0 0 0 0 0 0 0 0 0 0 0 0	7 6 3 5 0 0 1 1 2 0 8 3 2 1 2 1 2 1 2 0 0 1 1 0 2 0 0 1 1 2 0 1 1 0 0 1 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 3 165 160 6 2 2 5 4 0 2 5 4 0 2 2 70 27 11 9 2 0 89 83 12 15 0	7 6 5 3 5 5 0 0 1 1 1 0 2 0 1 8 3 2 2 1 2 2 1 0 1 0 0 2 1 0 2 1 0 1 0 0 0 1 0 0 1 0 0 1 0 0 1 0 0 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1 0 0 1 0 1 1 1 1 1 1 1 1 2 4 1 1 1 1 1 1	765355001110201212322212323210100100100120100101010101001100101001001001001001001001010101010110110110110110111	7 6 5 2 3 3 5 5 8 3 0 0 1 0 1 1 1 0 1 1 2 0 1 0 1 8 3 2 2 0 2 1 0 0 0 1 0 0 0 0 1 0 0 0 0 1 0 0 0 0 1 1 0 0 0 0 1 1 0 0 1 1 1 0 0 1 1 1 1 0 0 1 1 1 1 0 0 1 1 1 1 0 0 1 1 1 1 0 1 0 1 1 3 1 1 0 1 1 3 3

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Saks Elementary							
Infraction/Dispostion	2013-2014 Occurances	2014-2015 Occurences	2015-2016 Occurences	2016-2017 Occurences	Increase/Decrea	ise	
100-Minor Bus Citation	77	47	10				Green Cell = Discipline decreased from previous year
100L-Minor Bus Citation NS	2	0			-25		Yellow Cell = Discipline stayed the same from previous year
101A-Refusal To Follow Rules	1	1					Red Cell = Discipline increased from previous year
101AL-Refusal To Follow Rules NS	1	0	1	1	0		
101D-Refusal To Follow Directions	1	0					
103-Other Minor Violation	1	0	0	0	0		
201-Failure To Complete Discipline	6	0	1	0	-1		
201L-Failure To Complete Discipline NS	0	9	4	0	-4		
202-Rebelliousness	39	35	18	10	-8		
202L-Rebelliousness	5	3			-13		
203-Stealing/Possess@\$10 Or Less	14	2	6	0	-6		
203L-Stealing/Possess@\$10 Or Less NS	1	0	1	3	2		
207-Unauthorized Absence/Skipping	3	0	0	0			
207L-Unauthorized Absence/Skipping NS	0	0					
208-Excessive Distraction Of Other	9	3	2	0	-2		
208L-Excessive Distraction of Other NS	1	1	2	1	-1		
209-Bullying/Intimidation	5	0	2	1	-1		
209L-Bullying/Intimidation NS	1	1	1	0	-1		
210-Scuffle	28	14	9	5	-4		
210L-Scuffle NS	5	2	23	19	-4		
211-Profanity / Vulgarity	8	9			-2		
211L-Profanity / Vulgarity NS	1	1	3	2	-1		
212-False Info/Forgery/Dishonesty	3	0	0	0	0		
214-Rude, Disrespectful Behavior	78	60	20		-		
214L-Rude, Disrespectful Behavior NS	3	4	21				
215-Inappropriate Display Of Affection	0	1	0				
224-Other Intermediate Violation	11	9	0	6	6		
224L-Other Intermediate Violation NS	3	2	6	8	2		
301-Stealing/Possess Stolen > \$10	1	1	0				
303-Vandalism / < \$200	3	1	0	0	0		
306-Unwelcome Intimate Touching	0	0	0	1	1		
310-Threat To School Personnel	0	0	0	1	1		
313-Sexual Harassment	0	0	0	1	1		
320-Threat To Cause Serious Harm	0	3	1	1	0		
417A-Other Severe / Miscellaneous	1	0	0	0	0		
After School Detention	0	0	0	2	2		
Extra Work Assignment	0	0	1		-1		
In-School Detention	83	83	75	69	-6		
Other List In Note	47	13	37				
Parent Contact	6	26					
Removed From Bus	24	18	27				
Saturday School	0	1	0		4		
SIR 1 Suspended/Out of School	19	0			-		
SIR 7 Corporal Punishment	126	76					
Student Conference	0	2					

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Time Out	0	3	7	7	0	D
Warning	3	2	1	0	-1	1

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Saks Middle						
Infraction/Dispostion	2013-2014 Occurances	2014-2015 Occurences	2015-2016 Occurences	2016-2017 Occurences	Increase/Decrease	
00DR-1st/2nd Dress Code Violation	1	2	0	0	0	Green Cell = Discipline decreased from previous year
100-Minor Bus Citation	35	41	51	5	-46	Yellow Cell = Discipline stayed the same from previous yea
100L-Minor Bus Citation NS	0	C	1	15	14	Red Cell = Discipline increased from previous year
101AL-Refusal to Follow Rules NS	0	C	0	1	1	
102L-Possess Beeper/Phone NS	0	C	0	2	2	
103-Other Minor Violation	11	5	0	0	0	
201-Failure To Complete Discipline	12	11	3	0	-3	
201L-Failure To Complete Discipline NS	0	C	0	3	3	
202-Rebelliousness	19	2	8	0	-8	
202L-Rebelliousness NS	0	(0	3	3	
203-Stealing/Possess@\$10 Or Less	6	2	2	0	-2	
203L-Stealing/Possess@\$10 Or Less NS	0	(0	3	3	
204-Dangerous Implement/Weapon	0	(1	0	-1	
204L-Dangerous Implement/Weapon NS	0	(0	1	1	
206-Unauthorized Use Of Radio, Etc.	6	(0	0	0	
207-Unauthorized Absence/Skipping	1	2	4	0	-4	
207L-Unauthorized Absence/Skipping NS	0	C	1	1	0	
208-Excessive Distraction Of Other	0	(33	1	-32	
208L-Excessive Distraction Of Other NS	0	(0	9	9	
209-Bullying/Intimidation	0	3	7	0	-7	
209L-Bullying/Intimidation NS	0	(0	1	1	
210-Scuffle	13	22	20	2	-18	
210L-Scuffle NS	0	(12	
211-Profanity / Vulgarity	20	12		1	-11	
211L-Profanity / Vulgarity NS	0	C			24	
212-False Info/Forgery/Dishonesty	5	(-1	
212L-False Info/Forgery/Dishonesty NS	0	C	1		0	
214-Rude, Disrespectful Behavior	16	17			-4	
214L-Rude, Disrespectful Behavior NS	0	(14	
215-Inappropriate Display Of Affection	2	(-3	
215L-Inappropriate Display Of Affection NS	0	(1	
217-Trespassing	0	(-	-6	
217L-Trespassing NS	0	(1	
223-Violate AUP/Internet Policy	1	(-		0	
224-Other Intermediate Violation	0	(-	-	-7	
224L-Other Intermediate Violation NS	0	(3	
301-Stealing/Possess Stolen > \$10	2	1	1	-	1	
305B-Student Disorder / Inciting	0	(•	-	-3	
306-Unwelcome Intimate Touching	0	(-		-0	
308-Profanity With Personnel	1		•	•	0	
•	0	1	0		0	
310-Threat To School Personnel	0	(-	-	-1	
311-Object Resembling Firearm	0			•	-1	
312-Harassment	2				-1	
313-Sexual Harassment		1		-		
315A-Tobacco, Possession	0		5		-5 -6	
316-Fighting 318-Assault & Battery on Student	10	4			-6	

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320-Threat To Cause Serious Harn	0	0	0	2	2	
401A-Drug Possession	0	0	1	0	-1	
404-Assault & Battery On Personnel	0	0	0	1	1	
406-Criminal Mischief / > \$200	0	0	3	0	-3	
408A-Deadly Weapon, Possession	0	0	1	0	-1	
413-Indecent Exposure	0	0	1	0	-1	
414-Consensual Sexual Act	2	0	0	0	0	
In-School Detention	89	73	92	89	-3	
Other List In Note	1	0	1	4	3	
Parent Contact	0	0	1	0	-1	
Removed From Bus	17	9	23	7	-16	
Saturday School	0	0	11	0	-11	
SIR 1 Suspended/Out of School	26	6	14	8	-6	
SIR 2 Alternative Placement	1	0	5	1	-4	
SIR 7 Corporal Punishment	2	0	23	6	-17	
Student Conference	0	183	0	0	0	
Warning	33	35	34	11	-23	

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Saks High						
Infraction/Dispostion	2013-2014 Occurances 201	4-2015 Occurences	2015-2016 Occurences	2016-2017 Occurences	Increase/Decrease	
00DR-1st/2nd Dress Code Violation	1	1	0	0	0	Green Cell = Discipline decreased from previous year
00DRL-1st/2nd Dress Code Violation NS	47	17	19	12	-7	Yellow Cell = Discipline stayed the same from previous yea
100-Minor Bus Citation	1	2	2 0	8	8	Red Cell = Discipline increased from previous year
100L-Minor Bus Citation NS	35	39	21	9	-12	
101AL-Refusal To Follow Rules NS	0	C	0	3	3	
101BL-Whispering, Talking, Etc. NS	0	1	0	0	0	
101DL-Refusal To Follow Directions NS	11	3	3	3	0	
102L-Poseession Beeper/Phone NS	0	C	0	5	5	
103-Other Minor Violation	1	C) 1	0	-1	
103L-Other Minor Violation NS	35	13	5	2	-3	
201L-Failure To Complete Discipline NS	23	ç	2	13	11	
202-Rebelliousness	17	12	! 1	0	-1	
202L-Rebelliousness	29	12	. 8	7	-1	
203L-Stealing/Possess@\$10 Or Less NS	1	1	0	0	0	
206L-Unauthorized Use Of Radio, Etc. NS	4	() 1	5	4	
207-Unauthorized Absence/Skipping	3	3	0	0	0	
207L-Unauthorized Absence/Skipping NS	30	27	24	24	0	
208-Excessive Distraction Of Other	4	1	3	0	-3	
208L-Excessive Distraction of Other NS	18	11	5	7	2	
209-Bullying/Intimidation	0	(0	1	1	
209L-Bullying/Intimidation NS	5	4	2	0	-2	
210L-Scuffle NS	5	ç	5	3	-2	
211-Profanity / Vulgarity	12	31	9	5	-4	
211L-Profanity / Vulgarity NS	19	26			9	
212L-False Info/Forgery/Dishonesty NS	2	12			2	
213-Possession of Matches, Lighter	1	C				
213L-Possession Of Matches, Lighter NS	1	C				
214-Rude, Disrespectful Behavior	12	6	; 4	1	-3	
214L-Rude, Disrespectful Behavior NS	17	12			20	
215-Inappropriate Display Of Affection	1	1			1	
215L-Inappropriate Display Of Affection NS	2	2	2	3	1	
217L-Trespassing NS	0					
219L-Violation Check-Out/Check-In NS	3	10			-3	
220L-5th or Subsequent Tardy NS	42	84			27	
221L-4th or Subsequent Minor Violation NS	0	(1	
222L-2nd or Subsequent Dress Code NS	12	3			-4	
223L-Violate AUP/Internet Policy NS	1	5		-	-2	
224-Other Intermediate Violation	1	5			-2	
224L-Other Intermediate Violation NS	8	3			0	
301-Stealing/Possess Stolen > \$10	6	(-1	
303-Vandalism / < \$200	0				0	
305B-Student Disorder / Inciting	2	2				
306-Unwelcome Intimate Touching	2	2				
308-Profanity With Personnel	3					
310-Threat To School Personnel	2	2			4	
313-Sexual Harassment	0	1			0	
315A-Tobacco, Possession	0	(

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315C-Tobacco, Use	1	0	5	1	-4	
316-Fighting	14	18	2	8	6	
318-Assault & Battery on Student	1	1	3	2	-1	
319-Gang Related Writings	1	0	0	1	1	
320-Threat To Cause Serious Harm	3	2	0	2	2	
323-Other Major Violation	2	3	0	0	0	
401A-Drug Possession	2	0	1	0	-1	
404-Assault & Battery On Personnel	0	0	0	1	1	
408D-Deadly Knife, Possession	0	0	0	1	1	
414-Consensual Sexual Act	0	0	2	0	-2	
416-Gang Activity	0	0	0	2	2	
417A-Other Severe / Miscellaneous	1	2	0	0	0	
After School Detention	31	15	8	4	-4	
Extra Work Assignment	30	7	1	0	-1	
In-School Detention	201	232	121	140	19	
Other List In Note	0	1	1	1	0	
Parent Contact	6	6	13	4	-9	
Removed From Bus	19	24	13	12	-1	
Saturday School	0	9	7	52	45	
SIR 1 Suspended/Out of School	53	40	13	22	9	
SIR 2 Alternative Placement	5	4	4	4	0	
SIR 6 Alternative Placement (Spec Ed)	0	2	0	0	0	
SIR 7 Corporal Punishment	43	46	19	7	-12	
Student Conference	3	2	1	11	10	
Warning	52	25	22	11	-11	

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Weaver Elementary							
Infraction/Dispostion	2013-2014 Occurances	2014-2015 Occurences	2015-2016 Occurences	2016-2017 Occurences	Increase/Decrease		
00DRL-1st/2nd Dress Code Violation NS	0	0	1	0	-1	Green Cell = Discipline decreased from prev	vious year
100-Minor Bus Citation	27	1	0	6	6	Yellow Cell = Discipline stayed the same fro	m previous year
100L-Minor Bus Citation NS	43	63	28	1	-27	Red Cell = Discipline increased from previou	us year
101A-Refusal To Follow Rules	0	3	0	0	0		
101AL-Refusal To Follow Rules NS	0	8	1	0	-1		
101D-Refusal To Follow Directions	6	4	0	0	0		
101DL-Refusal To Follow Directions NS	4	7	5	0	-5		
103L-Other Minor Violation NS	0	1	1	0	-1		
201-Failure To Complete Discipline	0	1	0	0	0		
202-Rebelliousness	10	3	2	4	2		
202L-Rebelliousness	4	7	2	0	-2		
203-Stealing/Possess@\$10 Or Less	7	3	0	10	10		
203L-Stealing/Possess@\$10 Or Less NS	5	5	6	0	-6		
204-Dangerous Implement/Weapon	3						
207-Unauthorized Absence/Skipping	2						
208-Excessive Distraction Of Other	3		9	16	7		
208L-Excessive Distraction of Other NS	1		8				
209-Bullying/Intimidation	3						
209L-Bullying/Intimidation NS	3				-1		
210-Scuffle	28						
210L-Scuffle NS	16						
211-Profanity / Vulgarity	15						
211L-Profanity / Vulgarity NS	4	5					
212-False Info/Forgery/Dishonesty	0						
212L-False Info/Forgery/Dishonesty NS	1	3					
213L-Possession Of Matches, Lighter NS	0						
214-Rude, Disrespectful Behavior	16				-		
214-Rude, Disrespectful Behavior NS	9						
215-Inappropriate Display Of Affection	4	2					
215L-Inappropriate Display Of Affection NS	0						
2112-1112 2112-1112 21212-1112 2122 21212	0		0				
223-Violate AUP/Internet Policy	0				1		
224-Other Intermediate Violation	2						
	3						
224L-Other Intermediate Violation NS	2						
301-Stealing/Possess Stolen > \$10							
305B-Student Disorder/Inciting	0						
308-Profanity With Personnel	1						
310-Threat To School Personnel	2						
312-Harassment	0		0		•		
313-Sexual Harassment	1						
316-Fighting	4						
320-Threat To Cause Serious Harm	17						
323-Other Major Violation	0						
409-Threat To Use Weapon	0	2	0	1	1		
After School Detention	0	0	4	0	-4		

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Extra Work Assignment	0	4	0	0	0	
In-School Detention	62	52	48	50	2	
Other List In Note	0	1	0	13	13	
Parent Contact	10	3	4	17	13	
Removed From Bus	29	39	6	8	2	
Saturday School	0	1	5	4	-1	
SIR 1 Suspended/Out of School	34	9	6	6	0	
SIR 2 Alternative Placement	0	0	0	1	1	
SIR 7 Corporal Punishment	52	46	34	49	15	
Student Conference	1	18	9	0	-9	
Time Out	11	13	29	8	-21	
Warning	44	14	18	0	-18	

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Weaver High						
Infraction/Dispostion	2013-2014 Occurances	2014-2015 Occurences	2015-2016 Occurences	2016-2017 Occurences	Increase/Decrea	<u>se</u>
00DR-1st/2nd Dress Code Violation	7	4	0	0	0	Green Cell = Discipline decreased from previous year
00DRL-1st/2nd Dress Code Violation NS	0	4	1	0	-1	Yellow Cell = Discipline stayed the same from previous
100L-Minor Bus Citation NS	5	0	2	0	-2	Red Cell = Discipline increased from previous year
101A-Refusal To Follow Rules	0	1	0	0	0	
101AL-Refusal To Follow Rules NS	4	0	14	0	-14	
101BL-Whispering, Talking, Etc. NS	0	2	4	0	-4	
101DL-Refusal To Follow Directions NS	2	4	8	0	-8	
102-Possess Beeper/Phone, Etc.	0	0	0	1	1	
103-Other Minor Violation	0	2	1	2	1	
103L-Other Minor Violation NS	7	11	112	0	-112	
201-Failure To Complete Discipline	0	3	1	0	-1	
201L-Failure To Complete Discipline NS	0	3	2	0	-2	
202-Rebelliousness	8	39	2	23	21	
202L-Rebelliousness	13	49	52	0	-52	
203-Stealing/Possess@\$10 Or Less	0	1	0	0	0	
203L-Stealing/Possess@\$10 Or Less NS	0	1	0	0	0	
204-Dangerous Implement/Weapon	0	3	0	0	0	
204L-Dangerous Implement/Weapon NS	2	1	4	0	-4	
206-Unauthorized Use Of Radio, Etc.	1	3	0	0	0	
206L-Unauthorized Use Of Radio, Etc. NS	6	1	0	0	0	
207-Unauthorized Absence/Skipping	35	25	2	85	83	
207L-Unauthorized Absence/Skipping NS	52	58	113	5	-108	
208-Excessive Distraction Of Other	7	29	2	29	27	
208L-Excessive Distraction of Other NS	13	44	48	1	-47	
209-Bullying/Intimidation	2	3	1	8	7	
209L-Bullying/Intimidation NS	6	6	7	2	-5	
210-Scuffle	4	10	2	8	6	
210L-Scuffle NS	17	6	31	0	-31	
211-Profanity / Vulgarity	16	29	3	29	26	
211L-Profanity / Vulgarity NS	9	29	53	0	-53	
212-False Info/Forgery/Dishonesty	0	7	0	3	3	
212L-False Info/Forgery/Dishonesty NS	2	7	6	0	-6	
214-Rude, Disrespectful Behavior	29	18	4	17	13	
214L-Rude, Disrespectful Behavior NS	43	28	22	2	-20	
215-Inappropriate Display Of Affection	0	3	1	2	1	
215L-Inappropriate Display Of Affection NS	2	3	1	0	-1	
217-Trespassing	1	0	0	2	2	
218-Violation of Medication Policy	0	0	0	1	1	
218L-Violation of Medication Policy NS	0	0	1	0	-1	
220-5th or Subsequent Tardy	4	4	5	2	-3	
220L-5th or Subsequent Tardy NS	2	7	38	0	-38	
221-4th or Subsequent Minor BViolation	0	0	0	6	6	
222-2nd or Subsequent Dress Code	1	1	0	0	0	
222L-2nd or Subsequent Dress Code NS	0	4	1	0	-1	
223-Violate AUP/Internet Policy	0	0	0	4	4	
223L-Violate AUP/Internet Policy NS	2	2	5	0	-5	
224-Other Intermediate Violation	5	9	0	2	2	

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224L-Other Intermediate Violation NS	9	11	22	1	-21	
301-Stealing/Possess Stolen > \$10	4	4	3	3	0	
303-Vandalism / < \$200	0	4	1	2	1	
305A-Student Disorder (5 Or More)	0	0	1	0	-1	
306-Unwelcome Intimate Touching	1	4	1	0	-1	
308-Profanity With Personnel	4	3	2	2	0	
310-Threat To School Personnel	3	0	2	0	-2	
312-Harassment	2	1	0	1	1	
315A-Tobacco, Possession	5	2	5	4	-1	
315C-Tobacco, Use	3	5	1	4	-1	
B16-Fighting	12	15	8	13	5	
	8	3	26		-21	
318-Assault & Battery on Student	2	0	26	5	-21	
320-Threat To Cause Serious Harm				6		
322-Pornography	1	0	1	0	-1	
323-Other Major Violation	1	1	1	1	0	
101A-Drug Possession	2	9	3	4	1	
01C-Drug Use	3	0	1	0	-1	
02A-Alcohol Possession	0	1	1	1	0	
02C-Alcohol Use	0	1	0	0	0	
403-Arson	1	0	0	0	0	
08A-Deadly Weapon, Possession	0	0	1	0	-1	
08D-Deadly Knife Possession	0	0	0	1	1	
09-Threat To Use Weapon	0	0	1	0	-1	
12-Forced Sexual Act	0	0	0	1	1	
13-Indecent Exposure	0	0	0	1	1	
14-Consensual Sexual Act	2	2	2	0	-2	
16-Gang Activity	0	0	2	0	-2	
17A-Other Severe / Miscellaneous	0	1	0	1	1	
After School Detention	0	0	210	114	-96	
Before School Detention	0	0	0	9	9	
Extra Work Assignment	4	40	0	0	0	
n-School Detention	170	259	214	119	-95	
Other List In Note	1	0	15	0	-15	
Parent Contact	0	1	1	0	-1	
Removed From Bus	8	14	5	2	-3	
Saturday School	0	1	22	8	-14	
SIR 1 Suspended/Out of School	50	21	23	21	-2	
SIR 2 Alternative Placement	10	17	6	7	1	
SIR 6 Alternative Placement (Spec Ed)	0	0	1	. 1	0	
SIR 7 Corporal Punishment	105	170	7	0	-7	
Student Conference	0	0	1	0	-1	
Warning	22	9	133	3	-130	

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Wellborn Elementary							
Infraction/Dispostion	2013-2014 Occurances	2014-2015 Occurences	2015-2016 Occurences	2016-2017 Occurences	Increase/Decrea	se	
100-Minor Bus Citation	9	11	0		1		Green Cell = Discipline decreased from previous year
100L-Minor Bus Citation NS	78	40	5	10	5		Yellow Cell = Discipline stayed the same from previous year
101A-Refusal to Follow Rules	0	0	0		1		
101AL-Refusal To Follow Rules NS	1	0	1	1	0		Red Cell = Discipline increased from previous year
101D-Refusal To Follow Directions	0	1	2	1	-1		···· ···· ····························
101DL-Refusal To Follow Directions NS	0	0	1		-1		
103-Other Minor Violation	3	3	0	0	0		
103L-Other Minor Violation NS	3	0	1	0	-1		
201-Failure To Complete Discipline	0	1	0	1	1		
202-Rebelliousness	38	37	2	11	9		
202L-Rebelliousness	20	6	4		-4		
203-Stealing/Possess@\$10 Or Less	0	2	3	-	-1		
203L-Stealing/Possess@\$10 Or Less NS	2	1	0		1		
204-Dangerous Implement/Weapon	0	2			1		
206L-Unauthorized Use Of Radio, Etc. NS	1	0	1		-1		
207-Unauthorized Absence/Skipping	0		0	-	1		
207L-Unauthorized Absence/Skipping NS	3	1	1		-1		
208-Excessive Distraction Of Other	13	11	5	-	-1		
208L-Excessive Distraction of Other NS	3	2	1		-1		
209-Bullying/Intimidation	3	12	4		-1		
209-Bullying/Intimidation NS	0	2	4		-1		
209L-Builying/mumidation NS 210-Scuffle	14	8	14	-	1		
210L-Scuffle NS	4	1	4		-3		
210L-Scume NS 211-Profanity / Vulgarity	25	15	4		-3		
		2	5				
211L-Profanity / Vulgarity NS	4	6	4		-4		
212-False Info/Forgery/Dishonesty	0	1	2	-	-4		
212L-False Info/Forgery/Dishonesty NS		•	0		0		
213-Possession of Matches, Lighter	0	1		-			
214-Rude, Disrespectful Behavior	108	125	60		-7 -23		
214L-Rude, Disrespectful Behavior NS			30				
215-Inappropriate Display Of Affection	0	1	0		-1		
215L-Inappropriate Display Of Affection NS	0		-	-			
218-Violation of Medication Policy	2	2	0		0		
218L-Violation of Medication Policy NS	0	1	0	-	0		
223-Violate AUP/Internet Policy	0	2	1	0	-1		
223L-Violate AUP/Internet Policy NS	0	1	0	-	0		
224-Other Intermediate Violation	3	7	6		-5		
224L-Other Intermediate Violation NS	0	0	3		-2		
301-Stealing/Possess Stolen > \$10	6	1	0		1		
306-Unwelcome Intimate Touching	0	0	3	-	-3		
307-Fire Alarm	0	1	0		0		
308-Profanity With Personnel	0	1	2	-	-2		
309-Unauthorized Organization	0	0	1	-	-1		
310-Threat To School Personnel	1	0	0	-	0		
311-Object Resembling Firearm	0	0	1	-	-1		
312-Harassment	0	0	2		-2		
313-Sexual Harassment	2	1	0	1	1		

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315A-Tobacco, Possession	5	0	1	0	-1	
316-Fighting	11	4	7	8	1	
318-Assault & Battery on Student	2	4	1	1	0	
320-Threat To Cause Serious Harm	2	0	1	0	-1	
323-Other Major Violation	0	11	4	0	-4	
401A-Drug Possession	0	0	0	3	3	
401C-Drug Use	0	0	0	1	1	
404-Assault & Battery on Personnel	0	0	0	1	1	
408D-Deadly Knife, Possession	1	0	0	0	0	
410-Bomb Threat	0	0	1	0	-1	
413-Indecent Exposure	0	0	0	2	2	
416-Gang Activity	0	1	0	0	0	
After School Detention	2	0	37	6	-31	
Extra Work Assignment	8	5	1	0	-1	
In-School Detention	46	16	9	24	15	
Other List In Note	17	12	0	0	0	
Parent Contact	4	3	1	0	-1	
Removed From Bus	26	20	10	11	1	
Saturday School	0	6	2	0	-2	
SIR 1 Suspended/Out of School	90	61	33	29	-4	
SIR @ Alternative Placement	0	0	0	1	1	
SIR 5 Officer Suspension/Out of School	2	1	0	0	0	
SIR 6 Alternative Placement (Spec. Ed.)	0	0	0	4	4	
SIR 7 Corporal Punishment	159	182	107	81	-26	
SIR14 Police Notified	0	0	8	2	-6	
Student Conference	33	22	1	0	-1	
Time Out	19	0	0	0	0	
Warning	0	13	2	0	-2	

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Wellborn High						
Infraction/Dispostion	2013-2014 Occurances	2014-2015 Occurences	2015-2016 Occurences	2016-2017 Occurences	Increase/Decrea	150
100-Minor Bus Citation	3	3			-3	
101A-Refusal To Follow Rules	4	4	1	0	-1	Yellow Cell = Discipline stayed the same from previou
101AL-Refusal To Follow Rules NS	0	0	0	1	1	
101B-Whispering, Talking, Etc.	0	1	0	0	0	Red Cell = Discipline increased from previous year
101D-Refusal To Follow Directions	3	3	0	1	1	
103-Other Minor Violation	33	0	0	0	0	
201-Failure To Complete Discipline	8	12	2	0	-2	
201L-Failure To Complete Discipline NS	24	0	25	5	-20	
202-Rebelliousness	23	98	4	4	0	
202L-Rebelliousness	28	1	21	13	-8	
203-Stealing/Possess@\$10 Or Less	0	2	0		0	
204L-Dangerous Implement/Weapon NS	1	0	1	2	1	
206-Unauthorized Use Of Radio, Etc.	0	4	0	0	0	
207-Unauthorized Absence/Skipping	31	69	2	1	-1	
207L-Unauthorized Absence/Skipping NS	31	1	36	16	-20	
208-Excessive Distraction Of Other	23	17	2		-1	
208L-Excessive Distraction of Other NS	50	0			-5	
209-Bullying/Intimidation	2				-6	
209L-Bullying/Intimidation NS	15	0			-5	
210-Scuffle	9	27			0	
210L-Scuffle NS	34	1			2	
211-Profanity / Vulgarity	13	40			1	
211L-Profanity / Vulgarity NS	60	2			-15	
212-False Info/Forgery/Dishonesty	0		-		-1	
212L-False Info/Forgery/Dishonesty NS	5	0			-3	
213L-Possession Of Matches, Lighter NS	1	0			-1	
214-Rude, Disrespectful Behavior	35	103			-10	
214L-Rude, Disrespectful Behavior NS	34	2			-45	
215-Inappropriate Display Of Affection	3	14			0	
215L-Inappropriate Display Of Affection NS	6	0			-7	
218-Violation of Medication Policy	2		0		0	
218L-Violation of Medication Policy NS	0		-	-	2	
219-Violation Check-Out/Check-In	1	2			0	
219L-Violation Check-Out/Check-In NS	3	0		-	-1	
220-5th or Subsequent Tardy	15	18			-1	
220L-5th or Subsequent Tardy NS	11	0		-	-17	
222-2nd or Subsequent Dress Code	13	1			0	
224-Other Intermediate Violation	6	16			-2	
224-Other Intermediate Violation NS	14	2			4	
301-Stealing/Possess Stolen > \$10	1	0			4	
303-Vandalism / < \$200	0	0			-1	
303-Vandalism / < \$200 306-Unwelcome Intimate Touching	3	0			-1	
308-Profanity With Personnel	5	3			1	
-	0		0		4	
310-Threat To School Personnel	0	2			4	
311-Object Resembling Firearm	6	0			-3	
312-Harassment						
313-Sexual Harassment	2	0	0	0	0	

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315A-Tobacco, Possession	1	5	2	2	0	
315C-Tobacco, Use	7	5	3	2	-1	
316-Fighting	10	21	19	20	1	
318-Assault & Battery on Student	5	4	5	5	0	
319-Gang Related Writings	2	0	0	4	4	
320-Threat To Cause Serious Harm	2	1	0	0	0	
322-Pornography	1	0	0	0	0	
323-Other Major Violation	4	0	2	0	-2	
401A-Drug Possession	2	0	0	3	3	
401B-Drug Sale	0	0	0	1	1	
401C-Drug Use	2	1	0	1	1	
402C-Alcohol Use	3	0	0	0	0	
404-Assault & Battery on Personnel	0	0	1	0	-1	
409-Threat to Use Weapon	0	0	0	1	1	
413-Indecent Exposure	2	0	0	0	0	
After School Detention	0	0	33	5	-28	
Before School Detention	0	1	0	0	0	
Extra Work Assignment	1	10	1	0	-1	
In-School Detention	339	372	240	126	-114	
Other List In Note	0	5	3	1	-2	
Pending Hearing	0	0	2	3	1	
Removed From Bus	4	0	1	0	-1	
Saturday School	0	0	0	3	3	
SIR 1 Suspended/Out of School	76	27	33	34	1	
SIR 2 Alternative Placement	11	1	0	6	6	
SIR 5 Officer Suspension/Out of School	0	0	1	1	0	
SIR 7 Corporal Punishment	174	75	29	10	-19	
Student Conference	0	36	2	1	-1	
Warning	1	15	0	0	0	

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White Plains Elementary							
Infraction/Dispostion	2013-2014 Occurances 2	014-2015 Occurences	2015-2016 Occurences	2016-2017 Occurences	Increase/Decrea	se	
00DRL-1st/2nd Dress Code Violation NS	0	0	1	0	-1		Green Cell = Discipline decreased from previous year
100-Minor Bus Citation	93	51	2	0	-2		Yellow Cell = Discipline stayed the same from previous yea
100L-Minor Bus Citation NS	0	0	48	1	-47		Red Cell = Discipline increased from previous year
101A-Refusal To Follow Rules	4	1	2	0	-2		
101AL-Refusal To Follow Rules NS	0	0	5	16	11		
101BL-Whispering, Talking, Etc. NS	0	0	1	1	0		
101D-Refusal To Follow Directions	2	2	5	1	-4		
101DL-Refusal To Follow Directions NS	0	0	23	41	18		
103-Other Minor Violation	15	0	2	0	-2		
103L-Other Minor Violation NS	0	0	10	18	8		
202-Rebelliousness	38	5	3	0	-3		
202L-Rebelliousness	0	0	2	0	-2		
203-Stealing/Possess@\$10 Or Less	0	3	1	0	-1		
203L-Stealing/Possess@\$10 Or Less NS	0	0	2	0	-2		
204-Dangerous Implement/Weapon	0	1	0	0	0		
204L-Dangerous Implement/Weapon NS	0	0	0	1	1		
207L-Unauthorized Absence/Skipping NS	2	0	1	0	-1		
208-Excessive Distraction Of Other	6	0	0	1	1		
208L-Excessive Distraction Of Other NS	0	0	0	1	1		
209-Bullying/Intimidation	2	0	0	0	0		
210-Scuffle	12	2	0	0	0		
210L-Scuffle NS	0	0	5	2	-3		
211-Profanity / Vulgarity	17	8	2	0	-2		
211L-Profanity / Vulgarity NS	0	0	11	8	-3		
212-False Info/Forgery/Dishonesty	2	6	0	0	0		
212L-False Info/Forgery/Dishonesty NS	0	0	3	2	-1		
214-Rude, Disrespectful Behavior	28	3	3	1	-2		
214L-Rude, Disrespectful Behavior NS	0	1	7	0	-7		
215-Inappropriate Display Of Affection	3	1	0	0	0		
215L-Inappropriate Display Of Affection NS	0	0	0	2	2		
224-Other Intermediate Violation	45	103	21	2	-19		
224L-Other Intermediate Violation NS	0	0	32	39	7		
301-Stealing/Possess Stolen > \$10	1	0	1	0	-1		
323-Other Major Violation	1	0	0	0	0		
After School Detention	0	0	3	2	-1		
Extra Work Assignment	0	0			-1		
In-School Detention	46	28			29		
Other List In Note	3	6			-13		
Parent Contact	4	1	0		1		
Removed From Bus	13	6			-1		
SIR 1 Suspended/Out of School	23	1			-5		
SIR 7 Corporal Punishment	55	46			-3		
Student Conference	19	22			-29		
Time Out	78	74			-25		
Warning	28	20			-29		

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White Plains Middle							
Infraction/Dispostion	2013-2014 Occurances 20	14-2015 Occurences	2015-2016 Occurences	2016-2017 Occurences	Increase/Decrease		
00DRL-1st/2nd Dress Code Violation NS	2	0	4	5	1	Green Cell = Discipline d	ecreased from previous year
100-Minor Bus Citation	2	2	1	0	-1		tayed the same from previous yea
100L-Minor Bus Citation NS	35	33	19	25	6	Red Cell = Discipline incr	eased from previous year
101A-Refusal To Follow Rules	0	5	0	0	0		
101AL-Refusal To Follow Rules NS	7	0	16	10	-6		
101BL-Whispering, Talking, Etc. NS	1	0	3	0	-3		
101DL-Refusal To Follow Directions NS	10	5	26	25	-1		
102L-Possess Beeper, Phone NS	0	0	0	15	15		
103L-Other Minor Violation NS	20	15	19	13	-6		
201-Failure To Complete Discipline	0	1	0	1	1		
201L-Failure To Complete Discipline NS	11	1	15	20	5		
202-Rebelliousness	12	9	2	0	-2		
202L-Rebelliousness	14	18	1	5	4		
203L-Stealing/Possess@\$10 Or Less NS	0	1	2	4	2		
204L-Dangerous Implement/Weapon NS	0	0	0	1	1		
207L-Unauthorized Absence/Skipping NS	0	0	6	3	-3		
208-Excessive Distraction Of Other	1	0	12	5	-7		
208L-Excessive Distraction of Other NS	6	2	29	23	-6		
209-Bullying/Intimidation	1	0	0	1	1		
209L-Bullying/Intimidation NS	0	0	0	1	1		
210-Scuffle	13	7	3	5	2		
210L-Scuffle NS	13	33	28	26	-2		
211-Profanity / Vulgarity	3	3	2	2	0		
211L-Profanity / Vulgarity NS	8	20	11	17	6		
212-False Info/Forgery/Dishonesty	3	2	1	0	-1		
212L-False Info/Forgery/Dishonesty NS	1	0	2	0	-2		
214-Rude, Disrespectful Behavior	11	13	13	2	-11		
214L-Rude, Disrespectful Behavior NS	21	33	25	37	12		
215L-Inappropriate Display Of Affection NS	0	0	2	4	2		
220L-5th or Subsequent Tardy NS	57	67	35	49	14		
222-2nd or Subsequent Dress Code	0	0	1	0	-1		
222L-2nd or Subsequent Dress Code NS	0	0	0	1	1		
223-Violate AUP/Internet Policy	0	1	0	0	0		
223L-Violate AUP/Internet Policy NS	6	28	10	9	-1		
224-Other Intermediate Violation	3	3	9	1	-8		
224L-Other Intermediate Violation NS	16	14	16	18	2		
301-Stealing/Possess Stolen > \$10	0	0	1	3	2		
303-Vandalism / < \$200	0	0	1	1	0		
310-Threat to School Personnel	0	0	0	1	1		
311-Object Resembling Firearm	1	0	0	0	0		
312-Harassment	1	0	0	0			
313-Sexual Harassment	0	0					
316-Fighting	2	2					
318-Assault & Battery on Student	3	2					
320-Threat To Cause Serious Harm	1	1			- 1		
322-Pornography	0	1			2		
323-Other Major Violation	0	3			-2		

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401A-Drug Possession	4	0	0	0	0	
409-Threat To Use Weapon	1	0	0	0	0	
417A-Other Severe / Miscellaneous	0	0	2	0	-2	
After School Detention	16	39	42	76	34	
Before School Detention	0	0	2	3	1	
Extra Work Assignment	1	4	1	2	1	
In-School Detention	74	29	9	14	5	
Other List In Note	5	9	31	37	6	
Parent Contact	1	4	3	3	0	
Removed From Bus	16	17	9	20	11	
Saturday School	0	9	11	16	5	
SIR 1 Suspended/Out of School	10	6	2	12	10	
SIR 2 Alternative Placement	6	0	2	1	-1	
SIR 5 Officer Suspension/Out of School	0	1	0	0	0	
SIR 7 Corporal Punishment	42	35	38	15	-23	
Student Conference	41	102	118	79	-39	
Time Out	51	84	70	53	-17	
Warning	27	2	5	18	13	

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White Plains High						
Infraction/Dispostion	2013-2014 Occurances	2014-2015 Occurences	2015-2016 Occurences	2016-2017 Occurences	Increase/Decrease	
00DRL-1st/2nd Dress Code Violation NS	9	23	6	2	-4	Green Cell = Discipline decreased from previous year
100L-Minor Bus Citation NS	24	19	7	5	-2	Yellow Cell = Discipline stayed the same from previous year
101AL-Refusal To Follow Rules NS	3	2	3	1	-2	Red Cell = Discipline increased from previous year
101D-Refusal To Follow Directions	0	1	0	0	0	
101DL-Refusal To Follow Directions NS	0	0	3	0	-3	
102L-Possess Beeper/Phone NS	0	0	0	1	1	
103-Other Minor Violation	2	0	1	1	0	
103L-Other Minor Violation NS	1	0	12	1	-11	
201L-Failure to Complete Discipline NS	0	0	0	2	2	
202-Rebelliousness	1	2	0	0	0	
202L-Rebelliousness	7	7	0	0	0	
203L-Stealing/Possess@\$10 Or Less NS	0	0	1	0	-1	
204L-Dangerous Implement/Weapon NS	0	0	1	0	-1	
206L-Unauthorized Use Of Radio, Etc. NS	0	1	3	1	-2	
207-Unauthorized Absence/Skipping	10	4	3	8	5	
207L-Unauthorized Absence/Skipping NS	19	34	31	31	0	
208L-Excessive Distraction of Other NS	0	1	0	1	1	
209-Bullying/Intimidation	0	2	0	3	3	
209L-Bullying/Intimidation NS	0	3	0	0	0	
210-Scuffle	0	1	2	0	-2	
210L-Scuffle NS	1	4	0		2	
211-Profanity / Vulgarity	13	5	3			
211L-Profanity / Vulgarity NS	9	6			1	
212-False Info/Forgery/Dishonesty	0	1			0	
212L-False Info/Forgery/Dishonesty NS	4	1	6	7	1	
214-Rude, Disrespectful Behavior	13	21	12	5	-7	
214L-Rude, Disrespectful Behavior NS	25	31			-5	
215L-Inappropriate Display Of Affection NS	2	2				
219L-Violation Check-Out/Check-In NS	0	1	0	0	0	
220-5th or Subsequent Tardy	2	4			0	
220L-5th or Subsequent Tardy NS	2	4	45	0	-45	
223L-Violate AUP/Internet Policy NS	0	5				
224-Other Intermediate Violation	0	0		3	2	
224L-Other Intermediate Violation NS	0	3		0	-4	
303-Vandalism / < \$200	0	0			-2	
305B-Student Disorder / Inciting	0	0			-1	
306-Unwelcome Intimate Touching	1	2				
308-Profanity With Personnel	4	0			3	
310-Threat To School Personnel	0	0			-1	
312-Harassment	1	1			-10	
313-Sexual Harassment	0	0				
315A-Tobacco, Possession	3	2			1	
315C-Tobacco, Use	3					
316-Fighting	5				-6	
318-Assault & Battery on Student	5					
318-Assault & Battery on Student 320-Threat To Cause Serious Harm	2		-			
	1					
323-Other Major Violation	1	6	2	2	U	

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401A-Drug Possession	0	0	0	2	2	
401B-Drug Sale	0	0	0	1	1	
401C-Drug Use	1	0	0	2	2	
404-Assault & Battery On Personnel	0	0	0	1	1	
408D-Deadly Knife, Possession	2	0	0	0	0	
409-Threat To Use Weapon	0	0	1	0	-1	
417A-Other Severe / Miscellaneous	0	0	1	0	-1	
After School Detention	1	1	0	2	2	
Extra Work Assignment	0	1	1	0	-1	
In-School Detention	76	99	118	72	-46	
Other List In Note	4	7	0	1	1	
Parent Contact	2	2	15	0	-15	
Removed From Bus	12	11	5	2	-3	
SIR 1 Suspended/Out of School	46	36	52	37	-15	
SIR 2 Alternative Placement	2	1	2	6	4	
SIR 7 Corporal Punishment	14	22	1	0	-1	
Student Conference	1	10	4	3	-1	
Warning	17	25	8	4	-4	

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District Summary						
Infractions/Dispositions	2013-2014 Occurances	2014-2015 Occurences	2015-2016 Occurences	2016-2017 Occurances	Increase/Decrease	
00DR-1st/2nd Dress Code Violation	24				-3	Green Cell = Discipline decreased from previous year
00DRL-1st/2nd Dress Code Violation NS	122	67	39	21	-18	Yellow Cell = Discipline stayed the same from previous year
100-Minor Bus Citation	455	259	162	37	-125	Red Cell = Discipline increased from previous year
100L-Minor Bus Citation NS	481	502	410	229	-181	
101A-Refusal To Follow Rules	108	80	31	6	-25	
101AL-Refusal To Follow Rules NS	43	23	71	45	-26	
101B-Whispering, Talking, Etc.	0	2	0	0	0	
101BL-Whispering, Talking, Etc. NS	1	3	9	1	-8	
101D-Refusal To Follow Directions	52				-16	
101DL-Refusal To Follow Directions NS	31				-28	
102-Possess Beeper, Phone, Etc.	0				1	
102L-Possess Beeper, Phone NS	0				26	
103-Other Minor Violation	87				-14	
103L-Other Minor Violation NS	131				-129	
201-Failure To Complete Discipline	60				1	
201L-Failure To Complete Discipline NS	77				19	
202-Rebelliousness	421				-43	
202L-Rebelliousness	206		155		-96	
203-Stealing/Possess@\$10 Or Less	42				-13	
203L-Stealing/Possess@\$10 Or Less NS	14		16		-3	
204-Dangerous Implement/Weapon	7				-3	
204L-Dangerous Implement/Weapon NS	5				2	
206-Unauthorized Use Of Radio, Etc.	22				0	
206L-Unauthorized Use Of Radio, Etc. NS	19				1	
207-Unauthorized Absence/Skipping	159			-	70	
207L-Unauthorized Absence/Skipping NS	199				-109	
208-Excessive Distraction Of Other	98		100		-109	
208L-Excessive Distraction of Other NS	131				-23	
209-Bullying/Intimidation	63				-71	
209L-Bullying/Intimidation NS	48				-20	
210-Scuffle	215				-11	
210L-Scuffle NS	138				-34	
211-Profanity / Vulgarity	235				-157	
	154				-15	
211L-Profanity / Vulgarity NS						
212-False Info/Forgery/Dishonesty	50				-11	
212L-False Info/Forgery/Dishonesty NS 213-Possession of Matches, Lighter	38			30	-12	
	6				-5	
213L-Possession Of Matches, Lighter NS 214-Rude, Disrespectful Behavior	488				-5	
· · ·	271				-55 -48	
214L-Rude, Disrespectful Behavior NS	271				-48 -13	
215-Inappropriate Display Of Affection						
215L-Inappropriate Display Of Affection NS	31				1	
216-Gambling	0				0	
216L-Gambling NS	0				0	
217-Trespassing	1				-4	
217L-Trespassing NS	0				-1	
218-Violation of Medication Policy	4		1	3	2	
218L-Violation of Medication Policy NS	0				0	
219-Violation Check-Out/Check-In	30				-3	
219L-Violation Check-Out/Check-In NS	7			7	0	
220-5th or Subsequent Tardy	114				-52	
220L-5th or Subsequent Tardy NS	213	192	322	135	-187	

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	40	-	0	0		
221-4th or Subsequent Minor Violation	12	5	2	6	4	
221L-4th or Subsequent Minor Violation NS	0	1	0	1	1	
222-2nd or Subsequent Dress Code	15	5	10	2	-8	
222L-2nd or Subsequent Dress Code NS	18	7	8	2	-6	
223-Violate AUP/Internet Policy	27	15	3	9	6	
223L-Violate AUP/Internet Policy NS	20	47	22	18	-4	
224-Other Intermediate Violation	154	240	94	45	-49	
224L-Other Intermediate Violation NS	104	75	155	131	-24	
301-Stealing/Possess Stolen > \$10	36	19	17	25	8	
302-Breaking & Entering	0	0	0	0	0	
303-Vandalism / < \$200	4	8	6	4	-2	
304A-Fireworks / Possession	0	0	0	0	0	
304B-Fireworks / Use	0	0	0	0	0	
305A-Student Disorder (5 Or More)	0	0	1	0	-1	
305B-Student Disorder / Inciting	3	9	4	3	-1	
306-Unwelcome Intimate Touching	13	13	6	4	-2	
307-Fire Alarm	0	1	0	1	1	
308-Profanity With Personnel	52	38	35	36	1	
309-Unauthorized Organization	0	0	1	0	-1	
310-Threat To School Personnel	18	12	6	12	6	
311-Object Resembling Firearm	1	3	2	0	-2	
312-Harassment	10	7	18	7	-11	
313-Sexual Harassment	10	11	9	6	-3	
314A-Altering Official Docs/Computer	0	0	1	6	5	
314B-Altering Official Documents	0	0	0	0	0	
315A-Tobacco, Possession	29	26	24	15	-9	
315B-Tobacco, Sale	0	0	0	0	0	
315C-Tobacco, Use	39	47	25	34	9	
316-Fighting	131	114	94	96	2	
317-Group Violence	0	0	0	0	0	
318-Assault & Battery on Student	37	29	55	34	-21	
319-Gang Related Writings	3	1	1	5	4	
320-Threat To Cause Serious Harm	37	16	12	22	10	
321-Communication Regarding Drugs	1	0	0	0	0	
322-Pornography	6	2	5	2	-3	
323-Other Major Violation	25	41	27	14	-13	
401A-Drug Possession	15	16	9	17	8	
401B-Drug Sale	0	2	0	3	3	
401C-Drug Use	8	5	1	4	3	
402A-Alcohol Possession	2	2	1	1	0	
402A-Alcohol Fossession 402B-Alcohol Sale	0	0	0	0	0	
402C-Alcohol Use	5	5	0	5	5	
402C-Alcohol Use 403-Arson	5	5	0	5 0	5	
403-Alson 404-Assault & Battery on Personnel	0	0	3	6	3	
404-Assault & Ballery on Personnel 405-Robbery	0	0	0	0	3	
· ·						
406-Criminal Mischief / > \$200	0	0	0	0	0	
407A-Handgun Possession	0	0		0		
407B-Handgun Sale	0	0	0	0	0	
407C-Handgun Use	0	0	0	0	0	
407D-Rifle Possession	0	0	0	0	0	
407E-Rifle Sale	0	0	0	0	0	
407F-Rifle Use	0	0	0	0	0	
407G-Firearm/Component, Possession	0	0	0	0	0	
407H-Firearm/Component, Sale	0	0	0	0	0	

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•	0	0	0	0		
			-			
2	2	2	4			
0	0	1	1	0		
0	0	0	0	0		
0	0	0	0	0		
0	0	0	0	0		
1	1	0	1	1		
3	1	2	4	2		
6	3	4	0	-4		
0	0	0	0	0		
0	0	0	0	0		
0	0	0	0	0		
0	4	2	2	0		
4	3	8	3	-5		
5983	5190	4487	2926			
87	64	351	223	-128		
0	1	2	12	10		
0	0	3	1	-2		
103	89	73	37	-36		
2031	1913	1613	1331			
103				-282		
	69	149		-282 -44		
			105	-44		
73	166	149 99 195				
		99	105 66	-44 -33 -52		
73 218 1	166 264 41	99 195 69	105 66 143 99	-44 -33 -52 3 0		
73 218 1 756	166 264 41 405	99 195 69 294	105 66 143 99 296	-44 -33 -52 30 2		
73 218 1	166 264 41	99 195 69	105 66 143 99	-44 -33 -52 3 0		
73 218 1 756 55 1	166 264 41 405 54	99 195 69 294 37 0	105 66 143 99 296 42	-44 -33 -52 30 2 5 5		
73 218 1 756 55 1 0	166 264 41 405 54 0 0	99 195 69 294 37	105 66 143 99 296 42 0	-44 -33 -52 30 2 5 5 0 0		
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73 218 1 756 55 1 0 2 4 1225 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	166 264 41 405 54 0 0 2 5 5 1284 0 0 0 0 0 22 22 0 0 0 0	99 195 69 294 37 0 0 1 1 789 0 0 0 0 0 0 0 0 1	105 66 143 99 296 42 42 0 0 1 1 8 8 404 404 0 0 0 0 0 0 0 0 0 0 0 0 0 0	44 33 52 300 2 5 5 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Code not in use 2014-2015 school year	
73 218 1 756 55 1 0 2 4 1225 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	166 264 41 405 54 0 0 2 5 5 1284 0 0 0 0 0 22 22 0 0 0 0 0	99 195 69 294 37 0 1 1 789 0 0 0 0 0 0 0 0 1 1 8	105 66 143 99 296 42 0 1 8 404 0	44 33 52 300 2 5 0 0 0 0 7 385 0 0 0 0 0 0 0 0 0 0 0 0 0	Code not in use 2014-2015 school year Code not in use 2014-2015 school year	
73 218 1 756 55 1 0 2 4 1225 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	166 264 41 405 54 0 0 2 5 5 1284 0 0 0 0 0 0 22 20 0 0 0 0 0 0 0 0 0 0	99 195 69 294 37 0 1 1 789 0 0 0 0 0 0 0 1 1 8 269	105 66 143 99 296 42 42 0 0 1 1 8 404 404 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	44 33 52 300 2 5 0 0 0 385 0 0 0 0 0 0 0 0 0 0 0 0 0		
73 218 1 756 55 1 0 2 4 1225 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	166 264 41 405 54 0 0 2 5 5 1284 0 0 0 0 0 22 22 0 0 0 0 0	99 195 69 294 37 0 1 1 789 0 0 0 0 0 0 0 0 1 1 8	105 66 143 99 296 42 0 1 8 404 0	44 33 52 300 2 5 0 0 0 0 7 385 0 0 0 0 0 0 0 0 0 0 0 0 0		
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Master List of Infractions & Dipositions	
Infractions	Dispositions
00DR-1st/2nd Dress Code Violation	After School Detention
00DRL-1st/2nd Dress Code Violation NS	Before School Detention
100-Minor Bus Citation	Board Jurisdiction - Alternative Placement
100L-Minor Bus Citation NS	Extra Work Assignment
101A-Refusal To Follow Rules	In-School Detention
101AL-Refusal To Follow Rules NS	Other List In Note
101B-Whispering, Talking, Etc.	Parent Contact
101BL-Whispering, Talking, Etc. NS	Pending Hearing
101D-Refusal To Follow Directions	Removed From Bus
101DL-Refusal To Follow Directions NS	Saturday School
102-Possess Beeper, Phone, Etc.	SIR 1 Suspended/Out of School
102L-Possess Beeper, Phone NS	SIR 2 Alternative Placement
103-Other Minor Violation	SIR 3 Expelled
103L-Other Minor Violation NS	SIR 4 Expelled/Services Provided
201-Failure To Complete Discipline	SIR 5 Officer Suspension/Out of School
201L-Failure To Complete Discipline NS	SIR 6 Alternative Placement (Spec Ed)
202-Rebelliousness	SIR 7 Corporal Punishment
202L-Rebelliousness	SIR 8 Expelled/Permanent
203-Stealing/Possess@\$10 Or Less	SIR 9 Officer Suspension/Alternative School
203L-Stealing/Possess@\$10 Or Less NS	SIR10 Officer Suspension/Alternative Spec Ed
204-Dangerous Implement/Weapon	SIR11 Suspended/In-School
204L-Dangerous Implement/Weapon NS	SIR12 Suspended-Pending
206-Unauthorized Use Of Radio, Etc.	SIR13 Parent Notified
206L-Unauthorized Use Of Radio, Etc. NS	SIR14 Police Notified
207-Unauthorized Absence/Skipping	Student Conference
207L-Unauthorized Absence/Skipping NS	Time Out
208-Excessive Distraction Of Other	Warning
208L-Excessive Distraction of Other NS	
209-Bullying/Intimidation	
209L-Bullying/Intimidation NS	

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210-Scuffle	
210L-Scuffle NS	
211-Profanity / Vulgarity	
211L-Profanity / Vulgarity NS	
212-False Info/Forgery/Dishonesty	
212L-False Info/Forgery/Dishonesty NS	
213-Possession of Matches, Lighter	
213L-Possession Of Matches, Lighter NS	
214-Rude, Disrespectful Behavior	
214L-Rude, Disrespectful Behavior NS	
215-Inappropriate Display Of Affection	
215L-Inappropriate Display Of Affection NS	
216-Gambling	
216L-Gambling NS	
217-Trespassing	
217L-Trespassing NS	
218-Violation of Medication Policy	
218L-Violation of Medication Policy NS	
219-Violation Check-Out/Check-In	
219L-Violation Check-Out/Check-In NS	
220-5th or Subsequent Tardy	
220L-5th or Subsequent Tardy NS	
221-4th or Subsequent Minor Violation	
221L-4th or Subsequent Minor Violation NS	
222-2nd or Subsequent Dress Code	
222L-2nd or Subsequent Dress Code NS	
223-Violate AUP/Internet Policy	
223L-Violate AUP/Internet Policy NS	
224-Other Intermediate Violation	
224L-Other Intermediate Violation NS	
301-Stealing/Possess Stolen > \$10	

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302-Breaking & Entering	
303-Vandalism / < \$200	
304A-Fireworks / Possession	
304B-Fireworks / Use	
305A-Student Disorder (5 Or More)	
305B-Student Disorder / Inciting	
306-Unwelcome Intimate Touching	
307-Fire Alarm	
308-Profanity With Personnel	
309-Unauthorized Organization	
310-Threat To School Personnel	
311-Object Resembling Firearm	
312-Harassment	
313-Sexual Harassment	
314A-Altering Official Docs/Computer	
314B-Altering Official Documents	
315A-Tobacco, Possession	
315B-Tobacco, Sale	
315C-Tobacco, Use	
316-Fighting	
317-Group Violence	
318-Assault & Battery on Student	
319-Gang Related Writings	
320-Threat To Cause Serious Harm	
321-Communication Regarding Drugs	
322-Pornography	
323-Other Major Violation	
401A-Drug Possession	
401B-Drug Sale	
401C-Drug Use	
402A-Alcohol Possession	

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402B-Alcohol Sale	
402C-Alcohol Use	
403-Arson	
404-Assault & Battery on Personnel	
405-Robbery	
406-Criminal Mischief / > \$200	
407A-Handgun Possession	
407B-Handgun Sale	
407C-Handgun Use	
407D-Rifle Possession	
407E-Rifle Sale	
407F-Rifle Use	
407G-Firearm/Component, Possession	
407H-Firearm/Component, Sale	
407I-Firearm/Component, Use	
408A-Deadly Weapon, Possession	
408B-Deadly Weapon, Sale	
408C-Deadly Weapon, Use	
408D-Deadly Knife, Possession	
408E-Deadly Knife, Sale	
408F-Deadly Knife, Use	
409-Threat To Use Weapon	
410-Bomb Threat	
411A-Explosive, Possession	
411B-Explosive, Sale	
411C-Explosive, Use	
412-Forced Sexual Act	
413-Indecent Exposure	
414-Consensual Sexual Act	
415A-Aggravated Battery / Gun	
415B-Aggravated Battery / Knife	

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415C-Aggravated Battery / Other	
416-Gang Activity	
417A-Other Severe / Miscellaneous	
417B-Other Severe / Kidnapping	
417C-Other Severe / Vehicle Theft	
417D-Other Severe / Homocide	
Board Jurisdiction Offense	
Information Only	

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District Summary	AE	AH	OE	OH	PE	PV	SE	SM	SH	WE	WH	WW	WL	WK	WM	WP	Totals
Infractions/Dispositions																	
00DR-1st/2nd Dress Code Violation	0	15	0	0	0	0	0	1	1	0	7	0	0	0	0	0	24
00DRL-1st/2nd Dress Code Violation NS	0	50	11	0	0	3	0	0	47	0	0	0	0	0	2	9	122
100-Minor Bus Citation	7	85	45	0	33	38	77	35	1	27	0	9	3	93	2	0	455
100L-Minor Bus Citation NS	167	11	81	0	0	0	2	0	35	43	5	78	0	0	35	24	481
101A-Refusal To Follow Rules	0	1	93	1	3	1	1	0	0	0	0	0	4	4	0	0	108
101AL-Refusal To Follow Rules NS	0	0	27	0	0	0	1	0	0	0	4	1	0	0	7	3	43
101B-Whispering, Talking, Etc.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
101BL-Whispering, Talking, Etc. NS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
101D-Refusal To Follow Directions	0	1	32	1	0	6	1	0	0	6	0	0	3	2	0	0	52
101DL-Refusal To Follow Directions NS	0	0	2	0	0	2	0	0	11	4	2	0	0	0	10	0	31
102-Possess Beeper, Phone, Etc.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
102L-Possess Beeper, Phone NS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
103-Other Minor Violation	0	6	7	2	3	3	1	11	1	0	0	3	33	15	0	2	87
103L-Other Minor Violation NS	5	22	16	0	0	22	0	0	35	0	7	3	0	0	20	1	131
201-Failure To Complete Discipline	1	27	0	0	6	0	6	12	0	0	0	0	8	0	0	0	60
201L-Failure To Complete Discipline NS	0	19	0	0	0	0	0	0	23	0	0	0	24	0	11	0	77
202-Rebelliousness	64	24	27	7	87	7	39	19	17	10	8	38	23	38	12	1	421
202L-Rebelliousness	53	23	3	0	0	7	5	0	29	4	13	20	28	0	14	7	206
203-Stealing/Possess@\$10 Or Less	6	0	3	0	6	0	14	6	0	7	0	0	0	0	0	0	42
203L-Stealing/Possess@\$10 Or Less NS	5	0	0	0	0	0	1	0	1	5	0	2	0	0	0	0	14
204-Dangerous Implement/Weapon	0	4	0	0	0	0	0	0	0	3	0	0	0	0	0	0	7
204L-Dangerous Implement/Weapon NS	0	0	0	0	0	2	0	0	0	0	2	0	1	0	0	0	5
206-Unauthorized Use Of Radio, Etc.	0	15	0	0	0	0	0	6	0	0	1	0	0	0	0	0	22
206L-Unauthorized Use Of Radio, Etc. NS	0	0	8	0	0	0	0	0	4	0	6	1	0	0	0	0	19
207-Unauthorized Absence/Skipping	0	12	0	49	2	11	3	1	3	2	35	0	31	0	0	10	159
207L-Unauthorized Absence/Skipping NS	1	38	0	0	0	23	0	0	30	0	52	3	31	2	0	19	199
208-Excessive Distraction Of Other	4	4	1	7	10	6	9	0	4	3	7	13	23	6	1	0	98
208L-Excessive Distraction of Other NS	3	26	0	0	0	10	1	0	18	1	13	3	50	0	6	0	131
209-Bullying/Intimidation	2	30	12	0	1	0	5	0	0	3	2	3	2	2	1	0	63
209L-Bullying/Intimidation NS	4	9	4	0	0	1	1	0	5	3	6	0	15	0	0	0	48

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210-Scuffle	22	15	21	12	18	6	28	13	0	28	4	14	9	12	13	0	215
210L-Scuffle NS	27	6	0	0	0	10	5	0	5	16	17	4	34	0	13	1	138
211-Profanity / Vulgarity	5	32	15	21	14	6	8	20	12	15	16	25	13	17	3	13	235
211L-Profanity / Vulgarity NS	9	14	2	0	0	15	1	0	19	4	9	4	60	0	8	9	154
212-False Info/Forgery/Dishonesty	5	7	5	1	9	3	3	5	0	0	0	7	0	2	3	0	50
212L-False Info/Forgery/Dishonesty NS	3	19	0	0	0	1	0	0	2	1	2	0	5	0	1	4	38
213-Possession of Matches, Lighter	0	2	0	0	0	0	0	0	1	0	0	0	0	0	0	0	3
213L-Possession Of Matches, Lighter NS	0	0	0	0	0	4	0	0	1	0	0	0	1	0	0	0	6
214-Rude, Disrespectful Behavior	22	24	10	13	63	10	78	16	12	16	29	108	35	28	11	13	488
214L-Rude, Disrespectful Behavior NS	37	37	2	0	0	13	3	0	17	9	43	30	34	0	21	25	271
215-Inappropriate Display Of Affection	3	4	0	0	1	1	0	2	1	4	0	0	3	3	0	0	22
215L-Inappropriate Display Of Affection NS	0	16	0	0	0	3	0	0	2	0	2	0	6	0	0	2	31
216-Gambling	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
216L-Gambling NS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
217-Trespassing	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
217L-Trespassing NS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
218-Violation of Medication Policy	0	0	0	0	0	0	0	0	0	0	0	2	2	0	0	0	4
218L-Violation of Medication Policy NS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
219-Violation Check-Out/Check-In	0	12	0	17	0	0	0	0	0	0	0	0	1	0	0	0	30
219L-Violation Check-Out/Check-In NS	0	1	0	0	0	0	0	0	3	0	0	0	3	0	0	0	7
220-5th or Subsequent Tardy	0	6	0	37	0	50	0	0	0	0	4	0	15	0	0	2	114
220L-5th or Subsequent Tardy NS	0	48	0	0	0	51	0	0	42	0	2	0	11	0	57	2	213
221-4th or Subsequent Minor Violation	0	11	0	0	0	1	0	0	0	0	0	0	0	0	0	0	12
221L-4th or Subsequent Minor Violation NS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
222-2nd or Subsequent Dress Code	0	1	0	0	0	0	0	0	0	0	1	0	13	0	0	0	15
222L-2nd or Subsequent Dress Code NS	0	6	0	0	0	0	0	0	12	0	0	0	0	0	0	0	18
223-Violate AUP/Internet Policy	0	26	0	0	0	0	0	1	0	0	0	0	0	0	0	0	27
223L-Violate AUP/Internet Policy NS	0	10	0	0	0	1	0	0	1	0	2	0	0	0	6	0	20
224-Other Intermediate Violation	5	7	27	9	11	19	11	0	1	2	5	3	6	45	3	0	154
224L-Other Intermediate Violation NS	11	13	0	0	0	27	3	0	8	3	9	0	14	0	16	0	104
301-Stealing/Possess Stolen > \$10	3	6	0	0	1	3	1	2	6	2	4	6	1	1	0	0	36

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302-Breaking & Entering	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
303-Vandalism / < \$200	0	0	0	0	0	1	3	0	0	0	0	0	0	0	0	0	4
304A-Fireworks / Possession	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
304B-Fireworks / Use	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
305A-Student Disorder (5 Or More)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
305B-Student Disorder / Inciting	0	0	0	1	0	0	0	0	2	0	0	0	0	0	0	0	3
306-Unwelcome Intimate Touching	0	4	0	0	0	2	0	0	2	0	1	0	3	0	0	1	13
307-Fire Alarm	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
308-Profanity With Personnel	0	19	0	4	0	11	0	1	3	1	4	0	5	0	0	4	52
309-Unauthorized Organization	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
310-Threat To School Personnel	1	6	0	1	0	2	0	0	2	2	3	1	0	0	0	0	18
311-Object Resembling Firearm	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
312-Harassment	0	0	0	0	0	0	0	0	0	0	2	0	6	0	1	1	10
313-Sexual Harassment	0	3	0	0	0	0	0	2	0	1	0	2	2	0	0	0	10
314A-Altering Official Docs/Computer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
314B-Altering Official Documents	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
315A-Tobacco, Possession	0	4	0	2	1	8	0	0	0	0	5	5	1	0	0	3	29
315B-Tobacco, Sale	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
315C-Tobacco, Use	0	13	0	9	0	3	0	0	1	0	3	0	7	0	0	3	39
316-Fighting	3	30	0	23	0	7	0	10	14	4	12	11	10	0	2	5	131
317-Group Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
318-Assault & Battery on Student	2	4	0	0	0	3	0	4	1	0	8	2	5	0	3	5	37
319-Gang Related Writings	0	0	0	0	0	0	0	0	1	0	0	0	2	0	0	0	3
320-Threat To Cause Serious Harm	3	0	0	1	3	1	0	0	3	17	2	2	2	0	1	2	37
321-Communication Regarding Drugs	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
322-Pornography	0	0	0	1	1	2	0	0	0	0	1	0	1	0	0	0	6
323-Other Major Violation	0	2	2	4	0	8	0	0	2	0	1	0	4	1	0	1	25
401A-Drug Possession	0	1	0	2	0	2	0	0	2	0	2	0	2	0	4	0	15
401B-Drug Sale	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
401C-Drug Use	0	0	0	0	0	2	0	0	0	0	3	0	2	0	0	1	8
402A-Alcohol Possession	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	2

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402B-Alcohol Sale	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
402C-Alcohol Use	0	0	0	0	0	2	0	0	0	0	0	0	3	0	0	0	5
403-Arson	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
404-Assault & Battery on Personnel	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
405-Robbery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
406-Criminal Mischief / > \$200	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
407A-Handgun Possession	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
407B-Handgun Sale	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
407C-Handgun Use	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
407D-Rifle Possession	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
407E-Rifle Sale	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
407F-Rifle Use	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
407G-Firearm/Component, Possession	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
407H-Firearm/Component, Sale	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
407I-Firearm/Component, Use	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
408A-Deadly Weapon, Possession	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	2
408B-Deadly Weapon, Sale	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
408C-Deadly Weapon, Use	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
408D-Deadly Knife, Possession	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	2	3
408E-Deadly Knife, Sale	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
408F-Deadly Knife, Use	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
409-Threat To Use Weapon	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	2
410-Bomb Threat	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
411A-Explosive, Possession	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
411B-Explosive, Sale	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
411C-Explosive, Use	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
412-Forced Sexual Act	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
413-Indecent Exposure	0	0	0	0	1	0	0	0	0	0	0	0	2	0	0	0	3
414-Consensual Sexual Act	0	0	0	2	0	0	0	2	0	0	2	0	0	0	0	0	6
415A-Aggravated Battery / Gun	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
415B-Aggravated Battery / Knife	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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415C-Aggravated Battery / Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
416-Gang Activity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
417A-Other Severe / Miscellaneous	0	0	0	2	0	0	1	0	1	0	0	0	0	0	0	0	4
417B-Other Severe / Kidnapping	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
417C-Other Severe / Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
417D-Other Severe / Homocide	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Board Jurisdiction Offense	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
After School Detention	6	8	0	0	25	4	0	0	31	0	0	2	0	0	16	1	87
Before School Detention	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Board Jurisdiction - Alternative Placement	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Extra Work Assignment	1	1	0	2	56	0	0	0	30	0	4	8	1	0	1	0	103
In-School Detention	62	484	25	123	48	165	83	89	201	62	170	46	339	46	74	76	2031
Other List In Note	4	13	1	0	5	6	47	1	0	0	1	17	0	3	5	4	103
Parent Contact	9	22	14	0	2	2	6	0	6	10	0	4	0	4	1	2	73
Removed From Bus	60	33	5	0	8	4	24	17	19	29	8	26	4	13	16	12	218
Saturday School	0	1	0	0	0		0	0	0	0	0	0	0	0	0	0	1
SIR 1 Suspended/Out of School	25	145	25	60	29	70	19	26	53	34	50	90	76	23	10	46	756
SIR 2 Alternative Placement	0	4	0	5	0	11	0	1	5	0	10	0	11	0	6	2	55
SIR 3 Expelled	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
SIR 4 Expelled/Services Provided	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SIR 5 Officer Suspension/Out of School	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	2
SIR 6 Alternative Placement (Spec Ed)	0	1	1	0	0	2	0	0	0	0	0	0	0	0	0	0	4
SIR 7 Corporal Punishment	126	3	257	44	60	89	126	2	43	52	105	159	174	55	42	14	1225
SIR 8 Expelled/Permanent	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SIR 9 Officer Suspension/Alternative School	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SIR10 Officer Suspension/Alternative Spec Ed	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SIR11 Suspended/In-School	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SIR12 Suspended-Pending	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SIR13 Parent Notified	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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SIR14 Police Notified	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Student Conference	11	5	0	0	1	12	0	0	3	1	0	33	0	19	41	1	116
Time Out	86	0	29	0	35	0	0	0	0	11	0	19	0	78	51	0	223
Warning	104	127	100	0	1	68	3	33	52	44	22	0	1	28	27	17	523

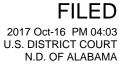


EXHIBIT O

Calhoun County Board of Education Annual Report To The Court October 2017

Teacher: Schoo	l Year:	2017-2018	Grade Level: 7th Grade/ACT Pr	rep
Level of Structure:	Low	X Medium	High	
 Guidelines for Success: Students will work in AMSTI groups to complete learning objectives. Students will be working collaboratively towards a common Students will understand the day's objective. Students will be able to answer questions and explain what here a based. 	-	Posted Rules: Students should do the for • Come to class prepared • Ask questions by raisin • Ask questions to group	d with proper supplies.	
have learned.		 Pay attention to import Move when directed. Work as a team. 	tant information being delivered.	
 Attention Signal: Raising/clapping of the hand 				

• Call attention in a voice that can be easily heard.

Adapted from CHAMPS CD Reproducible Form 5.1

CHAMPS Expectations for Classroom Activities and Transitions:

In a medium level of structure environment, students should use silent or low voices within their groups or independent work and discuss only with group members (if group work is required). Each student in the group has a role (recorder/reporter, facilitator, resource manager, understanding coordinator). For help, students ask their group members first and then the teacher by raising their hand. Students should only move when directed by the teacher. They should all be working as a team in order to achieve success.

Encouragement Procedures (Motivation):

- Students get to experiment with fun and exciting investigational problems.
- Students are motivated with whole class games and device time.
- Encouraging words and notes from the teacher.
- Positive notes sent home to parent/guardian via paper, e-mail, or social media messaging.
- Allow students to assist with daily routines such as collecting papers, organizing materials, etc.

Correction Procedures for Misbehavior (both early-stage corrections and rule violation consequences):

Early-Stage Correction Procedures:

- Verbal warning
- Teacher/student conference
- Change of seat (closer to the teacher)
- Call home to parent/guardian

Rule Violation Consequences:

Adapted from CHAMPS CD Reproducible Form 5.1

- Warning
- Break detention
- Call home
- Office referral

Adapted from CHAMPS CD Reproducible Form 5.1

Beginning and Ending Routines:

- 1. Routine for how students will enter the room: Students will enter the room in an orderly manner. They will find their assigned seat, get the proper materials on their desk, and begin bellringer exercises. This should be done quietly without distracting others. The will enter the room from left to right to get their notebooks out of the binds. All textbooks are stored on classroom tables.
- 2. Routine for how students will be instructionally engaged while attendance is taken and for how opening business is conducted: Students complete a bellringer each day. This activity usually takes about 5 minutes to complete at the beginning of class while the teacher calls roll and daily itinerary is discussed.
- 3. Routine for dealing with tardy students: Students' names will be entered into INOW to keep record of class tardies. Students that intentionally come to class tardy will be marked tardy and kept in class. Coach Herbert will be notified.
- 4. Routine for dealing with students who come to class without necessary materials: Students are reminded to bring all materials to class everyday. If students are missing pencil, then the teacher will loan them one for the class period. If the student is missing paper, then the teacher will provide paper. If the student is missing a textbook, then they will receive an extra textbook in the classroom for the class period.
- 5. Routine for dealing with students returning after an absence: Students copy notes from another student close to their assigned seat. Morning tutoring sessions are also provided by the teacher weekly and upon request.
- 6. Routine for wrapping up at end of day/class: The teacher discusses what students should complete at home each day. Students are also given a preview of the next day's lesson periodically.
- 7. Routine for dismissal: Students are dismissed by the teacher in an orderly manner when the bell rings.

Adapted from CHAMPS CD Reproducible Form 5.1

Procedures for Managing Student Work:

- 1. Procedures for assigning classwork and homework: Assigned classwork and homework will always be displayed on the board in class, Google Classroom, and Facebook for students and parents.
- 2. Procedures for collecting completed work: Students are seated in groups. One group member collects work at their desk and the teacher comes around to collect the work.
- 3. Procedures for keeping records and providing feedback to students: Grades and records are kept in iNow and Chalkable Classroom. Feedback is giving by hand on students' papers. Students and parents can view current grades on iNow from the parent portal.
- 4. Procedures and policies for dealing with late and missing assignments: If a student turns in an assignment late, then the student is still given full credit for the assignment as long as it is completed. If a student is missing an assignment, then the student is reminded by the teacher and placed on ICU.

Procedures for Managing Independent Work Periods:

• The teacher or collaborative teacher will walk around and monitor student progress while working in student lead collaborative groups.

Adapted from CHAMPS CD Reproducible Form 5.1