

Policy Committee Meeting
Wednesday, April 29, 2020, 4:15 PM
SAU 33 Office

- I. Call to Order
- II. Proof of Posting
- III. Policy Review:

Suicide Prevention and Response

Proposed Raymond Policy JLDB Suicide Prevention and Response

Proposed Raymond Policy JLDB-R Suicide Prevention and Response - Procedure

NHSBA Sample Policy JLDBB Suicide Prevention and Response

Personal Communications Devices

Proposed Revised Raymond Policy JICJ Personal Communications Devices

NHSBA Sample Policy JICJ Unauthorized Communications Devices

Student Dress Code

Proposed Revised Raymond Policy JICA Student Dress Code

NHSBA Sample Policy JICA Student Dress Code

Raymond School District Policy JLDB: Suicide prevention and response

The Raymond School District recognizes that suicide is a complex issue that requires school family, and community resources to be harnessed for appropriate and timely help to be available to NH students in order to prevent suicide. This policy guides the Raymond School District in the development and implementation of a coordinated plan to prevent, assess the risk of, intervene in, and respond to suicide.

As outlined in 193-J:1, this coordinated plan includes:

- a. Training for staff: 2 hours of annual training in suicide awareness and prevention for faculty, staff, contracted personnel, and designated volunteers. The training may include but not limited to: youth suicide factors, warning signs, protective factors, response procedures, referrals, post-intervention, and resources available within the school and community. This training will be evidenced informed.
- b. Educating students in the importance of safe and healthy choices and coping strategies, recognizing risk factors and warning signs of mental disorders and suicide in oneself and others, and providing help-seeking strategies for oneself or others, including how to engage resources and refer friends for help.
- c. Identifying within the school, the person(s) who serve as the point of contact when a student is believed to be at an elevated risk for suicide.
- d. Making referral, crisis intervention, and other related information, both within the school and community, available for students, parents, faculty, staff and school volunteers.
- e. Promoting cooperative efforts between school districts, charter public schools, and community suicide prevention program personnel.

Raymond Schools will create a procedure JLDB-R that guides the implementation of this policy, and is reviewed annually, and revised as needed.

193-J:3 Immunity.

Nothing in this chapter shall create a private right of action against any school administrative unit, school district, public academy, chartered public school, the state, or any employee, contractor, subcontractor, or agent thereof. A school administrative unit employee, school employee, chartered public school employee, public academy employee, regular school volunteer, pupil, parent, legal guardian, or employee of a company under contract to a school, school district, school administrative unit, or chartered public school, shall be immune from civil liability for conduct arising from or related to the implementation of, or failure to adequately implement, this chapter. 315:2 Effective Date. This act shall take effect July 1, 2020.

Legal References: RSA 193-J, Suicide Prevention Education

Date Adopted:

Raymond School District Procedure JLDB-R

The Raymond School District recognizes that suicide is a complex issue that requires school family, and community resources to be harnessed for appropriate and timely help to be available to NH students in order to prevent suicide. Policy JLDB guides the Raymond School District in the development and implementation of a coordinated plan to prevent, assess the risk of, intervene in, and respond to suicide.

This coordinated plan includes these five areas:

1. Staff Training,
 2. Educating students,
 3. Identifying contact people,
 4. Referral and interventions,
 5. Cooperating with local resources.
-
1. Raymond Schools will conduct 2 hours of training for staff in suicide awareness and prevention. This training will occur annually. Staff includes faculty, staff, contracted personnel, and designated volunteers. Such training may include but not limited to: youth suicide factors, warning signs, protective factors, response procedures, referrals, post-intervention, and resources available within the school and community.
 - *By March 30, 2021, Raymond Schools will have completed 2 hour trainings with staff. Raymond Schools will review evidence-based materials from local resources such as the Raymond Coalition for Youth, NH NAMI, and NH Suicide Prevention Resource Center. Raymond Schools will use published materials and self-training materials that may include handouts, face-to face presentations, and online videos. Raymond schools will develop a procedure for ensuring this annual training requirement is completed and met.*
 2. Raymond Schools will educate students in the importance of safe and healthy choices and coping strategies, recognizing risk factors and warning signs of mental disorders and suicide in oneself and others. The schools will provide students with help-seeking strategies for oneself or others, including how to engage resources and refer friends for help.
 - *Raymond Schools will use evidenced-based resources such as, but not limited to: the Michelle Garcia Winner's Social Thinking Framework, Second Step Program, Michigan Model for Health, and lessons delivered as part of the Raymond Health Curriculum. Raymond Schools supplement lessons with self-training materials as student developmental needs require.*
 3. Raymond Schools will identify the person(s) who serve as the point of contact when a student is believed to be at an elevated risk for suicide.
 - *Raymond Schools will post a flyer that identifies the contact names for each school. It will be available for students, parents, and staff, and counselors will have the information readily available.*

4. Raymond Schools will have suicide prevention information available for students, parents, faculty, staff and school volunteers. This information will include outside referrals to community organizations and crisis intervention services.
 - *Raymond Administrators, Counselors, Social Workers, Psychologists and other related personnel will create and have referral and crisis intervention information packets available for students, parents, faculty, staff and school volunteers.*
5. Raymond Schools will demonstrate cooperative efforts between school districts, charter public schools, and community suicide prevention program personnel.
 - *Raymond Schools will work cooperatively with local resources, such as the Raymond Coalition for Youth, Seacoast Mental Health Center, and Raymond Police Department. Procedures for establishing meeting times will be developed each year.*

SUICIDE PREVENTION AND RESPONSE**ADOPTION NOTES –**

This text box, and all highlights within the policy should be removed prior to adoption.

- (a) *This sample policy is required with the 2019 passage of SB 282 (codified as RSA 193-J). Although the new law is not effective until July 1, 2020, there are many provisions which may have budgetary and planning impacts. It is important, therefore, for Districts to carefully review the staffing and programming implications for FY 2021.*
- (b) *The annual training required under section C below, is required under the statute. The first training must occur by March 31, 2021.*
- (c) *This sample policy contemplates the development of a separate District Suicide Prevention Plan, with components as outlined in Section A of the policy. NHSBA recommends that districts use as a template or guide the sample “policy” available through the American Foundation for Suicide Prevention. The coding should connect to the board policy (e.g., JLDDB & JLDDB-R). This sample policy JLDDB was structured to mesh the key elements of RSA 193-J with the AFSP model “policy”. As of October 2019 the AFSP guide and policy can be found at:*

<https://afsp.org/our-work/education/model-school-policy-suicide-prevention/>

- (d) *This sample policy is structured to apply to districts with more than one school. For single school districts, the duties/positions of District Suicide Prevention Coordinator and School Suicide Prevention Points of Contact (policy sections B.1 & B.2, below) may/should be merged, with additional changes as needed for internal continuity.*
- (e) *{**} indicates a reference to another NHSBA sample policy. A district should check its own current policies and codes to assure internal consistency.*
- (f) *General – As with all sample policies, NHSBA recommends that each district carefully review this sample prior to adoption to assure suitability with the district’s own specific circumstances, internal coding system, current policies, and organizational structures. Highlighted language or blank, underscored spaces indicate areas which Boards must change/complete to reflect local personnel titles, policy references, duty assignments etc.*

Category: Priority/Required by Law

The School Board is committed to protecting the health, safety and welfare of its students and school community. This policy supports federal, state and local efforts to provide education on youth suicide awareness and prevention; to establish methods of prevention, intervention, and response to suicide or suicide attempt (“postvention”); and to promote access to suicide awareness, prevention and postvention resources.

- A. District Suicide Prevention Plan and Biennial Review. No later than May 31, 2020, the Superintendent shall develop and provide to the Board for approval, a coordinated written District Suicide Prevention Plan (the “Plan”) to include guidelines, protocols and procedures with the objectives of prevention, risk assessment, intervention and response to youth suicides and suicide attempts.

SUICIDE PREVENTION AND RESPONSE

1. **Specific Requirements for Plan Terms:** The District Suicide Prevention Plan shall include terms relating to:
 - a) Suicide prevention (risk factors, warning signs, protective factors, referrals);
 - b) Response to in-or-out-of-school student suicides or suicide attempts (postvention, suicide contagion);
 - c) Student education regarding safe and healthy choices, coping strategies, recognition of risk factors and warning signs of mental disorders and suicide; and help seeking strategies;
 - d) Training of staff, designated volunteers, and contracted personnel on the issues of youth suicide risk factors, warning signs, protective factors, response procedures, referrals, post-intervention and resources available within the school and community;
 - e) Confidentiality considerations;
 - f) Designation of any personnel, in addition to the *{see adoption note (d) above, and B.1 & B.2, below}* _____ District Suicide Prevention Coordinator and Building Suicide Prevention Liaisons, to act as points of contact when students are believed to be at an elevated risk of suicide;
 - g) Information regarding state and community resources for referral, crisis intervention, and other related information;
 - h) Dissemination of the Plan or information about the Plan to students, parents, faculty, staff, and school volunteers;
 - i) Promotion of cooperative efforts between the District and its schools and community suicide prevention program personnel;
 - j) Such include such other provisions deemed appropriate to meet the objectives of this Policy (e.g., student handbook language, reporting processes, “postvention” strategies, memorial parameters, etc.).
 2. **Biennial Review:** No less than once every two years, the Superintendent, in consultation *[with the District Suicide Prevention Coordinator and Building Suicide Prevention Liaisons _____ and]* with input and evidence from community health or suicide prevention organizations, and District health and guidance personnel, shall update the District Suicide Prevention Plan, and present the same to the Board for review. Such Plan updates shall be submitted to the Board in time for appropriate budget consideration.
- B. **Suicide Prevention Coordinator and Liaisons.**
1. **District Suicide Prevention Coordinator.** [{The Superintendent shall appoint a} OR {the _____ is designated as the}] District Suicide Prevention Coordinator, who, under the direction of the Superintendent shall be responsible for:
 - a) developing and maintaining cooperative relationships with and coordination efforts between the District and community suicide prevention programs and personnel;
 - b) annual updating of (i) State and community crisis or intervention referral intervention information, and (ii) names and contact information of Building Suicide Prevention Liaisons, for inclusion in student handbooks and on the District’s website;
 - c) developing - or assisting individual teachers with the development – of age appropriate student educational programing, such that all students receive information in the importance of safe and healthy choices and coping strategies, recognizing risk factors and warning signs of mental disorders and suicide in oneself and others, and

SUICIDE PREVENTION AND RESPONSE

- providing help-seeking strategies for oneself or others, including how to engage school resources and refer friends for help;
- d) developing or assisting in the development of the annual staff training required under section C of this policy;
 - e) Such other duties as referenced in this Policy or as assigned by the Superintendent.
1. **Building Suicide Prevention Liaison.** The [name position _____], or, in his/her absence, the building principal, shall be designated as the Building Suicide Prevention Liaison, and shall serve as the in building point-of-contact person when a student is believed to be at an elevated risk for suicide. Employees who have reason to believe a student is at risk of suicide, or is exhibiting risk factors for suicide, shall report that information to the Building Liaison, who shall, immediately or as soon as possible, establish and implement a response plan with the District Suicide Prevention Coordinator.
 - C. **Annual Staff Training.** The Superintendent shall assure that beginning with the 2020-21 school year, all school building faculty and staff, designated volunteers, and any other personnel who have regular contact with students, including contracted personnel or third-party employees, receive at least two hours of training in suicide awareness and prevention. Such training may include such matters as youth suicide risk factors, warning signs, protective factors, intervention, response procedures, referrals, and postvention and local resources.
 - D. **Dissemination.** Student handbooks and the District's website will be updated each year with the contact information for the Building Suicide Prevention Liaisons, State and community crisis or intervention referral intervention resources. The District Suicide Prevention Plan will be made available on the District's, and each school's respective websites.

District Policy History:

First reading:

Second reading/adopted:

District revision history:

Legal References:

RSA 193-J: Suicide Prevention Education

Legal References Disclaimer: *These references are not intended to be considered part of this policy, nor should they be taken as a comprehensive statement of the legal basis for the Board to enact this policy, nor as a complete recitation of related legal authority. Instead, they are provided as additional resources for those interested in the subject matter of the policy.*

Other Resources:

- *The New Hampshire Department of Education's Bureau of Student Wellness, Office of Social and Emotional Wellness (OSEW), provides resources and technical assistance to school districts to work*

SUICIDE PREVENTION AND RESPONSE

collaboratively with their community to respond to the needs of students through a multi-tiered system of support for behavioral health and wellness. For further information see:

www.nhstudentwellness.org

- *American Foundation for Suicide Prevention (AFSP) - <https://www.afsp.org>*
- *Suicide Prevention Resource Center - <http://www.sprc.org>*
- *The National Suicide Prevention Lifeline – <https://www.suicidepreventionlifeline.org>*
- *The Trevor Project - <https://www.thetrevorproject.org>*

When adopting this sample or variation of the same, a district should not include the NHSBA history or NHSBA policy notes appearing below. The district should, to the extent possible, include its own adoption/revision history, as well as the legal references and disclaimer as indicated above.

NHSBA history: New policy, November 2019.

NHSBA note, November 2019 This sample policy is in response to 2019 N.H. Laws Ch. 315 (SB 282), codified as RSA 193-J, which, among other things, requires that “each school district ... shall develop a policy that guides the development and implementation of a coordinated plan to prevent, assess the risk of, intervene in, and respond to suicide.” The statute then includes several required and discretionary policy components. As with other instances of recent legislation (e.g., 2018’s HB1612 & 2019’s SB 263), SB 282 contemplates Board development of a policy to direct the development of the plan, not the plan itself. This sample policy is intended to assist that process by coordinating the requirements of the statute with the framework with some of the model “policies” created by various suicide prevention/crisis intervention organizations such as the American Foundation for Suicide Prevention.

w/p-update/2019 Fall/ JLDDB Suicide Prevention (d2)

DISCLAIMER: This sample policy is copyrighted to the New Hampshire School Boards Association and is intended for the sole and exclusive use of NHSBA Policy Service Subscribers. This sample is provided for general information only and as a resource to assist subscribing Districts with policy development. School Districts and boards of education should consult with legal counsel and revise all sample policies and regulations to address local facts and circumstances prior to adoption. NHSBA continually makes revisions based on school Districts' needs and local, state and federal laws, regulations and court decisions, and other relevant education activity.

Raymond School District Policy - JICJ

~~UNAUTHORIZED~~ PERSONAL COMMUNICATIONS DEVICES

Student use of cell phones ~~cell/smart phones, camera phones, MP3 players,~~ and other handheld electronic and/or communication devices is strictly prohibited during the school day unless approved by a classroom teacher and/or building administrator. ~~This includes lunch periods and passing periods, as well as on school sponsored trips and driver education classes.~~ Such devices are to be kept in a student's assigned locker, **purse or bookbag, turned off or silenced when not in use. The use of cell phones during class time is prohibited unless the classroom teacher obtains permission from his or her school administrator to use cell phones for a specific educational purpose. The Board recommends that these devices not be brought to school.**

Upon reasonable suspicion that a school rule or the law has been violated through the use of such a device, an administrator may search for evidence of suspected wrongdoing. Any refusal on the part of a student to comply with a request to surrender the device may result in disciplinary action.

The Board may grant an exception to this policy for medical or emergency reasons only. This exception requires a written report from the student's medical provider explaining the need for the exception.

Additionally, it is prohibited for students to take, store, disseminate, transfer, view, or share obscene, pornographic, lewd, or otherwise illegal images or photographs, whether by electronic data transfer or other means, including but not limited to texting and e-mailing. Any student found to have engaged in such conduct may be reported to local law enforcement authorities and may face criminal penalties in accordance with applicable law. School administrators may refer such matters to local law enforcement if the administrator believes student action in this regard involves illegal activity (e.g., pornography.)

Students participating in extra-curricular activities or athletics must contact their sponsor or coach for his/her rules involving cell/smart phone use after hours or on after-school bus trips. Sponsors and coaches will set their rules and establish their consequences for the use and/or misuse of these devices. Cell/~~smart~~ phones ~~are~~ should be **turned ~~shut~~ off or silenced** during all practices, games and contests. They may be checked during breaks.

The school district will not be responsible for loss, damage or theft of any electronic communication device brought to the school.

Consequences for Violating this Policy

First Offense: **Verbal warning; the student will be asked to put the device away.** ~~and confiscation of the electronic communication device for the remainder of the school day.~~ A disciplinary referral will be written if there is violation of another district policy.

Second Offense: The electronic communication device will be confiscated **and a disciplinary referral will be written. The student must pick up the device from the principal or superintendent's office.** ~~The student's parent/guardian must pick up the device from the principal or superintendent's office.~~

Third Offense: The electronic communication device will be confiscated. A disciplinary referral will be written. The student's parent/guardian must pick up the device from the principal or superintendent's office. At the principal's discretion, the student may receive detention or in-school suspension.

Any further violations of this policy will result in the student's loss of possession of the electronic communication device for the remainder of the school year. The student's parent/guardian must pick up the cell/smart phone from the principal or superintendent's office at the expiration of that length of time. At the principal's discretion, the student may receive detention, in-school suspension, or out-of-school suspension not to exceed ten (10) days.

Adopted: August 1, 2002

Revised: March 21, 2008

Revised: April 20, 2011

Revised: May 6, 2015

Revised:

Revised: May 6, 2015

JICJ - UNAUTHORIZED COMMUNICATION DEVICES

(Download policy)

Category: Recommended

Student use of cell phones, camera phones, pagers, beepers, and other similar electronic communication devices is strictly prohibited during the school day. This includes lunch periods and passing periods, as well as on school sponsored trips and driver education classes. Such devices are to be kept in a student's assigned locker with the power turned off. The Board recommends that these devices not be brought to school.

Additionally, it is prohibited for students to take, store, disseminate, transfer, view, or share obscene, pornographic, lewd, or otherwise illegal images or photographs, whether by electronic data transfer or other means, including but not limited to texting and e-mailing. Any student found to have engaged in such conduct may be reported to local law enforcement authorities and may face criminal penalties in accordance with applicable law. School administrators may refer such matters to local law enforcement if the administrator believes student action in this regard involves illegal activity (e.g., pornography.)

The Board may grant an exception to this policy for medical or emergency reasons only. This exception requires a written report from the student's medical provider explaining the need for the exception.

Students participating in extra-curricular activities or athletics must contact their sponsor or coach for his/her rules involving cell phone use after hours or on after-school bus trips. Sponsors and coaches will set their rules and establish their consequences for the use and/or misuse of these devices.

The school district will not be responsible for loss, damage or theft of any electronic communication device brought to the school.

Consequences for Violating this Policy

First Offense: Warning and confiscation of the electronic communication device for the remainder of the school day. Second Offense: The electronic communication device will be confiscated. A disciplinary referral will be written. The student's parent/guardian must pick up the device from the principal or superintendent's office. Third Offense: The electronic communication device will be confiscated. A disciplinary referral will be written. The student's parent/guardian must pick up the device from the principal or superintendent's office. At the principal's discretion, the student may receive detention or in-school suspension.

Any further violations of this policy will result in the student's loss of possession of the electronic communication device for the remainder of the school year. The student's parent/guardian must pick up the cell phone from the principal or superintendent's office at the expiration of that length of time. At the principal's discretion, the student may

receive detention, in-school suspension, or out-of-school suspension not to exceed five (5) days.

NHSBA Note, September 2014: Deletion of second paragraph, which addressed circumstances under which school officials could search a student's cell phone. Legal standards under which school officials may properly search a student's cell phone are unclear. Contact NHSBA for more information, if necessary.

Revised: September 2014

Revised: February 2006, May 2006, April 2010

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Raymond School District Policy - JICA

STUDENT DRESS CODE

The Board recognizes that student individual dress is primarily a parental responsibility that should reflect concern for health and safety of students, staff and others. When the dress of an individual student constitutes a health problem, is unsuitable for school wear, is a danger to any person, or causes a substantial and material disruption or substantial disturbance, the principal shall take appropriate action to correct the situation.

The following apparel is not to be worn during the school day: ~~caps, hats, and other head gear; hats, bandanas, head stockings, scarves or headwear that cover the full head unless for religious, cultural or medical reasons;~~ sunglasses; ~~tank tops;~~ clothing with offensive, vulgar, or racist language or pictures; tops that do not completely cover the mid-section **when arms are at one's sides**; clothing that glorifies, encourages or promotes the use of alcohol, drugs or violence. **Clothing must be worn in a way such that private parts are covered with opaque material. Undergarments cannot be purposefully showing. Footwear is required, and hoods must be down while indoors.**

Students who violate this policy will be given an opportunity to correct the situation by either changing the clothing, removing the clothing (if appropriate), wearing it inside-out, or other means as determined by the principal so the student is in compliance with this policy. Students who repeatedly violate this policy may face more severe consequences, including detention, in-school suspension, or out-of-school suspension.

Nothing in this Dress Code Policy shall limit students' freedom of religion or expression as protected by the federal or state Constitutions.

Adopted: September 2, 1970 R/R: 8/21/73,
9/5/73 Revised: August 1, 2002 Revised: March
5, 2008 Proposed Revision Second Reading:
October 2, 2019; Proposed Third Reading: May
____, 2020.

JICA - STUDENT DRESS CODE

(Download policy)

Category R

The Board recognizes that student individual dress is primarily a parental responsibility that should reflect concern for health and safety of students, staff and others. When the dress of an individual student constitutes a health problem, is unsuitable for school wear, is a danger to any person, or causes a substantial and material disruption or substantial disturbance, the principal shall take appropriate action to correct the situation.

The following apparel is not to be worn during the school day: caps, hats, and other head gear; tank tops; clothing with offensive, vulgar, or racist language or pictures; tops that do not completely cover the mid-section; clothing that glorifies, encourages or promotes the use of alcohol or drugs.

Students who violate this policy will be given an opportunity to correct the situation by either changing the clothing, removing the clothing (if appropriate), wearing it inside-out, or other means as determined by the principal so the student is in compliance with this policy. Students who repeatedly violate this policy may face more severe punishment, including detention, in-school suspension, or out-of-school suspension.

Revised: November 2007

Reviewed: October 2004

Revised: July 1998, November 1999, August 2006

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