



## **Discipline Policy**

### **Purpose**

The Sankofa School Board of Education is committed to providing a safe, orderly, and supportive learning environment for all students. This policy establishes consistent and fair discipline procedures that uphold student rights, promote appropriate behavior, and ensure compliance with federal and state laws, including the Individuals with Disabilities Education Act (IDEA) and Oklahoma State Law. **This policy further states that students who engage in any act of bullying are subject to disciplinary action and may be referred to law enforcement if necessary.**

### **Policy Statement**

### **Non-Discrimination in Discipline**

The district shall administer disciplinary policies and procedures in a fair, equitable, and non-discriminatory manner. Disciplinary actions shall not discriminate based on race, color, national origin, sex, disability, or any other protected status.

### **Authority and Responsibility**

Each school administrator is responsible for enforcing district discipline policies in accordance with state law (70 O.S. § 24-101.3), district procedures, and individual student rights. Teachers and other school personnel have the authority to intervene and correct student behavior when necessary to maintain a safe learning environment.

### **General Education Due Process Procedures**

For suspensions of ten days or less, students and parents shall be provided written notice of the charges, an explanation of the evidence, and an opportunity to respond. For suspensions longer than ten days, students and parents shall have the right to an administrative hearing and appeal as outlined in the district's Suspension and Expulsion Procedures.

### **Progressive Discipline Framework**



The district shall utilize a progressive discipline approach that includes restorative practices, positive behavioral supports, counseling interventions, and alternative discipline strategies to address behavioral challenges.

### **Corporal Punishment**

Sankofa School permits the use of corporal punishment as a disciplinary measure only under specific conditions. Corporal punishment shall be administered only by a certified staff member in the presence of another certified staff member, and only when prior written permission has been provided by the student's parent or legal guardian.

Parents may provide or revoke permission for the use of corporal punishment at any time by submitting a written statement to the school principal. A record of such permission or revocation shall be maintained in the student's file.

Corporal punishment is strictly prohibited for all students identified with disabilities, in accordance with IDEA regulations and OSDE guidance.

### **Definition of Corporal Punishment**

For the purposes of this policy, "corporal punishment" is defined as the deliberate infliction of physical pain by hitting, paddling, spanking, slapping, or any other physical force used as a means of discipline.

### **Students with Disabilities**

The district ensures that students with disabilities are provided all procedural safeguards and protections under IDEA Part B when subject to disciplinary action. Disciplinary measures for students with disabilities shall comply with 34 C.F.R. §§ 300.530–300.536, including but not limited to:

- Conducting Manifestation Determination Reviews (MDRs) when a student is removed for more than 10 cumulative or consecutive school days.
- Continuing to provide FAPE during removals beyond 10 days in a school year.
- Implementing Behavior Intervention Plans (BIPs) or conducting Functional Behavior Assessments (FBAs) when necessary.
- Ensuring participation in the general education curriculum to the extent appropriate during disciplinary removals.



- Prohibiting the use of corporal punishment on students identified with disabilities and/or DHS Care.

**Scope** This policy applies to all students identified with disabilities, including but not limited to:

- Autism
- Deafness
- Deaf-blindness
- Emotional disturbance
- Intellectual disability
- Learning disabilities
- Speech or language impairments
- Traumatic brain injury
- Visual or orthopedic impairments

#### Implementation

- Individualized Education Program (IEP): For students with disabilities, the IEP team must develop and implement positive behavioral interventions and supports.
- Behavioral Interventions: Staff will utilize evidence-based, non-physical behavioral interventions to address challenging behaviors.
- Staff Training: All personnel will receive annual training on the district's discipline policy, due process requirements, and alternatives to exclusionary discipline practices.
- Parental Notification: Parents or guardians will be informed of this policy and their rights under IDEA.

**Compliance and Monitoring** The district will regularly review and monitor compliance with this policy to ensure the protection and well-being of all students.

**Referral to Law Enforcement** The district may refer students to law enforcement agencies in accordance with state and federal law. Such referrals shall not circumvent the student's right to due process under school policy or IDEA protections for students with disabilities.



**Code of Conduct** This policy shall be read in conjunction with the district's Student Code of Conduct, which outlines expected behavior, prohibited conduct, and corresponding consequences. The Code of Conduct is reviewed annually and made available to all students, parents/guardians, and staff.

### **Parental Notification and Due Process**

Parents/guardians shall be notified of disciplinary actions in accordance with district procedures. Students have the right to due process, including notice of allegations and an opportunity to be heard, as outlined in district policy and applicable laws.

### **Implementation and Review**

This policy will be implemented in coordination with administrative procedures developed by the Superintendent or designee. The policy will be reviewed annually to ensure ongoing compliance with local, state, and federal law.

Legal Authority 70 O.S. § 24-101.3 – Oklahoma School Discipline Laws 34 C.F.R. § 300.324(a)(2) – IDEA Requirements for IEP Consideration of Behavior OSDE Policies and Procedures (2024), Chapter 12 – Discipline Provisions for Students with Disabilities 20 U.S.C. § 1415 – Procedural Safeguards under IDEA Section 504 of the Rehabilitation Act of 1973 Title II of the Americans with Disabilities Act (ADA)