

21 method for identification and measuring the students' environment
22 at school and in after school environments, a curriculum and contin-
23 uing professional education on bullying, reporting requirements, safe
24 havens to mitigate legal exposure, a process for improvements and
25 enhancements.

26 (a) Framework. All districts will establish an anti-bullying policy
27 which has zero tolerance. Students and their parents or guardians
28 will be required to review and acknowledge a standard Code of Con-
29 duct at the beginning of each year, which sets the expectations for
30 behavior and establishes guidelines for disciplinary action. Such
31 Code of Conduct will be applicable in all situations between one or
32 more students regardless of where they occur, whether written, oral
33 or physical in nature. For documented violations of this Code of
34 Conduct, a graduated "4 strike" system will be established as
35 follows:—

36 (i) First offense - Notification of student and parent and corrective
37 action meeting to be held.

38 (i) Second offense - One day automatic suspension.

39 (ii) Third offense - One week automatic suspension.

40 (iii) Fourth offense - expulsion for the balance of the school years.

41 (b) Responsibility and Accountability. The DOE will establish a
42 clear hierarchy of responsibility of implementation of this legisla-
43 tion.

44 Superintendents in each district are to be ultimately responsible,
45 followed by the priority positions of administrators for each school.

46 Administrators will be accountable for meeting minimum stan-
47 dards and such evaluation will be a component of each administra-
48 tor's overall evaluation.

49 The DOE will be required to create disciplinary actions for those
50 administrators in each school district which fail to meet the stan-
51 dards set by the DOE, including grounds for dismissal under certain
52 circumstances.

53 (c) Identification and ongoing measurement of the environment.
54 Standardized surveys of students are to be developed for various
55 grade levels (1-4, 5-6, 7-8, and 9-12), and are to be completed in
56 October, February and May of each year. Results are to be compiled
57 by an independent agency and results and rankings made available to
58 the public.

59 Corrective action reports are to be issued by those schools in the
60 bottom 25% of the Commonwealth.

61 (d) Bullying curriculums and continuing education for educators.
62 The DOE will issue guidelines to its constituents requiring a certain
63 minimum number of hours of the annual curriculum be dedicated
64 towards educating students on the effects of bullying. Administrators
65 and educators are to be required to receive a minimum of 8 hours per
66 year on topics related to bullying.

67 (e) Reporting and meeting requirements. The DOE will establish
68 guidelines for administrators and educators to report documented
69 events. In addition, administrators will be required to communicate
70 to both students and parents on the results of the surveys and the
71 school rankings against other schools in town and the Common-
72 wealth as a whole. Students will have a requirement to meet with
73 guidance counselors a minimum of 3 times per school year. The
74 DOE will develop a standard “report card” for each student and each
75 educator will be required to include their assessments on the mental
76 health aspects of each student as part of their semester report cards.
77 Bullying and socialization are to be directly addressed. Educations
78 are to have a minimum of 3, thirty-minute mandatory conferences
79 with parents to review report cards and such conferences will
80 include feedback from guidance counselors.

81 (f) Safe havens from legal exposures. Administrators and educa-
82 tors are the de facto fiduciaries of students. Meeting the objectives of
83 fiduciary responsibilities is addressed in the other subsections. Safe
84 havens are to be established to protect these individuals from litiga-
85 tion provided they have complied with Commonwealth guidelines,
86 are not grossly negligent in their duties, recognizing that they are not
87 psychological professions and their assessments are essentially their
88 opinions.

89 (g) Process improvements. The DOE will have the responsibility
90 of process improvements. The DOE should work with specialty
91 agencies and community organizations to develop pilot programs
92 whose successes will be duplicated in other districts.

93 Subparagraphs (a), (b), and (f) shall become effective on Sep-
94 tember 1, 2007.

95 Subparagraphs (c) and (e) shall become effective on January 1,
96 2008.

97 Subparagraph (d) shall become effective on August 31, 2007.

98 Subparagraph (g) shall become effective on August 31, 2008.
99 All other provisions of this act shall become effective upon its
100 passage.