

# WOODBURY LEADERSHIP ACADEMY

*Adopted: July 22, 2014*

*Amended: May 22, 2019*

## **525 VIOLENCE PREVENTION POLICY**

### **I. PURPOSE**

The purpose of this policy is to identify measures that Woodbury Leadership Academy will take in an attempt to maintain a learning and working environment that is free from violent and disruptive behavior.

The Woodbury Leadership Academy Board of Directors is committed to promoting healthy human relationships and learning environments that are physically and psychologically safe for all members of the school community. It further believes that students are the first priority and they should be protected from physical or emotional harm during school activities, and on school grounds, buses or field trips while under school supervision.

### **II. GENERAL STATEMENT OF POLICY**

A. It is the policy of Woodbury Leadership Academy to strictly enforce its School Weapons Policy #501.

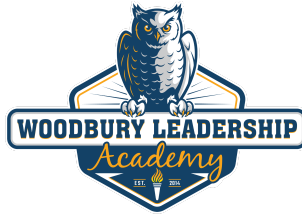
B. It is the policy of Woodbury Leadership Academy to strictly enforce its Harassment & Violence Policy #413.

C. It is the policy of the Woodbury Leadership Academy to act promptly in investigating all acts, or formal or informal complaints, of violence and take appropriate disciplinary action against any student or staff member who is found to have violated this policy or any related policy.

D. Woodbury Leadership Academy administration shall periodically review discipline policies and procedures, prepare revisions if necessary, and submit them to the Woodbury Leadership Academy Board of Directors for review and adoption.

E. Woodbury Leadership Academy may implement violence prevention strategies to promote safe and secure learning environments, to diminish violence in our school, and to aid in the protection of children whose health or welfare may be jeopardized through acts of violence.

### **III. IMPLEMENTATION OF POLICY**



A. The Woodbury Leadership Academy Board of Directors will review and approve policies to prevent and address violence in our school. The executive director or designee will develop procedures to effectively implement the school weapons and violence prevention policies. It shall be incumbent on all students and staff to observe all policies and report violations to the school administration.

B. The Woodbury Leadership Academy Board of Directors and administration will inform staff and students annually of policies and procedures related to violence prevention and weapons.

C. Woodbury Leadership Academy will act promptly to investigate all acts and complaints of violence and take appropriate disciplinary action against any student or staff member who is found to have violated this policy or any related policy.

D. Students with disabilities may be expelled for behavior unrelated to their disabilities, subject to the procedural safeguards required by the Individuals with Disabilities Education Act (IDEA), Section 504 of the Rehabilitation Act of 1973, and the Pupil Fair Dismissal Act.

E. Procedures will be developed for the referral of any person in violation of this policy or the weapons policy to the local law enforcement agency in accordance with MN Statute.

#### **IV. PREVENTION STRATEGIES**

Woodbury Leadership Academy may adopt and implement the following prevention strategies to promote safe and secure learning environments, to diminish violence in our school, and to aid in the protection of children whose health or welfare may be jeopardized through acts of violence.

A. Adopt a crisis management policy to address potential violent crisis situations in the school.

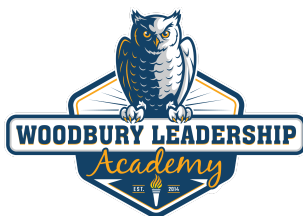
B. Provide training in recognition, prevention, and safe responses to violence, and development of a positive school climate.

C. In-service training for personnel in aspects of reporting, visibility and supervision as deterrents to violence.

D. Promote student safety responsibility by encouraging the reporting of suspicious individuals and unusual activities on school grounds.

E. Establish a curriculum committee that explores ways of teaching students proactive character/ values education.

F. Develop cross-cultural awareness programs to unify students of all cultures and backgrounds, to develop mutual respect and understanding of shared experiences and values among students,



and to promote the message of inclusion.

G. Develop curriculum that teaches social skills such as maintaining self-control, building communications skills, forming friendships, resisting peer pressure, being appropriately assertive, forming positive relationships with adults, and resolving conflict in nonviolent ways.

H. Develop curriculum that teaches critical viewing and listening skills in analyzing mass media to recognize stereotypes, distinguish fact from fantasy and identify differences in behavior and values that conflict with their own.

I. Develop curriculum on character education including, but not limited to, character qualities such as attentiveness, truthfulness, respect for authority, diligence, gratefulness, self-discipline, patience, forgiveness, respect for others, peacemaking, and resourcefulness.

J. Establish clear school expectations that prevent and deter violence.

K. Establish conflict resolution training, conflict management, or peer mediation for staff and students to teach conservative approaches to settling disputes.

L. Develop opportunities to elicit students' ideas about particular safety problems in the building.

M. Develop a name identification system for quick identification of the student in case of emergency.

N. Develop a staff photo or name identification system using identification badges for quick identification of unauthorized people on campus.

O. Require all visitors to check-in the main office upon their arrival and state their business at the school. A visitor badge will be issued for easy identification that the visitor is authorized to be present in the building.

## **V. STUDENT SUPPORT**

A. Students will have access to school-based student service professionals, when available, nurses, teachers, or administration who are knowledgeable in methods to assist students with violence prevention and intervention.

B. Students will be apprised of Woodbury Leadership Academy policies designed to protect their personal safety.

C. Students will be provided with information as to Woodbury Leadership Academy rules regarding weapons and violence.

D. Students may be informed of resources for violence prevention and proper reporting.



## **VI. PERSONNEL**

A. Woodbury Leadership Academy staff shall be knowledgeable of violence prevention policies and report any violation to administration immediately.