



Date: February 9, 2023
To: All Principals
From: Maria F Vazquez, Ed.D.
Superintendent
Recipients: **ALL STAFF**
Subject: Discipline

As I recently conducted a series of Town Hall meetings with staff, parents, and community members, one of the recurring concerns was the issue of student discipline. Parents and staff both commented on the increase in misbehavior and the perceived lack of consequences for students. Staff shared repeatedly the perception that they were not able to write referrals, citing “quotas” and consequences for schools with too many referrals. I also heard they were not allowed to write referrals for students with disabilities. I hope during our meeting Tuesday, February 7th, I was able to dispel each of these myths and express my expectations that we will enforce the Code of Student Conduct, and document behaviors and consequences for **ALL** students through our standardized discipline process which begins with the written referral.

It is also my expectation that all schools have a school wide positive behavior system. As my team and I visit schools, it has been clear that some schools have culturally imbedded a positive behavior system, and some have no evidence of such a system. Having a system means having processes and procedures in place that all staff and students know and understand. CHAMPS is a great example of a system used by many in the district. Expectations are taught in every classroom, things like how to ask for help, how to move about the room, how to move about the school, how to behave in the auditorium and common spaces, tardy procedures and the list goes on and on. Any support you may need in implementing such a system will be provided to you. The team is ready to support schools in these endeavors with the appropriate resources by contacting the Deputy Superintendent.

Ensuring we have a safe learning and working environment is my number one priority and cannot be attained without a school-wide positive behavior system and consistent enforcement of the Code of Student Conduct. This is critical to our work and anyone not enforcing the code must be held accountable.

Please forward a copy of this memorandum to all of your staff.



Orange County Public Schools

Date: February 9, 2023
To: All Principals
From: Michael Armbruster
Deputy Superintendent
Recipients: Principals, Assistant Principals and Deans
Subject: Discipline Procedures Webex

Please use the link below to enter any clarifying questions you may have in regards to discipline or the Superintendent's Webex meeting this past Tuesday, February 6, 2023.

<https://forms.gle/hxPt7obwRfB6hVwr8>

The link will be open until Tuesday, February 14th. We will create a FAQ to send out once we take the link down and process the questions.

Thank you in advance as we work towards becoming ONE OCPS.