



SALEM•KEIZER
PUBLIC SCHOOLS

All Students Belong

Promoting Safe and Welcoming Schools for All

October 27, 2020



All Students Belong

- Our goal is to create safe and welcoming environments for all students.
- Current district policy prohibits: harassment, discrimination, bullying, etc.
- SKPS does not have policy prohibiting symbols of hate. Yet, schools do have a practice of interrupting and addressing incidents of hate and bias.
- All Students Belong formalizes and aligns this work.

All Students Belong

- The All Students Belong OAR is an important step in creating safe and inclusive school climates where all who participate in our school communities feel welcome.
- Prohibit hate symbols that incite fear and violence and cause emotional distress and trauma.
- Three most recognizable symbols of hate are banned from schools: Confederate flag, swastika, and noose.



Timeline

- Temporary rule adopted by State Board of Education – September 17, 2020
- Initial guidance released – September 18, 2020
- Legally required policy the school district puts in place – by January 1, 2021
- Permanent rules adopted by State Board of Education – by Feb/March 2021

Bias Incident Response - Guidelines

- Assess physical and emotional safety of those involved.
- Determine what type of response aligns best with district policy and maintains safety and well-being of others involved.
- Identify and prioritize healing-centered, trauma-informed, strength-base, racial equity/anti-racism approach.