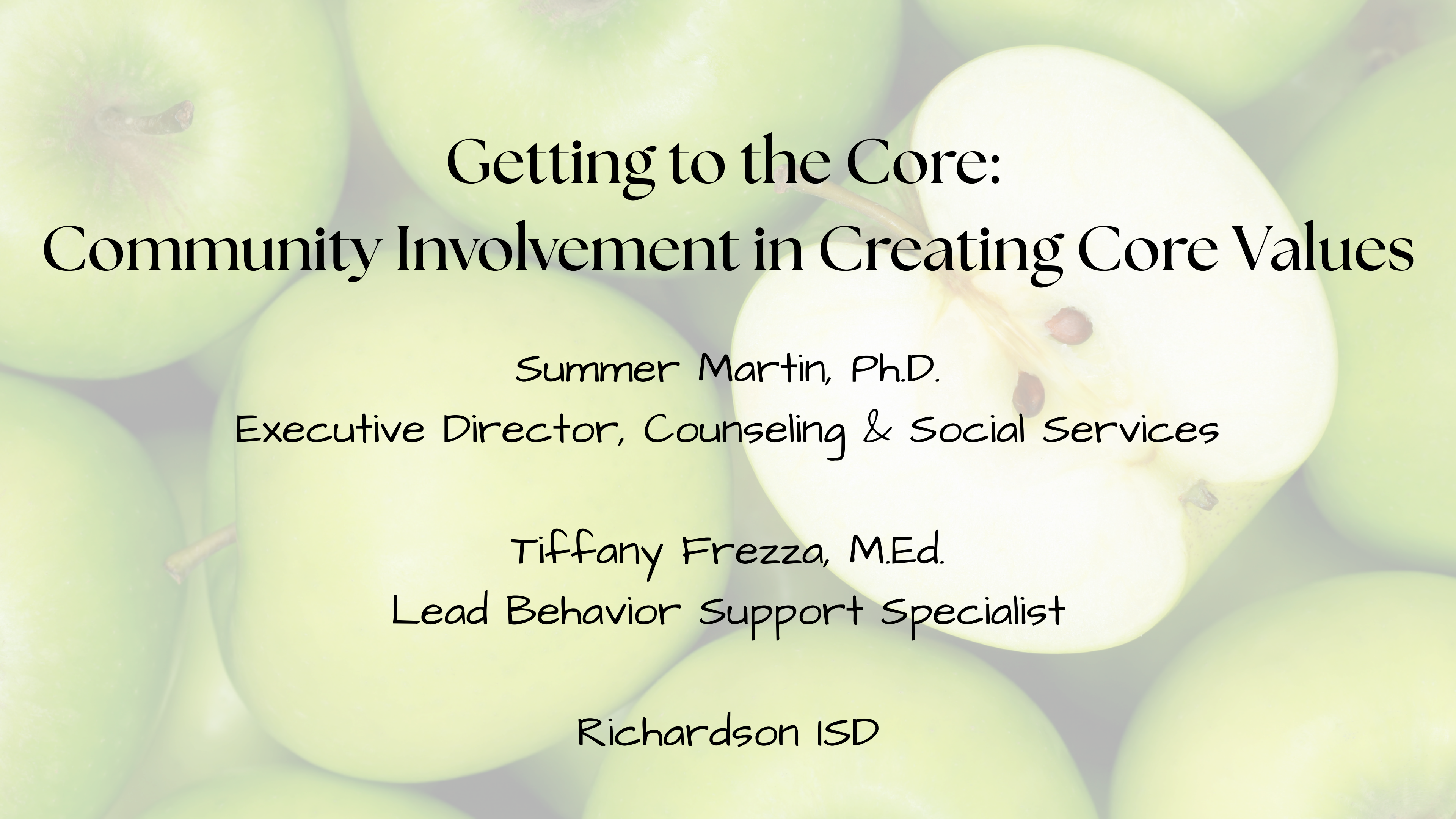




Getting to the Core: Community Involvement in Creating Core Values

Summer Martin, Ph.D.

Executive Director, Counseling & Social Services

Tiffany Frezza, M.Ed.

Lead Behavior Support Specialist

Richardson ISD

Who We Are...



I'm
Summer



I'm
Tiffany

The background of the slide features a close-up photograph of several ripe red apples hanging from a tree. The apples are vibrant red with some yellow highlights, and they are surrounded by lush green leaves. The entire image is overlaid with a semi-transparent light green filter, which softens the colors and makes the text stand out.

Let's Be Safe, Respectful, Responsible

How can we be safe, respectful, and
responsible during our time together
today?

Instructions:

Discuss at your table how we can be safe, respectful, and responsible during our time together. Come up with one example per core value.

Callback:

After 3 minutes, I will call you back together by saying:
"If you can hear my voice, take a deep breath."



Purpose

To share our collaborative process of defining and embedding the core values of safe, respectful, and responsible not only in the classrooms, but throughout the community with the development of a Code of Civility. We will share how we engaged community members in developing and sharing the core values to extend them past the classroom. We will share ideas of working with our community to bring safe, respectful, and responsible to all aspects of learning.

How It Began

- Covid behavior...
- Behavior support team
- We found Emergent Tree!

How It Began

- Live Wise Live Healthy Initiative
- Targeted topics monthly
- Advisory Committee
- Code of Civility



Community wide training, programming and opportunities to empower young people through healthy and wise decision making and meaningful life changing experiences.

August	START SAFE
September	TOGETHER FOR MENTAL HEALTH
October & November	BE KIND TO YOUR MIND
December	MANAGING STRESS & MENTAL HEALTH
January & February	HEALTHY RELATIONSHIPS
March	UP CLOSE AND CULTURAL
April	SAFE KIDS, HEALTHY FUTURES
May	MAKING CONNECTIONS

What is a Code of Civility?

A code of civility is a set of guidelines that promote respectful and courteous behavior within a specific community or organization. It outlines expected behaviors and attitudes to foster a positive and productive environment, emphasizing respect, safety, and responsibility. These codes can be found in schools, workplaces, and other settings.

How It Came Together

- LWLH Advisory Committee
- Reviewed other Codes of Civility
- Submitted draft to district admin team

How It Came Together

Code of Civility - Draft

Richardson ISD believes in an active partnership between the school, students, families, and the community. Together, through active participation in communication and agreed upon beliefs and behaviors, our schools will be successful in providing the best education environment for all students.

1. We are respectful.

This means:

- We listen actively, carefully, and respectfully,
- We share opinions and concerns calmly and without loud or intentionally offensive gestures, vulgarity, or profanity,
- We address each other by name or title,
- We take pride in who we are and where we learn,
- We strive to be inclusive and respect each other's differences,
- We communicate respectfully, and
- We treat each other with kindness and empathy.

Who:

How:

2. We are responsible.

This means:

- We do not disrupt or attempt to interfere with the operation of a classroom or any other work or public area of a school or school facility,
- We resolve conflicts respectfully and peacefully,
- We manage negative responses appropriately,
- We are honest and accurate,
- We ask for help when we need it, and
- We honor school and district policies.

Who:

How:

What do you notice about our draft?

The AHA Moment...

Why don't we mirror the safe, respectful, and responsible language in our Code of Civility? Our community is behind it, too...hmm...

★ WE ARE
SAFE.



★ WE ARE
RESPECTFUL.



★ WE ARE
RESPONSIBLE.



CODE OF CIVILITY

The Rollout

- Poster w/ QR Code
- Order Poster for all Campuses
- Website creation
- Full Code of Civility "Odomized" - our graphic designer is Kristin Odom
- Video with Tabitha
- Slideshow for Principal Staff Training
- Slideshow for Teacher Student training
- Parent Sign Off Document
- Homepage article
- RISD Community News
- Tab's Monday Message
- Social media post
- Train Auxillary Staff

The Rollout

[Overview](#) [Departments](#) [Guidelines](#) [Code of Civility](#) [Resources](#) [Our Team](#)

Code of Civility

[Code of Civility](#)[Enforcement Guidelines](#)[Parent Expectations](#)[Student Expectations](#)[Frequently Asked Questions](#)[Parent Resources](#)

Overview



Code of Civility

CODE OF CIVILITY

WE ARE SAFE.

- ▶ We do not threaten the safety of others individually or as a group.
- ▶ We do not cause physical or bodily harm to one another.
- ▶ We do not threaten or cause damage to school property or another's property.
- ▶ We do not bully, belittle, or tease one another, and we are upstanders and do not allow others to do so in our presence.

MORE VIDEOS

0:00 / 1:22

YouTube

Richardson ISD is a beautiful community in which safety, respect, and

The Rollout



CODE OF CIVILITY

Richardson ISD is a beautiful community in which safety, respect, and responsibility are an active part of the fabric of our schools, community, and staff. Play your part by adhering to these practices and attitudes.

STUDENT EXPECTATIONS

To support a positive and respectful environment, Richardson ISD expects all students to follow these guidelines. These expectations help ensure that everyone can learn and grow in a safe and supportive community.

Be Safe

- **Protect each other:** Never threaten or harm anyone physically or emotionally.
- **Respect property:** Do not damage school property or other people's belongings.
- **Stand up against bullying:** Do not bully, belittle, or tease others. Be an upstander and support those who are being mistreated.

among your peers.

- **Show kindness:** Treat everyone with kindness and empathy, considering their feelings and perspectives.

Be Responsible

- **Follow school rules:** Abide by all school and district policies and procedures.
- **Stay honest:** Be truthful and accurate in your words and actions.
- **Resolve conflicts peacefully:** Address disagreements with respect and aim for peaceful solutions.
- **Manage emotions:** Handle negative feelings appropriately without disrupting others.
- **Ask for help:** Seek assistance when you need it from teachers, counselors, or other trusted adults.
- **Stay focused:** Do not disrupt classes or other school activities. Contribute positively to the learning environment.

Be Respectful

- **Listen actively:** Pay attention when others are speaking and respond thoughtfully.
- **Communicate calmly:** Share your opinions and concerns calmly and respectfully, without using offensive language or gestures.
- **Use proper titles:** Address your peers, teachers, and staff by their names or titles.
- **Value diversity:** Embrace and respect differences

By following these expectations, you help make RISD a place where everyone can thrive. Your actions matter, and together, we can create a community built on safety, respect, and responsibility.

PARENT EXPECTATIONS

Richardson ISD encourages all parents and guardians to be an active part of their student's educational journey. For a successful partnership to occur, we ask all parents to abide by the district code of civility and maintain these expectations. Through the power of meaningful, respectful dialogue and relationships, all RISD students can reach their fullest potential.

Respect school policies and procedures:

Familiarize yourself with the school's rules, regulations, and procedures and adhere to them. These guidelines are in place to ensure the safety and well-being of all students.

Communicate respectfully:

When communicating with teachers, administrators, and other school staff, use polite and respectful language, whether it's in person, over the phone, or via email. Avoid confrontational or aggressive behavior.

Collaborate with educators:

Recognize that teachers and administrators are professionals who have the best interests of your child in mind. Work collaboratively with them to address any concerns or issues that may arise.

Be proactive in resolving conflicts:

If you have a disagreement or concern, address it calmly and constructively through appropriate channels, such as scheduling a meeting with the teacher or principal. Avoid gossiping or spreading rumors.

Support your child's learning:

Take an active interest in your child's education by attending parent-teacher conferences, participating in school events

and activities, and providing support and encouragement at home.

Model positive behavior: Set a good example for your child by demonstrating respect, kindness, and empathy in your interactions with others, both within the school community and beyond.

Respect diversity and inclusion: Embrace and celebrate the diversity of the school community, including students, families, and staff from various backgrounds and perspectives. Treat everyone with dignity and respect, regardless of differences.

Volunteer responsibly: If you choose to volunteer at the school, follow the guidelines provided by the school and respect the authority of teachers and administrators.

Maintain confidentiality:

Respect the privacy of students, families, and school staff by not sharing sensitive information or gossiping about others.

Uphold a positive school culture: Contribute to creating a supportive and welcoming environment within the school community by promoting positivity, cooperation, and mutual respect.

By following these principles of civility, parents can help foster a positive and productive partnership between home and school for the benefit of all students.



The Rollout

Enforcement Guidelines

To ensure all stakeholders understand and adhere to the Richardson ISD Code of Civility and its enforcement, we will utilize various communication methods. The purpose is to make clear that while adherence to these standards is expected, there will be consequences for not meeting district expectations.

Authority and enforcement of the RISD Code of Conduct ultimately depend on the individual and collective will of students, RISD faculty and staff, parents, guardians, and all community members. Everyone must know how to respond to uncivil behavior and understand how such behavior will be addressed.

For Students

- A student who feels they have not been treated according to the Code of Civility should report the behavior to the appropriate school administrator.

For Parents, Guardians, or Community Members

- If a parent, guardian, or community member believes they have not been treated according to the Code of Civility, they should report the behavior to the staff member's immediate supervisor.

For Employees

- **Personal Harm Threats:** If personal harm is threatened, the employee may contact law enforcement.
- **Unauthorized Presence:** Anyone on school district property without authorization must be directed to leave by an administrator or school resource officer. This includes but is not limited to anyone who:
 - Threatens or attempts to disrupt school or district operations.
 - Physically harms someone.
 - Intentionally causes damage.
 - Uses loud, offensive language, gestures, profanity, or shows a display of temper. If the person does not leave immediately and willingly, and if the school resource officer is unavailable, law enforcement shall be called.
- **Abusive Communications:** If a recorded voicemail, email, or any type of written communication is demeaning, abusive, threatening, or obscene, the employee is not obligated to respond. If personal harm is threatened, the employee should save the message and contact their immediate supervisor, the school resource officer, and/or law enforcement.
- **Verbal Abuse:** If any member of the public uses obscenities or speaks in a demeaning, loud, or insulting manner, the employee should:
 - Calmly and politely ask the speaker to communicate civilly.
 - If the verbal abuse continues, give appropriate notice to the speaker and terminate the meeting, conference, or telephone conversation.
 - If the meeting or conference is on school district premises, request that an administrator or authorized person direct the speaker to leave the premises promptly.
 - If the speaker does not leave immediately, an administrator or authorized person shall notify law enforcement to take necessary action.
- **Employee Handbook Reference:** Employees should refer to the employee handbook and professional educator expectations for further guidance.



- gestures, vulgarity, or profanity.
- ▶ We address each other by name or title.
 - ▶ We take pride in who we are and where we learn.
 - ▶ We strive to be inclusive and respect each other's differences.
 - ▶ We communicate respectfully.
 - ▶ We treat each other with kindness and empathy.

WE ARE RESPONSIBLE.

- ▶ We do not disrupt or attempt to interfere with the operation of a classroom or any other work or public area of a school or school facility.
- ▶ We resolve conflicts respectfully and peacefully.
- ▶ We manage negative responses appropriately.
- ▶ We are honest and accurate.
- ▶ We ask for help when we need it.
- ▶ We honor school and district policies.



Additional Activities

- Guidance Lessons - added safe, respectful, and responsible
- Invitation to speak at our Parent University
- Discussion with our community at large (realtor groups, faith-based group)
- Behavior Reflections
- It's going to be on my headstone...

A close-up photograph of a tree branch with several bright red apples. The apples are covered in small water droplets, suggesting they have been recently washed or it has rained. Green leaves with serrated edges are interspersed among the apples. The background is a soft, out-of-focus green, creating a natural and fresh atmosphere.

Parent University

Partnership:

How can parents support the Code of
Civility at home?

Code of Civility at Home...

Strategies parents can use to help their children learn safe, respectful, and responsible behaviors:

- Model the behavior you want to see: Children often mimic their parents, so setting a good example is important.
- Provide rewards: Children respond well to positive reinforcement, so praise them when they behave well.
- Allow mistakes: Instead of punishing your child for errors, help them learn from them.

Create a supportive environment: A stable, supportive home environment can help minimize disrespect.

✧ Student Behavior Reflection Sheet ✧

Name: _____

Date: _____

Teacher/Staff: _____

Grade: _____

What Happened?

Explain what happened and why you are completing this reflection:

Which school value did your behavior not follow?

☐ **Safe** – Did I act in a way that could hurt myself or others?

☐ **Respectful** – Did I use kind words and actions?

☐ **Responsible** – Did I follow directions and make good choices?

Explain your answer:

How can I fix it or make it better?

What could you have done differently?

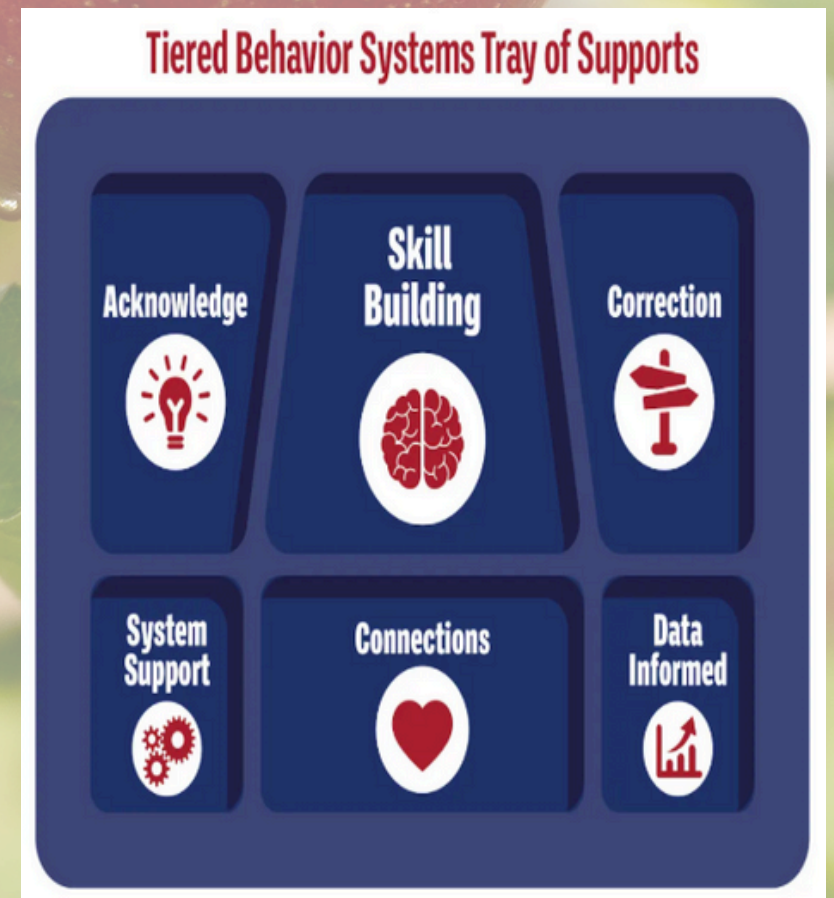
Who was affected by your behavior?

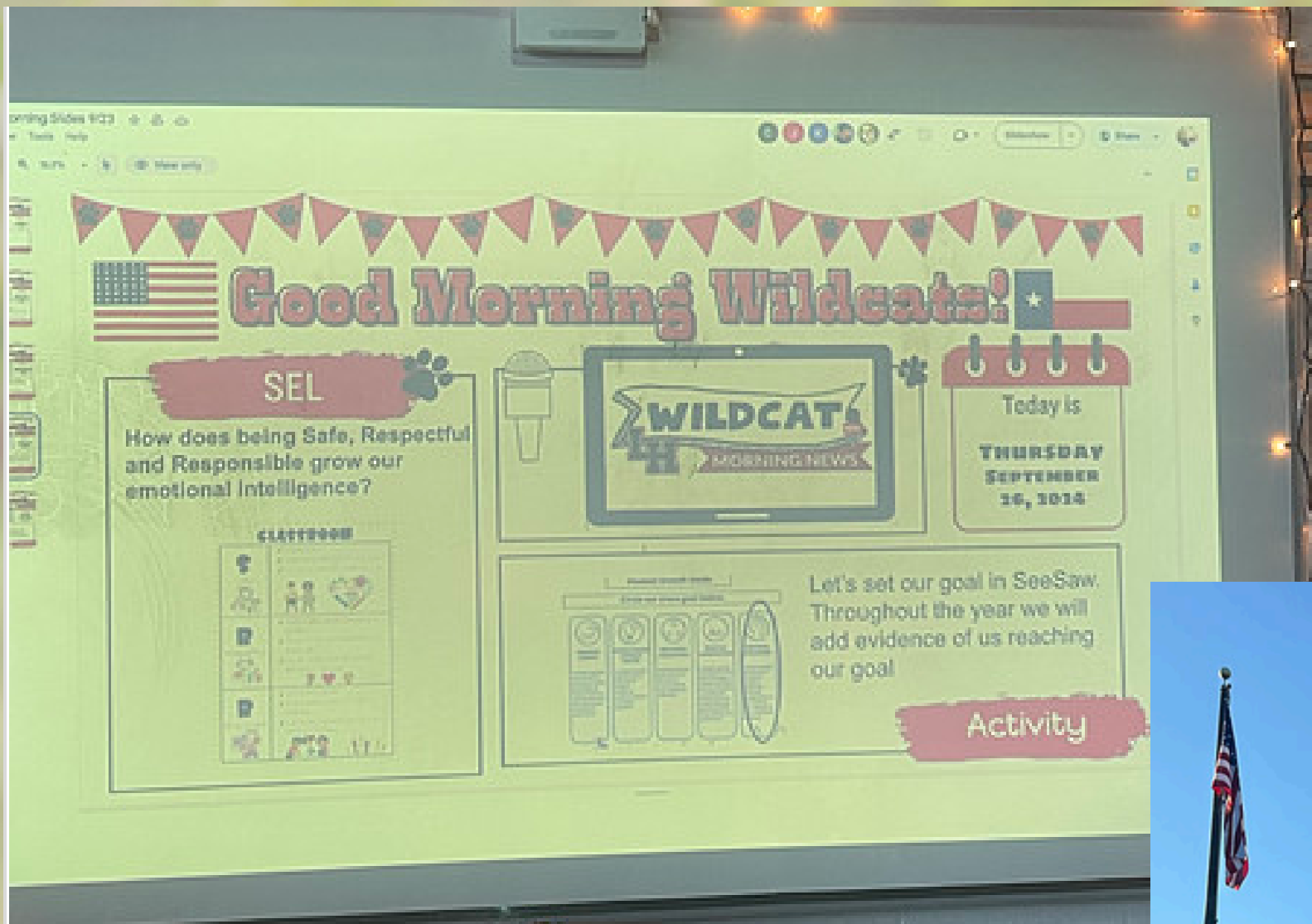
What will you do next time?

Write one goal or positive choice you will make next time:

Integration with Emergent Tree

- Tier 1 Behavior Focus
- The "Tray"
- Beginning Steps - Use Code of Civility
in all areas of the schools





CLASS NORMS:

BE SAFE	BE RESPECTFUL	BE RESPONSIBLE
This word means... Free From harm safe Facts or characteristics: - comfortable - calm - trust - awareness This looks & sounds like... - using manners - stay with trusted adults - be careful with objects - watch your surroundings This does NOT look & sound like... - trusting strangers - not thinking about your actions - opening exterior doors	This word means... Regards others feelings, beliefs and rights Respectful Facts or characteristics: - kind - helpful - calm - polite - golden rule - empathy This looks & sounds like... - treat others how you want to be treated - boundaries - respecting culture - quiet in hallways This does NOT look & sound like... - taking things - unkind language - not following directions	This word means... - on task - keeping track of things - helpful - making good choices Responsible Facts or characteristics: - honest - reliable - truthful - care This looks & sounds like... - organized - doing work - staying on task - doing your part This does NOT look & sound like... - ignoring teacher - lying - playing when not supposed to - dishonest

OUR CORE VALUES

I ONLY GO
WHERE I AM
SUPPOSED TO BE

I USE THE RIGHT
VOICE LEVEL

I KEEP MY HANDS
TO MYSELF

I WALK IN THE
SCHOOL

I FOLLOW
DIRECTIONS
THE FIRST TIME



I STAY IN MY
AREA

I RAISE MY
HAND TO SPEAK

I TAKE TURNS
AND SHARE



I USE
APPROPRIATE
LANGUAGE

I AM KIND TO
everyone



I WORK HARD TO
LEARN AS MUCH
AS I CAN

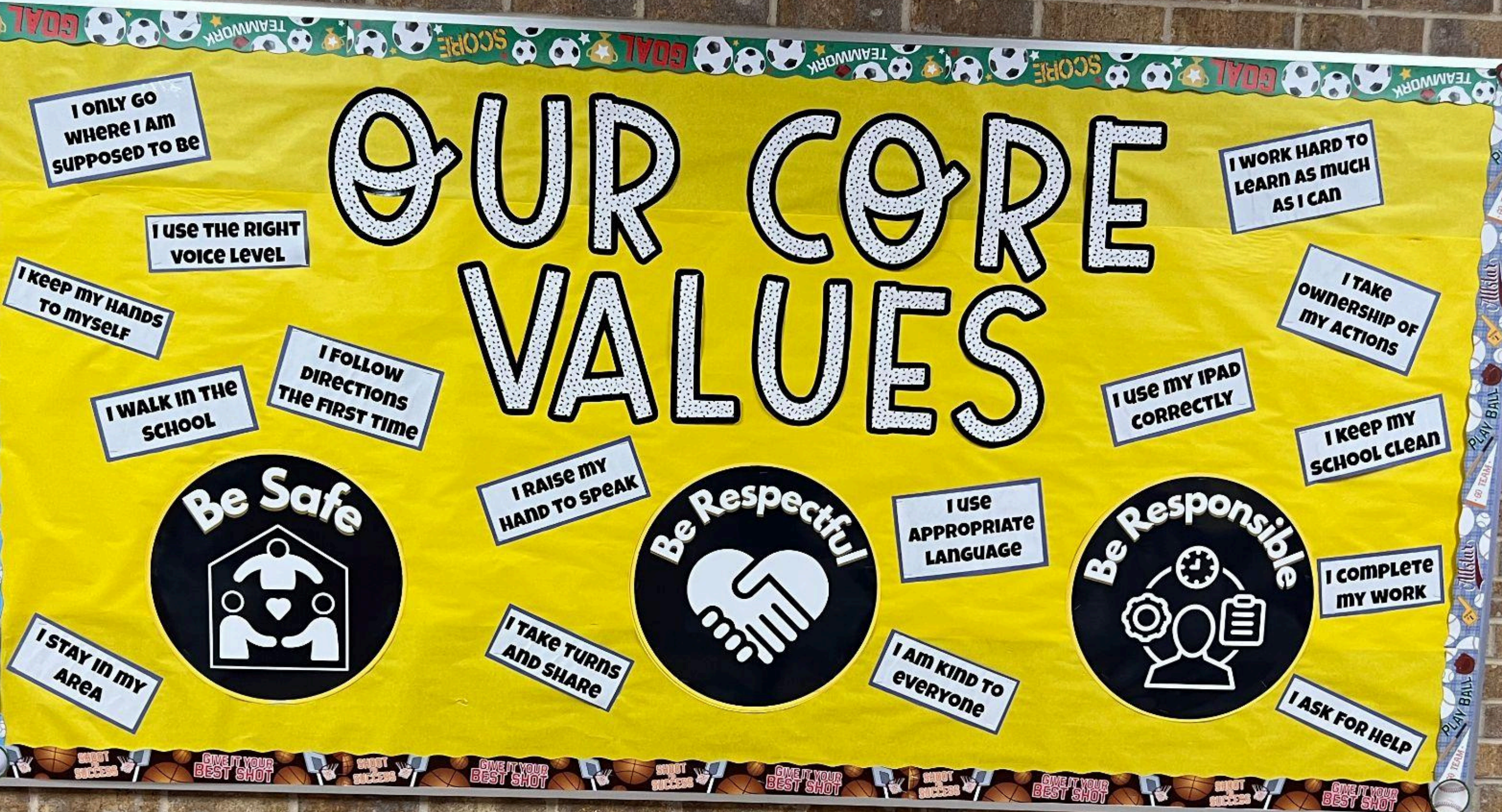
I TAKE
OWNERSHIP OF
MY ACTIONS

I USE MY IPAD
CORRECTLY

I KEEP MY
SCHOOL CLEAN

I COMPLETE
MY WORK

I ASK FOR HELP



Restroom



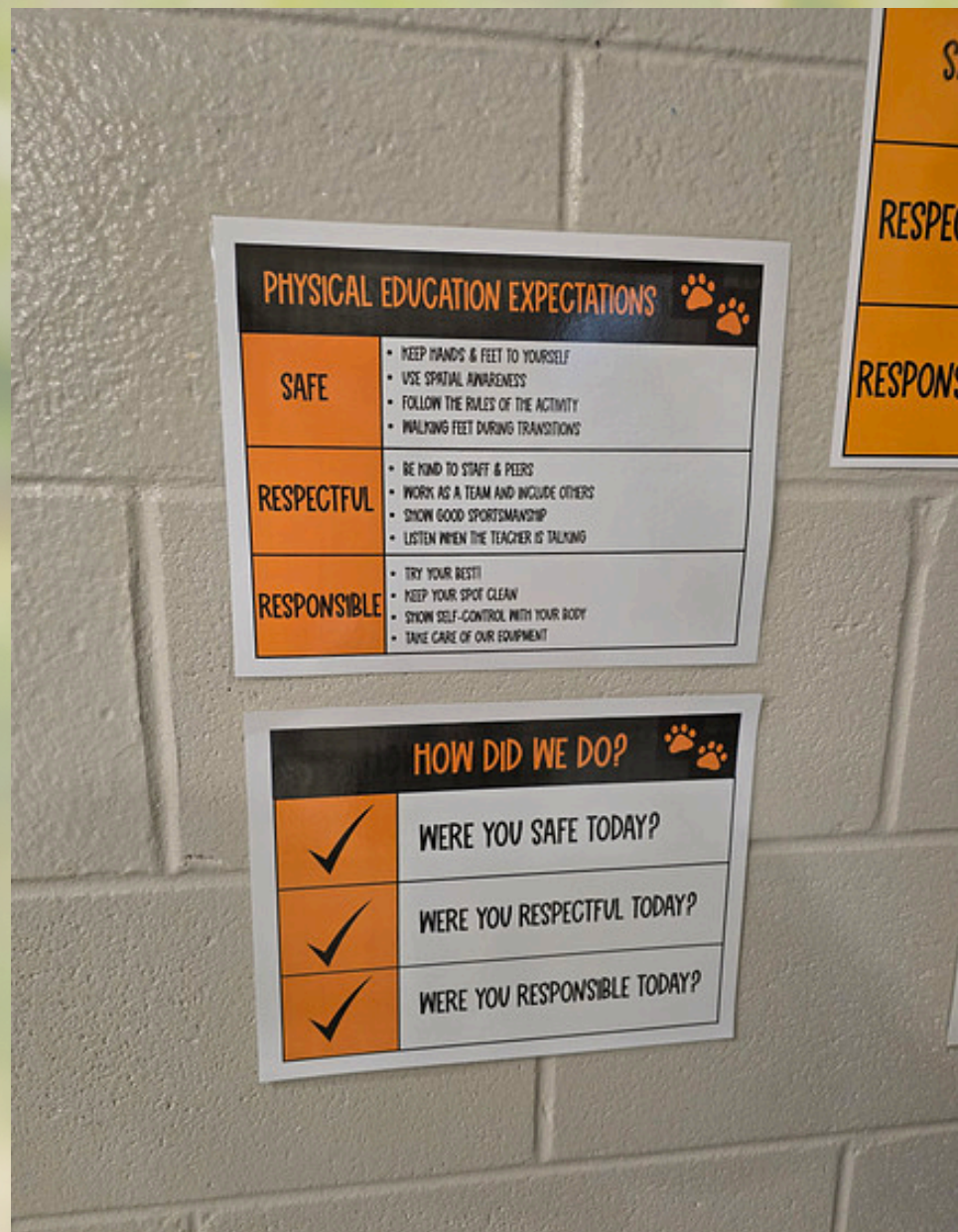
- Wash hands
- Keep hands, feet and objects to self
- Practice privacy



- Knock on stall door before entering
- Use whisper voice and school language



- Clean up after self
- Throw all hand towels toilet paper and other trash in the trash can
- Use equipment as intended



That's How We Did It...

Here Are Some Thoughts on How YOU Can Do It:

- What committees do you have in your district?
- What groups are supportive of your initiatives?
- What initiatives do you have that fit with Emergent Tree/Core Values?
- If you HAVE NOT implemented the Core Values, what's one way to get started?
- If you HAVE implemented the Core Values, what's one way to involve your community?

Let's Do Some Sharing...

- Grab a piece of candy or an apple from your table...
- Find someone in the room (that you don't know) with the same "apple" choice...
- Discuss ideas of embedding the core values in your community...

Callback:

After 3 minutes, I will call you back together by saying:

"If you can hear my voice, take a deep breath."

Be prepared to share!



Thank You!

Thank you for getting to the core with us!



summer.martin@risd.org



tiffany.frezza@risd.org