

**I. PURPOSE**

Athlos Academy of St. Cloud has adopted a Positive Behavior Support Plan based on three mutually supportive elements: Positive Behavioral Interventions and Supports (PBIS), Restorative Practices, and Performance Character Pillar strategies. Athlos Academy of St. Cloud

**II. DEFINITIONS**

- A. Positive Behavioral Interventions and Supports (PBIS): PBIS is a framework or approach for assisting school personnel in adopting and organizing evidence-based behavioral interventions into an integrated continuum that enhances academic and social behavior outcomes for all students.
- B. Major Infraction: Negative behavior that is either chronic or severe, and is considered a Major infraction by the Lead School Administrator.
- C. Minor Infraction: Negative behavior that needs to be resolved, but that does not present a serious threat to the physical or emotional safety of students or staff may be considered a minor infraction.
- D. Restorative Practices: Restorative Practices are based on principles and processes that emphasize the importance of positive relationships as central to building community and restoring relationships when harm has occurred..

**III. POLICY**

- A. Procedures Adoption and Training:
  - 1. Disciplinary procedures will be developed and annually reviewed by the Lead School Administrator and must be in alignment with with the philosophy and practices of the Athlos Positive Behavior Support Plan.
  - 2. All employees of Athlos Academy of St. Cloud will participate in annual training regarding appropriate procedures for managing behavior in the classroom and for for responding to behavior issues in a manner consistent with the Athlos Positive Behavior Plan.
  - 3. Parent/guardian(s) will be made aware of the expected conduct of students and the school's disciplinary policy and procedures each year, prior to the start of the school year via *The Family Handbook*.

4. Violations of school policies or procedures will typically result in a response consistent with the school behavior matrix and continuum of consequences as described in the Athlos Positive Behavior Plan, including suspension or expulsion, if warranted by a student's misconduct.
5. Athlos Academy of St. Cloud shall, however, impose more severe disciplinary sanctions for any Minor or Major infractions, including suspension or expulsion, if warranted by the student's misconduct.

### B. Minor infractions:

1. Minor infractions are designated as Level 1 behaviors and include, but are not limited to:
  - a. Refusing to follow directions or complete class work; or
  - b. Engaging in rude or disrespectful behavior; or
  - c. Non-serious but inappropriate physical contact; or
  - d. Any action deemed to be a Minor infraction by school administration.
2. Minor infractions will be addressed by the most immediately involved school employees according to the procedures adopted by school administration.
  - a. Minor infractions will be communicated to parent/guardian(s) as needed, at the discretion of the teacher or school administrator.
  - b. Consequences may involve removal from class or suspension, not to exceed five days, in accordance with Minn. Stat. § 121A.60.
3. Minor infractions that become chronic or severe may be escalated to Major infractions; in such cases a Behavioral Intervention Plan will be documented and communicated to parent/guardian(s).

### C. Major infractions:

1. Major infractions are designated as either Level 2 or Level 3 behaviors include, but are not limited to:
  - a. Physical aggression and/or fighting;
  - b. Chronic profanity;
  - c. Outward defiance of adults;
  - d. Harrassment, including sexual harrassment;
  - e. Violence;

- f. Weapon possession; (see *Student Policy 5500*)
  - g. Alcohol or drug use/possession;
  - h. Minor infractions that become chronic; or
  - i. Any other action deemed to be a Major infraction by school administration.
2. Consequences of Major infractions:
- a. All major infractions are documented using a Behavior Documentation Sheet.
  - b. Level 2 infractions may be escalated to the level of designated school administration.
  - c. All Level 3 infractions will be immediately escalated to the level of designated school administration.
  - d. All students involved in the incident will be removed from the classroom or playground immediately.
  - e. For all Level 3 infractions, parent/guardian(s) will be contacted as soon as it is safe to do so.
  - f. Law enforcement may become involved if the incident is a crime or if the Lead School Administrator determines a need for such involvement.
  - g. Major infractions may result in in-school suspension, out-of-school suspension, or expulsion, under the Pupil Fair Dismissal Act, as further detailed in the school's *Student Policy 5507*.
  - h. Parent/guardian(s) shall be notified at all developments and shall receive, along with the *Incident Reporting* form, a copy of the Minnesota Pupil Fair Dismissal Act, Minn. Stat. § 121A.40, prior to the suspension or expulsion.

#### D. Special Considerations:

1. If any student involved receives special population services (IEP, 504, or ELL), the employee assigned to oversee those services will review the *Incident Reporting* form and may be asked to collaborate with colleagues to determine if the student has or requires a Behavior Intervention Plan (BIP).
  - a. Students on a BIP may require a different set of consequences than the general student population.
    - i. A student's BIP shall take precedence over any other provision in this policy or the Athlos Positive Behavior Plan.

2. **Consequences that may result in a Change in Placement (such as suspension or expulsion) for a student with a disability shall be handled according to *Student Policy 5507 – Suspension and Expulsion, Sections III.G***Parent/guardian(s) wishing to appeal a disciplinary decision made by the Lead School Administrator may do so by following the procedures outlined in the *Student Policy 5500*.
3. A student with a disability shall be provided alternative educational services should a suspension exceed five school days in accordance with Minn. Stat. § 121A.43.

**Legal References:**

[Minn. Stat. §§ 121A.40-121A.56](#)

[Minn. Stat. §§ 121A.60-121A.61](#)

**Related Documents:**

[Communication and Grievance Policy 5501](#)

[Suspension or Expulsion Policy 5507](#)

[School Weapons Policy 5508](#)

Incident Reporting Form