

# Eau Claire Public Schools Progressive Behavior Matrix

A Continuum of Disciplinary Responses to Student Misconduct

## Tier I- Tier II: Mild to Moderate Violations

(Low level disruption to learning environment)

VIOLATIONS	Tier I (Teacher Managed)		Tier II	Tier III (Habitual problem)
	CONSEQUENCE 1	CONSEQUENCE 2	CONSEQUENCE 3	CONSEQUENCE 4
<b>Tardy</b> * Per 9 Weeks	<b>For tardy 1-2 Verbal Warning</b>  Parent Contact (by reporting staff member)  Log Behavior/ Parent contact details	<b>Tier I: Behavior Referral</b>  3rd Tardy 1 Lunch Detention  Parent Contact (by reporting staff) Log Behavior/ Parent contact details	<b>Tier II: Behavior Referral</b>  4th Tardy 3 Lunch Detentions  Parent Contact (by reporting staff) Log Behavior/ Parent contact details	<b>Tier III: Behavior Referral</b>  5th Tardy 1 day of ISS  Parent Contact (by Administrator) **Referral to E3 Counselor
<b>Inappropriate Language</b>	<b>Verbal Warning/ Redirection</b>  Staff Logs Behavior in SWIS/ POWERSCHOOL	<b>Tier I: Behavior Referral</b>  Lunch Detention  Parent Contact (by reporting staff)  Log Behavior/ Parent contact details	<b>Tier II: Behavior Referral</b>  1 Day ISS  Parent Contact (by Administrator)  Log Behavior/ Parent contact details	<b>Tier III: Behavior Referral</b>  3-5 days ISS  Parent Conference (with Administrator)  Log Behavior/ Parent contact details  *Referral to E3 Counselor
<b>Physical Contact (Horse Play)</b>				
<b>Defiance / Disrespect / Non-Compliance</b>				
<b>Disruption</b>				
<b>Property Misuse</b>				
<b>Dress Code Violation</b>				
<b>Inappropriate Display of Affection</b>				
<b>Inappropriate Location / Out of Bounds Area</b>				
<b>Technology Violation (Minor)</b>	<b>Verbal Warning/ Redirection</b>  Staff Logs Behavior in SWIS/ POWERSCHOOL	<b>Tier I: Behavior Referral</b>  Lunch Detention  Parent Contact (by reporting staff) Log Behavior/ Parent contact details	<b>Tier II: Behavior Referral</b>  1 Day ISS  Referring staff Log Behavior Parent Contact (by Administrator)	<b>Tier III: Behavior Referral</b>  3 days ISS  Parent Conference with Administration Referring staff Log Behavior

VIOLATIONS	Tier I (Teacher Managed)		Tier II	Tier III (Habitual problem)
	CONSEQUENCE 1	CONSEQUENCE 2	CONSEQUENCE 3	CONSEQUENCE 4
<b>Personal Electronic Device (PED) (Cell Phone)</b>	<b>Verbal Warning/ Redirection</b>  Staff Logs Behavior in SWIS/ POWERSCHOOL	<b>Tier I: Behavior Referral</b>  Lunch Detention Parent Contact (by reporting staff) Log Behavior/ Parent contact details  Student picks up phone from office at the end of the day.	<b>Tier II: Behavior Referral</b>  1 Day ISS Referring staff Log Behavior  Parent Contact (by Administrator)  Parents may pick up the phone at the end of day.	<b>Tier III: Behavior Referral</b>  3 Day ISS Referring staff Log Behavior  Parent Conference with Administrator E3 Counselor  Parents may pick up the phone at the end of day.
<b>Cheating/ Academic Misconduct</b>	<b>Tier II Behavioral Referral</b>  1 Day ISS & Grade of Zero  Parent Contact (By Administration)		<b>Tier III Behavioral Referral</b>  1-3 Days OSS Loss of Credit in Class  Parent Conference With Administrator E3 Counselor  *Student success team meeting & parents	
<b>Other Behaviors</b> Infractions of school rules not covered by the categories described.	<b>Verbal Warning/ Redirection</b>  Staff Logs Behavior in SWIS/ POWERSCHOOL	<b>Tier I: Behavior Referral</b>  Lunch Detention  Parent Contact (by reporting staff)  Log Behavior/ Parent contact details	<b>Tier II: Behavior Referral</b>  1 -3 Days ISS  Parent Contact (by Administrator)	<b>Tier III: Behavior Referral</b>  3-5 Days OSS  Parent Contact (by Administrator)
<b>Skipping</b>	<b>Tier II Behavioral Referral</b>  1st Incident 1 day ISS  Parent Contact (By Administration)	<b>Tier II Behavioral Referral</b>  2nd Incident 3 days ISS  Parent Contact w/ Administrator  **Referral to E3 Counselor	<b>Tier III Behavioral Referral</b>  3rd Incident 1 day OSS  Parent Conference With Administrator E3 Counselor  *Student success team meeting & parents.	<b>Tier III Behavioral Referral</b>  4th Incident 3 days OSS  Parent Conference With Administrator E3 Counselor  *5th Incident recommended for Expulsion

**\*Once a student has received a “Consequence 4” the above violations move to a Major (Tier III).**

# Major Violations (Tier III)

## Administrator Managed

\*Student is immediately removed from the classroom/situation.

\*Depending on the severity, discipline will be imposed on an escalating scale ranging from 1-3 days of ISS to the extreme (recommendation for expulsion). Assigned levels are based on the number of previous violations and/or the nature of or circumstances surrounding a particular violation.

VIOLATION	LEVEL 1	LEVEL 2	LEVEL 3	LEVEL 4
<b>Pulls Fire Alarm</b>	<b>Tier III Behavioral Referral</b>  1-3 Days OSS  Parent Contact (By Administration)	<b>Tier III Behavioral Referral</b>  3-5 Days OSS  Parent Contact w/ Administrator  *Referral to E3 Counselor	<b>Tier III Behavioral Referral</b>  7 Days OSS  Parent Conference With Administrator  *E3 Counselor *Student success team meeting & parents.	<b>Tier III Behavioral Referral</b>  10 Days OSS  Parent Contact by Administrator  *Recommendation for Expulsion  * Involve Law Enforcement
<b>Inappropriate Language / Profanity Directed towards staff.</b>				
<b>Severe Disruption</b>				
<b>Severe Defiance / Disrespect / Insubordination / Non-Compliance</b>				
<b>Gang Affiliation Display</b>				
<b>Property Damage / Vandalism</b>				
<b>Forgery / Theft</b>				
<b>Technology Violation</b>				
<b>Harassment / Bullying</b>				
<b>Fighting / Physical Aggression</b>				
<b>Possession of Chewing tobacco, Cigarettes, smokeless tobacco pouches, and other Paraphernalia</b>  (Includes Vapes , e-cigarettes, lighters, pipes, rolling papers, scales, etc. and/or look alike drugs.)	<b>Tier III Behavioral Referral</b>  1-3 Days OSS  Parent Contact w/ Administrator  *May Involve Law Enforcement	<b>Tier III Behavioral Referral</b>  3-5 Days OSS  Parent Conference With Administrator  *Referral to E3 Counselor  *May Involve Law Enforcement	<b>Tier III Behavioral Referral</b>  5-7 Days OSS  Parent Conference With Administrator & Superintendent  *E3 Counselor * Involve Law Enforcement	<b>Tier III Behavioral Referral</b>  10 Days OSS  Parent Contact by Administrator  *Recommendation for Expulsion  * Involve Law Enforcement

VIOLATION	LEVEL 3	LEVEL 4
<p><b>*Possession of Alcohol, Illegal drugs</b> (i.e. Marijuana, Vapes that test positive for THC) <b>and/or Drug Paraphernalia</b> (Includes needles, containers with illegal drug residue of any sort.)</p>	<p><b>Tier III Behavioral Referral</b></p> <p>10 Days OSS + 5 Days ISS</p> <p>Community Service</p> <p>Parent Conference With Administrator</p> <p>*E3 Counselor</p> <p>* Involve Law Enforcement</p>	<p><b>Tier III Behavioral Referral</b></p> <p>10 Days OSS</p> <p>Parent Contact by Administrator</p> <p><b>*Recommendation for Expulsion</b></p> <p>* Involve Law Enforcement</p>
<p><b>Drug Delivery or Receipt</b> (The act of delivering, receiving, purchasing, selling, or supplying of a controlled or alleged controlled substance).</p>		
<p><b>Bomb Threats or Similar Threats</b></p>		
<p><b>Physical Assault - Student to Student</b></p>		
<p><b>Hazing</b></p>		
<p><b>Extortion</b></p>		
<p><b>Use / Possession of Combustibles</b> (Excluding matches &amp; lighters)</p>		
<p><b>Physical Assault- Student to Employee, Contractor or Volunteer</b></p>		
<p><b>Arson</b></p>		
<p><b>Criminal sexual Conduct</b></p>		
<p><b>Use / Possession of weapons</b></p> <p><i>* Administration MUST notify parents and Law Enforcement [MCL 380.1313(1)]</i></p>	<p><b>Tier III Behavioral Referral</b></p> <p><b>10 Days OSS</b></p> <p>Parent Contact by Administrator</p> <p><b>*Recommendation for Expulsion</b></p> <p>* Involve Law Enforcement</p> <p>Note that under Michigan law, school boards are not required to expel a student for weapons possession if the student can establish in a clear and convincing manner at least one of the following:</p> <ul style="list-style-type: none"> <li>• The object or instrument possessed by the student was not possessed for use as a weapon, or for direct or indirect delivery to another person for use as a weapon.</li> <li>• The weapon was not knowingly possessed by the student.</li> <li>• The student did not know or have reason to know that the object or instrument possessed by the student constituted a dangerous weapon.</li> <li>• The weapon was possessed by the student at the suggestion, request or direction of, or with the express permission of school or police authorities.</li> </ul>	