
Virtual Meeting

August 18, 2017

All staff members should remember that ...

- The events of August 12, 2017 are likely to have long lasting effects on our entire community.
- We should expect that many of our students will want to discuss the recent events with their peers and trusted school staff.
- Students will come to school having had varying levels of exposure to the recent events.
- Students will come to us from homes that represent the entire range of opinion about the recent events.
- In every instance, it is our responsibility to respond to student needs in a way that is measured, supportive and non-judgemental.

How should staff respond

- Staff should be encouraged to evaluate their own level of comfort/competence discussing these issues. Empower your teachers to say, I'm not equipped to lead this discussion.
- All staff should make sure that the focus of any interaction is on meeting the needs of our students, not promoting personal political agendas.
- Make sure there is plan in place, and teachers know how to respond to student needs, as they emerge.
- Make sure responses are age appropriate. This is particularly critical for elementary students.

Age Appropriate Responses

- Elementary Teachers
 - Be on the lookout for stress in students that they don't know how to express
 - Be mindful of the variance of exposure
 - Use Responsive Classroom to focus on building community and respect for all
- Middle and High School Teachers
 - Be particularly mindful that students may have been more directly involved and will almost certainly be aware of what has happened.
 - Teachers can use the events as a teachable moment with specific focus on historical facts, civics education, and the importance of civility

Specific concerns about displays

...If a student's speech or dress materially and substantially disrupts a school's learning environment, then the school division and school staff will take appropriate action and have done so in the past.

We do not have the legal authority, however, to exclude symbols or clothing that do not disrupt the learning environment based on the content of the symbol or clothing.

Resource Availability

A webpage with resources that have been reviewed for appropriateness is now available on the ACPS website. The resources can be found on the Staff Page, on the top right under Spotlight.

[Joint Statement from Superintendents & School Board Chairs](#)

[ACPS Reviewed Resources](#)

[Charlottesville City Reviewed Resources](#)

Final Thoughts

- Be prepared to intervene if an incident occurs.
- Make sure your intervention is in line with the legal advice we have received.
- Make sure your teachers are aware of who to reach to out to for assistance.
- Be prepared to talk to parents about how your school will be responding to this situation and the how they can help their children.

**If an event occurs in your school, please reach out to
Dr. Haas, Dr. Hairston or Dr. King for support.**