

Voluntary Resolution Agreement

Springfield School District

Complaint No. 01-08-1166

The Springfield School District (District) voluntarily agrees to take the following actions to resolve the above-referenced complaint, as investigated under Title VI of the Civil Rights Act of 1964, and its implementing regulation at 34 C.F.R. Part 100 (Title VI).

- 1) By **November 15, 2008**, the District will to all relevant parties, as appropriate, the Student's "Action Plan" for the 2008-2009 school year. As of November 3, 2008, the Student is an enrolled student at Green Mountain High School.
- 2) By **November 30, 2008**, the District will review the Student's academic performance and determine what impact, if any, suspending the Student for ten (10) days instead of five (5) days had on her academic performance. If the District identifies areas(s) where the Student's academic performance was impacted (i.e. lost academic points) due to the additional five (5) days that she served the suspension, the District will offer the Student the following options:
 - a) The opportunity to submit additional work that will replace any scores given during the five (5) additional days of the suspension; or
 - b) Re-calculate the Student's grade excluding grades received during the five (5) additional days of the suspension.
- 3) By **November 15, 2008**, the District will review the Student's discipline file (both in hard-copy and electronic form) to make sure the discipline file accurately reflects the Student's discipline history. Additionally, the District will include a statement in the Student's discipline file acknowledging the incidents of alleged racial harassment during the 2007-2008 school year that led up to the suspension of the Student from school in May of 2008.
- 4) By **November 30, 2008**, the High School will develop a system of centralized record-keeping, including:
 - a) All formal and informal complaints or reports of racial harassment at the High School;
 - b) Responsive actions taken, including disciplinary sanctions, if any, by District to all reports and complaints of racial harassment; and
 - c) Police involvement/collaboration related to incidents of racial harassment.
- 5) By **November 30, 2008**, the District will designate an individual(s) to oversee the centralized record-keeping, as described in item #4 above. Additionally, the designee(s) will also serve as a liaison to the Student Resolution of Issues Together (SPIRIT) program to support that program's initiatives to address the current issues occurring within the High School.

- 6) By **January 30, 2009**, and **September 30, 2009**, the District, with the assistance of the Community Relations Service of the U.S. Department of Justice (DOJ), will provide training to High School students through the SPIRIT program.

Additionally, by **November 30, 2008**, and **November 30, 2009**, the District, as part of the SPIRIT program will:

- a) Host a parent/community forum to address and discuss family/community-related education to improve the racial climate at the High School; and
 - b) Identify a committee of students and faculty/staff facilitators to serve as members of a SPIRIT Team. Further, the SPIRIT Team shall:
 - i. Include at least ten student members and one staff/faculty representative;
 - ii. Meet at least six times throughout the school year; and
 - iii. Report its progress, at least two times during the school year, to High School parents, students, administration, and staff, including the designee(s) identified in item #5 above.
- 7) By **January 30, 2009**, the District, with the assistance of the Community Relations Service of DOJ, will provide training to all High School administration and staff using the SPIRIT Program. Additionally, by **September 30, 2009**, the District will provide training using the SPIRIT program to all new employees at the High School.
- 8) By **December 30, 2008**, and **September 30, 2009**, the District will provide training to District staff (including coaches and teachers) on its racial harassment policies and procedures. The training will include a description of the responsibilities of staff-members and administrators in the process (i.e. reporting).

Within two weeks following this training, the District will:

- a) Send a letter to parents of all students informing parents that the District will take any necessary steps calculated to prevent racial harassment of students. The District shall include in its letter to parents, notice of its racial harassment policy and procedure; and
 - b) Provide notice of the District's racial harassment policy and procedure to students.
- 9) By **March 30, 2010**, the District, in collaboration with the Community Relations Service of DOJ and/or the Vermont Department of Education, will assess the High School's progress in monitoring and addressing issues under Title VI. The District's assessment should include:
- a) An analysis of the District's response to all formal and informal reports of racial harassment at the High School, as referenced in item #4;
 - b) An analysis of the action steps taken by the SPIRIT Team; and

- c) Input from DOJ and/or the Vermont Department of Education on the District's progress related to the District's implementation of the initiatives set forth in this Agreement.

Monitoring

- 10) By **December 30, 2008**, the District will provide OCR with documentation related to discussions with the Student, Complainant and/or other relevant parties regarding the Student's "Action Plan", as referenced in #1 above.
- 11) By **December 30, 2008**, the District will provide OCR with the results of its review of the Student's academic performance, as referenced in #2 above, and if applicable, evidence that the District provided the Student with one of the options as referenced in #2(a) and #2(b) above.
- 12) By **November 30, 2008**, the District will provide OCR with a draft of the statement to be included in the Student's discipline file, as referenced in item #3 above.
- 13) By **December 30, 2008**, the District will provide OCR and the Complainant with a copy of the Student's final disciplinary file, as referenced in #3 above.
- 14) By **December 30, 2008**, the District will provide OCR with a description of its system of centralized record-keeping, as referenced in item #4 above.
- 15) By **December 30, 2008**, the District will provide OCR with the identity and contact information of the District's designee(s), as referenced in #5 above. The District will also notify OCR immediately during the life of this Agreement if the individual(s) identified as its designee(s) change.
- 16) By **December 30, 2008, June 30, 2009, December 30, 2009, and June 30, 2010**, the District will provide OCR with copies of all formal and informal complaints and reports of racial harassment and responsive actions taken by the District, as referenced in #4 above.
- 17) By **December 30, 2008, and June 30, 2009**, the District will provide OCR with evidence of the SPIRIT Program training for students, as referenced in #6 above.

Additionally, by **December 30, 2008, and June 30, 2009**, the District will provide OCR with:

- a) Documentation evidencing the completion its parent/community forum as referenced in #6(a) above; and
- b) The names of the student and staff members of the District's SPIRIT Team, including the name of the District representative(s), as well as documentation evidencing the actions taken by the SPIRIT Team, as referenced in #6(b) above.

18) By **June 30, 2009** and **December 30, 2009**, the District will provide OCR with a complete list of all High School administration and staff as well as sign-in sheets including the names and titles of administration and staff that participated in the SPIRIT training referenced in item #7 above.

19) By **June 30, 2009** and **December 30, 2009**, the District will provide OCR with copies of the training materials used to train District staff, and the sign-in sheet(s) from the training session(s), as referenced in #8 above.

Additionally, the District will also provide OCR with:

- a) A copy of the letter sent to parents, as referenced in #8(a) above; and
- b) Documentation of the means by which the District provided notice to students, as referenced in #8(b) above.

20) By **June 30, 2010**, the District will submit a final report to OCR regarding its self-assessment, as referenced in #9 above.

[Authorized District Representative]

Date