Revise Lubbock-Cooper ISD’s anti-harassment, anti-discrimination, and anti-bullying policies to ensure they are reasonably designed to prevent, address, and respond to incidents of bullying, discrimination, and harassment.

Ensure that Laura Bush Middle School’s code of conduct includes a clarifying statement that the prohibition on bullying and harassment specifically includes bullying on the basis of a student’s protected characteristics, including a student’s race, color, and/or national origin.

Provide training to the district’s staff on Title VI and the district’s revised harassment policies and procedures.

Designate at least one campus and/or district employee with responsibility to coordinate supportive measures for students who report incidents of racial harassment.

Provide an effective and age-appropriate orientation program for all district students regarding the school’s anti-bullying/anti-harassment policies.

Establish a working group of district personnel, community representatives, parents and students to make recommendations regarding the district’s anti-harassment program.

Appoint an external evaluator to conduct an annual assessment of the educational climate at Laura Bush Middle School to assess the effectiveness of its anti-harassment program and to identify any additional measures necessary to ensure an educational environment free of racial discrimination, including harassment.

Effectively implement alternatives to exclusionary discipline placement, such as restorative practices, to eliminate harmful placements in DAEP that target Black students.

Train educators and administrators on appropriate school discipline practices, including training relating to investigating disciplinary complaints, combatting bias and discrimination in disciplinary determinations, identifying and relying on credible evidence, and ensuring disciplinary decisions are implemented consistent with the district’s progressive discipline policies and Positive Behavioral Interventions and Supports (PBIS) programs.

Establish a process for reviewing claims of erroneous discipline unlawfully imposed on Black students, including expungement of findings from school and district records.

Establish a student committee at Laura Bush Middle School to provide a forum for students to discuss matters concerning harassment and suggest measures for improving effectiveness of the school’s anti-harassment program.

Monitor the school’s compliance with any resolution agreement.

Publish annually on the district’s website a written report summarizing the reports of racial bullying and harassment (with student identifying information redacted) and their disposition, in order to ensure transparency and accountability for the community.

Learn more: https://idra.news/LBKstatement

January 5, 2023