

# Staff Analysis and Report to the Board

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**Board Meeting/Work Session Date:**

**Senior Lead: Sharon Reese, Chief Human Resources Officer**

**Department Lead: Carol Hawkins, Senior Director, Labor and Employee Relations**

*(Use this section to briefly explain the item—2-3 sentences)*

## **I. BACKGROUND**

The development of this policy was spurred by one of the recommendations in the Whitehurst Investigation Report. The investigators determined that the District had not provided clear guidance to employees as to what were appropriate boundaries between staff and students. This policy seeks to remedy this concern.

The attached draft includes the following changes:

1. The purpose and intent of the policy has been updated to recognize the importance of healthy relationships in children's lives and the role adults play in modeling healthy behaviors.
2. Clarifies expectations for staff

**V. COMMUNITY ENGAGEMENT (IF APPLICABLE)**

General Counsel's office worked with the following stakeholders in developing this policy:

Students

Principals and vice-principals

Human Resources

Director of athletics and coaches

Virtual Scholars outreach coordinators

Multiple Pathways administrators













*e.g*





*E. IN-PERSON INTERACTIONS*



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