

Glenbrook Principals

To: Dr. Mike Riggle

From: Paul Pryma & Brian Wegley

Date: December 8, 2009

Re: Reflections on the Change of Bopard Policy 8460

In the 2005-2006 school year District 225's Board Policy 8460 was significantly changed. Under the old policy, students who possessed or distributed drugs or alcohol were "recommended to the board for expulsion." Since the policy has changed, consumption and possession have been treated the same and the following represents sanctions imposed when there is an infraction:

- First Offense – Students are suspended for 10 days, which is reduced to 5 days if the student is evaluated and follows the resulting recommendations. In addition, the student is subject to sanctions for 9 weeks that include the loss of open lunch, free time, parking on campus, etc.
- Second Offense - Students are suspended for 10 days and are not recommended to the board for "consideration of expulsion" if, upon mutual agreement of the principal, superintendent, student and parents to have the student evaluated. The student must again follow all resulting recommendations. In addition, student is subject to sanctions that include the loss of open lunch for one calendar year, along with an 18 week loss of free time, parking on campus, etc.
- Third Offense – Students are suspended for 10 days and the MDRC is convened to recommend students "to the Board of Education for consideration of expulsion."

To reflect on the impact of these changes, the administrative team evaluated two main questions:

1. What have been the effects of moving away from the "zero tolerance" of the old policy?
2. Has moving away from the "zero tolerance" of the old policy resulted in more drug and alcohol violations within our schools?

What have been the effects of moving away from the “zero tolerance” of the old policy?

As the administrative teams within Glenbrook North and Glenbrook South have reflected on the changes within Board Policy 8460, there is reason for celebration.

There have been many positive impacts of the new policy which include increased cooperation between the school, families and students who deal with drug and alcohol issues. With expulsion not being assumed, referrals from staff members, friends and families are more common and have statistically increased at both high schools since Board Policy 8460 changed. This can be seen in Table 1 below. The majority of referrals come from faculty to the department representative who is a member of the SAP team at each building. It is interesting to note that parent and student referrals have increased each year since 2005.

It is our firm belief that this increased cooperation is the result of increased trust within and beyond the Glenbrook High Schools due to the change away from “zero tolerance.” Coordinators are able to follow up with students and families after receiving referrals and have non-threatening dialogue about connecting them with help if support is found to be needed. Our available support has been enhanced by an increased willingness of teachers, students, families and local agencies to work with our SAP Coordinators.

In addition, more support is now provided to students who have violated Board Policy 8460. Under the old policy, a student who was under the influence simply received suspension. Now, all students in violation of the policy receive an evaluation and must follow recommendations. Our SAP Coordinators, though their roles are not disciplinary, track progress of students and are able to consistently provide support for families through the process. If a student does not follow the agency’s recommendations or violates sanctions, students can still be expelled. However, if expulsion is deemed necessary, we are now in a much more cooperative mode with families as we have truly done all that we can to give the student a chance.

Has moving away from the “zero tolerance” of the old policy resulted in more drug and alcohol violations within our schools?

As can be seen in Table 2 and Table 3, the average amount of drug and alcohol violations before and after Board Policy 8460 was changed has been statistically analyzed and no statistically difference has been observed at either high school.

Conclusion

In conclusion, our administrative teams are supportive of our changes to Board Policy 8460. We believe that there is no difference in the drug and alcohol violations with which we are dealing in our schools and, on behalf of our families and administrative team, we are grateful for the positive impacts that have accompanied this change.

Table 1: Student Assistance Program Referrals

Year	GBN SAP Referrals	GBS SAP Referrals
2002/2003	NA	87
2003/2004	NA	119
2004/2005	NA	133
2005/2006 ⁺	29	162
2006/2007	65	171
2007/2008	68	201
2008/2009	135	182
2009/2010	58 [#]	98 [#]

+ Beginning of new discipline policy – removed expulsion for first offense possession.

As of December 8, 2009

A *t*-test, which is designed to test if two samples are from the same or different populations, of the average number of SAP Referrals before and after the policy change produced **a statistically significant result** ($p < 0.05$). In fact, our *t*-test generated a value of 4.37 at GBS, which is significantly higher than the $t_{critical}$ (5) of 2.57. Therefore, the number of SAP Referrals before and after the policy changed is statistically different.

Table 2: GBN Board Policy 8460 Historical Data

Year	Enrollment	Consumption	Poss. Drugs	Poss. Alc.	Poss. Para.	Poss. (alc., drugs, para.) & Cons.	Selling or Intent to Distribute	Expulsions	Total	Incident/ 1000 students
1999/2000	1920	0	3	0	0	NA	0	3	3	1.6
2000/2001	1985	0	1	0	0	NA	0	1	1	0.5
2001/2002	2037	0	3	0	0	NA	0	2	3	1.5
2002/2003	2063	0	8	0	0	NA	0	2	8	3.9
2003/2004	2070	7	0	0	1	NA	0	2	7	3.4
2004/2005	2088	5	0	0	0	NA	0	0	5	2.4
2005/2006 ⁺	2129	15*	0	0	0	NA	0	0	15	7
2006/2007	2089	1	1	0	0	NA	0	0	2	1
2007/2008	2110	1	5	0	0	NA	0	0	6	2.8
2008/2009	2109	1	1	0	0	NA	0	0	2	0.9

* Includes Incident(s) with Multiple Concurrent Violations.

+ Beginning of new discipline policy – removed expulsion for first offense possession.

Table 3: GBS Board Policy 8460 Historical Data

Year	Enrollment	Consumption	Poss. Drugs	Poss. Alc.	Poss. Para.	Poss. (alc., drugs, para.) & Cons.	Selling or Intent to Distribute	Expulsions	Total	Incident/ 1000 students
1999/2000	2329	4	4	3	2	NA	0	9	13	5.6
2000/2001	2393	6	9	1	1	NA	2	11	19	7.9
2001/2002	2430	19	3	1	3	NA	0	7	26	10.7
2002/2003	2500	16	1	0	1	NA	0	2	18	7.2
2003/2004	2601	24*	1	0	1	NA	0	2	26	10.0
2004/2005	2665	2	0	0	1	NA	0	1	3	1.1
2005/2006⁺	2671	3	5	4	4	NA	0	1	16	6.0
2006/2007	2684	5	4	1	1	4	1	1	16	6.0
2007/2008	2599	15	4	1	2	1	2	4	25	9.6
2008/2009	2556	7	8		1	0	1	1	17	6.7

* Includes Incident(s) with Multiple Concurrent Violations.

+ Beginning of new discipline policy – removed expulsion for first offense possession.

A *t*-test, which is designed to test if two samples are from the same or different populations, of the number of incidents per thousand students before and after the policy change produced **no statistically significant result** ($p < 0.05$). In fact, our *t*-test generated a value of 1.23 at GBN and 0.0023 at GBS, which is significantly lower than the $t_{critical}$ (8) of 2.306. Therefore, the number of drug and alcohol violations before and after the policy changed is not statistically different.