Respect & Protect Violence Prevention and Intervention Program

All students and staff (K-12) have a right to a safe and respectful learning environment. The Independence Community School District has adopted the Respect and Protect Violence Prevention and Intervention program (R&P) as a means to accomplish this goal. Respect and Protect not only utilizes a progressive discipline approach but also strives to be educational, encouraging students to be respectful in their words and deeds towards all other students and staff of the I.C.S.D.

The I.C.S.D. defines “violence/respect” as “any mean word, look sign, or act that threatens or hurts a person’s body, feelings, reputation, or things.” Two core beliefs are essential for success:
1. no one is entitled to use violence/disrespect and
2. the I.C.S.D. school will not tolerate violence/disrespect.

Based upon the developmental needs of kids (K-12), each school has an R&P plan based on the developmental needs of the students. A menu of specific consequences and interventions has been developed for each school as well as transportation.

R&P Goals

The Goals of the Independence Community School District Respect and Protect Violence Prevention and Intervention Program (R&P) are:

1. To reduce the severity and frequency of, and work towards eliminating all incidents of violence in the school setting.
2. To ensure the safety and well being of all students and staff.
3. To eliminate enabling* and the tolerance and entitlement* that enabling allows.
   *enabling; allowing and supporting inappropriate behavior and decisions
   *entitlement; the beliefs that a person has the right to use violence
4. To create a safe, supporting, nurturing atmosphere highly conducive to learning.

There are three key principles of R&P

1. The school staff is “responsible to, not responsible for” students. Each person is responsible for their own behavioral choices. Our responsibility to our students is to create the best possible environment for learning. The collective determined stance by adults is the essence of environmental control. “Enablers” take it upon themselves to feel responsible for another person and may protect the wrong doer or tolerate the wrongdoing. Enabling is to be avoided.

2. When undergoing change a person needs a “connector” for encouragement and support, without enabling. It is essential that the I.C.S.D. staff be “connectors” for our students. Connectors are the opposite of enablers.

3. It takes a system to crack a system, meaning that all I.C.S.D. staff members have a significant role and responsibility to intervene when violence/disrespect is observed. Entitlement and tolerance off violence by staff only promote violence. It takes a collective, determined stance by the entire school staff to be successful across the district and into the future.
All staff have mutual responsibility to provide for a safe school (environmental control).

**Education is the Key to Preventing Violence**

Education should foster healthful beliefs, feelings, attitudes, and skills of expression before violence becomes habitual, and to help students replace misguided notions after violence has gained a foothold.

**The Nature of Student Intervention**

Intervention is a formal system to help students abide by the school’s policies, rules, and behavioral norms. It’s a systematic process of incremental sanctions imposed for inappropriate behavior, creating non-punitive pressure to change. The purpose of the matrix “Level” system (Choices, Consequences, and Contracts) is to instruct and encourage, not to punish.

**The Five Qualities needed by adults who succeed at environmental control**

1. Congruence – take responsibility for own choices & actions, “say what you mean and mean what you say”
2. Conviction - hold to their value that violence is wrong and not be swayed
3. Consistency - hold firmly to their principles over time
4. Compassion - courteous and respectful while enforcing consequences, not pushovers
5. Courage - do what they believe needs to be done, even if it’s unpopular or frightening, face the problem and do something about it