

# TAMALPAIS UNION HIGH SCHOOL DISTRICT

P.O. Box 605 – Larkspur, CA 94977 – (415) 945-3766 – www.tamdistrict.org

## RESPONSE TO GRAND JURY REPORT FORM

Report Title: Marin Public Schools Fail to Beat Bullies

Report Date: June 2, 2016

Public Release Date: June 9, 2016

Response by: September 2, 2016

### FINDINGS

- I (we) agree with findings numbered: 1 and 3
- I (we) disagree wholly or partially with the findings numbered: 2  
(Attach a statement specifying any portions of the findings that are disputed; include an explanation of the reasons therefor.)

### RECOMMENDATIONS

- Recommendations numbered 1 and 2 have been implemented.  
(Attach a summary describing the implemented actions.)
- Recommendations numbered 3,4,5 and 6 have not yet been implemented but will be implemented in the future.  
(Attach a timeframe for the implementation.)
- Recommendations numbered \_\_\_\_\_ require further analysis.  
(Attach an explanation and the scope and parameters of an analysis or study, and a timeframe for the matter to be prepared for discussion by the officer or director of the agency or department being investigated or reviewed, including the governing body of the public agency when applicable. This timeframe shall not exceed six months from the date of publication of the grand jury report.)
- Recommendations numbered \_\_\_\_\_ will not be implemented because they are not warranted or are not reasonable.  
(Attach an explanation)

Date: August 23, 2016

Signed: 

Number of pages attached \_\_\_\_\_

Tamalpais Union High School District Response  
to the 2015-2016 Marin County Civil Grand Jury Report  
**Marin Public Schools Fail to Beat Bullies**

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The Honorable Kelly V. Simmons  
Marin County Superior Court  
P.O. Box 4988  
San Rafael, CA 94913-4988

John Mann, Foreperson  
Marin County Civil Grand Jury  
3501 Civic Center Drive, Room #275  
San Rafael, CA 94903

Dear Judge Simmons and Mr. Mann:

Please find, attached to this letter, the Tamalpais Union High School District response to the findings and recommendations of the Marin County Civil Grand Jury's report, entitled, **Marin Public Schools Fail to Beat Bullies**. We appreciate that this report brings attention to the serious and pervasive issue of bullying in the school environment. We are committed to the health and safety of each and every student in our schools and we sincerely appreciate your willingness to undertake work that helps us meet this commitment to our community.

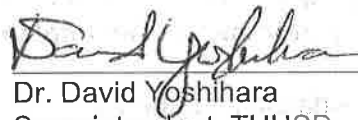
We believe that our responses do, indeed, demonstrate that we are proactively addressing bullying in our schools and stand ready to do more. For many years running, including our most recent 2015-2016 results, our California Healthy Kids Survey results indicate that the vast majority of our students reported feeling "safe or very safe" at school. It is our sincere intention to continue move those numbers toward 100 percent.

We will report back to the Marin County Civil Grand Jury on additional steps that have been implemented or planned in December 2016. Thank you again for your hard work and dedication to the welfare and wellbeing of our community.

Sincerely,



Michael Futterman  
President, TUHSD Board of Trustees



Dr. David Yoshinara  
Superintendent, TUHSD

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**FINDINGS**

Finding #	Finding	TUHSD Response
F1	Bullying is a problem in Marin middle and high schools. Marin ranked above the State average overall in incidents for the 2011-2013 school years and for two of the three grade levels surveyed in the CHKS.	<u>Agree</u>
F2	Marin County schools do not fully comply with California anti-bullying law.	<p><u>Partially Disagree:</u> Assuming the factual statements set forth in the Grand Jury's report are accurate, there may be some schools that need to update their policies in accordance with the law.</p> <p>We would like to reaffirm that all of our schools prioritize student safety and our staff are trained to respond to bullying incidents in accordance with the law. Additionally, the Tamalpais Union High School District Board Policies and Administrative Regulations are in compliance with California law.</p>
F3	Most schools do not have a direct link on their website home page to their anti-bullying policies and procedures.	<u>Agree</u>

**RECOMMENDATIONS**

Rec #	Recommendation	TUHSD Response
R1	Each school in the district should review its policies and procedures to ensure full compliance with the requirements of Seth's Law.	<p>This recommendation has been implemented by TUHSD. TUHSD updated BP 5131.2 Bullying in May 2012 to be compliant in anticipation of AB 9 (Seth's Law) going into effect on July 1, 2012. BP 5131 Conduct, which identifies discrimination, harassment and bullying, including cyberbullying and hazing, as explicit violations of a student's right to be educated in an environment free from disruptions, was also updated in May 2012.</p> <p>In keeping with the spirit of Seth's Law and the desire to keep all students safe in the school environment, several other relevant policies were updated in February 2015. At this time, our Board of Trustees approved updates to AR &amp; BP 5145.3 Nondiscrimination/Harassment, AR &amp; BP 5145.7 Sexual Harassment and AR &amp; BP 1312.3 Uniform Complaint Procedures, which established a timeline and procedures for fielding bullying complaints.</p> <p>Ongoing review of policies and procedures related to student safety and well-being is of the utmost importance at both the school and district level and we will continue to do so.</p>
R2	Each school in the district should review its	This recommendation has been implemented by TUHSD. Our BP

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	<p>policies and procedures to ensure that complainants are protected from retaliation, and that their identities remain confidential, as appropriate.</p>	<p>&amp; AR 1312.3 Uniform Complaint Procedures (updated February 2015) specifically outline the responsibility of the compliance officer to keep a complainant's identity confidential, as appropriate. Additionally, AR 5144 Discipline (updated August 2013) gives specific guidance to District staff and administration that the act of threatening or harassing a victim or victim's witness is a disciplinary violation punishable by suspension or expulsion.</p> <p>Ongoing review of policies and procedures related to student safety and well-being is of the utmost importance at both the school and district level.</p>
R3	<p>Each school in the district should adequately publicize its anti-bullying policies and procedures through its website, including a direct link on the website's homepage to the information (not simply linking to a lengthy student handbook, but directly to the anti-bullying policy and procedures themselves).</p>	<p>This recommendation will be implemented by September 30, 2016. In the intervening time, a direct link will be produced to take users directly to the District's anti-bullying policies and procedures, in addition to the information that is already available in the Parent/Student Handbook.</p>
R4	<p>All procedures and forms for filing a bullying complaint, including an anonymous complaint, should be available on the school's website.</p>	<p>This recommendation will be implemented by September 30, 2016. The procedures and forms for filing a bullying complaint are currently available on each school's website, but they will be consolidated and made more visible (see also Recommendation 3).</p>
R5	<p>Each school in the district's website should provide the option to complete and submit bullying complaints online.</p>	<p>This recommendation will be implemented by September, 30 2016. In the intervening time, District staff will work to create an online form and submission procedures.</p>
R6	<p>Each school in the district should review its student and parent education programs to ensure they are relevant and current. Schools should consider using the No Bully Solution Team® process that has been reported to be highly successful, or another equivalent program.</p>	<p>A review of current student and parent education programs related to bullying will be completed by October 30, 2016 in order to provide a report to the Grand Jury by December 2016.</p>