



# Noble Schools Expulsion Policy

## Changes to Practice & Policy

### 1. What are the types of student behavior infractions that can be considered expulsion-worthy?

#### a. What's changed in this policy now vs. the past?

Noble's Student & Family Handbook has always outlined a range of consequences for student behaviors (e.g. Improper Use of Technology = consequence range from parent conference to 3 day suspension.) For those incidents carrying codes 6-1 thru 6-11, the maximum consequence range has been "referral for expulsion." The practice around these codes is what has evolved the most at Noble over time. Prior to SY16-17, it was campus discretion whether they wanted to pursue the maximum consequence and pursue an expulsion hearing. The Network's Expulsion Hearing Office under this structure, then, was to strictly determine if the expellable offense occurred (whether the incident, indeed, occurred and was a Code 6 behavior.) In short, it was not the Network Hearing Officer's role to ask whether an expulsion should happen, but rather whether it could happen.

Today, grounded in SB100 and our commitment to anti-racism and restorative practices, our policy asks for much greater oversight on whether our expulsion hearings and expulsion decisions both can and should happen. In alignment with SB100, when making a determination, the following factors are considered by both an initial Exclusionary Committee and, if a hearing is decided appropriate, by the Hearing Officer:

- Whether a student committed an offense(s) which is (are) grounds for expulsion,
- Whether the school has exhausted other appropriate and available behavioral and disciplinary interventions, and
- Whether the school believes the continued presence of the student poses a threat to the safety of other students, staff, or members of the school community and/or substantially disrupts, impedes, or interferes with the operation of the school.

#### b. And how does this new policy compare to the CPS student code of conduct/current policy?

CPS is also aligned to SB100, but they use a number of different codes. The specific codes/expellable offenses for both CPS and Noble can be found [here](#).

### 2. What is the proposed new due process by which a student is recommended/approved for expulsion?

#### a. What's changed in this new policy proposal vs. the past?

- 1) The use of a diverse Exclusionary Committee (instead of just the Director of Culture & Supports) to decide whether an incident should go to hearing
- 2) Expulsion decision is the CEO's responsibility (rather than the Head of School)

#### b. How does this compare to the CPS current process?

- 1) CPS has a longer, more varied list of behaviors that could qualify for expulsion.
- 2) Instead of an exclusionary committee, a review is conducted by a CEO designee who determines if hearing takes place
- 3) While Noble uses a designated Hearing Officer from the Noble Support Team, CPS uses their Law Office to conduct their hearings.
- 4) Similar to Noble, the CEO makes the determination

### In Table Format

Noble Expulsion Process Prior to SY21-22	Noble Expulsion Process Proposed for SY21-22	CPS Expulsion Process
<p>To refer a student for expulsion, a campus must first speak with the Director of Student Culture and Support to determine if:</p> <ol style="list-style-type: none"> <li>1. a student had committed an offense(s) which is (are) grounds for expulsion,</li> <li>2. the school has exhausted other appropriate and available behavioral and disciplinary interventions, and</li> <li>3. the school believes the continued presence of the student poses a threat to the safety of other students, staff, or members of the school community and/or substantially disrupts, impedes, or interferes with the operation of the school.</li> </ol> <p>The hearing is conducted by a designated charter officer. The hearing officer makes a recommendation to the Head of Schools. The Head of Schools makes the determination. Expulsion appeals are determined by the CEO.</p>	<p>To refer a student for expulsion, a campus must submit the misconduct report to the Exclusionary Oversight Committee (consisting, at minimum, of the Director of Student Culture, Director of Student Services, Chief Equity Officer, and the Chief Education Officer) to determine if:</p> <ol style="list-style-type: none"> <li>1. a student had committed an offense(s) which is (are) grounds for expulsion,</li> <li>2. the school has exhausted other appropriate and available behavioral and disciplinary interventions, and</li> <li>3. the school believes the continued presence of the student poses a threat to the safety of other students, staff, or members of the school community and/or substantially disrupts, impedes, or interferes with the operation of the school.</li> </ol> <p>A designated charter officer conducts the hearing and can hear evidence from the campus as well as the student and their family (or the student/family's representative). The hearing officer makes a recommendation to the CEO, who then makes the expulsion decision and notifies the student's parent/guardian.</p>	<p>There are 2 ways that a student can be referred for an expulsion:</p> <ol style="list-style-type: none"> <li>1. if a student's inappropriate behavior falls within Group 5 of the SCC, a school principal may request an expulsion hearing for the student, or</li> <li>2. if a student's inappropriate behavior falls within Group 6 of the SCC, the incident will be automatically referred for Department of Student Adjudication review for a student in 6th through 12th grade or for any student violating section 6-1; a school principal may request an expulsion hearing for a student committing any other Group 6 behavior.</li> </ol> <p>The CEO's designee will review the expulsion hearing request and determine whether to refer the student to the Law Department for an expulsion hearing, assign the student to an intervention program, or refer the student back to the school for intervention/support.</p> <p>The hearing is conducted before an independent hearing officer, a representative of the CEO. The hearing officer makes a recommendation to the CEO. The CEO makes the determination.</p>

### 3. How has Noble been trending on expulsion rates since 2015 relative to the CPS average?

	Noble Expulsions (Grd 9-12)		CPS Expulsions (Grd 9-12)	
	# of Students Expelled	% of Students Expelled	# of Students Expelled	% of Students Expelled
SY14-15	172	1.65%	50	0.02%
SY15-16	186	1.57%	31	0.01%
SY16-17	59	0.47%	46	0.02%
SY17-18	41	0.32%	23	0.02%
SY18-19	45	0.35%	8	0.00%
SY19-20	17	0.13%	12	0.01%
SY20-21	0	0.00%	Not Available	Not Available