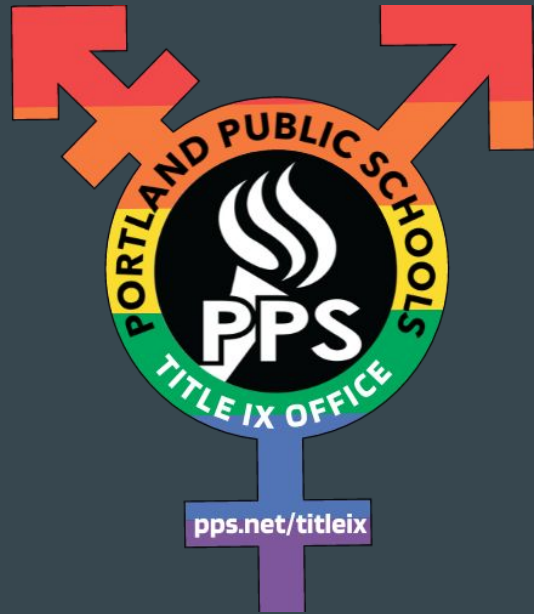


Title IX for School Leaders 2022-23



Together, we will...

- Create gender-equitable school climates where all students belong, are safe and academic-focused.
- Respond to incidents of harm through interventions that promote learning and accountability.
- Support school-based TIX Coordinators to implement effective systems with hands-on district partnership.

Dr. Liane O'Banion
Title IX Director

District leadership and
severe incident response
lobanion@pps.net
call/text 503-568-2646



Elizabeth Johnson
Educator & Investigator

K-12 student services and
school support provider
erjohnson@pps.net
call/text 971-393-3560

AGENDA

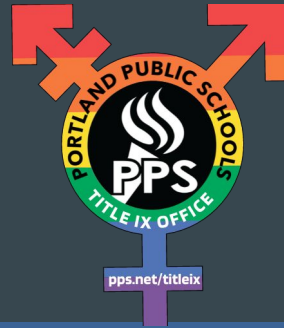
1. Title IX at School: Our Responsibilities
2. TIX Coordinator Role
3. When Something Has Happened: TIX Reporting
4. Leveled Incident Response Framework
5. What's Next...
6. District Resources and Supports



TOGETHER
WE WILL

TIX at School: Our Responsibility

Compliance with the law and our
mandate as K-12 educators



TOGETHER
WE WILL

PORTLAND PUBLIC SCHOOLS

Title IX at School

Title IX of the Education Amendments Act of 1972 is a federal civil rights law that states,

“No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any educational program or activity receiving federal financial assistance.”

Title IX at School

All students have the right to learn in a school environment free from ...

- Sexual harassment/bullying
 - Sexual assault
 - Teen dating violence
- LGBTQ+ harassment/bullying
- All gender/sex-based discrimination, including in sports and for pregnant/parenting teens

Title IX at School

Schools have the responsibility to respond to every report of a possible TIX violation.

Together we act to **STOP** the behavior, **PREVENT** it from recurring, **SUPPORT** students and **REPAIR** harm that may have been caused.

If the behavior is persistent, pervasive and/or severe the TIX Office offers safety planning, investigation and escalated interventions.

TIX Coordinator

Your TIX building expert, leader
and liaison to the district



TOGETHER
WE WILL

Title IX Coordinator

An Assistant/Vice Principal with care, comfort and commitment to TIX work who is responsible for:

- Sharing basic TIX information by educating the school community about how to report and receive help. Promptly responding to all reports.
- Implementing the TIX leveled response framework and monitoring student progress, escalating interventions as needed.
- Partnering with the TIX Office (especially for TIX Investigations and Hearings)
- Applying established practices for student conduct/discipline and MTSS (esp SIT and School Climate Teams)
- Collaborating with key partners at school (counselors, social workers, school climate specialists, etc...)
- Acting as the building expert for Title IX by educating students, staff and families about rights and protections and connecting them to resources

Title IX Coordinator

The TIX work is different at each grade band...

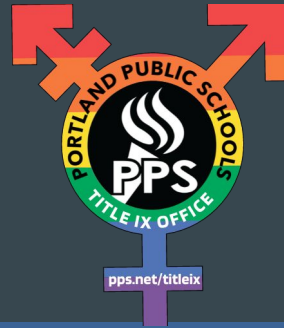
K-5 For younger students, is it age-appropriate curiosity or problematic sexual behavior? Are we concerned about abuse at home? For older students, challenges with prosocial behavior and bullying.

6-8 Challenges within friend groups. Low-level sexual harassment and LGBTQ+ bias/bullying that can become persistent and pervasive, negatively impacting school climate. Are we concerned about risky online behavior?

9-12 Challenges with practicing consent and healthy relationships. Reports of sexual assault and dating violence, sometimes severe. Are students safe and able to attend school?

TIX Reporting

How students, staff and families get help
when something has happened



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PORTLAND PUBLIC SCHOOLS

Title IX Reporting

Community members need accessible and low-stakes pathways to report when harm has occurred.

- Tell any staff member and be believed and then connected to TIX with a warm hand-off.
- Complete an online report through the TIX website and/or their school's homepage.
- Tell their school TIX Coordinator in person and/or through an age-appropriate method.
- For high school students, they may benefit from first speaking with a Confidential Advocate about the choice to report.

www.pps.net/titleix Title IX Reporting

REPORT HERE!

Report gender-based discrimination, harassment, bullying or any incident under Title IX. Submitting a report does NOT mean a Title IX investigation will occur. Before anything happens, the Title IX investigator (Ms. Elizabeth Johnson) will contact you using the information you provide. Ms. Johnson will share options for support and interventions, including a TIX investigation. She will explain the TIX process and answer your questions before notifying others or proceeding with an investigation. You are **not** committed to any particular path just because you submitted this report.

Tell us what happened



- Simple google form staff, students, parents can submit
- Received by Elizabeth Johnson (checked every morning)
- It's like "waving a flag" that something happened and help is needed
- After personal outreach and initial inquiry, Elizabeth will connect with school TIX Coordinator
- Then, begin our response with leveled interventions and supports

* Note on Mandatory Reporting *

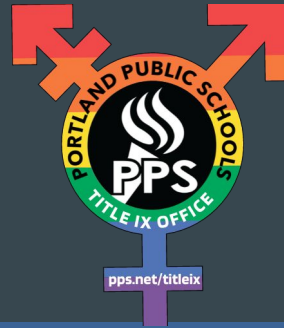
"Mandatory reporting" that is required by state law applies to any reasonable suspicion of child abuse or neglect.

Peer-to-peer sexual assault, dating violence, etc., is a Title IX matter. Staff reporting responsibility is to the TIX Office.

The purpose of the district's Title IX Office is to provide a supportive, educational, and compassionate response to students, survivors, and families. If the family or parent neglected to take action to keep their child safe or are neglecting their medical needs following a sexual assault - this may be child abuse/neglect and thus, should be reported to DHS.

TIX Leveled Incident Response

How we intervene to stop the behavior, prevent it from recurring and support all students



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PORTLAND PUBLIC SCHOOLS

TIX Leveled Responses & School Supports

A leveled system providing progressive interventions to challenging student behaviors¹ with a menu of options to support school climate and transformative social-emotional learning.



- Each level has a TOOLKIT with codified best practices created by TIX dept.
- Aligned with each level are SCHOOL CLIMATE support options
- Capacity-building goals for 2022-23 SY:
 - ◆ Schools can independently lead Levels 1 & 2
 - ◆ Schools will partner with TIX Office to co-lead Levels 3 & 4
 - ◆ TIX Coordinators effectively track student interventions at each level, monitoring for progress and escalating as needed

Title IX Leveled Response

Level 1: Early Intervention

Preventing and interrupting early to set behavior expectations, prevent recurrence and support students.

- **Low safety risk**
- In most cases, always start here
- School-based and led

TIX Coordinator Toolkit *Under development 2022-23 SY*

- ❖ [Online TIX report form](#) - district website
- ❖ Online report form - school websites
- ❖ Report response tracker (Levels 1-4)
- ❖ [Educational support meeting](#) agenda/script
- ❖ [Educational interruption meeting](#) agenda/script
 - Student reflection "Think Sheet"
- ❖ Initial inquiry form
- ❖ Parent/guardian communication
- ❖ **SIRC Level 0-1**

School Climate & Student Support Practices ***Connections to district-wide MTSS*

- ❖ All-staff trainings:
 - Speak Up! Against Bias and Slurs
 - TIX Introduction and Basics
- ❖ All-school student lessons + presentations
 - (Anti-bias/bullying lesson for ES)
 - Speak Up! And TIX for MS
 - TIX and Consent for HS
- ❖ Family Night Presentation
- ❖ School posters and brochures

***Tier 1** TSEL Core Counseling Curriculum; School Climate Team + Plan; Students Rights & Responsibilities Handbook; Individual Teacher Class Management Plans*

Title IX Leveled Responses

Level 2: Escalated Intervention

Behavior is persistent or pervasive. More is needed to stop it and support students who have been harmed.

Targeted behavior intervention.

- **Mid safety risk**
- In most cases, proceed here after Level 1 interventions have been tried
- School-based and led

Level 3: Escalated Intervention +

*Behavior is persistent, pervasive and/or **severe**. Access to education is interrupted, learning is disrupted, school climate is harmed, and we are increasingly concerned about safety. Targeted behavior intervention.*

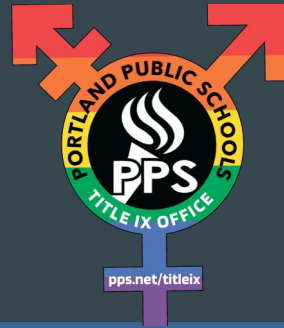
- **Mid - high safety risk**
- Move directly here as needed
- School - District partnership

Level 4: Disciplinary & Safety Action

Determine outcome from investigation, establish safety and uphold accountability while continuing to monitor educational access, school climate and student wellness. Intensive behavior intervention.

- **Mid - high safety risk**
- Always follows Level 3
- School - District partnership

What's Next...



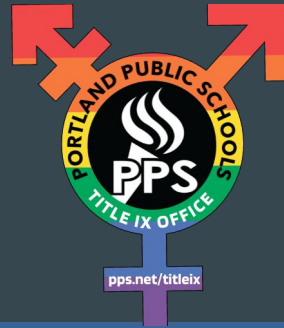
TOGETHER
WE WILL

Checklist for a strong start to the school year

- ❑ Identify your school's TIX Coordinator (and let TIX office know by responding to request sent to Principal the week of August 22)
- ❑ Attend TIX Office Hours weeks of 8/15-8/22 (optional)
- ❑ TIX Coordinator connects with Elizabeth to begin collaborative coaching relationship
- ❑ Start thinking about a plan for getting the word out about TIX in your school community (ex: BTS Night, posters, etc.)!
- ❑ Keep an eye out for website updates and upcoming trainings

District Resources & Supports

We're here for you



TOGETHER
WE WILL

Title IX Website

NEW TIX Staff Website

Title IX

The PPS Title IX site is undergoing revision as are our resources...

The new Title IX site will launch on September 1, 2022 so please check back then (especially our building partners).

In the meantime, families may still submit a report (see orange box) or contact our office directly and we will promptly respond.

Go directly to resources for PPS families or PPS staff by clicking on the related button:



REPORT HERE!

Report gender-based discrimination, harassment, bullying or any incident under Title IX. Submitting a report does NOT mean a Title IX investigation will occur. Before anything happens, the Title IX investigator (Ms. Elizabeth Johnson) will contact you using the information you provide. Ms. Johnson will share options for support and interventions, including a TIX investigation. She will explain the TIX process and answer your questions before notifying others or proceeding with an investigation. You are **not** committed to any particular path just because you submitted this report.

Tell us what happened

Support Contacts

Title IX Team Contacts for PPS
Students/Families

- ★ TIX Coordinator TOOLKITS
- ★ FAQs on best practices
- ★ FLOWCHARTS to guide incident response, including severe incidents like sexual assault at school
- ★ SCHOOL CLIMATE resources (incl. student lessons, staff trainings, posters and more)
- ★ Responsive topic-based PD sessions throughout the year

Community Partnerships

Peer education and survivor advocacy available to all PPS students through the hotline.

In-person partnership at our high schools.

There is support for survivors of harassment, abuse, & sexual assault

Confidential Advocacy is available at GHS:

Drop-in: Room 220
(above the counseling office)
Tuesdays & Fridays
Lunch - 4pm

- Speak Freely. We are not mandatory reporters.
- Understand your Rights under Title IX & beyond.
- Explore Options.
- Ask Questions.
- Process Feelings.
- Make a Plan.

- Compassionate.
- Non-Judgemental.
- Centered on your goals.
- No Commitment required.
- No problem is too small.
- All Are Welcome!

Pamela (she/her)
503-388-8211
PZigo@voaor.org



Chloe (they/she)
971-266-9030
CBloomeraphaelhouse.com

PPS students & community: call/text to contact any advocate:

503-809-4357

More info/DM us  @Consent_Convergence



HOME
Free



info & reporting >



Title IX Team: Contacts for School-Based Staff

Britt Bieberich

LGBTQ2SIA+ Support
971.291.3344
brbieberich@pps.net

- ★ Gender Diverse Student Guide, AD
- ★ Support for GSAs
- ★ GSA Summit
- ★ Best practices
- ★ Restroom Equity (All Gender Bathrooms)
- ★ School climate support
- ★ Policy creation or implementation
- ★ LGBTQ website
- ★ Consultation

www.pps.net/lgbtq

Elizabeth Johnson

TIX Educator & Investigator
971.393.3560
erjohnson@pps.net

- ★ TIX reporting and response to incidents of sexual harassment/assault, teen dating violence, LGBTQ+ bullying
- ★ Partnership with school TIX Coordinators
- ★ TIX leveled responses for intervention and support
- ★ Co-lead TIX investigations
- ★ Direct service to students and families
- ★ School climate, staff training and consultation

Alex Kahl

Sexual Incident Response
503.312.8338
akahl@pps.net

- ★ Problematic sexualized behavior intervention, safety planning & support
- ★ SIRC protocol consultation
- ★ Direct service to students, families
- ★ Behavioral supports (BSP/FSP etc).
- ★ Consultation @ children's sexualized behavior(s)

Liane O'Banion, Ed.D.

Director
503.568.2646 (text pref.)
lobanion@pps.net

- ★ School-based investigations for *severe* TIX incidents
- ★ TIX-related discipline
- ★ Direct support to families
- ★ Staff/employee allegations when PPS students need to be interviewed
- ★ DHS/OTIS liaison
- ★ Compliance, data
- ★ Emergency/crisis
- ★ BSTAT (behavioral safety team)
- ★ Consultation, professional development & training

Thank you!

