

Talking points for staff

The following are talking points about the national efforts encouraging student-led school safety demonstrations. Please share these with your staff.

- These are student-led events, not school or district sponsored.
- We respect our students' freedom of expression and encourage them to work with school administration if they are planning a student-led event.
- Students who want to distribute materials about the event should do so outside of class time, in the designated areas on campus. Students must follow [district policy 3220](#) about freedom of expression.
- According to [policy 3223](#) on freedom of assembly, peaceful demonstrations are permissible, though they are to be held in designated places where they shall present no hazards to persons or property and at designated times that shall not disrupt classes or other school activities.
- Our staff is working with students to make sure ALL feel supported. We expect our staff to support all students – those who participate in any student-led demonstration, as well as those who do not. Everyone should make their own choices, and we are encouraging parents to talk with their child about their plans.
- Students who participate in a walkout will receive a tardy or absence, in alignment with district attendance policy.
- Safety is our top priority, so we are reminding students to be careful and respectful in their actions.
- School and classes will operate on a normal schedule, and we expect staff and students to be engaged in teaching and learning. (We understand that staff may request use of personal leave time to participate in the protest, however, class coverage is of utmost importance.)
- Use your professional judgement in the event students walk out of your class. If you have three or four students left in your classroom, try to combine them with another class and then go out to provide supervision support.
- For students who may be feeling anxious or depressed as they process what they are hearing in the news, please provide support resource (counselor referrals, [grief resources](#), etc.).
- As in any situation, every day, encourage students who see something, to say something. For any safety concerns, students, staff and community members can use the anonymous [safety tip line](#) to let someone know.
- Please contact your administrator if you have questions, concerns or hear of any planned activities.