



# **Portland Public Schools' Implementation of SB 155**

**House Education Committee  
May 6, 2021**



# Professional Conduct Between Adults and Students 5.10.064-P

- The policy outlines District expectations for employees, including electronic communications between staff and students.

“The District allows and supports the use of technology to communicate transparently and for legitimate educational purposes. As with all forms of communication, adults are expected to maintain professional boundaries with students when communicating via electronic communications and social media. Staff or students may use approved educational websites if such sites are used solely for legitimate educational purposes.”



# Professional Conduct Between Adults and Students 5.10.064-P (continued)

- Email Communication All email communications from employees to students must be through a PPS-provided email address as described in the District's Acceptable Use Policy (8.60.40) and Social Media Administrative Directive 8.60.045-AD.
- Social Media District employees who wish to use social media as a tool to assist them in their professional duties must maintain separate accounts for professional and personal social media use and may follow or accept requests to connect from students only through their professional social media presence established consistent with the requirements set forth in the Social Media Administrative Directive 8.60.045-AD. Staff should have no expectation of privacy when communicating to students, including on a social media platform (e.g. Facebook, Twitter). Staff should not promise students absolute confidentiality in their communications.
- Group Text Messages The use of group text messaging has become a convenient tool for coaches and other staff working with students to relay information. District employees and third-party contractors shall use this method of communication only with both District approval and parental knowledge. Text messages to individual students through District-approved platforms shall contain only information with a legitimate educational purpose.



# Trainings for Licensed Administrators

- Adult Sexual Misconduct District-wide annual mandatory training on the identification of behaviors which may indicate sexual misconduct and procedures for reporting.
- Professional Conduct Policy District-wide annual mandatory training outlining the District's expectations for behavior of staff.
- Investigation training (with toolkit) to all administrators developed by Joy Ellis, the primary investigator for the Whitehurst report.



## Trainings (continued)

- Annual new leader orientation for new administrators offers training on investigations and reporting obligations.
- Crisis Response Continuum (including Title IX): presented to PPS administrators (principals/vice principals) during our annual leadership summit.
- The Fundamentals of Title IX response & investigation: was a training led by our Title IX Director to administrators during our annual leadership summit.
- School Compliance Officers Toolkit



# Data

- We have had an overall reduction in employee incidents, including incidents of sexual misconduct, during the past year. This was likely due to COVID-19.



## District level investigations

- PPS conducts its own investigations of Sexual Misconduct so that it can quickly develop safety and support plans for the student(s) impacted by the behavior and also provide a timely and thorough response to employees accused of misconduct.
- Certain behaviors also trigger District investigation responsibilities under other state and federal laws, eg. Title IX, ORS 342.704.
- Administrators work with experienced HR staff and the District's Title IX Director to conduct investigations of employee misconduct.