

K-12 School Employee Sexual Misconduct

Lessons Learned from Title IX Policy Implementation

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The problem no one talks about.



1 in 10 students will experience school employee sexual misconduct

Although **Title IX** (1972) protects students from discrimination, including the sexual abuse and misconduct by school employees, there are many implementation loopholes.

How we started the conversation.

This study examined policy implementation across 5 sites that experienced an incident in 2014.

5 districts
92 participants



10 focus groups
Policy and document review
41 interviews

Following an incident, school districts continued to not implement all key elements of Title IX guidance.

Title IX Key Element	Key study finding, challenges, and participant recommendations
 Comprehensive policies & procedures	<p>Finding 1: Policies and procedures did not address all key elements of Title IX guidance. Challenges include a lack of model policies, difficulties addressing technology use, and unclear boundaries around physical contact.</p> <ul style="list-style-type: none"> ✓ Have clear, written policies, especially around technology and social media use, and provide guidelines for appropriate behaviors.
 Prevention efforts	<p>Finding 2: Awareness of school employee sexual misconduct and prevention behaviors increased following an incident. Challenges include hesitation to believe it can happen again, and discomfort among school administration and staff in discussing this issue.</p> <ul style="list-style-type: none"> ✓ Proactively report suspicious behavior, encourage accountability, and improve district leadership.
 Training for staff, students and parents	<p>Finding 3: Some districts offered training for staff, one offered training for students, and none offered training for parents. Challenges include lack of funding and time for training, low parental engagement, and a greater need to train younger teachers.</p> <ul style="list-style-type: none"> ✓ Offer engaging annual, in-person staff, student, and parent trainings with real-world examples.
 Timely reporting	<p>Finding 4: Increased likelihood to report incidents and awareness of reporting requirements such as mandatory reporting following an incident. Challenges include fear of community and media response, student and staff reluctance to report, and difficulty identifying warning signs.</p> <ul style="list-style-type: none"> ✓ Provide clear guidance for reporting and encourage staff, students, and parents to report.
 Thorough & coordinated investigations	<p>Finding 5: Over half of districts improved their investigation processes and strengthened relationships with criminal justice and child welfare agencies following an incident. Challenges include poor communication, competing roles, internal school-level investigations, and challenges with technology.</p> <ul style="list-style-type: none"> ✓ Develop collaborative relationships among agencies and consider use of SRO's on campus.
 Effective response	<p>Finding 6: No districts engaged in all 7 Title IX recommended responses to incidents. Challenges include lack of support for staff, students, and parents following an incident, and lack of protocol for how to respond to media inquiries.</p> <ul style="list-style-type: none"> ✓ Provide support to staff, students, and parents; develop protocols for proper response; establish accountability measures.

What you can do.

- 1 Researchers & evaluators:** analyze prevalence data, characteristics, effects, and prevention effectiveness
- 2 School district leaders:** review Title IX policy and implementation efforts
- 3 Federal and state department of education leaders:** establish accountability measures and develop training programs
- 4 Higher education faculty:** include sexual misconduct training curricula in school employee preparation programs

Continue the conversation.

Access and share the full report at magnoliaconsulting.org/publications-reporting

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Share your thoughts:  @Magnolia_Eval

