

# THE NUTS AND BOLTS OF PURSUING POLICY CHANGES TO COUNTER RECRUITMENT AND DEMILITARIZE SCHOOLS

Santa Barbara Truth in Recruitment

Project on Youth and Non-Military Opportunities (YANO)

National Network Opposing the Militarization of Schools (NNOMY)

August 11, 2017

## IMPORTANT POLICY CONTEXT: No Child Left Behind Act of 2001

Schools are threatened with the loss of federal funds:

- If they fail to grant military and college recruiters access to student names, addresses and phone numbers.
- If they fail to grant military recruiters the same access to secondary school students that is granted to colleges and employers.

Schools must notify parents that they can opt out of lists released to military and college recruiters (students 18 or over can opt out themselves). An opt-in policy is NOT allowed.

Schools CAN impose restrictions on recruiting activities as long as they apply equally to representatives of colleges and employers.

# **SOME OF THE RECRUITING ISSUES THAT CAN BE ADDRESSED THROUGH POLICY CAMPAIGNS:**

- Aggressive recruiter behavior at school
- Disruption of normal school activities by recruiters
  - Frequent recruiter visits and unfettered access
- Use of weapon displays & simulators to lure students
- Access to students' personal information via direct solicitation, ASVAB testing and school lists
  - Lack of equal access for alternative views
    - JROTC

- Aggressive recruiter behavior at school
- Disruption of normal school activities by recruiters



Ways to resolve:

- ✓ Prohibit recruiters from pursuing students. Require them to wait for interested students to approach them.
- ✓ Ban recruiting activities that disrupt the conduct of normal school activities or interfere with pupils.



- Frequent recruiter visits and unfettered access

Ways to resolve:

- ✓ Specify maximum number of visits per year for each military branch (e.g., 2/year).
- ✓ Limit recruiters to a specific confined space (such as an office or next to an outside table). Allow no roaming around the school.

- Use of weapon displays/simulators to lure students



Way to resolve:

- ✓ Ban all weapons and weapon simulators



- Access to students' personal information via direct solicitation and ASVAB testing

Ways to resolve:

- ✓ Ban direct solicitation of contact information from students--require recruiters to use the established administrative procedures for obtaining student lists.
- ✓ Allow ASVAB testing only if test information will not be used for recruiting purposes (i.e., ASVAB release option 8).



- Access to students' personal information via school lists

Ways to resolve:

- ✓ Require prominent notice and check-box for parents to opt out of releasing pupil information, make it specific to military recruiters.
- ✓ This can be required at the school district level, or possibly the state level.

III. QUESTIONS FOR PARENT/GUARDIAN			
The following questions provide important information for the school staff. Parents must answer the following questions. Check "Yes" or "No" for each question where appropriate. Questions 30 & 32 require that you check "Opt Out" or leave blank if you agree to your student's participation.			
26a. Has your student ever received <b>Special Education</b> services?	<input type="checkbox"/> Yes <input type="checkbox"/> No	27. Has one of the parents/guardians engaged in migrant work (moved and worked seasonally in jobs related to agriculture, lumber or fishery) in the past three years?	<input type="checkbox"/> Yes <input type="checkbox"/> No
26b. Does your student have a 504?	<input type="checkbox"/> Yes <input type="checkbox"/> No		
28. Name, city, and state/country of last school attended:		29. (For students born outside the U.S., see #16) Was this student born in a foreign country to diplomatic, military personnel or other U.S. citizen, and granted U.S. citizenship?	<input type="checkbox"/> Yes <input type="checkbox"/> No
_____			
_____			
_____			
Last grade level completed: _____			
30. (For students in Grades 7, 9, & 11) The district would like your student to participate in the California Healthy Kids Survey (CHKS). The survey is anonymous and confidential. If you do not want your student to participate, you must select "Opt Out".	<input type="checkbox"/> Opt Out	31. (High school students only) Has your student ever played interschool athletics?	<input type="checkbox"/> Yes <input type="checkbox"/> No
32. (High school students only) Federal law requires release of student information to military recruiters. If you do NOT want this information released for your student, you must select "Opt Out". <a href="http://www2.ed.gov/policy/gen/quid/fpco/hottopics/ht-10-09-02a.html">http://www2.ed.gov/policy/gen/quid/fpco/hottopics/ht-10-09-02a.html</a>			<input type="checkbox"/> Opt Out

- Lack of equal access for alternative views

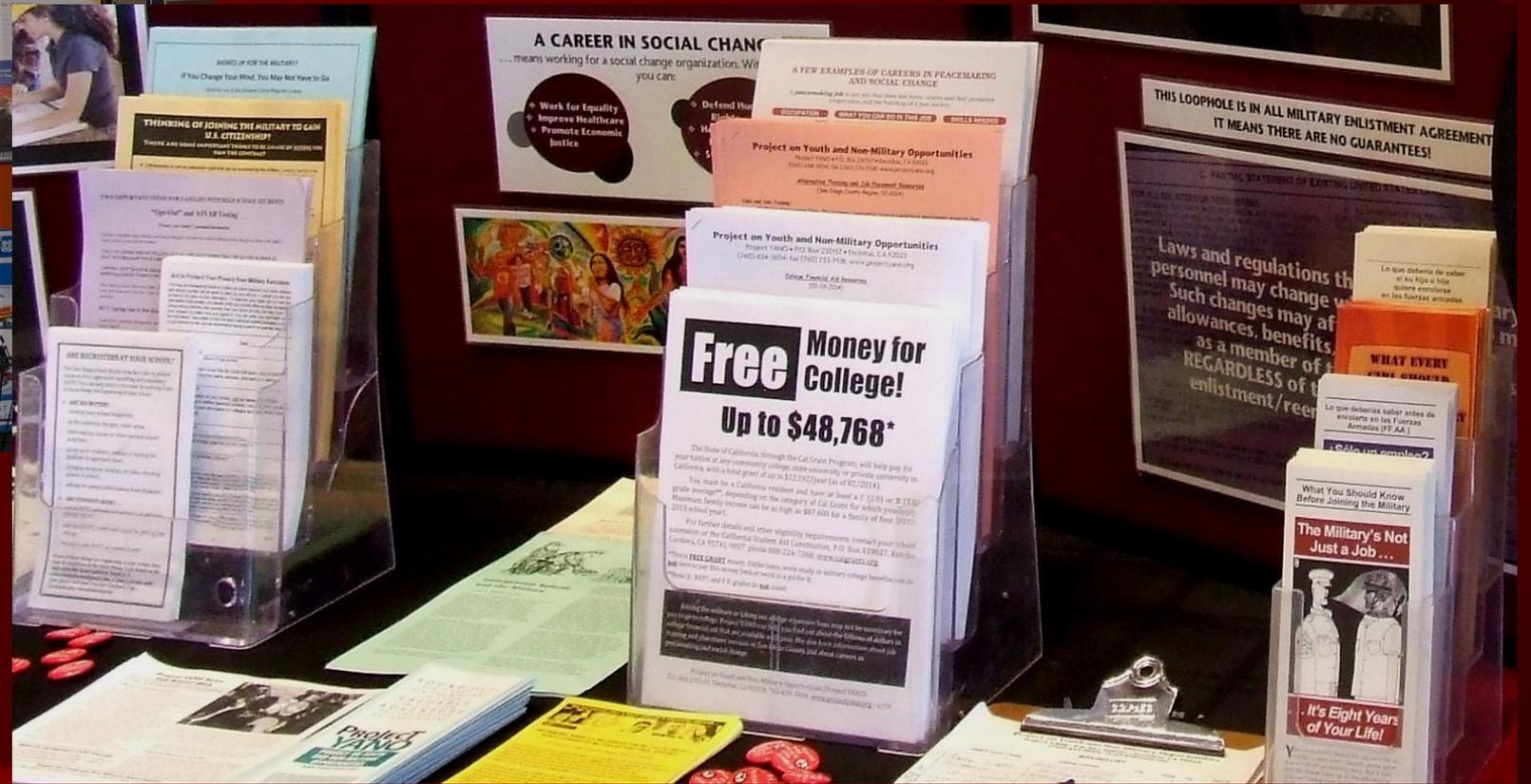


Ways to resolve:

- ✓ Require all recruiting groups to be given equal treatment under the policy, AND include entities offering students alternative information on military careers.

With equal access, you can request, among other things, space in school career centers to balance military literature with alternative information.

You can submit alternative paid advertising to student publications.



- JROTC

Historically, it has been virtually impossible to remove an existing JROTC unit with a public demand for its elimination.

School districts **HAVE** removed existing units under these circumstances:

1. They must make budget cuts and realize that JROTC is more costly than other courses that they wish to keep. Or ...
2. JROTC enrollment drops below the minimum required by federal law.



## Ways to resolve:

### 1. Use financial facts to quietly argue for JROTC removal:

- ✓ Research the total cost of JROTC to the local school district.
- ✓ In a non-public manner, educate school board members on the economic reasons for eliminating the program.

### 2. Bring enrollment down below the legal minimum by eliminating factors that attract students. For example:

- ✓ Ban shooting ranges and rifle training.
- ✓ Prohibit involuntary enrollment and require informed parental consent.



- ✓ Disallow the granting of credit for other courses.
- ✓ Prohibit misleading claims about JROTC counting toward college entrance requirements and offering grants.
- ✓ Demand termination for low enrollment.

# **SCHOOL POLICY CAMPAIGN EXAMPLES**



# STOP WEAPONS TRAINING IN OUR SCHOOLS!

Protest at School Board Meeting on Tues., Feb. 10, 4 pm

4100 Normal St. San Diego

Support students, parents and teachers who are demanding the removal of JROTC firing ranges and weapons training from 11 local high schools.

For more information: [educationnotarms@gmail.com](mailto:educationnotarms@gmail.com)  
[projectyano.org/educationnotarms/](http://projectyano.org/educationnotarms/)



We must end the militarization of youth!  
EDUCATION NOT ARMS COALITION

Teach PEACE NOT WAR

NO WEAPONS TRAINING

NO WEAPONS TRAINING

## ¡ALTO AL ENTRENAMIENTO DE ARMAS EN NUESTRAS ESCUELAS!

Protesta ante la Reunión de la Junta Educativa el martes 10 de febrero, a las 4 de la tarde, 4100 Normal Street

Apoye a los estudiantes, padres y madres de familia y maestros que exigen el cierre de los campos de tiro en 11 escuelas del distrito.

Para obtener más información...

Teach PEACE NOT WAR

NO WEAPONS TRAINING

NO WEAPONS TRAINING



TEACHER CUTS? Why not WEAPON CUTS?

More Weapons Training

MISSION BAY

Education is the only way to a better society

UNION SCHOOL N.E.C.A. PUNTO LA REVOLUCION Y EL ADDICTO AL CAMBIO

Zero Tolerance

NO WEAPONS TRAINING

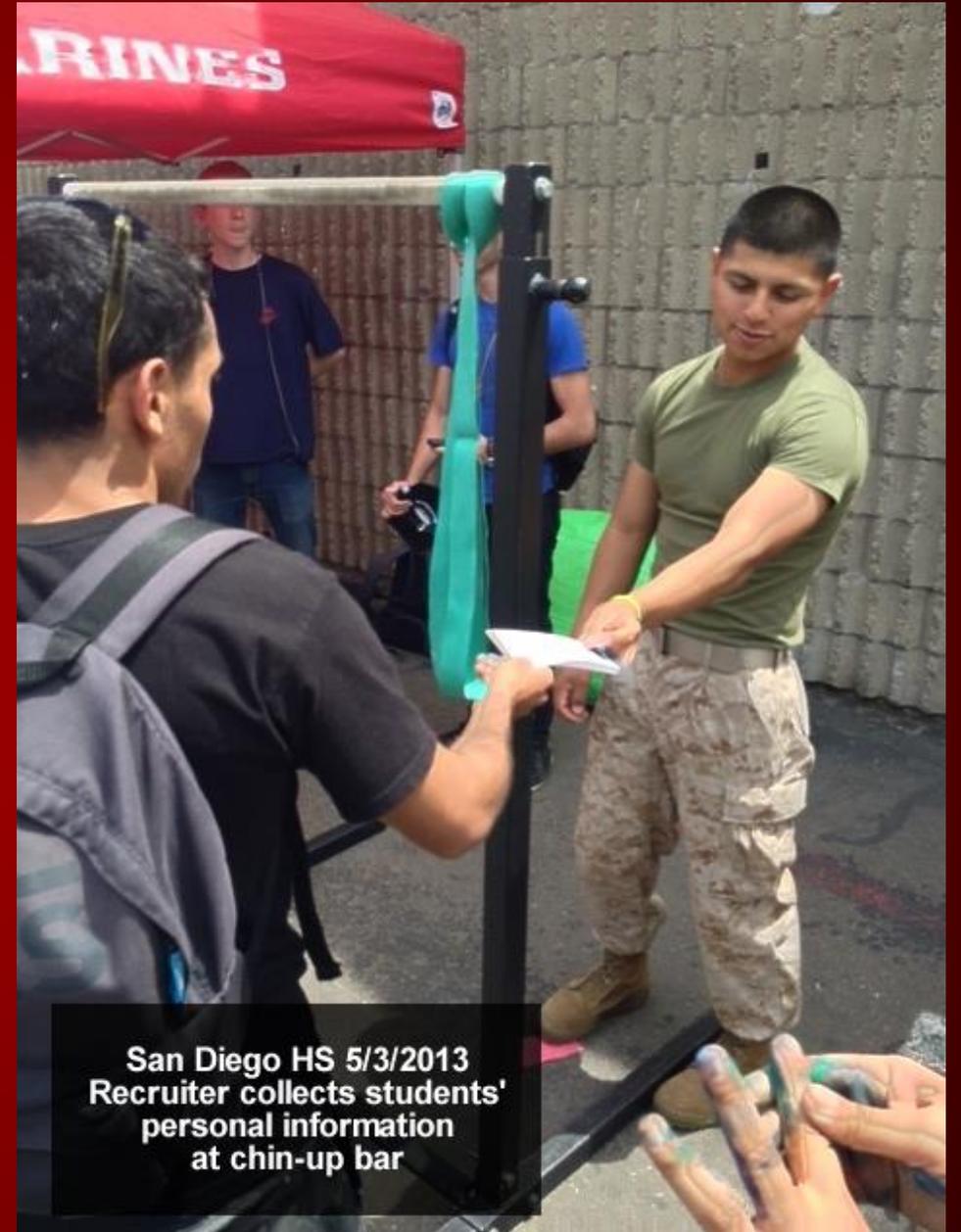


After 14 months of organizing, JROTC shooting ranges were banned and removed from 11 schools.

# CAMPAIGN TO REGULATE ALL RECRUITING ACTIVITIES IN SAN DIEGO CITY SCHOOLS: 2009-2010



Student using weapon simulator during Army recruiting truck visit at her school



San Diego HS 5/3/2013  
Recruiter collects students'  
personal information  
at chin-up bar



Students and community supporters drafted a school district policy that was adopted to limit recruiting activities.



# ORGANIZING APPROACHES

# ADMINISTRATIVE POLICY APPROACH

Sometimes school district administrators (e.g., superintendents) can be convinced to issue directives limiting recruiting activities. However, directives carry less weight than board policies.

Office of the Deputy Superintendent  
Information and Organizational Systems  
MONTGOMERY COUNTY PUBLIC SCHOOLS  
Rockville, Maryland

July 31, 2006

## MEMORANDUM

To: High School Principals  
From: John Q. Porter, Deputy Superintendent  
for Information and Organizational Systems  
Subject: Procedure for the Administration and Release  
of Armed Services Vocational Aptitude Battery

This is to provide you with information regarding the Armed Services Vocational Aptitude Battery (ASVAB) offered to Montgomery County Public Schools. The ASVAB is a test of multiple aptitudes administered by high school and postsecondary school students.

Schools have eight options regarding the administration of the ASVAB. These options range from Option 1, which permits test results to be released to military recruiters without prior consent, to Option 8, which requires the school to obtain prior consent to release the ASVAB test results and other student information.

Ensuring student privacy, as well as parental notification and consent, are of paramount importance to MCPS. Therefore, beginning with the 2006-2007 school year, each MCPS school should select Option 8 for the ASVAB test administration. Selecting Option B ensures that student information is not provided universally and is released only upon active consent.



## LOS ANGELES UNIFIED SCHOOL DISTRICT POLICY BULLETIN

### General Information for Students and Families Regarding District Policy for Military Access to Schools

Attachment B

- No student is required by the school to meet with or speak to a recruiter;
- Families may opt out of disclosing their student's contact information to military recruiters by returning the "Information Release Form," found in the LAUSD Parent Student Handbook, to the school and indicating in the check box for "Do Not Release" that they do not wish the school to have access to that information. If you wish to opt out, be sure to return the form to the school by the deadline. You are not required to use the LAUSD form to opt out but if you want to opt out, you must provide the information, in writing, to the school by the deadline;
- In general, students retain their First Amendment rights of free expression while on campus as long as the expression does not fall outside the First Amendment, including obscene, libelous, or slanderous matter. Any material that creates a clear and present danger of the commission of unlawful acts on school premises or the violation of lawful school regulations, or the substantial disruption of the orderly operation of the school, is also prohibited. Students may protest the military via written materials or peaceful demonstrations on campus as long as the expression is not prohibited or disruptive, as described above.
- No student is required to take the ASVAB (Armed Services Vocational Aptitude Battery) as part of the school program. If you opt not to take the ASVAB the school will not discipline you. The ASVAB is a general aptitude test offered at no cost and no obligation to high school students.



## Regulation of the Chancellor

Category: **STUDENTS**

Issued: 6/23/09

Number: **A-825**

LEFT BEHIND (NCLB) DISCLOSURE OF INFORMATION TO  
HIGHER LEARNING AND THE MILITARY

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### 3 VOCATIONAL APTITUDE BATTERY (ASVAB)

NYC public schools administer the ASVAB. Students who take this test are asked not to authorize the Department of Defense to score the test and report the results to the military. The ASVAB lists eight options for schools with regard to releasing ASVAB test results to military recruiters. In order to protect the rights of students and parents to determine how their child's information is released to the military, it is the policy of the NYC DOE that schools which administer the ASVAB must elect Option 8, which does not permit the results to be released to military recruiters. Students who wish to contact the military after receipt of their scores should contact their school's guidance counselor for assistance.

Questions regarding this regulation should be addressed to:

Telephone:  
2-374-6095

Office of School and Youth Development  
N.Y.C. Department of Education  
52 Chambers Street – Room 218  
New York, NY 10007

Fax:  
212-374-5751

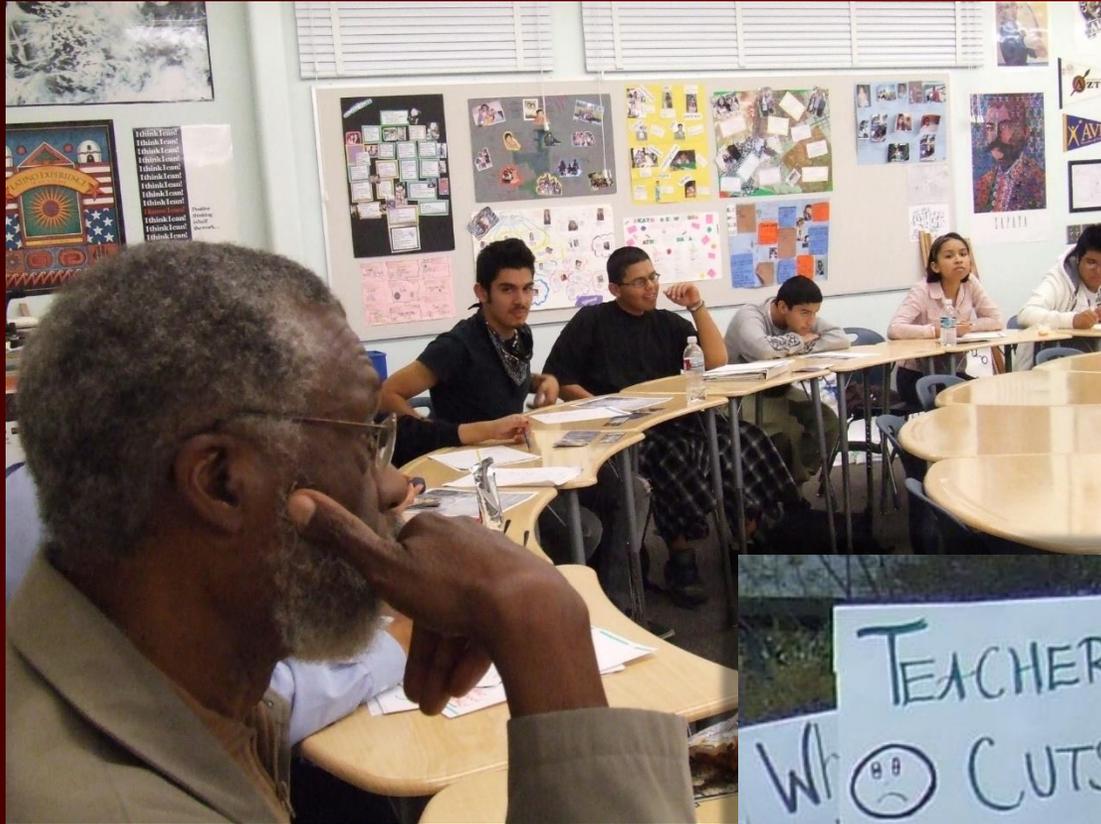
# SCHOOL BOARD APPROACH

When administrative cooperation is not possible, or if action with broader impact is needed, sometimes school boards can be convinced to pass a recruiting policy.

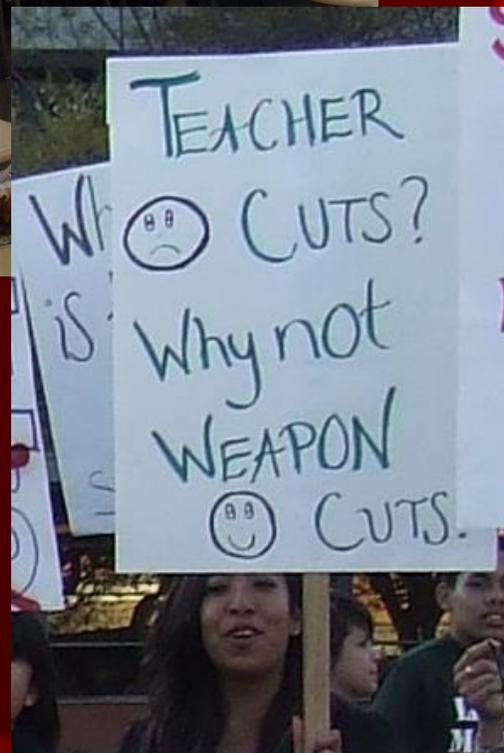
Steps to take:

- ✓ Research policies adopted elsewhere.
- ✓ Seek support and input from parents and students.
- ✓ Draft a proposed policy.
- ✓ Meet with board members who might be sympathetic.





- ✓ Form alliances for support. Approach peace, social justice, teacher and student groups or clubs.





✓ Involve students, if possible, and encourage them to mobilize their peers.

- ✓ Coordinate public testimony at school board meetings.



## ENACTING POLICIES AT THE STATE LEVEL

1. A few states have passed laws that allow ASVAB testing only if it's done under ASVAB release option 8 (data not shared with recruiters).
2. Maryland, has required schools to use emergency contact cards to facilitate opting out of school lists that go to the military.
3. California prohibits involuntary enrollment in military science classes (e.g., JROTC).

# Some places that have adopted recruiting restrictions (policy scope in parentheses)

- ✓ Austin, TX (equal access)
- ✓ Boulder, CO (comprehensive)
- ✓ Chicago (semi-comprehensive)
- ✓ Ft. Worth, TX (equal access)
- ✓ Hawaii State (ASVAB)
- ✓ Los Angeles (comprehensive)
- ✓ Minneapolis (semi-comprehensive)
- ✓ MD State (ASVAB and Opt-out)
- ✓ Monterey, CA (ASVAB)
- ✓ Hampshire State (ASVAB)
- ✓ New York City (comprehensive)
- ✓ Oakland, CA (semi-comprehensive)
- ✓ Salinas, CA (ASVAB)
- ✓ San Francisco (semi-comprehensive)
- ✓ San Diego (comprehensive)
- ✓ Santa Barbara, CA (comprehensive)
- ✓ Seattle (semi-comprehensive)

**For copies of these and other policies, visit:**  
[www.tinyurl.com/recruitingrules](http://www.tinyurl.com/recruitingrules)

# SOME POTENTIAL PROBLEMS

1. Singling out military recruiters would conflict with federal law.

**Solution: All recruiting organizations must be equally regulated by the policy.**

2. Fear of limiting college recruiters and early outreach programs.

**Solution: Find out whether college recruiting activities would truly be hampered. Create an exemption for those who promote general awareness of career and college options and don't seek to recruit for a specific campus or employer.**

3. Incomplete or faulty implementation of the policy.

**Solution: Specify enforcement procedures and noncompliance penalties in the policy. Continue to document improper military recruiting activities and bring them before administrators and the school board. Sometimes media can be used, but it should be done cautiously.**

4. Charter schools limit the ability to influence policy.

**Solutions: Activists have had limited experience so far, more research is needed.**

# RESOURCES

## Project on Youth and Non-Military Opportunities Project YANO

*Report: “Using Equal Access to Counter Militarism in High Schools”—download from the Project YANO website.*

[www.projectyano.org](http://www.projectyano.org)

[www.facebook.com/projectyano](http://www.facebook.com/projectyano)

## National Network Opposing the Militarization of Youth

*High school organizing kit and other resources, including a national directory of counter-recruitment organizations.*

[www.nnomy.org](http://www.nnomy.org)

[www.facebook.com/groups/  
DemilitarizeOurSchools](http://www.facebook.com/groups/DemilitarizeOurSchools)

## Santa Barbara Truth in Recruitment

<https://truthinrecruitment.org/>

# MORE RESOURCES

- Guide to High School Leafleting and Petitioning: for students and non-students—  
[www.comdsd.org/youth.htm](http://www.comdsd.org/youth.htm)
- “Before You Enlist” Video—  
Viewable online at  
[www.beforeyouenlist.org](http://www.beforeyouenlist.org)
- Game (or Prize) Wheels—  
[www.trainerswarehouse.com](http://www.trainerswarehouse.com), or  
search the web for more choices  
or make your own.
- Tabletop Display Devices and Literature Holders—  
<http://www.siegeldisplay.com>
- Game Prizes—  
[www.rinovelty.com](http://www.rinovelty.com),  
[www.donnellycolt.com](http://www.donnellycolt.com)
- Resist, Inc.—grants  
[www.resist.org](http://www.resist.org)
- Left Tilt Fund—grants  
[www.lefttiltfund.org](http://www.lefttiltfund.org)
- Local grant funds are sometimes available.

# CONTACTS FOR THIS PRESENTATION

Santa Barbara Truth in Recruitment

<https://truthinrecruitment.org/>

Project on Youth and Non-Military Opportunities

[www.projectyano.org](http://www.projectyano.org)

National Network Opposing the Militarization of Schools

[www.nnomy.org](http://www.nnomy.org)

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[TINYURL.COM/POLICYSLIDES](https://tinyurl.com/policyslides)