

"nonconfrontational" methods for resolving conflicts with students, and that new teachers should be required, as a condition for certification, to "demonstrate competence in behavior management strategies."

- * To give teachers an additional incentive to revise their tests and approaches to teaching and discipline, the Order provides \$175,000 a year for a Parent/Student Advocate who is to establish an office in a church or community center in Wilmington, and \$220,000 for "intervention specialists" in each school district. The purpose of these intervenors is to support youths who come into conflict with authorities at their schools.
- * Even after tests have been recalibrated and teachers sensitized in re-education seminars, the Consent Order acknowledges that some "alternative programs" will have to be established for "seriously disruptive youth(s)." The Order provides \$1.6 million per year for such programs.
- * Other provisions of the Consent Order require the State Board to seek legislation outlawing corporal punishment in the schools, and to establish a benchmark of reducing by 10% the number of minority students who drop out of school.

D. The Consent Order also contains a number of provisions that deal with staff recruitment. Several statements assert that the State Board and the school districts "oppose discrimination against any job applicant or employee on the grounds of race." But such statements are invariably followed by assertions that the State Board and the local school districts "also place a high value on racial diversity."

Parts of the Order are based on the theory that it is a sound policy to employ more minority teachers and administrators as role models, and on the further supposition that without affirmative action there will not be a sufficient number of prospective minority employees. Therefore, the Order calls for a number of affirmative recruiting techniques.

- * The Order recommends, for example, that \$58,000 be spent each year to establish Future Educators of America Clubs in each middle school and high school, with such clubs sponsored and advised by "at least one minority teacher."