

## District and Schoolwide Discipline and Student Support: Challenges and Remedies

### ESSENTIAL QUESTION

What changes in district discipline codes and school handbooks have the greatest impact on reducing student recidivism and reducing overuse and disproportional use of exclusionary school sanctions?

### OUTCOMES

District teams will walk away with...

- a deep understanding of five ineffective policies that are most likely to contribute to recidivism and overuse and disproportional use of punishment and exclusionary sanctions;
- five concrete changes in policies and practices using examples from revised Codes of Conduct that have a proven track record of significantly improving student outcomes and improving school climate and culture.
- a set of sample documents that teams can use to implement these changes
- a plan for mapping out a series of “next steps” that reflect your team’s priorities for improving district and schoolwide discipline and student support

### DAY ONE AGENDA

#### Gathering

Welcome, Introductions, Outcomes and Agenda Review

Teams will have an opportunity to examine why each challenge contributes to ineffective and inequitable discipline practices; assess their current policies and practices related to the challenge; examine exemplary policies from revised Codes of Conduct that address the challenge; learn the steps involved in developing and implementing a revised policy; and engage in “next steps” planning.

- 1 The Challenge:** A **vague understanding of a District’s goals and vision** for discipline and student support without a sense of explicit staff roles and responsibilities that support a District’s vision.
- 1 The Remedy:** A walk-through of a **90 minute induction session** for all staff that provides a clear vision for establishing a respectful, fair, restorative, accountable, and viable system of discipline and student support.
- 2 The Challenge:** A **lack of clear and enforceable schoolwide rules** that sit side-by-side a District Code matrix of infractions and consequences

- 2 The Remedy:** A plan and rationale for implementing a few universal rules in the District for elementary, middle, and high schools
- 3 The Challenge:** Classroom student removal polices (and office disciplinary referrals) that are too discretionary and offer no follow-up protocols to close the loop
- 3 The Remedy:** A student removal protocol with explicit conditions for its use and specific follow-up protocols for both the student and the teacher

Review of tomorrow's agenda, questions, and closing

## DAY TWO AGENDA

Gathering

Outcomes and Agenda Review

Teams will have an opportunity to examine why each challenge contributes to ineffective and inequitable discipline practices; assess their current policies and practices related to the challenge; examine exemplary policies from revised Codes of Conduct that address the challenge; learn the steps involved in developing and implementing a revised policy; and engage in "next steps" planning.

- 4 The Challenge:** Few predictable, standardized, and timely interventions that are both restorative and accountable
- 4 The Remedy:** Five accountable and restorative interventions that address 90% of disciplinary infractions
  1. Use of "Reflect, Repair, and Re-Connect" protocols, restorative questions and apologies
  2. Problem solving and planning conferences
  3. Student-student and student-teacher mediated conferences
  4. Restorative group conferences
  5. Assigned student support coach and six week success plan for students with multiple attendance, academic, behavioral, and mental health challenges
- 5 The Challenge:** No clearly prescribed classroom management strategies that teachers are expected to use to promote positive behavior and prevent 90% of low-impact behaviors from becoming major disciplinary incidents
- 5 The Remedy:** Development of a promotion and prevention toolbox that all teachers are expected to use

Team Planning Time

Integrating and Organizing

Closing and Written Feedback