

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 policies (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