Culturally Responsive Disciplinary Planning & Timeline
Purpose

● Share progress in fixing systems to support equitable discipline, including data systems and capacity to analyze and use the data

● Outline next steps to expand the use of culturally responsive practices in addressing student conduct

● Provide an update on the Comprehensive School Safety Plan work
### Timeline

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Board adopts revised discipline policies</td>
<td></td>
<td></td>
<td></td>
<td>Board annual data &amp; policy review</td>
<td></td>
</tr>
<tr>
<td>Create transparent conduct and discipline data</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Increase school and district capacity to use discipline data</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Expand the District's use of culturally competent, trauma-informed health professionals</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Expand use of alternatives to exclusionary discipline</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Training on implicit bias, restorative practices</td>
<td></td>
<td>We are here</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Connect &amp; continue Strategic Plan work, inc. 2a</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Identify &amp; implement programs, resources and personnel to meet school needs</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Update Safe School Plan</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Collaborate with law enforcement on MOU's</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Continue partnership for emergency preparedness</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### School Safety

- Continue partnership for emergency preparedness
Completed Strategic Plan Work Aligned to Resolution 20-33

✔ Adopted Board **Bullying Policy** June 2020

✔ Established process in Policy Exhibit: **Investigating and Responding to Bullying Complaints**

✔ **Provided Bullying Prevention Professional Development**
  - 500 teachers participated in training at beginning of year.
  - New Educator Orientation, Vortex bootcamp for admin, special service providers (school counselors, social workers, psychologists) and offered 3 professional learning sessions during Teacher Support Week

✔ **Developed a Curriculum Scope & Sequence on Bullying Prevention**
  - Elementary units delivered by elementary counselors during Fall 2020.
  - Secondary units are being delivered in the required health classes.
Board adopted significantly revised Student Conduct and Discipline policies in June 2020.

Created systems that generate transparent behavior and discipline data:
- District replaced entire system of coding student behavior and discipline to use clear definitions aligned with federal and state reporting categories.
- Created platform (Vizlab, Tableau report) to display conduct and discipline data including on basis of race, gender, and disability.

Developed a Discipline Matrix to identify appropriate interventions and consequences for student behavior in order to align the internal system between people and schools.
Ongoing Strategic Plan Aligned to Resolution 20-33

- Student Conduct and Data Review team (representatives from each school)
  - Pre-training work over summer, all day training in August with over 140 participants
  - Monthly meetings average 130 participants
- Created quality standards/checks for data
- Standardizing methods of documenting student behavior
- Aligning responses to student behavior across people and schools
Ongoing Strategic Plan Aligned to Resolution 20-33

- Ongoing work to expand use of comprehensive alternatives to exclusionary discipline through culturally responsive and restorative lens
  - Creating a toolbox of alternatives used in schools and are continuing to work to expand its use
  - Providing professional learning in effective classroom management practices, implicit bias, and culturally responsive practices
  - Increasing use of restorative practices to address student behavior, including through use of centralized supports while building school capacity
Equity & Partnerships
Culturally Responsive Commitments

- Authentic school, family, and community partnerships
  - Continued engagement of community and family partners
  - Bringing youth voice into the work through engagement of the youth equity council
- Fair disciplinary policies and practices while recognizing the relationship to other commitments
  - Relevant curriculum, instruction, and assessment
  - Holistic student well being
  - Inclusive culture and climate
  - Hiring practices
- Impactful professional development and learning
  - Building capacity of our schools/Cultural Competency
  - Identifying, confronting, and eliminating inequities
  - Challenging inequity and bias
Student Support Services
Student Support Services

- Current State
- Mental Health Advocates
- RISE - Resilience in Schools and Educators
  - Culturally Responsive
  - Resilience-Promoting
  - Trauma-Responsive
  - Social Emotional & Achievement Oriented
- Restorative Practices
  - District Coordinator
- Collaboration with Department of Safety & Security
  - Outlining plan of new roles
School Safety Personnel

- Outlining New Role
  - Title of job
  - Job Descriptions
  - Qualities
  - Experience
  - Training
  - Knowledge base
  - Skills

- Survey Link
Agreements and Emergency Preparedness
Questions?