Discipline Response Work to Date

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DEI GOAL: We will work towards creating an environment in which all students, regardless of identity, feel a sense of belonging, by creating common procedures and practices for all schools that reflect a positive and supportive approach in hiring procedures, student discipline, classroom materials, and academic success.
WHY SCHOOL DISCIPLINE?
Starting with Data: National Trends
In Somers

There is a 3:1 ratio of males to females who receive suspensions.

We do not see disparities in suspension by racial identity.

There is an overrepresentation of behaviors logs for students with IEPs in IC.
How Do We Define School Discipline?

Classroom Level

Building Level

District Level
WHAT'S DONE?
District Level: Discipline Intervention Work

- **2021**
  - updated code of conduct

- **2022**
  - updated IC behavior log system
  - revamped discipline related communication protocols

- **2023**
  - normed K12 on new IC protocols
  - designed new protocols for investigating level II & III code of conduct violations
  - designed new protocols for responding to level II & III code of conduct violations

- **2024**
  - designed new reentry protocols for students after level III code of conduct violations
  - reviewed real Somers incidents and normed on practices
  - began building level school culture work at SMS
Steps we've taken

- Update incident tracking in Infinite Campus
- Create a new protocol for reacting to and communicating around incidents
- Design investigation protocols for when incidents are reported
- Design reentry protocols for all students involved in incidents to learn and repair
- Standardize and practice new protocols with administration, deans, and guidance
- Work with teachers to consider classroom-based approaches (starting at SMS)
- Design new language and WCST norms
- Collect data and feedback on new processes
ZOOMING IN ON LANGUAGE
HOW DOES THE LANGUAGE WE USE...

SHAPE OUR INTERACTIONS WITH AND ABOUT STUDENTS?

SHAPE OUR PRACTICES?

SHAPE OUR SCHOOL CULTURES?
HOW DO WE SET NORMS FOR TALKING TO AND ABOUT STUDENTS?
PERSON-FIRST LANGUAGE
DEVELOPING SHARED LANGUAGE WITH WCST

example - [The HERE to HERE Language Guide](#)

### Student-First Language

<table>
<thead>
<tr>
<th>Non-Example</th>
<th>Example</th>
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<tbody>
<tr>
<td>• SpEd Kids</td>
<td>• Students with IEPs/Students who qualify for special education services</td>
</tr>
<tr>
<td>• Low income kids</td>
<td>• Students who qualify for free and reduced lunch</td>
</tr>
<tr>
<td>• ELL kids</td>
<td>• Students who qualify for English language services</td>
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<tr>
<td>• Highly capable students</td>
<td>• Students who qualify for highly capable services</td>
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<tr>
<td>• Low performers</td>
<td>• Richly diverse</td>
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<tr>
<td>• Tier 3 kids/students</td>
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<tr>
<td>• Red kids/students</td>
<td></td>
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<tr>
<td>• High flyers</td>
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<tr>
<td>• High minority</td>
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WHAT CATEGORIES AND LANGUAGE MATTER TO YOU AND WHY?