Student Support Services Update

Sherry Breed: Chief of Equity and Excellence

Dr. Cherie Washington: Chief of Secondary Schools

Dr. Raul Peña: Chief of Elementary Schools

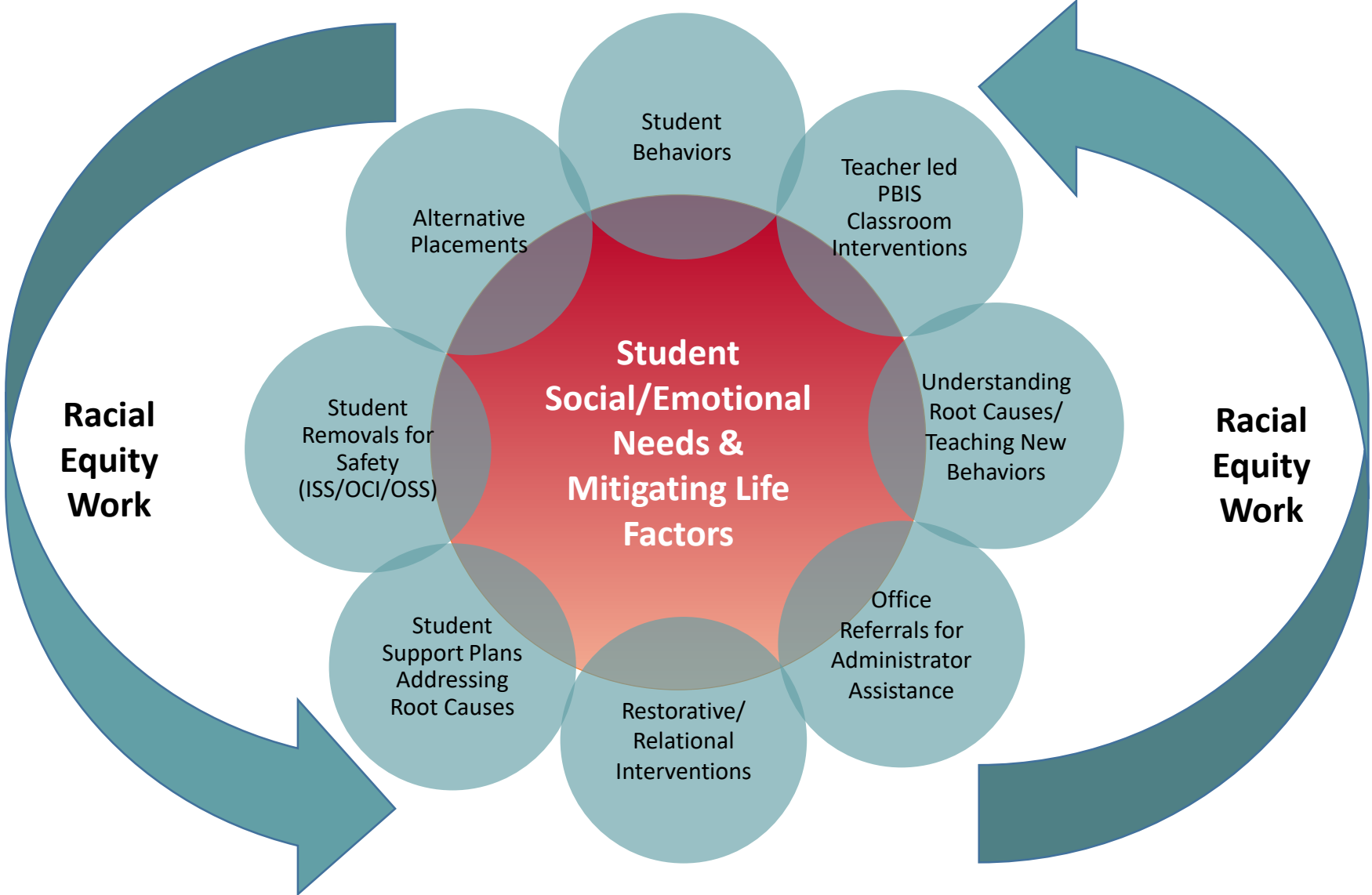**Michael Steinert: Assistant Superintendent, Student Support Services**

February 26, 2019

Fort Worth
INDEPENDENT SCHOOL DISTRICT

Developing Culture

FWISD REFERRAL AND SUSPENSION DATA

Overall Referrals

52% Black Girls

44% Black Boys

22% Enrollment

41% Hispanic Girls

47% Hispanic Boys

63% Enrollment

3% White Girls

6% White Boys

11% Enrollment

Overall Suspensions

59% Black Girls

50% Black Boys

36% Hispanic Girls

42% Hispanic Boys

3% White Girls

5% White Boys

3

Systemic Equity Transformation Framework

Beliefs ⟶ **Behaviors** ⟶ **Outcomes**

SKILL
COURAGEOUS
CONVERSATION
ABOUT RACE:
PROTOCOL
Having an effective
way to talk about
race and racism

CAPACITY
ADAPTIVE
LEADERSHIP:
PRINCIPLES
Authorizing productive
disequilibrium

WILL
SYSTEMS
THINKING: TOOLS
Examining beliefs that
drive behaviors and
determine results

KNOWLEDGE
CRITICAL RACE
THEORY: TENETS
Developing racial literacy
and consciousness

EQUITY
EMPOWERMENT
EQUALITY
ANTI-RACISM

Leadership
Learning & Teaching
Community

Student Leadership Programs

Beliefs → **Behaviors** → **Outcomes**

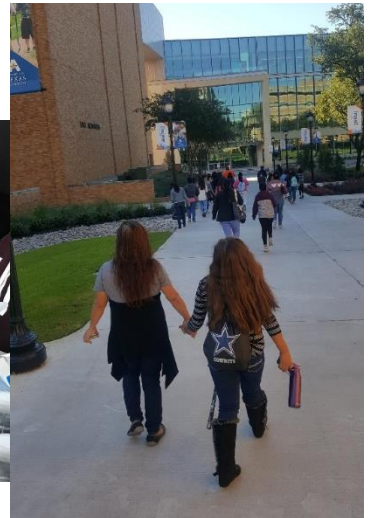|		
Con mi MADRE	53 students	3 campuses
Girls, Inc.	465 students	11 campuses
My Brother's Keeper	295 students	17 campuses
From the Heart	190 students	2 campuses

Female Students of Color Discipline Cohort 1

- Identified 11 schools with high discipline referrals and/or out-of-school suspensions of female students of color.

  Dunbar HS, Eastern Hills HS, Glencrest 6th , Handley MS, J. Martin Jacquet MS, McClung MS, Monnig MS, Morningside MS, OD Wyatt HS, Polytech HS, and Southwest HS

- Established the selection criteria as female students of color with 4 or more referrals and/or 2 out-of-school suspensions.

- 377 female students of color were initially identified;
  - 327 had active FWISD enrollments at the end of SY 2017-2018
  - 44 participated in the Listen2ME Focus groups

- 252 enrolled in SY 2018-2019
  - 68.8% enrolled back at their school attended in SY 17-18
  - 22.9% didn't return/withdrew from FWISD

Female Students of Color Discipline Cohort 2

- 465 enrolled into Girls, Inc. program in SY 18-19
  - 83.1% of Cohort 2 students were selected by school administrators based upon campus criteria
  - 83.1% of Cohort 1 students enrolled in Girls, Inc. are actively involved
  - For SY 18-19, students will take a pre/post survey assessment

- School administrators had the autonomy to customize program times and delivery format for Girls, Inc. services

- Preliminary outcomes show **students with more contact time tend to have fewer referrals**.

Systemic Equity Transformation Framework

Beliefs ⟶ **Behaviors** ⟶ **Outcomes**

2-Day "Beyond Diversity" seminar:	Approx. 1000 staff
Current Principals who have completed LEADS:	71 principals
Principals in LEADS Cohort 3:	63 principals
Campus E-Teams:	74 campuses
Campus CARE Teams:	33 campuses
Students participating in SOAR:	60 students (7 high schools)

Systemic Equity Transformation Framework

Beliefs ⟶ **Behaviors** ⟶ **Outcomes**

NEXT STEPS for Division of Equity & Excellence:
- Build capacity to sustain the Racial Equity work
- Identify additional Facilitators (internal) for Beyond Diversity
- Develop specific seminars for Leadership and Executive Directors
- Continue to conduct Equity Walks – SPELL / CARE / DELT

Discipline Trends

Student Behavior

Teacher Referrals

- Since 2013-14*: 78,161 (-21%)
- 2017-2018: 55,843 referrals (-11% vs. '16-'17)
- Fall 2018: 23,183 referrals (-4% vs. Fall '17)
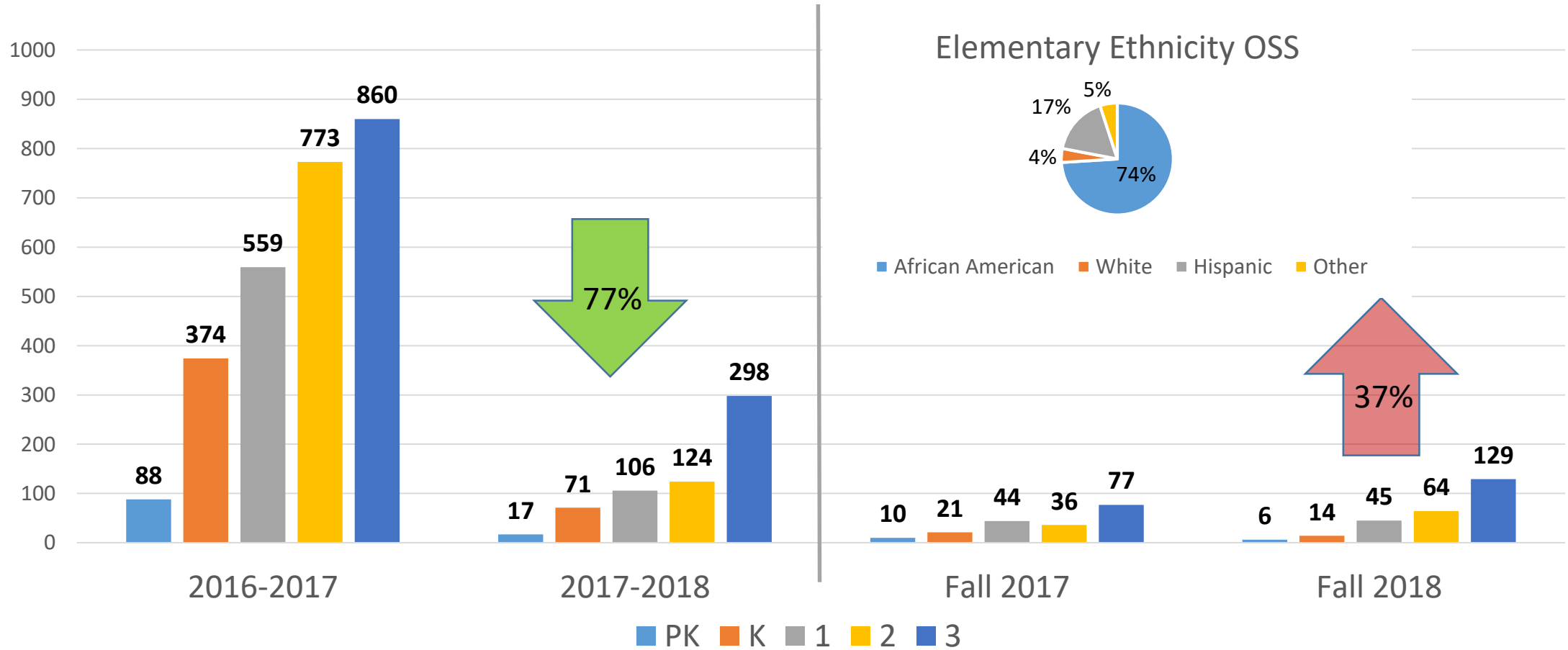
Out of Student Suspensions (OSS)

- Since 2013-14*: 20,546 (-33%)
- 2017-2018: 13,667 OSS (-24% vs. '16-'17)
- Fall 2018: 5,383 OSS (-7% vs. Fall '17)

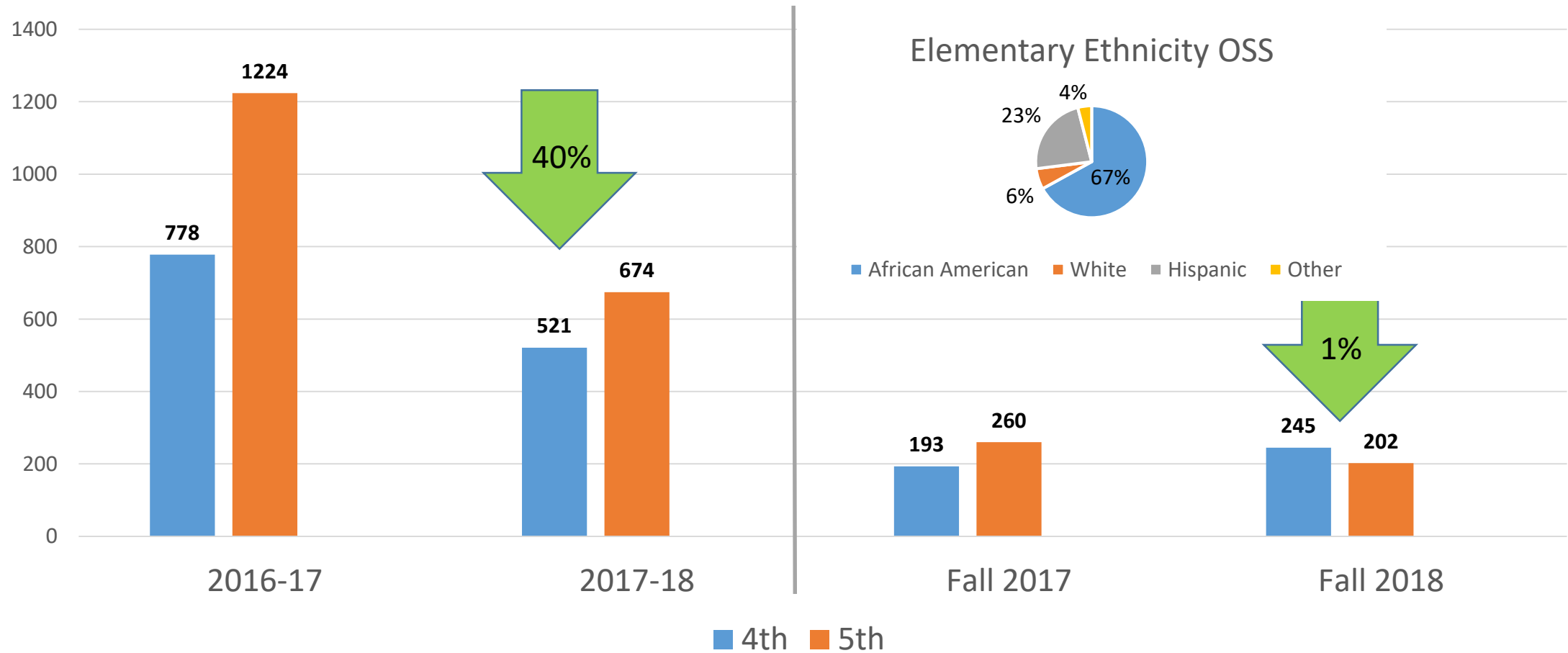Days of Lost Instruction

- Since 2013-14*: 39,974 (-31%)
- 2017-2018: 27,738 days lost (-21% vs. '16-'17)
- Fall 2018: 11,337 days lost (-4% vs. Fall '17)

* FWISD begins implementing Positive Behavioral Supports training and online resources
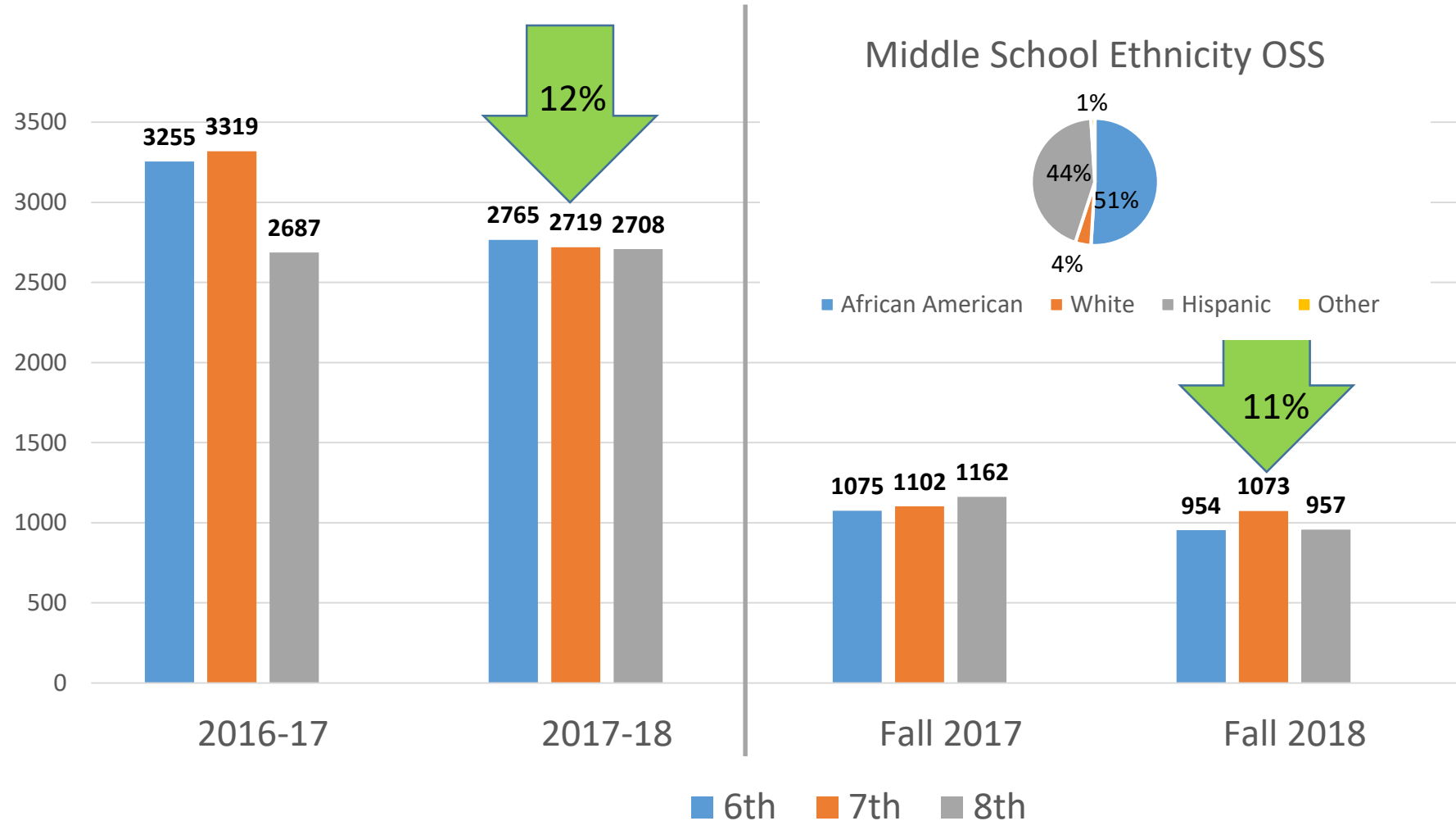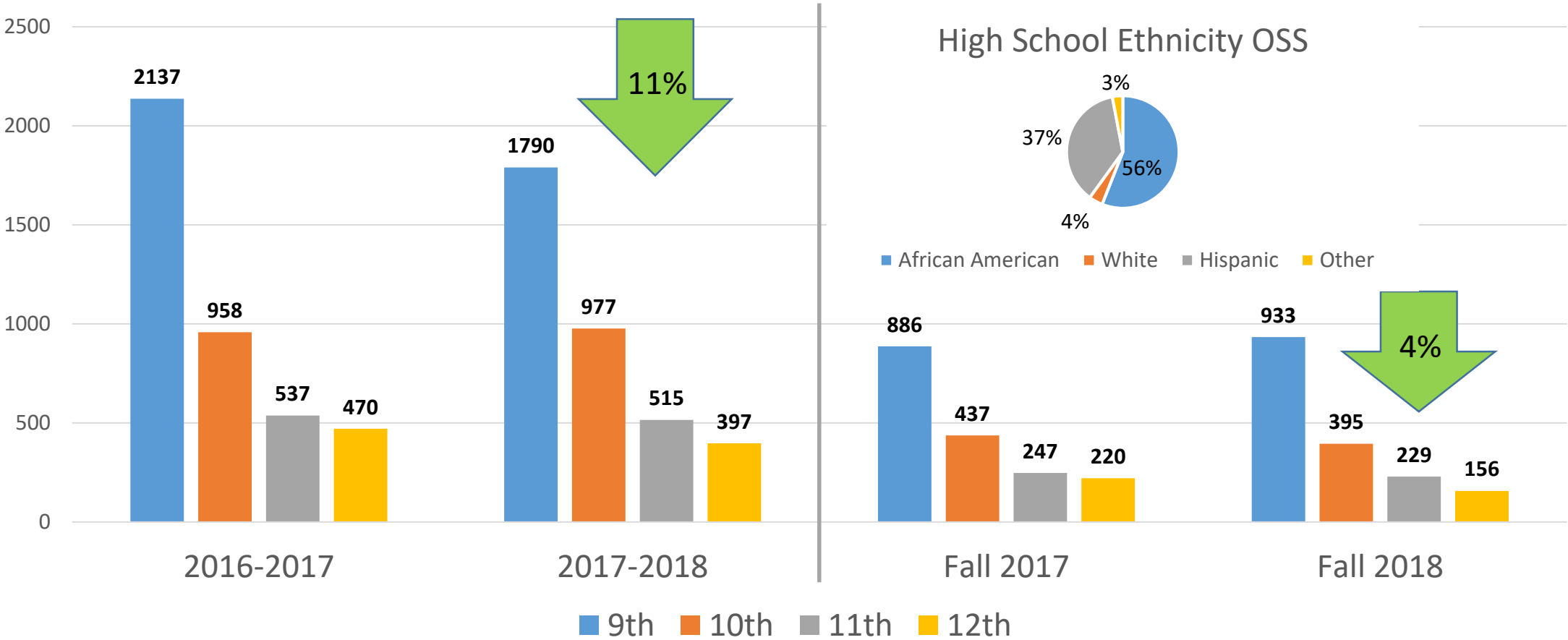
PK-3rd Grade Suspension Update

4th and 5th Grade Suspensions Update

Middle School Suspensions Update

High School Suspensions Update

Adaptive Supports Addressing Root Causes

Positive Behavioral Supports

- PBIS strategies training modules for *refresh* rollout Fall 2019
- SEL competencies and grade level standards training/integration
- RTI strategies training modules for *refresh* rollout Fall 2019
- Protected time and strategies for student engagement
- Trust Based Relational Intervention (TBRI) strategies training:
  - All Student Support staff (redeliver through faculty meetings)
  - 1,300 PK-2 teachers
  - Targeted 'Nurture Groups' at ES
- Restorative Practice training:
  - Campus Administrators (1/2 day RP for Administrators)
  - 400 + Student Support Staff (2 day school-wide)
  - 1,498 Teachers and campus personnel (2 day school-wide)

Restorative Practices

Discipline Data	FWISD 2017-18 vs. 2016-17	RP Campuses 2017-18 vs. 2016-17	FWISD Fall 2018	RP Campuses Fall 2018
Out of School Suspension	-24%	-38%	-7%	-3%
Teacher Referrals	-11%	-24%	-4%	-5%

PK-12 Student Support Plans

Office Referrals and Administrator Assistance

All campuses have identified a Student Support Team consisting of Counselors, Administrators, and Intervention Specialists. Training and support have been provided on the role of each member

Campuses submitted Student Needs Assessment Action Plans. Each plan consists of the following components:

- Utilizing data to identify student disproportionality

- Soliciting student voice to determine need

- Identifying social/emotional supports provided

- Using PBIS model to support area of need

- Identifying areas for campus professional development

- Communicating the plan to the community

- Implementation of First Five lessons and Restorative practices

Respect Agreements