



PROMISING STRATEGIES FOR REDUCING DISPROPORTIONATE DISCIPLINE IN SCHOOLS AND INTERRUPTING THE SCHOOL TO PRISON PIPELINE

Compiled by Restorative Solutions

September 2018

- 1) **Assess Discipline Data for Disproportionality**
 - a. Develop equity driven inquiry
 - b. Disaggregate the data at the beginning and end of the year
- 2) **Restorative Practices**
 - a. Create strong, trusting student-teacher relationships.
 - b. Engage student and parent voice in building a restorative culture and specifically addressing the problem of disproportionate discipline.
 - c. Have strong principal leadership that sets the vision, tone and time for creating a restorative, equitable and self-reflective culture where it is safe to be vulnerable with colleagues and students.
 - d. Create safe, empowered classrooms where students take responsibility for their behaviors and support each other being accountable as they create a trusting, collaborative classroom environment.
 - e. Foster a school climate where all teachers and students feel respected and engaged.
 - f. Write a discipline policy that is based on restorative practices and discussing the category of willful defiance.
- 3) **Mentor/Mentee Class that Focuses on Social-Emotional Learning, Equity and Restorative Practices (e.g., Youth Empowerment Support Services)**
- 4) **Race & Culturally Specific Support and Mentoring Groups**
- 5) **Academic Rigor**
 - a. Set high expectations for all with personal notes of encouragement
 - b. Create motivating, engaging, culturally-relevant and high level instruction for all students
 - c. Pay relentless attention to student struggles
- 6) **Cultural Bias Assessment, Training & Coaching for Staff and Students**
 - a. Talk about ethnocentrism
 - b. Encourage self-reflection
 - c. Interrupt bias statements and unpack biased behaviors
 - d. Review school and district policy and systemic issues of oppression
- 7) **Develop Ethnic & Academic Identity Courses and Curriculum for Students**
- 8) **Stop Suspensions for Subjective Offenses (e.g., willful defiance, etc.)**
- 9) **Truancy Response Teams & Truancy Restorative Conferences**
- 10) **Limit the Presence of SROs, Police Tactics and Language**