

Academic & Student Services Work Session PRECIS

Agenda Item: Code of Student Conduct Implementation Plan

Staff Liaison Present: Elizabeth Shearer
Tamara Thomas

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Main Points:

- To ensure the success of the revised *Code of Student Conduct*, a five-year implementation plan has been developed.
- The plan is shaped around restorative justice practices and includes:
 - Essential trainings to strengthen district and school level leadership;
 - For 2016-17, twelve schools which will participate in Capturing Kids Hearts school-wide trainings (Cohort 1) with additional schools phasing in over the coming years. Capturing Kids Hearts is one of the frameworks the district has selected that will result in increased relational capacity foundational to academically thriving classrooms;
 - Five schools which will participate in restorative justice training utilizing the Coalition of Schools Educating Boys of Color (COSEBOC) standards with the goal of becoming lead sites; and
 - Training toolkits designed to ensure all major Durham community and school stakeholders are informed of the changes to and implementation of the new Code of Student Conduct.
- The administration is presenting this implementation plan for information.

Fiscal Implications:

- None

<u>Purpose</u>			
Information <input checked="" type="checkbox"/>	Discussion <input type="checkbox"/>	Action <input type="checkbox"/>	Consent <input type="checkbox"/>
Reviewed by:	<input type="checkbox"/> Finance ____	<input type="checkbox"/> Attorney ____	

Academic and Student Services Work Session

June 2, 2016

Code of Student Conduct Implementation Plan



Elizabeth Shearer
Executive Director
Student Support Services

Tamara Thomas
Area Director
Student Support Services

ACADEMIC FRAMEWORKS

The diagram features a central orange-bordered box at the top containing the title 'ACADEMIC FRAMEWORKS'. Below this, a large rounded rectangle is divided into two vertical sections. The left section is light blue and labeled 'Instructional'. The right section is orange and labeled 'Student Support', which contains a bulleted list of four items: 'Social Emotional/Mental Health', 'Behavior', 'Suspensions', and 'Attendance'. Two dark blue curved arrows indicate a cyclical relationship: one arrow points from the top of the 'Instructional' section to the top of the 'Student Support' section, and another arrow points from the bottom of the 'Student Support' section back to the bottom of the 'Instructional' section. In the background, there are faint, stylized silhouettes of people's heads and shoulders.

Instructional

Student Support

- Social Emotional/Mental Health
- Behavior
- Suspensions
- Attendance



GRADUATE DURHAM

Framework for Student Support Services

BOTTOM LINE EXPECTATIONS

- DATA
- INNOVATION
- INSTRUCTION
- EXCELLENCE
- SUCCESS
- PERFORMANCE

PLCs

- ANALYZE FORMS OF DATA
- SET DATA-DRIVEN GOALS
- EVIDENCE-BASED METHODS
- PROFESSIONAL LEARNING
- ACTION PLANNING

PLANNING MEETINGS

- PLC GOALS
- FOCUS AREAS
- CONTINUOUS MONITORING

COACHING

- BLEs
- FOCUS AREAS
- PROBLEM SOLVING/SOLUTION-ORIENTED

DATA

- KEY DATA SETS

DESCRIPTIVE FEEDBACK

- COACHING
- CONFERENCES
- ACTION PLANS

OPTIMIZING LEARNING FOR ALL STUDENTS; GRADUATION/PROMOTION

COHORT PREVENTION INTERVENTION ENGAGEMENT EQUITY SAFETY HEALTH/WELL-BEING

NORTH CAROLINA PROFESSIONAL AND ETHICAL STANDARDS

SCHOOL FAMILY COMMUNITY

MULTI-TIERED SYSTEM OF SUPPORTS

FOCUS AREAS

SOCIAL-EMOTIONAL BEHAVIOR

SUSPENSIONS

ATTENDANCE

MENTAL HEALTH

Varied Support Staff
Tiered-Student Support
Parent/Family Education
Co-Located Services
School-Based Services
Crisis Response
Staff Training

PBIS
Positive Relationships
High Expectations
Routines and Procedures
Restorative Practices
(Peer Mediation; Conflict Resolution)
De-Escalation

Code of Student Conduct
Culturally Responsive
Family Engagement
Positive and Instructional
Discipline Strategies
Alternative Learning Settings

Attendance Oversight
Student Engagement
Truancy Court
Parent/Family Follow-Up
Drop-out Prevention and Intervention
Non-Traditional programs

CITIZENSHIP SELF-DISCIPLINE RESPECT HONESTY KINDNESS RESPONSIBILITY FAIRNESS COURAGE PERSEVERANCE

COOPERATIVE DIFFERENTIATED CULTURALLY-RESPONSIVE PROBLEM SOLVING/SOLUTION-ORIENTED

DATA ANALYSIS AND REPORTS

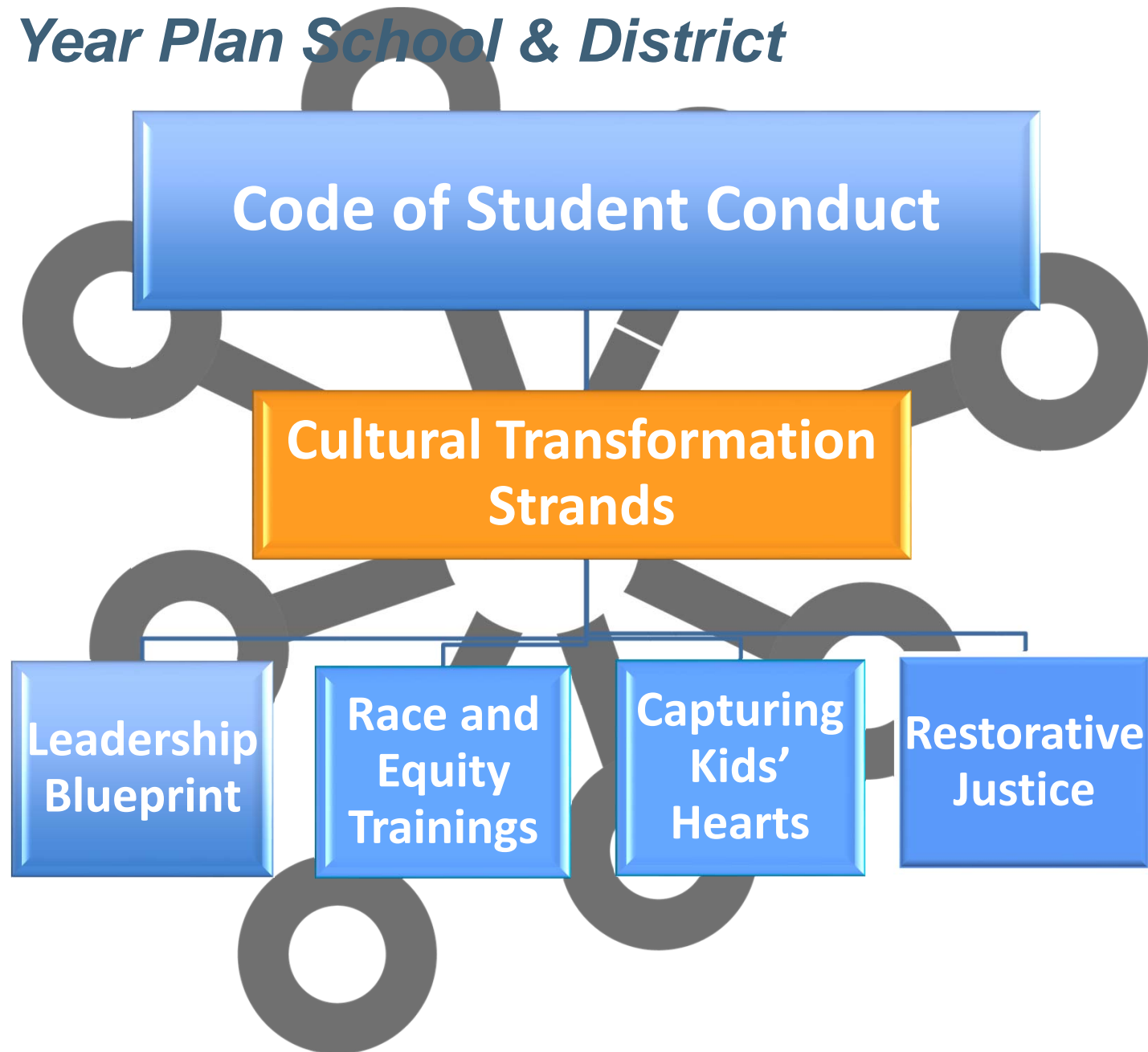
SCHOOL IMPROVEMENT PROCESSES



2016-2021 Five-Year Implementation Plan Desired Outcomes

- Classrooms and school campuses exemplify academically thriving instruction where relational capacity maximized
- Explicit teaching of expectations for adult and student behaviors
- Involvement of parents/families that lead to increased academic success and graduation rates
- Clearly defined in-school supports and community resources for student struggling with social-emotional and behavioral issues
- District leaders exemplify leadership and service
- Increased community confidence in our schools treating students equitably and consistently

5 Year Plan School & District



School and District Transformation: 5-Year Plan

2016-2017

Year 1

District and School Leader Training: Leadership Blueprint

Capturing Kids Hearts – Cohort One (12 schools)

COSEBOC – 5 schools

District Team – Race, Equity, RJ

Communication Plan and Toolkit Roll-Out

Community providers-alternatives to suspension

2017-2018

Year 2

Capturing Kids Hearts – Cohort Two (12 schools)

COSEBOC – 5 schools

District Team – Race, Equity, RJ

Communication Plan and Toolkit Trainings continue

Community providers-alternatives to suspension

2018-2019

Year 3

District and School Leader Training
Capturing Kids Hearts – Cohort Three (12 schools)

COSEBOC – 5 schools

District Team – Race, Equity, RJ

Communication Plan and Toolkit Trainings continue

Community providers-alternatives to suspension

2019-2020

Year 4

Capturing Kids Hearts – Cohort Four (12 schools)

COSEBOC – 5 schools

District Team – Race, Equity, RJ

Communication Plan and Toolkit Trainings continue

Community providers-alternatives to suspension

2020-2021

Year 5

Leadership and School trainings as needed to ensure sustainability

Community providers-alternatives to suspension

Capturing Kids' Hearts

What is CKH?

- “*Capturing Kids' Hearts* is the beginning of a transformational, ongoing process for teachers and administrators at the campus and/or district level.”

Known impact?

- Fewer tardies
- Higher attendance
- Lower discipline referrals
- Fewer dropouts
- Increased graduation rates
- Higher teacher satisfaction
- Improved student performance – academic & socio-emotional well-being
- Struggling schools experience turn around
- Higher-performing schools improve upon current practices





Restorative Justice

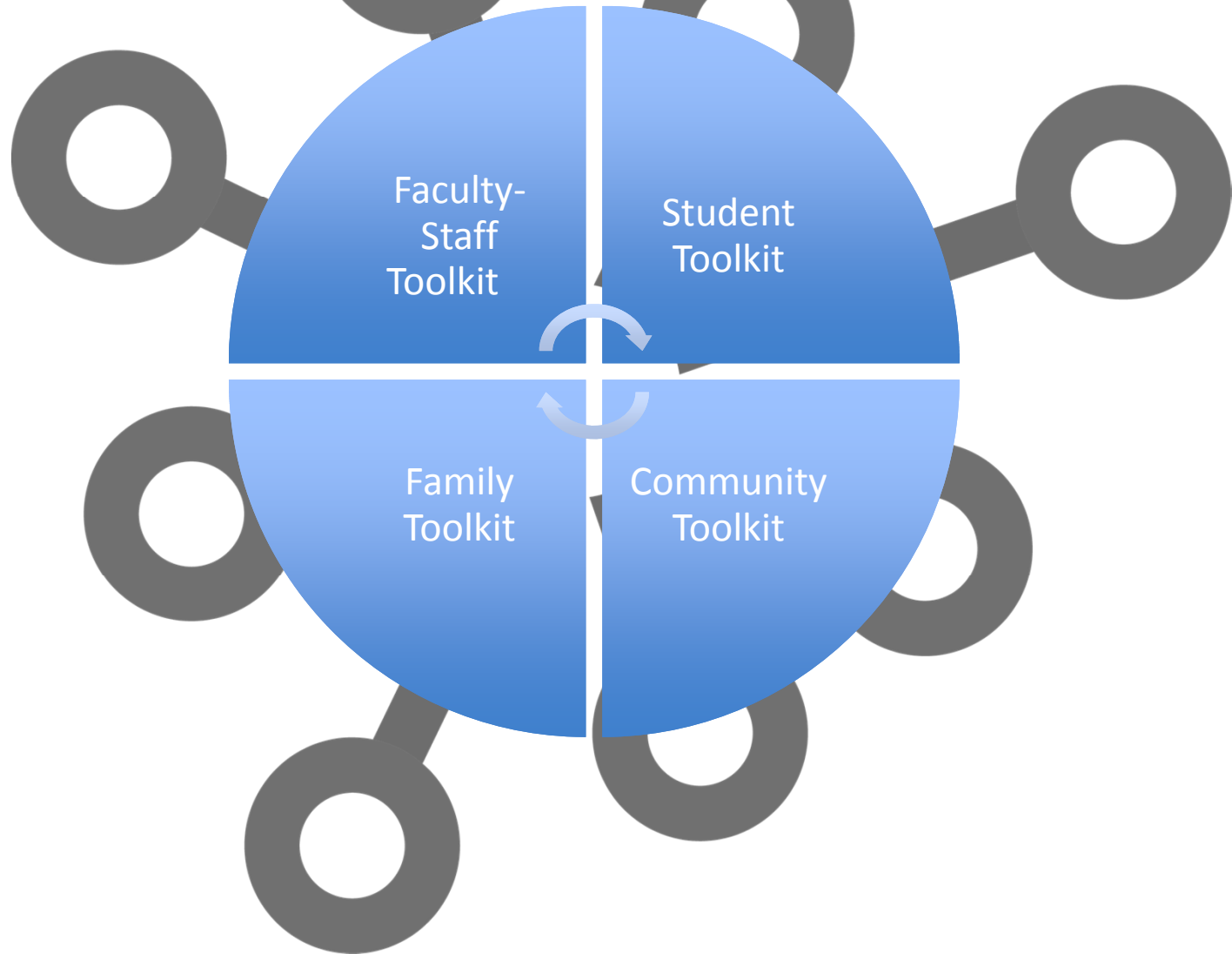
- Is an approach to building school climate and addressing student behavior that fosters **belonging** over exclusion, **social engagement** over control and **meaningful accountability** over punishment (Armour, 2016)
- COSEBOC – grant and partnership; initial meeting planned for Summer 2016



Summer 2016 Training and Communication

- District Leaders, Principal and Assistant Principal:
 - Leadership Blueprint
 - Code of Student Conduct
- Inter-Departmental District Team Training
 - Race, Equity and Justice
- District: Community Leader Key Events

Code of Student Conduct Toolkits: Trainings



Alternatives to Suspension: Community Partnerships

