



# eliminating disproportionality by TRANSFORMING School Culture

# Overview

- Data Updates
- Big Bucket Updates
- Putting it Together: Montera
- Next Steps

# We Are Moving in the Right Direction

First Year of Voluntary Resolution Plan implementation:

- 2012-13 - Suspensions way down
- 2012-13 - Fewer missed days of instruction
- 2012-13 - African American males and middle schools lead the way
- 2012-13 - Expulsions way down
- 2013 -14 - Year-to-date comparison
- National News

# 2012-13 Suspensions Way Down

- **3,036** OUSD students were suspended once or more in 2011-12.

This number dropped to **2,071** in 2012-13 – cut by one-third in just a year. The district **suspension rate** dropped from 8% to 6%.

- **1,254** African American male students were suspended once or more in 2011-12.

This number dropped to **794** in 2012-13 – cut by more than a third.

- The **suspension rate** for African American students has also been steeply declining:
  - From 2012 to 2013, suspension rate for African American male students fell from 21% to 14% (a one-year reduction of 33%, or 7 percentage points).

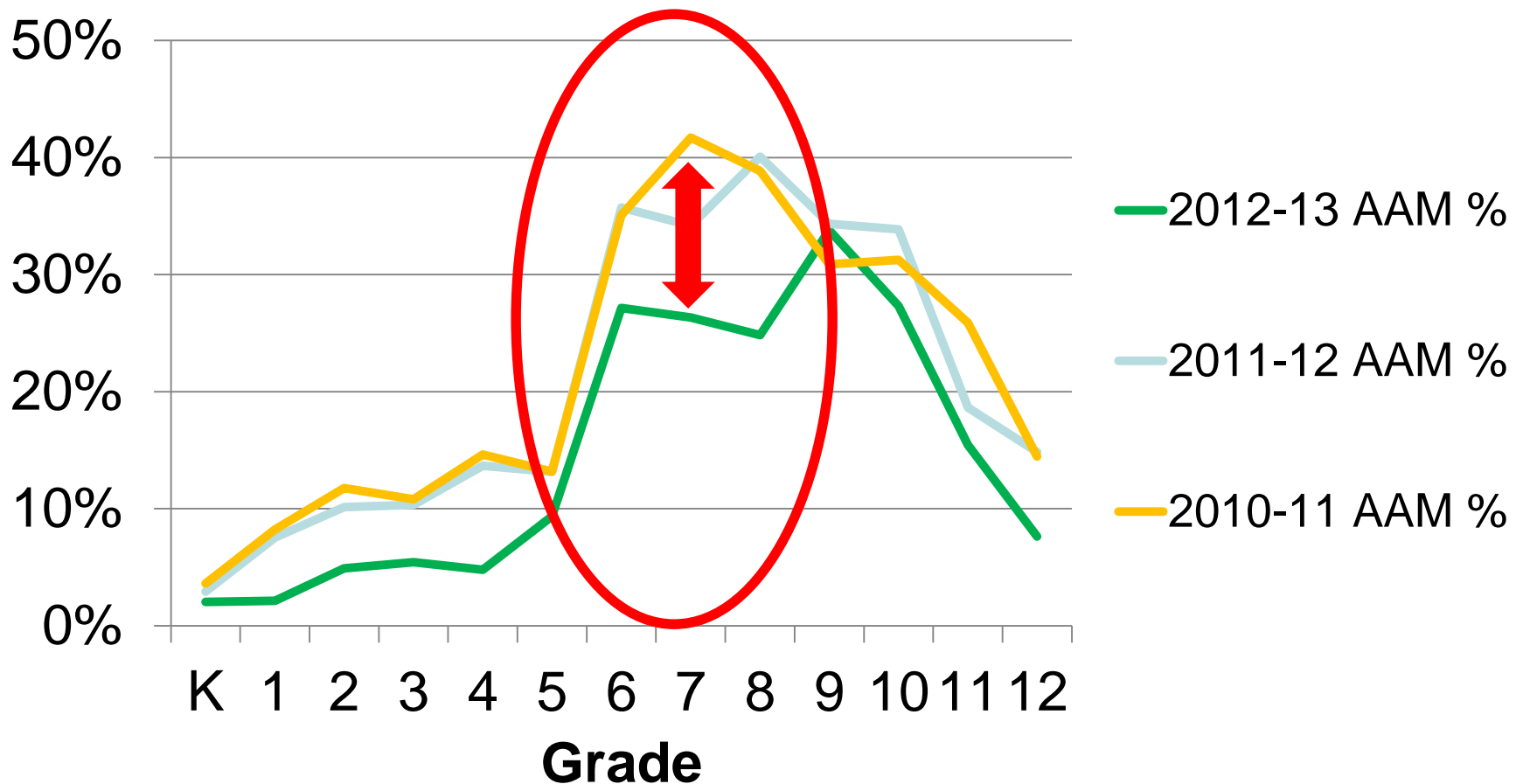
# 2012-13 Fewer Missed Days of Instruction

In 2012-13, African American males accounted for 1,504 suspension incidents, compared to 2,632 suspension incidents in 2011-12.

This represents a 43% decrease in the number of suspension incidents for African American male students, and translates to many fewer missed days of instruction.

# African American Males & Middle Schools Lead the Way

## % of Students Suspended



# 2012-13 Expulsions Way Down

Disciplinary Hearing Panel referrals are going down.

2012-13, there were 177 DHP referrals with 108 for Violence/Threats

For 2013-14 year-to-date, there have been 61 DHP referrals, only 34 for Violence/Threats.

Expulsions are going way down.

2010-11 = 32 expulsions (268 referrals)

2011-12 = 28 expulsions (201 referrals)

2012-13 = 12 expulsions (177 referrals)

2013-14 YTD = 5 expulsions as of December 2013

# Comparing Year-to-Date\*

- Low suspension rates of **0-4%** overall for year-to-date at 19 secondary schools\*\* (out of 33 total).

## **Substantial reductions in middle schools:**

Alliance, Elmhurst Community Prep, Roosevelt, Edna Brewer, United for Success, Montera, Roots, Claremont over same period last year, especially for African American males.

## **Reductions in high schools:**

Fremont, Dewey, Bunche, MetWest, Oakland High, Life Academy, Oakland Community Day HS over same period last year.

\* Year-to-Data as of 1/31/13 and 1/31/14

\*\* Includes K-8, 6-12, middle schools, high schools & continuation high schools

# State & National News

- Out of 29 large districts in California, Oakland had the sixth lowest suspension rate for “Defiance” in 2011-12.
  - **Source:** Frey, Susan (December 31, 2013). *Largest School Districts Vary Widely in Use of ‘Willful Defiance’ to Suspend Students*. EdSource.
- The U.S. Department of Education released guidelines on school discipline that closely match the work in Oakland, highlighting restorative practices.

Source: *Guiding Principles: A Resource Guide for Improving School Climate and Discipline* (2014). Washington, DC: U.S. Department of Education.

# Big Buckets of Work for 2013-14

- Revised Policies
- Universal Discipline Referral Form
- Tiered Systems of Support
- Manhood Development Program
- Listening Campaign: Transforming School Culture

# Revised Policies

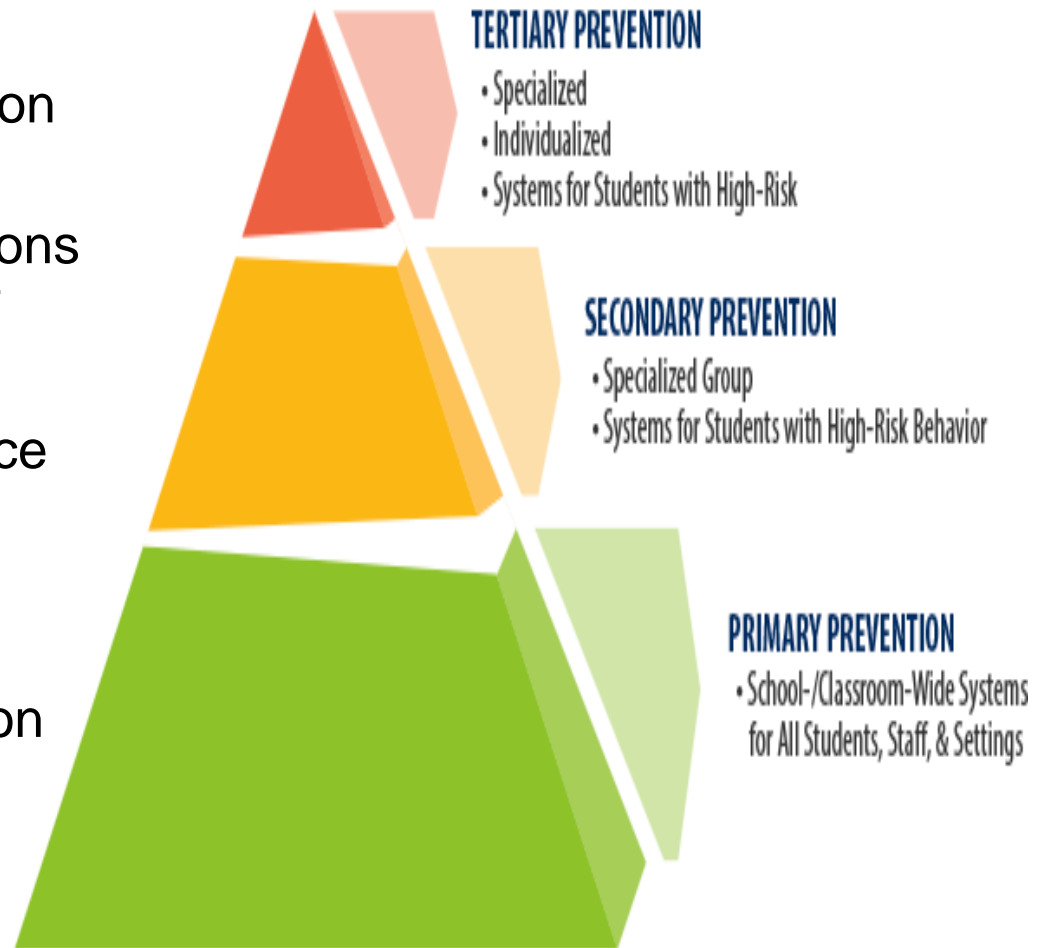
- Limitations on suspension (shifting away from exclusionary discipline).
- Positive, preventative, and restorative practices.
- Adoption of a Response to Intervention (RTI) framework (tiered supports).
- Maintaining and reviewing discipline data

# Universal Referral Form

- Universal Office Discipline Referral Form
  - Framed by Positive Behavior Intervention & Supports approach and restorative disciplinary practices
  - Easy data entry via Aeries.net
  - Pilot launched in January with 10 schools for full roll-out in Fall 2014

# Tiered Supports Expand with Professional Development & Coaching

- Restorative Justice expansion to 24 schools
- Positive Behavior Interventions & Supports expansion to 27 schools
- Additional Restorative Justice and Positive Behavior Interventions & Supports coaches funded
- Professional Development on Trauma-Informed Practices



# Manhood Development Program

- Expansion: 15 schools in 2013-2014
  - Up from 11 schools in 12-13
  - 2 school sites coming on second semester
- Certification of Teachers
  - 2013-2014: 100% of Manhood Development facilitators are certificated Teachers
  - None were certificated in 2012-2013
- Addition of Case Management
  - Supporting African American Male students outside of the classroom

# VRP Listening Campaign

- Transforming School Culture, continuous improvement cycle begins with Listening Campaign and Response to Intervention maps developed at all 38 Voluntary Resolution Plan schools
- Voluntary Resolution Plan Team interviewed principals at every middle school and high school in Fall 2013
- Major findings
  - Middle School
  - High School

# Montera Middle School

	Overall Suspensions	African American Males
As of Jan. 31, 2013	6%	14%
As of Jan. 31, 2014	2%	4%



# Call to Action

- Disproportionality
- Connection to CORE Waiver and Local Control Accountability Plan (LCAP)
- Board Policy

# VRP Work Supports Local, State & Federal School Improvement

## **CORE WAIVER: School Quality Improvement Index**

- Voluntary Resolution Plan policy and practice supports the whole child and positive school culture
- Examining elimination of disproportionality within the CORE School Quality Improvement Index

## **Local Control Accountability Plan**


- Alignment of Local Control Accountability Plan Measures of Quality with Voluntary Resolution Plan
  - Conditions for Learning
  - Engagement
- Voluntary Resolution Plan initiatives support the schools serving students with highest needs

# Disproportionality

Reduction in African American male students receiving suspensions helped to drive down the overall suspension rate in OUSD. At the same time, African American males continue to experience disproportionate punishment.

**3-year Suspension Rate** (% of students receiving one or more suspensions annually)

9%	8%	6%
22%	21%	14%

A young boy with dark skin and short, curly hair is smiling broadly at the camera. He is wearing a red polo shirt and a small, round, clear earring. He is holding an open book with a red cover, and his left hand is resting on the desk. In the background, two other children are blurred, one of whom is also reading a book. The setting appears to be a classroom with a blue wall and some decorations.

**If you want love, be love.  
If you need hope, be hope.  
If you long for a hero, be heroic.**

Cory Booker