



## OFFICE OF THE SUPERINTENDENT

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To: OUSD Board of Education

From: Kyla Johnson-Trammell, Superintendent  
Andrea Bustamante, Executive Director Community Schools Student Services

Subject: **Positive and Racially Equitable Discipline and Behavior Practices (VRP)**

Date: October 25, 2017

### OVERVIEW & OBJECTIVE

- What is the goal of the initiative?

The overarching goal of our work is to eliminate inequitable outcomes in discipline and behavior for all youth and in particular African American Youth.

The District's work on Positive and Racially Equitable Discipline and Behavior Practices aligns with our Voluntary Resolution Plan (VRP), a 5-year legal agreement that OUSD entered with the US Department of Education Office for Civil Rights (OCR) in 2012-13. This agreement resulted from an OCR investigation which found a pattern of unequal treatment on the basis of race in OUSD based on racially disproportionate discipline data. In this agreement, the District agreed to address the problem by:

- Creating a uniform method for tracking disciplinary referrals (the Universal Referral Form or URF),
- Expanding implementation of multi-tiered systems of support like Coordination of Services Team (COST),
- Positive Behavior Interventions and Supports (PBIS) and Restorative Justice (RJ),
- Implementing Manhood Development Program (MDP) at more sites,
- Engaging students families in a discussion around equity in discipline, and
- Delivering training on trauma-informed de-escalation, culturally responsive teaching, and implicit bias.

As a district, we are expected to have met the terms of this agreement by the end of the current school year (2016-17). If we are not able to show OCR that we have met the terms, it is possible that the matter may be brought to court which could result in a consent decree requiring more drastic measures (e.g., extensive training for all school personnel, etc.). Thus far, OCR has been very supportive, and has recognized the pioneering work OUSD's educators have undertaken. Each OUSD school principal is a leader in advancing racial equity and fairness in schools and in school discipline!

- How does it align to our vision, mission and strategic plan?

This work aligns to the District mission to become a full service community school that serves the whole child by ensuring that ALL children and particularly African-American children succeed in school and also experience discipline proportionally to students of other races. This work connects to all OUSD values and in particular Equity, Cultural Responsiveness and Students 1st.

- What is the budget impact?

The majority of the programmatic work is grant-funded through federal (PBIS, Trauma, some RJ) and private grants (RJ, SEL, PBIS). In addition to grants, our Restorative Practice program has an additional allocation of \$1.5 Million from central Supplemental & Concentration Funds and \$1.2 Million from site allocations for RJ.



## **SUMMARY**

- **Cost and/or prior investments** - As referenced above this work is funded through both grants and district resources. By 2019-20 we anticipate that the majority of the grants will expire. While we are working to systematize the PBIS work and reduce the need for intensive coaching we anticipate a continued need for light touch support for incoming leaders and teachers. Additionally, the SF Foundation grant currently offsetting RJ costs will sunset this fiscal year. We are working to partner with sites and other funders to minimize the impact on sites while also working with sites to integrate practices into other key site roles such as the community school manager.
- **Data and evaluation related to impact** -
- **Next steps and implementation timeline** -
  - Expand PBIS to remaining comprehensive schools this year (2017-2018)
  - Consider elementary school supports and ways to integrate into existing roles on campus (e.g. Community School Manager). We will learn from our new California Department of Education Grant.
  - Partner with schools to continue to embed PBIS practices, increase awareness of discipline practices, and provide coaching and support to the site leaders.