



Disparities in Educational Outcomes 2016 Task Force Recommendations

Vision

To create and ensure a school environment where teachers can teach, students can learn and succeed, and the entire community can excel.

Goals

- Redesign KCS discipline policies and practices to:
 - Eliminate systemic disparities in discipline based on race, ethnicity, income, language, disability, ZIP code, or other categories for potential discrimination;
 - Include and emphasize Restorative Practices / alternatives to suspension and expulsion;
 - Incorporate Positive Behavior Intervention and Supports (PBIS) in every classroom / school; and
 - Cultivate a positive environment of mutual responsibility and self-advocacy.
- Enhance capacity of educators to provide high-quality instruction and respond to classroom behavioral challenges.
- Utilize juvenile justice system only when necessary (criminal activity).
- Ensure academic growth and achievement for all students, particularly for those furthest behind.



2016 DEO Report Implementation of Action Steps

Completed / Ongoing progress	
More progress or review needed	
Limited or no progress	
Implementation Strategy	Description
1	Craft a clear implementation plan
2	Transition DEO Task Force to a Steering Committee
3	Create ombudsman role
4	Establish comprehensive communication plan
Action Step	Description
	STRATEGY 1: TRAINING
1.1	Require ongoing Cultural Competency (CC) training for all staff
1.2	Offer Professional Development on Classroom Management and CC supports
1.3	Ongoing Professional Development To Support Differentiated Instruction For All (ELL, SPED, etc.)
1.4	Train SROs for situations involving social / emotional / mental health issues
1.5	Use arrest / discipline reports to identify training needs

	STRATEGY 2: PROGRAMS
2.1	Implement PBIS in all schools
2.2	Expand Community schools and partnerships
2.3	Implement "Handle With Care" (Law enforcement notifies school officials of traumatic incidents)
2.4	Develop and implement Student Advisory Council
2.5	Implement student mentoring in secondary schools
	STRATEGY 3: Policies and Practices
3.1	Review discipline Policies and Procedures, propose revisions that reflect restorative practices, alternatives to suspension
3.2	Restructure In-School Suspension to reflect Restorative Practices and provide intervention support
3.3	Eliminate "conduct prejudicial to good order" as a reason for suspension
3.4	Implement Restorative Practices in all schools
3.5	Define method of disaggregating, tracking and reporting discipline and academic data
3.6	Create a Stakeholder Bill of Rights
3.7	Partner with law enforcement to reduce juvenile arrests at school
3.8	Utilize "disorderly conduct" consistently in all ZIP codes as a last resort for student arrests
3.9	Develop consistent tracking and monthly report by KPD and KCSO of arrest data, with demographics
3.10	Bi-monthly meetings between principals, SROs to develop proactive strategies
3.11	Ensure culturally responsive instruction
3.12	Provide appropriate academic opportunities (including AP / honors) and supports for all students
3.13	Match each student with a caring adult
3.14	Ensure strong family / community engagement and parent / student advocacy
3.15	Provide information in multiple languages
3.16	Develop classroom resources for ELL teachers

	STRATEGY 4: PERSONNEL
4.1	Enhance minority recruiting
4.2	Develop community promotion activities to attract / retain minority teachers
4.3	Establish minority mentoring / networking activities
4.4	Increase number of male teachers (especially elementary)
4.5	Ensure struggling students have access to highly effective teachers
4.6	Increase # of counselors, social workers, behavior liaisons, etc.