

Proactive School Discipline Conference

Eldridge Greer, Ph.D.,
Director
Office of Social Emotional Learning
Denver Public Schools



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What can you do to address disparities in student discipline

- Educate yourself to the scope of the issue nationally.



Why is it so hard!?!?

- Cognitive dissonance
- Personal behavior confused with Structural Racism
- America's view of punishment and morality
- America's view of persons of color
- Limited cross-collaborative structures
- Limited tools

Every snowflake in an avalanche pleads "Not Guilty!"

-Stanislaw Lec

Quiz

- Did you ever get suspended from school?
- Did you ever drink and drive?
- Did you ever go 10 miles over the speed limit?
- Did you ever drink prior to the legal age?
- Did you ever use marijuana before legalization?
- Did you ever leave a keynote to go to the bathroom?

What can you do to address disparities in student discipline

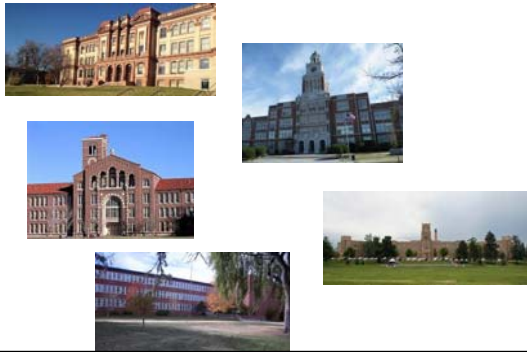
- **Educate yourself** to the scope of the issue nationally
- **Google** and take the **Implicit Bias** test. Ask your colleagues to do the same.

DPS' Story – Big Picture

- Over the past six years, decreased the use of OSS by 62%, while student population increased by over 7,000
- In SY 2012-13, 4th lowest in expulsion rates for the 20 largest Colorado school districts
- Have a trained Restorative Approach staff in all elementary schools and high schools
- In SY 2012-13, eliminated the contribution of racial bias in district's expulsion process and expulsion decisions
- **Despite, this, consistent racial disparities continue**



DPS' Data



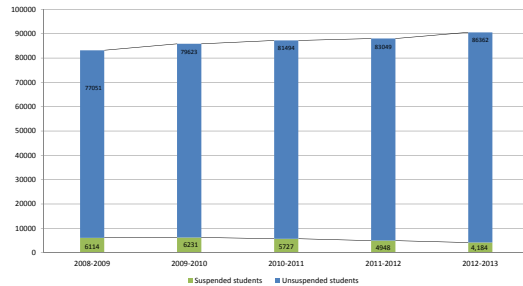
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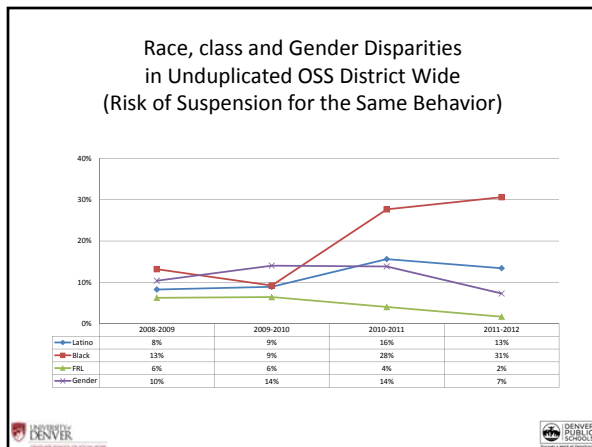
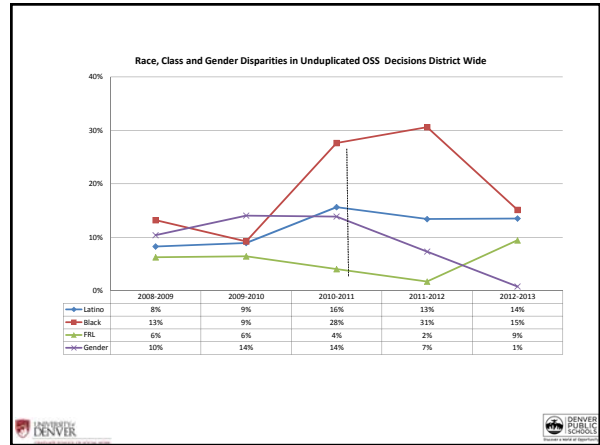
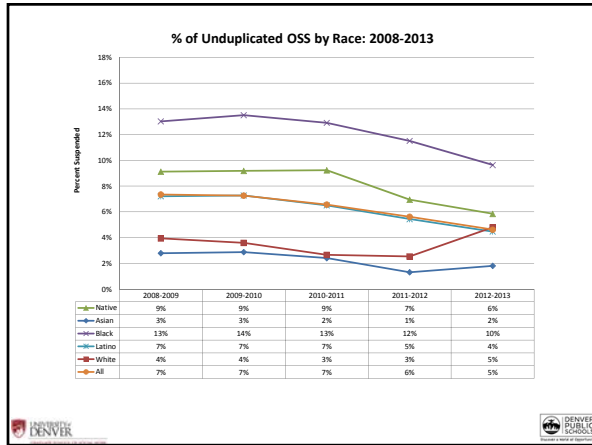
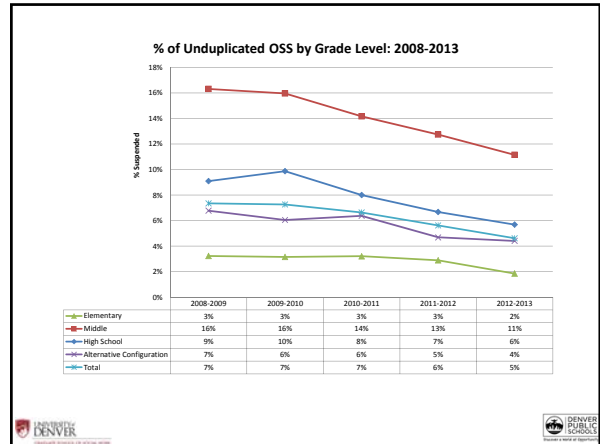
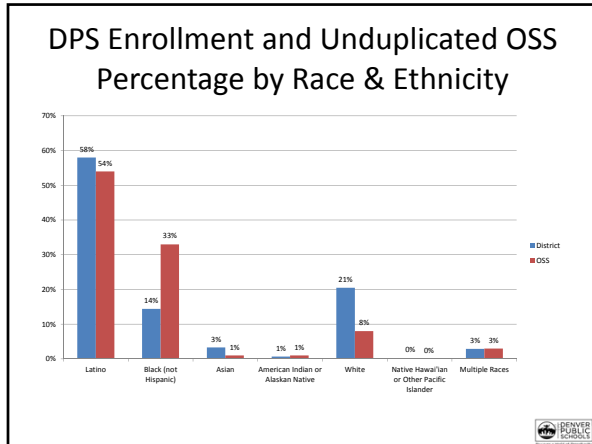
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- Forge **stakeholder** groups

Out of School Suspension



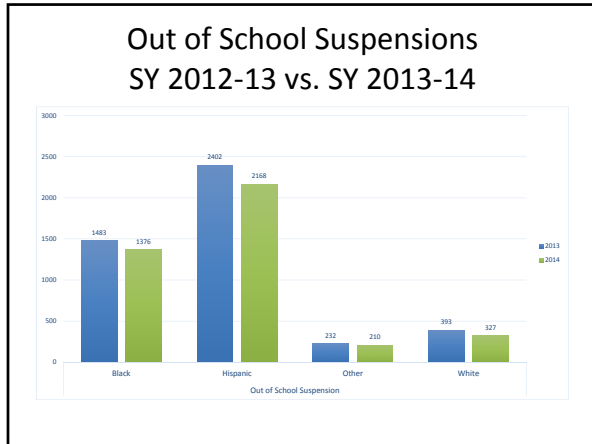
Number of Unduplicated OSS 2008-2013



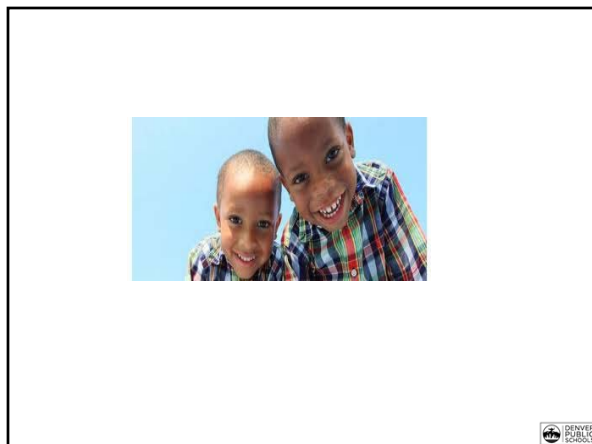
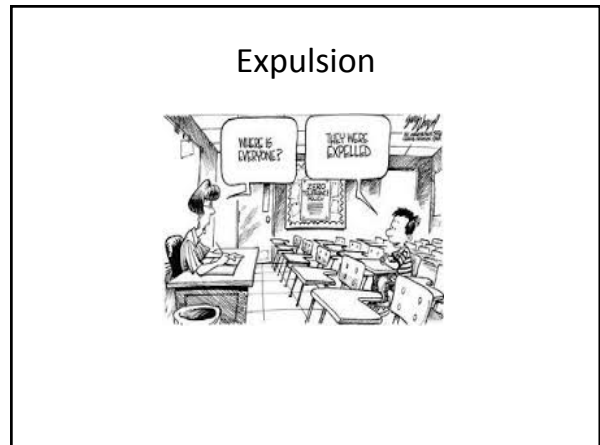


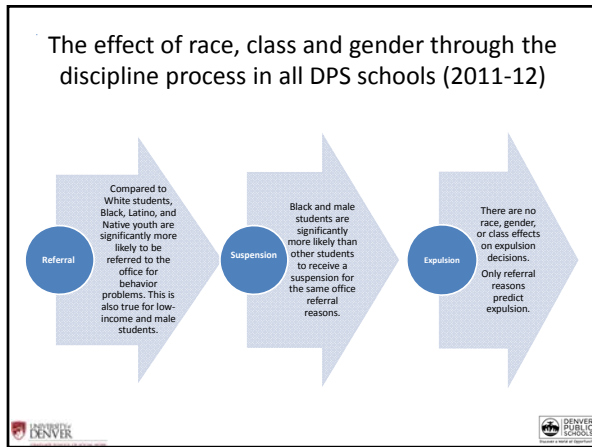
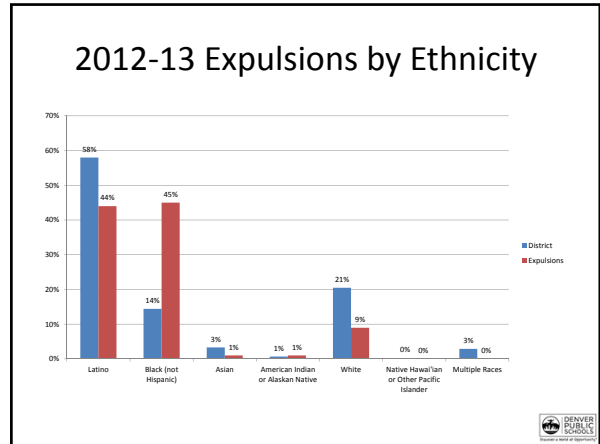
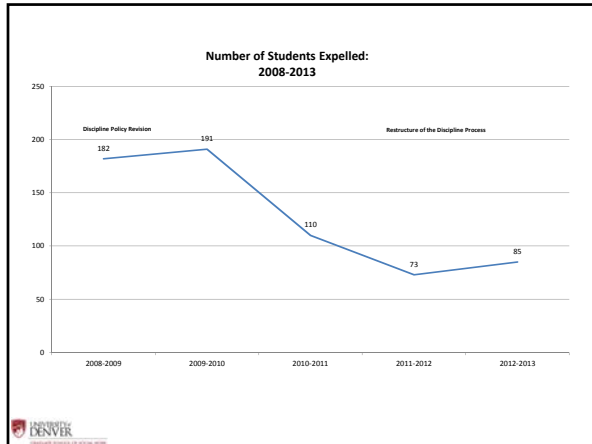
Free-Write

Why do you think we as a culture are more likely to suspend black, latino and male students, independently of misbehavior, poverty or special education status?

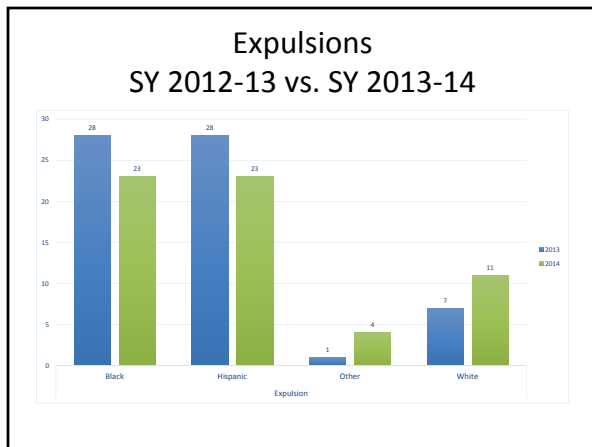


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 - Develop **systems and checks** to ensure that racial bias does not impact your discipline process



- ### Promising Protective Factors
- **Research-Driven:**
 - In-School Suspension
 - Restorative Approaches
 - Cross-collaborative partnerships
 - **Anecdotal**
 - Courageous Conversations
 - Know Your Rights Campaigns
 - Implicit Bias Training

Some thinkers hold that it is by nature that people become good, others that it is by habit and others that it is by instruction.” Aristotle



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- Develop **systems and checks** to ensure that racial bias does not impact your discipline process
- Focus your support on the **classroom level**. This is likely where the greatest amount of discretion that leads to disparities occurs
- Implement promising strategies, like **Restorative Approaches**, that balance teacher needs for structure with student needs for fairness.

"WE ARE THE ONES
WE'VE BEEN WAITING
FOR"

