

# SCHOOLWIDE DISCIPLINE & STUDENT SUPPORT



**Engaging**  
**SCHOOLS**

Connect • Collaborate • Learn

# Schoolwide Discipline and Student Support

In many middle and high schools, the rates of disciplinary referrals and suspensions are unacceptably high. Often, sub-groups of students are disciplined disproportionately. Districts and schools need to promote positive behaviors while providing appropriate supports and interventions for each and every student.

Engaging Schools collaborates with district leaders, school administrators, and a school-based student support team to recalibrate discipline and student support systems in order to maximize every student's opportunity for success. In collaboration with Engaging Schools, the student support team and school administrators lead a review and revision of schoolwide policies, protocols, and practices to align with the school's mission, values, and core beliefs. We aim to foster schoolwide discipline and student

support that is fair, equitable, restorative, respectful, accountable, and enforceable.

Schoolwide Discipline and Student Support services also include a focus on creating engaging classrooms. Engaging Schools' approach to instruction, classroom management, and discipline fosters academic, social, and emotional learning and development in all students and establishes optimal conditions for learning. For more information about our Engaged Classrooms work, visit [www.engagingschools.org](http://www.engagingschools.org).

As a result, administrators, teachers, and ancillary staff more effectively provide scaffolded academic and behavioral supports and interventions for all students, producing a reduction of unwanted behaviors and increased engagement in the classroom.



“By prioritizing positive climates, prevention, and targeted interventions to support students, schools will be able to not only develop safe and productive learning environments, but also keep all students in school and engaged in instruction to the greatest extent possible. While difficult, this work is essential to achieving the goal of supporting all students in safe and supportive learning environments that promote academic excellence and student success.”

— U.S. Department of Education, *Guiding Principles: A Resource Guide for Improving School Climate and Discipline*

## Schools Gain:

1. The capacity to foster a safe, caring, and respectful climate.
2. A personalized, disciplined, and supportive learning environment.
3. Reduction and elimination of harsh, disproportional referrals and suspensions.
4. Confidence that all students are treated fairly and equitably.

## Teachers Learn:

1. How to organize and manage their classes for student success.
2. How to implement a preventative, problem-solving, and restorative approach to discipline.
3. How to manage a wide array of adolescent behaviors.
4. A range of research-based instructional strategies and core practices for engaging all learners.

## Students Learn:

1. Ways to move from being passive recipients of academic content to active learners.
2. Core habits of self-discipline, work and communication, and academic mindsets.
3. How to set goals, assess their own progress, persist in difficult tasks, and develop authentic strategies to tackle the heightened demands of the Common Core State Standards and master complex academic content.



## Student Outcomes Include:

### Increases in:

- ▲ Social and self-awareness, self-management, self-discipline, responsible decision making, and accountability
- ▲ Academic perseverance
- ▲ Attendance
- ▲ Course completion and GPA

### Decreases in:

- ▼ Classroom disciplinary referrals
- ▼ Failure rates
- ▼ In-school and out-of-school suspensions
- ▼ Rates of late arrivals and absenteeism
- ▼ Dropout rates

# Professional Development Services

## SCHOOLWIDE SYSTEMS

Engaging Schools begins work with a diagnostic phase that results in a report with recommendations. We identify existing strengths and opportunities for growth and find the levers that will support and ensure a positive climate and learning-focused culture where all staff and students achieve at high levels. Based upon the report, the principal, administrators, student support team, and Engaging Schools staff jointly develop a customized implementation plan. The plan may include goals such as the following:

- Develop or refine a schoolwide code of conduct and character that aligns school rules, policies, and procedures with the district's code of conduct and establishes classroom management and discipline practices with clear behavioral expectations and consequences.
- Develop a responsive, three-tiered model of behavioral and mental health supports and interventions that reflects principles of prevention and youth development.
- Create one streamlined referral system that integrates student support and discipline, through which referrals result in the appropriate scaffolded consequences, supports, and interventions.
- Use restorative interventions that help students repair harm done, mend relationships, restore one's good standing, or make things right.

## CLASSROOM PRACTICE

Engaging Schools helps teachers create engaging classrooms. Our services include multi-day institutes, instructional rounds, team coaching, follow-up proficiency modules, and a peer visitation framework. Teachers learn how to create optimal conditions for learning by implementing critical core practices that include responsive academic and behavioral conferencing, effective teacher talk, formative assessment, group learning protocols, habits of learning, universal expectations, and consequences and interventions.

## LEADERSHIP DEVELOPMENT

Engaging Schools supports a coordinated effort involving district and school leaders. We provide regular and targeted coaching for administrators, student support teams, and teacher-leaders to plan for and inspire the necessary shifts to strengthen systems and ensure sustainability.

## MEASURING SUCCESS

Systematic data collection, synthesis, and analysis is a critical process for monitoring implementation efforts, supporting continuous improvement, and measuring outcomes. We use standardized and validated staff and student surveys, focus groups with staff and students, feedback from families, and observations to provide data.

## ENGAGING SCHOOLS PUBLICATIONS

Engaging Schools resources that focus on creating engaging classrooms include:



“The baseline data for Dean Tech (2009–10) showed that the suspension rate was 72.2 percent. Between absences and suspensions, on average, students were missing about 30 percent of the school year, and fewer than 25 percent were graduating. With the schoolwide focus on restorative, rather than punitive discipline practices, by 2012–13 attendance improved to 87 percent average daily attendance, and the suspension rate was reduced to 23.9 percent.”

— Bill Diehl, executive director of the Collaborative for Educational Services, the former EMO of Dean Technical High School, Holyoke, MA



*Engaging Schools has provided high-quality services for districts and schools nationwide for over 30 years and has a proven track record of working with middle and high schools. Within the district and/or school, Engaging Schools identifies and leverages existing assets to address specific challenges. Engaging Schools' work includes a needs assessment, planning, consensus building, implementation, and preparation for sustainability.*



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