

## Schoolwide Discipline and Student Support

In many districts and schools, the rates of classroom disciplinary referrals and suspensions are unacceptably high. Sub-groups of students may be disciplined disproportionately. Schools are often challenged by how to address high levels of classroom and public space incidents and unwanted behavior, and how to recalibrate their discipline and support models to increase student efficacy and success in school.

Engaging Schools collaborates with district leaders, school administrators, school climate-discipline teams, and school-based student support teams to engage in a rigorous assessment of their current systems. This partnership helps districts and schools make strategic changes in policies, systems, and practices that align with the school's goals for discipline and student support. Engaging Schools aims to foster a schoolwide discipline and student support model that is fair, respectful, restorative, accountable, and viable.

Engaging Schools' Schoolwide Discipline and Student Support services also include a focus on creating engaging classrooms. Our 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 of multi-pronged changes, administrators, teachers, student support staff, 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.

*"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*

### BENEFITS OF SCHOOLWIDE DISCIPLINE AND STUDENT SUPPORT

**Schools Gain:** 1) a more collaborative culture focused on systems change; 2) the capacity to foster a safe, caring and respectful climate; 3) a personalized, disciplined, and supportive learning environment; 4) reduction and elimination of harsh, disproportional referrals and suspensions; 5) confidence that all students are treated fairly and equitably; 6) family engagement strategies.

**Student Support Staff Learn:** 1) ways to design a case management structure; 2) an integrated approach to providing academic and behavioral interventions; 3) processes for collecting, tracking, and analyzing data; 4) a priority set of interventions to support students with high needs.

**Teachers Learn:** 1) how to organize and manage their classes for student success; 2) ways to implement a preventative, problem-solving, and restorative approach to discipline; 3) how to manage an array of adolescent behaviors; 4) a range of research-based practices and instructional strategies for engaging and inspiring 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 and master complex academic content.

**Student outcomes Include:**

- **Increases** in: 1) social and self-awareness; self-management, self-discipline, responsible decision making, and accountability; 2) academic perseverance; 3) attendance; 4) course completion and GPA.
- **Decreases** in: 1) classroom disciplinary referrals; 2) failure rates; 3) in-school and out-of-school suspensions; 4) rates of late arrivals and absenteeism; 5) drop-out rates.

**PROFESSIONAL DEVELOPMENT: DISTRICT SCHOOLWIDE SYSTEMS**

Engaging Schools partners with school districts to develop or revise their code of character, conduct, and support; build understanding and commitment among stakeholders; and create implementation and professional learning plans. We also help to synchronize and improve the effectiveness of departments with responsibility for administration, student support, and instruction.

With individual schools, we begin 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 schoolwide climate and learning-focused culture where all staff and students achieve at high levels. Based upon the report, the principal, administrators, school climate-discipline team, student support team, and Engaging Schools staff jointly develop a customized implementation plan. The plan may include goals such as:

- Identify schoolwide initiatives that all staff members commit to in order to promote safety, order, good character and conduct, and student attachment to school.
- Create engaging, well-managed, and disciplined classrooms to develop caring, supportive relationships with and among students, organize and implement instruction in ways that optimize students' access to learning, and develop students' social skills and self-regulation.
- Create streamlined data referral systems and tools that integrate student support with discipline, resulting in appropriate, scaffolded consequences, supports, and interventions.
- Develop an articulated and responsive multi-tiered system of academic, behavioral, and mental health supports that reflect principles of prevention and youth development, and restorative interventions that include more productive in-school and out-of-school suspension policies and re-entry protocols.
- Identify meaningful ways to engage families and adult allies to strengthen relationships and foster cooperation.

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## PROFESSIONAL DEVELOPMENT: CLASSROOM PRACTICE

Engaging Schools helps teachers create engaging classrooms. Our services include multi-day institutes, instructional rounds, team coaching, cycles of learning, follow-up proficiency modules, and peer visitation. Engaging Schools incorporates the latest research-based practices. Teachers learn how to create optimal conditions for learning by implementing core practices that support personal relationships, a well-designed physical environment, instructional organization, strategic learning tasks and protocols, targeted academic supports, and restorative and accountable discipline and behavioral support.

## LEADERSHIP DEVELOPMENT

Engaging Schools supports a coordinated effort to maximize capacity in district and school teams to design, monitor, and adjust implementation efforts and ensure sustainability of the program. Our services include leadership institutes, meeting facilitation, real-time coaching, and web-based conferences to maintain momentum, troubleshoot, and plan for necessary shifts. We consult with district and school staff on ways to strengthen an existing data management system so that student data reports support targeted and timely consequences and interventions. These strategic services foster a collaborative adult learning culture, build shared commitment among staff, and focus the right resources to create an effective schoolwide discipline and student support model.

## MEASURING SUCCESS

Engaging Schools collaborates with schools to identify benchmarks for implementation of change. Systematic data collection, synthesis, and analysis is an ongoing process for monitoring implementation, supporting continuous improvement, and measuring outcomes. We use standardized, validated staff and student surveys, focus groups with staff and students, feedback from families, observations, and school and/or district climate survey data. We also look at attendance and tardy data, grades, office disciplinary referrals, public space incidents, and in-school and out-of-school suspensions.

## ENGAGING SCHOOLS PUBLICATIONS

Engaging Schools resources that focus on creating Schoolwide Discipline and Student Support include:

- *Shifting Gears: Recalibrating Schoolwide Discipline and Student Support – a Restorative and Accountable Approach for Middle and High Schools*
- *Getting Classroom Management Right: Guided Discipline and Personalized Support in Secondary Schools*
- *Activators: Classroom Strategies for Engaging Middle and High School Students*

## ENGAGING SCHOOLS

*Engaging Schools has provided high-quality services for districts and schools nationwide for over 30 years and specializes in 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.*

*To learn more about Schoolwide Discipline and Student Support for your school or district, connect with us at 800-370-2515, x32 or explore Engaging Schools' website, [www.engagingschools.org](http://www.engagingschools.org)*

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