APPENDIX VI – 58

TUSD Plan to Identify and Replicate Effective Discipline Practices

Special Master Recommendation: "It would be relatively simple for the District to develop a plan which allowed access to information about effective practices when the information is needed. The District should develop a viable plan and finance that plan."

TUSD Response: The District agrees to develop and finance this plan.

Background

USP section VI(F)(3) states:

> "If the data collected and reviewed indicates that a school has been successful in managing student discipline, the District RPPC shall examine the steps being taken at the school to determine whether the approach adopted by the school should be adopted by other schools within the District, and if the RPPC determines the approach should be replicated, the District RPPC will share the strategies and approach with the District to consider replication at other schools."

The following plan incorporates strategies the District has implemented in the past (such as having principals share best practices with each other), and future plans (such as having site teams from successful schools work directly with site teams from struggling schools, and posting information about effective practices online for greater access).

1. **RPPC Identification, Assessment, and Recommendation to Replicate Practices**

Each site will assemble a PBIS Team (focused on "adult" issues) and an MTSS Team (focused on "student" issues). The Teams will meet monthly or bi-monthly and document their findings, analyses, strategies, and practices found to be effective for certain situations or specific issues. The District's Restorative and Positive Practices Coordinator (RPPC)[1] will meet regularly with school leadership directors to review the minutes and documents from both sets of meetings to identify effective practices.

The RPPC may then review implementation of the practices with school principals and/or site teams to determine if the practices should be replicated. Based on the review, the RPPC may make recommendations to leadership for replication – including potential schools, scope, cost, resource considerations, etc. There may be times when an RPPC recommendation is to replicate a practice during the current school year. If the practice has associated costs, the RPPC may seek to fund the replication through the reallocation process or recommend that it be included in the subsequent year budget

---

[1] The RPPC salary could be, but is not, split into multiple budget activity codes. A portion of the RPPC salary and other costs associated with the performance of the RPPC functions could be reasonably assigned to Activity 607. The other costs – school principal and director salaries – are paid from M&O funds and it would be difficult to calculate the portion of their salaries that supports this specific activity. Thus, this is not a "no cost" activity, but it is an activity for which the primary costs are captured in other budget activities or sources.

TUSD Plan to Identify and Replicate Effective Discipline Practices
August 2016

2.   Sharing Best Practices Directly and Online

Once an effective practice has been identified at a site, the District's goal is to have the principal prepare a presentation for other principals and share the details of implementation at the first and second Instructional Leadership Academy (ILA) meeting every month (twice per month). The presentation will then be stored online so that principals can use it as a resource for addressing the relevant situation or issue in the future. Not all principals will get an opportunity to present, but the District will seek to post online most if not all identified practices so that even if a principal does not present on the practice, other principals will still be able to learn about how it is implemented and seek to replicate it if possible. If the RPPC, or other staff, identify practices that appear to have potential for effective impact, those practices might also be posted online as a resource for site administrators but would require careful analysis to ensure alignment with other District initiatives and practices.

At the third ILA each month, rather than meeting in large groups, the site administrators will meet in small cadres to share specific strategies they have found to be effective. At these meetings, which will be held at schools, site administrators will have the opportunity to observe first-hand specific strategies found by the host school to be particularly effective in addressing student behavior and/or disciplinary issues.

The costs related to this effort are paid through M&O by way of administrator salaries. Thus, this is not a "no cost" activity, but it is an activity for which the primary costs are captured in other budget activities or sources.

3.   MTSS Team Direct-Sharing

The District has allocated $25,000 to budget activity code 607. These funds will be used to support MTSS teams from certain sites (where the District has identified successful approaches) to work directly with MTSS teams from other sites (sites that are struggling with behavior or discipline issues) to help struggling schools replicate the effective practices being implemented at the identified schools. Thus, in addition to posting resources online and presenting effective practices to site administrators at ILAs, MTSS teams will work directly to teach and learn from one another to share and implement effective practices. The $25,000 allocation will cover the cost of substitute teachers (if the MTSS sharing occurs during the school day) or for added duty (if the MTSS sharing occurs on off contract time).

4.   Identifying and Replicating Effective District-Wide Practices

In addition to reviewing monthly data and minutes from PBIS and MTSS team meetings, the RPPC will conduct quarterly reviews and identify schools that are trending in the right direction between quarters or after multiple quarters. With the appropriate school leadership director, the RPPC will investigate the practices occurring at these sites that contribute to the positive trends. Based on this review, the District may identify additional strategies to replicate and determine which schools will be targeted for certain strategies. Strategies that might be replicated District-wide will also be considered in the broader context of the District's primary approaches to student behavior and discipline: Restorative Practices and PBIS.