

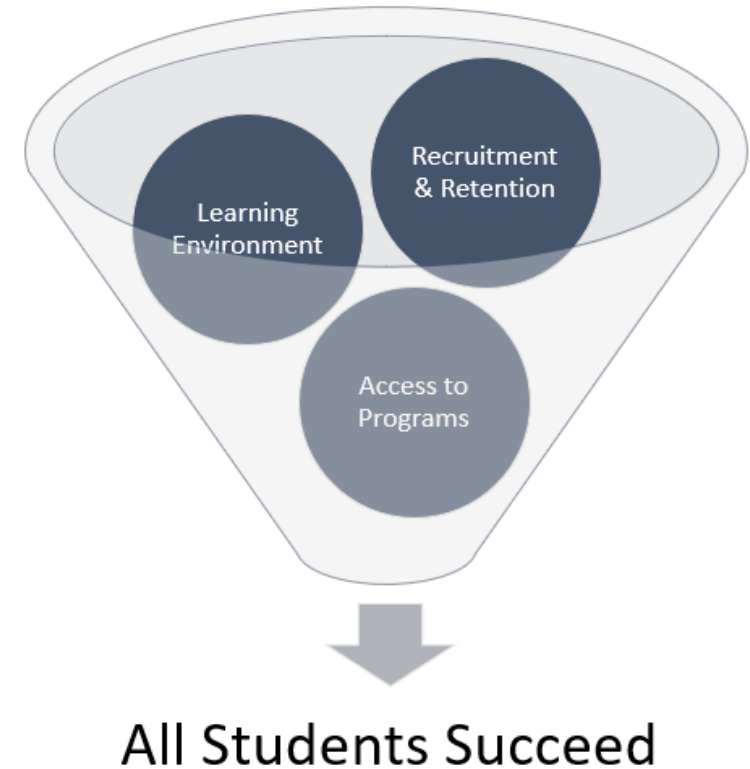
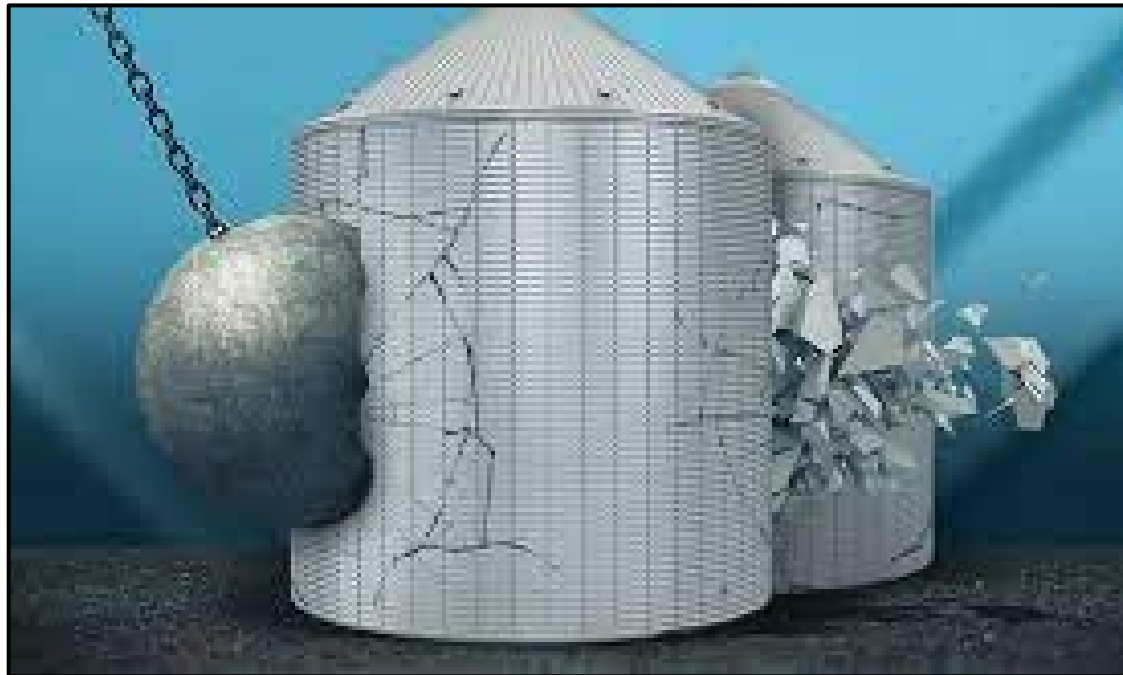


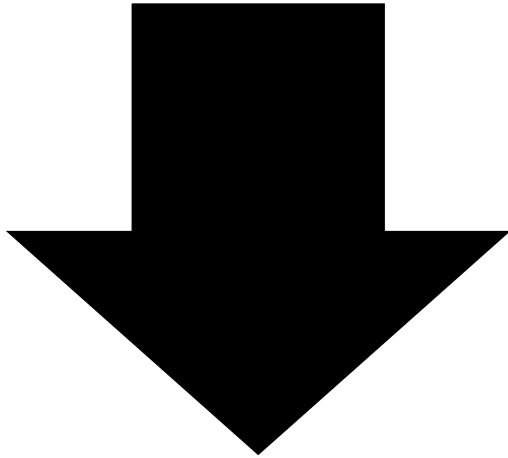
# DISCIPLINE UPDATE

May 30, 2023

Avoid thinking of discipline as its own silo.

Discipline is part of an interrelated system that leads to the success (or failure) of students.

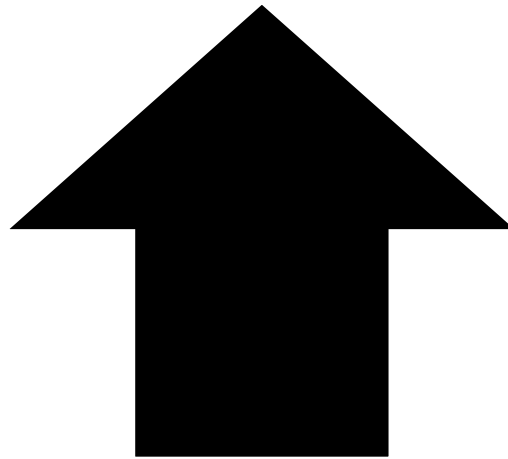




Reactive



Preventative



Approach  
to  
Discipline?

# Strong Foundation

- Highly dedicated and knowledgeable staff
- Engaged stakeholders
  - BFT
  - 1010
  - BASA
  - Community Leaders
- Discipline Audit as “Guidance Document”
- Data system (Student Information System)



# Internal Stakeholders

- Two informal discipline committees – overlapping members
  - BFT
  - 1010
  - BASA
  - Discipline-focused staff
- Work accomplished
  - Drafted Charter – Discipline Advisory Committee
    - Internal and external stakeholders
    - Advisory role to Senior Staff (TBD)
    - Review Student Code of Conduct
    - Review effectiveness of professional development relating to discipline
    - Annual report to the Board
  - Drafted recommendations regarding Discipline Division

# Internal Stakeholders

- Other recommendations/collaborative thinking results
  - Incorporate SESSIR and discipline training into HR systems (professional development records and onboarding)
  - Expand lead mentor teacher program (in budget requests)
  - Need to update, refine the discipline/consequence matrix (work in progress)
  - Brainstorming parent engagement strategies
  - Consider diversion programs – such as civil citations
  - Consider restorative practices application
    - Modules for students to complete in addition to mandatory discipline consequences
- Alternative Learning Centers
  - Alternative approaches
  - Other district models
  - Location vs. function

# Staff Work in Progress

- Discipline training for 2023 Leadership Conference (July)
- Updating Discipline & Consequence Matrix
  - SESSIR consistency
  - Define corrective strategies
  - Research other districts
- Updating Student Code of Conduct (Board Approval required)
- Professional development (late June) for principals, APs, teacher leaders – discipline-related topics
- Implementing additional modules in Student Information System

# Link with Budget Process

- Secondary – clerk specialists for discipline data entry to focus deans' responsibility away from data input
- Additional module in student information system for more “dashboard” accessibility to the public and analytical capacity
- Expand lead mentor teacher program
- First-time drug offense diversion program
- Organizational evaluation
  - Leadership, accountability and monitoring



# Board Policy Alignment

- Cell phones
- Dress code
- Attendance
- **Policy 5771 Search and Seizure**
- Related policy reviews
- Adopt Code of Student Conduct F.S. 1006.07(2)
  - *Adopt a code of student conduct for elementary schools and a code of student conduct for middle and high schools and distribute the appropriate code to all teachers, school personnel, students, and parents, at the beginning of every school year.*

# Discipline Audit Response – Work in Progress

RSM Discipline Audit	
1	Communication with law enforcement
2	Discipline governance, structure and training
3	Formalized monitoring process
4	Automate discipline procedures
5	Student Information System resources
6	Formalized procedural documentation
7	Student discipline policy compliance
8	Accuracy and completeness of discipline documentation
9	Alternative Learning Center



## Resource Deployment Puzzle

- Cost
  - Staff Resources
  - Dollars
  - Opportunity
- Time to Implement
- Difficulty
- Impact

# Next Steps



**Leadership & Direction**



**Departments and groups  
within the team must  
break down silos,  
depend on each other  
and understand who  
depends on them.**

JOCKO WILLINK

**Winning is  
about having  
the whole  
team on the  
same page.**

Bill Walton

