ACTIONS TO ADDRESS STAFF DISCIPLINE CONCERNS

Presented to the Kern High School District Board of Trustees
Monday, May 7, 2018
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FOCUS AREAS

- **What is Positive Behavioral Intervention and Supports (PBIS)?**
- **What are Changes in the law that have altered discipline practices?**
- **What is the plan to address staff concerns?**
PBIS

- **A framework for establishing the social culture & individualized behavior supports needed for schools to achieve both social and academic success for ALL Students**
PBIS FRAMEWORK

- Identify and define school-wide behavior expectations
- Explicitly teach those expectations to students
- Acknowledge student behaviors
- Ongoing collection and use of data for decision-making
PBIS FRAMEWORK

- Identify and define school-wide behavior expectations
- Develop logical, consistent consequence system to correct problem behavior
  - Multi-Tiered Systems of Support (MTSS)
GOALS

• Eliminate barriers to learning
• Focus on prevention
• Provide an effective integrated service delivery system
• Provide professional development for staff
• Implement evidence-based programs and strategies

OUTCOMES

• Increased academic performance
• Improved attendance
• Improved social emotional wellness
• Decreased truancy rate
• Decreased office referrals and suspensions
• Improved behavior
• Increased student engagement
PBIS MYTHS

• AB1729- January 1, 2013
  ▶ Education Code 48900.5
• AB420- July 1, 2015
Suspension, including supervised suspension as described in Section 48911.1, shall be imposed only when other means of correction fail to bring about proper conduct.... However, a pupil, including an individual with exceptional needs, as defined in Section 56026, may be suspended, subject to Section 1415 of Title 20 of the United States Code, for any of the reasons enumerated in Section 48900 upon first offense, if the principal or superintendent of schools determines that the pupil violated subdivision (A), (B), (C), (D), or (E), of Section 48900 or that the pupil's presence causes a danger to persons.
AB420

- Bans expulsions for “willful Defiance”.
- You can suspend, but not without trying other means of correction first (AB1729-48900.5)
PBIS Implementation Pilot: 1 School (structural)

PBIS Implementation District Wide (Cohort 1)

PBIS Implementation District Wide: All Schools
ACTION PLAN TO ADDRESS STAFF CONCERNS

- April 18- KHSTA Executive Board and Site Representatives
  - Communication
  - Feedback
  - Clarification of the laws that impact discipline
  - PBIS vs discipline
  - General concerns
  - Trainings
  - Increased teacher/admin collaboration
ACTION PLAN TO ADDRESS STAFF CONCERNS

• APRIL 23- FEEDBACK SHARED WITH DEANS OF STUDENTS
• APRIL 24- FEEDBACK SHARED WITH PRINCIPALS
• APRIL 26- DISTRICT PBIS/MTSS LEADERSHIP TEAM
• MAY 17- KHSD CSEA EXECUTIVE BOARD AND SITE REPS

UPCOMING:

• TOWN HALL MEETINGS
• KHSD PBIS AND DISCIPLINE ADVISORY COUNCIL
  • TARGET DATE FOR ORGANIZATIONAL MEETING- JUNE, 2018
  • IMPLEMENTATION- FALL, 2018