

Irvington School: Timeline for Reducing Disciplinary Disparities

	Strand #1: Equity	Strand #2: Discipline Plan	Strand #3: PBIS/Climate (Tier 1/2)	Strand #4: Student Intervention Team (Tiers 2/3)	Strand #5: Data Review	Strand #6: Community Outreach
Sept. 2011		Disc. Plan introduced to staff, 2 wk. review		Introduction of how to make SIT referrals, data emphasized	Grade level teams informed about data review	
Oct. 2011	Staff introduced to “below the line” info.	Disc. Plan review	Staff In-service-CHAMPS module: Building Positive Relationships with Students”		Examination of data slowly introduced during team/grade level meetings	Committee of parents and teachers formed to address middle level retention issues
Jan. 2012	Courageous Conversations for Parents established			Review of SIT referrals		
Feb. 2012	Disc. Data examined through equity lens					
Mar. 2012	Discussion of how all students stay engaged during learning					
April 2012	“Below the line” info. reviewed					
May 2012		Disc. Plan review & approval				
June 2012		New referral form developed				

	#1: Equity	#2: Discipline	#3: PBIS	#4: SIT	#5: Data Review	#6: Community
Sept. 2012	"Below the line" info. Reviewed, time given for staff to make positive home contacts	New referral form introduced, function workshop conducted by PBIS Coach	"Integrity Takes Five" guidelines "kick off" for new year			Celebrate successes, Examine what keeps students engaged
Oct. 2012		Referral revised for SWIS	CHAMPS module: Classwide Motivators	Document and streamline Tier 2 interventions		
Nov. 2012	Examined disc. data during team meetings				Examined disc. data during team meetings	
Dec. 2012	All staff chose focal students					
Jan. 2013						Examined disc. data during Site Council
Feb. 2013	Parents of Black Families group established		Common Area procedures streamlined			Meetings with Equity parent groups
On-Going	Individual conversations with staff and parents	Individual conversations with staff and parents	"Integrity Takes Five" guidelines reinforced, Spirit Day assemblies, individual rewards, Tier 2 interventions	Private conversations about data, paperwork returned for data additions	Examined at team meetings, school-wide data reviewed at staff meetings	Continued meetings every two to four weeks, new focus on a seamless K-8 experience for students
Next Steps	Focus on black males, continued relationship building with families of color	SWIS system implemented, data shared	Using SWIS data to examine common area procedures, Staff CHAMPS training	Using data to address indiv. student needs during grade level meetings, implement CICO/ISIS	More frequent data review, action plans developed to address results	Development of a school mission, examining student engagement activities