

BHS Discipline Presentation

- It can happen to any of us. A simple allegation, true or not, is all that it takes.
- Discipline begins with school culture & expectations.
 - We are always striving to keep a positive culture and focus on developing relationships with students.
 - Our school motto this year is “Every Child Matters!”
 - As positive as you stay, you must have school and that means that discipline will be a part of that process.
- Biloxi Schools Discipline Ladder
 - We operate on a 7-step discipline ladder.
 - Each step is assigned a probationary period which increases 5 days per step
 - If students violate probation, they move up the ladder and if they do not violate probation they are removed from the ladder.
 - First 2 steps are limited to verbal conversations, detentions, and restorative discipline
 - Step 3 still utilizes detentions, but also provides an ISR option
 - Step 4 includes ISR but provides leeway of assigning 1-3 days
 - Step 5 provides an ISR or OSS option from 3-5 days
 - Step 6 Provides an OSS option from 5-9 days
 - Step 7 Recommendation for Alternative School or a Discipline Hearing
 - As a part of this discipline ladder, we do our best to limit the number of days of suspension where possible.
 - We offer to students the ability to reduce a few days of OSS if the child and parent agree to attend one of our behavior classes.
 - What we learned through DOJ process
 - Be very clear and exact as to what the infraction is. Do not be vague. Write it out word for word.
 - This eliminates the possibility of saying that referrals are “discretionary” and treated differently. All instances differ in some way and you have to show educational impact.
 - Keep all documentation and focus on recording good documentation for all instances.
 - Include probation violations on discipline referrals to justify why one student may have received placement on a different step of the discipline ladder for a similar infraction.
- Annual Discipline Process
 - Summer Months
 - Set goals for the coming year
 - All secondary admin come together to discuss our internal discipline procedures.
 - Make sure that we are consistent.
 - Review most frequent disciplinary infractions and how we can address those moving forward.
 - New Teachers

- Trained in Conscious Discipline.
 - Not an all-inclusive discipline program but has many great practices and allows teachers to pick and choose aspects that help them establish good classroom procedures.
 - Advertise any major changes to disciplinary procedures with parents and students at registration.
 - Beginning of School Year
 - Annual meeting with all grade levels of students to discuss expectations, major rules, consequences, and school goals
 - Review student handbook in all classes during the first few days of school.
 - Throughout the School Year
 - Quarterly review of discipline statistics to identify troublesome trends, disparities, or teachers that may need assistance.
 - End of School Year
 - Use discipline data to help teachers and administrators grow professionally for the coming school year & set goals for the coming year.
- Items that we identified this year
 - School wide Classroom Discipline Plan
 - Leadership team developed school wide classroom discipline plan
 - Uses all positive statements such as “Be On Time!”, “Be On Task!”, “Be Respectful!”, and “Be Biloxi’s Best
 - Classroom Sign-Out Sheets & Updated Tardy Procedures
 - We identified Student Roaming & Tardies as our most common disciplines, so we changed our procedures.
 - Sign-outs
 - All students have a full page Red Sign Out sheet. It contains 2 months’ worth of sign-outs (2 per day). Students must manage their sign-outs.
 - After each 2-month period those with a small number of sign-outs receive an incentive
 - Tardies
 - Students no longer report to our attendance office. Instead, I share a daily Google Doc with all staff. Teachers record student tardies each period and tardy slips are delivered to class by office workers.
 - Eliminates lost instructional time.
- Discipline Referral Process - My motto with discipline is “service with a smile”
 - Regardless of the infraction, be kind to the student.
 - Respect is a 2-way street.
 - Staying calm with students, de-escalating situations and treating everyone with respect goes a long way when handling discipline.
 - You can still hold a student accountable for their actions and do so in a respectful manner.

- Administrators discuss discipline situations that could be problematic or are out of the ordinary so that we have a consensus and multiple opinions before moving forward.
- Process
 - Discuss the infraction with the student.
 - Explain where the infraction falls on the discipline ladder.
 - Discuss consequences
 - If a reassignment or suspension occurs (in school or out of school) student is provided a copy of their due process rights and appeal procedure.
- PBIS & Incentives
 - ACT
 - Students scoring a 29 or above on the ACT qualify for special ACT Scholar parking (front row)
 - Students can have their name on the ACT wall with Silver, Gold, & Platinum level scores.
 - AP & Dual Credit
 - Weighted Courses
 - AP students are released to lunch 5 minutes earlier than all other students.
 - Students having taken or are enrolled in 3 or more AP/DC courses are eligible for late start and early release as a senior.
 - Students having taken or enrolled in 5 or more AP/DC courses are eligible for a “flexible” schedule their senior year.
 - State Test Scores
 - Career Day opportunity for students that score advanced or proficient on their state test scores
 - Early Lunch
 - Juniors that score Advanced or Proficient on their US History test are eligible for early release to lunch their senior year.
 - Sign-Out
 - Every two months students earn an incentive if they have a small number of sign-outs.
 - I raise the bar every time by requiring fewer sign-outs.
 - PBIS
 - Grade Level Competitions - Each grade level earns weekly points based on the percentage of attendance, discipline referrals, and tardies that their grade level accounts for.
 - Christmas Movie
 - End of Year Field Day
 - Weekly Breaks
 - Students that have zero discipline referrals, absences, & tardies the previous week qualify for a weekly break. Breaks are 15 minutes & PTO sells snacks.

- Bullying & Harassment
 - Bullying and harassment are discussed in detail with students at the beginning of the school year.
 - Students are encouraged to report all instances.
 - District wide form for all reported cases
 - Top of form includes the victim, witnesses, allegations, and suspect.
 - Bottom half is for administrator's investigation findings and consequences.
 - Indicators as to whether this is a repeat offense or if it should involve the local police.
 - Forms are housed in 3 places so that patterns can be easily identified.
 - Witness folder
 - Suspects folder
 - Bullying folder
- SPED
 - SPED students are handled differently in the respect that other factors are considered such as their disability, ruling, number of days suspended, least restrictive environment, etc.