



Progress Monitoring Guardrail 4: Addressing Racist Practices

February 23, 2023

Guardrail 4: Addressing Racist Practices

Guardrail 4: Our students' potential will not be limited by practices that perpetuate systemic racism and hinder student achievement.

What are our indicators?

1. The percentage of Black/African American and Hispanic/Latinx students who are qualified to attend Criteria-Based High Schools.
2. The percentage of suspensions received by Black/African American students.



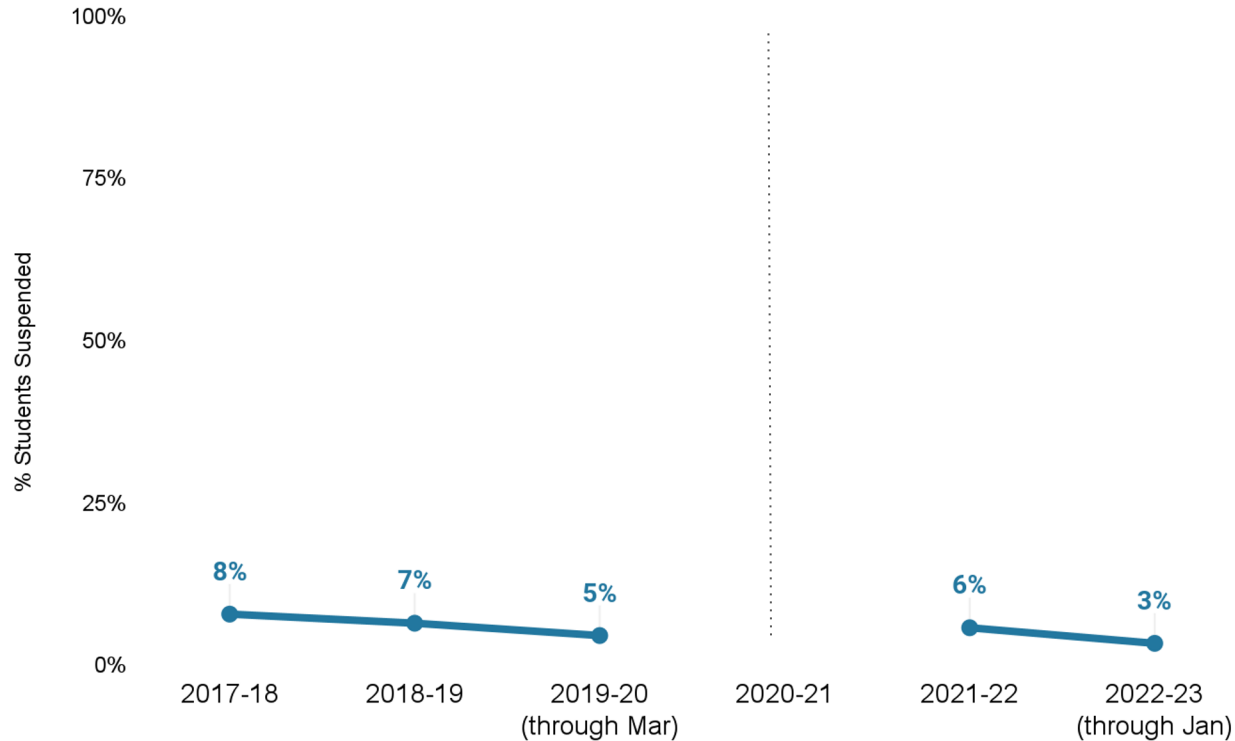


What the Research Says

According to *Lost Opportunities* by Losen & Martinez (2020):

- **Suspending students even once can have negative effects** on student outcomes, such as standardized test scores, grade-level retention, graduation and dropout decisions, and being involved with the juvenile justice system.
- Students in U.S. public schools **lost over 11 million days of instruction** due to out-of-school suspensions in 2015–16.
- It is estimated that at the national level, suspensions to high school students **increased the number of dropouts by more than 67,000 students.**

The percentage of students receiving any Out-of-School Suspension (OSS) is very low and has decreased since 2017-18. Only 3% of students have been suspended through January 2023.

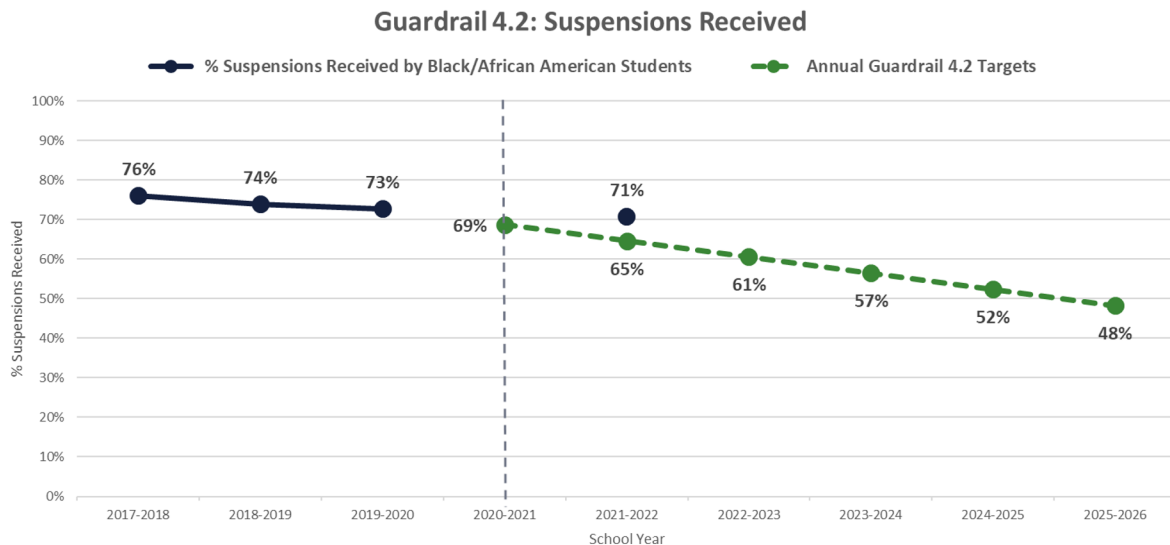


Most students in SDP receive no Out-of-School Suspensions

So far in the 2022-23 school year:

- **4,085 students received at least one Out-of School-Suspension through January 2023.**
 - **Those students received 5,242 Out-of-School Suspensions.**
 - **79% of all suspended students received only one suspension.**
 - **Students were suspended 3 days on average.**
- **2,826 Black/African American students have been suspended**
 - **1,603 Black/African American boys**
 - **1,223 Black/African American girls**

The percentage of suspensions received by Black/African American students has decreased since 2017-18.



- The percentage of suspensions received by Black/African American students has decreased since 2017-18.
- 71% of suspensions were received by Black/African American students in 2021-22. Suspensions were disproportionately given to Black/African American students, who made up 47% of our total District population in 2021-22.
- Our 2021-22 target for Guardrail Indicator 4.2 was that Black/African American students receive no more than 65% of suspensions. We are Off Track on this Indicator, but close to our 2020-21 target.

We Are on the Right Track



What We Have Done and Are Doing

- Diversity, equity and inclusion professional development to explore identity and implicit bias
- Emphasis on school climate approaches, including Community Meetings, Social Emotional Learning and Relationships First
- More accountability and oversight for long-term suspensions and disciplinary hearing referrals
 - Approvals from Student Rights and Responsibilities and Assistant Superintendents

What We Plan to Do

- Expansion of Relationships First across schools
- Targeting school communities with significant trauma (Camp Akili and Trauma-Informed Training)
- Training and resources on Alternatives to Out-of-School Suspension

Budget Implications

- A multi-million dollar grant secured for expansion of Relationship First into new schools
- Action Item previously approved for trauma expertise
- Currently evaluating the cost providing additional Climate Staff, standardized in-school suspension support and training