kkis
keep kids in school!
What is the single biggest problem facing our community today?

- Crime?
- Homelessness?
- Poverty?
Kids not in School

• We have the highest incarceration rate in the world.
• We have...
• A PIPELINE
• 68% of state inmates did not receive a high school diploma - US Dept of Justice
Count Day?

• Every Day is Count Day!
The Zero Tolerance Disaster

- Guns
- Absenteeism
- Tardiness
- Cell phones
- Dress codes
- Talking back
What happens when a student is suspended?

- No learning and no teaching
- TV and Video Games
- No social interaction
- This is not the 60’s. At risk students lack parental oversight of the past.
- What about the message? The message when you Suspend Kids for Any old Reason.
SKAR

• A student gets the message that they don’t belong in school. The school ground becomes a battleground full of conflict where they are not welcome.

• Why? Because of a cell phone?
What do we get from Zero Tolerance?

• Does it make schools safer?
• Does it improve academic performance?
• Does it improve school climate?
• Does it lead to more crime?
• Does it downgrade school performance?
• Does it lead to more dropouts?
What is the cost of a high school dropout?

- $200,000 in social services and costs associated with court involvement and reduced earning capacity.
- 68% of state inmates did not receive a high school diploma - US Dept of Justice
- The impact on IDENTITY
What is the risk?

- 2 missed days a month
- 30 minutes a day
- In either case a student misses one full month per school year
- Why September Matters 50% of students who miss 2-4 days in September miss a month or more
- Students with low attendance in Kindergarten are at risk for chronic absenteeism
• Poor grades and academic failures
• Higher dropout rates
• Limited career choices/lower wages
• Social isolation and poor self-esteem
• Increased use of drugs and alcohol and increased teen pregnancy
• Increased crime (44% of juvenile offenses occur during the school day)
BT + FT = Big T

• Bored Teens with Free Time equals
• BIG TROUBLE
What can be done?

• Abolish all suspensions based on absenteeism and tardiness and cell phones and non violent behavior
• Adopt policies that value student instruction time
• Correct behavior with alternatives like community service and restorative practices
• Learn from the experts - model school policies that value and welcome our students!
First county to kill the Suspension Syndrome

- **NTTS** (No Truancy and Tardy Suspensions)
- **NCPS** (No Cell Phone Suspensions)
- **NDCS** (No Dress Code Suspensions)

- Can we do all this and still have safe productive schools?
  - YES WE CAN!
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PBIS Program

Alternative Consequences and Rewards
Demographics

CHS Demographic

- Middle East: 64%
- Caucasian: 25%
- Hispanic: 2%
- Asian: 1%
- African American: 8%

Demographic of Special Education

- Middle East: 44%
- Caucasian: 29%
- Hispanic: 4%
- African American: 23%
• Without dignity, there cannot be self-esteem, and without esteem, there can be no pride.

• We had to restore dignity to all kids
  – Not just rich
  – Not just political
  – All kids deserve access to a rigorous college preparatory education
We needed to provide staff and students with the time and tools to shift from punitive to proactive teaching. Required action and cooperation from superintendent to newest teacher

- Major/Minor Offense Activity
  - (41 offenses $\rightarrow$ 15 offenses)
- SST
- Connections
- Social worker
- Counseling shift

To ensure staff buy-in we used a super majority on many decisions (cell phones & dress code)
At Crestwood, like many high schools, kids don’t respond to smencils, slap bracelets, and stickers
  – They may enjoy them, but not enough to create a change in behavior.
  – We also do not require students to wear their IDs, so lanyards were out too. IDs don’t keep schools safe, knowing and valuing each and every child does

Our kids responded to time, space, and freedom
  – Works for us since reward budget has been eliminated
Alternatives to Suspension

- SRC
- Community Service & Detentions
- Counselor meetings
- Social work support
- Tier II Check in /Check Out
- Tier II Staff/Student Mentoring
Alternatives to Suspension, continued

- Crestwood Transitions Program
- Meeting Mechanics/Risk Assessment/Psych Evaluation
  - Process
    - Staff contacts counselor/social worker → CA60 Review → Meeting Mechanics with ALL involved staff → Action Plan
  - Done prior to Tier II or special education evaluation
Charger Award

• Given for on-time arrival (at random)
  • “Caught being good”
    – Teacher discretion
• Partnership with cafeteria for Charger Awards
• Spirit wear
• Gift cards (self-funded)
• Access to courtyard
Results

PRE AND POST PBIS IMPLEMENTATION
Hours Suspended (We are up 60+ kids since 2010)
Specific Offenses

Fighting/Physical Assaults

- Physical Assault Against Staff: 2010 - 4, 2014 - 1
- Physical Assault Against Student: 2010 - 20, 2014 - 5

Cell Phone Violations

- 2010: 400
- 2014: 10
Change in Behavior

Classroom Disruptions

- 2010
- 2014

Violations

- Dress Code
- Insubordination & Disrespect
- Academic Dishonesty

2010 2014
External Data – ACT Scores
External Data – Equity and Excellence
External Data – AP Data

- Students taking at least 1 AP Course
- Number of Exams Taken
Graduation Rate

**Graduation Rate**

- 2010: 92.80%
- 2014: 91.20%

**Drop Rate**

- 2010: 5%
- 2014: 4%
Failure Rate
D&E

Internal Failure Data progress report data too
MISSION

- tea party conservatives, bleeding heart liberals and middle of the road moderates
- school staff - teachers, administrators, school board representatives et al.
- parents and citizens
- students
- court staff
Contact

- judgefrank.com

- 3rd Circuit Court Website: kkis

- MCLC Education Advocacy Unit fred.gruber@comcast.net

- studentadvocacycenter.org