



**HIGHLINE**  
PUBLIC SCHOOLS

## **From Punitive to Purposeful Discipline: Keeping Students in School and on a Path to Graduation**

**Dr. Susan Enfield,  
Superintendent  
May 28, 2015**





## *Our Promise*

Every student in  
Highline Public Schools  
is known by name,  
strength, and need,  
and graduates ready  
for college, career,  
and citizenship.



Bold  
Goals



# OUR 2017 Goals

## **MASTERY** by Grade 3

At least **19 out of 20** students entering Kindergarten in 2013 will **meet or exceed standards** in all core subjects by the end of Grade 3.

## **High School** **GRADUATION**

At least **19 out of 20** students entering Grade 9 in 2013 will **graduate prepared** to choose their future.

## **SUCCESS** in Algebra

At least **19 out of 20** students entering Grade 6 in 2013 will **pass Algebra** by the end of Grade 9.

## **ZERO** Suspensions

Out-of-school suspensions will **drop to zero** by 2015 *(except when critical for student and staff safety).*





# Zero Out-of-school Suspensions

# Why Is This Important?

- For the class of 2014, students with zero out-of-school suspensions had a graduation rate of 71%
- But students with just **one** out-of-school suspension had a graduation rate of only 46%

# Laws & Rules

- Student discipline is governed by state laws and rules
  - Grievance and appeal rights
  - No specific consequences for specific actions (weapons are an exception)
- Districts have discretion over:
  - Specific offenses that warrant discipline
  - Type of discipline or consequence imposed
  - Number of days a student is out of school

A district can make different choices  
and keep students in school.



# Past Practice

- Rules focused on punishment, not diagnosis and intervention
- Over time, more than 90% of HPS 'offenses' were eligible for first time suspension.

*Highline's disciplinary practices resulted in more than **3100** suspensions in the 2007-08 school year*

# Current Shifts in Practice

- Changing policies, procedures and practices
- Changing experiences
- Changing beliefs
- Changing culture

# The Steps We Took

- Cross-departmental team developed a new set of “Rights & Responsibilities” for:
  - Principals
  - Staff
  - Families
  - Students
- PBIS plans were developed at each school, and in-school suspension supports provided at secondary schools.
- Board adopted new policies and procedures.
- Provided de-escalation and PBIS training for staff.





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*A path to success for every student*

# WE ARE ALL IN THIS TOGETHER

the journey | overview



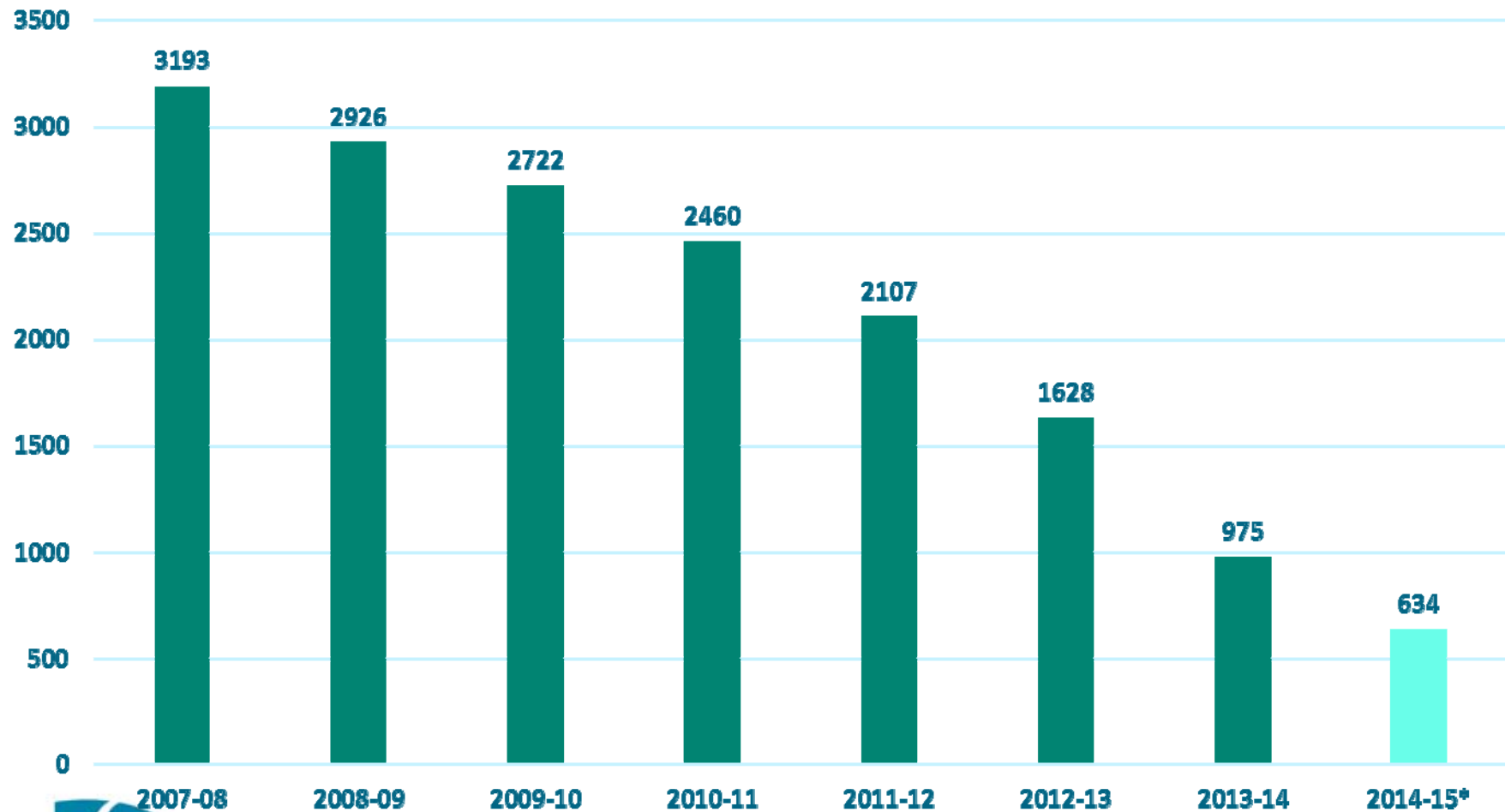


<sup>still</sup>  
**WE ARE ALL IN THIS TOGETHER**  
continuing | on the path to success



\* If removed from school, you / your student may not be on school grounds for any reason before, during, or after school hours. You are always welcome at Highline Public Schools' Central Office, also called ERAC (Educational Resource & Administrative Center) located at: 15765 Ambaum Blvd. SW, Burien, WA 98166. Or call Student Placement at: 206.631.3003.

## Highline School District Number of Suspensions and Expulsions Over Time



\*2014-15 number is a projection based on having 65% as many suspensions and expulsions as of 4-3-15 as compared to 4-3-14.



*A path to success for every student*



# Seeing Beyond the Numbers

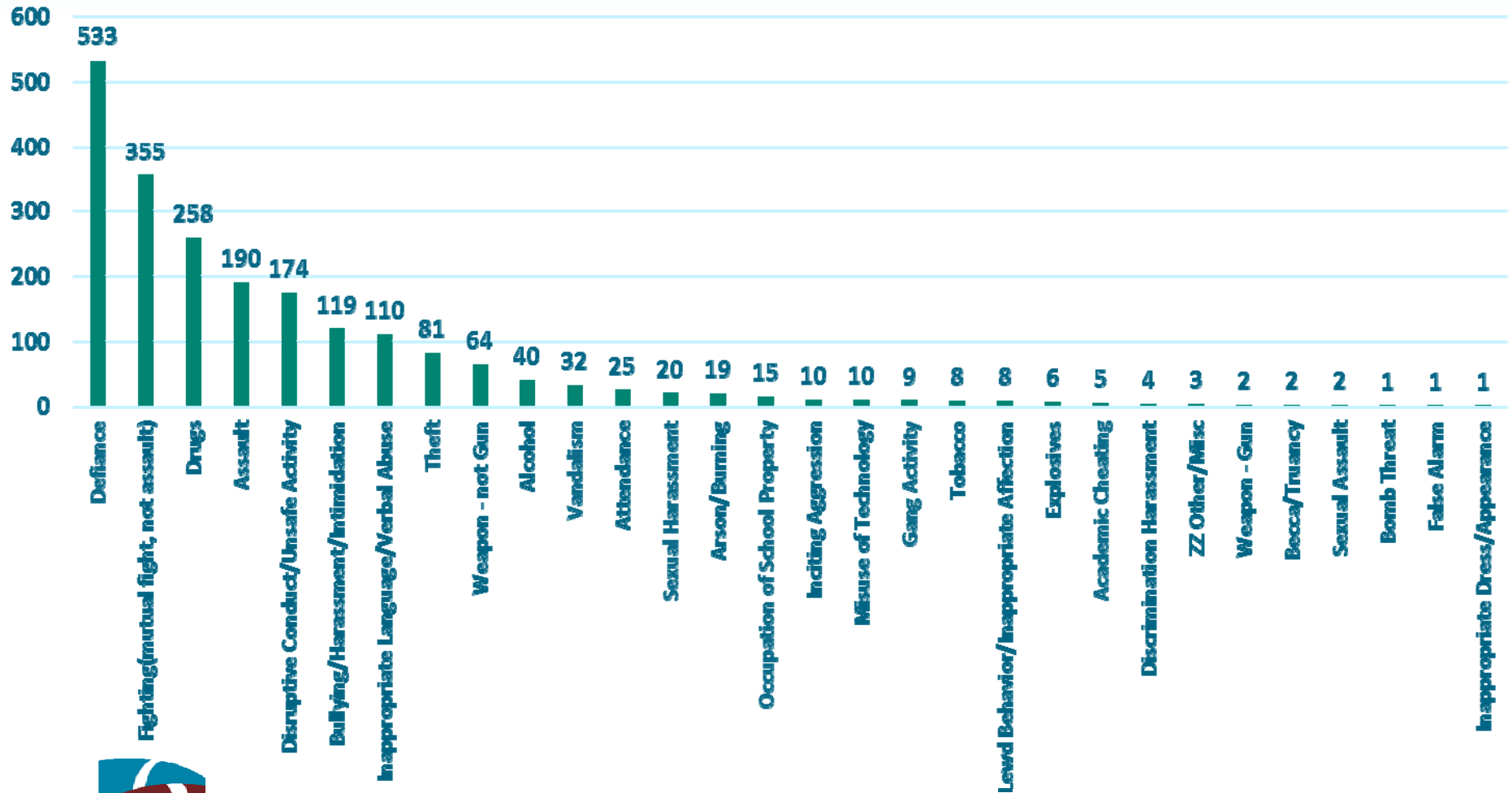
We reduced the number of suspensions *and* eliminated suspension as a consequence for lesser offenses.

2011-12: Top Reason for Suspension - Defiance

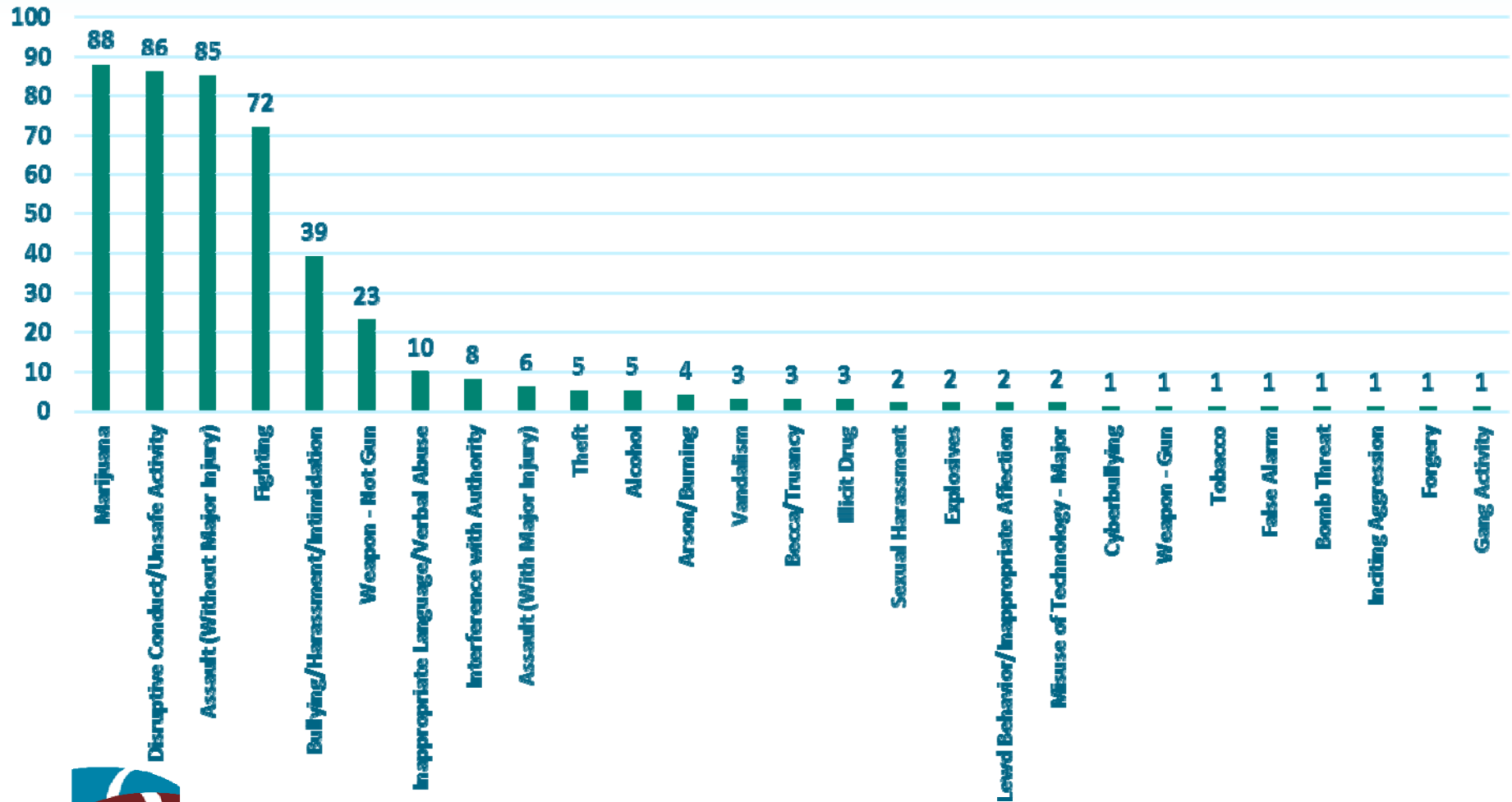
2014-15: Top Reason for Suspension - Marijuana

We are keeping students in school after minor offenses and focusing on the major ones

# 2011-12: Out of School Suspensions and Expulsions by Offense

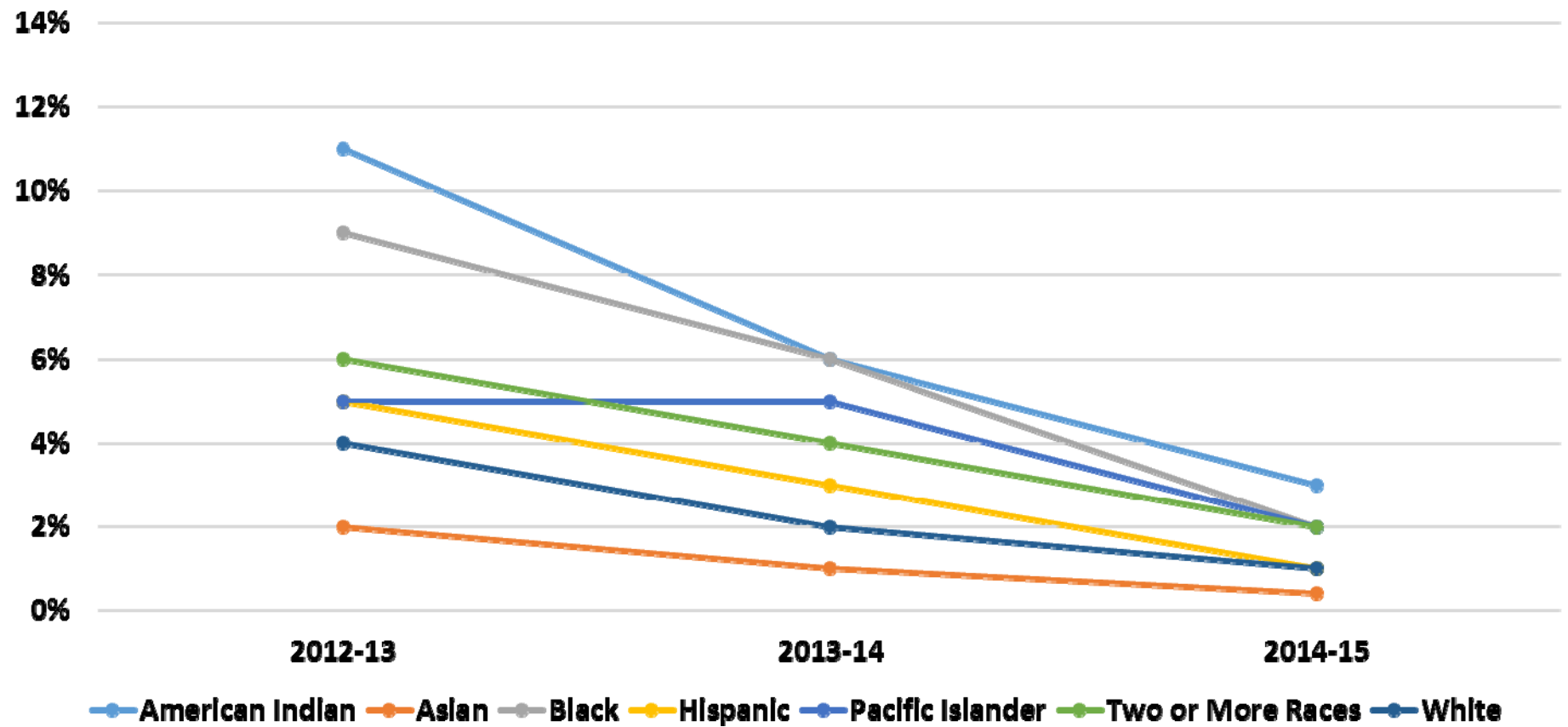


# 2014-15: Out of School Suspensions and Expulsions by Offense through April 3

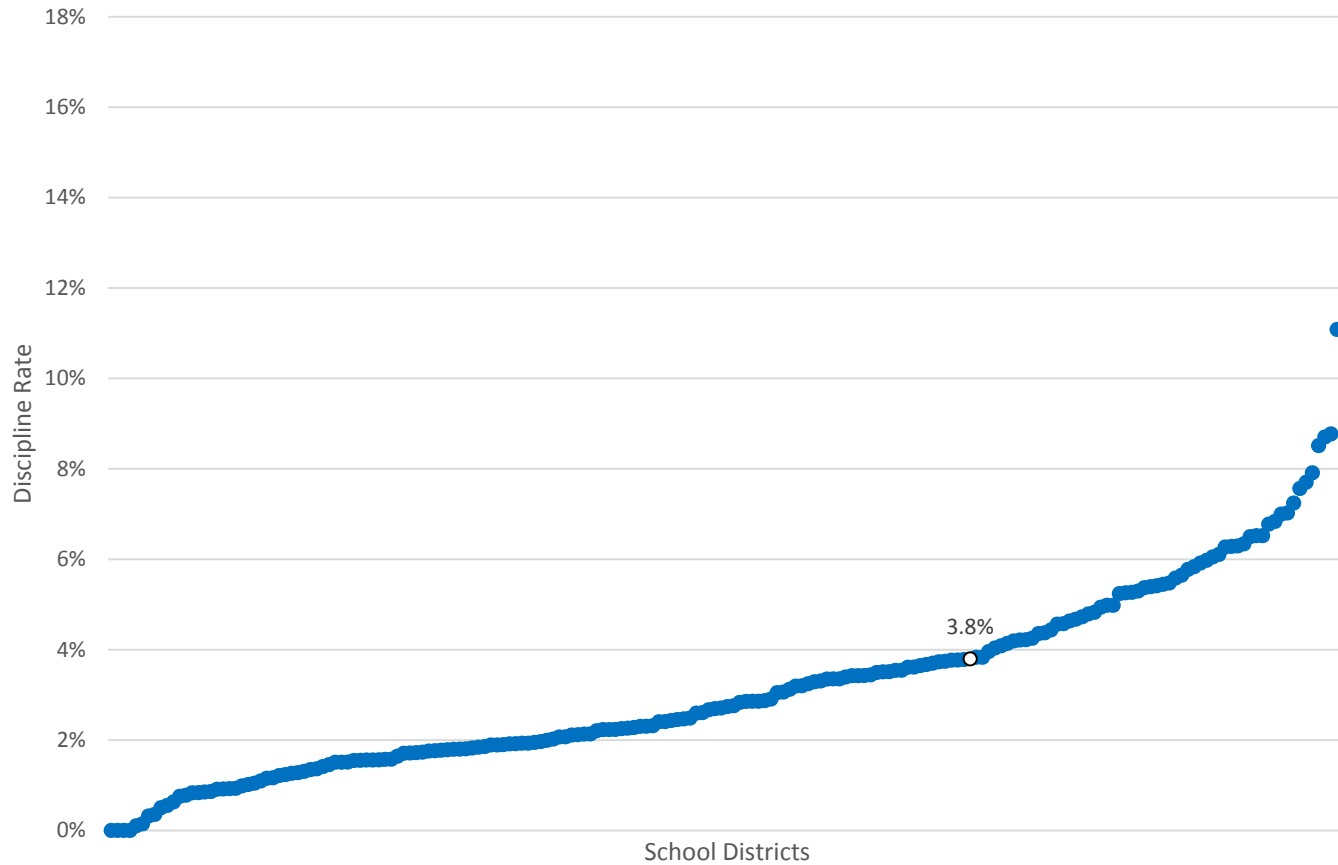




## Percentage of Students with a Suspension or Expulsion

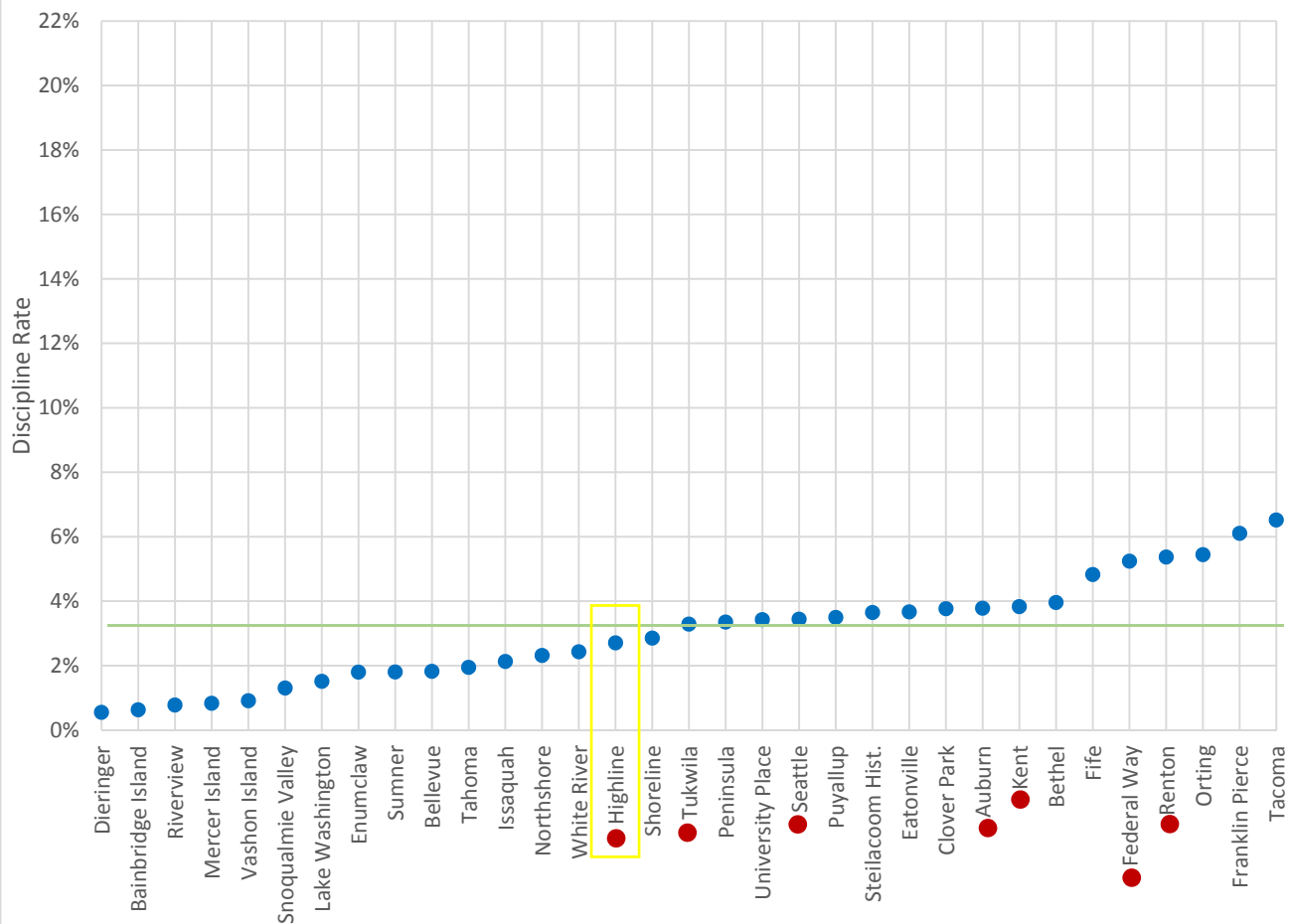


# 2014 School District Discipline Rates (% of All Students Suspended/Expelled)



Districts with fewer than 500 total students and fewer than 20 students in the group are not displayed.  
Only out-of-school short and long term suspensions and expulsions are displayed (unduplicated students).  
State rate indicated by labeled dot.

# 2014 School District Discipline Rates for Puget Sound ESD 121 (% of All Students Suspended/Expelled)



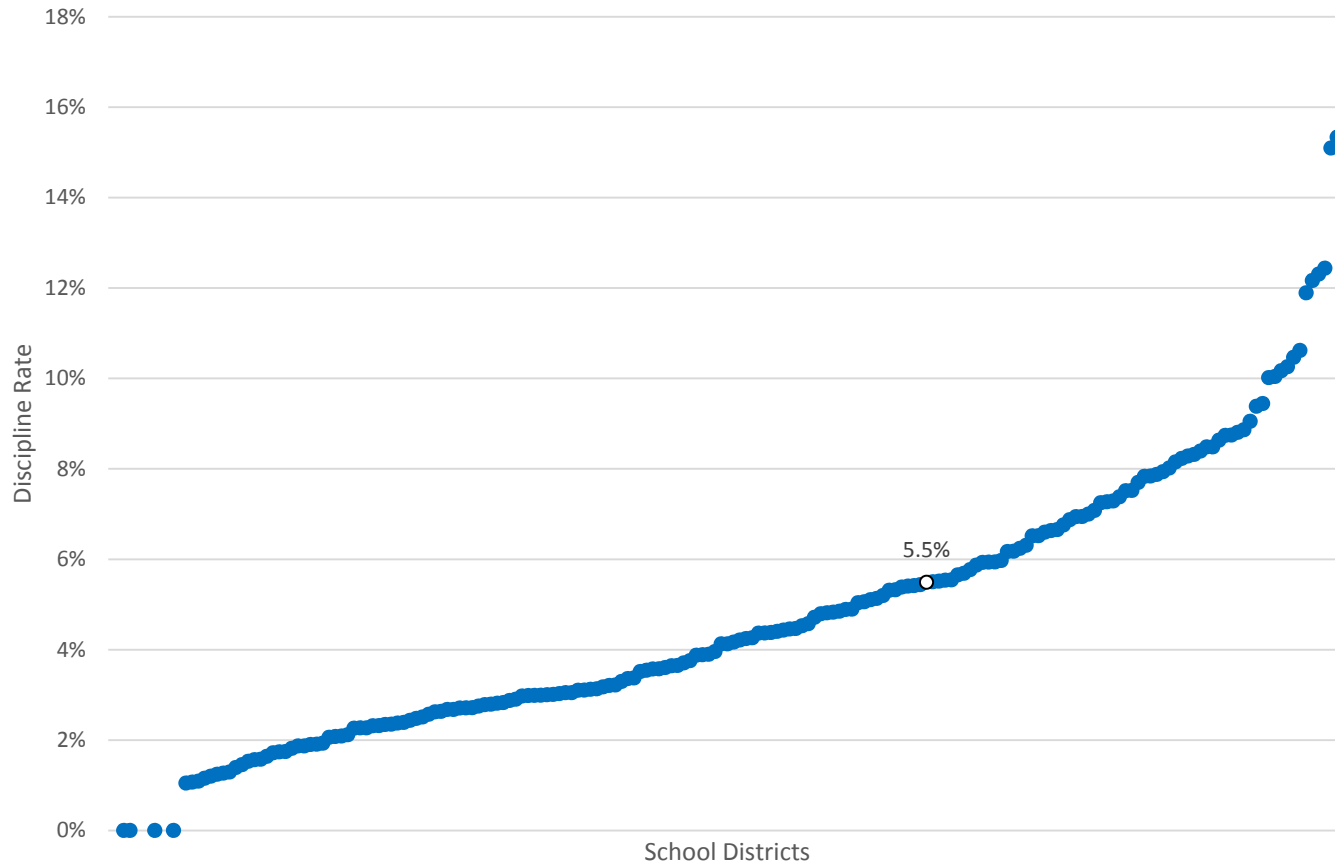
State  
Average

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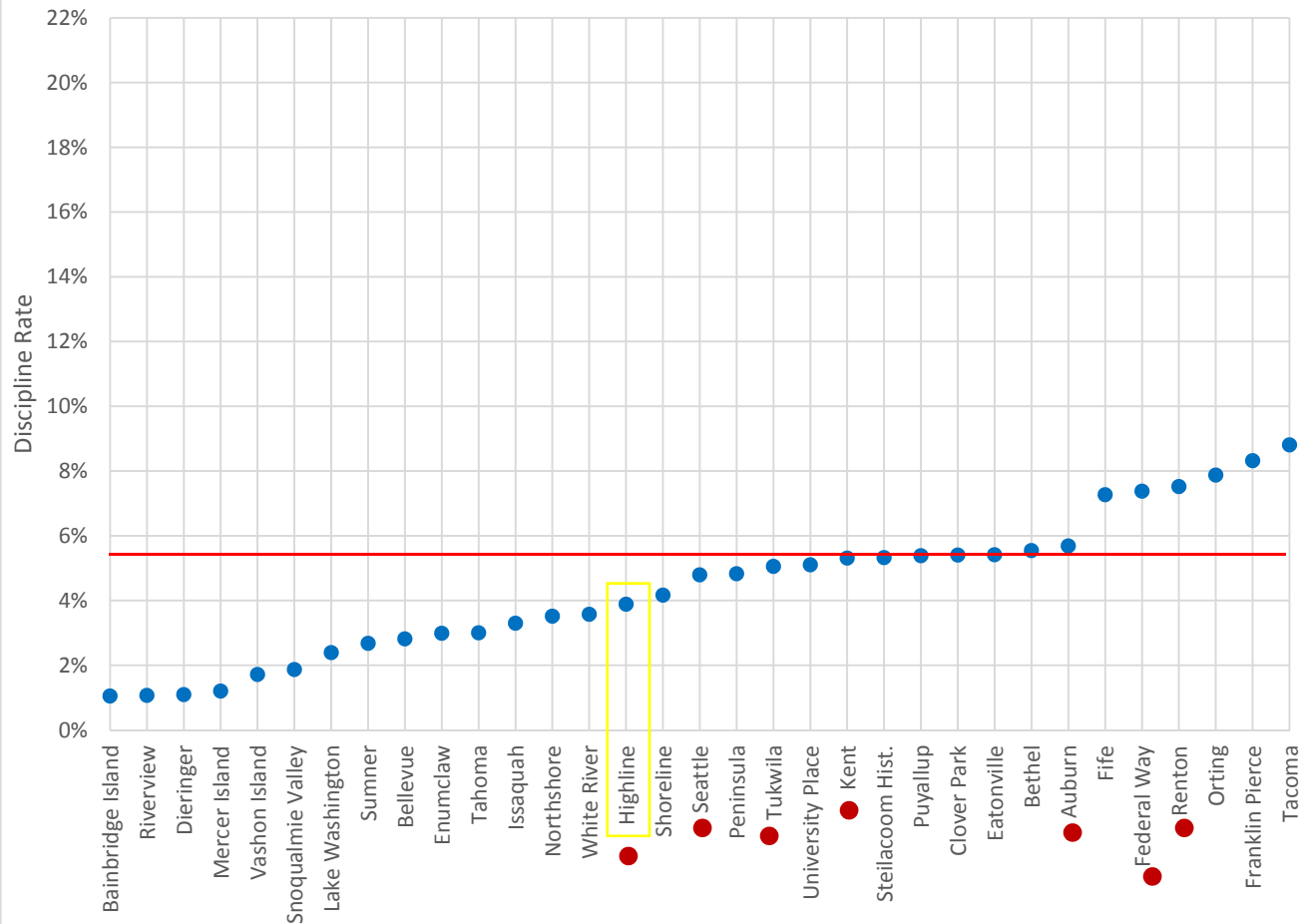


# 2014 School District Discipline Rates (% of Male Students Suspended/Expelled)



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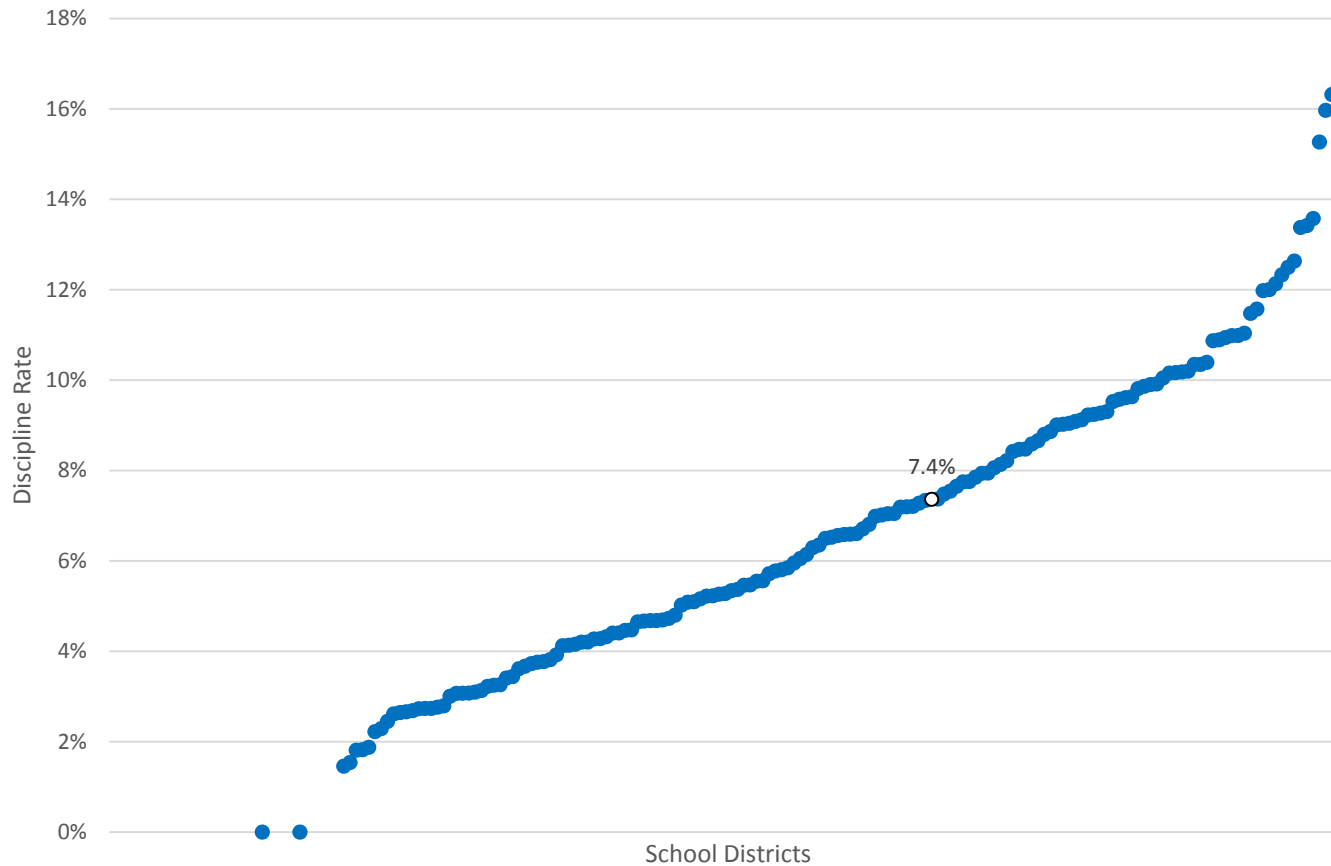
# 2014 School District Discipline Rates for Puget Sound ESD 121 (% of Male Students Suspended/Expelled)



— State Average

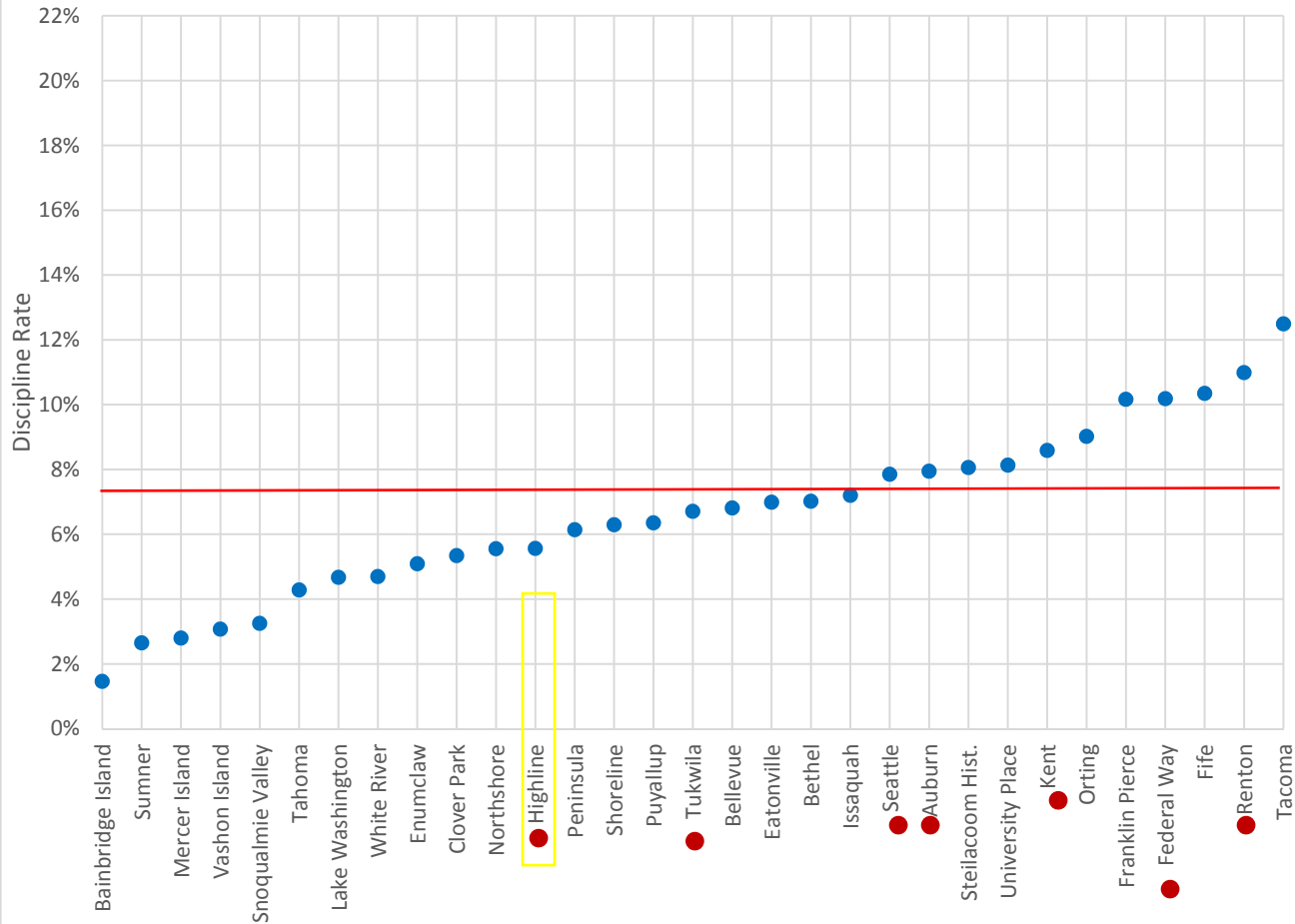
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# 2014 School District Discipline Rates (% of Special Education Students Suspended/Expelled)



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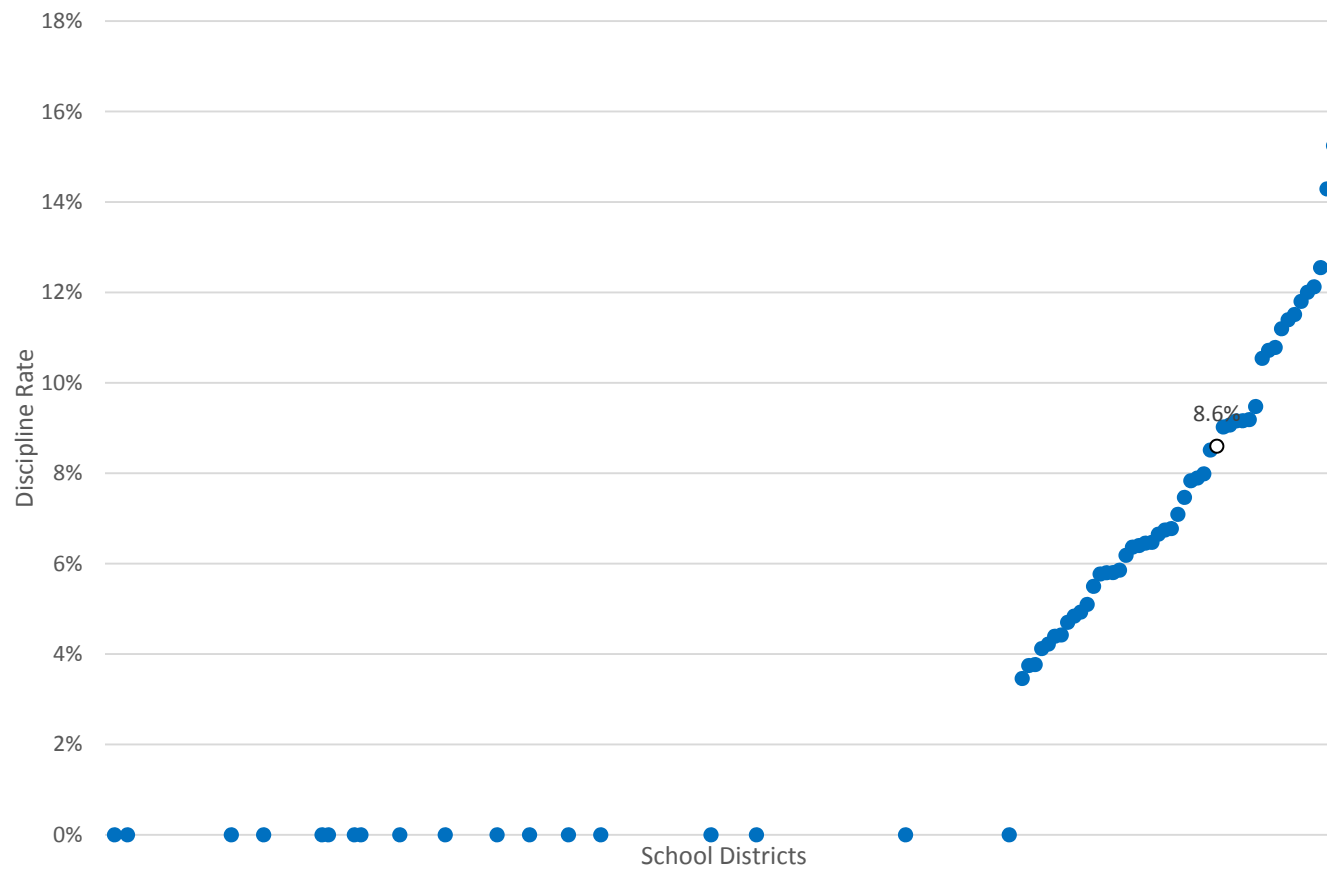


— State Average

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# 2014 School District Discipline Rates (% of Black/African American Students Suspended/Expelled)

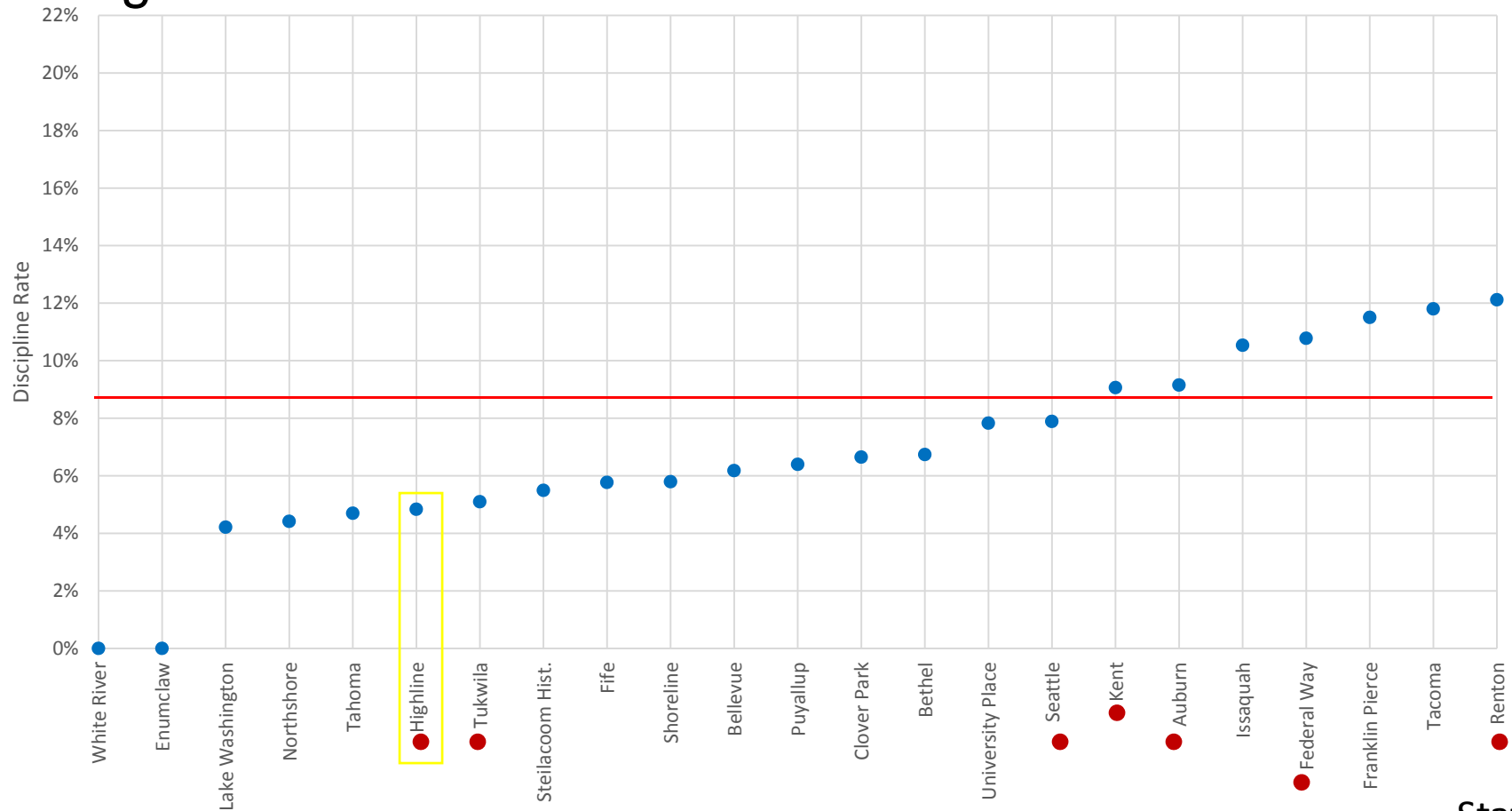


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# State Average

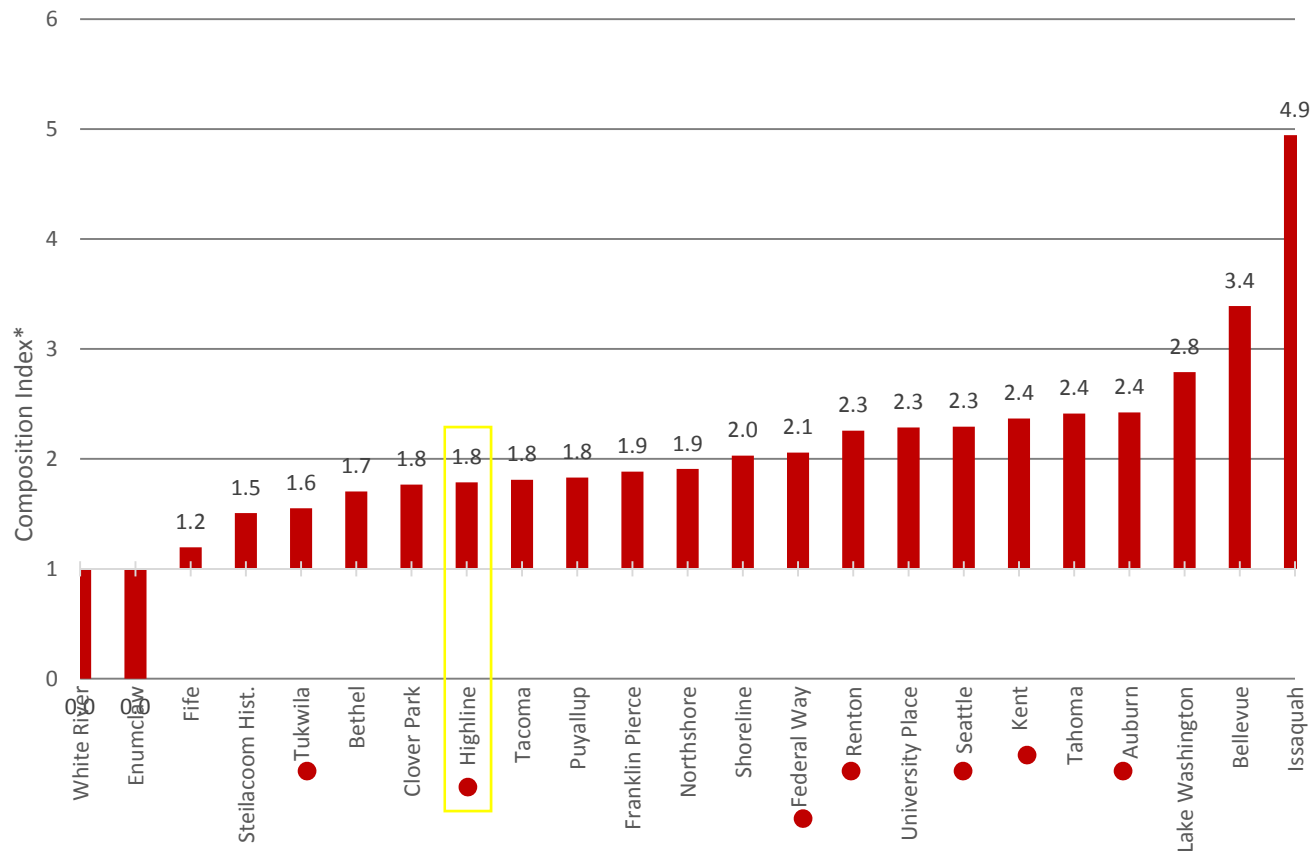
2014 School District Discipline Rates for Puget Sound ESD 121  
(% of Black/African American Students Suspended/Expelled)



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— State Average

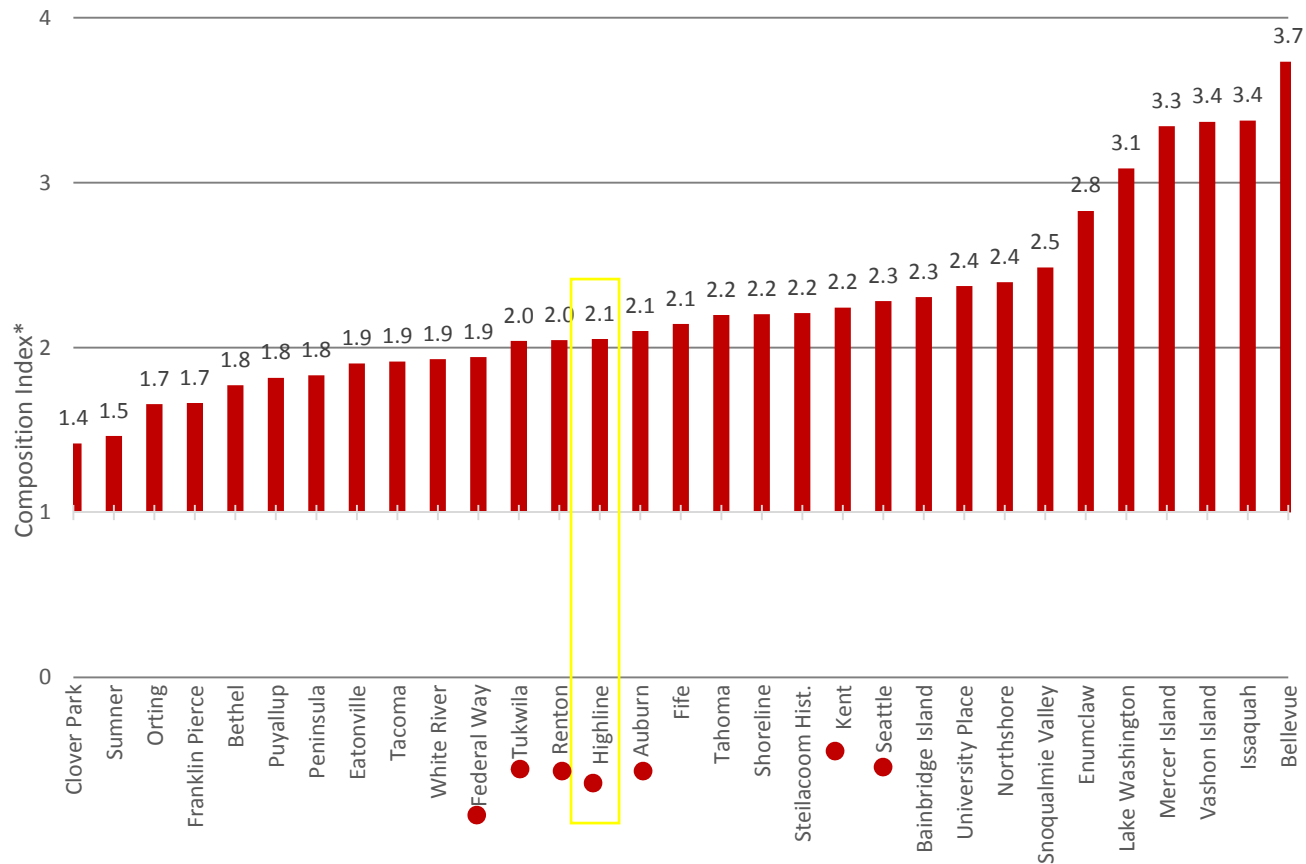
# 2014 School District Composition Index\* Puget Sound ESD 121 - Black/African American Students



\*The Composition Index looks at groupings of students and measures whether they are suspended at a rate proportionate to their representation in the total student population. Numbers greater than one indicate the group makes up more of the suspensions/expulsions than their representation in the population generally.

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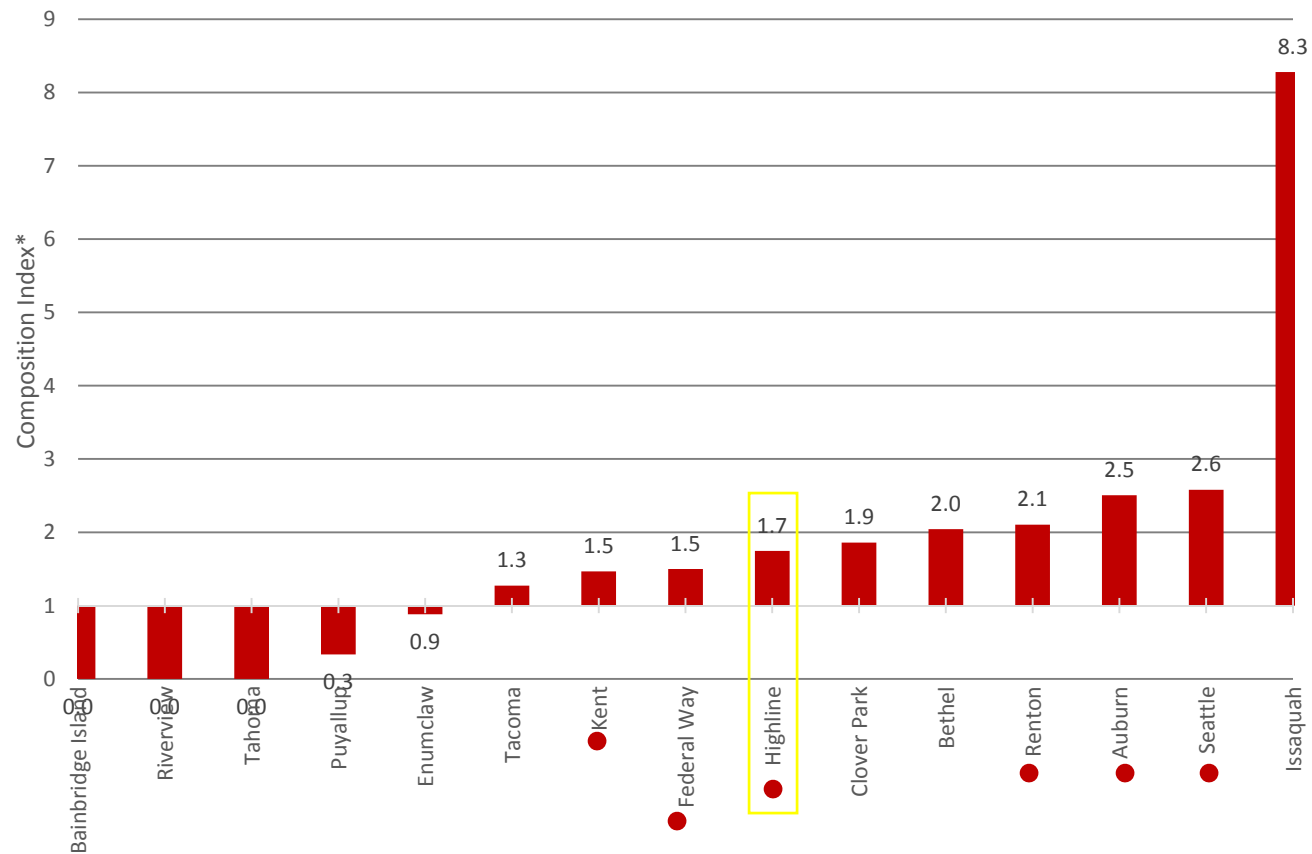
# 2014 School District Composition Index\* Puget Sound ESD 121 - Special Education Students



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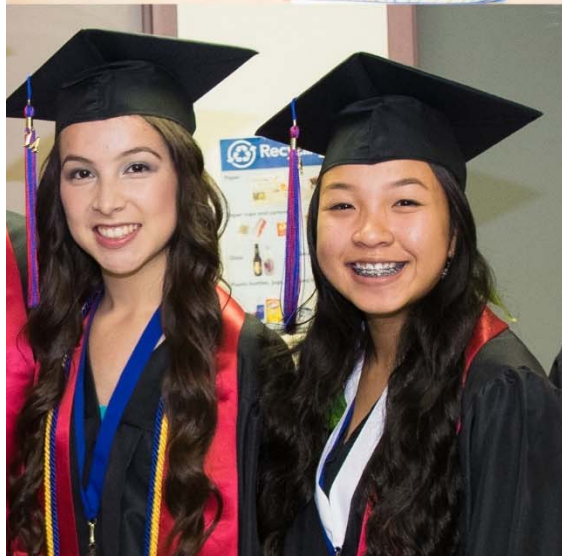
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# 2014 School District Composition Index\* Puget Sound ESD 121 - American Indian/Alaskan Native Students



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- In-school Suspension | Pacific Middle School



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