



SACHEM CENTRAL SCHOOL DISTRICT
We Are Sachem

Disproportionality Citation Update

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Purpose of the Committee

- Sachem was cited for disproportionality due to the number of students with disabilities with in school suspension for less than 11 days who were black or African American (for the 2014-2015 school year).
- The self- review consisted of a sample of 20 students.
- The review allowed us to look at our practices and procedures surrounding suspension.

Process and Participants

- Consultant
- Conferences
- Department and Faculty Meetings
- District review of suspensions and our district practices
- Teachers and Administrators from all 15 buildings worked together (Classroom Teachers, Special Area Teachers, Social Workers, and Psychologists)

Guiding Principles

Schools that have discipline policies and codes of conduct with clear, appropriate, and consistently applied expectations and consequences help students improve behavior, increase engagement, and boost achievement.

The United States Department of Education highlights three guiding principles to improve school climate and discipline:

- Clear appropriate expectations and consequences
- Climate and prevention
- Equity and continuous improvement

The Work in Sachem

- Updated and revising the referral form to promote uniformity.
- A glossary of terms was created to support the implementation of the form.
- Began to update and revise the Dress Code Policy to provide students and families with clear guidance and expectations. These expectations are designed to aid students in character development by cultivating their respect for self and others (this is still a work in progress).
- Updated and revised the Code of Conduct to, provide students and families with clear guidance and expectations. These expectations are designed to aid students in developing the qualities of citizenship.
- Developed a uniform DASA referral procedure, and a uniform referral form.



- Developed the Behavioral Expectations chart as a clear, concise visual aid that could be displayed throughout the district.

BE A CARING MEMBER OF OUR COMMUNITY			
	BE SAFE	BE RESPONSIBLE	BE RESPECTFUL
CLASSROOMS	Follow directions Keep hands/feet to yourself Sit properly Maintain personal space and belongings	Be on time Be prepared Ask questions, communicate your needs Take care of materials/equipment Follow classroom rules	Be courteous Listen carefully and respond appropriately Use appropriate language Greet and thank your teacher Use good manners Respect diversity of opinions
RESTROOMS	Wash your hands Use facilities as intended Report any issues to staff immediately	Clean up after yourself Use as intended and return to class promptly	Respect the privacy of others Respect property Flush when finished
HALLWAYS/ STAIRWELLS/ COMMON AREAS	Walk in an orderly fashion Keep clean and clear Report any issues to staff immediately	Move towards your destination Use pass system Dispose of trash appropriately	Be courteous Maintain personal space Listen carefully and respond appropriately
CAFETERIAS/ LUNCH AREAS	Sit in seats and eat at tables Walk when not sitting Place trash directly into receptacles	Clean up after yourself Pay for what you take Enter, exit, and move around with permission	Listen carefully and respond appropriately Use respectful language and volume Respect others and their belongings Maintain personal space Wait your turn
OUTDOOR AND ATHLETIC AREAS (PLAYGROUNDS FIELDS, LOCKER ROOM)	Exit and enter in an orderly fashion Maintain personal space Follow safety rules Follow drug-free expectations	Keep areas clean Report any problems to staff Stay in approved areas	Use appropriate language Take care of school property and equipment Follow designated area rules Display good sportsmanship
BUS	Stay seated and facing forward Keep the aisle clear at all times Use windows and emergency exits for intended purposes Keep all food and beverages stored	Follow bus expectations Be alert for your stop Promptly board and exit with permission Leave the bus the way you found it Report issues to staff members	Use respectful language and volume at all times Respect property Maintain personal space Greet and thank your driver
PARKING LOTS/ BUS LOOPS	Obey traffic laws Follow building traffic patterns and rules Be cautious of drivers and pedestrians	Be aware of your surroundings Display current parking sticker Park and drive in approved areas	Keep areas clean Maintain low level of noise Keep driving lanes clear Be considerate of the property of others

Next Steps

- Training for staff (expectations, strategies)
- Language regarding discipline referrals to be more consistent
- Develop student connections to adults within our school community
 - Code of Conduct Review (Completed)
 - Additional Review of our Dress Code
 - Review of the point system
 - Review of our suspension practices