Alternative to Suspension Program

Larry Scott
ATS Specialist
School Psychologist
Staff Survey

- 43 staff completed the survey from FMS / 61 staff completed the survey from HMS (June & July 2018)

- Most preferred, conflict resolution, conferencing and restitution

- High support for utilizing community service as an alternative

- Indirect supports: most preferred consultation on behaviorally at-risk students

- Indirect supports: high support for, collaborating with community-based leaders, organizations, and professionals, as well as, working with parents
Goals

- Reduce short-term and long-term suspensions
- Eliminate disproportionality in suspensions across race, disability, and economically disadvantaged
- Improve safety, culture, and climate of school
- Increase student participation and engagement
- Support and foster positive relationships with students, staff, parents, and community
Restorative Practice Principles

- Voluntary participation
- Respect for all involved
- Inclusion and equal voice of all people impacted
- A focus on harms, needs, and causes
- Consensus-based decision-making to repair harm and prevent future harm
- Expanding the capacity of the community to create a just, fair, and meaningful response
## Two Approaches

<table>
<thead>
<tr>
<th>Traditional Discipline</th>
<th>Restorative Practices</th>
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</thead>
<tbody>
<tr>
<td>• A violation of rules &amp; policies</td>
<td>• A violation of people &amp; relationships</td>
</tr>
<tr>
<td>• Violations create guilt</td>
<td>• Violations create obligations</td>
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<tr>
<td>• Justice requires authorities to determine blame and punishment</td>
<td>• Justice includes the community, all involved</td>
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<tr>
<td>• Getting what one deserves</td>
<td>• Personal responsibility</td>
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Restorative Practice Continuum

- Classroom
- Affective Statements & Questions
- Community Building Circles
- Responsive Circles
- Conflict Coaching
- Mediation
- Conferencing
- ATS
# Alternative to Suspension Program

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## Mediation
- For conflicts between students (i.e. threat to fight and bullying) and for conflict between staff and student(s)
- Teachers and other staff can refer students to the ATS Specialist through Infinite Campus for a Mediation
- Conflict Coaching may be done prior to conducting a Mediation

## Restorative Conferencing
- A response to major discipline infractions, where harm in relationships has occurred
- In lieu of a suspension; however, there may be some severe cases where a Restorative Conference might occur when a mandated suspension is completed
- School administrator notifies parents of all students involved and gains consent to conduct the Restorative Conference
- ATS Specialist will conduct pre-conferences and conducts Restorative Conference (might include parents)

## Restitution / Community Service
- In lieu of a suspension, Restitution could be used for vandalism or property damage- students could participate in a clean-up or repair
- Community Service could also be applied, in lieu of suspension, and might be part of an agreement from a Restorative Conference
- To repair harm caused or to improve the physical environment of the school and/or school culture and climate
- Parents must be informed and in agreement

## Sports Club
- For students with a history of disciplinary consequences, poor attendance, and/or noncompliance to school and classroom expectations.
- Selected students are interviewed and required to sign the Sports Club Behavior Contract
- Selected students are able to participate, weekly, if they have no removals from class or disciplinary referrals for the entire week
ATS is not....

- A time-away or for the removal of students from an assigned setting

- Recurring counseling and is not intended to address the chronic mental health and emotional needs of individual students

- Developing and implementing FBAs and BIPs

- Eliminating the use of suspension, nor will it end the removal of students to time-away for severely disruptive behavior

- A be all and end all for addressing our most severe cases which require more individualized responses