



Task Force on Improving Student Behavior

April 3, 2023

William "Bill" Harrison Educational Resource Center

Our Commitment: Every Student
Collaborative ★ Competitive ★ Successful

CCS Mission

Cumberland County Schools will provide a **safe**, **positive**, and **rigorous learning environment** to prepare lifelong learners to reach their maximum potential.

**STRATEGIC
PRIORITIES
AND
ACTIONS
ALIGNMENT**

3 | EXCEPTIONAL ENVIRONMENT

Integrate resources, facilities, and staff to maintain a safe, inviting learning environment for students to grow academically, socially, and emotionally.

3A: Maintain safe and secure schools

3B: Develop a behavioral and mental health framework

3C: Maximize student graduation rates

3D: Build the capacity of schools to serve all students

**STRATEGIC
PRIORITIES
AND
ACTIONS
ALIGNMENT**

4 | COMMITTED COMMUNITY

Collectively engage schools, parents and community in building student success.

4A: Develop a district wide family engagement outreach program

4B: Utilize diverse communications and marketing

4C: Strengthen community, business, university, municipal, and military partnerships

Purpose

- ★ Review student behavior and discipline data to identify areas for continuous improvement.
- ★ Provide recommendations and feedback on strategies to reduce short term suspensions.
- ★ Discuss practices related to school culture, student behavior, and discipline for program planning.
- ★ Promote collaboration between internal and external stakeholders to foster an exceptional learning environment in all schools.

2021-2022 Discipline Quick Facts

Students

- 5,186 Students
- 10.96% of students

Total Suspensions

- 8,724 suspensions
- 184.39 per 1000 students

Reportable Offenses

- 548 Reportable Offenses
- 11.58 per 1000 students

Suspensions - 5-Year Trend (Numbers)

| Ethnicity | Gender | 2017-18 STS | 2018-19 STS | *2019-20 STS | **2020-21 STS | 2021-22 STS | Long-Term Suspension |
|------------------------------------|--------|-------------|-------------|--------------|---------------|-------------|----------------------|
| African American | Female | 1,973 | 2,051 | 1,482 | 31 | 2,097 | - |
| Asian | Female | <10 | <10 | <10 | - | <10 | - |
| Hispanic | Female | 204 | 202 | 117 | 2 | 248 | 1 |
| American Indian / Alaskan Native | Female | 51 | 34 | 30 | 5 | 32 | - |
| White | Female | 272 | 316 | 208 | 8 | 321 | - |
| Multi-Racial | Female | 209 | 202 | 165 | 3 | 247 | - |
| Native Hawaiian / Pacific Islander | Female | <10 | <10 | <10 | - | <25 | - |
| African American | Male | 4,553 | 4,205 | 3,226 | 62 | 3,987 | 2 |
| Asian | Male | <25 | 31 | <25 | - | <10 | 1 |
| Hispanic | Male | 520 | 522 | 416 | 9 | 499 | - |
| American Indian / Alaskan Native | Male | 100 | 103 | 72 | 1 | 83 | - |
| White | Male | 903 | 881 | 686 | 15 | 709 | - |
| Multi-Racial | Male | 535 | 516 | 373 | 9 | 379 | - |
| Native Hawaiian / Pacific Islander | Male | <25 | <25 | <10 | - | <25 | - |

*Classes switched to Virtual in March of 2020. Data reflects "actual reported" to DPI.

**Returned to In-Person Learning in March of 2021. Data reflects "actual reported" to DPI.

Suspensions - 5-Year Trend (Percentages)

| Ethnicity | Gender | Percentage of all STS 2017-18 | Percentage of all STS 2018-19 | *Percentage of all STS 2019-20 | **Percentage of all STS 2020-21 | Percentage of all STS 2021-22 | Ethnicity Percentage PMR 9-2022 | Ethnicity Number PMR 9 |
|------------------------------------|--------|-------------------------------|-------------------------------|--------------------------------|---------------------------------|-------------------------------|---------------------------------|------------------------|
| African American | Female | 21.07% | 22.58% | 21.77% | 21.38% | 24.23% | 22.13% | 10,926 |
| Asian | Female | <1% | <1% | <1% | - | <1% | 1.08% | 533 |
| Hispanic | Female | 2.18% | 2.22% | 1.72% | 1.38% | 2.87% | 7.58% | 3,744 |
| American Indian / Alaskan Native | Female | <1% | <1% | <1% | 3.45% | <1% | <1% | 322 |
| White | Female | 2.91% | 3.48% | 3.06% | 5.52% | 3.71% | 12.59% | 6,215 |
| Multi-Racial | Female | 2.23% | 1.60% | 2.42% | 2.07% | 2.85% | 4.50% | 2,223 |
| Native Hawaiian / Pacific Islander | Female | <1% | <1% | <1% | - | <1% | <1% | 129 |
| African American | Male | 48.63% | 46.29% | 47.40% | 42.76% | 46.07% | 23.18% | 11,447 |
| Asian | Male | <1% | <1% | <1% | - | <1% | <1% | 467 |
| Hispanic | Male | 5.55% | 5.75% | 6.11% | 6.21% | 5.77% | 7.94% | 3,922 |
| American Indian / alaskan Native | Male | 1.07% | 1.13% | 1.06% | <1% | <1% | <1% | 358 |
| White | Male | 9.64% | 9.70% | 10.08% | 10.34% | 8.19% | 13.56% | 6,695 |
| Multi-Racial | Male | 5.71% | 5.68% | 5.48% | 6.21% | 4.38% | 4.59% | 2,266 |
| Native Hawaiian / Pacific Islander | Male | <1% | <1% | <1% | - | <1% | <1% | 127 |

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Percentage of Students with At Least One Suspension - 3-Year Comparison

| Ethnicity Males and Females Combined | *2019-20 Percent with At Least One Suspension | **2020-21 Percent with At Least One Suspension | 2021-22 Percent with At Least One Suspension |
|---|--|---|---|
| African American | 15.1% | 0.43% | 15.7% |
| Hispanic | 6.5% | 0.15% | 6.7% |
| American Indian / Alaskan Native | 9.8% | 0.92% | 10.4% |
| White | 5.3% | 0.18% | 5.3% |
| Multi-Racial | 9.4% | 0.28% | 8.6% |
| Native Hawaiian / Pacific Islander | 3.2% | 0.0% | 5.8% |
| Asian | 2.3% | 0.0% | 2.3% |

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New Opportunities & Initiatives

Restorative Practices PD

- Development of a multi-year training plan
- 3 Cohorts of Schools

Restorative Practices Team

- Expand district capacity to provide coaching and support to schools and students
- Coordinate mentoring, leadership development, and restorative circles in schools

Expansion of Alternatives to Suspension

- Increase opportunities for Character Academy
- Reestablishment of Alternative Learning Centers at Middle Schools
- Increase utilization of resources from community agencies

School Discipline Task Force

- Comprised of principals, assistant principals, teachers, student, community members
- Discuss current practices and inform program planning



Introductions



Name

Role

School/Organization
(if applicable)



Task Force Membership

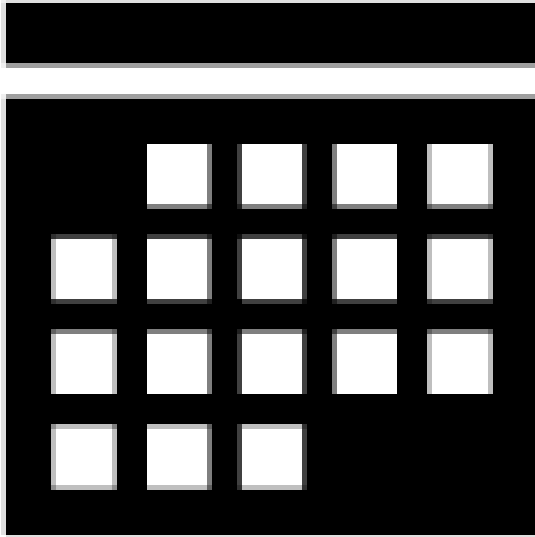
Principals
Assistant Principals
Discipline Specialist
Equity & Opportunity Coordinator
Title I Coordinator
Parent Representatives
Student Representatives (Pending)
Teacher Representatives
Fort Bragg School Liaison Office
Juvenile Court System
NAACP
Boys & Girls Club
Ministerial Council

Meeting Norms



1. Begin and end on time.
2. Be respectful of others.
3. Be present and engaged.

Meeting Schedule



- June, August, September, October 2023
- January, February, March, April, May 2024
- Confirm Day and Time

Share With a Partner:

- ★ Actions that will improve student behavior and reduce short term suspensions
- ★ Voices missing from the Task Force
- ★ Recommended future agenda Items

Setting Our Direction





Judge Toni King
Co-Chair



Principal Ayanna Richard
Co-Chair

CLOSING REMARKS

Questions?