

# **Best Practices for Eliminating Disproportionality in Education**

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## **Cultural Responsiveness and Understanding Lens**

- Create bias-free, positive learning environments for all students (policy and practice match)
- Use culturally relevant and responsive practices
- Be willing to understand the role of culture in your life and that of others
- See students as individuals rather than stereotype them by other factors
- Create policy, budget, and staffing that reflect culturally responsive practices

## **Disaggregated Data**

- Analyze disaggregated data to determine students' needs (by special education assignment, race, gender) at district and school levels

## **Discipline Practices**

- Implement Restorative Justice Practices
- Set up processes like Positive Behavioral and Implementation strategies (PBIS)
- Eliminate Zero Tolerance Practices
- Reduce suspensions and expulsions
- Review and rewrite student Codes of Conduct, if needed.

## **Educational Practices**

- Using a multi-tiered approach to provide academic and behavioral support

## **Multi-Disciplinary Collaboration**

- Build a district level team that meets regularly to monitor disproportionality issues and create change where needed (In both General Ed and Special Ed)

## **Root Cause Analysis**

- Discovering direct causes of disproportionality through examining data
- Defining next steps through data results

## **Staff Development and Training**

- Offer academic rigor
  - Promote high expectations
  - Increase higher order thinking activities
  - Build connections of learning with student's prior understanding, knowledge and values
- Use a trauma-informed approach to understand students' behavior patterns
- Teach Conflict Prevention/Resolution, Anti-bullying, and Resilience strategies
- Provide School Resource Officers with proper training

## **Youth and Family Engagement**

- Build authentic relationships with students
- Listen to and recognize student voices
- Listen to and involve family and community voices

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