



Monitor Disciplinary Data

To promote equitable disciplinary action in your school, review your school's disciplinary data, such as suspensions, expulsions, and office referrals. Explore if there are disparities or disproportionalities in disciplinary outcomes based on student identity factors that are relevant in your school (i.e., race/ethnicity, gender identity, socio-economic status, disability status, sexual orientation, etc.). This will inform you on how well your school is doing with implementing equitable disciplinary action. You can use this data to drive a conversation of accountability with your school administrators and your school's stated mission and goals.

Methods to Monitor School Disciplinary Data

- Ask your school administrators how they currently track data. Some data may already be available online depending on your school district.
- If your school uses a behavior management system review the data in the system.
- Create an Excel spreadsheet, a Google Sheets, or a notebook
- Disaggregate (or breakdown) the data based on identity characteristics (i.e., race/ethnicity, gender identity, socio-economic status, disability status, sexual orientation, etc.).
- Develop graphs to display the data gathered
- Take steps to and/or advocate for addressing identified disparities or disproportionalities.



DATA



KNOWLEDGE



ACTION

Methods to Monitor Classroom Disciplinary Data

Individual classroom teachers can also monitor their own disciplinary actions in their classroom and use the data to explore if there are differences in how students are being disciplined.

Track the following information to allow for exploration of disciplinary disparities or disproportionalities:

- Student identity factors/demographic information (i.e., race/ethnicity, gender identity, disability status, socio-economic status, national origin, language, sexual orientation, etc.)
- Identified student behavior
- Disciplinary responses (i.e., office referral, removal from class)

Review this data regularly. Look for differences in disciplinary actions based on identity. ***If relevant, take the necessary steps to address disparate outcomes.***

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