

Discipline: How Much Does it Really Cost?

Neabsco Elementary School
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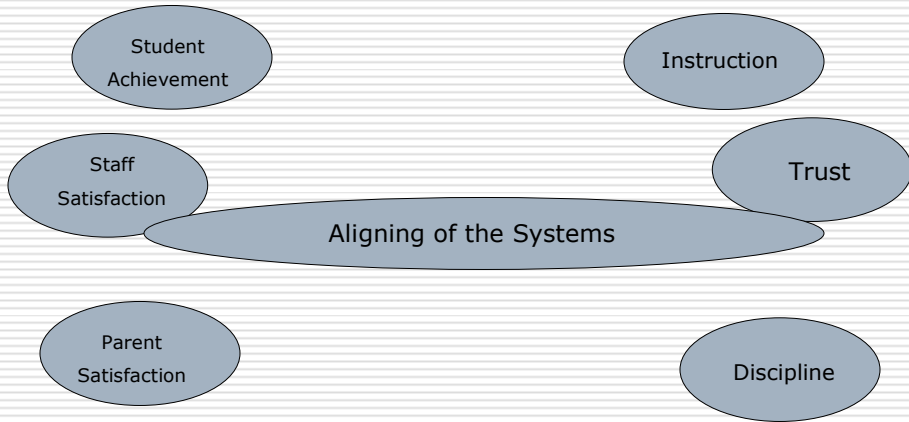


Neabsco Elementary School



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"Aligning of the Systems"



Time-Line of Neabsco Pilot Projects

- **2002-2003** **BLOCK SCHEDULING**
 - **2003-2004** **8-STEP PROCESS**
ELECTRONIC REPORT CARDS
CORE READING SERIES
VIRGINIA ICT
PRO-ACTIVE DISCIPLINE
 - **2004-2005** **MATH INVESTIGATIONS K,3,4**
 - **2005-2006** **BALDRIGE IN EDUCATION**
RUBY PAYNE
MATH INVESTIGATIONS K-5
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Who Are We Now?

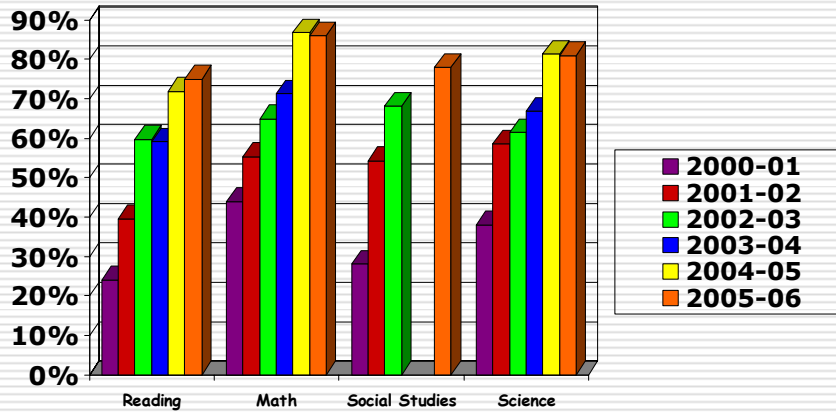
American Indian/Alaskan	3	.36%
Asian/Pacific Islander	49	5.88%
Black	293	35.13%
Hispanic	320	38.37%
Unspecified	34	4.08%
White	135	16.19%
Total	834	

Who Are We Now?

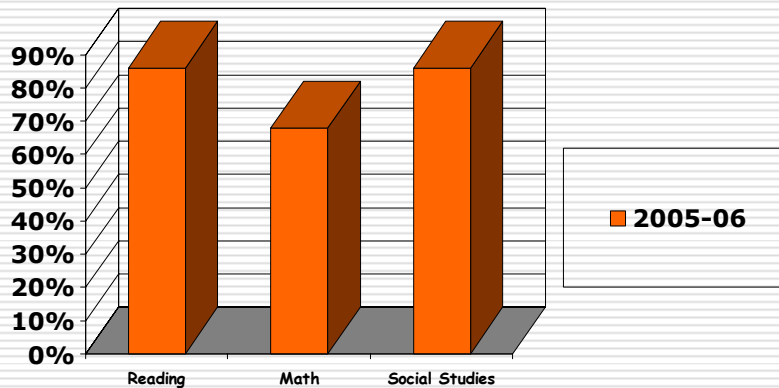
Beyond the demographics

- Trailers
 - Staff turnover
 - Staff Growth
-

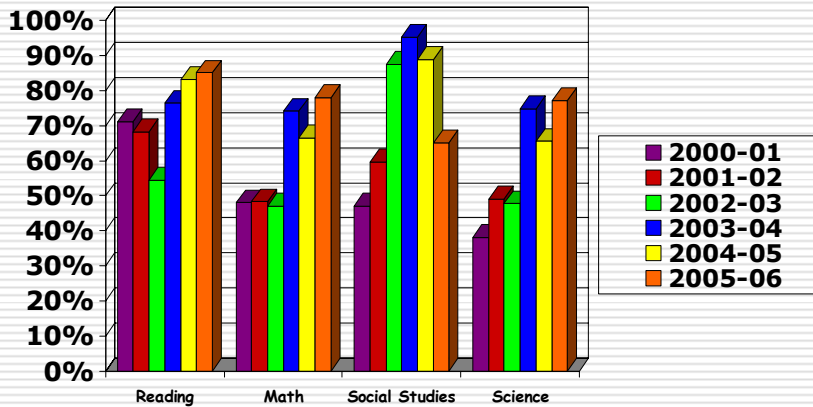
3rd Grade Unadjusted SOL Scores



4th Grade Unadjusted SOL Scores



5th Grade Unadjusted SOL Scores



What Does Discipline Really Cost? 2004-2005

- 349 referrals X 30 minutes—10,470 minutes = 174 hours = 22 days of administrative time
- 349 referrals X 10 minutes—3,490 minutes = 58 hours = 7 days of secretarial time
- 349 referrals X 45 minutes—15,705 minutes = 261 hours= 44 days of teacher and student time
- 22 days X \$528/day = \$11,616
- 7 days X \$179 = 1,253
- 44 days X \$367 = 16,148
- TOTAL \$29,017**

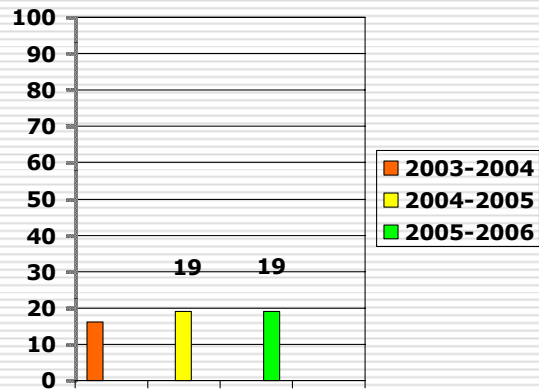
What Does Discipline Really Cost? 2005-2006

- 299 referrals X 30 minutes = 8,970 minutes =
149 hours = 19 days
 - 299 referrals X 10 minutes = 2990 minutes =
50 hours = 6 days
 - 299 referrals X 45 minutes = 13455 minutes =
224 hours = 37 days
 - 19 days X \$528/day = \$10,032
 - 6 days X \$179 = 1,074
 - 37 days X \$367 = 13,579
- TOTAL \$24,685**
-

Goal: Save time and money of administration and teachers, improve teacher morale and improve learning results

“Theory”: *if* we significantly decrease # of referrals and *then* we will increase student/staff satisfaction and improve student learning results (especially the repeat offenders)

% of Students Receiving 1 or More Referrals



PLAN
Step #3

Analyze root cause (what we did)

- Classroom
 - Café
 - Bus
-

Referral Data (reg. ed) 2003-2004

Grade	# of students	# of referrals
K	6	7
1	15	34
2	11	20
3	24	64
4	23	44
5	36	85
Total	115	254

Referral Data (reg. ed) 2004-2005

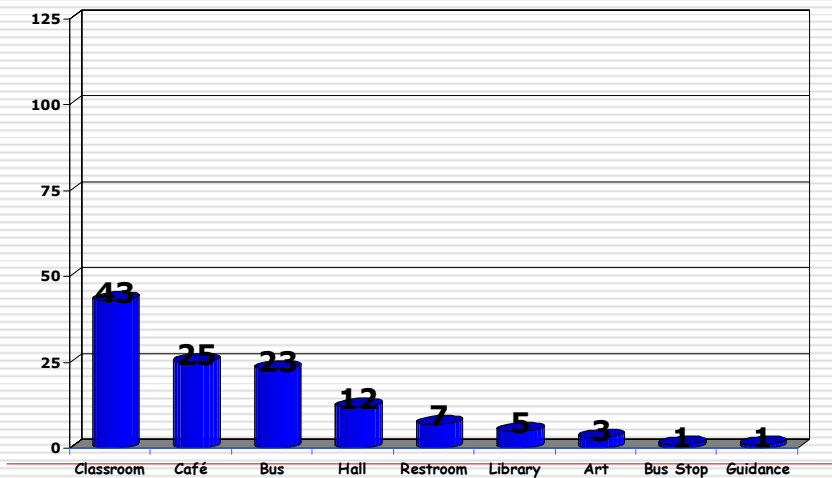
Grade	# of students	# of referrals
K	20	34
1	20	29
2	20	47
3	21	64
4	37	81
5	32	94
Total	150	349

Referral Data (reg. ed) 2005-2006

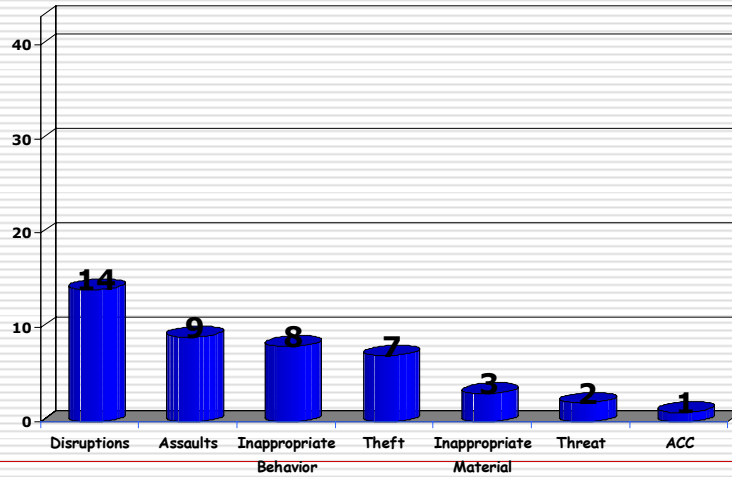
Grade	# of students	# of referrals
PreK	4	5
K	19	30
1	21	38
2	19	32
3	20	38
4	40	71
5	37	85
Total	160	299

Plan
Step #3
Analyze Root Cause

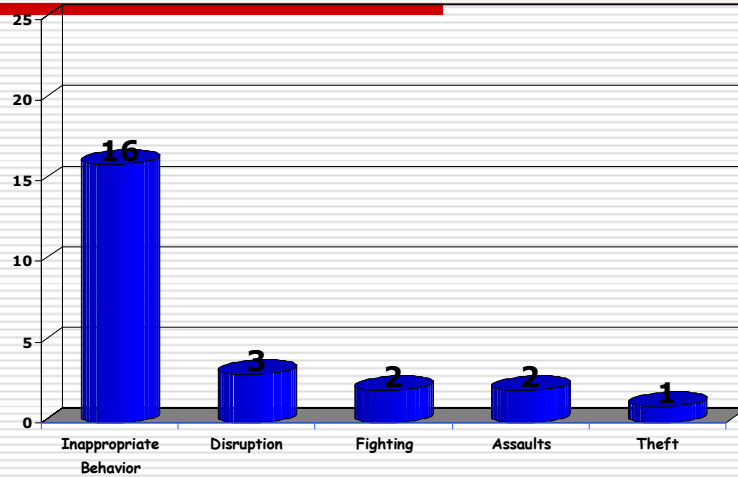
Referrals by Place



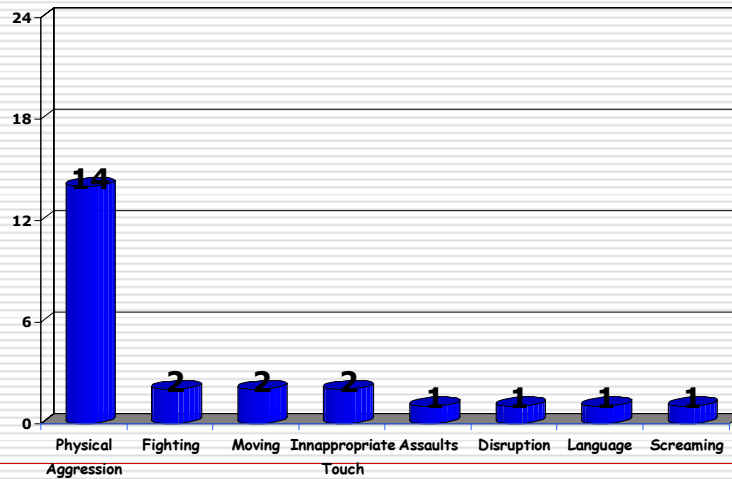
Offenses in the Classroom



Offenses in the Café



Offenses on the Bus



Develop Improvement Theory

- Baldrige in Education
 - Ruby Payne
 - Neabsco's School-Wide Discipline Plan
-

DO

School Wide Discipline Plan

What we did

Quality Expectations and Consequences

- Level I and Level II offenses **MAY** result in Administrative Involvement.
 - 3 Level I offenses in the same area (expectation) will result in a discipline referral.
 - 2 Level II offenses in the same area (expectation) will result in a discipline referral.
 - LEVEL I:** Warning and/or Sign Pro-Active Discipline Notebook
 - LEVEL II:** Fill out Choices and Consequences Worksheet
 - LEVEL III:** Fill out Choices and Consequences Worksheet and Automatic Discipline Referral
-

Sample of Quality Expectations and Consequences Chart

Expectation #1
Safety: Quality students will make Neabsco a safe place where everyone can work, play, and learn together .

Level I	Level II	Level III
Running on school property	Climbing stalls	Pushing/Hitting/Punching/Slapping (with intent to do harm)
Eating on the bus	Wandering around school (not going directly to assigned area)	Kicking/Spitting/Hair pulling/Biting
Playing with food and utensils	Standing while the bus is moving	Choking/Scratching
Talking loudly in the café	Sitting on sink	Stuffing toilets and sinks with objects
Out of seat in the café without permission	Standing on toilet	Graffiti on walls/stalls

Quality Expectations and Consequences Rewards

Weekly: Classroom Reward

0 Referrals
 0 Absences or Tardys
 Have NOT signed Discipline Book

Semi-Quarterly: Academic Recess

0 Referrals
 1 Absence or Tardy
 No X/N in conduct
 Have NOT signed Discipline Book

Quarterly: Special Reward

0 Referrals
 1 Absence or Tardy
 No X/N in Conduct
 Have NOT signed Discipline Book

DO

Quality Café

Enter Café Pictures

DO

Quality Bus

Enter Bus Pictures

In-Process Measures

- Radar charts
 - Monthly Referrals
 - Discipline Book
 - Star Students (#'s and maybe picture)
-

Referrals to Date

Add Data

Questions

