



# 10 Questions for Ensuring Equity in School Discipline

- 1. What** is the expectation?
  - Explicitly state what students are expected to do/not do.
- 2. Why** is this is the expectation?
  - Note what this expectation is designed to promote. Safety? Order? Learning?
- 3. Who** decided that this expectation was necessary?
  - Board, school leadership, campus leadership, has always been an expectation?
- 4. What do **you** believe** about this expectation?
  - Do you personally believe it is fair, right, just, or oppressive? Do you believe it is a necessary expectation to promote learning or safety or is it not necessary?
- 5. Whose values are **reflected and reinforced**** by this expectation?
  - Think about the students and families in your school. Does this expectation reflect and reinforce their values and cultural norms? Does this expectation reflect the values and norms of mainstream culture? Does this expectation reflect the values of the larger community our school serves? Does this expectation reflect the values of our district/parent organization?
- 6. Whose values are **erased**** by this expectation?
  - Think about the students and families in your school. Does this expectation erase their values and cultural norms? Does this expectation erase the values and norms of mainstream culture? Does this expectation erase the values of the larger community our school serves? Does this expectation erase the values of our district/parent organization?
- 7. Who would have **difficulty**** meeting this expectation?
  - Track the ethnicity and race of students who would have difficulty meeting this expectation. What trends do you notice? Special populations? Minority groups? Genders? If the majority are from a specific student group, the problem may be with the rule, not with the students.
- 8. What would happen if** this expectation did not exist?
  - What are the implications of removing this expectation? Implications on behavioral and discipline infractions? Implications on teacher-student relationships? Implications for student success? Implications for administrators? Implications for school culture? Think beyond the "bad" things that could happen. What "**good**" could come of removing this expectation?
- 9. How can this expectation be revised to **accommodate** all cultures/sets of values? **OR****
- 10. Should this expectation be **removed**** because it causes cultural or racial erasure and provides real threat to student safety or learning and provides no tangible benefit to students.