Center on PBIS TA Approach for Equity in School Discipline

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**Elements of PBIS with an Equity Focus**

- Disaggregate All Data by Student Group
- Support Educators through Equity-focused PD
- Adapt Practices to Meet Needs and Values
- High Expectations for Each Student

**A 5-point Intervention Approach to Enhance Equity in School Discipline**

[https://www.pbis.org/topics/equity](https://www.pbis.org/topics/equity)

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5-point Intervention Approach

1. Collect, use, and report **disaggregated** discipline data
2. Implement a **behavior framework** that is preventive, multi-tiered, and culturally responsive
3. Use engaging **academic instruction** to reduce the opportunity (achievement) gap
4. Develop **policies** with accountability for disciplinary equity
5. Teach strategies to **neutralize implicit bias**

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Effects of Equity-focused PBIS on Discipline Gaps

- Fox et al., in press
- Gion et al., 2020
- McIntosh et al., 2018
- McIntosh et al., in press a
- McIntosh et al., in press b
- Muldrew & Miller, 2021
- Payno-Simmons, in press
- Swain-Bradway et al., 2019

What is an Equity-focused PBIS Approach?

- Using the **PBIS framework** to use school discipline data to increase **Racial equity** through:
  - Assessing data to identify root causes
  - Culturally responsive behavior strategies
  - Teaching about implicit bias and strategies to neutralize it

Assessing data to identify root causes

- Assess racial inequities in:
  - Discipline data (e.g., ODR, ISS, OSS)
  - School climate perceptions
- Identify possible causes of inequities
  - Assess PBIS systems
    - Fidelity
    - Hidden biases in systems
  - Conduct surveys and walkthroughs
  - Identify VDPs and EDPs
Assessing data to identify root causes

• What is a vulnerable decision point (VDP)?
  • A specific decision that is more susceptible to effects of implicit bias

• Two parts:
  • Elements of the situation
  • The person’s decision state (internal state)

Assessing data to identify root causes

• What is an equitable decision point (EDP)?
  • A specific decision situation that school data shows is not influenced by bias

Culturally responsive behavior strategies

■ PBIS Cultural Responsiveness Field Guide
  (Levenson et al., 2021)

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Culturally responsive behavior strategies

■ Teams use their data to craft tailored solutions
Teaching about implicit bias and strategies to neutralize it

• Neutralizing Routine
  • An instructional response to unwanted behavior to use instead of a harsh response during VDPs

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