### Creating Equitable Educator Practices and Improved Discipline Outcomes for Black Students in San Francisco Unified School District (SFUSD)

#### Partnership needs and purpose
This partnership concentrates on solving a single high-leverage problem: reducing racial discipline disparities for Black students in SFUSD. In SFUSD and nationally, discipline disparities are a common trend that have severe consequences for Black students, including interfering with their opportunities to learn and increasing their likelihood for dropping out of school. Despite making up only 7 percent of the SFUSD student population, they represent about 36 percent of all suspensions in the district.

#### Partnership activities
- **Continuous Improvement Coaching to Support Equitable Discipline for Black Students**
- **Evaluation of Interventions with Prior Evidence for Improving Behavioral Outcomes for Black Students**
- **Follow-up studies (at 5 and 18 months later)**
- **RCT(s) to test additional interventions**
- **Coaching on using study results to identify evidence-based practices (EBPs)**
- **Trainings based on Continuous Improvement Coaching and Applied Research Findings**
- **Infographic and Video of Partnership Findings**

#### Partnership outputs
- An established continuous improvement process to explore, implement, and scale evidence-based solutions to remove barriers to equitable discipline for Black students
- Findings from applied research inform the selection and implementation of evidence-based approaches for addressing racial discipline disparities
- Trainings and materials on using evidence-based approaches to address racial discipline disparities

#### Short-term outcomes
- Build district and school staff capacity to (i) understand system-, school-, and educator-level patterns and causes of racial disparities in discipline, and (ii) identify and test potential solutions
- Build district and school staff capacity to use research to select evidence-based interventions to address racial discipline disparities
- Build partners’ capacity to increase school staff understanding of and support for using evidence-based approaches for addressing racial discipline disparities

#### Medium-term outcomes
- District and school staff use continuous improvement processes to implement, test, and refine evidence-based policies and practices shown to improve equitable discipline outcomes for Black students
- District and school staff implement evidence-based interventions to improve equitable discipline outcomes for Black students
- District and school staff expand the implementation of evidence-based interventions to improve equitable discipline outcomes for Black students

#### Long-term outcomes
- Reduce suspension rates for Black students in SFUSD by 2026, thereby reducing the Black-White disparity in suspension rates

#### Inputs
- SFUSD staff expertise, contextual knowledge, and buy-in
- SFUSD program resources: African American Achievement and Leadership Initiative (AAALI), Comprehensive Coordinated Early Intervening Services
- SFUSD investment in continuous improvement training and support for administrators
- REL West expertise in training, coaching, technical support, applied research, and dissemination