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

Partnership needs and purpose	Partnership activities	Partnership outputs	Short-term outcomes	Medium-term outcomes	Long-term outcomes
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.	Continuous Improvement Coaching to Support Equitable Discipline for Black Students	An established continuous improvement process to explore, implement, and scale evidence-based solutions to remove barriers to equitable discipline for Black students	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	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	Reduce suspension rates for Black students in SFUSD by 2026, thereby reducing the Black-White disparity in suspension rates
	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) 	Findings from applied research inform the selection and implementation of evidence-based approaches for addressing racial discipline disparities	Build district and school staff capacity to use research to select evidence- based interventions to address racial discipline disparities	District and school staff implement evidence- based interventions to improve equitable discipline outcomes for Black students	
 Inputs SFUSD staff expertise, contextual knowledge, and buy-in SFUSD program resources: African American Achievement and Leadership Initiative (AAALI), Comprehensive Coordinated 	Training on identifying EBPs Trainings based on Continuous Improvement Coaching and Applied Research Findings Infographic and Video of Partnership Findings	Trainings and materials on using evidence-based approaches 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	District and school staff expand the implementation of evidence-based interventions to improve equitable discipline outcomes for Black students	
 Early Intervening Services SFUSD investment in continuous improvement training and support for administrators 				IES NE Ins	titute of

• REL West expertise in training, coaching, technical support, applied research, and dissemination

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