



# SHAWNEE MISSION

SCHOOL DISTRICT



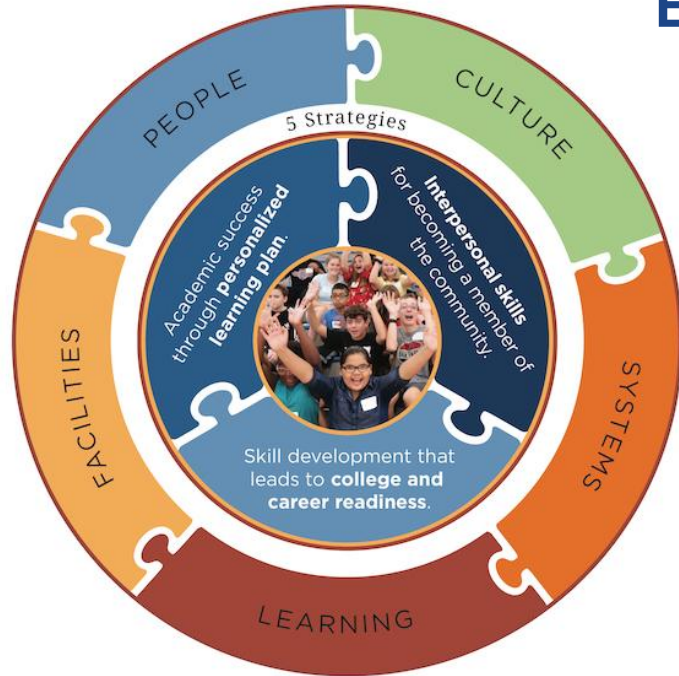
## MISSION:

The mission of the Shawnee Mission School District, the bridge to unlimited possibilities yet to be discovered, is to ensure students construct their own foundation for success in life's endeavors through relevant, personalized learning experiences orchestrated by talented, compassionate educators and distinguished by:

- an inclusive culture
- an engaged community
- and robust opportunities that challenge learners to achieve their full potential.

# DESTINATION

Every student will:



-achieve academic success through a challenging, personalized learning plan develop and utilize personal resilience while mastering essential competencies that lead to college and career readiness.

-develop interpersonal skills to be an engaged, empathetic member of the local and global community.



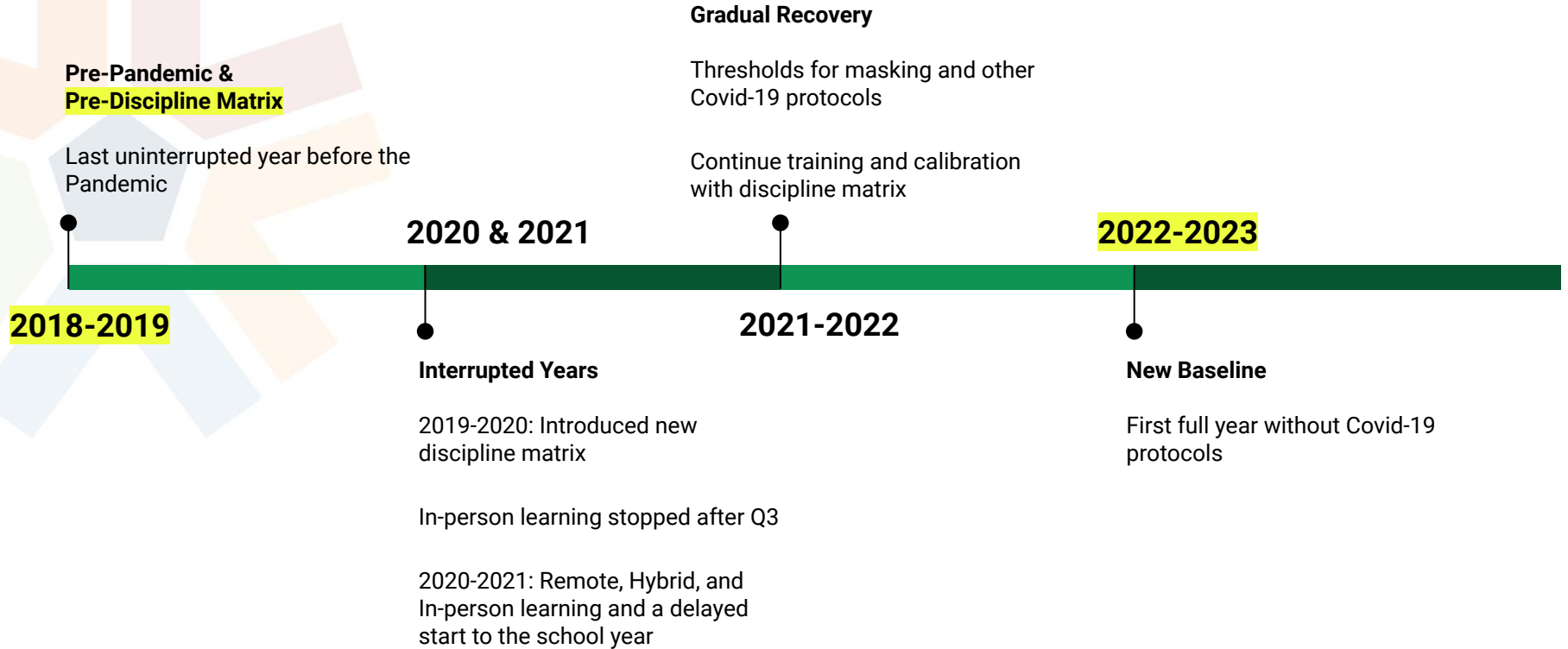
# Overview

## Student Behavior

Discipline Matrix Overview

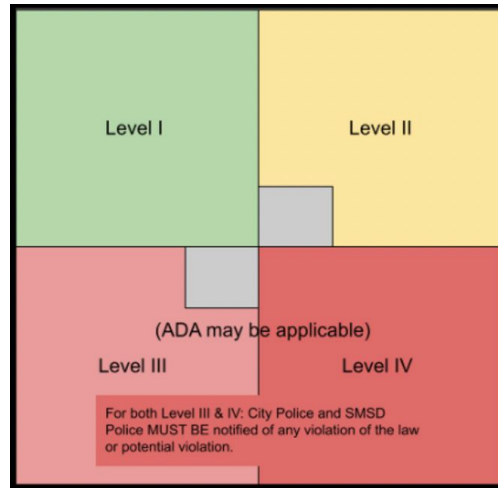
Discipline Analysis

# Timeline



# Discipline Matrix & Reporting

- The goal of SMSD is to ensure relationships are developed to foster a positive environment for students **to remain in school.**



# Discipline Matrix & Reporting

## Legend of Action Categories

OFFENSE LEVEL	LEGEND OF ACTION CATEGORIES	
I	A	Informal Talk by the Staff Member
I	B	Formal Conference Between Student and Teacher
I	C	Teacher Assigned Detention Period
I	D	Formal Conference Between Student, Teacher, & Other School Personnel
I, II and III	E	Office Referral/Formal Conference Between Student and One or More School Administrator
I, II and III	F	Administrative Detention
I, II and III	G	Appropriate Individualized Assignment and/or Loss of Privileges
I, II and III	H	Monday-Saturday School Detention
I, II and III	I	Formal Conference with Behavior Plan
I, II and III	J	Temporary Removal from Class
I, II and III	K	In-School Suspension
II, III and IV	L	Short-Term Out-of-School Suspension
IV	M	Long-Term Out-of-School Suspension
IV	N	Expulsion

# Discipline Matrix & Reporting

## Referral codes and actions Level 1

LEVEL I		
Offense	First Offense Suggested Action	Severe or Repeated Offenses Suggested Action
1 Attire which is disruptive to the educational setting	A - D	E - K
2 Innapropriate treatment of materials, software, equipment, and furniture	A - D	E - K
3 Disruption of class, cafeteria and hallways	A - D	E - K
4 Lack of respect (classmates, teachers property)	A - D	E - K
5 Refusal to work	A - D	E - K
6 Tardiness	A - D	E - K
7 Not following directions	A - D	E - K
8 Possession of unauthorized objects or equipment (food, music devices, cellular phones, etc)	A - D	E - K
9 Leaving class without permission	A - D	E - K
10 Cheating, plagiarism (will result in loss of credit for the infraction)	A - D	E - K

# Discipline Matrix & Reporting

## Referral codes and actions Level 2

### LEVEL II

Offense	First Offense Suggested Action	Severe or Repeated Offenses Suggested Action
1 Staff member office referral for repeated violations after repeated classroom offenses	E - K	K - L ( ISS or Short term OSS)
2 Disrespect - classmates and staff members	E - K	K - L ( ISS or Short term OSS)
3 Use of profane or obscene language	E - L	K - L ( ISS or Short term OSS)
4 Inappropriate public display of affection	E - K	K - L ( ISS or Short term OSS)
5 Disruption of school classes or activities	E - K	K - L ( ISS or Short term OSS)
6 Excessive inappropriate verbal or physical activity or bullying	E - K	K - L ( ISS or Short term OSS)
7 Defiance of authority	E - L	L (OSS)
8 Disruption on the school bus	E - K	G - L
9 Intentionally providing false information	E - J	K - L ( ISS or Short term OSS)
10 Parking violation	E - G	I - J
11 Unauthorized absence from class	E - I	I - L
12 Possession/Use of an unsafe object - lighter etc.	E - I	I - L
13 Forgery	E - K	K - L ( ISS or Short term OSS)

# Discipline Matrix & Reporting

## Referral codes and actions Level 3

**LEVEL III (City Police and SMSD Police MUST BE notified of any violation of the law or potential violation)**

Offense	First Offense Suggested Action	Severe or Repeated Offenses Suggested Action
1 Fighting	L (OSS)	L - N (Short term OSS, Long term OSS, Expulsion)
2 Vandalism <\$1500	E - L	L - N (Short term OSS, Long term OSS, Expulsion)
3 Stealing, Larceny, petty theft, possession of stolen property	E - L	L - N (Short term OSS, Long term OSS, Expulsion)
4 Threats	E - L	L - N (Short term OSS, Long term OSS, Expulsion)
5 Trespassing	E - L	L - N (Short term OSS, Long term OSS, Expulsion)
6 Offensive touching of another person	E - L	L - N (Short term OSS, Long term OSS, Expulsion)
7 Sexual Harassment	J - L	L - N (Short term OSS, Long term OSS, Expulsion)
8 Initiations of hazing	L (OSS)	L - N (Short term OSS, Long term OSS, Expulsion)
9 Possession or use of tobacco products, electronic cigarettes or similar look-alike devices (illegal under the age of 18) Vaping	L - M	L - N (Short term OSS, Long term OSS, Expulsion)
10 Possession or use of illegal substances and/or paraphernalia (to include alcohol)	L - M	L - N (Short term OSS, Long term OSS, Expulsion)
11 Possession or use of prescriptions or over-the-counter medications	H - L	L - N (Short term OSS, Long term OSS, Expulsion)
12 Significant disrespect, use of obscene or profane language (verbal or written) or gestures	E - L	L - N (Short term OSS, Long term OSS, Expulsion)
13 Gambling	H - L	L - N (Short term OSS, Long term OSS, Expulsion)
14 Computer tampering (alteration of software, improper access or use of the Internet, etc.)	I - L	L - N (Short term OSS, Long term OSS, Expulsion)
15 Unjustified activation of a fire alarm	I - L	L - N (Short term OSS, Long term OSS, Expulsion)
16 Chemical repellents (possession, 1st offense, use is reported)	I - L	L - N (Short term OSS, Long term OSS, Expulsion)
17 False accusation/threats/intimidation/bullying	L (OSS)	L - N (Short term OSS, Long term OSS, Expulsion)
18 Possession/use of unsafe objects i.e. pocket knife, etc.	I - L	L - N (Short term OSS, Long term OSS, Expulsion)

# Discipline Matrix & Reporting

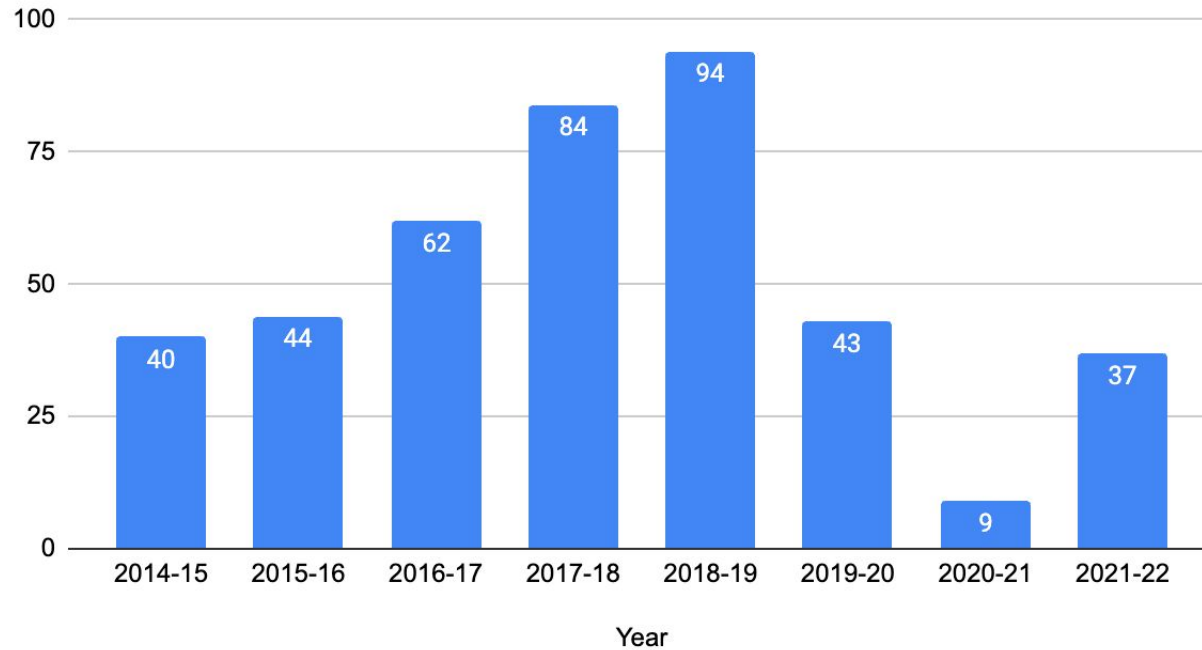
## Referral codes and actions Level 4

### LEVEL IV (City Police and SMSD Police MUST BE notified of any violation of the law or potential violation)

Offense	Suggested Action
1 Distribution of illegal drugs (including alcohol), prescription medication, or controlled substances	M - N (Long term OSS or Expulsion)
2 Distribution of non-prescription medication	I - N
3 Distribution of tobacco products, electronic cigarettes or similar look alike devices (illegal under the age of 18)	L - N (Short term OSS, Long term OSS, Expulsion)
4 Extortion	L - N (Short term OSS, Long term OSS, Expulsion)
5 Battery (Physical Contact)	L - N (Short term OSS, Long term OSS, Expulsion)
6 Dangerous Weapons - possession, use or threat (guns, look-alike guns, knives, etc.)	M - N (Long term OSS or Expulsion)
7 Explosives (Destruction of property or bodily harm)	L - N (Short term OSS, Long term OSS, Expulsion)
8 Bomb Scare	L - N (Short term OSS, Long term OSS, Expulsion)
9 Significant destruction of property >\$1500	M - N (Long term OSS or Expulsion)
10 Arson	L - N (Short term OSS, Long term OSS, Expulsion)
11 Sexual acts	L - N (Short term OSS, Long term OSS, Expulsion)
12 Inciting or participating in major student disorder	L - N (Short term OSS, Long term OSS, Expulsion)
13 Computer hacking (illegal access of records, grades, etc.)	L - N (Short term OSS, Long term OSS, Expulsion)
14 Criminal and/or terrorist threat	L - N (Short term OSS, Long term OSS, Expulsion)
15 Gang Activity	L - N (Short term OSS, Long term OSS, Expulsion)



## Student Discipline Hearings



# Student Discipline Hearings

- As of May 8th, 2023 there have been 20 total hearings
- 37 total hearings in 2021-22
- Majority of students involved are high school students
- **99.967%** of High School Students are **NOT** involved in a discipline hearing
- **99.999%** of All SMSD Students are **NOT** involved in a discipline hearing

# Arrests

Arrests that resulted in being transported to Juvenile Intake  
2022-2023 (August - April)

Overland Park PD	8
SMSD Police	3
Lenexa PD	0
Shawnee PD	0
Prairie Village PD	0

\* Reasons for transport are limited to felony crimes or when a warrant is issued by the courts requiring immediate apprehension and detention.



# Discipline Analysis Overview

# Discipline Analysis Observations

- 75% of all students never receive a discipline referral.
- 58% of all offense entries are Level 1. Fewer than 10% of entries are Level 3 or higher.
- Distribution by Offense Level is similar across all student groups.
  - **Total** referral/offense entries are somewhat disproportionate compared to the student population.
- The total number of suspension actions in 2023 is nearly the same as in 2019.
  - The cumulative **days** of suspension from 2019 to 2023 decreased by 11%.
- Among students with one or more discipline offenses, fewer than 50% receive an in-school or out-of-school suspension.
- Suspensions are strongly correlated with the severity of the offense, as expected via the discipline matrix.

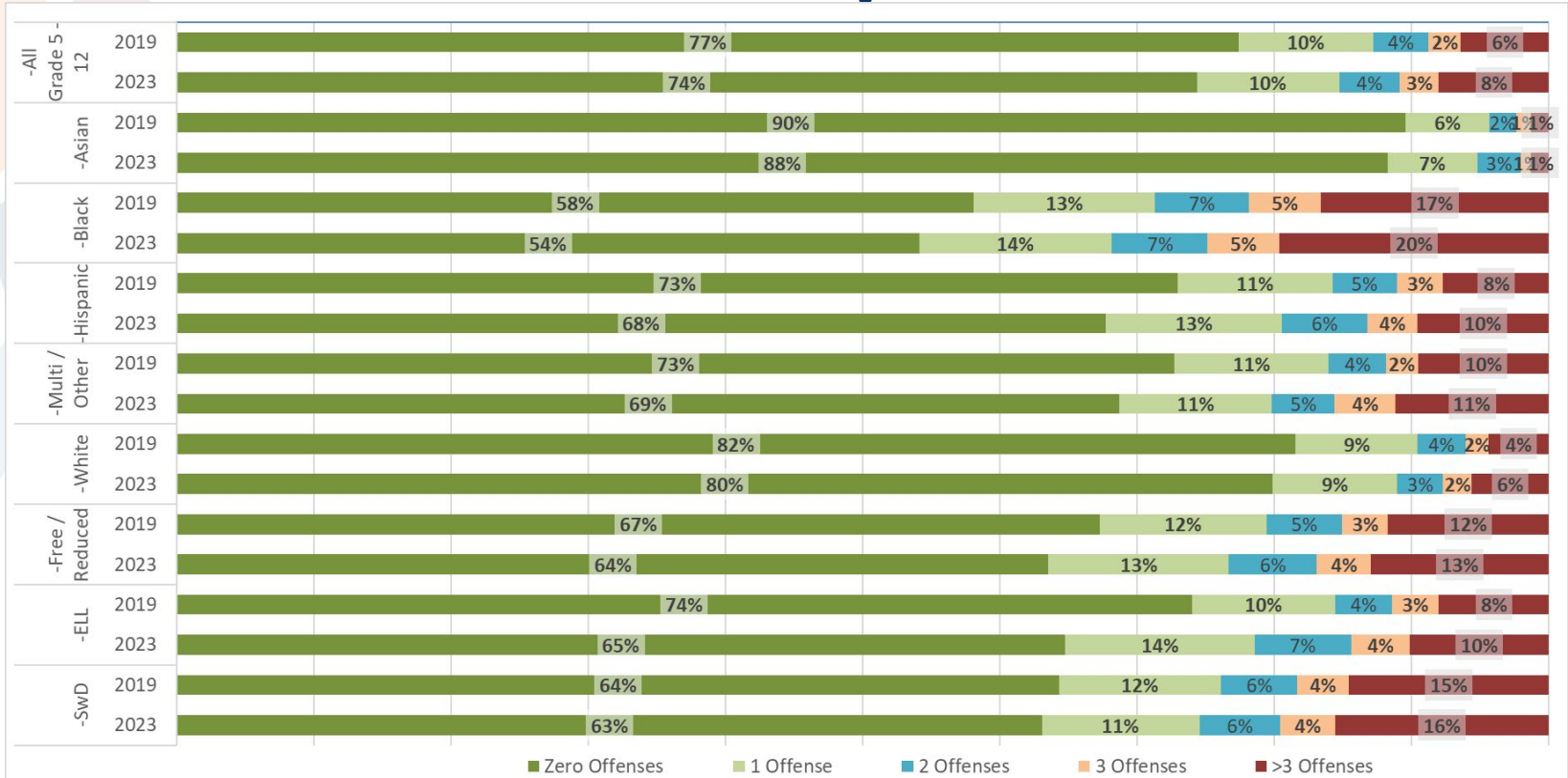


# Offenses / Referrals

## Grades 5-12

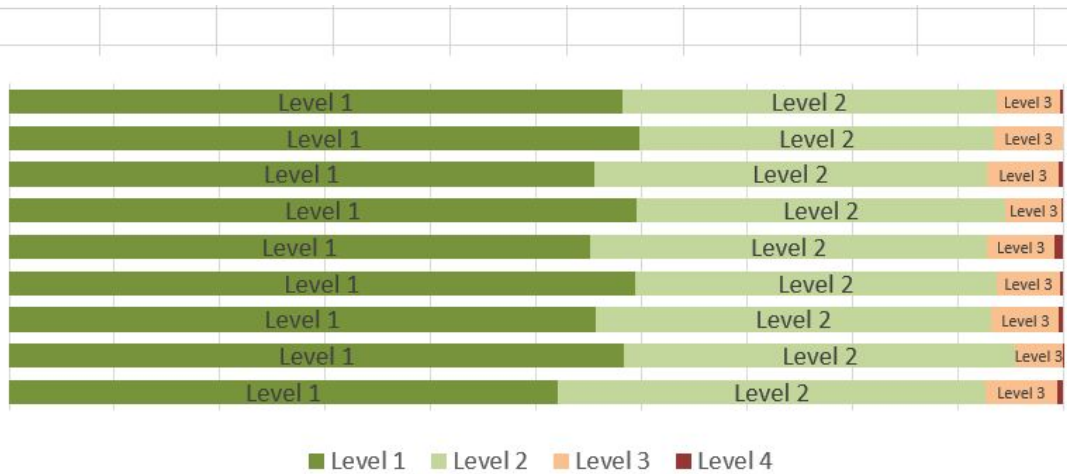
## August through April

# Offense Frequencies



# Offense Entries by Offense Level (2023)

	Offense Level				N
	Level 1	Level 2	Level 3	Level 4	
All Grade 5-12	58%	35%	6%	< 1%	≈ 17,500
Asian	60%	34%	7%	< 1%	≈ 110
Black	55%	37%	7%	< 1%	≈ 4,000
Hispanic	60%	35%	5%	< 1%	≈ 4,500
Multi/Other	55%	38%	6%	< 1%	≈ 1,500
White	59%	34%	6%	< 1%	≈ 7,500
FreeReduced	56%	38%	6%	< 1%	≈ 10,800
ELL	58%	37%	4%	< 1%	≈ 2,200
SwD	52%	41%	7%	< 1%	≈ 3,100



Grades 5-12

August through April 2022-2023

Data shows number of offenses. Students may be counted multiple times - once per offense/referral.

Not all referrals require intervention or action from the principal.

# Common Offense Entries by Level

Offense/Referral Type	Frequency in Level 1 (58%)
Disruption Class/Caf/Hall	18%
Leaving Class w/o Permission	12%
Not Following Directives	18%
Tardiness	25%
Unauthorized Object	8%

Offense/Referral Type	Frequency in Level 2 (35%)
Disrespect-Classmates/Staff	23%
Disruption School Class/Activt	10%
Excessive/Inappropriate Activi	14%
Profanity/Obscene Language	12%
Unauthorized Absence frm Cls	18%

Offense/Referral Type	Frequency in Level 3 (6%)
*Tobacco/ECig-Possession	17%
Fighting	50%

Offense/Referral Type	Frequency in Level 4 (<1%)
*Battery/Physical Contact	31%

# Offense Entries by Student Group (2023)

Student Body Demographics								
Grades 5-12	Asian	Black	Hispanic	Multi/Other	White	FreeReduced	ELL	SwD
16,346	< 5%	9%	22%	6%	60%	39%	10%	9%

Offense Level	All Offenses	Asian	Black	Hispanic	Multi/Other	White	FreeReduced	ELL	SwD
Level 1	≈ 10,200	< 5%	22%	26%	8%	44%	59%	13%	16%
Level 2	≈ 6,200	< 5%	24%	25%	9%	42%	65%	13%	20%
Level 3	≈ 1,000	< 5%	26%	23%	9%	42%	65%	9%	20%
Level 4	≈ 100	< 5%	25%	10%	20%	44%	68%	< 5%	32%
<b>Total</b>	≈ 17,500	< 5%	23%	26%	8%	43%	61%	13%	18%

Grades 5-12

August through April 2022-2023

Data shows number of offenses. **Students may be counted multiple times - once per offense/referral.**

Not all referrals require intervention or action from the principal.

# Offense Entries by Student Group\*\* (2023)

Student Body Demographics								
Grades 5-12	Asian	Black	Hispanic	Multi/Other	White	FreeReduced	ELL	SwD
16,346	< 5%	9%	22%	6%	60%	39%	10%	9%

Offense Level	All Grade 5-12	Asian	Black	Hispanic	Multi/Other	White	FreeReduced	ELL	SwD
Level 1	≈ 3,000	< 5%	16%	28%	8%	47%	53%	13%	12%
Level 2	≈ 2,400	< 5%	20%	28%	8%	44%	61%	14%	16%
Level 3	≈ 800	< 5%	25%	24%	8%	42%	65%	11%	18%
Level 4	< 100	< 5%	26%	10%	21%	43%	67%	< 5%	31%

Grades 5-12

August through April 2022-2023

Data shows number of offenses. **\*\*Students are counted ONCE per Offense Level.\*\***

Not all referrals require intervention or action from the principal.



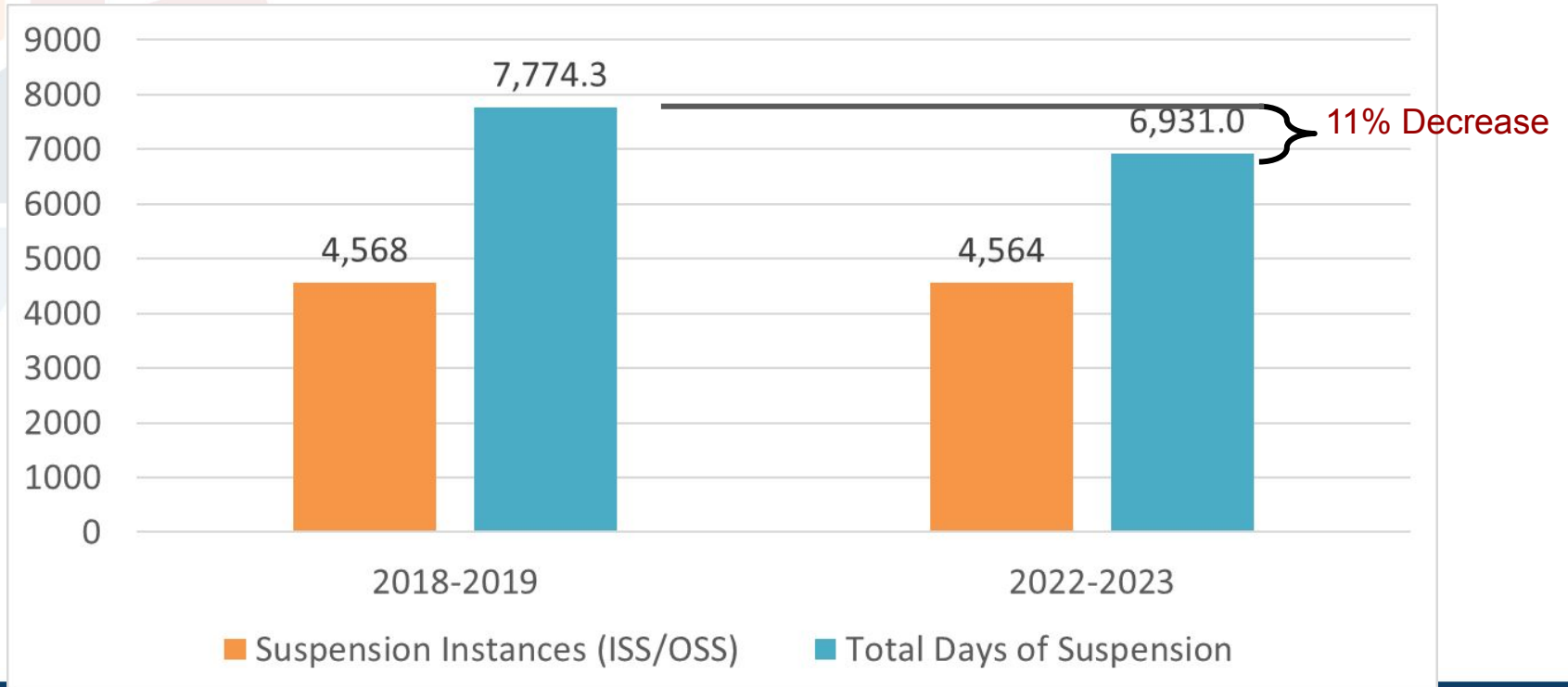
# **Disciplinary Actions**

## **Grades 5-12**

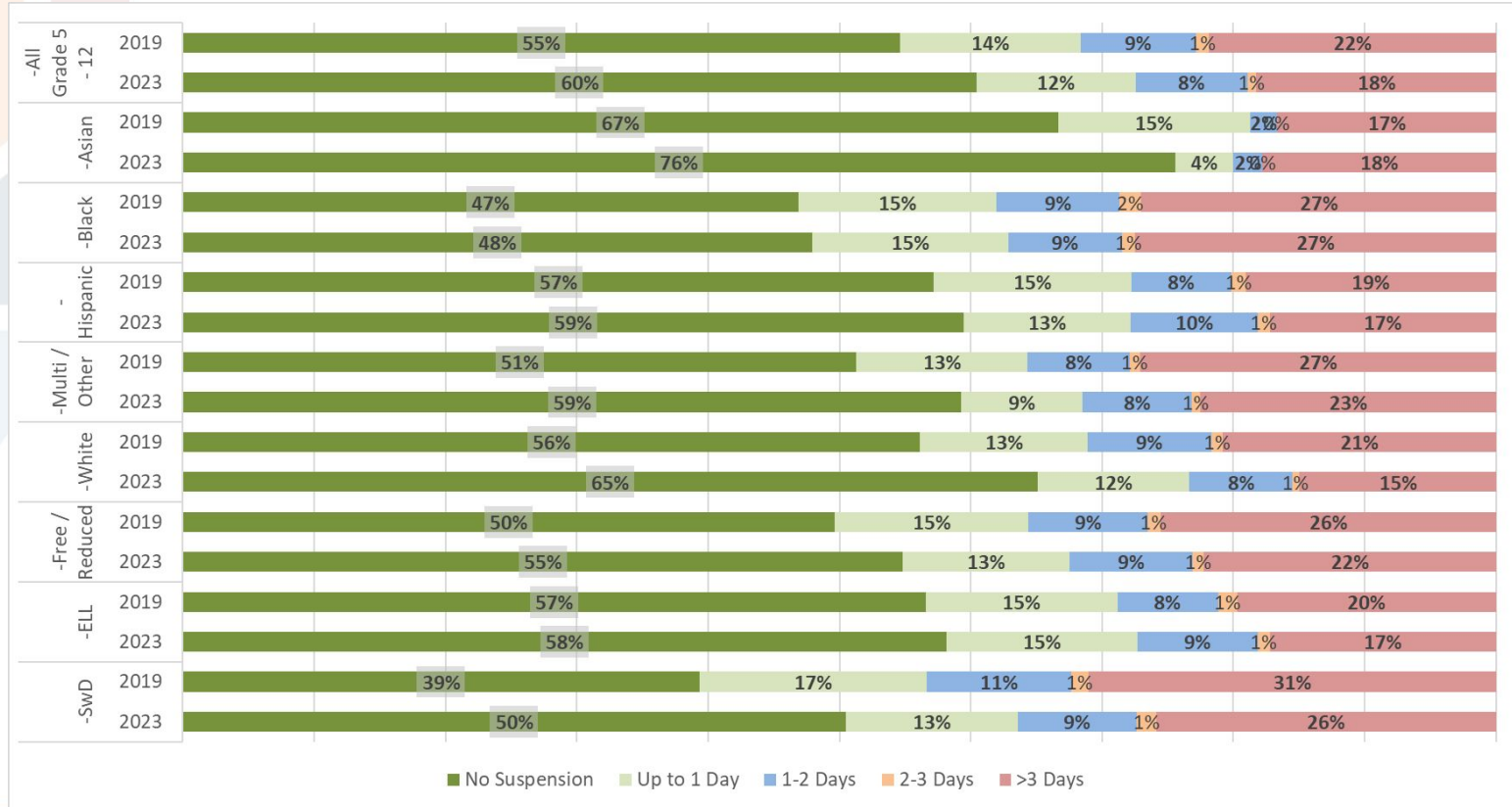
### **August through April**

# Suspensions and Days Suspended

## 2019 vs 2023



# Suspension Frequencies (Students with Offense)



# Suspension Rates 2023

(Students with Level 3 or Level 4 Offenses as their Highest Level)

Group	No Suspension*	1-3 Days	>3 Days
-All Grade 5 - 12	8%	28%	64%
-Asian	NA	NA	NA
-Black	5%	23%	71%
-Hispanic	7%	33%	61%
-Multi / Other	7%	23%	71%
-White	9%	30%	61%
-Free / Reduced	7%	27%	66%
-ELL	6%	40%	54%
-SwD	8%	27%	65%

Grades 5-12 | August through April of each school year | Students counted ONCE

\* Data extract taken while school was in session. Some referrals may be recent enough that an action had not yet been taken.

# Suspension Rates 2023

(Students with Level 2 Offenses as their Highest Level)

Group	No Suspension*	1-3 Days	>3 Days
-All Grade 5 - 12	58%	30%	12%
-Asian	NA	NA	NA
-Black	56%	32%	13%
-Hispanic	54%	32%	14%
-Multi / Other	63%	23%	13%
-White	61%	30%	9%
-Free / Reduced	57%	29%	14%
-ELL	55%	29%	16%
-SwD	55%	29%	17%

Grades 5-12 | August through April of each school year | Students counted ONCE

\* Data extract taken while school was in session. Some referrals may be recent enough that an action had not yet been taken.

# Suspension Rates 2023

(Students with Level 1 Offenses as their Highest Level)

Group	No Suspension*	1-3 Days	>3 Days
-All Grade 5 - 12	93%	7%	0%
-Asian	NA	NA	NA
-Black	88%	12%	1%
-Hispanic	92%	8%	0%
-Multi / Other	91%	8%	1%
-White	95%	5%	0%
-Free / Reduced	91%	9%	1%
-ELL	89%	10%	1%
-SwD	91%	9%	0%

Grades 5-12 | August through April of each school year | Students counted ONCE

\* Data extract taken while school was in session. Some referrals may be recent enough that an action had not yet been taken.



# Q & A