

A person is seen from the back, looking at a computer monitor. The monitor displays a data table with columns for 'Strategy', 'Implementation Date', and 'Status'. The table lists various strategies like 'Restorative Justice', 'Mentoring', and 'Social-Emotional Learning' with their respective implementation dates and status (e.g., 'Implemented', 'In Progress').

IMPLEMENTATION AND MONITORING

Passing a local policy or statewide bill will not alone change students' experiences in schools and classrooms. Real change only comes when those on the ground – like students, parents, teachers, and community members – keep track of how the specific steps and timelines that were promised are rolled out in classrooms and schools. Only then can you hold your schools and districts accountable.

Too often a good or well-intentioned policy sits on the shelf and never becomes a reality. By establishing a comprehensive and well thought out monitoring and accountability plan, you can make certain this does not happen.

1. A Timeline and Specific Steps for Implementation in Writing

Obtain a written plan for how your school or school district will provide training and support to ensure that the alternatives are put in place and truly implemented. Make certain that plan has real, actionable timelines. Any plan that a school district or school creates is a public record, so you should be able to get a copy with a simple request for any plans for implementation, schedules for trainings, and anything else that you would like to know.

2. Evidence of the Alternative In Practice

Ideally, your community group will be at the table during the implementation process and invited to the trainings and meetings. If not, you can request documents in writing, using the Public Records Act to request evidence that implementation is occurring.

To ensure that everyone is looking for the same thing, you may want to create a Monitoring Tool or a Survey. You can find the [Rubric of Implementation](#) used to assess compliance and provide feedback in Los Angeles Unified School District on [FixSchoolDiscipline.org](#). You can also find monitoring reports published by CADRE and Public Counsel.

3. Review of Discipline Data

Reviewing data such as office discipline referrals, suspensions, expulsions, and academic achievement is helpful in determining whether the alternatives in place are making a difference. In the best case, an adopted policy already requires the school district and schools to collect and review this data frequently, and to meet regularly with all school-site leadership teams to discuss progress, challenges, and solutions. If not, you can request data in writing or use a Public Records



Act request. If the data shows that problems still exist, continue to tell the story at school board meetings, with the press, and with school leadership to put more emphasis on the immediacy of the need to implement alternatives.

HOLDING DISTRICTS ACCOUNTABLE

Even though school district leadership may report changing their discipline practices at school sites, the experiences of students and families might suggest otherwise. For instance, some community groups have reported that – even with a good board policy or resolution in place – their school sites have sent students home without providing proper notice, or without reporting it. It is much harder to monitor these illegal practices, but here are a few tips:

- Parents and students know what is happening at their schools.
- Document those stories if you begin to hear that this is happening.
- Collect records. Students have an absolute right to their records.

Once you collect as much information and as many stories as possible, write a letter or make a presentation at your school board meeting about what you are hearing and seeing. If you send a letter, be sure to send it to the Superintendent, Principal, the person responsible for implementation of alternatives (if there is a school district staff person), and the School Board with a specific request that the problem be investigated and that intervention be provided so that good practices are put in place.