

# Reducing Disproportionality Series

Disproportionality is the over-representation of students of color in special education and discipline, and the under-representation of those same students in gifted and advanced coursework. The *Reducing Disproportionality Series* is delivered over four 90-minute sessions with a fifth in-person session dedicated to root cause analysis and action planning.

**Session 1** - This session provides an introduction to the concept of disproportionality. Participants will learn how disproportionality is calculated and develop a common language to discuss concerns.

**Session 2** - In session 2, participants begin discussing the bias-based beliefs that contribute to disproportionality according to Fergus (2017). This session operates under the premise that in order to change culture and practices, leaders must first address the underlying beliefs and philosophies that contribute to inequitable outcomes.

**"I appreciated the opportunity to engage in courageous conversations about race, poverty, special education, and discipline. This series helped me understand the connection between belief systems and the overarching problems we are experiencing in schools."**

*- Instructional Coach, Arkansas*



**Session 3** - Session 3 addresses the bias-based beliefs associated with discipline and how punitive and exclusionary discipline exacerbates disproportionality. An introduction to Positive Behavior Intervention and Supports (PBIS) is provided.

**Session 4** - Session 4 examines the structural conditions that contribute to disproportionality, including weak core curriculum, ineffective systems of intervention, inconsistent prereferral and referral processes, and lack of opportunities to learn.

**Session 5** - Session 5 is a half or full-day work session provided on-site to guide participants through root cause analysis. Now that participants have the necessary understanding and background of the practices, structures, and beliefs that lead to disproportionality, they can apply that understanding to creating actionable steps for improvement. This is a hands-on session where participants will engage in data analysis and planning.