

# EXHIBIT

## VII.I.4.

### **Report VII.I.4**

The Consent Order requires the District to develop plans to improve school climate and to respond to trends that it discovers in its review of student discipline data. As explained in Report III.M.2, which is the summary of the District's self-monitoring data and plans, one challenge the District faces is ensuring the usability of all of the remedial plans called for by the Consent Order. The District worked with school leaders to develop a plan methodology that covers the requirements of the Consent Order while being useful to schools. This new methodology is reflected in the example plans included in Report III.M.2.

Rather than have a different document for the behavioral learning plans, schools have included behavioral learning and/or positive school climate goals in their self-monitoring plans. The District works with schools in the development of the self-monitoring plans. As part of that work, the District sets check-in dates for the schools. The check-in dates give schools monitoring targets while providing the District with a measure of oversight. To give the Court an idea of the types of goals that schools have set, the District has included three different examples as part of this document.

**Discipline Plan for Chaffee Elementary School:**

Goal/Area of Focus	Data	Root Cause /Rationale	Action Steps/Metric	Goal Status (date)
PBIS	By the end of the school year, 80% of all students will attend 8 out of 10 PBIS parties.	Chaffee Elementary school is in our second year of PBIS implementation. Students receive golden tickets for showing great behaviors and great choices. Our school motto is "Chaffee Choices Equal Success". Our PBIS team meets monthly to determine the areas of strength and growth. We also set the number of tickets students must earn for each month in order to attend the PBIS party. The PBIS team also plans the parties for the school.	Students must earn an agreed upon amount of tickets each month in order to attend the monthly parties. All faculty and staff participate in PBIS and reward students with golden tickets. The Star Bus Bucks also earn student's golden tickets once they arrive at school and their name is called out on the morning broadcast. Student parties are planned based on interest and input from the students. PTA parents support our efforts by volunteering at the monthly PBIS parties. It is a school wide effort to include stakeholders.	In Progress

**Discipline Plan for Huntsville Junior High School:**

Goal/Area of Focus	Data	Root Cause /Rationale	Action Steps/Metric	Goal Status (date)
<p>HJHS will have 65% of our Black Students without any suspensions.</p>	<p>In 2016 – 2017 only 56% of our black students were without any suspensions.</p>	<p>There are multiple factors that attribute to students engaging in negative behaviors.</p>	<ol style="list-style-type: none"> <li>1. PST teams will focus on interventions available for students with multiple OSS.</li> <li>2. Provide mentors for black students identified as at-risk for multiple suspensions.</li> <li>3. Additional professional development in restorative practices and de-escalation practices for teachers.</li> <li>4. Through advisory teachers will continue building relationships with students and promoting behaviors that sustain an appropriate culture for academic and social development.</li> <li>5. Panther PRIDE (HJHS PBIS program) will be continued as a model for teaching all students acceptable behaviors and recognizing/rewarding students who meet expectations in behaviors.</li> </ol>	<p><b>September 2017:</b>                      *Advisory program began with a focus on building relationships.                      *PST Meeting focused on identifying students with chronic behavior problems during the first nine weeks. Teacher teams utilized the Behavior Intervention Manual to create intervention plans.                      *Panther PRIDE tickets were used to promote students making good decisions (Panther PRIDE) – posted in the hall and prizes were drawn.</p>

**Discipline Plan for Lee High School:**

Goal/Area of Focus	Data	Root Cause /Rationale	Action Steps/Metric	Goal Status (date)
<p>PBIS/Behavioral</p> <p>Reduce students leaving academic classes or school by 20%</p> <p>Reduce physical altercations by 10%</p>	<p>Number of Students with 1 or more ODR with ISS or OSS suspension 2016-17 – 21%</p> <p>Most common out office referral – leaving class without permission (includes: skipping, leaving campus, walking out of a classroom)</p>	<ol style="list-style-type: none"> <li>Students with multiple risk factors/trauma</li> <li>Students with low literacy and math skills (frustration)</li> <li>Students disengaged from instruction for multitude of reasons.</li> <li>Teachers with limited skills working with students who have multiple risk factors and trauma factors</li> </ol>	<ol style="list-style-type: none"> <li>Series of 5 parts – Identifying Students in Trauma – all faculty</li> <li>Follow PBIS</li> <li>Reviewed BLG with faculty and staff.</li> <li>Live scenarios for all faculty to assist in consistent and predictable outcomes for students.</li> <li>Consistent rules and procedures throughout the school</li> <li>Added administrative level PST team focusing on attendance and behavior for high-risk students.</li> <li>Supports / intervention for identified high-risk students – social worker, therapist, prescribed advisory teacher with student choice</li> <li>Restorative Meetings</li> <li>Conflict Resolution</li> <li>Identify steps in PST meetings for each student or in behavior plans for IEP students.</li> </ol>	<p>In progress 8/2/2017</p>

Consent Order Reference: VII.I.4												
School	Total Number of Students Enrolled			# of Students with Disciplinary Referral (BLOOM ODR)			Percentage of Racial Population Receiving a Disciplinary Referral (BLOOM ODR)					
	Black	White	Other	Black	White	Other	Black	White	Other			
Academy For Academics And Arts	367	226	80	30	10	7	8%	4%	9%			
Academy For Science & Foreign Language	279	110	117	62	10	5	22%	9%	4%			
Blossomwood Elementary	217	367	65	77	11	6	35%	3%	9%			
Chaffee Elementary School	82	212	124	18	19	13	22%	9%	10%			
Challenger Elementary School	79	320	116	11	21	4	14%	7%	3%			
Challenger Middle School	75	302	74	26	34	11	35%	11%	15%			
Chapman P8	310	188	88	144	47	19	46%	25%	22%			
Columbia High School	540	133	241	281	50	94	52%	38%	39%			
Dawson Elementary School	362	28	66	82	3	2	23%	11%	3%			
Farley Elementary School	39	254	73	7	30	14	18%	12%	19%			
Goldsmith Schiffman Elementary School	48	593	117	5	15	0	10%	3%	0%			
Grissom High School	324	1095	355	98	81	71	30%	7%	20%			
Hampton Cove Elementary School	48	453	66	5	5	3	10%	1%	5%			
Hampton Cove Middle School	51	506	90	14	46	11	27%	9%	12%			
Highlands Elementary School	380	26	56	114	4	9	30%	15%	16%			
Huntsville High School	392	1185	249	207	128	52	53%	11%	21%			
Huntsville Jr. High School	192	252	71	95	17	14	49%	7%	20%			
Jemison High School	683	33	94	169	6	12	25%	18%	13%			
Jones Valley Elementary School	166	305	83	54	32	12	33%	10%	14%			
Lakewood Elementary School	379	13	86	16	0	0	4%	0%	0%			
Lee High School	513	147	106	210	30	31	41%	20%	29%			
Martin Luther King Jr Elementary	381	42	94	94	8	9	25%	19%	10%			



Consent Order Reference: VII.I.4												
School	# of Students Receiving In-School Suspension			Percentage of Racial Population Receiving an In-School Suspension								
	Black	White	Other	Black	White	Other						
Academy For Academics And Arts	12	2	2	3%	1%	3%						
Academy For Science & Foreign Language	20	2	2	7%	2%	2%						
Blossomwood Elementary	45	4	1	21%	1%	2%						
Chaffee Elementary School	8	7	7	10%	3%	6%						
Challenger Elementary School	9	18	1	11%	6%	1%						
Challenger Middle School	24	18	9	32%	6%	12%						
Chapman P8	95	26	9	31%	14%	10%						
Columbia High School	164	20	48	30%	15%	20%						
Dawson Elementary School	30	1	0	8%	4%	0%						
Farley Elementary School	7	17	8	18%	7%	11%						
Goldsmith Schiffman Elementary School	4	13	2	8%	2%	2%						
Grissom High School	84	66	54	26%	6%	15%						
Hampton Cove Elementary School	4	3	3	8%	1%	5%						
Hampton Cove Middle School	9	31	8	18%	6%	9%						
Highlands Elementary School	81	4	9	21%	15%	16%						
Huntsville High School	135	74	23	34%	6%	9%						
Huntsville Jr. High School	58	7	8	30%	3%	11%						
Jemison High School	6	0	0	1%	0%	0%						
Jones Valley Elementary School	29	9	4	17%	3%	5%						
Lakewood Elementary School	3	0	0	1%	0%	0%						
Lee High School	76	12	11	15%	8%	10%						
Martin Luther King Jr Elementary	29	3	3	8%	7%	3%						



<b>Consent Order Reference: VII.I.4</b>					
	<b># of Students Receiving In-School Suspension</b>		<b>Percentage of Racial Population Receiving an In-School Suspension</b>		
McDonnell Elementary School	17	1	6	14%	2%
McNair Jr. High School	28	1	2	8%	4%
Monte Sano Elementary School	7	9	2	22%	12%
Montview Elementary School	17	0	3	9%	8%
Morris Elementary School	20	15	12	9%	7%
Mountain Gap P8	15	49	16	19%	13%
New Century Technology High School	3	3	2	2%	2%
Providence Elementary School	35	4	1	7%	1%
Ridgecrest Elementary School	9	1	2	4%	1%
Rolling Hills Elementary School	25	1	3	7%	4%
Sonnie Hereford Elementary School	89	5	12	23%	9%
Weatherly Elementary School	6	8	1	8%	1%
Westlawn Middle School	23	3	10	17%	8%
Whitesburg P8	64	40	35	19%	11%
Williams Jr. High School	28	4	3	14%	4%
Williams P6	27	6	5	7%	3%
<b>Total</b>	<b>1345</b>	<b>487</b>	<b>327</b>	<b>14%</b>	<b>7%</b>
Pinnacle	NA	NA	NA	NA	NA
Launch	NA	NA	NA	NA	NA

Consent Order Reference: VII.I.4												
School	# of Students Receiving Out-of-School Suspension			Percentage of Racial Population Receiving an Out-of-School Suspension								
	Black	White	Other	Black	White	Other						
Academy For Academics And Arts	12	0	0	3%	0%	0%						
Academy For Science & Foreign Language	1	1	0	0%	1%	0%						
Blossomwood Elementary	27	2	1	12%	1%	2%						
Chaffee Elementary School	5	2	1	6%	1%	1%						
Challenger Elementary School	4	7	2	5%	2%	2%						
Challenger Middle School	10	9	3	13%	3%	4%						
Chapman P8	69	18	5	22%	10%	6%						
Columbia High School	70	5	12	13%	4%	5%						
Dawson Elementary School	10	0	1	3%	0%	2%						
Farley Elementary School	0	7	3	0%	3%	4%						
Goldsmith Schiffman Elementary School	0	1	0	0%	0%	0%						
Grissom High School	53	38	24	16%	3%	7%						
Hampton Cove Elementary School	1	0	1	2%	0%	2%						
Hampton Cove Middle School	4	11	1	8%	2%	1%						
Highlands Elementary School	42	2	6	11%	8%	11%						
Huntsville High School	51	11	12	13%	1%	5%						
Huntsville Jr. High School	59	5	5	31%	2%	7%						
Jemison High School	102	2	5	15%	6%	5%						
Jones Valley Elementary School	17	8	6	10%	3%	7%						
Lakewood Elementary School	5	0	0	1%	0%	0%						
Lee High School	134	15	14	26%	10%	13%						
Martin Luther King Jr Elementary	49	6	1	13%	14%	1%						

<b>Consent Order Reference: VII.L.4</b>				
	<b># of Students Receiving Out-of-School Suspension</b>	<b>Percentage of Racial Population Receiving an Out-of-School Suspension</b>		
McDonnell Elementary School	2	0	2%	0%
McNair Jr. High School	93	2	27%	13%
Monte Sano Elementary School	1	2	3%	1%
Montview Elementary School	8	0	4%	0%
Morris Elementary School	11	5	5%	5%
Mountain Gap P8	3	10	4%	2%
New Century Technology High School	2	1	1%	1%
Providence Elementary School	25	5	5%	3%
Ridgecrest Elementary School	8	1	4%	1%
Rolling Hills Elementary School	31	2	8%	15%
Sonnie Hereford Elementary School	72	3	19%	13%
Weatherly Elementary School	4	1	5%	0%
Westlawn Middle School	21	0	15%	0%
Whitesburg P8	37	17	11%	4%
Williams Jr. High School	45	5	23%	7%
Williams P6	18	6	5%	3%
<b>Total</b>	<b>1106</b>	<b>210</b>	<b>169</b>	<b>11%</b>
Pinnacle	NA	NA	NA	NA
Launch	NA	NA	NA	NA

Consent Order Reference: VII.I.4									
School	# of Students Receiving An Expulsion			Percentage of Racial Population Receiving an Expulsion					
	Black	White	Other	Black	White	Other			
Academy For Academics And Arts	0	0	0	0.0%	0.0%	0.0%			
Academy For Science & Foreign Language	0	0	0	0.0%	0.0%	0.0%			
Blossomwood Elementary	0	0	0	0.0%	0.0%	0.0%			
Chaffee Elementary School	0	0	0	0.0%	0.0%	0.0%			
Challenger Elementary School	0	0	0	0.0%	0.0%	0.0%			
Challenger Middle School	0	0	0	0.0%	0.0%	0.0%			
Chapman P8	0	0	0	0.0%	0.0%	0.0%			
Columbia High School	2	1	2	0.4%	0.8%	0.8%			
Dawson Elementary School	0	0	0	0.0%	0.0%	0.0%			
Farley Elementary School	0	0	0	0.0%	0.0%	0.0%			
Goldsmith Schiffman Elementary School	0	0	0	0.0%	0.0%	0.0%			
Grissom High School	0	4	0	0.0%	0.4%	0.0%			
Hampton Cove Elementary School	0	0	0	0.0%	0.0%	0.0%			
Hampton Cove Middle School	0	0	0	0.0%	0.0%	0.0%			
Highlands Elementary School	0	0	0	0.0%	0.0%	0.0%			
Huntsville High School	0	0	0	0.0%	0.0%	0.0%			
Huntsville Jr. High School	4	1	0	2.1%	0.4%	0.0%			
Jemison High School	2	0	0	0.3%	0.0%	0.0%			
Jones Valley Elementary School	0	0	0	0.0%	0.0%	0.0%			
Lakewood Elementary School	0	0	0	0.0%	0.0%	0.0%			
Lee High School	7	2	1	1.4%	1.4%	0.9%			
Martin Luther King Jr Elementary	0	0	0	0.0%	0.0%	0.0%			

<b>Consent Order Reference: VII.I.4</b>							
	<b># of Students Receiving An Expulsion</b>		<b>Percentage of Racial Population Receiving an Expulsion</b>				
McDonnell Elementary School	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
McNair Jr. High School	2	0	0.6%	0.0%	0.0%	0.0%	0.0%
Monte Sano Elementary School	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Montview Elementary School	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Morris Elementary School	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Mountain Gap P8	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
New Century Technology High School	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Providence Elementary School	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ridgecrest Elementary School	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Rolling Hills Elementary School	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Sonnie Hereford Elementary School	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Weatherly Elementary School	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Westlawn Middle School	1	0	0.7%	0.0%	0.0%	0.0%	0.0%
Whitesburg P8	0	2	0.0%	0.5%	0.0%	0.6%	0.0%
Williams Jr. High School	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Williams P6	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total</b>	<b>18</b>	<b>10</b>	<b>5</b>	<b>0.2%</b>	<b>0.1%</b>	<b>0.1%</b>	<b>0.1%</b>
Pinnacle	NA	NA	NA	NA	NA	NA	NA
Launch	NA	NA	NA	NA	NA	NA	NA



Consent Order Reference: VII.I.4					
		# of Students Placed At Alt. School		Percentage of Racial Population Placed At Alt. School	
McDonnell Elementary School		0	0	0.0%	0.0%
McNair Jr. High School		6	0	1.8%	0.0%
Monte Sano Elementary School		0	0	0.0%	0.0%
Montview Elementary School		0	0	0.0%	0.0%
Morris Elementary School		0	0	0.0%	0.0%
Mountain Gap P8		0	0	0.0%	0.0%
New Century Technology High School		0	0	0.0%	0.0%
Providence Elementary School		0	0	0.0%	0.0%
Ridgecrest Elementary School		0	0	0.0%	0.0%
Rolling Hills Elementary School		0	0	0.0%	0.0%
Sonnie Hereford Elementary School		0	0	0.0%	0.0%
Weatherly Elementary School		0	0	0.0%	0.0%
Westlawn Middle School		3	0	2.2%	0.0%
Whitesburg P8		1	3	0.3%	0.7%
Williams Jr. High School		1	0	0.5%	0.0%
Williams P6		0	0	0.0%	0.0%
<b>Total</b>		<b>140</b>	<b>32</b>	<b>1.5%</b>	<b>0.3%</b>
Pinnacle		NA	NA	NA	NA
Launch		NA	NA	NA	NA

Consent Order Reference: VII.I.4												
School	# of Students With An Incident Referred to Law Enforcement			Percentage of Racial Population With An Incident Referred to Law Enforcement								
	Black	White	Other	Black	White	Other						
Academy For Academics And Arts	0	0	0	0.0%	0.0%	0.0%						
Academy For Science & Foreign Language	0	0	0	0.0%	0.0%	0.0%						
Blossomwood Elementary	0	0	0	0.0%	0.0%	0.0%						
Chaffee Elementary School	0	0	0	0.0%	0.0%	0.0%						
Challenger Elementary School	0	0	0	0.0%	0.0%	0.0%						
Challenger Middle School	0	0	0	0.0%	0.0%	0.0%						
Chapman P8	3	1	0	1.0%	0.5%	0.0%						
Columbia High School	16	1	1	3.0%	0.8%	0.4%						
Dawson Elementary School	0	0	0	0.0%	0.0%	0.0%						
Farley Elementary School	0	0	0	0.0%	0.0%	0.0%						
Goldsmith Schiffman Elementary School	0	0	0	0.0%	0.0%	0.0%						
Grissom High School	7	5	1	2.2%	0.5%	0.3%						
Hampton Cove Elementary School	0	0	0	0.0%	0.0%	0.0%						
Hampton Cove Middle School	0	0	0	0.0%	0.0%	0.0%						
Highlands Elementary School	0	0	0	0.0%	0.0%	0.0%						
Huntsville High School	6	2	4	1.5%	0.2%	1.6%						
Huntsville Jr. High School	4	0	0	2.1%	0.0%	0.0%						
Jemison High School	21	3	0	3.1%	9.1%	0.0%						
Jones Valley Elementary School	0	0	0	0.0%	0.0%	0.0%						
Lakewood Elementary School	0	0	0	0.0%	0.0%	0.0%						
Lee High School	10	1	2	1.9%	0.7%	1.9%						
Martin Luther King Jr Elementary	0	0	0	0.0%	0.0%	0.0%						



Consent Order Reference: VII.I.4			
	# of Students With An Incident Referred to Law Enforcement	Percentage of Racial Population With An Incident Referred to Law Enforcement	
McDonnell Elementary School	0	0	0.0%
McNair Jr. High School	38	3	11.2%
Monte Sano Elementary School	0	0	0.0%
Montview Elementary School	0	0	0.0%
Morris Elementary School	0	0	0.0%
Mountain Gap P8	0	0	0.0%
New Century Technology High School	0	0	0.0%
Providence Elementary School	0	0	0.0%
Ridgecrest Elementary School	0	0	0.0%
Rolling Hills Elementary School	0	0	0.0%
Sonnie Hereford Elementary School	0	0	0.0%
Weatherly Elementary School	0	0	0.0%
Westlawn Middle School	4	0	2.9%
Whitesburg P8	2	1	0.6%
Williams Jr. High School	0	0	0.0%
Williams P6	0	0	0.0%
<b>Total</b>	<b>111</b>	<b>14</b>	<b>11</b>
			<b>1.2%</b>
Pinnacle	4	0	NA
Launch	13	1	NA
			<b>NA</b>
			<b>0.2%</b>