



Charlotte High School

Charlotte, Michigan

SNAPSHOT FROM THE FIELD

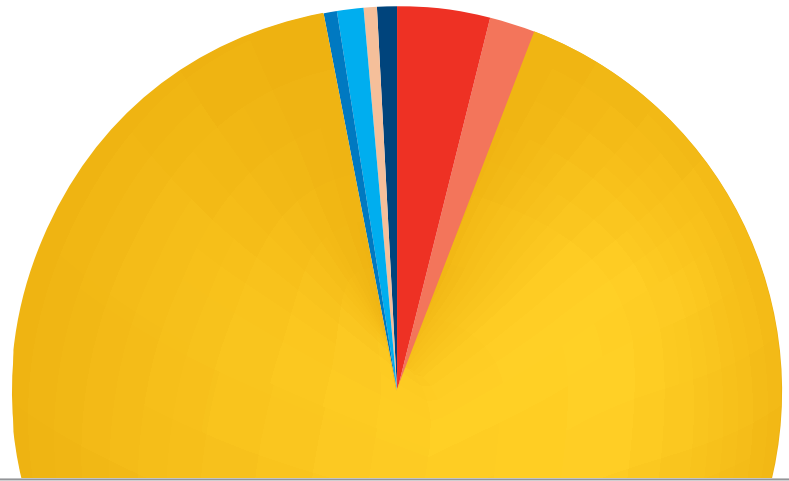
In less than one year, Charlotte High School reduced its detentions by nearly half and created a schoolwide Restorative Justice Program with the help of the High Reliability Schools™ framework.



DEMOGRAPHICS

- 815 students
- 4.2% Hispanic
- 1.7% African American
- 92.1% Caucasian
- 0.5% Multiracial
- 1% Asian
- 0.7% Native Hawaiian/Pacific Islander
- 0.7% Native American

Charlotte High School is located in Charlotte, Michigan, a community of approximately 9,000 residents.



CHALLENGE

With 218 detentions and 126 Saturday school referrals in one semester, Charlotte High School sought an answer to reduce the amount of exclusionary discipline referrals. Many of its students facing these consistent disciplinary challenges felt disconnected from the school, feeling as though they had no positive relationships with anyone on campus. While teachers and

administrators wanted to reduce these disciplinary numbers and poor relationships, they also felt a responsibility to hold students accountable for their actions and wanted to maintain suspension and other forms of traditional discipline when necessary. Seeking High Reliability Schools™ Level 1 and 2 certifications would ultimately address all facets of this challenge.

IMPLEMENTATION

As part of its High Reliability Schools Level 1 certification process, Charlotte implemented a professional development plan called “Big Ideas,” where the staff identified six different areas of need. Teachers worked in cross-content PLCs to help achieve goals and solve problems for each topic. Through this, a key group focused on a restorative justice model, then underwent training and developed a plan to implement the practices schoolwide. Three members of the restorative justice group, as well as Principal Bill Barnes and Assistant Principal Sharee Burdick, received certification on running restorative circles. The schedules of two teachers were also arranged so they could work with administrators to create opportunities for students

to right their wrongs, even in instances where traditional discipline was used.

The Restorative Justice Team has created an alternate route for teachers to receive support for behavioral issues in the classroom without resorting to a formal behavioral referral. The Restorative Justice facilitators themselves work to resolve behavioral issues inside the classroom and out, including teacher-student conflict resolution, chronic behavioral issues in class, and peer-to-peer conflict resolution. The facilitators check in with these students on a regular basis, including students who have faced consistent behavioral struggles for years, to help open a dialogue between the student and teacher.

“By building relationships through the Restorative Justice program, these students are no longer ‘falling through the cracks’ at such a large rate.”

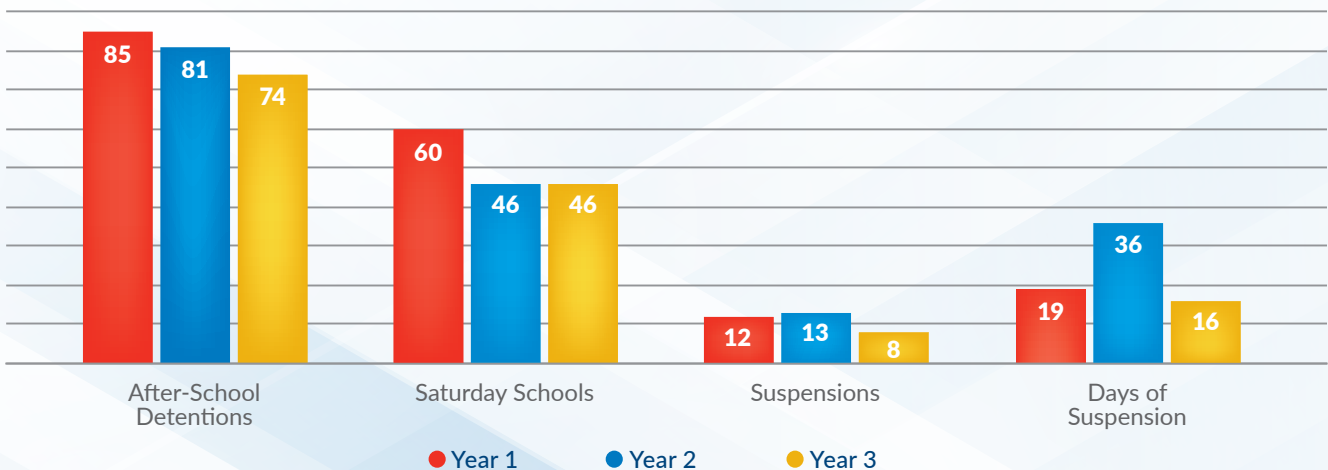
—Sharee Burdick, assistant principal, Charlotte High School, Michigan

RESULTS

Charlotte’s teachers and administrators say their efforts with restorative justice programs are working, particularly with lower-level offenses and key demographics. By the next school year, the number of detentions was cut nearly in half. The number of Saturday school referrals was reduced as well. The number of students receiving a free or reduced lunch who received suspensions was also significantly reduced, as well as the number of female students serving suspensions. While the overall number of suspensions remained the same, the number of one-day or half-day suspensions decreased. These shorter suspensions, typically used for low-level offenses, were often replaced with restorative practices.

Re-entry circles have also shortened what used to be a four- or five-day suspension. Suspensions at Charlotte are now primarily being used for higher-level offenses. Some of the students facing more severe punishment, which had previously ended in expulsion, are now suspended long term (20 or more days) instead. With Charlotte’s restorative justice program, two students who underwent long-term suspension successfully returned to class with a plan by the end of the semester, drastically increasing their ability to obtain a quality education.

CHARLOTTE HIGH SCHOOL Student behavior data during the first term of the school year



Transform classrooms with research-based practice

Every year a staggering amount of research is published in the field of education. As a busy educator, you simply don't have time to sift through each article and translate them into strategies that will improve your practices. That's where we come in. Marzano Resources combines Dr. Robert J. Marzano's 40 years of educational research with continuous action research to provide powerful, results-driven support to teachers and administrators.

Here are just a few ways we can help you achieve your goals:

Books & Videos

Browse our specialized K-12 resources to discover proven strategies on the most critical topics in education—from assessment and grading to competency-based education, technology, and student engagement.

Online Courses

Build deep learning faster. Whether you seek CEU credits for yourself or proficiency in new techniques for an entire staff, our online courses provide affordable, targeted training.

Events

Explore our workshops and conferences to find your perfect fit. Our experts will help you maximize classroom engagement, assess student growth, foster a standards-based learning environment, and more.

Customized PD Services

Learn how you can bring Dr. Marzano and his associates to your school or district. Plan a dynamic one-day session or a series of trainings. Just tell us your goals, and we'll tailor the experience for you and your team.

Signature PD Services

Follow a planned course of excellence. To better serve educators, Marzano Resources has designed packaged staff development services on our most popular topics.

Proficiency Scale Services

Let our experts energize your efforts toward implementing a guaranteed and viable curriculum. Our proficiency scale services offer a wide range of options, from proficiency scale review to revision to alignment to creation.

Learn more
MarzanoResources.com