Restorative Justice and PBIS in Montgomery County Public Schools
DOJ Grant: Parent and Staff Information
SY2020-2021
12% of public schools have a bullying incident at least once a week.

10% of public schools have students disrespect teachers in other ways at least once a week.

5% of public schools have students verbally abuse teachers at least once a week.

41% of public school teachers report that student behavior disrupts instruction.
Promising research
Reduces misbehavior, suspensions
Improves school climate

Rigorous research
Improves student prosocial behavior
Reduces disciplinary referrals, suspension rates
Improves school climate
Grant Overview

• Funded by the National Institute of Justice, a division of the U.S. Department of Justice

• Focused on Restorative Justice (RJ) and Schoolwide Positive Behavioral Interventions and Supports (SW-PBIS)

• 43 schools in the district: 11 middle schools and 32 elementary schools

• Five-year grant (1/1/2018 - 12/31/2022): implementation staged so half of the schools begin in SY19-20 and half begin in SY21-22
Who is leading the project?

- MCPS is leading implementation and the RAND Corporation is leading the study.
- The RAND Corporation is a nonprofit institution that helps improve policy and decision-making through research and analysis.
The study will examine...

1. *Implementation* of RJ and SW-PBIS in schools;

2. *Impact* of the two programs alone and in combination with each other; and

3. *Cost effectiveness* of the programs.
## Data Collection Activities

<table>
<thead>
<tr>
<th>What?</th>
<th>Who?</th>
<th>When?</th>
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<tbody>
<tr>
<td>Site visits</td>
<td>Two schools per condition + one (9 schools total)</td>
<td>Spring 2019</td>
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<tr>
<td>• Admin interviews</td>
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<td>Fall 2019</td>
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<td>• Staff focus groups</td>
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<td>Spring 2021</td>
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<tr>
<td>• School observations</td>
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<tr>
<td>Training observations</td>
<td>District and school participants</td>
<td>Summer 2019</td>
</tr>
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<td>Staff logs</td>
<td>Sample of teachers in treatment schools</td>
<td>Spring 2019 - Spring 2021</td>
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<tr>
<td>Climate and practice surveys</td>
<td>Staff and students (G5+) in study schools</td>
<td>Spring 2019 (staff only)</td>
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<tr>
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<td>Fall 2019 (students only)</td>
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<td></td>
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<td>Spring 2020</td>
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<td></td>
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<td>Spring 2021</td>
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<td>Administrative data</td>
<td>District data office</td>
<td>Spring 2019</td>
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<td></td>
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<td>Summer 2019</td>
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<td>Fall 2020</td>
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<td>Summer 2021</td>
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Climate and Practice Surveys

• Staff
  – All staff in study schools (teachers, administrators, non-professional staff)
  – Link to complete the online survey is emailed to staff
  – ~5 minutes

• Students
  – All consenting students in grades 5+ in study schools
  – Link to complete the online survey is emailed to students
  – ~10 minutes
Examples of Student Survey Content

• Respect and relationships: for example, “In your opinion, how often do staff treat students with respect?”

• Emotional security and mental health: for example, “At my school, students work on listening to others to understand what they are trying to say.”

• Physical security and problem behaviors: for example, “I feel safe at school.”

• Bullying: for example, “Students at my school are often bullied.”

• Social and conflict resolution: for example, “Students at this school try to work out their disagreements with other students by talking to them.”

• Behavior management: for example, “The rules for student behavior in my school are clear and consistent.”
Examples of Staff Survey Content

• Respect and relationships: for example, “In your opinion, how often do staff treat students with respect?”

• Emotional security and mental health: for example, “My school places a priority on teaching students strategies to manage their stress levels.”

• Physical security and problem behaviors: for example, “[Conflicts] among students (verbal or physical) occur at my school often.”
Student Consent

Parents and guardians, your child’s participation will help MCPS understand whether and how RJ and SW-PBIS affect their school experiences.

– By consenting, you agree to allow your child to participate in surveys for the study of RJ and SW-PBIS in MCPS.

– RAND will not release any information that can be used to identify your child.

– If you have not yet submitted your consent form, you will receive an email from MCPS with instructions on how to complete and submit the consent form.
Staff Consent

Staff, your participation will help MCPS understand how RJ and SW-PBIS roll out in your schools, and whether they affect the working and learning climate.

- You have an opportunity to consent individually for each activity: surveys, logs, interviews, and focus groups for the study of RJ and SW-PBIS in MCPS.
- RAND will not release any information that can be used to identify you.
- Your consent form is provided on the first page of the online staff survey and staff log.
Study Timeline

Implement SW-PBIS and RJ (Summer 2019-Spring 2022)

Collect data (Spring 2019-Summer 2021)

Analyze data, report findings (Summer-Fall 2022)

Control Schools Implement SW-PBIS and RJ (Fall 2021-Spring 2022)
Questions?
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