

**NBI 45-2007: Expulsions and Suspensions**  
**Recommendations for the NEA and its Affiliates**

**Introduction**

The committee on school expulsions and suspensions met for the second time on April 29, 2008 for the purpose of developing a set of action recommendations for the NEA. The objective of these recommendations is to decrease the number of school suspensions and expulsions so that all students are able to pursue their education. Of particular concern is the over-representation of ethnic and racial minorities as well as poor students in suspensions and expulsions.

**Recommendations**

Our goal is to reduce the number of expulsions and suspensions because it is crucial for closing the achievement gaps. It is therefore important for the NEA to proceed in pursuing our recommendations.

*1. Form partnerships with all stakeholders*

We recommend that the NEA promote and pursue authentic partnerships with all stakeholders including, but not limited to parents, community members, businesses, students, education employees, and advocates. Our specific recommendations are—

- a. NEA and its partners will develop positive behavior support and discipline plans for every school.
- b. NEA and its partners will promote and pursue home visits as a strategy for involving parents. This will include developing a research paper (review models and evaluate their effectiveness) that develops a framework for implementing a program of home visits. Such a framework will incorporate training, funding, and support at the site.
- c. NEA and its partners will identify organizations with similar interests that are engaged in work on closing the achievement gaps. The NEA should then establish working relationships with these groups, such as participation in the fall 2008 Dignity in Schools Conference.
- d. Because the NEA and public schools can't resolve important educational issues alone, the NEA will pursue partnerships with mental health and social services organizations for the purposes of:
  - Addressing the mental health needs of students and staff, including crisis response and stress management.

- Addressing the social skills needs of staff and students.

## *2. Positive Behavior Support and Discipline*

The NEA will collaborate with the AFT and all their state affiliates in forming school district level partnerships with all education stakeholders (including students) in developing positive behavior support and discipline plans. These plans will focus on: authentic due process, and Identifying and promoting alternatives to school suspensions, expulsions, and involuntary transfers. And they will also consider predicted outcomes.

## *3. Analysis of Data*

- a. The NEA shall analyze data on student behaviors, disciplinary actions and outcomes in order to identify inequities in educational opportunities.
- b. NEA shall promote the use of its KEYS program to implement these recommendations at the school site.

## *4 .Overcoming Biases*

NEA will develop and promote a public relations campaign on the role bias plays in student achievement and the achievement gaps. In addition, the NEA will promote cultural competency and cultural sensitivity for improved student achievement and reduced achievement gaps by the fall of 2009.