

Knowing the Starting Point

DATA: CALCULATE RACIAL DISPARITIES IN EXCLUSIONARY DISCIPLINE

The pre-programmed Excel sheet in a separate file can be used to quickly and easily calculate racial disparities in disciplinary decisions. The 2 and ½ minute video demonstrates how to use the calculator.

The calculator can help school staff:

1. Understand the Magnitude of Disparities
2. Understand if the Source of Disparities is the Classroom and/or Administrator's Office
(if the calculator is used twice: once for office disciplinary referrals and once for suspensions)
3. Guide Definition of Desired and Feasible Change Goals
4. Guide Choice of Strategies
5. Allow for Monitoring of Progress Toward Goal

Here is what the Excel calculator looks like. Open the associated Excel file to assess your disparities.

CALCULATING DISPARITIES IN SCHOOL DISCIPLINE			
Instructions: Decide what comparisons you want to make and enter four numbers from school or district records.			
What disparities do you want to calculate?		Replace the red information with your choices.	
1. We want to examine disparities in: ___ Office referrals O <u>X</u> Suspensions OR ___ Expulsions			
2. We want to compare discipline for: <u>Black</u> AND <u>White</u> students			
3. We want to examine disparities at the level of: ___ Classroom OR <u>X</u> School OR ___ District			
4. We want to examine disparities over: <u>X</u> 9 weeks O ___ School year OR ___ Other			
RISK INDEX			
The example is for Black and White students at the school level. Change the underlined text to your choices from above.			
Replace red numbers with your values			
1. How many <u>Black</u> students were <u>suspended</u> in the <u>1st 9 weeks</u> ?		20	
2. How many <u>Black</u> students are in the <u>school</u> ?		120	
[Risk Index Black]	Proportion of <u>Black</u> students <u>suspended</u> in <u>1st 9 weeks</u>	➔	17%
3. How many <u>White</u> students were <u>suspended</u> in the <u>1st 9 weeks</u>		3	
4. How many <u>White</u> students attend the school?		100	
[Risk Index White]	Proportion of <u>White</u> students <u>suspended</u> in <u>1st 9 weeks</u>	➔	3%
INTERPRETATION: 17% OF BLACK STUDENTS WERE SUSPENDED COMPARED TO 3% OF WHITE STUDENTS.			
THE PERCENTAGE OF BLACK STUDENTS SUSPENDED WAS 14 POINTS HIGHER THAN WHITES.			
RISK INDEX RATIO			
INTERPRETATION: BLACK STUDENTS WERE 5 & 1/2 TIMES AS LIKELY TO BE SUSPENDED THAN WHITES		➔ 5.56	
A value of 1 means the proportions for the two groups are the same.			
Greater than 1 means Blacks students are more likely to get an OSS.			
Less than 1 means Non-Black students are more likely to get an OSS.			