

PBIS Ethics & Equity Audit

Self-assessment for equitable behavior practices

classroompulse.io

Purpose

This audit helps schools examine their PBIS implementation through an equity lens, identifying potential biases and areas for improvement.

Discipline Data Review

Examine your ODR/suspension data:

- Data is disaggregated by race, disability, gender
- Disparities are identified and addressed
- Root causes of disparities are examined
- Progress toward equity goals is tracked

Expectations & Rules

- Expectations are culturally responsive
- Expectations are explicitly taught (not assumed)
- All students have equal opportunity to meet expectations
- Rules avoid targeting cultural expressions
- Student voice included in expectation development

Teaching & Reinforcement

- Positive reinforcement is distributed equitably
- Teachers receive training on implicit bias
- Multiple pathways exist to earn recognition
- Reinforcement is culturally relevant
- Data on reinforcement distribution is reviewed

Consequences & Responses

- Consequences are applied consistently
- Restorative practices are utilized
- Exclusionary discipline is last resort
- Alternative consequences are available
- Cultural context is considered

Family Engagement

- Families are partners, not targets of intervention
- Communication is culturally appropriate
- Meetings accommodate family needs
- Diverse perspectives are actively sought

Staff Development

- Ongoing equity training provided
- Difficult conversations about bias occur
- Staff demographics reflect student population
- Hiring practices promote diversity

Action Planning

Areas of Strength

Priority Areas for Improvement

Next Steps

Equity-Focused Analytics

Classroom Pulse provides disaggregated data views to help identify and address equity gaps.

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