FuturEdge Charter Academy

"Home of the Phoenix"

Progressive Discipline Plan
Based on Restorative Practices

2026-2027

FuturEdge Charter Academy

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Administration
Kristen Guthrie, Principal

Instructional Support
Mo Fasehun, Instructional Coach

Support Staff
Kimberly Scott, School Counselor
Darren Goodson, Student Support
Carlos Santana, Office Manager
Jackeline Franco, Receptionist

School Board
Brandi Adams, Closing Administrator

I. Introduction

FuturEdge Charter Academy ("FuturEdge") is committed to fostering a safe, supportive, and equitable learning environment where every student can thrive academically, socially, and emotionally. Consistent with Nevada Revised Statutes (NRS 392.4644 – 392.4674) and the Statewide Framework for Restorative Justice (NRS 388.1333), this Progressive Discipline and Restorative Justice Plan outlines the structures, interventions, and due process procedures that guide all student behavior responses.

This plan reflects FuturEdge's Phoenix RISE Matrix values—Respect, Integrity, Safety, and Excellence—and is designed to balance accountability with empathy, ensuring that discipline promotes learning and behavior change rather than punishment.

Behavior expectations are categorized as Minor, Major, and Urgent, consistent with the FuturEdge Student Code of Conduct (2026-2027).

- **Minor Behavior Incidents** are staff-managed infractions that disrupt learning but can be resolved through redirection, restorative conversation, or classroom-level intervention.

- **Major Behavior Incidents** are office-managed behaviors that are repeated, severe, or impact the safety and well-being of others. These may warrant administrative involvement and formal restorative or disciplinary action.

- **Urgent Behavior Incidents** are administrative-managed and require immediate action due to safety concerns or violations of law; these include expellable offenses such as possession of weapons or threats of violence.

This policy emphasizes **prevention, intervention, restoration, and equity**, ensuring every response aims to restore community trust, repair harm, and reintegrate students positively into the learning environment.

II. Appeals Compliance

In accordance with **NRS 392.4674**, any student who is suspended or expelled will receive written notice on the same day, outlining their right to appeal.

- **Timeline to File Appeal:** Within **five (5) school days** of the decision.
- **Hearing:** Scheduled within **five (5) school days** after the appeal is received.
- **Language Access:** Notices are provided in English and Spanish and made available online.
- **Alternative Placement:** The Principal considers educational continuity and safety when determining least restrictive environments under **NRS 392.4673**.

III. Board of Trustees Compliance

The **FuturEdge Governing Board** formally adopts this Progressive Discipline and Restorative Justice Plan annually to ensure compliance with **NRS 392.4644(1)** and alignment with statewide restorative practices.

- Board minutes and sign-in sheets document official approval.
- Quarterly data on suspensions, expulsions, and interventions are reviewed to identify and address any disproportionate discipline outcomes across subgroups (per **NRS 385A.250(2)**).
- The Board ensures that staff receive required restorative justice and bias-awareness training.

IV. Data Collection and Monitoring

In compliance with **NRS 392.462**, FuturEdge collects, monitors, and reports the following data quarterly:

- Suspension and expulsion rates, disaggregated by subgroup.
- Number of alternative placements and instructional supports provided.
- Restorative justice interventions and outcomes.
- Attendance, chronic absenteeism, and behavioral trends.
- Staff professional development participation on restorative justice and SEL.

Data-Driven Response: When data indicates that discipline practices disproportionately impact a student subgroup, FuturEdge implements corrective measures, including bias training, coaching, targeted SEL supports, and family engagement initiatives.

V. Interventions and Restorative Framework

FuturEdge prioritizes restorative and preventive interventions to address student behavior before exclusionary measures are considered. Each intervention is designed to build empathy, accountability, and skill development.

Tiered Response Framework

Tier	Category	Examples	Intervention Focus
Tier 1: Preventive	**Minor**	Tardiness, dress code, classroom disruption	Reteaching expectations, ClassDojo positive feedback, restorative conversation
Tier 2: Corrective	**Major**	Defiance, fighting, repeated disrespect	Parent conference, behavior reflection plan, school counseling
Tier 3: Intensive	**Urgent**	Threats, possession of weapon, assault	Immediate removal, investigation, restorative reentry plan, safety contract

Each level incorporates **Restorative Justice** elements:

1. **Accountability:** Students take responsibility for their actions through reflection, apology, and reparation.
2. **Restoration:** Students and staff work collaboratively to repair harm done to the school community.
3. **Relief for Victims:** Supports are provided to ensure physical and emotional safety.
4. **Behavior Change:** Follow-up counseling, SEL instruction, or mentoring is provided.

VI. Progressive Discipline Pathway

Behavior Category	Examples	Primary Response	Escalation Path
Minor	Tardy, class disruption, dress code	Teacher-managed, reflection form, parent call	Conference, detention, referral
Major	Fighting, bullying, vandalism	Admin conference, ISS/SWI	Suspension, behavior plan, restitution
Urgent	Weapon possession, threat, sexual assault	Immediate administrative action	Expulsion hearing (per NRS 392.466)

All responses will include restorative follow-up before reentry and documentation in Infinite Campus.

VII. Restorative Discipline and Removal

Temporary removal of students from classrooms or campus occurs only when safety or significant disruption requires it (**NRS 392.4645**).

- **Alternative Placement:** Considered before suspension or expulsion, ensuring least restrictive options.
- **Suspension with Instruction (SWI):** Students continue receiving instruction during exclusion.
- **Reentry Conferences:** Conducted for all students returning from suspension to reintegrate successfully.

VIII. Communication, Transparency, and Web-Based Compliance

- This plan and related data will be posted annually on the school's website: www.futuredgeacademy.org/policies
- Quarterly data dashboards and training reports will be publicly accessible.
- Parents receive copies during annual enrollment and via the Student & Parent Handbook.

IX. Continuous Improvement and Stakeholder Involvement

FuturEdge reviews this plan each quarter through the **PBIS & Safety Committee**, which includes administrators, teachers, parents, and students.

- **Quarterly Data Review:** Analyze trends in discipline and intervention effectiveness.
- **Annual Training:** All staff complete restorative justice, SEL, and cultural competency modules.
- **Parent Engagement:** Family focus groups and community partnerships reinforce shared accountability.

Commitment Statement

FuturEdge Charter Academy commits to upholding restorative, equitable, and student-centered discipline practices that honor every scholar's dignity while maintaining a safe, respectful learning environment. Through prevention, intervention, and partnership, we ensure that every Phoenix has the opportunity to learn, grow, and rise.