








PBSES School-Level Equity Report

The school-level Equity Report in PBSES answers the question: “Are discipline outcomes equitable for all subgroups of students in my school?” Any subgroup listed on the report’s output screen was found to have disproportionate outcomes for office discipline referrals (ODR), out-of-school suspensions (OSS), or both.

PBSES identifies disproportionality in a way that can be used for any size subgroup*, and controls for the impact of students who receive multiple ODRs or OSS. Therefore, if a group is identified as having disproportionate outcomes, it is **not** because the group is very small or very large, and it is **not** because a small number of students received many incidents of discipline.

The risk ratio values for each subgroup are provided on the report output screen to help identify the severity of a group’s over-representation. The values are color-coded as follows:

Status	Risk ratio values	Level of risk compared to all other groups...
 Equitable	<1.0- 1.20	N/A
 Low Disproportionality	1.21-1.99	Less than twice the risk
 Moderate Disproportionality	2.0-2.99	2-3 times higher risk
 Significant Disproportionality	3.0 +	3 times or higher risk
 Could not be calculated	**	Unknown

The risk ratio summarizes a group’s risk for a discipline event compared to the risk of all other students. It is a good summary measure of disproportionality, but the value may seem large when fewer than 10 students are involved in the calculation. If you are interested in the number of students included in the calculation, or if you would like to examine other measures of disproportionality, the Equity Profile for your school may be downloaded through a hyperlink located at the bottom of the Equity Report screen. The FLPBS Project offers additional resources to aid in the interpretation of the Equity Profile:

- 2-page handout “Understanding Equity Measures” on the FLPBS Project’s Coaches’ Corner: <http://flpbs.fmhi.usf.edu/pdfs/Understanding%20Multiple%20Measures%20of%20Disproportionality.pdf>
- Recorded monthly chat (August 2015) describing the equity measures and how to interpret the Equity Profile: <http://bit.ly/1kJNhGX>

For additional information on how to use the problem-solving process to address disproportionate outcomes, the CARED series of recorded online chats may be accessed at your convenience: http://flpbs.fmhi.usf.edu/Archived_Monthly_Online_Chats.cfm. If you would like more intensive technical assistance, please contact your district’s PBIS coordinator.

** When the necessary enrollment outcome data have been entered into PBSES, the system uses the “E-Formula” to determine if a subgroup’s representation among students who receive discipline is within acceptable boundaries given the size of that subgroup’s enrollment at the school. The E-Formula can be used with all student groups, and is particularly useful for schools with very small subgroup populations.*

Note: Enrollment data for the PBSES Equity Report was provided by Florida’s Department of Education.