



No Empty Seats: Four Commitments for Leaders

What standard should our district hold itself to on attendance?

THREE MOVES FOR THIS WEEK



Replace, do not add

Cost: \$0

Revise policy so the four commitments replace enforcement-first steps.



Sequence the rollout

Cost: \$0

Classification first, then PSSB, then SALT once staff trust the classification step.



Track local evidence

Cost: \$0

Record category, intervention and 90-day outcome for each case.

BOARD TALKING POINTS

1. Attendance is the gateway to every outcome we care about.
2. We will classify before we consequence.
3. We will measure belonging, not just seats.
4. We will report our own students' outcomes every semester.

MATCH THE RESPONSE TO THE REASON

Classify

Policy requires a conversation before any formal step.

Measure

Adopt PSSB alongside attendance codes.

Respond

SALT plans before escalation.

Coordinate

Named owners for every team.

AVOID THESE MISSTEPS

- x Layering training onto unchanged policy
- x Rushing past resistance; it is where durable change happens
- x Reporting activity counts instead of outcomes

HOW YOU WILL KNOW IT WORKS

Leading: Policy alignment with the four commitments

Lagging: Chronic absence and referrals avoided

Evidence: Attendance USA, No Empty Seats National Position Statement; Attendance USA Attendance Intelligence Briefs, Aug to Oct 2026 (primary-source checked); RAND ASDP (2025); AEI Return to Learn Tracker (Malkus, 2026); FutureEd (2026).



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