

Discipline Disproportionality Updates & Progress

October 11, 2022



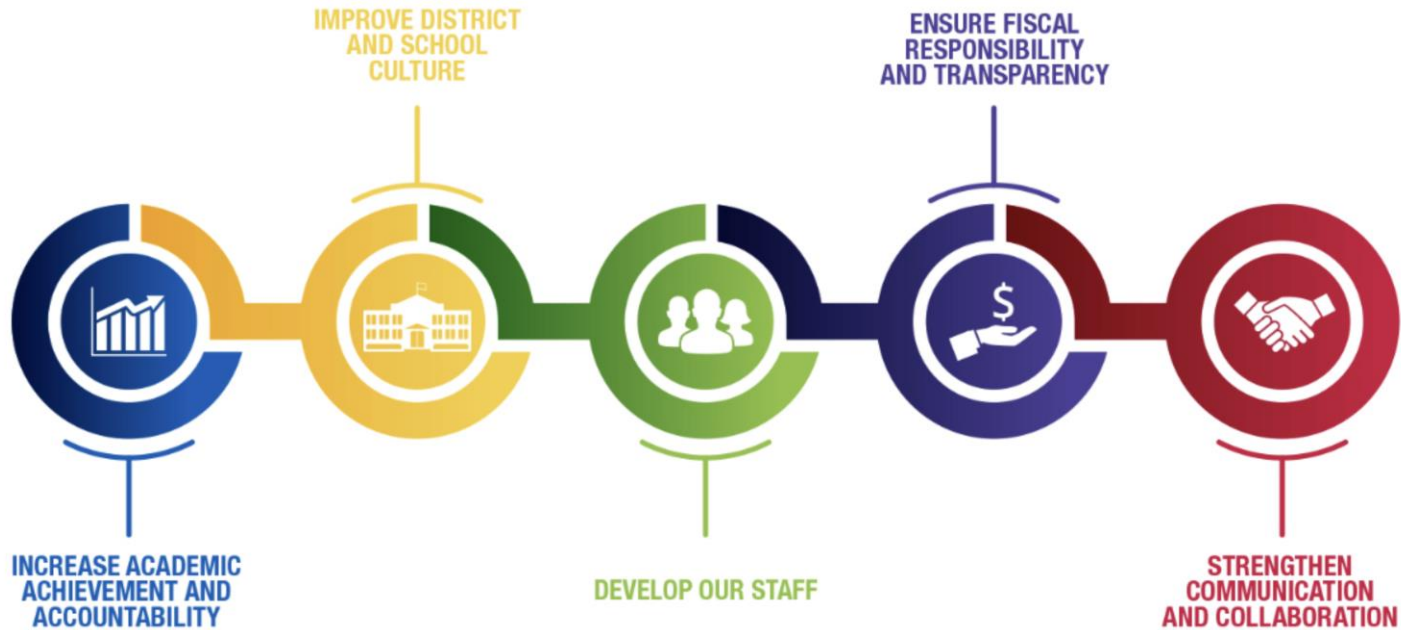
MILWAUKEE
PUBLIC SCHOOLS

Presenters:

Matthew Boswell, Senior Director, Student Services
Jon Jagemann, Discipline Manager, Student Services

Dr. Keith P. Posley, *Superintendent*

Five Priorities for Success



Monthly Reporting for 2022-2023

The monthly reporting associated with disproportionality will focus on the following:

- Providing proactive supports & interventions
- Strengthening student, staff & community collaboration
- Reconceptualizing the role of school leaders within discipline
- Developing staff integration of Courageous Conversations about Race



Providing Proactive Supports & Interventions

- Provided Culture, Climate and Alternatives to Suspension Toolkit best practices- community building and five universal supports
- Offered self-paced modules within Learning Management System (LMS)
- Meeting with identified schools of support



Providing Proactive Supports & Interventions

- Restorative practices coaches met with cohort schools to review progress
- PBIS team provided professional development on facilitating effective team meetings
- Discipline Response Team redesigned the De-escalation PD to “Navigating the Escalation Cycle”
- School Community Partnership for Mental Health (SCPMH) at 38 schools

Providing Proactive Supports & Interventions

Tier 2 and Tier 3 Interventions

Intervention	Students
Check-In/Check-Out (CICO)	397
Individualized CICO	81
Social Academic Instructional Group	109
Behavior Assessment/Intervention Plan (BAIP)	13
FBA/BIP	50
Educational Wraparound and RENEW	17

Strengthening Student, Staff, & Community Collaboration

- Student Discipline Committees meeting at all middle and high schools
- Student discussion topics included school policies and community building among students and among students and staff members



Strengthening Student, Staff, & Community Collaboration

- Gender & Identity Inclusion partnering with Girls on the Run, Pearls for Girls and Welcoming Schools
- Gender Sexuality Alliance (GSA) advisor information sessions
- Black & Latino Male Achievement (BLMA) mentoring in 12 middle and high schools and BLMA buddies in 16 elementary schools



Strengthening Student, Staff, & Community Collaboration

- Restorative Practices established five workgroups
 - Community partnership development
 - Professional development, tools, and materials
 - Restorative Practices high school elective course
 - Schoolwide implementation planning guide
 - Readiness cohort

Strengthening Student, Staff, & Community Collaboration

- PBIS coaches regularly attending Building Intervention Team (BIT) and PBIS Tier 1 Team meetings
- Social Emotional Learning (SEL) Champion support and best practices shared

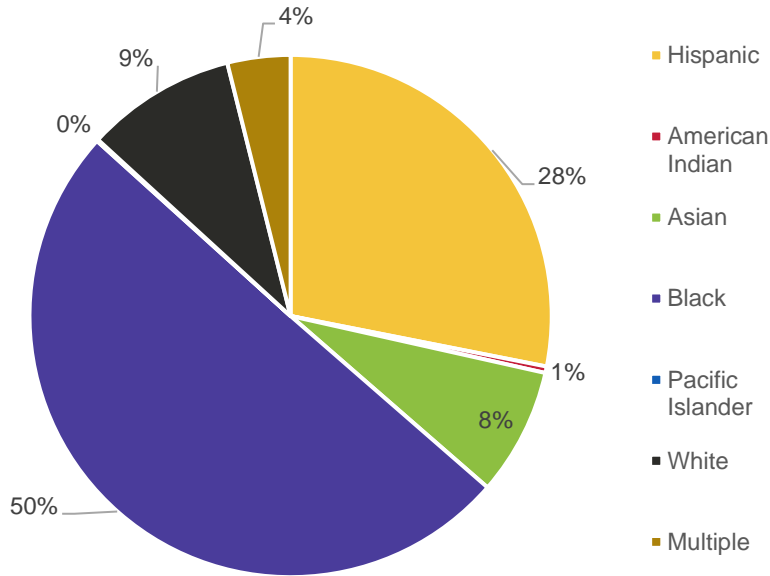
Reconceptualizing the Role of School Leaders within Discipline

- Toolkit best practice highlight for principals
- Monthly data reflection submission
- Collaboration with Office of School Administration

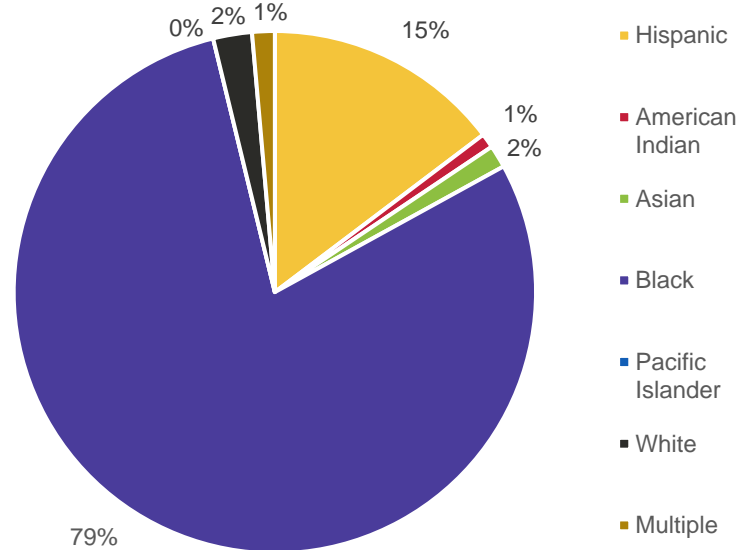


Data Analysis

Student Demographics



Year to Date Suspension Events



Data Analysis

Total Suspensions September 2022 - 2159

Total Suspensions September 2021 - 1621

	Hispanic Students	American Indian Students	Asian Students	Black Students	Pacific Islander Students	White Students	2+ Races	September 2022 total
Total Suspensions	312	19	29	1718	0	51	30	2159
Year to Date Suspension Rate	1.5%	4.2%	0.5%	4.4%	0	0.8%	2.3%	2.9%



Data Analysis

Total suspension events by grade level

K4-K5	1 st Grade	2 nd Grade	3 rd Grade	4 th Grade	5 th Grade	6 th Grade
3	6	12	22	51	88	165
7 th Grade	8 th Grade	9 th Grade	10 th Grade	11 th Grade	12 th Grade	
226	294	655	338	193	106	

Data Analysis

Administrator Alternatives to Suspension

Administrator Resolution	Events
Conference	145
Counsel	870
Detention	37
Mediation	117
Referral to BIT	10
Referral to Support Staff	24
Repairing Harm Circle	13
Restorative Conference	39



Developing Staff Integration of CCAR

- Two sessions of Courageous Conversations about Race (CCAR) Exploration held with specialized services and secretaries
- Scheduled CCAR Exploration sessions for remainder of year
- “The Miseducation of Girls of Color” workshop series

Next Steps October

- Fall Student Leadership Summit
- Toolkit focus- proactive strategies
- CCAR Exploration seminars
- District Equity Leadership Team (DELT)



Monthly Highlights

- Updated Proactive Student Support Strategies webpage of support
- Gender & Identity Inclusion- supporting positive culture for students
- Wedgewood Park Middle School- strategies towards suspension reduction



Gender & Identity Inclusion



- Mission
 - The MPS Department of Gender and Identity Inclusion works to ensure that all girls of color and LGBTQ+ students in MPS are provided safe, equitable, and inclusive environments and resources that support their holistic development and success
- Vision
 - Girls of Color and LGBTQ+ students in MPS feel affirmed and are empowered to grow, learn, thrive, succeed, and be themselves

GII UPDATES – OCTOBER 2022

339 Teacher/Support Staff participated in "Miseducation of Girls of Color" Part 1 series during Teacher Professional Development.

528 Teacher/Support Staff participated in "LGBTQ+ Awareness" workshop during Teacher Professional Development.

The Bus 57 Book Study begins October 12, 2022

Ongoing school support, training and student programs



GENDER SEXUALITY ALLIANCE (GSA)

Gender & Sexuality Alliances, or GSAs for short, are student-run organizations that unite LGBTQ+ and allied youth to build community and organize around issues impacting them in their schools and communities. GSAs have evolved beyond their traditional role to serve as safe spaces for LGBTQ+ youth in middle schools and high schools and have emerged as vehicles for deep social change related to racial, gender, and educational justice.

Our department is supporting GSA advisors across the district to create welcoming and safe spaces for our LGBTQ+ students and allies.

GII Department Goal: 40 Active GSA's by December 2022

ON THE HORIZON

- Girls of Color Programing
- Staff Training/Professional Learning Opportunities
- Mental Health Resources
- Community Partnerships
- Special Events



Wedgewood Park Middle School

- 660 students
- 55% Hispanic, 23% Black, 10% White, 7% Asian

	September 2021	September 2022
Total Suspensions	33	18
Non-safety suspensions	11	1
Behavior Referrals	90	66

School Culture and Climate

Essential 8

- Arrival
- Breakfast
- Morning Meeting/Circle/Grade Level Meetings
- Transitions
- Lunch
- Dismissal
- Celebrate Learning
- Schoolwide Discipline Plan

Connecting the Work

- Data Driven Actions/Supports
- Teacher Actions
- Student Actions
- Parent Support and Expectations



School Initiatives Aligned to the District

- PBIS Chart for Teacher and Office Managed implementation
- Courageous Conversations with teachers and administrators
- Regional monthly goal setting conversations (local level)
- Support mentoring group
- Cool tools Wednesday with focused behaviors taught
- Punch card: positive incentives
- Walkthrough tool focused on academics and culture
- Research based book study on Human Investment



Thank you.



Dr. Keith P. Posley, *Superintendent*

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