



**Data & Progress Associated with the OCR Report
February 1- February 28, 2021**

Below you will find an update of activities and benchmarks aligned to the action steps associated with Resolution #05-14-5003 with the Office of Civil Rights. All data and other information are updated as of February 28, 2021. Action steps 1, 6, and 8 are considered met, pending feedback from the Office for Civil Rights.

Action Step 2- Early Identification of Students At-Risk for Behavioral Difficulties and Early Intervention

Ongoing implementation of the behavioral multi-tiered system of support continues districtwide to identify students at risk for behavioral difficulties. All schools are documenting behaviors and supports within PLP Classroom Behavior in Infinite Campus. School teams utilize this data to inform teacher practice, identify school-wide trends in behaviors, and to identify students at risk for early intervention. Documentation of data indicates that staff members are working with students with behavioral difficulties without having to resort immediately to disciplinary practices.

As of February 28, 2021, there were 1,138 documented Tier 2 behavior interventions and 147 Tier 3 behavior interventions across the district.

February Benchmark & Timeline:

By February 28, 2021, documented Tier 2 interventions will increase by 10%, supporting students identified for early intervention.

Outcome:

Benchmark met. This is a 32% increase from 863 Tier 2 interventions and a 40% increase from 105 Tier 3 interventions as of January 31, 2020.

March Benchmark & Timeline:

By March 31, 2021, documented Tier 2 interventions will increase by 10%, supporting students identified for early intervention.

Action Step 3- Outreach to Students

During February, middle and high schools held virtual Student Discipline Committee meetings with minutes and discussions submitted online.

In February 2021, Children's Wisconsin expanded their online *Act Now!* bullying curriculum to include resources for 9-12th grade cyberbullying awareness. This work came out of the discussions with student discipline committees and the Student Leadership Summit. Over the past two years, Children's Wisconsin has attended the Student Leadership Summit and student committees to get input and feedback from students on cyberbullying. Their final module contains several videos featuring MPS students.



February Benchmark & Timeline:

By February 28, 2021, 100% of traditional middle and high schools will submit evidence validating that two virtual Student Discipline Committee meetings occurred, at which specific student recommendations and student-interest topics were discussed.

Outcome:

Benchmark met.

Report Summary:

Some of the topics discussed by students at meetings held throughout February include returning to school in April, worry about wearing or not wearing masks, how does social distancing look, staff engaging students virtually with cameras on, community building circles, and microaggressions they have experienced in the virtual learning environment. Student groups also engaged in conversations around COVID-19 and race, segregation within Milwaukee, Black history, and the importance of the Black Lives Matter initiative.

March Benchmark & Timeline:

By February 28, 2021, 100% of traditional middle and high schools will submit evidence validating that two virtual Student Discipline Committee meetings occurred, at which specific student recommendations and student-interest topics were discussed.

Action Step 4- Outreach to District Staff

All schools have a Discipline Work Group that meets monthly to analyze disproportionality data, identify specific strategies, and identify specific professional development and support for staff members and students. The district discipline manager continues to send a weekly email to discipline champions containing best practices, supports, and articles for reflection.

February Benchmark & Timeline:

By February 28, 2021, 100% of MPS schools will submit evidence validating their Discipline Work Group met during the month.

Outcome:

Benchmark met.

Report Summary:

Discipline Champions receive a weekly email with updates, best practices, and articles for reflection to implement and share throughout their school community. After reviewing their school data, Discipline Work Groups identify specific strategies for implementation. Examples of some of these identified strategies include professional development on bias, reviewing virtual learning expectations with students and staff members, identifying students for Tier 2 interventions, increasing positive phone calls, looking further into racial disproportionality beyond discipline data, and finding more opportunities to engage student voice.



March Benchmark & Timeline:

By March 31, 2021, 100% of MPS schools will submit evidence validating their Discipline Work Group met during the month.

Action Step 5- Outreach to Community Members

On Wednesday February 10, 2021, from 6:00-7:00 p.m., the district held its fourth and final community conversation discussing district climate and student voice. February's focus was on the role of bias within education and activities the district is engaging in to ensure all staff members are aware of the role of bias in their day-to-day work with students and families. A variety of best practices were shared. Afterwards a discussion occurred in the chat of best practice activities utilized across the district.

February Benchmark & Timeline:

By February 28, 2021, we will hold our final community conversation for the 2020-2021 school year.

Outcome:

Benchmark met.

March Benchmark & Timeline:

Based on the completion of the community conversation series, this action step is completed for the 2020-2021 school year.



Action Step 7- Staff Professional Development

The following is a sampling of professional development opportunities that were offered to staff members during January through the district’s Learning Management System (LMS).

Title	Audience	Enrollment
Brave Space for Race	Park View, Fratney, French Immersion	142
History of Race	Academy of Accelerated Learning Wisconsin Conservatory of Lifelong Learning	72
Microaggressions in the Classroom	Story	30
Role of Bias in Discipline	MacDowell	26
Engaging Multiple Perspectives in the Classroom	Bryant	23
Courageous Conversations Explorations	Middle and High School Administrators	80
Role of Bias in Discipline	MacDowell	27

In alignment with Resolution 05-14-5003 with the Office for Civil Rights and the Milwaukee Board of School Directors Resolution 1920R-005 and Resolution 2021R-010 regarding antiracism and Black Lives Matter, a three-year plan is underway to engage all MPS staff members and the community in professional development and discussion on antiracism and bias. The first session occurred on February 24, 2021 with all principals and half the assistant principals at the 30 traditional middle and high schools. A schedule for the remaining administrators and teachers at all 30 traditional middle and high schools has been created for everyone to attend prior to the end of the 2020-2021 school year.

In the all-day session participants experience the three components of the Courageous Conversations™ Protocol (Four Agreements, Courageous Conversations Compass, and Six Conditions). Through small, whole, and racial affinity group settings, colleagues are guided toward a working understanding of race and antiracism. Topics and concepts include Courageous Conversation Protocol, the rhetorical power of personal experiences, deep listening skills, and defining race and its impact. Participants acquire the knowledge and requisite skills for engaging, sustaining, and deepening Courageous Conversations about the impact of race and racism in our lives. This framework can then be used by participants within their classroom instruction, classroom community, engagement of families, school teams, and professional development.

February Benchmark & Timeline:

Increase enrollment in all self-guided professional development opportunities.

Outcome:

Benchmark met.

March Benchmark & Timeline:

Provide sessions for middle and high school teachers to attend the Courageous Conversations Exploration. All staff members who attend will be provided best practices and opportunities for additional support.



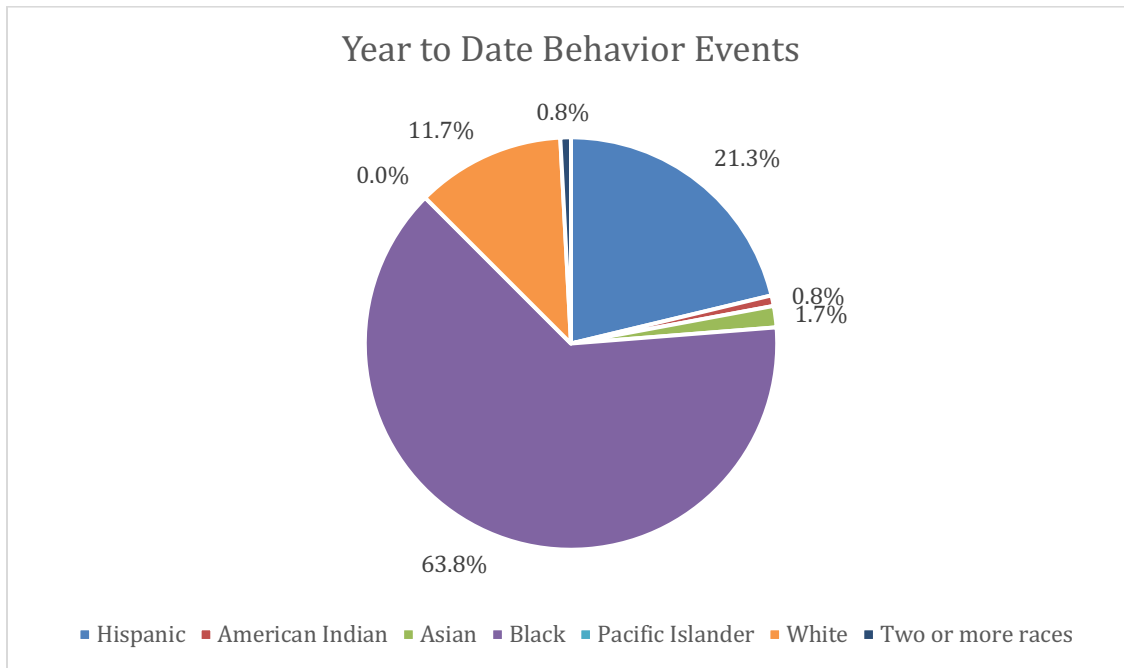
Action Step 9- Data Evaluation

Below are all behavior events and administrator resolutions documented across the district from February 1, 2021, through February 28, 2021. There were 15 referrals in which 15 events were found. As of February 28, 2021, there have been 240 behavior events year-to-date, as compared to 40,040 behavior events year-to-date during the 2019-2020 school year.

Behavior Event	Hispanic	American Indian	Asian	Black	Pacific Islander	White	2+ Races	February Total	January Total	Year to date	Administrator Resolution Used
Bullying Due to Sex										2	
Bullying Reason Unknown										1	
Bullying Other Reason											
Chronic Disruption									7	61	
Disorderly Conduct				1				1	2	16	9
Endangerment of Physical Safety/Mental Well-being									1	2	
Inappropriate Dress										1	
Inappropriate Personal Property										4	
Inappropriate use of electronic communication devices	6			4		2		12	12	104	3,4,5,9,10,17,18
Personal Threat									3	8	
Possession/Ownership/Use of Drugs									1	2	
Possession/Ownership/ Use of a Gun										4	
Possession/Ownership/Use of Weapon Other than Gun										2	
Sexual Assault										1	
Sexual Harassment										1	
Substantial Environmental Disruption										8	
Use of Tobacco, Including Chewing										3	
Vandalism									1	2	
Verbal Abuse/Profanity/Harassment				1		1		2	2	19	3,18
Grand Total	6			6		3		15	29	240	



Resolution	Key Code	Resolution	Key Code
Alternative Virtual Instruction	1	Police Involvement	10
Conference	2	Preliminary Expulsion Hearing	11
Counsel	3	Referral- BIT	12
CS Conference Scheduled	4	Referral School Social Worker/ School Psychologist	13
Handled at Local Level	5	Remain Present School	14
IEP Review	6	Suspension	15
Investigative Review	7	Suspension Pending	16
Alternative School Reassignment	8	Virtual Discipline Process	17
Parent Contact	9	In process	18



Action Step 10- Implementation Plan

On February 9, 2021, the District Discipline Disproportionality Leadership Team met and discussed school data and Discipline Work Group meeting minutes.

Cohorts of staff members reading Glenn Singleton’s *Courageous Conversations About Race*, Ibram X Kendi’s *How to Be an Antiracist*” and other books met throughout the month.

Milwaukee French Immersion School continued their six-session series on race and disproportionality led by 10 school-based facilitators coached by the district discipline manager. La Escuela Fratney continued a professional development series on race and disproportionality facilitated by the district discipline manager as well as monthly “chat and chew” sessions for staff members to attend over lunch to discuss various topics of race in education.



The school social work and school psychologist departments hosted a viewing and discussion of *Pushout: The Criminalization of Black Girls in Schools* with over 250 individuals in attendance. Participants watched the documentary, reviewed some district-wide data, and went into breakout room discussions identifying next steps for themselves in their roles. Participants were invited to join a March 2021 book cohort reading *Pushout: The Criminalization of Black Girls in Schools*, by Monique Morris.

The 4th Annual Community Schools Conference was held on December 23, 2020 and February 16, 2021, with 839 staff from 14 MPS Community Schools and other MPS stakeholders in attendance. The seminar started with a keynote from Jitu Brown, National Director of the Journey for Justice Alliance, followed by workshops on a variety of topics including being restorative in virtual spaces, Black Lives Matter at School, empowering youth voice, bias, and understanding whiteness, among others.

The Wisconsin (WI) Disproportionality Network continues to offer an Educational Equity Leadership Series with a variety of local and national speakers on a variety of topics on race and equity. All opportunities are offered by the WI Disproportionality Network for all educators throughout the state. Each session includes a presentation followed by an online discussion by participants. In February, the session was *Deepening Our Capacity as White Allies and Change Agents- Recognize Racist Microaggressions and Practices*. There were 40 MPS staff members that attended. After each session, an optional virtual networking session is offered by the district discipline manager for any interested participant to network and contextualize what was learned and how it can be applied.

A variety of other opportunities were shared through Discipline Champions including a viewing of the documentary *Remembering Bronzeville*, a national webinar on Black Minds Matter: Addressing Disproportionate Suspensions of Black Children and Youth, a national webinar on Confronting Racism through Courageous Conversations in the Secondary Classroom, a 21-week racial awareness challenge with United Way, and a book conversation with Frederick Joseph discussing his new young adult book *The Black Friend*.

February Benchmark & Timeline:

Facilitate documentary viewing and discussion of *Pushout: The Criminalization of Black Girls in Schools* with school psychologist and school social worker departments.

Outcome:

Benchmark met.

March Benchmark & Timeline:

Begin cohort reading *Pushout* by Monique Morris with 4 total sessions discussing the book and reflecting on an action plan for Milwaukee Public Schools.