

Discipline Disproportionality Updates & Progress

August 16, 2022



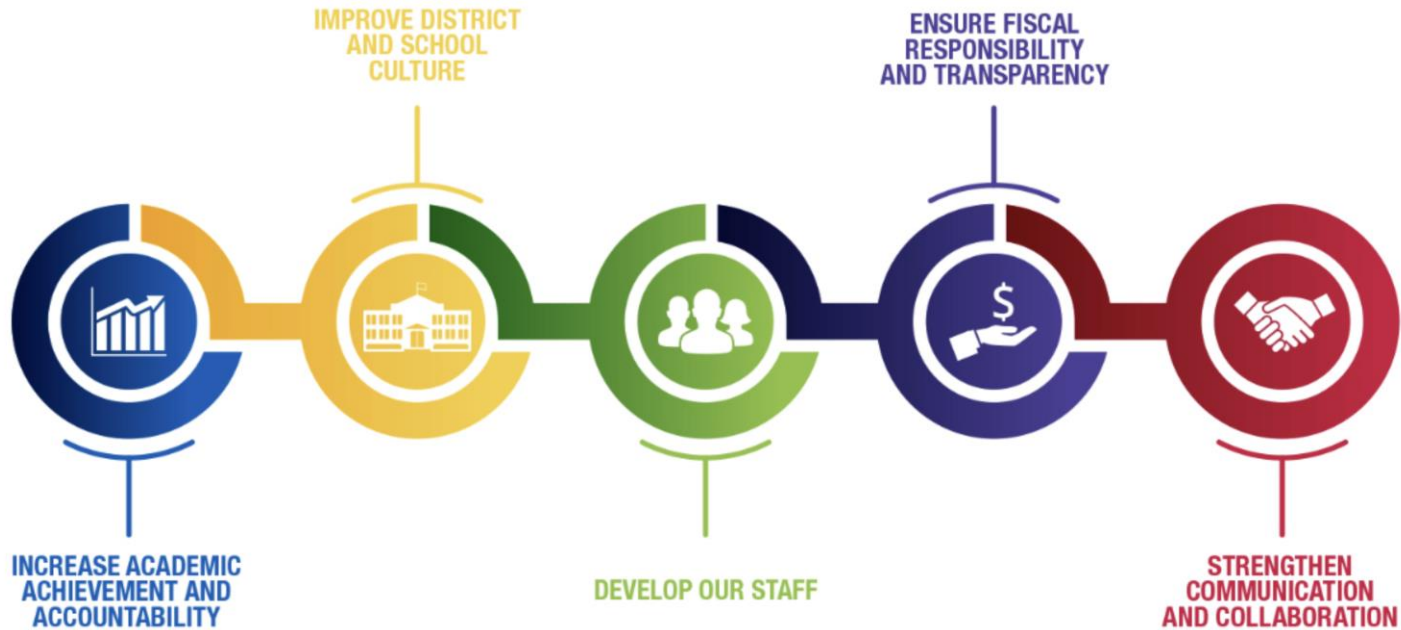
MILWAUKEE
PUBLIC SCHOOLS

Presenters:

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

Dr. Keith P. Posley, *Superintendent*

Five Priorities for Success



Reporting for 2022-2023

The monthly reporting associated with disproportionality for the 2022-23 school year 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

- Provide coaching and professional development to school-based teams and individual staff members
- Improve classroom and school climate through best practices from the Culture, Climate & Alternatives to Suspension Toolkit
- Six best practices to address disproportionality
- Student mental health services and support

Providing Proactive Supports & Interventions

- Support School PBIS & Building Intervention Team
- Share *Culture, Climate & Alternatives to Suspension Toolkit*
- Share *Directory of Support* including a professional development menu

Providing Proactive Supports & Interventions

- Documentation of classroom strategies within Infinite Campus
- Most common strategies
 - One-on-one conversation
 - Acknowledge verbally
 - Parent contact
 - Redirection
 - Buddy classroom
 - Restorative conversation

Providing Proactive Supports & Interventions

Tier 2 and Tier 3 Interventions

Intervention	Students
Check-In/Check-Out (CICO)	2255
Individualized CICO	493
Social Academic Instructional Group	1523
Behavior Assessment/Intervention Plan (BAIP)	173
FBA/BIP	205
Educational Wraparound	57
RENEW	63

Strengthening Student, Staff, & Community Collaboration

- Support Student Discipline Committees and focus groups
- Facilitate Quarterly Community Conversations
- Develop feedback response system
- Recruit community organizations to volunteer in identified schools



Strengthening Student, Staff, & Community Collaboration

- Implement student voice plan with monthly reporting and responding
- Hosting a student leadership summit
- Facilitating Student focus groups

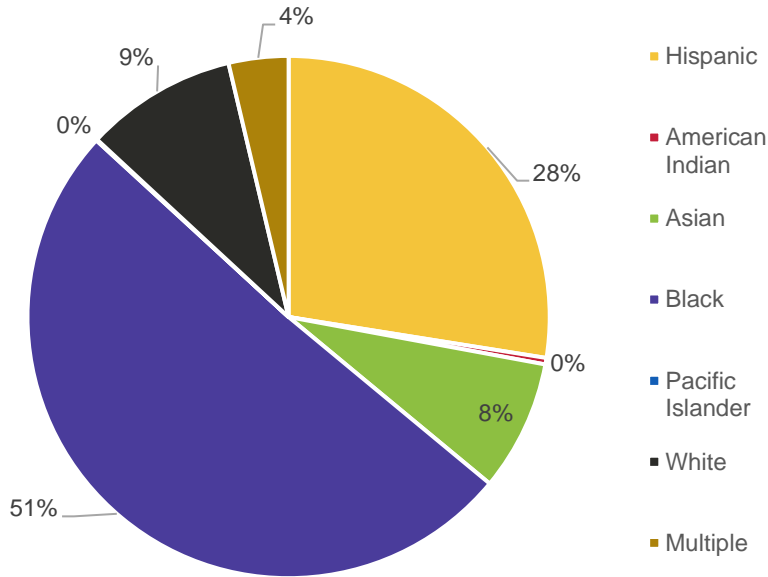


Reconceptualizing the Role of School Leaders within Discipline

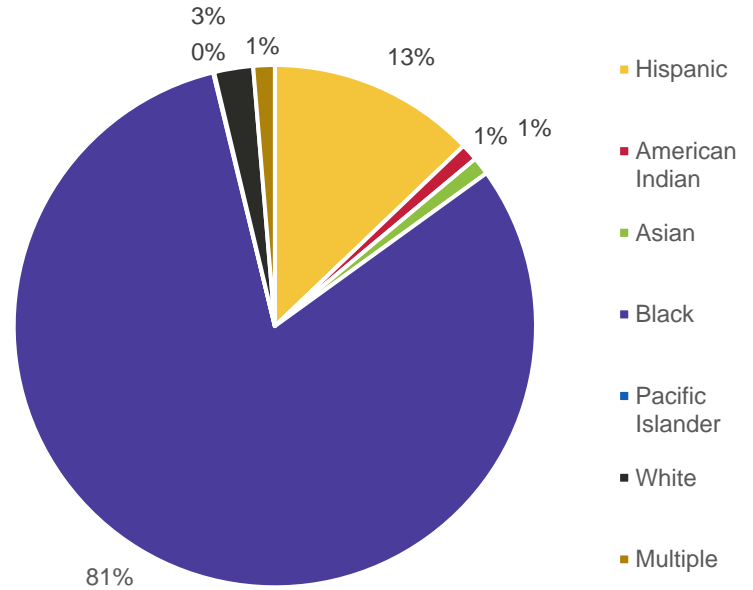
- Implementation of alternatives to suspension and behavior interventions
- Utilizing restorative discipline
- Engagement with professional development and coaching on disciplinary process
- Engagement of Regional Leadership and School Leaders with monthly data evaluation

Data Analysis

Student Demographics



Year to Date Suspension Events



Data Analysis

Discipline data through 2021-2022

	Hispanic Students	American Indian Students	Asian Students	Black Students	Pacific Islander Students	White Students	2+ Races	May 2022 total
Total Suspensions	3123	127	275	19212	15	573	360	23685
Unique Students Suspended	1497	62	141	7935	9	289	152	10085
Suspension Rate	7.1%	15.9%	2.2%	19.8%	15.5%	4.2%	10.6%	13.1%



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
115	173	325	767	1087	1337	2615
7 th Grade	8 th Grade	9 th Grade	10 th Grade	11 th Grade	12 th Grade	
3563	3136	5764	2422	1651	730	

Data Analysis

Administrator Alternatives to Suspension

Administrator Resolution	Events
Conference	1460
Counsel	12659
Detention	871
Mediation	754
Referral to Building Intervention Team	117
Repairing Harm Circle	134
Restorative Conference	253



Developing Staff Integration of Courageous Conversations about Race

- Facilitating Courageous Conversations about Race Exploration, Leadership Experiences and Administrative Development Series (LEADS), & District Equity Leadership Team (DELT).
- Providing district and school level book cohorts
- Addressing bias within vulnerable decision points

Developing Staff Integration of Courageous Conversations about Race

- Monthly DELT meeting with individuals from all district departments
- Continuation and expansion of LEADS with SST and district leaders
- Facilitation of CCAR with certified district facilitators

Discipline Response Team

- Student Services
- PBIS
- Department of Equity, Access & Inclusion
- Restorative Practices
- Black & Latino Male Achievement
- Gender & Identity Inclusion
- Violence Prevention Program
- Specialized Services- Program Support Teachers



Next Steps August

- 30-60-90-day plans implemented
- Nine CCAR Exploration seminars in August facilitated by district facilitators
- Toolkits shared with staff members
- School-based PBIS Tier 1, Building Intervention Team and Student Discipline Committees meet



Thank you.



Dr. Keith P. Posley, *Superintendent*

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