



## **Report on Resolution 1920R-005**

RESOLVED, that MPS shall annually train current staff and students over a five-year period in anti-racist and anti-bias practices along with restorative practices, and similarly train all new staff within a reasonable period after their hiring.

- From March 1, 2021, through March 1, 2024, all currently hired staff members have attended the one-day seminar Courageous Conversations about Race Exploration.
- Over 9,300 staff members have attended the one-day seminar.
- All new educators attend the five-day New Educators Institute in August during which one full day is dedicated to Courageous Conversations about Race.
- All staff members hired throughout the year have 90 days to attend Courageous Conversations about Race Exploration. Staff had monthly opportunities to attend the training. Additional opportunities will be scheduled.
- The Department of Restorative Practices in support of the resolution has aligned with the district's strategic plan in promoting student achievement, staff morale, and post-graduation readiness. This is being accomplished through a four-phase implementation process that includes exploration, installation, initial implementation, and full implementation.
- The department expanded its school partnerships from 8 to 18 school sites throughout the district from the 2022–23 school year to the present. Ten of these schools are part of the [Milwaukee Community Schools Partnership](#). The department has provided training related to restorative practices and moved from offering site-based professional development to a centralized multi-day training series. During the 2023–24 school year, the department has facilitated seven day-long training sessions with over 100 school-based staff, principals, and collaborating department members. In addition, department coaches have led twice-monthly evening cohort sessions for schools in the exploration phase of implementation, with eight sessions completed during the 2023–24 school year. Principals have received two professional development sessions during the 2023–24 school year at the Principal Leadership Institute.
- Onsite coaching and support is provided to partnership schools in regard to their specific culture and climate assessments after they completed the Restorative Practices Strategic Planning Alignment Worksheet. Schools identify restorative practices goals in their CSIP based on where the school is in the implementation process. Schools in the exploration phase receive at least two monthly site visits. Schools that have completed the exploration phase receive intensive coaching and implementation support with a coach assigned multiple days a week.

FURTHER RESOLVED, that all district leadership, including the Milwaukee Board of School Directors, centrally assigned administrators, principals, assistant principals, and school leaders, shall be trained in the first two years of the five-year implementation.

- The first sessions on March 1, 2021, were for all school-based principals.
- Subsequently, the first year of implementation prioritized the attendance of district and school leaders.



FURTHER RESOLVED, that each school will annually train the discipline champion and SEL champion, who will then assist their school in implementing a school-based anti-racist, anti-bias plan.

- Based on national best practices learned from district’s implementing Courageous Conversations about Race, the role of discipline champion was transitioned to climate equity liaison.
- For the 2023–24 school year, all MPS schools identified a climate equity liaison.
- Each school’s climate equity liaison receives a monthly newsletter with best practices, examples, and scenarios regarding integrating Courageous Conversations about Race protocols.
- Climate equity liaisons are able to attend additional professional development and networking, including the courses Beyond Diversity, Historical Trauma, and the Racial Justice and Equity.

FURTHER RESOLVED, that the school-based plans address issues of racism, bias, culture, language, school and district climate, curriculum, and culturally responsive teaching and be developed by a collaboration of students, parents, staff, and school leadership while at the same time engaging in anti-racist and anti-bias training.

- For the 2023–24 school year, all schools selected a pathway toward creating a positive culture and climate, including PBIS, mental wellness, restorative practices, or anti-racism. Six schools selected anti-racism as their pathway while the majority of schools focused on PBIS as the foundational framework prior to looking at anti-racism (11 selected mental wellness, 84 PBIS, and 26 restorative practices).
- Strategic Planning Alignment Worksheet—within each pathway, there are specific programs and activities such as the Welcoming School Initiative, BLMA, mentorship, and culturally responsive practices. Plans were created to help schools understand the implementation of the program with fidelity and how to monitor data on implementation and student outcomes.
- Alignment of Courageous Conversations about Race protocols with the strategic plan was created, including a one-page document providing guidance to school and district leaders on implementation.
- A school-based self-reflection rubric was created to support school teams’ self-evaluation of integration of Courageous Conversation protocols.

FURTHER RESOLVED, that this effort to eradicate racism and all forms of prejudice and to ensure equity in the Milwaukee Public Schools be widely promoted and discussed in the Milwaukee community as topics during quarterly community conversations.

- Throughout the 2021–22 and 2022–23 school years, we held quarterly virtual community conversations on a variety of topics focused on a positive districtwide culture.
- During the 2023–24 school year, the Five-Year Self-evaluation of Equality and Nondiscrimination occurred. This included three public sessions that reviewed a range of topics identified by the Wisconsin Department of Public Instruction. Community, staff, and students participated in the review and provided a range of comments and recommendations. The results were shared with the Milwaukee Board of School Directors during the December 2023 cycle.
- A new community conversation will be held in spring of 2024.



FURTHER RESOLVED, that this effort is not seen as a one-time training but must be integrated into the whole of MPS, with ongoing training beyond the first five years.

- Beginning in October 2023, the district has begun offering Beyond Diversity, the nationally recognized two-day seminar further exploring anti-racism through the Courageous Conversations about Race protocols. Beyond Diversity is offered each semester, with additional seminars offered throughout the summer. Feedback from Courageous Conversations about Race indicated a desire for more in-person opportunities; therefore, Beyond Diversity is always offered in person while the one-day Courageous Conversations about Race Exploration is offered virtually.
- MPS has 15 staff members who have completed all coursework and coaching to become certified Courageous Conversations about Race practitioners, with an additional 25 currently participating in that process.
- MPS currently has six certified facilitators of the Courageous Conversations about Race framework who are licensed to facilitate Explorations as well as Beyond Diversity. There are three additional staff members working toward certification.
- A REMIND app group has been created for any staff member to receive additional resources including articles, videos, and conversation starters.
- Monthly networking opportunities are available for all participants interested in gathering in a safe space to continue the conversations with other participants.