

Discipline Disproportionality Updates & Progress

October 5, 2021



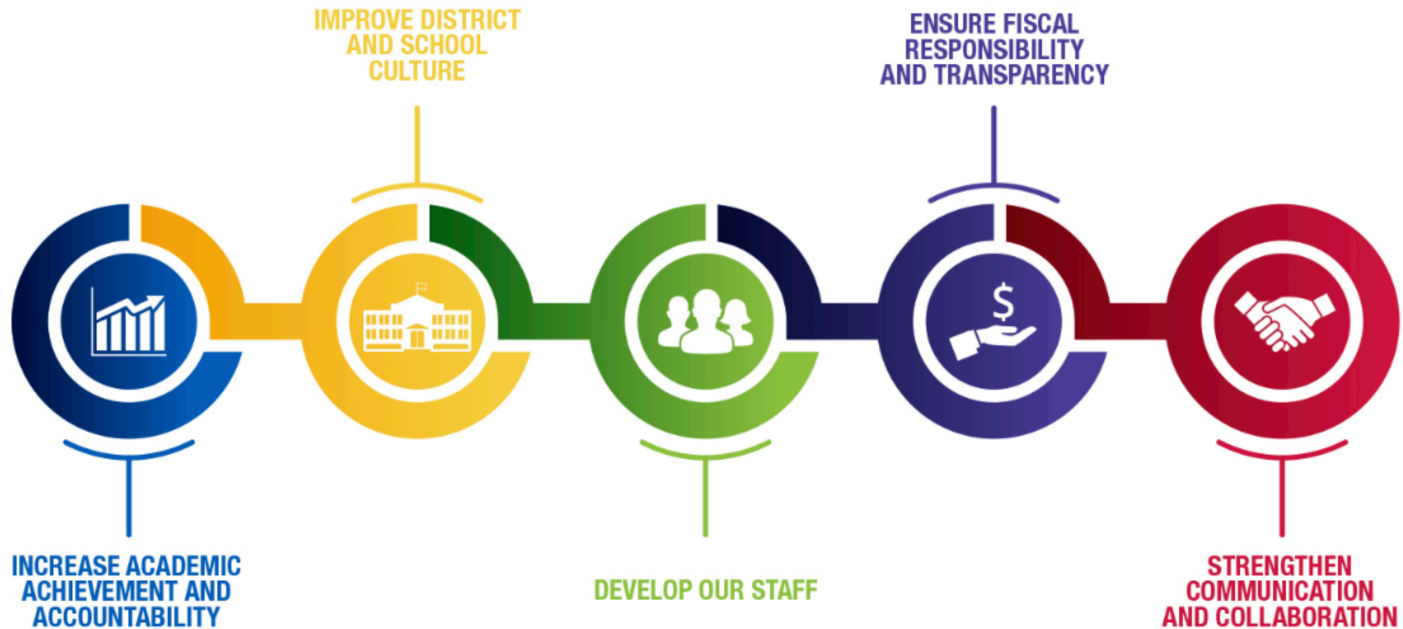
**MILWAUKEE
PUBLIC SCHOOLS**



Presenters: Matthew Boswell, Senior Director of Student Services
Jon Jagemann, District Discipline Manager

Dr. Keith P. Posley,
Superintendent

Five Priorities for Success



Reporting for 2021-22

The monthly reporting associated with disproportionality for the 2021-22 school year will focus on the following:

- Promote and provide resources to schools on alternatives to suspension including the Alternatives to Suspension Toolbox
- Work with schools to make certain counseling and support services are utilized
- Analyze and evaluate individual school data related to suspensions to determine best course of action to address disproportionality
- Continue and expand book studies
- Form district committee to identify, develop, and implement strategies to reduce suspensions

Resources for Schools: Prevention & Alternatives to Suspension

- District-wide directory created
- District Culture & Climate Toolkit
- Relationship building guide
- Alternative to suspension guidebook

Ensure Support Services are Utilized

District Discipline Disproportionality Team: A diverse group of MPS staff members representing multiple departments, who meet monthly to review and examine district climate and discipline data with specific attention on disproportionality of discipline towards Black students.

District Discipline Disproportionality Team

- *Mission:* The mission of the 3D Leadership Team is to make data-based decisions to inform district climate and discipline systems, policies and practices while advocating for students of color throughout the district.
- *Vision:* The vision of the 3D Leadership Team is for staff members across the district to be supported and held accountable to create safe and supporting learning environments for students of color, in which conflict and behavior are viewed as opportunities for learning and teaching.

Professional Development

Title	Staff Completed
Defining Behaviors	98
Student Voice	146
Talking about Race	11
Vulnerable Decision Points & Bias	65
Re-entry	83
Universal Supports through an Anti-racist Lens	119



Analyze Data & Determine Course of Action

Discipline data through September 28, 2021

	Hispanic Students	American Indian Students	Asian Students	Black Students	Pacific Islander Students	White Students	2+ Races	September 2021 total
Total Suspensions	133	14	12	1089	0	33	16	1,297



September Alternatives to Suspension

	Hispanic Students	American Indian Students	Asian Students	Black Students	Pacific Islander Students	White Students	2+ Races	September total
Conference	19	1	0	70	0	5	2	97
Administrative Counsel	84	7	14	461	2	25	8	601
Detention	6	0	1	27	0	4	2	40
Mediation	10	0	1	71	0	4	1	87
Referral to BIT	1	0	0	7	0	0	0	8
Restorative Conference	6	0	1	24	0	9	1	41



Continue & Expand Book Studies

- Additional Courageous Conversations about Race seminars
- Drop-in session for previous participants to utilize framework
- Additional book cohorts being offered

District Committee to Reduce Suspensions

- Convene committee with stakeholders to examine district code of conduct and disciplinary levels
- Staff members, families, students, and the community
- Look at disciplinary levels of behaviors
- Limit behavior types schools can suspend for
- Identify additional alternatives to suspension
- Create professional development needs

Upcoming Events

- **Community Conversation - October 6, 2021**
 - Virtual, pre-registration preferred
 - 6:00-7:00 p.m.

- **Student Leadership Summit**
 - October 19, 2021

Thank you.



Dr. Keith P. Posley, *Superintendent*