

Discipline Disproportionality Updates & Progress

December 7, 2021

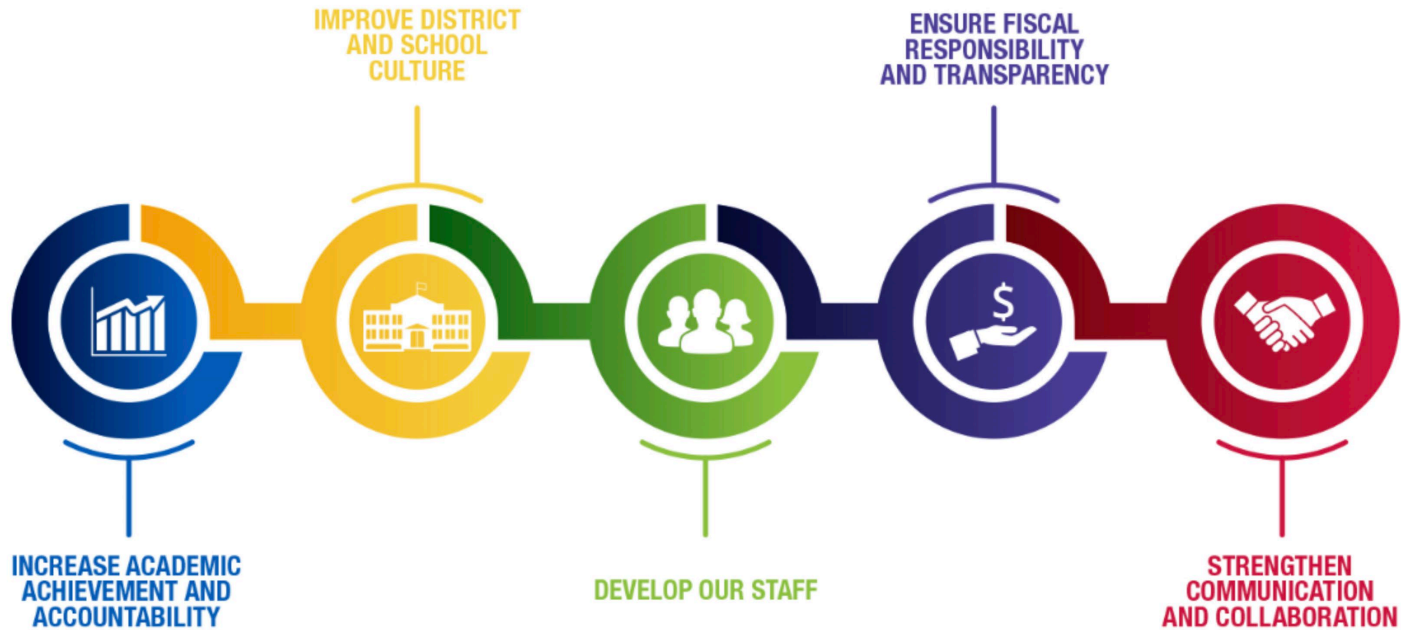


MILWAUKEE
PUBLIC SCHOOLS

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 committees to identify, develop, and implement strategies to reduce suspensions

Resources for Schools: Prevention & Alternatives to Suspension

- Self-paced modules on LMS
- Southwest Region Leaders discussed alternatives to suspension
- Classroom strategies best practices updated
- Highlight: Brain break
 - Short activities to engage students' mind and bodies
 - Reduce stress, anxiety, frustration, and increase focus

Analyze Data & Determine Course of Action

Discipline data through November 30, 2021

	Hispanic Students	American Indian Students	Asian Students	Black Students	Pacific Islander Students	White Students	2+ Races	November 2021 total
Total Suspensions	363	36	27	2,129	2	69	34	2,660



November Alternatives to Suspension

	Hispanic Students	American Indian Students	Asian Students	Black Students	Pacific Islander Students	White Students	2+ Races	November total
Conference	56	4	2	144		4	6	216
Administrative Counsel	234	21	13	1,056	1	50	28	1,403
Detention	13	1	5	98		8		125
Mediation	8		3	46			2	59
Referral to BIT	5	1		15			1	22
Repairing Harm Circle	2			25				27
Restorative Conference	3			8		2	1	14



Continue & Expand Book Studies

- *Courageous Conversations about Race* book cohort
- *Pushout: The Criminalization of Black Girls in Schools* book cohort
- Courageous Conversations about Race Exploration seminar- 234 attendees in November

District Committees to Reduce Suspensions

- Over 100 student discipline committees have met
 - Student recommendations included conflict management tactics, school activities, more conversations throughout discipline process, social opportunities within the day, and others
- Multiple code of conduct focus groups held
 - Look at disciplinary levels and definitions of behaviors
 - Identify additional alternatives to suspension
 - Create professional development based on needs

Next Steps

- Courageous Conversations about Race
 - DELT session with District Discipline Disproportionality Team
 - Explorations with teachers at identified elementary schools
- Monthly update focusing on strategies, systems, and practices focused on students leaving the classroom without permission
- District-wide collaborative committee to update code of conduct for the 2022-2023 school year

Carver Academy

Mission Statement

**Learners today and
leaders tomorrow
through academic
excellence and
strength in character.**



School Spotlight: Carver Academy

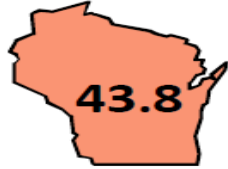
Vision Statement

Carver Academy strives to be a premier K-8 school where all scholars equally demonstrate high academic achievement and strength in character. We provide a comprehensive education that will enable our scholars to be not only college ready, but also contributing members to their schools, homes and communities. All stakeholders work through our strategic priorities- data driven instruction, scholar culture, coaching teachers, staff culture and family engagement- to provide scholars with diverse experiences in a challenging and inclusive educational environment.



Carver Academy

Overall Score



Fails to Meet Expectations[^]

2016-2017

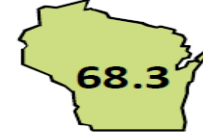
Overall Score



Fails to Meet Expectations

2017-2018

Overall Score



Meets Expectations[^]

[^]Outlier change in score from last year (see below)

2018-2019

Score Summary

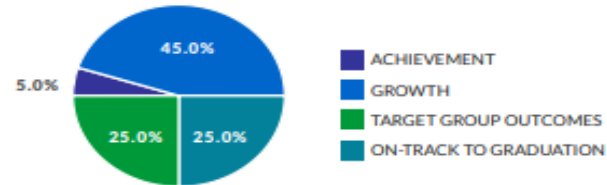
Overall Score

72.9

Exceeds Expectations



PRIORITY AREA WEIGHTS



Due to the COVID-19 pandemic, please use caution when interpreting scores and ratings. Careful review of the detailed data on all pages is encouraged. Also, see <https://dpi.wi.gov/accountability/resources>.



2020-2021

CARVER ACADEMY

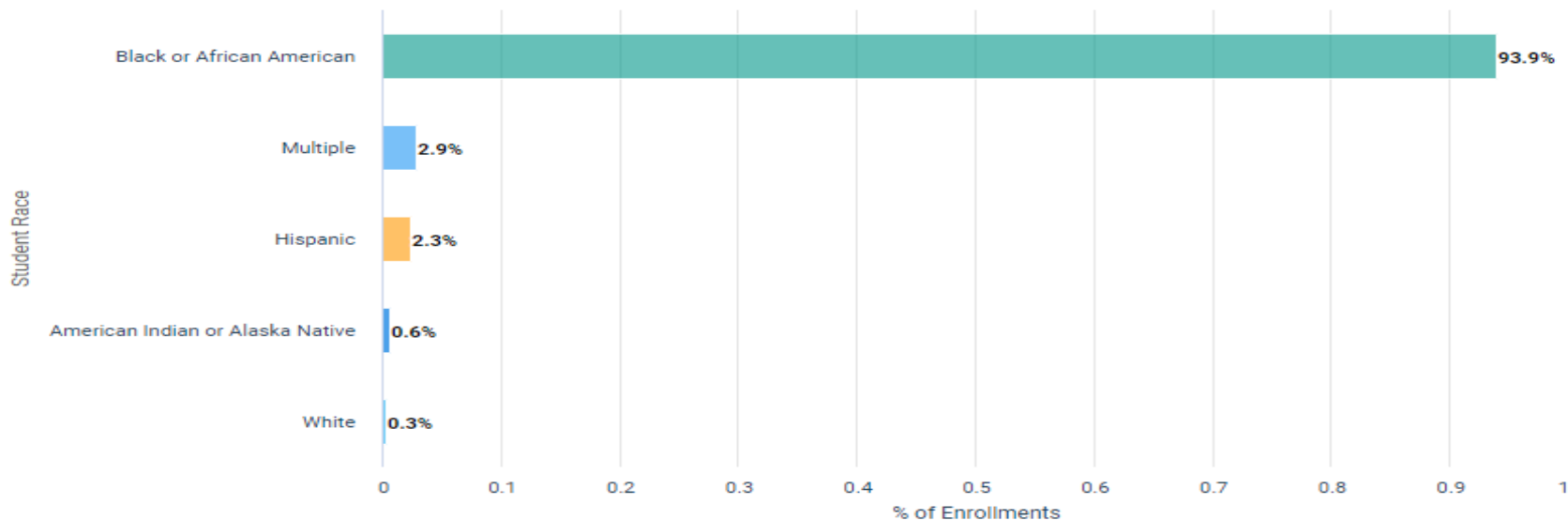
- Our Students: 350
- Our Staff: 50
- SwD: 21.3%
- ELL: 0%
- Economically Disadvantaged: 90.1%



CARVER ACADEMY

- Our Students: 350

The percentage of students currently enrolled in each race group.



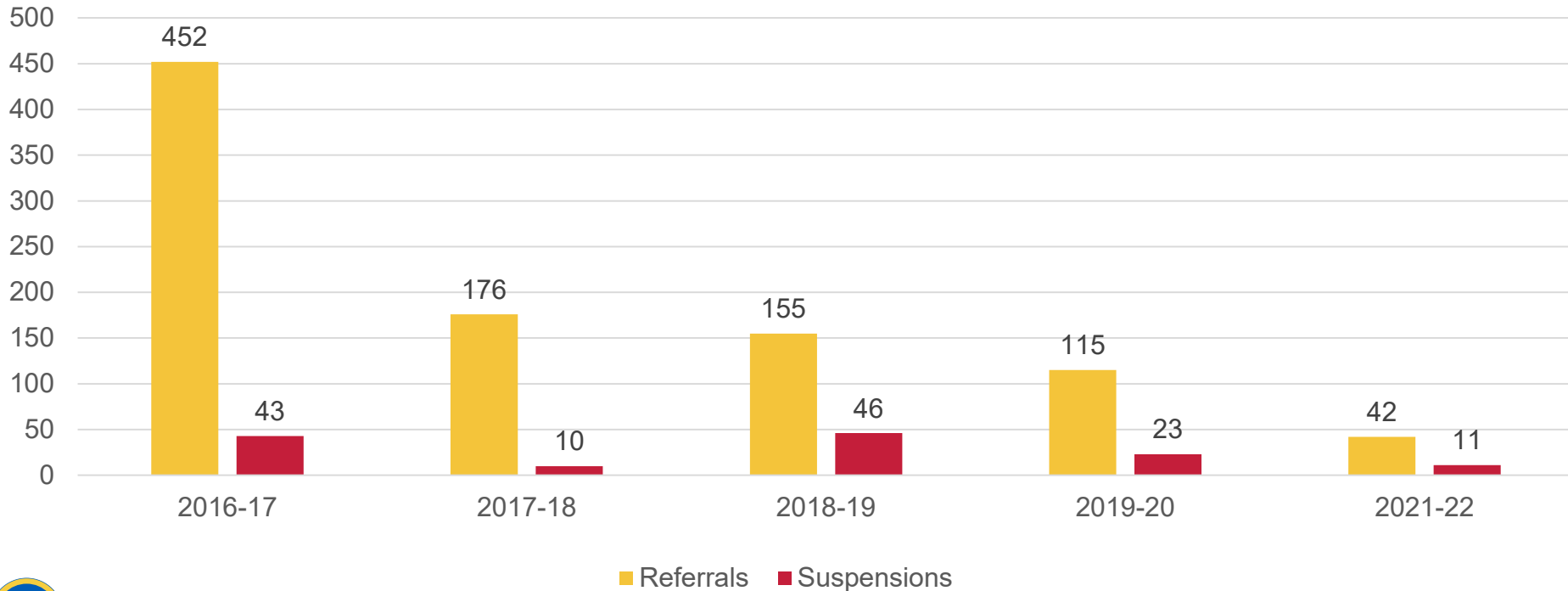
CARVER ACADEMY

- All Staff: 50
 - Black or African American: 64%
 - White: 36%

- General Education and Special Education Teacher Staff: 20
 - White Teachers: 55%
 - Black or African American Teachers: 45%



Discipline Data Through November



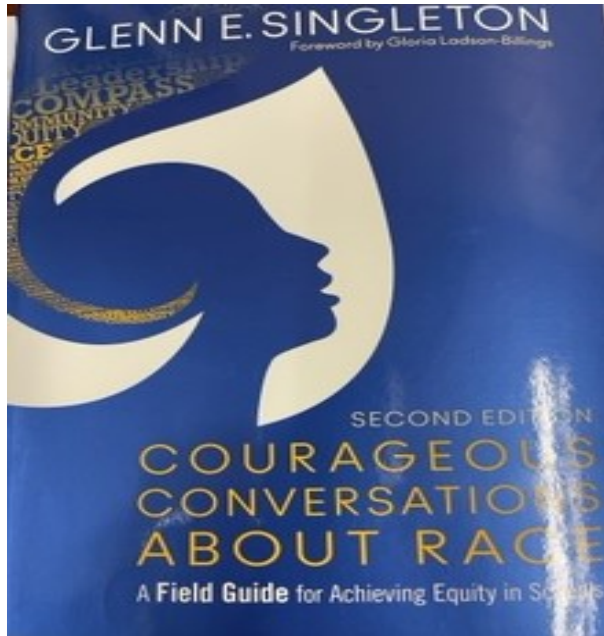
Carver Academy

- Morning Meetings
- Circle of Power and Respect
- Assemblies
- 2nd Step



Carver Academy 2020-21

Book Study



Why...

- Racial tensions
- Staff needs
- Student needs
- Equity



How.....

- Purchased books for all staff- grant money
- Set up monthly book study
- Set norms
- Acknowledge feelings



Outcomes

- Trust
- Platform to hold difficult conversations
- Team
- Sense of belonging
- Built culture staff/students



Thank you.



Dr. Keith P. Posley, *Superintendent*