

Andrew Douglas: African American Immersion School



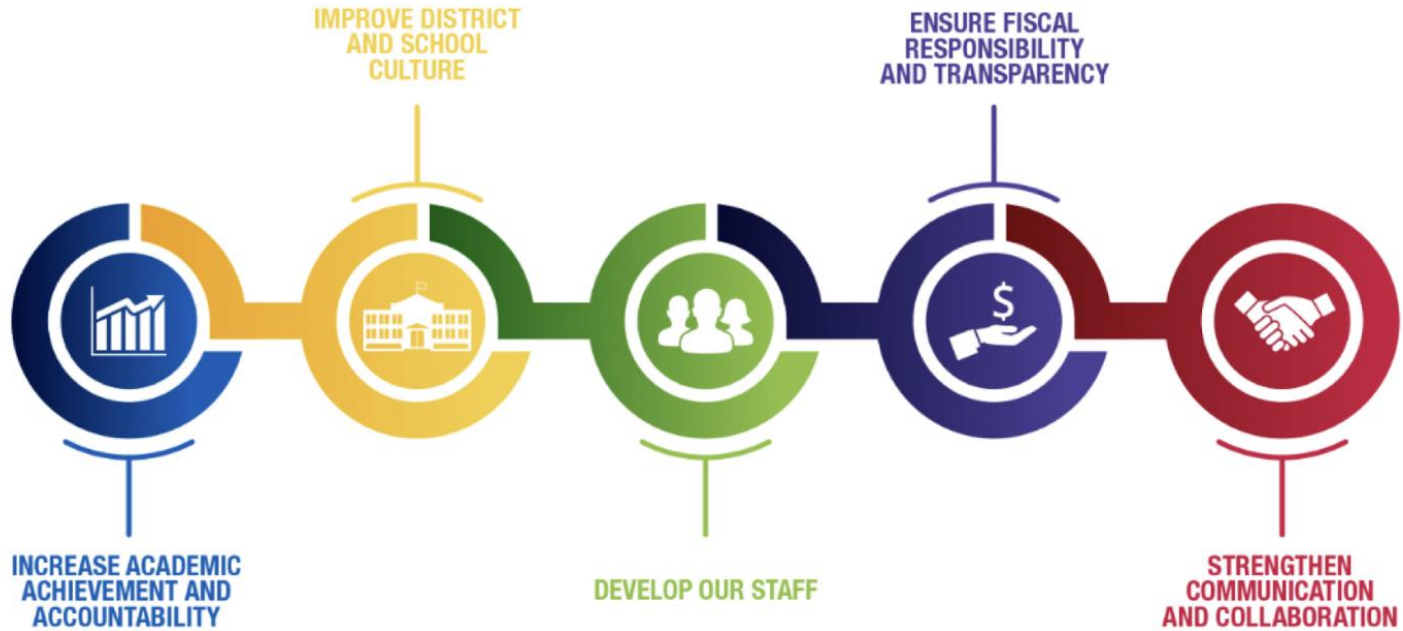
**MILWAUKEE
PUBLIC SCHOOLS**

December 8, 2022

Presenters: Janel L. Hawkins, Senior Director - Citywide Region
Zerda Palmer, Principal, Andrew Douglas

Dr. Keith P. Posley,
Superintendent

Five Priorities for Success



Background

- The Board adopted this Resolution on January 28, 2021
- This Resolution became a working document during the 2021- 2022 school year
- This Board item launches the idea to families and educators and provide active and consistent support for the immersion program through advertisement, implementation, staffing, and professional development opportunities.



About Andrew S. Douglas Middle School

Principal:

Zerda Palmer

Principal since 2017-2018 school year

Andrew S. Douglas Middle School:

K-8 Elementary School 2017-2018

K-8 Elementary School 2018-2019 (in Keefe Avenue School's Building)

6-8 Traditional Middle School 2019-present (remodeled, revitalized space)

WE ARE THE HAWKS!!



Demographics

- Enrollment
 - 176+
- Student Population
 - 92% African American
 - 30% Students with Disabilities
 - 85.2% Economically Disadvantaged
 - 92 Males Students
 - 80 Female Students
- 53206 Promise Partnership Middle School

Embarking on the Journey

- Learning team conversation in January, 2022
- Full staff meeting in February, 2022
- Staff survey conducted in April, 2022
- Parent communication sent and SEC meeting held in March, 2022
- Community partners surveyed and communicated with in April, 2022



Planning for the Journey

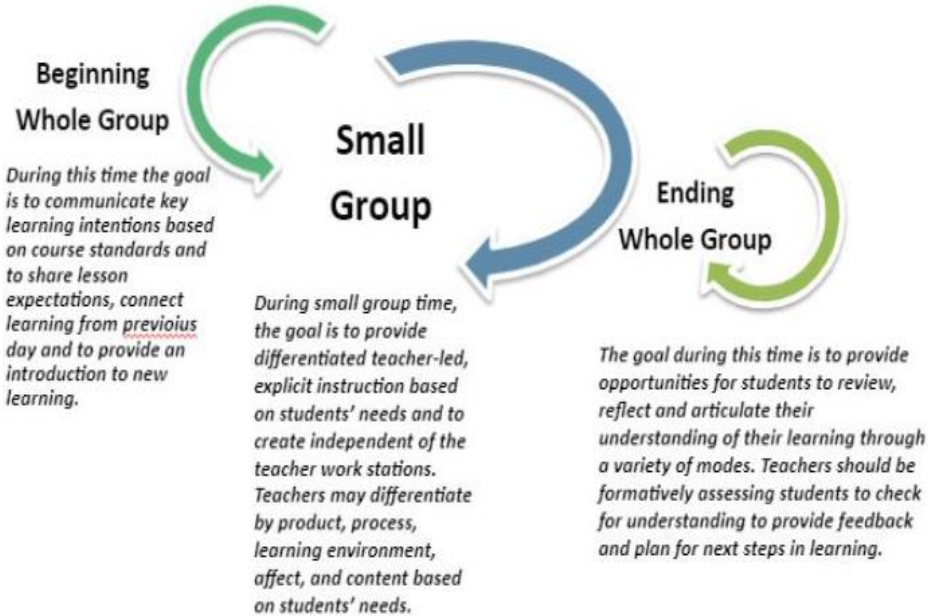
- Creating opportunities for civic engagement and opportunities
- Learning a variety of approaches, strategies, technology, and materials to support children's interests and abilities
- Simulating project-based learning, and role-playing to incorporate new opportunities for student discovery and engagement
- Deciding when to take the lead during instruction and when to support the students' leadership in learning



Jerome Johnson, retiree, with African-American 8th graders from Dr. King - year 1, implementation

Curriculum Supports & Partnerships

Key Instructional Design



Our Programmatic Vision

Year 1: Grade 6

- Spanish
- Afro-Latino curriculum
- Ethnic Studies
- African -American Immersion curriculum
- Social Studies

Year 2: Grade 7

- Spanish
- Afro-Latino curriculum
- Ethnic Studies
- African -American Immersion curriculum
- Social Studies
- Civic Engagement

Year 3: Grade 8

- Spanish
- Afro-Latino curriculum
- Ethnic Studies
- African -American Immersion curriculum
- Social Studies
- Politics and Power
- Connecting the Past to Present

African-American Immersion Pathway

African History	African & African-American Slavery	African American History
<ul style="list-style-type: none"> ● Alkebulan (original name) ● Unique past ● 54 countries ● Geography and Wildlife ● Urban vs Rural ● Languages ● The Arts ● Education ● European Division ● Government and Leaders ● Traditions ● Architecture ● Food 	<ul style="list-style-type: none"> ● Slave trade ● U.S. enslavement ● Name changes ● Living/Work conditions ● Job types ● Control and Punishments ● Slave revolts ● Language ● Underground Railroad ● Traditions ● Food ● Housing 	<ul style="list-style-type: none"> ● Emancipation ● Juneteenth ● Military service ● Jim Crow and segregation ● The Arts and Language ● Inventions ● Migration and Employment ● Black Wall Street ● Political leaders ● Education and Sports ● HBCU's ● Traditions ● Food ● Housing ● Civil Rights

Next Steps

- Increase Student Achievement
- Increase student enrollment
- Reimagine staffing opportunities
- Recruit & Retain High Quality Teachers
- Market the new African American Immersion Program
- Professional Development for teaching staff
- Engage with additional Community Partners
- Collaboration with Dr. King Elementary School



Thank you.

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Dr. Keith P. Posley, *Superintendent*