



## **Monthly Discipline Disproportionality Report September 1, 2021- September 28, 2021**

The following is an update of activities to support a proactive approach to realizing accelerated outcomes in reducing disproportionality within Milwaukee Public Schools for the 2021-2022 school year. This work is aligned to Resolution #05-14-5003 with the Office for Civil Rights. The monthly reporting associated with disproportionality for the 2021-22 school year will focus on the following proactive approaches:

- 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

### **Promote and Provide Resources to Schools on Alternatives to Suspension**

#### **Prevention and Alternatives to Suspension**

A district-wide directory of all supports available to schools and students is being created listing available supports, a description, their availability, and contact information if interested.

An alternative to suspensions guidebook is being created, including building relationships/community with students, classroom managed behaviors and strategies, and handling disciplinary measures as an administrator while utilizing alternatives to suspension when appropriate. The guidebook will be finalized in October.

### **Ensure Counseling and Support Services are Utilized by Schools**

#### **District Discipline Disproportionality Team**

The District Discipline Disproportionality (3D) Leadership Team meets monthly to examine current behavior and discipline data across a variety of metrics including by sex, race, grade level, school, specific behavior, and staff member. The team met on September 9, 2021 and created a mission and vision statement, as well as action steps aligned to August discipline data.

The District Discipline Disproportionality (3D) Leadership Team is 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.

*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.

*Next steps:*

- Create a directory of all preventative and reactive supports for schools and students regarding school climate and student behavior.
- Module on defining behaviors
- Elevating student voice with all traditional middle and high schools holding two student discipline committees. Student Leadership Summit being planned for October 2021.
- Back to basics of relationship building and Tier 1 supports in the classroom.

**Professional Development:**

The following self-paced modules are available for all staff members throughout the district, listed with total number of staff members who completed the module in September.

<b>Title</b>	<b>Staff Completed</b>
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

All schools completed an opening month professional development on discipline best practices and submitted an agenda and sign-in sheet as evidence of completion of the PD.

Additional modules addressing bias and antiracism have been created and shared with staff members in the MPS Learning Management System (LMS) including:

- History of Race in Milwaukee
- Microaggressions
- Engaging Multiple Perspectives
- Allyship & Becoming Antiracist



## Analyze and Evaluate Individual School Data Related to Suspensions to Determine Best Course of Action to Address Disproportionality

### Discipline Data through September 28, 2021

**Discipline Data**

Discipline	Hispanic	American Indian	Asian	Black	Pacific Islander	White	2+ Races	Total September 2021	Total September 2019
Suspensions	133	14	12	1089	0	33	16	1,297	1,632

Alternatives to Suspension Utilized	Hispanic	American Indian	Asian	Black	Pacific Islander	White	2+ Races	Total
Conference	19	1	0	70	0	5	2	97
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 BIT	1	0	0	7	0	0	0	8
Restorative Conference	6	0	1	24	0	9	1	41

## Continue and Expand Book Studies

### Courageous Conversations about Race:

A monthly session for staff members who have been engaging with the Courageous Conversations about Race protocols occurred on September 21, 2021. Individuals who have completed a Courageous Conversations book cohort were invited to engage online in breakout rooms utilizing the protocols learned to have a discussion on discipline use throughout the district.

During August, a contract was approved for five sessions of the District Equity Leadership Team (DELT) to receive coaching support from Courageous Conversations about Race Executive Director of Education, six sessions (2 cohorts of each session) of Leadership for Racial Equity (LEADS) for all school principals and identified district leadership, and four sessions (2 days each) of Courageous Conversations Experience for all school-based Discipline Champions and other identified district staff members.



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## **Form District Committee to Identify, Develop, and Implement Strategies to Reduce Suspensions**

### **Student & Community Voice**

In collaboration with Milwaukee Succeeds, Student Discipline Committees at traditional middle and high schools are engaging in a year-long project around student voice to amplify recommendations regarding school and classroom climate. School committees will be attending our Fall Student Leadership Summit in October to kick-off this work. Committees are identifying a student recommendation and will begin working with staff members to implement. Committees will engage student voice across schools towards monitoring implementation and engaging all stakeholders.

### **Next Steps:**

A committee with stakeholders from across the district will be formed to examine the district's code of conduct and disciplinary levels. A variety of book studies will be formed including *Courageous Conversations* about Race, *Pushout*, *How to be an Antiracist*, and *These Kids Are Out of Control: Why We Must Reimagine Classroom Management for Equity*.