



**Discipline Disproportionality Data and Action Steps
March 1- March 31, 2021**

Below is an update of activities and benchmarks aligned to the action steps associated with Resolution #05-14-5003 with the Office for Civil Rights. Action steps 1, 5, 6, and 8 are considered met pending feedback from the Office for Civil Rights. All data and information are updated as of March 31, 2021.

Action Step 2- Early Identification of Students At-Risk for Behavioral Difficulties and Early Intervention

Ongoing implementation of the behavioral multi-tiered system of support continues districtwide to identify students at risk for behavioral difficulties. All schools are documenting behaviors and supports within PLP Classroom Behavior in Infinite Campus. School teams utilize this data to inform teacher practice, identify school-wide trends in behaviors, and to identify students at risk for early intervention. Documentation of data indicates that staff members are working with students with behavioral difficulties without having to resort immediately to disciplinary practices.

As of March 31, 2021, there were 1,399 documented Tier 2 behavior interventions and 165 Tier 3 behavior interventions across the district.

March Benchmark & Timeline:

By March 31, 2021, documented Tier 2 interventions will increase by 10%, supporting students identified for early intervention.

Outcome:

Benchmark met. This is a 23% increase from 1,138 Tier 2 interventions and a 12% increase from 147 Tier 3 interventions as of February 28, 2020.

April Benchmark & Timeline:

By April 30, 2021, documented Tier 2 interventions will increase by 10%, supporting students identified for early intervention.

Action Step 3- Outreach to Students

During March, middle and high schools held virtual Student Discipline Committee meetings with minutes and discussions submitted online.

March Benchmark & Timeline:

By March 31, 2021, 100% of traditional middle and high schools will submit evidence validating that two virtual Student Discipline Committee meetings occurred, at which specific student recommendations and student-interest topics were discussed.



Outcome:

Benchmark met.

Report Summary:

Some of the topics discussed by students at meetings held throughout March include suspension due process, defining equity, policing, Milwaukee segregation, returning to school buildings, school climate, student voice, and other topics. Students also discussed recommendations around returning to schools, specific routines and procedures for schools, mask wearing, equity within the classroom, and opportunities to have student-led conversations in class.

April Benchmark & Timeline:

By April 30, 2021, 100% of traditional middle and high schools will submit evidence validating that two virtual Student Discipline Committee meetings occurred, at which specific student recommendations and student-interest topics were discussed.

Action Step 4- Outreach to District Staff

All schools have a Discipline Work Group that meets monthly to analyze disproportionality data, identify specific strategies, and identify specific professional development and support for staff members and students. The district discipline manager continues to send a weekly email to discipline champions containing best practices, supports, and articles for reflection.

March Benchmark & Timeline:

By March 31, 2021, 100% of MPS schools will submit evidence validating their Discipline Work Group met during the month.

Outcome:

Benchmark met.

Report Summary:

Discipline Champions receive a weekly email with updates, best practices, and articles for reflection to implement and share throughout their school community. After reviewing their school data, Discipline Work Groups identify specific strategies for implementation. Examples of some of these identified strategies include a staff discussion around rules and procedures, relationship building strategies, family contact, virtual check-in/check-out, updating the T-chart, and morning meetings, among others. Schools also discuss recommendations and supports needed including increasing family engagement, students returning to school buildings, creation of school book studies, additional professional development on disproportionality and bias, hybrid learning strategies, and addressing grief, among others.

April Benchmark & Timeline:

By April 30, 2021, 100% of MPS schools will submit evidence validating their Discipline Work Group met during the month.



Action Step 7- Staff Professional Development

The following is a sampling of professional development opportunities that were offered to staff members during March through the district’s Learning Management System (LMS).

Title	Audience	Enrollment
Culturally Responsive Problem Solving	Story	31
Role of Bias in Discipline	Fratney, Whitman	76
Courageous Conversations about Race Exploration	Riverside	91
Courageous Conversations about Race Exploration	North Division	28
Courageous Conversations about Race Exploration	Bradley Tech	51
Courageous Conversations about Race Exploration	Milwaukee School of Languages	56
Courageous Conversations about Race Exploration	King HS	69
Courageous Conversations about Race Exploration	Golda Meir	58
Courageous Conversations about Race Exploration	Project Stay	10
Courageous Conversations about Race Exploration	Reagan	50
Courageous Conversations about Race Exploration	Alliance	12
Courageous Conversations about Race Exploration	Groppi	10
Courageous Conversations about Race Exploration	Transition	11

March Benchmark & Timeline:

Provide sessions for middle and high school teachers to attend the Courageous Conversations about Race Exploration. All staff members who attend will be provided best practices and opportunities for additional support.

Outcome:

Benchmark met.

April Benchmark & Timeline:

Provide sessions for middle and high school teachers to attend the Courageous Conversations about Race Exploration. All staff members who attend will be provided best practices and opportunities for additional support.



Action Step 9- Data Evaluation

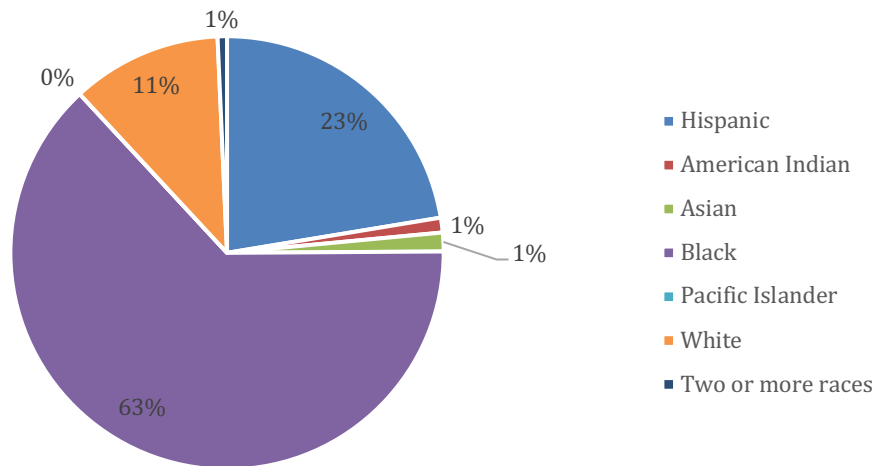
Below are all behavior events and administrator resolutions documented across the district from March 1, 2021, through March 31, 2021. There were 28 referrals in which 33 events were found. As of March 31, 2021, there have been 277 behavior events year-to-date, as compared to 45,074 behavior events year-to-date for March 31, 2020.

Behavior Event	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Two or more races	March Total	February Total	Year to date	Administrator Resolution
Bullying Due to Sex										1	
Bullying Other Reason											
Chronic Disruption				2				2		65	18
Disorderly Conduct				3				3	1	16	18
Endangerment of Physical Safety/Mental Well-being		1						1		2	18
Inappropriate Dress				2				2		3	18
Inappropriate Personal Property										6	
Inappropriate use of electronic communication devices	7			10		3		20	12	129	2, 3, 4, 9, 13, 17
Personal Threat										7	
Possession/Ownership/Use of Drugs											
Possession/Ownership/ Use of a Gun										4	
Possession/Ownership/Use of Weapon Other than Gun				1				1		3	1, 9, 10
Sexual Assault										1	
Sexual Harassment	1							1		2	9
Substantial Environmental Disruption	1							1		8	9
Use of Tobacco, Including Chewing	1							1		6	9
Vandalism										1	
Verbal Abuse/Profanity/Harassment				1				1	2	23	18
Grand Total	10	1		19		3		33	15	277	

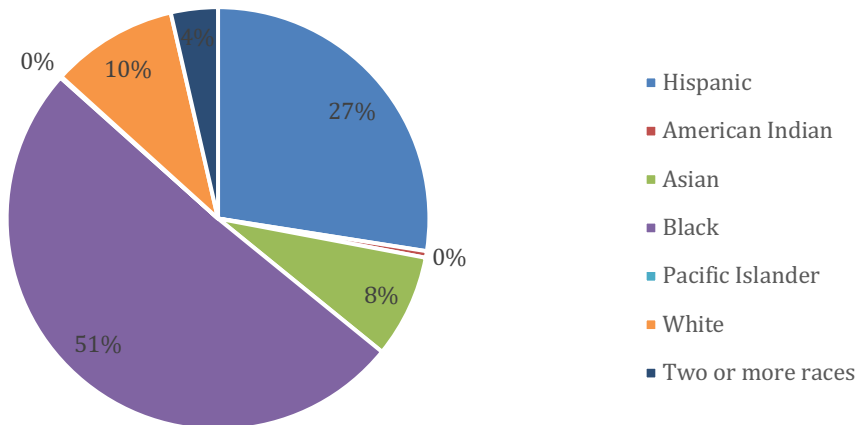


Resolution	Key Code	Resolution	Key Code
Alternative Virtual Instruction	1	Police Involvement	10
Conference	2	Preliminary Expulsion Hearing	11
Counsel	3	Referral- BIT	12
CS Conference Scheduled	4	Referral School Social Worker/ School Psychologist	13
Handled at Local Level	5	Remain Present School	14
IEP Review	6	Suspension	15
Investigative Review	7	Suspension Pending	16
Alternative School Reassignment	8	Virtual Discipline Process	17
Parent Contact	9	In process	18

Year to Date Behavior Events



District Demographics





Action Step 10- Implementation Plan

On March 2, 2021, the District Discipline Disproportionality Leadership Team met and discussed school data and Discipline Work Group meeting minutes.

Cohorts of staff members reading Glenn Singleton's *Courageous Conversations About Race* and Ibram X Kendi's *How to Be an Antiracist* completed their reading and discussion. A cohort of 27 staff members began reading *Pushout: The Criminalization of Black Girls in Schools* by Monique Morris.

Milwaukee French Immersion School completed their six-session series on race and disproportionality led by ten school-based facilitators coached by the district discipline manager. La Escuela Fratney continued a professional development series on race and disproportionality facilitated by the district discipline manager.

The Wisconsin (WI) Disproportionality Network continues to offer an Educational Equity Leadership Series with a variety of local and national speakers on various topics on race and equity. Each session includes a presentation followed by an online discussion by participants. In March, the sessions offered included *Sticks & Stones: From Hurting to Healing*, *Education in the Lens of Two Sisters*, and *Art as a Process to Decolonize*. There were 21 MPS staff members that attended.

A variety of other opportunities were shared through Discipline Champions including a viewing of the documentary *White Like Me*, *Grab the Mic- Tell Your Story* resources from Jason Reynolds, a national five-day racial reflection challenge from Frederick Joseph, a national webinar from Heather McGhee based on *The Sum of Us: What Racism Costs Everyone*, as well as various articles on systemic racism, bias, and school climate and discipline.

All participants attending *Courageous Conversations about Race Exploration* receive a follow-up email from the district discipline manager with additional resources, best practices, and access to a networking site for all attendees to continue their exploration. Additionally, a cohort of ten MPS staff members has been identified to engage with *Courageous Conversations about Race* towards becoming practitioners of the work within MPS.

March Benchmark & Timeline:

Begin cohort reading *Pushout: The Criminalization of Black Girls in Schools* by Monique Morris with four total sessions discussing the book and reflecting on an action plan for Milwaukee Public Schools.

Outcome:

Benchmark met.

April Benchmark & Timeline:

Complete *Pushout: The Criminalization of Black Girls in Schools* book cohort with staff members, create resources for future book cohorts, and create district next steps.

The ten identified *Courageous Conversations about Race* practitioners begin summer cohort with vendor.