



**MILWAUKEE
PUBLIC SCHOOLS**

Equity Guidebook

August 15, 2024

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Interim Superintendent



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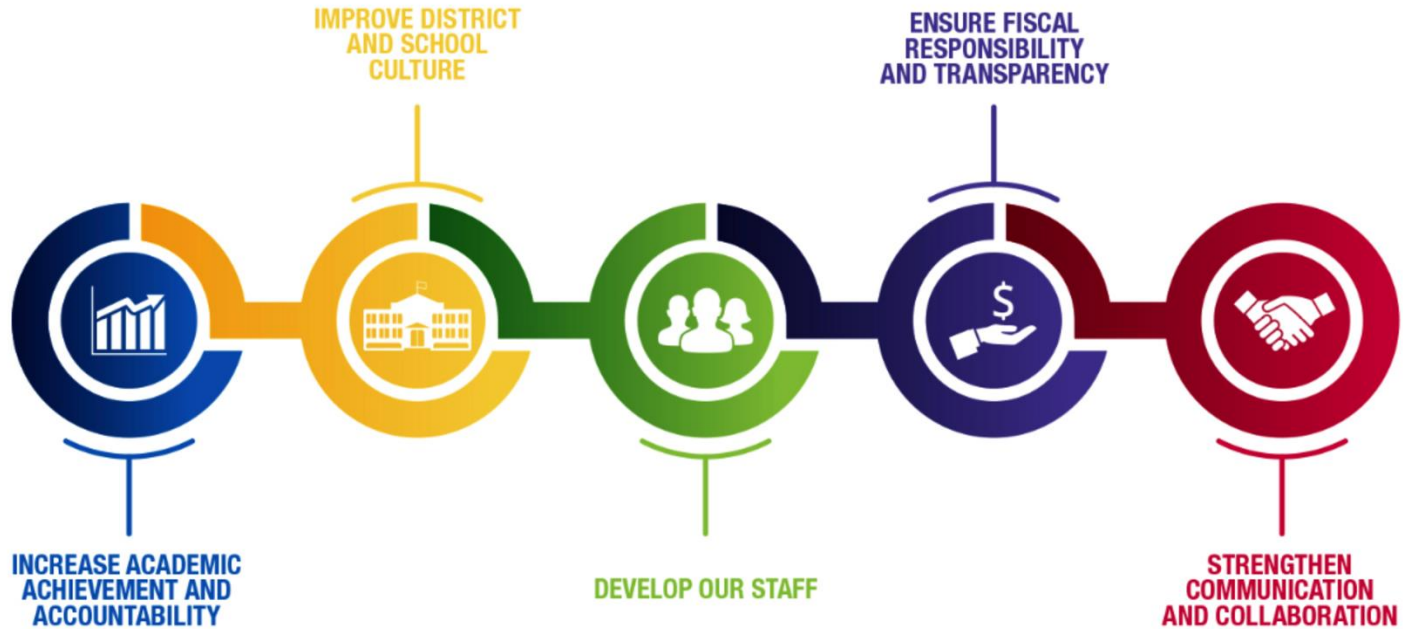
Presenter

Dr. Patricia A. Ellis

Director

Department of
Equity, Access, and Inclusion

Five Priorities for Success



Strategic Plan Driving Our Mission



Strategic Plan Driving Our Mission:

MPS is a diverse district that welcomes all students and prepares them for success in higher education, post-education opportunities, work, and citizenship.

Equity Guidebook

Content

Introduction and Background Information

Part I: Equity Goals

Part II: Appendices and Resources

Part III: Glossary



Evidence of Progress Toward the Goal

Goal 1: Equity in Academics

- Scored 58.0 on the state report card, earning the designation of Meets Expectations.
- Fifty-six schools met one or more of the district's key academic metrics. Seventeen of the schools were Comprehensive School Improvement schools.
- Implemented Ambitious Instruction Accelerating Learning, which was monitored through the Comprehensive School Improvement plan.
- Adopted textbooks in the areas of social studies, music, writing, handwriting, spelling, reading, and mathematics.
- Seven hundred eighty-four juniors have opted into Direct Admit Milwaukee (UWM and MATC), and 386 have opted into Direct Admit Wisconsin (selected University of Wisconsin campuses).
- Collaboration among Milwaukee Public Schools, Wisconsin Department of Public Instruction, and Urban School Transformation.

Evidence of Progress Toward the Goal

Goal 2: Equity in Cultural and Linguistic Awareness and Responsiveness

- All staff hired through spring 2024 have received the Courageous Conversations About Race professional development.
- There are 21 bilingual schools, 4 language immersion schools, and 24 traditional schools offering English learner instruction to students from around the world who represent over 80 languages.
- Over 200 seniors from 12 high schools pursued the Seal of Biliteracy, representing 15 languages.
- Through its mentoring support, Black and Latino Male Achievement served 13 schools and 220 students. Thirteen schools and 40 students participated in ambassador opportunities, 16 schools and 320 students benefited from being a part of the buddies initiative, and 240 students at 6 schools participated in the Manhood Development Academy.
- Gender/Sexuality Alliances are active in over 40 schools, and through the Open Book Donation Initiative, 135 schools received LGBTQ-inclusive books.
- Fifteen schools launched the Girls of Color pilot partnership program, and over 300 students participated in Denim Day.

Evidence of Progress Toward the Goal

Goal 3: Equity in Human Resources

- Engaged in 85 recruitment events throughout the community.
- By July 2023, the district had hired over 1,680 staff to fill districtwide vacancies.
- The MPS New Educator Institute onboarded over 400 teachers and paraprofessionals.
- New international teachers engage in monthly professional development.
- Continued to expand online and print recruitment advertisements to include local, national, and international recruitment sites.
- Hosted hiring events for graduating seniors to start, succeed, and stay in the district.

Evidence of Progress Toward the Goal

Goal 4: Equity in Finance

- Ninety-four percent of the district's budget supports schools.
- Ninety-two percent of students had music classes, and 90 schools had new musical instruments. Currently, 122 music staff members serve schools. Over 400 students performed at the Wisconsin State Music Association Solo and Ensemble event, with more than 100 students advancing to perform at the state competition. At the MPS 50th Biennial Music Festival, over 5,000 students performed as part of a vocal or instrumental group.
- Over 4,600 pre-K to grade 2 students in 64 schools benefited from in-classroom modeling of the Counting Collections curriculum by the mathematics team.
- In 2023–24, 98 K4–grade 5 students, 159 grades 6–8 students, and 616 grades 9–12 students were enrolled in the MPS Virtual Program. The program also graduated 75 participating seniors.
- The \$252 million, four-year, phased-in revenue limit referendum to support education promoted community engagement.
- The district is working on a corrective action plan to address financial challenges and will undergo an external budget audit to address fiscal responsibility and transparency.

Evidence of Progress Toward the Goal

Goal 5: Equity for Students, Families, Educators, and Community Stakeholders

- Engaged diverse stakeholders in providing feedback as a part of the Five-Year Strategic Plan process and as a part of the Wisconsin Department of Public Instruction's Five-Year Equality Self-Evaluation process to identify areas of growth and areas of need.
- Facilitated Superintendent's Student Advisory Council meetings, fall and spring Student Leadership Summits, and Research 101 – Student-Created Equity Evaluation Tool and offered a variety of workshops and presentations to promote student leadership and student voice.
- Offered a variety of programs to support social-emotional learning and mental health and wellness that include Second Step, taught at all schools with K4–grade 8 students, and the School Community Partnership for Mental Health, which provides a range of services from licensed clinicians. As of April 2024, 539 students attending 38 schools received individual therapy provided by SCPMH.
- Community Learning Centers served 4,887 students in K4–grade 12 at 41 schools throughout the 2022–23 school year and 3,094 students at 39 sites in summer 2023. CLCs offer educational, recreational, and social activities.
- College tours were planned to meet the diverse needs of students, especially students of color and/or first-generation college attendees. Over 4,000 students participated in a variety of in-state and out-of-state college tours. In addition, high school students have had opportunities to participate in credit-bearing college courses, internships, apprenticeships, work-study, ROTC, school-to-work programs, and other pre-graduation opportunities.
- Milwaukee Recreation offers a wide variety of activities to promote health and wellness as well as learning opportunities to foster and enhance interests and talents across all ages and abilities. The diverse programming needs provide employment opportunities for young people and adults.

Next Steps

September–November 2024

- Host two community conversations in September.
- Make additional revisions and edits to the guidebook based on feedback in September.
- Present the 2024–25 Equity Guidebook at the October SASI Committee meeting.
- Place the 2024–25 Equity Guidebook on the Equity, Access, and Inclusion web page, and provide professional development for school leaders at the November or December Principal Leadership Institute.

Thank you!

Maximize
Diversity

Strengthen
Equity

Optimize
Inclusion

