

Resolution 1920R-001

By Directors Miller and O'Halloran

WHEREAS, The Restorative Practices model teaches respect and gives common language and practice to resolving differences and to giving voice to students, communities, parents and guardians, and staff; and

WHEREAS, MPS has been engaged in Restorative Practices for a number of years, the best examples of which have shown very positive results that improve the culture of schools and classrooms; and

WHEREAS, All MPS staff, students, and families, as well as all MPS systems, can gain from implementing these justice-based positive behavioral supports; and

WHEREAS, Although MPS's Restorative "Justice" originally had been offered in collaboration with the Milwaukee County District Attorney's Office and was implemented by the late Assistant DA David Lerman, the "father" of restorative practices, Restorative Practices training and support was expanded through the Safe Schools Healthy Students Grant, and a regional School Social Worker Team was created that developed a Restorative Justice Guide; and

WHEREAS, Through the district's violence-prevention work, there has been a district Restorative Practices Coordinator position since 2013, support has been provided to Student Services in servicing students who have been expelled, and an eighth-grade promotional program has been established that integrates Restorative Practices into the program's humanities curriculum and offers training to staff; and

WHEREAS, In the Spring of 2015, an Restorative Practices curriculum-development cohort was created to assist teachers from MPS high schools that were implementing the Restorative Practices curriculum, a pilot of which was established with a research component to assess the effectiveness of the curriculum, and a Restorative Practices Guide was developed; and

WHEREAS, The district's Trauma-informed Care Training, which is focused on social-emotional learning, created two modules focused on Restorative Practices; and

WHEREAS, There are presently a full-time Restorative Practices Coordinator funded through Specialized Services; a full-time Restorative Practices Coach funded through the Project AWARE Grant; a full-time Restorative Practices Teacher Leader funded through the Black Lives Matters Resolution who supports WCLL and the Black and Latino Male Achievement Department and teachers; and an MPS Equity Specialist, one of whose tasks is to support the intersection of Restorative Practices and culturally-responsive teaching; and

WHEREAS, While the Restorative Practices work has proven successful in its fidelity of implementation, it is still scattered and lacks full coordination; now, therefore, be it

RESOLVED, That MPS shall train ~~all~~ staff and students in selected cohort schools over a four five-year period in restorative mindset and the use and application of Restorative Practices and ongoing training will continue to be offered to other interested district staff; and be it

FURTHER RESOLVED, That ~~all administrative~~ district leadership, including the Board of School Directors, principals, ~~vice-~~ assistant principals, and school leaders, shall be trained in the first two years of the ~~four-five-~~ year implementation and offered annual refreshers; and be it

FURTHER RESOLVED, That MPS shall develop a centrally located Restorative Practices Team, comprising ~~three-four~~ four full-time Restorative Practitioners Practice Coaches, ~~to direct the work for collaboration across departments,~~ who work in coordination with the Equity Specialist, the Violence Prevention Team and the departments of Black & Latino Male Achievement, Curriculum & Instruction, Research, Assessment & Data, School Safety, Strategic Partnerships & Customer Service and Student Services to support a cohort of schools ~~interested~~ in implementing a whole-school approach ~~in the first stage~~, and to provide training and coaching in the use of materials and resources; and be it

FURTHER RESOLVED, That this team shall collaborate with ~~Student Services, OCR, parent coordinators, and PBIS coaches~~ the Equity Specialist, the Violence Prevention Team and the departments of Black & Latino Male Achievement, Curriculum & Instruction, Research, Assessment & Data, School Safety, Strategic Partnerships & Customer Service and Student Services to review and develop ~~progressive~~ discipline practices, policies, and procedures that shall incorporate the restorative framework in all of our systems related to behavior, culture, and classroom and school management; and be it

FURTHER RESOLVED, That this team shall offer trainings for ~~train~~ community partners, ~~crisis teams,~~ and ~~police~~ working in our schools in the ~~implementation~~ restorative mindset and use of Restorative Practices; and be it

FURTHER RESOLVED, That as this work grows over the ~~four~~ five-year timeline, additional trained staffed are to be considered for fidelity of implementation; and be it

FURTHER RESOLVED, That the Administration will provide the Board with quarterly reports, through the appropriate committee of the Board, on the progress of this initiative.

April 30, 2019