



## **Monthly Discipline Disproportionality Report November 1, 2021- November 30, 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 committees to identify, develop, and implement strategies to reduce suspensions.

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

All discipline champions receive a monthly Why Race Matters update from the District Discipline Manager focusing on specific best practices to support positive student behavior. A practice shared with schools during November was the use of brain breaks within instruction. There are a variety of brain break examples provided to schools through Student Services, Ropes & Challenges, and Student Wellness to use with students across all grade levels and schools. Brain breaks are quick activities that get students minds and bodies activated within the educational setting in the classroom.

All staff members document classroom managed behaviors and intervention support provided to student within Infinite Campus and have access to best practice strategies to support classroom behavior. A document containing best practice, videos, examples and reflections on supporting data was updated to include additional resources for staff members.

On November 15, 2021, a variety of self-paced modules were offered to staff members as part of their professional development time including trauma sensitive classroom management, mindfulness, vulnerable decision points, discipline documentation, and microaggressions among others.

School leaders from the Southwest Region attended a session discussing alternatives to suspensions. Discussion started with community building as an alternative to needing suspensions, the use of preventative strategies to support students, and a brainstorm of discipline to be utilized as an alternative to suspension when appropriate within the guidelines of the district's code of conduct and due process.



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

The District Discipline Disproportionality (3D) Leadership Team met on November 4, 2021, to review October discipline data by race, behavior, and school. Reviewing and discussing this data through small group discussion allowed the team to create next steps from their specific locus of influence.

All staff members document strategies used to support classroom-managed behaviors that are not violations of the district code of conduct but are in violation of the classroom expectations. For the year to date, the top strategies documented by school staff members are one on one conversation with student, acknowledging positive behavior, parent contact, redirection of behavior, support staff consultation, and proximity control.

School Discipline Work Groups discussed a variety of topics throughout November including staff wellness, more professional development on bias, ensuring proper documentation of behaviors, transitions within the school day, PBIS systems, Tier 2 interventions for identified students, and classroom systems to support students.

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

Below are all behavior events that led to an out of school suspension or a student services suspension across the district from November 1, 2021, through November 30, 2021, as documented in Infinite Campus. There were 2,660 suspensions in November 2021, compared to 2,477 suspensions in November 2019.

Behavior	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multiple	Grand Total
Arson				11				11
Assault	4		1	32		4		41
Battery	13	1		79		4		97
Bullying	2	1		15				18
Chronic Disruption or Violation of School Rules	65	9	2	394		8	12	490
Disorderly Conduct	96	6	9	428	2	19	8	568
Endangerment of Physical Safety/Mental Well-being	16	2		127		2	1	148
False Fire Alarms				3				3
Fighting	59	6	6	568		11	6	656
Gambling			1	21		2		24
Inappropriate Personal Property	5	1		13				19
Inappropriate use of electronic communication devices	6	2		47		1		56



	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multiple	Grand Total
Intent to Distribute Drugs/Alcohol/Meds	2			3				5
Leaving the Classroom Without Permission	1			5				6
Loitering		1		29				30
Other Substances/Materials	5	1	1	35		1		43
Personal Threat	9		1	36		6	3	55
Possession of Drug Paraphernalia	1			7		1	1	10
Possession/Ownership/Use of Alcohol	3			3		1		7
Possession/Ownership/Use of Drugs	5	1		36		1	1	44
Possession/Ownership/Use of Gun				2				2
Possession/Ownership/Use of Weapon Other than Gun	4		1	24				29
Possession/Use of Fireworks								
Reckless Vehicle Use	1							1
Robbery	1			3				4
Sexual Assault	3			10			1	14
Sexual Harassment	5	1	2	19				27
Skipping Class				1				1
Substantial Environmental Disruption	36	1	3	77		3		120
Theft	1			10				11
Trespassing	2	1		1				4
Use of Tobacco, Including Chewing	10			25		2		37
Vandalism	5	1		21			1	28
Verbal Abuse/Profanity/Harassment	3	1		44		3		51
<b>Grand Total</b>	<b>363</b>	<b>36</b>	<b>27</b>	<b>2,129</b>	<b>2</b>	<b>69</b>	<b>34</b>	<b>2,660</b>

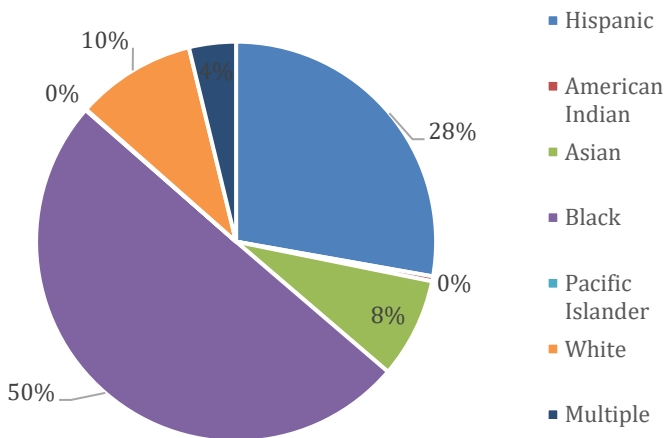


The following alternatives to suspension were utilized by schools when handling discipline events.

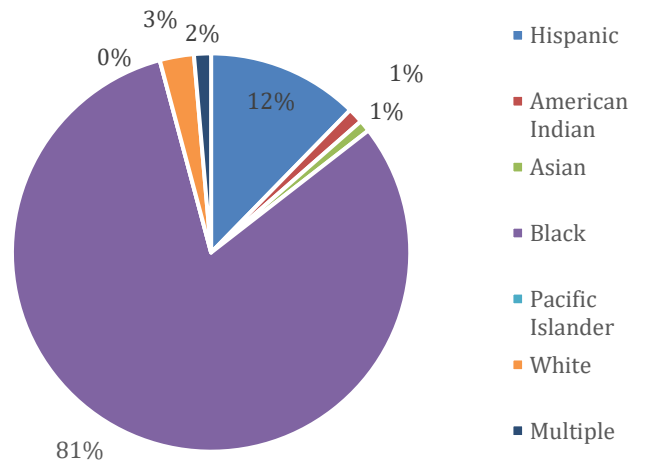
Alternatives to Suspension Utilized	Hispanic	American Indian	Asian	Black	Pacific Islander	White	2+ Races	Total
Conference	56	4	2	144		4	6	216
Counsel	234	21	13	1,056	1	50	28	1,403
Detention	13	1	5	98		8		125
Mediation	8		3	46			2	59
Referral BIT	5	1		15			1	22
Repairing Harm Circle	2			25				27
Restorative Conference	3			8		2	1	14

The following charts show district demographics and year to date disproportionality of suspensions through October 31, 2021.

Student Demographics



Year to Date Suspension Events





## **Continue and Expand Book Studies**

Courageous Conversations about Race Explorations sessions were held for school-based administrators, school counselors, central services staff members, and teachers at identified elementary schools. Throughout November a total of 234 staff members attended, with a total of 799 throughout the 2021-2022 school year and a total of 2,157 staff having attended since March 1, 2021, when our first seminar occurred. A cohort of staff members from schools and central services is beginning a five-part book study of Glenn Singleton's Courageous Conversations about Race. The second meeting of the District Equity Leadership Team (DELT) is occurring on December 7, 2021, further exploring our personal racial equity purpose (PREP).

A cohort of staff members reading Monique Morris' Pushout will meet four times in December and January to read her work and discuss implications for our work here in Milwaukee Public Schools.

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

Across all traditional middle and high schools there have been over 100 meetings of the school-based Student Discipline Committee. Students discuss concerns and recommendations regarding school climate. Looking at the discussion, some of the trends of topics being discussed include conflict management tactics, Spirit Week and school activities to get involved in, holding conversations with students throughout the discipline process, social spaces for students to interact with their peers,

Throughout November there were focus groups held with school administrators, classroom teachers, students, and families/parents to discuss the district code of conduct and any updates needed. December 8, 2021, will be our final focus group with community organizations. Some topics discussed have include the definition of "chronic," the dress code, students feeling safe, and ensuring staff members are aware of behavioral supports and intervention best practice. After all focus groups are completed, data will be compiled with a district-wide team meeting throughout January and February to update the district code of conduct and disciplinary levels for the 2022-2023 school year.

### **Next Steps:**

Hold final focus groups discussing district code of conduct and began to formalize reflections and recommendations from all focus groups.

Based on classroom managed behavior data across all schools, one of the top behaviors facing teachers is students leaving the classroom without permission. The December update to Discipline Champions will focus on classroom strategies, procedures and systems to address students leaving the classroom without permission.

Additional Courageous Conversations about Race Explorations for elementary regular education and special education teachers and creation of Courageous Conversations about Race professional development plan for second semester.