



**MILWAUKEE
PUBLIC SCHOOLS**

Equity End-of-Year Report

June 6, 2023

Dr. Keith P. Posley
Superintendent



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Equity End-of- Year Report

Presenters

Nathaniel Deans, Director
Black and Latino Male Achievement

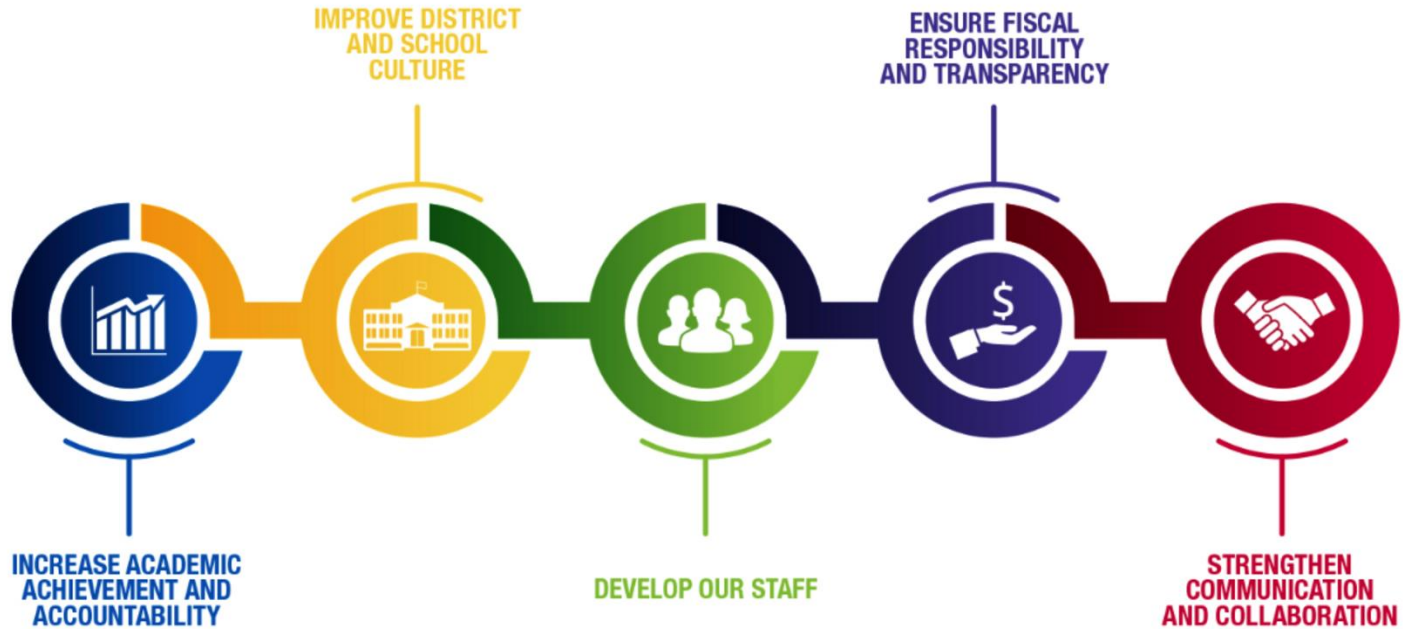
Dr. Patricia A. Ellis, Director
Equity, Access, and Inclusion

Ebony Lewis, Director
Gender and Identity Inclusion

Lisa Salva, Supervisor
Positive Behavioral Interventions and Supports

Moriah Weingrod, Supervisor
Restorative Practices

Five Priorities for Success



Administrative Policy 1.06: Equity in MPS

Administrative Procedure 1.06: Efforts to Achieve Equity

Equity is defined as an allocation of district resources, supports, and opportunities that is based on the needs of students and staff.

Equity lens is defined as a point of view used to acknowledge the disparities that impact historically marginalized groups and to identify priorities based on areas of greatest needs. These needs will drive district priorities for the most equitable distribution of resources, supports, and opportunities.

Culturally responsive practices are defined as beliefs, methods, and practices that support and empower all students socially, emotionally, intellectually, and civically by leveraging students' lived experiences and learning styles to ensure student achievement.



Black and Latino Male Achievement

- **BLMA Buddies Program:**
8 schools in each school board member's district
- **Manhood Development Academy:**
2 schools
Expanding to 6 schools in the 2023–2024 school year
- **BLMA Mentoring:**
12 schools met with community mentors
- **BLMA Ambassadors:**
3 high schools
- **Mental Health Symposium:**
12 high schools



Positive Behavioral Interventions and Supports (PBIS)

Professional Development (PD)

- 2,934 staff attended PBIS Universal Supports during the Teacher Institute
- 176 staff attended PBIS after-school PD sessions
- 133 SSTs attended a PBIS session during the SST Institute
- 49 staff attended a PBIS PD session at the Community Schools Institute
- 55 new psychologists and school social workers participated in PBIS and Building Intervention Team training
- 39 staff were trained in wraparound and RENEW Tier 3 interventions

Data Highlights

Increased the number of behavior interventions:

Interventions	2021–22	2022–23
Tier 2	4,066	4,500
Tier 3	325	429

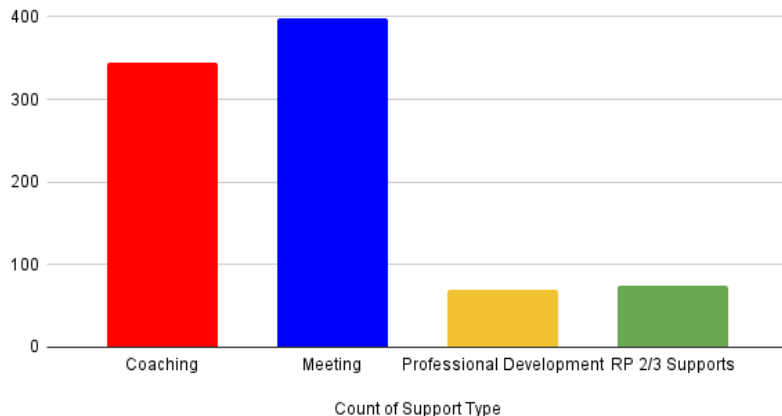
Increased the number of proactive teacher responses to behavior:

Teacher Response	2021–22	2022–23
Brain Breaks	820	1,179
Engagement Opportunities	N/A	916
5:1	219	301
VABB	N/A	511

Restorative Practices

- 11 new schools have been accepted into the exploration cohort
- 5 high schools are offering the restorative practices elective course
- 7 coaches are supporting 8 schools: South Division, Westside Academy, Lincoln Center of the Arts, Morgandale School, Lincoln Avenue Elementary School, Zablocki School, Project STAY, and O.W. Holmes School

All Schools



- **Vision:** We envision a liberated educational community where everyone is celebrated for who they are, feels a strong sense of connection and belonging, and responds to conflict and discomfort as an opportunity to repair, strengthen, and heal the community.
- **Mission:** We are dedicated to dismantling educational systems and structures that have historically oppressed and continue to oppress Black and Brown communities. We transform educational culture using a continuum of restorative practices. These practices build inclusive communities founded on shared values that celebrate all cultures and identities.
- **Values:** We center relationships, healing, dignity, justice, joy, and trust in schools.

Department of Gender and Identity Inclusion Program Highlights



Girls of Color 2022–23 Highlights	Girls of Color Program Outcomes
<ul style="list-style-type: none"> ✓ Continued biweekly/weekly programming for female-identifying students in grades 4–12 ✓ Increased Girls on the Run partnership sites from 4 to 18 sites ✓ Hosted second annual Denim Day event ✓ Facilitated Miseducation of Girls of Color training – four-part series 	<ul style="list-style-type: none"> ✓ Completed programming at elementary and middle school sites and supported approximately 150 students ✓ Developed partnerships with Girls on the Run and increased partner sites from 4 to 18, serving approximately 400 students across the district ✓ 200 female-identifying students received sexual assault awareness workshop ✓ 100% of youth surveyed stated that they had a better understanding of consent and how to report sexual abuse ✓ Approximately 500 staff were trained in the Miseducation of Girls of Color, including several departments that have completed the full four-part series ✓ Continued development of district partnerships across departments and the building of an advisory collective to support and scale girls of color support and programming across the district
LGBTQ+ Inclusion 2022–23 Highlights	LGBTQ+ Program Outcomes
<ul style="list-style-type: none"> ✓ Supported the creation and stability of Gender Sexuality Alliances throughout the district ✓ Provided districtwide LGBTQ+ training/ professional development ✓ Created gender-inclusive policy and procedure 	<ul style="list-style-type: none"> ✓ 30 schools have an active GSA club with 400 students having participated in clubs and/or special events ✓ GII created a GSA advisor collective to provide support and sustainable practices for GSAs across the district; includes a monthly GSA newsletter highlighting the work taking place across MPS ✓ Approximately 750 staff were trained in LGBTQ+ awareness, including 200 Central Services staff and additional schools and departments ✓ Continued support and student/staff surveys on LGBTQ+ inclusivity in partnership with CDC/ICF Health for Everyone research project ✓ Welcoming Schools partnership training completed May 2023 with trainers prepared to build on, making schools more inclusive with a focus on bias-based bullying prevention in the 2023–24 school year

Equity Highlights

Strategic Planning Survey

20,620 students, grades 6–8
4,790 families
3,126 community members
5,318 staff members

MPS 2023 Districtwide Spelling Bee Finals

52 students, grades 3–8, at 10 schools submitted designs for the T-shirt design contest
28 schools, grades 3–8, participated in the spelling bee
205 finalists and alternates
1,010 in-person attendees
Over 20,000 livestream views
Broadcast on TMJ4 on May 21, 11 a.m.–1p.m.

Equity Summit

27 schools and department areas participated

Seal of Biliteracy

137 student recipients

Cantos de las Américas

Over 1,000 attendees

Ambitious Instruction: Accelerating Learning
Superintendent’s Student Advisory Council
Poetry Slam
Central Region Reads
Student-Created Culturally Competent Collective
UNSIL World Fair
STEM Fair
Certified Nursing Assistance Program
Gender Inclusion Guidance
UNCF HBCU Empower Me Tour
Heritage Month Recognitions and Celebrations
Gifted and Talented Development Camps
LEGO® League Competition
New Teacher Education Curriculum Development and Video
My Brother’s Keeper Seminar
Food Justice Task Force
Expanding High Ability and High Potential Identification
Financial Literacy
Deaf and Hard of Hearing Task Force
District Advisory Council
Parent Coordinators
Equity Mini-Grants
Montessori Advisory Committee
District Multilingual Multicultural Advisory Council (DMMAC)

