



**Monthly Disproportionality Report- Resolution with Office for Civil Rights (OCR)  
November 1- November 24, 2020**

Below is an update of activities and benchmarks aligned to the action steps associated with Resolution #05-14-5003 with the Office of Civil Rights. Due to the Thanksgiving break, all data and other information are updated as of November 24, 2020. Action steps 1, 6, and 8 are considered completed until the district receives feedback from the Office of Civil Rights.

**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 November 22, 2020, there were 405 documented Tier 2 behavior interventions and 59 Tier 3 behavior interventions across the district.

**November Benchmark & Timeline:**

By November 30, 2020, documented Tier 2 interventions will increase by 10%, supporting students identified for early intervention.

**Outcome:**

Benchmark met. This is a 45% increase from 279 Tier 2 interventions and a 50% increase from 29 Tier 3 interventions as of October 30, 2020.

**December Benchmark & Timeline:**

By December 31, 2020, documented Tier 2 interventions will increase by 10%, supporting students identified for early intervention.

**Action Step 3- Outreach to Students**

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

The first Student Leadership Summit will occur virtually on December 11, 2020. This is one of two Leadership Summits planned for the 2020-2021 school year. The summit’s theme is “Bridging the Barriers to Student Leadership.” Students will participate in pre-recorded keynotes from Lieutenant Governor Barnes and former Milwaukee Bucks player Caron Butler. Students will select breakout sessions to attend on a variety of topics including virtual bullying awareness, job readiness/career exploration, understanding due process in MPS,



suspension effectiveness, teen stress, getting ready for college, student recommendations in reference to transitioning to hybrid learning, student recommendations for virtual learning community building, and other topics.

**November Benchmarks & Timeline:**

By November 30, 2020, 100% of traditional middle and high schools will submit evidence validating two virtual student discipline committee meetings occurred in which specific student recommendations and student-interest topics were discussed.

**Outcome:**

In progress. As of November 24, 2020, 31 of 31 middle and high schools submitted evidence validating their student discipline committees met during the month.

**Report Summary:**

Topics in November included interactions of students in virtual learning, ways to increase interactions and enthusiasm in our virtual educational platform, students struggling with workload, ways to engage students in behavior interventions and disciplinary decisions, and the power of voting.

**December Benchmark & Timeline:**

By December 31, 2020, 200 students will participate in the Student Leadership Summit, with 100% of students engaged in breakout sessions and providing feedback on next steps to the district.

**Action Step 4- Outreach to District Staff**

All schools have a discipline work group that meets monthly to analyze disproportionality data, identify specific strategies, 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.

**November Benchmark & Timeline:**

By November 30, 2020, 100% of traditional MPS schools will submit evidence validating their Discipline Work Group met during the month, including school specific next steps and recommendations for support to address disproportionality.

**Outcome:**

In progress. As of November 24, 2020, 131 out of 131 schools districtwide submitted evidence validating their Discipline Work Group met during the month.

**Report Summary:**

Some of the recommendations discussed include additional professional development on disproportionality, best practices for engaging students in virtual learning, guidance on conversations to have around moving towards an antiracist classroom community, data chat protocols and coaching on understanding data, and communication to families and students during virtual teaching.



**December Benchmark & Timeline:**

By December 31, 2020 100% of MPS schools will submit evidence validating their Discipline Work Group met during the month.

**Action Step 5- Outreach to Community Members**

On Wednesday November 11, 2020, from 6:00-7:00 p.m. the district held its first of four community conversations discussing district climate and student voice. There were over 15 MPS facilitators and over 200 participants including administrators, school staff, families, and community members in attendance. Participants received a short overview of districtwide activities regarding school climate and student voice, followed by a question-and-answer opportunity. Topics discussed included student council opportunities, support for our LGBTQ population, relationship building in virtual classrooms, mental health supports for students with disabilities, student voice in returning to school, how families can connect to mental health supports through their school, interventions provided to students, and additional opportunities for collaboration and communication. The session was recorded, and all facilitators are following up on any questions not addressed. The next community conversation is scheduled for December 9, 2020.

Through a grant in collaboration with the Wisconsin Humanities Council, Project Community CARE (Collaboration Around Racial Equity), the district will be launching a variety of activities throughout the 2020-2021 school year. In collaboration with Black and Latino Male Achievement, 53206 Initiative, and Department of Strategic Partnerships and Customer Service, the district is planning a community viewing of short clips of *Milwaukee 53206* followed by a solutions-based panel discussion. Emphasis will be placed on highlighting some of the opportunities occurring throughout the 53206 zip code.

**November Benchmark & Timeline:**

By November 11, 2020, all MPS schools will have an administrator and parent coordinator attend community conversations to discuss improving outcomes for all MPS students.

**Outcome:**

Benchmark met.

**December Benchmark & Timeline:**

By December 31, 2020 the district will hold its December community conversations.



**Action Step 7- Staff Professional Development**

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

<b>Title</b>	<b>Audience</b>	<b>Date(s)</b>
Interrupting Implicit Bias in Discipline	Wedgewood staff	November 16, 2020
Introduction to Disproportionality in MPS	School Psychologist practicum students	November 16, 2020
Antiracist Lens Universal Supports	School Psychologists	Weekly from November 11-December 16, 2020
Understanding Race In Our Lives	Parkview staff	November 17, 2020
CPI	Open to all MPS staff	November 14, 2020
Disproportionality: Talk About Race	Open to all MPS staff	Self-paced online
Disproportionality: Reentry After Discipline	Open to all MPS staff	Self-paced online
Disproportionality: Define Behaviors	Open to all MPS staff	Self-paced online
Disproportionality: Vulnerable Decision Points	Open to all MPS staff	Self-paced online
Disproportionality: Student Voice	Open to all MPS staff	Self-paced online

**November Benchmark & Timeline:**

By November 30, 2020, all members of the District Discipline Disproportionality Leadership Team will offer continued professional development to staff members, addressing various aspects of district climate, discipline, equity, and the role of race.

**Outcome:**

In progress. Professional development is offered on a continued basis throughout the school year as monitored with the MPS Learning Management System (LMS) and checks for understanding.

**December Benchmark & Timeline:**

By December 31, 2020, the five-part professional development series *Antiracist Universal Supports* will culminate with all participants completing the check for understanding and actionable next steps.



**Action Step 9- Data Evaluation**

Below are all behavior events and administrator resolutions documented across the district from November 1, 2020, through November 23, 2020. There were 39 referrals in which 42 events were found. As of November 23, 2020, there have been 175 behavior events year to-date and 19,226 year-to-date during the 2019-2020 school year.

Behavior Event	Hispanic	American Indian	Asian	Black	Pacific Islander	White	2+ Races	November Total	October Total	Year to date	Administrator Resolution	Local
Bullying Due to Sex									0	1		
Bullying Reason Unknown									1	1		
Bullying Other Reason				1				1		1	18	
Chronic Disruption	2		1	13		3	1	20	12	45	9, 18	
Disorderly Conduct				4				4	4	12	3, 9, 18	
Endangerment of Physical Safety/Mental Well-being	1			1				2		2	2, 18	
Inappropriate Dress									1	1		
Inappropriate Personal Property									2	2		
Inappropriate use of electronic communication devices	2			5		2		9	25	68	1, 3, 9, 18	
Other Substances/Materials									2	2		
Personal Threat									1	4		
Possession/Ownership/Use of Drugs				1				1		1	18	
Possession/Ownership/ Use of a Gun				1				1		4		
Possession/Ownership/Use of Weapon Other than Gun									1	2	1, 4, 9, 17	
Sexual Assault									1	1		
Sexual Harassment									1	1		
Substantial Environmental Disruption									3	7		
Use of Tobacco, Including Chewing										3		
Vandalism				1				1	1	3	18	
Verbal Abuse/Profanity/Harassment	1			2				3	6	14	9, 18	
<b>Grand Total</b>	<b>6</b>		<b>1</b>	<b>29</b>		<b>5</b>	<b>1</b>	<b>42</b>	<b>61</b>	<b>175</b>		



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	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

### Action Step 10- Implementation Plan

The November 4, 2020 District Discipline Disproportionality Leadership Team meeting discussion focused on virtual learning behaviors being documented across schools, how students are being taught appropriate use of technology, how schools identify students for additional support, and community building in the virtual classroom.

The Office of School Administration updated the District Culture & Climate Toolkit for the 2020-2021 school year to include supports for building a community in a virtual setting, as well as supports and next steps to address disproportionality.

Cohorts of staff members reading Glenn Singleton’s *Courageous Conversations About Race* held two additional meetings covering a chapter of the book and completing related activities at each session. Additionally, a conversation took place between members of the Administration and Mr. Singleton’s Midwest representative to discuss a possible partnership to deliver professional development services district-wide. Two cohorts of school-based staff members reading Ibram X Kendi *How To Be An Antiracist* held an additional two meetings and discussed specific activities educators can engage in towards becoming antiracist. Staff members at Starms School participated in two additional meetings focused on Bettina Love’s book *We Want To Do More Than Survive*. The cohort has 17 participants who are meeting every two weeks for five sessions reading and discussing the book.

A cohort of 15 staff members are meeting weekly on Mondays to listen to and discuss the six episodes of the podcast *By Every Measure* featuring Reggie Jackson and Tarik Moody and created in collaboration with Radio Milwaukee. Each episode focuses on an aspect of systemic racism in Milwaukee including law enforcement, housing, and education. The cohort meets weekly to discuss the episode and applications to our work in MPS.

Additionally, there will be a planned districtwide professional development on the role of bias relative to discipline. This professional development will be conducted by each school’s discipline champion. Discipline champions will attend a “train the trainer” session with the district discipline manager to learn about conducting this professional development with all staff members.



**November Benchmark & Timeline:**

By November 30, 2020, all school discipline champions will receive the MPS Culture & Climate Toolkit and share with all staff members at their school as an additional support in building a positive learning climate in a virtual setting.

**Outcome:**

Benchmark completed.

By November 30, 2020, all *Courageous Conversations about Race* and other book cohorts will hold two additional meetings utilizing the framework to discuss the role of race in the climate and discipline in education.

**Outcome:**

Benchmark completed.

By November 30, 2020, school psychologists will engage in three sessions of *Antiracist Universal Supports* professional development.

**Outcome:**

Benchmark completed.

**December Benchmark & Timeline:**

By December 23, 2020, school psychologists will engage in two additional sessions of *Antiracist Universal Supports*, completing cohort 1 of the five-part series. 100% of participants will complete the check for understanding, with specific steps highlighted for action.

By December 23, 2020, the cohort will complete all six episodes of *By Every Measure* podcast and discuss actionable next steps for expansion of this work through the district.