

**SUMMARY OF ACTIVITIES RELATED TO THE RESOLUTION AGREEMENT  
WITH THE OFFICE FOR CIVIL RIGHTS**

- ✓ The MPS Parent/Student Handbook on Rights, Responsibilities, and Discipline was updated based on feedback from a working group composed of teachers, students, administrators, and community members.
- ✓ An Administrators' Addendum was created to define specific behaviors and to provide administrators suggestions to appropriate responses to specific behaviors.
- ✓ During opening week, all schools conducted professional development on documenting behavioral concerns and research-based best practices to address disproportionality.
- ✓ Throughout the school year, staff members can sign up for additional professional development opportunities on a variety of topics or view modules online.
- ✓ There are a variety of cohorts doing a book study with Courageous Conversations about Race. These cohorts meet to discuss and practice research-based protocols to address the role of race in our lives and schools.
- ✓ Working with The Wisconsin Disproportionality Network, 300 individuals have attended Beyond Diversity and 55 staff have piloted an Educational Equity series.
- ✓ All staff members are documenting classroom-managed behaviors that do not threaten staff or student safety in Infinite Campus. School Positive Behavioral Interventions & Supports (PBIS) Tier 1 teams use this data to identify trends of overall data and to identify students in need of further intervention.
- ✓ All schools also have Building Intervention Teams (BITs) that monitor specific students in need of further support with behaviors. These teams are supported by the district's PBIS team composed of five PBIS Coaches.
- ✓ Each month all school facilitators receive a newsletter with updates from the district, best practices to support climate, updated district data on disproportionality, and a best practice to address disproportionality.
- ✓ All traditional middle and high schools have Student Discipline Committees that discuss students' concerns and recommendations about school climate and discipline. All Student Discipline Committees attended a Student Leadership Summit in the Fall, and there will be another summit on April 27, 2020.
- ✓ A discussion of concerns and recommendations about climate and discipline was part of the District Advisory Council. There have also been four community conversations in January and February.
- ✓ A district Restorative Practices (RP) Team of a supervisor and four coaches has been created. This team is currently training all school-based principals.

- ✓ Each school has identified specific action steps in its School Improvement Plan to address disproportionality, with all schools identifying specific school-wide community-building activities, and while looking at its behavioral data, has identified specific staff-member strategies to address specific behavioral concerns.

More information is available at <http://mpsmke.com/discipline>.