



**Discipline Disproportionality Data and Action Steps
April 1- April 27, 2021**

Below is an update of activities and benchmarks aligned to the action steps associated with Resolution #05-14-5003 with the Office for Civil Rights. Action steps 1, 5, 6, and 8 are considered pending feedback from the Office for Civil Rights. All data and information are updated as of April 27, 2021.

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 April 27, 2021, there were 1,555 documented Tier 2 behavior interventions and 181 Tier 3 behavior interventions across the district.

April Benchmark & Timeline:

By April 27, 2021, documented Tier 2 interventions will increase by 10%, supporting students identified for early intervention.

Outcome:

Benchmark met. This is an 11.2% increase from 1,399 Tier 2 interventions and a 10% increase from 165 Tier 3 interventions as of April 27, 2020.

May Benchmark & Timeline:

By May 31, 2021, documented Tier 2 interventions will increase by 10%, supporting students identified for early intervention.

Action Step 3- Outreach to Students

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

April Benchmark & Timeline:

By April 30, 2021, 100% of traditional middle and high schools will submit evidence validating that two virtual Student Discipline Committee meetings occurred, at which specific student recommendations and student-interest topics were discussed.



Outcome:

Benchmark on-track to being met pending final report (April 1- April 30).

Report Summary:

Some of the topics discussed by students at meetings held throughout April include returning to school buildings, rebuilding the classroom community after a year removed, students engaging in social justice, and other topics. Students also began to discuss the May Student Leadership Summit and breakout sessions they will attend.

May Benchmark & Timeline:

Host the MPS Virtual Student Leadership Spring 2021 Summit for students from all Student Discipline Committees. Students will participate in two rounds of self-selected breakout sessions on a variety of topics including mental health, summer opportunities, financial planning, student leadership, and interviewing skills, among others.

Action Step 4- Outreach to District Staff

All schools have a Discipline Work Group that meets monthly to analyze disproportionality data, identify specific strategies, and 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.

April Benchmark & Timeline:

By April 30, 2021, 100% of MPS schools will submit evidence validating their Discipline Work Group met during the month.

Outcome:

Benchmark on-track to being met pending final report (April 1-April 30).

Report Summary:

Discipline Champions receive a weekly email with updates, best practices, and articles for reflection to implement and share throughout their school community. After reviewing their school data, Discipline Work Groups identify specific recommendations and support needed including professional development on navigating in-person learning and virtual learning at the same time, specific classroom procedures, self-care for adults and students, allocating time to talk with colleagues and students about social justice, and consistent messaging.

May Benchmark & Timeline:

By May 31, 2021, 100% of MPS schools will submit evidence validating their Discipline Work Group met during the month. All school teams will submit year-end recommendations to the district regarding discipline.



Action Step 7- Staff Professional Development

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

Title	Audience	Enrollment
Courageous Conversations about Race Exploration	Bay View	50
Courageous Conversations about Race Exploration	Madison	39
Courageous Conversations about Race Exploration	Pulaski	57
Courageous Conversations about Race Exploration	Vincent	50
Courageous Conversations about Race Exploration	MacDowell	16
Courageous Conversations about Race Exploration	South	64
Courageous Conversations about Race Exploration	Wisconsin Conservatory of Lifelong Learning	16
Courageous Conversations about Race Exploration	Audubon	60
Courageous Conversations about Race Exploration	Marshall	53
Courageous Conversations about Race Exploration	Rufus King High School	73
Courageous Conversations about Race Exploration	Milwaukee High School of the Arts	61

Year-to-date, 1,011 staff members have attended the all-day Courageous Conversations about Race Exploration.

April Benchmark & Timeline:

Provide sessions for middle and high school teachers to attend the Courageous Conversations about Race Exploration. All staff members who attend will be provided best practices and opportunities for additional support.

Outcome:

Benchmark met.

May Benchmark & Timeline:

Provide sessions for middle and high school teachers to attend the *Courageous Conversations about Race Exploration*. All staff members who attend will be provided best practices and opportunities for additional support. Complete sessions for all regular education and special education teachers at traditional middle and high schools.



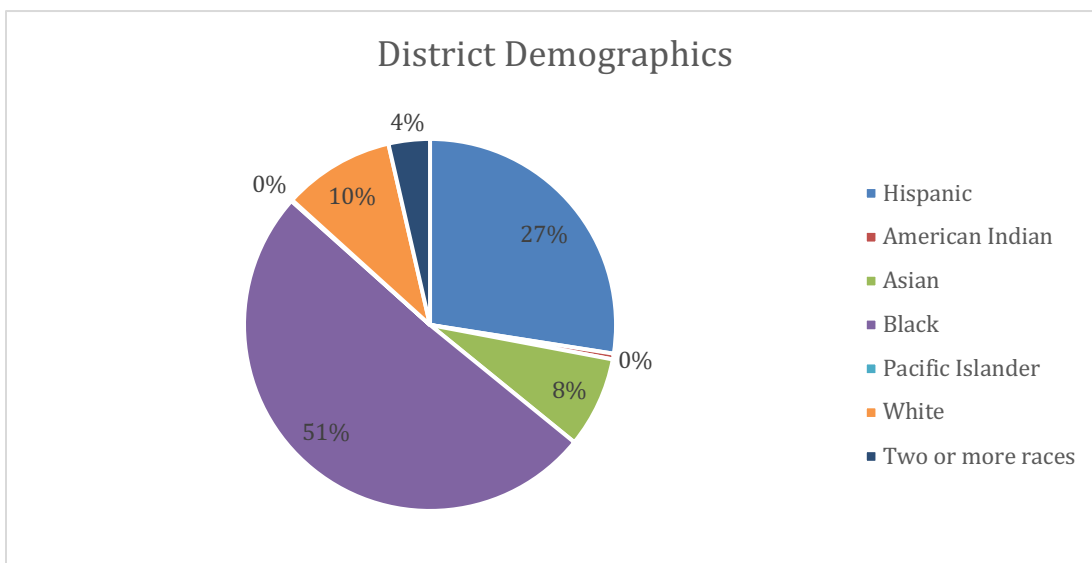
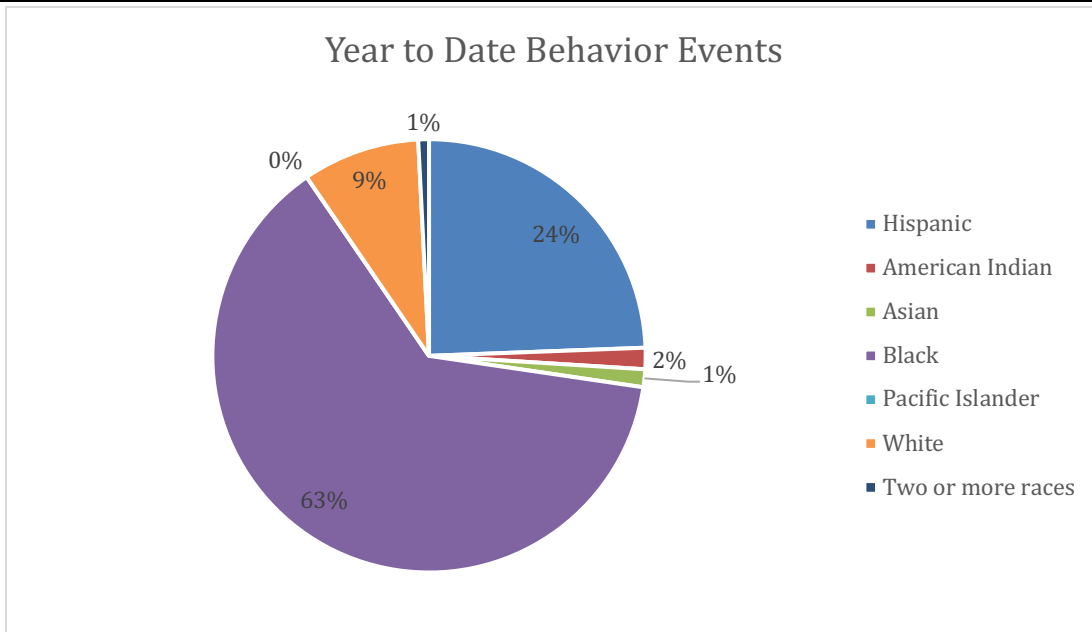
Action Step 9- Data Evaluation

Below are all behavior events and administrator resolutions documented across the district from April 1, 2021, through April 27, 2021. There were 82 referrals in which 101 events were found. As of April 27, 2021, there have been 377 behavior events year-to-date, as compared to 45,074 behavior events year-to-date for the 2019-2020 school year.

Behavior Event	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Two or more races	April Total	March Total	Year to date	Administrator Resolution Used
Assault	1			3				4		4	9,18
Battery				1				1		2	18
Bullying Due to Sex										1	
Bullying Other Reason				1		1		2		2	18
Chronic Disruption	4	2		10				16	2	81	9,18
Disorderly Conduct	5	1		12				18	3	33	1,3,9,12,15,18
Endangerment	1			4				5	1	6	3,18
Fighting	8			13				21		21	1,3,9,17,18
Gambling				1				1		1	18
Inappropriate Dress									2	3	
Inappropriate Personal Property	1		1					2		8	1,3,9
Inappropriate use of electronics	2			1			1	4	20	133	3,9,18
Leaving classroom without permission	3			2				5		5	9,18
Other substances/materials				1				1		1	1
Personal Threat	1			3		1		5		12	1,2,3,9,10,18
Possession/Ownership/Use of Drugs	2			2				4		4	9,10,11,17
Possession/Ownership/ Use of a Gun										4	
Possession/Ownership/Use of Weapon Other than Gun	2							2	1	5	11,17
Sexual Assault										1	
Sexual Harassment									1	2	
Substantial Environmental Disruption				5				5	1	13	1,9,18
Use of Tobacco, Including Chewing				1				1	1	7	1
Vandalism				2				2		3	18
Verbal Abuse/Profanity/Harassment				2				2	1	25	18
Grand Total	30	3	1	64		2	1	101	33	377	



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/ School Psychologist	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

On April 13, 2021, the District Discipline Disproportionality Leadership Team met and discussed school data and Discipline Work Group meeting minutes.

A cohort of 27 staff members finished reading Monique Morris' *Pushout: The Criminalization of Black Girls in Schools*. Participants met four times to discuss the book and contextualize the work within Milwaukee Public Schools.

The Wisconsin (WI) Disproportionality Network continues to offer an Educational Equity Leadership Series with a variety of local and national speakers on various topics on race and equity. Each session includes a presentation followed by an online discussion by participants. In April, the sessions offered included *Message in the Madness* with Eddie Moore, *Reflections of a Global RAPTivist* with Aisha Fukushima, and *Latinx Communities and the COVID19 Pandemic* with Armando Ibarra.

A variety of other opportunities were shared through Discipline Champions including resources to discuss anti-Asian hate with students, a webinar on *Leadership for Equity through Positive Relationships*, expectations, procedures and best practices as students return to school buildings, and updating the school T-chart to encompass students learning virtually and in the classroom.

All participants attending *Courageous Conversations about Race Exploration* receive a follow-up email from the district discipline manager with additional resources, best practices, and access to a networking site for all attendees to continue their exploration. Additionally, a cohort of ten MPS staff members have been identified to engage with *Courageous Conversations about Race* towards becoming practitioners of the work within MPS.

April Benchmark & Timeline:

Complete *Pushout: The Criminalization of Black Girls in Schools* book cohort with staff members, create resources for future book cohorts, and create district next steps.

The ten identified *Courageous Conversations about Race* practitioners begin summer cohort with vendor.

Outcome:

Benchmark met.

May Benchmark & Timeline:

Creation of best practices for classroom universal supports across various approaches including PBIS, restorative practices, mindfulness, and others.

Integration of disproportionality best practices within the 2021-2022 School Improvement Plans (SIP).