



Monthly Discipline Disproportionality Report December 1- December 31, 2022

The following report is an update of activities to support a proactive approach to realizing accelerated outcomes in reducing disproportionality within Milwaukee Public Schools for the 2022-2023 school year. The monthly reporting associated with disproportionality for the 2022-2023 school year will focus on the following proactive approaches:

- Providing proactive supports & interventions
- Strengthening student, staff & community collaboration
- Reconceptualizing the role of school leaders within discipline
- Developing staff integration of Courageous Conversations about Race

Providing Proactive Supports & Interventions

All Discipline Champions received guidance and best practices on culture and climate throughout the year. The focus in December was reflecting on how behaviors are perceived. As adults are we perceiving behaviors as an opportunity to help the student learn and grow or as an opportunity for punishment? Are there patterns to how we perceive behaviors for different students? Schools were presented district and school data that can show trends in how behavior is perceived around race.

The restorative practices team completed the first semester training session on Foundations of Restorative Practices and Circle Keeping for school staff members. The final (third) day of Classroom Organization Management Program (COMP) with a cohort of teachers took place in December. Day three of Compassion Resiliency Cohort met. A session of Coaching COMP occurred for staff who support teachers and coach staff through the COMP classroom management process. PBIS team conducted professional development on “Classroom Strategies that Increase Student Engagement” for classroom teachers.

School PBIS Tier 1 Teams and Building Intervention Teams complete monthly minutes within their School Improvement Plans looking at school-wide and student data to identify next steps and areas of need. PBIS Tier 1 Teams review school-wide data and identify next steps within the five universal supports of classroom climate. Building Intervention Teams (BIT) review individual student data to screen students for potential Tier 2 and Tier 3 interventions as well as progress monitor students receiving additional interventions.



The use of specific strategies for classroom managed behaviors are documented within Infinite Campus. Total documented strategies for the month of December, December 1 through December 31, 2022, across all schools are included in the table below.

Strategy	Total
Brain Breaks	117
Behavior Contract	62
Rewind/Broken Record	74
Buddy Classroom	337
Community Service	13
Collect Property	181
Engagement opportunities	46
Go Guardian	21
Independent work	51
Mindfulness	81
Move their seat	297
One on one conversation	3615
Proximity Control	509
Praise 5:1	38
Parent Contact	2376
Planned ignoring	682
Redirection	2864
Recovery area (within room)	158
Referral to BIT	54
Restorative conversation	147
Restorative Circle	9
Secret Signal	3
Support staff consultation	1153
Self-monitoring	32
Tangible Acknowledgement System	150
Reflection sheet	73
VABB	8



All schools have a Building Intervention Team (BIT) in which team members ensure students in need of additional support are offered Tier 2 and Tier 3 interventions within the PBIS framework. Below are the numbers of Tier 2 and Tier 3 interventions provided year to date for the 2022-2023 school year.

Tier 2/Tier 3 Intervention	Students
Check-In/Check-Out (CICO)	1,467
Individualized CICO	305
Social Academic Instructional Group (SAIG)	811
Behavior Assessment/ Intervention Plan (BAIP)	62
FBA/BIP	140
Educational Wraparound and RENEW	81

Strengthening Student, Staff & Community Collaboration

Student Discipline Committees have been formed at all traditional middle and high schools, with at least one meeting held in December 2022. A sampling of student conversations in December included topics of relationship building, engaging instruction in class, students in the hallways, and racial equity in school.

Our second quarterly Community Conversation will be occur virtual on January 11, 2023 from 5:30-6:30. The January topic will be on the MPS Culture, Climate & Alternatives to Suspension Toolkit and promoting positive attendance. Time will be spent in breakout rooms to hold a conversation on next steps.

A variety of breakout sessions offered at Community Schools Conference including Transformative Social Emotional Learning (SEL), restorative practices as freedom dreaming and joy in the classroom, addressing mental health and stress, validating students to increase engagement, youth voice advocacy, and Courageous Conversations about Race Condition 6.

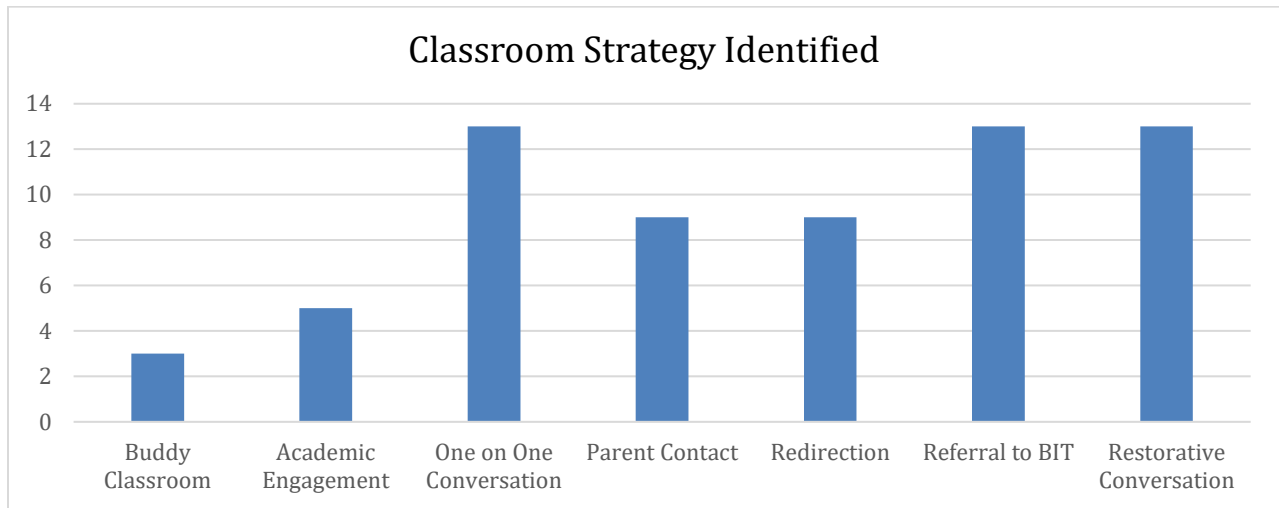
The restorative practices team collaborated with the Trauma Support Specialists on integration of restorative practices within trauma sensitive schools and spaces. Specific protocols are being developed using repairing harm, re-entry, and healing circles within schools.

PBIS coaches met with school based PBIS Tier 1 teams and Building Intervention Teams (BIT) regarding school data, support, and school improvement plan goals and action steps. PBIS Coaches provide on-going coaching support for identified staff members in need of coaching regarding classroom climate.



Reconceptualizing the Role of School Leaders within Discipline

School leaders complete a monthly reflection looking at school climate and how they will support positive school and classroom climate. Looking at December reflections, the top strategies that school leaders are looking to identify are restorative conversation, parent contact, one on one conversation, and redirection. School leaders have identified a next step to support the identified strategy with most common next steps being discussing as a staff, share best practices, and practice procedures with students.





Below are all behavior events that led to an out-of-school suspension or a student services suspension across the district from December 1, 2022, through December 31, 2022, as recorded in Infinite Campus.

In December 2022, there were 1,786 suspensions through December 31, 2022. In December 2021 there were 2,224 suspensions recorded through December 31, 2021.

Behavior	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multiple	Grand Total
Arson				3		1		4
Assault	6			22			1	29
Battery	3			22				25
Bullying	1	0	1	11	0	2	0	15
Chronic Disruption or Violation of School Rules	34	2	1	213	1	3	3	257
Disorderly Conduct	100	4	3	329		10	10	456
Endangerment of Physical Safety/Mental Well-being	14		2	130		5	6	157
False Fire Alarms				1				1
Fighting	53	4	5	386		11	6	465
Inappropriate Personal Property	4			28		1		33
Inappropriate use of electronic communication devices	1			20		2		23
Leaving the Classroom Without Permission	1			1				2
Loitering				1				1
Other Substances/Materials	3	1		25		1		30
Personal Threat	8		2	52		1	1	64
Possession of Drug Paraphernalia	3			5				8
Possession of Stolen Property				1				1
Possession/Ownership/Use of Alcohol				4				4
Possession/Ownership/Use of Drugs	6	1		26		1	1	35
Possession/Ownership/Use of Weapon Other than Gun	1	1	2	14		1		19
Sexual Assault	1			8			2	11
Sexual Harassment	5		1	5			1	12
Skipping Class				1				1
Substantial Environmental Disruption	6		5	46				57
Theft				7		1		8
Trespassing				1				1
Use of Tobacco, Including Chewing	9			16		2	1	28



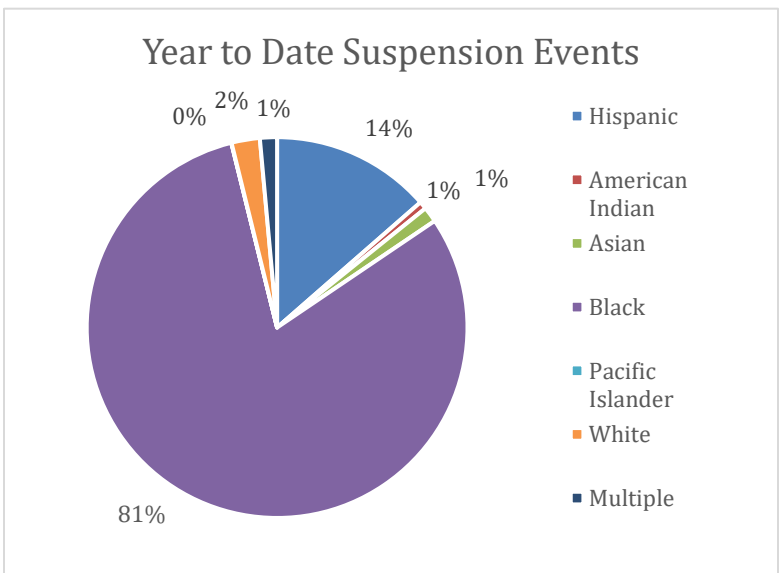
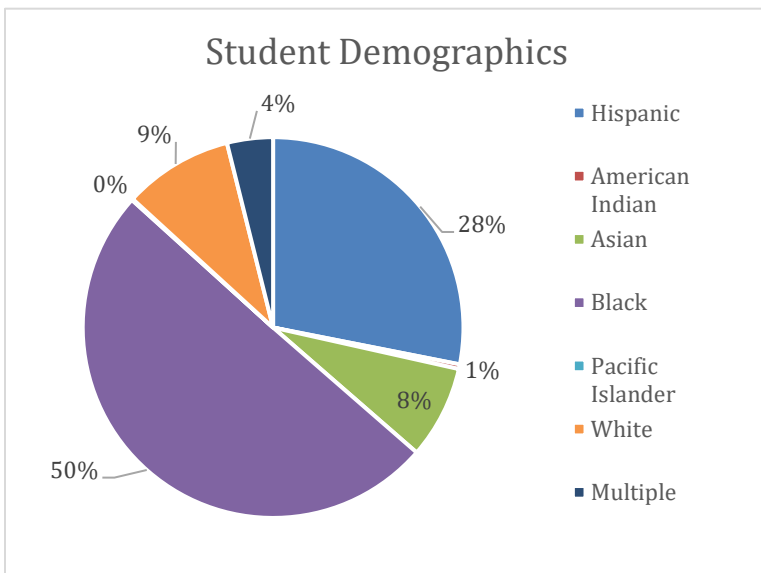
	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multiple	Grand Total
Vandalism	2			13				15
Verbal Abuse/Profanity/Harassment	6			17			1	24
Grand Total	267	13	22	1408	1	42	32	1786

Total Suspension Events by Grade Level:

K4-K5	1 st Grade	2 nd Grade	3 rd Grade	4 th Grade	5 th Grade	6 th Grade
10	9	17	47	51	98	191
7 th Grade	8 th Grade		9 th Grade	10 th Grade	11 th Grade	12 th Grade
229	347		415	204	110	58

The following alternatives to suspension were utilized by administrators through December 31, 2022.

Alternatives to Suspension Utilized	Total
Conference	103
Counsel	1017
Detention	83
Mediation	62
Referral to BIT	17
Referral to Support Staff	33
Repairing Harm Circle	11
Restorative Conference	42





Develop Staff Integration of Courageous Conversations about Race

In December sessions of Courageous Conversations about Race (CCAR) Exploration were held with elementary teachers, school secretaries, and central services staff members.

The District Equity Leadership Team (DELT) met and explored their individual, personal why within the work of building racial equity. The team discussed working assumptions that lead to our personal actions while reflecting on equity.

Session 6 of Leadership in Equity and Antiracism Development Series (LEADS) with CCAR was held for school SSTs. Participants shared and reflected on their racial equity timelines looking at what beliefs, feelings, and Shadow Aspects of the Compass surface for them in their racial equity leadership. Time was also spent on navigating adaptive leadership and technical solutions.

Next Steps:

In January, there will be additional sessions of Courageous Conversations about Race held for regular education and special education elementary teachers.

Second quarterly Community Conversation will be held January 11, 2023 from 5:30-6:30 discussing the MPS Culture, Climate & Alternatives to Suspension Toolkit.

Presentation of best practice highlights from the Culture, Climate and Alternatives to Suspension Toolkit to all school leaders at the Principal Leadership Institute. The January highlights will be identifying and supporting bullying throughout the school.