



District Updates
Multi-Tiered System of Supports and Interventions
May 9, 2023

The following report is an update of activities to support proactive approaches through a Multi-Tiered System of Support (MTSS) in alignment with the Five Priorities of Success.

Proactive Supports & Interventions

All Discipline Champions received guidance and best practices on culture and climate throughout the year. The focus in April was restorative strategies and addressing conflict. School leaders attend professional development on utilizing restorative statements when addressing conflict with staff and with students. Additional resources were shared on engaging in restorative conversations to address behaviors throughout the school.

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. 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)	2,293
Individualized CICO	586
Social Academic Instructional Group (SAIG)	1,766
Behavior Assessment/ Intervention Plan (BAIP)	158
FBA/BIP	262
Educational Wraparound and RENEW	159
Total Interventions	5,224



Total documented classroom strategies utilized from March 1, 2023, through April 30, 2023 across all schools are included in the table below.

Strategy	Total
Brain Breaks	239
Behavior Contract	193
Rewind/Broken Record	374
Buddy Classroom	1185
Community Service	32
Collect Property	342
Engagement opportunities	183
Go Guardian	90
Independent work	105
Mindfulness	190
Move their seat	824
One on one conversation	9657
Proximity Control	1319
Praise 5:1	48
Parent Contact	6774
Planned ignoring	2239
Redirection	6338
Recovery area (within room)	553
Referral to BIT	91
Restorative conversation	421
Restorative Circle	38
Secret Signal	15
Support staff consultation	3056
Self-monitoring	187
Tangible Acknowledgement System	221
Reflection sheet	239
VABB	22



Below are all behavior events that led to an out-of-school suspension or a student services suspension across the district from March 1, 2023, through March 31, 2023, as recorded in Infinite Campus.

Behavior	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multiple	Grand Total
Assault	6	1		37		1	1	46
Battery	6	1	2	41		1	2	53
Bullying	4	0	1	18	0	2	0	25
Chronic Disruption or Violation of School Rules	51	7	2	450		11	14	535
Disorderly Conduct	142	2	8	675		21	17	865
Endangerment of Physical Safety/Mental Well-being	26		2	215		3	3	249
Extortion	1							1
False Fire Alarms				4				4
Fighting	100	5	14	608	2	17	13	760
Gambling				5				5
Gang Activity				1				1
Inappropriate Personal Property	7	1	1	49		1	1	60
Inappropriate use of electronic communication devices	16	1	1	58		4	2	82
Intent to Distribute Drugs/Alcohol/Meds	1							1
Leaving the Classroom Without Permission	1			1				2
Loitering		2		7				9
Other Substances/Materials	10			30		2		42
Personal Threat	15			41		3		59
Possession of Drug Paraphernalia	2		1	15		1		19
Possession of Stolen Property				1				1
Possession/Ownership/Use of Alcohol	4					1		5
Possession/Ownership/Use of Drugs	6			31		3	1	41
Possession/Ownership/Use of Gun				4				4
Possession/Ownership/Use of Weapon Other than Gun	6			16		2		24
Possessions/Use of Fireworks	1			1				2
Robbery			1	2		1		4
Sexual Assault	2			9				11
Sexual Harassment	8			12				20
Skipping Class	3			3				6



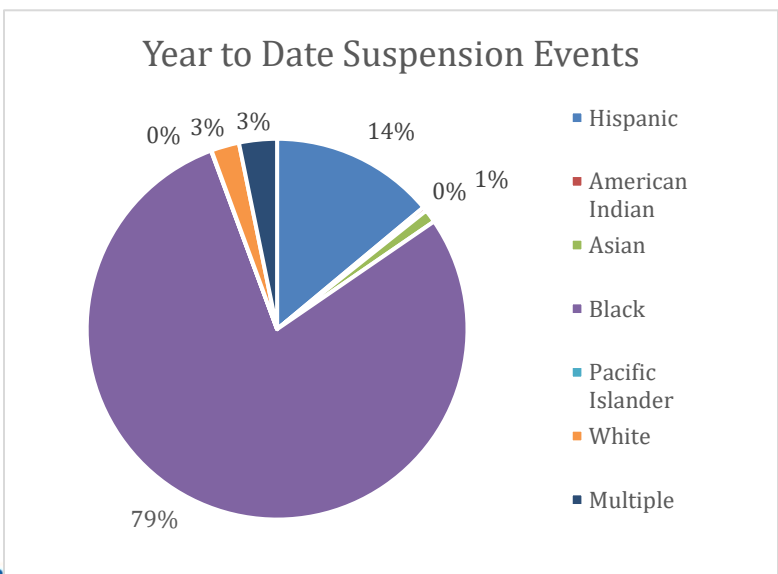
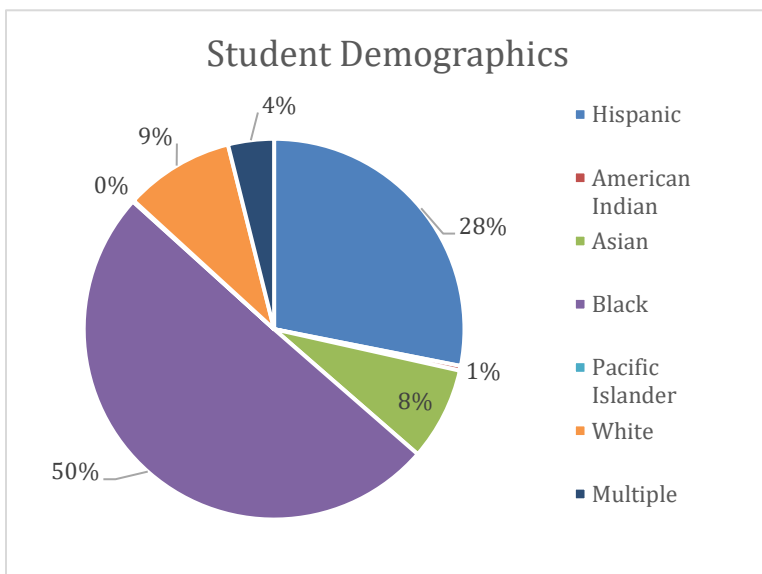
	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multiple	Grand Total
Substantial Environmental Disruption	18			71		2	3	94
Theft	1			10			1	12
Use of Tobacco, Including Chewing	15		1	42		6	2	66
Vandalism	2		1	20		1		24
Verbal Abuse/Profanity/Harassment	5	1		41		2		49
Grand Total	459	21	35	2518	2	85	60	3180

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
29	42	76	129	166	225	410
7 th Grade	8 th Grade		9 th Grade	10 th Grade	11 th Grade	12 th Grade
437	481		658	308	149	70

The following alternatives to suspension were utilized by administrators through March 31, 2023.

Alternatives to Suspension Utilized	Total
Conference	213
Counsel	1756
Detention	199
Mediation	98
Referral to BIT	19
Referral to Support Staff	41
Repairing Harm Circle	18
Restorative Conference	65





Below are all behavior events that led to an out-of-school suspension or a student services suspension across the district from April 1, 2023, through April 30, 2023, as recorded in Infinite Campus.

Behavior	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multiple	Grand Total
Arson				3				3
Assault	8		2	20		1	1	32
Battery	4	1		34		1	2	42
Bullying	3	0	0	15	0	1	0	19
Chronic Disruption or Violation of School Rules	42		1	312		6	15	376
Disorderly Conduct	95	3	5	478		21	19	621
Endangerment of Physical Safety/Mental Well-being	13		1	154		3	9	180
False Fire Alarms				3				3
Fighting	71	1	9	424		11	25	541
Gambling				11				11
Inappropriate Personal Property	7			36		1	3	47
Inappropriate use of electronic communication devices	9			39				48
Leaving the Classroom Without Permission				3		1		4
Loitering				9			1	10
Other Substances/Materials	7	1		35			2	45
Personal Threat	13		1	36		1	2	53
Possession of Drug Paraphernalia	3		1	4			1	9
Possession of Stolen Property				2		1		3
Possession/Ownership/Use of Drugs	9			29		2		40
Possession/Ownership/Use of Gun			2	6		1	1	10
Possession/Ownership/Use of Weapon Other than Gun	6		1	21		1	1	30
Possession/Use of Fireworks				3				3
Sexual Assault	3			16				19
Sexual Harassment	2		1	3				6
Substantial Environmental Disruption	11			42	1	1		55
Theft				8				8



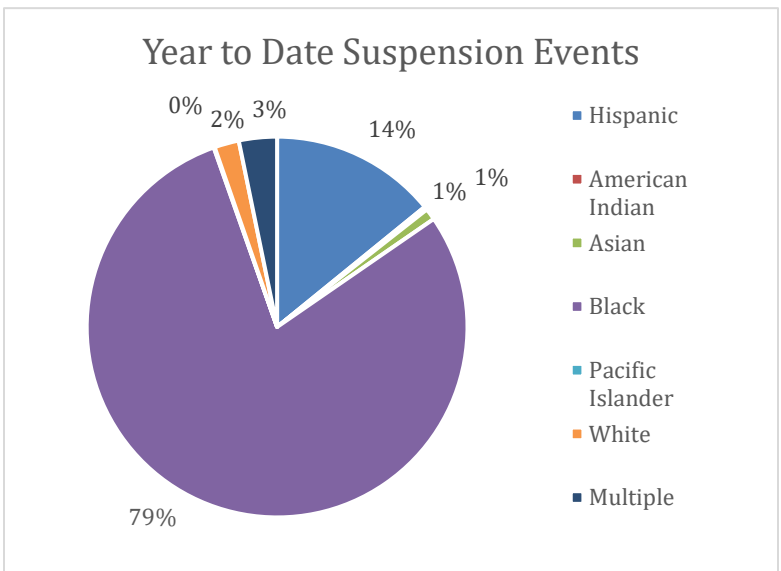
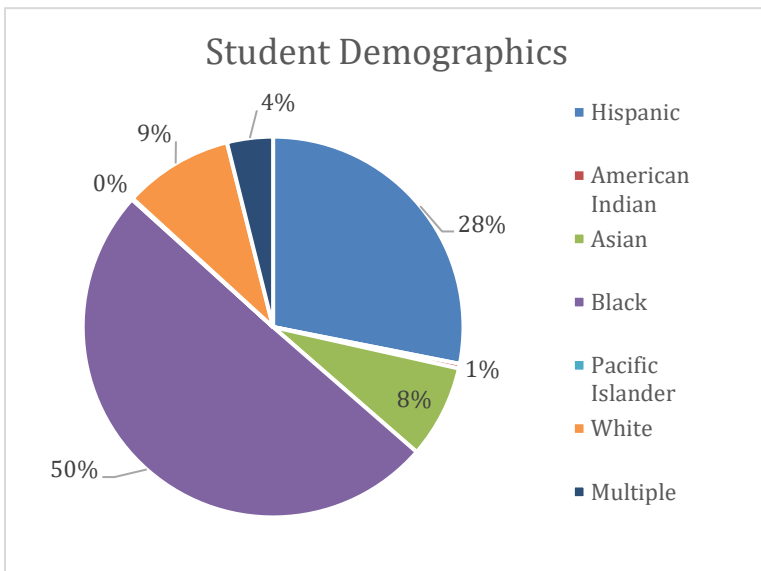
	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multiple	Grand Total
Trespassing				1				1
Use of Tobacco, Including Chewing	11		2	18		4	1	36
Vandalism	3			15		1	2	21
Verbal Abuse/Profanity/Harassment	8		1	21				30
Grand Total	328	6	27	1801	1	58	85	2306

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
19	19	39	74	124	154	280
7 th Grade	8 th Grade		9 th Grade	10 th Grade	11 th Grade	12 th Grade
340	358		480	236	137	46

The following alternatives to suspension were utilized by administrators through April 30, 2023.

Alternatives to Suspension Utilized	Total
Conference	114
Counsel	1,111
Detention	104
Mediation	61
Referral to BIT	6
Referral to Support Staff	14
Repairing Harm Circle	8
Restorative Conference	60





Student, Staff & Community Collaboration

Integration of Courageous Conversations about Race

Timeline	Sessions Held
March 2021-July 2021	19
August 2021-July 2022	23
August 2022-April 2023	34
All Time	76
May 2023-June 2023	7

Staff Group	% Attending
School Principal	96%
School Psychologists	98%
School Social Workers	98%
School Counselor	83%
Teachers	65%
Paraprofessionals	13%
Parent Coordinators	28%
Assistant Principal	94%
Secretary	68%
Special Ed Supervisor	76%
Safety Aide	62%

On April 19, 2023, the District Discipline Disproportionality Team held their District Climate Data Gallery for staff members to attend. A variety of teams and departments supporting district climate were there presenting their work and answering questions from participants. Teams present included Second Step, The 53206 Initiative, Success Center, Specialized Services professional development, Violence Prevention Program, School Community Partnership for Mental Health (SCPMH), school social workers, mental health, Crisis Team, PBIS, discipline disproportionality, Restorative Practices, and research (Essentials of School Culture & Climate as well as Youth Risk Behavior Survey data).

In April the District Equity Leadership Team (DELT) met to continue their understanding and application of the Courageous Conversations about Race protocols including the Four Agreements, Courageous Conversations Compass, and Six Conditions. The team held conversations using the protocols discussing a variety of current events through a lens of race, drawing parallels to experiences here in Milwaukee.



On April 20, 2023, the Student Leadership Summit was held for students from all traditional middle and high schools, with 214 total students attending. The summit was held as a hybrid model with students gathering at their school and engaging in a centralized Zoom. Topics of defining equity, district climate and culture, as well as Victory over Violence were presented with students engaging in offline conversations on the topics. Overall student recommendations were captured by a school-based facilitator for district analysis. Overall, 77.5% of students indicated they liked the summit and the hybrid format utilized and 18.5% indicated they neither liked nor disliked the summit. For each of the three topics over 90% of students indicated they found the topic clear and relevant. Over 50% of students indicated the topic was a high-level concern for them. Overall comments about the discussions included students appreciating the opportunity to discuss and be heard, wanting the conversations to continue with more students, a desire for more equity, additional opportunities to work with school staff and leaders. The most common preference from students for future topics were school lunch, mental health, jobs/internships, and racial equity.

Next Steps:

Community Conversation will occur May 17, 2023, on opportunities over the summer. This community opportunity will occur in-person at Central Services from 5:30-6:30pm.

An annual, end of the year discipline survey will be shared with all MPS staff members to provide feedback and recommendations regarding the district's approach to addressing discipline.

My Brothers Keeper, 2-day, in-person seminar is designed to support President Obama's My Brother's Keeper initiative to create the space for, surface and learn from the voices of boys and young men of color to eliminate the racial inequities and institutionalized practices that marginalize, criminalize, and ostracize these students. Participants will critically examine their data, school culture and climate. Using Courageous Conversation® participants will examine ways to transform their systems into environments that nurture high-level engagement and achievement.