

Discipline Disproportionality Updates & Progress

May 10, 2022- April Updates

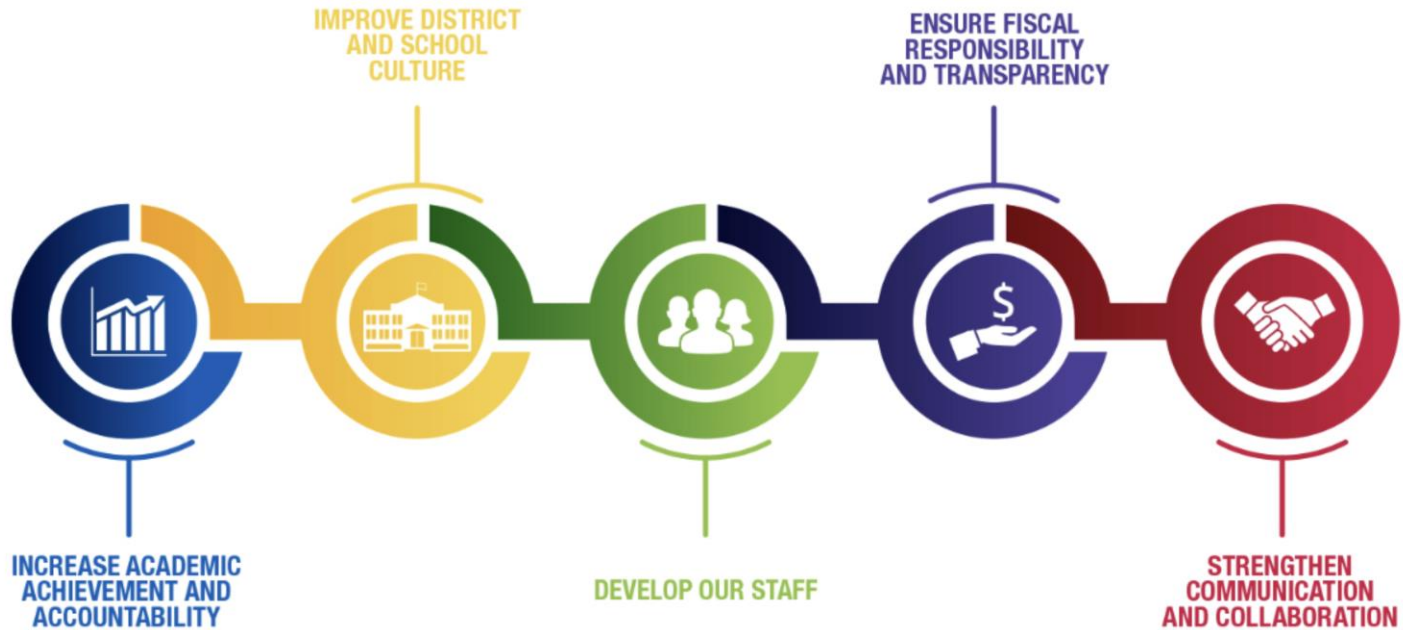


MILWAUKEE
PUBLIC SCHOOLS

Presenters: Matthew Boswell, Senior Director of Student Services
Jon Jagemann, District Discipline Manager

Dr. Keith P. Posley,
Superintendent

Five Priorities for Success



Reporting for 2021-22

The monthly reporting associated with disproportionality for the 2021-22 school year will focus on the following:

- Promote and provide resources to schools on alternatives to suspension including the Alternatives to Suspension Toolbox
- Work with schools to make certain counseling and support services are utilized
- Analyze and evaluate individual school data related to suspensions to determine best course of action to address disproportionality
- Continue and expand book studies
- Form district committees to identify, develop, and implement strategies to reduce suspensions

Updates from Last Month

- LEADS with SSTs reflecting on our personal leadership and racial identities of leaders and interrupting the ladder of influence within racial bias.
- DELT with district leadership examining our leadership experience and district policies and practices through a lens of race.



Updates from Last Month - Continued

- Aligning support to identified schools
- Concluded student focus groups
- Student Leadership Summit
- WI Disproportionality Network- Education Equity Leadership Series (webinars)

Resources for Schools: Prevention & Alternatives to Suspension

- Monthly update to all Discipline Champions highlighting reframing deficit mindsets and Culturally Responsive Problem Solving.
- Four modules created on team best practice, reframing deficit mindset, identifying vulnerable decision points, and interrupting bias

Ensure Support Services are Utilized

- Student focus groups concluded with trends including creating welcoming environments, acknowledging academic and behavior choices, access to support staff, increasing school spirit and access to sports/activities/clubs, among other recommendations.
- Continue use of classroom re-direction strategies (over 135,352 to date)

Suspension Data

Discipline data through April 30, 2022

- April 2022: 3,064
- 2021-2022 YTD: 19,956

	Hispanic Students	American Indian Students	Asian Students	Black Students	Pacific Islander Students	White Students	2+ Races	April 2022 total
Total Suspensions	385	22	44	2511	2	61	39	3064

April Alternatives to Suspension

	Hispanic Students	American Indian Students	Asian Students	Black Students	Pacific Islander Students	White Students	2+ Races	April 2022 total
Conference	41	2		68		4	3	118
Administrative Counsel	198	20	24	1139	1	39	24	1445
Detention	21		2	81	1		1	106
Mediation	12	1	2	65	1	3	1	85
Referral to BIT	5			7				12
Repairing Harm Circle	2			5				7
Restorative Conference	2			21		6		29



Continue & Expand Book Studies

- Over 2,800 staff have attended Courageous Conversations about Race (CCAR) Exploration, with 220 attending in April, 2022
- Leadership Experience & Administrative Development Series (LEADS) session with over 90 individuals
- District Equity Leadership Team (DELT) session with Courageous Conversations about Race

Continue & Expand Book Studies

- Book cohort with Richard Milner’s “These Kids Are Out of Control: Why We Must Reimagine Classroom Management for Equity”
- District CCAR Practitioners beginning facilitators cohort with CCAR mentors

District Committees to Reduce Suspensions

- Root cause analysis, including student focus groups and staff member interviews at identified schools.
 - Creating a welcoming environment
 - Student school spirit and school engagement
 - Nontraditional classroom opportunities
 - Increased student voice
 - Hands-on learning opportunities

District Committees to Reduce Suspensions

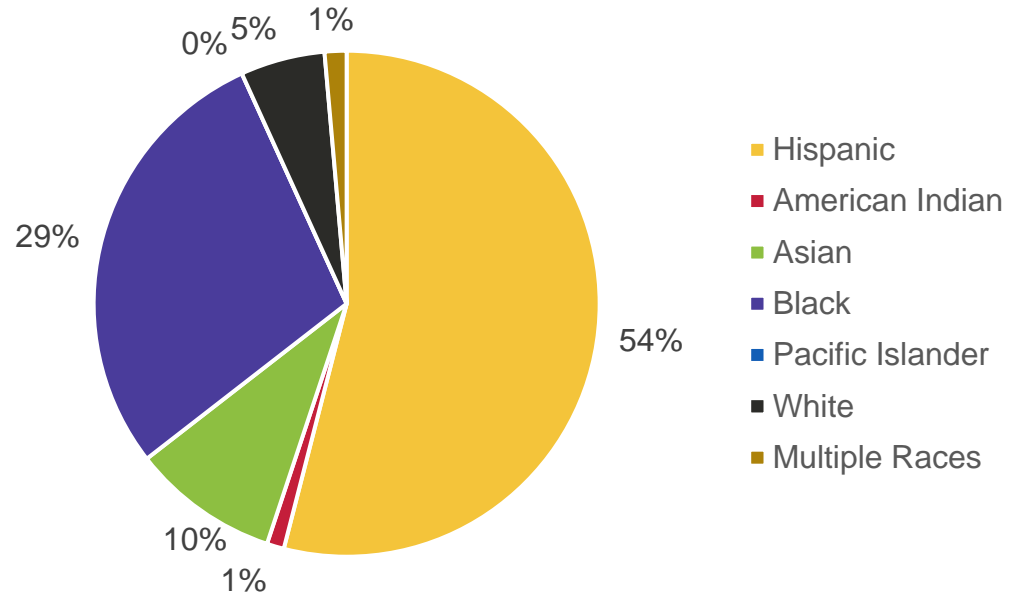
- Student Leadership Summit April 21, 2022
 - Barriers to mental health support
 - Importance of trusting relationships
 - Academic choices and engagement
 - Microaggressions students have observed
 - Perceptions of college
 - Leadership opportunities

Next Steps

- Additional sessions of CCAR Explorations, LEADS and DELT
- Continue to share monthly best practices on school and classroom climate with Discipline Champions
- End of year data analysis

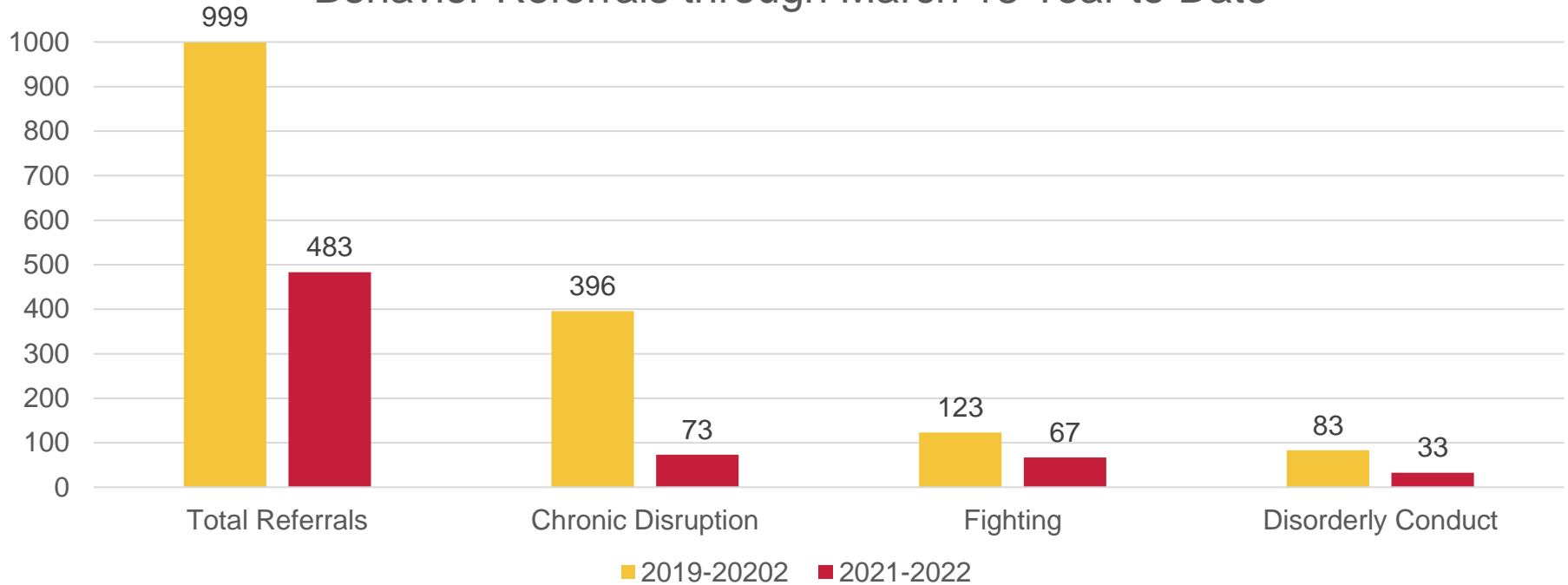
School Highlight – Pulaski High School

- Principal Lolita Harden
- Enrollment- 924
- 25.4% SWD



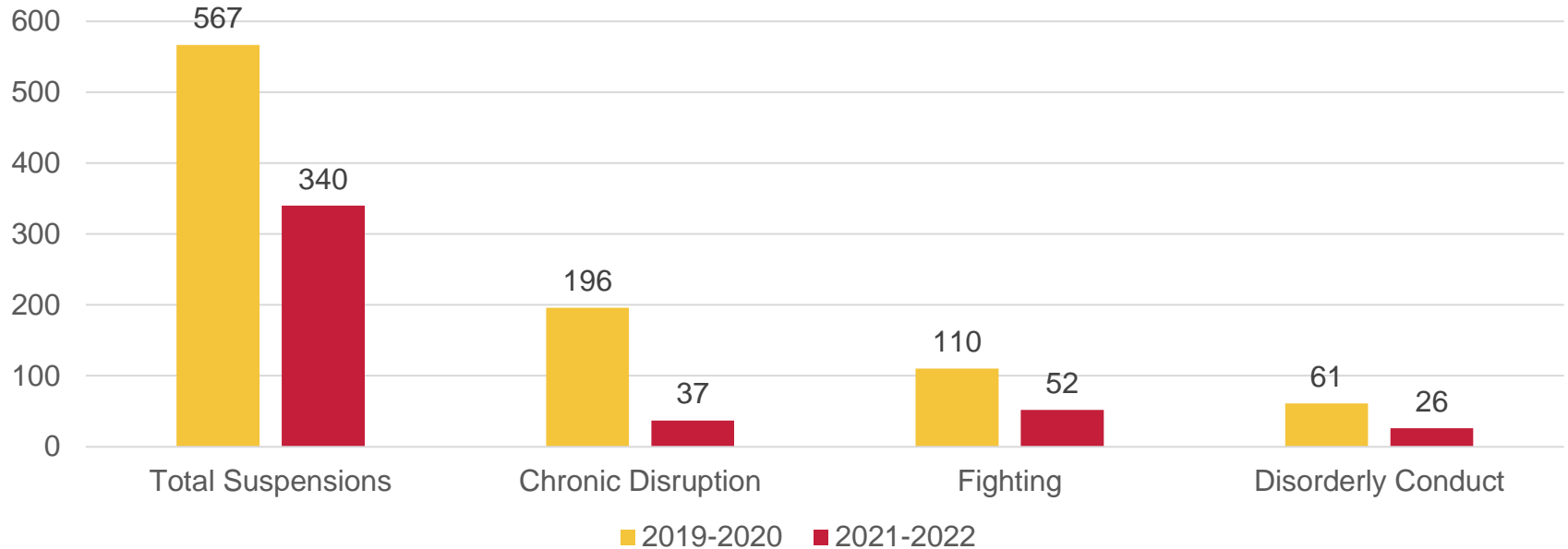
Discipline Data

Behavior Referrals through March 13 Year to Date



Discipline Data Continued

Suspensions through March Year to Date



Thank you.



Dr. Keith P. Posley, *Superintendent*