



**MILWAUKEE  
PUBLIC SCHOOLS**

## **District Updates Multi-Tiered System of Supports and Interventions**

**February 7, 2023**

**Dr. Keith P. Posley**  
*Superintendent*



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**District Updates  
Multi-Tiered  
System of Supports  
and Interventions**

*Presenters*

Jon Jagemann  
District Discipline Manager

Moriah Weingrod  
Restorative Practices  
Supervisor

Zerda Palmer  
Principal Andrew S.  
Douglas Middle School

# *Five Priorities for Success*



# Proactive Supports & Interventions

- Provided Culture, Climate and Alternatives to Suspension Toolkit best practices - interrupting bias and reimagining classroom management for equity.
- Strategies include building background knowledge, stereotype replacement, perspective taking, mindfulness, and empathic listening.
- Reimagining classroom management for equity includes positive framing, class community, critical reflective practices, and persistent practices.

# Proactive Supports & Interventions

- School Leaders provided best practice on interrupting bias and reframing classroom management through equity
- Administrator Alternatives to Suspension February 2023

Conference	Counsel	Detention	Mediation
156	1190	117	122
Referral to BIT	Support Staff	Repairing Harm Circle	Restorative Conversation
20	45	11	51

# Proactive Supports & Interventions

- Tier 2 and Tier 3 interventions

	Students
Check-In/Check-Out (CICO)	1,953
Individualized CICO	484
Social Academic Instructional Group	1,357
Behavior Assessment/Intervention Plan (BAIP)	122
FBA/BIP	201
Educational Wraparound and RENEW	135
Total Interventions	4,252

# Student, Staff, & Community Collaboration

- District Equity Leadership Team (DELT) meeting looking at racial equity “below the iceberg”
- Courageous Conversations about Race timeline

Timeline	Sessions Held
March 2021-July 2021	19
August 2021-July 2022	23
August 2022- February 2023	30
All Time	72

# Next Steps

- March toolkit focus- proactive practices and redirection strategies to address chronic disruption.
- Student and staff member focus groups.
- Community Conversation on March 15, 2023
- Data gallery presentation for staff members
- Hybrid Student Leadership Summit

# Restorative Practices

- **Values:** We center relationships, healing, dignity, justice, joy and trust in schools.
- **Vision:** We envision a liberated educational community where everyone is celebrated for who they are, feels a strong sense of connection and belonging, and responds to conflict and discomfort as an opportunity to repair, strengthen and heal the community.
- **Mission:** We are dedicated to dismantling educational systems and structures that have historically and continue to oppress Black and Brown communities. We transform educational culture using a continuum of restorative practices. These practices build inclusive communities founded on shared values that celebrate all cultures and identities.

# Restorative Practices Continuum



# Restorative Practices

- Team: supervisor, 7 coaches, planning assistant
- Department workgroups: school implementation, PD series, high school elective course, and exploration cohort
- Cohort schools: South Division, Westside Academy, Zablocki, Lincoln Avenue, Lincoln Middle School, Morgandale, Project Stay, OW Holmes
- Coaching support: 3-days of in-school coaching

# Andrew S. Douglas: Demographics

- Principal Palmer
- Enrollment: 177
- Demographics: 92.7% Black, 4.5% Hispanic, 2.3% Multiple



# Andrew S. Douglas: Interventions

- Established goals
- Focused meetings (staff and students)
- Student Ambassadors
- Mediation requests via Google Forms
- Classroom calming corners
- School Community Partnership for Mental Health (SCPMH)
- Lunch hour reflection

# Andrew S. Douglas: Systems of Support

- Promise Partnership School- 53206
- Dedicated staff members
- New escorting policy
- Community partners
- PBIS framework with fidelity
- Increase parent conferences attendance
- Student voice and choice
- Chef's Club & Twilight Connect



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**Thank  
You!**