

Discipline Disproportionality Updates & Progress

March 8, 2022

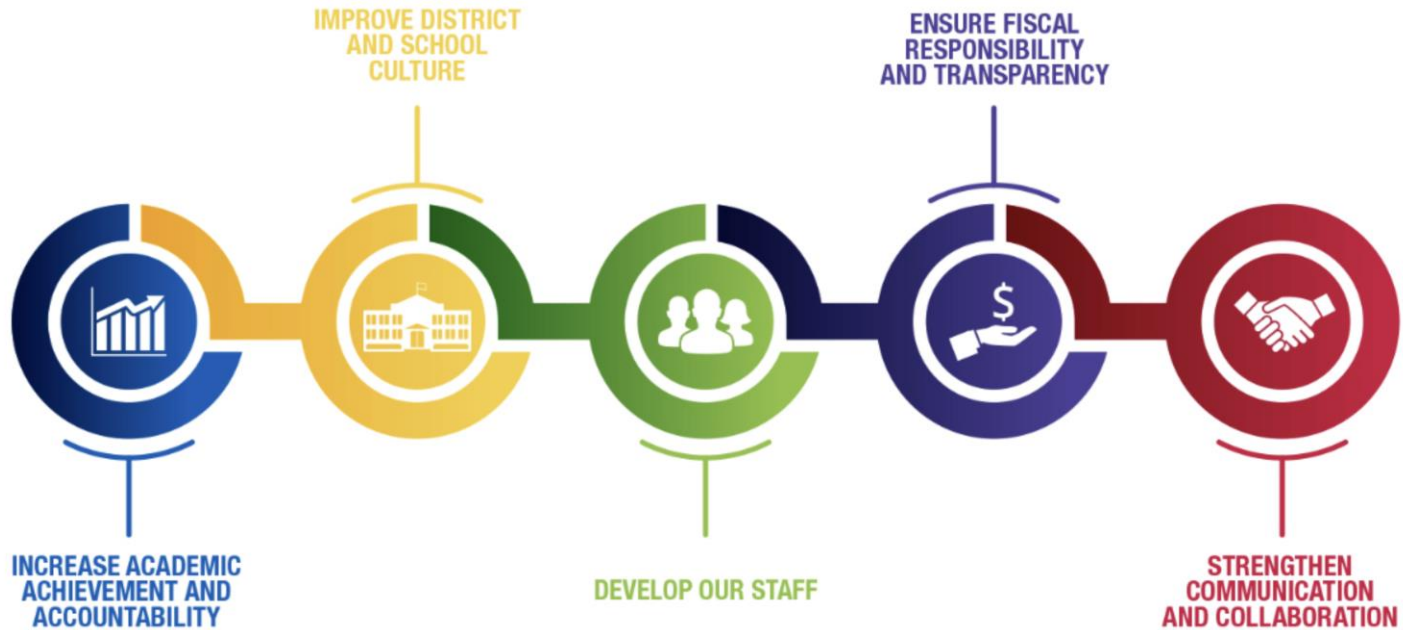


MILWAUKEE
PUBLIC SCHOOLS

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

- Second session of LEADS with SSTs utilized the “Above/Below the Line” protocols to examine the racial context of the world around us and within our schools
- Continued examination of themes from Monique Morris’ *Pushout*

Updates from Last Month - Continued

- Aligning support to identified schools
- Began conducting student focus groups, staff interviews, and observation at identified schools
- Continued examination of code of conduct terminology, application, and student supports and classroom intervention.



Resources for Schools: Prevention & Alternatives to Suspension

- Monthly update to all Discipline Champions highlighting microaggressions
- Video overview of five universal supports within classroom management including resource link with additional PD opportunities
- NAACP Webinar on “Banning our Babies: Addressing the Suspension of Black Children throughout Early Childhood Education”

Ensure Support Services are Utilized

- Meet monthly with District Discipline Disproportionality Leadership Team
- Create student focus group questions and protocols for root cause analysis at identified schools
- Work with school Building Intervention Teams (BIT) to match student data with students identified for intentional Tier 2 and Tier 3 interventions
- Continue use of classroom re-direction strategies (over 94,000 to date)



Suspension Data

Discipline data through February 28, 2022

- February 2022: 2,734
- 2019-2020 YTD: 14,735
- 2021-2022 YTD: 13,270

	Hispanic Students	American Indian Students	Asian Students	Black Students	Pacific Islander Students	White Students	2+ Races	February 2022 total
Total Suspensions	375	24	33	2200	0	72	30	2734



February Alternatives to Suspension

	Hispanic Students	American Indian Students	Asian Students	Black Students	Pacific Islander Students	White Students	2+ Races	February 2022 total
Conference	31	2	1	112		6	3	155
Administrative Counsel	181	20	12	935		41	16	1205
Detention	11		1	57		6	1	76
Mediation	1			61		3	2	67
Referral to BIT	5	1		3		1		10
Repairing Harm Circle	1			4		1		6
Restorative Conference	8			6				14



Continue & Expand Book Studies

- Total of 2,635 staff have attended Courageous Conversations about Race (CCAR) Exploration
- Leadership Experience & Administrative Development Series (LEADS) second session with over 100 individuals
- District Equity Leadership Team third session with Courageous Conversations about Race

Continue & Expand Book Studies

- Completed Pushout book cohort
- School nurses viewed and discussed documentary Pushout
- Forming book cohort with Richard Milner’s “These Kids Are Out of Control: Why We Must Reimagine Classroom Management for Equity” to begin in March

District Committees to Reduce Suspensions

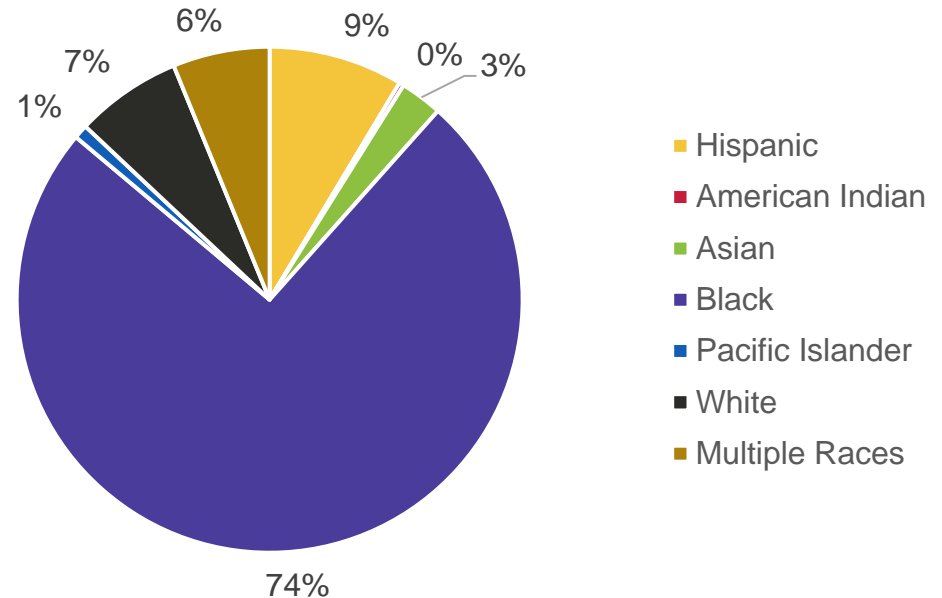
- City-Wide Discipline Committee began meeting to review focus group feedback and make recommendations to code of conduct
 - Initial trends in conversation include:
 - What is meant by chronic behaviors
 - Role of social media
 - Supports for students
- Root cause analysis, including student focus groups and staff member interviews at identified schools

Next Steps

- Additional sessions of CCAR Explorations, LEADS and DELT
- Complete City-Wide Discipline Committee and make formal recommendations
- Continue root cause analysis at identified schools
- Continue to share monthly best practices on school and classroom climate with Discipline Champions

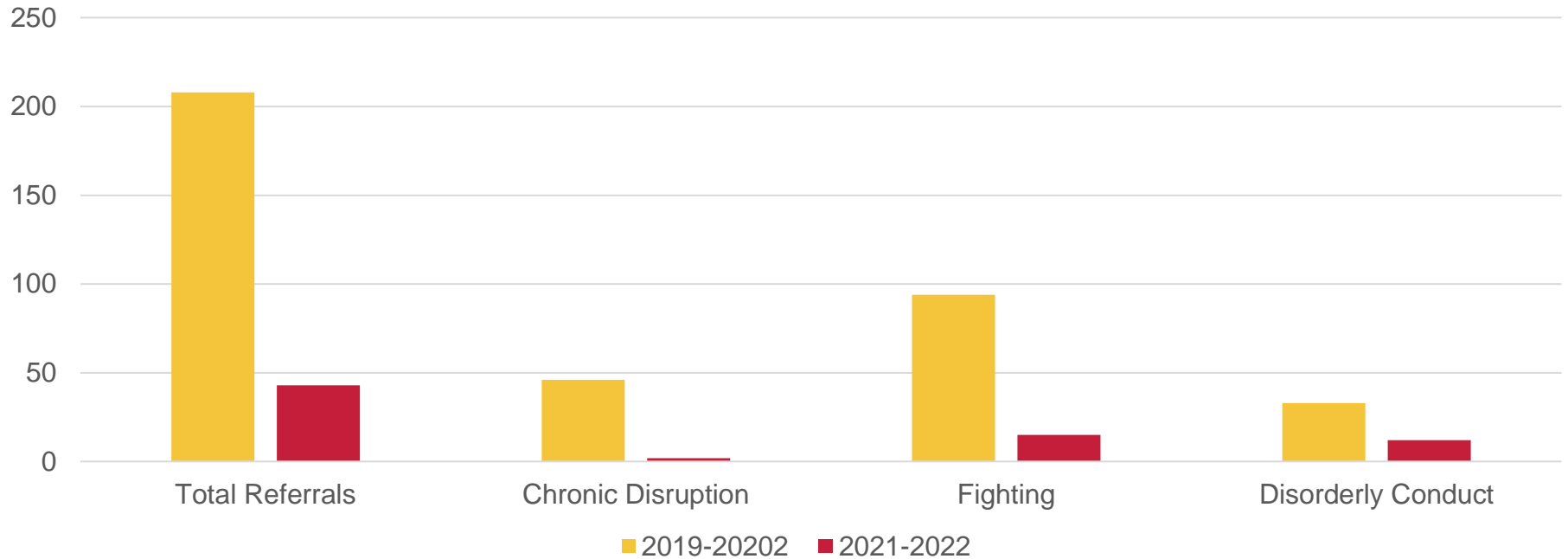
School Highlight - Eighty First Street School

- Principal Qiana Durojaiye
- Enrollment- 340
- 29.1% SWD



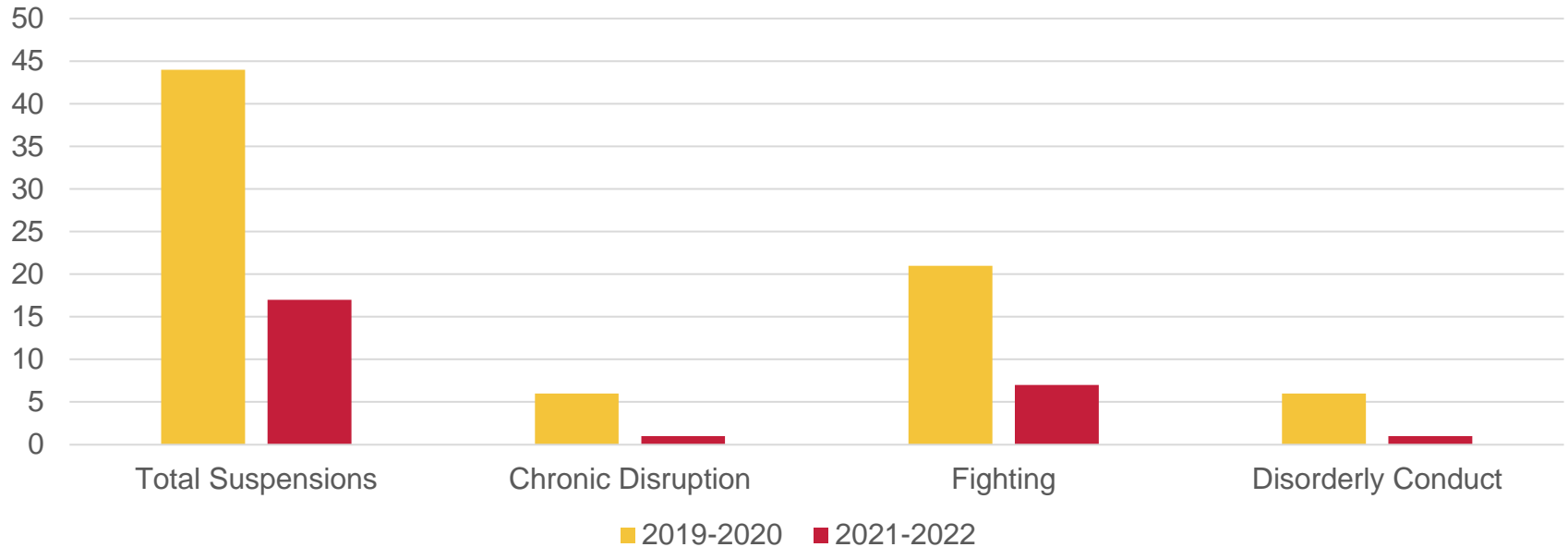
Discipline Data

Behavior Referrals through February 28 Year to Date



Discipline Data Continued

Suspensions through February 28 Year to Date



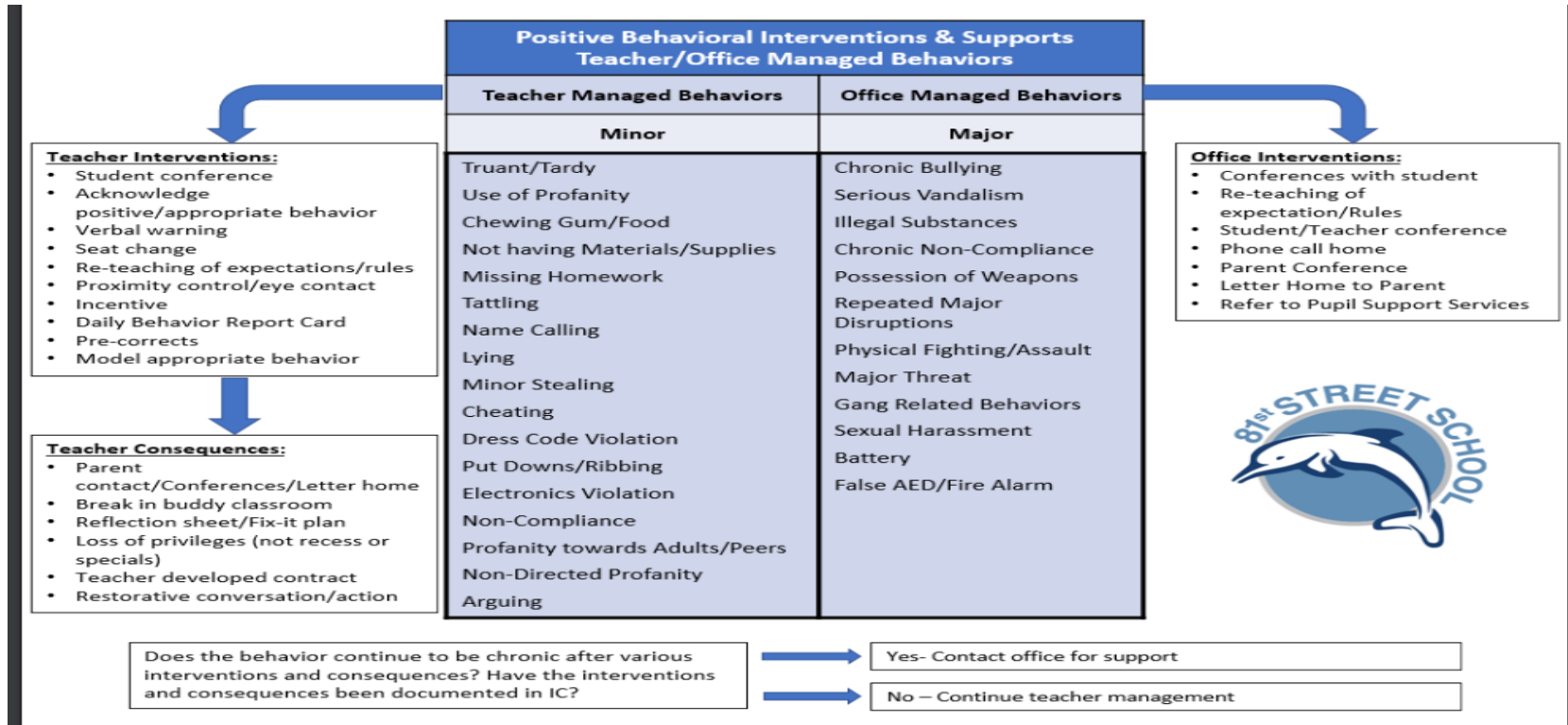
Restorative Practices/Alternatives to Suspension

- Building Community
- Strengthening Relationships
- Repairing the Harm
- Community Service
- Parent Involvement

T-Chart and PLP Notes

- Collaborative Development of T-Chart
- Office Managed vs. Classroom Managed
- Teacher Interventions/Consequences
- Office Interventions

School Highlight- 81st Street School T-Chart



School Highlight- 81st Street School

EIGHTY-FIRST STREET SCHOOL STUDENT POSITIVE PLEDGE

I am Somebody!

I am Capable and Loveable

I am Teachable, Therefore I Can Learn

I Can Do **Anything** when I Try

I Respect Myself and Others

I Will Be The Best That I Can Be Each Day

I Will Not Waste Time, Because Time Is Too Valuable

And I Am Intelligent and Wise

I Work Hard To Achieve My Goals

I'm In Search Of My Destiny

I AM SOMEBODY!!!

All staff members
acknowledge and recognize
all students.

Student pledge posted and
recited regularly with
students.

- PBIS School-wide
 - Be Safe, Be Respectful, Be Responsible
 - Dolphin Do's Posted
 - Dolphin of the Week (shared on big screen)
 - PBIS Subcommittees
 - Events, Cultural Diversity, Attendance, SEL/Morning Meeting, Beautification, Adult Culture

BIT Behavior

- Bi-weekly review of ODRs, PLPs, Suspensions
- Team discussions for intervention
 - Social Academic Instructional Groups (SAIG)
 - 5th Grade Girls Group
 - 4th Grade Boys Group
 - Check-In/Check-Out

Professional Development

- Role of Bias in Discipline
- Engaging Multiple Perspectives
- PBIS Strategies in Weekly Dolphin Update
- Upcoming School-wide Book Study
 - “Cultivating Genius” by Dr. Gholdy Muhammad
 - Unpacks the critical need for honoring students’ identities to help them grow personally and academically.

Thank you.



Dr. Keith P. Posley, *Superintendent*