

# Discipline Disproportionality Updates & Progress

May 10, 2022- March Updates

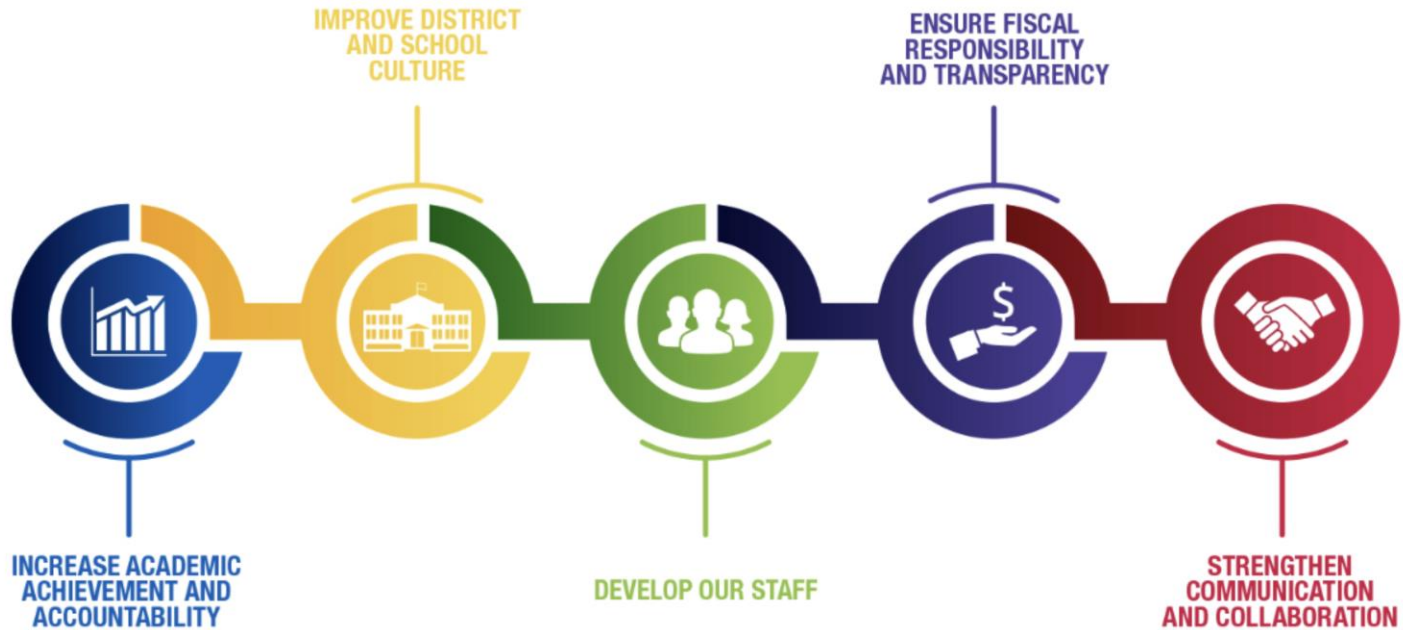


**MILWAUKEE**  
PUBLIC SCHOOLS

**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

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**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 March

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- LEADS with SSTs engaged individuals to reflect on the racial context of their K-12 educational experience.
- DELT with district leaders examining the phases of educational equity development, analyzing adaptive challenges and identifying strategic partners in the work
- 10 CCAR Facilitators began cohort with vendor

# Updates from March - Continued

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- Student focus groups, at identified schools identifying themes.
- Completion of Citywide Discipline Committee updating code of conduct for 2022-2023
- Formed book cohort with “These kids are out of control.....”

## Resources for Schools: Prevention & Alternatives to Suspension

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- Monthly update to all Discipline Champions highlighting preventative strategies
- Modules on Culturally Responsive Problem Solving for teams (deficit-based mindsets)
- Children's Wisconsin modules for 6-12 students on cyberbullying

# Ensure Support Services are Utilized

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- Meet monthly with District Discipline Disproportionality Leadership Team
- Conducted student focus groups at identified schools and identified themes and next steps
- Continue use of classroom re-direction strategies (over 122,000 to date)

# Suspension Data

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Discipline data through March 31, 2022

- March 2022: 3,193
- 2021-2022 YTD: 16,670

	Hispanic Students	American Indian Students	Asian Students	Black Students	Pacific Islander Students	White Students	2+ Races	March 2022 total
Total Suspensions	434	33	46	2562	5	76	37	3193





# March Alternatives to Suspension

	Hispanic Students	American Indian Students	Asian Students	Black Students	Pacific Islander Students	White Students	2+ Races	March 2022 total
Conference	25	2	2	101		10	3	143
Administrative Counsel	265	14	16	1170	2	53	36	1556
Detention	9	1	4	64	1	3	1	83
Mediation	6			63			2	71
Referral to BIT	5		1	10				16
Repairing Harm Circle	1	1		14		3	1	20
Restorative Conference	10			18	1		2	31



# Continue & Expand Book Studies

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- Total of 2,635 staff have attended Courageous Conversations about Race (CCAR) Exploration
- Leadership Experience & Administrative Development Series (LEADS) second session with over 89 individuals
- District Equity Leadership Team session with Courageous Conversations about Race
- “These kids are out of control” by Richard Milner book cohort organized

# District Committees to Reduce Suspensions

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- City-Wide Discipline Committee completed work updating the code of conduct for the 2022-2023 school year
- Student focus groups at identified schools, creation of themes, and root cause analysis

# Next Steps

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- Additional sessions of CCAR Explorations, LEADS and DELT
- Continue root cause analysis at identified schools
- Continue to share monthly best practices on school and classroom climate with Discipline Champions
- Student Leadership Summit on April 21, 2022
- CCAR collaboration sessions for staff members across the district

# Thank you.

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Dr. Keith P. Posley, *Superintendent*