



**Monthly Disproportionality Report- Resolution with Office for Civil Rights (OCR)
October 1- October 30, 2020**

Below you will find an update of activities within each of the 10 requirements with Resolution #05-14-5003 with The Office of Civil Rights.

Requirement 1- Designation of Responsible Employee

Completed.

Requirement 2- Early Identification of Students At-Risk for Behavioral Difficulties and Early Intervention

Ongoing implementation of the behavioral multi-tiered system of support continues districtwide to identify students at risk for behavioral difficulties. All schools are documenting behaviors and supports within PLP Classroom Behavior in Infinite Campus. School teams utilize this data to inform teacher practice, identify school-wide trends in behaviors, and to identify students at risk for early intervention. Documentation of data indicates that staff members are working with students with behavioral difficulties without having to resort immediately to disciplinary practices.

As of October 30, 2020, there were 279 documented Tier 2 behavior interventions and 29 Tier 3 behavior interventions across the district.

Benchmark & Timeline:

By November 30, 2020 documented Tier 2 interventions will increase by 10% supporting students identified for early intervention.

Requirement 3- Outreach to Students

During October, schools held a district-wide virtual Student Discipline Committee meetings with minutes and discussions submitted online. Topics included student recommendations for virtual learning or focused on a student selected topic including historical segregation, defining specific behaviors in the code of conduct, experience with COVID-19, and student voice in the fight against racism.

The first Student Leadership Summit will occur virtually in December 2020. This is one of two Leadership Summits planned for the 2020-2021 school year. The summit's title is "Bridging the Barriers to Student Leadership." Students will participate in a keynote and sessions on the importance of student voice. Students will self-select participation in breakout sessions, each facilitated by MPS staff or community members on a variety of topics including virtual bullying, job readiness, historical redlining in Milwaukee, understanding due process in MPS, teen stress, and a host of other topics.



Benchmarks & Timeline:

By November 30, 2020, 100% of traditional middle and high schools will submit their meeting minutes for two virtual student discipline committee meetings in which specific student recommendations and student-interest topics were discussed.

Requirement 4- Outreach to District Staff

Schools were instructed to establish a Discipline Work Group to address disproportionality, school climate, and culture. Each school was required to identify a discipline champion to serve as the facilitator of the group. The district discipline manager sends a weekly email and holds weekly office hours to support all discipline champions.

This work group meets monthly to analyze disproportionality data, identify specific strategies, identify specific professional development and support for staff members, as well as engage all staff, students, and the community. Some of the recommendations discussed include engaging students virtually, more opportunities for professional development, a guided approach on courageous conversations about race and why race matters discussions and professional development, more time to discuss the school to prison pipeline, understanding data analysis, and individual supports for struggling teachers.

Benchmarks & Timeline

By November 30, 2020, 100% of traditional MPS schools will submit their Discipline Work Group meeting minutes, including school specific next steps and recommendations for support to address disproportionality.

Requirement 5- Outreach to Community Members

A flyer (attached) for community conversations has been created with the first community conversation occurring on November 11, 2020, at 6:00 p.m. Subsequent community conversations are scheduled for December 9, January 13, and February 10. Community conversations are being advertised on social media, through Thursday Updates, text messages, discipline champions, parent coordinators, and the Office of Board Governance newsletter.

Through a grant in collaboration with the Wisconsin Humanities Council, Project Community CARE (Collaboration Around Racial Equity), the district will be launching a variety of activities throughout the 2020-2021 school year. Activities will include multiple documentary viewings with discussion, book cohorts, and solution-based action planning.

Benchmarks & Timeline

By November 11, 2020, all MPS schools will have an administrator and parent coordinator attend community conversations discussing improving outcomes for all students in Milwaukee Public Schools.



Requirement 6- Policies, Practices and Procedures

Updates to our district code of conduct were submitted to Office for Civil Rights in February 2019, and we are awaiting a response from their office.

Requirement 7- Staff Professional Development

The following is a sampling of professional development opportunities that were offered to staff members during October through the district’s Learning Management System (LMS).

Title	Audience	Date(s)
Interrupting Bias in Discipline	Parkview- all staff members	October 13, 2020 October 27, 2020
	Social work assistants	October 9, 2020
Interrupting Bias and Microaggressions in Team Meetings	Lincoln MS- Discipline Work Group	October 19, 2020
Self-Care Community of Practice	Interested staff members district-wide	October 13, 2020 October 27, 2020
Adolescent Mental Health	Interested middle and high school staff members	October 2, 2020 October 13, 2020 October 16, 2020 October 20, 2020 October 22, 2020 October 27, 2020 October 30, 2020
Trauma Sensitive Strategies	School psychologists	October 2, 2020
Grief	School psychologists, social workers, and trauma specialists	October 22, 2020
Crisis Prevention Institute (CPI)	Any staff	October 6, 2020
De-escalation	Any staff	October 20, 2020
Pyramid Model: Promoting Mental in Young Children	Staff working with students age 3-5	October 28, 2020

Benchmarks & Timelines

By November 30, 2020, all members of the District Discipline Disproportionality Leadership Team will offer continued professional development to staff members addressing various aspects of district climate, discipline, equity, and the role of race.

Requirement 8- Data Collection - Completed



Requirement 9- Data Evaluation

Below are all behavior events documented across the district from October 1, 2020 through October 30, 2020. The column on the far right lists administrator resolutions used by school leaders.

Behavior Event	Hispanic	American Indian	Asian	Black	Pacific Islander	White	2+ Races	October Total	Year to date	Administrator Resolution Used
Bullying Due to Disability				1				1	1	18
Bullying Due to Sex								0	1	
Chronic Disruption				6		2		8	22	9,18
Disorderly Conduct			1	1				2	6	3,9
Endangerment of Physical Safety/Mental Well-being				2		1		3	3	9,18
Inappropriate Dress				1				1	1	18
Inappropriate Personal Property	1			1		1		3	3	9,18
Inappropriate use of electronic communication devices	9			15		2		26	60	7,9,13,17,18
Other Substances/Materials				3				3	3	9,18
Personal Threat				2				2	5	9,18
Possession/Ownership/ Use of a Gun								0	4	
Possession/Ownership/Use of Weapon Other than Gun				1				1	1	11,17
Sexual Assault						1		1	1	9,10,17
Sexual Harassment				2				2	2	9,11,17
Substantial Environmental Disruption	1			2				3	7	9
Use of Tobacco, Including Chewing									3	
Vandalism				3				3	4	9,18
Verbal Abuse/Profanity/Harassment			1	3		1		5	10	9,15,18
Grand Total	11		2	43		8		64	137	
Resolution	Key Code		Resolution		Key Code					
Behavioral Probation	1		Police Involvement		10					
Conference	2		Preliminary Expulsion Hearing		11					
Counsel	3		Referral- BIT		12					
CS Conference Scheduled	4		Referral School Social Worker		13					
Handled at Local Level	5		Remain Present School		14					
IEP Review	6		Suspension		15					
Investigative Review	7		Suspension Pending		16					
Alternative School Reassignment	8		Virtual Discipline Process		17					
Parent Contact	9		In process		18					



Requirement 10- Implementation Plan

The following departments have been collaborating on the implementation plan: Black and Latino Male Achievement (BLMA); Equity and Inclusion; Student Services; Specialized Services, and Violence Prevention. The monthly District Discipline Disproportionality Leadership Team has been meeting to review monthly data, discuss updates from all departments, and create next steps.

The Office of School Administration is in the process of updating the District Culture & Climate Toolkit for the 2020-2021 school year to include supports for building a community in a virtual setting as well as supports and next steps to address disproportionality. This updated toolkit will be finalized in the coming weeks and shared with all schools through all discipline champions.

There are multiple cohorts of staff members engaging in a book study on Glenn Singleton's *Courageous Conversations About Race* including 40 school administrators, 22 centralized staff members, and several school-based cohorts including Milwaukee High School of the Arts, Lincoln Middle School, and Story School. A cohort of 15 school-based staff are reading and discussing Ibram X Kendi's book *How to Be an Antiracist*. Eighteen new educators will start a monthly cohort using *The New Teacher Book* published by Rethinking Schools. Staff members at Starms School organized a book cohort with Bettina Love's book "We Want To Do More Than Survive." The cohort has 17 participants who are meeting every two weeks for 5 sessions reading and discussing the book.

All schools are continuing implementation of the Wisconsin Department of Public Instruction's Culturally Responsive Problem-Solving model. This includes the creation of a variety of standard operating procedures for teams to utilize to implement the model and interrupt bias in data-based decision making.

Self-paced modules focused on the five research-based best practices were created for staff members to engage in through Google Classroom. Currently there are over 20 staff members enrolled in each of the five self-paced modules with 4 staff members having completed each module.

Lincoln Avenue, Maple Tree, Andrew Douglas and South Division have been selected for the first restorative practices cohort. Each of the schools are working closely with one of the four restorative practices coaches providing professional development, restorative practices coaching and modeling, and consultation on school based next steps.

A self-paced comprehensive module going over the Antiracist Universal Supports has been created for interested staff members districtwide. There are 25 staff members currently enrolled in this self-paced module, with 16 staff members having completed all aspects of the module. Story School has required the completion of this comprehensive module from all staff members. A cohort of 15 school psychologists are going through sections of this module weekly with the district discipline manager over the course of 5 sessions, culminating on December 11, 2020. In addition, staff members can sign up through LMS to attend an all-day virtual professional development session.



**MILWAUKEE
PUBLIC SCHOOLS**

**Office of School Administration
Department of Student Services**
5225 W. Vliet Street
Milwaukee, WI 53208
(414) 475-8448 • mps.milwaukee.k12.wi.us
Fax (414) 475-8626

Additionally, there will be a planned district-wide professional development on the role of bias within discipline at all schools. This professional development will be conducted by the discipline champion at every school. Discipline champions will attend a train the trainer session with the district discipline manager to learn about conducting this professional development with all staff members.

Benchmarks & Timelines

By November 30, 2020, all school discipline champions will receive the MPS Culture & Climate Toolkit and share with all staff members at their school as an additional support in building a positive learning climate in a virtual setting.

By November 30, 2020, all *Courageous Conversations about Race* and other book cohorts will hold two additional meetings utilizing the framework to discuss the role of race in the climate and discipline in education.

By November 30, 2020, interested school psychologists will engage in 3 sessions of Antiracist Universal Supports professional development.