



Monthly Discipline Disproportionality Report November 1- November 30, 2022

The following report is an update of activities to support a proactive approach to realizing accelerated outcomes in reducing disproportionality within Milwaukee Public Schools for the 2022-2023 school year. The monthly reporting associated with disproportionality for the 2022-2023 school year will focus on the following proactive approaches:

- Providing proactive supports & interventions
- Strengthening student, staff & community collaboration
- Reconceptualizing the role of school leaders within discipline
- Developing staff integration of Courageous Conversations about Race

Providing Proactive Supports & Interventions

All Discipline Champions received guidance and best practices on culture and climate throughout the year. The focus in November was classroom management strategies. Best practices over increasing opportunities to respond as well as validate/affirm and build/bridge (VABB) was shared across the district. The strategy of VABB is from Dr. Sharroky Hollie's Culturally & Linguistically Responsive Teaching framework and involves understanding a student's culture may affect their behavioral choices in school and helping them "bridge" their behaviors across to more situationally appropriate behaviors in school. School staff members also looked further at the classroom managed behavior of leaving the classroom without permission and strategies to support students engaging in this behavior.

Resources and best practices regarding cyber-bullying awareness and digital citizenship were shared with Discipline Champions as well as on the MPS website under Student Support Strategies. The "Parents Act Now!" resources from Children's Wisconsin as well as resources from Cyberbullying Research Center and National Prevention Council were shared.

Session of Classroom Organization and Management Program (COMP) workshop were held for classroom teachers. Foundations of Restorative Practices professional development and follow-up coaching on strengthening community within the classroom and address conflict through restorative language.



The use of specific strategies for classroom managed behaviors are documented within Infinite Campus. Total documented strategies for the month of November, through November 30, 2022, across all schools are included in the table below.

Strategy	Total
Brain Breaks	121
Behavior Contract	88
Rewind/Broken Record	118
Buddy Classroom	462
Community Service	24
Collect Property	171
Engagement opportunities	83
Go Guardian	50
Independent work	42
Mindfulness	107
Move their seat	490
One on one conversation	5962
Proximity Control	865
Praise 5:1	19
Parent Contact	3522
Planned ignoring	884
Redirection	3991
Recovery area (within room)	207
Referral to BIT	80
Restorative conversation	250
Restorative Circle	17
Secret Signal	11
Support staff consultation	1482
Self-monitoring	54
Tangible Acknowledgement System	246
Reflection sheet	69
VABB	18



All schools have a Building Intervention Team (BIT) in which team members ensure students in need of additional support are offered Tier 2 and Tier 3 interventions within the PBIS framework. Below are the numbers of Tier 2 and Tier 3 interventions provided year to date for the 2022-2023 school year.

Tier 2/Tier 3 Intervention	Students
Check-In/Check-Out (CICO)	1280
Individualized CICO	262
Social Academic Instructional Group (SAIG)	683
Behavior Assessment/ Intervention Plan (BAIP)	50
FBA/BIP	126
Educational Wraparound and RENEW	65

Strengthening Student, Staff & Community Collaboration

Student Discipline Committees have been formed at all traditional middle and high schools, with at least one meeting held in November 2022. A sampling of student conversations in November included topics of relationship building, school policies, and classroom instructional practices.

The first quarterly Community Conversations was held on November 9, 2022, with the focus on elevating student voice. Information was shared regarding the Essentials of School Culture & Climate survey, Student Discipline Committees, The Superintendent’s Student Advisory Council, Black and Latino Male Achievement mentoring, and Gender & Identity Inclusion affinity groups. All participants spent time in a breakout room with district leaders discussing what approaches to student voice excite them as well as what additional opportunities would they like to see the district to explore. Additional Community Conversations will be held on January 11, 2023, March 15, 2023, and May 17, 2023. All members of the MPS and Milwaukee community are encouraged to attend to participate in these important discussions.

Violence Prevention Program (VPP) collaboration with City Year on a professional development plan for the school year. Cross-departmental meeting regarding digital citizenship, healthy relationships, and relationship violence took place facilitated by VPP. Trauma Sensitive school book study collaboration meeting occurred with cohort participants.

The department of Gender & Identity Inclusion hosted sessions of LGBTQ+ Awareness Training for Central Services staff members.

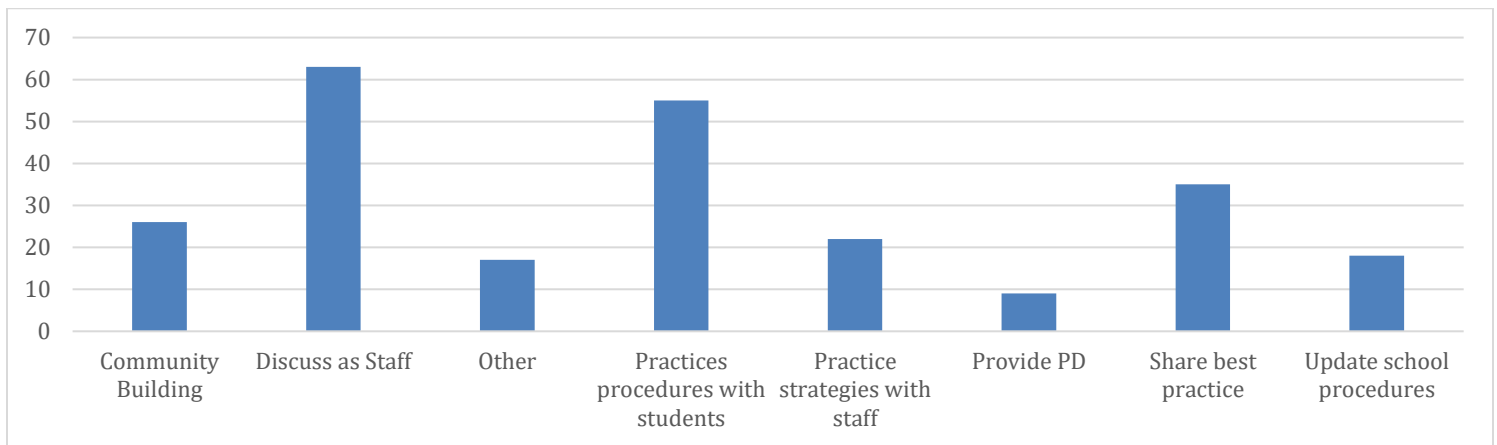
PBIS and Restorative Practices coaches attend school-based team meeting to support facilitation, data analysis and identify coaching needs. All schools submit monthly PBIS Tier 1 and Building Intervention Team (BIT) minutes and receive feedback on minutes from their PBIS Coach.



Reconceptualizing the Role of School Leaders within Discipline

All school leaders attended professional development on the Culture, Climate and Alternatives to Suspension Toolkit in November. The focus for the month was supporting teachers with classroom management strategies. School leaders are supporting classroom teachers to utilize additional strategies in the classroom found within the Culture, Climate, and Alternatives to Suspension Toolkit.

School leaders are submitting a monthly reflection on school data and their next steps as building leaders. The graph below shows areas that school leaders have identified as next steps to support positive climate.





Below are all behavior events that led to an out-of-school suspension or a student services suspension across the district from November 1, 2022, through November 30, 2022, as recorded in Infinite Campus. In November 2022, there were 2,204 suspensions through November 30, 2022. In November 2021 there were 2,780 suspensions recorded through November 30, 2021.

Behavior	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multiple	Grand Total
Arson				5			1	6
Assault	4		1	22		1		28
Battery	2		2	22		1	1	28
Bullying	4	0	0	24		0	0	28
Chronic Disruption or Violation of School Rules	49	2	3	241		12	2	309
Disorderly Conduct	104	3	11	439		11	9	577
Endangerment of Physical Safety/Mental Well-being	25	1		194		7	4	231
False Fire Alarms			1	7				8
Fighting	53	2	10	452		7	8	532
Gambling			2	5				7
Gang Activity				8				8
Inappropriate Personal Property	6			26		1	1	34
Inappropriate use of electronic communication devices	5		1	27		1		34
Intent to Distribute Drugs/Alcohol/Meds				1				1
Leaving the Classroom Without Permission				6			1	7
Loitering	1			6				7
Other Substances/Materials	4		2	30			1	37
Personal Threat	11		2	33		4	1	51
Possession of Drug Paraphernalia	1		2	12		1	1	17
Possession of Stolen Property						1		1
Possession/Ownership/Use of Alcohol	1			3				4
Possession/Ownership/Use of Drugs	5	1		41			1	48
Possession/Ownership/Use of Gun	1			1				2
Possession/Ownership/Use of Weapon Other than Gun	6		1	24		3		34
Possession/Use of Fireworks	2			2				4
Reckless Vehicle Use	1			1				2
Sexual Assault	4			7				11
Sexual Harassment	3	1	2	9				15



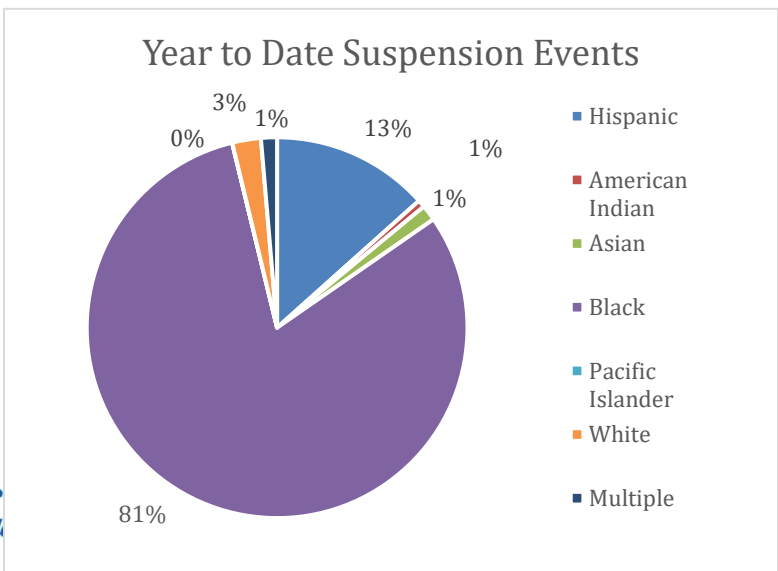
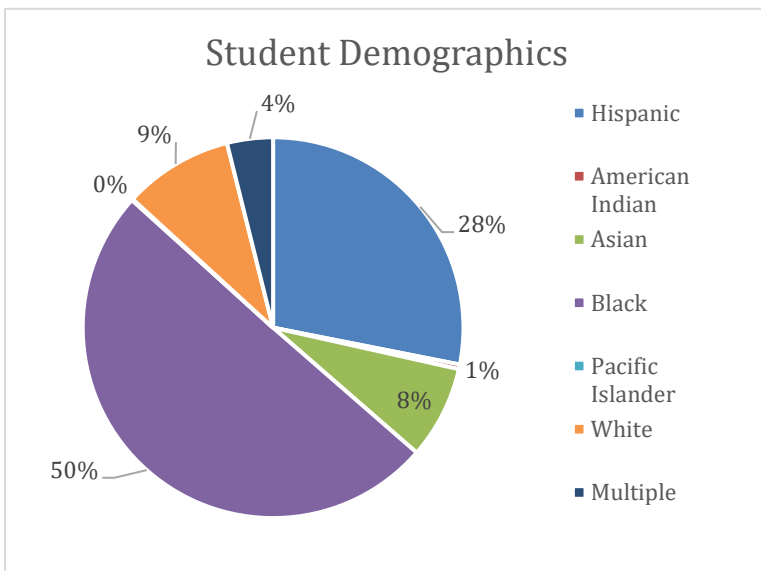
Behavior	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multiple	Grand Total
Skipping Class				7				7
Substantial Environmental Disruption	2			17		1	1	21
Theft				10				10
Trespassing				1				1
Use of Tobacco, Including Chewing	17	1	1	28		1		48
Vandalism	4		1	14			1	20
Verbal Abuse/Profanity/Harassment	4			19		2	1	26
Grand Total	319	11	42	1744	0	54	34	2204

Total Suspension Events by Grade Level:

K4-K5	1 st Grade	2 nd Grade	3 rd Grade	4 th Grade	5 th Grade	6 th Grade
7	11	15	50	50	94	201
7 th Grade	8 th Grade		9 th Grade	10 th Grade	11 th Grade	12 th Grade
259	359		616	321	144	77

The following alternatives to suspension were utilized by administrators through November 30, 2022.

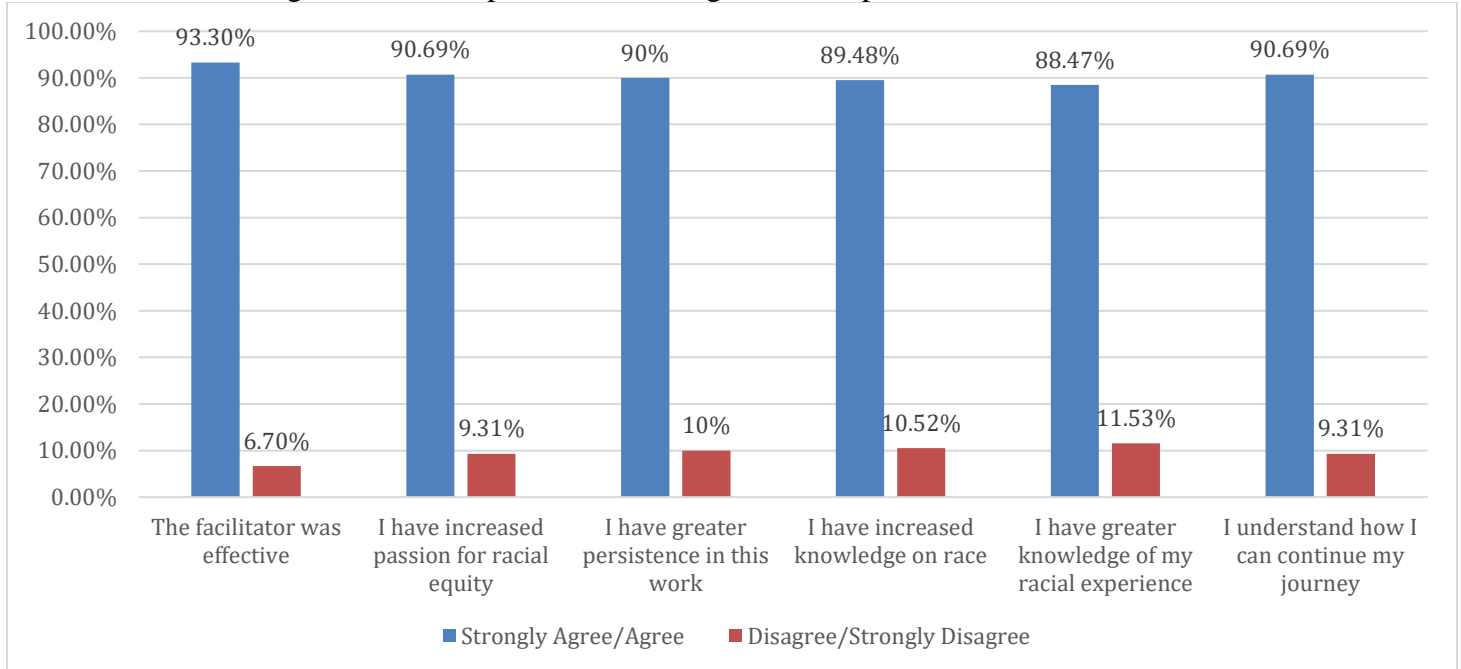
Alternatives to Suspension Utilized	Total
Conference	149
Counsel	1248
Detention	92
Mediation	96
Referral to BIT	40
Referral to Support Staff	39
Repairing Harm Circle	12
Restorative Conference	61



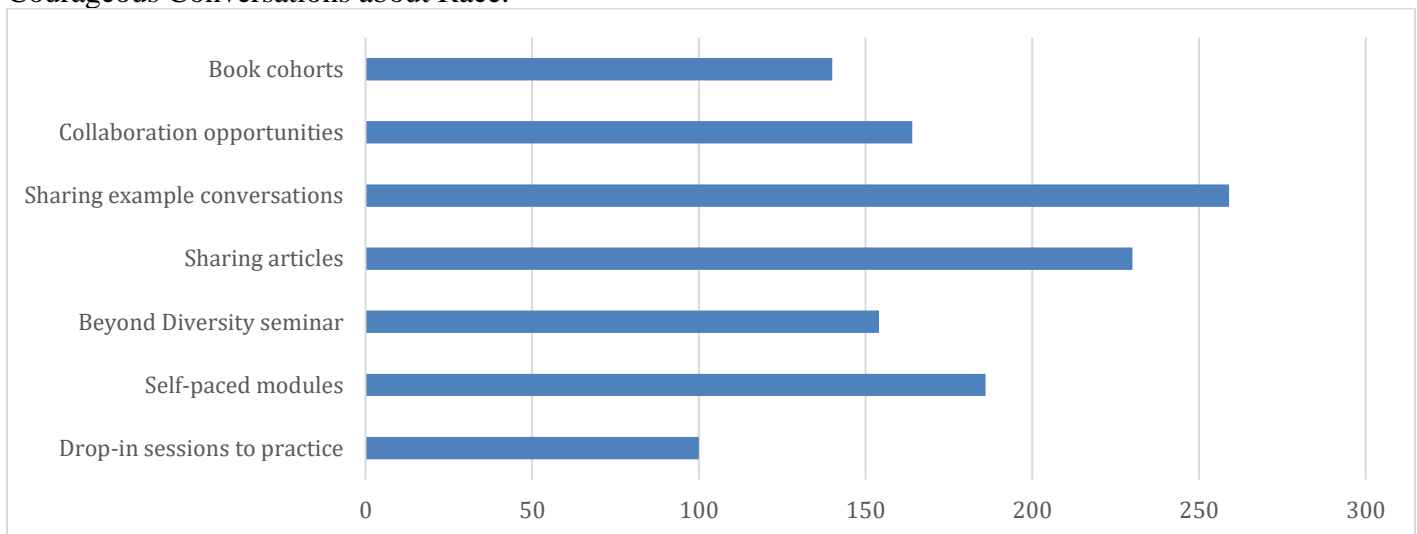


Develop Staff Integration of Courageous Conversations about Race

In November sessions of Courageous Conversations about Race (CCAR) Exploration were held with high school teachers, school secretaries, and central services staff members. All participants complete a reflection and identify a personal next step after attending CCAR Exploration. Participants throughout the 2022-23 indicated the following about their experience attending CCAR Explorations.



Participants were asked next step they would consider participating in to continue their journey with having Courageous Conversations about Race.





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The District Equity Leadership Team (DELT) met to create working agreements, practicing living in protocols, and look deeper on our district antiracism work through the lens of the Courageous Conversations about Race framework. In November session 5 of Leadership in Equity and Antiracism Development Series (LEADS) with CCAR was held for school SSTs. Participants reflected on how they engage in multiple perspectives within their leadership, the role of the ladder of inference in decision making and expanded their racial autobiography into adulthood and their experiences as an educational leader.

Next Steps:

In December, there will be additional sessions of Courageous Conversations about Race held for regular education and special education teachers.

Additional follow-up meetings will be held within individual Momentum Schools to co-create individualized support next steps for each school based on need and areas of concern.

Presentation of best practice highlights from the Culture, Climate and Alternatives to Suspension Toolkit to all school leaders at the Principal Leadership Institute. The December highlights will be restorative strategies for school leaders and classroom teachers to utilize throughout the school.