

Antiracism Strategic Planning Alignment Worksheet

Project/Pathway/ Professional Learning	Alignment to Strategic Plan Initiative	Description of Quality Implementation	How Do You Measure Implementation?	How Do You Measure Impact on Students?
<p>Antiracism and Antibias</p> <p>EBIS: Culturally Responsive Practices—Building a Sense of Belonging and Supportive Relationships</p> <p>Contact: Jon Jagemann, Discipline Manager Department of Student Services jagemaj@milwaukee.k12.wi.us Phone: 414-475-8645</p>	<p>Student Achievement</p> <ul style="list-style-type: none"> Students will feel emotionally and physically safe in school. All classrooms will be inclusive for all students (e.g. race/ethnicity, special needs, gender). <p>Staff Professional Learning</p> <ul style="list-style-type: none"> All MPS staff will engage in ongoing professional learning and reflection to implement culturally responsive practices to create an inclusive learning community. The district provides required and self-directed intentional, unique, and leveled professional learning to meet the specific needs of staff. 	<p>Prior to March 1, 2024, 100% of staff completed Courageous Conversations about Race Exploration or Beyond Diversity.</p> <p>Courageous Conversations about Race protocols are used within monthly staff meetings and all school-based PD.</p> <p>At least monthly, ten minutes are spent with staff members in interracial and intra-racial conversation around the Six Conditions and the role of race in school.</p> <p>Eighty percent of staff members completed modules within LMS on best practice for discipline, disproportionality, and antiracism.</p> <p>The student discipline committee meets monthly and provides monthly feedback on implementation of focus areas. Feedback is provided to school leadership.</p>	<p>Consult PeopleSoft report of Courageous Conversations about Race attendance.</p> <p>Collect meeting agendas indicating that CCAR protocols were used.</p> <p>Courageous Conversations about Race implementation rubric indicates that school meetings are using protocols 80% of the time.</p> <p>Professional development Check for Understanding indicates that 80% of staff scores at 75% or better on the CFU.</p>	<p>Disproportionality data in Data Dashboard by behavior referral, suspensions, attendance, and other metrics</p> <p>Improved results for Student Teacher Trust and Safety on Essentials of School Culture and Climate (ESCC)</p> <p>Improved results for School Safety, Bullying, Mental Health, and Protective Factors on the Youth Risk Behavior Survey (YRBS)</p> <p>Decreased use of exclusionary discipline for students of color as found in Data Dashboard</p> <p>Feedback and implementation documentation from the school-based student discipline committee as displayed in the Qualtrics Report</p>