



Enhancing Educational Communities and School Climate September 2023

A primary goal of Milwaukee Public Schools is to reduce the discipline disproportionality during the 2023-24 school year. The following is an update of activities that support creating a positive and inclusive educational community and equitable school climate. The monthly reporting for the 2023-2024 school year will focus on the following proactive pathways:

- PBIS Tiered Interventions
- Mental Wellness
- Antiracism and Antibias
- Restorative Practices

This work is supported at the school level through the PBIS Tier 1 Team, Building Intervention Team (BIT), and Student Discipline Committee.

Throughout the 2023-2024 school year, MPS will reduce suspensions for learning environment behaviors by 10% and lower disproportionality of exclusionary discipline for Black students by 5%. This will be achieved by utilizing the Five Universal Supports through an equitable and restorative lens and continually having Courageous Conversations about Race to address inequitable practices throughout the district.

For the 2023-2024 school year, all schools have been provided a variety of best practices that can be found in:

- Culture, Climate & Alternatives to Suspension Toolkit.
- Directory of Support for Building an Educational Community & Equitable School Climate.
- Integrating Universal Supports Guide.
- Educational Community and District Climate School Guide.

All best practices are available on the MPS website under “Student Support Strategies.”

PBIS Tiered Interventions

Positive Behavioral Interventions and Supports (PBIS) is aligned to the MPS Strategic Plan Initiatives of Student Achievement and Graduation and Postsecondary Readiness.

Priorities for the 2023-2024 school year will include:

- Prioritizing school support based on ESSA Identification, Tiered Fidelity Inventory Implementation, CSIP Pathway, behavior data and PBIS Tier 1 Walkthrough Rubric.
- Coaching PBIS & Behavior Building Intervention Teams (BIT) to support fidelity of implementation of a multi-tiered system of support.
- Offering districtwide professional development around implementing school-wide systems, PBIS in the classroom, and Tier 2 and Tier 3 interventions.

PBIS Coaches support all MPS schools through data analysis, in-classroom coaching, co-facilitation and support of school-based PBIS Tier 1 and Building Intervention Team (BIT) meetings, professional development, and any other support upon request.

Mental Wellness

Mental wellness activities are aligned to the MPS Strategic Plan Initiatives of Student Achievement and Staff-Morale & Professional Learning.

Priorities for the 2023-24 school year will include:

- Increasing the fidelity of implementation of Second Step curriculum (grades K3-8) as we enter into the second year with the new digital curriculum.
- Supporting the implementation of comprehensive wellness activities, such as, bullying prevention, mindfulness, SEL, staff wellness, and trauma sensitive practices.
- Promoting proactive classroom management strategies as a means for creating predictable, respectful learning environments.

Throughout the summer of 2023, the Violence Prevention Program (VPP) collaborated with the literacy team to offer five sessions of Classroom Organization and Management Program (COMP). One hundred twenty (120) participants were led through four half days of collaborative learning activities designed to strengthen their classroom management systems and practices. Participants reported leaving the training feeling empowered, hopeful, prepared, rejuvenated, confident, and excited to implement what they had learned. COMP sessions will continue to be offered throughout the school year to provide additional teachers the opportunity to attend this workshop.

Fall 2023 also marks the beginning of the implementation phase of the RISE grant, a part of Project AWARE through Substance Abuse and Mental Health Services Association (SAMHSA). This grant will be focused on six schools that are part of our mental health partnership, that focuses integrating trauma sensitive practices and mental wellness into all tiers of student support. Through this project, we hope to learn lessons about how schools can promote mental wellness in all student spaces. Additionally, we are looking to continue our work in Compassion Resilience, which addresses how we support the mental health needs of staff so they can in turn provide that support to students.

Finally, with the approval of the updated bullying policy and new bullying procedures, VPP is providing training on bullying prevention to administrators, departments, and schools in the district. These trainings are designed to orient educators to the reporting and documentation requirements of the policy and procedures, the role each plays in preventing bullying, and best practices in intervention to minimize future instances of bullying. VPP is also working with schools who request support on their implementation of bullying prevention programming.

Antiracism & Antibias

Antiracism & antibias activities are aligned to the MPS Strategic Plan Initiatives of Student Achievement, Staff-Morale, and Professional Learning.

Priorities for the 2023-2024 school year will include:

- Reimagining School Discipline Champions as Climate Equity Liaisons.
- Continuing with current teaming, systems, and practices.
- Implementing a variety of strategies to interrupt bias throughout district practices.
- Holding Courageous Conversations across the district with all stakeholders.

Staff members also have access to self-paced modules on a variety of topics including interrupting bias, defining behaviors, elevating student voice, re-entry after discipline, understanding the history of race, microaggressions, Culturally Responsive Problem Solving, among others. All modules are available as self-paced modules within LMS or can be facilitated in person at a school site upon request. Also available for schools and departments are a variety of case studies. School teams can utilize the case studies to hold a Courageous Conversation as a staff to practice protocols and addressing common inequities experienced throughout education. Some of the activities that schools may implement throughout the year include holding monthly courageous conversations as a staff, integrating protocols including the Four Agreements and Courageous Conversations Compass during staff meetings, book cohorts, documentary viewings, above and below the line analysis, reviewing universal supports through an antiracist lens, professional development on interrupting bias, among other activities as identified at the school level.

All middle and high schools will have a Student Discipline Committee that meets monthly. These committees will be composed of 8-12 students of diverse races, grade, gender identity, and school engagement. These committees will meet monthly to discuss a variety of topics related to equity, school climate, and school culture. The plan for the 2023-2024 school year is for all Student Discipline Committees to attend our Fall Student Leadership Summit in October to kick off the year. All committees will then identify a specific problem of practice for integration throughout the school year. Throughout the year, schools will engage with student voice to look deeper at their problem of practice and recommendations. School committees will present their findings and overall recommendations at our Spring Student Leadership Summit in April 2024.

Courageous Conversations about Race

Throughout 2023-2024, there will be continued facilitation of the Courageous Conversations about Race Exploration seminars for all MPS staff members. We are continuing with our three-year plan for all MPS staff members to attend the one day seminar prior to March 1, 2024. All teachers, paraprofessionals, and children’s health assistants will attend the seminar during Orientation Week in August 2023. Additional sessions are also scheduled for safety aides, kitchen staff, and parent coordinators. Day 2 of the New Educator Institute (NEI) is reserved for Courageous Conversations about Race Exploration to ensure that all newly hired teachers and paraprofessionals attend prior to starting the school year.

In addition to the one day Exploration for all MPS staff members, the District Equity Leadership Team (DELT) will meet monthly to utilize Courageous Conversations protocols, to have conversations regarding district policy, practices, and systems through a lens of race and equity. Throughout the school year, we will also be hosting the two day, in-person seminar Beyond Diversity. MPS staff members who are certified to facilitate Courageous Conversations about Race have expanded their certification and will be hosting this seminar internally for MPS staff members.

Below you will find updates on our implementation of Courageous Conversations about Race and our progress towards all staff members attending prior to March 1, 2024.

Integration of Courageous Conversations about Race

Timeline	Number of Sessions Held
March 2021-July 2021	17
August 2021-July 2022	31
August 2022-June 2023	46
August 2023-February 2024	22
Total for Three-Year Plan	116

Restorative Practices

The Restorative Practices Department provides regular coaching support to 19 schools throughout the district within the restorative practices implementation plan which is aligned to the district strategic plan. Designated schools will receive school-based support on action planning, professional development and coaching by a restorative practices coach throughout the 2023-24 school year.

Schools are organized into cohorts based on their stage of implementation. Schools interested in implementing a whole school approach to restorative practices start in the exploration stage and build readiness skills. Schools in the exploration cohort will attend monthly after school coaching sessions and receive weekly site visits. All exploration cohort schools attended an initial half-day restorative practices overview in June and completed the second half-day session in August to prepare for the year. In attendance were staff member teams represented by administration, teachers, and school support staff. Schools that have completed the exploration stage have been assigned a full-time restorative practices coach. Schools in this cohort will continue to receive monthly leadership development and administrative support along with team facilitation, PD and classroom coaching throughout the multiyear process. At the beginning of the school year schools are taking a school needs assessment, identifying school priorities and identifying/reviewing their community values and shared agreements.

Professional development opportunities are scheduled throughout the school year for staff on the continuum of restorative practices which highlights eight core areas: racial justice and equity, cultivating a restorative mindset, fostering a restorative environment, building community, centering students in the curriculum, addressing issues, repairing and healing harm, and reengaging community.

Next Steps:

Looking forward, we are planning the following activities:

- Beginning in October, offering two monthly cohorts of Courageous Conversations about Race.
- Facilitating the first quarterly Community Conversation on Wednesday October 4, 2023.
- Hosting the Hybrid Student Leadership Summit on Thursday October 12, 2023.

Monthly Data Review

The use of specific strategies for classroom managed behaviors are documented within PLP Classroom Behavior notes. Total documented strategies for August 2023 school year can be found below.

Strategy	Total
Brain breaks	10
Behavior contract	12
Buddy classroom	16
Collect property	44
Go Guardian	6
Independent work	3
Mindfulness	34
Move their seat	111
One-on-one conversation	1454
Proximity control	83
Praise 5:1	2
Parent contact	728
Planned ignoring	62
Redirection	660
Referral to BIT	5
Recovery area (within room)	17
Restorative conversation	59
Rewind	6
Secret signal	6
Support staff consultation	236
Self-monitoring	12
Tangible acknowledgement	21
Reflection sheet	11
VABB	1

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 number of Tier 2 and Tier 3 interventions provided throughout the 2023-2024 school year.

Tier 2/Tier 3 Intervention	Students
Check-In/Check-Out (CICO)	7
Individualized CICO	2
Social Academic Instructional Group (SAIG)	3
Behavior Assessment/ Intervention Plan (BAIP)	0
FBA/BIP	8
Educational Wraparound	0
RENEW	5

The following table shows total suspension events race for August 1-August 31, 2023.

Behavior	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multiple	Grand Total
Total Suspensions	69	2	5	394	0	7	29	506

The following table shows total suspension events by grade level for August 1-August 31, 2023.

K4-K5	1 st Grade	2 nd Grade	3 rd Grade	4 th Grade	5 th Grade	6 th Grade
0	0	0	0	4	2	35
7 th Grade	8 th Grade	9 th Grade	10 th Grade	11 th Grade	12 th Grade	
52	53	179	100	58	23	

The following alternatives to suspension were utilized by administrators from August 1-August 31, 2023.

Alternatives to Suspension Utilized	Total
Conference	24
Counsel	255
Detention	26
Mediation	22
Referral to Building Intervention Team	1
Referral to Support Staff	5
Repairing Harm Circle	6
Restorative Conference	8

The following charts show district demographics and disproportionality for the 2023-2024 school year.

