

Data & Progress Associated with the OCR Report

September 9, 2021



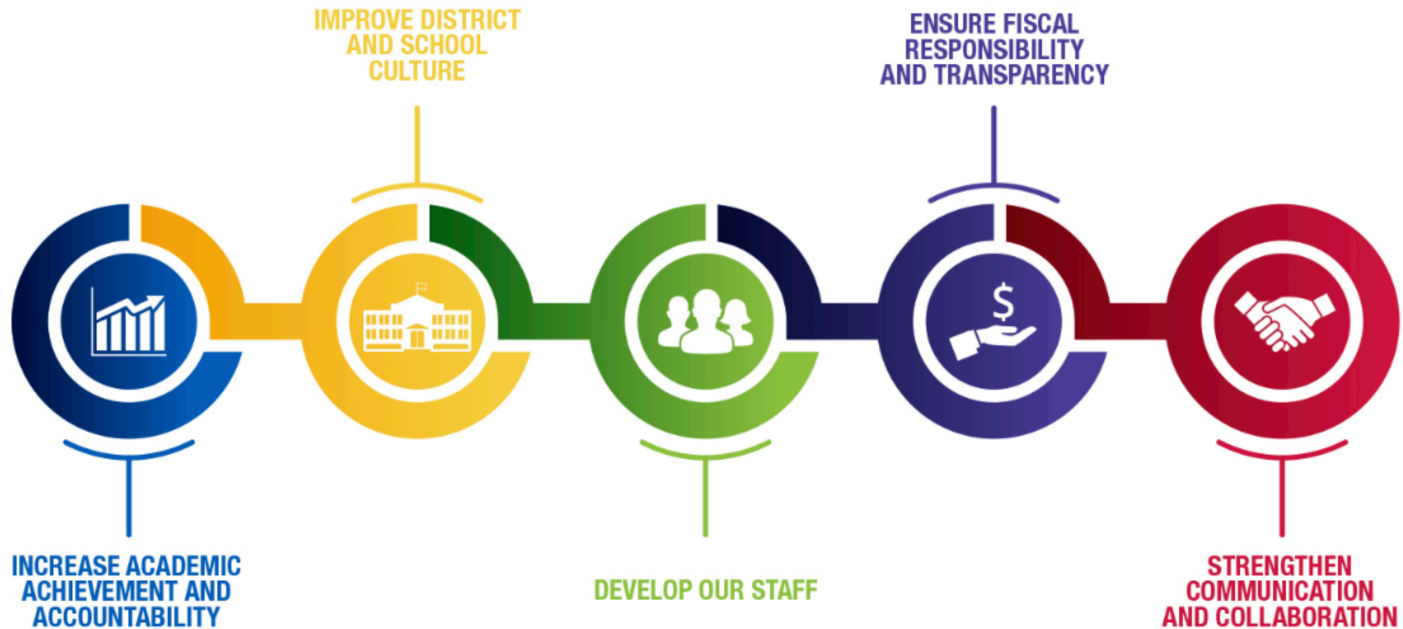
**MILWAUKEE
PUBLIC SCHOOLS**



Presenters: Matthew Boswell, Senior Director of Student Services
Jon Jagemann, District Discipline Manager

Dr. Keith P. Posley,
Superintendent

Five Priorities for Success



Action Step 2 – Interventions for Students

- **Action Steps**
 - PLP Classroom Behavior data used as early warning data
 - District Culture & Climate Toolkit
- **September Benchmark**
 - 100% of schools identify a Building Intervention Team (BIT) monitoring PBIS intervention systems

Action Step 3 – Outreach to Students

- **Action Steps**
 - All middle and high schools identify student discipline committees
 - Processes Guide and office hours shared with facilitators
- **September Benchmark**
 - 100% of middle and high schools hold student meeting

Action Step 4 – Outreach to Staff

- **Action Steps**
 - All schools identify a Discipline Champion and a Discipline Work Group
 - Processes Guide create and initial professional development for Discipline Champion
- **September Benchmark**
 - 100% of Discipline Work Groups meet

Action Step 5 – Outreach to Community

- **Action Steps**
 - Host four quarterly community conversations
 - Feedback loop with community
- **September Benchmark**
 - Advertised schedule for quarterly community conversations

Action Step 7 – Professional Development

- **Action Step**
 - Continuation of Courageous Conversations about Race 3-year plan
 - Courageous Conversations about Race conducted 6 sessions of “Explorations” for 363 staff members
 - Self-paced modules offered through Learning Management System (LMS) on a variety of topics
- **September Benchmark**
 - Continuation of three-year plan

Action Step 9: August Suspension Events

Behavior	Hispanic Students	American Indian Students	Asian Students	Black Students	Pacific Islander Students	White Students	2+ Races	August total
Out of School Suspension	32		3	274		7	5	321
Student Services Suspension	8	3		79		3	1	94
Total Suspensions	40	3	3	353		10	6	415



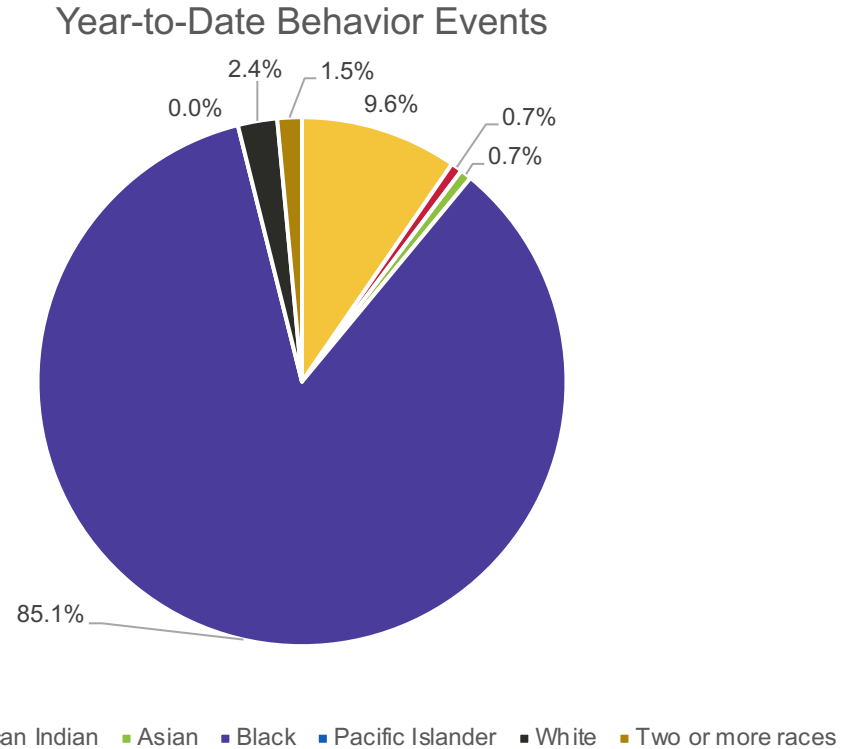
Action Step 9: August Alternatives to Suspension

Behavior	Hispanic Students	American Indian Students	Asian Students	Black Students	Pacific Islander Students	White Students	2+ Races	August total
Conference	2		1	10			1	14
Administrative Counsel	8			77		3	1	89
Detention	1			3				4
Mediation	4			9				13
Repairing Harm Circle	2			1		1		4
Restorative Conference	2			6		2	1	11



Action Step 9- Suspensions by Race

- 85.1% for Black students
- 9.6% for Hispanic students
- 2.4% for White students
- 1.5% for two or more races
- 0.7% for Asian students
- 0.7% for American Indian students
- 0% for Pacific Islander students



Action Step 10- District Plan

Action Step

- District Discipline Disproportionality Team identified
- Schools identify one research based best practice to address disproportionality
- Courageous Conversations Practitioners cohort completed

September Benchmark

- District Discipline Disproportionality Team meeting and creation of mission and vision



Action Step 10- District Plan

Next Steps

- Update Alternatives to Suspension Toolbox
- Provide schools with a list of support services for students
- Data analyzed by school staff
- Book studies available
- Committee to review disciplinary action levels

September Benchmark

- Alternatives to Suspension Toolbox shared with all Discipline Champions with specific schools and staff members identified for professional development and coaching

Next Steps: Reporting for 2021-22

Going forward, 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 districtwide
- Form district committee to identify, develop, and implement strategies to reduce suspensions



Thank you.



Dr. Keith P. Posley, *Superintendent*