



**Monthly Disproportionality Report- Resolution with Office for Civil Rights (OCR)
August 17- October 12, 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 in an effort to identify students at risk for behavioral difficulties. All schools are documenting behaviors and supports within PLP Classroom Behavior in Infinite Campus. Schools utilize this data to identify school-wide supports and individual students in need of greater support.

Requirement 3- Outreach to Students

All schools were informed that they were required to establish a Student Discipline Committee through the district's Thursday Updates. On August 28, 2020, during their monthly collaboration meeting, middle and high school principals were given a brief overview of the discipline committee's role and expectations for the year. Student Discipline Committee facilitators received professional development on committee expectations and best practices on August 28, 2020. Additionally, a make-up session for committee facilitators was offered on September 2, 2020.

The committee facilitators are supported by the District Discipline Manager, as well as the following departments: Black and Latino Male Achievement (BLMA); Equity and Inclusion; Student Services; and, Violence Prevention. A Student Discipline Committee Facilitator networking site has been created with links to best practices, examples, mini lessons, articles, and other districtwide supports.

As of October 9, 2020, each traditional middle and high school has established a Student Discipline committee. All schools have submitted the name of their committee facilitator and details on how students were recruited in alignment with the resolution agreement with the Office of Civil Rights. During the month of September, 14 schools held a Student Discipline Committee meeting, also in alignment with the resolution agreement with the Office of Civil Rights.

The fall Student Leadership Summit will occur virtually on November 13, 2020. This is one of two Leadership Summits planned for the 2020-2021 school year.



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 Discipline Work Group and Discipline Champions are supported by the District Discipline Manager as well as the following departments: Black and Latino Male Achievement (BLMA); Equity and Inclusion; Student Services; and, Violence Prevention. Discipline Champions consistently receive a monthly informational update and a weekly email with best practices as an effort of continuous support.

Discipline Champions can seek support during the Discipline Manager's weekly office hours or seek guidance/support from the following departments: Black and Latino Male Achievement (BLMA); Equity and Inclusion; Student Services; and, Violence Prevention. An online networking site has been established to provide ongoing support and resources.

Requirement 5- Outreach to Community Members

A draft flyer for community conversations has been created with the first community conversation occurring on November 4, 2020, at 6:00 p.m. The conversations will be virtual with a short presentation regarding updates with the resolution work and then a discussion on the following questions:

- What about our progress excites you? What concerns you?
- Where do you see opportunities to impact this work?
- What supports should be brought to the table to assist our students/staff/community in this work?

In collaboration with a grant 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. The first collaboration activity will be a virtual screening of *Milwaukee 53206* followed by a solutions-based round table discussion on November 11, 2020. Community members will also have the opportunity to join a book cohort reading either *Educating Milwaukee* or *Pushout: The Criminalization of Black Girls in 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 response from their office.

Requirement 7- Staff Training

The district informed all Discipline Champions, principals and school leaders through Thursday Updates that they were required to watch a self-paced introductory module, Addressing Disproportionality of Discipline



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Introduction, to prepare for the opening week of professional development associated with the 2020-2021 school year.

All school leaders were required to provide time during opening week for all staff members to complete the self-guided modules and the check for understanding. Content included directions for documenting student behaviors, understanding disproportionality, and the five best practices for reducing disproportionality.

Requirement 8- Data Collection

Completed



Requirement 9- Data Evaluation

Below are all behavior events documented across the district as of October 12, 2020. The column on the far left lists administrator resolutions used by school leaders. Some behavior events may have more than one administrator resolution.

Behavior Event	Hispanic	American Indian	Asian	Black	Pacific Islander	White	2+ Races	Grand Total	Administrator Resolutions Used
Bullying Due to Disability				1				1	10
Bullying Due to Sex				1				1	9,10
Chronic Disruption or Violation of School Rules	5			9		2		16	3,9,18
Disorderly Conduct	1	2	1	2				6	3,4,9,13,14,17,18
Endangerment of Physical Safety/Mental Well-being						1		1	18
Inappropriate Personal Property				1				1	18
Inappropriate use of electronic communication devices	6			25		3	2	36	1,4,5,6,7,9,14,16,17,18
Personal Threat				4				4	4,9,17,18
Possession/Ownership/Use of Gun	1			3				4	6,7,8,9,11,17
Sexual Assault						1		1	9,10,17
Substantial Environmental Disruption	1			4				5	3, 9
Use of Tobacco, Including Chewing	2					1		3	3, 13
Vandalism				1				1	9
Verbal Abuse/Profanity/Harassment	2			2		3		7	2,3,9,10,12,15,18
Grand Total	18	2	1	53		11	2	87	

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	N/A	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; and, Violence Prevention. A monthly District Discipline Disproportionality Leadership Team has been meeting to review monthly data, discuss updates from all departments, and create next steps.

There are multiple cohorts of staff members engaging in a book study on Glenn Singleton's *Courageous Conversations About Race* including school administrators, centralized staff members, and several school-based cohorts. Another cohort is reading and discussing Ibram X Kendi's book *How to Be an Antiracist*. Eighteen new educators will start a monthly cohort in October using *The New Teacher Book* published by Rethinking Schools.

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. During the opening week for the 2020-2021 school year, all school psychologists completed the five modules. A presentation regarding the role of bias and systemic racism in discipline was presented to all school social workers and social work assistants.

A self-paced comprehensive module going over the Antiracist Universal Supports has been created for interested staff members districtwide. In addition, staff members can sign up through LMS to attend an all-day virtual professional development session.