

# Discipline Disproportionality Updates & Progress

February 8, 2022



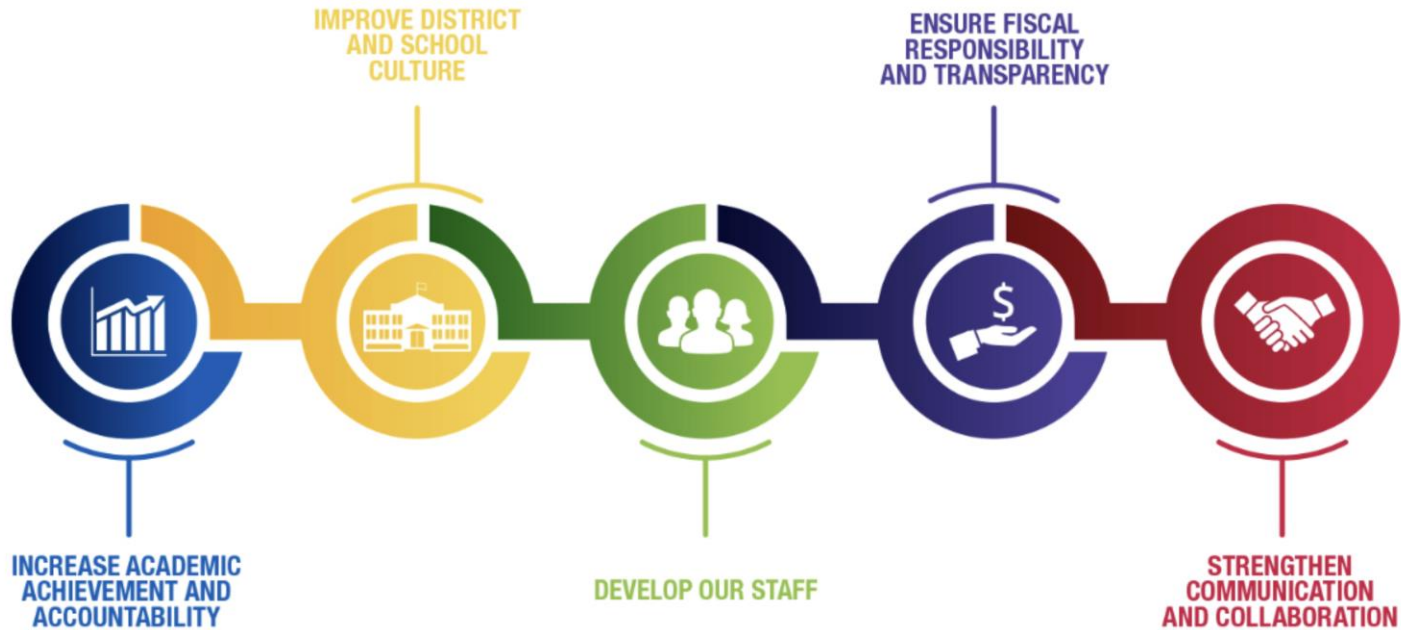
**MILWAUKEE**  
PUBLIC SCHOOLS

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

**Dr. Keith P. Posley,**  
*Superintendent*

# Five Priorities for Success

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# Reporting for 2021-22

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**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
- Form district committees to identify, develop, and implement strategies to reduce suspensions

# Updates from Last Month

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- Small group conversation with community groups as part of code of conduct focus group
- Creating regular opportunities for staff members to practice Courageous Conversations about Race protocols
- Further sessions of LEADS and DELT engaging school and district personnel
- Courageous Conversations about Race networking site with resources



# Updates from Last Month- Continued

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- Increased student voice through student focus groups on code of conduct and Student Discipline Committees reviewing Board Policies as a team
- Increased personal finance opportunities with pilot cohort requiring personal finance .5 credit for graduation and creation of cohort 2

## Resources for Schools: Prevention & Alternatives to Suspension

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- Monthly update to all Discipline Champions highlighting strategies of verbal acknowledgement, one-on-one conversation, and parent contact
- Virtual learning climate & culture best practices
- Returning to in-person best practices including community building, setting expectations, and practicing in-person procedures

# Ensure Support Services are Utilized

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- District Discipline Disproportionality Leadership Team
- Discussion of schools with most suspensions and conducting in-school focus groups, data analysis, and co-creation of next steps to support positive school climate
- School Discipline Work Group most common topics included discussing proper documentation, disproportionality next steps, PBIS framework, and re-teaching expectations.

# Ensure Support Services are Utilized

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- Mid-year data assessment
- Supporting administrators on “counseling” as part of the discipline process in lieu of suspending students
- Analysis of behavior intervention data at the school level with PBIS Coaches
- Support for staff members assigned a classroom without prior classroom management experience



# Suspension Data

Discipline data through January 31, 2022

- January 2022: 1,182
- 2019-2020 YTD: 11,812
- 2021-2022 YTD: 10,458

	Hispanic Students	American Indian Students	Asian Students	Black Students	Pacific Islander Students	White Students	2+ Races	January 2022 total
Total Suspensions	175	13	12	938	0	24	20	1,182



# January Alternatives to Suspension

	Hispanic Students	American Indian Students	Asian Students	Black Students	Pacific Islander Students	White Students	2+ Races	January 2022 total
Conference	11	1	1	20		5	1	39
Administrative Counsel	57	6	8	381		12	11	475
Detention	4		2	21		1		28
Mediation	4			22		2		28
Referral to BIT				1				1
Repairing Harm Circle	1			10			1	12
Restorative Conference	2			4				6



# Continue & Expand Book Studies

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- Held Courageous Conversations about Race (CCAR) Exploration in January for 450 elementary teachers
- Total of 2,635 staff have attended since March 1, 2021
- Leadership Experience & Administrative Development Series (LEADS) with over 150 individuals
- Completed Pushout book cohort

# District Committees to Reduce Suspensions

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- Code of conduct focus group with community organizations
- Over 150 student committees have met year to date
- Student recommendations include promoting positive behaviors, re-teaching expectations, restorative practices, conflict management tactics, root cause of behavior, reviewing handbooks and policies with students and engaging students in school communications

# Next Steps

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- Offer Courageous Conversations about Race
  - DELT and LEADS sessions in February
- Facilitate focus groups and observations at identified schools with creation of school-based action plan
- District-wide collaborative committee to update code of conduct for the 2022-2023 school year
- Pushout documentary viewing with school nurses
- Community Conversation on February 9, 2022, at 6PM

# School Social Work

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- All School Social Workers attended Courageous Conversations about Race Explorations Seminar in October
- 185 SSW participating in year-long Professional Learning Community engaging with CCAR book in small groups

# Beginning the Discussion

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- Acknowledging the need for a conversation about race, equity, access and inclusion
- Make a commitment to start the conversation
- Moving toward acting quadrant of Courageous Conversations Compass

# Action Steps

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- Redesigned the SSW PLC format
- The new format provides a strategy for our department to address racial disparities through safe, authentic and effective cross-racial dialogue
- Developed SSW Equity Committee
- CCAR Exploration 1 Day Seminar
- Incorporated Courageous Conversation Compass into staff meetings
- Redesigned SSWA staff meetings



# SSW Department Commitment to Antiracism

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Three-year commitment to anti-racist work in our schools and programs

- 2020-21: Educating Milwaukee
- 2021-22: Courageous Conversations about Race
- 2022-23: TBD

# PLC Highlights from 21-22

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- Each SSW to co-facilitate two chapters of CCAR
- Use SSW CCAR Google Classroom/Exploration site or personal materials that align with the chapters
- Conducted in restorative circle format

# Sample PLC Facilitation


- Snapshot of Team Dandy's facilitation of chapters 3 & 4





# Team Dandy Shared Agreements

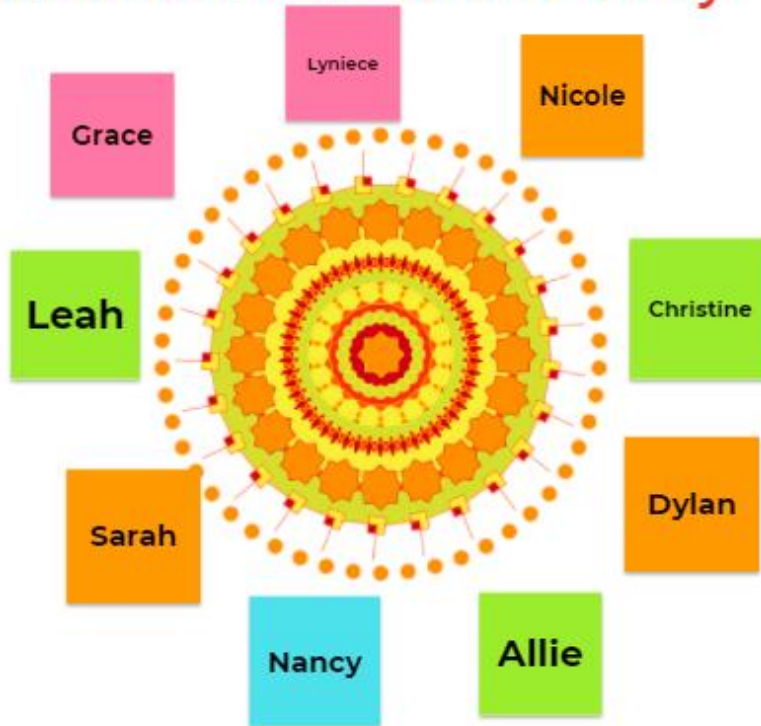
Based on the Courageous Conversations Four Agreements

- Stay engaged
  - Experience discomfort
  - Speak your truth
  - Expect/accept non-closure
  - Challenge by choice\*
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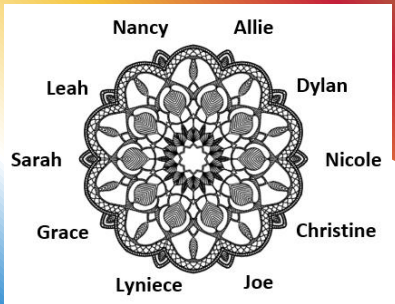
\*additional agreement created by SSW department

# Getting to Know each Other

## Welcome Team Dandy

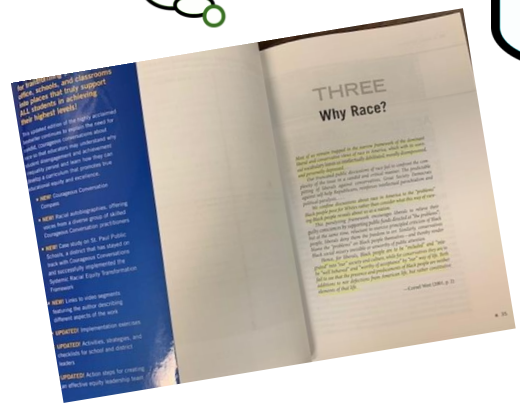


1. Name, pronouns (if you prefer to share), school
2. Identify a language you would want to be fluent in
3. Favorite winter holiday tradition
4. Share a high or a low of your week



# Significant Quote or idea

from Chapter 3 or 4

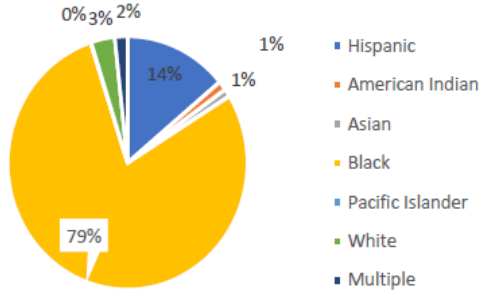




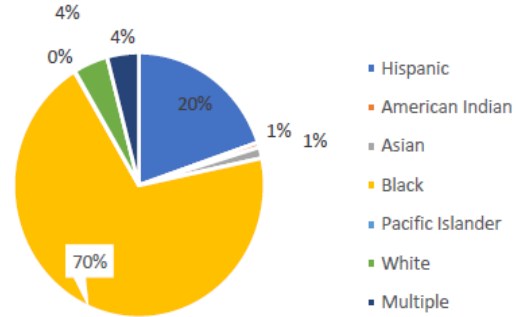
# Connect to District Data



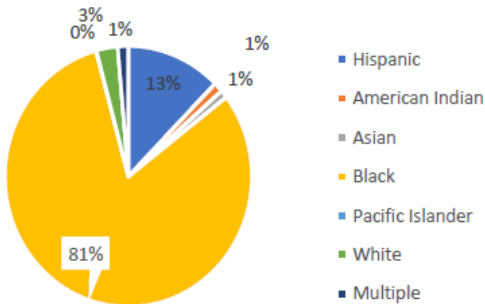
### Year to Date Behavior Events



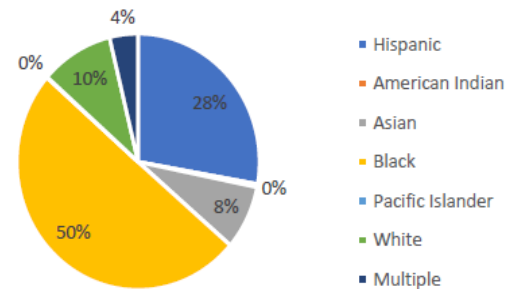
### Year to Date PLP Classroom Behavior



### Year to Date Suspension Events



### Student Demographics



# Closing the Discussion

- Four Agreements- “expect and accept nonclosure”
- Individuals feel contribution has been worthwhile
- Community building question to close the space





# Thank you.

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Dr. Keith P. Posley, *Superintendent*