

# Equity End-of-Year Report

June 2022



MILWAUKEE  
PUBLIC SCHOOLS

## ***Presenters:***

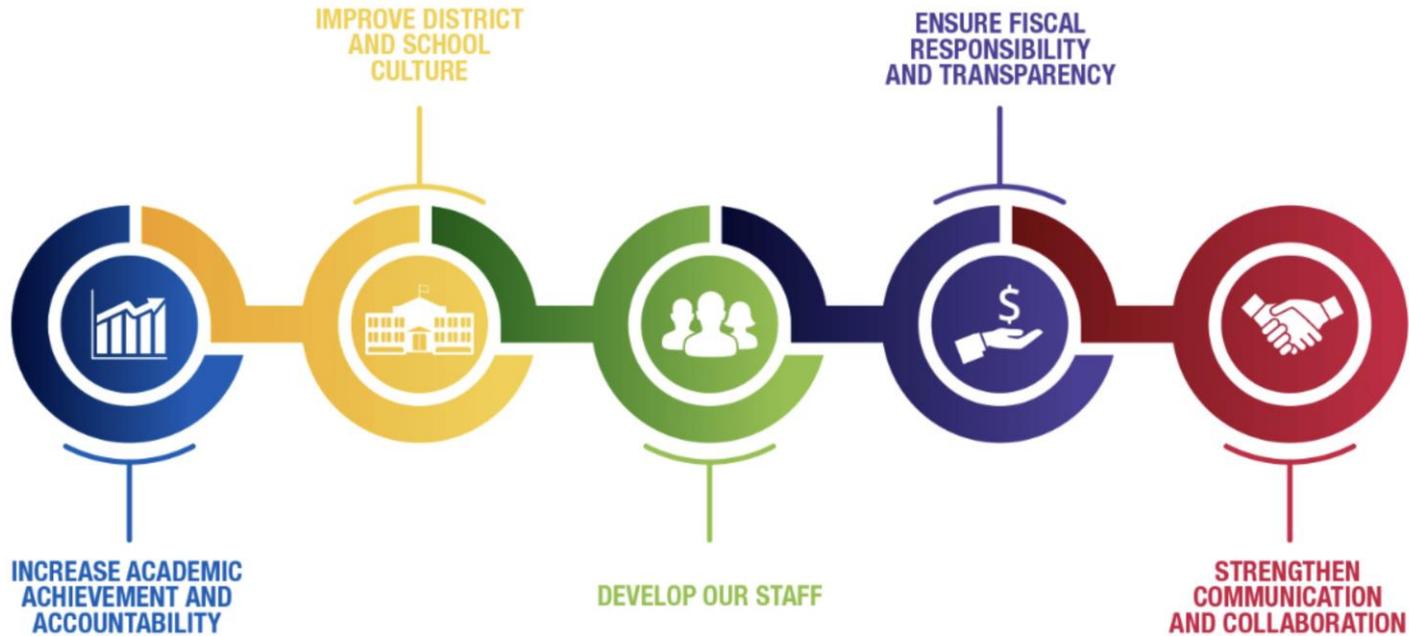
Dr. Patricia Ellis, Director, Department of Equity, Access, and Inclusion

Chauna Perry Finch, Underfill Supervisor, Restorative Practices

Lisa Salva, Supervisor, PBIS, and Gayle Mahan, PBIS Coach

Nathaniel Deans, Director, BLMA, and Ebony Lewis, Director, Gender and Inclusion Identity

# Five Priorities for Success



# Administrative Policy 1.06: Equity in MPS

## Administrative Procedure 1.06: Efforts to Achieve Equity

**Equity** is defined as an allocation of district resources, supports, and opportunities that is based on the needs of students and staff.

**Equity Lens** is defined as a point of view used to acknowledge the disparities that impact historically marginalized groups and to identify priorities based on areas of greatest needs. These needs will drive district priorities for the most equitable distribution of resources, supports, and opportunities.

**Culturally Responsive Practices** are defined as beliefs, methods, and practices that support and empower all students socially, emotionally, intellectually, and civically by leveraging students' lived experiences and learning styles to ensure student achievement.



# Restorative Practices

## Schoolwide Highlights

- ESSER II funds supported professional development in 14 schools
- Professional development was developed collaboratively with school leaders and school teams to meet their diverse needs
- Staff have participated in schoolwide professional development

## Districtwide Highlights

- 84 staff completed 8 to 16 hours of professional development
- 74 staff attended Foundations of Restorative Practices
- 37 schools engaged in the Restorative Practices Study in the School Improvement Plan
- 10 collaborations with a variety of internal and external stakeholders



# Additional Restorative Practices Highlights

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- Direct Student Support  
8 schools, over 1,900 students supported
- Restorative Practices Elective Course  
6 high schools, 579 students enrolled
- Districtwide Support Requests  
27 requests from 23 schools



# PBIS Monthly Snapshot Example

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- Attendance by Race and Students with Disabilities
- Classroom Behavior
- Office Discipline Referrals
- School Improvement Plan
- Behavior Interventions
- Tiered Fidelity Inventory
- PBIS and Building Intervention Team Minutes
- Coaching Support



# Data Collection from Projects



- Semi-Structured Student Interviews:  
180 students across thirteen high schools
- BLMA Buddies Program:  
134 students across eight schools in each school board district
- Manhood Development Academy:  
120 Students across two schools
- BLMA Mentoring:  
110 students met with community mentors in partnership with Mentor Greater Milwaukee
- BLMA Ambassadors:  
70 students across four high schools
- First Annual Mental Health Symposium:  
100 students from six high schools





# Gender & Identity Inclusion 2021-22 Overview

## Levels of Support

Student Listening Sessions

Professional Learning Opportunities

Specialized Programs /Events

Student & Family Support

Community Partnerships/Resources

### Girls of Color Support

### LGBTQ+ Support

Ongoing support for students and families in need of resources.

Conducted listening sessions at 6 sites. Utilizing data to pilot workshops that supported 150 girls from March – June 2022 ranging from 4th – 12th grade.

Provided LGBTQ+ Module training for 14 schools and/or programs. Serving approximately 145 staff throughout the district.

Hosted 1st annual Denim Day event to bring awareness around sexual assault.

Assisted with the creation and sustainability of Gender Sexuality Alliances (GSA) throughout the district.

200 female identifying students have received our sexual assault awareness training centered around consent, understanding sexual assault and tips, tools and resources on how to report and begin healing.

20 sites have an active GSA club at their school. Approximately 350 students have participated in a GSA club and/or special event this year. 3 sites are emerging.

Built partnerships with Pearls for Teen Girls and Girls On The Run to offer ongoing consistent programming for girls at 10 sites in the 2022-23 school year.

Updated the Milwaukee Public School Gender Inclusion Guidance to best support our transgender, non-binary and gender nonconforming students.



# MPS 2022 Districtwide Spelling Bee Finals

- 12 schools participated
- Grades 3 – 5, May 14
  - 54 finalists and alternates
  - 214 in-person attendees
- Grades 6 – 8, May 21
  - 41 finalists and alternates
  - 156 in-person attendees

## Highlights

- **TMJ4 Co-sponsored**
- **Livestreamed- over 6,000 views**
- **First year MPS has engaged middle level students**
- **Every MPS office/department was engaged**
- **Evolve Church MKE provided lighting for May 21**
- **Supported by over 200 staff and volunteers**



# Additional Equity Highlights

- Wisconsin State Music Association Large Group Contest  
610 students participated and 29 staff attended
  - UNSIL World Fair  
1,926 students attended and presented 778 projects
  - Youth Summit  
150+ students participated
  - Herbie Hancock Event May 9 - 13  
2,500 students and 25 staff attended
- 49<sup>th</sup> MPS Biennial Music Festival  
3,739 students participated and 4,000 parents and community members attended
  - STEM Fair  
350+ students attended, 36 schools shared over 200 projects, 125 volunteers assisted, and 48 vendors participated
  - Refugee & Immigrant Resource Fair  
100 attendees



# Thank you.

