



### **Antiracism & Bias Professional Development - 3 Year Plan**

In alignment with Resolution 05-14-5003 with The Office for Civil Rights and The Milwaukee Board of School Directors prior action regarding antiracism and the Black Lives Matter initiative, the following three-year plan has been created to engage all MPS staff members and the community in professional development and discussion on antiracism and bias professional development.

**Mission:** Provide professional development and ongoing support and best practice for staff members to work with students and the Milwaukee community to address race, work towards being antiracist through a series of professional development opportunities and the development of internal MPS facilitators to sustain the work.

**Vision:** Contribute to becoming a district and community that collaborates to address the role of race, and in which all staff, students and community members actively work towards being antiracist and interrupting bias.

#### **Year 1 February 2021-June 2021 (all sessions completed as of May 19, 2021)**

**Summary:** In the first year, the individuals identified for professional development will consist of teachers, administrators, and support staff at traditional middle and high schools. These identified individuals will all attend Virtual Courageous Conversation Exploration (VCCE).

A Courageous Conversations Cabinet will be created that will meet quarterly to monitor implementation goals and metrics, overall fidelity, and identify action steps throughout the district.

There will also be a creation of a cohort of ten internal facilitators who will complete the two-part professional development from Courageous Conversations to become licensed and certified to conduct all professional development from Courageous Conversations within MPS.

*Virtual Courageous Conversations Exploration* Estimated staff enrollment: 1,400

Participants will experience three components of the Courageous Conversations™ Protocol (Four Agreements, Courageous Conversations Compass, and Six Conditions). Through small, whole, and racial affinity group settings, colleagues are guided toward a working understanding of race and antiracism. Exploration is composed of three, 90-minute sessions, with an hour of reflection between sessions. Core seminar topics and concepts include Courageous Conversation Protocol, the rhetorical power of personal experiences, deep listening skills, and defining race and its impact. Participants will acquire the knowledge and requisite skills for engaging, sustaining, and deepening courageous conversations about the impact of race and racism in our lives. This framework can then be used by participants within their classroom instruction, classroom community, engagement of families, school teams, and professional development.



The district has contracted with Courageous Conversations for 17 sessions for the remainder of the 2020-2021 school year. Each session is 4.5 hours of screen time (with three breaks), at seven hours in total, and is limited to 80 individual participants.

Staff members assigned to traditional middle and high schools:

Principals	Assistant Principals/Deans	Teachers	Support Staff (Psychs, SSW, Counselors)	Paraprofessionals /Parent Coordinators
23	72	1,319	137	289
School	Administrators	Teachers	Support Staff	Paraprofessionals
Alliance	2	13	3	4
Andrew Douglas	2	14	2	9
Audubon MS &HS	3	58	5	13
Bay View	4	56	7	8
Bradley Tech	4	53	6	12
Green Tree	2	16	2	2
Hamilton	5	97	6	15
Groppi	1	8	2	3
King MS	3	24	3	4
Lincoln MS	3	36	4	6
MacDowell	3	48	3	23
Madison	4	41	6	7
Marshall	5	61	6	17
Meir	2	64	5	11
Milwaukee HS of the Arts	4	58	6	9
Milwaukee. School of Languages	4	67	7	11
North	3	26	3	7
Obama SCTE	2	43	5	13
Project STAY	1	8	3	6
Pulaski	4	58	6	10
King HS	4	83	7	11
Riverside	4	85	6	24
Reagan	5	66	6	9
South	4	62	7	20
Transition	1	10	2	1
Vincent	4	50	7	10
Washington	4	37	5	9
Wedgewood	5	46	4	7
WCLL	3	31	3	7



Professional Development Schedule February – June 2021

<b>Date</b>	<b>Schools</b>
March 3, 2021	Riverside
March 17, 2021	North Division, Bradley Tech
March 24, 2021	Milwaukee School of Languages, King High School, Golda Meir, Project STAY,
March 31, 2021	Reagan, Alliance, Groppi, Transition
April 14, 2021	Bay View, Madison, Pulaski
April 21, 2021	Vincent, MacDowell
April 28, 2021	South, Wisconsin Conservatory of Lifelong Learning (WCLL), Audubon, Marshall, High School of the Arts
May 5, 2021	Hamilton
May 12, 2021	Washington, Obama, King Middle School, Roosevelt, Morse, Douglas
May 19, 2021	Lincoln, Wedgewood, Green Tree

Other professional development on antiracism and bias will continue to be offered across the district including:

- Role of bias in discipline
- History of race in Milwaukee and America
- Interrupting bias around us
- Multiple perspectives & role of race around us
- Others at the district and school level

*Courageous Conversations Book Cohorts*

A cohort of 30 school administrators and 14 centralized staff members began a book study in November 2020, reading *Courageous Conversations about Race*. An additional cohort of interested staff members will begin in February 2021.

*District Facilitators- Courageous Conversations Certification Program*

Identified participants will complete two programs from May 2021 through August 2022 to serve as *Courageous Conversations about Race*™ licensed practitioners and facilitators. The district is looking to identify ten centralized staff members to participate in this certification program. This cohort will then be licensed to facilitate any of the professional development offered through *Courageous Conversations* within Milwaukee Public Schools, as well as integrate their copyright and trademark materials and activities within district professional development.

Beginning in May 2021, this cohort will enroll in the Level 1: Practitioner Certification Program. Level 1 is self-guided and recommended completion timeline is nine months. Level 1 includes a book study, modules, webinars, and a self-study, all totaling 45 total hours. All participants also receive an additional three months of ongoing support from a *Courageous Conversations about Race* mentor. Participants will be asked to complete the Level 1 program prior to January 1, 2022, so that they can enroll in the Level 2: Facilitator program beginning in February 2022.



**Year 2 August 2021-June 2022**

*Summary:* The second year, individuals identified for professional development will be all paraprofessionals from traditional middle and high schools, all new educators hired and assigned to middle and high schools, one cohort of Centralized Services leaders, administrators at all elementary schools, and remaining cohorts for elementary teachers and support staff (counselors, social workers, psychologists). All identified individuals will attend Virtual Courageous Conversation Exploration (VCCE). The cohort of ten individuals who began the certification process in Year 1 will continue in Year 2 completing Level 1 prior to end the of December 2021 and joining Level 2 in February 2022. Participants will complete Level 2 and be certified prior to August 2022.

*Virtual Courageous Conversations Exploration*

Estimated Staff Enrollment: 1,700

During Year 1 all administrators, teachers and support staff at traditional middle and high school attended VCCE. Paraprofessionals (including Parent Coordinators) at middle and high schools will attend the first cohort in Year 2. All new educators hired to teach in a traditional middle and high school will be identified to attend VCCE as part of their onboarding experience. All administrators at elementary schools will attend a cohort of VCCE. All remaining cohorts (12) will be created for elementary schools focusing on administrators, teachers, and support staff. Schools will be prioritized based on discipline referral rate for Black students from the 2019-2020 school year by region.

M.S. H.S Paraprofessionals	M.S./H.S. New Educators	Central Services Staff Members	Elementary Administrators	Identified Elementary Teachers & Support Staff
289	TBD (estimated 100)	80 staff total	148	1,093

School	Teachers & Support Staff	% of Behavior Events for Black Students	Total Behavior Events for Black Students	Region
Story School	24	88	856	Central
Fifty-Third Street School	23	88	636	Central
Metcalfe School	27	92	600	Central
Starms School	16	99	560	Central
Clarke Street School	18	99	539	Central
Hopkins-Lloyd	17	98	415	Central
Sherman School	24	96	361	Central
Milwaukee French Immersion	31	86	333	Central
Townsend Street School	23	96	439	Citywide
Dr. King Elementary	25	94	150	Citywide



School	Teachers & Support Staff	% of Behavior Events for Black Students	Total Behavior Events for Black Students	Region
River Trail School	26	99	146	Citywide
Hartford Avenue School	28	95	411	East
Milwaukee Academy of Chinese Lang.	40	85	320	East
Gaenslen	64	90	262	East
Carver	29	98	262	East
Siefert School	24	96	190	East
Holmes School	22	95	185	East
Cass Street School	27	84	175	East
Elm Creative Arts School	22	93	163	East
Milwaukee Sign Language School	42	95	717	Northwest
Grantosa Drive School	40	96	475	Northwest
Thoreau School	30	95	456	Northwest
Carson	33	92	449	Northwest
Lancaster School	22	96	376	Northwest
Thurston Woods Campus	28	100	274	Northwest
Congress School	48	95	263	Northwest
Eighty-First Street School	27	92	210	Northwest
Longfellow School	55	46	150	Southwest
Manitoba School	34	30	145	Southwest
Whitman School	24	56	125	Southwest
Grant School	38	39	117	Southwest
Mitchell School	46	47	93	Southwest
Doerfler School	36	49	79	Southwest
Milwaukee Spanish Immersion	40	66	65	Southwest

Throughout Year 2 there will be an estimated total of 1,671 staff identified to attend VCCE. With 80 staff members able to attend each cohort, a total of 20 sessions will be needed.

*Courageous Conversations Book Cohorts*

All administrators will have the opportunity to engage in a book cohort with Courageous Conversations about Race, with books funded through a grant from the McCarthy Dressman Education Foundation.

*District Facilitators- Courageous Conversations Certification Program*

Identified participants will complete two programs from May 2021 through August 2022 to serve as Courageous Conversations about Race™ licensed practitioners and facilitators. The ten identified staff members from Year 1 will continue their work with Level 1: Practitioner. Upon completion of Level 1, the ten participants will join Level 2: Facilitator in February 2022.



Beginning in February 2022, this cohort will enroll in the Level 2: Facilitator certification program. Level 2 includes continued coaching and self-reflection on the work of Courageous Conversations. Participants also participate in a book study and reflection groups. All participants are expected to integrate what they learn into their work within the district and will co-facilitate segments of the Courageous Conversations professional development leading towards full certification. Participants will be asked to complete the Level 2 program prior to July 1, 2022, so that they can be fully certified starting in August 2022, for Year 3 of implementation in MPS. This cohort will then be licensed to facilitate any of the professional development offered through Courageous Conversations within Milwaukee Public Schools, as well as integrate their copyright and trademark materials and activities within district professional development.

**Year 3 August 2022-June 2023**

*Summary:* The third year, individuals identified for professional development will consist of all remaining MPS staff members. The cohort of ten individuals who began the certification process in Year 1 will be certified to conduct professional development within MPS beginning in August 2022. All new educators will attend CCE during their induction process. Initial cohorts will include teachers and support staff at remaining elementary schools not identified in Year 2. Going forward, cohorts will be for remaining staff members including secretaries, nurses, social work aides, safety aides, centralized services staff members, etc. All professional development will be conducted by MPS facilitators so there will be no contract for professional development needed.

*Courageous Conversations Exploration*

Estimated Staff Enrollment: 5,600

During Year 3, all remaining MPS staff members will attend CCE throughout the year facilitated by certified MPS Courageous Conversations facilitators. All new educators hired will be identified to attend CCE as part of their onboarding experience. Approximately 5,000 estimated remaining staff members will be trained during Year 3, with a need for 62 cohorts.

Elementary Paraprofessionals	New Educators	Elementary Teachers & Support Staff
1,089	TBD (estimated 200)	1,669



School	Teachers & Support Staff	% of Behavior Events for Black Students	Total Behavior Events for Black Students
Neeskara School	28	95	288
Hi-Mount Blvd School	15	95	256
LaFollette School	16	97	228
Bethune Academy	38	94	211
Eighty-First Street School	27	92	210
Greenfield School	40	42	82
Franklin School	32	97	202
Burbank School	41	74	197
Clemens School	24	89	188
Brown Street School	26	100	144
Fratney Street School	31	56	144
Hawley School	22	79	144
Ninety-Fifth Street School	22	72	141
Goodrich School	23	93	123
Riverwest Elementary	21	82	122
Pratt Elementary	20	100	109
Lloyd Barbee Montessori	20	94	108
Parkside School	53	37	107
Craig School	18	97	89
Stuart School	21	93	85
Barton School	22	98	84
Browning School	23	99	80
Jackson Elementary	22	100	79
Richard Kluge Elementary	30	88	76
Auer Avenue School	14	97	68
Keefe Avenue School	15	99	66
Bruce School	19	90	65
Parkview School	27	96	62
Riley School	23	33	57
Allen-Field School	47	28	56
Rogers Street Academy	40	41	56
Curtin School	18	42	52
Vieau School	46	45	51
Bryant School	18	92	46



School	Teachers & Support Staff	% of Behavior Events for Black Students	Total Behavior Events for Black Students
Lincoln Avenue School	35	83	46
I.D.E.A.L. K-8 Program	15	53	44
Westside Academy II	20	100	43
Victory	36	27	42
Starms Center	19	100	38
Fairview School	40	20	37
Morgandale School	33	28	36
Lowell School	15	48	33
Hawthorne School	22	92	32
Humboldt Park School	34	53	28
Trowbridge Street School	17	55	28
Garland School	36	38	27
Milwaukee German Immersion	30	74	25
Alcott School	18	35	24
Engleburg School	26	95	20
Zablocki School	25	17	19
Cooper School	29	62	15
Academy of Accelerated Learning	35	22	14
Clement Avenue School	24	19	13
Maple Tree School	18	92	12
Kilbourn School	20	89	8
Honey Creek School	22	30	6
Hayes Bilingual School	46	3	5
Hampton School	21	80	4
Emerson School	18	100	3
Kagel School	19	50	3
Burdick School	31	5	2
Fernwood School	37	29	2
ALBA	35	0	0
Bay View Montessori	20	0	0
Whittier School	11	0	0





Additional staff members:

Nurses	Safety Aides	Social Work Aides	School Engineers	Speech Pathologists	All remaining staff members
63	238	34	138	180	2,000

### **Year 4 & Beyond**

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*Summary:* Each year going forward all new educators will attend Courageous Conversation Exploration (CCE) as part of their induction. MPS certified facilitators will offer professional development throughout the year, as well as integrate activities and best practices throughout all district professional development.