

# Discipline Disproportionality Updates & Progress

November 1, 2022



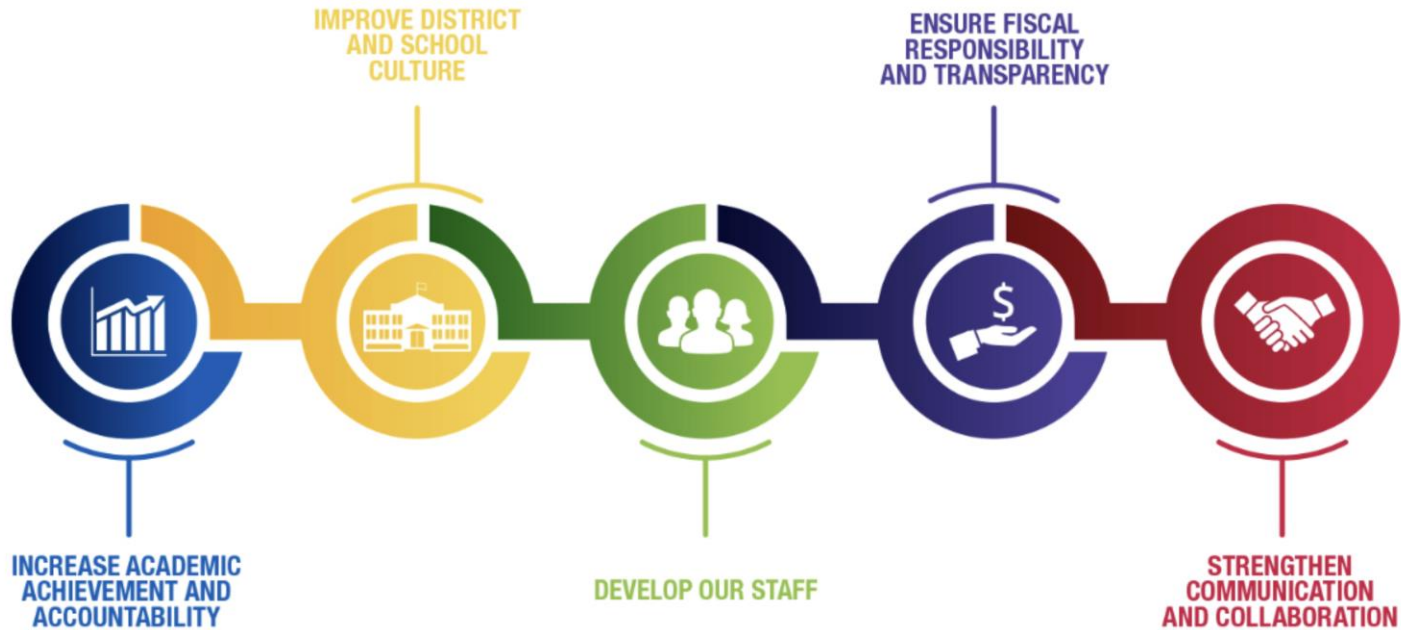
MILWAUKEE  
PUBLIC SCHOOLS

**Presenters:**

Matthew Boswell, Senior Director, Student Services  
Jon Jagemann, Discipline Manager, Student Services

Dr. Keith P. Posley, *Superintendent*

# Five Priorities for Success



# Monthly Reporting for 2022-2023

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## **The monthly reporting associated with disproportionality will focus on the following:**

- Providing proactive supports & interventions
- Strengthening student, staff & community collaboration
- Reconceptualizing the role of school leaders within discipline
- Developing staff integration of Courageous Conversations about Race



# Providing Proactive Supports & Interventions

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- Provided Culture, Climate and Alternatives to Suspension Toolkit best practices- proactive strategies and frameworks
  - Start requests
  - Setting and teaching procedures/ pre-correction
- Met with Momentum Schools discussing- learning environment behaviors



# Providing Proactive Supports & Interventions

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- Violence Prevention Program (VPP) provided PD at SST Institute on classroom management
- VPP facilitated Compassion Resilience cohort
- PBIS Coaches supported school-based teams
- BLMA provided mentoring on 12 Guiding Principles



# Providing Proactive Supports & Interventions

## Tier 2 and Tier 3 Interventions

	Students
Check-In/Check-Out (CICO)	856
Individualized CICO	159
Social Academic Instructional Group	362
Behavior Assessment/Intervention Plan (BAIP)	30
FBA/BIP	88
Educational Wraparound and RENEW	33

# Strengthening Student, Staff, & Community Collaboration

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- Student Discipline Committees meeting at all middle and high schools
  - Student discussion topics included instructional practices, school pride, and community building
- Student Leadership Summit
  - 180 attendees
  - Topics included school spirit, applying to college, code of conduct, restorative practices, equity, mental health, and leading inclusivity in school



# Strengthening Student, Staff, & Community Collaboration

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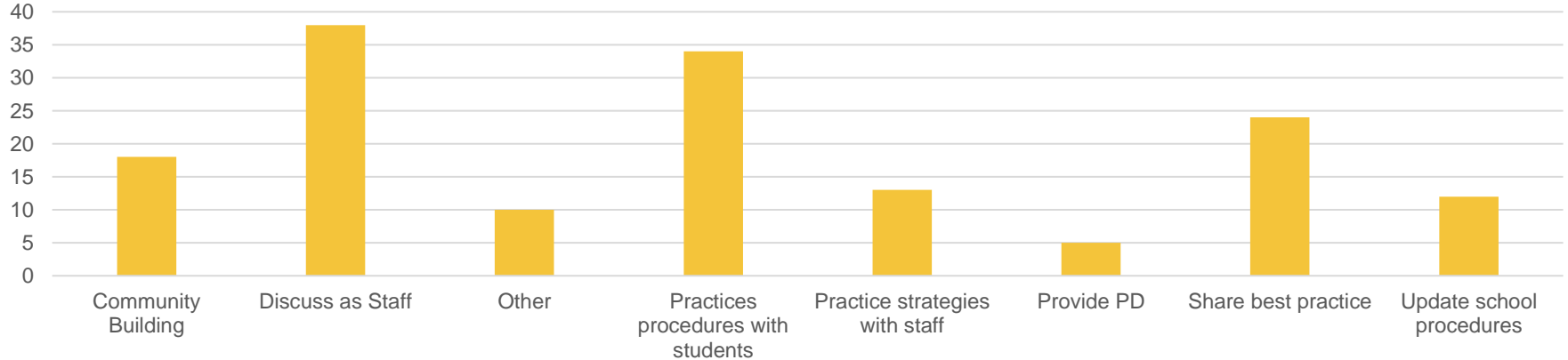
- Restorative practices (RP) collaborated with school-based teams
- Community School Partnership focus on RP
- BLMA collaborated with Marquette University for dual enrollment with juniors and seniors to earn Ethnic Studies credits
- PBIS provided PD on “PBIS in the Classroom-Moving Beyond Expectations.”





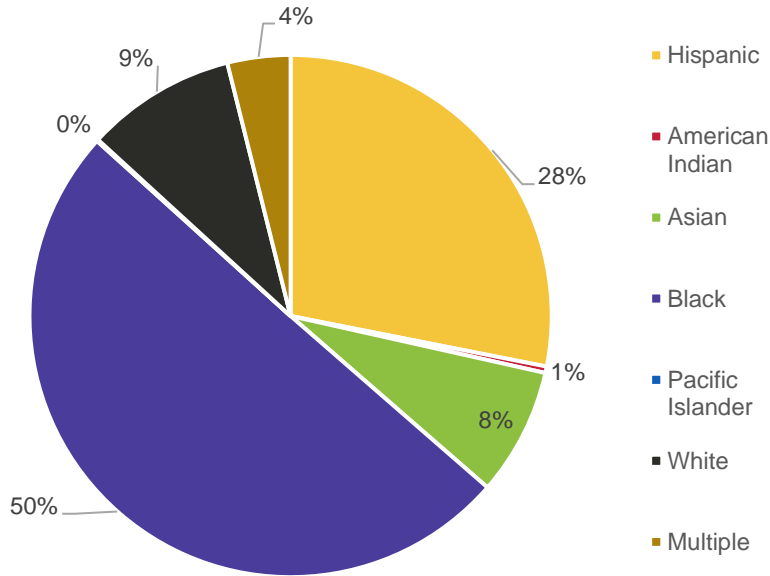
# Reconceptualizing the Role of School Leaders within Discipline

- Toolkit best practice highlight for principals
- Monthly data reflection submission
  - How will you support staff members in the classroom?

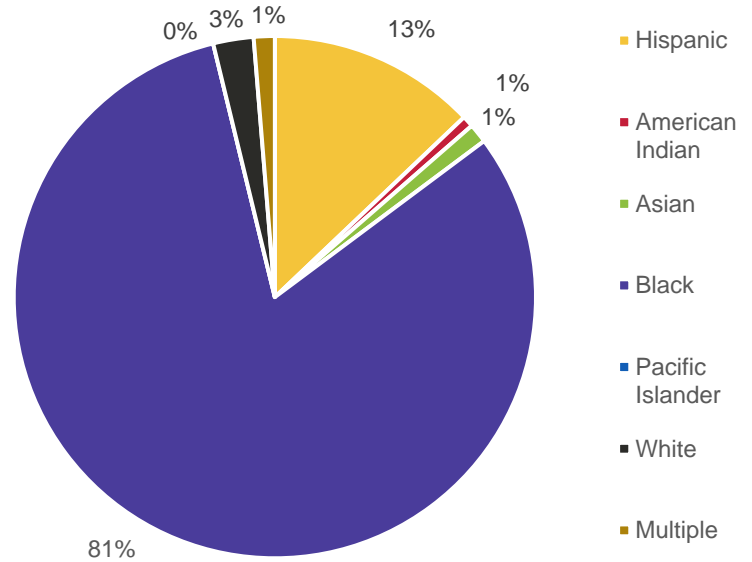


# Data Analysis

## Student Demographics



## Year to Date Suspension Events



# Data Analysis

Total Suspensions October 25, 2022 - 1759

Total Suspensions October 25, 2021 - 1898

	Hispanic Students	American Indian Students	Asian Students	Black Students	Pacific Islander Students	White Students	2+ Races	October 2022 total
Total Suspensions	229	10	20	1435	1	44	20	<b>1759</b>
Year to Date Suspension Rate	2.3%	5.7%	0.8%	7.2%	1.5%	1.3%	3.6%	<b>4.7%</b>



# Data Analysis

## Total suspension events by grade level

K4-K5	1 <sup>st</sup> Grade	2 <sup>nd</sup> Grade	3 <sup>rd</sup> Grade	4 <sup>th</sup> Grade	5 <sup>th</sup> Grade	6 <sup>th</sup> Grade
10	3	13	40	49	74	173
7 <sup>th</sup> Grade	8 <sup>th</sup> Grade		9 <sup>th</sup> Grade	10 <sup>th</sup> Grade	11 <sup>th</sup> Grade	12 <sup>th</sup> Grade
187	234		509	250	147	70

# Data Analysis

## Administrator Alternatives to Suspension

Administrator Resolution	Events
Conference	112
Counsel	971
Detention	85
Mediation	85
Referral to BIT	13
Referral to Support Staff	25
Repairing Harm Circle	23
Restorative Conference	39



# Developing Staff Integration of CCAR

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- Courageous Conversations about Race (CCAR)  
Exploration: elementary teachers and secretaries
- District Equity Leadership Team (DELT): areas of focus established
- Principal Leadership Institute: Gholdy Muhammad's framework
- WI Disproportionality Network: webinars

# Next Steps November

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- Facilitate Community Conversation November 9, 2022: Elevating Student Voice
- Provide PD on Culture, Climate & Alternatives to Suspension Toolkit focus- classroom strategies
- Facilitate CCAR Exploration seminars



# Monthly Highlights

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- Violence Prevention Program: supporting positive culture for students
- Vincent: strategies towards suspension reduction





# MPS Violence Prevention Program

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## Mission

The Milwaukee Public Schools Violence Prevention Program provides training and consultation to staff, students, and community partners in adopting programs and practices that promote safe and supportive environments for student success.

## Vision

Milwaukee Public Schools is a welcoming educational community where staff, families, and community partners are able to create and sustain safe and supportive environments where all students thrive.



# Looking Back

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- Continued School Community Partnership for Mental Health in 38 schools
- Trained all teachers and paras in Social and Emotional Learning (SEL)
- Rolled out new digital Second Step for K-8
- Trained all new teachers, paraprofessionals and SSTs in principles of classroom management
- Developed Trauma Sensitive Schools assessment tool
- Supported the creation of classroom regulation spaces



# Current/Ongoing Activities

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- Compassion Resilience Cohort
- Trauma Sensitive Schools book study
- Zones of Regulation professional development
- Classroom Organization and Management Program (COMP) trainings
- Supporting Devereux Student Strengths Assessment (DESSA)
- Support to Success Center



# Looking Ahead

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- Youth Mental Health First Aid (YMHFA) trainings
- Coaching COMP workshops
- Cross-departmental development of historical trauma training series
- Finalizing culturally responsive SEL booklist
- Conducting Trauma Support Specialist (TSS) assessments and action planning
- Teacher PD on SEL and classroom management
- Classroom Management community of practice



# Vincent

- 723 students
- 4.1% Hispanic, 85.8% Black, 1.9% White, 4.1% Asian

	October through October 25, 2021	October through October 25, 2022
Total Suspensions	103	84
Behavior Referrals	226	191



# Vincent: Climate Enrichment

- Parent conferences and data chats
- Behavior contract
- Student mentoring
- Check-In/Check-Out
- Celebrate student success
- Community Partnerships
- Young Men's Assemblies and Young Ladies' Assemblies
- PBIS Cool Tool Behavior Lessons



# Thank you.



Dr. Keith P. Posley, *Superintendent*

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