

Discipline Disproportionality Updates & Progress

November 9, 2021

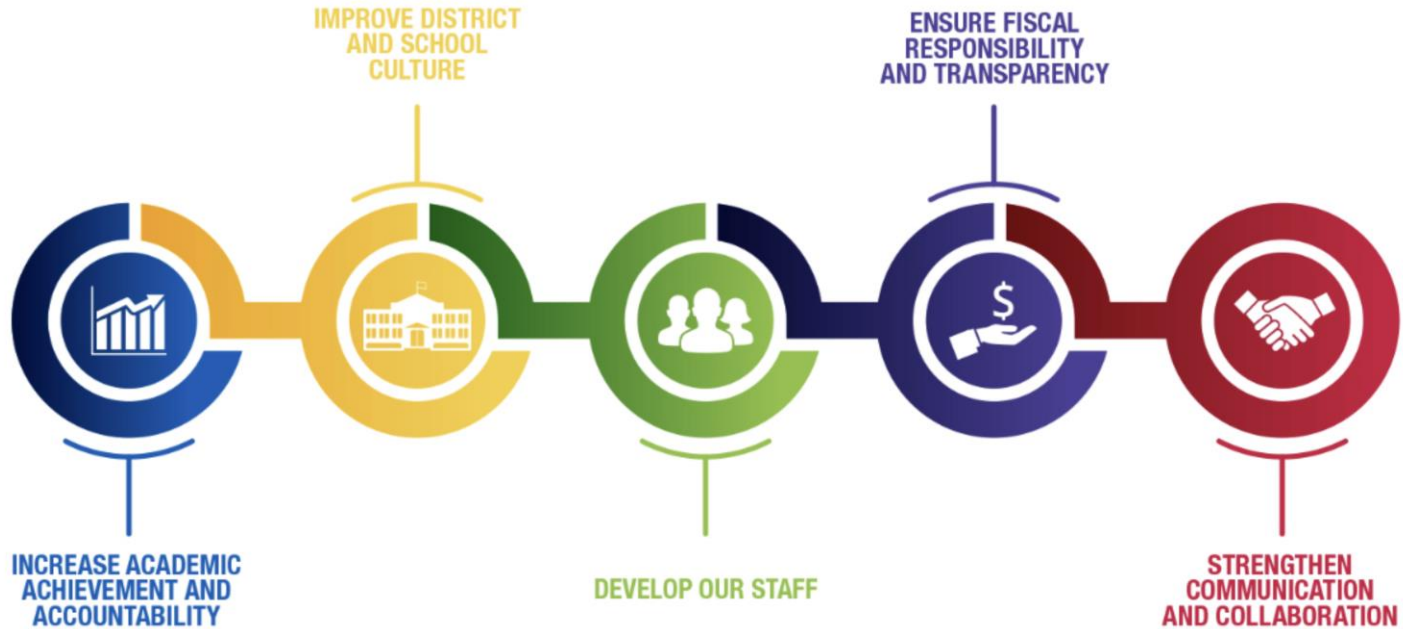


MILWAUKEE
PUBLIC SCHOOLS

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

Dr. Keith P. Posley,
Superintendent

Five Priorities for Success



Reporting for 2021-22

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

Resources for Schools: Prevention & Alternatives to Suspension

- District-wide directory of support
 - Listing and interventions available to schools and students to support positive school climate
- Monthly *Why Race Matters* update emailed to all Discipline Champions
- Highlight: 2X10 Strategy
 - Meet with identified student for two minutes a day for ten consecutive days
 - Discuss student interest topics



Analyze Data & Determine Course of Action

Discipline data through October 30, 2021

	Hispanic Students	American Indian Students	Asian Students	Black Students	Pacific Islander Students	White Students	2+ Races	October 2021 total
Total Suspensions	310	29	23	1,951	2	75	30	2,420



October Alternatives to Suspension

	Hispanic Students	American Indian Students	Asian Students	Black Students	Pacific Islander Students	White Students	2+ Races	October total
Conference	37	1		140		6	4	188
Administrative Counsel	209	14	15	893		30	10	1,180
Detention	9	1	2	66		3	2	83
Mediation	9	1	1	69	1	4	1	86
Referral to BIT	7			10				17
Repairing Harm Circle	2	3		10		1		16
Restorative Conference	4			9				13



Continue & Expand Book Studies

- School social workers engaging in year-round book cohort on *Courageous Conversations about Race*
- Viewing of *Pushout: The Criminalization of Black Girls in Schools*
- District Executive Equity Leadership Team (DELT) created

Student Leadership Summit

- Held October 19, 2021
- 186 students
- 11 breakout sessions on a variety of topics

Mindfulness	Mental Health
Restorative Practices	Relationship Building
Resume Writing	Collecting Student Voice



Student Leadership Summit Feedback

- Student topic preferences:
 - Planning for college, student leadership, mental health, bullying awareness, discipline policies, role of race, and jobs/internships
- Student next steps included:
 - Continue conversations at school, talking with peers, further research, work with staff members on next steps



Community Conversations

- Breakout rooms for all participants
- Engaged in two-way conversations on recommendations
 - Support services for students
 - Engaging student voice in conversation
 - Increasing clubs, sports and other extra-curriculars to engage students
 - Provide strategies and support to teachers



District Committees to Reduce Suspensions

- Convene committees with stakeholders to examine district code of conduct and disciplinary levels
- Participants include staff members, families, students, and the community
- Look at disciplinary levels of behaviors
- Limit behavior types schools can suspend for
- Identify additional alternatives to suspension
- Create professional development based on needs

Upcoming Events

- **Community Conversation - December 1, 2021**
 - Virtual, pre-registration preferred
 - 6:00-7:00 p.m.
 - Breakout rooms for discussion
 - Topic: Code of conduct and discipline levels
- **Code of Conduct Focus Groups**
 - Variety of groups and dates
- **Courageous Conversations about Race**
 - DELT session with District Discipline Disproportionality Team
 - Explorations with teachers at identified elementary schools



School Highlight

- Bethune Academy (K-8 School)
- Central Region
- Principal Paulette Chambers

	2019-2020 YTD	2021-2022 YTD
PLP Classroom Behavior	792	283
Total Behavior Events	66	25
Suspensions	25	7

Thank you.



Dr. Keith P. Posley, *Superintendent*