

Discipline Disproportionality Updates & Progress

June 7, 2022

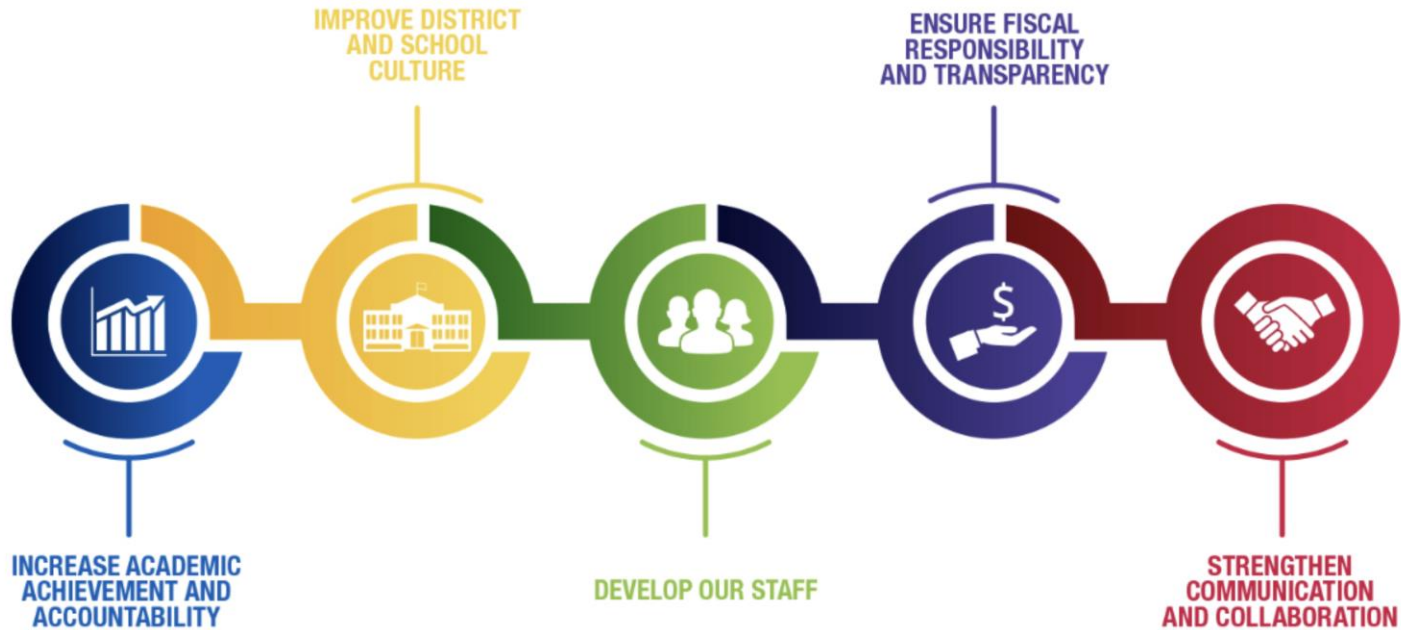


MILWAUKEE
PUBLIC SCHOOLS

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

Dr. Keith P. Posley,
Superintendent

Five Priorities for Success



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

Updates from May

- 10 Courageous Conversations about Race (CCAR)
Facilitators began cohort with vendor
- Cross-departmental updating Culture & Climate Toolkit
- Completion of book cohorts
- Staff member discipline survey

Prevention & Alternatives to Suspension

- Monthly update to all Discipline Champions highlighting student voice in the classroom
- Reviewed implementation of the six best practices to address discipline disproportionality

Ensure Support Services are Utilized

- Meet monthly with District Discipline Disproportionality Leadership Team
- Over 930 school Discipline Work Group meetings held
- Over 4,200 Tier 2 interventions documented
- Continue use of classroom re-direction strategies (over 155,000 to date)

Suspension Data

Discipline data through May 31, 2022

- May 2022: 3,135
- May 2019: 2,968

	Hispanic Students	American Indian Students	Asian Students	Black Students	Pacific Islander Students	White Students	2+ Races	May 2022 total
Total Suspensions	475	25	49	2453	3	90	40	3135

May Alternatives to Suspension

Alternatives to Suspension Utilized	May 2022 Total
Conference	143
Counsel	1624
Detention	107
Mediation	75
Referral to Building Intervention Team	9
Repairing Harm Circle	19
Restorative Conference	20



Continue & Expand Book Studies

- Over 2,900 staff have attended CCAR Exploration
- District Equity Leadership Team session with CCAR
- “These kids are out of control” by Richard Milner book cohort completed
- Social Workers completed year-long PLI reading CCAR in small groups

District Committees to Reduce Suspensions

- Total of 226 Student Discipline Committees held across the district
- Feedback loop plan created
- Themes identified

Next Steps

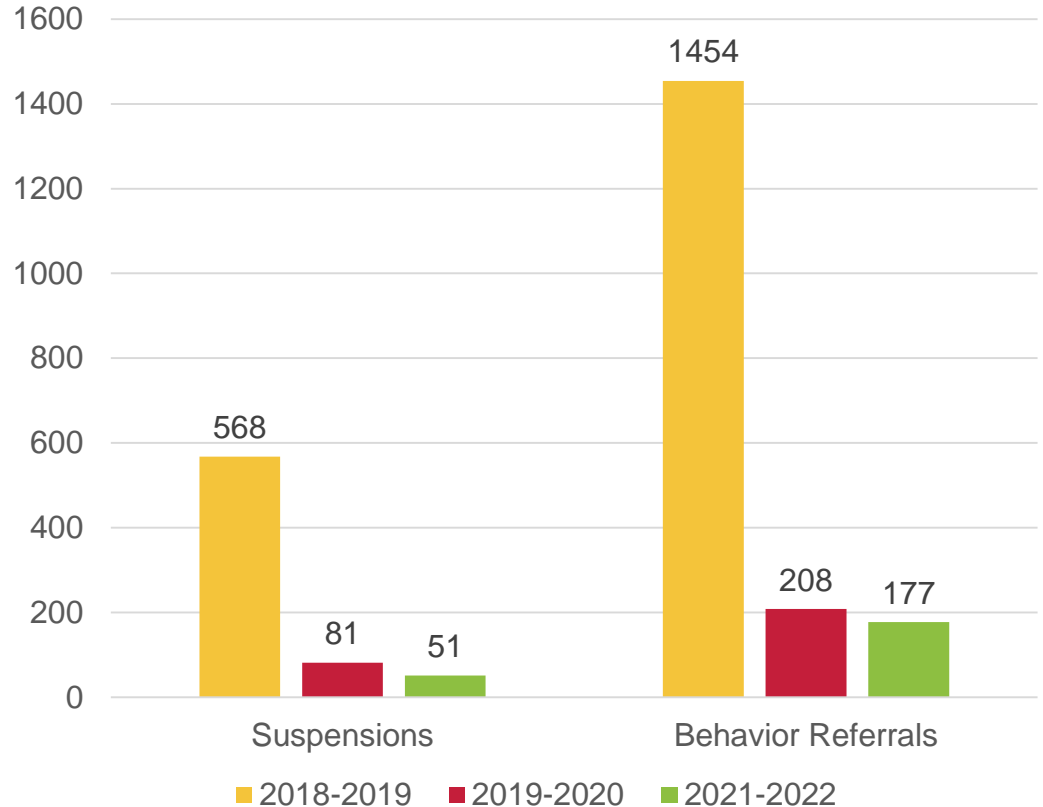
- District-wide collaborative team reviewing data, student voice, analyzing what's working, identifying who can support, and coordinating resources in a creation of a culture & climate plan for the 2022-2023 school year in alignment with district and school goals.
- Finalize Culture & Climate Toolkit

Next Steps

- Additional sessions of CCAR Explorations, CCAR Experience and DELT
- CCAR Facilitators cohort completion
- End of year discipline survey analyzed
- End of year data assessment with District Discipline Disproportionality Leadership Team

Cass Street School

- Principal
Tyrone Nichols
- 323 students
K-8th grade



Thank you.



Dr. Keith P. Posley, *Superintendent*