

# Discipline Disproportionality Updates & Progress

January 10, 2023



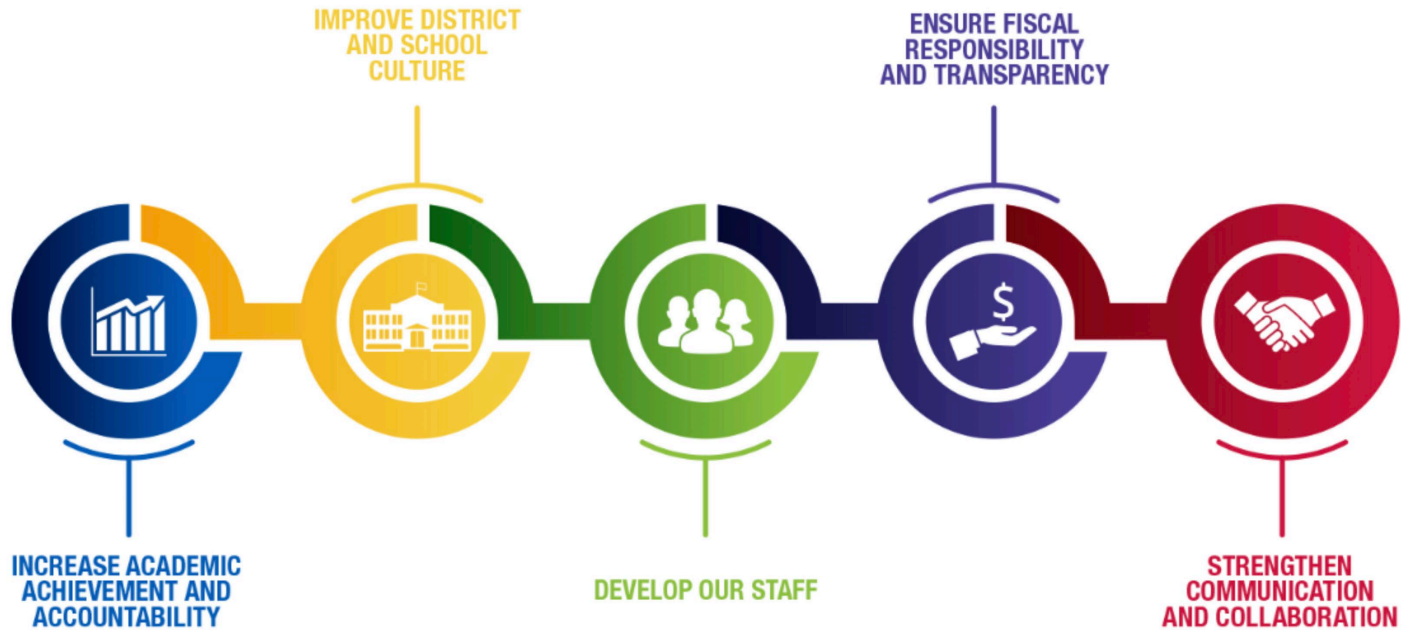
MILWAUKEE  
PUBLIC SCHOOLS

**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- how behaviors are perceived
- “Classroom Strategies that Increase Student Engagement” professional development (PD)
- Classroom Organization and Management Program (COMP) workshop
- Foundations of Restorative Practices PD
- School-based PBIS Tier 1 Team and Building Intervention Team



# Providing Proactive Supports & Interventions

## Tier 2 and Tier 3 Interventions

	Students
Check-In/Check-Out (CICO)	1,467
Individualized CICO	305
Social Academic Instructional Group	811
Behavior Assessment/Intervention Plan (BAIP)	62
FBA/BIP	140
Educational Wraparound and RENEW	81

# Strengthening Student, Staff, & Community Collaboration

- Student Discipline Committees meetings
- January Community Conversation- attendance and Culture, Climate & Alternatives to Suspension toolkit
- Community Schools Conference breakout sessions
- Development of protocols using repairing harm, re-entry and healing circles within schools



# Reconceptualizing the Role of School Leaders within Discipline

## Administrator Alternatives to Suspension

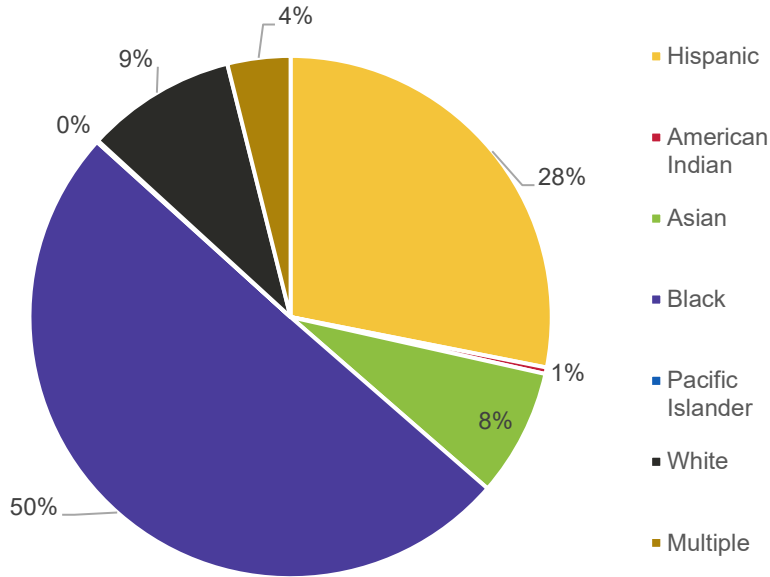
Conference	Counsel	Detention	Mediation
103	1017	83	62
Referral to BIT	Support Staff	Repairing Harm Circle	Restorative Conversation
17	33	11	42

## School leader reflection

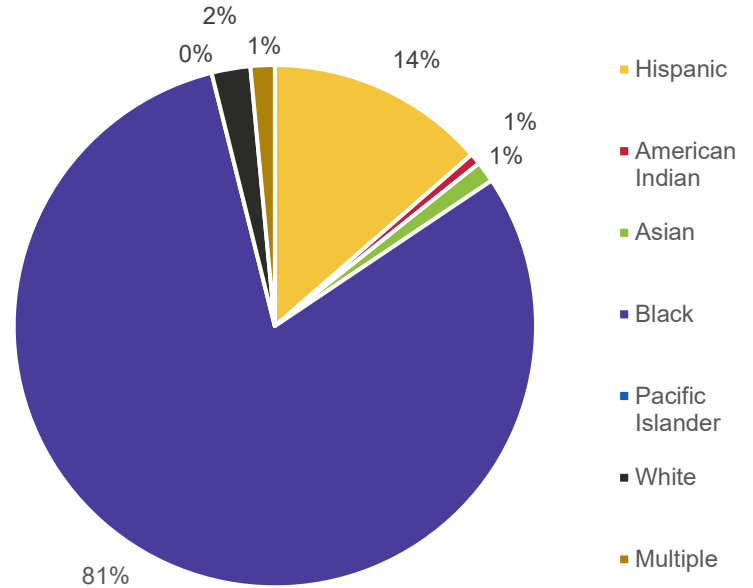
- Discuss as staff, share best practice with staff, provide professional development and practice procedures with students.

# Data Analysis

## Student Demographics



## Year to Date Suspension Events





# Data Analysis

Total Suspensions December 2022 – 1,755

Total Suspensions December 2021 – 2,224

	Hispanic Students	American Indian Students	Asian Students	Black Students	Pacific Islander Students	White Students	2+ Races	December 2022 total
Total Suspensions	267	13	22	1408	1	42	32	<b>1786</b>

K4-K5	1st Grade	2nd Grade	3rd Grade	4th Grade	5th Grade	6th Grade
10	9	17	47	51	98	191
7th Grade	8th Grade		9th Grade	10th Grade	11th Grade	12th Grade
229	347		415	204	110	58



# Developing Staff Integration of CCAR

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- CCAR Exploration sessions for teachers
- District Equity Leadership Team (DELT): identified our personal why within building racial equity
- Leadership in Equity & Antiracism Development Series (LEADS) session 6: creation of personal racial equity leadership timelines and adaptive leadership

# Next Steps January

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- Provide PD on Culture, Climate & Alternatives to Suspension Toolkit focus- bullying awareness
- Facilitate CCAR Exploration seminars
- Community Conversation January 11, 2023
- Mid-year data analysis with Discipline Response Team



# Monthly Highlights

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- School Psychological Services: supporting positive culture for students
- Bradley Tech: strategies towards suspension reduction



# The Office of Psychological Services (OPS)

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## Vision

- Milwaukee Public School Psychologists will empower students and families to utilize the skills and resources needed to be successful in school and in the community.

## Mission Statement

- The school psychologists of Milwaukee Public Schools serve the behavioral, social, educational, and mental health needs of all students. This is achieved through consultation and collaboration with families, colleagues, and community partners using data-based decision making and evidence-based practices. School psychologists cultivate safe environments, promote equity, and ensure that all students are valued and that their rights and opportunities are protected in schools and communities. All students should also be supported socially, emotionally, intellectually, and civically by leveraging students' lived experiences and learning styles to ensure student achievement.



# The Office of Psychological Services (OPS)

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- 160 school psychologists, 3 supervisors
- School Assignments (ratio of 430:1)
  - Centralized funds
  - Referendum
- Centralized Evaluation Team
- Specialized Assignments
  - Mentor psychologist
  - Violence Prevention
  - PBIS Tier 3
  - Courageous Conversations about Race
  - Section 504



# The Office of Psychological Services (OPS)

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## Prevention, Intervention, and Postvention for ALL students

- Building Intervention Team
- PBIS Tier 2 and Tier 3 teams
- Individual and small group interventions
- Classroom presentations
- Consultation
- School committees (Discipline, Wellness, etc.)



# The Office of Psychological Services (OPS)

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## Anti-Racist & Culturally Responsive Assessment

- History and bias in cognitive assessment, cognitive assessment as a social justice issue, and culturally responsive interviewing, updated assessment measures to reduce bias

## Expanding Capacity at Tier 2 & Tier 3

- Updating Crisis Team procedures, Cognitive Behavioral Intervention for Trauma in Schools (CBITS) and Dialectical Behavioral Therapy for Adolescents (DBT Steps-A)

## Grant Funding

- Mental Health Professional Grant, Get Kids Ahead Grant, Advancing a Healthier Wisconsin Endowment





# The Office of Psychological Services (OPS)

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Additional training for counseling strategies to use at Tier 2 and 3:

- Dialectical Behavioral Therapy for Elementary Students (DBT Steps-E)
- Bounce Back (elementary version of CBITS)
- Brief Solution Focused Counseling
- Strengthening district and department partnerships with community service providers



## Vision:

- To graduate every student with the necessary skills to build a prosperous future in the technology and trade fields by providing students grade-appropriate work, strong instruction, deep engagement, and high expectations



# Bradley Tech & Trade



- 936 students
- 17.7% Latino, 69.5% Black, 3.5% White, 5.3% Asian
- Overall suspensions down 20%
- Attendance up 10%

	Through December 31, 2021	Through December 31, 2022
Total Suspensions	423	337
Fighting	93	50



## 9<sup>th</sup> Grade Academy Early Warning Indicator

- Staff meet bi-weekly to review student data
- Assign action steps and mentor follow up
- Progress monitor

## Student Supports

- Meaningful relationships created
- Student support space (restorative practices and academic supports)
- Youth Mentoring

## Celebrations

- Highlight students and staff members



# Thank you.



Dr. Keith P. Posley, *Superintendent*

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