



Monthly Discipline Disproportionality Report December 1, 2021- December 31, 2021

The following is an update of activities to support a proactive approach to realizing accelerated outcomes in reducing disproportionality within Milwaukee Public Schools for the 2021-2022 school year. This work is aligned to Resolution #05-14-5003 with the Office for Civil Rights. The monthly reporting associated with disproportionality for the 2021-22 school year will focus on the following proactive approaches:

- 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.

Promote and Provide Resources to Schools on Alternatives to Suspension

All discipline champions receive a monthly Why Race Matters update from the District Discipline Manager focusing on specific best practices to support positive student behavior. December's monthly update focused on the classroom-managed behavior of leaving the classroom without permission. Some of the strategies shared where understanding the function of the behavior, movement in class, recovery area in class, mindfulness, 2X10 intervention, hand signals, social stories, home spots, among other strategies.

The District Equity Leadership Team (DELT) in collaboration with Courageous Conversations about Race is identifying opportunities to integrate Courageous Conversations about Race protocols within district policy, systems, and practices, including space for staff members to utilize and practice using the protocols with other staff members engaging in this work with racial equity.

Ensure Counseling and Support Services are Utilized by Schools

The District Discipline Disproportionality (3D) Leadership Team met on December 2, 2021, to review November discipline data by race, behavior, and school. Reviewing and discussing this data through small group discussion allowed the team to create next steps from their specific locus of influence. The schools with the most suspensions have been identified and root cause analysis analyzing a variety of school metrics is taking place. In January, a team will spend time at each identified school engaging students, staff members, and administrators in focus groups, conduct observations, facilitate a data dive, and create a school-based action plan in collaboration with the school.



Through December 31, 2021, there have been over 470 meetings of school-based Discipline Work Groups. These work groups discuss school climate and discipline, specifically looking at strategies, procedures, systems, and next steps to address discipline disproportionality. Some of the strategies schools discussed included Social Academic Instructional Groups (SAIG), Check-In/Check-Out, specific PBIS behavior lessons/cool tools, interrupting bias throughout the school, creating boosters for students upon returning after Winter Break, sharing and updating the behavior t-chart, focused relationship building with specific students, buddy classroom, as well as other strategies.

The MPS Culture & Climate Toolkit has been shared with Discipline Champions, school leaders, and in Thursday Updates. The toolkit outlines specific strategies for schools and individual staff members to utilize to support positive behaviors within the PBIS framework, Restorative Practices, Trauma-Sensitive Schools, and other approaches to school climate. The use of specific redirection strategies for classroom managed behaviors are documented within PLP Classroom Behavior notes. The total documented strategies for all schools through December 31, 2021, can be found below.

Acknowledge verbally or tangibly	13316
Brain Breaks	422
Behavior Contract	303
Buddy Classroom	1206
Community Service	78
Collect Property	730
Go Guardian	163
Independent work	190
Mindfulness	332
Move their seat	1455
One on one conversation	17932
Proximity Control	3058
Praise 5:1	108
Parent Contact	12622
Planned ignoring	2372
Redirection	9258
Recovery area (within room)	1011
Restorative conversation	1457
Secret Signal	63
Support staff consultation	5194
Self-monitoring	124
Refection sheet	343



Analyze and Evaluate Individual School Data Related to Suspensions to Determine Best Course of Action to Address Disproportionality

Below are all behavior events that led to an out of school suspension or a student services suspension across the district from December 1, 2021, through December 31, 2021, as documented in Infinite Campus. There were 2,180 suspensions in December 2021, compared to 2,005 suspensions in December 2019.

Behavior	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multiple	Grand Total
Arson	1			5				6
Assault	1			31			1	33
Battery	8			39			1	48
Bullying	4	1		8		1		14
Burglary	1					1		
Chronic Disruption or Violation of School Rules	39	8	5	329		14	6	401
Disorderly Conduct	82	9	6	321	1	16	8	443
Endangerment of Physical Safety/Mental Well-being	12		2	130		1	2	147
False Fire Alarms				1				1
Fighting	52	6	5	510		6	6	585
Gambling				11		1		12
Inappropriate Personal Property	1	1		18				20
Inappropriate use of electronic communication devices	10	3		62		1	1	77
Intent to Distribute Drugs/Alcohol/Meds				3				3
Leaving the Classroom Without Permission				3				3
Loitering				5				5
Other Substances/Materials	7			24		1	1	33
Personal Threat	2	1		51		1	1	56
Possession of Drug Paraphernalia	5			6				11
Possession of stolen property				2				2
Possession/Ownership/Use of Alcohol				1				1
Possession/Ownership/Use of Drugs	7	1		29		3	1	41
Possession/Ownership/Use of Gun	1			2				3
Possession/Ownership/Use of Weapon Other than Gun	5			18				23
Possession/Use of Fireworks								
Reckless Vehicle Use	1							1
Robbery								



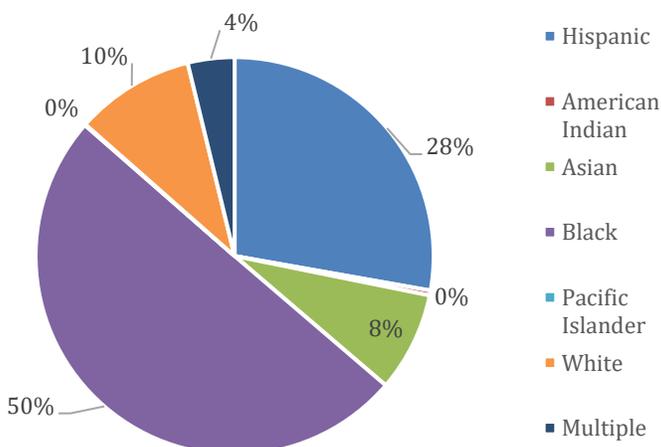
Behavior	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multiple	Grand Total
Sexual Assault				11				11
Sexual Harassment	2			15		1		18
Skipping Class				2				2
Substantial Environmental Disruption	17	2		55		1	3	78
Theft	2			5				7
Trespassing				5				5
Use of Tobacco, Including Chewing	7		2	19		2		30
Vandalism	4	1		15		1		21
Verbal Abuse/Profanity/Harassment	6	1	1	28			1	37
Grand Total	277	34	21	1764	1	51	32	2180

The following alternatives to suspension were utilized by schools when handling discipline events.

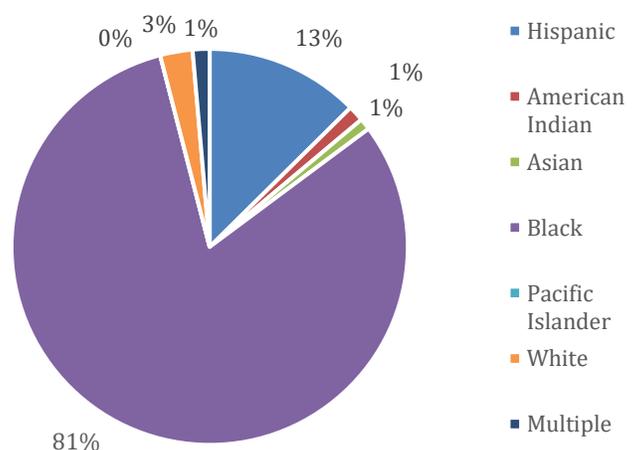
Alternatives to Suspension Utilized	Hispanic	American Indian	Asian	Black	Pacific Islander	White	Multiple	Grand Total
Conference	38	1	3	71		5	5	123
Counsel	156	18	16	831		27	24	1072
Detention	15	4		95		2	1	117
Mediation	5		2	61				68
Referral BIT	1			10				11
Repairing Harm Circle		1		6				7
Restorative Conference	3		1	21		1	1	27

The following charts show district demographics and year to date disproportionality of suspensions through December 31, 2021.

Student Demographics



Year to Date Suspension Events





Continue and Expand Book Studies

Courageous Conversations about Race Explorations sessions were held for school-based administrators, school counselors, central services staff members, and teachers at identified elementary schools. In December a total of 26 staff members attended, with a total of 825 throughout the 2021-2022 school year and a total of 2,183 staff having attended since March 1, 2021, when our first seminar occurred. A cohort of staff members from schools and central services begin a five-part book study of Glenn Singleton's Courageous Conversations about Race, with the first monthly session occurring in December.

The second meeting of the District Equity Leadership Team (DELT) occurred on December 7, 2021, further exploring our personal racial equity purpose (PREP). The team began to identify opportunities to integrate Courageous Conversations about Race protocols within district policy, systems, and practices, including space for staff members to utilize and practice using the protocols with other staff members engaging in this work with racial equity.

On December 23, 2021, all elementary schools that are part of the Milwaukee Community Schools Partnership participated in professional development throughout the day. Staff members at those schools attended a session on continuing our Courageous Conversations about Race exploration focusing on integration of the protocols and framework within our schools with our conversations with colleagues, families, and students.

A cohort of staff members reading Monique Morris' Pushout met twice in December and will meet an additional two times in January to read her work and discuss implications in Milwaukee Public Schools.

Form District Committee to Identify, Develop, and Implement Strategies to Reduce Suspensions

Across all traditional middle and high schools there have been over 135 meetings of the school-based Student Discipline Committee. Students discuss concerns and recommendations regarding school climate. In January and February focus groups will be held at identified schools to engage students in further discussions on recommendations to create positive school climate and reduce suspensions.

The next quarterly Community Conversation will occur on February 9, 2022, at 6PM. Topics will be based on feedback from previous Community Conversation input.

Next Steps:

Hold meetings of citywide code of conduct work groups analyzing focus group recommendations and making appropriate updates to district code of conduct.

District Discipline Disproportionality Leadership Team to meet in January for mid-year discipline data assessment & action plan.

Additional Courageous Conversations about Race Explorations for elementary regular education and special education teachers.