

Resolution 2425R-006

By Director Gokalgandhi

WHEREAS, On June 27, 2019, the Board approved Resolution 1920R-003, on the use of non-student work time for teachers; and

WHEREAS, In adopting the resolution, the Board directed the Administration to develop procedures and guidelines that grant teachers control over the time and location they spend their Non-Student Work time on Teacher Days before and after the student day, while balancing the need for professional development and to bring to the Board a plan for the implementation of the resolution;

WHEREAS, On July 25, 2019, the Administration, after collaborating with the Milwaukee Teachers Education Association (MTEA), presented a three-part plan for implementation:

1. The Administration will have four hours per month as school-based administrator-directed time. Each school-based administrator will work with school staff to determine the schedule of said time; and
2. Teachers may arrive no later than five minutes prior to the start of the student day and leave no earlier than five minutes after the end of the student day. Teachers may not leave during their AMP or prep times. Teachers may leave during their scheduled lunch periods; and
3. To allow for staff participation in districtwide professional learning related to districtwide initiatives (e.g.. restorative practices), districtwide professional learning may occur during teacher-directed time upon reasonable notice to the building representative(s) and with prior agreement of district administration and the MTEA; and

WHEREAS, On July 19, 2023, the Wisconsin legislature enacted 2023 Wisconsin Act 20, related to reading instruction in public schools and an early literacy assessment and intervention program; and

WHEREAS, Act 20, also referred to as the “science of reading law,” has been passed in approximately 39 states and the District of Columbia, in response to the national reading crisis; and

WHEREAS, Act 20 mandates that all individuals employed as kindergarten through third grade teachers, including reading teachers, special education teachers, and teachers of multilingual learners, will need to begin receiving specific professional development training in science-based reading instruction by July 1, 2025; and

WHEREAS, In Wisconsin, approximately 60% of students do not read at grade level; and

WHEREAS, There are notable racial disparities in reading scores, particularly in Wisconsin which continues to have one of the worst white-Black achievement gaps, meaning that children in Milwaukee, which has a minority-majority population, are significantly impacted; and

WHEREAS, Although Act 20 gives until July 1, 2025 to *begin* the specific professional development, Milwaukee’s children cannot wait any longer;

WHEREAS, Educating children is the foundation of what we do and delaying necessary staff development over political opinions is a disservice to the children we serve; and

WHEREAS, Training on the implementation of Act 20 must begin with a sense of urgency; now, therefore, be it

RESOLVED, That the Administration is directed to bring forward a plan to implement, without delay, the necessary professional development; and, be it

FURTHER RESOLVED, That the plan include setting aside the three-part provision for professional development and use of non-student work time that was passed on July 25, 2019; and, be it

FURTHER RESOLVED, The plan include giving Administrators the authority to use non-student work time to meet the demands of the instructional program; and

FURTHER RESOLVED, That this plan is to be presented in the February 2025 Board cycle.

Introduced December 19, 2024