

Data & Progress Associated with the OCR Report

May 4, 2021



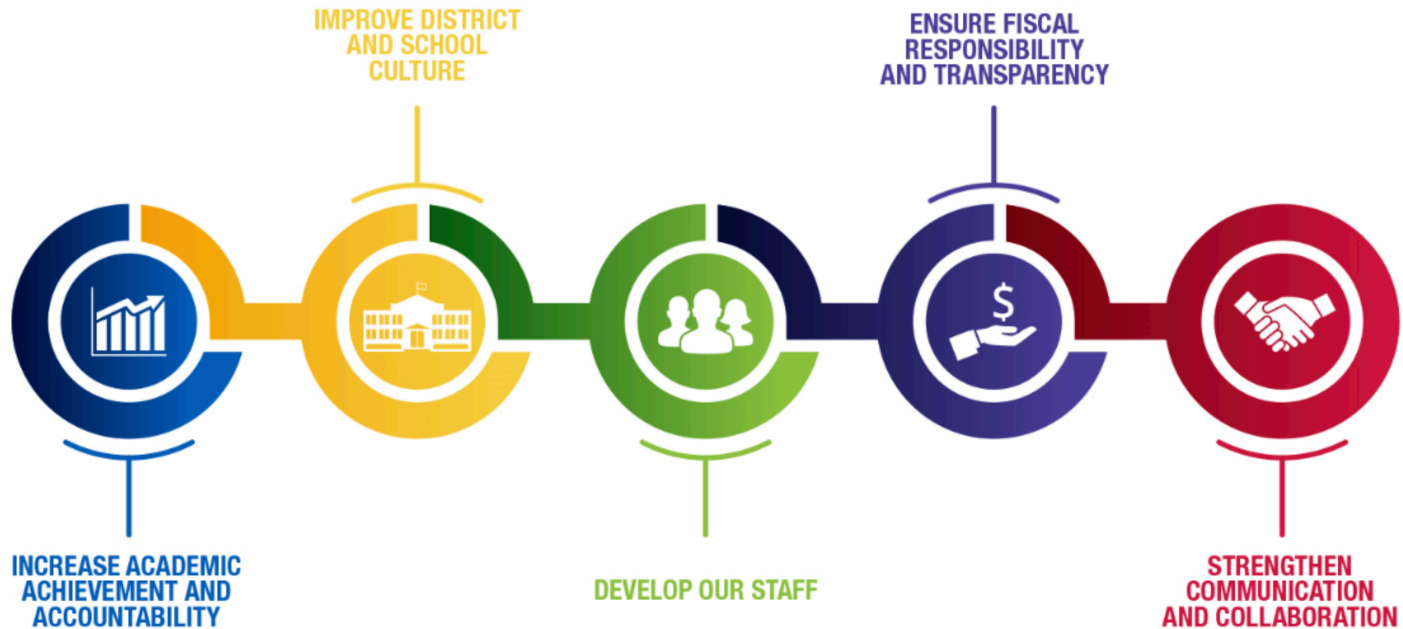
**MILWAUKEE
PUBLIC SCHOOLS**



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

Dr. Keith P. Posley,
Superintendent

Five Priorities for Success



Action Step 2 – Interventions for Students

- **March Benchmark Met - increase interventions by 10%**
 - Interventions increased by 23%
 - Over 1,100 total documented interventions
- **April Benchmark On Track - increase interventions by 10%**
 - Interventions increased by 8.5%
 - Over 1,500 total documented interventions

Action Step 3 – Outreach to Students

- **March Benchmark Met - 100% of Student Discipline Committees meet**
 - All Student Discipline Committees met
 - Students discussed returning to school buildings
- **April Benchmark On Track - 100% of Student Discipline Committees meet**
 - All Student Discipline Committees meeting
 - Students preparing for Student Leadership Summit

Action Step 4 – Outreach to Staff

- **March Benchmark Met - 100% of Discipline Work Groups meet**
 - All Discipline Committees met
 - Weekly email to Discipline Champion with resources
 - Prepared procedures and expectations for students returning to in-person learning
- **April Benchmark On Track - 100% of Discipline Work Groups meet**
 - All Discipline Committees meeting
 - Integrating Courageous Conversations about Race protocols
 - Monitoring behavior data as students return to in-person learning

Action Step 7 – Professional Development

- **March Benchmark Met - continue implementation of Courageous Conversations about Race**
 - Courageous Conversations about Race Exploration for middle and high school administrators
 - 446 staff members attended in March
 - Creation of 3-year plan
- **April Benchmark Met - continue implementation of Courageous Conversations about Race**
 - 539 staff members attended in April

Action Step 9: March Behavior Events

Behavior	Hispanic Students	American Indian Students	Asian Students	Black Students	Pacific Islander Students	White Students	2+ Races	March total
Chronic Disruption				2				2
Disorderly Conduct				3				3
Endangerment of Physical Safety		1						1
Inappropriate Dress				2				2
Inappropriate use of electronics	7			10		3		20



Action Step 9: March Behavior Events

Behavior	Hispanic Students	American Indian Students	Asian Students	Black Students	Pacific Islander Students	White Students	2+ Races	March total
Possession of a weapon				1				
Sexual Harassment	1							1
Substantial Environmental Disruption	1							1
Use of tobacco	1							1
Verbal Abuse				1				1

33 behavior events in March 2021

277 behavior events year-to-date → down from 45,074 in 2019-2020



Action Step 9: April Behavior Events

Behavior	Hispanic Students	American Indian Students	Asian Students	Black Students	Pacific Islander Students	White Students	2+ Races	April total
Assault	1			3				4
Battery				1				2
Bullying				1		1		2
Chronic Disruption	4	2		10				16
Disorderly Conduct	5	1		12				18
Endangerment	1			4				5



Action Step 9: April Behavior Events

Behavior	Hispanic Students	American Indian Students	Asian Students	Black Students	Pacific Islander Students	White Students	2+ Races	April total
Fighting	8			13				21
Gambling				1				1
Inappropriate personal property	1		1					2
Inappropriate electronics	2			1			1	4
Leaving classroom without permission	3			2				5
Personal threat	1			3		1		5
Possession of drugs	2			2				4

Action Step 9: April Behavior Events

Behavior	Hispanic Students	American Indian Students	Asian Students	Black Students	Pacific Islander Students	White Students	2+ Races	April total
Possession of a weapon	2							2
Substantial environmental disruption				5				5
Use of tobacco				1				1
Vandalism				2				2
Verbal abuse				2				2

101 behavior events April 1- April 27, 2021

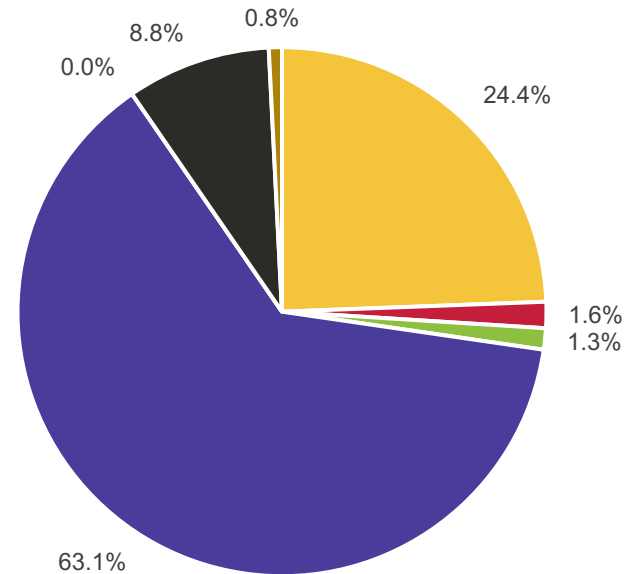
377 behavior events year-to-date → down from 45,074 in 2019-2020



Action Step 9 – Behavior Referrals by Race

- 63.1% for Black students
- 24.4% for Hispanic students
- 8.8% for White students
- 1.3% for Asian students
- 1.6% for American Indian students
- 0.8% for two or more races
- Disproportionality down 17% year-to-date from 2019-2020

Year-to-Date Behavior Events



■ Hispanic ■ American Indian ■ Asian ■ Black ■ Pacific Islander ■ White ■ Two or more races

Action Step 10 – District Plan

- Completion of book cohorts
- Begin new book cohort
- Participate in WI Disproportionality Network: Educational Equity Speaker Series
- National webinars
- Courageous Conversations about Race cohort for practitioners

Thank you.



Dr. Keith P. Posley, *Superintendent*