

Discipline Disproportionality Updates & Progress

January 4, 2022

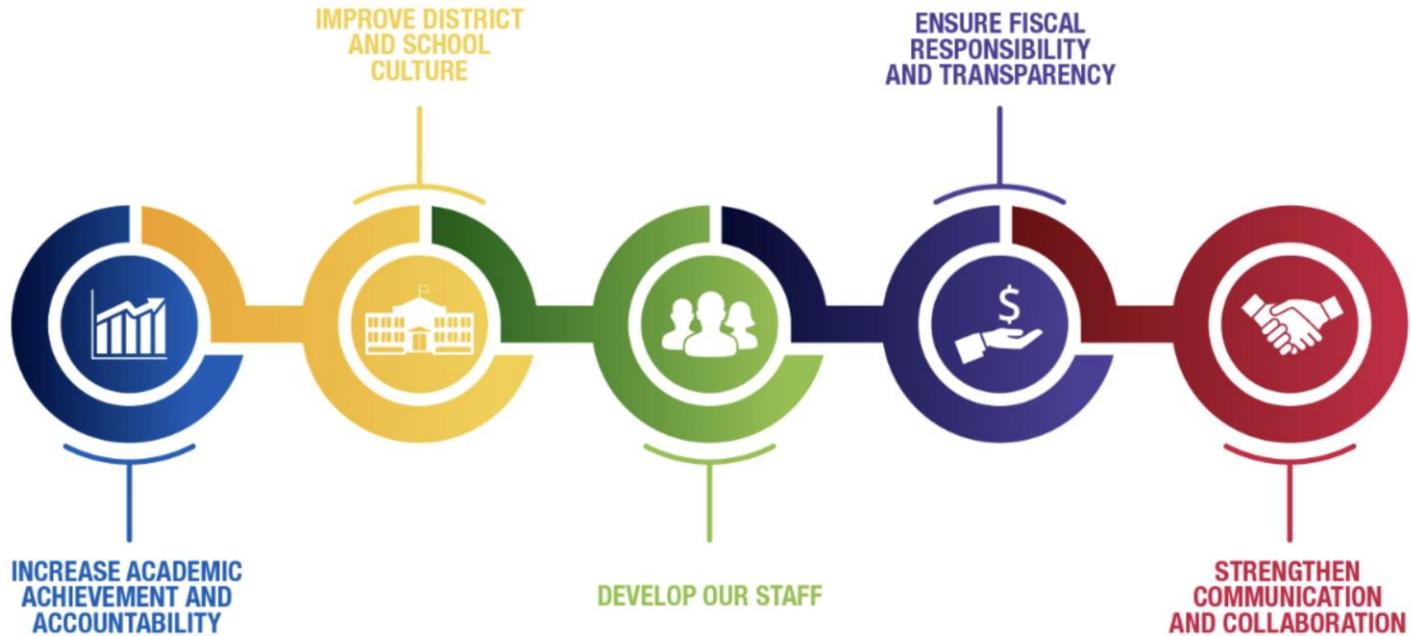


MILWAUKEE
PUBLIC SCHOOLS

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 Last Month

- Continued providing Courageous Conversations about Race professional development for 100% of staff members with an additional 9 sessions in January, in conjunction with Board Resolution 1920R-005
- Beginning LEADS series with school leadership

Continued: Updates from Last Month

- Identified schools with most suspensions and conducted data analysis on a variety of school metrics
- Showcased connections to Resolution 2021R-022 (school to prison pipeline)
 - Focus groups made recommendations for the code of conduct
 - Districtwide work group will make updates to the code of conduct
 - Pushout: Criminalization of Black Girls in Schools- documentary viewing, book cohort, resource creation (Google Classroom)
 - Re-entry protocols



Resources for Schools: Prevention & Alternatives to Suspension

- Monthly update to all Discipline Champions highlighting strategies to prevent students leaving the classroom without permission
- District Equity Leadership Team (DELT) met for our second session
 - Identified areas to integrate Courageous Conversations about Race protocols
 - Created opportunities for staff members to practice protocols

Ensure Support Services are Utilized

- Conduct focus groups, data dives, observation and action planning at identified schools
- Documented over 470 school-based Discipline Work Group meetings
- Recorded use of classroom strategies within PLP Classroom Behavior
 - Top strategies: acknowledged verbally, one on one conversation, and parent contact



Suspension Data

Discipline data through December 31, 2021

2019-2020 YTD: 9,269

2021-2022 YTD: 9,238

	Hispanic Students	American Indian Students	Asian Students	Black Students	Pacific Islander Students	White Students	2+ Races	December 2021 total
Total Suspensions	277	34	21	1764	1	51	32	2180



December Alternatives to Suspension

	Hispanic Students	American Indian Students	Asian Students	Black Students	Pacific Islander Students	White Students	2+ Races	December total
Conference	38	1	3	71		5	5	123
Administrative Counsel	156	18	16	831		27	24	1072
Detention	15	4		95		2	1	117
Mediation	5		2	61				68
Referral to BIT	1			10				11
Repairing Harm Circle		1		6				7
Restorative Conference	3		1	21		1	1	27



Continue & Expand Book Studies

- Held Courageous Conversations about Race (CCAR) Exploration in December for elementary teachers
- Identified opportunities to integrate CCAR throughout district policies and practice within DELT
- Completed 2 sessions of Pushout cohort
- Facilitated Community Schools professional development on CCAR on December 23, 2021

District Committees to Reduce Suspensions

- Code of conduct focus group
- Quarterly Community Conversation
- Documented over 135 Student Discipline Committees
- Planned student focus groups throughout January and February discussing district climate and strategies to reduce suspensions

Next Steps

- Offer Courageous Conversations about Race
 - DELT session in January
 - Explorations with teachers at identified elementary schools
- Facilitate focus groups and observations at identified schools with creation of school-based action plan
- Analyze mid-year data review and action planning
- Schedule district-wide collaborative committee to update code of conduct for the 2022-2023 school year

Audubon MS & HS

Mission Statement

Students at Audubon will be supported by four essential pillars: Community, Technology, College, and Careers while embracing culturally responsive practices.

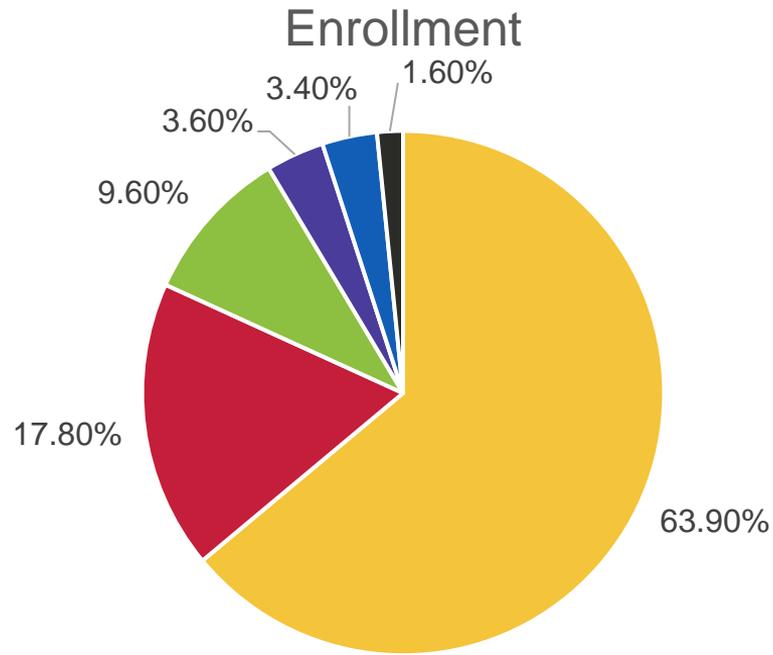


Audubon MS & HS

- Our Students: 843
- Our Staff: 33
- SwD: 28.6%
- ELL: 24.8%
- Economically Disadvantaged: 87.8%

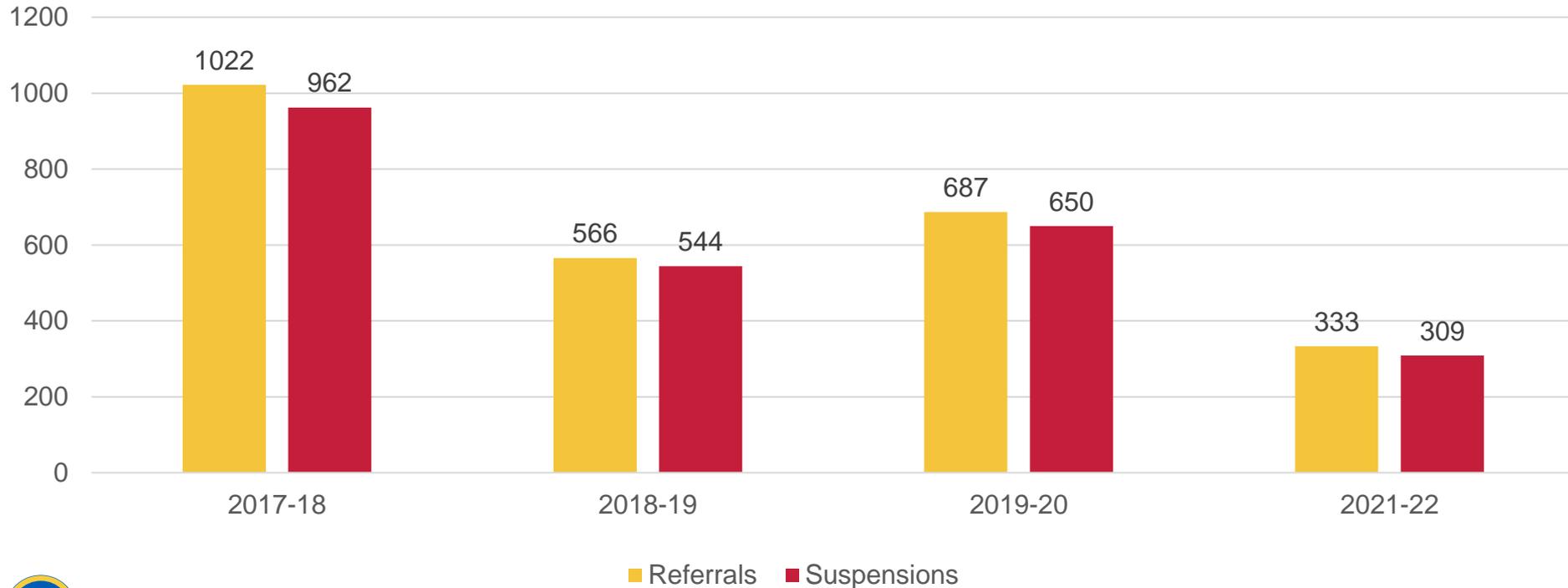


Audubon MS & HS



■ Hispanic ■ Black ■ White ■ Multiple ■ Asian ■ Other

Discipline Data Through December



Student Voice

- Student Discipline Committee
- School community building
- Updated school cell phone policy
- Submitted code of conduct recommendations

Thank you.



Dr. Keith P. Posley, *Superintendent*