

Resolution 2425R-003

**Piloting of Innovative Instructional Models for District 4's
Washington High School and North Division High School**

By: Director Aisha Carr

WHEREAS, Milwaukee Public Schools is positioned to develop new instructional models for two of District 4's legacy High Schools – North Division High School and Washington High Schools, to meet the needs of today's student learners and teachers, while also mitigating learning loss, improving schoolwide culture and climate, establishing healthy partnerships, demonstrating fiscally responsible spending, and recruiting and retaining quality talent including teachers and students; and

WHEREAS, With the significant academic and social challenges of North Division High School and Washington High School, now is the opportune time to design and implement rigorous evidence-based strategies, including piloting and monitoring new instructional design models; and

WHEREAS, Although the COVID-19 pandemic interrupted learning, many of MPS's students were at a severe disadvantage with disproportionate representation in the lowest percentile of academic achievement in mathematics, reading, and science. Recent success of the \$252 million referendum will provide a 10% increase in school operational budgets to invest in areas with the greatest needs.

WHEREAS, According to DPI's 2022-23 school enrollment and attendance data, North Division High School had a total student enrollment of 366 students. Over 92% of students identified as Black or African American, with over 73% earning a below basic in English Language Arts and over 82% earning a below basic in Mathematics. The chronic absenteeism rate for Black or African American students was over 95%, with a graduation rate of 50%.

WHEREAS, According to DPI's 2022-23 school enrollment and attendance data, Washington High School had a total student enrollment of 417 students. Over 88% of students identified as Black or African American, with over 72% earning a below basic in English Language Arts and over 76% earning a below basic in Mathematics. The overall graduation rate was over 56%.

WHEREAS, Many school districts statewide and nationally have adopted innovative, robust, and culturally responsive school restructuring strategies/models to prioritize planning and professional development for Educators, extended rigorous reading and mathematics instruction, and mental health and social emotional needs of students, among others.

WHEREAS, Community organizations, small minority-owned businesses, and leaders in youth development have expressed a desire to collaborate with MPS to provide additional educational and youth development services, including driver's education, paid apprenticeship and internships, dual enrollment, arts and music, mentoring, restorative practices, financial literacy, career pathways and college readiness, and other life-skills training and development opportunities.

RESOLVED, That the Milwaukee Board of School Directors directs the Administration, in collaboration with the North Division and Washington High School staff, students, families, and communities, to develop plans for new and innovative, robust, and culturally responsive altered school week and instructional models including four days of core academic prioritizing math and reading interventions, and one day of extended learning opportunities including early release day for students who have secured on-site paid apprenticeships or internships. The purpose of this proposal is to collectively design, develop, and prepare to implement innovative and effective instructional models for both schools, to recruit, retain and incentivize our teachers, meet the growing needs of our students investing in their intellectual, social and physical skills, abilities and opportunities, reestablish stronger and safer schools, revive the legacies of each school by leveraging community businesses and organizations to support the other non-academic needs of our students and families, and urgently address academic achievement outcomes and mental health of students.

FURTHER RESOLVED, That North Division High School and Washington High School each establish a District 4 Task Force by June 2024, comprised of diverse stakeholder groups including but not limited to: school-level leaders, teachers, parents, community and business stakeholders including Community Schools Partnerships, to collaborate and develop a new and innovative instructional plan for the 2024-25 school year.

FURTHER RESOLVED, That each Task Force shall:

- Conduct comprehensive analyses of other high performing high schools in and out of the district, and examine their approach to innovative instructional models that result in the greatest success with students' academic and social needs, showing the impacts these innovative changes could have on student achievement, school culture and climate, teacher recruitment and retention, and other relevant factors, at North Division High School and Washington High School.
- Determine the Wisconsin Department of Public Instruction's mandates for instructional time and structures, confirming the legality and enforceability of new and innovative instructional models for each school.
- Develop a plan for funding and students, teachers, families, community-based organizations, small businesses, funders, and other prospective partners engagement.
- Develop an outreach plan to include non-profits, employers, and businesses in a wide range of sectors, to support this initiative with resources, including opportunities for paid internships, apprenticeships, extended learning opportunities, and funding support for both schools.
- Develop a plan for intentional collaboration with local non-profit organizations, small minority-owned-and-operated businesses with youth-specific service models, such as: Comforce MKE, Easy Methods Driving School, Greater Milwaukee Urban League, UNCOM and Employ MKE, Fathers Making Progress, and Mera Cares, to name a few.
- Survey stakeholders including students, parents, and teachers to measure the buy-in and support of developing and implementing a new and innovative school-week schedule relative to possible childcare needs, food services, transportation, and then develop strategies to eliminate concerns and support any identified needs.
- Develop a 'Parent Empowerment' plan including the leveraging of Parent Coordinators, Paraprofessionals, and local Social Service and governmental agencies to extend additional supports to MPS parents and families.
- Develop a marketing plan to promote new model and recruit students from other K-8 feeder schools located in District 4 and other surrounding districts, promoting unique experiences that will attract families to North Division and Washington High School for the 2025-26 school year.

FURTHER RESOLVED, That the Task Forces shall engage in the strategic planning, each develop a plan for implementing a new and innovative instructional model for each school community, and present the data, design, and implementation plans for the 2025-26 school year to pilot providing a budget, instructional plan, sample schedules understanding of costs and benefits before considering district-wide implementation.

FURTHER RESOLVED, That the Task Forces shall collect survey data from students, teachers, and parents to inform the development of new instructional models, including staffing needs and implementation strategies.

FURTHER RESOLVED, That the Administration and the Task Forces shall report their findings to the Board no later than the September 2024 board cycle.

Introduced April 23, 2024