

Milwaukee Public Schools
Restorative Practices (RP) and Culturally Responsive Practices (CRP) Timeline

Task	Participants	Time Needed	Cohort 1 (20*)	Cohort 2 (40*)	Cohort 3 (40*)	Cohort 4 (40*)	Cohort 5 (20*)
Create and implement a district planning, implementation and assessment team	VPP, Equity, Safety, Research and Assessment, Family Engagement, Student Services, C&I	4 hours monthly, ongoing	Summer 2019				
Hire RP/CRP Coaches	District Team		Fall 2019	Fall 2020	Fall 2021	Fall 2022	Fall 2023
Community Conversations	District Team Community Members	30 minutes	September 2019	September 2020	September 2021	September 2022	September 2023
Onboarding & readiness training for CRP/RP Coaches	RP/CRP Coaches	120 hours	October – December 2019	October – December 2020	October – December 2021	October – December 2022	October – December 2023
Quarterly Community Conversations	District Team Community Members	30 minutes	December 2019	December 2020	December 2021	December 2022	December 2023
Board of School Directors Training & District leaders (RP/CRP) training	All Board members & All district leaders- Regional staff, academic teams	16 hours	January- May 2020				
Identify Cohort Schools	District Team, Regional Superintendents, ILDs	20 hours	January- February 2020	January- February 2021	January- February 2022	January- February 2023	January- February 2024
Meet with principals from identified cohort schools	District Team, Regional Superintendents, ILDs	1 hour	February- March 2020	January- February 2021	January- February 2022	January- February 2023	January- February 2024

* Number of schools per cohort is dependent on number of RP coaches

School-based RP/CRP overviews	All staff at Cohort schools	1 hour	March 2020	March 2021	March 2022	March 2023	March 2024
Quarterly Community Conversations	District Team Community Members	30 minutes	March 2020	March 2021	March 2022	March 2023	March 2024
Planning for SIP retreat, ongoing district training, & planning for summer training	RP/CRP Coaches	120 hours	April –June 2020	April –June 2021	April –June 2022	April –June 2023	April –June 2024
SIP Planning with CRP/RP Coaches	Cohort 1 Schools	4 hours per school	May – June 2020	May – June 2021	May – June 2022	May – June 2023	May – June 2024
Quarterly Community Conversations	District Team Community Members	30 minutes	June 2020	June 2021	June 2022	June 2023	June 2024
School-based leaders RP/CRP training	All school-based Administrators- Principals and APs	16 hours Year 1 and 8 hours annually thereafter	Summer 2020 and annually thereafter	Summer 2021 and annually thereafter	Summer 2022 and annually thereafter	Summer 2023 and annually thereafter	Summer 2024 and annually thereafter
RP/CRP implementation training	All school-based leaders at cohort schools	8 hours	Summer 2020	Summer 2021	Summer 2022	Summer 2023	Summer 2024
Create and implement a school-based planning team	All school-based leaders at cohort schools	8 hours	Summer 2020	Summer 2021	Summer 2022	Summer 2023	Summer 2024
Continue RP/CRP district and community partner trainings provided by the Violence Prevention Program and Equity Office	All staff enrolled through Learning Management System with principal permission	18 sessions x 8 hours each= 144 hours	October 2019 – June 2020 and annually thereafter	October 2020 – June 2021	October 2021 – June 2022	October 2022 – June 2023	October 2023 – June 2024

* Number of schools per cohort is dependent on number of RP coaches

School-wide RP/CRP training	All cohort school staff including administrators, teachers, support staff, office administrators, teaching assistants, engineers etc.	16 hours per school	August 2020-June 2021	August 2021-June 2022	August 2022-June 2023	August 2023-June 2024	August 2024-June 2025
Monthly school-wide support circles	All cohort school-based staff	10 hours per school	August 2020 – June 2021	August 2021-June 2022	August 2022-June 2023	August 2023-June 2024	August 2024-June 2025
School-based targeted RP/CRP training	All/some cohort school-based staff	Varies based on need 1-2 hours monthly per school	August 2020-June 2021	August 2021-June 2022	August 2022-June 2023	August 2023-June 2024	August 2024-June 2025
Monthly school-based RP/CRP leadership team meetings	School-identified team members at cohort schools that received school-wide training	45 minutes per school	August 2020 – June 2021	August 2021-June 2022	August 2022-June 2023	August 2023-June 2024	August 2024-June 2025
Individualized coaching services	Individuals at cohort schools that received school-wide training	Varies based on need	August 2020 – June 2021	August 2021-June 2022	August 2022-June 2023	August 2023-June 2024	August 2024-June 2025
Training for new School Board Directors and district and school-based administrators	Administrators and School Board directors not previously trained	16 hours	Summer 2021 and annually thereafter	Summer 2022 and annually thereafter	Summer 2023 and annually thereafter	Summer 2024 and annually thereafter	Summer 2025 and annually thereafter
RP/CRP training for staff new to cohort schools	School-based staff not previously trained	16 hours	Fall 2021 and annually thereafter	Fall 2022 and annually thereafter	Fall 2023 and annually thereafter	Fall 2024 and annually thereafter	Fall 2025 and annually thereafter

* Number of schools per cohort is dependent on number of RP coaches