



MILWAUKEE
PUBLIC SCHOOLS

Enhancing Educational Communities and School Climate

November 2, 2023

Dr. Keith P. Posley
Superintendent



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Enhancing Educational Communities and School Climate

Presenters

Jon Jagemann
District Discipline Manager

Jeffery Gaddis
Principal Bay View H.S.

Five Priorities for Success



2023-2024 School Year

- Four pathways utilized: PBIS Tiered Interventions, Mental Wellness, Antiracism & Antibias, and Restorative Practices
- School teams of PBIS Tier 1 Team, Building Intervention Team (BIT), and Student Discipline Committee
- Focusing on proactive approaches, systems, and strategies

PBIS Tiered Interventions

- School PBIS Tier 1 Teams and Building Intervention Teams (BIT) utilizing data for decision making
- Collaborative professional development offered
- Schools selecting PBIS as pathway in culture and climate section of School Improvement Plan
- PBIS walk through tool

Mental Wellness

- Professional development in collaboration with literacy team on classroom management
- Implementation of Resilience In School Environments (RISE) grant at six schools
- Wisconsin Department of Public Instruction Trauma Sensitive Schools Fidelity Tool
- Compassion Resilience series facilitated as part of Principal Leadership Institute

Antiracism & Antibias

- Climate Equity Liaisons
- Courageous Conversations about Race and Beyond Diversity sessions
- District Equity Leadership Team (DELT)
- Student Leadership Summit
- Student created action plans created and monitored through student voice

Courageous Conversations

- 120 total sessions held
- 8,310 total staff members have attended
- Monthly cohorts offered

| Timeline | Sessions |
|---------------------------|----------|
| March 2021- July 2021 | 17 |
| August 2021- July 2022 | 31 |
| August 2022- June 2023 | 46 |
| August 2023-February 2024 | 26 |
| All Time | 120 |

Restorative Practices

- Readiness cohort and exploration cohort
- Restorative Practices Implementation Teams
- New professional development opportunities offered across the district including racial justice, restorative mindset, fostering a restorative environment, building community, and centering students in the curriculum

Next Steps

- Courageous Conversations sessions
- School modules on disciplinary practices and policies
- Principal Leadership Institute presentation
- School-based team meetings and minutes review

Bay View High School



- Principal Jeffery Gaddis
- Enrollment: 964
- 46.5% Black, 32.5% Hispanic, 8.5% White, 5.6% Multiple Races, 5.3% Asian, 1.5% American Indian
- Referrals down 106 year to date
- Suspensions down 34 year to date



Bay View High School: Climate Enrichment

- Restorative Practices
- BLMA Boys Group
- Flood the Hood with Dreams
- My Sistas KeepHer
- Violence Free Zone
- Boys and Girls Club
- Hispanic Heritage Program
- City Year



Bay View High School: Climate Enrichment

- Pep rallies
- PBIS framework and scholar recognition
- Culturally and historically responsive teaching
- Engaging academics
- Honor roll celebrations
- Friday spirit days
- Staff vs student chili throwdown
- School clubs





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**Thank
You!**