

Black and Latino Male Achievement

November 10, 2020

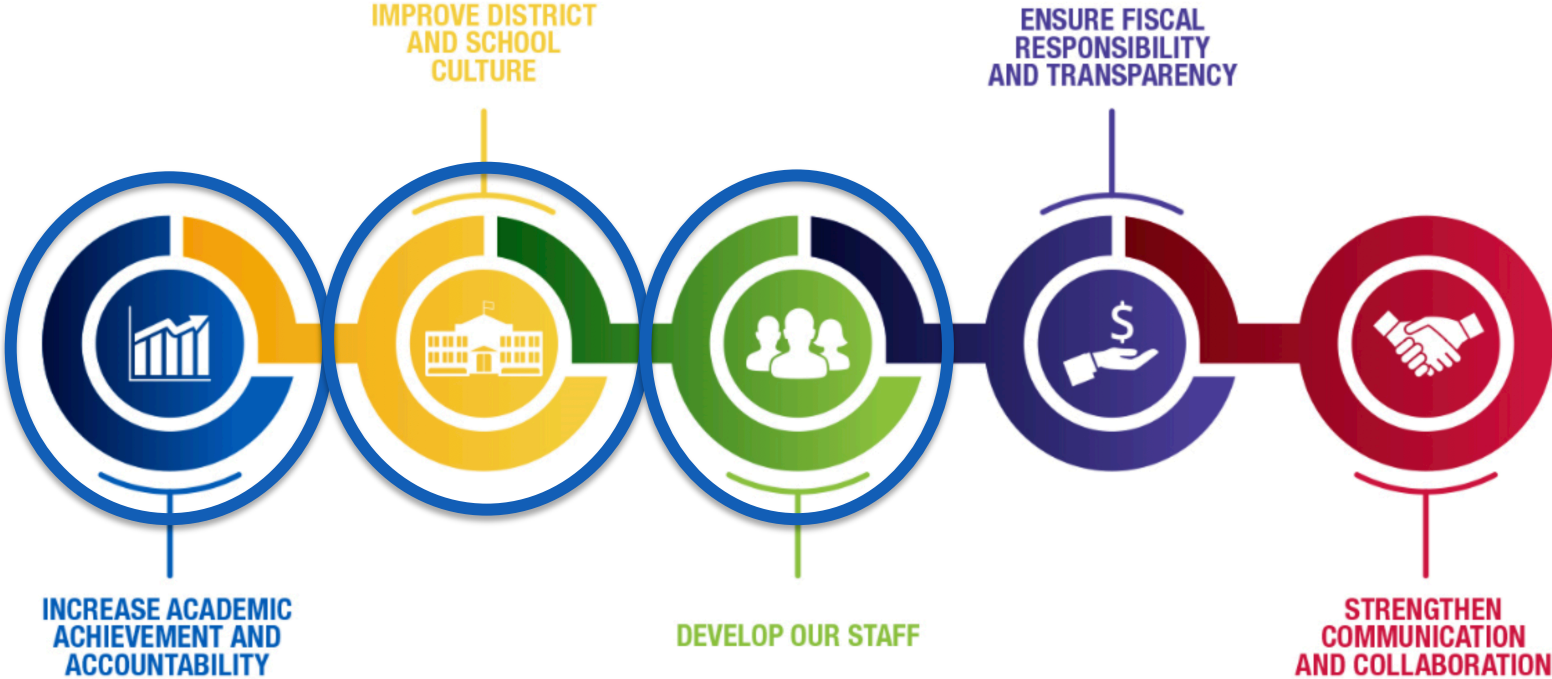


**MILWAUKEE
PUBLIC SCHOOLS**

Presenters: Jeremiah Jackson, Director, Department of Black & Latino Male Achievement

Dr. Keith P. Posley,
Superintendent

Five Priorities for Success



BLMA Mission and Vision



- **BLMA Mission Statement:** The Department of Black & Latino Male Achievement collaboratively works to improve the outcomes of all Black and Latino male students within Milwaukee Public Schools by challenging systems, structures, and spaces of oppression, and seeks to create conditions that promote greater success.
- **BLMA Vision Statement:** Black and Latino male students will develop an affirmed sense of identity, dignity, and self-confidence, and will have the necessary tools to triumphantly navigate K-12, college, career, and life.



BLMA Priority Strategies

- Manhood Development Academies
- Improve School Culture and Climate
- BLMA Mentoring
- Recruitment and Retention of Black and Latino Male Teachers
- Positive Narrative Change Campaign

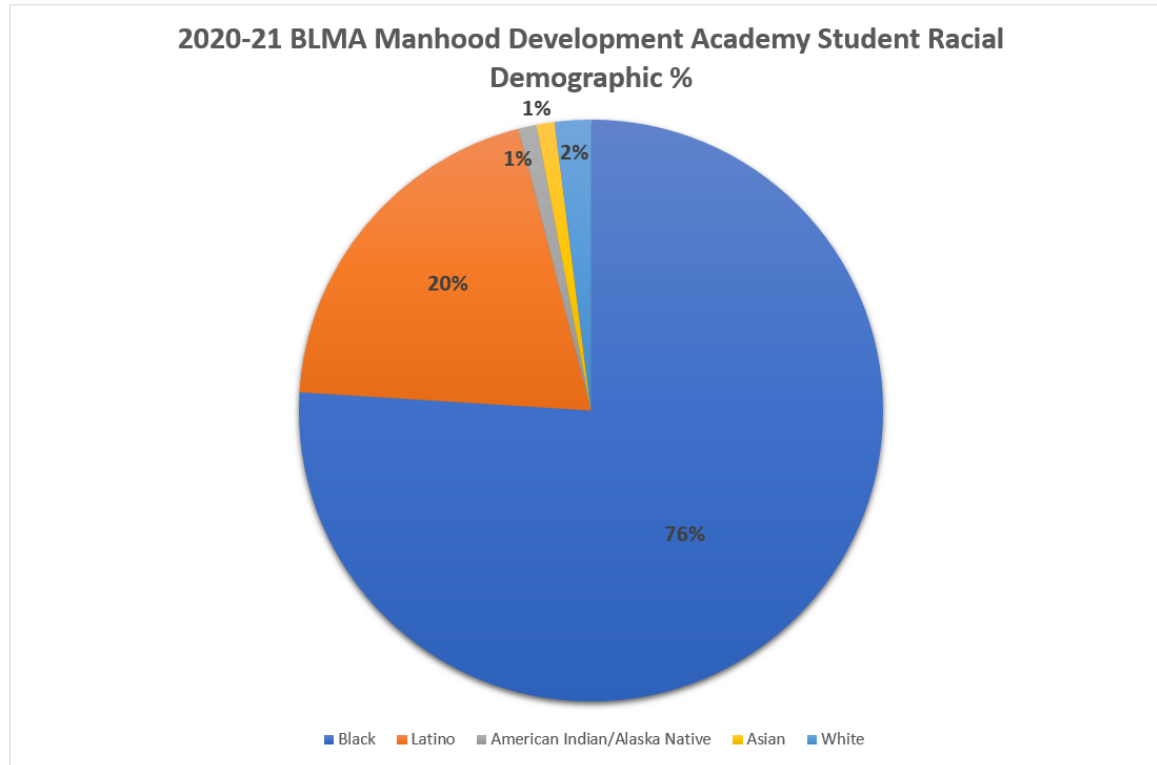


Manhood Development Academies

Item update	In Progress	Next Steps
<p>Manhood Development courses</p> <p>Manhood Development coaching, professional development (PD), and support for course instructors</p>	<p>Currently partnering with four schools: Audubon Middle School, Lincoln Center of the Arts, South Division High School, and Washington High School. Through the elective courses, we are currently serving 220 students.</p> <p>Six-week cycle of coaching implementation that explores restorative practices, instruction, academic rigor in reading and writing, and effective classroom instruction feedback.</p>	<p>Support schools with courses through materials, coaching, and professional development.</p> <p>Continued support with implementation of Manhood Development curriculum, coaching cycles, and PD.</p>
Item update	On the Horizon	Next Steps
<p>Expansion of Manhood Development course</p> <p>Expansion of courses</p>	<p>Look to expand to at least one additional site for the 2021-2022 year.</p> <p>Currently engaged in conversations with two high schools.</p> <p>Looking to explore the possibility of expanding the Manhood Development courses into an Academy Model aimed at helping students earn credits towards graduation requirements and service learning.</p>	<p>Continue discussions on how to successfully incorporate and implement Manhood Development courses in schools.</p> <p>Discuss course development requirements with schools and departments.</p>



Manhood Development Academy Courses



Improve School Culture and Climate

Item update	In Progress	Next Steps
<p>Professional Development (PD)</p> <p>School Culture Teams within Schools</p>	<p>Working to develop multiple levels of engagement points for district staff related to working with Black and Latino male students. Developing the three levels of engagement for staff: LMS, PD, and school level technical assistance.</p> <p>Working with Lincoln Center of the Arts, Milwaukee School of Languages, Transition High School, and Washington High School in creating School Culture Committees to support implementation of PD and evaluation of school culture as it relates to Black and Latino males.</p>	<p>Building modules for LMS and 60-90-minute PD offerings for schools that fit the school needs while specifically focusing on Black and Latino males.</p> <p>Continue to coach and support School Culture Teams with identifying best practices for supporting Black and Latino males in their schools.</p>
Item update	On the Horizon	Next Steps
<p>Professional Development (PD)</p> <p>School Culture Teams</p>	<p>Create a cycle to work with more schools on offering PD with having discussions around race as it relates to Black and Latino males.</p> <p>Create a cycle to work with more schools on creating and supporting School Culture Teams with having discussions around race as it relates to Black and Latino males.</p>	<p>Respond to schools and their requests for support through our PD request form.</p>



BLMA Mentoring

Item update	In Progress	Next Steps
<p>March 2020—First Thursdays Mentor Luncheons</p> <p>2020-21 monthly virtual First Thursday Mentoring Sessions</p>	<p>Pivoted to virtual sessions beginning in July 2020 (Bradley Tech, MSL, North Division, Riverside, South Division, Vincent, and Washington High Schools).</p> <p>October 8, 2020 to May 6, 2021 at seven high schools—35 students with between 8 and 15 community mentors dedicated to each site; online connections with site mentor leaders, community mentors, students, and families.</p>	<p>Provide tools for additional site-level, student-led continuations of monthly mentor sessions (Third Thursdays) during school year and set structure for summer of 2021; create opportunities for interest-based, personal mentoring (Level 2).</p>
Item update	On the Horizon	Next Steps
<p>BLMA Ambassadors leadership development and near-peer mentorship opportunities transition to virtual format for 2020-2021.</p> <p>BLMA Mentoring Expansion</p>	<p>Meeting with returning BLMA students (seniors and juniors) to arrange Ambassador and near-peer mentoring schedules and team goals for 2020-2021.</p> <p>Seek to add at least one additional site for 2021-2022.</p>	<p>Pathway for sustained student leadership in BLMA schools and expanding "Power 2 Lead" to other BLMA schools. Currently: South Division High School and Forest Home Elementary, with option for Washington HS and a nearby elementary or K-8.</p> <p>Increase number of community mentors and add additional school(s).</p>



Recruitment and Retention of Black and Latino Male Teachers

Item update	In Progress	Next Steps
Black and Latino male staff recruitment and retention	Partnering with The Literacy Lab as a talent development strategy for youth to expose them to the teaching profession.	Provide mentoring opportunities for aspiring educators.
Item update	On the Horizon	Next Steps
Research	Assist in conducting a study of Black and Latino male teachers currently in MPS in effort to capture their teaching journeys and experiences as teachers in MPS.	Utilize this information to aid the district in recruitment and retention of Black and Latino male educators.
BLMA/MPS Educator Coalition	Extend the reach of BLMA to Black and Latino male educators working in MPS through the development of a professional BLMA affiliate arm. Create and hold regular space and opportunities for these educators to mutually support each other, share ideas and resources.	Identify and create platforms for Black and Latino male educators to hold regular space. Generate topics and ideas through research-based means of support for Black and Latino male educators.
University Partnerships	Continued partnership with Marquette University, Milwaukee Area Technical College and the University of Wisconsin-Milwaukee to develop teacher pathways.	Identify opportunities through meetings and planning.



BLMA Partnerships & Collaborations

- **Internal MPS Collaborations**

- Pregnant and Parenting Youth Program (PPYP)/BLMA Fatherhood Bridge Program
- BLM Year of Impact
- Professional development opportunities
- Restorative Practices
- School Social Workers

- **External Collaborations**

- Emerging Artist Program
- Black Lens MKE & The Rep
- Milwaukee Community Schools Partnership
- Milwaukee Succeeds Youth Forward MKE & Design Your Future Project
- National Apprenticeship Week


Positive Narrative Change Campaign

Item update	In Progress	Next Steps
2020 Art Start Portrait Project	<p>"Souls of Young Folk" Panel With Black Lens MKE</p> <p>Emerging Artist Program</p>	Share the panel discussion on social media pages and BLMA website. Continued support for collaboration with Black Lens MKE for future projects.
Item update	On the Horizon	Next Steps
Positive Narrative Change Campaign Opportunities	Identify additional opportunities for Positive Narrative Change	Contact local Black and Latino owned businesses, organizations, and artists to support the further development of the BLMA Positive Narrative Change Campaign.



Positive Narrative Change Campaign

ART START Portrait Project

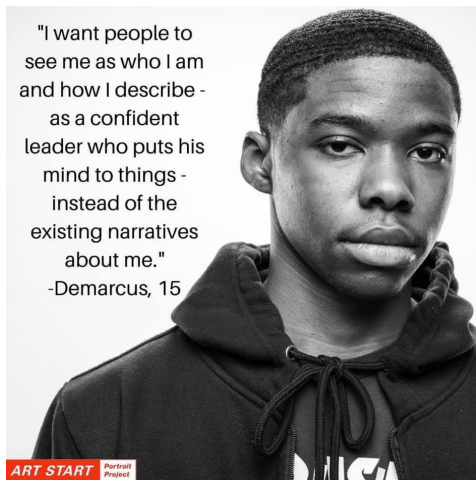


"I don't know my own African ancestry but I know that I come from strong African kings and queens, and that I walk with my ancestors everyday.

My ancestors wake me up every day, telling me to keep striving for greatness and keep learning about my past and history so I can teach others."

#SeeMeBecause
-Amir, age 15

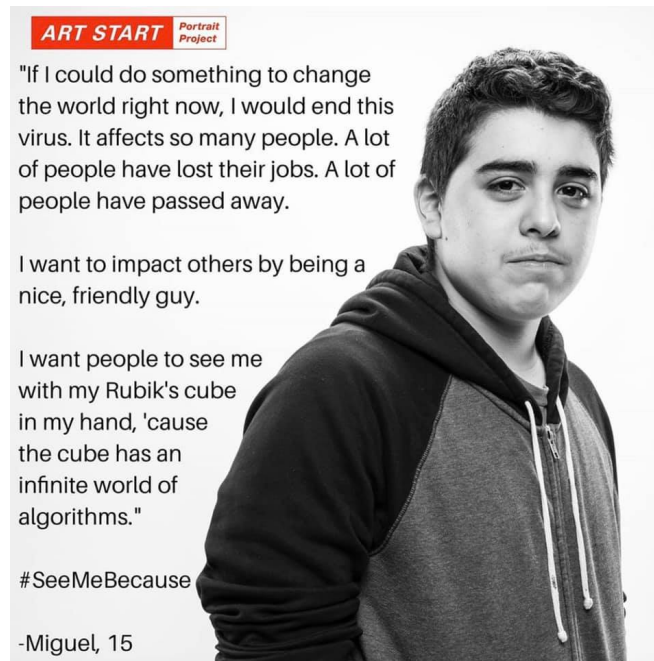
ART START Portrait Project



"I want people to see me as who I am and how I describe - as a confident leader who puts his mind to things - instead of the existing narratives about me."

-Demarcus, 15

ART START Portrait Project



"If I could do something to change the world right now, I would end this virus. It affects so many people. A lot of people have lost their jobs. A lot of people have passed away.

I want to impact others by being a nice, friendly guy.

I want people to see me with my Rubik's cube in my hand, 'cause the cube has an infinite world of algorithms."

#SeeMeBecause
-Miguel, 15

BLMA Department Updates

- Addition of an underfill position to support the BLMA department's work.
- The BLMA team is working with the Restorative Practices team to develop a collaborative rapid response protocol and plan for working with schools that experience unique challenges involving students.
- MPS administration is working to bring the Youth Guidance Becoming A Man (BAM) program to the district.
- MPS is exploring how to best provide similar support and programming for female students, possibly adding another position to assist in this effort.



Thank you.

Presenters: Jeremiah Jackson, Director, Department of Black & Latino Male Achievement



Dr. Keith P. Posley, *Superintendent*