

# Equity, Access, and Inclusion

November 10, 2020



*Presenters:*

Office of Communications and School Performance

**MILWAUKEE**  
PUBLIC SCHOOLS

# Five Priorities for Success



# Equity as Defined by Milwaukee Public Schools

Equity is defined as an allocation of district resources, supports, and opportunities that is based on the needs of students and staff.



# Equity Work



**“Equity work”**  
at its core is about  
**humanity and relationships.**

Source: National Museum of African American History and Culture

# Equity, Access, and Inclusion

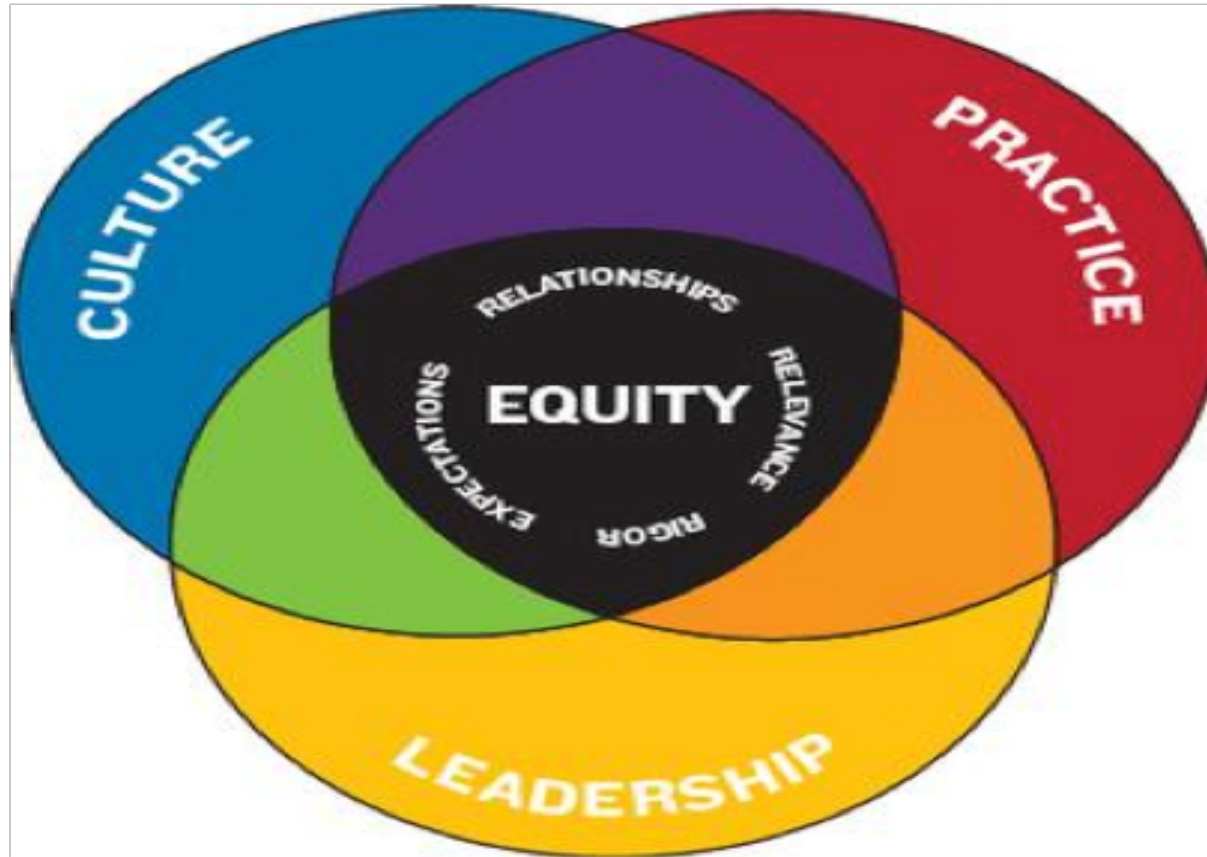
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## *Professional Development Series*

- *Support the School Improvement Plan*
- *Facilitate Multi-level System of Support*
- *Monitor for Fidelity of Implementation*
- *Develop All Staff*
- *Provide Synchronous and Asynchronous Learning*



# Embedded in Our Fabric



# Equity

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## **Module 1: Building Relationships through Culturally and Linguistically Responsive Practices**

- *Participants will examine their approach to building relationships with culturally and linguistically rich student populations.*
- *Participants will learn what cultural identity means as it relates to their own cultural attributes.*
- *Participants will learn Culturally Responsive Teaching (CRT) strategies that help to build effective relationships and strengthen student engagement.*

**August and November 2020**



# Equity

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## **Module 2: Building Cultural Competence**

*Participants will deepen their cultural awareness by examining their personal narratives and how these narratives shape and impact the perceptions they have of themselves and others.*

## **Module 3: Building Cultural Practices**

*Participants will explore culturally responsive practices and ways to engage in meaningful group conversations that allow for robust discussions that consider the experiences and perspectives of each individual.*

**November 2020**





# Positive Behavioral Interventions and Supports

## Essential Elements and Universal Supports

- *Participants will become familiar with the essential elements of PBIS.*
- *Participants will learn how using the PBIS framework promotes a positive climate and culture.*
- *Participants will incorporate the essential elements into daily practice .*

October 2020

## Creating Effective Teams

- *Participants will review meeting minutes and expectations of monthly team meetings.*
- *Participants will learn how to implement meeting logistics, data analysis, and problem solving.*

October and November 2020



# Restorative Practices

## Foundations of Restorative Practices

- *Participants will develop an in-depth understanding of what it means to be restorative and how restorative practices connects to equity and culturally responsive practices.*
- *Participants will learn how to implement restorative practices in their daily interactions and with all school/district community members whether building, maintaining, or repairing relationships.*
- *Participants will learn to utilize restorative communication as a powerful tool for engaging with students and adults when challenges occur.*

October 2020



# Restorative Practices

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## Circle Keeping

- *Participants will learn the core components of circles, experience different type of circles, and explore ways of using circles in their professional practice.*
- *Participants will develop a circle agenda they created and practiced facilitating with other participants.*

October 2020



# Restorative Practices

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## Restorative Teaching

- *Participants will learn how to best utilize restorative practices in their lesson plan development and instruction.*
- *Participants will experience both the process of developing a restorative agenda for delivering content that connects to students' lives as well as the process of using a restorative circle as an instructional tool.*
- *Participants will discover how restorative practices aligns with existing MPS frameworks including culturally responsive practices.*

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# Restorative Practices

## Virtual Circles Workshop

*Participants will learn virtual strategies to replicate the circle process, participate in community building activities, communicate restoratively, and promote equity.*

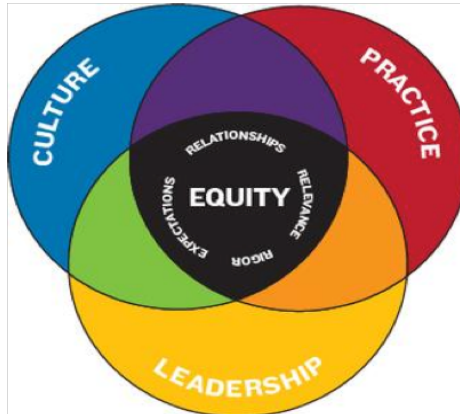
October 2020



# On The Horizon

**November and December.....**

- **Equity in Action Modules 1- 3**
- **Essential Elements and Universal Supports and Creating Effective Teams**
- **Foundations, Circle Keeping, Restorative Teaching, and Virtual Circles**



# Thank you.



Dr. Keith P. Posley, *Superintendent*

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