



**MILWAUKEE  
PUBLIC SCHOOLS**

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**Presenters:** Juan Baez, Ed.D., Director, Department of Black and Latino Male Achievement  
LaNelle Ramey, Director, Department of Black and Latino Male Achievement  
Paul Moga, Coordinator, Department of Black and Latino Male Achievement

Darrienne B. Driver, Ed.D.  
Superintendent

# Key Messages

- Black and Latino male students are assets to our schools and community.
- Black and Latino male students are not broken, the system is.
- BLMA is not a savior, but a partner in improving academic and life outcomes for Black and Latino male students.
- BLMA is a hub between work happening at the city, state and national level.
- BLMA aims to collaborate with both internal and external stakeholders.



# Priority Strategies

**Connect with Local & National Initiatives on Best Practices to:**



**Launch Manhood Development Academies**

**Improve School Design, Culture, and Climate**

**Promote Positive Narratives About Black & Latino Young Men**

**Black and Latino Male Mentorship**

**Recruit Black and Latino Male Teachers and Administrators**

**Develop BLMA Sustainability Plan and Dashboard**



## School Selection Process

- BLMA Metrics Team created a school selection questionnaire and rubric
- BLMA Directors engaged in a conversation with school leadership teams
- Responses were scored



## Project Plan

- Overview
  - Research
  - Guiding Principles
  - Mentoring
  - Field Experiences
- Timeline

# MPS Way Framework

- Students: Create more equitable system through Culturally Responsive Teaching that addresses needs for Black and Latino males
- Educators: Increase capacity of educators at pilot sites to work with Black and Latino males
- Approach: Develop an equity-centered approach to impact Black and Latino male achievement

## Overview

- Communications Plan
- Website
- Newsletter
- Photography/Videographer



## Connections

- Manhood Academies
- School Design, Culture and Climate
- Community and Family Engagement
- Black and Latino Male Mentorship

# Black and Latino Male Mentorship

- First Thursday Mentor Luncheons at Tech and Washington
- Monthly Themes
- 37 mentors recruited
- 60-70 young men





# Recruit Black and Latino Male Teachers

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- Collaboration with MATC and UWM; short and long term strategy teams
- Internal collaboration around current recruitment and retention practices including the development of new practices
- Exploring current pipelines and potential opportunities





# Sustainability Plan

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- National partner: Campaign for Black Male Achievement
- Foundations and local companies
- Office of African American Affairs supporting positive narrative campaign
- Collaboration with MPS Foundation and Grants team



## District Indicators for Black and Latino Male Students

These are indicators for college and career readiness. All schools will monitor these indicators for Black and Latino male students through an equity lens.

- Attendance K-12(90% or higher)
- Frequency of Office Discipline Referrals (ODRs) and Suspensions
- 4<sup>th</sup> grade Math and Reading Proficiency
- 8<sup>th</sup> grade Math and Reading Proficiency
- 9<sup>th</sup> grade GPA (3.0 or higher)



# Priority Strategy Metrics

## BLMA Metrics Committee will support in:

- Establishing a dashboard focused on qualitative(the story) and quantitative(the numbers) data to measure our priority strategies' impact and implementation.
- Identifying community-based researchers whose work supports the development and measurement of activities similar to the department's work.

# Thank you!

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