

Discipline Disproportionality Updates & Progress

September 13, 2022



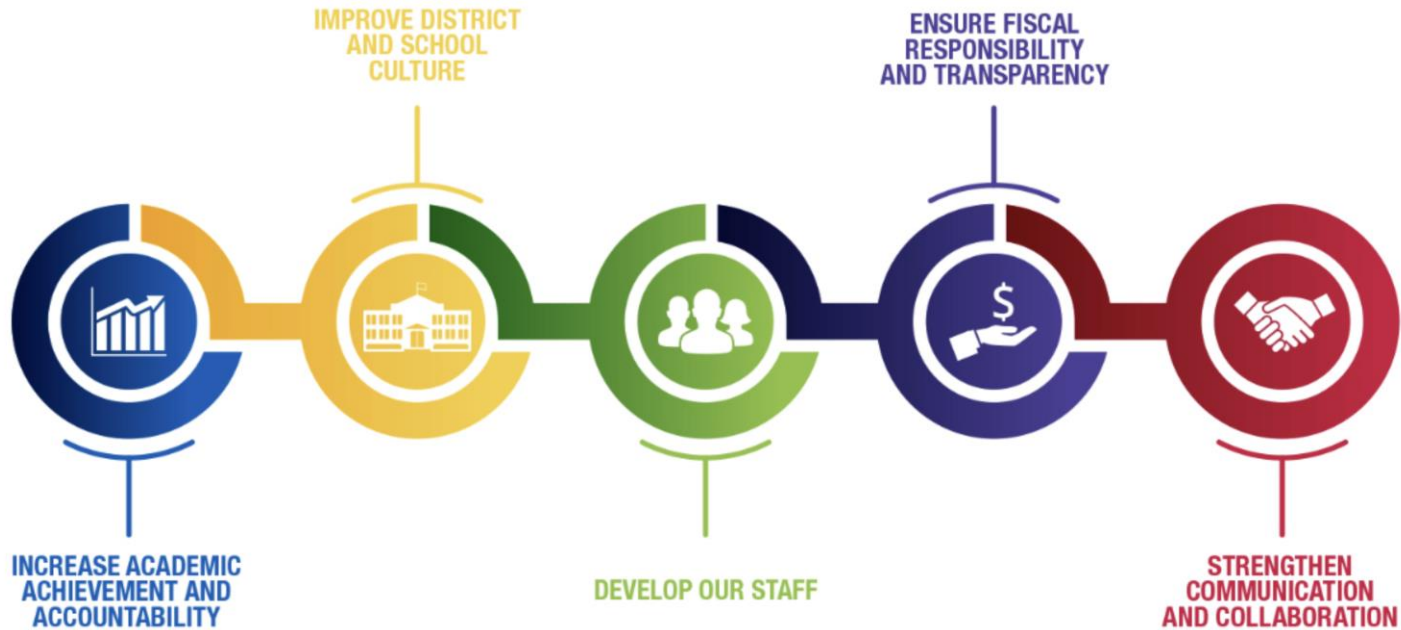
MILWAUKEE
PUBLIC SCHOOLS

Presenters:

Matthew Boswell, Senior Director, Student Services
Jon Jagemann, Discipline Manager, Student Services

Dr. Keith P. Posley, *Superintendent*

Five Priorities for Success



Reporting for 2022-2023

The monthly reporting associated with disproportionality will focus on the following:

- Providing proactive supports & interventions
- Strengthening student, staff & community collaboration
- Reconceptualizing the role of school leaders within discipline
- Developing staff integration of Courageous Conversations about Race

Providing Proactive Supports & Interventions

- Culture, Climate and Alternatives to Suspension Toolkit
- Discipline Disproportionality Processes Guide provided to Discipline Champions
- Monthly presentation of toolkit best practices for principals

Providing Proactive Supports & Interventions

- August Professional Development
 - Classroom Management
 - Mindfulness
 - PBIS in the Classroom
 - Social Emotional Learning
 - Question, Persuade, Refer



Providing Proactive Supports & Interventions

Tier 2 and Tier 3 Interventions

Intervention	Students
Check-In/Check-Out (CICO)	46
Individualized CICO	2
Social Academic Instructional Group	2
Behavior Assessment/Intervention Plan (BAIP)	1
FBA/BIP	5
RENEW	2



Strengthening Student, Staff, & Community Collaboration

- Gender & Identity Inclusion partnership with Girls on the Run
- Black & Latino Male Achievement (BLMA) mentoring
- Communication channel for schools to request support from Discipline Response Team



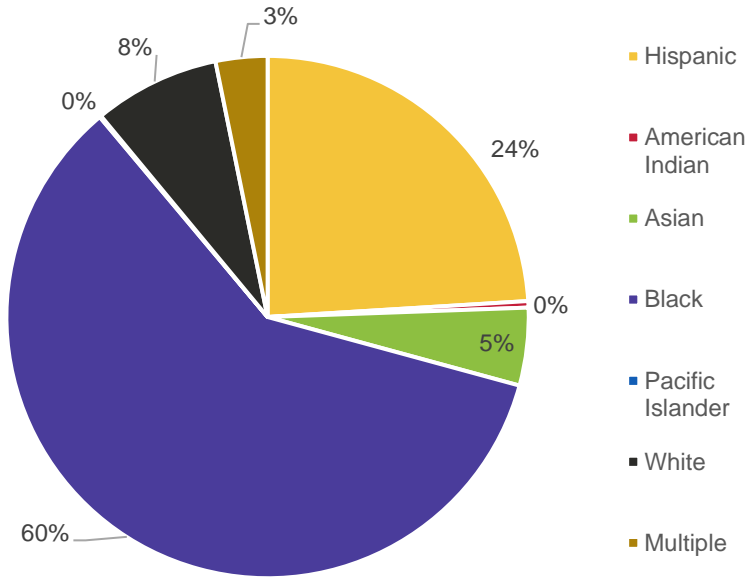
Reconceptualizing the Role of School Leaders within Discipline

- Discipline Overview professional development with school leaders
 - Alternatives to suspension
 - Due process
 - Data quality

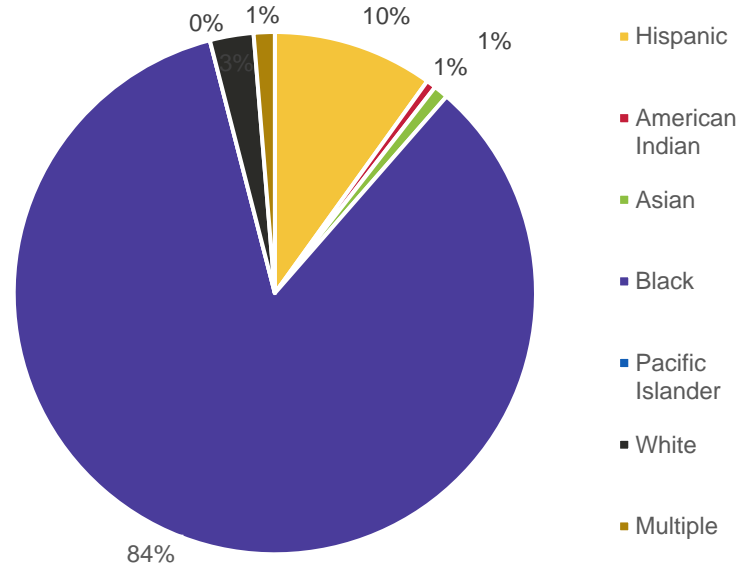


Data Analysis

Student Demographics



Year to Date Suspension Events



Data Analysis

Total Suspensions August 2022 - 682

Total Suspensions August 2021 - 425

	Hispanic Students	American Indian Students	Asian Students	Black Students	Pacific Islander Students	White Students	2+ Races	August 2022 total
Total Suspensions	67	4	6	577	0	19	9	682
Year to Date Suspension Rate	0.7%	1.4%	0.4%	2.5%	0	0.6%	1.3%	1.8%

Data Analysis

- Total suspension events by grade level

K4-K5	1 st Grade	2 nd Grade	3 rd Grade	4 th Grade	5 th Grade	6 th Grade
0	0	0	2	8	2	26
7 th Grade	8 th Grade	9 th Grade	10 th Grade	11 th Grade	12 th Grade	
57	71	265	131	70	50	

Data Analysis

Administrator Alternatives to Suspension

Administrator Resolution	Events
Conference	26
Counsel	227
Detention	22
Mediation	27
Referral to Support Staff	3
Repairing Harm Circle	2
Restorative Conference	5



Developing Staff Integration of CCAR

- Nine sessions of Courageous Conversations about Race (CCAR) Exploration held
- 738 staff members attended in August
- Over 3,800 total staff have attended CCAR Exploration since March 2021

Developing Staff Integration of CCAR

- Breakout session on utilizing protocols from CCAR to engage multiple perspectives was offered at Teacher Institute
- Miseducation of Girls of Color presented as breakout session at Teacher Institute

Next Steps September

- Monthly data reflection for principals
- Toolkit practice with school principals
- District Equity Leadership Team (DELT)
- Expanded mentoring opportunities for students
- Specific supports provided to identified schools from 2021-2022 school year



Thank you.



Dr. Keith P. Posley, *Superintendent*

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