



**MILWAUKEE
PUBLIC SCHOOLS**

Disciplinary Process & Support

District Advisory Council

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PUBLIC SCHOOLS

Disciplinary Process & Support

Presenters

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Code of Conduct

- The code of conduct applies to all students K-12th grade regardless of grade level and special education status.
- Can be found in the Parent/Student Handbook on Rights, Responsibilities, and Discipline. (page 18) *(mpsmke.com/rights)*

Levels of Disciplinary Action

The goal of school discipline is to assist all students in functioning successfully in their educational and social environments, as well as to protect the school community and public property. Discipline aims to promote positive behavioral change. With this in mind, school staff, before writing a referral or issuing a suspension, will use a wide array of behavioral interventions to support students that are having behavioral difficulties that are not a direct threat to the safety of staff and students. Please refer to your school for more information about the interventions available for your child. Violations of the Code of School/Classroom Conduct come with different consequences. Below are the four levels of disciplinary action. Each violation has a minimum and maximum level of disciplinary action. In the pages that follow, levels are outlined for each offense.

LEVEL 1	At this level, the school staff conducts a conference with any combination of students, parents/guardians, teachers, administrators, and support staff. The conference may result in a behavior contract with the student, a warning to the student and/or parent/guardian, or other action authorized by the school in compliance with school district policies and procedures.
Conference/ Interventions	Interventions will be documented using P.L.P. Notes in Infinite Campus. Balanced and restorative practices and school-wide PBIS strategies may be used where appropriate and approved by the school administration, provided that all participation is voluntary.
LEVEL 2	Suspension is defined as a temporary exclusion from the building and includes classes and all school-related activities held during school, after school, and on weekends. Parents or guardians are notified of the suspension and are expected to meet with a school administrator before the child returns to school. School-based suspensions are not more than three days. Out-of-school suspensions involving a referral to Central Services and the Department of Student Services (see below) may be up to five days. See Disciplinary Due Process Procedures below for details. NOTE: Suspensions of students in grades K3-2 require approval of a regional superintendent.
Suspension	
LEVEL 3	Serious breaches of discipline are referred to the Department of Student Services at MPS Central Services. A conference with the student, parent/guardian, school administrator, and student services supervisor may be held. The student has the right to be represented by legal counsel or by another person identified by the parent/guardian. The resulting disciplinary action may range from intervention to a recommendation for expulsion.
Referral to the Department of Student Services	Note: Suspensions of students in grades K3-2 require approval of a regional superintendent.
LEVEL 4	This level of discipline is reserved for criminal acts or for the most serious violations of school rules. Students are given a written statement listing them of the expulsion process and their rights during the procedures. The process must be completed within 15 days, during which the student is suspended from school. The student may be represented by legal counsel or by any person of his/her choice throughout the process. The process is as follows:
Recommendation for Expulsion	<ul style="list-style-type: none"> • A preliminary expulsion hearing is held with the student, parent/guardian, school administrator, and student services supervisor. The case can be scheduled for an expulsion hearing, dismissed, or directed toward another action. • If an expulsion hearing is scheduled, the student, parent/guardian, school administrator, and student services supervisor go before an independent hearing officer. The officer makes a decision on whether to expel the student as well as the length of the expulsion period. Within 30 days, the Milwaukee Board of School Directors reviews the independent hearing officer's decision to expel. <p>Note: This disciplinary level does not apply to students in grades K3-2.</p>

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Code of School/Classroom Conduct and Discipline Chart for Grades K3-12		ACTION LEVELS	
Conduct that Violates Expectations or Code of Conduct Principles	Definition	Minimum (min/max)	Maximum (min/max/required)
Attendance/Punctuality			
Skipping class	Failure to report to class without prior permission, knowledge, or excuse by school/pupil/parent/guardian	1	1
Learning Environment			
Chronic disruption or chronic violation of school rules	Repeatedly engaging in conduct that is disruptive to the school environment AND/OR interrupting class or school activities. Multiple different interventions documented in P.L.P. classroom behavior AND communicated to the parent/guardian have been implemented over time and have not immediately resolved the disruptive behavior.	1	3
Chronic lack of supplies	Repeatedly reporting to class lacking necessary materials such as books, physical education attire, etc.	1	1
Gang activity	All gang activities which include, but are not limited to, use of realists, jewelry, or clothing to disrupt or intimidate others, gang packing to provoke an altercation, engagement in gang initiation or recruitment, or any act that furthers gang membership activity.	1	4
Inappropriate dress	Failure to comply with the school-level dress code. Dressing in a manner that is unsafe and/or disrupts the learning environment. This includes but is not limited to clothing that prohibits drugs, alcohol, or profanity.	1	1
Inappropriate personal property	Possession of personal property that interferes with the educational environment or interrupts learning or school activities, including but not limited to, bags, bag tags, gum, food, beverages, laser pointers, cell phones, electronic or communication devices, or any item used to cause disruption.	1	3
Inappropriate use of electronic communication devices	Engaging in non-educational activities in the educational environment, including but not limited to capturing, distributing, displaying, sharing, and/or posting of inappropriate images, videos, movies, audio made from personal or school technology sources, engaging in social media, texting, playing games, and/or streaming that disrupts the learning environment.	1	4
Leaving the classroom without permission	Leaving the classroom/learning environment without permission	1	1
ACTION LEVEL KEY: 1 Conference/Intervention 2 Suspension 3 Referral to Dept. of Student Services 4 Expulsion/Recommendation			

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Code of Conduct - Action Levels

Action levels describe the min. & max. response that can be used.

Code of School/Classroom Conduct and Discipline Chart for Grades K3–12		ACTION LEVELS	
Conduct that Violates Expectations or Code of Conduct Principles	Definition	Minimum <i>(minor)</i>	Maximum <i>(serious/ repeated)</i>

For example,

- Leaving the classroom w/o permission ranges 1 to 1
- Fighting ranges from 1 to 4

Some action levels align with board policy

- Battery requires an expulsion recommendation

Code of Conduct – Action Levels

1. Conference/Intervention
 - Referral to school support staff
 - Parent contact
 - Mediation, detention, etc.
2. Suspension
3. Referral to Department of Student Services
4. Expulsion Recommendation

ACTION LEVEL KEY:

① Conference/Intervention ② Suspension ③ Referral to Dept. of Student Services ④ Expulsion Recommendation

Example

Learning Environment			
Chronic disruption or violation of school rules	Engaging in conduct that is disruptive to the learning environment; engaging in behavior that interferes with the teacher's ability to productively teach; and has interventions that have been implemented over time AND have not remediated the disruptive behavior	1	3

Physical Safety/Mental Well-Being			
Attempted Battery	A physical attempt to cause bodily harm to another person without making physical contact.	2	3
Battery	Unprovoked intentional physical contact without consent causing bodily harm	4	4

Fighting	Physical confrontation including, but not limited to, pushing and shoving, and/or exchange of physical blows	1	4
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When Discipline Occurs

Situation is investigated and appropriate discipline applied

Ask if your child is suspended

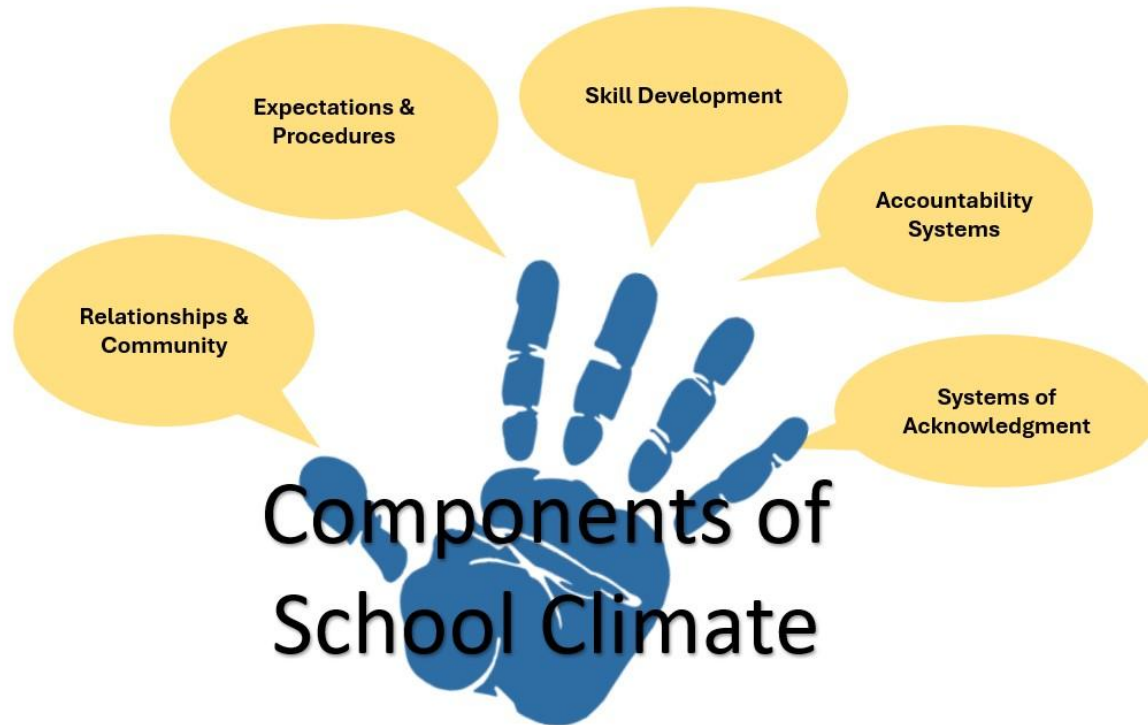
- If you pick up your child, that is considered a suspension

Request suspension letter

- Official letter printed on school letterhead
- Ask about specific behavior and code of conduct level

Also can request copy of behavior referral

Proactive Supports



Interventions

Check-In/Check-Out (CICO)

Social Academic Instructional Groups (SAIG)

Behavior Assessment/ Intervention Plan (BAIP)

Additional interventions identified based on need

Restorative Conversations

Repairing Harm Circles



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Thank You