



**MILWAUKEE
PUBLIC SCHOOLS**



Directory of Support for Building an Educational Community & Equitable School Climate

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Five Priorities for Success: Improve District and School Culture

There are a variety of supports and best practices provided by a variety of district departments available to schools. Contained within this directory you will find a listing of supports for students, staff members, and schools. All support and best practices are within the categories of preventive support for students, reactionary (after behavior occurs) intervention for students, alternative to suspension, and professional development for staff.

Please contact identified individuals for further support in implementation based on school and student need.

Bullying Prevention

Categories: Professional Development for Staff

Description: Bullying is a very specific form of aggression that requires a specialized response. It is necessary to first understand what makes bullying different from other forms of aggression and then to consider systems and practices to both prevent bullying and intervene when bullying has occurred. Bullying prevention requires a continuous and comprehensive effort to create and maintain a safe school environment.

Bullying prevention training sessions are available on LMS. These sessions provide an introduction to the MPS bullying policy, an overview of bullying, and best practices in bullying prevention. Strategies and resources are provided to help staff to create environments which deter bullying.

Availability: Available to all schools and district staff members.

Contact/how to request support: Training opportunities are available on LMS. Additional school-based professional development, supports, and resources are available by contacting either violenceprevention@milwaukee.k12.wi.us or Kim Merath, SEL supervisor (trateka1@milwaukee.k12.wi.us, 414-438-3593).

Classroom Organization and Management Program (COMP)

Categories: Professional Development for Staff

Description: [Classroom Organization and Management Program \(COMP\)](#) is a comprehensive classroom management workshop that provides teachers with practical strategies for effective classroom management. The training is for teachers with all levels of experience and expertise and is conducted on three separate days over the course of several weeks. Attendance is required on all three days for course completion.

Availability: Available to all district educators via district-wide professional development throughout the year.

Contact/how to request support: PD is available on LMS, or contact Kim Merath, SEL supervisor (trateka1@milwaukee.k12.wi.us, 414-438-3593). Upon completion, teachers are provided with contact information to request short-term mentoring support.

Classroom Strategies

Categories: Reactionary Intervention for Students

Description: All staff members document classroom-managed behaviors and strategies used within Infinite Campus under PLP Classroom Behavior. There are a variety of strategies available for staff members to utilize when supporting students with classroom-managed behaviors.

Availability: [Available to all schools and staff members online.](#)

Contact/how to request support: Staff members can contact their school-based discipline champion for further support. Specific strategies are available within PLP Classroom Behavior with examples available online: <http://tinyurl.com/plpteacherresponse>

Climate Equity Liaison

Categories: Professional Development for Staff

Description: All schools identify a Climate Equity Liaison to support integration of Courageous Conversations about Race and best practice in interrupting bias and the role of race in our practices, systems, and structures of school climate. This position is an enhancement of the Discipline Champion from previous years. This individual is expected to be a member of the school Tier 1 PBIS Team as well as trained in Courageous Conversations about Race.

Availability: Available at all schools.

Contact/how to request support: Contact Jon Jagemann, district discipline manager (jagemaj@milwaukee.k12.wi.us, 414-475-8645).

Courageous Conversations about Race

Categories: Professional Development for Staff

Description: All staff members are required to attend the 4.5-hour session Courageous Conversations about Race Exploration as part of Board of Directors Resolution 1920R-005. Participants will learn more about the Courageous Conversations about Race framework as introduced in Courageous Conversations about Race Exploration. The framework includes the Four Agreements, Courageous Conversations Compass, and Six Conditions. Each semester, a district-wide book cohort will meet virtually for any interested staff member to engage in a six-session book study of Glenn Singleton's *Courageous Conversations about Race*. NETWORKING SITE

Availability: Courageous Conversations about Race Exploration seminars are offered every month, [please find upcoming sessions in LMS](#). Book cohorts are available to all interested staff members each semester.

Contact/how to request support: Contact Jon Jagemann, district discipline manager (jagemaj@milwaukee.k12.wi.us, 414-475-8645).

Culture, Climate, and Alternatives to Suspension Toolkit

Categories: Preventive Support for Students, Reactionary Intervention for Students, Professional Development for Staff

Description: The MPS Culture and Climate Toolkit is an annual cross-departmental publication outlining best practices in supporting a positive culture and climate for all students across the district. The toolkit contains best practices from a variety of approaches and frameworks to support positive student behaviors. Staff members will find links to additional best practices and approaches from a variety of departments.

Availability: Available at all schools [and online](#).

Contact/how to request support: The [Culture and Climate Toolkit is available online](#) or by contacting Jon Jagemann, district discipline manager (jagemaj@milwaukee.k12.wi.us, 414-475-8645).

53206 Promise Partnership Schools

Categories: Preventative Support for Students, Reactionary Intervention for Students, Professional Development for Staff

Description: Supporting trauma sensitive schools' practices to improve social and emotional wellness, each of the eight schools located in zip code 53206 has a full time trauma support specialist. The goal is to encourage prosocial behaviors at the tier 1 level by promoting mental health and wellness for students and staff. Additional support is also provided to schools by the mobile trauma crisis team consisting of 2 school psychologists and 2 social workers: assisting school teams at tier 2 and tier 3 levels of support.

Availability: The eight schools located in zip code 53206: North Division, Andrew Douglas, Ben Franklin, Lafollette, Keefe Avenue, Hopkins/Lloyd, Gwen T. Jackson, and Auer Avenue.

Contact/how to request support: Contact Jean Gatz, Manager of Psychology and Allied Health Services (sprenjim@milwaukee.k12.wi.us or 414-438-3677) or Maurice Turner, Instructional Leadership Director (turnerme@milwaukee.k12.wi.us) for more information.

Girls of Color

Categories: Preventative Support for Students, Professional Development for Staff, Reactionary Interventions for Students

Description: Girls of color experience school discipline, sexual assault, adverse childhood traumas, and other social emotional challenges at alarming disproportionate rates compared to their white counterparts. School's may contact the department of Gender & Identity Inclusion (GII) for affirming support, resources and programming for their girls of color students in Milwaukee Public Schools, as well as professional development for staff, teachers and administration. The Coordinator for Girls of Color through the GII department is also available to:

- Serve as a resource, consultant, and liaison to administrative teams, and school communities
- Support schools, teachers, and support staff in implementation of professional development opportunities specifically related to understanding, supporting and empowering girls of color

- Train staff members on how to create and implement a strong girls of color program/group on site

Availability: Available to all schools upon request.

Contact/how to request support: Contact Glenna Scholle-Malone, Girls of Color Coordinator, Gender & Identity Inclusion schollg@milwaukee.k12.wi.us

Healthy Kids Learn More- Children's Wisconsin

Categories: Preventive Support for Students

Description: [Healthy Kids Learn More](#) are online best practices, resources, and curriculum for students, staff members, and families from Children's Wisconsin. Courses include Mission Healthy Kids including nutrition & physical activity and mental & emotional health, as well as ACT Now!

Act Now! is a continuum of bullying prevention e-learning courses designed for K–grade 12 students, school staff, and parents. Developed in collaboration with the Wisconsin Department of Public Instruction, Act Now! helps counselors and teachers increase awareness about bullying and gives students the grade-appropriate skills they need to prevent and stop it. A staff training program is available and recommended for optimal success in reducing bullying at your school. A PBIS Tier 2/3 targeted behavioral intervention program and an interactive [parent education website](#) are also available.

[Mission Healthy Kids](#) is an online resources from Children's Wisconsin. It is a continuum of resources for students, school staff, and parents. Included resources within mental and emotional health, mindfulness, screen time, sleep, healthy minds, nutrition, physical activity, among others. Specific resources are created [for families](#) as well as specific resources [for educators](#).

Availability: Available to all schools and staff members.

Contact/how to request support: Find more information online at [Children's Wisconsin Healthy Kids](#), or contact Children's Wisconsin at healthykids@chw.org or Yetlanezi Ortega at yortega@childrenswi.org.

LGBTQIA+

Categories: Preventive Support for Students

Description: Schools may contact the department of Gender & Identity Inclusion for affirming support for their LGBTQIA+ students in Milwaukee Public Schools. The department of Gender & Identity Inclusion is available to:

- serve as a resource, consultant, and liaison to administrative teams and school communities;
- support schools, teachers, and support staff in implementation of professional development opportunities, including the LGBTQ+ awareness training and The Welcoming Schools Program;
- train staff members on name change/gender change protocol and gender support plans;
- provide educational resource materials to individuals and groups.

Availability: Available to all schools upon request.

Contact/how to request support: Contact Ron Rivera, LGBTQIA+ coordinator, Gender & Identity Inclusion (riverar4@milwaukee.k12.wi.us, 414-475-8066).

Mindfulness

Categories: Preventive Support for Students, Reactionary Intervention for Students, Professional Development for Staff

Description: Mindfulness is the purposeful awareness of our thoughts, emotions, physical feelings, and environment in the present moment, without judgment. Professional development as well as implementation resources and support are available.

Availability: Available to all district staff members.

Contact/how to request support: Professional development sessions are available on LMS. Resources are available on the [MPS mindfulness site](#).

Support can be accessed by emailing mindfulness@milwaukee.k12.wi.us or contacting Kim Merath, SEL supervisor (trateka1@milwaukee.k12.wi.us, 414-438-3593).

Peer Mediation

Categories: Reactionary Intervention for Students, Professional Development for Staff

Description: [Peer mediation](#) is a process in which trained student mediators (grades 4-12) work to help other students peacefully solve a problem or a conflict. The Violence Prevention Program team is available to consult with individuals or school teams that are interested in starting a peer mediation program at their schools.

Availability: Available to all schools for grades 4-12.

Contact/how to request support: District-wide trainer of trainers is available on LMS. Support can be requested by emailing the Violence Prevention Program at violenceprevention@milwaukee.k12.wi.us.

Positive Behavioral Interventions and Supports (PBIS)

Categories: Preventive Support for Students

Description: PBIS is a research-based, three-tiered framework for improving and integrating all the data, systems, and practices affecting student outcomes every day. PBIS can improve academic and behavioral outcomes and is shown to improve school climate, increase learning time, increase attendance, promote positive social skills, and deliver effective behavioral interventions and supports. Schoolwide PBIS provides an operational framework for achieving these outcomes. All schools have a PBIS Tier 1 team that implements Tier 1 of the PBIS framework and is supported by a district PBIS coach.

Availability: Available at all schools.

Contact/how to request support: Contact your PBIS coach or Lisa Salva, PBIS supervisor (salvall@milwaukee.k12.wi.us).

PBIS Tier 2 and Tier 3

Categories: Reactionary Intervention for Students, Alternative to Suspension

Description: PBIS is a research-based, three-tiered framework for improving and integrating all data, systems, and practices affecting student's daily academic and behavior growth and development. Research has shown when PBIS is implemented with fidelity, intentionality, and consistency, it improves school climate and culture, increases learning time, increases attendance, promotes positive social skills, and delivers effective behavioral interventions and supports. PBIS Tier 2 is for the 5% to 15% of students who are not responding to PBIS Tier 1 universal supports. PBIS Tier 2 interventions are Check-in/Check-out (CICO), Social Academic Instructional Groups (SAIG) and Behavior Assessment/Intervention Plans (BAIP). PBIS Tier 3 interventions are for the 1% to 5% of students who may need more individualized support. PBIS Tier 3 interventions are Wraparound (K5 - grade 8), RENEW (grades 9 - 12), and Functional Behavior Assessment/Behavior Intervention Plans (FBA/BIP). All schools have a PBIS Building Intervention Team (BIT) for Behavior/Attendance that is supported by a district PBIS coach.

Availability: Available at all schools.

Contact/how to request support: Contact your PBIS coach or Lisa Salva, PBIS supervisor (salvall@milwaukee.k12.wi.us).

Relationship Mapping

Categories: Preventive Support for Students

Description: Relationship mapping is a school-wide activity during which all staff members reflect on which students they have built quality, genuine relationships with and which students lack those connections and relationships. This entails creating a list of all students at the school and posting/sharing it with all staff members. All staff members indicate which students they have a positive, strong, and genuine relationship with. Students who lack those relationships are identified, and staff members are identified to reach out to them and connect with them.

Availability: Available to all schools.

Contact/how to request support: More details are [available online](#), or contact Jon Jagemann, district discipline manager (jagemaj@milwaukee.k12.wi.us, 414-475-8645).

Restorative Practices

Categories: Preventive Support for Students, Reactionary Intervention for Students, Alternative to Suspension, Professional Development for Staff

Description: Restorative practices is a framework, rooted in indigenous wisdom and teachings, that refers to all the things we do to build, maintain, and repair relationships. When being restorative, we honor cultures and identities, ensure all voices are heard, and foster meaningful connections. This framework naturally creates cultures where everyone is accountable and supported in striving to be their authentic selves socially, emotionally, and academically.

The Restorative Practices Department uses a cohort model to support the implementation of Restorative Practices school-wide. An exploration cohort provides support and guidance to schools

interested in the implementation of Restorative Practices. Once schools complete the cohort and decide they would like to move forward with school-wide Restorative Practices implementation, they are provided a Restorative Practices coach to support with the additional three phases of implementation, for a period of 3-5 years. Schools working with the Restorative Practices Department receive training, coaching, systems support, and team facilitation, centered around the values of relationships, healing, dignity, justice, joy and trust in schools.

Availability: RP Department is always available to consult with a school or team. Schools can request to join the exploration cohort at the end of each school year for the following year. Schools that complete the exploration cohort activities are the priority to receive a full time RP coach

Contact/how to request support: To request support email restorativepractices@milwaukee.k12.wi.us, or call 414-252-0221.

Ropes and Challenges

Categories: Preventive Support for Students, Professional Development for Staff

Description: The MPS Ropes and Challenges education curriculum is based on the experiential learning model and takes a sequential approach in activities designed to help individuals and groups develop/enhance social skills such as teamwork, listening, cooperating, effective communication, and problem solving.

There is PD for staff for relationship building, teamwork, effective communication, and improved climate. In addition, staff can learn activities to use with their students to promote a positive climate and community.

Availability: Staff PD is available to all schools. For schools with trained facilitators: activities at the school, an opportunity for a trip to the MPS Potter's Forest Challenge Course for 4th grade and above, plus additional resources. For all schools: activity and processing resources.

Contact/how to request support: Contact Frank Palmisano, Ropes and Challenges course co-manager (palmisf@milwaukee.k12.wi.us) or Nancy Reuter, Ropes and Challenges course co-manager (reuterm@milwaukee.k12.wi.us)

School Psychologist

Categories: Preventive Support for Students, Reactionary Intervention for Students

Description: School Psychologists apply expertise in mental health, learning, and behavior, to help children and youth succeed academically, socially, behaviorally, and emotionally. School psychologists partner with families, teachers, school administrators, and other professionals to create safe, healthy, and supportive learning environments that strengthen connections among home, school, and the community.

Availability: Available at all schools.

Contact/how to request support: Contact your school psychologist or Jean Gatz, Manager of School Psychology and Allied Health Services (sprenjgm@milwaukee.k12.wi.us , 414-438-3677)

School Social Worker

Categories: Preventive Support for Students, Reactionary Intervention for Students

Description: School social workers implement school-based programs and interventions to promote a positive school climate among all students. School social workers provide individual and group counseling with a focus on school adjustment issues, social and emotional learning, and general supports to ensure students' success in school. Moreover, they work with the entire student body to identify students in need of more intensive interventions and connect these students to additional services in the community where needed. School social workers, along with school psychologists, also serve as a resource to the principal and other educators, providing consultation and training on identifying students with mental health needs and a referral process when services are sought. Working more closely with individual students and their families, school social workers also create a bridge between the school and the community when linking such services.

Availability: Available at all schools.

Contact/how to request support: Contact your school social worker or Nicole Cain, manager of School Social Work and Community Services (cainn@milwaukee.k12.wi.us, 414-438-3416).

School Community Partnership for Mental Health (SCPMH)

Categories: Preventive Support for Students, Reactionary Intervention for Students

Description: SCPMH is based on data and research on best practices for collaboration between school and community mental health providers. Service delivery focuses on students with beginning and/or unmet mental health concerns that extend beyond what can be addressed by school support staff. This model seeks to increase access to early intervention in the school. Early intervention for mental health concerns can improve outcomes for students.

The activities of the SCPMH model are designed to

- deliver community-based mental health services to students in need;
- provide therapeutic services in the school, in the home, or at the agency, as appropriate;
- improve communication between the school staff and community mental health providers;
- provide school staff, families, and students with better/faster access to resources;
- provide mental health awareness training to school staff, families, and students;
- reduce the stigma of mental health services for youth.

Availability: Currently available at the following schools: Audubon, Auer Avenue, Bay View High School, Benjamin Franklin, Bethune, Burdick, Clemens, Dr. Martin Luther King Jr., Doerfler, Douglas, Engleburg, Fifty-Third Street, Forest Home, Golda Meir, Grantosa, Holmes, Hopkins-Lloyd, Humboldt, International Newcomer Center, Jackson, James Madison, Kagel, Keefe, Lafollete, Lincoln Avenue, Marvin Pratt, Metcalfe, Milwaukee College Prep-Lloyd Campus, Milwaukee High School of the Arts, Milwaukee School

of Languages, Next Door Foundation, North Division, Reagan, Riverwest, Shalom, Sherman, Thoreau, Westside, and Zablocki.

Contact/how to request support: Contact your school psychologist or school social worker at the schools listed.

Second Step

Categories: Preventive Support for Students

Description: The Second Step curriculum is currently being taught in K3–grade 8 at all schools with elementary grades. Second Step is a teacher-led social and emotional learning program, focused on skills such as empathy, self-regulation, and problem solving.

Availability: All K3-grade 8 schools have a digital school-wide license used to teach the program. To have teachers added to the license, contact your school's SEL Champion.

Contact/how to request support: PD is available online through the publishing company (Committee for Children). Additional support is available by request through the Violence Prevention Program at violenceprevention@milwaukee.k12.wi.us or by contacting Kim Merath, SEL supervisor (trateka1@milwaukee.k12.wi.us, 414-438-3593).

Six Best Practices to Address Discipline Disproportionality

Categories: Professional Development for Staff, Preventive Support for Students

Description: Milwaukee Public Schools has identified six best practices as we continue to address discipline disproportionality including: defining & categorizing behaviors, talking about race, engaging student voice, interrupting bias, re-entry after discipline, and universal supports through an anti-racist lens. Self-paced modules are available for each of these best practices for any individual staff member to engage with as well as facilitated PD for all staff members at a school.

Availability: All schools.

Contact/how to request support: Self-paced modules [available in LMS](#) and for facilitation at school upon request; contact Jon Jagemann, district discipline manager (jagemaj@milwaukee.k12.wi.us, 414-475-8645).

Social and Emotional Learning

Categories: Preventive Support for Students

Description: [Social and emotional learning \(SEL\)](#) is the process through which children and adults acquire and effectively apply the knowledge, attitudes, and skills necessary to understand and manage emotions, set and achieve positive goals, feel and show empathy for others, establish and maintain positive relationships, and make responsible decisions.

Availability: Available at all schools.

Contact/how to request support: Training modules and additional training opportunities are available on LMS. Additional school-based professional development, supports, and resources are available by

contacting either violenceprevention@milwaukee.k12.wi.us or Kim Merath, SEL supervisor (trateka1@milwaukee.k12.wi.us, 414-438-3593).

Specialized Services-Professional Development on Behavior

Categories: Preventive Support for Students, Reactionary Intervention for Students, Alternative to Suspension, Professional Development for Staff

Description: Specialized Services offers a variety of professional development opportunities for staff members to enroll through the district's Learning Management System (LMS). More information on each available within LMS. Sessions include *Nonviolent Crisis Prevention (CPI)*, *De-escalation*, *Unlocking the Secrets to Behavior Level 1*, *Unlocking the Secrets to Behavior Level 2*, *Autism 101*, *Autism and the Sensory System*, *Autism and Behavior*, and *Pyramid Model: Promoting Mental Health in Young Children*.

Availability: Available for all staff members.

Contact/how to request support: Enroll through LMS or contact Kris Imobersteg, Specialized Services supervisor (imoberkm@milwaukee.k12.wi.us, 414-393-3050).

Student Wellness and Prevention

Categories: Preventive Support for Students

Description: Student Wellness and Prevention provides professional development to health and physical education teachers and finds resources, including curriculum, to support teachers in educating students on how to develop the skills, knowledge, and attitude necessary for lifelong wellness and daily physical activity.

Availability: All schools upon request.

Contact/how to request support: Contact Brett Fuller, curriculum specialist for health and physical education (fullerba@milwaukee.k12.wi.us).

Trauma Care Team

Categories: Preventive Support for Students, Reactionary Intervention for Students

Description: The MPS Trauma Care Team is a centralized multidisciplinary team that serves the entire district through tiered service delivery. All schools receive follow-up support after a crisis. Thirty schools (five per trauma care specialist) receive regular support during BIT behavior team meetings, and six of the thirty schools (one per trauma care specialist) receive more intensive support, including PBIS team inclusion and coaching in trauma-sensitive practices.

Availability: All schools, more intensive support available at identified cohort schools

Contact/how to request support: For the thirty schools in the cohort, contact your respective trauma care specialists. For those outside the cohort, you are aligned with a specialist for follow-up work after a crisis (determined via the centralized team). Contact Jean Gatz, Manager of School Psychology and Allied Health Services (sprengim@milwaukee.k12.wi.us), for more information.

Trauma-Sensitive Schools

Categories: Preventive Support for Students, Professional Development for Staff

Description: Trauma-sensitive schools are schools that strive to create a school community that prevents trauma and re-traumatization. These schools realize the prevalence of trauma in students' lives, recognize the impact of trauma on academic and behavioral functioning, respond by providing universal and multi-tiered supports, and are mindful of creating policies, procedures, and practices that avoid re-traumatization.

Trauma-sensitive schools' modules are available on LMS to provide an introduction to trauma and its impact. Strategies and resources are provided for staff to create trauma-sensitive learning environments.

Availability: Available to all schools and district staff members.

Contact/how to request support: Training modules and additional training opportunities are available on LMS. Additional school-based professional development, supports and resources are available by contacting either violenceprevention@milwaukee.k12.wi.us or Kim Merath, SEL supervisor (trateka1@milwaukee.k12.wi.us, 414-438-3593).

2x10 Intervention

Categories: Preventive Support for Students, Reactionary Intervention for Students

Description: The 2x10 intervention is a behavior intervention to support a student who is struggling to feel as though they are a member of the classroom or school community. The classroom teacher spends two minutes per day for ten days in a row talking with the identified student about anything the student wants to talk about. The conversation should be guided by the student's interest and not touch upon any struggles the student may be having in the classroom.

Availability: Available at all schools.

Contact/how to request support: [Best practices and examples are available online](#), or contact Jon Jagemann, district discipline manager (jagemaj@milwaukee.k12.wi.us, 414-475-8645).

Universal Supports

Categories: Preventive Support for Students, Reactionary Intervention for Students

Description: All students should be provided with the five universal supports in all settings across the district. The five universal supports are

- building meaningful relationships and community;
- co-creating expectations, procedures, and agreements;
- collectively teaching and practicing expectations, procedures, and agreements;
- developing systems for holding self and others accountable;
- acknowledging all students and recognizing their worth.

Availability: Available at all schools [and online](#).

Contact/how to request support: [Integrating Universal Supports can be found online](#) or by contacting Jon Jagemann, district discipline manager (jagemaj@milwaukee.k12.wi.us, 414-475-8645).

Zones of Regulation

Categories: Preventive Support for Students, Professional Development for Staff

Description: Zones of Regulation is a curriculum providing students with strategies to become more aware of and independent in managing their emotions and impulses. Professional development, resources, and implementation support are available.

Availability: Available for all staff members via participation in district-wide professional development. Limited materials are available for checkout.

Contact/how to request support: Professional development opportunities are available on LMS. Support can be requested by emailing the Violence Prevention Program at violenceprevention@milwaukee.k12.wi.us.

Professional Development	Description	Availability Self-paced in LMS In person through LMS School-based upon request	Contact
Discipline Disproportionality	<p>As we continue to address discipline disproportionality, six research-based best practices have been identified that work towards addressing disproportionality.</p> <p><u>Six different modules available:</u></p> <ul style="list-style-type: none"> • Defining behaviors • Talking about race • Engaging student voice • Interrupting bias in vulnerable decision points • Re-entry after discipline • Universal supports through an antiracist lens <p>All sessions are 45 minutes. Sessions can be updated to meet specific needs of a school or department upon request.</p>	<p>Self-paced in LMS</p> <p>School-based upon request</p>	<p>Student Services, Jon Jagemann</p>
Antiracism	<p>As we continue to address discipline disproportionality, antibias and antiracism across the district and our community, there are four modules available for staff to engage in self-reflection on why race matters in education and how to become active in interrupting racism.</p> <p><u>Four different modules/sessions available:</u></p> <ul style="list-style-type: none"> • History of race in Milwaukee & America • Microaggressions • Multiple perspectives • Allyship & becoming antiracist 	<p>Self-paced in LMS</p> <p>School-based upon request</p>	<p>Student Services, Jon Jagemann</p>
Culturally Responsive Problem Solving	<p>Culturally responsive problem solving (CRPS) is a framework that provides strategies to teams to reframe mindsets when individuals find themselves or their teammates using unfounded, untrue or unalterable attributions as a result of bias.</p> <p><u>Four different modules/sessions available:</u></p> <ul style="list-style-type: none"> • Team readiness • Reframing deficit mindsets • Vulnerable decision points in meetings • Interrupting bias during team meetings 	<p>Self-paced in LMS</p> <p>School-based upon request</p>	<p>Student Services, Jon Jagemann</p>
Virtual Courageous Conversations about Race Exploration	<p>A one day virtual or in-person seminar utilizing the protocols and framework from Courageous Conversations about Race. Participants engage in whole group and small group inter-racial and intra-racial</p>	<p>In-person through LMS</p>	<p>Student Services, Jon Jagemann</p>

	<p>conversation in an effort to engage, sustain, and deeper our understanding of race. All MPS staff members are required to attend prior to March 1, 2024.</p> <p>Upcoming sessions available in LMS.</p>		
Beyond Diversity	<p>A two-day in-person seminar utilizing the protocols and framework from Courageous Conversations about Race. Seminar continues the work began in Exploration as we reflect on why race matters.</p> <p>Upcoming sessions available in LMS.</p>	In-person through LMS	Student Services, Jon Jagemann
Trauma Sensitive Schools	<p>This professional development introduces participants to the definition of trauma and its impact on students and the adults in helping professions. Participants learn about compassion fatigue, vicarious trauma, and burnout as well as how self-care and community care can help mitigate the impacts. Finally, participants learn trauma sensitive practices, including SEL, and how to implement strategies toward a more trauma sensitive school/classroom.</p>	<p>Self-paced in LMS</p> <p>School-based upon request</p>	Violence Prevention Program, Kim Merath
Compassion Resilience	<p>Through this series of workshops, participants engage in learning and activities from the Compassion Resilience toolkit. They will define compassion resilience, develop a strong set of skills to manage expectations, set professional and personal boundaries, build effective collegial relationships, and practice real-time and ongoing self-care.</p>	School-based upon request	Violence Prevention Program, Kim Merath
Zones of Regulation Curriculum Training	<p>An overview of the ZONES of Regulation curriculum, how it relates to current MPS initiatives, and how to generalize the ZONES of Regulation into our current framework.</p>	School-based upon request	Violence Prevention Program, Kim Merath
Integrating SEL and Academics	<p>Social and emotional learning (SEL) has the potential to positively impact student achievement, and this can be achieved with the intentional inclusion of SEL strategies into current instructional practices. Participants will be provided with a brief refresher and more in-depth information on SEL. The explicit connection between these skills and academics will be further explored, along with specific ways SEL can be incorporated throughout the academic day.</p>	<p>In-person through LMS</p> <p>School-based upon request</p>	Violence Prevention Program, Kim Merath
Implementing Trauma Sensitive Practices	<p>This full day workshop will focus on providing resources and sensory strategies to help students regulate and/or calm their central nervous system. In addition, participants will explore the impact of trauma on the brain and to learn the differences between the specific trauma response styles: fight, flight and freeze.</p>	<p>In-person through LMS</p> <p>School-based upon request</p>	Violence Prevention Program, Kim Merath

COMP: Classroom Organization and Management Program	The Classroom Organization and Management Program (COMP) is a 3-day comprehensive classroom management workshop which provides teachers with practical strategies for effective classroom management at the tier 1 level. Throughout the workshop, teachers have the opportunity to dialogue with one another to share strategies that work and get input on areas of concern. COMP addresses 6 core areas: room arrangement, rules and procedures, student accountability, maintaining good student behavior, lesson planning and maintaining momentum.	In-person through LMS	Violence Prevention Program, Kim Merath
Bullying Prevention Overview	Bullying Prevention Overview provides school staff with information related to the definition of bullying, how bullying differs from conflict, understanding the MPS anti-bullying policy, and best practice in bullying prevention. Participants will also explore best practices in school-wide bullying prevention efforts and identify the roles that students can play in bullying situations. Emphasis will be placed on the roles school culture and positive bystander behavior play in bullying prevention.	In-person through LMS School-based upon request	Violence Prevention Program, Kim Merath
Youth Mental Health First Aid	Youth Mental Health First Aid teaches school staff members how to help an adolescent who is experiencing a mental health challenge or is in crisis. The course introduces common mental health challenges for youth, reviews typical adolescent development, and teaches a five-step action plan for how to help young people in both crisis and non-crisis situations. Topics covered include anxiety, depression, substance use, disorders, disruptive behavior disorders (including AD/HD), and eating disorders.	In-person through LMS	Violence Prevention Program, Kim Merath
Calm and Caring Educator	This course is a collaboration between MPS and Growing Minds. You will be guided in mindful awareness skills to promote core skills to create and maintain safe and connected relationships. Based upon neuroscience, these skills are designed to increase self-management, social connectedness and positivity while decreasing reactivity and compassion fatigue. The content for this course is similar to the Growing Minds Level 1 Training.	Self-paced in LMS School-based upon request	Violence Prevention Program, Kim Merath
Historical Trauma	This workshop introduces the concept of historical trauma, with an emphasis focus more specifically on the Milwaukee area. This PD explores how the impacts of trauma can be passed down across generations, and how the tenets of trauma sensitive schools can help begin to mitigate these impacts.	In-person through LMS	Violence Prevention Program, Kim Merath
Coaching Classroom Management	This course offers an introduction to the COMP workshop for those staff who may provide coaching to teachers. The Coaching Classroom Management workshop introduces the key components of COMP	In-person through LMS	Violence Prevention

	content, the resources provided to COMP participants, and look-fors in a COMP classroom. Participants will receive the COMP manual and additional resources; however, this is not a full COMP course and those participating in this course will not receive credit for having completed COMP.		Program, Kim Merath
Second Step	This training will introduce the fundamentals of SEL, as well as the Second Step curriculum. Participants will leave the training with an understanding of how to teach the curriculum, as well as how to embed lesson content throughout the instructional day.	School-based upon request	Violence Prevention Program, Kim Merath
Essentials of Classroom Management	This workshop provides an overview of fundamental elements of classroom management. Specific parameters of this PD will be developed in collaboration with the school/department requesting training.	School-based upon request	Violence Prevention Program, Kim Merath