

MTSD Pupil Nondiscrimination Self-Evaluation Report

I. SUMMARY OF PROCESS

Once being notified as a district needing to complete the Pupil Nondiscrimination (PN) Self Evaluation, the Mequon Thiensville School District crafted and enacted a comprehensive plan to engage stakeholders and collect feedback. First and foremost, the district gathered a team (PN Self-Evaluation Team) of representatives from the athletic, counseling, recreation, and student services departments. Each department analyzed data in their respective areas and synthesized the results, which can be found in the appendices. Secondly, the team developed a survey for parents and community members to complete. The survey addressed the same areas that the PN Self-Evaluation Team, and allowed for the parent and community based perspective to be taken into account. In addition, a second survey was created for the building-level counseling and student services team members to complete. Both aforementioned surveys may be found in the appendices. Finally, the PN Self-Evaluation Team reconvened to review the trends and patterns in each of the data sources and compile findings, recommend areas for improvement and develop a plan to move forward.

II. FINDINGS

A. Methods, Practices, Curriculum, and Materials Used in Counselings

1. 40% of the students in MTSD middle schools and high schools have never seen their counselor
2. 25% of families in the district feel that the district does NOT have adequate course offerings to meet the needs and interests of the students
3. There is not a common district definition, curriculum, or training protocol to address bullying
4. 60% of students accessing their counselors do it for postsecondary educational reasons

B. School District Support of Athletic, Extracurricular, and Recreational Activities

1. There are inconsistent requirements and expectations to earn a letter for MTSD varsity sports
2. Athletic participation by student athletes is commensurate with the overall student population (87% white females vs. 84% total population; 87% white males vs. 83%; 6% Black females vs. 6% total population and 7% Black males vs. 7% total population)
3. Recreational activities are comprehensive, ranging from pre-school to senior programs, with 70% of programs in the summer for children under 18.
4. Recreational activities do not track participation numbers regarding race, disability and national origin.

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C. Awarding Scholarships and Other Forms of Recognition

1. Of the scholarships applied for, the overall composition of student population was proportionally represented in who was awarded the scholarships.
2. Of graduating senior students, 18.9% in 2015 and 16.2% in 2016 applied for applied for scholarships
3. Based on the parent survey, 74% of parents are satisfied with the district's efforts to recognize student achievement
4. Based on the parent survey, 33% of students have received an award at school, not including PBIS awards.

III. RECOMMENDATIONS FOR IMPROVEMENT

A. Methods, Practices, Curriculum, and Materials Used in Counselings

1. *Strengthen the role of the Student Services Provider by differentiating the role within the professional development days:*
 - a) For example, provide Student Services Providers (including counselors, school psychologists, and social workers) additional training in the areas of 'Bullying' and 'Understanding Differentiated Perspectives and Backgrounds'
2. *Develop district-wide student services goals that focus on the greatest areas of need in social-emotional health and wellness of students:*
 - a) This aligns with the MTSD Strategic Plan and each individual school growth plan.

B. School District Support of Athletic, Extracurricular, and Recreational Activities

1. *Continue to analyze demographic data on participation and identify barriers of why certain identified student populations may not be participating in co-curriculars.*
 - a) For example, students identified as open-enrollment and how they may be accessing the co-curricular activities in an equitable manner as their resident student peers.
2. *Encourage all students to participate in at least one co-curricular activity in both middle school and high school, while looking to expand the middle school co-curricular options.*
 - a) For example, starting some clubs during lunch that would spark student interest and further engage students in their education and the school environment.

C. Awarding Scholarships and Other Forms of Recognition

1. *Collect demographic data regarding the students who have applied, not just those who have been awarded the scholarships.*

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2. *Review annually the criteria for how students are selected to receive scholarships or other forms of recognition and ensure equity in the distribution of scholarships and recognition.*

IV. ACTION PLAN ITEMS

A. Methods, Practices, Curriculum, and Materials Used in Counseling

1. *Create MTSD Student Service Committee*
 - a) Develop grade level Professional Learning Communities (PLC) focused on social-emotional health and wellness
2. *Collect and analyze data on a continuous cycle to be proactive in identifying student needs*
 - a) Utilize the current data sources to identify greatest areas of need:
 - (1) School perceptions, Climate surveys, PBIS data, Data decks, and attendance/truancy
 - b) Identify tools/resources/practices to employ to positively impact the greatest areas of need
 - c) Develop metrics to measure effectiveness of the tools/resources/practices being utilized
3. *Establish Student Services SMART goals*
 - a) Ensure the alignment of the SMART goals is in connection with the MTSD Strategic Plan and School Growth Plans
4. *Identify and provide increased parent engagement*
 - a) Establish parent workshops or trainings to support positive strategies at home that support social-emotional well-being.
 - b) Develop positive collaborative working relationships with parents through coaching from Student Services staff.

B. School District Support of Athletic, Extracurricular, and Recreational Activities

1. *Develop a more systematic, innovative approach to collecting student participation and demographic data*
 - a) Train and develop coaches and staff in the athletic department on an identified participation record keeping system.
2. *Increase communication and access to information on co-curricular offerings in MTSD*
 - a) Use multimodal methods of social media to engage parents.
 - b) Provide opportunities to co-curriculars to have a presence at middle school and high school parent events to include but not limited to open houses, conferences, and transition nights.

C. Awarding Scholarships and Other Forms of Recognition

1. *Identify the potential ways that students, at the various grades, are able to earn an award or achievement*

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- a) Create a diverse committee to review the possibilities and criteria needed to achieve the award or recognition
 - b) Analyze the criteria to ensure there is alignment with the district's equity non-negotiables
2. Collect and analyze the demographic data of students who have applied and who has earned a scholarship.
- a) Determine what, if anything, is missing on an underrepresented student's application that would improve the odds of being an awarded a scholarship