



DISCIPLINE IMPROVEMENT PLAN

Per [105 ILCS 5/2-3.162](#) and [Public Act 098-1102](#), districts are required to submit a Discipline Improvement Plan. The Discipline Improvement Plan must be district board approved, placed on the district website, and submitted to ISBE by **June 1, 2022**.

DISCIPLINE IMPROVEMENT PLAN		
Name of School District/Charter School: Township High School District 214	School Year: 2022-2023	Board Approval Date(s): July 21, 2022
School District/Charter School Address: 2121 South Goebbert Road, Arlington Heights, IL 60005		
Superintendent/Administrator Name: Dr. David Schuler/Superintendent Chris Uhle/Associate Superintendent of Administrative Services		
Discipline Improvement Plan Team		
Districts are encouraged to convene a Discipline Improvement Plan Team to address exclusionary discipline and/or racial disproportionality.		
Team Leader: Chris Uhle, Associate Superintendent of Administrative Services, chris.uhle@d214.org		
Team Members: Dr. Jessica Herrmann, Director of Student Services, jessica.herrmann@d214.org Meghan Muldoon Brown, Director of Special Education, meghan.muldoonbrown@d214.org Tony Bradburn, Director for Diversity, Equity and Inclusion, tony.bradburn@d214.org Gabriella Stetz-Jackson, Director of Professional Learning, gabriella.stetz@d214.org Jim Arey, Education Association President/teacher, jim.arey@d214.org Steve Kolodziej, Associate Principal of Student Services, steve.kolodziej@d214.org Jackie Meo, Division Head of Student Safety, Success and Wellness, jackie.meo@d214.org		

Recommended Steps to Consider when Creating the Discipline Improvement Plan

1-Review of discipline data:

The district utilized both state and local data. The ISBE provided data was analyzed along with data provided by the district utilizing our student information system.

2-Data Analysis and Identified Trends:

Township High School District 214 was identified as being in the top 20% in the “Racial Disproportionality Rate” category for the school years 2017, 2018 and 2019. The district was not in the top 20% in the disproportionality category in 2020 and 2021. The district has not been identified in the “Suspension Rate” and “Expulsion Rate” in any of the five school years. The data shows a steady trend of decreases, year over year from 2016 to 2021, in the “Total Expulsions and Suspensions Students of Color” and “Total Expulsions and Suspensions White Students” categories.

3-Potential Action Plan to Reduce the Use of Exclusionary Discipline and/or Racial Disproportionality:

The following action plan will be utilized for the 2022-23 school year:

1. Building specific discipline teams will be convened and include, at minimum, the following stakeholders: students, teachers, counselors, administrators, parent/guardians. The teams will meet quarterly to analyze the building discipline data specifically related to disproportionality. The increased frequency will allow the building and district to recognize and address any issues in a timely manner.
2. The district discipline team will meet at the end of each semester to ensure that students are disciplined without discrimination on the basis of race, color, national origin, gender, disability, or other protected status. The review will also include an annual review of all discipline-related district policies and procedures specifically related to disproportionality.
3. This past school year, we had 200 staff members participate in a professional development series called, “Trauma Based Educational Opportunities for Staff.” The district will continue to offer this training, which focuses on trauma based informed decisions in the classroom.
4. Restorative Practices Training: One division head and one related services staff member from each building have become certified trainers for restorative justice practice for schools. The trained building members, along with our Director of Professional Learning, will create a professional development plan to educate staff on restorative discipline practices.
5. The Director of Students Services, Director of Special Education and the Associate Superintendent of Administrative Services will work to compile resources to create a district shared folder regarding discipline and restorative practices. The resource folder will include information on restorative practices, classroom interventions and other pertinent information.