



DISCIPLINE IMPROVEMENT PLAN TEMPLATE

(This template is an example to assist in guiding your process. The Discipline Improvement Plan may be combined with other improvement plans required under federal and state law.)

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: Plano CUSD 88	School Year: 2022-23	Board Approval Date(s): December 19, 2022
School District/Charter School Address: 800 S Hale St, Plano, IL 60545		
Superintendent/Administrator Name: Mr. Tony Baker		
Discipline Improvement Plan Team		
Districts are encouraged to convene a Discipline Improvement Plan Team to address exclusionary discipline and/or racial disproportionality.		
Team Leader: Dr. Tracy Thurwanger, Assistant Superintendent, tthurwanger@plano88.org		
Team Members:		
<input type="checkbox"/> Lauren Cline, Behavior Specialist, lcline@pasec.net <input type="checkbox"/> Jessica Dellorto, Dean of Students, jdellorto@plano88.org <input type="checkbox"/> Nate Hill, Special Education Director, nhill@pasec.net <input type="checkbox"/> Leslie Kressin, Assistant Principal, lkressin@plano88.org <input type="checkbox"/> Kelsey Lavery, Teacher, klavery@plano88.org <input type="checkbox"/> Amy Lee, PASEC Director, alee@pasec.net <input type="checkbox"/> Faith Skinner, Assistant Principal, fskinner@plano88.org <input type="checkbox"/> Dan Solecki, Assistant Principal, dsolecki@plano88.org <input type="checkbox"/> Brett Spratley, Instructional Coach, bspratley@plano88.org <input type="checkbox"/> Jennifer Woodhouse, Parent, JWoodhouse6@gmail.com <input type="checkbox"/> Mike Zeman, Principal, mzeman@plano88.org		

Recommended Steps to Consider when Creating the Discipline Improvement Plan

1-Review of discipline data:

Please [click here](#) to find district data on the ISBE webpage. Districts/Charter Schools may also consider any other local data when creating their plan. [Plano CUSD 88 Data](#)

Suspension Rate

School Year	Suspension Rate Eligibility	Suspension Rate	Top 20% in Suspension Rate
2016	Yes	4.725	No
2017	Yes	2.234	No
2018	Yes	3.516	No
2019	Yes	3.712	No
2020	Yes	1.112	No
2021	Yes	0.654	No

Racial Disproportionality Rate

School Year	Racial Disproportionality Rate Eligibility	Racial Disproportionality Rate	Top 20% in Racial Disproportionality Rate
2016	Yes	2.211	No
2017	Yes	3.097	Yes
2018	Yes	2.901	Yes
2019	Yes	2.693	Yes
2020	Yes	2.876	Yes
2021	Yes	6.846	Yes

2. Data Analysis and Identified Trends

Trend Data

Suspension Rates and racial Disproportionality

- Disproportionality trend increased after COVID.

Percent of Population to Suspensions and Suspension Days

- Our Hispanic population consistently has the highest number of suspension days.
- Our Black students make up a larger percentage of total suspension than their population.
- Following the Pandemic, the suspensions in our Hispanic population significantly decreased.

Incident Type

- Drug offenses are consistently increasing over time.
- 100 fewer incidents in 2022 compared to 2108.
- The “other” category is consistently high. We need to analyze what “other” accounts for in greater depth.

Special Education

- Special Education students account for 14% of the total population, yet they carry nearly 20% of the suspension rate.

Mobility

- While our data does not reflect the incident of suspension when a student started their attendance with our district, our mobility rates are higher than the State averages in all race categories for all years reviewed (2017-2022)

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

Action Plan

Target Area 1: Professional Development

- *The District Teaching and Learning Focus Group* will implement culturally responsive professional development for all staff annually.
- Behavioral strategies will be provided to staff via the district *Behavior Interventionist* monthly.

Target Area 2: Data Review

- *Discipline Committee* will review building-level discipline data collectively each month.
- *Discipline Committee* will review exclusionary practices and racial disproportionality incidents.
- *Discipline Committee* will review the “other” category.
- *Discipline Committee* will review how all schools are coding suspensions.
- *Discipline Committee* will review the [ISBE School Discipline Resources](#), including but not limited to the Model Student Code of Conduct and the Public Act 99-0456 School District Self-Assessment Checklist.
- *Discipline Committee* will review SB100 suspension categories.

Discipline Committee Members: Assistant Principals, Deans, or Building Leadership Designee(s)

Target Area 3: Student Support and Training

- *Building Leaders* will provide training opportunities for staff to understand and effectively communicate expectations as listed in the school handbook and ensure staff knows how to handle disciplinary incidents within the classroom setting.
- *Building Leaders* will provide expectations meetings for all students at the start of the school year.
- *Building Leaders* will provide ongoing communications of expectations for students to build skills and consistency.
- *Building Leaders* will implement expectations meetings for all students transferring into Plano CUSD #88 with ongoing communication of such expectations throughout the year.

Target Area 4: Community and Family Engagement

- *Building Leaders* will communicate clearly to the community and families regarding expectations for school readiness and accessing support within the school settings.
- *The Teaching and Learning Focus Group, in collaboration with Building Leaders, will work to ensure families have access to school officials that can effectively communicate with families regularly in their home language.*