



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: Harvey Public School District 152	School Year: 2022	Board Approval Date(s):
School District/Charter School Address: Harvey Public School 152		
Superintendent/Administrator Name:		
Discipline Improvement Plan Team		
Districts are encouraged to convene a Discipline Improvement Plan Team to address exclusionary discipline and/or racial disproportionality.		

Team Leader:

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Team Members:

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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 website. Districts/Charter Schools may also consider any other local data when creating their plan.

2-Data Analysis and Identified Trends:

Harvey Public School 152 ranked in the top 20% for suspension for 2016-2017, 2017-2018, 2018-2019, 2020-2021 school years. Although each school year, we have reduced the number of suspensions, we still remain in the 20 percent of schools with the most suspensions in Illinois. The team discussed the need to further explore discipline data per school building that is not included in the state report and identify in each school any other areas that need improvement or analysis.

The team has discussed factors that contribute to the overall data suspension which included, administrators following the handbook in regard to consequences to behavior and training administration and staff because there has been new administrators at some building levels each year which is a high turnover rate for administrators and teachers. Retraining and training new teachers on PBIS and creating restorative justice practices in the multi-tiered system of discipline management.

In the last three years, there has been an effort to improve Social and Emotional tier one using the Second Step Curriculum and the DESSA as an assessment tool. There has been an increase in social and emotional learning with students. We also have PD in CPI training for de-escalating issues(train the trainer model).

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

As we move to improve discipline, we want to take a deeper dive into the data at each of the five school buildings. Harvey Public School 152 team has created an action plan to reduce discipline using three strategies: tier 1 - classroom management program which is Positive Behavioral Interventions and Supports(PBIS). It would include training including components of PBIS-refresher course, restorative justice, trauma sensitive strategies, and de-escalation techniques in the PD plan. The goal is to define clear expectations for student behavior, manage behaviors in a positive way, and measure the effectiveness of the tier 1 behavior management strategies. Increasing the knowledge and skills in classroom management will be effective with overall discipline. We hope to influence the behavior at the classroom level.

Second, the team also wants to train administrators on universal discipline and hire an assistant principal at each building site. It is vital that we hire and keep assistant principals to maintain discipline and order in each school building.

Third, we want to ensure all administrators have a universal referral and suspension form. Each year administrators will train their staff on how to use the handbook. Alignment of all documents and language of the handbook is essential to the overall discipline data. Every school in the district will use the same suspension forms/documents.