



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 identified on the Top 20% Exclusionary Discipline list are required to submit a Discipline Improvement Plan. The Discipline Improvement Plan must be approved by the district board, placed on the district website, and submitted to ISBE by **February 1, 2023**.

DISCIPLINE IMPROVEMENT PLAN		
Name of School District/Charter School: Mt Vernon Township High School 201	School Year: 22-23	Board Approval Date(s): November 21, 2022
Link to district website where plan is posted:		
School District/Charter School Address: 11101 N Wells Bypass, Mt. Vernon, IL 62864		
Superintendent/Administrator Name: Melanie Andrews		
<p style="text-align: center;">Discipline Improvement Plan Team</p> <p>Districts are encouraged to convene a Discipline Improvement Plan Team to address exclusionary discipline and/or racial disproportionality.</p>		
<p>Team Leader:</p> <p style="text-align: center;"><u>Melanie Andrews, Superintendent, mandrews@mvths.org</u> (name, position/title, email address)</p>		
<p>Team Members:</p> <p style="text-align: center;"><u>Rowdy Fatheree, Principal, rfatheree@mvths.org</u> (name, title/position, email address)</p> <p style="text-align: center;"><u>Kara Andrews, AP, kandrews@mvths.org</u></p> <p style="text-align: center;"><u>Steve Shifflet, AP, sshifflet@mvths.org</u></p> <p style="text-align: center;"><u>Michael Koehnke, AP, mkoehnke@mvths.org</u></p> <p style="text-align: center;"><u>Trish Reeves, Dean, treeves@mvths.org</u></p>		

Recommended Steps to Consider when Creating the Discipline Improvement Plan

1-Review of discipline data:

Please go to the ISBE [School Discipline](#) webpage to find district data-level data. Districts/charter schools may also consider any other relevant data, e.g., district's Illinois Report Card (student and teacher demographics, attendance rates, graduation rates, student mobility rates, academic progress, etc.), Survey of Learning Conditions (5 Essentials Survey or other approved survey) and any other local data.

2-Next steps:

The below process may be helpful in the creation of the disciplinary improvement plan.

MVTHS continues to keep the safety of our students as a top priority. We continue to meet the requirements of Senate Bill 100. However, there are times when the safety of students and staff on campus requires an out of school suspension. We know that students learn better in person at school. We take each out of school suspension seriously and try to avoid them as much as possible. We utilize multiple internal support services, contact and work with parents, use progressive discipline techniques, work with outside agencies, and other steps to try to avoid suspension.

For reporting years 2016-2020, an entire class of MVTHS students was missing from the data that ISBE used to determine schools that would be on this list. When accurate data was reported in 2021, the district was not in the top 20% of exclusionary discipline. It is difficult to determine if the previous data is even accurate when 300+ students were taken out of the equation.

3. Has your district completed implicit bias training as required by PA 100-0014? Have you incorporated the [Diversity Equity and Inclusion Provider Evaluation Tool](#)? If you did, what are your thoughts regarding your current implicit bias training (e.g., effective or ineffective)?

No, we have not completed this training other than what is required through mandated trainings.

4. Potential Action Plan to Reduce the Use of Exclusionary Discipline and/or Racial Disproportionality: (Goal/Objective, Strategy/Action, Timeframe, Responsible Individual(s), Success Criteria, and Method of Evaluation)

We have an Attendance Teacher who works four periods in the Attendance Office. He is building relationships with students and works with them and parents to keep them in school. He is visible on campus and is one more trusted adult here at MVTHS.

We continue to expect teachers and staff to call home to parents with any discipline concerns. We want to establish those lines of communication early before incidents escalate.

ESSER III funds still pay for a third social worker on staff - this person meets with at-risk youth to help them develop good decision making skills.

Guidance counselors and social workers connect with at-risk students individually and in small groups.

MVTHS continues to explore the option of creating an internal classroom that would be utilized in lieu of out of school suspensions. This requires an overhaul of old HVAC systems in a building. We plan to begin that work in the spring.

All staff members are encouraged and expected to build positive relationships with students.

