



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: Sandridge Elementary School	School Year: 2023	Board Approval Date(s): 2/15/2023
Link to district website where plan is posted: www.sandridgesd172.net		
School District/Charter School Address: 2950 Glenwood Dyer Road, Lynwood, IL 60411		
Superintendent/Administrator Name: Dr. Kim Nalls, Superintendent/J. Kosina, Principal		
Discipline Improvement Plan Team		
Team Leader: Joe Kosina, Principal, jkosina@sandridgesd172.net		
Team Members: Dr. Kim Nalls, Superintendent, knalls@sandridgesd172.net Dr. Veda Newman, Director of Student Support Services, vnewman@sandridgesd172.net Kalea Polk, Assistant Principal, kpolk@sandridgesd172.net Jordan Szorc, Social Worker, jszorc@sandridgesd172.net Gertrude Winston, Main Office Secretary and Parent, gwinston@sandridgesd172.net		

Discipline Improvement Plan

1-Review of discipline data:

Data was reviewed with team members and we discovered that past practices created an exclusionary school culture. Sandridge was in the top 20% of schools in the state of Illinois for suspensions. It was extremely alarming to learn that in 2019, Sandridge ranked 13th of all schools in the state for suspensions. Also concerning, is the fact that the school has been in the top 20% of schools for suspension rates since 2016. Sandridge is committed to reducing the number of suspensions in 2023 and beyond.

Although Sandridge only met the threshold for the state's racial disproportionality rate in terms of suspensions during the 2019 school year, there was a significant disproportionality rate from 2016-2019, with the highest disproportionality rate in 2019. In 2019, 51 white students represented 2 out of 101 suspensions while 307 students of color represented 99 suspensions.

2. Process Components:

Define

- Data was reviewed and discussed in relation to the past five years.
- Students and parents expressed concerns with not feeling connected to the school community.
- Team members have a sincere desire to improve the culture and climate of Sandridge Elementary and to reduce the number of suspensions issued each year.

Measure

- The numbers of incidents of physical aggression and altercations have decreased since the beginning of this school year.
- Students are in need of restorative support as a number of our students have reported trauma in their lives during social work intervention.
- We have increased our list of internal interventions and have reduced the number of times we are utilizing OSS.

Analyze

- It is possible that unconscious or implicit bias may have impacted disciplinary practices in the past.
- The student handbook reflects adherence to rules and consequences.
- Student handbook committee will review the handbook and suggest necessary modifications.

Improve

- Develop and implement MTSS.
- Continue to develop restorative approaches to handling discipline with dignity.
- Increase opportunities for student wellness checks and social work.

- Continue to develop restorative menu options for student, teacher, and administrative use.
- Ensure that all staff utilize the “3 to 1” ratio for major and minor incidents.
 - This will help staff and parents make connections with each other to help students achieve success.
- Strategies will be developed among the school community to ensure calibration of appropriate interventions and discipline practices.
- Continued development and implementation of restorative practices, relationship building, and community building.

Control

- Monitor and maintain the improved progress; adjust supports/the plan as necessary to reduce exclusionary discipline.

3. Has your district completed implicit bias training as required by PA 100-0014? Have you incorporated the training. If you did, what are your thoughts regarding your current implicit bias training (e.g., effective or ineffective)?

Implicit Bias training has been provided via Infinitec. The District also provided training on cultural competency at the opening Institute Day in August of 2022. We will continue to develop a professional development plan that includes training on cultural competency and training on building culturally responsive teaching throughout our school community.

4. Sandridge School Discipline Improvement Plan

Goal/Objective

To reduce the number of suspensions issued to students at Sandridge Elementary School.

Strategy/Action

1. Create and publish a list of restorative interventions.
2. Create and provide weekly PBIS celebrations of students and staff.
3. Increase in school interventions to help form connections between students, staff, and home.
4. Develop weekly notifications to parents regarding student success.
5. Schedule a student handbook review and update session with stakeholders.
6. Provide on-going training sessions for staff on understanding students and trauma.

Timeframe

1. Discipline data will be monitored each month and compared to form baseline data and projections.
2. Weekly - Restorative Intervention Opportunities will be provided after school and on Saturdays.

Responsible Individual(s)

1. Principal
2. Assistant Principal
3. Social Worker
4. Interventionist
5. Teachers

Success Criteria

1. Increase in student achievement
2. Increase in student attendance
3. Reductions in physical aggression and altercations
4. Reduction in the number of suspensions
5. Increase in total number of restorative interventions

Method of Evaluation

Formative assessment of the number of suspensions will occur at least monthly. The summative assessment will occur at the end of the year when a reduction in the final number of suspensions is published.