



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: O’Fallon Township High School District #203	School Year: 2023-24 (updated)	Board Approval Date(s): 6-23-22 (original board approval)
School District/Charter School Address: 600 South Smiley Street, O’Fallon, IL 62269		
Superintendent/Administrator Name: Dr. Beth Shackelford		
Discipline Improvement Plan Team		
Districts are encouraged to convene a Discipline Improvement Plan Team to address exclusionary discipline and/or racial disproportionality.		
Team Leader:	Mr. Rich Bickel, Principal, bickelr@oths.us	
Team Members:	Ms. Mia Bilotti, Social Worker, bilottim@oths.us Ms. Meredith Brown, Social Worker, brownm@oths.us Mrs. Megan Buck, Social Worker, buckm@oths.us Ms. Elaine Byrn, Social Worker, byrne@oths.us Dr. Kim Coley, Assistant Principal, coleyk@oths.us Mr. Randy Dickenson, Vice-Principal, dickensonr@oths.us Mrs. Denise Dismukes, Guidance Counselor, dismukesd@oths.us Mrs. Twana Dollison, Vice-Principal, dollisont@oths.us Mrs. Nicole Flaar, Social Worker, flaarn@oths.us Mr. Travis Hattan, Guidance Counselor, hattant@oths.us Mr. Tradale Hayes, Guidance Counselor, hayest@oths.us Mr. Dan Howe, Assistant Principal, howed@oths.us Mrs. Tiffany Lugge, Director of Guidance, lugget@oths.us Mrs. Megan McNichols, Assistant Principal Special Services, mcnicholsm@oths.us Mrs. Caitlin Mueller, Social Work Department Chair, muellerc@oths.us Mrs. Mallory Prindable, Social Worker, prindablem@oths.us Ms. Kate Randle, Social Worker, randlek@oths.us Mrs. Tracey Ritzel, Guidance Counselor, ritzelt@oths.us Mrs. Erika Schreffler, Guidance Counselor, schrefflere@oths.us Ms. Tiffany Schneider, Director of Special Services, schneidert@oths.us Mr. Corey Wallis, Assistant Principal, wallisc@oths.us	

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.

2-Data Analysis and Identified Trends:

Data indicates that for the cycle of years reported in the data set (2016-2023), our district demonstrated improvement in reducing racial disproportionality as it relates to exclusionary discipline from the first year of the data set (2016) to the last year of the data set (2023).

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

- Use restorative discipline model for conflict resolution
 - Circles
 - Conferences
 - Multi-tiered system of supports
 - Social-emotional learning
 - Contracts
- Progressive discipline model
 - Restorative practices
 - Lunch detention
 - Alternative Classroom
- Incorporate parental involvement
 - Phone calls
 - In-person meetings
 - Zoom meetings
 - Home visits
- Life Management Skills class
 - Academic credit class for at-risk students that includes social work and adult mentoring
- Social Workers – Additional social worker added for the 2022-23 SY
- Guidance Counselor - Additional guidance counselor added for the 2020-21 SY
- Hired a residency, truancy and diversity coordinator 2019-20 SY
- Increased mentoring presence through adult hallway monitoring/supervision
- Ongoing professional development increasing cultural sensitivity
- Staff Offering Support Team comprised of administrators, social workers, guidance counselors, nurse, and truancy officer who meets weekly to discuss students who have attendance, academic, and social emotional issues.