



## 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 **February 1, 2025**.

| DISCIPLINE IMPROVEMENT PLAN                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                         |                                                              |
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| Name of School District/Charter School:<br>O'Fallon Township High School District #203                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | School Year:<br>2024-25 | Board Approval Date(s):<br>6/23/22 (Original Board Approval) |
| School District/Charter School Address:<br>600 South Smiley Street, O'Fallon, IL 62269                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                         |                                                              |
| Superintendent/Administrator Name:<br>Dr. Beth Shackelford                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                         |                                                              |
| <p align="center"><b>Discipline Improvement Plan Team</b></p> <p>Districts are encouraged to convene a Discipline Improvement Plan Team to address exclusionary discipline and/or racial disproportionality.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                         |                                                              |
| <p><b>Team Leader:</b><br/>Mr. Dan Howe, Principal, <a href="mailto:howed@oths.us">howed@oths.us</a></p> <p><b>Team Members:</b><br/>           Mr. Jamaal Heavens, Assistant Principal, <a href="mailto:heavensj@oths.us">heavensj@oths.us</a><br/>           Dr. Kim Coley, Assistant Principal, <a href="mailto:coleyk@oths.us">coleyk@oths.us</a><br/>           Mr. Ryan Cozad, Assistant Principal, <a href="mailto:cozadr@oths.us">cozadr@oths.us</a><br/>           Mr. Corey Wallis, Assistant Principal, <a href="mailto:wallisc@oths.us">wallisc@oths.us</a><br/>           Mrs. Twana Dollison, Vice-Principal, <a href="mailto:dollisont@oths.us">dollisont@oths.us</a><br/>           Ms. Tiffany Schneider, Director of Special Services, <a href="mailto:schneidert@oths.us">schneidert@oths.us</a><br/>           Ms. Megan McNichols, Assistant Principal-Special Services, <a href="mailto:mcnicholsm@oths.us">mcnicholsm@oths.us</a><br/>           Mr. Alex Prindable, Student Services Department Chair, <a href="mailto:prindablea@oths.us">prindablea@oths.us</a><br/>           Mrs. Caitlin Mueller, Social Worker Department Chair, <a href="mailto:muellerc@oths.us">muellerc@oths.us</a><br/>           Mrs. Nicole Flaar, Social Worker, <a href="mailto:flaarn@oths.us">flaarn@oths.us</a><br/>           Mrs. Megan Buck, Social Worker, <a href="mailto:buckm@oths.us">buckm@oths.us</a><br/>           Ms. Mallory Prindable, Social Worker, <a href="mailto:prindablem@oths.us">prindablem@oths.us</a><br/>           Ms. Kate Randle, Social Worker, <a href="mailto:randlek@oths.us">randlek@oths.us</a><br/>           Ms. Elaine Byrn, Social Worker, <a href="mailto:byrne@oths.us">byrne@oths.us</a><br/>           Ms. Meredith Brown, Social Worker, <a href="mailto:brownm@oths.us">brownm@oths.us</a><br/>           Ms. Mia Johnson, Social Worker, <a href="mailto:johnsonm@oths.us">johnsonm@oths.us</a><br/>           Mrs. Tiffany Lugge, Director of School Counseling, <a href="mailto:lugget@oths.us">lugget@oths.us</a><br/>           Ms. Denise Dismukes, School Counselor, <a href="mailto:dismukesd@oths.us">dismukesd@oths.us</a> </p> |                         |                                                              |

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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 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 last three years, our district demonstrated improvement in reducing racial disproportionality as it relates to exclusionary discipline.

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

- Created a new Student Support Services Department
  - Hired a Student Support Services Department Chair
  - This new Department will oversee Homebound Services and Alternative Education
- District wide emphasis on improving student attendance
- Use restorative discipline model for conflict resolution
  - Circles
  - Conferences
  - Multi-tiered system of support
  - 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
  - New Curriculum adopted in December 2024
  - LMS teacher and Department Chair did PD training to incorporate this program for the Spring 2025 semester.
- Increased mentoring presence through adult hallway supervision.
  - Hired additional security staff to monitor bathroom/hallways
  - Security staff will collaborate with Social Workers and Assistant Principals to give Tier 3 support to at-risk students.
- Ongoing professional development increasing cultural sensitivity
- Staff Offering Support Team comprised of administrators, social workers, guidance counselors, nurses, and truancy officer who meets weekly to discuss students who have attendance, academic, and social emotional issues.
- 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