



**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.

DISCIPLINE IMPROVEMENT PLAN		
Name of School District/Charter School: Thornton Township HSD 205	School Year: 2023-2024	Board Approval Date(s): August 10, 2022
School District/Charter School Address: Thornton Township HSD 205; 465 E. 170 <sup>th</sup> Street; South Holland, IL 60473		
Superintendent/Administrator Name: Dr. Nathaniel Cunningham, Jr.		
<b>Discipline Improvement Plan Team</b>		
Districts are encouraged to convene a Discipline Improvement Plan Team to address exclusionary discipline and/or racial disproportionality.		
<b>Team Leader:</b>  <p style="text-align: center;"><b>Thomas Porter, Executive Director PPS</b> Porter.thomas@district205.net</p>		
<b>Team Members:</b>  <p>Mr. Todd Whitaker, Principal, <a href="mailto:whitaker.todd@district205.net">whitaker.todd@district205.net</a></p> <p>Dr. Justin Moore, Principal, <a href="mailto:moore.justin@district205.net">moore.justin@district205.net</a></p> <p>Mr. Don C. Holmes, Principal, <a href="mailto:holmes.don@district205.net">holmes.don@district205.net</a></p> <p>Mr. Dontrell Jackson, Discipline Administrator, <a href="mailto:Jackson.dontrell@district205.net">Jackson.dontrell@district205.net</a></p> <p>Ms. Rochanna Richardson, Discipline Administrator, <a href="mailto:richardson.rochanna@district205.net">richardson.rochanna@district205.net</a></p> <p>Ms. Danielle Dronzek, Discipline Administrator, <a href="mailto:dronzek.danielle@district205.net">dronzek.danielle@district205.net</a></p> <p>Ms. Christy Lewis, Discipline Administrator, <a href="mailto:lewis.christy@district205.net">lewis.christy@district205.net</a></p> <p>Mr. Joshua Reyes, Discipline Administrator, <a href="mailto:reyes.joshua@district205.net">reyes.joshua@district205.net</a></p> <p>Ms. Tammy King, Discipline Administrator, <a href="mailto:king.tammy@district205.net">king.tammy@district205.net</a></p>		

Ms. Alexandra Hay, Discipline Administrator, [hay.alexandra@district205.net](mailto:hay.alexandra@district205.net)

Mr. Jose Gonzalez, Discipline Administrator, [Gonzalez.jose@district205.net](mailto:Gonzalez.jose@district205.net)

Mr. Wille Butler, Discipline Administrator, [butler.willie@district205.net](mailto:butler.willie@district205.net)

Dr. Nicholas Browder, Discipline Administrator, [browder.nicholas@district205.net](mailto:browder.nicholas@district205.net)

Ms. Tihila Wright, Discipline Administrator, [wright.tihila@district205.net](mailto:wright.tihila@district205.net)

Mr. Thomas Porter, Executive Director, [porter.thomas@district205.net](mailto:porter.thomas@district205.net)

Dr. Nathaniel Cunningham, Jr. Superintendent, [cunningham.nathaniel@district205.net](mailto:cunningham.nathaniel@district205.net)

### 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:**

The team has examined our suspension data since 2016.

Year/Number of Suspensions/Rate-Percentage

2015-2016/ 3,657 suspensions/ 70.81%

2016-2017/ 2,280 suspensions/ 49.96%

2017-2018/ 1,663 suspensions/ 32.37%

2018-2019/ 1,470 suspensions/ 29.43%

2019-2020/ 887 suspensions/ 17.78%

2020-2021/ 0 suspensions/ 0%

2021-2022/ 1,692 suspensions/ 36.91%

2022-2023/1,497 suspensions/33.83%

2023-2024/1,118 suspensions/26.37%

The trend above shows a reduction in the number of suspensions continuously from each year since 2016. Our team is very pleased that our percentage of suspended students continues to decrease. The district has administrators in roles that were deans before. We are also aware that there are repeat offenders in disciplinary events and we are consistently considering ways to work with repeat offenders. Our data does indicate that repeat offenders are decreasing. The district has identified these students and works with families to promote behavioral contracts or attendance at various alternative schools.

The disproportionality numbers reflect a decrease in white students. Most of our district students are students of color. The district did not have any disproportionality concerns with the current data.

Most suspensions in the district have been related to serious offenses such as mob action, violence, use of weapons, and assault/battery towards other students and staff members.

The district has not had expulsions due to the District 205 School Board's commitment to keeping young people in school.

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

We have outlined the various steps below for the district's discipline improvement plan.

- 1) We are working with various local community groups to provide students with access to mental health. Various groups provide mental health services for students, families, staff, and parents. We know that mental health services will assist all the various groups. We also know that students will be able to develop mental health partners, which will provide alternatives to suspension.
- 2) District 205 continues to use a variety of MTSS (multi-tiered systems of support) with students. We have used grant funds to allow additional support staff to assist with students with their increasing social-emotional competence. These personnel work with students about attendance issues, gaining access to academic support, and guidance on how to do better work in their classes.
- 3) District 205 will need to continue student and family participation in response to the various services and resources that are available in the school. We will also continue to have student and family expectation meetings, which will acclimate students to the school environment.
- 4) District 205 will review discipline data each quarter. We also used a model at one school where one discipline administrator worked with all of the students with IEPs in the building, which has made suspension rates lower.
- 5) District 205 will continue to keep students in school to continue enrollment of students in home school and alternative school programs (our Peace Center and Outlook Academy), RISE (Safe School), and Ombudsman Program.
- 6) District 205 will continue to provide and engage all school staff in professional development that will promote areas of empathy, cultural competency, culturally relevant practices, and ensuring fair and appropriate equitable outcomes.
- 7) We are very proud of our work to have student identification to be available on their student cellphones which keeps us from processing students who may not have the physical identification card on their person.
- 8) Our discipline administrators provide an update to their principals and central office staff monthly in a similar format. This allows us to examine specific data and allows our leaders to share ideas across the district.