



SCHOOL DISCIPLINE IMPROVEMENT PLAN

Template

As required by 14 Del. C. § 703(b)

A school that has been identified as meeting a threshold under 14 Del. C. § 703(a)(4) is responsible for submitting a plan that identifies strategies the school will implement beginning in the following school year to reduce the use of exclusionary disciplinary practices or disproportionate use of exclusionary disciplinary practices with racial subgroups or students with disabilities, or both. This form is a suggested template that is intended to be a guide to schools that are required to submit a School Discipline Improvement Plan.

Schools also identified as qualifying for comprehensive support and improvement (CSI) or targeted support and improvement (TSI) or as out of compliance with the Individuals with Disabilities Act (IDEA) Determination Indicator 4A must include in this plan, information around how the school intends to align its strategies related to discipline and satisfy the state and federal requirements. The statute also allows schools to include this plan as part of their school improvement plan.

School/Charter School Name: Shue-Medill Middle School	School District: Christina School District	
School Contact: Charles Priestley	District Contact: Gina Moody	
Please indicate if your school is currently identified as (check all that apply): <input type="checkbox"/> CSI <input checked="" type="checkbox"/> TSI <input type="checkbox"/> IDEA Indicator 4A		
Identified School Years (3 most consecutive years): 1. 2022 2. 2023 3. 2024	Identified Subgroups (check all that apply): X Racial Subgroups X Students with Disabilities	Plan Implementation School Year: 2025-26
SECTION 1: STAKEHOLDER INPUT Per 14 Del. C. § 703(b)(3)b., the plan must be developed with input from the following groups to incorporate strategies to promote fairness and equity in discipline. Please select all that provided input and provide a separate attachment with a list of names by each group below.		
x Administrators: Priestley, Heuser, Jefferson	x Parents: Ms. Milman, Mr. Martin, Mr. Abbott	

x **Community Stakeholders:** Ms. Taylor, Mr. Ray, Mr. Livingston, Mr. Freer

x **Students:** AVID Ambassadors

x **Educators:** Muldoon, Twardus

SECTION 2: REVIEW & PLANNING

<p>1. Review of Discipline Data – 14 Del. C. § 703(b)(1)</p>	<p>Where are the discrepancies? What have you determined to be the root causes for the discrepancies?</p> <p>Out of Out-of-school suspensions for all students. Out-of-school suspensions for two sub-groups: Spec. Ed and African American Male</p> <p>Root Causes:</p> <ul style="list-style-type: none"> - Inconsistent classroom management across all grade levels - Lack of supports for students with behavior concerns - School-wide strategies for staff-to-student relationship building - School-wide strategies for student-to-student relationship building. 	<p>Date(s) of Review: Monthly Meetings 4th Wed. Dean and Behavior 2nd Wednesday of the Month Special Services Meeting to review data</p>
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<p>2. Review of Discipline Policies and Practices – 14 Del. C. § 703(b)(1)</p>	<p>What were the targeted areas for Improvement?</p> <p>Altercations between students</p> <ul style="list-style-type: none"> ● Fidelity of implementation of strategies that build relationships and collaborative strategies ● Restorative Practices - how to monitor and determine effectiveness ● Classroom management protocols, 	<p>Date(s) of Review: Sept. 2024– May 2025</p>
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	Take-Two Mentoring	Throughout the year
Other Programming	<ol style="list-style-type: none"> 1. Poverty Simulation 2. AVID Advisory 3. Young Men United 4. Mentoring with Mr. Taylor 	<ol style="list-style-type: none"> 1. None 2. PD for AVID Advisory 3. Continue and identify new students via the watchlist 4. Continue and identify new students via the watchlist
<p>4. Action Steps – Utilizing the SMART goal format, please describe strategies/actions the school will implement to reduce the use of exclusionary disciplinary practices or disproportionate use of exclusionary disciplinary practices with racial subgroups students with disabilities, or both. [14 Del. C. § 703(b)(3)] If your school has been identified as needing support for CSI, TSI, or IDEA Determination Indicator 4A, please use this section to align and describe those strategies, making sure SMART goal-setting is utilized. You are also welcome to attach a separate response for this item.</p>		

SCHOOL DISCIPLINE IMPROVEMENT PLAN

GOAL 1

Goal Description:

Decrease overall out-of-school suspensions by 10%, with a targeted reduction of 15% for Special Education students and African American male students, as tracked through disciplinary data.

- AVID Advisory (SEL)
- Kagan

Outline activities the team will do to ensure completion of this goal:

Enhance behavioral intervention strategies, classroom management strategies, and collaboration strategies, and provide staff training on culturally responsive discipline and de-escalation techniques.

- **Targeted Summer Program:** Launch a summer transition program for incoming 6th graders that teaches routines, procedures, and expectations, and fosters team-building and cooperative learning.
- SEL programming to align with our instructional practice and programming **AVID**.

- **Focus Groups:** Hold biannual student and faculty focus groups to analyze School Climate data and develop actionable strategies for fostering inclusivity and belonging.
- **Data-Driven Support:** Utilize “tough nugget” data points to track student interactions and support services, ensuring early intervention and personalized student engagement.
- **Bootcamp PD:** Implement a Shue-Medill Bootcamp the week before staff return, providing three extra days of planning and professional development aligned with leadership priorities and TSI goals.
 - Reached out to Kagan (Win-Win Discipline)
 - Kagan Training
 - ACE’s Training - Virtual training (Becoming ACE’s Aware)
- **Scheduling Adjustments:** Restructure grade-level teams into three smaller teams per grade to enhance student-staff relationships and targeted support.

Funding Source/Cost						Who's Responsible		
Measure/Evidence	Baseline Metric	MOY Metric & Date Anticipated	EOY Metric & Date Anticipated	Target Metric	Item/ Service	\$	\$ Source	Lead/Chair, Members, etc.
I-Tracker Admin Suspension report by demographic	2023-24	Monthly Report Analyzed 6/13/2025	Monthly Report analyzed 6/13/2025	10%, with a targeted reduction of 15% for Special Education students and African American male students	Win-Win-Discipline	\$7,000.00	TSI	Admin, Coach, teachers
I-Tracker Admin Suspension report by demographic	2023-24	Monthly Report Analyzed 6/13/2025	Monthly Report analyzed 6/13/2025	10%, with a targeted reduction of 15% for Special Education students and African American male students	Kagan Cooperative Learning	\$15,000	TSI	All Teachers
I-Tracker Admin Suspension report by demographic	2023-24	Monthly Report Analyzed 6/13/2025	Monthly Report analyzed 6/13/2025	10%, with a targeted reduction of 15% for Special Education students and African American male students	AVID Advisory SEL	Free	N/A	All Teachers

GOAL 2

Goal Description: Implement strategies to reduce the number of altercations between students by promoting conflict resolution and positive behavior. Decrease student altercations by 10% within the next six months, as tracked through incident reports and teacher observations.

- Restorative Practices

Outline activities the team will do to ensure completion of this goal:

Introduce peer mediation programs, reinforce school-wide behavioral expectations, and provide staff with Restorative training.

- Restorative Practices:** Re-implement Restorative Practices with a dedicated Core Team to support and sustain conflict resolution strategies.

Funding Source/Cost						Who's Responsible		
Measure/ Evidence	Baseline Metric	MOY Metric & Date Anticipated	EOY Metric & Date Anticipated	Target Metric	Item/ Service	\$	\$ Source	Lead/Chair, Members, etc.
Fighting and instigation discipline numbers	2023-24	Monthly Reports School	6/12/25 Total number of	10% Reduction in eschool incidents involving fights/instigation	Vendor TBD	\$5,000.00	Opportunity Grant	Whole Staff

SECTION 3: APPROVED PLAN SUBMISSION – DUE NO LATER THAN JULY 1, 2025 Please submit the plan to the following

mailbox:
DDOE.SchoolClimate@doe.k12.de.us (updated)
RegulationPolicies@doe.k12.de.us

Board Approval Date:

School Contact Name and Signature:

Charles Priestley

Date:

11/4/25

Superintendent, Charter Head of School or
Designee – Name and Signature:

Celia A Needy

Date Submitted to DDOE:

5/6/2025