

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.

DISCIPLINE IMPROVEMENT PLAN		
Name of School District/Charter School: Community High School District 128	School Year: 2026-2027	Board Approval Date(s): April 28, 2025
Link to district website where plan is posted: https://www.d128.org/departments/student-services/resources		
School District/Charter School Address: Community High School District 128 50 Lakeview Parkway, Suite 101 Vernon Hills, IL 60061		
Superintendent/Administrator Name: Dr. Marc Schaffer , Superintendent		
Discipline Improvement Plan Team Districts are encouraged to convene a Discipline Improvement Plan Team to address exclusionary discipline and/or racial disproportionality.		
Team Leader: Dr. Jessica Herrmann , Director of Student Services, Jessica.herrmann@d128.org		
Team Members: Dr. Andy Young, Principal, andrew.young@d128.org Dr. Ray Albin, Principal, raymond.albin@d128.org Bill Bellecomo, Team Leader, bill.bellecomo@d128.org Hannah Burton, School Psychologist, hannah.burton@d128.org Avelino Cortez, Team Leader, avelino.cortez@d128.org Lisa Davis, Data Coach and Math Teacher, lisa.davis@d128.org Charlotte Eames, Director of Data and Assessment, charlotte.eames@d128.org Shannon Garcia, Assistant Principal, Shannon.garcia@d128.org Jenny Goettsche, Assistant Principal, Jennifer.goettsche@d128.org Madeline Hall, Team Leader, madeline.hall@d128.org Aleks Harris, School Social Worker, aleksandra.harris@d128.org Kelli Hartweg, Director of Special Services, kelli.hartweg@d128.org Briant Kelly, Associate Superintendent, briant.kelly@d128.org Meg Lavery, Equity Coach, megan.lavery@d128.org Jason Schroeder, Team Leader, Jason.schroeder@d128.org Meagan Silverberg, Assistant Principal, Meagan.silverberg@d128.org Greg Stilling, Assistant Principal, greg.stilling@d128.org Amy Wiggins, Team Leader, amy.wiggins@d128.org Tara Young, Equity Coach, tara.young@d128.org TBD, Data Coach		

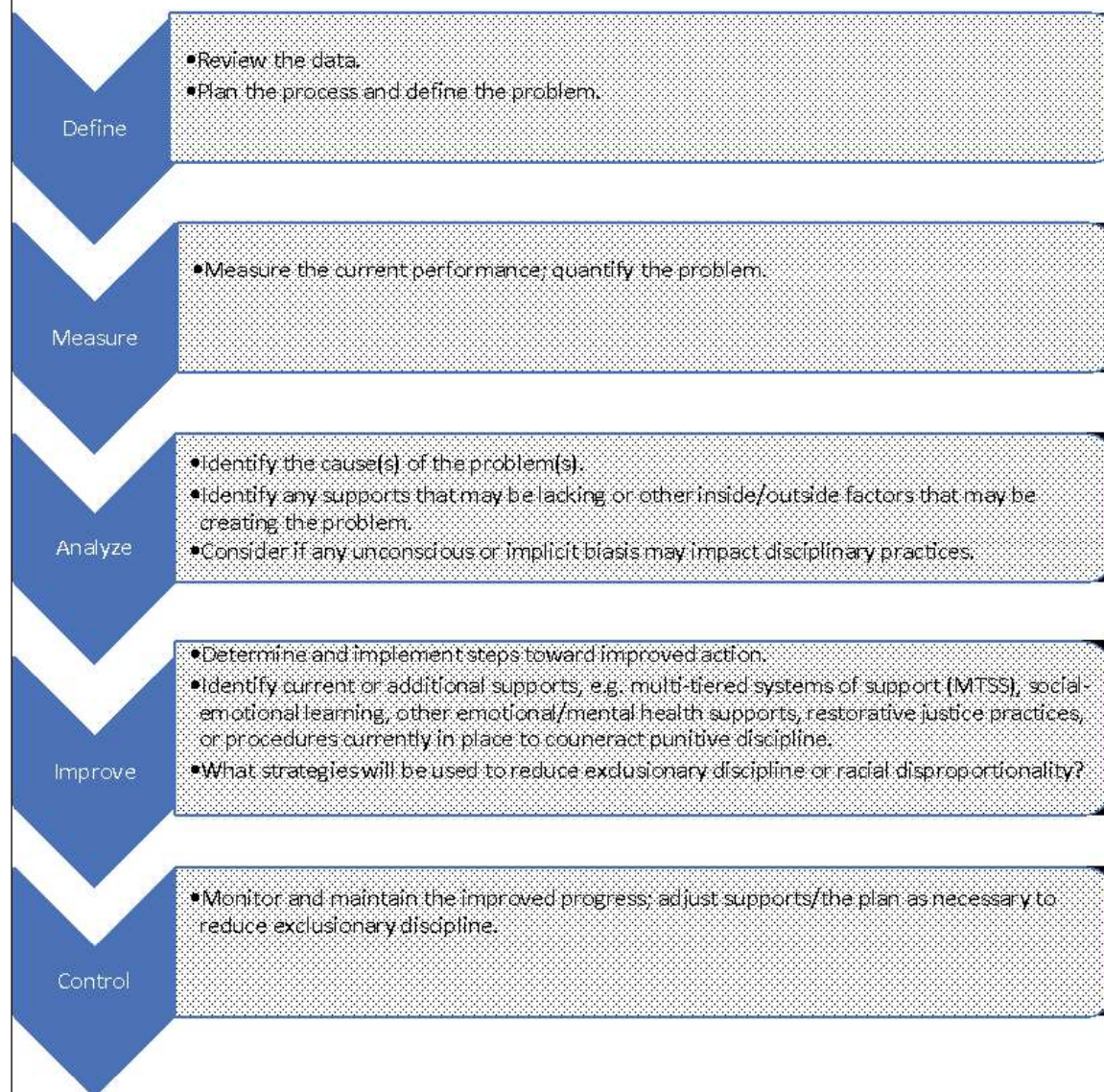
Recommended Steps to Consider when Creating the Discipline Improvement Plan

1-Review of discipline data:

Please go to the ISBE [School Discipline](#) webpage to find district data-level data. Districts/charter schools may also consider any other relevant data, e.g., district's Illinois Report Card (student and teacher demographics, attendance rates, graduation rates, student mobility rates, academic progress, etc.), Survey of Learning Conditions (5 Essentials Survey or other approved survey) and any other local data.

2-Next steps:

The below process may be helpful in the creation of the disciplinary improvement plan.



3. Has your district completed implicit bias training as required by PA 100-0014? Have you incorporated the [Diversity Equity and Inclusion Provider Evaluation Tool](#)? If you did, what are your thoughts regarding your current implicit bias training (e.g., effective or ineffective)?

Yes, all staff in our district have completed implicit bias training.

District 128 is committed to providing both mandatory and voluntary equity-focused professional learning including, but not limited to, culturally responsive and anti-bias teaching, so that members of the school community deepen their racial identity awareness, strengthen their culturally relevant teaching practices, build their cross-cultural competencies, and identify practices that lead to the closing of opportunity and achievement gaps. Topics addressed through professional development include microaggressions, implicit bias, systemic oppression, and educational equity.

In addition to structured professional learning opportunities, District 128 hosts Equity Chats with staff. Equity Chats are a space for staff members to come together to discuss equity-related topics throughout the year.

To date, we have not incorporated the Diversity Equity and Inclusion Provider Evaluation Tool. However, as we continue to grow our professional learning opportunities for staff, our committee will learn more about this tool and explore its potential utility for our district-wide professional learning.

4. Potential Action Plan to Reduce the Use of Exclusionary Discipline and/or Racial**Disproportionality:** (Goal/Objective, Strategy/Action, Timeframe, Responsible Individual(s), Success Criteria, and Method of Evaluation)

Our district 128 goal is to reduce our racial disproportionality rate by the 2027-2028 school year.

Our team will collaborate with staff, students, and families to identify and address the root causes of racial disproportionality in exclusionary discipline. The team will meet quarterly throughout the school year to:

- Collect, review, and analyze data related to student suspensions, disaggregated by racial subgroup and other demographic factors;
- Identify potential root causes of racial disproportionality;
- Audit the supports currently available to staff, students, and the community;
- Develop and implement a plan, within the context of MTSS, that addresses the root causes of racial disproportionality;
- Provide ongoing professional learning opportunities to staff in the areas of race and equity, restorative practices, MTSS, trauma-informed care, and social-emotional learning; and
- Monitor data and evaluate our practices through a continuous improvement process.

Ultimately, the team will monitor practices and review data on an ongoing basis, with the goal of enhancing both our preventive and responsive practices.