



100 North First Street
Springfield, Illinois 62777-0001

DISCIPLINE IMPROVEMENT PLAN TEMPLATE

WELLNESS AND STUDENT CARE DEPARTMENT

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. The Discipline Improvement Plan must be approved by the district board, placed on the district website, and submitted to ISBE by **February 3, 2026**.

Discipline Improvement Plan

NAME OF SCHOOL DISTRICT/CHARTER SCHOOL Argo Community School District 217	SCHOOL YEAR 2025/2026	BOARD APPROVAL DATE(S) 2/18/26
LINK TO DISTRICT WEBSITE WHERE PLAN IS POSTED www.argohs.net	SCHOOL DISTRICT/CHARTER SCHOOL ADDRESS 7329 W. 63rd Street Summit, IL 60501	
SUPERINTENDENT/ADMINISTRATOR NAME Dr. Brandon Cotter: Principal/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. Brandon Cotter	POSITION/TITLE Principal	EMAIL bcotter@argohs.net
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TEAM MEMBER Denise Ghoawi	POSITION/TITLE Dean of Student (A - Ga)	EMAIL dghoawi@argohs.net
TEAM MEMBER Christopher Kelly	POSITION/TITLE Dean of Students (Gb -N)	EMAIL ckelly@argohs.net
TEAM MEMBER Vince Loizzo	POSITION/TITLE Dean of Students (O- Z)	EMAIL vloizzo@argohs.net
TEAM MEMBER Bijal Patel	POSITION/TITLE Assistant Principal of Student Services	EMAIL bpatel@argohs.net
TEAM MEMBER Allison Bean	POSITION/TITLE Social Worker	EMAIL abean@argohs.net
TEAM MEMBER Brian Grider	POSITION/TITLE Teacher	EMAIL bgrider@argohs.net

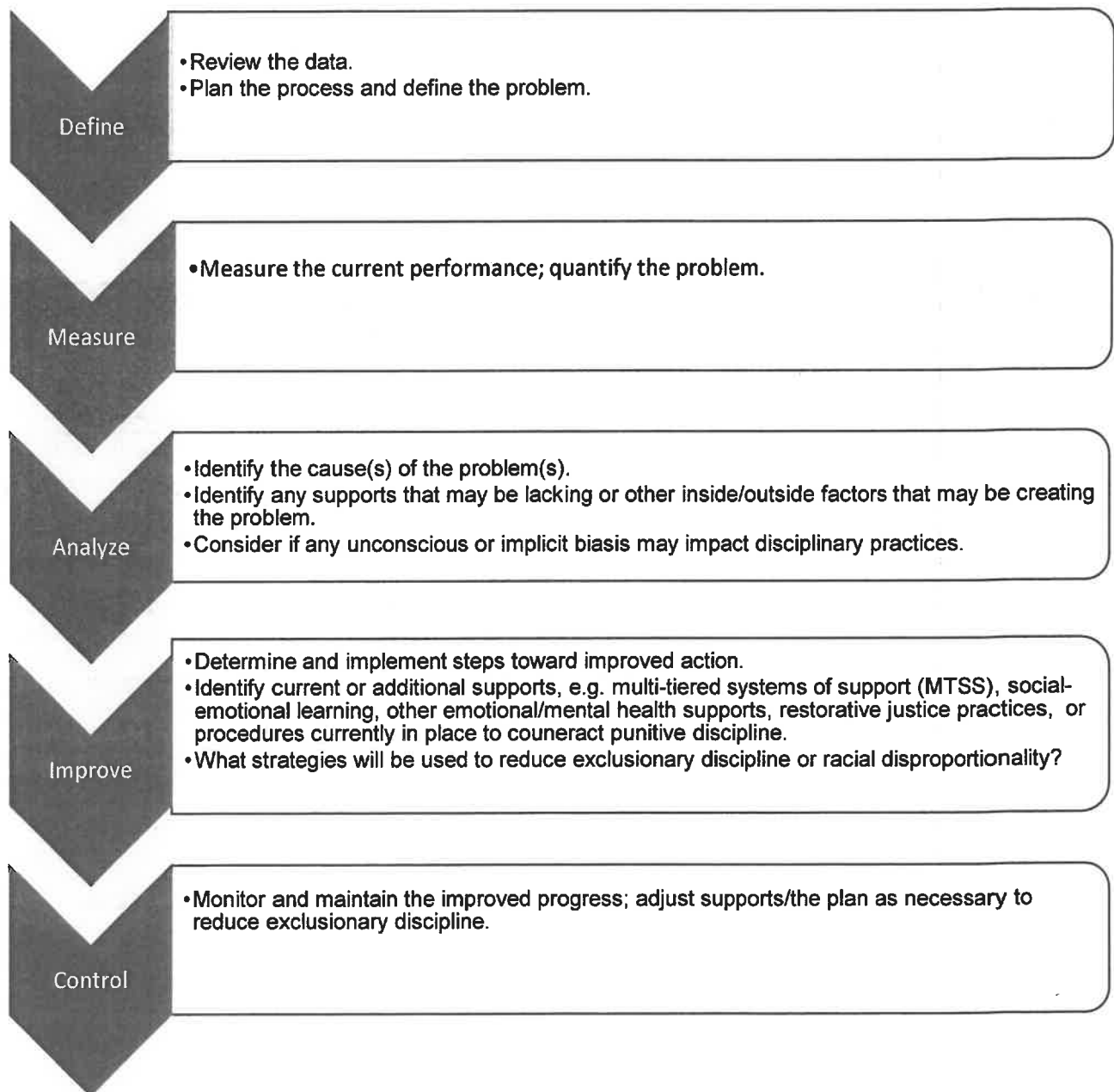
Recommended Steps to Consider when Creating the Discipline Improvement Plan

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)?

See Attachment

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)

See Attachment

**Argo Community High School
Discipline Improvement Plan: 25-26**

#3. Has your district completed implicit bias training as required by PA100-0014? 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)?

All District 217 staff members are required to complete implicit bias training through the GCN online training module. While the Diversity, Equity, and Inclusion Provider Evaluation Tool has not yet been incorporated within the district, District 217 has established a District Equity Leadership Team (DELT), which met monthly during the 2024–2025 school year. The work of the DELT is grounded in and builds upon the district's 2022 equity audit conducted by Dr. Dubiel. Additionally, District 217 has appointed a second Equity Coordinator. Together, the Equity Coordinators serve as co-coordinators, overseeing the DELT and leading district-wide equity initiatives. Furthermore, these co-coordinators developed a virtual *Equity Resource Hub* that provides resources for faculty and staff, as well as for students and their parents.

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

Goal/Objective	Strategy/Action	Timeframe	Responsible Individual	Method of Evaluation
Use tools to decrease incidents of infractions	- Weapon Detection Systems implemented each morning for student arrival each morning. This tool identifies potential threats and infractions prior to students entering the building - Vape Detectors in bathrooms. "Amnesty" box at all school entrances in the morning to provide students with the opportunity to proactively comply with school expectations. - C.P.I. Training for Deans, Social Workers, School Resource Officers, Student Supervisors, and Director of Security. - School wide "See Something Say Something Tip Line" added to school website to allow students to anonymously report issues. - Students are eligible to earn their way off of loss of privileges for failing to serve discipline consequences. - Linewize computer monitor system to prevent bullying, fights or self-harm.	Ongoing	Deans SRO Social Workers Student Supervisors Director of Security	Dates of usage
Social/Emotional supports within the school building	- Social Emotional Learning Curriculum implemented building wide. - Social Work Support. The social work team is comprised of 7 staff members to support all of our students. - Social work groups for a variety of topics (anger management, etc.) - Peer Mediation. Students can resolve conflicts via the peer mediation program. - Certified Substance Abuse Counselor on staff to provide supports for students. - School Resource Officers facilitate social/emotional groups throughout the school year - Sharing building wide expectations with students/community/parents via Social Media - Deans and School Resource Officer trained in restorative practices. - Restorative practices implemented in both the Deans Office and Social Work Office.	Ongoing	School Counselors School Social Workers Deans	Participation in services Presentation dates
Parent and Student Participation	- Building principal facilitates a Student Advisory Committee - District Equity Leadership Team facilitates a Student Equity Council - Deans facilitated a Handbook Review Committee with parents and students. - Student groups: Asian Student Body, Black Student Union, LatinX, Muslim Student Association, STRIVE - BIPOC parent committee	Ongoing	Building Principal DELT team Students Parents Dean	Meeting attendance Agendas Meeting notes
Extra-Curricular Supports	Variety of sports, clubs, and activities for students to participate in.	Ongoing	Athletic Director Assistant Principal	Calendar of events and activities

Academic Supports	Argo High School offers a variety of academic support programs offered before school, during lunch, and after school to support academic performance. School provides transportation for students.	Ongoing	Staff	Website
Building Staff	A second Equity Coordinator Position within the district was hired.	Reviewed annually	School Board	School Board notes
Equity Initiative	The Deans Office works closely with the Equity Coordinators to facilitate trainings for restorative justice and best practices. Administrators participate in equity strand groups to improve school climate and culture.	Ongoing	Staff	Website and meeting notes