

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 1, 2025**.

Discipline Improvement Plan

NAME OF SCHOOL DISTRICT/CHARTER SCHOOL County of Winnebago CUSD #320	SCHOOL YEAR 2024-2025	BOARD APPROVAL DATE(S) November 12, 2024
LINK TO DISTRICT WEBSITE WHERE PLAN IS POSTED https://www.sb320.org/apps/pages/compliance	SCHOOL DISTRICT/CHARTER SCHOOL ADDRESS 850 Hayes Ave South Beloit, IL 61080	
SUPERINTENDENT/ADMINISTRATOR NAME Scott Fisher		

Discipline Improvement Plan Team

Districts are encouraged to convene a Discipline Improvement Plan Team to address exclusionary discipline and/or racial disproportionality.

TEAM LEADER Scott Fisher	POSITION/TITLE Superintendent	EMAIL sfisher@sb320.org
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TEAM MEMBER Matt Roer	POSITION/TITLE Clark Principal	EMAIL mroer@sb320.org
TEAM MEMBER Tim Doherty	POSITION/TITLE Riverview Principal	EMAIL tdoherty@sb320.org
TEAM MEMBER Michael McCoy	POSITION/TITLE Junior High Principal	EMAIL mmccoy@sb320.org
TEAM MEMBER Jarrod Peterson	POSITION/TITLE Blackhawk Elementary Principal	EMAIL jpeterson@sb320.org
TEAM MEMBER Jeremy Schaaf	POSITION/TITLE High School Principal	EMAIL jschaaf@sb320.org
TEAM MEMBER Dennis Schwab	POSITION/TITLE High School Assistant Principal	EMAIL dschwab@sb320.org

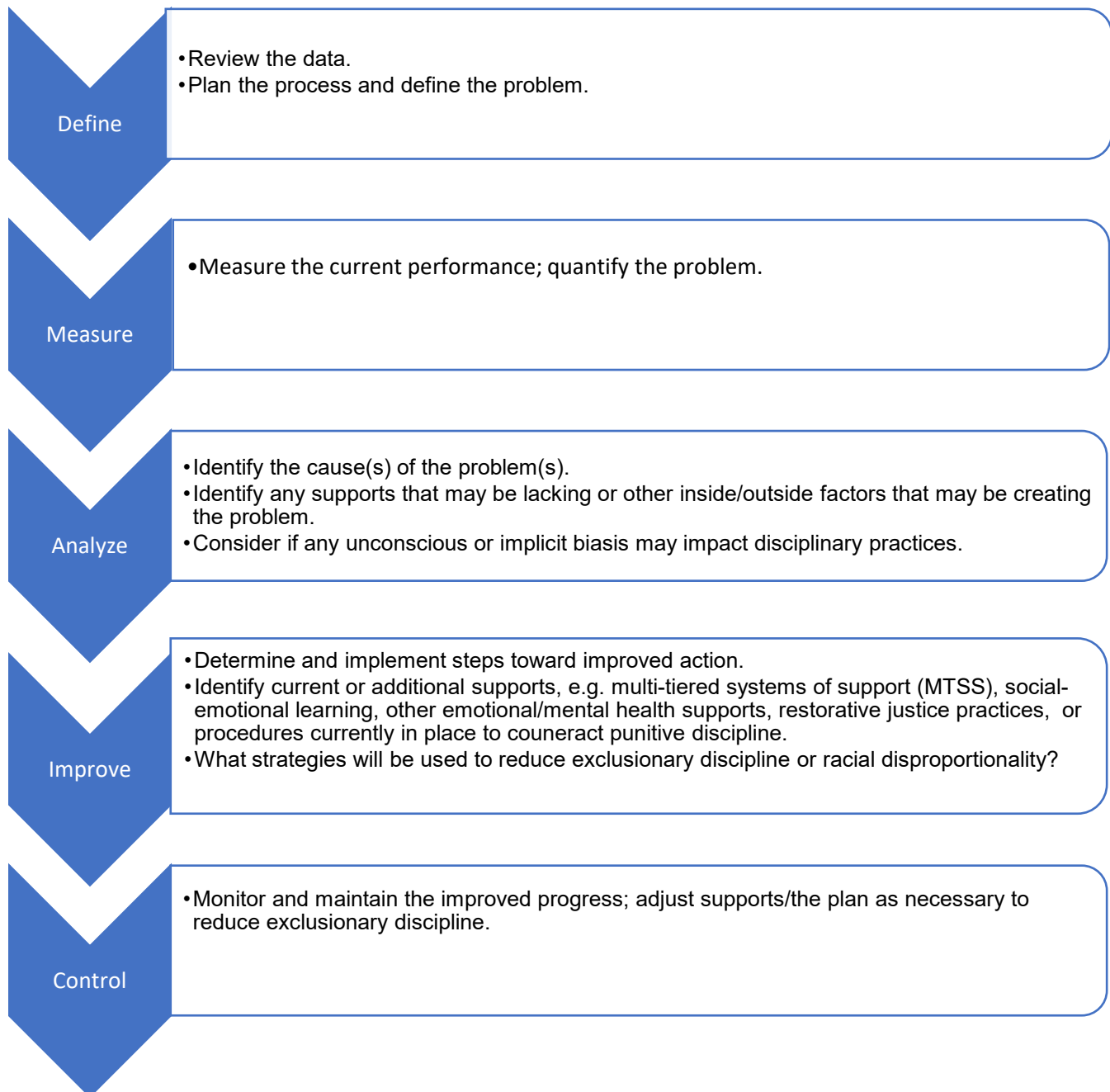
Recommended Steps to Consider when Creating the Discipline Improvement Plan

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)?**

The district does incorporate this training as part of its first Teacher Institute Day at the beginning of each school year. Training is always completed through the district's legal firm. However, the district will be doing an additional training on its April 2025 Institute Day. The district legal firm is handling the presentation.

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)

The district reviewed its data from the 2021-2022 school year. During this review it was learned that many internal placements were mistakenly listed as out of school suspensions. This incorrect data did add to a higher total of out of school suspensions reported to the state than what actually happened. The district is having all principals and secretaries review uploaded information weekly. Also, the district's student information programmer is reviewing all information before it is uploaded to the state. Through a more thorough review process of the district's data, the state of Illinois will receive more accurate information, starting with the 2022-2023 school year. The district continues to thoroughly review data during the 23-24 school year. Through a more robust system, the district is accurately reporting this information which has allowed the district to correctly report its discipline data to the state of Illinois. The district is looking at ways to use de-escalation practices. The district will utilize social workers, safe spaces, interventionists, parent support, and goal-setting practices. The district has utilized these practices at the beginning of the year, and it has already observed a decline in its out of school suspensions. The timeframe of these programs would be from the start of the 2024-2025 school year until May 2025. The district will do a complete data review in June 2025. All administrators as well as board members will be responsible for the review. The district has seen a significant reduction in the number of out of school suspensions during the 2023-2024 school year. The district has continued to see a significant reduction in these suspensions during the fall semester of 24-25. The method of evaluation will be the student information system (Common Goal Teacher Ease.)

The district reviewed the data from the 23-24 school year. With corrected reporting, the district saw an immense drop in the exclusionary discipline numbers. Also, the district has continued to see a drop in discipline numbers this year 24-25 by using the plan above to create ample safe spaces for students. After reviewing the state's discipline numbers, the district learned it is no longer in the top 20% of the state reporting list for the last two years.