



DISCIPLINE IMPROVEMENT PLAN

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 by **June 1, 2023.**

DISCIPLINE IMPROVEMENT PLAN		
Name of School District: Proviso Township High Schools District 209	School Year: 2023 - 2024	Board Approval Date(s): June 13, 2023
School District Address: 8601 Roosevelt Road Forest Park, IL 60130		
Superintendent/Administrator Name: James L. Henderson, Ed. D., Superintendent of Schools		
Discipline Improvement Plan Team Districts are encouraged to convene a Discipline Improvement Plan Team to address exclusionary discipline and/or racial disproportionality.		
Team Leader: Sharon Williams, Ed. D., Deputy Superintendent of Schools; sharonwilliams@pths209.org		
Team Members: Ms. Delphra Stowers, Coordinator of Counseling and CCR; dstowers@pths209.org Dr. Debra D. Thomas, MTSS Coordinator; dthomas@pths209.org Ms. Ramonda Fleming, Coordinator of Special Services; rfleming@pths209.org Mr. Rodney Hull, Principal; rhull@pths209.org Dr. Kermit Blakely, Grade Level Principal; kblakely@pths209.org Ms. Cristan Chicagnos, Grade Level Principal; cchicagnos@pths209.org Alex Aschoff, Coordinator of Data; aaschoff@pths209.org		

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:

1. An incident is classified as a student misbehavior.
2. An action is the consequence that was given to the student as a result of the incident.
3. Data was analyzed with one row for each identified incident. Multi-student incidents and incidents with multiple actions are counted more than once. Data was analyzed to aggregate incident data by action.
4. When the Discipline Improvement Plan was first created in the 2021-2022 school year, the top five incident categories were established. The category "Other" is a combination of all other possible incidents.
5. An action was consistently given for each incident, for each school.
6. The total number of incidents/actions have decreased each year since SY19 – 20, from 6,209 in SY19 – 20 to 2,459 in SY21 – 22 to 1,508 as of May 5, 2023. This is a decrease of 75.7% in a three year period.
7. As of May 5, 2023, the number of fights district-wide is 36, which is a 91.6% decrease from the 2021-2022 school year.
8. All other listed incidents other than fighting decreased from 5,947 to 2,324 from SY19-20 to SY21-22, which was a 60.9% decrease. All other incidents showed another decrease in SY22-23 to 1,472, which is a decrease of 36.6% from SY21-22.
9. The number of Out-of-School suspensions given as a result of an incident decreased across the district from 743 to 589 from SY21-22 to SY22-23, which is a 20.7% decrease.

	Fighting	Class Cut	Drug Use/Possession	Insubordination	Disruptive Behavior	Other
East						
2020-2021						
Count of Incidents	n/a	n/a	5	n/a	12	43
Percent of Incidents out of 60	n/a	n/a	8.30%	n/a	20.00%	71.20%
2021-2022						
Count of Incidents	206	75	74	39	85	479
Percent of Incidents out of 663	31.10%	11.30%	11.20%	5.90%	12.80%	72.20%
2022 - 2023						
Count of Incidents	17	1	101	4	391	609
Percent of Incidents out of 1,123	1.51%	0.09%	8.99%	0.36%	34.82%	54.23%
West						
2020-2021						
Count of Incidents	n/a	45	n/a	n/a	6	29
Percent of Incidents out of 80	n/a	56.30%	n/a	n/a	7.50%	36.30%
2021-2022						
Count of Incidents	214	257	51	192	114	832
Percent of Incidents out of 1,660	12.90%	15.50%	3.10%	11.60%	6.90%	50.10%
2022 - 2023						
Count of Incidents	19	0	10	0	17	328
Percent of Incidents out of 374	5.08%	0.00%	2.67%	0.00%	4.55%	87.70%
PMSA						
2020-2021						
Count of Incidents	n/a	n/a	n/a	n/a	n/a	2
Percent of Incidents out of 2	n/a	n/a	n/a	n/a	n/a	100.00%
2021-2022						

Count of Incidents	10	35	2	2	10	77
Percent of Incidents out of 136	7.40%	25.70%	1.50%	1.50%	7.40%	56.60%
2022 - 2023						
Count of Incidents	0	0	2	0	3	6
Percent of Incidents out of 11	0.00%	0.00%	18.18%	0.00%	27.27%	54.55%

	Out-of-School Suspension	Restorative Conference	Parent Phone Conference	Detention	Parent Meeting	Other
East						
2020-2021						
Count of Actions	1	5	5	n/a	22	27
Percent of Actions out of 60	1.70%	8.30%	8.30%	n/a	36.70%	45.00%
2021-2022						
Count of Actions	323	58	41	n/a	17	224
Percent of Actions out of 663	48.70%	8.70%	6.20%	n/a	2.60%	33.80%
2022 - 2023						
Count of Actions	329	130	0	19	211	434
Percent of Actions out of 1,123	29.30%	11.58%	0.00%	1.69%	18.79%	38.65%
West						
2020-2021						
Count of Actions	n/a	n/a	6	n/a	1	73
Percent of Actions out of 80	n/a	n/a	7.50%	n/a	1.30%	91.30%
2021-2022						
Count of Actions	401	296	190	150	66	557
Percent of Actions out of 1,660	24.20%	17.80%	11.40%	9.00%	4.00%	33.60%
2022 - 2023						
Count of Actions	258	4	0	18	8	86

Percent of Actions out of 374	68.98%	1.07%	0.00%	4.81%	2.14%	22.99%
PMSA						
2020-2021						
Count of Actions	n/a	1	1	n/a	n/a	0
Percent of Actions out of 2	n/a	50.00%	50.00%	n/a	n/a	0
2021-2022						
Count of Actions	19	5	n/a	97	1	14
Percent of Actions out of 136	14.00%	3.70%	n/a	71.30%	0.70%	10.30%
2022 - 2023						
Count of Actions	2	1	0	5	0	3
Percent of Actions out of 11	18.18%	9.09%	0.00%	45.45%	0.00%	27.27%

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

Goal	Strategy	Responsible Parties	Action Steps
The PTHS District 209 will create a Students Rights and Responsibilities Handbook.	PTHS District 209 will amend, revise, and develop a "Students' Rights and Responsibilities Handbook," that will include the school code of student conduct with guidelines for faculty, staff, students, and the community.	Lead: Dr. Sharon Williams, Deputy Superintendent of Schools	Revise current code of conduct to include in the Students' Rights and Responsibilities Handbook. Develop a professional development guide for teachers and staff. Develop informational meeting timelines for students and families.
Students, families, staff, and leaders will have access to real-time data on student behavior and discipline.	Develop an Early Warning System.	Lead: Alex Aschoff, Coordinator of Data	Purchase and implement the appropriate add-on to the Student Information System (SIS) to develop an EWS. Develop and implement a professional development guide for staff and leaders.
Increase positive behaviors of students.	Each school will develop a schoolwide behavior plan.	Lead: Dr. Sharon Williams, Deputy Superintendent of Schools	Create a schoolwide behavior plan template. Develop and implement a professional development guide for school leaders. Develop and measure benchmarks for positive behavior.
Increase and improve support systems for students with behavioral difficulties.	Develop and share a district framework for MTSS.	Lead: Dr. Debra D. Thomas, Coordinator of MTSS	Form a district-wide MTSS team. Create a district framework for MTSS. Research and utilize a system for measuring student supports.

Increase students', teachers' and leaders' competencies on the CASEL five competencies of Social Emotional Learning.	Utilize an SEL curriculum in classrooms, small group and individual student groups.	Lead: Dr. Debra D. Thomas, Coordinator of MTSS	<p>Develop and implement a professional development guide for school leaders.</p> <p>Administer a beginning and end of year SEL screener.</p> <p>Develop and implement family informational nights.</p>
Decrease the number of students who disengage with school.	Implement an Evening School Acceleration Model.	Lead: Dr. Debra D. Thomas, Coordinator of MTSS	<p>Identify at-risk, vulnerable, and disengaged students who are having difficulty in the day school program and enroll those students in a smaller educational setting in the Evening High School.</p> <p>Offer at-risks students an opportunity to complete their high school credits by enrolling in the Evening HS credit recovery classes.</p> <p>Professional School Counselors will collaborate w/the School Social Workers to design a "Student Success Plan" based upon the students educational and emotional needs. Students will receive weekly feedback based upon the established goals.</p>
Decrease the number of students suspended and expelled from school.	<p>PTHS District 209 will continue Intergovernmental Agreement with West 40.</p> <p>Develop reset rooms at each campus.</p>	Lead: Dr. Debra D. Thomas, Coordinator of MTSS	<p>Each campus will develop a reset room for students experiencing behavioral difficulties.</p> <p>Develop and implement a professional development plan for Restorative Justice Practices.</p> <p>PTHS District 209 will work with W40 to identify students that may be eligible for the alternative learning day program (PEACE).</p> <p>W40 will provide social and emotional support services for students and families at the W40 safe schools building located at 605 N Hillside Ave. Hillside, IL</p> <p>W40 staff will design a Student Success Plan based on a student's educational and social needs. Students will receive daily feedback & reflection on the established goals.</p>
Increase positive behaviors of students.	PTHS D209 counseling and social work staff will receive professional learning regarding direct and indirect student services to support students with behavioral support needs.	Lead: Delphra Stowers, Coordinator of Counseling/CCR; Ramonda Fleming, Coordinator of Special Services	<p>Develop and implement a professional development guide for school leaders, counselors and social workers.</p> <p>Develop and measure benchmarks for positive behavior.</p>