



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 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, 2022**.

| DISCIPLINE IMPROVEMENT PLAN | | |
|--|-------------------|---|
| Name of School District/Charter School: Zion Elementary School District 6 | School Year: 2022 | Board Approval Date(s): 9/19/22 |
| School District/Charter School Address: 2800 29 th St. Zion IL 60099 | | |
| Superintendent/Administrator Name: Dr. Keely Roberts | | |
| Discipline Improvement Plan Team | | |
| Districts are encouraged to convene a Discipline Improvement Plan Team to address exclusionary discipline and/or racial disproportionality. | | |
| Team Leader: <p style="text-align: center;">Lori Smith, Director of Special Education and Student Services, lsmith@zion6.org</p> | | |
| Team Members: <p style="text-align: center;">Donelle Staples, Director of Teaching and Learning, dstaples@zion6.org</p> <p style="text-align: center;">Monica Villarreal, Director of Human Resources, mvillarreal@zion6.org</p> <p style="text-align: center;">Tracy Miller, Chief Financial Officer, tmiller@zion6.org</p> | | |

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:

Zion Elementary District 6 consists of a highly diverse student population. Roughly 88% of the student population identifies as Hispanic or black. The Hispanic student population has grown 6% since 2016 (53.2%) while the black student population has decreased 5% over this same time period (35.5%).

Zion Elementary District 6 was ranked in the top 20% for suspension for the years 2016-2019. However, the 2020 and 2021 school years showed a significant decrease in suspensions, removing Zion Elementary District 6 from the 20% category in suspensions. Suspension percentages are as follows:

2016: 18%

2017: 12%

2018: 14%

2019: 8%

2020: 4%

2021: 0.7%

Zion Elementary District 6 was ranked in the top 20% for racial disproportionality of suspensions/expulsions in the years 2017 (4.6%) and 2019 (2.8%).

There have been zero expulsions reported for the years 2016-2021.

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

To reduce the use of exclusionary discipline practices and racial disproportionality practices, all staff have been trained and will continue to be trained in the following:

CPI Non-Violent Crisis Intervention training will provide staff strategies and guidelines for verbal de-escalation practices.

Diversity, Inclusion, and Equity training will be provided for all new staff and refresher programs will be provided to all staff on a yearly basis.

PBIS program will be implemented throughout the district so as students and staff all utilize the same common language for building positive relationships and setting high behavioral and academic expectations.

The positive mental health and wellness of all students is also a main focus of Zion Elementary District 6. Numerous social-emotional learning tools will be provided for students and staff to assist in positive peer and staff relationships, mental wellness, and self-regulation. SEL staff will be designated to the buildings to support building administration and teams.

Zion Elementary District 6 is also continuing its Opportunities Excelerate Program (OEP) which is designed for students determined at-risk of academic failure through the school's problem-solving team access to a broader range of academic, behavioral, and social-emotional interventions needed to meet common core state standards and complete their education in a highly structured learning environment.

Building administration are also continuously trained on alternatives to suspension and restorative justice practices.

Staff have participated in previous equity trainings provided by Rick Harris and Associates.

Lastly, School Resource Officers (SROs) will be assigned to the middle schools to help provide a safe learning environment and positive relationships between the school, the students, and the community.