



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. The Discipline Improvement Plan must be approved by the district board, placed on the district website, and submitted to ISBE by **February 1, 2023**.

DISCIPLINE IMPROVEMENT PLAN		
Name of School District/Charter School: Edwardsville CUSD #7	School Year: 2023	Board Approval Date(s): January 23, 2023
Link to district website where plan is posted: https://ecusd7.org/district-information/public-documents/		
School District/Charter School Address: 708 St. Louis St., Edwardsville, IL 62025		
Superintendent/Administrator Name: Dr. Patrick Shelton		
Discipline Improvement Plan Team		
Districts are encouraged to convene a Discipline Improvement Plan Team to address exclusionary discipline and/or racial disproportionality.		
<p>Team Leader:</p> <p style="text-align: center;">Dr. Patrick Shelton, Superintendent, pshelton@ecusd7.org</p> <p>Team Members:</p> <p style="text-align: center;">David Courtney, Chief Financial/Operations Officer, dcourtney@ecusd7.org</p> <p style="text-align: center;">Dr. Adam Garrett, Asst. Superintendent of Personnel, agarrett@ecusd7.org</p> <p style="text-align: center;">Tara Fox, Director of Curriculum & Instruction, tfox@ecusd7.org</p> <p style="text-align: center;">Dr. Cornelia Smith, Director of DEI & Elementary Education, csmith@ecusd7.org</p> <p style="text-align: center;">Andrea Grotefendt, Director of Special Education & School Support, agrotefendt@ecusd7.org</p> <p style="text-align: center;">Bill Miener, Director of Technology, bmiener@ecusd7.org</p> <p style="text-align: center;">Mary Ann Mitchell, Public Relations & Communications Coordinator, mmitchell@ecusd7.org</p> <p style="text-align: center;">Carey Francis, Superintendent's/Board of Education Secretary, cfrancis@ecusd7.org</p>		

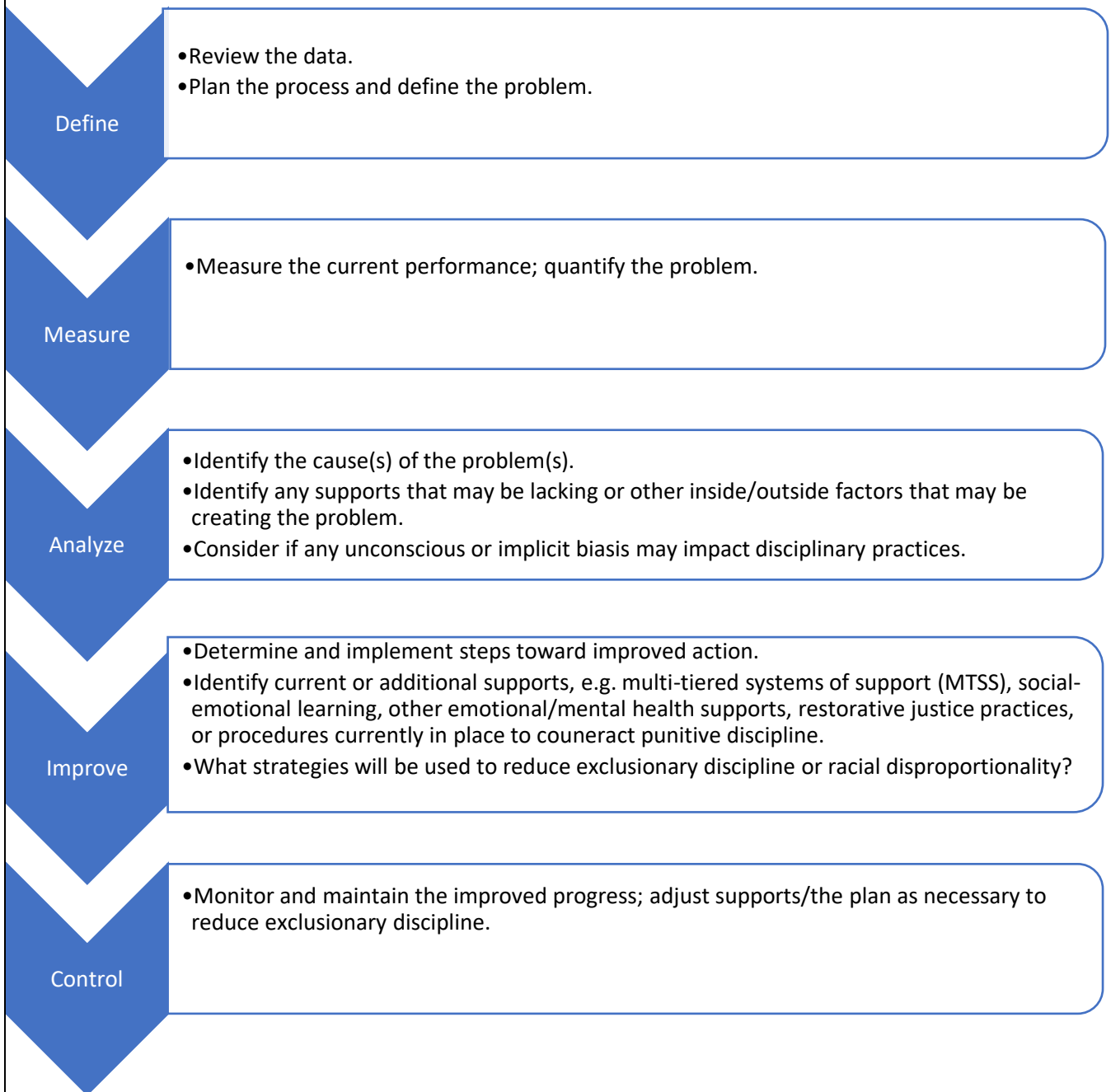
Recommended Steps to Consider when Creating the Discipline Improvement Plan

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)?

District #7 has conducted the trainings below related to implicit bias:

- Administrator Training from SIUE OSEO Training; June 1, 2022, July 27, 2022, and August 3, 2022
- All Staff training on implicit bias through Bushue – January 3, 2021, and scheduled for September 19, 2023
- New Teacher Training and Institute Day Offering by Dr. Cornelia Smith on August 10, 2022 and October 14, 2022

While the trainings have been somewhat effective in helping some aspects of practice related to discipline, we have further work to do in this area with classroom teachers.

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 goal of District #7 is to reduce the use of exclusionary discipline across all demographic groups and levels while providing teachers with tools and strategies to address students within their classrooms.

Action Steps:

- Offered initial training in Responsibility-Centered Discipline (RCD) on July 25 – 26, 2022 to all high school staff. Those who were unable to attend attended day 1 during an Institute Day in August, followed by Day 2 in October, 2022.
- Provide RCD Training in 2023-2024 to all middle school staff and elementary administrators;
- Provide RCD Training in 2024-2025 to all elementary school staff.

Andrea Grotefendt, Director of Special Education and School Supports is charged with managing the implementation of Responsibility-Centered Discipline at all levels.

Our goal is to reduce the use of exclusionary practices across all levels by 50%, and reduce the disproportionality which exists to ultimately reflect the demographic population within District #7.

Data will be gathered following each semester and disaggregated for building administrators to reflect upon.

