

Freeport SD 145 2023-2024 Student Discipline Action Plan

Root Cause 1: Discipline Policies and Practices; Inconsistent training for staff on policies and procedures. Policies and levels of responses aren't restorative in nature.						
Corrective Actions	Person(s) Responsible	Resources Needed	Evidence of Implementation	Monitor Date	Results	Progress Monitoring
1. Annually revise and update the district-wide student discipline policy to ensure an aligned progressive discipline system by improving the specificity of the behavioral supports and consequences.	Assistant Director of Interventions and Inclusion SEL & Family Engagement (FE) Coordinator Parent-Teacher Advisory Committee	-Current student discipline policy -Sample policies that are more restorative	a. Updated Discipline Handbook b. Training for Administrators, Deans and Behavior Specialists completed.	Monthly, throughout the school year 2022-2023 through review of discipline data	Schools regularly monitored discipline data through the utilization of Branching Minds. Further, a “data dashboard” was developed in collaboration with the District’s IT department that has made it easier for school leadership to disaggregate data and review as part of their regular data meetings. Although the Student Code of Conduct was revised during this timeline, it did not reflect progressive discipline practices at a rate sufficient to impact discipline data.	On-going
2. Annually provide training to administrators, deans & behavior support specialists (BSS) on the consistent implementation of the discipline handbook	Assistant Superintendent of Equity & Curriculum SEL & FE Coordinator	-Revised Student Discipline Policy	a. Training completed b. Use of strategies and consistent practices, evidenced by a decrease in referrals	Monthly Discipline Reports in Branching Minds	Training is now provided annually prior to the beginning of the school year to review procedures and practices related to the Student Code of Conduct. This training	FSD Data Dashboard weekly Monthly exclusion reports Quarterly check ins with Behavior Support

					<p>includes support from multiple departments, as well as, the district legal partners to provide learning.</p> <p>We extended training during School Improvement and Institute Days.</p>	Specialists and Deans
<p>3. Limit use of Out of School Suspension at all school sites & set expectations for the use of restorative approaches w/ administrators and behavior support staff.</p>	Assistant Director of Interventions and Inclusion	Revised Student Discipline Policy	<p>a. Reduction in out of school suspensions</p> <p>b. Increased use of restorative practices or alternatives to suspension</p>	Monthly Discipline Reports in Branching Minds	<p>Although the Student Code of Conduct includes restorative strategies for staff members to take advantage of, to date there have been no district wide restorative trainings to ensure fidelity with the strategies that have been identified. Based on the discipline data for Exclusion-Suspension for the SY 2020-2021, Freeport SD 145 has been identified with a suspension rate of 22.2039 and an overall rate of 10. Freeport had 808 suspensions out of a total enrollment of 3639.</p> <p>In SY 2022-23 Freeport SD 145 suspension rate decreased to 17.7898</p>	<p>Restorative Practices training was not implemented during the 2022-2023 SY</p> <p>Restorative Practices will begin 2024 SY</p>

					<p>with 589 suspensions out of a total enrollment of 3339. The overall rate is 35. Therefore, due to the amount of suspensions for students of color compared to white students, Freeport SD 145 is still identified as having a disproportionality rate in this exclusionary practice.</p> <p>The rate of suspensions for students of color compared to white students has decreased from SY 2020 to SY 2024.</p>	
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Root Cause 2: Instruction and Assessment; Lack of integration of SEL and academic skills and implicit biases as reported by staff						
Corrective Actions	Person(s) Responsible	Resources Needed	Evidence of Implementation	Monitor Date	Results	Progress Monitoring

<p>1. Provide training to all Principals monthly one-on-one coaching with SEL strategies embedded in the Learning Standards.</p>	<p>Assistant Director of Interventions and Inclusion</p> <p>Assistant Superintendent of Equity & Curriculum</p> <p>Associate Superintendent of Curriculum & Instruction</p> <p>MTSS Facilitators</p> <p>Behavior Support Specialists, School Social Workers, Counselors, Family Resource Coordinators or other trained staff members</p>	<p>Support: Regularly defined times to support teachers during PLC grade level meetings, District Institute Professional Development days.</p>	<p>a. training completed</p> <p>b. use of learned strategies confirmed through classroom walkthroughs</p> <p>c. positive relationships built with students and increased learner engagement</p>	<p>Monthly meetings throughout the academic school year.</p> <p>Quarterly walkthroughs of PBIS and SEL implementation</p> <p>Monthly meetings with SEL Partner</p>	<p>There is a structure in place to provide SEL skills to students in grades K-8.</p> <p>However, there is some inconsistency with implementation of Second Step and School Connect throughout the entire district.</p>	<p>Ongoing</p>
<p>2. Cultural competency training for all staff focusing on Implicit Bias, Color Blindness, and other culturally relevant topics</p>	<p>Assistant Superintendent of Equity & Curriculum</p> <p>Associate Superintendent of Curriculum & Instruction</p> <p>Equity Steering Committee Members</p> <p>Equity Teams at school sites</p>	<p>Book: Why Are All the Black Kids Sitting Together in the Cafeteria?</p> <p>Educational articles from various sources, i.e. Teaching Tolerance, Education Week, etc.</p> <p>Equity outside Consultant</p>	<p>a. training completed</p> <p>b. Increased knowledge and understanding of cultures as evidenced by improved relationships with students and families, PLC conversations, increased use of learned strategies in the classroom confirmed by walkthroughs</p>	<p>Monthly through Equity Steering Committee Meetings and with Equity Partners</p>	<p>Training was provided to the Equity Steering Committee regarding "Colorblindness". The Equity Steering Committee also received professional development on implicit bias.</p> <p>There is evidence to support the development of school-based equity teams in three elementary schools. The Equity Steering Committee provides workshops on Implicit</p>	<p>On-going</p>

					Biases, Microaggressions, Data collection and Cultural Competency.	
3. Train all staff PreK-12 in the implementation of evidence-based program to teach SEL skills	<p>Assistant Superintendent of Equity</p> <p>SEL & FE Coordinator</p> <p>Counselors</p> <p>Social Workers</p> <p>Assistant Director of Early Childhood</p>	<p>Digital Curriculum for Second Step</p> <p>Second Step (Pk-8) training</p> <p>School Connect (9-12)</p> <p>Why Try Curriculum (Social Workers)</p> <p>Crisis Prevention Intervention (CPI) (Verbal-de-escalation)</p>	<p>a. training completed</p> <p>b. use of language and learned strategies in classrooms evidenced by walkthroughs/evaluations</p> <p>c. Enhancement in student skills in areas of empathy, impulse control, communication and decision-making and relationships with school communities.</p>	<p>Monthly throughout the first semester of school through walkthroughs (all) and on-line completion lists (grades 6-8)</p> <p>Monthly throughout the academic school year after high school adoption.</p>	<p>Second Step is currently utilized as the Tier 1 social emotional curriculum for Freeport School District 145.</p> <p>“Why Try” Curriculum is being implemented as a Tier II Intervention at Freeport Middle School, Jones-Farrar, Empire Elementary School, and the alternative placement program for grades 5-12.</p> <p>We are still working to ensure all new staff and hires who enter the District during the school year have opportunities to receive CPI training. Further, we are still working to improve the availability of Verbal</p>	<p>On-going (most staff have been trained in Second Step, School Connect, Why Try and CPI)</p>

					Intervention training for all student-facing staff.	
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Root Cause 3: Interventions and Referrals; Identified researched based interventions but inconsistent implementation in schools, deficits in classroom management.						
Corrective Actions	Person(s) Responsible	Resources Needed	Evidence of Implementation	Monitor Date	Results	Progress Monitoring
1. Provide ongoing training to all staff in implementation of PBIS school-wide and classroom practices w/ targeted goals through the partnership with Midwest PBIS.	Assistant Superintendent of Equity & Curriculum Assistant Director of Interventions and Inclusion SEL & FE Coordinator Behavior Support Specialists PBIS Tiered Coaches	District PBIS Manual District MTSS Guidebook Training Slide Decks created by district coordinators and Midwest PBIS Association	a. Training completed b. Use of PBIS strategies throughout school and classrooms as evidenced by walkthroughs, matrices and posters. c. Tiered Fidelity Inventory (TFI) d. Self-Assessment Survey (SAS) e. Revision of MTSS Handbook to a Guidebook	August/January Kick Off Meetings Monthly Walkthroughs Spring Semester TFI Fall and Spring SAS	The District PBIS Manual was utilized to support PBIS Coaches. The MTSS Guidebook was revised/updated	On-going

<p>2. Enhancements of internal data systems through the implementation of a data dashboard to monitor tier 2&3 interventions. Train staff in use of dashboard Branching Minds</p>	<p>Assistant Director of Interventions and Inclusion</p> <p>Assistant Director of Instruction and Supports</p> <p>MTSS Facilitators</p> <p>Behavior Support Specialists</p>	<p>Branching Minds</p>	<p>a. Training completed for administrators, specialists, and teachers at the K-6 level</p> <p>b. Use of the new system confirmed through logins, meetings, PLC Discussions.</p> <p>c. All tiers 2 and 3 intervention plans documented and progress monitored in Branching Minds.</p> <p>d. Parent communication and meeting agendas logged/uploaded into Branching Minds</p> <p>E. MTSS teams meet regularly to problem solve and analyze progress monitoring data to make decisions on what is best for students (intensify/DE intensify) on a regular basis</p>	<p>Fall 2022 MTSS Facilitators</p> <p>Spring 2023 Deans, Behavior Support Specialists</p>	<p>Training for MTSS Facilitators and Behavior Support Specialists, Reading Specialists, Math Specialists and MTSS Leadership team members were provided and are ongoing every year; Family Resource Coordinators and School Counselors are trained in documenting parent communications in Branching Minds.</p>	<p>Ongoing training for Tiered MTSS process</p> <p>2020-2021</p> <p>2021-2022</p> <p>2022- 2023</p>
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<p>3. Train all staff in restorative discipline practices, such as community circles (K-8) & peer mediation (9-12)</p>	<p>Assistant Director of Interventions and Inclusion</p> <p>SEL & FE Coordinator</p> <p>Building Principals</p> <p>Behavior Support</p>	<p>Book: Hacking School Discipline</p> <p>Restorative Justice Rubric</p> <p>Possible outside consultant</p>	<p>a. Book Study completed</p> <p>b. Training completed</p> <p>c. Use of restorative rubric</p>	<p>Monthly throughout school year 2021-2022 and 2022-2023</p>	<p>This component of the plan was not implemented with fidelity during the 21-22 school year.</p> <p>Carl Sandburg conducted a book study with Hacking School</p>	<p>Restorative Practices training for all staff was not implemented in the 2022-2023 SY</p>
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	Specialists School Counselors/ Social Workers				Discipline in 22- 23	
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