

**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 3, 2026**.

**Discipline Improvement Plan**

NAME OF SCHOOL DISTRICT/CHARTER SCHOOL Glenbard High School District 87	SCHOOL YEAR 2025-26	BOARD APPROVAL DATE(S) May 2025
LINK TO DISTRICT WEBSITE WHERE PLAN IS POSTED	SCHOOL DISTRICT/CHARTER SCHOOL ADDRESS 596 Crescent Blvd Glen Ellyn, IL 60137	
SUPERINTENDENT/ADMINISTRATOR NAME Jessica Santee		

**Discipline Improvement Plan Team**

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

TEAM LEADER Janet Cook	POSITION/TITLE Asst Superintendent of Student Services	EMAIL janet_cook@glenbard.org
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TEAM MEMBER Marina Kosak	POSITION/TITLE Asst Principal of Student Services	EMAIL marina_kosak@glenbard.org
TEAM MEMBER Broderick Booth	POSITION/TITLE Asst Principal of Student Services	EMAIL broderick_booth@glenbard.org
TEAM MEMBER Erika Willis	POSITION/TITLE Asst Principal of Student Services	EMAIL erika_willis@glenbard.org
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TEAM MEMBER Jordan Poll	POSITION/TITLE Directions Prgrm Principal & Title I Coord	EMAIL jordan_poll@glenbard.org
TEAM MEMBER Susanna Melon	POSITION/TITLE Asst Director for Stdnt Srvc, EL & Equity	EMAIL susanna_melon@glenbard.org

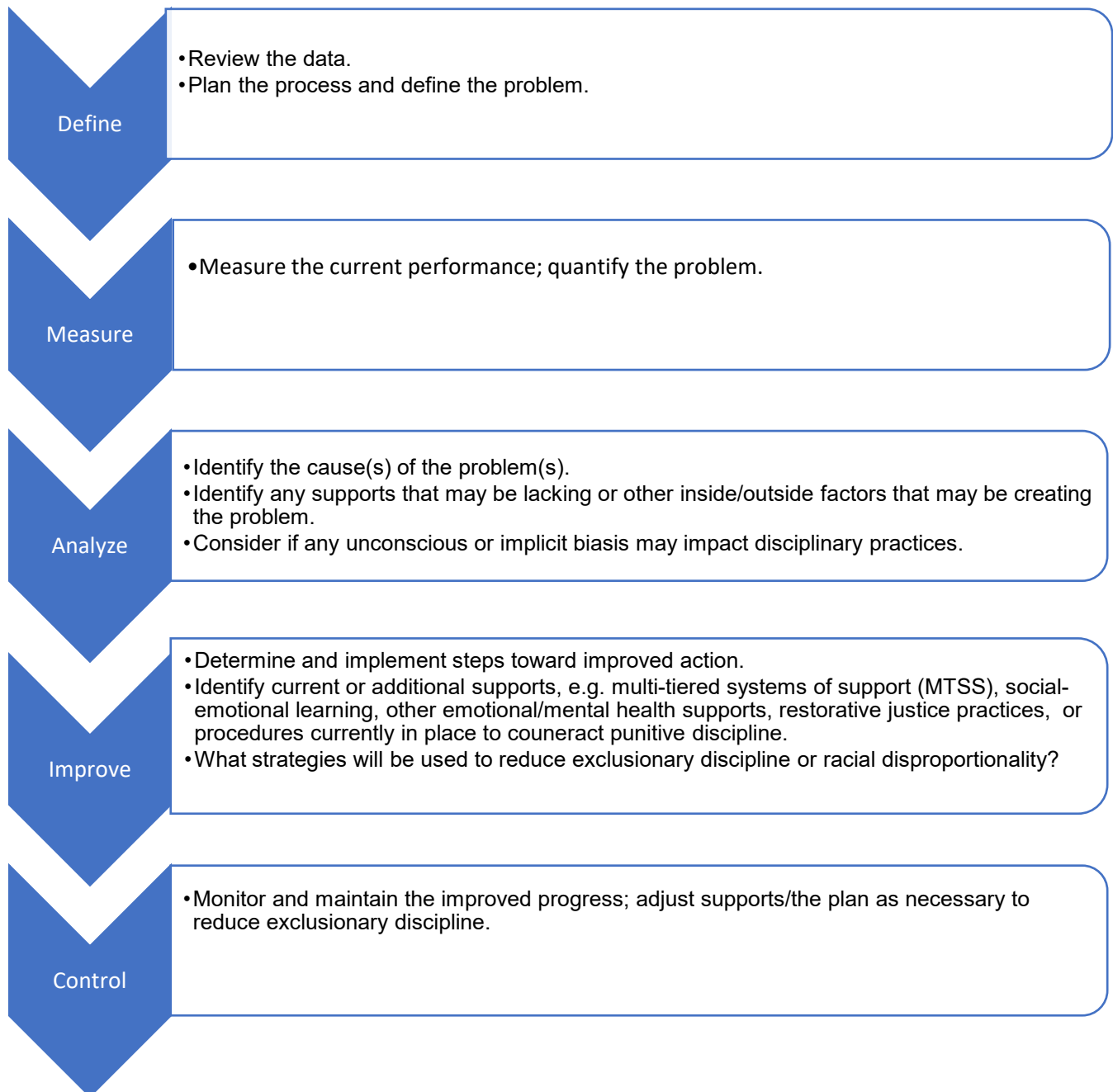
## Recommended Steps to Consider when Creating the Discipline Improvement Plan

### 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)?**

Glenbard District 87 requires Implicit Bias Training for all staff starting in the 18-19 school year. The evaluation tool listed has not been incorporated. While the Implicit Bias Training is helpful, the team will be engaging in more specific professional development for deans that includes implicit bias and restorative justice measures.

**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)

**Goal:**

To reduce the number of suspensions assigned on the whole and reduce disproportionate rates for students of color.

**Strategy/Action, Timeframe, and Responsible Individuals:**

1. Monthly review of data by building leaders (APSS) and deans. \*\*2/22026 Update: Improvement noted in data.

2. Monthly team meetings including deans/PBIS/MTSS planning staff to identify trends and possible instruction/interventions and/or supports. \*\*2/2026 Update: Ongoing

**Success Criteria & Evaluation:**

1. The monthly reviews and team meetings will be deemed successful if they occur in a timely manner with all members present. \*\*2/2026 Update: Meeting data, timely and actively engaged in by administration.

2. Data comparing the prior year(s) monthly suspension rate (overall and by race) will be used to determine if improvements occurred and therefore are successful. \*\*2/2026 Update: Data comparament reveals improvements. Additional work needed to achieve appropriate results.