



DISCIPLINE IMPROVEMENT PLAN TEMPLATE

100 North First Street
Springfield, Illinois 62777-0001

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 Rock Island Milan SD 41	SCHOOL YEAR 2025	BOARD APPROVAL DATE(S) February 10, 2026
LINK TO DISTRICT WEBSITE WHERE PLAN IS POSTED https://www.rimsd41.org/page/student-services-required-postings	SCHOOL DISTRICT/CHARTER SCHOOL ADDRESS 2000 - 7th Avenue Rock Island, Illinois 61201	
SUPERINTENDENT/ADMINISTRATOR NAME Dr. Sharon Williams		

Discipline Improvement Plan Team

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

TEAM LEADER Jeff Dase	POSITION/TITLE Deputy Superintendent of Schools	EMAIL jeff.dase@rimsd41.org
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TEAM MEMBER Alicia Sanders	POSITION/TITLE Director of Student Services	EMAIL alicia.sanders@rimsd41.org
TEAM MEMBER Roxanna Claude	POSITION/TITLE Administrative Asst. of Student Services	EMAIL roxanna.claude@rimsd41.org
TEAM MEMBER Melanie Lloyd	POSITION/TITLE District Data Administrator	EMAIL melanie.lloyd@rimsd41.org
TEAM MEMBER Jeff Hoskins	POSITION/TITLE Data Technology Specialist	EMAIL jeff.hoskins@rimsd41.org
TEAM MEMBER District Administrative Team (see attached)	POSITION/TITLE	EMAIL
TEAM MEMBER District Union Representation (see attached)	POSITION/TITLE	EMAIL

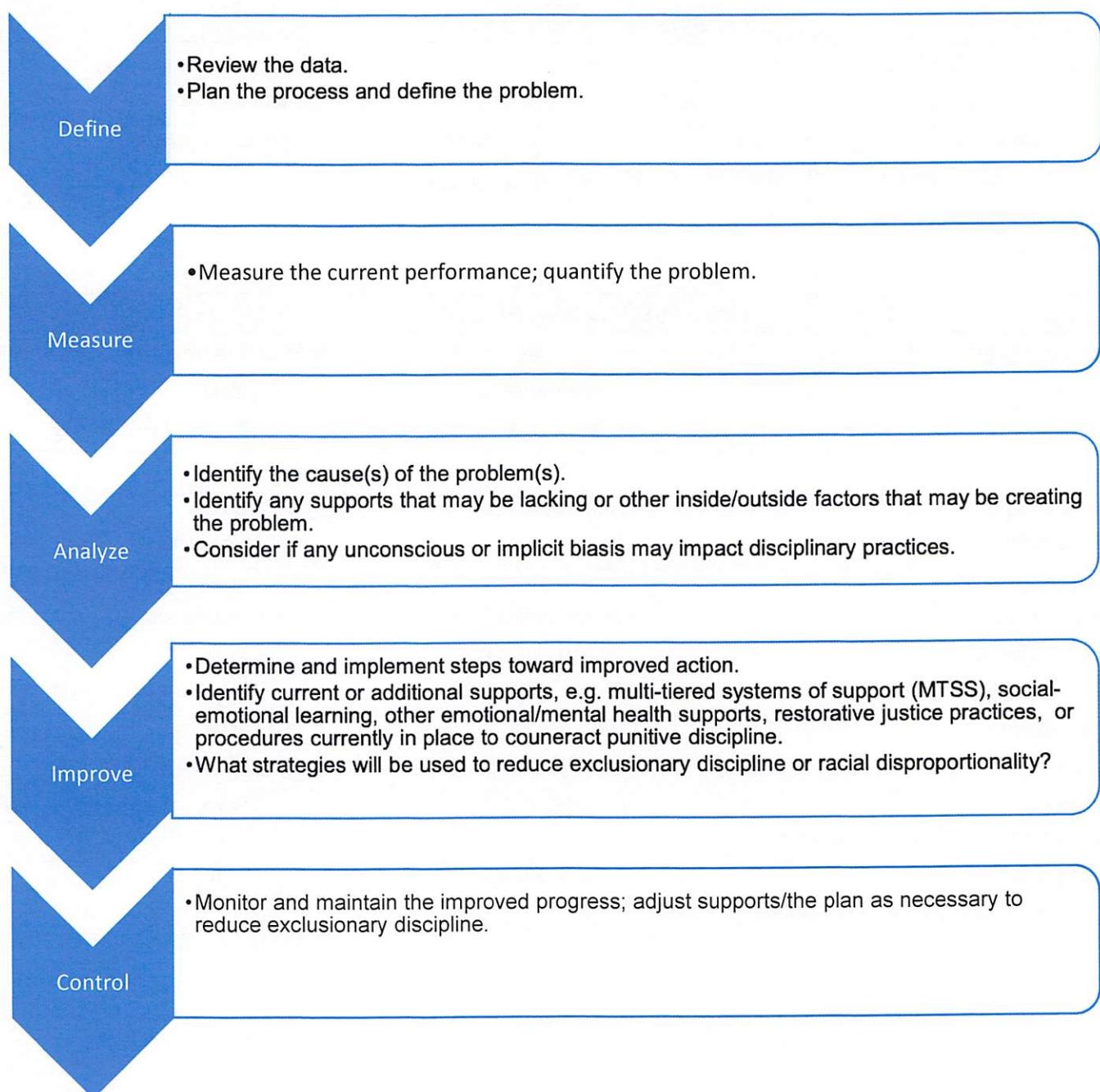
Recommended Steps to Consider when Creating the Discipline Improvement Plan

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.



Discipline Improvement Plan Team

Administrator Team	Building Position/Title	Email
Patrick Versluis	Denkmann Elem Principal	pat.versluis@rimsd41.org
Kevin Turner	Earl Hanson Elem Principal	kevin.turner@rimsd41.org
Andrew Campbell	Eugene Field Elem Principal	andrew.campbell@rimsd41.org
Chad Davis	Eugene Field Asst. Principal	chad.davis@rimsd41.org
Nicole Melody	Frances Willard Principal	nicole.melody@rimsd41.org
Sarah Leonard	Longfellow Elem Principal	sarah.leonard@rimsd41.org
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Nicole Berry	Early Childhood Director	nicole.berry@rimsd41.org
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Reshanda Johnson	Edison Jr. High Asst. Principal	reshanda.johnson@rimsd41.org
Dan Colbrese	Edison Jr. High Dean	dan.colbrese@rimsd41.org
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Carmen Woods	Washington Jr. High Asst.	carmen.woods@rimsd41.org
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Dr. Patricia Ulrich	RIHS Principal	patricia.ulrich@rimsd41.org
John Campbell	RIHS Asst. Principal	john.campbell@rimsd41.org
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Yolanda Grandberry-Pugh	RIHS Dean	yolanda.grandberry@rimsd41.org
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Mario Sherrell	Thurgood Marshall Administrator	mario.sherrell@rimsd41.org
Jennifer Fuhr	Elementary SPED Coordinator	jennifer.fuhr@rimsd41.org
Christi Varnes	Secondary SPED Coordinator	christi.varnes@rimsd41.org
District Union Rep Team	Building Position/Title	Email
Andrew Hains	RIEA President	andrew.hains@rimsd41.org
Andrea Jacobs	RIEA	andrea.jacobs@rimsd41.org
Kelli Brannen	RIEA	kelli.brannen@rimsd41.org

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)?

The Rock Island Milan School District 41 district provides annual training for all administrators, certified staff, and relevant support staff around Cultural Competency and Racial Bias through an online GCN Training (Global Compliance Network). This training is one of the mandated training overseen through our district human resources department. Focus areas include; implicit bias and its impact on discipline decision-making, culturally responsive behavior supports, and equity-centered alternatives to exclusionary discipline.

Below are ways the district commonly reduces exclusionary discipline and address racial disproportionality;

1. Universal Tier 1 Supports - PBIS Framework - RIMSD 41 Teacher/Office Managed Behaviors and Aligned Interventions
2. Teach behavior expectations in all settings (beginning of year and revisited at the start of each quarter)
3. RIMSD Elementary and Secondary Behavior Rubrics - used in all corrective actions to avoid subjective decision-making.
4. RIMSD ReEntry Rubric - implemented as a restorative reentry meeting following any suspension
5. Use of scenario-based discipline decision training throughout the school year in administrator professional learning committees
6. Annual Revisions of the Code of Conduct, revisiting board approved policies aligned to ISBE guidance and compliance (updated Development of a Scholar Handbook)

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 district will reduce the use of exclusionary discipline and address racial disproportionality by implementing preventative behavior supports, expanding restorative practices, providing ongoing implicit bias training, and engaging in regular disaggregated data reviews. Discipline decisions will be monitored for consistency and equity, and targeted interventions will be provided to students with repeated behavioral concerns.

The following action plan will be implemented moving forward in the 2025-2026 school year and 2026-2027 school year.

1. Development of Exclusionary Practice Improvement Plan (EPIP) at each school site by building administrator and school discipline team
2. Development of District Discipline Improvement Team - including administrators, certified staff, related service providers, and union representatives
3. Crisis Prevention Institute, Deescalation Basics Training, piloting with a group of 70 staff members
4. Development of an Alternative to Suspension Program at Edison Junior High, Washington Junior High, Rock Island High School, and our alternative school Thurgood Marshall Learning Center
5. Provide opportunities for professional development for administrators and building teams around Trauma-Informed Practices, De-Escalation Strategies, Implicit Bias, Restorative Practices, and Classroom Management
6. Climate and culture professional development at Rock Island High School and Thurgood Marshall Learning Center