



# **Discipline Dialogues:** ***Being Better to Make Our Schools Better***

Beau Doty  
Assistant Principal of Behavioral Support  
Streator Township High School

May 2, 2024

# ***Being Better to Make Our Schools Better***

Streator Township High School is here today to share our experience and our journey to make our school better. My name is Beau Doty and I have served our school as both the Dean of Students and now the Assistant Principal of Behavioral Support for the past 10 school years.



# District Data Analysis Overview

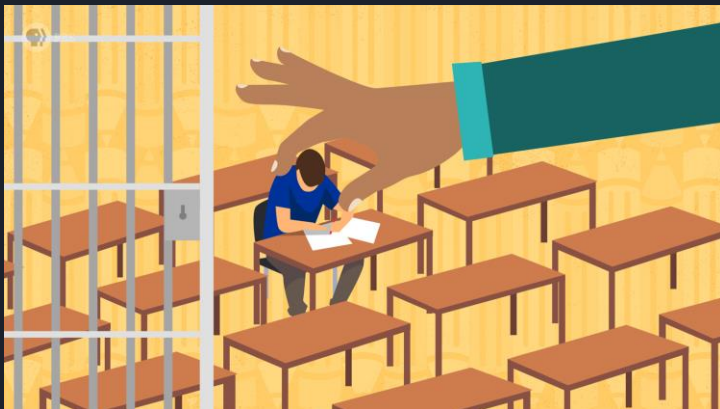
## *Streator Township High School*



- 100 miles southwest of Chicago
- 9th through 12th grade
- Enrollment - currently 734 students
- Student Population
  - 31 % of student population are Hispanic, Black, or Two or More Races
    - Slowly increasing since 2018 (23% in 2018)
  - 53.4 % qualify as low income
  - 17% of students have IEPs
- Recently fell out of the top 20% in suspensions
- 95% teacher retention

# Where We Were

- Up until as recent as 2018-19, we had a disproportionate amount of out-of-school suspensions and in-school suspensions.
- In 2014-15, we averaged nearly 14 students per day in ISS and almost just under one OSS per day



<i>School Year</i>	<i>OSS</i>	<i>ISS</i>
<i>14-15</i>	<i>164</i>	<i>2,370</i>
<i>15-16</i>	<i>151</i>	<i>1,828</i>
<i>16-17</i>	<i>107</i>	<i>1,377</i>
<i>17-18</i>	<i>100</i>	<i>826</i>
<i>18-19</i>	<i>122</i>	<i>900</i>
<i>19-20</i>	<i>50</i>	<i>500</i>
<i>20-21 (COVID)</i>	<i>6</i>	<i>161</i>
<b><i>21-22</i></b>	<b><i>56</i></b>	<b><i>356</i></b>
<i>22-23</i>	<i>61</i>	<i>379</i>

# Challenges / Trends

- High number of suspensions / suspendable offenses in the mid to late part of the 2010s. Some of this was from violent / drug offenses and others were from procedural decisions regarding our student handbook by our discipline committee.
- Late identification of students in need of behavioral placement from feeder schools
- Parental involvement / buy in
  - ◆ Communication issues
  - ◆ Broken home / child care
  - ◆ Low income / low priority on education
- Truancy / Absenteeism
- Staff buy in





# Why Were Students Being Suspended

## OSS

- Fighting, Drug Offenses
- Our student handbook at that point was also geared towards exclusionary discipline for even non-violent offenses
  - ◆ Example: Staff Directed Profanity was 5 days OSS

## ISS

- The In-School Suspension room was a zoo and required daily interventions ... we issued 2,370 ISS in 2014-15!
- Students who failed to serve Saturday Schools would end up receiving multiple days of ISS
- Harassment
- Vaping / Smoking

# Time for Change



*"Taking on a challenge is a lot like riding a horse isn't it? If you're comfortable while you're doing it, probably doing it wrong"*

— Theodore "Ted" Lasso



# Time for a Change

- With the passage of Senate Bill -100 and our high numbers of suspensions, we needed to shift our focus.
- Our administration and discipline committee took a hard look at our student handbook and made changes geared towards ...



# Keeping Students in Seats





# Keeping Students in Seats

Our administration and discipline committee made a concerted effort to alter our discipline policies with the goal of keeping students engaged, feeling welcome and in seats in the classroom as much as possible. Our belief was this could be accomplished by the following:

- Restorative forms of discipline when / where appropriate
- Building relationships between both students and staff as well as students with students
- Creating a welcoming and safe environment for students to thrive in
- Making necessary adjustments to the student handbook
- Reducing the amount of OSS issued and aligning with SB-100
- Reducing the amount of students serving ISS
- Expanding our alternative options within the building

# Restorative Justice

To replace or complement traditional discipline

- Counseling
- Mediations
- Apology Letters
- Behavioral Contracts



# Building Relationships

## Professional development for our staff

- Emphasis on building relationships with students / therapeutic rapport
- CPI training
- SEL training and Mental Health Awareness led by social workers
- Bridges out of Poverty Training
- Mediations between teacher and student

## Learning from our students

- [SEL Student Climate Surveys](#)
- Home Visits

## Student to Student Conflict

- Peer Mediations
- Staff Led Mediations
- Parental Group Meetings





# Creating a Welcoming and Safe Environment

Safety and Security of the Building

Student Assistance Program (SAP)

- Incentive / rewards monthly for students with good behavior and attendance
  - Candy, ice cream, pizza
- Provide items for students in need (winter coats, diapers for teen-moms)

Clothing Closet - donations

Bulldog Pantry

- Full stocked with non perishable food items, sanitary products, toothbrushes, toothpastes, cleaning supplies, etc.
- Students informed they can access this via administration, counselors, social workers, teachers.



# Student Handbook Adjustments

Goal of preventing procedural referrals and offenses that were non-violent / non-disruptive to educational environment from resulting in suspensions / time out of class

- Failure to serve op hours (our word for detentions)
- Tardies
- ID Violations (removing IDs)

Preventing students from ending up in I.S.S.

- Most common path to I.S.S. was from failing to serve Saturday Schools
- Many Saturday Schools were from the result of failing to serve op hours
- We increased the opportunities to serve op hours by adding a lunch op hour in addition to after and before school op hours. This greatly helped our numbers serving as there was no longer an excuse to miss for bus riders or athletes in practices
- Handbook change proposal for next school year is to move from Saturday to Monday Night School to hopefully increase serve percentage



# Data and Trends - OSS

## *Out-of-School Suspensions*

Significant drop in issuance of OSS from the 2018-19 school year forward

Policy changes in accordance with Senate Bill 100

Took hard look at reasons we were suspending students for non-violent offenses (ex - staff directed profanity, replacement of excessive ISS)

Reduction methods of OSS

- Shortening suspension times
- Adding restorative components / options (ex - drug counseling)
- Utilization of ISS and Saturday School
- Utilization of mediations

<i>School Year</i>	<i>OSS</i>
<i>14-15</i>	<i>164</i>
<i>15-16</i>	<i>151</i>
<i>16-17</i>	<i>107</i>
<i>17-18</i>	<i>100</i>
<i>18-19</i>	<i>122</i>
<i>19-20</i>	<i>50</i>
<i>20-21 (COVID)</i>	<i>6</i>
<b>21-22</b>	<b>56</b>
<i>22-23</i>	<i>61</i>



# Data and Trends - ISS

## *In-School Suspensions*

Significant drop in issuance of ISS from the 2018-19 school year forward

### Policy / Handbook shifts

- Promotion of use / serving Saturday Schools more with increased communication and stronger tie-ins to social probation
- Reducing days given in ISS
  - FTS Sat School used to be automatic 2 days of ISS
  - Reduced this to 1 day of ISS

Restorative Measures in lieu of or combination with ISS

<i>School Year</i>	<i>ISS</i>
<i>14-15</i>	<i>2,370</i>
<i>15-16</i>	<i>1,828</i>
<i>16-17</i>	<i>1,377</i>
<i>17-18</i>	<i>826</i>
<i>18-19</i>	<i>900</i>
<i>19-20</i>	<i>500</i>
<i>20-21 (COVID)</i>	<i>161</i>
<b>21-22</b>	<b>356</b>
<i>22-23</i>	<i>379</i>





# Options in Lieu of Suspension / Expulsion

At SHS, we have several different alternative settings for students for various reasons. These programs help give us alternatives for alternative placement / expulsions / drops for truancy.

Jack L. Wilson Academy

*"Providing the Keys  
for a Productive Future"*





# In-House Alternative Schools / Settings

## Jack Wilson Academy - Regular Ed Alternative School

- Computer based and self contained; late start to the day
- Variety of reasons for entry - disciplinary, anxiety, credit recovery, transition return from Safe School

## T.A.O.E.P. (Truants Alternative Optional Education Program)

- Truancy alternative school; self contained and computer based; late start to the day
- Provides alternative option for students who might have dropped out / been dropped for truancy

## S.E.A.L. (Social Emotional Academic Learning)

- Behavioral classroom for students with IEPs
- Self-contained

## F.U.S.E. (Fly United, Support Each Other)

- Therapeutic day program for behavioral students with IEPs
- Wanded every day
- These are students who would normally be sent to a residential program

# Moving Forward





# Moving Forward - Our Plan

Staying vigilant with restorative practices and utilizing OSS for last resort

Policy changes for 24-25 School Year at Streator High School

- Moving Saturday School to Monday Nights to encourage better attendance and reduce ISS numbers
- Tackling chronic absenteeism and chronic truancy which shot up during the 23-24 SY
- Utilizing social probation more to encourage attendance (for chronic truants / absentees)

Continue to provide our staff with professional development opportunities on CPI, Diversity Inclusion, SEL, Mental Health Awareness and Poverty Training.



# Thank You!

Assistant Principal of Behavioral Support

Beau Doty

Streator Township High School

Streator, IL

## Questions?

