



Discipline Dialogues--



Being Better to Make Our Schools
Better



Being Better to Make Our Schools Better

Segment One

Zion Elementary School District 6 is here today participating in this live webinar series to share with other districts our experience and our journey to being better to make our school better. My name is Kimberly Monk and as the Director of Student Services, I will be the speaker representing Zion Elementary Schools-District 6.

Agenda- *Segment One*

Introduction

District Data Analysis Overview

Where We Were - Data Trends

Change - The Plan

Success Stories

Moving Forward - Eyes on the Horizon



District Data Analysis Overview

*Currently, 2,064 PreK-8th Grade students are serviced among seven buildings

*Diverse student population

*Roughly 92% of student population are Hispanic or Black

*Hispanic population has grown 11% since 2016 which is currently 58%

*Black population has decreased 9% during this same period of time which is currently at 30%

*Ranked top 20% for suspension for years 2016-2019

*Suspension percentages

2016=18%	2018= 14%	2020= 4%
2017= 12%	2019= 8%	2021= .7%

*Student enrollments

2016= 2,773	2018= 2,697	2020= 2,481
2017= 2,759	2019= 2,606	2021= 2,223

*Racial disproportionality in 2017= 4.6% and in 2019= 2.8%

*0% Expulsion Rate reported in 2016-2021

20%

Where We Were

*"Our greatest glory is not in never failing, but
in rising up every time we fail."*

-Ralph Waldo Emerson

Data and Trends

The data analysis and identified trends were impacted by multiple factors that we as a school district and organization were forced to acknowledge and address.

Such factors included:

→ We had a serious discipline problem and our student discipline data was exceptionally high

→ The boundaries of our neighborhood schools were in need of a re-assessment and evaluation. (*These actions led to the birthing of grade level centers*)

→ Some schools had disproportionate numbers of administrators that did not account for the needs of the buildings

→ Disproportionate enrollment in some schools were primarily due to neighborhood boundary lines or access to specific programs within some of the schools



Data and Trends

Additional factors include:

- Parent Voice and involvement was a struggle to attain at the level desired district-wide
- Parent Voice continues to be a challenge
- Students with traumatic experiences forced a deeper look into best practices of what was implemented vs. needed
- Retention of staff
- Longevity of veteran staff
- Innovation of highly qualified staff within a past practice environment
- Student engagement for all students needed to be assessed



Change

*"Never doubt that a small group of
committed people can change the world.
Indeed, it is the only thing that ever has."*

-Margaret Mead

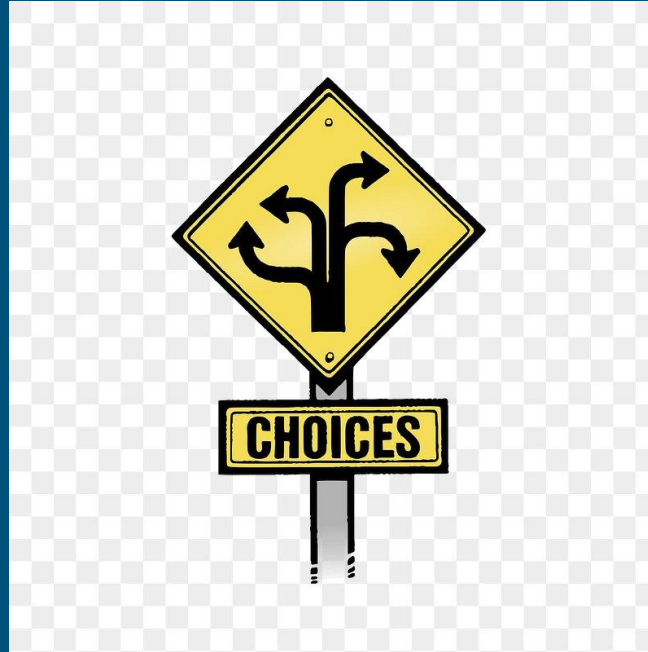
Having a Plan and Seeing the Benefits

- Staffing Plan added essential positions for the work needing to be done

- Professional Development, Training, and Building Capacity for All Staff Roles

- Intentional Home and School Connections

- Rezoning school boundaries into Grade Level Centers



- Dive towards Mental Health First Aid and Trauma Informed Practices

- Response to Diversity, Inclusion, and Equity deficiencies

- Intense Data Dives, Reflections, and Shifts in academics, management, behavior, attendance, safety and security, instructional practices, and professional learning communities

- Calculation of time, the risks of the changes and required shifts as it related to trend reversal and staff retention

The Plan- Attainable? Sustainable? Can We See It Through?

- Shared vision and understanding of the “WHY” was essential.
- Stakeholder’s input and buy-in
- Knowing the where the boundaries are and testing the limits- having both the barometer and thermometer
- Leading the change and difficult discussions about the change



- Climate of the district and each individual building
- Culture of the district and each individual building
- Creating a common language
- Measures of accountability
- *Effective systems with necessary adjustments along the way
- Sustainable resources
- Assess and make improvements along the way

Success Stories

*“When educating the
minds of our youth,
we must not forget
to educate their hearts.”*

-Dalai Lama

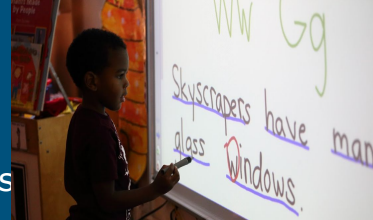
Success Stories of our *Primary Schools*



- ✓ Affirmation of Value
- ✓ Staff Development
- ✓ Positive Culture
- ✓ Strategic Planning Opportunities
- ✓ Team/ Co-Teaching



- ✓ Safe Recess Reflections
- ✓ Social Contract buy-in
- ✓ Ownership Affirmation
- ✓ Staff Social Setting Interaction
- ✓ Full Time Support Staff



- ✓ Time and Understanding of Implementation with Fidelity
- ✓ Staff Assignments adjusted based on staff strengths
- ✓ Family Community in classrooms & across the schools



- ✓ Coaching and Feedback Loops
- ✓ Grade Level Common Language



- ✓ Lower Class Sizes
- ✓ Positive Climate
- ✓ Strategic Teams





Success Stories of our *Intermediate Schools*



- ✓ Classroom Management Focus
- ✓ Detentions/ISS in lieu of OSS
- ✓ Progressive Discipline
- ✓ Parent Involvement Opportunities
- ✓ Attendance and Home Visit Checks



- ✓ Shared Vision
- ✓ Restorative Conversations
- ✓ Assemblies Pillars of PBIS Focused
- ✓ Adjustment to recess times and locations
- ✓ Youth Leadership Opportunities



- ✓ Visibility of Youth Leaders

- ✓ Transportation and Safety adjustments
- ✓ Staff Active Supervision Accountability
- ✓ Frequent/Consistent Recognitions for Students, Parents, & Staff
- ✓ Creation of Safe and Welcoming Learning Environments

- ✓ Regulation of Coping Strategies
- ✓ Tighter Incident Reporting Process



Success Stories of our *Middle Schools*



✓ Staff ↔ Student Culture of Positive Rapport and Mutual Respect

✓ Classroom Management Consistency/Strong Focus

✓ After School Activities, Assemblies, and Fun Activities

✓ Saturday School/ Detentions/ ISS replaced OSS

✓ Prioritization of Approachability

✓ Parent Involvement Nights

✓ Emphasis of Safety

✓ Threshold Greetings

✓ Regulation of Coping Strategies

✓ Regular Attendance/Truancy Checks

✓ Frequent/Consistent “On Track” Recognitions

✓ Creation of Safe and Welcoming Learning Environments



✓ “Fairness for All Approach”

✓ Shared Vision

✓ Organized Hall Sweeps

✓ Restorative Conversations

✓ Progressive Discipline

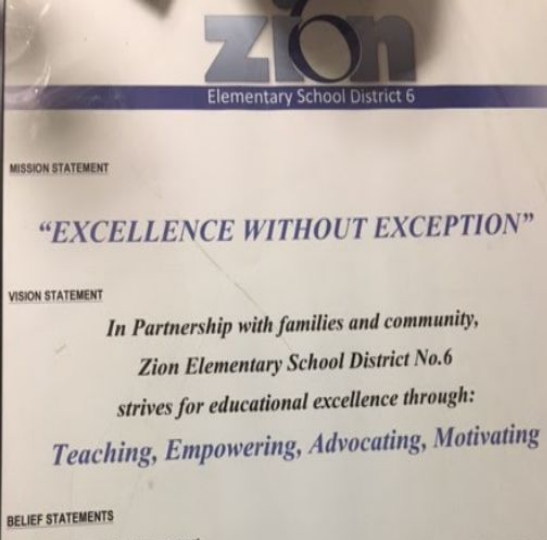
✓ Progressive Discipline

✓ Visibility to Staff and Students

✓ Active Staff Supervision

✓ Peer Mediations

✓ Student Mentorships



Common Success Stories

High expectations for Culture and Climate Improvements district-wide with greater accountability measures. *Everyone* holding each other accountable was a major shift providing exposure to roots that were impeding positive culture and climate growth. Revisits to the “WHY” we are doing what we do supported this WIG. Adjustments to mindsets through trainings, reflections on practices, and the continuous improvement viewpoint pushed this **Wildly Important Goal** forward.

PBIS shared Pillars of RRSK- Respect, Responsible, Safe, Kind. Building-wide expectations, tiered interventions, weekly discussions and review, incentives, and regular assemblies to teach behaviors and behavior expectations. Teaching and implementing self-regulation strategies universally positively impacted our gross student discipline problem.

Parent University along with our **Digital Backpack** was birthed through this process and leveraged to get our families involved in every aspect of their children’s education. We also emphasized community partnerships, provided hands-on resources, and utilized upgraded technology efforts to connect with our families while providing trainings and classes for our parents as a way to build their capacity as well.

Additionally, we have ongoing staff trainings on **CPI/NCI Non-Violent Crisis Intervention** de-escalation practices, **Diversity-Inclusion-Equity Awareness, SEL, and Mental Health Awareness**. We utilized an alternative in-district placement-Opportunity Excelerate Program for our most at-risk students, **SRO’s**, and multiple resources through **Professional Development** opportunities.



Moving Forward

“Things which matter most must never be at the mercy of things which matter least.”

-Johann Wolfgang Von Goethe



Eyes on the Horizon

The ending may or may not be in sight, but we shall keep pressing forward



*“Intelligence **Plus**
Character That Is
The Goal Of
True Education.”*

-Martin Luther King Jr.

Thank You!

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