

100 North First Street
Springfield, Illinois 62777-0001

**DISCIPLINE IMPROVEMENT
PLAN TEMPLATE**

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 Belleville Township High School District #201	SCHOOL YEAR 2025-2026	BOARD APPROVAL DATE(S) 12/15/25
LINK TO DISTRICT WEBSITE WHERE PLAN IS POSTED https://bths201.org/home-district-201/public-compliance-document	SCHOOL DISTRICT/CHARTER SCHOOL ADDRESS 920 North Illinois Street Belleville IL 62220	
SUPERINTENDENT/ADMINISTRATOR NAME Dr. Marshaun Warren		

Discipline Improvement Plan Team

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

TEAM LEADER Dr. Marshaun Warren	POSITION/TITLE Superintendent	EMAIL mwarren@bths201.org
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TEAM MEMBER Dr. Dustin Bilbruck	POSITION/TITLE Assistant Superintendent	EMAIL dbilbruck@bths201.org
TEAM MEMBER Stacy Louderman	POSITION/TITLE Director of Special Education	EMAIL slouderman@bths20.org
TEAM MEMBER Gloria Perry	POSITION/TITLE Coordinator	EMAIL gperry@bths201.org
TEAM MEMBER Dr. Malcolm Hill	POSITION/TITLE Belleville West Principal	EMAIL mhill@bths201.org
TEAM MEMBER Joe Rujawitz	POSITION/TITLE Belleville East Principal	EMAIL jrjawitz@bths20.org
TEAM MEMBER Jake Strausbaugh	POSITION/TITLE Director of the CAVE	EMAIL jstrausbaugh@bths201.org

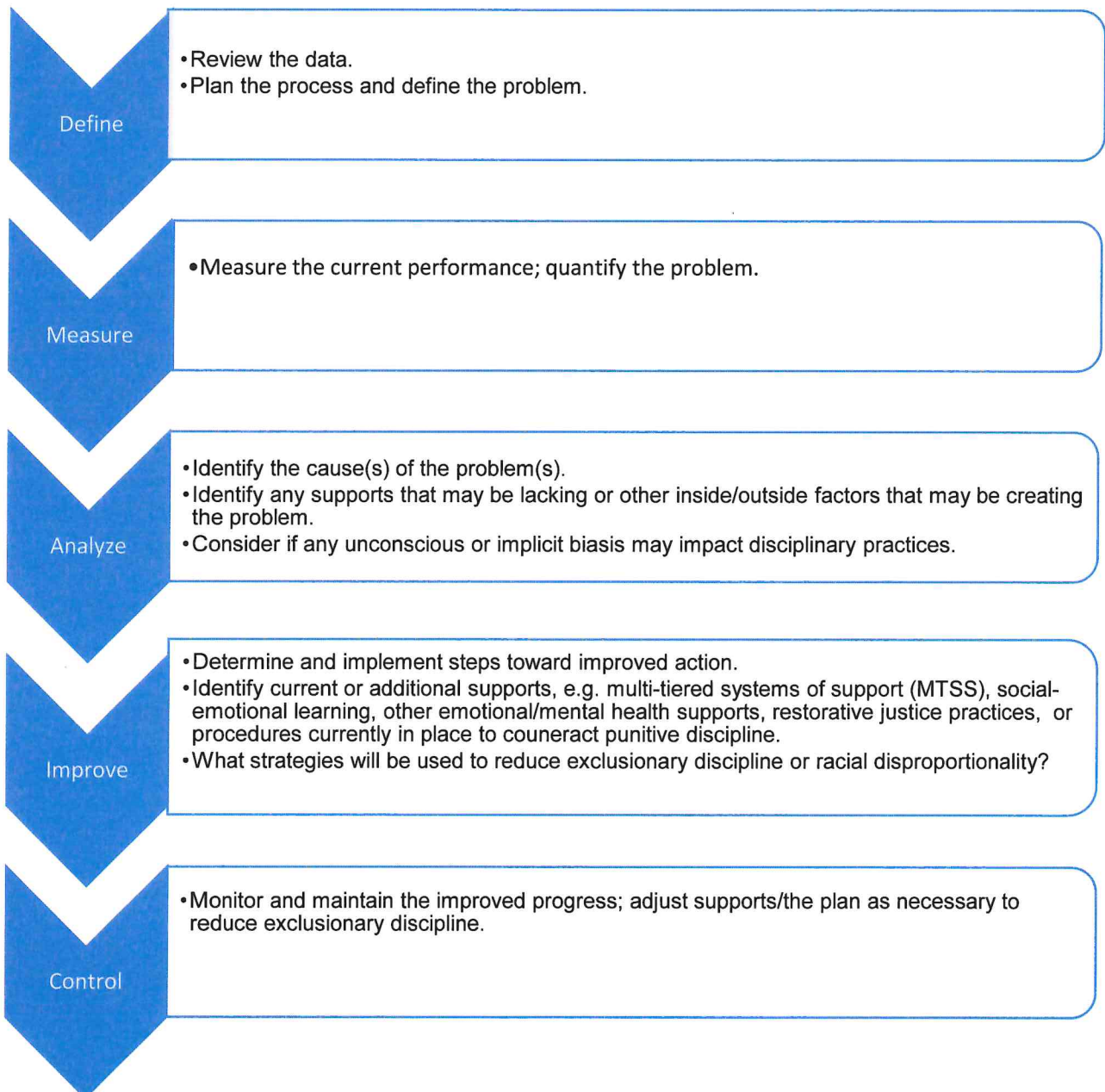
Recommended Steps to Consider when Creating the Discipline Improvement Plan

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)?**

All district employees complete implicit bias training as required through the Global Compliance Network. In addition, faculty and staff will continue to engage in a (3) day Cultural Proficiency Training led by Ms. Gloria Perry who directs Diversity, Equity, and Inclusion in her role as Student Services Coordinator.

We have not utilized the Diversity, Equity and Inclusion Tool. We believe the Cultural Proficiency Framework is most effective as it provides for shared learning and relevant conversations utilizing a continuum to identify, assess, and make changes.

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 1: Increase student access to mental health resources within the school setting.

- Continue contracting with Chestnut Health Services and Cartwheel, community partners, to provide access to mental health counselors on each campus;
- Partner with Chestnut to select student advisors for the county mental health board;
- Effective 2025-2026 SY, the district has added an additional school psychologist;
- Continue to provide Teens and Grief (TAG) groups for our students on campuses in collaboration with Heartlinks Grief Center.

Goal 2: Improve In-School Suspension

- Mindfulness techniques will continue to be used as a supportive measure for the in-school suspension program to increase school appropriate conduct.
- Behavioral Contracts
- Incentive Programs
- Parent meetings

Goal 3: Increase the Use of Restorative Practices

- District Racial Equity Committees will continue training teachers and new administrators in restorative practices. Further, the REC will utilize Lunch and Learns to increase teacher interest in this approach.

Goal 4: Crisis Prevention

- Summer 2025, building level administrators were trained in the Crisis Prevention Institute techniques.
- Fall 2025, campus patrol, faculty and staff identified as those who deal regularly with crisis were trained in CPI. This training will be offered again in the spring and continue annually.