To: Dr. Mike Riggle

From: Dr. John Finan
         Ms. Lauren Fagel
         Mr. Bill Eike
         Mr. Ron Bean

Date: March 17, 2016

Re: Discipline Report to Board of Education

The purpose of this report is to provide statistics on disciplinary incidents at the two high schools as documented in the student information system. Reviewing trends in the data, both positive and negative, may provide further insight to the effectiveness of board policies and school procedures that may be considered for revision. An objective review of the data may also provide insight to overall climate and conditions at the school that can impact the learning environment and the feeling of safety experienced by students and staff.

Background
In the past, documentation of discipline incidents by the deans and deans' office staff were dependent on hand-written records prior to the adoption of student information systems to replace Outcast. Outcast was a district-developed system that did not contain a discipline component. In the early 2000s, the district transitioned from Outcast to SASI and it was not until the third year of SASI implementation that discipline incidents started to be maintained electronically. GBS initiated the first digital records in the late 2000s, and GBN adopted the process a year later. The problem that existed with the first electronic records system is that the two schools differed in the disciplinary incident codes used by the deans and the deans' office staff.

As the district transitioned from SASI to SchoolLogic in the summer of 2009, significant efforts were made to standardize the incident codes, but some variation eventually evolved. The district transitioned again from SchoolLogic to PowerSchool three years ago, and at that time, the deans were able to standardize incident codes for both schools. However, it should be recognized that although the schools have standardized incident codes, the use of codes during the recording of incidents remains dependent on the judgement of the person establishing the incident record, which introduces a degree of variance in the data. Overall, the data should be regarded as a consistent approximation of the frequency of incidents at each school and discussions of the incidents should be mindful that there will be some inconsistency among the seven (7) deans recording incident data at the two schools.

Data from the last two complete school years were extracted from PowerSchool in an effort to show the most recent trends; historical categorical trends were formulated by each school

based on data that was collected through other analog and digital methods since 2005. We have included the incidents by category for each school. Glenbrook Evening High School is color coded in tan, Glenbrook North in green, and Glenbrook South in blue.

Data Trends based on Incident Data (PowerSchool)

- The total number of incidents per student at each school is down significantly over the last two years.
- The number of category I incidents at each school remains very low and does not seem to be escalating since the 2005-2006 school year.
- The top six infractions at both schools have shifted away from unexcused absences in the last two years.

Rationale/Trends/Highlights

Glenbrook North and Glenbrook South are very safe schools. The main reason for this is that our students are observant to others' behaviors and do a very good job of self-monitoring. We ask students to let us know when issues arise that may put themselves or others in a harmful situation.

- We are fortunate that we don't often deal with high level infractions such as physical altercations and weapons. Therefore, we have the ability to be proactive with students by being visible in common areas, talking with and getting to know students outside of the classroom, and building positive relationships with those students who need a little extra support from adults in our buildings.

- Each school's administrative team presents to the student body at the start of the school year the expectations and a review of major rules in the handbook. We feel that because we have this opportunity to reach so many students, it helps set a positive tone for the beginning of the year. This is also a way for us to provide new information pertaining to new rules and policies; in addition, we can answer student questions concerning the handbook.

- Professional development opportunities allow our staff to stay current on safety and security for our schools. Our staff are certified in CPR/AED procedures on a regular basis. Each school year, we oversee regularly scheduled safety/emergency drills with the help of local first responders. Other topics discussed have been de-escalation of conflict with emotionally charged individuals, trends in adolescent drug use, and positive communication with young adults.

- Problem solving teams consisting of Deans and Student Services staff meet weekly to discuss students who might be having attendance or behavior issues as well as monitoring students who are having difficulty with social/emotional issues. With the services and procedures that we have put in place, we are working with the same amount of students, but in a form different than in the past. We still issue

consequences when deemed appropriate, but we are finding that students come to us to talk through issues before they get themselves into trouble.

As you can see from the start of the data collection, attendance and attendance-related issues have been the top infractions. We started to see a different trend starting in 2012-2013. The reason for the change is that we went to a student system that worked with our automated caller so that parents were notified when a student was absent,late, or tardy to a class. With this call/email that went home, we allowed parents to respond in a more efficient manner, which has allowed us to clear more of the situations than in the past. Other consistent violations are inappropriate behavior/insubordination, cell phone violations, and parking violations. With this being said, you can see that the number of these infractions continues to go down. We believe that the reason for this is that we are able to be more proactive than reactive in working with students.

Identified Work for 2016-2017 (Senate Bill 100)

Senate Bill 100 was approved by the Illinois House and signed by Governor Rauner in the fall of 2015. Now known as Public Act 99-0456, this new law takes effect on September 15, 2016. This Act requires the school board to provide written expulsion and suspension decisions that include specific reasons as to why removing the student from the school is in the best interest of the school and a rationale as to the duration of the removal. Further, it prohibits "zero tolerance" policies and limits the number of days allowable for out-of-school suspensions. Should a student be suspended out-of-school for four days or more, they must be provided appropriate and available support services to be able to make up work for the equivalent academic credit.

In consulting with legal counsel, they have advised us against initiating any type of revision to existing discipline policies until after PRESS (policy services we utilize from IASB) has issued revisions that are in keeping with the new state code. The Scariano firm will then review the proposed PRESS policy revisions and work with us to bring our policies into compliance prior to the 2016-2017 school year. Since the number of student out-of-school suspensions at each school is low and there are already existing alternatives provided for handling discipline incidents, we believe we will be able to incorporate the new legislation successfully.

	Year	
School / Incident	2014	2015
GBE Total Incidents	6	6
Drug Consump	5	6
Fighting	1	
GBN Total Incidents	2226	1493
Enrollment	2087	2038
Incidents Per Student	1.07	0.73
Acad Dishonesty	44	25
Alcohol Consump		3
Bullying/Harassment	2	3
Cell Phone	176	145
Computer Viol	6	8
Cut Detention	15	3
Cut Rsh	7	
Cut Sat Detn	12	7
Dress Code		2
Drug Consump	5	
Drug Paraphen	1	2
Drv Violation	16	9
Elect Device	4	6
Exces Exc Absns		7
Fail Sign In	5	31
Fail Sign Out		3
Fail To Comply	88	79
Fake Phone Call	15	14
Fd/drnk In Hall	3	4
Fighting	7	1
Forgery	5	4
Gross Miscondct	1	5
Inapprop Behav	239	161
Inapprop Lang	29	14
Insubordination	21	21
Misconduct	4	2
Misuse Of Pass	69	20
No Id	32	48
Off Limits/Campus	38	23
Open Lunch Viol	133	45
Other	28	30
Park Violation	330	376
Smoking	2	10
Tardy Set 1	176	77
Tardy Set 2	42	24
Tardy Set 3	16	5
Tardy Set 4	1	1
Theft	25	9
Unx	157	104

Unx Abs Step 1	27	14
Unx Abs Step 2	257	91
Unx Abs Step 3	103	35
Unx Abs Step 3+	79	20
Vandalism	6	2
GBS Total Incidents	2544	2613
Enrollment	2736	2895
Incidents Per Student	0.93	0.90
Acad Dishonesty	36	73
Alcohol Consump	1	6
Bullying/Harassment	11	23
Cell Phone	90	254
Computer Viol	2	9
Cut Detention	15	22
Cut Sat Detn	34	39
Dress Code		2
Drug Consump	9	3
Drug Distrib	6	
Drug Paraphen		1
Drug Possesion		5
Drv Violation	3	3
Elect Device	3	9
Exces Exc Absns		
Fail Sign In	373	52
Fail Sign Out	92	21
Fail To Comply	23	23
Fake Phone Call	27	35
Fd/drnk In Hall	43	4
Fighting	18	20
Forgery	3	1
Gambling	1	
Gang Activity		
Gross Miscondct	6	3
Inapprop Behav	233	342
Inapprop Lang	35	27
Insubordination	52	39
Misconduct	5	5
Misuse Of Pass	8	10
No Id	4	4
Off Limits/Campus	22	43
Open Lunch Viol	3	9
Other	23	119
Park Violation	295	488
Re-entry		2
Smoking	21	7
Susp Violation	1	
Tardy Over 4	1	1

Tardy Set 1	302	190
Tardy Set 2	56	40
Tardy Set 3	20	5
Tardy Set 4	5	1
Theft	22	25
Unx	77	56
Unx Abs Step 1	20	108
Unx Abs Step 2	406	353
Unx Abs Step 3	100	82
Unx Abs Step 3+	35	47
Vandalism	2	2

Glenbrook North - Disciplinary Infractions by Year				
2005/2006	Top Six Infractions	%	Category I Infractions	%
5788 Total Infractions	Unx Abs Step 1,2,3	61.39%	Alcohol Consumption/Possession	<1%
(2.9 infractions/student)	Tardy Set 1,2,3	11.14%	Distribution	0%
	Inaprop Behavior	6.76%	Drug Possession	<1%
	Parking Violation	4.84%	Fighting	<1%
	Off Camp/Open Lunch	4.36%	Gross Misconduct	<1%
	Cut Detention	1.80%	Weapons	<1%

2006/2007	Top Six Infractions	%	Category I Infractions	%
6837 Total Infractions	Unx Abs Step 1,2,3	58.97%	Alcohol Consumption/Possession	<1%
(3.3 infractions/student)	Tardy Set 1,2,3	10.64%	Distribution	0%
	Parking Violation	6.74%	Drug Possession	<1%
	Inappropriate Behav	6.19%	Fighting	<1%
	Off Camp/Open Lunch	4.89%	Gross Misconduct	<1%
	Cut Detention	2.40%	Weapons	0%

2007/2008	Top Six Infractions	%	Category I Infractions	%
6256 Total Infractions	Unx Abs Step 1,2,3	53.01%	Alcohol Consumption/Possession	<1%
(2.9 infractions/student)	Tardy Set 1,2,3	12.04%	Distribution	0%
	Parking Violation	10.52%	Drug Possession	<1%
	Inappropriate Behav	4.81%	Fighting	<1%
	Cut Detention	1.73%	Gross Misconduct	<1%
	Off Camp/Open Lunch	1.66%	Weapons	0%

2008/2009	Top Six Infractions	%	Category I Infractions	%
5373 Total Infractions	Unx Abs Step 1,2,3	56.84%	Alcohol Consumption/Possession	<1%
(2.5 infractions/student)	Parking Violation	10.61%	Distribution	0%
	Tardy	8.08%	Drug Possession	<1%
	Cell Phone	5.25%	Fighting	<1%
	Inappropriate Behav	3.83%	Gross Misconduct	<1%
	Off Camp/Open Lunch	2.14%	Weapons	0%

2009/2010	Top Six Infractions	%	Category I Infractions	%
4793 Total Infractions	Unx Abs Step 1	36.92%	Alcohol Consumption/Possession	
(2.25 infractions/student)	Unx Abs Step 2	13.62%	Distribution	
	Tardy set 1	9.55%	Drug Possession	
	Unx Abs Step 3	5.36%	Fighting	
	Parking Violations	5.09%	Gross Misconduct	
	Unx Abs Step 3	5.06%	Weapons	

2010/2011	Top Six Infractions	%	Category I Infractions	%
3888 Total Infractions	Unx Abs Step 1	32.01%	Alcohol Consumption/Possession	
(1.8 infractions/student)	Tardy Set 1	12.00%	Distribution	
	Inappropriate Behav	10.44%	Drug Possession	
	Parking Violation	9.20%	Fighting	
	Unx Abs Step 2	9.10%	Gross Misconduct	
	Unx Abs Step 3+	3.88%	Weapons	

2011/2012	Top Six Infractions	%	Category I Infractions	%
3031 Total Infractions	Unx Abs Step 1	23.42%	Alcohol Consumption/Possession	<1%
(1.4 infractions/student)	Tardy Set 1	14.51%	Distribution	0%
	Parking Violation	10.35%	Drug Possession	<1%
	Inappropriate behav	10.16%	Fighting	<1%
	Unx Abs Step 2	8.18%	Gross Misconduct	<1%
	Unx Abs Step 3	3.04%	Weapons	0%

2012/2013	Top Six Infractions	%	Category I Infractions	%
4520 Total Infractions	Unx Abs 1	59.87%	Alcohol Consumption/Possession	
(2.2 infractions/student)	Tardy Set 1	6.77%	Distribution	
	Fail sign in	5.49%	Drug Possession	
	Unx Abs 2	4.25%	Fighting	1.02%
	Inappropriate Behav	3.72%	Gross Misconduct	
	Fail sign out	2.37	Weapons	

2013/2014	Top Six Infractions	%	Category I Infractions	%
2226 Total Infractions	Park Violation	14.82%	Alcohol Consumption/Possession	0%
(1.07 infractions/student)	Unx Abs Step 2	11.55%	Distribution	0%
	Inapprop Behav	10.74%	Drug Possession	0%
	Cell Phone	7.91%	Fighting	<1%
	Tardy Set 1	7.91%	Gross Misconduct	<1%
	Unx	7.05%	Weapons	0%

2014/2015	Top Six Infractions	%	Category I Infractions	%
1493 Total Infractions	Parking Violation	25.18%	Alcohol Consumption/Possession	<1%
(.73 infractions/student)	Inapprop Behav	10.78%	Distribution	0%
	Cell Phone	9.71%	Drug Possession	0%
	Unx	6.97%	Fighting	<1%
	Unx Abs Step 2	6.10%	Gross Misconduct	<1%
	Fail to Comply	5.29%	Weapons	0%

Glenbrook South - Disciplinary Infractions by Year

2005-06	Top Six Infractions	%	Category I Infractions	%
7701 total infractions	Unx Abs Step 1	28.28%	Alcohol Consumption/Possession	< 1%
(2.9 infractions/student)	Tardy Set 1	12.87%	Distribution	0%
	Unx Abs Step 2	9.54%	Drug Possession	< 1%
	Inapprop Behav	6.44%	Fighting	< 1%
	Unx Abs Step 3	3.86%	Gross Misconduct	0%
	Insubordination	3.09%	Weapons	< 1%

2006-07	Top Six Infractions	%	Category I Infractions	%
8299 total infractions	Unx Abs Step 1	32.20%	Alcohol Consumption/Possession	< 1%
(3.1 infractions/student)	Tardy Set 1	15.54%	Distribution	< 1%
	Unx Abs Step 2	11.87%	Drug Possession	<1%
	Unx Abs Step 3	5%	Fighting	< 1%
	Inapprop Behav	4.81%	Gross Misconduct	0%
	Tardy Set 2	4.04%	Weapons	< 1%

2007-08	Top Six Infractions	%	Category I Infractions	%
8673 total infractions	Unx Abs Step 1	26.02%	Alcohol Consumption/Possession	< 1%
(3.3 infractions/student)	Tardy Set 1	12.89%	Distribution	< 1%
	Unx Abs Step 2	9.20%	Drug Possession	<1%
	Inapprop Behav	5.77%	Fighting	< 1%
	Cut Detention	4.68%	Gross Misconduct	< 1%
	Cell Phone	4.54%	Weapons	< 1%

2008-09	Top Six Infractions	%	Category I Infractions	%
7898 total infractions	Unx Abs Step 1	25.80%	Alcohol Consumption/Possession	< 1%
(3.1 infractions/student)	Unx Abs Step 2	10.18%	Distribution	< 1%
	Tardy Set 1	9.77%	Drug Possession	<1%
	Cut Detention	6.19%	Fighting	< 1%
	Inapprop Behav	5.99%	Gross Misconduct	0%
	Cell Phone	4.32%	Weapons	0%

2009-10	Top Six Infractions	%	Category I Infractions	%
6681 total infractions	Parking Violation	25.37%	Alcohol Consumption/Possession	< 1%
(2.64 infractions/student)	Unx Abs Step 2	11.33%	Distribution	<1%
	Inapprop Behav	9.79%	Drug Possession	<1%
	Cell Phone	5.67%	Fighting	< 1%
	Tardy Set 1	4.52%	Gross Misconduct	0%
	Other	4.25%	Weapons	< 1%

2010-11	Top Six Infractions	%	Category I Infractions	%
GBS did not use SchoolLogic in 2010-11 so the data is not available.				

2011-12	Top Six Infractions	%	Category I Infractions	%
9130 total infractions	Unx Abs Step 1	34.34%	Alcohol Consumption/Possession	<1%
(3.4 infractions/student)	Unx Abs Step 2	30.89%	Distribution	<1%
	Tardy Set 1	4.90%	Drug Possession	<1%
	Park Violations	4.59%	Fighting	<1%
	Fail to Sign In	3.46%	Gross Misconduct	<1%
	Unx Abs Step 3	3.08%	Weapons	<1%

2012-13	Top Six Infractions	%	Category I Infractions	%
6467 total infractions	Unx Abs Step 1	64.45%	Alcohol Consumption/Possession	<1%
(2.4 infractions/student)	Tardy Set 1	5.47%	Distribution	<1%
	Unx Abs Step 2	4.78%	Drug Possession	<1%
	Fail Sign In	3.83%	Fighting	<1%
	Inapprop Behav	3.15%	Gross Misconduct	<1%
	Park Violation	2.29%	Weapons	<1%

2013-14	Top Six Infractions	%	Category I Infractions	%
2544 total infractions	Unx Abs Step 2	15.90%	Alcohol Consumption/Possession	<1%
(.93 infractions/student)	Fail Sign In	14.66%	Distribution	<1%
	Tardy Set 1	11.87%	Drug Possession	0%
	Park Violation	11.60%	Fighting	<1%
	Inapprop Behav	9.16%	Gross Misconduct	<1%
	Unx Abs Step 3	3.93%	Weapons	0%

2014-15	Top Six Infractions	%	Category I Infractions	%
2613 total infractions	Drv Violation	18.68%	Alcohol Consumption/Possession	<1%
(.90 infractions/student)	Drug Possesion	13.51%	Distribution	0%
	Cut Detention	13.09%	Drug Possession	<1%
	Park Violation	9.72%	Fighting	<1%
	Vandalism	7.27%	Gross Misconduct	<1%
	No Id	4.55%	Weapons	0%