



EAST AURORA D131 - DISCIPLINE IMPROVEMENT PLAN

Per [105 ILCS 5/2-3.162](#) and [Public Act 098-1102](#), districts are required to submit a Discipline Improvement Plan. The Discipline Improvement Plan must be district board approved, placed on the district website, and submitted to ISBE.

DISCIPLINE IMPROVEMENT PLAN		
Name of School District/Charter School: East Aurora District 131	School Year: 2022-2023	Board Approval Date(s): August 22, 2022
School District/Charter School Address: 310 Seminary Avenue, Aurora, Illinois 60505		
Superintendent/Administrator Name: Dr. Jennifer Norrell, Superintendent of Schools		
Discipline Improvement Plan Team		
Team Leader: Dr. Lori Campbell Associate Superintendent – Teaching and Learning lcampbell@d131.org		
Team Members:		
Name	Position	Email Address
Jacqueline Gibson	Principal, Cowherd Middle School	jgibson@d131.org
Kevin Jenkins	District Safety and Security Manager	kjenkins@d131.org
Jason Ward	Assistant Principal of Building Operation, East Aurora High School	jwards@d131.org
James Los	Assistant Principal, Simmons Middle School	jlos@d131.org
Jon Simpson	Assistant Principal, Allen Elementary	jsimpson@d131.org
Patricia Rangel	Principal, BSA	prangel@d131.org
Fil Torres	Asst. Principal, East Aurora High School	ftorres@d131.org
Dr. David Ballard	Executive Direction Secondary Schools	dballard@d131.org
Jennifer Kuyper	Principal - East Aurora High School	jkuyper@d131.org
Megan McEwen-Terry	Executive Director Student Services	mmcewenterry@d131.org
Becky Roireau	IFT/AFT Local 604 President	broireau@d131.org
Kelly Hastings	Teacher – Dual Language 2 nd Grade	khastings@d131.org

D131 DISCIPLINE IMPROVEMENT PLAN

Review of Discipline Data:

Data Analysis and Identified Trends:

Illinois law requires that the Illinois State Board of Education (ISBE) identify school districts or state authorized charter schools that utilize exclusionary disciplinary measures more often than other districts. Specifically, [Section 2-3.162 of the School Code](#) requires ISBE to determine the top 20 percent of school districts in the following metrics:

1. Total number of out-of-school suspensions divided by the total district enrollment by the last school day in September for the year in which the data was collected, multiplied by 100.
2. Total number of out-of-school expulsions divided by the total district enrollment by the last school day in September for the year in which the data was collected, multiplied by 100.
3. Racial disproportionality, defined as the overrepresentation of students of color or white students in comparison to the total number of students of color or white students on October 1st of the school year in which data are collected, with respect to the use of out-of-school suspensions and expulsions, which must be calculated using the same method as the U.S. Department of Education's Office for Civil Rights uses.

School districts and state authorized charter schools that are identified in the top 20 percent of any of the metrics described above for three consecutive years are required to submit a plan identifying the strategies the school district will implement to reduce the use of exclusionary disciplinary practices or racial disproportionality or both, if applicable.

East Aurora District 131 - Out-of-school Suspension Data:

School Year	Suspension Rate Eligibility	Total Enrollment	Total Suspensions	Suspension Rate	Top 20% in Suspension Rate	Suspension Rank Rate
2016	Yes	14711	1632	11.0937	Yes	93
2017	Yes	14637	1510	10.3163	Yes	57
2018	Yes	13841	1879	13.5756	Yes	47
2019	Yes	13643	1611	11.8083	Yes	56
2020	Yes	13455	1134	8.4281	Yes	63
2021	Covid-19 Pandemic					

East Aurora District 131 was identified in the top 20% of school districts for the number of issued out-of-school suspensions. The district has significantly reduced the number of out-of-school suspensions since 2018.

For school year 2021-2022, the district discipline data has a further decrease in exclusionary practices relating to out-of-school suspensions. Based on district data, the exclusionary discipline rate for out-of-school suspensions for school year 2021-2022 is 9.5%. This rate is significantly lower than school years 2016, 2017, 2018, and 2019. The 2019-2020 school year was a year with partial in-person attendance

due to the Covid-19 Pandemic. The district was not identified in the areas of exclusionary discipline for out-of-school expulsions and racial disproportionality for any of the six years.

Potential Action Plan to Reduce the Use of Exclusionary Discipline and/or Racial Disproportionality:

The following action plan will be utilized for the 2022-23 school year:

1. The District Discipline Improvement Team will convene quarterly to analyze district discipline data to make recommendations regarding opportunities for improvement. The District Discipline Improvement Team will develop common language and understanding to ensure discipline management consistency across D131.
2. The Teaching and Learning Department will convene monthly to analyze district discipline data to:
 - o Identify additional alternatives to out-of-school suspensions
 - o Identify disciplinary infractions including trends and frequency across all school settings
 - o Examine each school's response to discipline, provide support and guidance to reduce serious infractions and suspensions
 - o Incorporate and promote the tenets of belonging and nostalgia as noted in the district-wide professional development plan
3. The Department of Student Services in collaboration with Teaching and Learning will work with school administrators to identify additional social-emotional interventions and monitor the fidelity of intervention implementation.
4. Each school will collect and examine discipline data to:
 - o Identify strengths and opportunities for improvement
 - o Formulate clear and concise action steps to address trend data
 - o Communicate implementation strategies and monitor plan details
5. Schools and departments will utilize our new data warehouse, School Status, to triangulate academic, attendance, social-emotional, and disciplinary data to examine root causes to determine appropriate interventions for students. To promote student success, the district is using the Panorama data platform which will allow the district to administer surveys to students to collect, take action and improve student outcomes.
6. The District Discipline Improvement Team will identify research-based inclusionary discipline practices and make recommendations for professional development, with a specific focus on Tier I classroom management / discipline strategies.
7. Each school will develop a reintegration plan to reduce recidivism. This includes, but is not limited to:
 - o Peace circles
 - o Restorative circles /practices
 - o Check-in/out plans
 - o Increased opportunities for mentoring

- Behavior Contracts
- Conflict management (peer or adult facilitated)

8. District 131 will promote parent connectedness by providing parent trainings for social emotional health topics and community resources designed to assist students and families.