

MINUTES OF A MEETING OF THE BOARD OF EDUCATION,
NAPERVILLE COMMUNITY UNIT SCHOOL DISTRICT 203, DUPAGE
AND WILL COUNTIES, ILLINOIS, HELD AT THE ADMINISTRATION
CENTER, 203 W. HILLSIDE ROAD, NAPERVILLE, IL.
APRIL 9, 2018 AT 7:00 P.M., CLOSED SESSION 5:30 p.m.

- Call to Order President Kristin Fitzgerald called the meeting to order at 5:30 p.m. Board members present: Kristin Fitzgerald, Paul Leong, Donna Wandke, Kristine Gericke, and Janet Yang Rohr. Charles Cush at 5:40 p.m. Absent: Terry Fielden.
- Administrators present were:
Dan Bridges, Superintendent, exit 6:25 p.m.,
Bob Ross, Chief Operating Officer, exit 6:25 p.m.,
Nancy Voise, Assist. Superintendent for Secondary Education, exit 6:25 p.m.,
Carol Hetman, Chief Human Resources Officer, exit 6:25 p.m.,
Marcy Boyan, Chief Financial Officer, exit 5:40 p.m.
Also present was Robb Cooper, Legal Counsel, exit 5:40 p.m.
- Closed Session Gericke moved, seconded by Leong to go into Closed Session at 5:30 p.m. for consideration of:
1. Appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the District or legal counsel for the District 5 ILCS 120/2(c)(1).
 2. Collective negotiating matters between the public body and its employees or their representatives 5 ILCS 120/2(c)(2).
 3. Student Disciplinary Cases 5 ILCS 120/2(c)(9).
 4. Litigation, when an action against, affecting, or on behalf of the particular public body has been filed and is pending before a court or administrative tribunal. 5 ILCS 120/2(c)(11).
- Meeting Opening Wandke made a motion, seconded by Cush to return to Open Session at 7:04 p.m. A voice vote was taken. Those voting Yes: Fitzgerald, Wandke, Leong, Yang Rohr, Cush and Gericke. No: None. The motion carried.
- Meeting Opening Welcome and Mission
- Roll Call Board Members present were: Kristin Fitzgerald, Janet Yang Rohr, Paul Leong, Donna Wandke, Charles Cush and Kristine Gericke. Absent: Terry Fielden.
- Student Ambassadors Absent:
Vanessa Eklou, NCHS
Preston Chao, NNHS
- Administrators present: Dan Bridges, Superintendent; Bob Ross, Chief Operating Officer; Chuck Freundt, Assistant Superintendent for Elementary Education; Jen Hester, Chief Academic Officer; Jayne Willard, Assistant Superintendent for Curriculum and Instruction; Nancy Voise, Assistant Superintendent for Secondary Education; Christine Igoe, Assistant Superintendent for Student Services; Patrick Nolten, Assistant Superintendent for Assessment and Accountability; Marcy Boyan, Chief Financial Officer;

Carol Hetman, Chief Human Resources Officer; Michelle Fregoso, Director of Communications.

Pledge of
Allegiance
Good News

Board members led the Pledge of Allegiance.

Superintendent Bridges announced that the District Awards Night will be held on Thursday, April 12 beginning at 6:00 p.m. The State Those Who Excel winners will be announced. That team of winners will go to the State Those Who Excel Banquet in Normal, IL in October.

Public Comment

None

Action by
Consent

The following items were presented on the Consent Agenda:

1. Adoption of the Personnel Report

Reassignment – Administration

Matthew Langes, August 6, 2018, Beebe Assistant Principal

Reassignment – Certified

Eman Suleman, August 13, 2018, Ranch View, 2nd Grade

Re-employment Certified Full-Time

Christina Immergluck, August 13, 2018, PSAC, Occupational Therapist

Re-employment Certified Part-Time

Daniel Bajek, August 13, 2018, KJHS, Physical Education (0.67)

Michael Diamond, August 13, 2018, JJHS, Learning Behavior Spec. (0.5)

Jenna Nylec, August 13, 2018, Highlands, Learning Behavior Spec. (0.5)

Valerie Pelizza, August 13, 2018, MJHS, Physical Education (0.66)

Retirement Classified

Dianna Hill, May 26, 2018, NNHS, Lab Asst.

Janice Magiera, May 31, 2018, NCHS, Special Ed. Asst.

Diane M. Millar, June 1, 2018, Steeple Run, Instructional Assistant

Bridget O’Grady, May 25, 2018, Prairie, Special Ed. Asst.

Josephine Sprovieri, May 31, 2018, Elmwood, Health Technician

Employment Classified

Anna Colleti, April 4, 2018, Elmwood, Dual Language Asst.

Michelle Dunlap, April 4, 2018, Kingsley, Computer Support Associate

2. Administrator Contract Renewals

3. Student Discipline as Discussed in Closed Session

Cush made a motion to approve the Consent Agenda as presented. Wandke seconded the motion. A roll call vote was taken. Those voting yes: Gericke, Leong, Fitzgerald, Wandke, Cush and Yang Rohr. No: None. The motion carried.

Communications
Superintendent
Staff/School
Report

School Improvement Plan – Mill Street Elementary School

Superintendent Bridges invited Principal Sue Salness to present an update on the School Improvement Plan at Mill Street Elementary School. Mrs. Salness indicated that this was her first year to join Mill Streets complex yet thriving community. Mill Street is one of the largest elementary schools in D203 and has a very diverse population in terms of ethnicity and socio/economics. It has

been a year of new leadership and new vision with a focus on growth for all students; new structures, new expectations for the implementation of high impact instructional strategies and a collaborative approach to teaching and learning. Additional staff members joined the team to provide support in closing achievement gaps. The School Improvement Goals were specifically crafted to reflect the many changes at Mill Street and the focus on closing achievement gaps while working towards high growth and achievement for all students. Data from both the PARCC and PSA assessments supported the academic goals and the 5 Essential Survey supported the creation of the SEL goal. The school improvement plan is a living document and is reviewed regularly. Achievement trends were discussed and measurable increases noted in achievement and growth in both ELA and Math specifically targeting the low income population that encompasses other underperforming subgroups as well. Data provides evidence that the work being done this year is resulting in positive growth for the identified gap populations. Recognizing that all students do not fall within the achievement gap has charged staff members to ensure that each student shows continuous growth. The Rising Star Indicators ensure that each staff member responds to students as unique individuals. They support a vision of continuous improvement. Staff members engage in co-planning and co-teaching and have implemented a push-in service approach that aligns with the multi-tier system of support. The PLC process has been redefined and training for the leader facilitators has taken place around PLC standards. The SEL indicator focuses on maintaining a positive culture in supporting students with challenges. Students understand the “what” and the “why” of their learning and are involved in assessing their own level of understanding. Celebrations and different programs used for Math, ELA and SEL were reviewed. In conclusion Mrs. Salness indicated that the Mill Street staff has worked to diligently to embrace change and redefine instructional practice this school year. They will continue to ensure that each Mill Street student achieves his or her full potential.

Board Questions/Comments:

- You mentioned 20 minutes of non-negotiable instructional strategies; are they applied daily, weekly or monthly?
 - They are applied per day.
- How are you measuring the SEL achievement?
 - We are using data that is collected on school-wide behavior issues. We have significantly decreased behavior referrals.
- Thank you for your leadership – there is so much happening at Mill Street.
 - The staff members should be really proud of their hard work.
- What do you think moves the needle the most to make those numbers happen?
 - It really speaks to the strength of the PLC process and our responsive teaching approach. All support staff are included. It is a collaborative effort.
 - It is also hard work of the students.
- You talked about rigor for all, and also even though the basics are not established – what does that mean?

- One of the challenging parts of being a teacher is that you want to be able to fill the gaps of the basic needs of students while keeping them in the core curriculum with the class and getting the collaboration with their peers. Student to student conversations are important.
- You mentioned implementing building wide behavior following restorative discipline philosophy. Can you talk about what you have implemented?
 - The strength of the staff in embracing students with behavior challenges and responding to them in a humanitarian way as individuals. We have done a lot of work on restorative justice and what it means. It revolves around the strength of building relationships with students and between students. When a student makes a poor choice it is a teachable moment and not a time for discipline or consequences. We value them as humans without judging. The mindset has changed about how we respond to students by supporting their social emotional wellbeing.
- Can you give an example?
 - We asked them to create their own expectations for behavior in the school.
 - We teach students how to do conflict resolution.
 - There are areas in the classrooms where students can get together and solve problems.
 - There are areas in the classrooms for a student in crisis to de-escalate before we talk about the behavior.
- What is Sphero Curling?
 - It is part of the STEM program and it is robotics research with learning experiences and fun combined.
- Can you tell us what you are doing with the families when they are there?
 - Building relationships with the families and explaining what the principal's vision as new leadership is for the building and how it comes through in the children. Also what our SIP goals are and why we have them and how they are supporting the students.
 - Building understanding and trust and connections between what students are doing at school and what families can do at home to support the students.
 - Would like to see more parent participation with our diverse population. We have not achieved it yet, but we are working on it.
- As a parent it is exciting to be a witness to all the creativity.
- The PLC process is a real factor in the success, we have talked extensively about the process.
- How do you feel identifying the goals with students has impacted the process?
 - A very impactful thing that the teachers have done is helping the students understand the "what" and the "why" of what they are doing. Students understand what the targets are, where they are on the continuum and what they need to do to move themselves forward.
- You are targeting the gap population as well as all students and closing the gap. How is every student succeeding going?

- We have seen growth in every student. We are very well aware that we have students that are excelling and we are working to ensure that they show continuous growth. Teachers are focused not only on remediation but differentiating based on where each student is.
- Can you tell us more about Dream Box?
 - It is a math program that teachers can go into and individualize learning for students. It is used as a tool to help differentiate and provide some independent practice. It can be used at home so parents can see the standards that have been specifically assigned to students. It is used K – 5.

President's
Report

Board President Fitzgerald noted that attached in BoardDocs is a copy of the Resolution that was drafted at the request of Home and School Association so they have a formal document to pass in order to convey their support of the under levy legislation. The Home and School associations at each school are gaining support at their schools. We have not had our legislation scheduled to be heard yet. We are working to convey the importance of this legislation and its impact to save tax dollars and protect students. We will also be conveying the support of our Home and School Association and their understanding of the importance of the legislation. Board members can fill out witness slips during committee consideration to express their support along with the Home and School.

Board of
Education
Reports
Discussion
Without Action

9 – 12 Certified & District Special Education Staffing Projection

Superintendent Bridges indicated that annually the Administration brings a recommendation for anticipated staffing needs to the Board. In March elementary and junior high staffing needs were discussed. Nancy Voise reviewed the memo that was posted in BoardDocs. She indicated that at the bottom of the memo elementary, junior high and high school and District special education are all charted. We will be asking the Board to take action on April 23, 2018.

Board Questions/Comments:

- Would it be possible to add into the chart the number of students as well as the dollar information?
- If we increase the number of staff for special education, what kind of increase in numbers is there in students that require the increase in staff?
 - Staff being recommended are in addition to current staff to support social emotional and mental health needs of the students.
 - We are anticipating an increase in the number of students needing special education services. The requested staff increase is devoted to aligning the ratio of school psychologists to students, as recommended, to provide mental health services for students.
 - Marcy Boyan is making adjustments to the 5 year Financial Forecast that was based on holding all programing and services flat.

As part of the budgeting process she is preparing charts that will show the financial impact.
The Board will be asked to take action on April 23, 2018.

Establish Hourly Rates of Pay

Superintendent Bridges indicated that annually hourly rates of pay are reviewed and any recommended increases are brought to the Board. The Team is recommending an increase for Classroom Nurses. There were no questions from the Board. The Board will be asked to take action on April 23, 2018.

6 – 12 Counseling Curriculum

Jill Hlavacek, Director of Innovation and Learning and Lisa Xagas, Director of Student Services gave an update on the College and Career Counseling Blueprint Commitment. They thanked the leadership team and counselors who have supported the work. They indicated that college and career readiness is essential to students' postsecondary success. The commitments in the Blueprint ensure that students are prepared with a menu of options and opportunities for their future as they graduate. Blueprint 1.20.A. charges the leadership with conducting an analysis of the college and career counseling process to design and recommend a system that will best support all students' postsecondary success. National and State legislation impact the work. The work has been divided into four work streams: Foundation and Continuous Improvement, Professional Learning, Management, and Curriculum and Delivery. The vision is that every student will acquire the knowledge and skills necessary to achieve personal growth and post-secondary success. Professional learning was created for counselors to develop an understanding of the program and to build community and shared ownership. They worked with yearlong curriculum maps and unpacked the standards for students. Assessments are being developed to evaluate the effectiveness of the program. An Advisory Council guide will be developed that will guide counseling services for the following school year. Advisory Councils will launch in the fall of 2018 in all secondary schools. Benchmarks were developed for the academic, social-emotional, and college and career domains, identifying what we want students to know and what we want students to be able to do. Implementation will take place over the next three years with full implementation and assessment reports in the 2020-2021 school year. A resource recommendation will be brought to the Board next spring and ongoing professional learning will take place. A yearlong counseling curriculum is being recommended for grades 6 through 12. The Board will be asked to take action on April 23, 2018.

Board questions/comments:

- Concern that some of the opportunities are optional and they should be made more mandatory. The communication style is good so parents have the information and can encourage students to take advantage of the opportunities.
 - We appreciate the feedback. This curriculum provides us the chance to embed opportunities into the school day for students.
- This has been discussed for a long time and so much has been done.

- Would like to hear the biggest celebration in the process and what was seen as a challenge in the process.
 - The biggest celebration is that the counseling team has embraced and taken ownership of the work and that it is grounded in what is good for kids. It helps provide them rich opportunities for when they leave us.
 - One of the difficulties is navigating between the different domains and pulling out the most important pieces from each.
- Appreciate all the work that has gone into this. The curriculum maps really bring the vision to light.
- This will really make a difference for the kids.

Policy Review: First Reading Policy 7.190, Student Behavior

Superintendent Bridges noted one of the roles of the Board is to review the Board Policies in partner with the Administration. We have reviewed this policy annually for many years. Our committee comprised of administrators, staff, parents, students and Board members recently met to review this policy. There are additional policies that are aligned and related to this policy that we will be reviewing.

Nancy Voise noted that prior to the committee meeting, legal counsel reviewed the proposed changes and suggested that we add policy 7.185, Teen Dating Policy, in the language. Also some language changes were proposed that comply with the law, among them was a change in the title from Student Discipline to Student Behavior. The Board will be asked to take action at the Board meeting on April 23, 2018.

Board Comments/Questions:

- Kristine Gericke attended the meeting and noted that the group of people who were there were engaged and wanted to participate. The students were articulate and gave honest opinions. It is good that we incorporate different groups of people in the process. She indicated that she likes the name change from Student Discipline to Student Behavior; it seems more proactive rather than reactive.
- Charles Cush also attended the meeting. He was impressed with the selection of students and parents that were involved. Their comments were very candid and they were really prepared. The collaboration and willingness to listen was apparent.
- All the thought and insight that goes into this is appreciated. It is a constantly evolving document to best serve our students.
- Question about the weapons section. Significant changes were made and most of it was moved to another section, but not all of it.
 - It is statutorily defined, and the definition is expanded in section 4.

Policy Review: First Reading Policy 7.240, Curricular Code Participation

Superintendent Bridges indicated that this policy is reviewed in a similar process as the previous policy. Mrs. Voise indicated that the two Athletic Directors at the high schools led the committee. There was great feedback

from students and parents. As a result the administration and coaches will work better to communicate that the Code is in effect all year round on and off school grounds. They will send out reminders during high risk times of the year. The consequences are educational and beneficial as students learn to make better choices. The Board will be asked to take action on April 23, 2018.

Board Questions/Comments:

Kristine Gericke, who was present at the meeting, indicated that there was discussion about preparing a sort of “Cliff Notes” version of the code which would boil it down for students. Mr. Cush indicated that the coaches will emphasize the code during high risk times of the year. He also indicated that the teammates are discussing it among themselves and providing some self-direction among themselves.

RFP: Fixed Asset Inventory

Superintendent Bridges indicated that an exception has been noted in the audit regarding this for several years and this is an opportunity to address that. Marcy Boyan indicated that this is a recommendation for a physical inventory and annual financial and insurance reporting of our capitalized assets. This will ensure the district complies with Governmental Accounting Standards Boards Statement No. 34 and assist with financial reporting, property control, insurance and risk management. This is a five year agreement. The Board will be asked to take action April 23, 2018.

2018 – 2019 Board Meeting Calendar

Superintendent Bridges indicated that the Board will establish the regular Board meeting schedule for the 2018 – 2019 school year. Typically meetings are held on the 1st and 3rd Mondays of the month with the exception of July when only one meeting is held. There are several other exceptions noted on the calendar which he explained. He requested opinions on whether to hold the first January meeting on the day the teachers are back in session for a professional development day after winter break, or move the meeting to Tuesday instead. Discussion followed and the meeting will be held on Monday as listed on the schedule. It was noted that a reminder is helpful when meetings are held on Tuesday. The Schedule of Events in BoardDocs does indicate the day of the week. The Board will take action on April 23, 2018.

Board Questions/Comments:

- Will commencement on Monday be the new norm going forward?
 - There are a number of factors that go into putting the school calendar together. The day with the fewest number of interruptions is taken into consideration.

Discussion With
Action
Old Business
New Business
Upcoming
Events

- April 12, 2018, District Awards Night
- April 23, 2018, Board of Education Meeting

- April 27, 2018, Mock Trial
- April 30, 2018, Excellence in Education Banquet
- May 7, 2018, Board of Education Meeting
- May 22, 2018, Board of Education Meeting on Tuesday due to High School Graduation

Return to Closed Session Wandke made a motion seconded by Cush to return to Closed Session at 8:21 p.m. for the purpose of:

- Appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the District or legal counsel for the District 5 ILCS 120/2(c)(1).

A roll call vote was taken. Those voting yes: Cush, Wandke, Yang Rohr, Leong, Fitzgerald, and Gericke. No: None. The motion carried.

Adjournment Cush moved seconded by Gericke to end the Closed Session at 9:45 p.m. A voice vote was taken and the motion carried unanimously.

Cush moved seconded by Yang Rohr to adjourn the meeting at 9:45 p.m. A voice vote was taken and the motion carried unanimously.

Approved April 23, 2018

Kristin Fitzgerald, President
Board of Education

Ann N. Bell, Secretary
Board of Education