

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.
DECEMBER 4, 2017 AT 7:00 P.M., CLOSED SESSION 6:00 p.m.

- Call to Order President Kristin Fitzgerald called the meeting to order at 6:00 p.m. Board members present: Terry Fielden, Kristin Fitzgerald, Paul Leong, Donna Wandke, Janet Yang Rohr, Charles Cush and Kristine Gericke.
- Administrators present were: Dan Bridges, Superintendent
Bob Ross, Chief Operating Officer – Exit 6:20 p.m.
Nancy Voise, Assistant Superintendent for Secondary Education – Exit 6:20 p.m.
- Wandke moved, seconded by Gericke to go into Closed Session at 6:00 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. Student Disciplinary Cases 5 ILCS 120/2(c)(9).
- Meeting Opening Cush made a motion, seconded by Fielden to return to Open Session at 7:02 p.m. A voice vote was taken. Those voting Yes: Fitzgerald, Fielden, Wandke, Leong, Cush, Yang Rohr, 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, Terry Fielden, Donna Wandke, Charles Cush and Kristine Gericke.
- Student Ambassadors:
Vanessa Eklou, NCHS – Present
Preston Chao, NNHS – Absent
- Administrators present: Dan Bridges, Superintendent; Bob Ross, Chief Operating Officer; Jayne Willard, Assistant Superintendent for Curriculum and Instruction; Chuck Freundt, Assistant Superintendent for Elementary Education; Nancy Voise, Assistant Superintendent for Secondary Education; Jen Hester, Chief Academic Officer; Christine Igoe, Assistant Superintendent for Student Services; Roger Brunelle, Chief Information Officer; Patrick Nolten, Assistant Superintendent for Assessment and Analytics; Marcy Boyan, Chief Financial Officer; Michelle Fregoso, Director of Communications.
- Pledge of Allegiance Board members led the Pledge of Allegiance.
- Good News
- The Naperville North Girls Cross Country Team competed in the Nationals and took Second place in the Nation. Congratulations to the team and coaches.
 - Nearly 600 community members joined us for two Community Conversations on Suicide last week. It was the best attended single topic Focus 203 that we have had. Our presenter, Dr. Jonathan Singer, provided

important information about suicide reinforcing our practices and what we are doing to support our schools. Dr. Igoe and the Cabinet team worked with Dr. Singer to prepare for the presentation.

Public Comment None

Action by
Consent

The following items were presented on the Consent Agenda:

1. Adoption of the Personnel Report

Appointment – Certified (Full Time)

Stephanie McDonald, 11/8/2017-5/25/2018, Steeple Run, 5th Grade

Leave Of Absence – Certified

Elizabeth Skopec, .4 LOA for 2018-19 School Year, NNHS, Communication Arts

RETIREMENT – CLASSIFIED

Garry DiBrito, June 4, 2018, NNHS, Custodian

Larry DiBrito, June 4, 2018, NCHS, Custodian

Employment – Classified

Laura Gilbertson, November 14, 2017, Transportation, Bus Driver

Leave Of Absence – Classified

Robert Charnas, 11/17/17 – 3/5/18, Building and Grounds, Maintenance

Jennifer Chitnis-Alagaratnam, 2/22/18 – 5/25/18, Instructional Assistant, Meadow Glens

Addendum

Resignation – Certified

Nora Gutierrez, 12/21/2017, Elmwood, 5th Grade Dual Language

Resignation – Classified

Andrew Sobieski, 12/8/2017, NNHS, Computer Support Associate

2. Student Discipline as Discussed in Closed Session.

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

Communications
Student
Ambassador
Reports

Vanessa Eklou, Naperville Central reported:

- National Honor Society had their induction a few weeks ago.
- The Girls Swimming Team went to State.
- NCHS won the Mock Trial against Naperville North last week.
- NCHS Orchesis Dance team placed 4th at their Competition last weekend.
- For some math, English and science courses, students need to be recommended. Other classes are social studies and electives. On Wednesday students from Math went to the flat wing to learn about different electives that are offered. Social Studies classes did the same to learn about social studies classes that are offered.
- Juniors took a survey regarding science classes and what was being offered and which classes they are likely to take.
- NCHS is hosting a large Speech Tournament with 26 schools participating.

Superintendent

School Improvement Plan – Ellsworth Elementary School

Principal Cheryl DeGan indicated that in the three years she has been at Ellsworth, the building culture has solidified, there is stability in the teaching community and the students continue to perform at high levels academically. Since the school is small, only 251 students, staff members have the opportunity to get to know each child. The School Improvement Team is made up of a wide variety of staff members with multiple perspectives. The SIP process determines goals, action plans and next steps to support all students. On a weekly basis in PLCs and other meetings, student data is carefully reviewed to see where students are, where they need to go and what each child's milestones look like. The information guides the development of the SMART Goals and benchmarks while Rising Star Indicators execute the action plans to ensure the success and achievement of the goals. Rich professional development is provided for all staff members. Deep analysis of data is critical to measuring the effectiveness of instructional practices. All students showed sustained growth which is a celebration. Due to the small size of the school, the only subgroup that can be reported on is the low-income group. They showed strong growth. Data was reviewed. Every student's performance affects the overall proficiency percentages. They look at each student by standard to determine how best to support them. With the District's shift in SIP format and the use of SMART Goals they are confident they will close the gaps for all learners. The SMART Goals that were developed for 2017 – 2019 are to use data to drive instruction in both ELA and Math. All students will be engaged to achieve at high levels. Staff members are of the mindset that they are all working together to be sure that all students learn. Additionally, the SEL goal is to authentically implement the District's new Social Emotional Learning Curriculum with integrity. Supports such as calming kits in each classroom will be put in place that are developmentally appropriate for students. A behavior communication form is being developed that will help a misbehavior become a teachable moment. It will track student behavior to identify areas of need. Parents have been provided opportunities to learn about the new SEL curriculum so they can use some of the strategies at home. Parents have opportunities to get involved in various ways. The partnership with parents and community combined with dedicated staff that provides a safe, welcoming environment has set the students on the path to success.

Board Comments/Questions:

- Can you tell us more about the calming kits in the classrooms?
 - Social Workers and School Psychologists put in little fidgets, coloring pages, stress balls, anything a student might use to calm themselves down. In some instances they did mini lesson so students could try them out. Kids know it is ok to access the calming kit whenever they need them.
- One of the methods around math is all teachers engage all students. Can you go in more depth and how do you measure it.
 - Started looking at engagement inventory to be sure the kids are really engaged in their designated behaviors.
 - Being very purposeful with strategies for engagement and different methods to use so students remember the material, like discussion boards.

- Are you taking metrics to be sure the SEL tools are working?
 - We have not thought about measuring the SEL tools, calming kits. It is something we should take a look at in our Rising Star Team.
 - We are in the process of developing a behavior communication form to take data about what areas we need to do more teaching in.
- Another school is counting their playground incidents.
 - That is really what the Behavior Communication form is for.
- You mentioned for math Front Row, and Explain Everything. Can you explain them?
 - Front Row is new this year for Title Schools. It is adaptive computer programs so students can work just at their level. It is constantly changing and asking questions right on level.
 - We are in the beginning states of working with Front Row.
 - Explain Everything is a computer program where students record their voices to explain a math problem. Teachers can see if a student really understands the process and students can learn from each other.
- How do you determine the magnitude for the goals and within that what benchmarks do the low income students have?
 - In determining the large population goal, we took a look at our progress over the last couple years. We have very small numbers we know them individually and where they are at.
 - We would love to be above 50% next year for the low income students. We target students based on assessment data.

Notice of Planned Hearing on the Redemption of the 2008 Bonds

Marcy Boyan indicated that this evening we are communicating a notice of a public hearing that will take place on December 18. The hearing is in regard to the Board of Education’s intent to transfer \$9,500,000 from the Education Fund to the Operations and Maintenance Fund. Notice will be published in the Naperville Sun on December 8th. At the December 18th meeting, pending the hearing, the administration will respectfully recommend that the Board of Education approves a resolution to make such “Inter-fund Transfer”. The Intent of the transfer is to redeem all of the District’s outstanding General Obligation School Building bonds, Series 2008, in advance of maturity. Following the public hearing and the aforementioned inter-fund transfer, a request to authorize and direct transfer of available funds from Operations & Maintenance Fund to the Bond/Debt Service Fund will be presented.

President’s Report

Board President Fitzgerald noted that she participated in a League of Women Voters Educational forum titled “Government 101, Getting Educated about Education”. Representatives from The Regional Office of Education and from several Boards of Education were present. There was great dialogue on education issues and particularly on funding and the importance of advocating for funding as well as for our students.

Board of Education Reports

Discussion
Without Action

2017 Tax Levy Workshop and Discussion

Superintendent Bridges indicated that at the November 20 Board of Education meeting Marcy Boyan presented a recommendation to support a Tax Levy to the full extent. The tentative recommendation also includes recommending abating the Debt Service Levy in March 2018 and the re-purchase of the 2008 bonds. If Board members have questions, please send them in. The Board will take action on December 18, 2017.

School Improvement Plans

Superintendent Bridges indicated that Patrick Nolten is presenting on behalf of Cabinet and all Principals to provide an overview of the School Improvement Process. Dr. Nolten indicated that he would review the School Improvement Process and corresponding changes this year and seek Board approval on the individual schools School Improvement Plans on December 18, 2017. The school improvement process supports strategic change and growth in the district and addresses elements of academic and social emotional growth and achievement. In the past the SIP was structured around the Illinois State Board of Education provided Rising Star platform. Schools usually worked to implement between 2 to 6 out of the 105 indicators of effective practice. Currently the SIP process includes the review of data from several sources as well as a review of past SIP accomplishments and the establishment of goals connected to accountability measures with connection to Rising Star Indicators. Additionally, benchmarks and actions steps are determined. The four components of a SIP are:

- Two academic goals are written – one addressing ELA and the other addressing mathematics focusing on all students. Goals are written using a SMART format which includes being: specific or targeted, measurable, achievable or attainable, relevant and time bound.
- Reflects the present level of performance based on the most recent accountability data.
- Specifies benchmark targets to be met or exceeded during the current or subsequent academic year.
- Identifies specific Rising Star Indicators that will support goal attainment with corresponding tasks.

In addition to academic achievement goals, school improvement plans include a social emotional learning or SEL goal. This year the plans emphasize the implementation of the new SEL curriculum. As the SIP process has evolved, there are differences in the individual school's content. 22 SIP plans are in BoardDocs.

Board Comments/Questions

- The new format and consistency is great and easy to follow.
- What information do we have that helps us to link the tasks to their probability of getting toward the goal and what measures are you using to determine how well the task has been accomplished.
 - The Rising Star indicators are research based and proven to be effective to meet achievement needs and diminish achievement gaps.
 - At the building level, the SIP team is in charge of developing the

tasks, assigning them and completing them.

- Do we have any data to help us indicate that a student needs to achieve at a certain level in order to predict success as students' progress from level to level?
 - We always want to know what has happened in the past that can predict the future, especially with academic performance. We have not had PARCC long enough to have the data to track that kind of information yet.
 - We do know that if we look at benchmark assessments that are given three times a year, we can understand how well kids have to do in order to do well on PARCC.
- The new Smart Goals are measurable and attainable.
- What kind of process do SIP teams go through to determine how big to set the goals? How do they determine what will be attainable?
 - Guidance given to staff had to do with historical performance, existing measures that predict, also intervention resources and where they are placed. The size of the population has a lot to do with setting goals.
 - District benchmark assessments that are required measure how well students are doing relative to standards and also teacher judgement of what is ambitious without being outrageous.
- There are benchmarks within the goals. Some goals are focused on general population and some sub groups. Are there goals within the goals for each subgroup population?
 - Many schools have subgroups or student group goals within their benchmarks. Achievement is about all groups performing.
- Want the community to realize we are looking at multiple years' data to see growth – 2018 – 2019 school year. Will we have an opportunity to go back and see the goals that were achieved and which ones will continue on or be changed going forward?
 - We try to accomplish that in the monthly reports take care of that. We can guide the reports to include that information.
 - We can look at how we report back next December.
- Is there a School Improvement Plan for the Connections?
 - We will add Connections to the schedule for monthly reports.
- Is it possible to hear about a School Improvement Plan for the Bridge?
 - They follow the accreditation rules of ISBE. We do not directly monitor their internal SIP plans.
 - We can ask them to provide that for us. Christine Igoe works closely with them.
- The Bridge has come and made a presentation to the Board with students. The Board will take action on December 18, 2017.

Discussion With
Action
Old Business
New Business
Upcoming
Events

- December 15, 2017, PSAC Staff Holiday Luncheon
- December 18, 2017, Board of Education Meeting

- Winter Vacation December 22, 2017 – January 7, 2018
- January 17, 2018, Intergovernmental Dinner.

Adjournment Fielden made a motion to adjourn the meeting at 7:59 p.m. Gericke seconded the motion. A voice vote was taken. Those voting yes: Gericke, Yang Rohr, Leong, Cush, Fitzgerald, Fielden, and Wandke. The motion Carried.

Approved December 18, 2017

Kristin Fitzgerald, President
Board of Education

Ann N. Bell, Secretary
Board of Education