

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.
JANUARY 8, 2018 AT 7:00 P.M., CLOSED SESSION 6:30 p.m.

- Call to Order President Kristin Fitzgerald called the meeting to order at 6:30 p.m. Board members present: Terry Fielden, Kristin Fitzgerald, Paul Leong, Donna Wandke, Janet Yang Rohr, and Kristine Gericke. Absent: Charles Cush.
- Administrators present were: Dan Bridges, Superintendent; Bob Ross, Chief Operating Officer
- Wandke moved, seconded by Gericke to go into Closed Session at 6:30 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. Student Disciplinary Cases 5 ILCS 120/2(c)(9).
- Meeting Opening Wandke made a motion, seconded by Fielden to return to Open Session at 7:00 p.m. A voice vote was taken. Those voting Yes: Fitzgerald, Fielden, 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, 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
- Superintendent Bridges indicated that this is the 1st day of the Second Semester and he is happy that the cold weather occurred during break.
 - Team 203 Special Education Pack the Gym is Wednesday, 6:00 p.m., NNHS.
 - Happy Birthday Jayne Willard.
- Public Comment None

Action by
Consent

The following items were presented on the Consent Agenda:

1. Adoption of the Personnel Report

Appointment – Administration

Robyn Rippel, January 9, 2018, Beebe, Interim Assistant Principal

Resignation – Certified

Kathryn Peterson, 12/19/2017, PSAC, ALOP Coordinator

Appointment – Certified (Full Time)

McKenna Lulic, 1/8/18-5/25/18, Elmwood, 5th Grade Dual Language

Resignation Of Non-Union Classified

LaShone Joshua, 12/18, Transportation, Asst. Director

Resignation – Classified

Elizabeth Bruce, 1/8/2018, Ann Reid ECC, Special Ed. Asst.

Michelle Boswell, 1/31/2018, Kingsley, Health Technician

Reassignment – Non-Union Classified

Lisa Kapicak, 1/9/2018, Human Resources, HR Coordinator

Employment – Classified

James Abenante, 1/8/2018, Transportation, Bus Driver

Eurydice Choi, 1/8/2018, NCHS, Music Asst.

Allison Fabbri, 1/8/2018, Highlands, Special Ed. Asst.

Aurelia Heras, 1/8/2018, NCHS, Main Office Receptionist

Employment – Non-Union Classified

Amy Schade, 1/8/18, PSAC, NEF Coordinator (0.53 FTE)

Extend Leave Of Absence – Classified

Anne Galkin, 1/8/18 – 2/18/18, Special Ed. Assistant, Connections

2. Student Discipline as Discussed in Closed Session.

Wandke made a motion to approve the Consent Agenda as presented. Gericke 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:

- Thanked the Board for the Christmas gifts.
- Finals took place December 26, 27 28. Make-ups were given over break.
- Final grades were due at 8:00 a.m. today.
- Multiple sports teams practiced over break.
- Wednesday evening in the Main Gym and Field House 8th grade orientation will take place.

Superintendent
Staff/School
Report

School Improvement Plan – Maplebrook Elementary School

Ryan DeBora presented a snap shot of his school; the goals they have set, the School Improvement Process and some of the work they are doing. He thanked his staff and those present for their support. He noted that Maplebrook is a close community with 449 students, about 90% of them are walkers. He thanked the Board for their commitment to the Learning Commons in D203. It is a daily inspiration for staff and students to expand their horizons. The School Improvement Team used data analysis to assess the present levels of academic and social emotional performance. Their SIP includes goals aligned with Rising Star Indicators along with tasks and action steps that will be monitored along the way for effectiveness. Many pieces of data were used

to develop the SIP. Through this data analysis, three subgroups have been identified to place gap closing efforts where they will look at student-by-student, standard-by-standard to support individual growth. The District school improvement has shifted towards using SMART Goals. This new model establishes specific measurable levels of success and reinforces the support of students on an individual basis. Two academic goals and one social emotional goal have been developed. To meet the goals, Rising Star indicators have been identified to serve as a foundation for professional learning. The academic goals focus on differentiation and technology. The Social Emotional goal focuses on the school environment and student supports. Meaningful tasks that will make a difference were created. Through the use of data analysis from previous assessments, plans for interventions for students were put in place. Teachers participate in weekly PLCs to monitor performance and make instructional decisions. Professional development sessions in real world applications and critical thinking in math as well as differentiated instruction and technology are offered all year for teachers to help students achieve at higher levels. An electronic disciplinary referral system has been launched this year. The referral system is an electronic platform for teachers to submit incidents that might provide information just for notification and benchmark data. They record what incident is occurring, where and what the staff is doing in response to it. Recognizing the need for parent engagement in the SEL process, They intend to administer a community SEL/School Climate survey for students, staff and parents later in the year. They are creating the survey and plan to use the information on the school improvement plan going forward.

Board Questions/Comments:

- Kudos to the staff and team for developing goals that are understandable and yet challenging.
- Have you thought about ways to measure your progress on the SEL goal?
 - We want the SEL curriculum to be a solid program – we do walk through checks to see what is happening in the classrooms. We can look at this data.
 - We will make some decisions based on the overall feedback from the survey and disciplinary referral system this year.
 - We will use this data as a baseline to make future decisions.
- Can you explain the disciplinary referral system?
 - The referral system is an electronic platform for teachers to submit incidents that might provide information just for notification and benchmark data. They record what incident is occurring, where and what the staff is doing in response to it.
- Perseverance and building confidence in Math is interesting.
 - Standards mathematical practice drives what is happening in the classrooms. We are making a focused effort on developing skills vs. just memorizing the content.
 - One of the strengths we have is the connection between SEL and the core content in math - persevering and confidence.
- Numbers of the sub groups are small. Can you give us a sense of the improvements; is it coming from a change in the composition or is it the

- student by student improvement that is being focused on?
- Sample size of the groups is small so we do follow the model of looking at each individual student.
 - We see consistent numbers of sub groups from year to year. We follow how a particular student performed in the different grades as they progress through.
 - We truly use the model of student by student standard by standard.
 - We look at each individual student and make decisions based on their needs for supports.
- Are you seeing similar improvements when you look student by student?
 - Yes, that is our overall performance, when we look at individual students, we can look at what supports they are receiving and determine if there are other supports that might help that child.
 - Can you tell us more about the incident collection system; was it developed in house and how do you ensure that the information is confidential and private?
 - Teachers submit the information on a google form that we created in-house.
 - It is following the same model that the junior highs and high schools have in Infinite Campus.
 - We created a platform that would be user friendly for teachers and staff and provide meaningful input for decision making.
 - As far as the confidentiality aspect, the only people with access to the information are the administration.
 - Is the book study something that the staff did? When did you do that because the data jumped between '16 and '17. Was it a result of the book study?
 - We did the book study and focused our efforts on data collection and focused efforts on coaching and designed intervention; literacy was our focus.
 - We followed a similar structure as we did for literacy in math.
 - Math is difficult to recover, how are you implementing the recovery for students that are behind?
 - We use multiple measures to identify standards that students need support on.
 - We have grouped some students and provide intervention and support for a defined period of time. We use pre-assessment measures and then check along the way and monitor progress toward reaching the standards.
 - We look at the school day and look for time opportunities to make these interventions happen, and look at who will provide the support.
 - Staff members are not only identifying the students who need help, but they are monitoring them along the way to see growth.
 - How are you engaging the parent community and families in supporting the math goal so they know how to support their students?
 - Most of the communication is done by teachers through their traditional communication structures. They are bringing in real world applications that families can use at home, tips and tricks for

parents.

- Through the survey we will be asking families what resources we can be providing and are we doing it the right way.

Review School Calendar Criteria

Superintendent Bridges indicated that it is time to start developing the 2019 – 2020 school calendar, but first the Board criteria need to be reaffirmed.

Bob Ross indicated that guidance has been given in the past and he noted that he is looking for the Board to confirm the criteria previously provided or give additional guidance. At the January 22, 2018 Board meeting a proposed calendar will be presented for Discussion Without Action. The calendar will be shared with the Home and School Association on February 7. It will be on the February 20, 2018 Board Agenda for action.

He reviewed the three criteria:

- Balanced semesters, with the difference in number of days between the semesters to be no more than the equivalent of 8 full days of student attendance;
- Final exams for high school students before the Winter Break;
- A start date as late as possible in August.

Board Member Questions/Comments:

- Some educational institutions begin school as early as possible in August to get in as much time in as possible; our criteria is to start as late in August as possible.
 - Starting as late as possible is the 3rd ranked criteria. We need to balance the criteria across all grade levels.
 - From the calendar survey done last year as part of the work on the school day/school year, more than half of all those surveyed wanted to start as late in August as possible.
 - The strongest answer was holding finals before winter break.

Student Ambassador Comment:

- Moved here from a district that had finals after break and prefers it the way D203 does finals before Winter Break.
- There is consistent feedback from students that a clean break is good and gives them time to wind down without finals looming over their heads.

Board Member Questions/Comments:

- Like the idea of starting earlier, however elementary parents do not like it until they have kids in high school.
- It would give more instruction time before AP testing.
- It might be something new to look at.
- Is the Board comfortable with the previous criteria?
- This has been studied for a long time and there is a great deal of feeling that we are doing good things as we progress.
 - There was an education process for elementary parents that took place a few years ago.
 - We continue to balance our semesters and try not to end summer earlier than they wish.
 - If we could use only one criteria, it would be easy, but with three, they impact each other.

The Board affirmed the same criteria.

President's
Report

Board President Fitzgerald indicated that she received a draft of the language that was written for the resolution that passed at the IASB Delegate Assembly in November. The language was not exactly what was in the resolution. They are working to represent the spirit of the resolution in the language to convey what the Boards were seeking. There are some legislators that are interested in moving this forward in Springfield. Once we receive the new language, it will be forwarded to the Board.

Board of
Education
Reports
Discussion
Without Action

Resolution to Regulate Expense Reimbursements

Superintendent Bridges indicated that in December of 2016, as required by law, the Board passed a resolution regulating Board expense reimbursement. Bob Ross noted that Board Policies 2.125 and 5.60 put in place guidelines for expenses. The resolution identified dollar amounts for specific travel and expenses to be reviewed annually by the Board. The Administration has monitored expenses all year at the request of Board members. We are asking for a change in the area of round trip travel currently set at \$600. We would propose reducing it to \$550.00.

Board member Questions/Comments:

- Were there any other areas that could possibly be recommended to reduce?
 - We will continue to monitor the expenses and look for other areas for potential change as needed.
- Do we want to lower the limits to the point where we will see some exceptions? The maximums have never been brought forward for approval.
- We are pleased that there is a downward trend.
 - We have policies in place that provide guidance too.
 - We do shop for the best price.
 - There are layers of approval in this building to control spending, especially in Learning Services.
 - We have not seen abuse of spending.
- It is interesting to see the trending in the data.
- Is most of the travel planned well in advance?
 - Yes, there are not many emergencies that have to be booked at the last minute resulting in high air fare.
- Appreciate the data that has been collected since last year.
- Would like to understand minimum and maximum range for round trip travel and overnight lodging.
- We could better discuss whether we want to lower the limits to see the exceptions.
- The Board realizes that it is important for staff to be allowed to attend conferences for staff development and continuing education.
 - We will come back with additional information to help with the discussion.
- We do not require the vote on conference registration amounts; do we want

to consider this too?

- It is a sacrifice to go to conferences. We have to remember that it is time away from family and personal time. It is hard to quantify this.

Discussion With

Action

Old Business

New Business

Upcoming

Events

- January 15, 2018, North Central College Prayer Breakfast in honor of Dr. Martin Luther King, Jr., Wentz Science Center, 7:00 a.m.
- January 15, 2018, Dr. Martin Luther King, Jr. Scholarship Breakfast, Benedictine University, Krasa Center, 8:00 a.m.
- January 17, 2018, Intergovernmental Dinner.
- January 22, 2018, Board of Education Meeting, 7:00 p.m.

Adjournment

Cush made a motion to adjourn the meeting at 8:04 p.m. Fielden seconded the motion. A voice vote was taken. Those voting yes: Gericke, Yang Rohr, Leong, Cush, Fitzgerald, Fielden, and Wandke. The motion Carried.

Approved

January 22, 2018

Kristin Fitzgerald, President
Board of Education

Ann N. Bell, Secretary
Board of Education