

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.  
MAY 7, 2018 AT 7:00 P.M., CLOSED SESSION 5:30 p.m.

- Call to Order Vice President Donna Wandke called the meeting to order at 5:30 p.m. Board members present: Paul Leong, Donna Wandke, Kristine Gericke, Terry Fielden and Janet Yang Rohr. Charles Cush at 5:34 p.m., Kristin Fitzgerald at 5:35 p.m.
- Administrators present were:  
Dan Bridges, Superintendent,  
Bob Ross, Chief Operating Officer, exit 6:05 p.m.,  
Carol Hetman, Chief Human Resources Officer, exit 6:05 p.m.,  
Marcy Boyan, Chief Financial Officer, exit 6:04 p.m.
- Closed Session Fielden moved, seconded by Gericke 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).
- Meeting Opening Fielden made a motion, seconded by Yang Rohr to return to Open Session at 7:03 p.m. A voice vote was taken. Those voting Yes: Fitzgerald, Wandke, Fielden, 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, Terry Fielden, Charles Cush and Kristine Gericke.
- 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; Christine Igoe, Assistant Superintendent for Student Services; Nancy Voise, Assistant Superintendent for Secondary Education; Patrick Nolten, Assistant Superintendent for Assessment and Accountability; Marcy Boyan, Chief Financial Officer; Carol Hetman, Chief Human Resources Officer.
- Pledge of Allegiance Board members led the Pledge of Allegiance.
- Good News Superintendent Bridges reviewed some events that have recently been held that have been authentic learning experiences for kids and connect the District to the community.

- Annually the Architecture students at both high schools work on a project in collaboration with the City of Naperville and the Naperville Development Partnership that is designed to improve the community. This year their project was to develop a Welcome Center for Naper Settlement. Students competed in front of a panel of community leaders last week at the Municipal Center.
- Business Law classes from NCHS and NNHS participated in a Mock Trial last week. There was a presiding judge and community members served as the jury. The result was a hung jury.

Public Comment None

Action by  
Consent

The following items were presented on the Consent Agenda:

**1. Adoption of the Personnel Report**

**Retirement – Certified**

Karen Olson, end of 17 – 18 school year, LJHS, Learning Behavior Specialist

**Resignation – Certified**

Kristyn Moroz, August 12, 2018, KJHS/MJHS School Psychologist

Brian Schroeck, August 12, 2018, NNHS, Art

**Appointment – Certified Full-Time**

Karl Jessen, August 13, 2018, Prairie, Learning Behavior Specialist

Heidi Nelson, August 13, 2018, Mill Street, 4<sup>th</sup> Grade Dual Language

Tony Pak, August 13, 2018, Scott, Elementary Teacher

Joan Smith, August 13, 2018, Prairie, 1<sup>st</sup> Grade

Taylor Vollstedt, August 13, 2018, Scott, 5<sup>th</sup> Grade

**Re-Employment – Certified Full-Time**

Hye Won Kwon, August 13, 2018, Prairie, 4<sup>th</sup> Grade

Alyssa Malzone, August 13, 2018, NCHS, Mathematics

Sabah Memon, August 13, 2018, MJHS, Language Arts/Science

**Re-Employment – Certified Part-Time**

Lauren Frances, August 13, 2018, NNHS Agriculture 0.9

Dawn Ingram, August 13, 2018, WJHS, General Technical Arts 0.542

Kathleen Mullin, August 13, 2018, WJHS, Learning Behavior Specialist 0.5

Grace Twietmeyer, August 13, 2018, NCHS, Mathematics 0.4

**Leave of Absence – Certified**

Courtney Gale, 9/9/18 – 12/21/18, KJHS, Learning Behavior Specialist

**Retirement – Classified**

Glenn Benner, June 4, 2018, NCHS, Custodian

Gloria Montes, June 30, 2018, Maplebrook, Special Ed. Assistant

James Reid, May 11, 2018, Transportation, Bus Driver

**Resignation – Classified**

Hannah Cox, June 6, 2018, NNHS, Testing Coordinator

Harrison Katz, April 27, 2018, NNHS, Special Ed. Assistant

Christine Lockhart, May 25, 2018, Maplebrook, Computer Supporter Associate

Joan Smith, August 13, 2018, Prairie, Special Ed. Assistant

Sarah Zimmerman, May 18, 2018, NNHS, Special Ed. Assistant

**Employment – Classified Part-Time**

Eboni Brownlee, April 24, 2018, Meadow Glens, 3 – 5 Instructional Assistant

**Addendum**

## **Resignation – Administration**

Tarah Allen, June 30, 2018, ARECC, Principal

### **2. Resolution: DAOES Appointment**

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

Communications  
Superintendent  
Staff/School  
Report

#### **Business INCubator Teams**

Superintendent Bridges noted that earlier today, all the business INCubator teams presented their products in the semi-finals to a panel of advisors who narrowed the field down to the top five teams. The top five finalist teams will Pitch their products Thursday night at Wentz Hall in a Shark Tank-like format event to the sharks and seek funding from the NEF or an investor in the audience who would like to fund or purchase a business. All are invited to attend.

#### **School Improvement Plan – Scott Elementary School**

Hugh Boger, Principal of Scott Elementary School presented an update on the School Improvement Plan. He reviewed the demographics indicating that the population is expected to increase next year so they are adding a 4<sup>th</sup> kindergarten class. They do receive some Title 1 funding from the State which creates additional opportunities for students considered at risk. Their School Improvement Team began conversations that extended to the staff as a whole on defining their core beliefs and how they affect student learning. These beliefs have become the foundation of what they do and why they do it on a daily basis. They determined that they need to improve instruction and the social and emotional capability of all students as well as improving their collective efficacy. He reviewed existing data which indicated a downward trend in ELA and Math. He noted that they are anxious to get the scores from this years' testing after the significant changes that have been made through the SIP. On a positive note, he reviewed the success they have had in 2<sup>nd</sup> grade math by digging into the data and identifying planning and instructional practices unique to second grade math. A higher percentage of students met or exceeded their growth goals in the Math performance series. Their School Improvement goals included specific action tasks and non-negotiables in instruction and social emotional learning. They specifically identified and targeted students in the low income subgroup to design and implement instruction and non-negotiables to meet the needs of the level of each student. Staff continues to receive professional development on best practice high impact instructional strategies. Reading instruction was the specific focus of the SIP and associated action tasks. They are on track to have a higher percentage of students meet or exceed their growth targets in reading. In math the overall trend has been downward. They plan to use what they have learned this year in reading instruction and apply it to math where applicable along with exploring highly effective math instructional practices. They anticipate math growth next year similar to the reading growth they have seen this year.

Their SEL goals included learning to support students exposed to adverse childhood experiences. With the use of restorative practices in response to behavioral incidents where students learn from the experiences and restore damaged relationships, they have seen an overall significant decrease in office referrals. Professional learning and support from Student Services has helped staff acquire additional skills to better identify procedures that minimize the impact of adverse childhood experiences. Students are being trained to be Restorative Justice Coaches so they can support students who are in conflict to restore their relationships and learn from the experience. He noted some distinguished awards that some staff members have recently received and successful organizations like S.U.C.C.E.S.S. and Watch Dogs that have been positively received. The Scott staff seeks to positively influence every student to meet their full potential.

#### Board Comments/Questions:

- Do you have the necessary resources; is there something more the Board can do to be supportive.
  - We have received some extra resources this year that have made a big difference: Second Math Specialist, second Learning Support Coach; Student Support Coordinator; Full time Assistant Principal.
- You mentioned three different circles: instruction, social emotional and collective efficacy. Which of the three areas do you feel you have made the most improvement in and which do you feel you have the most work to do?
  - They spent a lot of time as a School Improvement team on whether to focus the time in instruction or behavior. If we have quality instruction it will have a significant impact on behavior.
  - We want to capitalize on the strength of the staff; collaboration pays off.
  - We have concentrated on all three, but if we focus on great quality instruction, the others will take care of themselves.
- Can you talk about the SUCCESS event?
  - The summer picnics were the first interaction he had as the new principal to meet with the community and begin to build trust.
  - We will continue to hold the picnics but we might redefine the purpose to develop relationships with the parents that will allow for meaningful and constructive conversations.
  - We want to get the part of the community that has not typically participated in events, involved so they feel comfortable advocating for their students.
- Can you tell us more about restorative practices, restorative justice student coaches, the community circles and some examples?
  - We have had professional development in that area. Dr. Green's belief is a child will do well if he or she can.
  - Previously the response to a behavior was to remove the student from class and assign a consequence.
  - Restorative justice coaches empower students to work on a behavior as a group.

- Kids work it out by themselves and are overseen if necessary.
- Sometimes a whole class will work on a problem in a circle and talk about how they feel and what can be done differently in the future.
- Looking at the data overall school scores went down but economically disadvantaged went up. Can you explain that?
  - It was not a specific group, but the majority went down, with a couple groups increasing.
- What will you do about that?
  - Getting down to the student level and having conversations about what works for each student. We are looking at enriching those students who need it and also giving support to those who need that – doing something for every student.
- What were some of the unique practices that the 2<sup>nd</sup> grade teachers were doing?
  - Math coach pushing into 2<sup>nd</sup> grade and co-teaching and co-planning. Discussing specific data for individual students.
  - All schools received professional learning. Our math interventionists are constantly working with kids.
- You have a really good handle on the data. Community members have commented that the culture of the school has improved so much.
- Do you have any specific ways that you are engaging the students in the process?
  - Goal setting centers around standards based grading and the students knowing what is expected of them.
  - Teachers are sending newsletters home so parents know what we are working on and how to help their students achieve the goals.
  - We have an SEL direct instruction on a specific topic that is delivered in the morning announcements every week.
  - Teachers use the topic through the week with their class for their SEL goal.
  - Teachers set performance series goals with the individual students based on their data.

President's  
Report  
Board of  
Education  
Reports

Paul Leong indicated that he attended an IASB seminar two Saturdays ago entitled “The Equity Event”. It was about starting an equity initiative in the districts. Districts talked about some examples of what they had done and shared successes and challenges. He intends to bring this idea to the Diversity Awareness Committee.

Discussion  
Without Action

**2018 – 2019 School Lunch Prices**

Superintendent Bridges noted that annually the Administration presents recommendations for setting lunch prices for the following school year. Marcy Boyan indicated that the recommendation for 2018 – 2019 is that the Board of Education approve no increase to the school lunches. The District currently has a positive balance in the Cafeteria fund and there is no need to raise prices.

The Board will be asked to take action on May 22, 2018. There were no questions/comments from Board members.

**Policy Review: First Reading Policy 5.20, Workplace Harassment**

Bob Ross indicated that it is unusual for the Administration to ask the Board to update a policy through a resolution. Our legal council had recommended that a resolution be passed to comply with the changes in the law. He reviewed some of the changes noting that a lot of the language is reworded, expanded or rearranged to follow best practice. The Board will be asked to take action on May 22, 2018.

Board Questions/Comments:

- The spirit of the new language of the policy is cognizant of people's feelings.

Discussion With Action

**Establish Date for Public Hearing and Direct Tentative Budget to be put on Public Display**

Superintendent Bridges indicated that Illinois Statute requires that school districts adopt a budget by September 30, 2018. The process for adoption requires that the District hold at least one public hearing after the budget has been on display to the public for 30 days. The resolution up for approval allows the Tentative Budget to be prepared and made available to the public for inspection in accordance with the State law.

Board Questions/Comments:

- Following the hearing, can the adoption of the budget be changed if more discussion is needed?
  - Yes, adoption does not have to take place on the same day as the hearing.
- What is the mechanism?
  - It depends on how much public input comes forward at the hearing and if the Board is not ready, adoption of the budget can take place at a future date.

Fielden made a motion to approve: Establish Date for Public Hearing and Direct Tentative Budget to be put on Public Display. Yang Rohr seconded the motion. A roll call vote was taken. Those voting yes: Wandke, Yang Rohr, Gericke, Cush, Leong, Fielden, and Fitzgerald. No: None. The motion carried.

Old Business

**IASB DuPage Division Dinner March 6, 2019**

Superintendent Bridges noted that Mr. Fielden, who is on the IASB Board suggested that the March 6, 2019 IASB DuPage Division Dinner be hosted by D203. There is space available at both high schools. Additional break out rooms will be needed since there will be a Board Candidate briefing prior to the dinner meeting. We will check into what other types of activities will be held in the buildings that night.

New Business  
Upcoming  
Events

- May 9, 2018, HURRAH Appreciation Luncheon
- May 11, 2018, Retirement and Recognition Luncheon

- May 16, 2018, SFCP Appreciation Reception
- May 21, 2018, High School Graduation
- May 22, 2018, Board of Education Meeting on Tuesday due to High School Graduation on Monday

Return to Closed Session      Fielden made a motion seconded by Yang Rohr to return to Closed Session at 7:55 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, Fielden and Gericke. No: None. The motion carried.

Adjournment                      Cush moved seconded by Gericke to end the Closed Session at 9:00 p.m. A voice vote was taken and the motion carried unanimously.

Cush moved seconded by Yang Rohr to adjourn the meeting at 9:00 p.m. A voice vote was taken and the motion carried unanimously.

Approved                          May 22, 2018

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Kristin Fitzgerald, President  
Board of Education

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Ann N. Bell, Secretary  
Board of Education