

MINUTES OF A MEETING OF THE BOARD OF EDUCATION,  
NAPERVILLE COMMUNITY UNIT SCHOOL DISTRICT 203, DUPAGE  
AND WILL COUNTIES, ILLINOIS, HELD AT THE ADMINISTRATIVE  
CENTER  
JANUARY 9, 2012, AT 7:00 P.M.

Call to Order President Mike Jaensch called the meeting to order at 5:05 p.m. Board members present: Mike Jaensch, Jackie Romberg, Susan Crotty, Terry Fielden, and Jim Dennison. Absent: Suzyn Price and Dave Weeks.

Administrators who joined the Closed Session at 6:15 p.m. were: Mark Mitrovich, Superintendent of Schools; Carol Hetman, Chief Human Resources Officer; and Dave Zager, Assistant Superintendent for Finance; Dan Bridges, Assistant Superintendent for Secondary Education.

Closed Session Crotty moved, seconded by Dennison to go into Closed Session at 5:05 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. The purchase or lease of real property owned by the District 5 ILCS 120/2(c)(5).
3. Student Disciplinary Cases 5 ILCS 120/2(c)(9).

Open Session Dennison moved, seconded by Crotty to return to Open Session at 7:30 p.m. A voice vote was taken. Those voting Yes: Crotty, Jaensch, Fielden, Weeks, Dennison, and Romberg. No: None. The motion carried unanimously.

Roll Call Board Members present were: Mike Jaensch, Jackie Romberg, Susan Crotty, Dave Weeks, Jim Dennison and Terry Fielden. Absent: Suzyn Price

Administrators present: Mark Mitrovich, Superintendent of Schools; Tim Wierenga, Assistant Superintendent for Teaching and Learning - STEM; Jen Hester, Assistant Superintendent for Teaching and Learning – Humanities; Kitty Ryan, Assistant Superintendent for Elementary Education; Roger Brunelle, Chief Information Officer; David Zager, Chief Financial Officer; Susan Rice, Director of Communications; Raquel Lightbourne-Coley, Director of Community Relations; Dan Bridges, Assistant Superintendent for Secondary Education; Carol Hetman, Chief Human Resources Officer.

Public Comments None

Superintendent

Staff School Reports **Dr. Carl Falsgraf – Center for Second Language Acquisition at the University of Oregon**

Reports

Superintendent Mitrovich introduced Dr. Carl Falsgraf from the University of Oregon, noting that expansion of our World and Classical Languages offerings at the elementary level has continued to be of high interest in our school district. The introduction and growth of our Dual Language Spanish program has been successful. It is time to consider additional opportunities to better prepare our students for success in a global society.

Kathy Duncan noted that District 203 has entered into a partnership with Dr.

Falsgraf. As the director of the Center for Second Language Acquisition, Dr. Falsgraf provides leadership and direction for innovation in the areas of language assessment, program development and professional development promoting best practices for language education. Dr. Falsgraf will assist our District to successfully and effectively define, design and implement a strong model providing language education opportunities for our students. Mrs. Duncan indicated that tonight, following Dr. Falsgraf's presentation, she will be seeking approval from the Board to continue to research this initiative and present her findings at a future Board meeting. Mrs. Duncan introduced Carrie Ray, Foreign Language Instructional Coordinator at Naperville North High School, who has been working with Dr. Falsgraf on this initiative. Mrs. Ray provided an overview of current projects in the District which include expansion of the current dual language program at all three levels, review of the current 7 – 12 World and Classical Language offerings, exploring elementary foreign language options and investigating the implementation of national language proficiency assessments.

Dr. Falsgraf began by noting that this is an opportunity to do something really special in the District and potentially create a national foreign language model. He explained that immersion teaches academic content through language if at least 50% of the school day is provided in another language. The benefits of immersion include providing students with superior achievement in all academic areas, the ability to function effectively in a global society, and mastery of English and at least one other language. He noted that planning, articulation from elementary to middle school, assessment information and commitment are necessary elements in order for a program to be successful. He reviewed the overall recommendations which include using the next 20 months to plan for success, hiring an immersion coordinator, and defining outcomes. He suggested that the first 2 immersion programs be opened in 2013 with immersion strands at all primary locations by 2017. He reviewed the short term objectives which had monthly steps between now and the first program opening in September 2013. He noted that articulation to middle school can present challenges particularly staffing bi-lingual teachers for each subject at all five junior high schools. He encouraged the Board to consider on-line learning in the near future. He offered his email address [falsgraf@uoregon.edu](mailto:falsgraf@uoregon.edu) for any follow-up questions.

Board questions were answered. Feeder elementary schools will all have the same foreign language. Parents need to be educated and informed as much as possible. Forums will be held they will be surveyed with a link to a webinar for background information. The survey will determine interest in the community as well as the level of knowledge.

Mr. Jaensch asked if Board members were opposed to approving the first three items on the timeline: February, develop survey instruments, March, conduct public forums, April, present strategic vision and plan. There was a request to assess the existing program prior to expansion of it. There are plans in place to do an assessment pending Board approval. There were also requests for specificity in the detail of the program as well as an explanation of the cost involved, both of which will be addressed in April. Dr. Falsgraf noted that the traditional foreign language program will be strengthened since nearly every student will have had some form of foreign language experience.

Superintendent Mitrovich stated that this initiative is something the District can accomplish with the help of Dr. Falsgraf. Mr. Jaensch noted that Mrs. Duncan has the direction to continue to research this initiative.

### **Actionable Initiatives**

Superintendent Mitrovich noted that the Administration has been working on developing short and long term goals to develop and deliver educational services in order to position the District for the future. A SharePoint site has been developed on which each department will define its short and long term goals for the next three – five years. Roger Brunelle showed examples of what the site will look like. Areas will work in conjunction to thoughtfully identify substantive key elements of focus and update as necessary. Color coding will be used to identify high priority items as well as mandated items. Initiatives will be coded as they are completed or new initiatives develop. A condensed version will be created for the District website to enable the community to continuously track goals and initiatives. This will be discussed at the upcoming Principal Meeting and will be shared with the community. Specific areas will be highlighted at subsequent Board meetings to share information in more depth. The goal is to have the live site available in 30 – 60 days.

### **All Day Kindergarten**

At the November 21, 2011 School Board meeting, Mrs. Duncan was granted permission to pursue a more detailed investigation of an All Day Kindergarten option for Naperville 203 students. Mrs. Duncan noted that tonight's presentation will target benefits, increased learning opportunities, and financial implications. The outcomes are to provide the Board with an awareness of half-day and all-day options and provide information to understand the necessary updates to current kindergarten curriculum to meet the Common Core State Standards. Following the presentation Mrs. Duncan will seek direction from the Board to work with elementary principals on the specifics of an All Day Kindergarten design with a recommendation at the March 5, 2012 Board of Education Meeting.

Jen Hester, Assistant Superintendent for Teaching and Learning – Humanities, discussed the requirements of Common Core Standards in comparison with the current District 203 Curriculum. She noted that all day kindergarten would provide 6 ¼ hours of instruction where half day kindergarten only provides 2 ½ hours. She highlighted comparisons between Common Core Standards and D203 Curriculum in literacy and math noting that the common core standards have significantly higher learning requirements than our current curriculum particularly in the area of literacy. Research on all day kindergarten suggests that in addition to academic benefits, there are many social and emotional advantages as well. Instructional time is increased and teachers have the opportunity meet the individual needs of each child. Children have more time to interact with their peers and have an easier time transitioning to first grade. Mr. Zager commented that there will be some start up costs and some recurring costs. Remodeling in some schools may be necessary and providing multi-purpose rooms in all schools could be a priority.

Mrs. Hester noted that through the District curriculum development process, math and literacy curriculum is already being revised. Social Science and Science curriculum will be revisited and revised as necessary. Professional

learning is necessary due to mandated Common Core Standards whether or not all day kindergarten is implemented.

Mrs. Duncan indicated that with the Boards' direction, the next step is to work with elementary principals to develop all day kindergarten design specifics. A recommendation will be brought to the board at the March 5 Board of Education meeting. Additionally, pilot opportunities will be discussed at that time.

Board concerns were addressed. Broad diagnostics and screeners are used to determine the students who are at risk and literacy assessments are done at the beginning of the year. It was noted that students may have to be moved according to program changes at the facilities. More specificity in the details of the program and financials were requested. It was suggested that the school day or school year be extended. A unanimous Board poll directed the administration to move forward with the initiative.

### **School Calendar Review**

Dan Bridges noted that the calendar for 2012 – 2013 has already been developed. Previously the Board requested that a parent survey be conducted to garner input about the specifics of the school calendar. Mr. Bridges has been working with Susan Rice and The Beaird Group to review prior surveys, and develop a new survey. He noted that the survey could be ready to administer by the end of January. The survey will affect the 2013 – 2014 school year. There was discussion about when to survey the community. It was decided to get the survey out as soon as possible. Dan will work with Susan Rice on the communication of the survey. The Beaird Group will manage the survey, analyze the results and prepare the findings to be published.

### **Coaches Evaluation Update**

Dan Bridges noted there is a tool in place that has been used at each high school for head coach and assistant coach evaluations. Although the tool exists, a formal process that documents performance on an annual or semi-annual basis is not in place at either the junior high level or high school level. There is no requirement in the school code, by the IHSA, Board policy or NUEA contract that calls for a performance evaluation. Extra duty assignments are generally annual contracts at will, which means there are no tenure or recall rights associated with those positions. Additionally, some coaches are not teachers in the school. Because co-curricular activities are an extension of our curricular program, Mr. Bridges has been working with Jim Konrad and Marty Bee to establish a more formal approach to evaluation and program review. The goal is to have a formal evaluation process in place for the high school level beginning with the fall season 2012.

Action By  
Consent

The following items were presented on the Consent Agenda:

#### **1. Personnel**

##### **Reassignment – Administration**

Kate Foley, PhD., December 29, 2011, Administration, Asst. Supt of Pupil Services *and* Director of Special Education

##### **APPOINTMENT – CERTIFIED (FULL TIME)**

Mary Spachner, January 9, 2012, JJHS, LBS

Donna Lehmann, January 9, 2012, Mill Street, Third Grade

**Appointment – Certified (Part-Time)**

Amanda Hosko, December 21, 2011, Maplebrook, Reading Specialist 50%

Marissa Freese, December 16, 2011, NCHS, Speech 20%

**Termination – Classified**

Michelle McKibbons, December 16, 2011, Transportation, Bus Driver

Maryann Walker, December 19, 2011, Transportation, Bus Driver

**Resignation – Classified**

Sean Gimpert, December 22, 2011, NNHS, Campus Supervisor

Kenneth Brown, December 29, 2011, Beebe, Custodian

**End Of Assignment**

Geralyn Leclair, February 29, 2012, Bldgs & Grounds, Secretary to Director of Facilities/Construction

**2. Student Discipline as Discussed in Closed Session**

Fielden made a motion to approve the Consent Agenda as presented. Dennison seconded the motion. A roll call vote was taken. Those voting yes: Dennison, Fielden, Romberg, Crotty, and Jaensch. No: None. Abstain: Weeks. The motion carried.

Discussion  
Without Action

**Indian Plains Middle School Academy**

Kate Foley noted that beginning with the 2009-2010 school year the District entered into an Intergovernmental Cooperation Agreement with Indian Prairie School District 204 for the purpose of providing alternative learning opportunities for middle school students. This agreement expires at the end of the 2011-2012 school year. She recommended that the District terminate the agreement with District 204. Since the need to provide alternative pathways for students continues to exist she proposed that the District do a feasibility study and program design of an in-house program to fit the needs of these students. The in-house program would begin with the 2013 – 2014 school year. As interim placement for students, some of the District’s 75 Ombudsman slots would be utilized for one year. She noted that the in-house program would be a more cost effective approach which would maintain strong programming. She noted that the financial numbers provided were quick snap shots and not hard and fast.

Board members questioned the cost savings and the mingling of 6<sup>th</sup> graders with high school students at Ombudsman. They want to ensure that the program is in the best interest of the students. Mrs. Duncan will call District 204 to discuss the agreement timeline, revisit the issue and bring a proposal to the Board at a future meeting.

Discussion  
With Action

Old Business

New Business

Upcoming  
Events

Board of Education Meeting January 23, 2012  
Intergovernmental Dinner Tuesday, January 31, 2012.

Public Comment Liz Baumgart, a Beebe Elementary parent, requested that the District find out why there is such a discrepancy in the test scores among the students and schools. She also questioned how an individual with a prior conviction could be employed if background checks are performed.

Adjournment Crotty made a motion to adjourn at 11:35 p.m. Dennison Seconded the motion. A unanimous voice vote was taken.

Approved January 23, 2012

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Michael Jaensch, President  
Board of Education

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Ann N. Bell, Secretary  
Board of Education