

MINUTES OF THE
SPECIAL MEETING
Of the Board of Education
School District No. 96
Held on Wednesday, March 4, 2020
Blythe Park Elementary School
Riverside, IL

SPECIAL MEETING

- 20-016 President Dan Hunt called the Special Meeting to order at 6:30 p.m. Upon roll call the following members were recorded as being present:

Mr. Barsotti
Mr. Hunt
Ms. Klyber
Mr. Miller
Mr. Marhoul
Mr. Muirheid
Ms. Murphy
None

Absent:

Also, in attendance were Superintendent Dr. Martha Ryan-Toye; Director of Teaching and Learning Angela Dolezal; Director of Operations and Maintenance Jim Fitton; Director of Special Education Pam Shaw; Director of Technology Don Tufano; Blythe Park Principal Casimira Gorman; and two interested Blythe Park staff members, Strategic Planning Presenters from CEC and Capacity Unlimited and a reporter from *The Landmark Newspaper*.

- 20-017 A motion was made by Ms. Murphy and supported by Mr. Barsotti to enter into Closed Session to discuss the following:

The appointment, employment, compensation, discipline, performance, or dismissal of specific employees, specific individuals who serve as independent contractors, or specific volunteers of the District or legal counsel for the District, including hearing testimony on a complaint lodged against an employee, a specific individual who serves as an independent contractor, or a volunteer of the District or against legal counsel for the District to determine its validity. However, a meeting to consider an increase in compensation to a specific employee of a public body that is subject to the Local Government Wage Increase Transparency Act may not be closed and shall be open to the public and posted and held in accordance with this Act. 5 ILCS 120/2(c)(1).

Student disciplinary cases. 5ILCS120/2(c)(9).

The motion carried on the following roll call vote:

Ayes:

Mr. Miller
Ms. Murphy
Mr. Marhoul
Mr. Barsotti
Ms. Klyber
Mr. Muirheid
Mr. Hunt

Nays:	None
Absent:	None
Abstain:	None

The Board returned to Open Session at 7:00 p.m.

C. Welcome by Blythe Park School Principal Casimira Gorman.

Principal Gorman welcomed the Board to Blythe Park School. She relayed several interesting items: The Blythe Park Talent Show took place with interesting and fun acts, The Chicago Fire visited P.E. classes and the next event One School, One Book (*Frindle*) will take place next Thursday.

D. Public Comment/Statement.

There was no Public Comment.

E. Changes to the Agenda.

There were no changes to the agenda.

F. Committee Meetings.

1. There will be two Strategic Planning presentations this evening. These presentations will correlate to the Board Committee Meetings on the agenda.

- Dr. Nancy Blair of Capacity Unlimited presented first
- She is partners with Peter Jonas who did not attend the presentation
- She reviewed the District Goals and felt a few did not tie directly to the Strategic Plan
- The Plan should inform the budget and should be integrated into the existing fabric of the district
- Planning should focus on data and data drives decisions and should be sustainable within the organization
- Questions that guide process:
 - What are the core values?
 - Where are we?
 - Where are we going?
 - Thinking ahead to the future
 - SMART Goals
- Capacity Unlimited works with the District through the first two stages and the district then indicates how much, if any additional work with them is needed via stages three and four
- #1: Orientation and Planning: Spring/Summer – there is a lot of preparation involved and the parameters of the planning process are established; a variety of stakeholders including students are represented and the internal facilitators within the district should be identified
- #2: Planning Retreats (18-22 hours) – not all in a row. Take feedback and take it to the community and organize work after retreats and simplify the future path
- #3: Implementation – what structure is already in place and use the resources within the district
- #4: Sustainability – into the future
- The Board requested examples of Strategic Plans that have already been done – links will be provided
- 25 – 30 people are the typical number on the Strategic Plan Committee
- One or two Board members on the committee are recommended – you do not want to overload the committee with Board Members
- This group has done one Strategic Plan in Illinois but worked in a lot of districts
- There are similarities between Wisconsin and Illinois – pensions are different between the states
- Quantitative and qualitative data can be reviewed
- No data, no decision – achievement, culture, finance
- Specificity on what you want to achieve

- Nancy's qualifications include: former elementary principal and teacher, curriculum director and assistant superintendent
 - Peter Jonas' background is more business oriented and higher education
 - The Board thanked Dr. Blair for her presentation and time
 - The presentation ended at 7:49 p.m.
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- 2. Consortium of Educational Change (CEC) was presented by Perry Soldwedel
 - He provided a brief overview: there are three offices in Illinois
 - A team of 5 in suburban Chicago
 - CEC facilitated 26 plans that were done before the holidays with another 14 underway now
 - Mission, core values and goals all are components of a strategic plan
 - Stakeholders: parents, community, staff, union, students and administrators
 - Three days of meetings: full days, approximately 6 hours each
 - 1. Where are we now?
 - SWOT: strengths, weaknesses, opportunities, threats
 - 2. Vision, mission, values – preferred future statement
 - 3. Goals and strategies – where are we now, to where we want to be
 - Feedback after each day – there will be about three weeks between each of the big meeting days
 - Reasons for Strategic Plan failure: Superintendent left, Board Members left, Not measurable
 - The expectation is there could be 24-42 team members for D96
 - ~1/3 community
 - ~ 1/3 employees
 - ~1/3 management team
 - Diversity helps combat bias in the member groups
 - Diversity can be assured by appointments vs. volunteering
 - Living the plan – webinar training: Leadership, culture and values, strategic thinking and planning, alignment and performance
 - Three check-ins are performed: Winter, Fall, Spring with the Board kept updated
 - Aligning the plan to the budget and school improvement plans is important
 - Orientation meeting is about 90 minutes
 - Data Retreat – the way the District tells its story
 - Preferred Future Statement
 - SMART Goals
 - There will be 8-10 strategies, no more, keeps it manageable
 - Action Plan after the Board approves the Strategic Plan
 - The Final Meeting: deliverables, a one-page plan
 - The long meetings may pose a problem in attendance – the District sets the schedule
 - Six hours is a long day, but ½ days are a disaster and there is too much time between the days
 - There are choices and flexibility in the process
 - All trainers are highly trained, and the team assigned to the District depends on the dates selected
 - The cost is ~\$15,000 with no changes to proposal
 - Options: \$2,000 CEC is available to help the District prepare (two ½ days) and \$1,250 is for training at the end of the program
 - The same team will be assigned throughout the entire process
 - There will be no surprises
 - The Board thanked Mr. Soldwedel for his time and the presentation

3. Facilities Committee.

Riverside Planning and Zoning Committee approval for Ames will be delayed for one week due to lack of quorum. The Superintendent, the Owner's Representative and the Architects were present and ready to show their presentation to the Committee. Community members also attended.

CEC and Capacity Unlimited seem fairly comparable in cost

4. Policy Committee.

There was nothing to report.

5. Personnel Committee.

There was nothing to report.

6. Education Committee.

There was nothing to report.

7. Finance Committee.

There was nothing to report.

The Superintendent will coordinate an April 1, 2020 Strategic Plan presentation by IASB Field Services Director Nakia Hall.

H. Future Meeting Dates.

1. March 18, 2020 - Regular Business Meeting, in the Hauser Learning Resource Center (The Board will enter into Closed Session at 6:30 p.m., if necessary, and return to Open Session at 7:00 p.m.).
2. April 1, 2020 – Committee of the Whole Meeting, 7:00 p.m. in the Hauser Learning Resource Center. (Please note this meeting location is in lieu of meeting at Central School).
3. April 15, 2020 – Regular Business Meeting, 7:00 p.m. in the Hauser Learning Resource Center. (The Board will enter into Closed Session at 6:30 p.m., if necessary, and return to Open Session at 7:00 p.m.).
4. May 6, 2020 – Committee of the Whole Meeting, 7:00 p.m. at Hollywood School.
5. May 20, 2020 - Regular Business Meeting, 7:00 p.m. in the Hauser Learning Resource Center. (The Board will enter into Closed Session at 6:30 p.m., if necessary, and return to Open Session at 7:00 p.m.).

I. Enter into Closed Session (if needed)

- 20-018. A motion was made by Mr. Marhoul and supported by Ms. Murphy to enter into Closed Session for the purpose of discussing:

The appointment, employment, compensation, discipline, performance, or dismissal of specific employees, specific individuals who serve as independent contractors, or specific volunteers of the District or legal counsel for the District, including hearing testimony on a complaint lodged against an employee, a specific individual who serves as an independent contractor, or a volunteer of the District or against legal counsel for the District to determine its validity. However, a meeting to consider an increase in compensation to a specific employee of a public body that is subject to the Local Government Wage Increase Transparency Act may not be closed and shall be open to the public and posted and held in accordance with this Act. 5 ILCS 120/2(c)(1).

The motion carried on the following roll call vote:

Ayes:

Ms. Murphy
Mr. Marhoul
Mr. Barsotti
Mr. Muirheid
Mr. Miller
Ms. Klyber
Mr. Hunt

Nays:

None

Absent:

None

Abstain:

None

The time was 8:50 p.m.

There will be no business conducted at the adjournment of Closed Session.

J. Return to Open Session.

The Board adjourned Closed Session at 8:49 p.m.

K. There being no further business to conduct the meeting was adjourned at 8:51 p.m.

March 4, 2020

Date Recorded

Date Approved

President, Board of Education

Secretary, Board of Education