

**Official Minutes of the
Oak Park Board of Education District 97,
970 Madison Street, Oak Park, Cook County, Illinois
November 30, 2010**

President Traczyk called the meeting to order at 7:03 p.m.

Present: Barber, Clouser, Reddy, Gates, Harton, Spatz and Traczyk

Absent: None

Also Present: Superintendent Al Roberts, Human Resources Director Trish Carlson, Assistant Superintendent of Finance and Operations Therese O'Neill, Assistant Superintendent for Teaching and Learning Kevin Anderson, Director of Special Services Mike Padavic, Communications Coordinator Chris Jасulca, and Board Secretary Sheryl Marinier

ROLL CALL

SPECIAL REPORTS

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FULL-DAY KINDERGARTEN REPORT

Kevin Anderson came to the table along with four kindergarten teachers. He reported that the full-day Kindergarten program was initiated through strategies one and three of the strategic plan. Whittier, Irving, Longfellow and Beye schools began the process of full-day kindergarten in 2008-09. Currently, the district houses 28 self-contained full-day kindergarten classrooms.

Anderson reported that as part of the RtI initiative, DIBELS K is used to identify the kindergarteners' readiness skills, and Lexia scores are used to indicate that the students are testing in an acceptable range. Anderson also reported that the full-day Kindergarten program is not a financial strain on the district as the general state aid will be approximately \$1,260,257 more than the calculated expense of the program.

The teachers reported that the full day experience allows for more time to focus on the core classes. Parents are reporting that the students are showing evidence of school readiness beyond that of their older siblings.

Interest was expressed in knowing how many of these children have participated in a pre-school experience. Member Spatz shared that he is the data collection chairperson for the Early Childhood Collaboration and would be interested in seeing the collected data. Interest was expressed in knowing if any of the 2009 kindergarten students were retained and if someone is watching their current progress. Data was also requested that would identify the age readiness of the struggling students. Additionally, the Board was interested in knowing if there were any lessons learned from the implementation of the program. It was also suggested that statistics could be gathered over time that show the difference in the curriculum from the half-day program and how that impacts the students' readiness. It was suggested that the team research other districts and determine when those districts saw a turnaround in student achievement. Interest was expressed in interfacing with parents and the community to make a connection prior to the MAP testing in second grade. It was suggested that a parent survey be distributed at the end of this year. It was also suggested that the district be proactive with students who might experience a problem when reaching second grade. Interest was expressed in identifying those students and notating how this program can make a difference for them. Members of the Board were interested in knowing how long the program needs to be in place before the district will see benefits and asked what information would need to be available to measure them. It was suggested that the team establish what they will assess now, identifying their needs for the future. Assessments of math skills in kindergarten were also recommended.

FULL-DAY KINDERGARTEN REPORT – (Continued)

Areas of possible study include tracking early childhood experiences, pre-k interventions, impact on AYP groups, informal and formal assessments of the full-day Kindergarten program, long-term data tracking, additional measurements (math, writing, etc.), and measures of academic progress (MAP) starting in second grade. It was suggested that this data be shared with the rest of the staff so that the students continue to be challenged. It was also suggested that similar programs be compared outside of the district.

PERSONNEL / STUDENT DATA REPORT

Trish Carlson reported that two additional assistant principals and five additional staff in kindergarten through eighth grade were hired. It was noted that the two assistant principals were not additional staff in the schools as another position was eliminated in both locations. Carlson reported that the minority staff has increased by three percent and male teachers increased substantially. It was also noted that the diversity of the entire district staff is 32 percent minority. Dr. Roberts shared that he has asked Therese O’Neill to obtain a current demographics study.

It was reported that minority student enrollment is down by almost one percentage point. However, the multi racial population continues to increase. Concern was expressed that the data might be inflated due to the half-day kindergarten numbers. Interest was expressed in knowing the full-day equivalents to this data.

PRINCIPALS’ PRESENTATION ON EVALUATION

The principals came to the table. Dr. Roberts explained that evaluation of staff is necessary to ensure better learning, more successful employees, and a stronger organization, all of which prepare students for the challenges of the 21st Century.

Trish Carlson reviewed the Danielson Framework with the Board. The individual domains within the rubric were identified. It was reported that in order to ensure consistency of the evaluation process throughout the district, all administrators participated in six training sessions over the past 14 months.

The InterRater program was introduced. The teacher mentoring program was explained, and the activities required for new and non-tenure teachers were outlined. The essential nine strategies for teachers were identified, and it was demonstrated how they tie into the Danielson framework. The 21 leadership strategies were also shared. The evaluation tool *Rubrix* was demonstrated as the technology tool of choice.

Trish Carlson reported that only 65 teachers out of more than 400 were identified in the distinguished category last year. The Board was instructed on how the evaluation data can be used to identify areas in need of improvement. Dr. Roberts reminded the Board that his goal is to raise the level of expectation for all district staff and students, making it clear that mediocrity will not be accepted.

Interest was expressed in knowing if the area identified as a teacher’s weakness is reflected in the students’ academics. The principals were asked to return at a later date and report on how the mentoring program might accomplish its goal without taking good teachers out of the classrooms. Interest was also expressed in knowing what challenges are being faced using this evaluation tool and if pushback has been received. The statistics for all teacher evaluation categories was requested. It was suggested that a plan be put in place to share the evaluation process with the community. Dr. Roberts asked the Board to be sensitive regarding the data sharing of the four domains.

Public Comment

None

2.1.1 Approval of Minutes of November 2, 2010

Reddy moved, seconded by Harton, that the Board of Education, District 97, approve the minutes from the November 2, 2010 meeting. Roll call vote.

Ayes: Reddy, Harton, Clouser, Spatz, Gates, and Traczyk
Nays: None
Abstain: Barber
Absent: None
Motion passed.

2.1.2 Approval of Minutes of November 16, 2010

Reddy moved, seconded by Gates, that the Board of Education, District 97, approve the minutes from the November 16, 2010 meeting. Roll call vote.

Ayes: Reddy, Gates, Harton, Clouser, Spatz, Barber, and Traczyk
Nays: None
Absent: None
Motion passed.

Consent Agenda

Gates moved, seconded by Reddy, that the Board of Education, District 97, approve the consent agenda as presented in the Board packet. Roll call vote.

- 3.2.1 Bill Lists and Related Reports
- 3.3.1 Personnel Action as presented are revised

Ayes: Gates, Reddy, Clouser, Harton, Spatz, Barber, and Traczyk
Nays: None
Absent: None
Motion passed.

2.4.1 Policy Adoption

Clouser moved, seconded by Gates, that the Board of Education, District 97, adopt the following policies:

Bylaws 0169, Policies 1560, 3160, 4160, 2260.01, 2461, 3122.02, 4122.02, 3362, 4362, 5517, 3419.01, 4419.01, 3430.01, 4430.01, 5605, 8315, 8600.

Roll call vote.
Ayes: Clouser, Gates, Reddy, Harton, Spatz, Barber, and Traczyk
Nays: None
Absent: None
Motion passed.

TOPIC REVIEW

PRESENTATION OF TENTATIVE LEVY

Therese O’Neill reported that annually, the Board must first adopt an estimate of levy and then, at a subsequent meeting, adopt a final levy. The Board had presented at its October 26, 2010 meeting and approved at its November 16, 2010 meeting the estimated 2010 levy. The public hearing will be held on December 14, 2010. The Board will also approve the levy during that meeting.

DONATIONS

Potential donations were discussed. On December 14, 2010, Dr. Roberts will report back to the Board regarding two of the requests. It was suggested that the district ensure that the PTOs understand the gift policy. Member Gates will share a copy of the policy with the PTO Council during their next meeting.

REFERENDUM PLANNING UPDATE

Chris Jasculca reported that the survey will remain available until the end of this week. Currently, the results are in favor of the referendum by 10 percentage points. It was reported that there were a lot of misconceptions and misinformation regarding the referendum shared during the last PTO council meeting. It was suggested that this committee be used to help identify the questions that should be answered. It was also suggested that the citizens committee should determine the issues that need to be addressed.

On December 14, the Board will discuss sizing of the referendum, and language for the referendum resolution. It will also discuss potential reductions if the referendum does not pass. The Board was asked to review the recommended reductions and be prepared to discuss this at the next meeting.

Dr. Roberts reported that the district is looking at a \$5.3 million in cut to balance the budget. It was suggested that the January 11, 2011 Board meeting be held in a middle school.

SUPERINTENDENT'S REPORT

Dr. Roberts reported that he has been visiting the schools and has observed some very good teachers in the classrooms.

Dr. Roberts met with Dawn Deaton relative to the foreign language program. Deaton is looking into a daily program that can be supervised and does not increase costs to the district. The teachers are thinking out of the box.

Dr. Roberts shared concern regarding the district's policy on serious student discipline and other behavior issues. He will speak to the policy committee regarding the expulsion process and compare the district's policy to neighboring school districts.

Dr. Roberts reported that he is pleased with the way the central office and administrative teams are working together.

BOARD CONCERNS

The Board's interest in leading future conference workshops was requested. It was suggested that the Board consider presenting with the Early Childhood Collaboration or on the district's full-day Kindergarten program during the next joint conference.

Regarding data presentation, a concern was expressed in distinguishing between the gain or loss per student when reporting gains.

The Board was reminded that when the district looks at half-day kindergarten verses full-day kindergarten it needs to identify if all the first graders are showing improvement.

The Board was asked to review the agenda calendar and send comments to the Board President. It was suggested that all the financial transfers be added to the calendar.

It was requested that the format of the Student Academic and Behavior report be placed on the December 14, 2010 agenda for discussion.

It was reported that two new members have accepted positions on the FAC committee.

A TIF meeting is scheduled for Thursday morning. Dr. Roberts will contact legal to confirm the meeting.

BOARD RESPONSE TO PUBLIC COMMENT - None

ADJOURNMENT

There being no further business to conduct, President Traczyk declared the meeting adjourned at 10:57 p.m.

The next regularly scheduled meeting of the Board will be on Tuesday, December 14, 2010, beginning at 7 p.m. at the Administration building located at 970 Madison Street.

Board President

Board Secretary