

**Official Minutes of the
Oak Park Board of Education District 97
260 Madison Street, Oak Park, Cook County, Illinois
October 27, 2020 Meeting**

This meeting was held virtually using Zoom during the time of the Coronavirus pandemic. Everyone participated via electronic means.

Vice President Kim called the meeting to order at 6:32 p.m.

ROLL CALL

Present: Kim, Spurlock, Liebl, Kearney, Moore, Breymaier, and Broy (arrived at 6:35 p.m.)
Absent: None
Also Present: Superintendent Dr. Carol Kelley, Director of Communications Amanda Siegfried, Senior Director of Technology Michael Arensdorff, Senior Director of Human Resources Gina Herrmann, Chief Academic and Accountability Office Eboney Lofton, Associate Superintendent of Education Felicia Starks Turner, Senior Director of Equity Carrie Kamm, and Consultant Rob Grossi.

EXECUTIVE SESSION

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Spurlock moved, seconded by Breymaier that the Board move into executive session for the purpose of Collective Negotiations 5 ILCS 120/2(C)(16) at 6:32 p.m.

Ayes: Spurlock, Breymaier, Kim, Liebl, Kearney, Moore and Broy (arrived at 6:35 p.m.)
Nays: None
Absent: None
Motion passed

OPEN SESSION

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Breymaier motioned that the board move into Open Session at 6:54 p.m. The motion was seconded by Spurlock. All members of the Board were in agreement. The Board reconvened in Open Session at 7:01 p.m.

PUBLIC COMMENT

PUBLIC
COMMENT

Member Moore read aloud the public comments that were emailed to the board prior to the start of the board meeting.

Aleks Tadic

1. Kids and parents are experiencing great hardship with e-learning. My son is in kindergarten and having to switch all different workbooks and having to know to navigate thru computer programs without knowing how to read is absurd. Pressure is enormous on these small kids.

2. What is the plan/possibility for District 97 to buy saliva COVID tests and start implementing testing twice a week (Like other school districts in Illinois)?

The pandemic is no ending and there has to be some other plans for next year? Please start providing options plans for 2021.

Julian PTO

- Summary of Survey Results
- Raw Data from Qualitative Responses

- Spreadsheet with Full Survey Results

Summary

This letter is regarding District 97's efforts to develop a hybrid learning plan and is based on feedback from a survey we sent to the Julian community along with the discussions within the PTO Executive Board. The survey received responses from 25 percent of our families. In short, the Julian PTO urges the Board and District 97 to create two distinct hybrid educational plans: one for the elementary schools and one for the middle schools.

Details

As a follow-up to our communication on October 12, 2020, we submit the results of the PTO survey conducted of Julian Middle School families regarding the proposed Framework for Reopening Schools Hybrid Learning Model. Between Sunday, October 11, and Friday, October 16, 259 families responded with the majority of these responses occurring before District 97 notified the community of the postponement of the plan's implementation. This number represents about one-fourth of the Julian student body. This feedback should be considered by District 97 as it refines any planning related to students returning to school after the New Year. We have included a summary of the results along with the raw data.

Julian and Brooks account for one-third of the District 97 student population, yet nearly half (47.5 percent) of our survey respondents felt that the Stage three Hybrid Plan failed to account for the very different needs of the middle schools. We urge the District 97 Board and Administration to develop two plans, one for the elementary schools and one for the middle schools.

We thank the Board for listening to public input related to the proposed Framework for Reopening Schools Hybrid Learning Model and postponing implementation until further stakeholder involvement is incorporated. We are encouraged that District 97 is striving to create a well-rounded group of stakeholders to be involved in the planning process; however, we ask for additional parent and PTO voices on the Superintendent's Advisory Board. We are concerned the proposed composition of the Advisory Board does not include parents of diverse enough backgrounds to represent the middle school community. We therefore ask that at least two additional middle school parents be included on this team.

In our prior communications with District 97, we were told there will be time for parent input during this process. We know this will be essential to ensuring the success of any new educational model rolled out. Equally vital, we hope teachers and staff receive adequate time and opportunities to provide their input. We are confident District 97 will continue to prioritize the needs of students with 504s and IEPs and the needs of our most vulnerable populations in any future plans.

To recap, the Julian PTO strongly encourages District 97 to create two separate hybrid educational plans for the elementary and middle schools which have significantly different teaching models. The attached survey results support this request. The PTO understands there will be no "perfect" hybrid/remote learning plan to fit every individual's needs. We hope that one can be created that will fit the educational and emotional needs of our overall middle school population. Parent and teacher input can help to ensure that happens.

SPECIAL REPORT

2020-2021 DRAFT DISTRICT GOALS

Dr. Kelley, along with Carrie Kamm, Eboney Lofton and Emily Fenske, reported on the draft district goals for 2020-21. They reported that the district is committed to creating a positive learning environment for all students that is equitable, inclusive and focused on the whole child.

SPECIAL REPORTS

Dr. Kelley reminded the board that they approved the equity policy (Policy 7:12) in March, 2019. She also reminded them of the four pillars of success. The team reported on the following achievements;

- Teaching and learning implemented instruction for all learners. This work continues with anti-racism across the district.
- Challenging and engaging students
- Award winning District 97 newsletter
- Vast amount of community resources and partnerships
- Focusing on two-way communication
- Support of the National Board certification process
- Leading teacher teams
- MTSS / Restorative practices cohort
- Universal design for learning professional learning
- Instructional coaching cohort
- Intentionally building the District's diverse workforce
- Pathway to Leadership / Coaching for new principals
- Fostering collective efficacy
- MTSS committee and teams
- PBIS teams
- Building Leadership Teams
- Grade Level department teams
- Data supported decision making and accountability

Dr. Kelley reported that Hanover Research will be supplying a report to the board in the near future. She celebrated the amazing success over the last three years, but acknowledged the persistent racial differences that still need to be achieved. She introduced the term “targeted universalism”, explaining that it means that all students are confident and persistent achievers. She told the board that the goal is for all students to achieve those goals and noted that specific measures of student success are being measured. She explained that using the universal goal, helps administration identify the targeted groups. She explained that because administration wants to hold the system accountable, they have been using targeted universalism to help the system address itself and not try to fix the students.

Dr. Kelley addressed the following SY21 Goals and Student Measures of Success.

Goal 1 – Every student is a known, nurtured and celebrated learner

She explained that the district usually uses PLESS to determine growth, but because students are remote due to the pandemic, administration was unable to administer PLESS in the fall so the district is using BrightBytes.

Goal 2 – Empowered and passionate learners

Administration will use the chronic absenteeism data, and access to computing devices and the internet as indicators to measure success for this goal.

Goal 3 – Confident and persistent achievers

The district usually uses MAP data over 1.5 years to measure student attainment. This year, they will use common assessments in literacy and mathematics as their indicator.

Goal 4 - Creative critical thinkers and global citizens

The district usually uses MAP data to measure the percentage of students meeting or exceeding the college readiness indicators. This year administration will look at student participation in the accelerated program to measure this indicator.

They explained how leadership is engaging teachers in preparing a universal design for learning and creating a strategy for leading teacher teams. Professional learning and coaching will be provided to support team leaders with leading difficult conversations. Having proficient teams will result in higher functioning teacher teams.

Fenske addressed collective teacher efficacy, noting that efficacy is important for the success of all students, because action has impact. It was noted that when teachers are engaged in this work, students are engaged as well, especially those furthest away from the universal goals. Lofton shared the indicators of success, noting the development of the school improvement plans and the cycles of inquiry. A standards assessment inventory survey will be issued in the spring and the 5Essential survey.

Principals April Capuder (Brooks Middle School), Sarah Mendez (Hatch Elementary), Patrick Robinson (Whittier Elementary), Sheila Carter and Ryan Gordon (Lincoln Elementary), Christine Zelaya (Holmes Elementary), John Hodge (Irving Elementary) and Assistant Principal Susan Mura (Irving Elementary) explained how their schools are supporting this initiative.

Dr. Kelley asked the board if the draft district goals are in sync with the community's needs and expectations. She asked if the board presently has a mechanism for discussing student achievement and if the mechanism is effective. She asked the board to think about how they can support this work.

She told the board that the district does not have specific targets at particular levels. In the past, the district looked at the overarching excellent target and would try to move close to the school levels for each one. She indicated that specific targets would be identified, but some of the data points for this year would need to be used as the baseline data. She indicated that the district has targets for vital lines of success and adult practices. Dr. Kelley explained that each department has goals and targets. She told the board that the vision plan has helped every leader to align their school work with the vision plan, and assured them that there is a lot of work happening that is not being singled out.

Dr. Kelley explained that the schools are using Aimsweb Plus, and common assessments to measure success. Mendez explained that the schools are looking at the data at an individual student level, pulling different data points at multiple levels and looking at how it is effecting the students.

Dr. Kelley explained that part of the process is to ensure that the teachers are comfortable with the materials and their own confidence level. For that reason, administration is holding focus groups with staff members.

Dr. Kelley explained that there is a difference between a work stream and priorities. She assured the board that the equity work is happening, and offered to share a separate report that identifies the work that is being done that supports the equity plan.

Board comments included interest in hearing about how the plan translates to the administrator and board level. Interest was expressed in having the plan identify what success would look like in a year from now and identify specific outcomes and targets. One board member questioned if this plan addresses the equity policies annual plan. One board member asked how the board can better support this work. Interest was expressed in hearing more about the obstacles and barriers that are encountered system wide. Interest was

expressed in understanding why we learn the way we do, and how each practice directs a specific outcome.

D97 RETURN TO SCHOOL PLANNING

Dr. Kelley shared that due to the recent increase in COVID-19 cases in our area, the district will need to take an adaptive pause. She reported that the hybrid learning plan will be postponed until after winter break. She noted that administration is working with stakeholders to create an equitable plan. The Superintendent's Advisory Panel has been organized, and will be holding their first meeting this coming Thursday evening. The panel is composed of a variety of stakeholders, principals, nurses, union representatives, central office administrators, childcare partners, parents who are medical professionals, community leaders, parent leaders and two board members (member Moore and Broy). She explained that since the panel is at 60 plus members, there is no plan to expand the group. She told the board that the plan is to announce all agendas for these meetings and following each meeting by posting the meeting notes. The meetings will be recorded for transparency, and administration will consider other ways to make sure that the process is transparent. She explained that even if parents, student, and community members are not on the panel, there are a variety of other ways that they can share their voice.

Childcare partners were invited to share updates on their childcare initiatives. Representatives from Hephzibah reported that they are currently serving 142 students at two schools. Out of those, 39 students qualify for free and reduced lunch. They reported that the school staff is helpful and the custodians are great.

The Park District reported that they are currently serving 217 students. They have 15 cohorts, with a total of 75 students per school. They noted the challenge of working with the different schedules.

Discovery reported that they are at two school. They have 11 full-time students and 29 part-time students. Of those, two of the students qualify for free or reduced lunch. They asked the parents to share the students schedules so each student can receive individual support. They attached zip lock bags to the desks to hold each students problem solving techniques. They shared that communication with the parents has been key to supporting the needs of each student. They acknowledged the District 97 teachers for their dedication, kindness and inspiration. They also acknowledged the District 97 administrators for their support.

It was noted that safety protocols are reinforced to ensure that the students are safe. Separate stairwells are being used for different cohorts, and staff received special training to ensure that they understand their rolls and model the safety behaviors.

Board comments included noting that the childcare providers are setting an example of how in-school learning can be achieved safely.

Concern was express that if the district moves to a hybrid model, the childcare providers would need to relocate.

Member Moore left the meeting at 8:50 p.m.

ACTION ITEMS

4.1.1 APPROVAL OF MINUTES FOR THE OCTOBER 13, 2020 BOARD MEETING

Spurlock moved, seconded by Kearney, that the Board of Education, District 97, approve the minutes from the October 13, 2020 board meeting as presented.

Ayes: Spurlock, Kearney, Kim, Breymaier, Broy, and Liebl

ACTION ITEMS

Nays: None
Absent: Moore
Motion passed.

4.1.2 APPROVAL OF MINUTES FOR THE OCTOBER 20, 2020 SPECIAL BOARD MEETING

Spurlock moved, seconded by Kearney, that the Board of Education, District 97, approve the minutes from the October 20, 2020 special board meeting as presented.

Ayes: Spurlock, Kearney, Kim, Breymaier, Broy, and Liebl
Nays: None
Absent: Moore
Motion passed.

4.2 APPROVAL OF THE CONSENT AGENDA

Breymaier moved, seconded by Spurlock, that the Board of Education, District 97, accept the consent agenda as presented.

4.2.1 Bill List

4.2.2 Personnel

4.2.3 Approval of Additional Board Meeting – November 18, 2020

Ayes: Breymaier, Spurlock, Kim, Broy, Kearney, and Liebl
Nays: None
Absent: Moore
Motion passed.

5.1 APPROVAL OF THE TIER 3 INITIATIVES

Breymaier moved, seconded by Spurlock, that the Board of Education, Oak Park Elementary School District 97, adopt the implementation of the In-Person Tiered Academic Support Program for the 2020-21 school year, not to exceed \$203,760 as presented on October 13, 2020.

Eboney Lofton told the board that there is no minimum threshold for the program, that the district would like to reach as many families with this opportunity as possible.

Ayes: Breymaier, Spurlock, Broy, Kearney, Liebl, and Kim
Nays: None
Absent: Moore
Motion passed.

ADMINISTRATIVE ITEMS

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2ND QUEUE – HANOVER RESEARCH PARTNERSHIP AGREEMENT

Dr. Kelley explained that In light of the Board's desire to make the Superintendent's Performance goal more consistent with Policy 7:12 (Racial Equity and Educational Policy) and the challenges the district faces now, the Board of Education has proposed four performance goals that are consistent with the Equity Policy and the District's vision:

- Student Performance and Academic Improvement
- Improve Social Emotional Growth
- Curriculum Initiatives and other Instructional Strategies
- Improve Internal and External Relationships and Communication.

Further, the Board has stated it is open to the district's use of Hanover Research to fulfill the reporting requirements outlined in the above document.

At the November 10, 2020 regular meeting, the Board is being asked to approve an amendment to the current partnership with Hanover Research. If approved, the additional cost (\$40,000) will be covered out of the district's general operating fund. This will allow Hanover Research to simultaneously undertake two strands of research projects throughout the school year. Dr. Kelley explained that based on the performance goals, the timing (between January 15 and February 15), do not align with the current agreement.

Board comments included interest in understanding the difference between the equity score card and the queue, and the academic outcome analysis in the queue. Interest was expressed in understanding how this amendment does not overlap of the work already agreed upon.

BOARD ASSIGNMENTS

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STANDING BOARD COMMITTEE LIAISON REPORT FOLLOW UP (as needed – FAC, FORC, CCE and CLAIM)

FACILITIES ADVISORY COMMITTEE (FAC)

FAC unanimously recommended that Bulley & Andrews split the bidding for summer 2021 into two packages. The first would be for the entirety of the work at all buildings. The second would be to bid Beye separately from the other schools, and to bid the remaining schools together. FAC believes this might find cost savings. FAC also agreed to form a work group to re-evaluate the current Capital Plan's post referendum dollars projects.

FINANCE OVERSIGHT REVIEW COMMITTEE (FORC)

Members Spurlock and Moore were in attendance at the October 21 FORC meeting. They reported that Rob Gross gave a presentation on the budget and upcoming levy discussion.

The FORC committee unanimously recommended that the board capture the full 2.3 percent CPI increase in this year's tax levy.

FORC has requested additional time and data before making a recommendation on whether or not to abate the \$1,400,000 in additional revenue from the 2017 levy.

INTERGOVERNMENTAL LIAISON REPORT FOLLOW UP (as needed – IGOV, PTO council, CEC, OPEF, Community Council, Tri-Board on Equity, Policy, and Self-Evaluation)

IGOV

IGOV met recently and most of their discussion was focused on candidate information and how to host forums during the pandemic. Updates were shared on what each board is doing.

OAK PARK EDUCATION FOUNDATION (OPEF)

OPEF is regrouping with their new board members and considering what the foundation will look like moving forward, and what services they might be able to offer during the pandemic.

PTOC

The PTOC met recently and discussed the Superintendent's Advisory Panel. The PTOs shared different initiatives that they are supporting. They also talked about collaboration and meal distribution.

COLLABORATION FOR EARLY CHILDHOOD (CEC)

Vice President Kim has been elected to be the chair for the IGA Governing Board this year. During their recent meeting, the Collaboration shared updates on their work during the pandemic. The joint board meeting with District 200 and the Village of Oak Park is scheduled for November 18, 2020 and will be held virtually.

IASB RESOLUTIONS

Member Liebl shared that she will be attending a pre-session meeting related to the IASB resolutions and told the board members that if there is some uncertainty on any of the recommendation, she will be able to seek clarity at that time.

The board reviewed each of the recommended resolutions and voice their support/opposition on each. Member Liebl will attend the delegates meeting on November 14, 2020 on behalf of the board.

CONCLUDING ITEMS

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BOARD REMARKS

Community members who participated in this evenings presentations were acknowledged.

AGENDA MAINTENANCE

The draft agendas for the November 10, 2020 meeting was reviewed.

ADJOURNMENT

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There being no further business to conduct, Vice President Kim declared the meeting adjourned at 9:35 p.m.

Board President

Board Secretary