

**DU PAGE ELEMENTARY SCHOOL DISTRICT 13**  
**BOARD OF EDUCATION**  
**Bloomington, Illinois**  
**Regular Meeting    December 16, 2019**

**FOR INFORMATION:**

**Subject:**     **Superintendent's Report**

Joint Committee on RIF Update -

On Tuesday, November 26, I met with the Union leadership to review the statutorily required meeting on Reduction in Force. The Illinois School Code requires a minimum of one meeting before December 1 of the current school year. The content of the meeting required a review of the ISBE rules for Reduction in Force for teachers that split a staff into four groups based on their summative evaluations. These groups are:

- Group 1: Teachers with no prior evaluations;
- Group 2: Teachers with summative ratings of "Unsatisfactory" or "Needs Improvement";
- Group 3: Teachers with summative ratings of "Proficient";
- Group 4: Teachers with summative ratings of "Excellent".

The group that may be impacted are from Group 1 and those individuals were shared with the Union. However, without knowing the individuals who are choosing to retire this year or the results of the staffing plan, it is too early to identify or speculate who may be impacted at this time.

Board Spring Workshop Planning –

In order to meet the requirements of maintaining the Governance Award from the Illinois Association of School Boards, the course on Board Self Evaluation must be completed prior to the end of the year. This year, I would like to add something to the workshop. Brad Black, the CEO of Humanex Ventures, would like to blend their Teamex with the results of the self-evaluation. Teamex blends your responses on a short online questionnaire with those of successful executive boards to demonstrate your perceived strengths and those areas you have identified for ongoing development. Dee Molinare, the IASB facilitator, is excited to blend these tools together to create a unique experience for you. I will send out a Doodle of the dates in March 2020 that work best for the presenters to determine the date that works best for the Board of Education.