



WEST CHICAGO
ELEMENTARY
SCHOOLS

Opportunities for *Staff Influence*

Why is Staff Influence important?

5 Essentials Domain & Indicator	2022 Score	2023 Score	2024 Score	2025 Target
Effective Leaders	34	45	44	60
• Teacher Influence	38	41	44	60
Collaborative Teachers	26	40	44	60
• Collaborative Practices	19	31	51	60

In high performing schools, administrators and teachers work together to implement a shared vision.

A part of committee work is shared leadership between administrators and teachers.

This year we are focusing on strategies to increase teacher influence and maintain collaborative practices.

Special Education Committee

Krissy Goebbert

- Reviewed Building Specific goals
- Reviewed all internal Audit Data
- Created priority list for sped improvements
- Confirmed PD needs for 25-26 school year
- Began reviewing Student Services Guidebook for changes

MTSS Committee

Cathy Park

- Discussed feedback from schools implementing new MTSS protocols
- Solicited feedback on possible changes to MTSS process
- Reviewed MTSS guidebook for changes

Next Meeting: October 24, 2025

Black Talented and Gifted Group (BTAGG)

Cathy Park/Tiffany Posey

- First family event in October
- Look for ways to engage more families to join BTAGG and come to our family events

Next Event: October 22, 2025

Bilingual Parent Advisory Committee (BPAC)

Janet Ayala



Academic Leadership Council Committee

Lea DeLuca

PreK/Elementary

- We reviewed ALC's purpose and welcomed [new members](#)
- We reviewed our [Bylaws](#) and made recommendations for updates
- The committee suggested adding an additional 3-5 Classroom Teacher Representative for One-Way Dual/Monolingual from Wegner or Indian Knoll. If you are interested in this role, please complete the Opportunity to Influence [linked here](#).
- We reviewed the [Long Range Plan](#)
- We voted to revisit the P.E. Written Curriculum after a few adjustments are made by the team.
- We reviewed and approved the [Art](#) and [Music](#) Written Curriculum templates.
- We reviewed and approved the Draft for the three Literacy Written Curriculum templates.
- We reviewed the Draft Validation Survey and determined that we will use this draft until the December ALC and revisit it based on the feedback received. Teachers will complete the survey as needed to provide feedback to the respective Subject Area Committee and may use PLC time.
- ALC is responsible for the Action Plan for Program Coherence on the 5Essentials Survey. Last year, the committee set the goal of a score of 50. We exceeded the goal by 2 and scored a 52. This year, the committee's goal is a score of 60 (strong). The team brainstormed ideas for the program coherence action plan. **We will be creating a program guide for PreK, Elementary, and Middle School. This guide will include the definition of “program” as developed by the committee. It will also include a comprehensive list of the programs at each level.** This will be brought to the ALC for approval in December and sent to staff in mid-December.
- Please add any questions that you have for the team to the [Parking Lot](#). At each meeting, the ALC will review the questions and respond

Leman

- We reviewed ALC purpose and welcomed [new members](#)
- We reviewed our [Bylaws](#) and made recommendations for updates
- The committee approved the adjustment of the [Long Range Plan](#) to include the addition of Health in alignment with P.E.
- We voted to hold off on the P.E. Written Curriculum Template so that it is reviewed and approved at the same time as Health.
- We reviewed and approved the [LMS Science](#) and [Art](#) Written Curriculum templates.
- We reviewed Written Curriculum Templates for Band and Orchestra and will bring them back to the team for a few adjustments (adding details distinguishing between grade level courses to reflect what is in the unit templates).
- We reviewed the Validation Survey and reached a consensus for its approval.
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PTO Council & District Parent Advisory Council (DPAC)

Kristina Davis & Nicole Eimer

- Superintendent & Director of Communications will meet directly with each school's PTO.
- Provide a space to discuss school-specific issues, concerns, and parent feedback.
- Strengthen cross-school collaboration and parent connections district-wide.
- Partner with PTOs to encourage positive stories and reviews on platforms like GreatSchools, Niche, and NextDoor.
- Supports Department Goal: Improve District 33 ratings and parent reviews by June 2026 through stronger community engagement and accurate, positive representation online.

Turner PTO Meeting

Thursday, October 2

3:45 – 4:30pm

Indian Knoll PTO Meeting

Thursday, October 9

5:30pm

Wegner PTO Meeting

Tuesday, October 21

6:00pm



Recognition Committee

Nicole Eimer

Meeting Date: September 18, 2025

Purpose: Build an inclusive, authentic, and ongoing staff recognition system

What's Working: Board Salutes, staff shoutouts, positive newsletter features

What's Missing: Recognition for subs, classified & related service staff; consistent celebration across schools

New Ideas: Replace #D33Pride Awards → "Portrait in Action" theme, Feel Good Fridays: positive share-outs at ALT & school meetings, Parent Recognition Tables at events (Alexis pilot), Staff Spotlights tied to Portrait of a Staff qualities, Student Shoutouts featuring gratitude quotes

Promotion Plans: Launch soft campaign ("Feel Good Fridays") with visuals & hashtag, Posters/QR codes for easy recognition submissions, Build digital recognition archive & feature highlights at Board meetings

Next Steps (by Nov 13): Alexis: pilot parent recognition table, Nicole: communicate Feel Good Fridays, launch promo campaign, start recognition archive

Insurance Committee

Sarah Burnett

- The committee influenced the decision to offer pet insurance in District 33, as well as the timeline for communication regarding this decision and related information.
- The committee reviewed plan changes from open enrollment.

Faculty Advisory Committee (FAC)

Kristina Davis and Sarah Burnett

- The committee introduced new team members. You can see a list of the Faculty Advisory Council members [here](#).
- We reviewed the District 33 2025 5Essentials Data. The goal is to have 3 of 5 areas on the 5Essentials in the strong category. Currently, we are strong in “Collaborative Teachers”. We are a few points away from being strong in “Effective Leaders” and “Involved Families”. We are neutral in “Ambitious Instruction” and “Supportive Environment”. However, our score in “Supportive Environment” went down from previous years.
- After the review of the data, the committee worked in groups to discuss and collaborate on the celebrations, wonderings, and opportunities from the data.
- The committee reviewed the survey feedback from Opening Institute Day. In the Spring, the committee will discuss the theme for the next school year as well as review the draft institute day agenda for August.
- The committee did a check-in on the start of the school year. The team discussed the technology issues that are occurring and brainstormed how the district can support.

Classified Action Team (CAT)

Sarah Burnett and Krissy Goebbert

- Coming soon!

A&E Parent Advisory Council (A&E PAC)

Cathy Park

- Reviewed A&E Handbook for 2025-2026
- Discussed process of Student Focus Groups for 4th/5th grade students at the Elementary and 6th-8th students at Leman
- Brainstormed ideas for upcoming family event in March

Next Meeting: February 11, 2025

Wellness Committee

Tiffany Posey

Gearing up for April - it's D33 Wellness Month! This includes:

- Staff Wellness Challenge April 7th - 30th
- Messaging for Staff on how to build movement into students' classes
- NAMI DuPage - Spanish Speaking Women's Support Group
- The Anxious Generation Book Study
- Friday, April 25th - 14th Annual D33 Wellness Walk
- Saturday, April 29th - WeGo Together for Kids Bike Rodeo

Facility Committee

Fred Cadena

- We reviewed new compiled list of priorities in detail received from Arcon
- Committee came to a consensus of priorities
- Arcon will bring back a presentation to group and then the board for an updated list of capital improvements in May

Finance Committee

Karen Apostoli

- Met on September 23rd
- Reviewed and discussed the August 2025 Board Financial Reports
- Moving forward, we will analyze and delve into specific items each month
- Reviewed and discussed the 2025 Operating Budget

Master Schedule Committee

Lea DeLuca, Karen Apostoli & Sarah Burnett

September 18th:

We discussed the items below from last year to refresh our memory on the work that was done:

- We reviewed the [ISBE requirements, contractual requirements, and D33 programming minutes](#) to remind us of the requirements as we move towards developing a new schedule.
- We reviewed the top [11 priority items](#) that the committee ranked for the new master schedule.
- We discussed the activity we did in the spring that had us look at different options for specials (aside from Art, Music, and PE).
- We revisited our commitment to looking at the big picture, taking all roles into consideration, and putting students at the forefront of decision-making.

New work:

- We reviewed the current components of the elementary master schedule and timing considerations in order to give the committee members a starting point when brainstorming ideas for a new master schedule.
- The committee split into groups to create drafts of a new specials schedule. The purpose of this activity was to get the committee members to understand the intricacies of building a schedule, but also to hear other creative ideas that the teams developed.
- Due to time constraints, the committee members took pictures of the schedule ideas that the teams created.
- Karen Apostoli will take all of the pictures and put together sample schedules for the next meeting using the creative ideas from the groups.
- The team will create a pros and cons list of each sample schedule at the next meeting.

Our next meeting is on October 9th. Your building rep/s will share the talking points from our September and October meetings at the October Faculty Meeting. You can find your building rep/rep/s [here](#).

WE'RE ALL IN.

All of us. *All for them.*

