



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

- Small groups work digging deeper into the following topics (1 from each focus category):
 - Workload
 - Paraprofessional Approval Procedure
 - Consistent behavioral supports

Next Meeting: January 13, 2026

MTSS Committee

Cathy Park

- Reviewed and updated Data Decision Rules for entering tiered interventions
- Started to build visual flowcharts on how students move through interventions.

Next Meeting: December 16, 2025

Black Talented and Gifted Group (BTAGG)

Cathy Park/Tiffany Posey



- Successful Meet and Greet Event in October with BTAGG families
- Shared about purpose of BTAGG
- Invitation to help plan for our Black History Month yearly event as well as Juneteenth event

Next Meeting: January 14, 2026

Bilingual Parent Advisory Committee (BPAC)

Janet Ayala

- Met to plan events for the year
 - Navigating the American Educational System (NAES) as a need
 - Running at 3 schools
- Choose topics for parenting support for sessions with Dr. Ramirez


**BPAC
PRESENTS...**


As parents, it is in our hands to guide our children to succeed academically and socially.


Without a doubt, education is the key element that will give them the foundation to become successful young people in a competitive world.


Our positive involvement in their lives will determine whether we instill in them the expectations and priorities that will lead them down the path of good decisions.


To support each other as parents, we invite you to 4 workshops led by psychologist and author Dr. Ferney Ramirez.



 **JANUARY 20:** The 4 strengths every parent wants to see in their children

 **FEBRUARY 18:** Value yourself without excuses, how to raise a confident teenager

 **APRIL 23:** The family I want for my children: raising them with love, limits, and self-discipline


 **MAY 21:** Who said you couldn't? The great benefits of going to college




THERE IS NO COST 5-7 PM  

LEMAN MIDDLE SCHOOL CAFETERIA, ENTER THROUGH HAZEL STREET. THERE WILL BE COFFEE & PASTRIES, CHILDCARE WILL BE PROVIDED

To register, point your phone's camera at this code or click here:
<https://forms.gle/hNsDbZRVP8nnoq7A8>



There will be raffles!

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.
- 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.

PTO Council

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 on topics like literacy, curriculum & technology use.
- Partner with PTOs to encourage positive stories and reviews on platforms like GreatSchools, Niche, and NextDoor.

3 Main Topics

1. Support D33 Literacy goals & parent education/support
2. Get feedback/ideas on "Wait until 8th" pledge about smartphones
3. Encourage other parent reviews/ratings on GreatSchools & Niche



Recognition Committee

Nicole Eimer

Meeting Date: November 13, 2025

Feedback on Recognition Table pilot at IK & Feel Good Friday/Folders for principals: Not much interest in either - we recommend shifting to a more authentic way to recognize, that adds on to existing work.

Ideas generated:

1. **Board Salutes:** We've added Portrait qualities and a more consistent way of reading salutes at board meetings to make recognitions more personal and student-connected.
2. **Spotlight Videos:** Add a personalized staff or student shout out at the end to incorporate recognition.
3. **End of the Year Awards:** In addition to honoring Retirees & Milestone Year Achievers, add "Portrait in Action" awards - what could this look like by school or district-wide? MVPs — potential Google Form + future business partnerships/raffles.
4. **Badging Pilot:** Identify schools to test staff & student digital badges.

Next Meeting: Thursday, February 19 from 4–5 PM

Insurance Committee

Sarah Burnett

- The committee reviewed rate increases
- The committee chose active enrollment
- The committee chose to move dental insurance to BCBS
- The committee chose open enrollment dates

Faculty Advisory Committee (FAC)

Kristina Davis and Sarah Burnett

- District and ETAWC meet monthly to collaborate on issues. FAC reviewed concerns about technology and what the district has done already so far. Then FAC brainstormed ideas on how to address the concerns. It was acknowledged that staff have different levels of knowledge of technology usage.
- We discussed things they want to be able to get from PowerSchool, but do not know how to access the information. It was shared that the information that was brought over from eSchool had errors. The district is working on cleaning up the data so reports can start to be generated for others to use.
- We talked about how to structure the PD on how to teach staff about various topics.
- FAC discussed some of the concerns with the implementation of Amplify in their classrooms. Buildings are at different levels of implementation, so support would probably be better at the building level. On the district PD day, there will be time for teachers to meet with other teachers at the other buildings.
- The team continued to discuss concerns with communication. It was shared that DnA was a platform to help students practice for MAP and IAR testing. Teachers do not have to use DnA if the preference is to use paper and pencil assessments. This was just an idea that SAC had to support students to prepare for IAR testing.
- The district will clarify and review the video approval policy.
- We will look to leave some time at each FAC agenda to review some of the concerns that come up that impact more than just one building, so we can problem-solve it as a team.

Classified Action Team (CAT)

Sarah Burnett and Krissy Goebbert

- The CAT committee reviewed 5 Essentials data on supportive environment for each school.
- Members of the CAT committee looked at their own building's supportive environment data and dug deep into the questions for each measure.

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 celebrated projects that were completed last summer and looked at some possibilities of projects that included some items like roofs, fire panels, and concrete.
- Next meeting 11/19/25

Finance Committee

Karen Apostoli

Met on October 21, 2025.

- The committee reviewed the District Budget for FY26, focusing on major revenue and expenditure categories. Discussion included key changes from FY25. Emphasis was placed on maintaining fiscal responsibility while supporting district goals and student needs.
- The committee discussed the upcoming property tax levy, including the timeline and preparation for the Levy presentation at the Board Meeting. A review of how a levy is determined was provided, outlining the relationship between the CPI (Consumer Price Index), new growth, and the prior year's extension.
- The committee reviewed a comparative budget report, which showed actual figures as of September 2024 and September 2025. Discussion focused on year-over-year changes, including shifts in spending patterns, timing of expenditures, and revenue receipts.

We are still looking for staff representation from Currier, Leman, Turner, and Wegner. Our next meeting is Tuesday, December 9th.

Master Schedule Committee

Lea DeLuca, Karen Apostoli & Sarah Burnett

November 6th:

- We reviewed the previously established [priorities list](#).
- We reviewed and synthesized the list of pros and cons from the sample schedules we looked at in October.
- The group discussed various perspectives on the possible schedules and specials options.
- We reviewed a sample survey to gather feedback on possible schedule options that could be sent to the full staff. We also discussed hosting listening sessions with staff district-wide to provide the committee with concrete data to support future decisions.
- The conversations from this meeting will be continued at the December 11th meeting.

Our next meeting is on December 11th.

WE'RE ALL IN.

All of us. *All for them.*

