



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
<b>Effective Leaders</b>	34	45	44	60
• Teacher Influence	38	41	44	60
<b>Collaborative Teachers</b>	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>



# Academic Leadership Council Committee

## Lea DeLuca

### PreK/Elementary

- The committee discussed the process for selecting resources for interventions. Any resources that will support interventions for our students will follow a similar process to our core resource review. A final recommendation and approval will be requested by ALC once we have a recommendation to bring to the group.
- We reviewed the [5 Essentials Pulse Survey Data](#) on Program Coherence from this winter. A survey was sent to staff to gather feedback on how we can improve in this area. We reviewed the feedback in small groups.
- At the September ALC meeting, one suggestion to improve the area of Program Coherence was to develop a D33 Program Guide. The tentative "Program Guide" was reviewed. Additionally, the committee reviewed the definition of "program" from the survey. We will continue to review the definitions developed by the committee at the January ALC meeting to refine them further.
- The committee discussed the validation survey for curriculum and determined we would continue with the current survey for the remainder of the year. We will review and revise accordingly for next year.
- The committee discussed grading and reporting. It was determined that T&L would establish a subcommittee to explore grading practices in greater detail. We will bring the next steps to the next ALC.
- Teaching and Learning proposed to the committee that PreK should have a separate Academic Leadership Council to focus on their needs specifically. The committee reached consensus to create a PreK Academic Leadership Council. Teaching and Learning will be attending the PreK Faculty Meeting next week to discuss the next steps.

### Leman

- Jenny Brunke provided an update on the MyPerspectives Pilot at Leman Middle School. [This presentation](#) was presented to the Board of Education in November.
- The committee discussed the process for selecting resources for interventions. Any resources that will support interventions for our students will follow a similar process to our core resource review. A final recommendation and approval will be requested by ALC once we have a recommendation to bring to the group.
- Eighteen ALC members gave their consensus to update the [long-range plan for Health](#) based on SAC feedback, as they are working on unit writing, reviewing resources, and ensuring that state mandates are covered in each grade level and unit.
- We reviewed the [5 Essentials Pulse Survey Data](#) on Program Coherence from this winter. A survey was sent to staff to gather feedback on how we can improve in this area. We reviewed the feedback in small groups.
- At the September ALC meeting, one suggestion to improve the area of Program Coherence was to develop a D33 Program Guide. The tentative "Program Guide" was reviewed.
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# 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 next committee meeting is in the Spring.

# Faculty Advisory Committee (FAC)

Kristina Davis and Sarah Burnett

**Next: Meeting: December 18, 2025**

- 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

Next Meeting: January 8, 2026

- Teams worked on developing ideas to share with buildings to help improve Supportive Environment School Data.
- Teams looked deeper at Effective Leader Data: Specifically, Teacher-Principal Trust and Teacher Influence and how the questions apply to classified roles.

# 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, 2026

# 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 12/16/25

# Finance Committee

Karen Apostoli

Met on December 9, 2025.

The Finance Committee met on December 9, 2025. We discussed the following:

- Progress and timing of the Levy - we are on track to submit the Levy on time.
- The annual budget calendar and how the work at the building and department level flows into the budget planning.
- The Facilities Committee and how their work flows into the budget process. Please consider joining this committee next fall.
- The October budget report to monitor our revenue received and expenses paid at this point in the school year.

We meet in January and will be discussing how grants work. We are still looking for staff membership from: Currier, Turner, Leman, and Wegner. Reach out to Karen Apostoli if you're interested.



# 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.*

