



**Board of Education - Committee of the Whole Meeting
District Office
1936 Green Bay Rd.
Highland Park, IL 60035**

Tuesday, January 26, 2021 7:00 PM

Agenda

Mission Statement

The mission of North Shore School District 112, a community partnership committed to a world-class education, is to nurture every child to become an inspired learner, a well-rounded individual and contributing member of a global community by striving for excellence within an environment that fosters innovation, respect, engagement and intellectual inquiry

This meeting will be held in person and adhere to the Restore Illinois Guidelines with limited room capacity, the use of face coverings and physical/social distancing.

Live Stream: To watch this meeting, please visit <https://www.youtube.com/watch?v=UdSGp-kZ2nI&t=3s>

1. Call to Order/Roll Call (7:00 p.m.)
2. Pledge of Allegiance
3. Approval of Agenda
4. Recognition
 - a. Sonia Ruiz, Associate Principal at Northwood - IPA Lake County Assoc. Principal of the Year
 - b. Dr. Monica Schroeder, Deputy Supt. - IASPA IL Personnel Administrator of the Year
5. Presentation by Public Consulting Group - Equity & Inclusion Audit
6. Schooling Update - Information About Testing & Return to Hybrid
7. Public Comments Related to Matters on the Agenda (Policy 2:230) The Board welcomes comments and questions and gives them serious consideration. If you wish to offer comments, please see the guidelines at the top of the agenda.
8. Other
9. Adjourn to Closed Session
 - a. To discuss the placement of individual students in special education programs and other matters relating to individual students. 5 ILCS 120/2(c)(10).
 - b. Discuss litigation, when an action against, affecting or on behalf of the particular public body has been filed and is pending before a court or administrative tribunal,

or

when the public body finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the minutes of the closed meeting. 5 ILCS 120/2(c)(11).

10. Adjournment

North Shore School District 112

Equity and Inclusion Audit

Board of Education Presentation

January 26, 2021

7pm CST

Agenda

- Introduction of Equity Audit Team
- Overview of PCG
- Equity Audit Framework & PCG's Approach to the Work
- The Work to Come
- Q & A



Key Project Team Members



**Anna
D'Entremont**
Project
Director



**Amanda
Preston-Sicari**
Project
Manager



**Mary Ellen
Hannon**
Subject
Matter Expert



**Sydney
Menzin**
Data Analyst



**Chy
Davidson**
Project
Advisor



**Dr. Christine
Donis-Keller**
Subject
Matter Expert



**Mary
Baker-Boudi
ssa**
Subject
Matter Expert

Who is PCG



About PCG

PCG helps public sector education, health and human services organizations improve processes and outcomes.

- Founded in 1986, headquartered in Boston
- 2,000+ employees
- Clients include states, foundations, municipalities and school districts
- 51 US offices, 9 global offices

Recent Equity Clients

- Chicago Public Schools, IL
- Proviso Township High School, District 209, IL
- Acero Charter School Network, IL
- Reynolds School District, OR
- Greenwich Public Schools, CT
- Broward County Public Schools, FL
- Delaware Department of Education, DE



PCG's Approach



To us, an equity audit is not just about identifying challenges and offering recommendations – it is about creating an intentional, ambitious, and urgent path forward for the NSSD community to improve outcomes for all students.

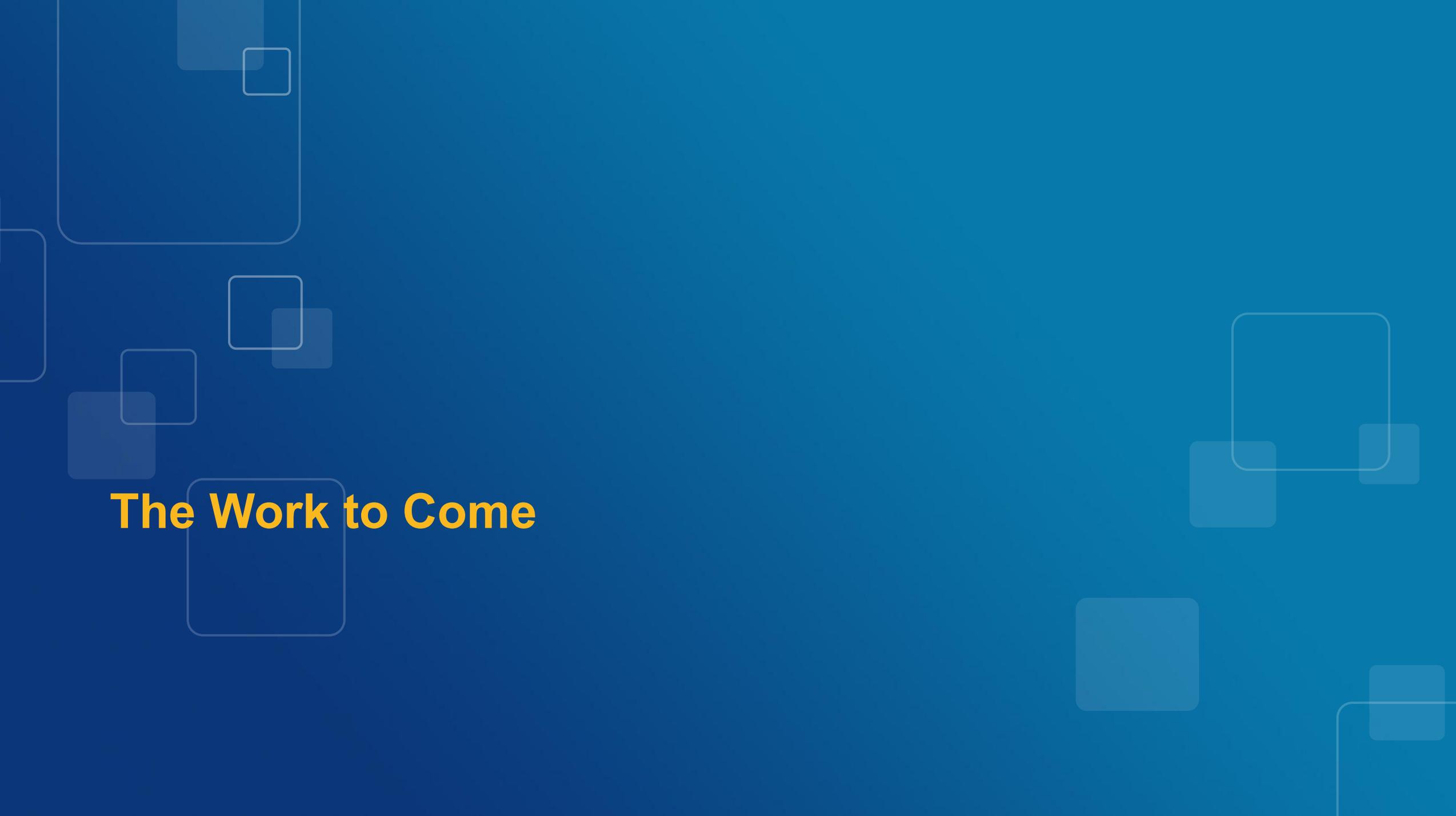
Framework



Guiding Questions

1. To what extent is the **culture and climate** of NSSD 112 welcoming and supportive of all students, families, and staff?
2. How do **Board of Education policies and human resources practices** in NSSD 112 support hiring and retaining a diverse workforce? How does district professional learning support DEI practices?
3. How are **student outcomes and program participation** patterns linked to student characteristics and demographics?
4. To what extent do **curriculum and instructional** practices in the district focus on improving academic and social outcomes for *all* students. How does district support to schools promote positive outcomes for all students?
5. To what extent do **policies and procedures** in NSSD 112 promote a diverse, equitable and inclusive district?
6. How are **resources distributed** across the district? What are the drivers/processes that determine their distribution?



The background is a solid blue color. It features several abstract geometric shapes, including squares and rectangles, some of which are outlined in white and others are filled with a lighter shade of blue. These shapes are scattered across the page, with a higher concentration on the left side. The text 'The Work to Come' is positioned in the lower-left quadrant, overlaid on one of the white-outlined shapes.

The Work to Come

Project Plan

Project Launch
January - February 2021
Establishing a strong foundation and collaborative working relationships.

Outcomes
Project plan & timeline, project management protocols, and shared expectations & vision for the outcome of this work.

Analysis, Synthesis & Report Development
March - April 2021
Analyzing & synthesizing data and facilitating an iterative, collaborative process to understand district practices & outcomes with an equity lens.

Outcomes
Preliminary findings report for review based on continued data review and analysis.



Data Collection & Analysis
February - March 2021

Compiling qualitative and quantitative data to understand the drivers behind the gaps in student opportunity and achievement in NSSD 112.

Outcomes
Data & document review, interviews & focus groups with stakeholders across the district, and community surveys.

Final Report & Recommendations Roadmap
May 2021

Finalizing the report and developing a long-term action plan to implement the recommendations & monitor the effectiveness of the improvement efforts.

Outcomes
Final written report that will share findings and will include a recommendation roadmap aligned with NSSD 112's strategic priorities.



Leadership Readiness Assessment

January – February 2021

- Assesses the NSSD 112 leadership team’s readiness to address institutional racism and equity in five areas:
 - Student achievement
 - Disciplinary practices and procedures
 - High-quality programming and high-quality teachers
 - Distribution of funding and resources
 - School culture and climate



Data and Document Review

February – April 2021



Data and Document Review

Guiding Question

To what extent is the **culture and climate** of NSSD 112 welcoming and supportive of all students, families, and staff?

Example Data Sources

- Discipline rates and policies
- Initiatives designed to create bias-free schools
- Previous climate and culture surveys or reports
- Family engagement information



Data and Document Review

Guiding Question

How do **Board of Education policies and human resources practices** in NSSD 112 support hiring and retaining a diverse workforce? How does district professional learning support DEI practices?

Example Data Sources

- Data and practices related to:
 - Recruitment
 - Applications
 - Interviews
 - Hiring
 - Retention
- Job descriptions
- Professional development and trainings



Data and Document Review

Guiding Question

How are **student outcomes and program participation** patterns linked to student characteristics and demographics?

Example Data Sources

- Opportunity and achievement gaps
- Rates for enrollment, graduation, attendance, and discipline
- Representation in advanced classes and programming
- Social emotional needs
- Special education services
- English Learner classification
- Academic achievement



Data and Document Review

Guiding Question

To what extent do **curriculum and instructional** practices in the district focus on improving academic and social outcomes for *all* students. How does district support to schools promote positive outcomes for all students?

Example Data Sources

- Curriculum materials
- Intervention information
- Pedagogical practices
- Support services
- Partner organizations providing student programming



Data and Document Review

Guiding Question

To what extent do **policies and procedures** in NSSD 112 promote a diverse, equitable and inclusive district?

Example Data Sources

- Policies
- Manuals
- Handbooks
- Organizational charts
- Previous reports



Data and Document Review *cont.*

Guiding Question

How are **resources distributed** across the district? What are the drivers/processes that determine their distribution?

Example Data Sources

- Financial resource distribution
- Program budgets
- Staff counts and characteristics



Stakeholder Engagement

February – March 2021

Focus Groups

- Administrators
- School leaders
- Teachers
- Support staff
- Students
- Families
- Community partners

Interviews

- Board of Education members
- District leaders
- Stakeholder group leaders
- Family advocacy leaders



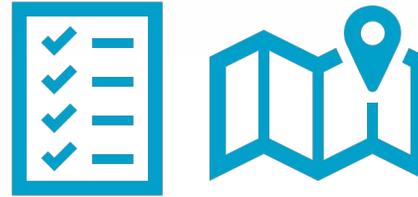
Equity and Inclusion Audit Reports

April – May 2021



Preliminary Findings Report (April 2021)

- Initial:
 - Data analysis
 - Reflections
 - Recommendations
- Presented to **NSSD 112 cabinet and District Equity Team**



Final Report & Recommendations Roadmap (May 2021)

- **Final report**
 - Findings and recommendations for each area of the equity audit
 - Presented to the **Board of Education** for review
- **Recommendations Roadmap**
 - Collaborative process
 - Ensures recommendations implemented with fidelity and resources are aligned to key priority areas
 - Supports the implementation of key recommendations with concrete actions for the NSSD 112 to consider



The background is a solid blue color. It features several decorative elements: a large, faint white rounded square in the top-left corner; a cluster of smaller white rounded squares and semi-transparent blue squares in the middle-left area; a large white rounded square in the bottom-left area; and a series of semi-transparent blue squares and white rounded squares in the middle-right and bottom-right areas.

Questions & Discussion



PUBLIC[™]
CONSULTING GROUP

Solutions that Matter

January 26, 2021

Committee of the Whole Meeting

Presentation by Public Consulting Group - Equity & Inclusion Audit Planning

Link to Zoom presentation to the Board:

<https://drive.google.com/file/d/1JqZAIDkcBwzcCMEnljhRT9GVljqhllu/view?usp=sharing>



Schooling Update

January 26, 2021

Dr. Kevin Ryan, Asst. Superintendent of Teaching & Learning

Dr. Holly Colin, Asst. Superintendent of Student Services

Slides updated 1/26 11:30am



February 1 Pivot to Hybrid Learning Model

- Pivot to the Hybrid Learning Model February 1 - Same structure as September & October
- Special individual requests for change in program will be reviewed by principal and District - potential changes mid-February (limited)
- Quarter 3 start February 1st (grades 6-8)
- Trimester 3 start March 15th (grades PK-5)

Quarantine Instruction for Elementary Hybrid Students



- Each day there will be a one-hour live drop-in time for grade level language arts and math support
- One time slot will be during the teacher's assigned lunch and one slot will be after school
- Each session will provide instruction and review with the quarantined students

Quarantine Instruction for Middle School Hybrid Students



- Each student will be assigned a case manager
- Case manager will work with student, family, and teacher to support the student's need
- Case manager can provide direct instruction and support during the teacher's assigned lunch time or after school for one hour.
- Support will be in ELA, math, and foreign language
- Additional after school support in ELA, math, and foreign language twice per week

Travel



- Follow guidance of CDC, IDPH, LCHD
- Practice the 3-Ws
- International Travel AND higher risk activities
 - Get tested 3-5 days after travel AND stay home for 7 days
 - Without test it is safest to stay home 10 days

Vaccinations



- Partnership with Walgreens & Area School Districts
- February 7, February 28 - All D112 employees
- Also all employees from Beach Park, Zion Elementary, North Chicago, Bannockburn, and the HP Park District Preschool
- D113 employees will receive the vaccinations February 14, March 7

COVID-19 Saliva Screening



- **What is a COVID-19 Screening?** COVID-19 screening is not a COVID-19 test, it is a non-diagnostic tool used to identify the need for further medical evaluation for COVID-19. This is especially helpful in asymptomatic individuals.
- **Who is the screening for?** Currently, the screening is being offered to in-person students and staff who opt in.
- **Why should my child participate in the COVID-19 screening?** The goal of the COVID-19 screening program is to further reduce and prevent the spread and increase school community safety.

COVID-19 Saliva Screening



- **How will the COVID-19 screening work?**
 - **When:** Every Friday
 - **Where:** Test sample collected at home and brought to school
- **How will results be shared?** Parents and staff will **ONLY** be contacted in the event the screening comes up with a positive result.
- **What happens next if the screening is positive?** A negative diagnostic COVID-19 test will be required.
- **Where can a diagnostic COVID-19 test be obtained?** District partnership, Lake County Health Department, Medical Providers

COVID-19 Post Screening PCR



- Aim is to reduce or eliminate quarantine
- Example - presumed positive from saliva test leads to nasal PCR test (possibly on a Sunday)
- Negative PCR allows return to schooling

Questions & Comments



#112Leads

