



...from the October 10, 2017 Board of Education Meeting

RECOGNITION

Shining Star Recognition

Congratulations were extended to the latest Shining Star award winner, Rosanne Tansor, who serves as the school nurse at Sandburg Middle School. She was nominated by teacher Nancy Bensfield.

As the school nurse, Rosanne wears many hats throughout the day. At any point she can be called to an emergency that needs her immediate attention and care. She works to make sure the students' needs are met and that parents are contacted and made aware of situations as they occur. She provides information and updates to staff as needed.

A staff member approached Rosanne about a student's need for glasses. Rosanne started calling around the community and was able to find a business willing to supply the student with a pair of glasses. The student told the teacher, "Now I can see!"

Rosanne has supported staff and students by sharing her role as a participant in helping our troops. Several years ago when her daughters were at York, she got involved in a program that provides resources requested by soldiers. Rosanne supports individuals as well as a whole group of recruits who ask for supplies and materials. She has shared this opportunity with students and staff at Sandburg, providing opportunities for Sandburg to become involved in supporting troops through community service projects.

Whether it is with a PE injury, illness, emergency situation, or community service, Rosanne is there providing top notch care to students and staff.

The purpose of this award is to recognize those employees who have made significant contributions to District or school culture; improvement priorities; professional accomplishments; or otherwise have gone above and beyond the "call of duty" to serve students, parents, the community, or the education profession.

American Volleyball Coaches Association All-American Academic Team Award

For the seventh year in a row, York Community High School's Boys Volleyball Team has been honored as an All-American Academic team by the American Volleyball Coaches Association (AVCA). The AVCA honors teams with at least a 3.3 cumulative GPA on a 4.0 scale. The York Varsity team, which maintained a 3.695 cumulative GPA during the 2016-2017 school year, is one of only 21 boys volleyball teams in the nation to receive the award and one of seven in Illinois to be so honored.

Congratulations are extended to coach Ken Dowdy and assistant coach Brian Fisher, along with team captains Rio Diaz, John Nosek and Michael Pennel, as well as team members Jack Crowley, Michael Deaton, Michael Dirmish, John Goehl, Evan Haug, Matthew Howlett, Zachary Hughart, Samuel Jordan-

Wood, Dylan Kalchik, Adrian Kocinski, Raymond Lesus, Ryan Schaner and John Sopko for their outstanding performance during the 2016 season.

REPORTS AND PRESENTATIONS

High School Curriculum and Facilities

In a memo to the Board Superintendent Dr. Dave Moyer stated:

Last spring, many members of the Board visited spaces at York High School that could be utilized differently to support Career Pathways. The administration identified two initial pathways, Manufacturing and Business, as starting points in the development of Career Pathways in District 205. It is anticipated that the addition of Project Lead the Way will be a part of future discussions once the program is established at the middle school level.

The purpose of tonight's presentation is to help deepen the Board's understanding of what Career Pathways look like and also ensure that there is support to move in this direction. The administration needs to know that the Board supports Pathways so that it can plan accordingly for facility renovations to support the learning activities and begin the necessary curriculum work to develop the course catalogue and prepare for course registration for the 2018-19 and 2019-20 school years.

As will be explained in detail during the presentation, the estimated cost for renovations for the Manufacturing Lab is \$130,600 and would be part of the District's annual capital budget. The majority of any additional cost would be absorbed via grants and partnerships. The District recently received an estimate for the proposed Incubator Lab from International Contractors International (ICI) and is reviewing the numbers to ascertain a more precise number that accounts for a reduction in labor costs associated with utilizing internal personnel on the project. The administration would not move forward with any work associated with the Business Pathway until it can provide an accurate cost estimate for the Board, but would like to share the information with the Board tonight to expedite implementation when these numbers are available.

"We need the blessing of the Board to move forward. The normal bidding process applies. We will be reorganizing existing courses to support this effort," he said. View the [Real World Experiences in High School](#) presentation.

Dr. Mark Cohen, Assistant Superintendent of Innovation and Growth, said "So many capstone experiences already exist at York to transition students from high school to college and careers. The entire process of setting up career pathways is simply the vertical articulation of curriculum, starting with very general courses and then building up to very rich, specific experiences which prepare students for careers based on their interest. What you see is greater engagement and interest in school."

York High School Principal Erin DeLuga agreed. "We must engage students in rigorous and relevant experiences; prepare them for a global economy beyond high school; give them hands on experiences including internships and micro-internships; and, as much as possible, provide certification opportunities," she said.

"I believe these Career Pathway experiences provide that, so that students can be successful beyond high school. So in the Guidance Department, the question of 'What do you need to do to graduate high school with all of your credits?' is shifting in the most extraordinary way. Instead, the questions become 'What do you want to do with the rest of your life? What are you passionate about?'

"We are focusing on manufacturing and business pathways. We have worked on creating partnerships that lead to real-world experience. Manufacturing partners include:

- TMA (Tooling Manufacturing Association)
- SME (Society of Manufacturing Engineers)
- EBO (Elmhurst Business Owners)
- PCA (Packaging Corporation of America)
- Creative Werks (Packaging solutions)
- TCD (Technology Center of DuPage)

According to Dr. Cohen, the cost estimate for incubator labs is \$216,000. In addition, the estimated cost to renovate existing space at York High School to accommodate these labs is estimated to be \$130,600. Some of the machines are very large so accommodation must be made and the labor to build the lab would be in-house. Costs would be part of, not in addition to, the annual capital budget. Work would begin in the summer of 2018. Teachers will work on the development of curriculum in 2018-19 and in 2019-20, those capstone courses would be implemented.

"Our second pathway is a business incubator. This is a capstone for the business pathway. It gives kids that hands-on experience to create, innovate, take risks, to fail in order to succeed, over and over again. It inspires teachers and student to turn ideas into reality and I think it's pretty extraordinary when you're asking students to go out and change the world. You want to mean it, not just say it" noted Mrs. DeLuga.

"[INCubatoredu](#) is the program used by all high schools who have this and it's astounding how many do (more than 35 in Illinois alone). It's a full-year program. Our partners are Elmhurst business owners, with whom I have been meeting - which is really exciting - and the D205 Foundation," she said.

"Project Lead the Way and Next Generation Science Standards, plus the Acceleration Period, pulls all of this together in an EC-12 environment, so that our students have related opportunities in elementary and middle school," noted Dr. Moyer.

School Improvement Plans (SIP)

Dr. Mary Henderson, Assistant Superintendent of Learning and Leadership Development, and Lincoln Principal Jennifer Barnabee presented.

"School Improvement Plans look very different than they have in the past. This should drive your decision making, your professional learning and even your budget," said Dr. Henderson.

District 205 is now using the Data Wise process (out of Harvard Graduate School of Education), a continuous improvement cycle. Elements include:

- Meaningful data analysis – multiple sources of data, narrative of the team's analysis, gaps identified and willingness to confront the brutal facts about where you really are
- Specific action plans – written as if/then statements; description of the desired outcome when the goal is fully realized; an identified completion date; and specific quantitative measures
- Communication with the community

All schools hold monthly SIP meetings, and all SIP plans have three goals, one being a school culture goal. "There's a difference between culture, which can take 3-5 years to change (it's the why) and

climate,” noted Principal Barnabee, who then presented on what Lincoln’s school improvement plan looks like.

Lincoln (and Hawthorne) Assistant Principal Dr. Christina Podraza said, “We wanted this to be a living, breathing document that really had all staff buy-in.” The leadership team started by looking at MAP data in reading and math, and also looked at culture survey results, to see where we’re at right now so we can figure out where we need to be. We created a math goal, a reading goal and a school culture goal. We brought those goals to staff on a student late arrival day, and let them look at each of SIP goals and develop questions and goals.”

Instructional coach Becky D’Angelo helps facilitate the teachers’ work with data, looking at patterns and trends and finding areas to focus on. “We ask ‘How can we use engagement strategies with children? How can we use focus and specific feedback to help move the kids along in their goals and our goals for them?’”

Reading specialist Shelley Rzewuski explained results from MAP testing in reading and math. Conclusion: fewer students are meeting their projected growth as they move up in grade levels. How can we improve this?

Second-grade teacher Katherine McDonough feels the work is more focused and regimented. “We’re getting more done. Within our collaboration we have found discrepancies from teacher to teacher regarding how we are teaching this. Why is there a gap? And where do we go from there?” She is looking forward to the addition of an acceleration period and implementation of Fountas and Pinnell. “The challenge is figuring out to find the time to look at and understand the data,” she noted.

School Report Cards and Student Performance Data

Mariann Lemke, the Executive Director of Research and Program Analysis, presented the District 205 [Achievement Summary Report for 2016-17](#), along with Dr. Mary Henderson and Director of Literacy Nikki Tammaru. District 205’s Key Performance Indicators (KPIs) were reviewed.

Ms. Lemke reported that the District did not yet have State proficiency standards for the SAT, which was endorsed by the Illinois State Board of Education and administered statewide for the first time this year. There was concern the standards would be high, driving down meets and exceed numbers across the State. College Board benchmarks for college and career readiness are 480 for evidence-based reading (EBR) and 530 for math.

The average total SAT score for grade 11 students was 1162, with math at 580 and evidence-based reading and writing at 582. The previous District ACT benchmark was 23, with 56% of students meeting that mark.

“About one fifth (20%) of our students are scoring below the 50th percentile and about half are scoring at 80% and above,” she said. “We do have some fairly substantial achievement gaps (100-120 points) at the high school level.”

About one third of York High School students took at least one Advanced Placement course during 2016-17, with nearly 90% of those students scoring at least a 3 on their AP tests, which is the minimum (out of 5) required to receive college credit. Graduation rates are steady at around 95%.

"We're doing a good job of preparing many students for college, but not all," she observed. "The vast majority of students are experiencing at least one post-secondary experience, but how is that translating into achievement?"

"If we want to know if our students are college and career ready, then we probably want to know how ready students are when they come to us and how ready they are when they leave us," Ms. Lemke said, noting the importance of receiving post-secondary data through a third-party clearing house.

Illinois school report cards, released by the State at the end of October, will provide comparison data.

The District has long used NWEA's Measure of Academic Performance (MAP) as a means to track growth at the elementary level. Similar to upper grades, about 20% of students scored below and 68% at higher levels of performance.

District Literacy Coordinator Nikki Tammaru explained what the District is doing with the data – used during the K-5 literacy block for guided reading and for acceleration time, which is an extension of the core reading time. Students are grouped according to their needs. The schools are using their PLC time to analyze that data.

Fountas and Pinnell is being used for the first time this year and is a one-on-one reading test. The Fountas and Pinnell package was purchased for about \$100,000 and provides teachers with a literacy continuum, similar to a road map that helps the teacher know what the student should be working on.

Dr. Henderson talked about supporting students in grades 6-8 and 9-12. Grade-level content courses supported by an EL instructional coach allows for student growth.

Dr. Moyer noted that "leveled courses are easier to teach, but kids get stuck. It's not like there's one fix; it's a multi-faceted thing."

SUPERINTENDENT'S AGENDA - ACTION

Approval of Superintendent's Annual Goals for 2017-18

The Superintendent and Board of Education have agreed to the following two goals:

Goal number one: Facilitate Phase II of the Focus 205 process and complete final draft of the District's Operational Plan.

Goal number two: Provide oversight and supervision to develop and maintain a system that will support implementation of the Board approved Student Achievement Objectives, Middle School Task Force recommendations and Focus 205 Phase I Findings as indicated in the current draft Operational Plan.

These goals directly support the District's over-arching Organizational Goals of Student Achievement, District Culture, Finance, and District Management. The Superintendent and the Board will review progress toward goal attainment in January of each school year. The Board will rate the Superintendent's progress toward or actual goal attainment as either satisfactory or unsatisfactory as part of his final summative evaluation by June 1 of each school year.

In a vote of 7-0, the Board unanimously to accept the Superintendent's annual goals as presented.

SUPERINTENDENT'S COMMUNICATION

National Merit Semifinalists and Commended Students

In September, officials of National Merit Scholarship Corporation (NMSC) announced the names of approximately 16,000 Semifinalists in the 63rd annual National Merit Scholarship Program. Among them are nine York Community High School seniors: Hannah Cronin, Matthew Dardick, Linnea Dierksheide, Courtney Jopes, Carina Kanzler, Luke Rozmus, Anshul Shah, Katherine Tomaska and Christopher Ziebert. These academically talented high school seniors have an opportunity to continue in the competition for some 7,500 National Merit Scholarships worth more than \$32 million to be offered next spring.

The NMSC also recently named 22 members of York Community High School's Class of 2018 as National Merit Commended Students. The NMSC recently revealed the names of approximately 34,000 Commended Students in the 2018 National Merit Program. Commended Students placed among the top five percent nationally of those tested.

Recognized for their academic promise are: Max Albers, Catherine Ayers, Timothy Baer, Nicholas Carrasco, Eric Doberstein, Corey Elliott, Ella Glabus, Brian Goldberg, Nathan Harris, Grant Hartlage, Colin Kelley, Martin Kelty, Ashley Kunesh, Linda Nguessan, Michael Pastuovic, Zorian Schiffman, Emily Schlect, Tyler Sidoryk, Siva Sreedhar, Daniel Sussman, Emma Tran and Anita Wary.

State Conferences Recap

Superintendent Moyer reported that he attended the IASA Fall Conference September 27-29 and the LUDA Fall Conference Oct. 4-6. Dr. Cohen, Dr. Henderson, and Dave Smith also attended LUDA. Dr. Henderson, Jacquie Discipio, and I presented on Instructional Rounds at both events.

Fall Creek, WI, Superintendent, Dr. Joe Sanfilippo, was the opening keynote at IASA. He addressed culture and the importance of "telling your story." He also presented at Model Schools this summer. Harvey Superintendent and nationally renowned author and speaker, Dr. Sonya Whitaker, spoke on leadership competencies and healthy cultures as in the context of diversity.

LUDA featured a presentation by our District law firm Franczek Radelet on SB 1947. Expect trailer legislation and additional tweaking to the model over the next several years as certain aspects of the legislation remain ambiguous. Chair of the State Senate Education Committee, Jennifer Bertino-Tarrant also spoke. Noelle Ng from AASA spoke on Federal funding matters, and Sara Shaw of the ISBE discussed the new ESSA accountability requirements. Instruction and technology sessions had a heavy focus on STEM programming.

Equity and Safety Concerns at Fischer Elementary School

In a written [memo to the Board](#) and at tonight's meeting, Dr. Moyer outlined what is being done to address the areas of concern at Fischer. The City of Elmhurst, which is in charge of crossing guards, is currently conducting a traffic study of the area.

Margaret Harrell, Vice President of the Board, thanked parents who have come to meetings and brought these issues before the Board. "Continue to come," she said. "And listen to what we're saying. We welcome people who come to the meeting and express concerns, that's how we get our information." Harrell also complimented the administration for working to balance this complicated issue. "It's all about having a dialogue."

John McDonough read the policy already in place regarding gifts to the District, Policy #880. "Gifts are accepted provided they can be used in a matter compatible with the Board's education objectives and policies, and permits the District to work toward resource equity among its resource centers." Mr. McDonough said the Board wants to work with people to solve the problems within the District.

BOARD COMMUNICATIONS

Kara Caforio reported that Elmhurst Community Unit School District 205 has been accepted as a member of the O'Hare Noise Control Commission.

FORTHCOMING MEETINGS AND EVENTS

November 2 – York Distinguished Alumni Program – 6:30 PM Reception in the Commons

November 10 – Veterans Day Observances at Bryan, Churchville and York

November 14 – Board of Education Meeting – 7:30 PM – District 205 Center

NOTE: Video footage of all Board of Education regular meetings are usually posted on [205TV](#) within 48-72 hours. Audio is posted within 24 hours at <http://www.elmhurst205.org/Audio> (please click on appropriate meeting date).

Past editions of Board Highlights are posted/archived at www.elmhurst205.org/BOE_highlights.