

**Oak Park and River Forest High School  
201 N. Scoville  
Oak Park, IL 60302**

**Policy, Evaluation and Goals (PEG) Committee  
Tuesday, August 17, 2010  
Minutes  
Board Room**

A Policy, Evaluation and Goals Committee meeting was held on Tuesday, August 17, 2010, in the Board Room. Dr. Lee opened the meeting at 9:44 a.m. Committee members present were Terry Finnegan, Dr. Ralph H. Lee, Dr. Dietra D. Millard, and Sharon Patchak-Layman. Also present were: Steven T. Isoye, Superintendent; Nathaniel L. Rouse, Principal; Cheryl L. Witham, CFO; and Gail Kalmerton, Executive Assistant/Clerk of the Board.

**Minutes**

It was the consensus of the Policy Committee members to accept the minutes of the June 19, 2010 meeting, as presented.

**Consideration for Second Reading**

**Policy 3030**

It was the consensus of the PEG Committee members to recommend to the Board of Education that it adopt Policy 3030, Athletic Field(s)/Stadium Lighting, at its regular August Board of Education meeting.

The Stadium Neighborhood Activity Committee presented no concerns about the policy as presented.

Great effort is being put into focusing the sound as close to the stadium as possible with the least amount of spillage. The school's carpenters are designing boxes for the small speakers to focus the sound going forward and backwards. A test will occur when the stadium is full. It was noted that the test should occur both during the day and at night when the ambient sound is not around.

**Board Goals**

Mr. Isoye recommended that the goals approved for his contract be part of the Board of Education goals. He provided a cover letter, the goals as approved and a worksheet containing the different areas in which the school is involved, e.g., School Improvement Plan (SIP), Courageous Conversations About Race (CCAR) and the Beyond Diversity Training, Baldrige, RtI, technology resources to support instruction, grading, the principal's role, the drug initiative, the difference between BLT & DLT, administrative pay, the online textbook initiative, etc. He felt that if more were added to the list, people would be overwhelmed. He believes from his work with various people, e.g., DLT, Todd Bloom, Kay Point Brown of West 40, etc. that the best way to approach this is to keep the focus on the SIP, including a data retreat that will involve Baldrige and CCAR. He also felt that the Finance Advisory Council must also be part of the SIP Team. The team is a work in process and will be the oversight to all of this work and how it ties into the goals and the tie in to link groups together and provide focus. He felt this

would be cohesive. Silos have provided for much frustration . DLT has been talking about programs and the acronyms' of what we provide for students and how do we look at the metrics and if we should continue or do they need to be tweaked. We know as a result of FAC that we are going to have to put in new resources. SIP has to be a clearing house of people to guide school in a direction. Working with Dlt to determine what is a good question to frame. He started with programs, what are the metrics, what about the students, where do other people look for help. What are the limitations at school of human potential, consider the students in different quartiles and determine what we can learn about the learners. The next piece will be to determine how the faculty will be asked for their input, philosophically, yes, but a reminder about the students that we serve. What I am presenting you here as promised that by December/January, something in greater detail. The 4 goals are constantly on his mind. This is an update for the BOE and being strategic in how he goes about this.

DM: Felt this was great movement and asked BOE to give feedback.

RI: Agreed with his thrust.

DLT has been vetting this at every meeting.

SPL: in speaking with DM, she saw BOE goals as BOE goals, BOE will. She belives this needs to be reformatted to say, the BOE will....the BOE has the conversation with input from faculty staff administration as to what we want to work on for the year.

In January looking for more specifics. She wanted to get the BOE timelines together and that may be part of the silos and it is important to coordinate the timelines so that we have an hunderstanding of it. Also important for the dashboard. SI: re: dashboard, someideas beginning on the worksheet, bring to the committee areas and sample of areas of showing the dashboard

SPL: Timeline is important to me. Glad to see SIP is having more importance as she has seen this as a working document. Some ROE really produce good plans and some are formatic in what they do. She felt looking at other swwould be important. The guidance about grants may not have been as good given to other districts.

RL: in talking about goals, there should be a primary and several secondary onversations. What is the focus of the district aw a whole, not the board separate from th superintendent or anything else. What he views has outlined is a thrust for the districg as a whole and he agreed with that. The BOE goals as to what it will do, it also important, but that is a secondary conversation as opposed to primary. Also,what is the basis on which the BOE will evaluate the superintendent and that has to be base don the district goals and that must be worded in terms of what the superintendent has done in the same way that we also have to focus our opinion on what the BOE has done in order ot evaluate our own performance.

TF: Can we take Superintendent goal swour goals, I agree that they have to be one in the same. Any BOE of any corporation is not doing anything, the job is oversight and what is done by those who do the work. He wanted to see more focus on the oversight & management anddiscussion of resoures and championing efforts and deermining where resources are being

well spent. He wanted to see less “doing” and more “managing”. We need to give clear focus on what the Superintendent to do and the BOE is a sounding board and an access point to anyone else having to do with the school. We need to understand our responsibility and role to be. If we are at the 30,000 ft level and provide leadership and oversight. If that is not straight, then respond to that. Everything that we want done has to focus through Steve’s position. He is aware of his lack of understanding within the building and perhaps better to ask questions rather than diving into the minutia. Need to understand the BOE goals and superintendent and if not married at the hip then off base.

SPL: The one part yet to be discussed is when we look at superintendent contract and what is a personnel issue and that occurs behind closed doors. The BOE is what is discussed publicly so there has to be a way to discuss those things that come before us through all of the groups that feed into the work that we do to highlight something that they want to do, improvement upon, correct, do more of and direct more of what will happen next year. The community pushed for a forum on drug and ...and will be through the board goal or focus. Can’t take what you have into a personnel conversation and say that is what we have for the BOE. DM: Public document is. DM:

SPL: goals have to be measurable so the measure that would come out of these goals would be the subpoint, e.g., we are doing CCAR because it will eliminate predictability and disproportionality on student achievement. 1<sup>st</sup> the mechanics do we do the seminars, etc., but then see if that has made a difference in the goal we have. In January part of timeline discussion would be how to translate this to match finance, instruction HR, etc. The other discussion is whether we should have 2 year goals rather than one year goals. 2<sup>nd</sup> year CCAR could be another part with an analysis or data to get. There are many assumptions built into this. We think if we do this, we will have an improvement of safety in the school, finances, etc. We are trying to “step-up” our game.

SI: Where did CCAR start? The BOE? Administration? If looking at long-term, perhaps part of the struggle and formulating goals annually can be eliminated if look at a model of strategic plan which would actually become the board goals. In looking at that, determine what values, objectives, and action plans are the work of the school. Feel like we are grabbing out into the air as we formulate things, e.g., student achievement, but have not pinpointed through a strategy. There is a bigger picture and this is a transition year but perhaps focus on a direction after this one. SPL: The goals have become the strategic planning focus for her because in the absence of having something these have to fulfill that obligation. Because the conversation has not happened to either reaffirmation or make larger adjustments, but absent that conversation, it has come back to what the goals are going to be. Standardized test scores, looking at those and saying they are not what is desired and saying how are we going to improve that. It is by default.

TF: Goal – Develop strategic plan. Liked 2 year goal cycle.

SPL: Baldrige has a part in it about strategic planning.

RL: language in #4, preserve prudent fund balances while upgrading and maintaining academic programs. To preserve prudent funds balances reminds us of the differences of the

public as to what a prudent fund balance is, e.g., the village manager believes our fund balance is too high. He believes that a prudent fund balance is what we have and what we expect to have in 2019, referring to a BOE decision that we would not be in a position where we have to ask for a tax increase. We made a decision to prevent ourselves from being in that position of having to go for a referendum now. A decision was made to go for a referendum in 2019.

DM: It may be recommended that we have a strategic plan in the coming year but not a part of an immediate agenda. SI the work that we are doing may inform that plan. SPL: Yes, I want input from the administration and staff when we formulate our goals, but if the BOE believes there should be a strategic plan that is setting the goal for everyone at the school. This may not be a good year for this, however. What the BOE comes forward with being the public body that is responsible for the school and to the community, it is a combination of information and discussion but she did not want it left that the administration was bringing everything to the BOE. The BOE has to bring a conversation as to what is happening in a bigger world. The collective experience that everyone has helps to move the school to a better place.

The BOE will provide...., bring to the August 26 meeting and anticipate that in December 12 or January that we will take each one of these and secondary conversation to identify that which will become action and measurable and conversations about what will actually occur and an evaluation process for both superintendent and the BOE.

SPL: the BOE will oversee action to eliminate predictability and disproportionality in student achievement and the superintendent will provide leadership take action to review current programs and the superintendent will provide

Will provide through the management an effective safe learning environment and the superintendent will

The BOE will oversee financial and superintendent will make recommendations

**SI: there is an unwritten goal and that is to build the relationships and trust of the constituencies. Many of the things that happen must continue as they are good and they are separate silos and need to tie these things together. The two largest groups are not yet here and that is key to the whole formula. That is a key to approaching this work as it will exponential results.**

**Utilize the goals and reword them slightly them. Put on agenda for 8/26 meeting. DM will talk with the other members as well for one year.**

**TF suggested the discussion of timelines to be part of the retreat. SI: Noted that could further vet this conversation in an additional venue.**

**The overall intent of the BOE goals ..SI the BOE will moveward with their expectations of the ...in a language that is boe focused aligned with what was presented to the superintendent.**

**SI: thanked for**

**Additional PEG Matters for Deliberation**

Discussion about OPRFHS will agree to list itself as sponsor of parent anti workshop which...should we try to make it possible for them to do that or wait to see what happens. Open discussion about how to be frank and honest about the drug and alcohol issues of this age group. She was waiting for response to RL email, but had intended to call John Williams , ask for information for a decision to be available for 8/26 meeting.

OPRFHS Support of Parent Café                      action

CW: was product of citizens' council so want to know where it is stands. If part, then on question of OPRFHS involvement. NR:      CC spearhead conversations and from those a subcommittee was formed that began the discussions about parent action network. Then, Cc asked that this become the overall focus of CC for this year. So leadership said to the subcom that this is not the entire focus.

CC will be informed but will not providing direction and he believed that it would take on a life of its own and go beyond hs, more of a community effort. That is what he would like to see. Will ask for more information about that. SPL th spinoff is about what constitutes a school group and what constitutes mailing privileges, etc., so that is where it gets messier.

**Adjournment**

The Policy Evaluation and Goals Committee adjourned at 11:19 a.m.