

OAK PARK AND RIVER FOREST HIGH SCHOOL
201 North Scoville Avenue
Oak Park, IL 60302

Policy Evaluation and Goals Committee
August 18, 2015

A Policy Evaluation and Goals Committee meeting was held on August 18, 2015. Chair Spivy called the meeting to order at 5:37 p.m. in the Board Room. Committee members present were Jennifer Cassell, Dr. Steven Gevinson, and Sara Spivy. Also present were Dr. Steven T. Isoye, Superintendent; David Ruhland, Director of Human Resources; Philip M. Prale, Assistant Superintendent for Pupil Support Services; Sheila Hardin, Faculty Senate Executive Committee Chair; and Gail Kalmerton, Executive Assistant/Clerk of the Board.

Visitors: Fred Arkin, Board of Education member; Jonathan Silver and Brian Beyers, Student Interventionist Director (SID); Regina Topf, Student Activities Director; Avi Lessing and Lindy Novotny, Faculty Members; and Ron Johnson, Director of Purchasing and Transportation.

Public Comments

Mr. Arkin read the following statement: "I believe the makeup of the school staff and faculty could better reflect the diversity of our community as a whole. While roughly 45% of our students are identified as non-white, only 18% of teachers are so identified. If we don't have minority candidates in the recruiting pools they can never get hired. We need to develop proactive programs for recruiting minority candidates. Our current processes are not working, as candidates are not being attracted to hiring pools in sufficient numbers.

"I like Steve Gevinson's idea of a committee including a significant number of faculty members to help in identifying effective ways to recruit minorities. Faculty members know who are out there and where to find the best candidates. In the private sector many companies give bonuses to employees who refer a candidate and that candidate gets hired.

"When the best machinists are in need of a tool and none is readily available they create their own. Annually we have a pool of well over 200 minority graduates, why not vet them, and encourage a select few to seek teaching as a profession?"

"We have four years to get to know their character and abilities. You can't beat that for qualifying them. It would be wonderful if they choose to come back to OPRF, we could start supplying our own pipeline. I have always been impressed by the number of OPRF graduates who do come home to teach, we had several again this year, but traditionally not many have been minorities.

"Why not begin with our own minority grads and direct them to the appropriate college programs. This kind of initiative could garner community and outside support for funding and scholarship programing."

Minutes

The PEG Committee unanimously approved the minutes of the June 16, 2015 PEG meeting as presented.

Policies for First Reading

The PEG Committee unanimously moved to approve the following policies for first reading forward to the Board of Education for approval at its regular August Board of Education meeting, with the amendment to Policy 2:250.

2:250 Access to District Public Records	Fees should be included in the text of the policy.
4:45 Insufficient Fund Checks and Debt Recovery	OPRFHS uses a collection agency as its 3rd party. Districts using comptrollers have not been satisfied with its approach/sensitivity to families.
5:180 Temporary Illness or Temporary Incapacity	No Comment
5:330 Sick Days, Vacation, Holidays, and Leaves	No comment
6:15 School Accountability	No Comment
6:40 Curriculum Development	No Comment

Chicago VOYCE Student Workshop Update

A group of students composed mostly of sophomores and seniors are planning a student-led discipline retreat to be scheduled on a Saturday in October from 1 to 4:00 p.m. The draft agenda contained the following items: opening presentation and icebreaker, community agreements, focus group expectations, and presentation on race, tardiness, relationships with teachers, extracurricular activities, etc. Facilitators will be determined. It was suggested that the students be provided with both the discipline report and the student participation report that were recently presented to the Board of Education. Mr. Silver reported that student interest and enthusiasm had been great and that the Board of Education will receive a report on the retreat when it has been completed. Mr. Silver will work with Karin Sullivan, the District's Communications and Community Relations, on communicating this event within the school community so that the faculty can help market it.

In readying students for this event, the District had supported students attending a Chicago VOYCE event at Malcolm X College, meetings during the summer, and will support future meetings. The student-led discipline retreat will be aligned with a timeline for the Policy Committee to bring the discipline philosophy and restorative justice conversations to the full Board. A question was raised as to whether a discipline committee should be formed and whether the question of a discipline philosophy should be a committee or board discussion.

Dr. Isoye, Ms. Spivy and Mr. Weissglass will discuss next steps regarding a philosophy of discipline.

Video/Audio Recording/Broadcasting of Board Meetings

Mr. Ruhland provided the committee with information from other districts as to their practice of videotaping and/or audio recordings/broadcasting of their boards' meetings. He also reached out to faculty member John Condne about video recording and to Chief Information Officer Mike Carioscio about audio recording. The following information was gleaned:

- A stationary camera would not incur a cost, but it would not track everyone speaking.
- A challenge could be having to have a camera operator.
- The audio recordings currently being made could be added to the website.
- The Finance Advisory Committee and Pool Committee meetings were videotaped. A cameraman was needed and it was a 24-hour turnaround to upload the meeting to the website.
- Posting on the website is a manual process and requires monitoring.
- The cost could be as high as \$400 to \$450 per meeting.
- The use of students as the camera person for part of their instructional curriculum would not be significant and would not be an asset. In addition, students would be here late at night.
- One has to be particular because often it fails to upload.
- Moving equipment to another location, as when board meetings are scheduled elsewhere, could be an issue.

Committee member comments included 1) the videotaping of regular Board of Education meetings and committee meetings would be too expensive, but might be worthy of special meetings, 2) there was not a significant need; and 3) videotaping might change the nature of the meetings. When learning of the number of people who viewed the pool committee meetings, which was of high interest in the community, the committee members reflected that the usage did not justify the cost of video recording. However, posting the audio recording would be at minimal cost. Discussion ensued about the cost of establishing markers/indexing of the audio recordings. One member was concerned about whether the recordings could be manipulated if posted.

This will be discussed at next month's meeting.

Defining the Staff Profile to Support Recruitment/Hiring

The committee discussed the fact that the hiring of personnel could be more systematic and that it was useful to have a matrix for transparency in the hiring process. As such, a matrix had been provided that showed the positions and backgrounds of those hired to fill the positions for this year. The administration noted that what is missing from the discussion about hiring a population of adults that reflects the demographics of the students is that of what qualities a teacher brings to the classroom; this is important discussion. A void may exist in expressing to the hiring team what the District is looking for in a candidate. That is worthy of a discussion. Another piece of the conversation is compensation. Discussion ensued about forming a joint committee composed of faculty, community members, and students to generate recruitment ideas that may have not come to the administration, develop recruitment materials, visit schools, go to recruitment fairs, identifying lead, etc. When

cautioned that before community members and students were asked to participate in such a committee, it was important to understand technically increasing the statistics on the report versus the racial consciousness to the classroom, one member stated that the hiring philosophy would be the foundation. This discussion will continue at the next meeting. Discussion will occur with the faculty about this as well.

2015-16 Graduation Date

The administration recommended Thursday, May 26, 2016 as the date for graduation for the 2015-16 school year, because that Sunday, the day that graduation has been in most recent history been held, is on Memorial day weekend. Its movement would then leave the weekend unencumbered. Another issue discussed was the fact that the number of families wanting tickets and the number of tickets they want has exceeded the seats available. While the Board of Education does not take a vote on this, the administration asked for the committee's input.

Committee members considered whether this would be a disruption for families who had already planned for graduation on that Sunday and maintaining consistency, i.e., every Thursday night in the future. Graduation used to be held on Thursday nights and that allowed for more staff participation.

The Committee noted that the discussion would be moved to the full Board of Education at a Special Board meeting following this meeting and the full Board of Education could weigh in on the options. If there were still unanswered questions, a decision could still be made in September.

Adjournment

At 6:38 p.m., the Committee unanimously adjourned.

Submitted by
Gail Kalmerton
Clerk of the Board