BOARD OF EDUCATION
NORTHBROOK SCHOOL DISTRICT 27
COOK COUNTY, ILLINOIS

Regular Meeting of 3/7/24	The Regular Meeting on March 7, 2024 of the Board of Education, School District 27 was called to order at 6:30 p.m., in the Wood Oaks Commons, 1250 Sanders Road, in said district.

Vice President Basinger called the Regular Meeting to order at 6:30 p.m.

Roll Call On call of the roll, the following members were present:

Present: Mr. Matthew Basinger, Vice President
Mr. Opi Akuffo
Mrs. Martha Carlos
Mr. Jack Waddle

Staff: Dr. John Deiter, Superintendent
Dr. Kimberly Rio, Assistant Superintendent
Dr. Katharine Olson, Assistant Superintendent
Dr. Rob McElligott, Director of Human Resources

Absent: Mrs. Melissa Copeland, President
Mr. Daniel Terrien
Dr. Gali Oren-Amit (left at 8:08pm)

Community Comments for Items Listed on the Agenda - No public comment.

Communications

1. Board Reports - No Reports

2. Staff Reports
   - Scan of the Environment

Dr. Deiter explained that the Scan of the Environment is a comprehensive analysis of all of the external and internal factors that affect the school district operation. It covers the factors and trends significantly impacting the District and is tied to the District's strategic planning process, which is updated each year.

Dr. Olson, the Assistant Superintendent of Curriculum and Instruction reviewed Key Success Factor #1 Outstanding Student Performance; included in the discussion were the general trends in national findings, pre and post pandemic assessment levels at the district, state and federal levels. The US Department of Education is encouraging State Boards of Education to submit proposals for new assessments. Illinois tests are designed to assess grade level proficiencies. We continue to monitor learning recovery needs in reading and math created by the pandemic, but this is expected to be phased out.

Key Success Factor #2 Rigorous and Coherent Programs/Services; The Science of Reading has been implemented and is included in The Illinois Comprehensive Literacy Plan that was published in January of 2024 as a guidance document. The Curriculum department will be doing a reading revision initiative in 2024-2025 in grades kindergarten and first grade. AI is expected to have a transformative impact on professions across the next five years, as such we will need to include AI in order to prepare students for occupations where they will need to use it in the workplace. AI was discussed in the professional development committee on March 6th. Frax Math was started in third grade and will then move into fourth grade. Frax Math has received really positive feedback and the Curriculum department is excited to see student growth in that area.

Dr. McElligott, the Director of Human Resources discussed Key Success Factor #3 Highly Qualified Staff; The teacher and substitute shortage is still a significant factor; there is starting to be some slow improvement in that area. The Illinois State Board of Education (ISBE) does have a short-term licensure program to work towards endorsements. Job fairs are starting to make a comeback in the form of virtual meetings. To combat the shortage, we have broadened our recruitment strategies and currently utilize our internal network, social media, professional organization websites and sites such as Linked In premium and Indeed. Regarding substitute teachers, our NB27 pool of substitutes has been growing. We have actively taken steps to make them feel valued, including the start of the year welcome, sub training, EPP training and we request feedback and offer ongoing personnel support. One area to be improved upon is late requests, after midnight to 6:30 a.m., the district has recently switched to Red Rover for substitute placement which has streamlined the number of steps needed to post availability and select an assignment. DEI affects all parts of our organization; as part of this effort we are actively attempting to hire from a diverse candidate pool. Another item in support of our district mission is the development of mid-career teachers. Educators may mentor in the teacher mentoring program, serve as a summer school administrator, or to step in as acting principal when the need arises. They may also add additional endorsements such as EL or LBS1. Our senior instructional assistants are invited to take leadership roles to mentor other IA's. We are also looking at the expansion of shared services in Northfield Township; we have conducted an analysis of the quantity and cost of services from TrueNorth and what is best for staff and students. Some of the areas are: OT, Adaptive PE and behavior coaching. We will need to maintain services from TrueNorth for some placements, but some of the other areas could be a significant savings if we join a shared services agreement with neighboring districts. For training teachers, Danielson has been the gold standard, recently there have been some updates to it and those are being investigated.

Dr. Gali Oren-Amit switched to remote attendance at 7:17 p.m

Key Success Factor #4 Social-Emotional Well-Being; Teacher job satisfaction was reviewed in the School Perceptions Survey in FY20, FY22, and FY24. Some of the actions taken to improve job satisfaction have been to give back time, when possible and to focus on staff recognition. Our PTA support has been

tremendous and the addition of a behavior coach in 2021 and the addition of a second full-time assistant principal in 2023. We are currently exploring RULER as a means of providing additional tools for our SEL programming. Student satisfaction survey points have all gone up, still, we are striving for continuous improvement. We have updated a digital version of Second Step in use across all three schools and have increased our Positive Behavior Interventions and Support program (PBIS) focus across the district. Wood Oaks has ROAR, Shabonee has SWIM and Hickory Point has Bulldog Bucks as part of the PBIS. The Social, Academic, and Emotional Behavioral Rating Scales (SAEBRS) program surveyed all of our students, based on their responses varying actions were taken. As part of wellbeing and work-life balance the district is implementing SEL for both students and staff members.

Dr. Rio, the Assistant Superintendent and Building and Finance explained Key Success Factor #5 Safe Learning and Working Environment; As part of the district's long-range facilities improvement plan a space utilization study was conducted as well as the Ten year Health Life Safety (HLS) survey in 2022. Necessary work has been underway over the past couple of years, there is required work to be done for playground updates at both Shabonee and Hickory Point schools. The potential need for a building addition(s) is being evaluated in tandem with enrollment projections. Continuous improvements have been made to technology practices and network security updates.

Key Success Factor #6 Healthy Financial Position; the district continues to monitor the facilities improvement plan and, on an ongoing basis, monitor the major sources of revenue, which are: state, federal and local (property taxes). The past couple of years of delayed tax collections by Cook county cause the district to pay expenses out of reserves, in addition, interest growth is lost on those delayed tax dollars. We continue to check on the IDEA grant and Title programs and well as to monitor enrollment projections and staffing patterns. Potential future property development is also being taken into consideration. As part of the cost containment efforts, the remaining 25 percent of revenue not spent towards staffing is continuously monitored to watch for cost controls in order to maintain a balanced budget. For (HLS) work through fiscal year 20 through 25 we will have spent $13m of our fund balance reserve. Future projects are the parking lot at Wood Oaks and a multi-use space at Hickory Point; projects will need to be determined at both of these locations. At Shabonee school, playground improvement will be done across two years. It is vital to maintain our fund balance reserve in order to cover district expenses when property tax collections are delayed.

Dr. Deiter added that there will be some additional revisions to the Strategic Plan and that it is scheduled to be presented for Board Member approval in May. The Superintendent thanked Dr. Olson, Dr. McElligott, and Dr. Rio for all of their work on the Scan of the Environment.

- FOIA Request - SmartProcure; Sheri Reid
- FOIA Request - C. Shu

Ms. Tarah O'Connoll, Director of Communications reviewed the recent responses to the FOIA requests for the Board of Education.

Consent Agenda

3. Personnel Transactions - Employment/Dismissal/Evaluation/Resignation/Leave of Absence/Compensation

- Acceptance of Retirement, Wood Oaks Science Teacher

4. Financial Reports - No Financial Reports were included at this meeting.

No. 20015 Approval of Consent Agenda as Presented

Upon review Mr. Waddle moved and Mr. Akuffo seconded the motion that the Board of Education approve the items on the **CONSENT AGENDA** with a roll call vote as listed below.

On roll call vote, the members voted as follows:

AYE: Opi Akuffo, Matthew Basinger, Martha Carlos, Gali Oren-Amit, and Jack Waddle.
5 ayes ABSENT: Daniel Terrien and Melissa Copeland
NAY: None

Unfinished Business - None scheduled

New Business - No New Business was scheduled for this board meeting.

Good and Welfare - An NB27 graduate and current GBN junior Angelina Arakelian won her fifth gold medal, along with her team in a recent figure ice skating competition held in Las Vegas. Congratulations to them on a stupendous achievement!

The Club 27 PTA fundraiser was a big success! It was nice to see so many administrators in attendance, everyone had a great time while raising money for our PTA.

Mrs. Carlos attended a Wood Oaks and Shabonee band concert, the students gave an amazing performance.

Community Comments - No public comment was made

Superintendent Comments / Update - Dr. Deiter stated that he will share comments at the next meeting.

Dr. Gali Oren-Amit left the Board meeting at 8:08 p.m.

Closed Session

The appointment, employment, compensation, discipline, performance, or dismissal of specific employees, specific individuals. 5 ILCS 120/2(c)(1).

No. 20016 Motion to Move into Closed Session at 8:11 p.m.; Mrs. Carlos moved to adjourn to Closed Session, seconded by Mr. Akuffo with a roll call vote as listed below.

AYE: Opi Akuffo, Matthew Basinger, Martha Carlos, and Jack Waddle. 4 ayes
ABSENT: Daniel Terrien, Melissa Copeland, and Gali Oren-Amit
NAY: None

No. 20017 Reconvene Back to Open Session; Mrs. Carlos made a motion to return to Open Session, seconded by Mr. Waddle. All in favor. 8:48 p.m.

No. 20018 Motion to Adjourn the Board of Education Meeting

Adjournment: There being no further business to come before the Board at this time Mrs. Carlos moved and Mr. Akuffo seconded the motion that the meeting be adjourned.

The motion was unanimously approved, and Vice President Basinger called the meeting adjourned at 8:48 p.m.

CERTIFIED TO BE CORRECT:

_____ _____
PRESIDENT SECRETARY

MINUTES APPROVED ON 3/21/24