



THORNTON TOWNSHIP
HIGH SCHOOL DISTRICT 205

BOARD OF EDUCATION MEETING

JUNE 12, 2024

THORNTON TOWNSHIP
HIGH SCHOOLS
DISTRICT 205 OFFICES
465 E. 170th St.

Serving All or Portions of the Following Communities:

Hazel Crest | Lansing | Markham | Phoenix | Blue Island | Burnham | Calumet City
Posen | Riverdale | South Holland | Thornton | Dixmoor | Dolton | East Hazel Crest | Harvey

PHONE: 708-225-4000

district205.net

[@ttdistrict205](https://twitter.com/ttdistrict205)

OPEN SESSION

C A L L T O O R D E R

ROLL CALL

PLEDGE OF ALLEGIANCE



COMMITTEE OF THE WHOLE

COMMITTEE OF THE WHOLE

- A. Report from Curriculum Committee
- B. Report from Finance Committee
- C. Report from Policy Committee
- D. Report from Discipline Committee
- E. Report from Facilities Committee

CONSENT AGENDA

- A. Approval of the Regular Meeting and Executive Session Minutes** dated May 8, 2024
- B. Approval of District 205 Bills:** Dated May 8, 2024, through June 11, 2024
- C. Personnel:** Approval of Resignations, Leave of Absence, New Hires & Terminations dated June 11, 2024

PUBLIC PARTICIPATION

We now open the Public Participation section of our agenda. At this time, members of the community are invited to address the Board. We ask that you state your name and town, limit your total time to two minutes, and talk only about items on the current Board Agenda.

In addition, if your comments are of a critical nature about specific people, the Board requests that you present your comments during the personnel portion of the “executive session.”

Your name will not be called if you do not sign in and list a topic or the topic is not on the current Board agenda or if public participation has begun.

FREEDOM OF INFORMATION ACT (FOIA)

DR. DOSS

FOIA



NEW BUSINESS

A. Presentation: 2024-2025 Recruitment Plan- Mrs. Duran

HEROES
IN THE
CLASSROOM

CURRENT OPPORTUNITIES

- MATH
- SCIENCE
- ELA
- READING
- MUSIC
- FRENCH
- SPECIAL EDUCATION
- FAMILY & CONSUMER SCIENCE

IF YOU WERE BORN TO CREATE FUTURES

INSURANCE (HEALTH, DENTAL, VISION)

TUITION REIMBURSEMENT

MENTORSHIP PROGRAM

PROFESSIONAL DEVELOPMENT

CONTENT AREA EXPERT IN YOUR BUILDING

APPLY HERE

WWW.DISTRICT205.NET

THORNTON TOWNSHIP HIGH SCHOOL DISTRICT 205 - 465 EAST 170TH ST. SOUTH HOLLAND, IL 60473 - 708-225-4000



THORNTON TOWNSHIP
HIGH SCHOOL DISTRICT 205

2024 – 2025 RECRUITMENT PLAN

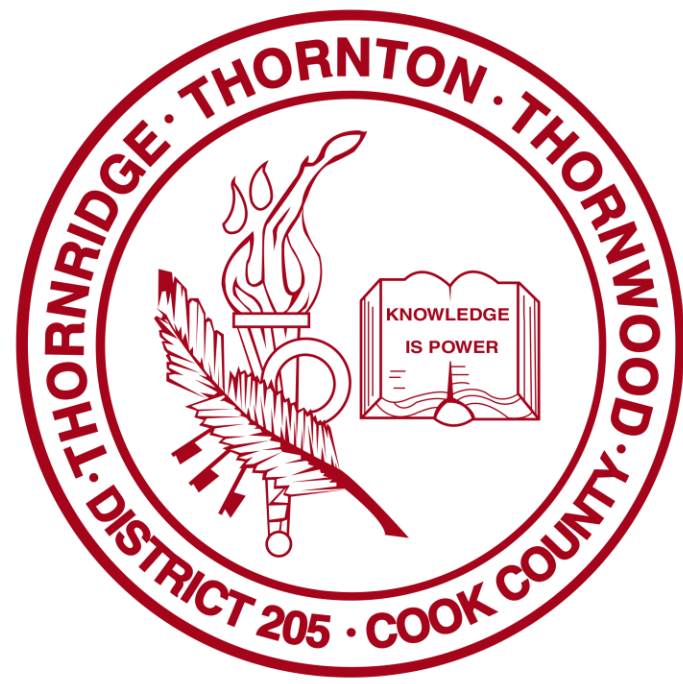
JUNE 12, 2024

ENROLLED ◆ **ENLISTED** ◆ **EMPLOYED**

PHONE: 708-225-4000

HUMAN RESOURCES DEPARTMENT

WWW.DISTRICT205.NET



CURRENT VACANCIES IN DISTRICT 205

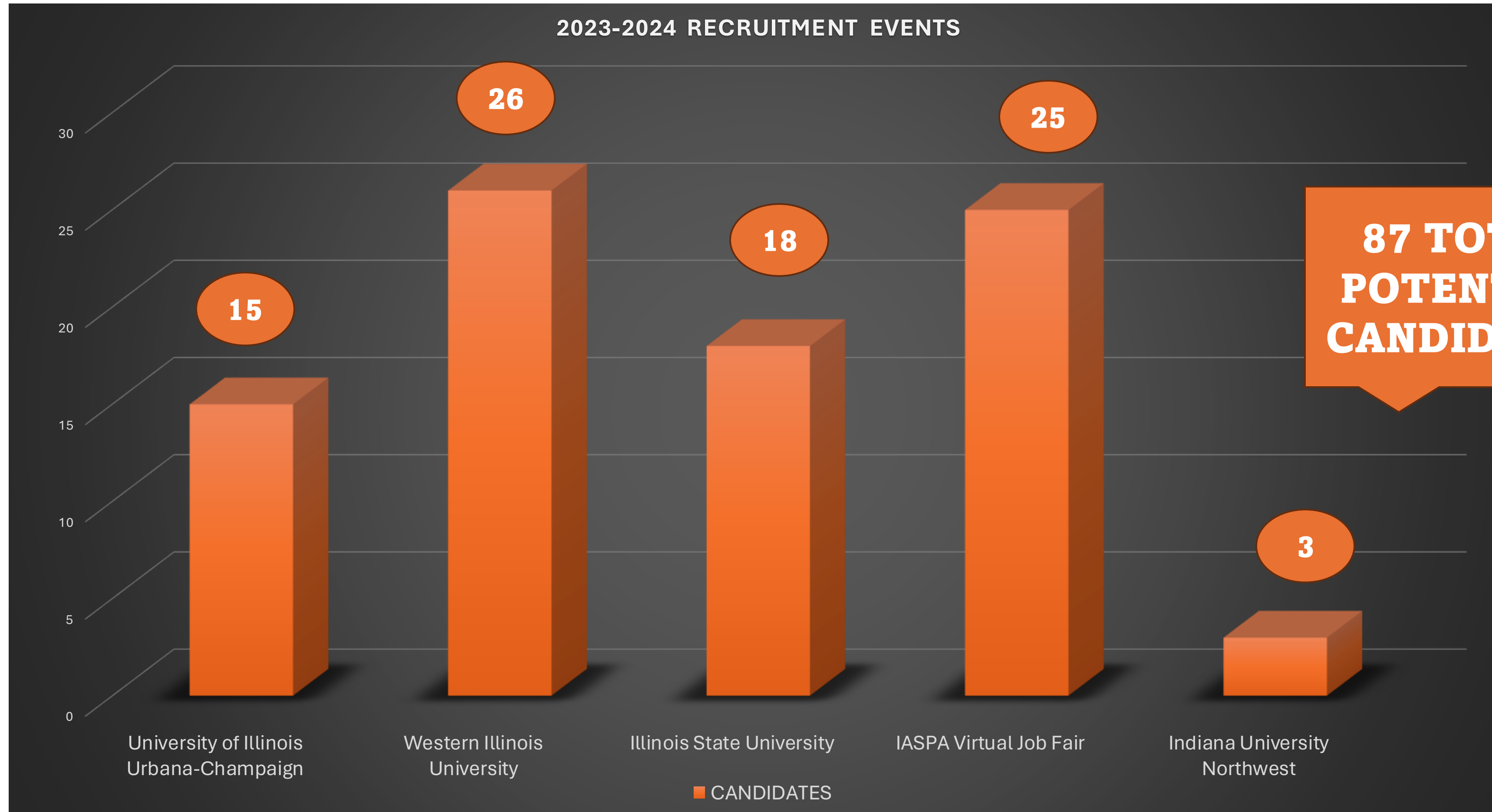
SCHOOL	NUMBER OF POSITIONS NEEDED	POSITION
PC	1	LIFE SKILLS/CONSUMER SCIENCE TEACHER (24-25)
PC	1	PHYSICAL EDUCATION/HEALTH TEACHER (24-25)
TR	1	FACS TEACHER
TR	1	SPANISH TEACHER (24-25)
TR	1	PHYSICAL EDUCATION/HEALTH TEACHER (24-25)
TR	1	SPECIAL EDUCATION TEACHER (22-23)
TR	3	READING TEACHERS (22-23) (23-24) (24-25)
TT	1	SOCIAL WORKER (24-25)
TT	2	SCIENCE TEACHERS (24-25)
TT	1	NAVISTAR TEACHER (DIESEL ENGINES)
TT	1	PROJECT LEAD THE WAY TEACHER (24-25)
TT	2	SPECIAL EDUCATION TEACHERS (24-25)
TW	1	ENGLISH TEACHER (24-25)
TW	1	SPECIAL EDUCATION TEACHER (24-25)
TW	1	READING TEACHER (23-24)
TW	1	ART TEACHER (24-25)

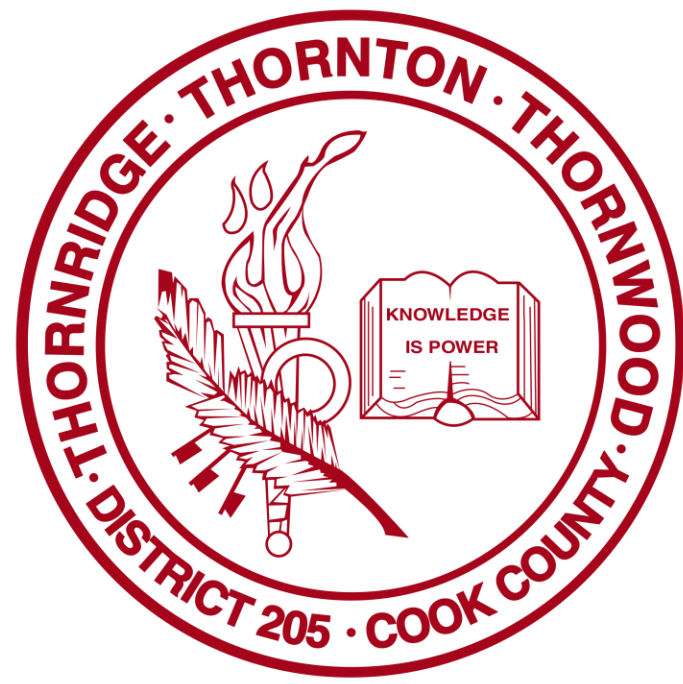
**DISTRICT 205 CURRENTLY HAS 20 VACANT TEACHING POSITIONS
*8 Pending Hires**



CURRENT STATE OF RECRUITMENT IN DISTRICT 205

RECENT JOB FAIR:
IASPA VIRTUAL JOB
FAIR – JUNE 6, 2024





CURRENT FEEDBACK OF RECRUITMENT **(PRO'S)**

What were some strengths that you found to be beneficial as it pertains to our recruiting process?

9 responses

Go out and meet candidates for future teachers. Get our school district name out there for future teachers.

Recruiters who are friendly and approachable. Recruiters who recognize the needs of the school district. Recruiters who recognize the changes in education and seek those who can incorporate those changes into the district's community, culture, and curriculum.

This was my first recruiting event so I really do not know the process but as far as the day went, It was fruitful.

Our base salary for new teachers

The ease and access were a great strength and benefit to our recruiting process.

Going in person to the college job fair. It is pertinent to put boots on the ground to find quality potential teachers.

One strength was the ability to personally interact with potential candidates. In person it was good to see how people moved and how they responded to our district demo information. I also had an opportunity to

EXHIBIT A

What were some strengths that you found to be beneficial as it pertains to our display table?

9 responses

Signage, folders, electronic sign in sheet.

The folders with pertinent information and the giveaways.

Organized well, had good stuff to give away.

Our giveaways

Some of the strengths that I found to be beneficial as it pertains to our display table was the vivid colors and the way our display stood out and attracted candidates.

The display was full of nice trinkets for the attendees.

The display table presented district colors, good vendor swag, ie: Tshirts, mugs, and informational folders, in addition to a laptop for collecting potential candidate info.

Ease of use

EXHIBIT B



CURRENT FEEDBACK OF RECRUITMENT **(CON'S)**

What were some weaknesses that you found as it pertains to our recruiting process?

9 responses

I think we need to just get our name out there more.

I did not find a weakness as it pertains to the recruiting process. It was nice to have Mr. Camacho there because he was calm and had a knowledge base rich in human resource information.

I think we should try to stay around closer to our area.

None

The re were no weaknesses other than the slots were not filling up until the last minute, but no one can help that.

It would be better to have some kind of list of questions to ask the potential candidates.

Considering the distance of WIU, our potential for finding multiple candidates is limited, as many candidates are choosing to stay closer to the Macomb area. We did however find a couple of diamonds in the rough, in regards to an AF-Am Math teacher who will be returning to his hometown of Matteson after graduation in Dec..

EXHIBIT A

What were some weaknesses that you found as it pertains to our display table?

9 responses

I think one big sign instead of 2 of the same smaller signs would look better. Some tables had some fun items. Tension Balls, candy, We had a few nice items, but shirts are hard with sizes. I think that Bags are nice because students had so much that they could not carry. We really did not give away too many items. We should also have a sign with starting salary. We should have a sign for where we are located. Maybe a Map.

It would have been nice to have two tablets to for obtaining the potential candidates information. The standup banners were nice, but a background with the district/schools' information could have been better.

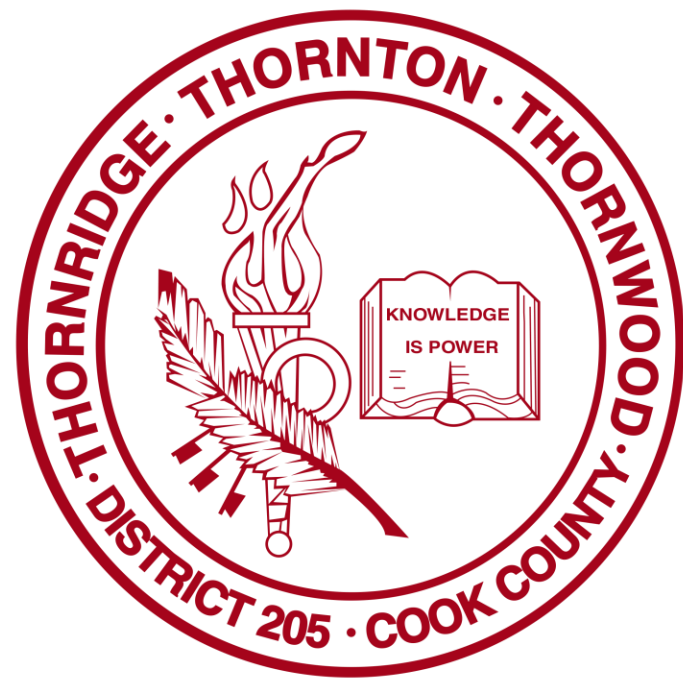
Need a better back drop and we should have our location listed, like "Suburb of Chicago" Students were looking for specific areas.

We should bring a few laptops to make the sign in process quicker

The were no weaknesses.

Use a QR code to give to the candidates to capture their information. The line of people to type in on the laptop was long and may deter some from waiting. You may miss your next Star teacher.

EXHIBIT B



PROPOSED RECRUITMENT PLAN

PART I.

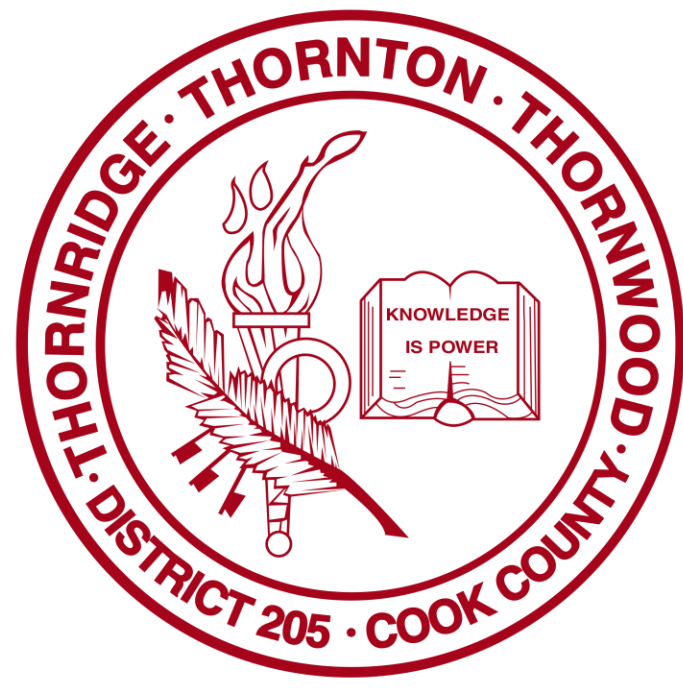
- A. Attending more recruiting events, with an emphasis of hiring from a diverse pool of applicants.**
- B. Implementing On-site Hiring Procedure.**

PART II.

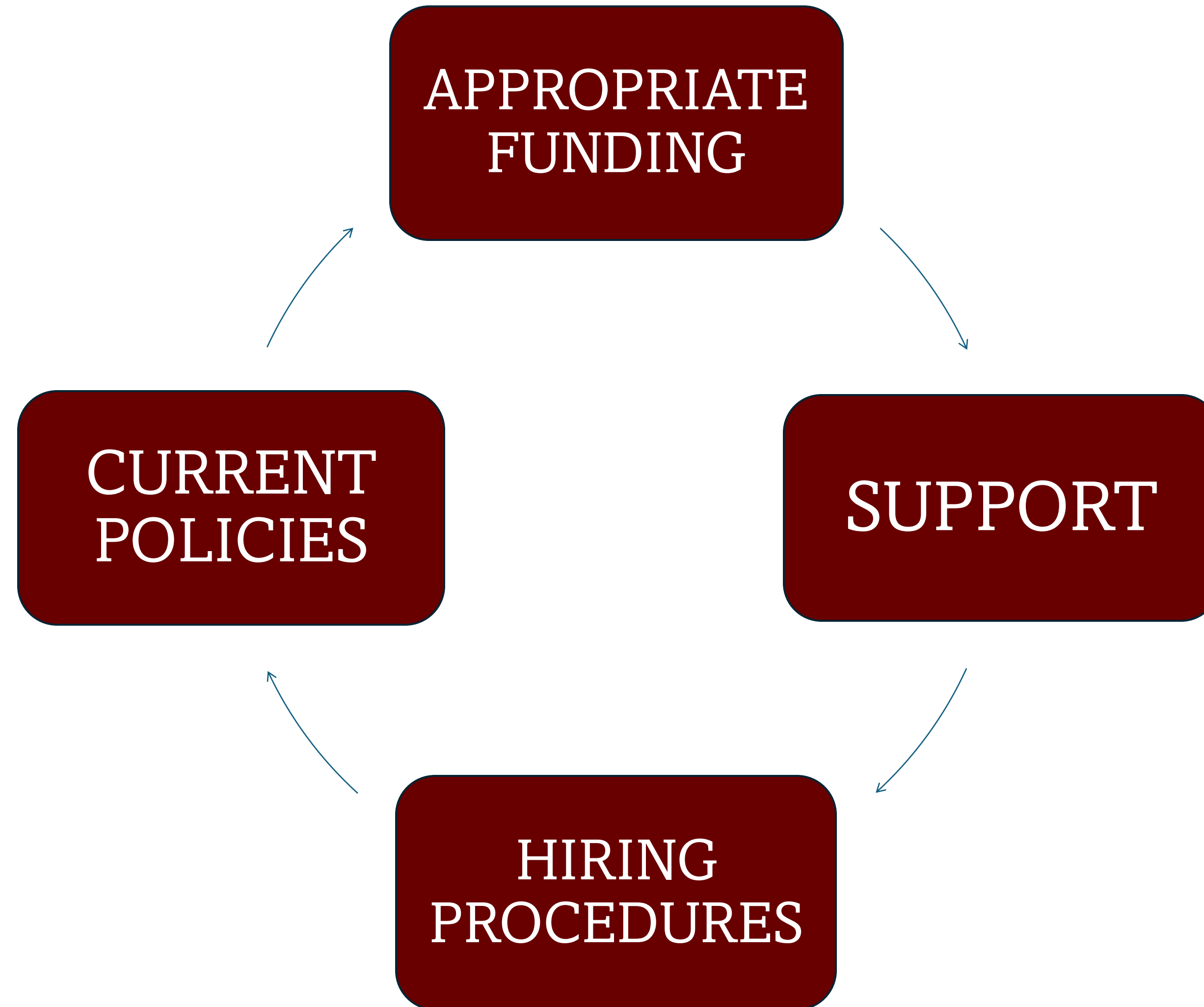
- A. Establishing professional relationships that encourages professional development and addressing the teacher's shortage.**
- B. The importance of establishing networks, specifically with higher education institutions.**

PART III.

- A. Increasing social media presence on not only our social media platforms but recruitment platforms.**
 - a. District 205 Frontline Recruiting & Hiring**
 - b. Handshake**
 - c. Indeed**
 - d. Leaning Forward**
 - e. Monster Plus**
 - f. LinkedIn**
 - g. Zip Recruiter**



EXECUTION OF RECRUITMENT PLAN



#HEROES IN THE CLASSROOM



THANK YOU



PEACE



CENTER



PHONE: 708-225-4000

HUMAN RESOURCES DEPARTMENT

WWW.DISTRICT205.NET

NEW BUSINESS

B. Recommended Approval: Thornton Township High School Boudreau Room Renovation- Mr. Garrett

NEW BUSINESS

C. Recommended Approval: Bright Arrow Technologies- Mr. Penman

NEW BUSINESS

D. Recommended Approval: Resolution Authorizing Abatement of Working Cash Fund- Dr. Doss

NEW BUSINESS

E. Recommended Approval: Student Board of Education Video Production- Dr. Doss

SUPERINTENDENT'S REPORT

EXECUTIVE SESSION

- Motion to enter into Closed Session, pursuant to 2(c) of the Open Meetings Act to consider the following:
 - The appointment, employment, compensation, discipline, performance, or dismissal of specific employees;
 - Student discipline;
 - Individual Student Issues;
 - Collective negotiating matters; and
 - Pending, probable or imminent litigation

RECONVENE OPEN SESSION

A. Possible action concerning 2024-2025 Employment Contracts for Administrative and Exempt Personnel

B. Possible action concerning Employee Uniform Grievance Complaint Appeal

C. Possible action concerning Student Appeal of 2024-2025 Attendance Placement/Disciplinary Decision

ADJOURNMENT

Next Regular Meeting

July 10, 2024

THORNTON HIGH SCHOOL

District 205 Vision: Building an exemplary high-quality organization that produces major gains in student achievement and prepares all students to be productive citizens in a global society.

District 205 Mission: To develop productive citizens who are enrolled, enlisted or employed at the completion of high school.

District 205 Core Values: Empathy, Trust, Pride, Responsiveness, High Expectations with High Support Integrity, Commitment to Excellence, Innovation, and Collaboration