

Thornton Township High School District 205



Board of Education Meeting



October 10, 2012

Serving All or Portions of the Following Communities:

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

Open Session



Roll Call



Pledge of Allegiance



Committee of the Whole



- ❧ Report from Curriculum Committee
- ❧ Report from Finance Committee
- ❧ Report from Policy Committee
- ❧ Report from Discipline Committee

Consent Agenda



☞ **Approval of Minutes:**

- ☞ Regular Meeting and Executive Session of July 11, 2012
- ☞ Special Meeting and Executive Session of July 24, 2012
- ☞ Special Meeting and Executive Session of July 26, 2012
- ☞ Special Meeting and Executive Session of August 2, 2012
- ☞ Regular Meeting and Executive Session of August 8, 2012
- ☞ Special Meeting of August 11, 2012
- ☞ Regular Meeting and Executive Session of September 12, 2012

☞ **Approval of District 205 Bills dated:** Aug. 9, Aug. 17, Aug. 24, Aug. 30 and Sept. 6, Sept. 13, Sept. 20, Sept. 28 and Oct. 5, 2012

- ☞ **Personnel:** Approval of Resignations, Leave of Absence and Employment dated July 11, Sept. 12 and October 10, 2012
- ☞ **Personnel:** Approval of Disciplinary Action and Contract for Employment Matter No. 2012-03
- ☞ Appointment of FOIA Officer as Mr. Jerry Doss

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 crucial 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.

FOIA



Mr. Doss

Unfinished Business



New Business



- ☞ Recommended Approval of the Application for Recognition of Schools for the 2012-2013 School Year (*Policy Section 1:10*) –
Mr. Thomas (*Approval Needed*)

New Business



- ❧ Recommended Approval of Sila Maintenance Snow Removal Services (*Policy Section 4:60*) –
Mr. Thomas (*Approval Needed*)

New Business



- ❧ Recommended Approval of Cook County
Department of Public Health Memorandum of
Agreement (*Policy Section 1:20*) –
Mr. Thomas (*Approval Needed*)

New Business



- ☞ Recommended Approval of Out-of-State Field Trip
(*Thornwood Cheerleaders*) (*Policy Section 4:28*) –
Mr. Willis (*Approval Needed*)

Superintendent's Report





Thornton Township School District 205

John F. Thomas, Superintendent



October 10, 2012



Overview of Strategic Planning Retreat

- Strategic Planning Retreat was held at T107
 - Friday, 9/21/12 between 5 – 8 pm
 - Saturday, 9/22/12 between 8 am – 4 pm
- As a group we developed Vision, Mission Statements and Core Values
- We reviewed the Results of the Organizational Assessment
- We reassessed our Current Objectives / Strategies Recorded in Rising Star - ISBE
- We began discussion on implementation of recommendations that will bring it all together
- We developed our 4 goals with Strategies, Action Items, and Monitoring process.



Participants

District Staff

John F. Thomas, Superintendent
 Brett Fickes, Dir. Curriculum & Instruction
 Jerry Doss, Dir. Public Relations
 Janette Morales, Mng. Of School Performance
 Mike Sanders, English AIL
 Brett Fickes, SS AIL
 James Drake, Fine Arts AIL

Rosaura Duran, HR Assistant
 Thomas Porter, Dir. Student Pupil Personnel Serv.
 John Arrington, Dir. Human Resources
 Rob Penman, Math AIL
 Cindy Morris, Science AIL
 Benita Anderson, CTE AIL
 Jerry Styrsky, PE AIL

Thornridge

Principal AP

James Walton Brad Beilfuss

Parents

Felita Crayton, Parent Coordinator, Community
 Dr. Gale Frazier, Community
 Lena O'Lidge

Thornton

Principal

Tony Ratliff

AP

Alfonzo Pearson
 Wanda Russell

Teachers

Ferris Williams

Parents/Community Member

Lynette Mayberry, Parent Coord.
 Bishop Donald Luster, Community
 Paola Nunez
 Trayshawn Mitchell

Thornwood

AP

Kelly Hock

Teachers

Samuel Agyarko
 Albert Butler
 Derrick Jones
 Veronica Mosley-Raggs

Parents/Community Member

Robinette Rice
 Trina Brewer-Taylor
 Della Mayes



District 205 Vision, Mission and Core Values

VISION Statement

Preparing All District 205 Students to be ***Competitive Leaders*** in Our Global Society

MISSION Statement

In taking a holistic approach, all stakeholders will be responsible to provide an Innovative and Challenging Instructional Delivery; impart Critical Thinking Skills; and promote Positive Social Behavior in our students to Develop Productive Citizens.

CORE VALUES

We Believe In:

“High Expectations, Community Engagement, College and Career Readiness, All Stakeholders being Accountable, Inspiring a Positive Impact in the 21st Century, Having One Shared Voice”





District Goals





Goal 1: Develop Relevant and Rigorous Instruction where Teaching and Learning will Result in Globally Competitive Students

District Perspective

Building
Administrator
Perspective

Teacher
Perspective

Student
Perspective

Parent
Perspective



Strategy	Action Item	Desired Outcome / Key Performance Indicators (KPI)	Monitoring	Funding
Align core curriculum to common core standards	Revitalize CRT	By 2014 all curriculum will be aligned to CCSS	Curriculum Director & AIL's will annually monitor all phases	TBD
Use classroom observations to measure student engagement	Maintain a centralized database (best scores, behaviors, attendance, placement, etc.)	Classroom observations will evaluate student engagement through student led and teacher facilitated lesson plans by 2014	Admin & AIL:s will provide feedback and support to teachers via the observation and evaluation process.	TBD
Establish relationships with all feeder schools.	Meet with feeder school counselors/staff	Have 2 articulation breakfasts with feeder school counselors	Curriculum director will work with other district CD to establish common skills assessments.	TBD
	Obtain feeder school's "buy in."	Provide a target to increase A/P student enrollment		TBD
100% of students are scheduled into appropriate career path courses	Students will meet with counselors 2 times a year for progress review in small cohorts.	100% of students globally competitive in the their chosen field	Agenda/Sign-in sheets/ counselor schedule turned into building Administration	TBD
	Students are actively engaged in creating their schedules.		Counselors will distribute / collect course selection forms that must be completed by students in 4th week of second semester for next school year	TBD
Common core curriculum integrated in elementary feeder school resulting in 205 student enrolling at grade levels	District 205 communicates to feeder schools the requirements for student success	CCSS alignment with feeder schools through TTLP SY2012	Algebra AIL will have support 8 th grade Algebra courses in feeder schools and ensure grades are recorded on student transcripts to support math sequence	TBD



Goal 2: Develop and Empower Leaders at All Levels

District Perspective

Building
Administrator
Perspective

Teacher
Perspective

Student
Perspective

Parent
Perspective



Strategy	Action Item	Desired Outcome / Key Performance Indicators (KPI)	Monitoring	Funding
Establish leadership academies	Leadership academy training for all	Select Provider to facilitate Leadership Academy by March 2013	HR Director will research Leadership PD for District Staff	TBD
Identify roles and responsibility	Create a flow chart with the chain of command (building and district)	A chain of command will be developed for the district	The district will prepare practices / policies to create an accountability structure while monitors budget allocations for efficiency	TBD
Develop mentor program to prepare teachers for leadership	Identify those teachers with leadership aspirations	Properly prepare teachers for administrative role. (AIL, AP, Principals, and District Office Positions)	Curriculum Director will schedule leadership skills development training during summer 2013	TBD
Re-energize school clubs such as BBBS to facilitate expectation meetings in small groups.	Create a schedule for small group meetings in correlation with counselors.	Empower students to achieve self-actualization. (Leaders of our own lives) annually	Club leaders will submit their plan to student board curriculum and instruction committee	TBD
Parents are part of the team	Open parent rooms	Parents will be trained to be leaders and be able to empower their students SY2012	Parents satisfaction and participation survey will be available mid-year	TBD
Administration will establish a partnership with parent	Meeting regularly		Parent Coordinator will oversee the number parent facilitators	TBD



Goal 3: Develop School Climate and Culture which Incorporates a Positive Transition: ES to HS; HS to College

District Perspective

Building
Administrator
Perspective

Teacher
Perspective

Student
Perspective

Parent
Perspective



Strategy	Action Item	Desired Outcome / Key Performance Indicators (KPI)	Monitoring	Funding
Through TTTLP; Summer Enrichment; and AVID program we will prepare all our students to be successful in their academic transition	Compass exam for all seniors by fall	100% of incoming freshmen will be prepared to perform at grade level & 100% of seniors will be college & career ready	Curriculum Director will provide Agenda for TTTLP to Superintendent and ensure summer enrichment & AVID coordinator submit plan	TBD
Shadowing opportunities for 6th-8th grade students	Increase networking with TTTLP to extend high school exposure for 6th-8th graders	100% of feeder school students will enter high school with a rich understanding of District 205's school culture and high expectations	Freshman Counselor will provide dates to feeder schools for students to shadow our students – ongoing	TBD
Align curriculum to better serve the student population	TTTLP - Establish a monthly calendar of concrete deliverables.	A school culture that promotes positive transitions from elementary to high school and from High School to college	Monthly counselor and scheduler meetings to discuss progress of smooth transition for all the students	TBD
Shadowing (e.g. student exchange) elementary students shadow high school day, high school students shadow college day	Work with feeder schools to plan student shadow programs for 25% of the middle schools by the end of the school year spring break and summer college tours	All students come prepared and excited to attend high school and move onto their next phase of education.	Students participating in shadow programs complete an evaluation about their experience.	TBD
Create a conducive environment to increase engagement from all feeder schools	Go out to feeder school and engage PTA/PTD	10% participation increase and involvement of all parents/community members to increase knowledge of educational process for higher learning	Freshman Academy Admin must promote school academic/activity/club opportunities to increase student enrollment	TBD



Goal 4: Build and Maintain an Effective Parent & Community Engagement

District Perspective

Building
Administrator
Perspective

Teacher
Perspective

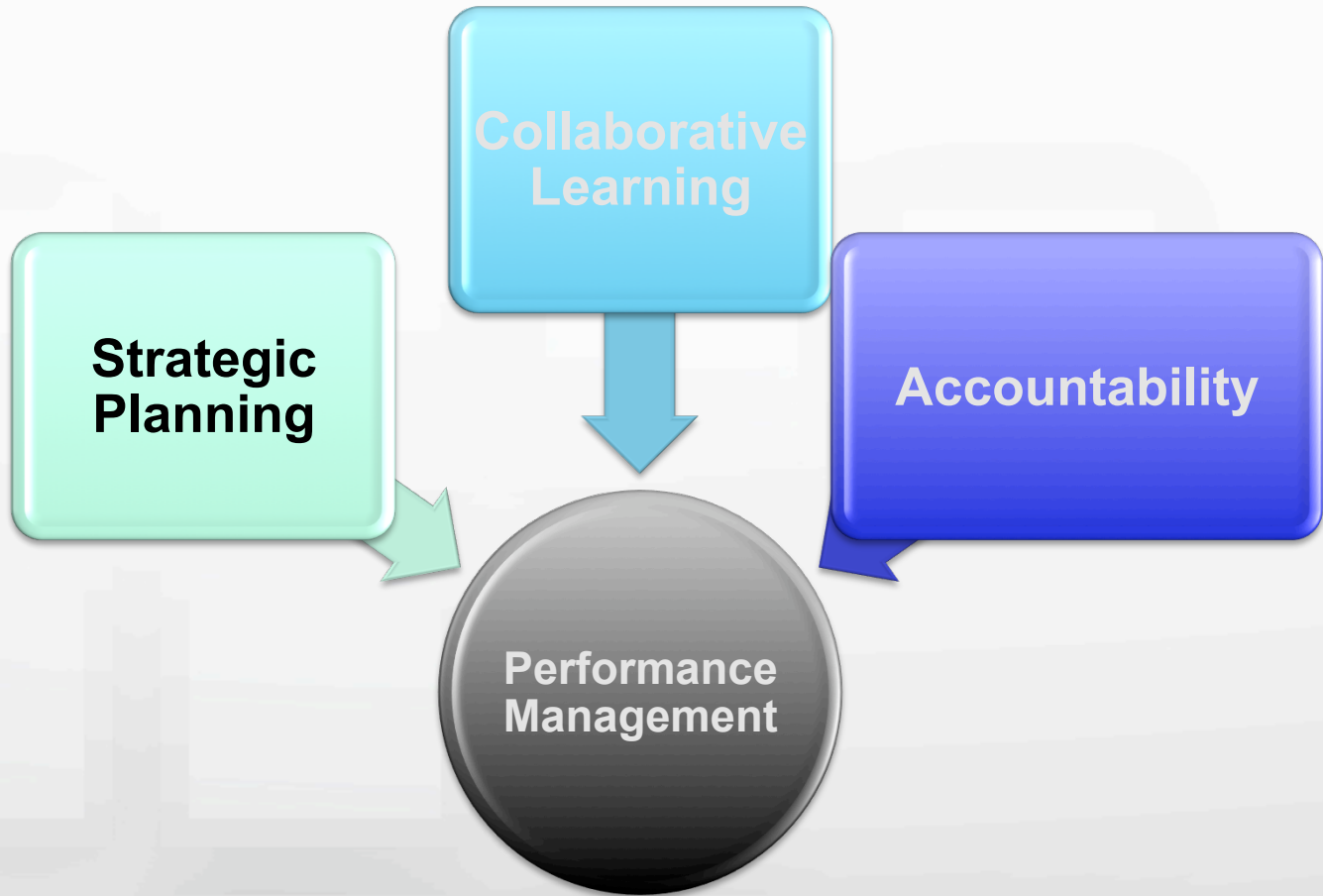
Student
Perspective

Parent
Perspective

Strategy	Action Item	Desired Outcome / Key Performance Indicators (KPI)	Monitoring	Funding
Presentations by community leaders	Community leaders will present at our monthly TTTLP meeting	Increase participation in existing and new programs by at least 5% per year	Agenda Item at all TTTLP meetings representing a different community every month	TBD
Create an electronic communications protocol	Increase two-way communication with all community members	Increase parental engagement by 5%	By collecting data from parents that visit the building, number of parents using power school, and number of parents contacting teachers	TBD
Incentivize involvement through company sponsorship	Create a list of relevant workshop for parents: parenting skills, communication, finance management	Increase quality parental involvement by 5%	Teacher team will research and plan various workshops	TBD
Parent coordinator and advisory committee will go to feeder school parent meeting	Solicit parents to participate in newly established PAC	Acquire feeder school meeting schedule and attend 75%	Increase parent involvement from feeder schools	TBD



Performance Management: An Integrated Approach





What does Performance Management (PM) look like at TT?

PM is about:

- Developing a strategy focused on instructional improvement
- Holding ongoing, data-driven discussions to identify successes and failures of the strategy, and
- Continuously improving the strategy to reflect the new information

The PM process is a tool that will help school leaders and teachers in their efforts to improve student outcomes.



Monitoring Process

- Through our Monthly Performance Management Sessions we will monitor implementation and alignment of District Strategic Plan with Rising Star – ISBE
- At the school level we will monitor:
 - YTD Attendance by school / grade level
 - Behavior: In and Out of School Suspension and implementation of interventions
 - Student Achievement: Relevant Student Grades, Pre/Post Tests, Interim Assessment / Practice Work Keys
 - School Climate: Providing a Safe Learning Environment for our students



Performance Management Schedule 1st Semester



Audience	Date / Time	Location	Topic
All 3 Building Admin.	Oct. 12, 2012 7 – 8 am	District Office	Introduction to PM
TR	Oct. 16, 2012 3 – 4 pm	Room C-118	Attendance, Pre-Test Grades, Behavior, Practice Work Keys
TT	Oct. 17, 2012 3 – 4 pm	Multi-Purpose Rm.	
TW	Oct. 18, 2012 3 – 4 pm	Room 1630	
All 3 Building Admin.	Oct. 26, 2012 7 – 8 am	District Office	Strategic Plan Review Goal 1
TR	Oct. 30, 2012 3 – 4 pm	Room C-118	Attendance, Q1 Grades, Behavior, Writing Assessment
TT	Oct. 31, 2012 3 – 4 pm	Multi-Purpose Rm.	
TW	Nov. 1, 2012 3 – 4 pm	Room 1630	
All 3 Building Admin.	Nov. 9, 2012 7 – 8 am	District Office	Strategic Plan Review Goal 2
TR	Nov. 13, 2012 3 – 4 pm	Room C-118	Attendance, Behavior, 1 st Interim Assessment
TT	Nov. 14, 2012 3 – 4 pm	Multi-Purpose Rm.	
TW	Nov. 15, 2012 3 – 4 pm	Room 1630	
All 3 Building Admin.	Nov. 30, 2012 7 – 8 am	District Office	Strategic Plan Review Goal 3
TR	Dec. 4, 2012 3 – 4 pm	Room C-118	Attendance, Behavior, 8 th Grade Transition Review
TT	Dec. 5, 2012 3 – 4 pm	Multi-Purpose Rm.	
TW	Dec. 6, 2012 3 – 4 pm	Room 1630	
All 3 Building Admin.	Dec. 14, 2012 7 – 8 am	District Office	Strategic Plan Review Goal 4
TR	Dec. 18, 2012 3 – 4 pm	Room C-118	Attendance, P1Q2/P2Q2 Grades, Behavior, Post Sec Check In: Review College/ Scholarship Appl. Fairs / Tours
TT	Dec. 19, 2012 3 – 4 pm	Multi-Purpose Rm.	
TW	Dec. 20, 2012 3 – 4 pm	Room 1630	



CULTIVATING THE SEEDS OF SUCCESS BY EMPOWERING THE STUDENTS OF TODAY

Executive Session



Reconvene Open Session



Adjournment

