

SCHOOL DISTRICT U-46
ELGIN, ILLINOIS

June 18, 2007

CLOSED SESSION

A meeting of the Board of Education was called to order at 5:03 p.m. at the Educational Services Center, 355 East Chicago Street, Maria Bidelman, Karen Carney, Joyce Fountain, Amy Kerber, Dale Spencer and Ken Kaczynski. Board Member Donna Smith was not present at roll call (arrived at 5:08 p.m.). Also in attendance were administrators Connie Neale, Patrick Broncato, Barbara Bonner, Karen Fox, Lalo Ponce and John Prince.

- I. Motion by Mrs. Bidelman, with a second by Mrs. Kerber, to enter into Closed Session to discuss Individual Student Disciplinary Matters (Suspensions & Expulsions); Pending or Imminent Litigation/Delgado v. U-46, Antionette N. v. City of Elgin, U-46, et al; Acquisition or Sale of Real Property; Collective Negotiating Matters Between the School Board and Its Employees; Information Re the Discipline, Performance, Appointment, Employment or Reclassification of an Employee; and Review of Closed Session Minutes. Upon roll call, yes votes: Mrs. Bidelman, Mrs. Carney, Ms. Fountain, Mrs. Kerber, Mr. Spencer and Mr. Kaczynski. No Votes: 0. Motion carried by a vote of 6-0.
- II. Information re the Discipline, Performance, Appointment, Employment or Reclassification of an Employee. Dr. Neale provided an update on the District Goals. The discussion included the status of the current goals as well as development of goals for the next school year.

The Board was given a booklet summarizing the 2007-2008 Superintendent's Performance Goals. Dr. Neale pointed out the Timeline for Alignment and the Superintendent's Performance Goals and the District Improvement Plans (the first three pages).

Dr. Neale pointed out that preliminary scores have been received from ISAT and as a result, there has been continued improvement by the students in the District. The trend is up, noting a significant change at the middle school level. Dr. Neale also reviewed other significant changes—especially in the area of math. Dr. Neale added there is still work to be done in reading.

The Board was provided with a packet which included the following items:

- 2007-2008 District Improvement Plan
- All District Improvement Plans to date (by pillar)
- Curriculum Roadmap Professional Development Plan for 2007-2008
- District-wide Change Process
- Summer Professional Growth Courses (copied from online course catalog)
- Summer School Information (elementary-secondary)
- Summer School Courses (middle/high school)
- Program Description and Goals for Compensation and Benefits Compliance Office
- Job Description/Posting for Staff in Compliance Office

Goal 1: Continue to refine the systematic rigorous continuum of academic programs prek-12 including the initiation of an audit of the curriculum and program available for middle school students. The progress report on Goal 1 must include some background on the Curriculum Roadmap—support, use, expand and sustain. The next area to be dealt with is middle school.

2006-2007 Activities:

Pillar I. Curriculum, Instruction and Assessment. Dr. Neale reviewed activities in this area: templates for history and writing were developed; task force established to review math course sequence for high school; activities to support math instruction; Middle School Reform Charter (committee); consultants are providing support for program audits; and support for Academic Vocabulary and summer professional growth.

Pillar II. High Priority Schools. Activities here included: making District AYP; and student interventions at elementary and secondary—after school programs, Read 180, Skills Tutor, Homework Club, Math Club and Literacy Interventions.

Pillar III. Fiscal Responsibility. Continued tracking of funds to support the operationalizing and expansion of the Curriculum Roadmap; budget articulated the top priority—Roadmap—to support work; and maintained staffing ratios.

Pillar IV. Leadership. Delivery of professional growth has expanded; Principals' Professional Learning Communities structure continues to support principals as they implement

the Roadmap; regular meetings with secondary principals documenting discussions related to curriculum, interventions and articulation; and gifted education professional growth activities.

Pillar V. Data Management. Assessment and C&I staff continue to work with principals and teachers; position of Data Interpreter was created to support teachers; teachers began introducing quarterly benchmark assessments for middle school students; and the MAP assessment available to all schools.

Pillar VI. Public Trust and Support. Increased traffic on the U-46 website due to the Roadmap, including teacher resource section: Academic vocabulary section; presentations by Mike Dunn to provide a tool for use in professional development activities; News You Can Use; Resources/research; example lessons from the classrooms; and resources from the instructional coaches.

Goal 1 - Planned Activities - 2007-2008:

Pillar I. Curriculum, Instruction and Assessment. Roadmap training will include: grade level k-6; middle school language arts, math, social studies, SWAS; high school English, reading, math, science, social studies; Middle School Reform Charter will convene; report on the fifth high school academy at SEHS is forthcoming; and work on developing benchmark assessments will come.

Pillar II. High Priority Schools. Three of eight middle schools made AYP, all made progress. The 5 middle schools not making AYP have targeted students for specific interventions.

Pillar III. Fiscal Responsibility. Considerations are being given to enhance some audit recommendations. In addition, the District has 2007-2008 Advanced Placement grant for \$100,000 to support resources for minority students.

Pillar IV. Leadership. Staff is working to increase student participation in Advanced Placement including staff development and AP training for teachers.

Pillar V. Data Management. The assessment office recently developed a new comprehensive annual calendar that is sequenced, results-based and focused on school improvement.

Pillar VI. Public Trust and Support. The middle school committee will include stakeholders from the outside working collaboratively with internal staff to examine curriculum, alignment and programs. Also included with the

advanced placement grant were funds for a promotional video. In addition, a document was created to better communicate the change process.

Goal 2: Enhance the district's financial stability by expanding the continuous quality improvement process to the area of contract pay and benefits compliance. Dr. Neale indicated that 80-85% of finances of the district go to salary and benefits-by adding the compliance office. We will add a level of stability to the district's finances.

Goal 2 - 2006-2007 Activities:

Pillar I. Curriculum, Instruction and Assessment.

Pillar II. High Priority Schools.

The establishment of the Compensation and Benefits Compliance Office is an additional step in ensuring the reliability of payroll and employee benefits/records.

Pillar III. Fiscal Responsibility. Compliance office staff were included in the tentative 2007-2008 budget; job descriptions have been developed and posted. Dr. Neale added that the program description is in alignment with ISO 9001 standards.

Pillar IV. Leadership. Audits have been completed on most Operations Departments. An audit for the human resources department will be initiated this summer.

Pillar V. Data Management. Administration is becoming reliant on reports based on accurate data in making decisions, including a software tool for staffing needs.

Pillar VI. Public Trust and Support. PeopleSoft upgrade was made to help manage and improve the payment of employees and other tasks associated with payroll. In addition, the District's Intranet has been launched and expanded providing service for all employees.

Goal 2 - Planned Activities - 2007-2008:

Pillar I. Curriculum, Instruction and Assessment.

Pillar II. High Priority Schools.

The monitoring provided by the Compliance Office will support the District's direction in providing transparency, accountability and dedication to maximizing all resources for student learning.

Pillar III. Fiscal Responsibility. Both employees for the compliance office will be hired.

Pillar IV. Leadership. The compliance office will increase the district's accountability by improving payroll efficiencies.

Pillar V. Data Management. Regular reports will be generated by the compliance office to review and monitor progress.

Pillar VI. Public Trust and Support. The compliance office processes and procedures relate directly to the district's successful ISO 9001 certification.

Conclusion. Dr. Neale stated that expansion of the work plan continues. Each year U-46 becomes more of a school system, rather than a school district—"a system of schools to a school system."

- III. Individual Student Disciplinary Matters (Suspensions & Expulsions). There were no student disciplinary matters tonight.
- IV. Pending or Imminent Litigation.
- V. Acquisition or Sale of Real Property. There was no discussion on this item.
- VI. Information re the Discipline, Performance, Appointment, Employment or Reclassification of an Employee.
- VII. Closed Session Minutes.
- VIII. Motion by Ms. Fountain, with a second by Mrs. Smith, to move to Open Session 7:21 p.m. Upon roll call, yes votes: Mrs. Bidelman, Mrs. Carney, Ms. Fountain, Mrs. Kerber, Mrs. Smith, Mr. Spencer and Mr. Kaczynski. No votes: 0. Motion carried by a vote of 7-0.
- IX. The Board reconvened in Closed Session at 9:20 p.m.
- X. Collective Negotiating Matters Between the School Board and Its Employees.
- XI. Motion by Ms. Fountain, with a second by Mrs. Kerber, to move to Open Session 10:05 p.m. Upon roll call, yes votes: Mrs. Bidelman, Mrs. Carney, Ms. Fountain, Mrs. Kerber, Mrs. Smith, Mr. Spencer and Mr. Kaczynski. No votes: 0. Motion carried by a vote of 7-0.
- XII. Motion by Ms. Fountain, with a second by Mrs. Kerber, to adjourn at 10:06 p.m. Upon roll call, yes votes: Mrs. Bidelman, Mrs. Carney, Ms. Fountain, Mrs. Kerber, Mrs.

Smith, Mr. Spencer and Mr. Kaczynski. No votes: 0. Motion carried by a vote of 7-0.

Approved this 13th day of November, 2007

President

Secretary