

SCHOOL DISTRICT U-46
ELGIN, ILLINOIS

January 12, 2009

CLOSED SESSION

A meeting of the Board of Education was called to order at 4:52 p.m. at the Educational Services Center, 355 East Chicago Street, Maria Bidelman, Karen Carney, Joyce Fountain, Amy Kerber, Donna Smith, Dale Spencer and Ken Kaczynski. Also in attendance were José Torres, Patrick Broncato, Barbara Bonner, Karen Fox, Lalo Ponce, John Prince and Tony Sanders.

II. Motion by Mrs. Carney, with a second by Mrs. Kerber, to enter into Closed Session to discuss Individual Student Disciplinary Matters (Suspensions & Expulsions); Pending or Imminent Litigation/McFadden v. U-46; 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 Mrs. Smith, Mr. Spencer and Mr. Kaczynski. No Votes: 0. Motion carried by a vote of 7-0.

III. Individual Student Disciplinary Matters (Suspensions & Expulsions).

IV. Pending or Imminent Litigation.

V. Acquisition or Sale of Real Property. There was no discussion on this item.

VI. Collective Negotiating Matters Between the School Board and Its Employees.

VII. Information re the Discipline, Performance, Appointment, Employment or Reclassification of an Employee.

A. Employee Update.

B. Discussion/Superintendent's Evaluation - January 24, 2009. In preparation for the January 24 Board evaluation meeting, Dr. Torres provided the Board with the following information. Mr. Kaczynski added that the Board has been provided with the current Evaluation Tool for use on January 24.

- Superintendent's Performance Goals Booklet
- Listening and Learning Plan
- Superintendent's Priorities through June 2009
- Annual Cycle Monthly Schedule(s)–Previous and Revised
- Schedule of Board of Education Presentations Related to DIP 2009-2010
- District Improvement Plan Work Plan

Dr. Torres reviewed the timeline for the Evaluation as October 6, 2008; the Board reviewed the accomplishments related to the Performance Goals to date. Then on January 12 (tonight) the Board will review the progress made toward achieving the two goals (following) with emphasis on the major accomplishments of the 2008-2009 DIP and the Annual Planning Cycle.

Goal 1: Coordinate the successful implementation of the District Improvement Plan, including activities within each of its six pillars.

- **Pillar I. Curriculum, Instruction and Assessment**
 - Focus on secondary school reform
 - Raising the bar for AP and Academics
 - Middle School Review and follow-up visits to middle schools
 - Standards for High School Grade Level Classification
 - Continued support of staff development for the Curriculum Roadmap
 - Ongoing curriculum alignment and related professional growth for teachers (k-12)
 - Continued refinement of pre-K-12 services: (i.e., response to Intervention/RTI; Dual Language Study; analysis of Special Education, English Language Learners, Early Learners Program)
 - Interventions and support to address student needs (i.e., 10-Boys' Initiative)
- **Pillar II: High Priority Schools**
 - District support of schools/secondary school restructuring plans
 - Prioritization of resources to support high-priority schools/students
 - Focus on School Improvement Plans and accountability
- **Pillar III: Fiscal Responsibility**
 - Long-range capital and facilities planning (study underway)

- o Maintaining a balanced budget; monitoring and adjustments made due to economy
- o Ongoing maintenance and improvement of district facilities
- o New budget model
- o Pilot of new staffing allocation model with some schools
- **Pillar IV: Leadership**
 - o Superintendent's interviews with all principals; focus on support and accountability
 - o Redefined roles of Executive Directors; Senior Leadership Team; new principal advisory council
 - o Implementation of New Teacher Appraisal System
 - o Refinement of district processes to meet staffing needs
 - o Ongoing professional growth for staff in cultural competencies
 - o Increased support for teachers (i.e., new teacher advisory group, Teacher Mentor Program, National Board certification for teachers)
- **Pillar V: Data Management**
 - o Identification of data collected/analyzed as a system
 - o Implementation of Early Literacy Assessment System (pre-K-2)
 - o Increased emphasis on data analysis at schools; C&I and Assessment Office support
- **Pillar VI: Public Trust & Support**
 - o Completion of "Listening and Learning Plan"
 - o Community outreach by Superintendent and increased stakeholder engagement (i.e., Brown Bag Lunches; Conversations with Dr. Torres; feeder pattern meetings for staff; Suggestion Boxes; e-mail accounts for Superintendent, Board of Education; Superintendent's letter to drop-outs/responses)
 - o Increased visibility by district staff in schools and in the community
 - o New venues to reach parents (i.e., new parent website, *Home Pages*, conferences, ConnectED)
 - o Maintenance of safe and nurturing environment (i.e., PBIS, ongoing focus on school safety)
 - o New Educational Foundation launched

Goal 2: Evaluate, refine, implement and monitor the implementation of the District's Annual Planning Cycle.

Dr. Torres summarized the process in working toward the Goals and Pillars. Dr. Torres further reviewed the "Listening and Learning Plan" pointing out the changes that were made since it was first developed July, 2008. Also included are the goals that were accomplished during the first 90 days. As a result, Dr. Torres provided his priority list through June, 2009 which includes the following:

- Professional Assessment by Superintendent
- Community Engagement
- Establish baseline data-points and targets (5 and 1-year targets)
- Establish standards of practice and protocols

Discussion followed.

VIII. Review of Closed Session Minutes.

- A. Approval of Closed Session Minutes. No minutes were reviewed.

- IX. Motion by Ms. Fountain, with a second by Mrs. Bidelman, to move to Open at 6:59 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.

The Board reconvened in Closed Session to discussion Information re the Discipline, Performance, Appointment, Employment or Reclassification of an Employee.

Dr. Torres reviewed matters regarding personnel.

- X. Motion by Ms. Fountain, with a second by Mrs. Bidelman, to move to adjourn at 10:08 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 4th day of May, 2009

President

Secretary