BOARD OF EDUCATION
NORTHBROOK SCHOOL DISTRICT 27
COOK COUNTY, ILLINOIS

Regular Meeting of 3/6/25	The Regular Meeting of March 6, 2025 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.

Board President Melissa Copeland called the Regular Meeting to order at 6:30 p.m.
Roll Call On call of the roll, the following members were present:

Present: Mrs. Melissa Copeland, President
Mr. Opi Akuffo
Mrs. Martha Carlos
Mr. Daniel Terrien
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: Mr. Matthew Basinger
Dr. Gali Oren-Amit

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

1. Board Reports - None Scheduled

2. Staff Reports
   - Update on Professional Development Day

     Dr. Katharine Olson, the Assistant Superintendent of Curriculum and Instruction, provided an update on the March 3 professional development day. Staff members engaged in two sessions, most were grade-level department sessions. Reading teachers met to review their new curriculum resource for grades K-1. Grades K-5 met to review social studies, grades 3-5 determined their core resource, which will be shared soon , K-2 will continue work on determining their resources. Specials teachers: Art, Music, PE, Applied Technology and Librarians engaged in inclusive practices; during tonight's Scan of the Environment presentation information will be shared about opening up our structured learning environment. The Instructional Assistants had a session including RULER and how its framework ties into the IA goals. Thank you again to the PTA for their baked treats, it is extremely appreciated!

- FOIA Request, SmartProcure, Sheri Reid

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Ms. Tarah O'Connell, the Director of Communications explained the FOIA request and the District's response.

- Summer 2025 Student Success Literacy and Math Programs Update
  Dr. Olson advised Board members that the registration for the student summer sessions will be closing soon. The department is working diligently to fill all the student spots in order to be able to open each session and ensure a spot for each eligible student. The program is fully staffed for this summer.

- Scan of the Environment - Dr. Deiter began the presentation for the Board of Education by explaining how the Key Success Factors and the Scan of the Environment are the framework for the Strategic Plan and School Improvement plan. Our core values and our core competencies are items that are specific to NB27 and were included in the presentation. The scan is the annual review of the internal and external factors that are expected to have a significant impact on the District. Opportunities, threats and challenges are all analyzed and plans are determined based on those factors. The Administration raises awareness of any factors which may affect the District, they identify goals and the resources to meet those goals. The Strategic Planning process is on-going; each department will explain the Key Success Factors that are under their purview.

  Dr. Olson provided an overview of Outstanding Student Performance and Rigorous & Coherent Programs/Services: District 27 student test scores are in the top 1% in the state. Students' Math and ELA proficiency are among the highest in the North Shore and double the state average. The Illinois School Report Card scores are important for school designations. In past years, the total score included between 20 & 25 percent for chronic absenteeism, this impact at NB27 is most often due to extended vacations adjacent to a holiday. The new indicators for the Illinois report card are expected to change the standards and the state testing. New executive orders affecting education will be monitored as well.
  The current reform of the Department of Education was discussed; the District will continue to monitor those changes. Artificial Intelligence continues to emerge at a rapid pace; ongoing developments in best practices, ethical considerations, and classroom applications will continue to unfold. Staff members are encouraged to upskill as part of NB27 continuous improvement.

  Ms. Heather Miehl, Director of Special Education discussed the structured learning environment (SLE) classrooms which will be opened at each building next year. This will enable NB27 to house twelve of our special education students in-district as well as open up opportunities for other students from the neighboring Districts. Ms. Miehl mentioned that several of the students in the SLE classrooms have significant medical challenges. It is the goal to have these children benefit from the rigor of the general education environment as much as possible, as well as the general education population benefitting from a more diverse peer group. These three classrooms will mostly be staffed through TrueNorth for the

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2025-26 year with the intent to build in-district capacity over time. However, these staff members will be considered our staff and the goal is for them to be part of our team. As part of the strategic hiring practice a shared behavior specialist was hired last year and spends half of her time in District 30 and 50 percent in our District. An occupational therapist was also hired, she has been working with direct services with students as well as providing a plethora of resources and training for our staff. The District continues to monitor changes in TrueNorth's member districts cooperative and the financial impacts to District 27 due to the shift. NB27 continues to utilize TrueNorth services for early childhood, assisted technology, physical therapy, visually impaired, professional learning for staff, and North Shore Academy.

Dr. McElligott, Director of Human Resources explained Highly Qualified Staff and that the substitute teacher pool is moving in a positive direction, a new platform called Red Rover was implemented for substitute opportunities and has been well received. The overall job applicant pool is also trending upwards; it is not quite back to pre teacher shortage levels, but has improved. Our District strives to make our staff and substitutes feel welcome. There have been recent updates to the Danielson framework for teacher evaluations. Throughout the year, there has been professional development covering the updates; the updated Danielson framework will be rolled out in the next school year. A possible legislative change could be removing the student growth component from teacher evaluations; if that changes, the District will need to adapt and modify the process. Lastly, if the referendum passes, and an expansion of Hickory Point is realized, the Little Bulldogs program will require additional staff to cover the additional classrooms and possible extended-day options.

Dr. McElligott discussed key success factor #4, Social Emotional Well-Being. There was a change to Title IX updates, there was an executive order which reverted the rules back to 2020 guidelines. This removed sexual discrimination and a lot of the gender language, however the human rights act still allows for much of it. The District will be watching for any new changes on Title IX. School perception data is compared year to year regarding job satisfaction; another source that is being compared is the third annual Merrimack College teacher survey, the most recent survey is from September of 2024 and goes out to 1500 schools. The data shows that educators' social emotional state has continued to decline.
Positive Behavioral Interventions & Supports (PBIS) has been in use for a decade. The survey data for students shows that trends have somewhat improved, however, anxiety is still increasing. The District has explored and added additional social emotional learning tools such as Second Step, RULER, SAEBRS, and mooZoom. The District is currently in year one of the RULER roll out starting with staff members, next year it will be rolled out to the students and in year three it will be expanded to include family engagement. The pilot of mooZoom is being explored, it uses role play adventure video. Social workers are using it in their one on one sessions and assistant principals are using it for conflict resolution.

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SAEBRS is a universal student screener for social, emotional, and academic risk, this year's data from the student survey was similar to last year. This is an important tool to ensure that the District is identifying students in need who may be internalizing their behavioral struggles and may need additional support. Action items for the Strategic Plan will be to continue to revise and implement the SEL systems and to continue to collect data from staff and students regarding mental health wellness to guide our work.

Dr. Rio reviewed key success factor #5, safe learning & working environment. The District has been discussing the long range facilities improvement plan for the past five years and the upcoming referendum is a part of this long-range planning. Technology & communication practices are two components that are still critically important for risk mitigation, this includes network security (email phishing scams & ransomware), and continuing training & awareness campaigns. Multi-factor authentication has been added, as well as enhanced data loss prevention safeguards and data privacy training. Constant revision of current practices for continuous improvement will continue.
In 2019 planned maintenance was completed and then in 2021/2022 the ten year health life safety survey was conducted. This survey identified required work in all three schools and included roofing, hvac, and electrical upgrades. Wood Oaks was the first school to replace the roof, the next school to complete work at is Hickory Point and then work will be done at Shabonee school. There is still remaining work to complete over years 2026-2028. The Shabonee playground will be updated in the summer of 2025. If the referendum is successful, the District will complete capital improvements and those items will include the planning and construction timeline, for future building addition space. The enrollment projections are always a part of the process.

Key success factor #6 healthy financial position. The District continues to monitor the nb27 landscape and financial projection model and continuously review and revise the long range planning. A factor of this is to Monitor local, state, and federal revenue sources (our District is 95% dependent on local property tax); 3 percent comes from the State of Illinois and the remainder comes from federal revenue sources. The District reviews the enrollment projections over a five year period and the staffing pattern to meet programs & services. Additional factors are legislation that may impact local, state and federal monetary allocations. Another item to monitor is regarding the Tier II pension model and the proposed legislation regarding the two tiers and any shifts that may impact the District. If the referendum is passed, debt financing will need to be managed to ensure funding via the DSEB for the Health Life safety needs and for the future support services programming needs. The financial projection for 2023 to 2029 was explained and is included in the Environmental Scan. The District floor for the fund balance reserve is $13 million in order to fund operating costs, the recent expenditure for HLS work at Hickory Point was $17 million. Part of the long-range planning was to poll the stakeholders in a community engagement survey, the community was favorable to a mid-level funding amount of $43.5 million. During the annual budget and levy process the District will ensure that capital improvements include items identified from

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the community engagement process. The District will re-invest the fund balance reserve which covers the standard operating budget. After the April 1 election, the financial projection will be reviewed again.

The District's five-year strategic plan is set to be approved by the Board and posted to the District 27 website in May. By conducting the Scan of the Environment each year, the District can continuously identify new opportunities and challenges, refine its action plans, optimize its resources, and increase return on investment for taxpayers.

Consent Agenda - Approval of the Summer 2025 Student Success Literacy and Math Program Budget
The Board President removed this item from the consent agenda, it will be placed on a future agenda for Board approval. Motion Redacted

3. Personnel Transactions - None Scheduled

4. Financial Reports - None Scheduled

Unfinished Business - None Scheduled

New Business - None Scheduled

Good and Welfare - The Wood Oaks band concert was a wonderful event, it was a collaboration of fifth to eighth graders. The students worked together great and did a beautiful job!

Two Wood Oaks students placed first; 7th grade Evan and 8th grade Mateo and a third student, 7th grader Isaac placed second in their respective weight classes at the regional wrestling competition held at Maple School. At sectionals, eighth grade Mateo advanced to state and will be competing at Northern Illinois University. Congratulations to the Maple Wrestling Team!

One team from the Wood Oaks Robotics program will be attending the Illinois state championship this Saturday at Sunset Ridge. The team who receives the excellence award for highest team alliance will advance to the world championship.

Community Comments - Ms. Kaczmarek thanked the administration team for their work on rescheduling parent teacher conferences (PTC). And also, thank you for all of your efforts supporting the referendum. She indicated that everyone may access additional information by going to the referendum website.

Superintendent Comments / Update

Dr. Deiter stated that the comments that he had were already covered this evening. In the interest of time, he will reserve any additional comments for the next Board of Education meeting.

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Closed Session

- 2025-26 Staffing Needs 9:00 p.m.
- Superintendent Evaluation

The appointment, employment, compensation, discipline, performance, or dismissal of specific employees, specific individuals who serve as independent contractors, or specific volunteers of the District or legal counsel for the District, 5 ILCS 120/2(c)(1).

No. 20305 Mr. Terrien made a Motion to go into Closed Session, seconded by Mr. Waddle, followed by a roll call vote.

On roll call vote, the members voted as follows:

AYE: Opi Akuffo, Martha Carlos, Melissa Copeland, Daniel Terrien, and Jack Waddle

NAY: None

ABSENT: Matthew Basinger, Dr. Gali Oren-Amit,

No. 20306 Reconvene to Open Session.

Mr. Waddle made a motion to reconvene to Open Session, seconded by Mr Akuffo, followed by a voice vote. All in favor.

No. 20307 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. Terrien seconded the motion that the meeting be adjourned. All in favor.

The motion was unanimously approved, and President Copeland called the meeting adjourned at 9:31 p.m.

CERTIFIED TO BE CORRECT:

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PRESIDENT SECRETARY

MINUTES APPROVED ON 3/20/25

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