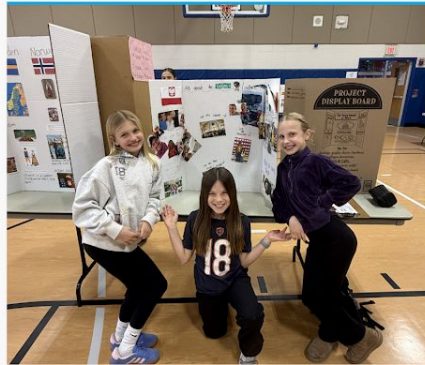




SUPERINTENDENT REPORT

October 20, 2026



STRATEGIC PLAN | 26-31

TOGETHER TODAY TO

Our mission:

Together, we cultivate an inclusive and caring community where every learner is supported, challenged, and prepared to thrive in a changing world.

**TRANSFORM
TOMORROW**

OUR GOALS & STRATEGIES

This presentation falls under the:

1. Student Achievement Goal
2. Inclusive Learning Environment Goal
3. Family & Community Partnerships Goal
4. High-Quality Staff Goal
5. Resources Goal





October 20, 2026

This presentation will cover:

- A. Superintendent Update
 - a. Principal & Assistant/Associate Principal Appreciation
 - b. SSAC (7th Grade Thomas & 5th Grade Greenbrier)
 - c. Family & Community Partnerships Goal
 - d. IASB North Cook Board Leader Recognition Program
- B. FOIA
- C. IASB Resolutions
- D. First Reading of Policies



A. SUPERINTENDENT REPORT



NATIONAL PRINCIPALS MONTH



Jessica Martinsen
Dryden Principal

Dr. Beth Glass
Dryden Assistant Principal

Donna Bingaman
Greenbrier Principal

Lisa Szydłowski
Greenbrier Assistant Principal

Scott Kaese
Ivy Hill Principal

Mary Bolos
Ivy Hill Assistant Principal

Erin Davis
Olive Mary-Stitt Principal



Nicole Martin
Olive Mary-Stitt Assistant
Principal

Ellie Chin
Patton Principal

Ashley Campos
Patton Assistant Principal

Lori Naumowicz
Thomas Principal

Greg Keadle
Thomas Associate Principal

Kyle Mengarelli
Thomas Associate Principal

Allison Yoder
Thomas Associate Principal



Steven Prorok
South Principal

Aubrey DeMuth
South Associate Principal

Sheri Rosen
South Associate Principal

Ann Buch
Westgate Principal

Cara Giacomini-Ferris
Westgate Assistant Principal

Lindsay Anatacio
Windsor Principal

Melanie Soprano
Windsor Assistant Principal

Thank you D25 principals for everything that you do!



5th Grade Greenbrier Elementary

- Aria
- Graham

7th Grade Thomas Middle

- Rider
- Anika
- Emma
- Luke
- Samarah
- Maverick

MEETING DATE	5th Grade	6th Grade	7th Grade	8th Grade
August 4, 2026	Must Attend	Must Attend	Must Attend	Must Attend
September 15, 2026 6:00 pm - 7:30 pm	Must Attend	Must Attend	Must Attend	Must Attend
September 29, 2026 *	Dryden ONLY	South ONLY	–	–
October 6, 2026 6:00 pm - 7:30 pm	Must Attend	Must Attend	Must Attend	Must Attend
October 20, 2026 *	Greenbrier ONLY	–	Thomas ONLY	–
November 17, 2026 *	Ivy Hill ONLY	–	–	South ONLY
December 1, 2026 6:00 pm - 7:30 pm	Must Attend	Must Attend	Must Attend	Must Attend
December 15, 2026 *	Olive-Mary Stitt ONLY	Thomas ONLY	–	–
January 19, 2027 *	Patton ONLY	–	South ONLY	–
February 2, 2027 6:00 pm - 7:30 pm	Must Attend	Must Attend	Must Attend	Must Attend
February 16, 2027 *	Westgate ONLY	–	–	Thomas ONLY
March 16, 2027 *	Windsor ONLY	South ONLY (round 2)	–	–
April 13, 2027 6:00 pm - 7:30 pm	Must Attend	Must Attend	Must Attend	Must Attend
April 27, 2027 *	Dryden ONLY (round 2)	–	Thomas ONLY (round 2)	–
May 18, 2027 *	Greenbrier ONLY (round 2)	–	–	South ONLY (round 2)

*Indicates a Board of Education Meeting.



Family & Community Partnerships Goal

This presentation will cover:

Critical Strategies

- Target
- Goal Champions
- Successes
- Next Steps

Family & Community Partnerships Goal

Unite families, schools, and the community to ensure every student thrives.

Critical Strategies:

Strengthen Communication, Transparency, Education, and Trust with Families & Community.

Expand and Deepen Family Engagement.

Strengthen Community Partnerships to Support Student Success.



Family & Community Partnerships Goal



Strengthen Communication, Transparency, Education, and Trust with Families & Community

Target

Strive for clear and open communication to assure families feel informed, valued, and connected. When trust is strong, families are better able to support their child's learning and partner with schools.

Goal Champions

- Superintendent
- Head of Communications & Storytelling

Family & Community Partnerships Goal



Strengthen Communication, Transparency, Education, and Trust with Families & Community

Successes

- Survey parent community and staff regarding student technology use
- Superintendent Open Office Hours
- Attend at least one of each school's PTA meeting to engage with parents
- Monthly communication through District Dish
- Regular communication when an SRP action is taken and quickly communicated to families

Next Steps

- Build an opportunity for parents to join a committee focused on the Family & Community Partnerships Goal
- Survey parent community regarding communication interests and areas to improve
- Using survey results to plan learning opportunities for parents

Family & Community Partnerships Goal



Expand and Deepen Family Engagement

Target

Actively involve families in their child's education. Creating flexible and inclusive ways to engage helps all families feel welcome and able to participate. Make expectations clear and provide tools and support.

Goal Champions

- Superintendent
- Head of Communications & Storytelling

Family & Community Partnerships Goal



Expand and Deepen Family Engagement

Successes

- Providing the PTA and ABC/25 an opportunity to communicate to our school communities directly via our electronic newsletters
- Supporting the Bilingual Parent Advisory Council (BPAC) combining Windsor & Ivy
- Hosting a multicultural event at all seven elementary schools
- PTA 5th Grade Committee focused on creating opportunities for students to mix before middle school

Next Steps

- Survey parents regarding opportunities for continued engagement around multicultural events
- Using the survey results focus on building opportunities for family engagement related to their interests
- Invite parents and staff to join a committee focused on the Family & Community Partnerships Goal

Family & Community Partnerships Goal



Strengthen Community Partnerships to Support Student Success

Target

Strong community partnerships provide extra support and opportunities for students and families. Partnering helps support the whole child – academically, socially, and emotionally.

Goal Champions

- Superintendent
- Head of Communications & Storytelling

Family & Community Partnerships Goal



Strengthen Community Partnerships to Support Student Success

Successes

- Partner with the Park District to host Children At Play (CAP)
- Partner with the Park District to rent space to A Mother's Touch
- Coordinated a joint Board of Education Meeting with the Village of Arlington Heights Trustees
- Coordinate field trips to the Dunton House through the Park District
- Coordinate a student art installation at the Arlington Heights Memorial Library
- Participate in Village of Arlington Heights & Park District events - Memorial Day Parade, Fourth of July Parade, Farmer's Market, Trunk or Treat, & Night in the Heights

Next Steps

- Coordinate opportunities with the Arlington Heights Senior Center
- Coordinate opportunities for students to engage in different events
- Coordinate opportunities for staff



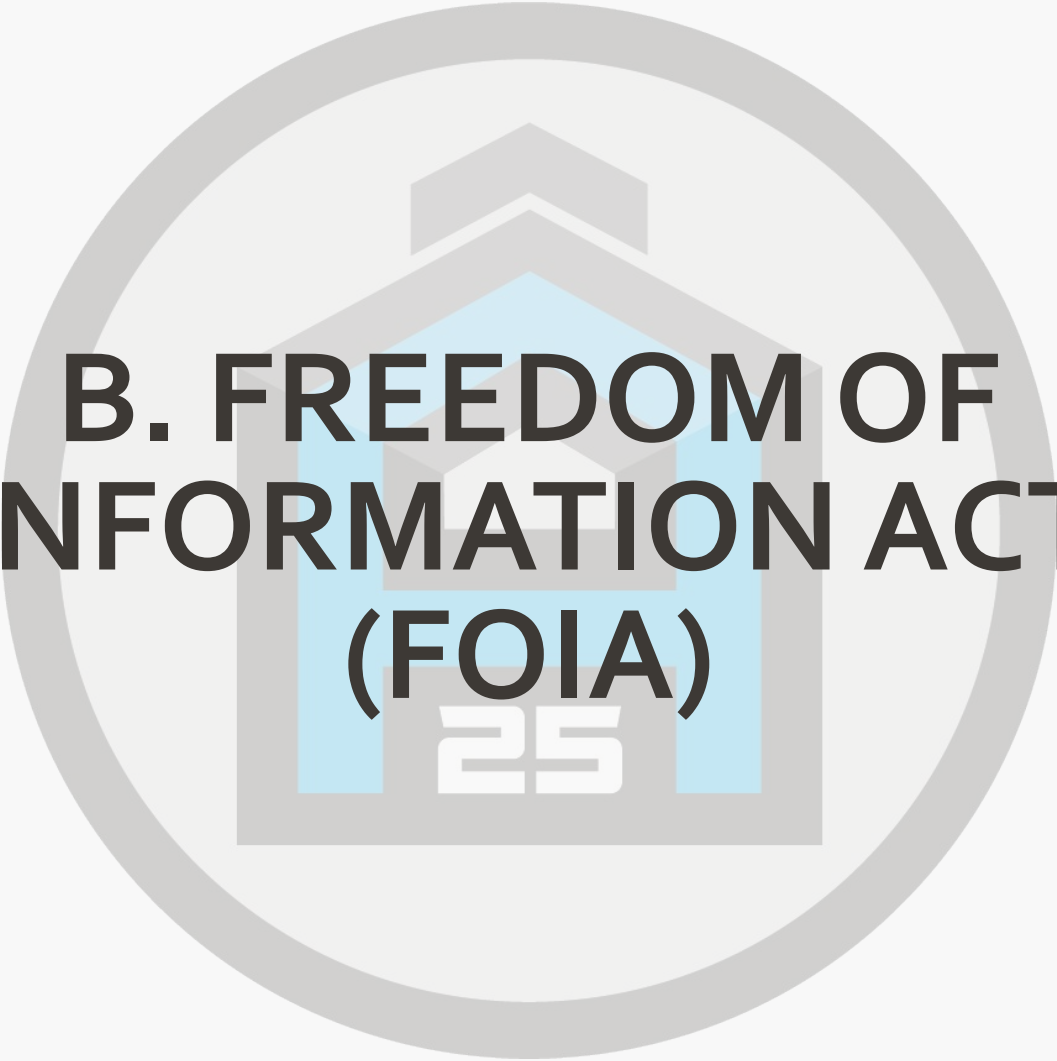
Established Level = Greg Scapillato

The Established designation recognizes school board members who have shown a sustained, foundational commitment to governance training and leadership development.

Distinguished - Annual Merit = Dr. Anisha I. Jogee

The Distinguished status is one of IASB's highest tiers of achievement, and the Annual Merit recognition highlights ongoing, active leadership maintenance.

Not relying on past accomplishments, but actively maintains an ongoing, high-level commitment to governance learning and service year after year.



B. FREEDOM OF INFORMATION ACT (FOIA)

Freedom of Information Act



Our administrative team ensured that all inquiries were addressed accurately and on schedule, meeting all legal requirements for timely disclosure.

In our ongoing commitment to transparency, the District fulfilled 6 FOIA responses over the last month.



C. IASB RESOLUTIONS



LOCAL SCHOOL BOARD DELEGATE DIRECTION

Resolutions that received a "Do Adopt" Recommendation from the IASB Resolutions Committee

All the below resolutions will be placed on a consent agenda for a vote during the IASB Delegate Assembly. If any are removed from the consent agenda, what is your board's direction as to whether the following resolutions should be adopted by the IASB Delegate Assembly?

Yes	No	
☐	☐	1. Tier II Pension Reform
☐	☐	2. Amendment to Existing Position Statement 2.12: Local Tax Collection and Distribution
☐	☐	3. FOIA Safeguards

Resolutions that received a "Do Not Adopt" Recommendation from the IASB Resolutions Committee

The below resolutions may be appealed by the submitting district. Any resolution that is timely appealed requires a two-thirds vote at the Delegate Assembly to be reconsidered. If a "Do Not Adopt" resolution is appealed, what is your board's direction as to whether the following resolutions:

- a) Should be reconsidered by the IASB Delegate Assembly; and
- b) If reconsidered, should be adopted by the IASB Delegate Assembly.

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☐	☐	4a. School Meals and Fee Waiver Eligibility — should be reconsidered
☐	☐	4b. If reconsidered, should be adopted by the Delegate Assembly
☐	☐	5a. School Board Elections: Nominating Petition Signatures — should be reconsidered
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Resolutions Recommended: "DO ADOPT"

Tier II Pension Reform

Advocates for state legislation to modernize traditional Tier II pensions by fixing automatic annual benefit increases to track inflation, aligning pensionable salary caps with Social Security standards, and lowering the retirement age to 65 (or 62 with max service).

Rationale: Current Tier II caps risk violating federal IRS "Safe Harbor" rules, which would force an unfunded 6.2% employer payroll tax shift directly onto local school district budgets. Additionally, lowering the retirement age addresses burnout and aids in teacher recruitment and retention.

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Resolutions Recommended: "DO ADOPT"

Local Tax Collection & Distribution

Seeks state legislation to establish a uniform process for reporting delayed local tax collections, calculating financial losses, and requiring timely county reimbursements without requiring districts to engage in litigation.

Rationale: Recent tax distribution delays (notably in Cook County) severely disrupt district cash flows. Establishing a statewide recovery mechanism protects local taxpayers and districts from suffering financial losses caused by county-level delays.

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Resolutions Recommended: "DO ADOPT"

FOIA Safeguards

Advocates for Illinois Freedom of Information Act (FOIA) amendments that allow identity verification, clarify denial standards for automated/bot or harassing requests, allow recovery of excessive staff costs, and prevent bad-faith misuse.

Rationale: Districts expend excessive administrative time and resources responding to recurring, commercial, bot-generated, or abusive FOIA requests, diverting critical public resources away from student operations.

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Resolutions Recommended: "DO NOT ADOPT" (Eligible for Appeal)

School Board Elections – Nominating Petition Signatures

Proposed reducing candidate nominating petition signatures from 50 voters (or 10%) to 25 voters (or 5%).

Rationale: Gathering 50 signatures is a reasonable, baseline threshold demonstrating that a candidate has the time, energy, and community support required to serve on a school board. Furthermore, recent state timeline adjustments moved signature collection out of the coldest winter months, making the process more accessible.

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Resolutions Recommended: "DO NOT ADOPT" (Eligible for Appeal)

School Meals and Fee Waiver Eligibility

Proposed expanding local district authority to audit income documentation, investigate suspected fraudulent claims, and revoke free/reduced meal and fee waiver benefits.

Rationale: Existing federal and state audit mechanisms are already sufficient. Allowing increased investigations could discourage vulnerable families from applying due to privacy concerns, create unnecessary participation barriers, and incur administrative costs that outweigh potential financial recoveries.

LOCAL SCHOOL BOARD DELEGATE DIRECTION

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D. FIRST READING OF POLICIES



PRESS UPDATE MEMO 122

Policy Committee - Tuesday, September 29, 2026

- 26 Policies
- 6 Exhibits

The committee **unanimously agreed** to move these policies [and exhibits] to the First Reading of the Board of Education.

- 19 Policies
- 2 Exhibits

The committee **unanimously agreed** to move this policy to the First Reading of the Board of Education, and **requested additional information**.

- 7 Policies
- 4 Exhibits



The committee would like Dr. Kaye to follow up and research if this policy is a District 25-created policy or part of the larger group of policies that are reviewed every 5 years by PRESS.

- 5:110, Recognition for Service
- 5:140, Solicitations By or From Staff
- 7:80, Release Time for Religious Instruction/ Observance

District created policies will end in 2, 4, 6, 8



The committee was interested in understanding if there were any changes as the committee did not see any, but the notes indicate it may have been rewritten.

- 2:220-E1, Board Treatment of Closed Meeting Verbatim Recordings and Minutes
- 2:220-E3, Closed Meeting Minutes
- 2:220-E5, Semi- Annual Review of Closed Meeting Minutes
- 2:220-E8, Board of Education Records Maintenance Requirements and FAQs



Waiting on legal advice regarding the following policy updates:

- 3:70: Add language linking organizational chart to succession of authority.
- 5:220: Verify accuracy of TRS limit dates.
- 6:190: Review rationale for removing recommended sentence.
- 8:70: Clarify legal reason for removing Title II changes.

A large, light gray circular background contains a stylized house icon. The house is composed of several nested, semi-transparent shapes. The outermost layer is a light gray circle. Inside it is a light blue house shape with a white roof. The house has a white base with the number '25' in white. The word 'QUESTIONS?' is written in large, bold, black capital letters across the center of the house icon.

QUESTIONS?