

**MINUTES**  
**BOARD OF EDUCATION**  
**COMMITTEE OF THE WHOLE MEETING**  
**COMMUNITY UNIT SCHOOL DISTRICT 200**  
**October 25, 2017**

The Committee of the Whole meeting of the Board of Education of Community Unit School District 200, DuPage County, Illinois, was called to order at the School Service Center, 130 W. Park Avenue, Wheaton, IL, by Board President Jim Vroman, on Wednesday, October 25, 2017, at 7:00 PM.

**ROLL CALL**

Upon the roll being called, the following were present:

Board Members:        Jim Vroman  
                              Brad Paulsen  
                              Chris Crabtree  
                              Ginna Ericksen  
                              Jim Gambaiani  
                              Rob Hanlon  
                              Jim Mathieson

Also in Attendance:  Dr. Jeff Schuler, Superintendent  
                              Mrs. Faith Dahlquist  
                              Mr. Bill Farley  
                              Mrs. Erica Loiacono  
                              Mr. Rod Mack  
                              Dr. Joanne Panopoulos  
                              Dr. Robert Rammer

**PLEDGE OF ALLEGIANCE**

Mrs. Faith Dahlquist led the Board and community in the Pledge of Allegiance.

**MOTION**

Member Crabtree moved, Member Paulsen seconded to suspend the rules and adjourn to workshop setting. Upon a roll call vote being taken the vote was: AYE 7, NAY 0. **The motion carried 7-0.**

**Human Resources**

Update on the Human Resources Department

Dr. Robert Rammer provided an update on Human Resources, with specific emphasis on dashboard metrics. The presentation included the following:

- District Overview 2016-17
- Staffing – Full Time Equivalent (FTE)
- Dashboard Progress
- Retention

- Shortages
- Challenges

Dr. Rammer added the following:

- The number of student teachers is a celebration – it is great to have the local schools represented in the area.
- The volunteer number is only reflective of those that will work in the classroom on a regular basis.
- Scheduled to open an additional early childhood section in December.
- Shortages of staff is not exclusive to District 200, shortages are being seen on a national level.
- Significant decrease in the number of teacher candidates at Illinois universities.
- Teaching assistants – when the economy is good and unemployment is low, there is a connection to a shortage in teaching assistants. The same is true for substitute (guest) teachers.
- In addition to teaching assistants and guest teachers, there is difficulty in staffing OT/PT staff, nurses, EL and bilingual teachers, and sciences staff.

There were additional comments and/or questions on the following:

- The additional section for early childhood is typically the result of 3 year olds that have needs based on early screening.
- Teacher shortage – how does Illinois compare to surrounding states and national level?
- Reciprocity with regard to teacher certification.
- Diversity – the number of minority teaching candidates is low.
- Factors attributing to the staff number increasing while the student number has stayed flat include the increasing needs of students and the number of specialists required to service those students (specifically those with significant disabilities, behavioral issues, etc.).
- The shortage of teaching assistants and the impact on the classrooms and the steps the District is taking to actively promote hiring of these positions.
- D200 retention vs. peer group retention.
- Leaves of absence – the number and reasons for the leaves.
- Guest/substitute teacher – D200 pay rate vs. surrounding districts.
- Specialty certifications/licensures shortage is an area that raises a flag in the next 3-5 years, as does the teaching assistant shortage.
- Are there other ways to address services for students with multiple needs?
- The potential to contract with an outside agency to produce bodies for hiring teaching assistants.

## **Instruction**

### Student Learning Dashboard

As the end of Vision 2018 approaches, the measurements and tools used to assess student learning need to be reviewed, revised and updated.

Mrs. Faith Dahlquist reviewed and discussed a draft of the student learning dashboard with the Board. This dashboard will be brought back again at a future meeting for feedback after meeting with principals and other groups.

There was a PP presentation “Building our Dashboard” which included the following:

- Vision 2018

- Where Are We Going?
- Big Thoughts Around the Future
- D200 Mission Statement – Does It Still Match?
- Annual Student Learning Dashboard Update Fall 2017
- Revising the Dashboard – Rationale
- D200 Vision for Learning Environment from FIT
- CUSD 200 Learning Environment Reflection Guide
- Parts of Student Learning Dashboard
- Student Outcomes
- Other Indicators
- Aspects of Our Learning Environment
- Next Steps

Mrs. Dahlquist also reviewed a DRAFT of the Student Learning Dashboard, which included:

- Vision
- Student Outcome Metrics (Baseline, Current Year and Goal for 2022)
- Other Indicators (Baseline, Current Year and Goal for 2022)
- Monitoring and Supporting the D200 Learning Environment (Current Status and Goal for 2022)

Mrs. Dahlquist added the following:

- Want to envision the lives that our children are going to have once they leave D200.
- Siri and Google are making knowledge more accessible.
- College readiness is not the only focus and the only path for students.
- Does the mission statement for the District still match and address the needs?
- Currently what is measured on the dashboard will need to change.
- The measurement for SAT is going to take some time.

The Board was asked to jot down 3-5 phrases around the impact of questions and thoughts on planning for the District's student learning goals. Some may be easily measureable, while others may not be easily measureable. Responses included:

- Inspire
- Challenge
- Resiliency (as opposed to failure)
- Service/Community Service
- Applying Skills Learned/Internships
- Measuring/Assessing Progress
- Support

There were questions and/or discussion on the following:

- How do we chart the need for resiliency, Social Emotional Learning (SEL)?
- Algorithm to compare SAT to ACT?
- The baseline numbers and how they are developed.
- Including Communication and Writing Indicators and how to best apply this into the real world.
- How to address the achievement gap and what information needs to be tracked?
- Want every student to achieve their maximum potential.
- Alternative ways to determine if students are career ready.

- Scattergrams/scatterplots and how they can be used .
- Tracking percentage of students that have a post-secondary plan.
- Co-curricular activity – definition, how can it be measured, what constitutes an activity.
- The need to measure some of the same way as the state.
- Attendance rate – measurement, how to control.
- Dual credit/AP credit.
- The distinction between setting big system targets and the follow-up/investigating the why.
- Part of the mission statement is to be sure that all students are being served.
- Demographics and subset of those that are not meeting the baseline or goal – how to present the information without categorizing groups.
- The importance of PLC’s .
- It is always a challenge when you discuss goals – what is being measured and how can it be measured?
- The importance of Social Emotional Learning (SEL).
- Revising the term “student outcome.”
- Measuring at the middle school level.
- Tracking the percentage of students taking online classes.
- Student anxiety – can this be measured? Importance of this being managed.
- Other considerations for measurements: number of service projects, homework amount.
- Defining and communicating what “redefining ready” means.
- Preparing students to be good citizens.
- “Comm studies” course at HS level – enough for what is required for college freshman?
- Future ready learning vs. 21<sup>st</sup> century learning terminology.

Dr. Schuler reminded the Board that the feedback provided on this topic will be reviewed. The administration can do anything, but not everything. The dashboard tells what is going to be monitored, but not how to get to the goal. This information will again be reviewed and discussed at a future Board meeting. The current plan continues through 2018, so there is some time to continue work on the dashboard.

### **PUBLIC COMMENTS – Non-Agenda Items**

The opportunity to speak to the Board is provided for members of the public who have a question or comment on an agenda item. The Board appreciates hearing from stakeholders, and values your thoughts and questions. The Board strives to make the best decisions for the District, and public input in a variety of venues is very helpful.

The Board must protect the civility and decorum of this meeting. Please be respectful for the duties of the Board and the democratic process in your comments tonight:

- ⇒ Please use the microphone, state your name, and address your comments to the Board
- ⇒ Please limit your comments to 3 minutes.
- ⇒ Please be factual and courteous, and do not include statements that are personally disrespectful or condescending to members of the Board or staff.

If you feel your matter needs to be discussed in more detail, please attend the Board’s “Chance to Chat” or present your comments to us in writing.

Speaker	Doug Gilmour
Topic	Textbook Errors

Speaker	Chris Ewert
Topic	Graf Park Thank You

**CLOSED SESSION**

Closed Session Items are listed for possible action - The Appointment, Employment, Compensation, Discipline, Performance, or Dismissal of Specific Employees of the Public Body or Legal Counsel for the Public Body, Including Hearing Testimony on a Complaint Lodged Against an Employee of the Public Body or Against Legal Counsel for the Public Body to Determine the Validity 5 ILCS 120/2 (c)(1); Collective Negotiating Matters Between the Public Body and its Employees or Their Representatives, or Deliberations Concerning Salary Schedules for One or More Classes of Employees 5 ILCS 120/2(c)(2)

**MOTION**

Member Hanlon moved, Member Ericksen seconded to adjourn the meeting to closed session for the purpose of discussing The Appointment, Employment, Compensation, Discipline, Performance, or Dismissal of Specific Employees of the Public Body or Legal Counsel for the Public Body, Including Hearing Testimony on a Complaint Lodged Against an Employee of the Public Body or Against Legal Counsel for the Public Body to Determine the Validity 5 ILCS 120/2(c)(1); Collective Negotiating Matters Between the Public Body and its Employees or Their Representatives, or Deliberations Concerning Salary Schedules for One or More Classes of Employees 5 ILCS 120/2(c)(2).

No action is expected following the Closed Session.

The meeting was adjourned to Closed Session at 9:02 PM.

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**Chris Crabtree, Secretary**

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**Jim Vroman, President**