

MINUTES OF A MEETING OF THE BOARD OF EDUCATION,  
NAPERVILLE COMMUNITY UNIT SCHOOL DISTRICT 203, DUPAGE  
AND WILL COUNTIES, ILLINOIS, HELD AT THE ADMINISTRATION  
CENTER, 203 W. HILLSIDE ROAD, NAPERVILLE, IL.  
NOVEMBER 7, 2016 AT 7:00 P.M., CLOSED SESSION 5:30 p.m.

Call to Order Vice President Mike Jaensch called the meeting to order at 5:30 p.m. Board members present: Jackie Romberg, Mike Jaensch, Kristin Fitzgerald, Charles Cush, Susan Crotty and Donna Wandke. Absent: Terry Fielden. Cush made a motion to allow Terry Fielden to participate in the meeting by phone. Crotty seconded the motion. A unanimous voice vote was taken and the motion carried.

Administrators present were: Dan Bridges, Superintendent; Carol Hetman, Chief Human Resources Officer; Bob Ross, Chief Operating Officer; Brad Cauffman, Chief Financial Officer; and Nancy Voise, Assistant Superintendent for Secondary Education.

Romberg moved, seconded by Fitzgerald to go into Closed Session at 5:30 p.m. for consideration of:

1. Appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the District or legal counsel for the District 5 ILCS 120/2(c)(1).
2. Collective negotiating matters between the public body and its employees or their representatives 5 ILCS 120/2(c)(2).
3. Litigation, when an action against, affecting or on behalf of the particular public body has been filed and is pending before a court or administrative tribunal 5 ILCS 120/2(c)(11).
4. Student disciplinary cases 5 ILCS 120/2(c)(9).
5. Security procedures, school building safety and security, and the use of personnel and equipment to respond to an actual, a threatened, or a reasonably potential danger to the safety of employees, students, staff, the public, or public property.

Meeting Opening Crotty made a motion, seconded by Romberg to return to Open Session at 7:01 p.m. A roll vote was taken. Those voting Yes: Fitzgerald, Fielden Jaensch, Romberg, Cush, Crotty and Wandke. No: None. The motion carried.

Meeting Opening Welcome and Mission  
Mr. Jaensch indicated that Terry Fielden was on the telephone to participate in the meeting. Romberg made a motion to allow Mr. Fielden to participate in the meeting via telephone. Cush seconded the motion. A unanimous voice vote was taken and the motion carried.

Roll Call Board Members present were: Kristin Fitzgerald, Donna Wandke, Mike Jaensch, Charles Cush, Susan Crotty, Jackie Romberg and Terry Fielden by telephone.

Student Ambassadors Present:  
Anthony Molina, NCHS  
Thomas Zugay, NNHS

Administrators present: Dan Bridges, Superintendent; Bob Ross, Chief Operating Officer; Jayne Willard, Assistant Superintendent for Curriculum and Instruction; Chuck Freundt, Assistant Superintendent for Elementary Education; Nancy Voise, Assistant Superintendent for Secondary Education; Jen Hester, Chief Academic Officer; Christine Igoe, Assistant Superintendent for Student Services; Carol Hetman, Chief Human Resources Officer; Tim Wierenga, Assistant Superintendent for Assessment and Analytics; Brad Cauffman, Chief Financial Officer; Roger Brunelle, Chief Information Officer.

Pledge of Allegiance  
Good News

Board members led the Pledge of Allegiance.

Superintendent Bridges noted that last weekend the NNHS Girls Cross Country Team took first place in the State competition. Also last weekend the NNHS Boys Soccer Team took first place in the State competition.

Public Comment  
Action by Consent

None

The following items were presented on the Consent Agenda:

**1. Adoption of the Personnel Report**

**Retirement – Certified**

Diane Pancoast, end of 16-17 school year, Naper, 3<sup>rd</sup> Grade

Ann Schinske, end of 16-17 school year, Prairie, Vocal Music

**Resignation – Certified**

Barbara Herr, 11/8/2016, KJHS, PI+

**Leave Of Absence – Certified**

Leah Stevens, Second Semester 2016-17, Ann Reid School Nurse

**Retirement – Non-Union Classified**

Margaret Gilmore, November 30, 2016, MJHS, Computer Support Associate

**Resignation – Classified**

Renee Lemanski, October 31, 2016, Beebe, Special Education Assistant

Rose Ucci-Monte, November 15, 2016, KJHS, Special Education Assistant

Gilberto Hernandez, October 31, 2016, NNHS, ELL Assistant

Dorota Waked, December 2, 2016, NNHS, Special Education Assistant

Kathleen Oliver, November 28, 2016, Steeple Run, Health Technician

Michael Bunge, November 11, 2016, Transportation, Bus Driver

**Reassignment – Classified**

Ginger Reidy, November 7, 2016, Human Resources, Senior Admin Secretary

**Employment – Classified**

Carl Sissac, October 19, 2016, MJHS, Special Education Assistant

Brian Frederick, September 9, 2016, Transportation, Bus Driver

Jill Kline, September 9, 2016, Transportation, Bus Driver

Keith Kristufek, September 9, 2016, Transportation, Bus Driver

**Addendum**

**Appointment – Certified (Part-Time)**

Jennifer Hartwig, November 30, 2016, Steeple Run, Speech-Language Pathologist

**Employment – Classified**

Jacqueline Chaidez, October 26, 2016, Elmwood, Special Education Assistant

## 2. Student Discipline as Discussed in Closed Session

Fitzgerald made a motion to approve the Consent Agenda as presented. Crotty seconded the motion. A roll call vote was taken. Those voting yes, Fitzgerald, Crotty, Wandke, Fielden, Cush, Romberg, Jaensch. No: None. The motion carried.

Student  
Ambassador  
Report

Anthony Molina, NCHS Reported:

- Nov 1 was the deadline for early action college applications. Now seniors are finished with their applications and just have to wait for letters of acceptance.
- The variety show for seniors was held.
- The annual fall play put on by Theatre Central was *The Good Doctor*.
- The wheelchair basketball fund raiser was held in the gym last week.
- At the annual blood drive, 114 units of blood were donated to Heartland Blood Center.
- There is a meeting tonight for parents to begin to plan the senior party.
- Wednesday is the Fall Band Concert.
- There are lots of activities to do through several clubs.
- Kids Care to Help – students go on Wednesdays to retirement centers to teach technology information to the residents.
- Sociology students are taking part in an exchange program.
- Veteran’s Day annual ceremony will be Friday.
- National Honors Society induction is on the 15<sup>th</sup>.

Thomas Zugay, NNHS Reported:

- The Snowball retreat with other high schools was successful.
- Like NCHS, the college deadline has passed and now the waiting begins.
- There was a spring fashion show planning meeting.
- The Theatre Club Tech Crew held a fundraiser to earn money to attend an event out of town.
- Band a Rama was held and very successful.
- Football team reached the playoffs but lost to Lions Township.
- Boys Soccer took first in State for the first time in several years.
- Girls Cross Country took first in State also.
- Jason Xia got a perfect score on the AP Physics Exam. Superintendent Bridges added that Kelvin Li got a perfect score on the AP Microeconomics Exam. Both boys will be recognized at the November 21 Board meeting.

Mrs. Crotty indicated that she ran into one of the former Student Ambassadors who now owns a company. He told her that his experience as a Student Ambassador helped him get his voice and has been beneficial through his career.

Superintendent  
Staff/School  
Report

### **School Improvement Plan – Ranch View Elementary**

Sue Salness, Principal of Ranch View Elementary indicated that the state of Ranch View is strong and certain. She noted that they are a high performing school due to their emphasis on academic achievement coupled with social emotional strength. Educators and parents share a collective commitment to

provide the best possible learning experience for students. Their Rising Star goals were created in response to their global student data. Their analysis of the data helped them to work on better ways of closing the achievement gap. Mrs. Salness reviewed data summaries on PARCC and Performance Series testing. She highlighted their overall high performance noting that they are maximizing their successes and continuing to disaggregate the data to get to each student who is not reaching the goals. She reviewed the Rising Star indicators that were chosen for focus.

- Continued efforts to support the growth of the whole child. The key action task is to develop GRIT in the learners. Students develop resiliency, persistence and problem solving skills to use daily with not only the curriculum, but also with social emotional challenges.
- Preparing for the implementation of the Digital Learning Initiative. This will be a year of learning and development of teacher competencies focused on innovative uses of technology. She spoke of the after school STEM program as an example of innovation and showed a video of the students sharing their experiences. Achievement gap students were actively recruited to take part in the activities. They partnered with the Pear Institute to evaluate the STEM program against a national data base. The data collected provided evidence that the program is making a positive impact on the students.
- Continuous work to provide differentiated instruction and the implementation of Standards Based Reporting. PLC meetings are used to examine student data and plan for differentiated instruction to support all students. The outdoor classroom, which was created in partnership with the Ranch View community, is an example of their efforts to provide enhanced opportunities for students to explore and discover using an inquiry based learning format. Next year the outdoor classroom will be used to explore the new science standards that will be finalized with the new science curriculum.

In conclusion, Mrs. Salness noted that all the Ranch View stakeholders work together to create the best possible learning environment for all students to learn and grow.

#### Board Questions/Comments

- Are you finding that you have enough room in the after school STEM program for the targeted students?
  - Currently 40 students can be accommodated that were recruited. Phase 1 ends in December and they are hoping to accommodate as many students as needed when phase 2 begins.
- How is the community utilizing the outdoor classroom space?
  - Since the school is in close proximity to several homes, it is the meeting place for many community members in the evenings and weekends. The seating space is being utilized by moms and students.
  - Mrs. Salness' Mom and Dad helped build the outdoor classroom along with other community members.
- It is exciting that NEF helped fund the STEM program. Is it possible to get it started at other schools?

- Yes, their TIS is working on starting it elsewhere.
- How did the special Ed population come up so much in reading?
  - Great staff – a lot of collaboration with all staff with pull out push in programs of multi-levels of support. All staff members take ownership of the students and meeting their needs.
- The staff is very dedicated and work long after 2:30 p.m. when the normal work day ends.
- Explain the work on closing the gap with girls.
  - Girls were specifically targeted to take part in the STEM program. Teachers looked critically at the data in that area.
- Compliment on the growth mindset of instilling the idea that it just has not happened yet, but kids can accomplish any challenge.
  - Parents are using that concept at home too.

Hugh Boger, Assistant Principal was introduced.

### **PARCC Report**

Tim Wierenga reported on the State testing results for 2016 from last spring. There is overall improvement in the data compared to the benchmark districts. We continue to improve our status. The Strategic Blueprint guides the work and gives direction. The information in the report comes directly from the recently released information in the State Report Card. The state uses two measurements – participation and academic achievement. In the future we will also be measured by growth. He explained the changes that have taken place to PARCC noting that the preliminary data was received in July and has been used extensively in the schools in conjunction with data from other tests. The State of Illinois will switch the high school state assessment in spring from PARCC to SAT. PARCC provides Sub-Claims for English Language Arts (ELA) and Math. These sub-claims provide insight for parents, staff and students about areas of strength and for improvement. Schools examine the data from the sub-claims to determine curricular needs for students. Mr. Wierenga indicated that performance levels are rated from 1 – 5 with levels 4 or 5 considered to be proficient. He compared the performance level percentages for D203 against state levels and noted that for the first 2 years of PARCC, the District percentages were nearly double the states. He reviewed detailed information by grade for both ELA and Math. He noted that the achievement gaps indicated by PARCC were consistent with data from other assessments confirming the areas for us to provide meaningful and specific gap closing measures for all students. Mr. Wierenga explained that students with certain cognitive difficulties take an alternate State Assessment called the Dynamic Learning Maps. This assessment is tied to the essential elements of the Common Core and is designed for students to demonstrate their math and ELA knowledge. He reviewed scores for the 1% of our students who took the exam and noted that they are concerning. We are working on turning these scores around by understanding the DLM standards and the specific needs of our students. In conclusion he indicated that the District uses the assessment data to drive the School Improvement Process from the District level down to the individual student level to plan for the success of all students. He reviewed next steps including monitoring the achievement gap, transitioning to SAT and understanding at a deeper level

Dynamic Learning Maps and how staff can effectively deliver the learning associated with the essential elements.

#### Board Questions/Comments

- Fewer than 30 schools got into the 80<sup>th</sup> percentile.
  - The rigor was increased because the expectation was raised – the bar was set higher.
- It we are at 70%, who makes up the other 30% ahead of us?
  - Some of our schools would be in that group in the upper percentages. The District average is 70%.
- You mentioned levels one to five with four and five being proficient. Do you tease out any information from the lower three?
  - The highest percentage of students was in the three area and teachers can look at individual students who are in the one and two range.
- It is great to see how well we are comparing to benchmarks and the State from ISAT to PARCC. Continue to be concerned at the lack of growth in some of the sub groups at the elementary level. Would have hoped for more growth at the elementary level.
- Junior highs seem to have made some good gains – good growth.
- What kinds of things are we doing now since it is year two to push in and see better growth in the areas where we really need to make the progress?
- What kinds of resources are we using?
  - As an example, through the PLC process, one of the schools worked to identify who the students were that needed the support and what it would be. Training was held to look at the data and drill down to look for high growth. We have to pay attention to a student who has high achievement and low growth and when it is low in both it is really important to figure out what we are going to do to put supports in place.
  - They are also looking at standards based reporting with specific information to bring students up.
  - One of the highlights is the detailed data analysis and comparison that is done. They refocused on the RTI process in the building to be sure all students are receiving supports. Interventions are provided in the classroom and additional support for any student who needs it.
  - Students in the gap were proactively targeted with the focus on reading and math.
  - Hopefully in the future from a district level we will have data on cohorts moving through the system from one level to the next. When we get more data, tracking can take place.
  - Additionally, we are looking at the parent engagement piece and their involvement in the academics of their students.
- Relieved to see that you are looking at each individual child both systematically and individually.
- Agree that we recognize that all the work going on in the classroom is one part but we have to call in the parents to become engaged to be sure that every child can achieve the growth that we want to see.
- We have the commitment of highly educated and innovative people in the district, communicate it and get it working in the areas where we need to

- see growth.
- This has been a good study for two years; it will be interesting to see what the data looks like in the next few years.
- The fact that we are doing better than most districts is a credit to our staff, especially the academic staff. Kudos to everyone.
- Do we have data broken out by the different cohorts for our comparative districts? Do we know how well we are doing in comparison?
  - The data just became available. We are having conversations with them and comparing best practice.
- We have seen many improvements in PARCC. We are leading many districts.
- We need to advocate to the State that they need to get the scores out to us quicker. The sooner we have use of the PARCC data as a tool the better for us and for all schools.

President's  
Report  
Board of  
Education  
Reports  
Discussion  
Without Action

Donna Wandke expressed kudos to NEF for sponsoring a WOW Grant to Elmwood Elementary for the “Dark and Spooky Night” Program.

**Summer School 2017**

Superintendent Bridges introduced Kevin Wojtkiewicz and Bob Ross. He indicated that tonight they will present the proposal for summer school 2017 for discussion and questions. The Board will be asked to take action on Nov. 21. Mr. Wojtkiewicz noted that the success of summer learning is a team effort to develop an approach to advance every student’s learning opportunities as guided by the Strategic Blueprint. The initiatives that were implemented in 2016 were outlined at a previous meeting. The District intends to continue to implement all the same recommendations including aligning the summer curriculum and assessments to that used in the school year, reaching out to at risk students and offering support services aligned to those offered in the school year. The Learning Services team will continue to work to align the curriculum to the standards and rename the courses to be more appealing to the student population. Mr. Wojtkiewicz outlined the new courses at the junior high level indicating that the science camp courses will be upgraded. The junior high ESY program will be reorganized and moved to Madison Junior High to increase student’s access to general education classes. He reviewed the previously approved incremental tuition increases which represent the need for additional revenue directly related to teaching and learning. Additional recommendations for summer 2017 include

- Limiting registration to students who live in the District 203 school boundaries;
- The addition of an Elementary Assistant Director;
- And additional administrative assistant’s support to manage the registration, refund and student information process.

Next summer we will partner with the assessment team to evaluate the effect of summer school to drive summer learning going forward.

Board Comments/Questions

- Can we get reimbursement from the State for the transportation charges?

- We do get reimbursement for Special Ed transportation and minor reimbursement for regular education students.
- Would it make sense to charge a premium for classes so everyone can participate?
  - Summer school has changed and there is a lot involved with getting students from out of the district set up for it including issuing a Chromebook, and setting up Canvas. Additionally State reporting becomes tricky and this all takes time for our staff.
  - We are recommending that we dedicate our resources to the students who live in the boundaries of D203, which includes any students who attend private schools.
- What is the next reach for summer school?
  - Work with the community on the mindset of what summer school is.
  - Shift the mindset to make summer part of learning.
  - Putting the structure in place and providing administrative support.
  - Doing the incremental things to implement the new mindset.
  - We are interested in the data about who is participating and how it is helping them.
- Do we still have after school programs?
  - Yes, there is expansion in a lot of our curricular areas.
- We are already marketing to students but it would be good if we could try to do more especially to attract the interest of the students at the lower end.
  - We gathered feedback from teachers on the revisions we made last year. For example in math, we made it a different experience for kids.
  - We are using the Learning Commons space as a resource too.
  - We have separate course descriptions for parents and students.
- Would love to partner with the library as a tool for family engagement. They have a reading program. Anything we can do to encourage students.
  - We already do partner with the library; maybe we could increase the level.
  - We still need to continue to educate people on what is available.
- It is critical to get students feedback on the names.
- How are we designing classes that are geared more for PI students for the broad range of students?
  - We are looking at the expertise of the teachers to differentiate with texts and tasks.
- Do we have a specific growth target in mind?
  - We are trying to be a little conservative for this summer. We are looking at a 5% increase for all programs.
- Do we have an updated comparison on tuition with benchmark districts?
  - The original proposal contained that information; we have not updated it since then.
- Where are we with the electronic learner profile?
  - We conducted a pilot and decided that we need to do more work on it before we continue.
  - We were able to identify some great benefits from it. But those benefits might be obtained from some other instruments that do not require as much time and training.



- We continue to be interested in passing on the learning from the school year to summer.
- We are looking at the best way to get information to the teachers.
- It was a new system that did not interface as well as expected. We are looking at some things that we have in place that will do the same thing.

Discussion With  
Action

**Policy Review: Second Reading Policy 2.104, Internal Organization**

Superintendent Bridges indicated that this policy was discussed at previous meetings and there have been no additions or changes to what has been discussed. Mr. Jaensch indicated that the proposed language changes the Officers terms from two years to one year.

Romberg made a motion to approve Policy 2.104, Internal Organization as presented. Crotty seconded the motion. A roll call vote was taken. Those voting yes: Romberg, Crotty, and Jaensch. No: Cush, Fitzgerald, Wandke, and Fielden. The Motion failed. The Policy will remain as it is currently in the Policy Manual.

**Policy Review: Second Reading Policy 2.110, Qualifications, Term and Duties of Board Officers.**

Superintendent Bridges indicated that no additional changes have been made to the policy since it was reviewed at the last Board meeting.

Wandke made a motion to approve Policy 2.110, Qualifications, Term and Duties of Board Officers with the two year term verbiage. Fitzgerald seconded the motion. A roll call vote was taken. Those voting yes: Romberg, Fielden, Wandke, Cush, Crotty, Jaensch, and Fitzgerald. No: None. The motion carried.

**Policy Review: Second Reading Policy 2.120, Board Member Development**

Superintendent Bridges indicated that no additional changes have been made to the policy since it was reviewed at the last Board meeting.

Fitzgerald made a motion to approve Policy 2.120, Board Member Development as presented. Wandke seconded the motion. A roll call vote was taken. Those voting yes: Crotty, Romberg, Cush, Fitzgerald, Jaensch, Fielden and Wandke. No: None. The motion carried.

It was noted that the thoughtfulness and discussion of Board members as the Policies are reviewed and changes are made will make the Board stronger and their governance better for now and for future Boards. It is good to strengthen their roles as Board members. Disappointment was expressed that they are not holding themselves to one year terms.

New Business  
Old Business  
Upcoming  
Events

- November 11, 2016, Veteran’s Day Breakfast and Celebrations
- November 17, 2016, Focus 203 – School Day/School Year, 8:30 a.m. & 7:00 p.m.

- December 2, 2016, Mayor’s Community Breakfast, 6:30 a.m. Fry Family YMCA
- December 8, 2016, NEF Appreciation Breakfast
- School Board elections key dates are in BoardDocs. There are four 4-year terms and one 2-year term up for election.

Adjournment      Mr. Fielden ended the telephone connection at 8:58 p.m.  
 Crotty made a motion at 8:58 p.m. to return to Closed Session to discuss: Appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the District or legal counsel for the District 5 ILCS 120/2(c)(1). Fitzgerald seconded the motion. A roll call vote was taken. Those voting yes: Crotty, Romberg, Wandke, Jaensch, Fitzgerald, and Cush. The motion carried.

Approved              November 21, 2016

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Mike Jaensch, Vice President  
 Board of Education

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Ann N. Bell, Secretary  
 Board of Education