

July 14, 2015

A special meeting of the Board of Education of the Oak Park and River Forest High School was held on Tuesday, July 14, 2015 in the Board Room of the high school.

- Call to Order** President Weissglass called the meeting to order at 5:30 p.m. A roll call indicated the following members were present: Fred Arkin, Jennifer Cassell, Thomas F. Cofsky, Dr. Steve Gevinson, Dr. Jackie Moore, Sara Dixon Spivy, and Jeff Weissglass. Also in attendance was Dr. Steve T. Isoye, Superintendent; and Gail Kalmerton, Executive Assistant/Clerk of the Board.
- Visitors** Perry Hill, Illinois Association of School Board Field Representative
- Closed Session** At 5:35 p.m., Mr. Weissglass moved to enter closed session for the purpose of discussing Self-evaluation, practices and procedures, or professional ethics, when meeting with a representative of a statewide association of which the District is a member. 5 ILCS 120/2(c)(16); seconded by Dr. Moore. A roll call vote resulted in all ayes. Motion carried.
- At 9:06 p.m., the Board of Education resumed its open session.
- Personnel Recommendations** Mr. Weissglass moved to approve the Personnel Recommendations, as presented including new hires and resignation; seconded by Dr. Gevinson. A roll call vote resulted in all ayes. Motion carried.
- Board of Education members asked that the Policy, Evaluation and Goals Committee look at 1) the District's hiring guidelines or mechanisms and 2) compensation regulated by the bargaining agreement in order to develop a clearer practice. In addition, any personnel recommendations to the Board of Education might include whether the person filling this position was internal or external, the job description, and/or resume. Note: Administrative positions have minimum and maximum grades, per the Hay Group, and several reasons factor into why a person is offered a particular salary, i.e., in a bargaining unit and/or on a retirement track, etc.
- Check Disbursements** Mr. Weissglass moved to approve the Check Disbursements dated July 14, 2015, as presented; seconded by Mr. Cofsky. A roll call vote resulted in all ayes. Motion carried.
- Treasurer's Report** Mr. Weissglass moved to approve the Treasurer's Report, as presented; seconded by Ms. Cassell. A roll call vote resulted in all ayes. Motion carried.
- Monthly Financials** Mr. Weissglass moved to approve the Monthly Financials, as presented; seconded by Dr. Moore. A roll call vote resulted in all ayes. Motion carried.

One member questioned whether the District were behind on state resources as noted. Page 2 of the report and if the state was expected to catch up.

**Board of Education  
Goals for  
2015-16**

Mr. Weissglass moved to adopt the Board of Education Goals for the 2015-16 school year; seconded by Ms. Spivy.

**Strategic Plan**

- Develop system-wide alignment with strategic plan.
- Establish benchmarks and measurements with feedback loops.
- Continue program innovation.
- Incubate pilot programs.

**School Climate and Culture**

- Undertake board study of district's equity policies and practices.
- Develop restorative justice principles and practices, combined with a review of the code of conduct.
- Continue efforts to create a welcoming culture and increase student voice and engagement.

**Instruction**

- Continue development of the district's instructional technology initiative.
- Continue building relationships to develop a high quality continuum of education and seamless transitions for our students.

**Facilities**

- Develop a long-term capital improvement plan to upgrade facilities, enhance the learning environment, and address anticipated enrollment increases.
- Complete pool design and financing, including community education and engagement.

**Finances**

- Review and revise district's cost-containment policies and processes, combined with improved use of metrics.

**Leadership and Oversight**

- Review and revise leadership organizational structure, goal setting, and evaluation, including development of district compensation philosophy.
- Provide improved opportunities for public engagement with board.

The goal discussion was introduced at the June 2015 regular Board of Education meeting by Mr. Weissglass who, after hearing the Board of Education member concerns, created draft goals. Based on Board of Education feedback at that meeting, Mr. Weissglass updated the goal document.

Discussion ensued. Dr. Isoye noted that DLT is reviewing and evaluating the reports that come to the Board of Education throughout the year, as well as the work of the Board of Education, and determining a calendar for each, i.e., a Restorative Justice Retreat, the Hay Group Compensation Philosophy, student growth measures, etc. Dr. Isoye will work with Mr. Weissglass on how to engage the Board of Education in this work. Progress reports may occur more frequently throughout the year. While some goals are concrete, some are not, i.e., the study of equity policies and practices. The process by which to accomplish that goal is yet undetermined.

The purpose for adding the goal about the Strategic Plan goal was to support it.

Discussion ensued about best practices having a subset to School Culture and Climate on recruiting and hiring. As such, Mr. Arkin moved to add a fourth bullet point under that goal as follows: Review and revise the district's minority recruitment policies and practices; seconded by Dr. Moore. A voice vote resulted in motion carried.

Regarding accountability of the goals, the Board of Education must determine the questions it wants to address and provide some guidelines on data expectations. Comments included 1) no preferential treatment should be given; 2) a standing committee on minority recruitment should be formed as the best way to recruit is through word of mouth, and 3) division heads should have more responsibility for recruitment. The recruitment of minority candidates has been difficult for not just OPRFHS but also in the previous districts in which Dr. Isoye worked. While the District will have to be deliberate and do research, he was unsure of the results. One member suggested reviewing job descriptions to see if there was something that would deter someone from applying.

The Board of Education members complimented Mr. Weissglass for capturing their interests and concerns in the goals, noting that it was a mix of Board work and superintendent work. One member stated that the next step would be to assign ownership, either to a person or to a committee. Delineating the Board work from the administrative work will help the Board of Education keep distinct.

A voice vote on the original motion that was amended resulted in motion carried.

## **Adjournment**

At 10:10 p.m., on Tuesday, July 14, 2015, Dr. Moore moved to adjourn the Special Board Meeting; seconded by Ms. Spivy. A voice vote resulted in all ayes. Motion carried.

John Weissglass  
President

Sara Dixon Spivy  
Secretary

Submitted by Gail Kalmerton  
Clerk of the Board