

August 15, 2017

A special meeting of the Board of Education of the Oak Park and River Forest High School was held on August 15, 2017, in the Board Room of the high school.

Call to Order

President Moore called the meeting to order at 9:03 p.m. A roll call indicated the following members were present: Fred Arkin, Matt Baron, Jennifer Cassell, Thomas F. Cofsky, Craig Iseli, Dr. Jackie Moore, and Sara Dixon Spivy, as well as Dr. Joylynn Pruitt-Adams, Superintendent, and Gail Kalmerton, Executive Assistant/Clerk of the Board of Education and FOIA Officer.

Also in attendance were Tod Altenburg, Chief School Business Officer; Amy Hill, Director of Assessment and Research; Brenda Horton, Director of Human Resources; Greg Johnson, Assistant Superintendent for Curriculum and Instruction; Michael Carioscio, Chief Information Officer; Nathaniel L. Rouse, Principal; Karin Sullivan, Director of Communications and Community Relations; and Dr. Gwen Walker-Qualls, Director of Pupil Support Services.

Visitors

Marty Bernstein, community member

Public Comments

Marty Bernstein, welcomed the new members to the Board of Education. He commented about the contract with Unicom ARC which the Board of Education approved. While the agreement included expenses, it did not include travel and other expenses. While the monthly fee adds up to \$68,000 per year, when the other expenses are added in, it totals \$113,000. Thus, the monthly fees are only 60% of the total fees. He asked for more transparency.

While Mr. Bernstein had concerns about the Memorandum of Agreement to be discussed later in the agenda, he felt that collaboration among the taxing bodies could be of monumental value to the community.

Closed Session

At 9:09 p.m., Mr. Baron moved to enter closed session to discuss the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the District or legal counsel for the District, including hearing testimony on a complaint lodged against an employee or against legal counsel for the District to determine its validity. 5 ILCS 120/2(c)(1), as amended by PA. 99-646 and Collective negotiating matters between the District and its employees or their representatives or deliberations concerning salary schedules for one or more classes of employees. 5 ILCS 120/2(c)(2) seconded by Ms. Cassell. A roll call vote resulted in all ayes. Motion carried.

At 9:38 p.m., the Board of Education resumed its open session

Personnel Recommendations

Mr. Arkin moved to approve the Personnel Recommendations, including Hires, Retirement, and Resignation; seconded by Mr. Iseli. A roll call vote resulted in all ayes. Motion carried.

Board of Education Goals

Included in the packet were draft Board of Education goals which had been aligned with the goals of the Strategic Plan. Dr. Moore had compiled Board

of Education desires as follows. This meeting was an opportunity to determine which are most desired and/or reword them.

Equity - OPRFHS will continuously strive to create an environment where the academic achievement and social and emotional growth of students will no longer be predictable by race, socioeconomic status, or other social factors.

1. Review and approve CCB's 2017-2018 recommendations with intention of revising district policies and practices identified by the audit findings and survey responses
2. Identify reliable measurements of the equity/achievement gap
3. Identify markers of student achievement and track reduction of racial disparities in achievement
4. Eliminate Racial Disparities in Discipline
5. Identify 3 proven strategies and or programs that reduce inequities of opportunity and enable students of color and/or low socioeconomic status to gain greater access to and success in college prep, honors, and AP classes.

Supportive Learning Environment - OPRFHS will create learning environments that support the unique strengths and needs of each individual and will provide a system of supports to meet the evolving needs of all students.

1. By June 2018-Determine effectiveness of Strategic Plan Pilot projects-Leadership Launch and SEL Coach, and establish targets for annual improvement.
2. Educate school community on Restorative Practices Culture & climate
3. Create a climate where all students and staff feel welcome and valued
4. Revise discipline procedures for tardiness/no IDs
5. Identify programmatic alternatives to detention, restricted lunch, and ISS for tardies and unexcused absences to improve school climate and increase student instruction time
6. 2nd semester Pilot Alternatives to Detentions-Examples: Facilitated study halls, Support groups during restricted lunch, restorative practices

Transformational Teaching and Learning - OPRFHS will create consistently rich and engaging learning opportunities that set high expectations for all students and foster collaboration, problem-solving, reflection, critical thinking, and independent learning.

1. Standardized College/Career readiness measures.
2. Ensure rigor across all tracks-Curricular alignment and standardized student growth measures.
3. Continue efforts with Equal Opportunity Schools and Hanover Research and use findings and conclusions from these efforts to improve district policies and practices.

Transformational Leadership - OPRFHS will hold all leaders to high expectations in responsibilities, policies, practices, and professional development and will create opportunities that affirm and support effective teaching, learning, and leadership.

Board Development

1. Commit to quarterly/biannual self-evaluation retreats.

2. Increase understanding of District programs through participation (when appropriate) in workshops, Classroom observations, professional development, and assemblies.
3. Attend relevant ISBE workshops.
4. Evaluate Meeting effectiveness- Identify and use an instrument to regularly review and fine-tune meeting structure.

Facilities and Finance - OPRFHS will make fiscally responsible, student-centered decisions regarding facilities and finances and will allocate resources to ensure excellence and equity.

1. Reconstitute Finance Advisory Committee
2. Coordinate financial goals with hiring/recruiting needs (clear parameters)
3. Present updated proposal for replacement of tennis courts.
4. Hire new district Architect of Record.
5. Review findings of Imagine OPRF and finalize a plan to upgrade facilities.
6. Have an effective hiring philosophy/policy in place by June 2018. Must have minority recruiting and hiring component
7. Move \$20M (or more) into Capital.
8. Establish financial target -\$/student.

Holistic Community Education - OPRFHS will collaborate with other educational institutions and social service organizations to create a high-quality continuum of learning and seamless transitions for students. Students and adults will build partnerships across our communities that will help our youth grow into engaged, socially responsible citizens.

1. Collaborate with community stakeholders in areas of –mentoring, academic supports, internships, etc.-to enrich educational experiences and opportunities for our students.
2. Increase opportunities for family outreach to identify and connect families with existing parent groups.
3. Dedicate resources to Family Outreach and Engagement to establish and monitor strong connections from the onset of high school.
4. Connect more intentionally with our growing Hispanic population.

Discussion ensued.

The rationale for adding No. 4, under HCE was to increase community outreach as the Hispanic population at the high school had doubled. Two board members felt that numbers 2, 3, and 4 under Holistic Community Education could be combined, as they had to do with reaching out, identifying and increasing resources. They also could be included in the work of the Culture, Climate and Behavior Committee, rather than being a separate Board of Education goal.

Discussion ensued about whether these were goals for the Board of Education or would the administration be charged with these tasks. If this is truly Board work, it was suggested that 1, 2, and 3 are supported by actions tied to the overarching goals versus individual goals. Dr. Moore felt that from a policy standpoint, it was critical to be intentional in the goals and the overarching areas. While all of

the Board of Education member ideas had been included in these goals, the District now has an approved Strategic Plan. Community outreach and family engagement are the things the Board of Education intends to review at the end of the year. Dr. Moore and Mr. Cofsky had talked about having actionable goals and ones that the Board of Education is able to communicate the results. The area that is truly actionable is under Board of Education development in terms of outreach in community and professional development. The Board of Education could have a goal relative to minority hiring that by June “X” something would be in place. The Board of Education could implement a hiring policy and the Human Resources Department could work on the procedures to do so.

One member asked who set the markers. The Board of Education’s goal is for the District to identify them, but the Board of Education identifies the effective measurement tool which may be the wrong thing in four years: It is a foundational issue. Another member struggled with the goals under community outreach and the Board of Education development goals’ because a Strategic Plan exists and that contains the things the Board of Education wants to accomplish. How does that Board of Education strike a goal that makes that happen? How can the Board of Education provide priorities and resources to make sure that happens? The response was that if there is a Board of Education goal to follow and it adheres to the guidelines about action items and notes who is responsible, that is where the Board sits. Quarterly updates are one of the most straightforward ways for the Board of Education to know who is responsible. The CCB and its recommendations are the follow-through. The Board of Education needs to understand its work and the work of the administration.

Mr. Cofsky noted that his goals would be as follows, and Mr. Iseli concurred:

- 1) Support the Strategic Plan and hold the Board of Education accountable for the one-year action plans.
- 2) See that the CCB recommendations are implemented.
- 3) Under the Board Development goal, include Hiring, Philosophy, and Policy
- 4) Establish Financial Metrics

Relative to the Strategic Plan and to financial metrics, Mr. Cofsky suggested establishing metrics, as there are incremental dollars related to the Strategic Plan. The Board of Education would provide financial direction to the Finance Advisory Committee (FAC) so that it could validate them. The FAC would need to be reconvened.

Mr. Iseli struggled with the Strategic Plan as being tactical and what the Board of Education would do from a financial perspective as it has given no target or framework. He suggested establishing a consistent, long-term cost per student. He asked if the Board of Education was willing to have a committee to develop that in order to provide more guidance. To do determine a cost per student, Dr. Moore stated that the Board of Education would first have to agree upon the guidance in terms of the issues it wants to address from a financial standpoint.

Mr. Arkin wanted a broader statement under finance. Mr. Iseli suggested reducing the rate of cost growth and developing parameters and guidelines for the FAC as it had previously reduced the fund balance. Mr. Arkin asked if it were the Board of Education's goal to determine the tasks of the FAC.

After this discussion, the following Board of Education members were assigned to write a goal on a specific area by the end of the week for consideration and approval at the August 22, 2017, Board of Education meeting:

Ms. Dixon Spivy - Hiring

Mr. Iseli and Mr. Cofsky - Finance

Dr. Moore and Mr. Baron - Board Development

Dr. Pruitt-Adams noted that reconstituting the FAC is in the Strategic Plan.

**Policy 7:20
Harassment of
Students -
Prohibited**

Ms. Dixon Spivy moved to amend policy 7:20, Harassment of Students-Prohibited, as presented; seconded by Ms. Cassell. A roll call vote resulted in all ayes. Motion carried.

**Alternative
Learning
Opportunities
Program**

Mr. Arkin moved to approve the Alternative Learning Opportunities Program, for the 2017-18 school year; seconded by Mr. Baron. A roll call vote resulted in all ayes. Motion carried.

**Community
Recreation
Center
Collaboration
Memorandum
Of Agreement**

Mr. Baron moved to approve the Community Recreation Center Collaboration Memorandum of Agreement, as presented; seconded by Ms. Cassell. A voice vote resulted in motion carried. Motion carried.

Note: the Community Recreation Committee Center will look at options for both financing and operations.

**Agreement
Between
District 200 and
SEIU No. 73 CPA**

No action was taken.

**Resolution for
The FY 18
Tentative Budget**

Mr. Baron moved to approve the Resolution Authorizing Preparation, Placement for Inspection and Publication of the FY18 Tentative Budget, as presented; seconded by Mr. Arkin. A voice vote resulted in all ayes. Motion carried.

**Denial of Grievance
--Appeal to the
Board of
Education
Adjournment**

Mr. Iseli moved to deny Grievance discussed in closed session; seconded by Ms. Cassell. A roll call vote resulted in all ayes. Motion carried.

At 10:25 p.m., Mr. Baron moved to adjourn the Special Board Meeting; seconded by Ms. Dixon Spivy. A voice vote resulted in all ayes. Motion carried.

Dr. Jackie Moore
President

Jennifer Cassell
Secretary