

MINUTES OF SPECIAL MEETING,
BOARD OF EDUCATION, SCHOOL
DISTRICT #225, COOK COUNTY,
ILLINOIS, DECEMBER 6, 2000

A special meeting of the Board of Education, School District No. 225 was held on Wednesday, December 6, 2000, at approximately 7:00 p.m. at the Glenbrook High Schools Administration Building pursuant to due notice of all members and the public.

The president called the meeting to order. Upon calling of the roll, the following members answered present: Lerner, Long, Rogal, Seymour, Shact. Absent: Beyne, Olson. Note: Mr. Olson arrived at approximately 7:10 p.m. Also present: Dill-Varga, Freeman, Hales, Lacivita, Riggle, Schilling, Smith.

MOTION TO MOVE INTO CLOSED SESSION

Motion by Mr. Lerner, seconded by Mrs. Long, to move into closed session at approximately 7:00 p.m. to consider student disciplinary cases (Section 2 (c) (9) of the Open Meetings Act)

Upon calling of the roll:

aye: Lerner, Long, Rogal, Seymour, Shact

nay: none

Motion carried.

The Board returned to open session at approximately 7:30 p.m.

MOTION TO EXPEL STUDENT #01-10

Motion by Mrs. Long, seconded by Mr. Lerner, to expel student #01-10 under the terms and conditions described in the closed meeting minutes of this meeting.

Upon calling of the roll:

aye: Lerner, Long, Olson, Rogal, Shact

nay: none

present: Seymour

Motion carried.

**RECOGNITION OF COMMUNITY VISITORS FOR COMMENTS LIMITED TO TOPICS
ON THIS AGENDA**

President Rogal asked if any community visitors wished to be recognized for comments limited to topics on this agenda. She suggested that comments on the proposed 2000 tax levy be made during the public hearing on that topic. No community members requested to address the Board.

PUBLIC HEARING ON PROPOSED 2000 TAX LEVY

The president declared the public hearing open on the proposed 2000 tax levy.

Mr. Art Wulf, 3948 Rutters, Northbrook, IL, stated that he hasn't seen any fiscal restraint on behalf of the board. Of all the entries on his tax bill, Districts 27 and 225 were the only ones that went up and by a substantial amount. All other taxing bodies were able to go down, but the tax bill went up because of Districts 27 and 225. Mr. Wulf stated he would like to see something a little bit more meaningful as related to economic conditions and hopes the board will start exercising fiscal restraint.

No other member of the audience requested to address the Board.

The president declared the public hearing closed on the proposed 2000 tax levy.

**APPROVAL OF REVISED BOARD POLICY: VOLUNTARY TERMINATION BENEFITS
FOR EDUCATIONAL SUPPORT PERSONNEL RETIRING UNDER IMRF (6430)**

Motion by Mr. Lerner, seconded by Mrs. Long, to approve the revisions to Board policy Voluntary Termination Benefits for Educational Support Personnel Retiring Under IMRF (6430) as contained in Dr. Schilling's memorandum dated December 6, 2000.

Upon calling of the roll:

aye: Olson, Rogal, Seymour, Shact, Lerner, Long

nay: none

Motion carried.

Note: See attached agenda item #6

**FOCUS ON EDUCATION DISCUSSION: NORTH CENTRAL ASSOCIATION/
SCHOOL IMPROVEMENT PLAN**

Steering Committee members Alan Ruter and Barb Dill-Varga, GBS Co-chairs and Kristy Powers and Dick Rosholt, GBN co-chairs introduced themselves to the board. Last October, the committee presented the process and mission statement to the board. Mr. Rosholt stated that the focus tonight is for the committee to review the process again and provide clarification for the board if necessary. The focus will be on the mission statement and core beliefs and give the board the opportunity to dialogue on the core beliefs. Mr. Rosholt stated the GBN and GBS Steering Committees will come together on the January 19 Glenbrook Day. One of the things they hope to accomplish at that session is to rest the core beliefs and mission statement. Mr. Rosholt said it would be a great time for the board to provide suggestions for the Steering Committees' consideration.

Mrs. Powers gave a broad overview of the process. She stated the committee has been gathering as much data as they can from a variety of sources since the beginning of the school year. The committee has focused on the desired learning outcomes for students graduating from the Glenbrooks. They are gathering input from faculty, students and parents about the schools and how they function. The focus of the process first semester was to gather the data and then the steering committees are going to look at the data, input, look for areas of concern, issues, areas of improvement, and they are going to prepare a list of these things. Then the list will be reduced to three to five major target goals to focus on. Each school will be different. The target goals are the basis for the school improvement plan that they will be forming for this process. The data collection is just about complete and the results will be studied in the near future. The goal is to take the target goals to the faculty for input by February or March.

Mrs. Rogal asked why the target goals would be different at each school. She also asked how target goals differ from learning outcomes.

Mr. Ruter explained the four data sources. The profile statements are a compilation of research statistics, data that the committee has been reducing to make it more readable and pertinent. They are looking at things that really tell us about what we're doing and how we can improve. The NSSE Survey that the faculty took in September, the Breaking Ranks Survey which the faculty, parents and students have taken or will be taking shortly. The committee will look at those sources of information and develop learning outcomes which will be checked that against all the sources. From that target goals begin to emerge. Mr. Ruter stated if pressed, we could begin to guess, but they are purposely not doing that at this point because the process is inclusive and dynamic and they are pleased with the degree that faculty members at both schools are buying into it.

12/6/00

Mr. Rosholt stated that the areas of improvement that GBN would like to look at may be the same in some cases as GBS, but they could also be different. Both GBN and GBS areas of improvement will improve the institution, but there are different needs that need to be addressed depending on the data gathered. Mr. Rosholt said that it is hoped that the goals and learning outcomes are district-wide, rather than peculiar only to one institution.

Mr. Smith stated the school improvement process is designed to improve student achievement. It may be that GBS has a certain population of students who are underachieving that GBN doesn't have. In order to improve their overall school improvement, GBS may have to target in on those students. GBN may not share the same target goal. The ultimate goal is to make sure that everyone across the entire student body achieves.

Mr. Lacivita stated that one of the end products of this process is the School Improvement Plan which the state requires be site specific.

Mrs. Dill-Varga said that staff development can be tailored to meet some of the needs.

Mr. Ruter stated this is the fourth time he has been involved in one of these self-study processes. This is the first one that has assumed from the beginning we are looking for commonalities and points of convergence as the default. They have regarded the mission and core beliefs document as the central precepts for the philosophical underpinnings about what we do and say and think at the district. It all starts here. As such, there have been many discussions about it, lots of opinions and constructive comments from our faculties, colleagues, students and parents. So far they have used the consensus building approach to make it better. The committee has asked readers if it is clear and if something needs to be added or deleted. He stated in the discussion about mission, we realized the mission statement was emerging from the core beliefs.

Mr. Rosholt commented that it is difficult to reach consensus. The mission statement will appear on all sorts of documents, so it is important that it reflect your core beliefs and what your institution is all about.

Board members commented on the core beliefs and made wording suggestions. Mr. Rosholt stated they will bring the suggestions to the steering committee and have them make the wording more explicit.

Mrs. Dill-Varga stated that some of the concerns expressed by board members are starting to be reflected in the draft of the learning outcomes where the student is more described and a category already developing of life skills and social responsibility. She stated she realizes the board hasn't had a chance to go over that yet, but they are now fleshing out what the picture of the Glenbrook graduate should be and what the qualities we hope to help students develop. Some of these focus on more affective qualities related to balance.

Mr. Lacivita stated that some of the suggestions are aspirational goal for this organization. Whether the students have it now or not, is not the point, these are what ought to be, not what is.

Mr. Rosholt stated that the board has gone through a microcosm of what the committee has been going through for three months. Mr. Rosholt said you can see how the conflicts with wordsmithing, ideas, what should be included, not included, some people are more general, and some more specific. These are the same kinds of discussions that came up in the work to date. They worked through the divergent opinions, but were still able to reach some kind of consensus. We need to distill even further some of the things the board brought up.

Dr. Hales summarized items the board would like incorporated in the mission statement which include a student focus and school communities vs. school community, balance or balanced perspective.

Dr. Hales commented that the board received the Breaking Ranks Survey.

Mr. Rosholt stated about 100% of the faculty have weighed in on the Breaking Ranks documents. Parents and students are going on this week. The committee would like the board to weigh in as well. One of the documents they will begin analyzing is the Breaking Ranks document.

Mrs. Rogal stated on behalf of the board, she appreciates all the time the committee has devoted to this project.

Note: See attached agenda item #7

MOTION TO MOVE INTO CLOSED SESSION

Motion by Mrs. Long, seconded by Mr. Lerner, to move into closed session at approximately 9:15 p.m. to consider the appointment, employment, compensation, discipline, performance, or dismissal of specific employees (Section 2 (c) (1) of the Open Meetings Act)

Upon calling of the roll:

aye: Rogal, Seymour, Shact, Lerner, Long, Olson

nay: none

Motion carried.

12/6/00

The Board returned to open session at approximately 9:20 p.m.

MOTION TO APPROVE RESOLUTION ESTABLISHING SECTION 401(a) NONTRUSTEED RETIREMENT PLAN

Motion by Mr. Lerner, seconded by Mr. Shact, to approve the resolution titled, "Resolution Establishing Section 401(a) Nontrusted Retirement Plan" and to approve the revised contracts for Dr. Hales for the 2000-2001 and 2001-2002 school years which incorporate the provisions of the Resolution into the contracts.

Upon calling of the roll:

aye: Seymour, Shact, Lerner, Long, Olson, Rogal

nay: none

Motion carried.

ADJOURNMENT

Motion by Mrs. Long, seconded by Mr. Seymour, to adjourn the meeting at approximately 9:20 p.m.

Upon call for a vote on the motion, all present voted aye.*

Motion carried.

* Means Lerner, Long, Olson, Rogal, Seymour, and Shact all voted aye.

CERTIFIED TO BE CORRECT:

PRESIDENT - BOARD OF EDUCATION

SECRETARY - BOARD OF EDUCATION

NEXT REGULAR MEETING: DEC. 18, 2000
7:30 P.M.

Glenbrook Admin. Bldg.
1835 Landwehr Road
Glenview, Illinois