

MINUTES - REGULAR MEETING OF THE BOARD OF EDUCATION

November 11, 2009

6:30 P.M.

Educational Services Center

The Board of Education of the Bloomington Public Schools, School District 87, McLean County, Illinois, met in Regular Session.

Ms. Wilma Gleason, Board Secretary, established a quorum and the following Members were present: Mr. Joe Butcher, Mr. Michael Harrison, Dr. Steve Perry, Ms. Judith Webster, Mrs. Mary Yount, and Mr. John Dirks, Board President.

Present from the administrative staff were Dr. Robert Nielsen, Dr. Barry Reilly, Dr. Teresa Hill and Mr. David Wood.

Mr. Dirks presented the Minutes for approval. It was moved by Mrs. Yount, seconded by Ms. Webster, that the Minutes of the Regular Meeting of the Board of Education held on October 28, 2009, the Minutes of the Closed Session of the Board of Education held on October 14, 2009, and the Minutes of the Closed Session of the Board of Education held on October 28, 2009, be approved. Mr. Butcher asked that the Minutes be corrected to reflect that the Consent Agenda was approved, not the Agenda. Upon a roll call vote, all Members present voted "Aye." Motion carried.

Dr. Nielsen introduced Mr. Tim Moore, Principal at Bloomington High School. Mr. Moore introduced Darlene Miller from the Pratt Music Foundation's Board of Directors. Ms. Miller explained that Awadagin Pratt, the renowned 44-year-old concert pianist who grew up in Bloomington-Normal and graduated from Normal Community, and later founded the Pratt Music Foundation Preparatory Music Program, recently invited 12 Bloomington-Normal student-musician "scholars" from Bloomington High School, University High School, Normal Community West High School, Calvary Baptist Academy, Chiddix Junior High, and one home-schooled student, to perform at the White House.

As part of a day honoring classical music at the White House, the students joined approximately 140 others from across America and attended a workshop held inside the White House (taught by Pratt, master violinist Joshua Bell, cellist Alisia Weilerstein and classical guitarist Sharon Isbin) and then attended a concert at the executive residence.

District 87 students who performed were Cellist Stephen Cook; Violinist Tess Johnson; Zari Gary (Viola); and Pianist Reyhana Pippins. All are recipients of Pratt scholarships, which support classical music education in Bloomington-Normal in strings and piano, and are awarded annually to students considered as talented, motivated youth, grades kindergarten through 12.

The Board and Administration congratulated the students, parents, teachers, and Dr. Pratt.

Dr. Nielsen introduced Tina Fogal (Stevenson Elementary School Principal), Vickie Slagell (Past Principal at Stevenson Elementary School), and Julie Dawson (Stevenson Elementary Teacher). They recently attended the United States Department of Education's Blue Ribbon School Award ceremony in Washington, D.C. November 1-4, 2009 to accept Stevenson Elementary School's Blue Ribbon Award. Ms. Fogal, Ms. Slagell and Ms. Dawson presented a slideshow of their trip and ceremony.

The Board and Administration congratulated and thanked Ms. Fogal, Ms. Slagell, and Ms. Dawson for representing Stevenson Elementary School in Washington, D.C. and for the accomplishments of the students and staff at Stevenson.

Mr. Butcher - No report.

Ms. Webster attended the Economic Development Council's Leadership breakfast on November 5, 2009. Mrs. Alma Powell was the keynote speaker and gave a very passionate speech on the importance of businesses adopting schools and how graduation rates affect the economic health of a community.

Dr. Perry thanked the Chamber of Commerce for the meet-and-greet for elected officials and business members on Tuesday, November 10, 2009.

Mrs. Yount - No report.

Mr. Harrison attended the Blue Ribbon ceremony at Stevenson Elementary School. He also recently attended the NAACP banquet and heard Congresswoman Barbara Lee speak about education and the important job that we, as a community, have in taking responsibility for the success of our children.

Mr. Dirks attended the Facilities Committee meeting to discuss ongoing renovations at Bloomington High School. He also attended the Chamber of Commerce's meet-and-greet with Dr. Perry.

Dr. Teresa Hill presented the BJHS and BHS School Improvement Plan as follows:

Strategies:

1. Align the curriculum with the Illinois Learning Standards.
2. Establish high standards and expectations for all students.
3. Provide high quality instruction to all students.
4. Provide support and intervention for students who struggle.
5. Use assessment data to drive instruction and make decisions with and for students.

BJHS Goals:

1. All students will read proficiently at each grade level.
2. All students will communicate clearly both verbally and in written form at each grade level.
3. All students will acquire the mathematical skills and concepts at each grade level to ensure their successful completion of algebra and geometry by the end of 10<sup>th</sup> grade.

Curriculum-instruction-assessment:

1. Math curriculum redesign to support varied needs and strengths of students.
  - A. Pre-Algebra - Algebra I - Honors Geometry
  - B. Advanced Math - Advanced Topics-Algebra I
  - C. 6<sup>th</sup> Grade Core - Pre-Algebra - Concepts of Algebra or
  - D. 6<sup>th</sup> Grade Core Math - Pre-Algebra Part I - Pre-Algebra Part II
2. Standards-aligned reading curriculum
3. Standards-aligned curriculum in all subjects at all grade levels
4. Stratified Physical Education curriculum

5. Updated Arts for Life curriculum
6. Increased Foreign Language curriculum options
7. Increased promotion standards

BJHS Trends

<b>MATH</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>
AYP Target	40	47.5	47.5	55	62.7	70
All	60.8	61	82.6	84	83.6	83.4
White	73	70	90.7	90.2	88.9	89.3
Black	27	34.8	62	68.3	69.1	70.1
Hispanic			71.4		78.2	69.4
Multiracial						87.5
IEP	20.6	22.9	47.7	51.5	59.8	50.5
SES	34.9	32.5	68.9	71.4	74.1	74.8

<b>READING</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>
AYP Target	40	47.5	47.5	55	62.7	70
All	69.8	74	78	76	79.3	79.5
White	80	81.5	85.4	83.9	87.2	86.6
Black	43.1	54	58	54.9	61.7	63.5
Hispanic			66.7	65.1	63.2	62.4
Multiracial						87.5
IEP	23.2	36.9	41.1	37.9	43.6	41.6
SES	48.5	57.5	62.3	60.1	66	69.1

BHS Goals

In addition to the district goals, BHS goals include:

1. Improved test scores for ALL students in all populations
2. 80% of all students in all populations enrolled in "core" classes
3. Proportionate representation in all classes and levels
4. Proportionate representation at all honors and awards presentations
5. 90% of all students earning one year's credits in one year

Curriculum-instruction-assessment

1. Increase of graduation requirements
2. Creation of new courses (Techniques in Reading; Techniques in Algebra)
3. Implementation of RtI
4. 9<sup>th</sup> Grade Transition Program - Raiders 101
5. After School Intervention - Extreme Math

Professional Learning Teams

1. Assessment Learning Team
  - A. 2008-09: New grading practices implemented
  - B. 2009-10: Looking at "how" classroom teachers assess students
2. Love and Logic Learning Team
  - A. Fully implementing "Teaching with Love and Logic"
3. Whole Brain Learning Team
  - A. Focusing on "how" the brain works and "how" students best learn
4. Instructional Strategies Learning Team
  - A. Discussing and implementing "best" instructional strategies in the classroom
5. Working with Low Income Students Learning Team
  - A. A "homeroom" at BHS
  - B. Classroom management and instructional strategies
6. 9<sup>th</sup> Grade Academy
  - A. Investigating the implementation of a 9<sup>th</sup> Grade Academy at BHS for 2011-12 school year

#### Curriculum Reviews "The Freshman Experience"

1. World History
  - A. Themes, Skills, Topics Assessments
  - B. Curriculum Maps
  - C. "teaching backwards"
2. Biology
  - A. Increased use of technology
  - B. "wean" students from packets
  - C. Redesign of units
3. Freshman Lit/Comp
  - A. Skills/Themes identified
  - B. New books and novels
  - C. New assessments
4. Algebra I
  - A. "Algebraic Thinking"
  - B. Note taking
  - C. "reading" in Math
  - D. Relationship between effort and ability

#### 2009-10 Curriculum Reviews

1. New Math Course - Algebra X
  - A. Replacing Algebra Prep/Basic-Algebra Geometry
  - B. Double blocked course
  - C. Team taught with math/special education teacher
  - D. Earn 1 credit in Algebra
  - E. Course developed during 2009-10 school year
2. Techniques in Algebra
  - A. Offered as support class for Algebra I students
  - B. Earn 1 elective credit

#### Math Sequence

1. Pre-Algebra - Algebra X; Algebra I; or Tech in Algebra - Geometry
2. Concepts of Algebra - Algebra I - Geometry
3. Algebra I - Geometry - Alg II/Trig
4. Honors Geometry - Honors Alg II/Trig - Honors Pre-Calculus

#### Curriculum Reviews

1. Sophomore Lit/Comp
  - A. Addressing "what's" being taught and "how" instruction is being delivered
  - B. Identifying key concepts, themes, skills that students need to be prepared for Junior Lit/Comp
2. Special Ed Math
  - A. 2009-10: Professional Development on improving math instruction
  - B. 2010-11: Re-Design the sequence of Math courses offered in Special Ed

Next Steps:

1. Math Changes
  - A. BJ/BHS Math Articulation - 2010
  - B. Increased problem solving instruction - 2010-2011
  - C. Continued progress toward universal algebra in middle school or 9<sup>th</sup> grade - 2009-2012
  - D. Data-based 9<sup>th</sup> grade course recommendations - 2008-2012
  - E. Restructured special education services - 2009-2011
    1. Increases alignment and assess to general curriculum
    2. Co-teaching
  - F. BHS Curriculum Reviews - 2008-2013
    1. All core courses
  - G. New course - 2010-2011
    1. Algebra X
  - H. Credit Recovery options for students - 2010-2012
  - I. Comprehensive professional development for all staff - 2010-2013
    1. Differentiated instruction
    2. Research-based instructional strategies

Dr. Barry Reilly presented Board Policies 5.000 (Personnel Goals) and 5.030 (Personnel Hiring Process & Criteria) for review.

The goals of the District's personnel program will include:

- Developing and implementing strategies and procedures for recruiting, employing, training, supporting, retaining, and recognizing a quality and diverse teaching staff, support staff and administration.
- Developing a general deployment strategy for greatest contribution to the learning program, and using it as the primary basis for determining staff assignments.

Recruitment Activities:

- Participate in ISU Fall Recruiting Fair
- Participate in TeacherFest through Illinois Small College Placement Association
- Participate in Mid-America Recruiting Fair in spring
  - ✓ Illinois State University
  - ✓ Northern Illinois University
  - ✓ Eastern Illinois University
  - ✓ University of Illinois
- Methods of Advertising
  - ✓ Illinois Education Job Bank through IASA
  - ✓ District Website

- ✓ College & University Career Service brochures and other documents
- ✓ National Minority Update
- ✓ The Pantagraph
- ✓ Minority Teacher Recruitment Scholarship (MTRP)
- ✓ [www.k12jobspot.com](http://www.k12jobspot.com)
- ✓ Regional Office of Education
- ✓ Illinois State Board of Education

#### Certified Screening, Interview & Selection Process

- Administrators and Directors trained in the Ventures for Excellence Interview & Selection Process.
- This is a screening tool designed to help us get the very best candidates from our application pool.
- Ventures has over 25 years of experience and has studied thousands of excellent teachers in the U.S. and Canada.
- Step One - Every candidate completes online application which includes first screening tool, *Ventures Teacher StyleProfile*.
- Step Two - Candidates that perform well on the Teacher StyleProfile will advance to second step (*Ventures Form C Interview*).
- Step Three - 3-5 candidates who perform well on *Form C Interview* are selected for Principal's building-based interview.
- Principal selects candidate for employment and conducts minimum of three reference checks.
- Recommendation of candidate for employment to Superintendent who then recommends employment to Board of Education.
- Board approval of HR Report.

Dr. Reilly concluded by saying that District 87 emphasizes selection of candidates as being the most important aspect of administration. District 87 is committed to selecting highly qualified teachers across the district, and we offer a highly competitive compensation and benefit package to attract strong talent. Programs, accomplishments and community are all instrumental in attracting strong candidates in all areas.

It was moved by Mr. Harrison, seconded by Mr. Butcher, that the Consent Agenda (Human Resources Report, Bills, Payroll, Food Service Agreement with Regional Office of Education, Delta Dental Rates for 2010, Co-op Fuel Purchase, Technology/Copy Services Bid Recommendation) be approved. Upon a roll call vote, all Members present voted "Aye". Motion carried. (See with Original Minutes, Attachment 11-11-09/1)

Dr. Nielsen informed the Board that the City of Bloomington, due to upcoming budget cuts, is considering cutting School Resource Officers. The City has paid the salaries for the SRO's since they started working in our schools. District 87 currently has three School Resource Officers (one for elementary and Sarah E. Raymond Early Childhood Center, one at BJHS, and one at BHS). The administration is exploring various options to maintain the School Resource Officer program. Dr. Nielsen asked Board Members to contact him with suggestions on how District 87 can work with the City to make these cuts less drastic. Dr. Nielsen stated that if District 87 pays for SRO's, it will not be out of the education fund.

Ms. Webster asked about the funding of crossing guards, which the City currently pays. Dr. Nielsen stated that several years ago, the City asked if the district would pay for crossing guards. Over many months and meetings, it was determined that traffic management is a police matter. Because the City and the district had the same liability insurance carrier, they became involved and stated that crossing guards are a police department function. Dr. Nielsen is not aware of any changes involving traffic management liabilities.

Dr. Perry stated that the City and District are both in a deficit and asked from where the money would come. Dr. Nielsen stated that when the State does not have enough money to support current programs, costs are shifted to counties or local governments. When local governments are squeezed, they have to figure out how to meet the needs of the community with fewer resources. Dr. Nielsen stated that the Police and District 87 have a great working relationship which pays off huge dividends in our schools and the community. Dr. Nielsen again stated that paying for School Resource Officers will not come out of the education fund.

November 15<sup>th</sup> has been proclaimed School Board Member Day. On behalf of the administration, faculty, staff and students, Dr. Nielsen thanked the Board for its continued leadership.

It was moved by Mr. Butcher, seconded by Mr. Webster, that Board Policy 6.300 (Graduation Requirements) be approved. Upon a roll call vote, all Members present voted "Aye". Motion carried. (See with Original Minutes, Attachment 11-11-09/2)

It was moved by Mr. Harrison, seconded by Dr. Perry, that the Board go into Closed Session for the placement of individual students in special education programs and other matters relating to individual students; and for the purpose of considering 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 its validity. Upon a roll call vote, all Members present voted "Aye." Motion carried.

There being no further business to come before the Board, Mr. Dirks adjourned the meeting.

APPROVED:

ATTEST:

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President

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Secretary