

**Official Minutes of the Monday, February 27, 2017  
Board of Education Meeting**

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**Call to Order** The Board of Education of Community Consolidated School District 59 in County of Cook, State of Illinois, held a meeting in accordance with provisions of the Open Meetings Act, according to Illinois law, at the District 59 Administration Center, 2123 South Arlington Heights Road, Arlington Heights, Illinois on Monday, February 27, 2017. The meeting was called to order at 7:00PM.

**Roll Call** **Members Present:** President Barbara Somogyi, Vice-President Janice Krinsky, Karen Osmanski, Secretary - Members: Sunil Bhave, Tim Burns and Sharon Roberts. Mardell Schumacher joined the meeting via phone at 7:12 PM.

**Members Absent:** None

**Others** Superintendent, Dr. Arthur Fessler; Associate Superintendent, Tom Luedloff; Assistant Superintendent for Business Services, Vickie Nissen; Ben Grey, Assistant Superintendent for Innovation and Communications; Assistant Superintendent for Human Resources, Kelley Zarfahs; Assistant Superintendent for Educational Services, Karen Starr; Assistant Superintendent for Instruction, Maureen McAbee; Executive Director of Facilities and Operations, Tony Rossi; Executive Director of Student Growth and Accountability, Dr. Josh Carpenter; and Recording Secretary, Kathie Lange.

**Also Present** Eydie Cohen, DEA President; Janet Fisher, Purchasing/School Nutrition Coordinator; Mary Gonzalez, Transportation Coordinator; Melissa Ward, ELC/Ed Services; Michael Ensign, First Student Bus Company; Bob Rutkoski, First Student Bus Company; Linda Buniak, Ed. Services; VP Trinh, Arcon; Dr. Rob Bohanek, Ridge Principal; Mrs. Rachel Solomon, Clearmont Principal; Mrs. Emily Woemmel, Bryd Assistant Principal; Mrs. Mary Ellen Esser, Byrd Principal; Mr. Rob Bowers, Holmes Principal; Heather Timmins, Holmes Jr. High; Mr. Larry Ganan, Salt Creek Assistant Principal; David S. Ambrecht, Grand Prairie Transit; Nora Maculitis, Grand Prairie Transit, Tom O’Sullivan Grand Prairie Transit; Jon Baldwin, Grand Prairie Transit; Mrs. Seana McPherson, FJHS; Colleen Carlberg, Ridge parent

**Pledge of Allegiance** The Pledge of Allegiance to the Flag of the United States of America was recited.

**AUDIENCE RECESS**

No one came forward to address the Board of Education.

## CONSENT AGENDA

**MOTION** by Mrs. Roberts, seconded by Dr. Burns to adopt the following resolution:

BE IT RESOLVED THAT on the 27th day of February, 2017, the Community Consolidated School District 59 Board of Education approve the Consent Agenda as presented/amended:

- 6.01 Approval of Minutes-Prior Meetings
  - a. Regular Meeting Minutes of January 9, 2017
  - b. Regular Meeting Minutes of January 23, 2017
- 6.02 Disbursements Resolution
  - a. February 13, 2017 Disbursement Listing for FY 2016-17
- 6.03 Acceptance of Financial Reports Reports
  - a. Detail Balance Sheet as of December 31, 2016
  - b. Combined Revenue and Expense Report as of December 31, 2016
  - c. Investment Report as of December 31, 2016
  - d. Activity Fund Statements as of December 31, 2016
- 6.04 Acceptance of Recommendations: Human Resources Report
  - a. Administrator Resignation
  - b. Administrator Retirements
  - c. Administrator Contract
  - d. Administrator Leave of Absence
  - e. Certified Temporary Contracts
  - f. Certified Leave of Absence
  - g. Certified Resignations
  - h. ESP Contracts
  - i. ESP Leave of Absence
  - j. ESP Temporary Contracts
  - k. Certified Lance Changes

**Roll Call** Ayes: 6 Bhave, Burns, Krinsky, Osmanski, Roberts and Somogyi

Nays: 0

Absent: 1 Schumacher

Abstain: 0

Motion carried: 6-0-1-0

Ms. Karen Starr introduced Mrs. Jennifer Chiappetta, the newly hired Special Education Coordinator. The Board of Education welcomed Mrs. Chiappetta.

## **HOLMES JR. HIGH PRESENTATION**

Mr. Rob Bowers, Holmes Jr. High Principal, and Mrs. Heather Timmins, Holmes LRC Director, showed a video and shared details about “ELC Storytime with Holmes Junior High”, a collaborative reading program between Holmes and the Early Learning Center. Junior High students have a rotation schedule where they read with the ELC students each week. A section of the library has been designated for the ELC students. The program started in October and is very popular with both groups of students. The staff at both schools continue to look for opportunities to have students interact with one another.

Board members thanked Mr. Bowers and Mrs. Timmins for the presentation and for implementing the program.

At 7:12 PM, Mrs. Schumacher joined the meeting via phone. She was absent from the meeting due to illness.

## **REPORTS OF THE BOARD OF EDUCATION**

Mrs. Osmanski attended a carnival sponsored by the 4th grade classes at Rupley. Students earned more than \$1,000 which was donated to Feed My Starving Children. Mrs. Osmanski also shared that the District 59 Education Foundation is working on visiting every District 59 PTO to talk about the history, vision, goals and mission of the Foundation.

Mrs. Osmanski and Dr. Burns attended the Character Counts Carnival of Exceptional Character held at the Pavilion in Elk Grove Village. There were 1100 students in attendance and 26 organizations that participated in this very successful event.

Mrs. Schumacher and her husband were invited to attend the Harper College Board meeting where their daughter was being recognized as a full-time professor.

Mr. Bhave attended the Ed Red Symposium at the end of January. He participated in a workshop on Redefining College Readiness.

Mrs. Schumacher, Mrs. Somogyi and Dr. Burns also attended the Ed Red Symposium.

Mrs. Somogyi shared that she, Dr. Fessler and Ms. Nissen attended the Alliance Summit in Springfield from February 21-22, 2017. Mrs. Somogyi also attended the Insurance Committee meeting at 4:00 PM on February 27, 2017. Mrs. Somogyi also attended the Grove Cluster Art Festival on Saturday, February 25, 2017. She was very impressed with the work that students had on display.

Ms. Krinsky shared that since she had made a donation to Brentwood through Donors Choose and was invited to visit classrooms where they displayed several hands-on manipulative tools and sets used for robotics and programming. Ms. Krinsky also attended a Steven Layne session and read to students at Salt Creek, Ridge and Brentwood. During her recent trip to the Galapagos Islands and Ecuador, she visited the Tomás de Berlanga School on Santa Cruz Island. Ms. Krinsky also visited 5th grade classes at Ridge and participated in a discussion about social justice, environmentalism and activism. Lastly, Ms. Krinsky shared that she volunteers as a mentor for the organization College Bound Opportunities (CBO). Her mentee is a junior from Highland Park High School.

## **SPECIAL INTEREST TOPIC**

### **FOIA REQUESTS**

Ms. Zurfahs shared that there were five FOIA requests and the information requested has been provided.

## **ACTION ITEMS**

### **2017-2018 CAPITAL IMPROVEMENT PROJECTS**

**MOTION** by Ms. Krinsky, seconded by Mrs. Roberts to adopt the following resolution:

WHEREAS, members of the Board of Education completed a review of proposed capital improvement projects during the January 23, 2017, Board of Education meeting;

WHEREAS, the administration has recommended that items on the capital improvement project list be completed during the 2017 fiscal year;

NOW, THEREFORE, BE IT RESOLVED THAT on the 27th day of February, 2017, the Community Consolidated School District 59 Board of Education authorize the administration to proceed with purchasing and bid procedures required to implement the recommended projects as indicated on the 2017/2018 Capital Improvements Projects Report for the 2017/2018 fiscal year. The cost for completion of district-wide building improvements, to be charged to the 2017/2018 fiscal year Operations and Maintenance Fund, is estimated at \$4,136,000.

CAPITAL IMPROVEMENTS PROJECTS 2017-2018				
PROJECT DESCRIPTION	PRIORITY**	SITE	ESTIMATED COST	COMMENTS
<a href="#">Parking Lot</a>	1	Brentwood	\$250,000	Aged, damaged, and in need of replacement
Mechanical System Replacement	2	Byrd	\$150,000	Age of equipment, parts failing, major repairs needed
<i><u>INCLUDED WITH DEVONSHIRE PROJECT</u></i>				
<a href="#">Mechanical System Replacement</a>	2	Devonshire	\$500,000	Age of equipment, parts failing, major repairs needed
Glazing	1	Devonshire	\$40,000	Replace wire glass for safety
Flooring	2	Devonshire	\$400,000	Ongoing replacement districtwide
<a href="#">Roof</a>	2	Ridge	\$210,000	Experiencing signs of failure
<a href="#">Parking Lot</a>	1	Grove	\$250,000	Aged, damaged, and in need of replacement
PA System	1	Grove	\$50,000	Antiquated, failing system; unable to secure parts
<a href="#">Mechanical System Replacement</a>	2	Holmes	\$835,000	Age of equipment, parts failing, major repairs needed
Hallway Locker Replacement	2	Holmes	\$36,000	Parts rusting and wearing out
<a href="#">Roof</a>	1	Holmes	\$650,000	Experiencing signs of failure
Flooring	2	Holmes	\$565,000	Ongoing replacement districtwide
Playground	2	Salt Creek	\$100,000	Elk Grove Village Park District shared cost
Concrete Replacement	1	District-wide	\$100,000	Annual maintenance - repair/replacement
<b>TOTAL</b>			<b>\$4,136,000</b>	

\*\*Priority  
 1 - Health and/or Life Safety  
 2 - Building Improvements

Add 1000 more rows at bottom.

**Roll Call**      Ayes:      7      Bhave, Burns, Krinsky, Osmanski, Roberts, Schumacher, and Somogyi

Nays:      0

Absent:      0

Abstain:      0

Motion carried: 7-0-0-0

**AUTHORIZATION TO MOVE FORWARD WITH POSTING AND HIRING OF STAFF FOR FOUR ADDITIONAL SECTIONS OF EARLY CHILDHOOD CLASSROOMS**

**MOTION** by Mrs. Roberts, seconded by Mrs. Osmanski to adopt the following resolution:

WHEREAS, the District is required to provide special education services for the early learners identified, and

WHEREAS, a focus on a commitment to providing a quality program for the benefit of the early learners were taken into consideration in the development of these recommendations; and

WHEREAS, Administration sought the input of Early Childhood leadership;

BE IT RESOLVED THAT on the 27th day of February 2017, the Community Consolidated School District 59 Board of Education supports the following postings for new hires to support the additional sections of EC:

- 1.0 FTE Certified EC Teacher
- 1.0 FTE Certified ELL (Spanish) EC Teacher
- 2.0 FTE 6.5 hour ESP to support the students and teachers of the program

**Roll Call** Ayes: 7 Bhave, Burns, Krinsky, Osmanski, Roberts, Schumacher, and Somogyi  
Nays: 0  
Absent: 0  
Abstain: 0

Motion carried: 7-0-0-0

**DISCUSSION  
ITEM**

**BOARD POLICY 8.80 GIFTS TO THE DISTRICT**

The Board of Education reviewed suggested changes to Board Policy 8.80. The Board made further modifications to the document. The final document will come to the Board for approval at the March 6, 2017 Board of Education meeting.

In response to a question from the Board, Ms. Nissen confirmed that Administrative Procedures have been modified and that the ALT members were made aware of the changes to the procedures related to donations.

## **STUDENT TRANSPORTATION SERVICES FOR 2017/18, 2018/19, AND 2019/20**

Illinois School Code (105 ILCS 5/29-6.1) stipulates the following: *“...school boards may enter into contracts for up to three years for transportation of pupils to and from school. Such contracts may be extended up to two additional years by mutual agreement of the parties, and thereafter may be extended on a year-to-year basis by mutual agreement of the parties, however no such contract may be extended on a year-to-year basis if a school board receives a timely request from another interested contractor that a contract be let by bid.”*

District 59 last bid transportation services for the 2011-12 school year. The three-year contract was awarded to Grand Prairie Transit (Cook-Illinois). The District then extended its contract with Grand Prairie Transit for an additional three (3) years. While the District is satisfied with the services of Grand Prairie, a bid was issued on December 19, 2016.

The call to bid was issued to six (6) transportation contractors to provide student transportation services for a three-year period, which allowed for a two-year renewal, but not greater than the September-September change as reflected in the Consumer Price Index.

Bidders were presented an overview of District 59’s current and future transportation program. A required pre-bid meeting was held on Wednesday, January 4, 2017 to provide bidders an opportunity to ask questions regarding the bid. Several individuals representing (3) contractors attended the pre-bid meeting. Three (3) addendums were prepared and issued to address questions presented by the contractors.

Bidders were required to quote rates based on the type of transportation being provided for an established time period. The combined total for three years was the criteria used in the awarding of the bid.

Bids were submitted by Grand Prairie Transit (the District’s current provider), First Student (Cincinnati, OH) and Illinois Central School Bus (Joliet, IL). First Student and Illinois Central bid on regular, special education, and early childhood transportation services. Our current provider, Grand Prairie, only bid on special education and early childhood transportation services. The lowest bid for regular education transportation services was submitted by First Student, (approximately 35% increase in route rates). The lowest bid for special education and early childhood transportation services was submitted by Grand Prairie, (approximately 10% increase in route rates).

District staff met with representatives from First Student to review bid change requests and to better understand their operation. Requests to change any contract language were discussed and fine-tuned after attorney review. It was determined that First Student met the District's bid specifications for regular transportation and is equipped to serve the District. In addition, District staff have had previous experience with First Student and reported a consistently positive experience.

Grand Prairie Transit's submission for special education and early childhood transportation services were reviewed with the contractor and it was confirmed that their proposal meets the District's bid specifications. The contractor is prepared to continue to serve the District in this capacity. It is not uncommon for different student populations to be serviced by separate contractors. Due to Grand Prairie's established relationships with District families and their positive history with the District, we anticipate a seamless transition.

The recommendation is to award the regular student transportation services to First Student, 600 Vine Street, Cincinnati, OH 45202 and the special education and early childhood transportation services to Grand Prairie Transit, 1600 James Drive, Mount Prospect, IL 60056.

Ms. Mary Gonzalez, District 59 Transportation Coordinator, provided clarification on how building secretaries respond to parent calls when a bus is late or a parent has a pressing concern.

**APPROVE RENEWAL OF THREE-YEAR CONTRACT FOR AUDITING FIRM FEBRUARY 19, 2016 ENGAGEMENT LETTER & RENEWAL PROCESS LETTER**

The completion of the 2015/16 Miller Cooper & Co., Ltd. audit represented the third year of a three-year contract for auditing services with Miller Cooper & Co., Ltd. District 59 has requested a renewal quote from Miller Cooper & Co., Ltd. to continue their independent financial auditing services for the 2016/17, 2017/18, 2018/19 fiscal years.

Ms. Nissen shared that Miller Cooper & Co., Ltd. has provided quality auditing and reporting services to the District. Their firm has remained on the forefront with regard to revisions to the GASB reporting requirements and the implementation of SAS internal control practices. They have proposed a 3% increase in fees for the 2016/17 audit (\$33,000), followed by a 1.5% increase for the remaining two years of the contract. Ms. Nissen is recommending approval of a contract renewal for Miller Cooper & Co., Ltd.



## **ADMIN/PROFESSIONAL DEVELOPMENT CENTER/COMMISSARY BIDS**

Mr. Rossi shared that on February 2, 2017, forty-two (42) bids were opened for eleven bid packages representing the various trades. This very competitive showing resulted in a base bid for work to total \$13,221,992. The Facility Advisory Committee met and along with the Administration, has made a recommendation to accept twelve (10) alternates which total \$542,411 for a total of \$13,764,403. Since these trade contracts will be assigned to Nicholas & Associates to manage following approval, payment and performance bond premiums which were included in each bid totaling \$124,990 will be deducted from the various trade contracts as Nicholas & Associates will purchase and obtain a payment and performance bond for the job as a whole. This will bring the trade contracts value down to \$13,639,413.

The District administration along with our consultants and construction manager is recommending a very modest construction contingency be approved in the amount of \$300,000 as part of this resolution. This will cover any unforeseen conditions that may arise during construction without a need to delay work. Any and all unused contingency will be credited back to the District at the closeout of the project.

The total cost of construction including all architectural/engineering/consultant fees, along with construction management fees, general conditions, insurance and bonds is estimated to be approximately \$16,300,000.

Mr. Tony Rossi introduced Mr. Jeff Huck from Arcon.

Mrs. Somogyi reminded the Board that they are responsible for the final approval of each bid and that if there are questions or any need to discuss each one, the Board can proceed in that manner.

Mr. Huck walked the Board of Education through a slide presentation showing the base bid and the list of alternates for the new Administration/Professional Development Center/Commissary.

Board members came to consensus on the following list with respect to accepting or rejecting the alternate recommendations presented:

Ad Center/Professional Development/Commissary Alternate List		
ALTERNATE	COST	RECOMMENDATION
Alternate 1 - Exterior Storage Shed	\$110,530.00	Accept
Alternate 2 - Masonry Screen Wall	\$76,320.00	Accept
Alternate 3 - Vehicle Lift	\$83,400.00	Accept
Alternate 4 - Main Entry Canopy, Option 2	\$164,400.00	Accept
Alternate 5 - Main Entry Canopy, Option 3	\$273,870.00	Reject
Alternate 6 - Curtainwall Room 105	\$40,070.00	Reject
Alternate 7 - Curtainwall Room A111B	\$40,095.00	Accept
Alternate 8 - Curtainwall Room B121/B221	\$22,655.00	Reject
Alternate 9 - Clerestory Windows	-\$3,410.00	Accept
Alternate 10 - VAV Electric Reheat	-\$60,300.00	Reject
Alternate 11 - Sage Glass at Collaboration Stairs Area B100A/B200	\$34,400.00	Accept
Alternate 12 - Sage Glass at stairs B121/B221 - Base Bid Frame	\$7,200.00	Reject
Alternate 13 - Sage Glass at stairs B121/B221 - Alternate No. 8 Frame	\$12,200.00	Reject
Alternate 14 - Brick Option 2 - Revised Elevations	\$1,240.00	Accept
Alternate 15 - Additional Windows at Mechanical Room	\$20,790.00	Accept
Alternate 16 - Additional Windows at North Elevations	\$14,646.00	Accept
Alternate 17 - Cast Stone Exterior Signage	-\$1,420.00	Reject
<b>Recommended accepted alternates</b>	<b>\$542,411.00</b>	

## RECOMMENDATION ON CONSTRUCTION CONTRACT AWARD

Mr. Rossi shared a letter from Nicholas and Associates which outlines recommendations for construction contract awards for alternate packages for the new District Administration & Professional Development Center.

## 2017.18 - 2018.19 RESOURCE ALLOCATION OVERVIEW

Mr. Tom Luedloff presented the 2017-18 Resource Allocation Overview (attached). The suggested timeline is:

- Detailed FTE Review at the March 2, 2017 BOE Finance Committee Meeting
- First Draft Staffing Plan for BOE Consideration & Feedback at the March 6, 2017 BOE Meeting
- Year 1 (2017.18) Staffing Recommendation for BOE Action at the March 20, 2017 BOE Meeting

Mrs. Schumacher read a prepared statement regarding her thoughts on the birth to three initiative.

*“While we are developing the individual strengths of our students, it is important that we do not shortchange their basic skills in reading, math, and other areas of skill. Our goal to make children college and career ready requires that they be strong in their basic skills.”*

*It is well to allow children to follow their interests and strengths, but all students need a good grounding so as to be able to follow their passions.*

*Although I realize the advantages of Early Childhood Education, I do believe that our abilities should not be spread so thin as to dilute the advantages we now enjoy in working with needy three to five year olds.*

*After all, birth to three year olds are still babies who should be with their families both for the sake of the children and their parents, but also because we should abide by the tenets of which we are legally charged in our duties to educate children.*

*Our duties do not begin before kindergarten. However, I do agree that it might be to our advantage if we take over the responsibility for the “special kindergarten classes” to which you have referred.*

*Going a step further, perhaps it would be advantageous for us take a more vigorous move in offering parent help through meetings where parenting techniques are offered for parents to use at home. An emphasis should be on helping parents to do a better job of parenting.”*

## **STUDENT RECORD ACCESS**

The Board of Education is committed to ensuring student safety and providing support to families in District 59 during stressful times. Dr. Fessler shared a communication piece which was sent out to all staff regarding District practices and procedures with respect to student confidentiality, safety and access to student records. He indicated that he has received much positive feedback since the communication was sent to staff.

## **NEW/CONTINUING BUSINESS**

The Superintendent’s evaluation should be complete by the end of March. Board members will be contacted to schedule a work session.

Mrs. Schumacher read a prepared statement regarding District 59 Learning Spaces.

*“In reading about the continuation of the Learning Spaces plans, I was surprised to see that the District was planning to go on without an assessment of the first wave at the*

*Jr. High Schools. It seems to be premature. We were told how many classrooms had taken advantage of the offer in each of the three Junior. Highs, but I don't remember any assessments about the effectiveness of the changes on our educational progress.*

*Certainly, we should know how well each of the changes is working and what the accomplishments have been before continuing at the Jr. Highs. Just because the students are happy with the new chairs/tables does not speak to their educational value and usefulness to our students' progress.*

*Also, at the last meeting of the Learning Spaces Committee, we had discussed trying out some changes in select Special Education classrooms. We did not make a decision to begin with the elementary classrooms because they already use groupings of small tables and chairs. The committee felt that it was a good idea to go more slowly and be sure of the combined value/worth of the changes.*

*I object to any more purchases for any schools until the Board of Education gets an analytical report on the successes or failures of the various parts of the changes.*

*A substantial amount of money was allocated for this project. Can you tell me where we are presently in the amount of money that remains after doing the first phase at the Jr. Highs?*

*Another reminder is that we have already remodeled and updated our 3 Jr. High Science Labs so these are finished and should not have anything further done to them.*

*Furthermore, the Learning Spaces Committee should meet to discuss any proposed changes before going ahead with any of this. We should not be in a hurry. Be sure that each expense is truly worth the change as it relates to student progress. What is the cost to date?"*

Dr. Fessler requested that Mrs. Schumacher send him a list of her questions/concerns regarding the Learning Spaces.

## **REPORTS OF THE SUPERINTENDENT'S TEAM**

Dr. Fessler shared that he has heard the State Superintendent speak a number of times on the topic of students being proficient in reading by 3rd grade. He wants the Board to be aware that he has asked the SLT

to work on a birth to eight plan for literacy and Social Emotional Learning. In the spring, the SLT will present information to the Board of Education.

**CLOSED SESSION**

**MOTION** at 9:47 PM by Mrs. Roberts, seconded by Ms. Krinsky to adopt the following resolution:

BE IT RESOLVED THAT on the 27th day of February 2017, the Community Consolidated School District 59 Board of Education recess in a closed meeting for discussion of “the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body”, “Collective negotiating matters...”, “Discussion of minutes of meetings lawfully closed, whether for purposes of approval by the body of the minutes or semi-annual review of the minutes as mandated by Section 2.06. -5ILCS 120/2 (c) (1, 2, 21) of the Open Meetings Act.

**Roll Call** Ayes: 7 Bhave, Burns, Krinsky, Osmanski, Roberts, Schumacher, and Somogyi  
Nays: 0  
Absent: 0  
Abstain: 0

Motion carried: 7-0-0-0

**RECONVENE**

**MOTION** at 10:00 PM by Mrs. Schumacher, seconded by Mr. Bhave to adopt the following resolution:

BE IT RESOLVED THAT on the 27th day of February, 2017, the Community Consolidated School District 59 Board of Education meeting is reconvened.

**Roll Call** Ayes: 7 Bhave, Burns, Krinsky, Osmanski, Roberts, Schumacher, and Somogyi  
Nays: 0  
Absent: 0  
Abstain: 0

Motion carried: 7-0-0-0

**ADJOURNMENT**

**MOTION** at 10:01 PM by Mrs. Osmanski, seconded by Ms. Krinsky to adopt the following resolution:

BE IT RESOLVED THAT on the 27th day of February, 2017, the Community Consolidated School District 59 Board of Education meeting is adjourned.

**Roll Call**      Ayes:      7      Bhave, Burns, Krinsky, Osmanski, Roberts, Schumacher, and Somogyi  
                     Nays:      0  
                     Absent:    0  
                     Abstain:   0

Motion carried: 7-0-0-0

\_\_\_\_\_  
Barbara Somogyi, President

ATTEST

\_\_\_\_\_  
Karen Osmanski, Secretary



# Preparing Students to be Successful for Life: Resource Allocation Planning for 2017.18 & 2018.19

Board of Education Presentation  
February 27, 2017



COMMUNITY CONSOLIDATED  
SCHOOL DISTRICT 59

## Resource Allocation Presentation Overview

**Outcome:** The goal of this presentation is to share the focus of a two-year staffing plan that will address existing and emerging needs of D59 students and staff. We will share a rationale as well as evidence and research supporting our mission of preparing students for success in life.

### Presentation Preview

- What We've Learned
- Right Staffing Planning History & Why
- Ongoing Gaps in our Current Staffing Plan
- Potential Funding Sources
- Next Steps & Timeline
- Questions & Comments



## What We've Learned

As we have progressed through this work, we have learned the following:

- Focusing on Deep Learning, Social-Emotional Learning, and Innovation requires significant support, training and coaching to build a foundation level across the entire system.
- Developing a learning system that will have a sustained, long term impact that can withstand succession is tremendously difficult in a district of close to 7000 students, 15 schools, and 900 staff members. This is especially present when that change goes against most of the systems and structures in place in the district and the educational system as a whole.
- Attempting to transform the learning system from a deficit model of student learning to a model focused on student strengths, interests and passions is a major shift in thinking and action to a majority of staff.
- Building understanding and capacity in our key areas of focus requires time and opportunity to learn, apply and transfer the skills and knowledge to daily work.

## Right Staffing Planning

- **Resource Allocation History**
  - Dating back to our initial resource allocation discussions in 2015 we have been sharing the idea of getting; the Right People, In the Right Seats, At the Right #
  - Guiding Principles of Resource Allocation
    - Resources and staffing follow the needs of the students
    - Create consistency across schools and programs
    - Provide equity in service(s) for all students
    - Ensure a seamless and aligned system for all students
- **Two-Year Right Staffing Planning (Big Picture WHY):**
  - We work in a large complex school district with unique demographics that require new and different resources to prepare students for success in life.
  - We continue to address status quo practices and beliefs while providing the leadership, support, training and resources needed to make the shift, over time.
  - The social-emotional needs of today's student population are unprecedented.
  - Job-embedded learning & support requires regular & direct coaching & training.
  - We are aligned to maintaining appropriate class sizes in schools & programs.

## Gaps in the Resource Allocation System

- Ongoing Gaps in our resource allocation & staffing system
  - Social-Emotional Learning
  - Early Intervention/Learning: From intervention to prevention (Save \$8 for \$1)
  - Coaching & Adult Learning
  - Strength-Based Interventions, Support & Thinking

## Social-Emotional Learning

- **Why:** Strong social and emotional instruction is correlated to adult outcomes in employment, criminal activity, education level, mental health, and substance use. Research has indicated that SEL programming in schools can provide up to an 11:1 benefit-cost ratio, meaning for every \$1 spent, there was an \$11 return. As we continue to enhance our SEL based programming and support, we recognize the need to continue to provide direct student SEL assistance and to facilitate training & modeling in research-based structures and strategies for staff.
- **What:**
  - Increase student support services with a focus on proactive actions and skill development
  - Focus on Whole Child development
  - Expand our training and support for staff
  - Further develop planning & coordinating of SEL based opportunities across the district

### SEL Research Brief & D59 Information

## Early Intervention

- **Why:** The basic principles of neuroscience indicate that providing supportive conditions for development early in life is more effective and less costly than attempting to address the consequences of early adversity later. In addition, we believe the effects of early disadvantages on children can be reduced through early interventions and lead to improvements in children’s survival, health, growth, and cognitive and social development.
- **What:**
  - Initiate a Developmental Kindergarten program for students requiring transition opportunities or out placement.
  - Expand early childhood programming for students who do not currently “qualify” for services

### Early Intervention Research Brief



## Coaching & Adult Learning

- **Why:** The overwhelmingly positive research on instructional coaching mirrors what we have experienced in District 59. When teachers and coaches have the opportunity to partner in full coaching cycles, instructional knowledge and practice can be transformed. Expanding our coaching focus and opportunities will allow for increased capacity to support teachers, staff and students through in-depth planning, collaboration, reflection and direct support, in addition to a variety of professional learning experiences that impact student success.
- **What:**
  - Increase job-embedded coaching for all staff and for students
  - Provide additional modeling & learning supports in key areas
  - Expand facilitation of professional learning opportunities

### Coaching Research Brief



## Strength Based Interventions, Support & Thinking

- **Why:** We endeavor to move away from a deficit-driven intervention design model and toward creating interventions and supports that take into account student strengths, passions, interests and cultural & linguistic needs that will inspire students and further our mission of “Preparing Student to be Successful for Life.”
- **What:**
  - Shift from the deficit based to a strength based model of student learning
  - Shift from a pull out intervention model to an in class strength based Tier 1 & 2 support model

### Strengths Based Intervention & Design Research Brief



## Potential Funding Sources

- Potential Funding Sources (The How)
  - Staff Retirements & Estimated Replacement Salaries
    - Known retirements for 2016.17-2018.19 = 29 Certified & Admin
  - Shifting & Reallocation of FTEs, Staff, Positions & Resources to gap areas
  - Certified Negotiated Agreement
    - Contract in place through 6.30.19 provides predictability in costs and includes a revised salary schedule for new hires (115 since 2013.14)
  - CPI
    - The 1% change in CPI that will result in short-term additional revenue
  - Providing specialized programming in the district will result in the recovery of tuition payments for public & private out of district programs
  - Additional Board Approved Positions (i.e New Money)





## Timeline & Next Steps

- Detailed FTE Review @ the March 2, 2017 BOE Finance Committee Meeting
- First Draft Staffing Plan for BOE Consideration & Feedback @ the March 6, 2017 BOE Meeting
- Year 1 (2017.18) Staffing Recommendation for BOE Action @ the March 20, 2017 BOE Meeting

## Questions & Comments

