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MINUTES OF A MEETING OF THE BOARD OF EDUCATION, NAPERVILLE COMMUNITY UNIT SCHOOL DISTRICT 203, DUPAGE AND WILL COUNTIES, ILLINOIS, HELD AT District Administration Building, 203 West Hillside Road, Naperville, IL 60540  
January 22, 2024 AT 7:00 P.M., CLOSED SESSION 6:00 p.m.

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### **Call to order**

President Kristine Gericke called the meeting to order at 6:00 pm.

Board members present: Kristin Fitzgerald, Kristine Gericke, Joe Kozminski, Charles Cush, Donna Wandke, Amanda McMillen, and Melissa Kelley Black.

Administrators present were:

Dan Bridges, Superintendent,

Bob Ross, Chief Human Resources Officer

Michael Frances, Chief Financial Officer/CSBO

Lou Cammiso, Director of Safety and Security

### **Closed Session**

Charles Cush moved, seconded by Amanda McMillen to go into Closed Session at 6:30 pm for consideration of:

1. Pursuant to 5 ILCS 120/2(c)(21) Discussion of minutes lawfully closed under the Open Meetings Act, whether for purposes of school board approval of the minutes or semi-annual review of the minutes as mandated by the Act. 12/18/2023.
2. Pursuant to 5 ILCS 120/2(c)(1) The appointment, employment, compensation, discipline, performance, or dismissal of specific employees or legal counsel, including hearing testimony on a complaint lodged against an employee or legal counsel to determine its validity.
3. Pursuant to 5 ILCS 120/2 (c)(11) Litigation, when an action against, affecting or on behalf of the school board has been filed and is pending before a court or administrative tribunal or when the school board finds an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the minutes of the closed meeting.
4. Pursuant to 5 ILCS 120/2 (c)(2) Collective negotiating matters between the school board and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees.  
Add Security

Those voting yes: Cush, Fitzgerald, Gericke, Kozminski, McMillen, Wandke. Those voting no: None.  
The motion carried.

The Board of Education entered closed session at 6:02 pm.

### **Meeting Opening**

Donna Wandke made a motion, Joe Kozminski seconded by to return to Open Session at 7:06 pm. A roll call vote was taken. Those voting yes: McMillen, Gericke, Fitzgerald, Kelley Black, Wandke, Cush, and Kozminski. Those voting no: None. The motion carried

### **Welcome and Mission**

Kristine Gericke welcomed all and read Naperville Community Unit School District 203's Mission Statement.

## **Roll Call**

**Board members present:** Kristine Gericke, Kristin Fitzgerald, Charles Cush, Melissa Kelley Black, Joe Kozminski, Amanda McMillen and Donna Wandke.

**Administrators present:** Dan Bridges, Superintendent, Roger Brunelle, Chief Information Officer, Allison Boutet, Assistant Superintendent for Administrative Services, Michael Frances, Chief Financial Officer/CSBO, Chuck Freundt, Assistant Superintendent for Elementary Education, Chala Holland, Assistant Superintendent for Administrative Services, Lisa Xagas, Assistant Superintendent for Student Services, Alex Mayster, Executive Director for Communications, Patrick Nolten, Assistant Superintendent for Assessment and Accountability, Bob Ross, Chief Human Resources Officer, and Jayne Willard, Assistant Superintendent for Curriculum and Instruction.

## **Pledge of Allegiance:**

**Led by Steeple Run Elementary School**

**Assistant Superintendent Chuck Freundt welcomed Steeple Run Principal Dawn Malatia who had her students introduce themselves.**

## **Good News**

Naperville North senior Zavion Charles organized and hosted a community blood drive early this month because of his own experiences with Sickle Cell disease. Zavion said he organized the blood drive to give back to people in need. Thank you, Zavion. We're proud of your efforts and proud to have you at Naperville North, and in our district.

Two Naperville 203 students – one from each high school – have been awarded Evans Scholarships, which are full housing and tuition college grants offered to golf caddies. Congratulations to Madison Nestoras from Naperville Central and Nicholas Oblazny from Naperville North.

## **Occupational Therapists Recognition**

Assistant Superintendent Lisa Xagas recognized the nine Occupational Therapists who earned Board Certification in Pediatric Occupational Therapy.

## **Special Olympics State Champion**

Assistant Superintendent Lisa Xagas recognized Ana Pohovey as the Special Olympics State Champion in bowling.

## **Student Ambassadors present:** Kimani Smith

Kimani Smith NCHS

- I am a junior at Naperville Central High School. Alongside the previous Naperville Central representatives Olivia and Javier, I am the last Board of Education Ambassador. In order to most effectively share my experience at Naperville Central, it's important I let you all know what I am a part of. I am a part of our Gymnastics program, Rotary Club, Ambassadors Club, Red Crew, Superintendent's Student Advisory Council, Elite Sports Program, and Teen Philanthropy Initiative program.
- Within the last month, our winter sports have started to come to an end with our boys wrestling winning DVC, our dance team winning sectionals, competing at state this weekend, Tommy Kradenpoth will compete at state for Boys Bowling this weekend and our cheer team advancing to the sectionals next weekend.
- In the upcoming weeks Naperville Central is excited to have our 10th athletic Hall of Fame induction and prepare for our winter week. Our winter dance is on February 10 with assemblies

on both the Monday and Friday to get students excited for the event. At Naperville Central, Rowdies play a large part in school spirit so their involvement is always crucial to dances.

- Personally, my last month at Naperville Central has been pretty calm. With the slow start of the semester and unexpected snow days I have had plenty of time to complete any assignments given. Our gymnastics season has been great, we beat North the other week and have DVC this Thursday and Friday. While things have been going well, I do feel it's necessary to include an important topic for our district. As we have recently lost two students to suicide, I think it's necessary for Naperville Central to implement more awareness around mental health and update our signs of suicide program.

## Public Comments

President Gericke gave the parameters for public comment.

Parent Derek Hoover expressed concern with students going outside at 0 degrees. Where did we come up with the number that is lower than anything I can find that it is safe? Other issues I will take up with the Principal.

President Gericke gave a thank you on behalf of the Board of Education. As a reminder, because the questions raised in public comment address district operational matters, the Board has designated the Superintendent as the spokesperson for the district to respond to public comment and apprise the Board accordingly.

## Monthly Reports

- Treasury Report- The Board received the November Treasurer's Statement
- Investments- The Board received the November Investment Report
- Insurance-The Board received the November Insurance Report
- Budget-The Board Received the November Budget Report

## Board Questions/Comments:

None.

## Action by Consent:

1. **Bills and Claims** from WARRANT NO.1056908 THRU WARRANT NO.9000000062 TOTALING \$35,282,554.84 FOR THE PERIOD OF December 19, 2023 to January 22, 2024.

### 2. Adoption of Personnel Report

|  | Effective Date | Location    | Position                 |
|--|----------------|-------------|--------------------------|
| <b>APPOINTMENT-ADMINISTRATION</b>      |                |             |                          |
| Tracy Angel                            | 1/22/2024      | PSAC        | Director of Finance      |
| <b>RESIGNATION-CERTIFIED</b>           |                |             |                          |
| Maribeth Valek                         | 1/12/2024      | Mill Street | Learning Commons Teacher |
| Danielle Koziol                        | 5/23/2024      | Prairie     | 4th Grade Teacher        |
| Darrin Thompson                        | 12/29/2023     | JJHS/WJHS   | PE Teacher               |
| <b>APPOINTMENT-CERTIFIED FULL-TIME</b> |                |             |                          |
| Cassandra Hackett                      | 1/8/2024       | Ranchview   | 3rd Grade Teacher        |

|  |                       |                |                              |
|--|-----------------------|----------------|------------------------------|
| Anthony Carlson                        | 1/19/2024             | Madison        | Learning Behavior Specialist |
| Matthew Blanco                         | 1/17/2024             | JJHS/ WJHS     | PE Teacher                   |
| <b>APPOINTMENT-CERTIFIED PART-TIME</b> |                       |                |                              |
| Christin Fairchild                     | 1/18/2024             | Mill Street    | Learning Commons Teacher     |
| <b>LEAVE OF ABSENCE-CERTIFIED</b>      |                       |                |                              |
| Marisela Weir                          | 1/9/2024 - 3/22/2024  | Mill Street    | Learning Behavior Specialist |
| Katherine Smith                        | 11/4/2024 - 5/27/2025 | NNHS           | Science                      |
| Amber Wilko                            | SY 2024/2025          | JJHS           | Language Arts/ Math          |
| <b>RETIREMENT-CLASSIFIED</b>           |                       |                |                              |
| Mary Sagen                             | 3/15/2024             | Meadow Glens   | Senior Secretary             |
| <b>RESIGNATION-CLASSIFIED</b>          |                       |                |                              |
| Jill Sowa                              | 12/19/2023            | Ranch View     | Special Education Assistant  |
| Ildiko Carter                          | 1/4/2024              | MJHS           | Special Education Assistant  |
| Justin Wiora                           | 1/4/2024              | KJHS           | Computer Support Associate   |
| Sahar Mostafa                          | 1/10/2024             | MJHS           | Special Education Assistant  |
| Erika Bogan Clemons                    | 1/17/2024             | District       | Health Technician            |
| <b>EMPLOYMENT-CLASSIFIED FULL-TIME</b> |                       |                |                              |
| Willie Dean                            | 12/8/2023             | Transportation | Bus Driver                   |
| John Randall                           | 12/6/2023             | Transportation | Bus Driver                   |
| LaDonna Taylor                         | 1/8/2024              | Steeple Run    | Executive Secretary          |
| Tsvetelina Chingarova Koleva           | 1/9/2024              | ARECC          | Special Education Assistant  |
| Jacqueline Pratt                       | 1/10/2024             | WJHS           | Special Education Assistant  |
| Shobarani Bhongale                     | 2/2/2024              | Mill Street    | Instructional Assistant      |
| Lacey Hawkins                          | 12/21/2023            | Beebe          | Special Education Assistant  |
| Kelly Bradley                          | 1/9/2024              | District       | Classroom Nurse              |
| Lois Curran                            | 1/9/2024              | District       | Classroom Nurse              |

Kristin Fitzgerald made a motion to WARRANT NO.1056908 THRU WARRANT NO.9000000062 TOTALING \$35,282,554.84 FOR THE PERIOD OF December 19, 2023 to January 22, 2024 and the remaining items on the Consent Agenda with the exception of 7.06, 7.07, and 7.08, seconded by Donna Wandke. Those voting yes: Kozminski, Kelley Black, McMillen, Gericke, Fitzgerald, and Cush No: None. The motion carried.

### 3. IT Lease

#### **How does this get to the Consent Agenda with no discussion?**

Superintendent Bridges noted it is routine and is an operational matter. There is not much background on this item other than as you are aware; we have had discussions on the need to expand Connections. The Board has been aware that the Administration has been looking to secure property. The Board previously approved the lease for the Print Shop. This is to get the two leases in sync.

#### **We know about space issues. How do we plan the whole scope of the project? Have we looked to make to make sure built out that these will meet our needs? Surprised that this is on the consent. What we built out last year was not big enough to meet our needs.**

Superintendent Bridges stated we knew this was a multiple phase at Connections. We planned last year to have this done this year.

#### **Have we created a plan for this process and do we have the numbers?**

**This has been discussed over several meetings. It has been presented to us multiple times.**

#### **Have we looked at it globally to know what all of our space needs? Surprised that it wasn't up for discussion. What are we not covering with this lease?**

#### **We receive facility updates regularly. We have seen this in the budgeting process.**

Superintendent Bridges added that additional recommendations from the district on significant needs in the district to use the fund balance will be presented to the Board soon.

#### **We have had a report on Connections that laid out a phased approach.**

**I have concerns that we are looking at piecemeal solutions? Why aren't we looking at all the needs? Shouldn't the discussion be what are all of our needs. Talk to staff and families to see what they want. Why don't we look at how we collectively can fix all of our needs?**

**There is an ongoing process. Administration is having these discussions.**

**It is good to look globally at the space needs. Administration is doing this and they are bringing those ideas to us.**

#### **Where do we find that big plan?**

**Are you looking for a big document? Administration brings these projects to us in smaller pieces.**

Superintendent Bridges remarked that Connections has the most pressing concern for additional space. The plan as you are aware is to expand 5<sup>th</sup> Avenue. We have come multiple times to the Board and we have been following the direction of the Board.

#### **I need to know all the information. Is there a list of space issues?**

**You can find it in board docs. We have had presentations since you have been on the Board?**

**Could we put all the relevant documents on Board Docs? It would be helpful for me to see what the space suggestions are.**

**I would like to remind all that we started with a new lease and the second one is a lease extension. There is an ongoing review of space. We also mentioned that we are compiling a list of needs for students. It is not ready yet. These are temporary leases until we have a better idea of all of our needs. These are both temporary solutions.**

**An overall list per building, those are operational needs. Those lists don't get published because they have to be prioritized by Administration. It is the best that Administration reviews and prioritizes these and brings to the Board.**

**My concern is that we have had to make some quick decisions. My role as a board member is to oversee the financial decisions being made. Will these leases solve these issues? How much problem have we solved with these leases?**

Superintendent Bridges added that for over a year that Administration has come to the Board with space needs especially with Connections. Part of our long term goal is to turn 5<sup>th</sup> Ave into a Connections Campus.

**Can I get a list of the long term goals?**

**I will be happy to sit with you and show you the documents.**

Kristin Fitzgerald made a motion approve item 7.06 on the Consent Agenda seconded by Donna Wandke. Those voting yes: Cush, McMillen, Kozminski, Kelley Black, Fitzgerald, Wandke, and Gericke. No: None. The motion carried.

#### **4. Print Shop Lease Extension**

Kristin Fitzgerald made a motion approve item 7.07 on the Consent Agenda seconded by Joe Kozminski. Those voting yes: McMillen, Fitzgerald, Gericke, Wandke, Kelley Black, Cush, and Kozminski. No: None. The motion carried.

#### **5. Interest Resolution**

**I am not sure what this means.**

Mr. Frances responded that law allows Districts to move interest income to funds that may need it. This interest is moved if needed.

**How is it determined where it goes?**

Mr. Frances noted that it would come back to the board to approve where it would be transferred.

In the future we might need to move the interest to the construction fund.

**Thank you for the information. Do we typically have a lot of interest left over?**

Mr. Frances noted uncertainty as to what that question means.

It is reported on the monthly reports.

Kristin Fitzgerald made a motion approve item 7.08 on the Consent Agenda seconded by Charles Cush. Those voting yes: Cush, McMillen, Fitzgerald, Wandke, Kelley Black, Kozminski, Gericke. No: None. The motion carried.

### **Communications**

#### **Written Communications**

##### **Freedom of Information Requests:**

Deltak Freedom of Information Act Request-Business Office Information

Ditch Freedom of Information Act Request- Email Information

Ditch Freedom of Information Act Request School Equipment Information

Ditch Freedom of Information Act Request-Email Information

SS Freedom of Information Act Request- Human Resources Information

#### **Superintendent Bridges**

**Superintendent Bridges gave an overall report on eLearning.**

**Mr. Freundt reported younger students have had some struggles with engagement. They are dependent on a parent/caregiver to help.**

**Mrs. Boutet noted that at the Middle School level overall it was positive. They are continuing to assess how students have access to teachers for office hours.**

**Dr. Holland reported teachers were pleased with the participation and were grateful for the advanced notice. There was a concern about freshman engagement. There has been some problem solving to help support them and help them know how to do this. We are also looking at offering office hours for those students who may need those check ins. Felt they were productive days.**

Superintendent Bridge also reported at the request of a board member last spring to look at our coverage with CLIC. We are confident with moving forward with them. We are in the process in filling out our application.

As a board member, I don't get a vote because the contract will be ending soon. I understand that Dan is comfortable about it but I don't have a vote. I wanted outside attorney to tell us that their duty is to you. They are making decisions for the district.

I would like a legal brief.

This is a Superintendent's report and is not up for discussion.

## College and Career Pathway Update

- We will unpack how college and career readiness is defined and measured in Illinois. We will highlight the work and successes happening in Naperville 203. We will discuss our pathway development, program shifts, and ways we are strengthening our partnerships to support the work.
- Our journey begins with a three-tiered approach, starting with the Every Student Succeeds Act (ESSA) at the national level, cascading down to the PostSecondary and Workforce Readiness Act (PWR-Act) at the state level, and further refined by our local Strategic Blueprints.
- For those on a specialized academic journey, our Pathway Students, we turn to the College & Career Pathway Endorsements (CCPE).
- Being equipped to attend college and obtain meaningful employment is a top priority in Illinois education, because many students are currently graduating unprepared. The PWR-ACT is a framework to help students avoid remedial coursework and to help them persist in postsecondary education.
- The Postsecondary & Workforce Readiness Act (PWR-Act) has 4 key components:
  - Postsecondary and Career Expectations (PaCE)
  - Scaling of 12th Grade Transitional Courses (both in Math & English)
  - College & Career Pathway Endorsements on High School Diplomas (CCPE)
  - Pilot of Competency-based High School Graduation Requirements
- The Act creates Intentionality for All Students by setting clear implementation expectations for schools. Districts must Implement 6-12 grade PaCE Framework for Grades 6-12 by July 2024. We must also offer College & Career Pathway Diploma Endorsements by 2027, adding to the offerings by 2029 & 2031. There are Opt-out provisions for districts.
- Illinois has set a goal to have 90% of students college and career ready by 2032. This is no longer just a nice to have for students, but a must have - in fact, the measure makes up 6.25% of our annual school report card.
- Our work around college, career and life-readiness is infused in our Strategic Blueprint. Strategic Focus 1 specifically names this work as a commitment, highlighting the tremendous reach that this focus has across academic, social and emotional learning, and post-secondary readiness for all of our students.
- The power of this work is that it requires us to teach students explicit skills that can be positively transferred across contexts in meaningful ways. Not only will students see what's possible, they will begin to work towards those possibilities, turning their passions and aspirations into a reality.
- We focus on academic, college & career, workplace, and wellness/life skill building for students. This conversation is about the lives our student will lead. The question for our students has shifted from "what do you want to be when you grow up" to "what do you want your life to be like in the future."
- Based on these framing factors, we created our common working definition of College, Career, & Life Ready in Naperville 203. We focus on academic, college & career, workplace, and wellness/life skill building for students. The question for our students has shifted from "what do you want to be when you grow up" to "what do you want your life to be like in the future."

- The why is grounded in what we know about students and a close look at the relationship between what we know and the educational experience we provide in Naperville 203
- It is hard to be involved in education today and not realize that our students are different. Learners want different environments and experiences that foster a greater sense of belonging and purpose. Our job is to help students be ready while ensuring the future workforce will strengthen our communities.
- This generation is part of the WHY generation - meaning they have an intrinsic desire to know the purpose behind what they do; they are inquisitive and need to know WHY, the relevance - they want jobs with rewards beyond money and to have a purpose, they will job hop more than other generations.
- High school students are expressing a clear desire for hands-on and on-the-job learning opportunities, both during high school and in their post-secondary education. 80% want on-the-job learning. These authentic experiences build **currency** for our students of today, especially since only about 43% of our seniors across the country have worked for a paycheck.
- While often education focuses on strengthening content knowledge for students, we know in order for our students to have a competitive advantage moving forward - it is all about the skills. Students must begin to develop these competencies and attitudes while they are with us. This means taking a strategic look at how we structure a school day, how we assess learning, and how we promote students toward mastery.
- We have been reviewing the level of engagement for our seniors at our high schools. In Naperville, 86% of our students enroll in college during their first year after high school, with College of DuPage being the #1 institute where our graduates attend.
- Through the development and implementation of our 6-12th grade counseling curriculum we have standardized exposure and learning related to college & career readiness, while creating systems of support and data collection to help us best scale our work. A huge celebration with both our high school and junior high counseling teams, is that we have the Illinois Postsecondary and Career Expectations Framework (PaCE) already embedded in our lessons. This is ahead of the state deadline for school districts and speaks to dedication of our team.
- In partnership with high school leaders and department chairs, we organized all our course offerings to align with career clusters & published the Naperville 203 Career Pathways Guidebook.
- In Naperville, students have a 7-year plan and use SchoolLinks, the ILP tool. SchoolLinks houses evidence of learning, maps academic plans, accounts for student goals and interests, and tracks college & career indicator data. Research tells us that students who create ILPs believe it helps them become more focused learners and complete more challenging coursework, with stronger goal setting skills and readiness to engage in career decision-making.
- Continuing our work with the high school departments, we have been building programs of study, starting as early as 6th grade, aligned to specific career pathway areas that culminate with a diploma endorsement for students. Since this initial audit, we identified areas where we could publish diploma endorsement pathways. We currently have 6 endorsements approved with the State. The class of 2023 was the first graduating class to earn these endorsements. We are working on additional pathways and plan to continue to launch more opportunities each year, ultimately offering an endorsement in each of the 7 State approved areas. It is important to note that students earning these diploma endorsements complete a sequence of career specific coursework as well as professional learning experiences - that includes completing at least 60 hours of on-the-job internships.
- The state gives us a formal definition of work-based learning. The key component being the experiences are Co-Developed with education and employer. These learning experiences should progress in intensity and level of employer involvement. We are working to grow and scale these opportunities for students along this work-based learning continuum. Our programming starts with Awareness and Exposure and leads to Preparation activities like mentorships & internships.

- Our annual Career Motive-8 is an example of a career awareness event that could not happen without our business partner support. Career Exposure & Development Experiences examples include our high school career days and mentorship programs. We have an annual Health Sciences Career Day and an Annual Accounting/Finance Career Conference. Career planning isn't a linear process, and it takes time. When it comes to career decisions, it's not just the "moment of choice" that matters; the foundational experiences that lead up to it are critical.
- We have launched our new Career Internship Program. This program is designed to help student develop employability skills through on-the-job training in a career pathway of choice. It is offered at both of our high schools as a semester or year option for students. Our students are excited to apply their academic knowledge in authentic and meaningful ways, to develop and grow important employability skills while in the workplace, and to ultimately, affirm, or re-think, their college and career choices while in high school. We have many businesses across the area who are hosting an intern this year, including but not limited to our own D203 IT & NNHS financial office.
- It is a huge celebration the way our Naperville community engages with students and our school community to support learning. We have reformed the Business Council into a Workforce Innovation Council to partner and advise our work. We believe the school district should be an arm of our local workforce development and we need to be sure we are aligning our programs with the needs of our community.  
The Purpose of the Workforce Innovation Council Is to...
- Ensure educational programs meet current economic & occupational needs by advising & evaluation of district programming.
- Provide expertise for the betterment of student programs & opportunities
- Recruit workforce opportunities and educational alignment, including postsecondary outreach
- Promote authentic learning - Career Motive-8, Internships, Job Shadows, etc.
- Create out of the box, innovative solutions & Future visioning for public/private partnerships
- Our dual credit courses are taught by Naperville 203 teachers and allow students to simultaneously earn high school and college credit through various post-secondary partners. An actual college transcript is attained upon completion of the course. We are proud that our teachers have been working to grow enrollment and offerings in these dual credit classes. Currently, dual credit offerings are across 6 of our high school departments with 23 different courses. We have 38 certified dual credit instructors on staff and partner with 4 different universities.
- Additionally, Advanced Placement (AP) courses allow students to access early college credit. These courses are also taught in our buildings by our staff. Students earn high school credits upon course completion. We offer 28 AP courses and continue to grow these options.
- We are doing better with helping student have a career plan when they leave us - 97% of all 6-12th graders have completed a career interest survey, 82% of our sophomores have identified a career area of interest, about 100 students graduated with a diploma endorsement in a career pathway area.
- On average, 86% of our students enroll in college during the first-year post HS
- On Average, 94% of our student who enrolled in college after HS return for their second year
- Approximately 50% of our students complete a degree in 4 years or less (4-year, 2-year, tech or trade degree within four years post-high school)
- Approximately 7 out of 10 students complete a degree in 6 years while 3 out of 10 do not (70% of our graduates complete the above degrees within six years post-high school)
- Driven from state requirements, our strategic blueprint, and shared definition of readiness - we have set goals for our work in college & career readiness: - Where are we headed? What are our goals?
  - Students should have exposure, experience, & engagement with career pathways & postsecondary alignment
  - Students need early access to college credit coursework & non-remedial preparation
  - Students should develop an Individual learning plan & skills to retool plans, as needed

- Students need authentic work-based learning experiences across the continuum, including mentorship
- Key points include embracing innovation and change, emphasizing the importance of student voice in decision-making, reviewing and updating school experiences, structures, and schedules, and shifting the definition of success to prioritize skill mastery over traditional grading and graduation requirements.
- Additionally, there is a focus on updating spaces, equipment, tools, and technology to align with the demands of the future workforce.
- Another critical aspect involves rethinking the senior year experience for students, supporting staff through professional development, and creating avenues for year-round work-based learning opportunities.
- The proposal includes the possibility for students to obtain an associate's degree while still in high school, highlighting a commitment to providing diverse and advanced educational pathways.
- Embrace innovation & quick iteration (pace of change)
- Leverage more online/virtual opportunities
- Review and update school structures/schedules (both for students, staff, employers)
- Focus on skill mastery and shifting our definition of success (incl. Grading & graduation requirements) to match our priorities
- Update spaces, equipment, tools, technology to match demands of future of work
- Foster high impact partnerships (mentors, advisory, postsecondary, etc)
- Staff support, professional development, and leadership (PL, Career203, credentials, workforce structure -- mention growth of dual credit is driven by this)
- Look to launch more CCPEs including Trades), update program offerings
- Create avenues to offer work-based learning as year-round opportunities
- Align career education in elementary and junior high levels
- Seek and secure post-secondary partnerships to promote early college credits
- Our next steps focus on enhancing various aspects of the high school experience. The plan is to finalize the high school course audit work for Board of Education approval.
- Collaboration with C203 aims to increase the number of staff with endorsements to teach dual credit courses, expanding opportunities for students to earn college credit.
- Efforts are also directed towards increasing work-based learning opportunities.
- Our commitment extends beyond the traditional roles of school systems and structures; it's about responding to the evolving needs of our students.
- An educational system truly fulfills its purpose when it actively cultivates conditions that align with the changes our students are calling for—both explicitly and implicitly.
- Together, we are not merely reacting to change; we are architects of a new era in education.
- As we build these new foundations, we are shaping a future where every student's potential is recognized, cultivated, and empowered.

#### **Board Questions/Comments:**

**Thank you for the presentation.**

**Thank you. You are light years ahead of what the state wants. They are wanting one by 2027 and we have six offerings now. Being on the end of employing an intern, it is exciting to see the work of the students and staff. The staff in creating pathways is advocating for these pathways at the legislative level. Students should be recognized for the work they are doing.**

**Thank you. Was on the Business partnership my first year and it is exciting to see how far this has come. What about students who take AP courses their senior year?**

Mrs. Hlavacek responded that we do submit those scores in the summer.

**So, this does not impact their transcripts?**

Mrs. Hlavacek stated no.

**Is there a way to support those students who cannot afford AP testing?**

Mrs. Willard responded, yes, they are able to participate fully and we work individually with students to help cover the costs.

**Thank you. Appreciate the innovation. There is somewhat a push of students in a direction, what happens if they change their mind?**

Mrs. Willard offered that is a celebration. It is done within our walls and with the support of teachers. It is just as important for students to find out what they don't want to do. We do counsel them.

**I didn't see much around trades.**

Mrs. Hlavacek noted it is on the roadmap. We are adding pathways each year. The trades will be in the next few years. We currently have a strong automotive program. We have a partnership with TCD with college of DuPage.

**Can you talk about the Wellness Component?**

Mrs. Willard stated that student interest builds wellness. Where they feel connection, they feel belonging. It is for every single student.

**A wonderful blend of people from all different walks of life. The work is great. The community is excited about this. The field trip to the high school was so exciting. I got to see the facilities. It made me so proud. Get out to those internships or mentors.**

**Thanks for all the work that has been ongoing as well as what is shown today. Now that the state is on board, it means that others are seeing this as a need. We need to stay on top of this as a leader. Do we have data that measures how our students are doing?**

Superintendent Bridges noted the focus on skills will help us measure how our students are doing.

Mrs. Hlavacek added one celebration is that we have taken those ten employability skills. Brett Thompson has created a rubric for those skills and he sits down to find out how they are doing with those skills.

**The earlier you figure out what you don't want to do the better. Can you tell me how the endorsements are being received?**

Mrs. Willard stated we get asked this question often. It is a differentiator. It gives students a little bit of something different from other students.

Mrs. Hlavacek added the hard currency will be coming. Students are getting six hours of college credit while in high school. Those doing internships are getting paid. It is also helping students build their networks.

**Would encourage the measurement of the success of the students who have gone thru these programs. To help the students be able to articulate what the endorsement is that they have. There is so much depth to this presentation. Have heard some conversations that school administrators are having with parents about these opportunities. Can you talk about what it means that some are coming next year?**

Mrs. Hlavacek talked about the annual approval process with the ISBE as well as the job market.

**When will students be in those pathways?**

Mrs. Willard stated we have students in them already, we are waiting on the ISBE for approval.

**How does the 95% attendance come into play? Are we counseling students the importance of being in school?**

Mrs. Willard yes. We are and some of the students in the work force work, have to be on the job.

Dr. Holland added there is a direct relation between attendance and engagement. This speaks to our larger conversations about student experience. We have been going all out with attendance expectations. We have to balance that with what our students are telling us.

**Thrilled that you are working hard with students on wellness. Any work on helping students learn how to access those resources especially those who are ready to graduate?**

Dr. Holland stated counselors are working on those with students no matter what their next steps are. Working on development of a positive self-identity. Administrators are looking at resources to help teach that.

**Thank you for your depth.**

Mrs. Willard remarked it is why we are trying to focus on skills instead of only pushing content.

**The evaluations are very thorough. It leads to a robust conversation. The soft skills are so important. Helps them manage their time.**

Helps students get together. The problem solving is also invaluable. The Workforce Innovation Council is really a great way to engage the community in what needs are. The staff that are getting the extra certifications are so appreciated. The meaningful engagement is an area that has been important to me since I got on the Board. That this is always being looked at is appreciated.

#### **President's Report**

President Gericke reported that on a call with IASB it was announced that Board members can now submit proposals for Triple I. They are due on March 1. She will share the information.

#### **Board of Education Reports:**

Board Member McMillen gave a report on NEF receiving a renewal for funding for the RISE program. It has been impactful for families in the district. A lot of funds go to transportation, mental health and housing. The Building a Passion Breakfast is April 16. There is still a need for sponsors. Youth are encouraged to submit artwork.

Vice President Fitzgerald reported on the quarterly meeting with Tony Sanders. He is really a partner and is listening to the ISBE and boards. Today there were conversations around assessments. This is a positive dialogue.

Board member Kelley Black reported she has been staying in touch with COSSBA. Who will want to go to the conference in Dallas in February?

President Gericke reminded that the decision was made that we would send one Board member to this conference and see if it will be worth it for more to attend.

If I choose to go and pay out of my pocket, can I attend?

Superintendent Bridges stated yes if you want to do that.

As a new Board member, is there a budget for conferences?

President Gericke noted we follow the same travel policy as staff. This is a new Conference this year. When they are local, the whole Board is encouraged to attend but when they are out of state, we typically send fewer.

Is there a budget?

#### **Discussion without Action:**

None.

#### **Discussion with Action:**

None.

#### **Old Business**

None

#### **New Business**

None

#### **Schedule of Events**

The next Board of Education meeting will be held on Monday, February 5, 2024 at the District Administration Center.

#### **Adjournment**

Charles Cush moved, seconded by Joe Kozminski to adjourn the meeting at 9:18pm. A roll call vote was taken. Those voting yes: Kelley Black, McMillen, Kozminski, Wandke, Cush, Gericke, and Fitzgerald. Those voting no: None. The motion carried.

Approved: February 20, 2024

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Kristine Gericke, President, Board of  
Education

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Susan Patton, Secretary, Board of  
Education