

# Leadership Matters

March 2019



## Model Partnership:

Okaw Valley Teams Up With US Army Corps of Engineers & Sponsors to Develop Unique Agriculture Program



Deputy Governor:  
Interview With  
Jesse Ruiz

Job Bank<sup>SM</sup> Revised  
Easier for Job Seekers  
and Employers

# This Month...



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A unique community partnership is opening doors for students interested in agriculture in Okaw Valley CUSD #302.



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2648 Beechler Court  
Springfield, IL 62703-7305  
217.753.2213

800 Woodfield Road, Ste. F109  
Schaumburg, IL 60173-4717  
847.466.5075

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Marion, IL 62959-1138  
618.364.0501



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## Leadership Matters

March 2019

Volume 7, Issue 3

19039

Mary Schaefer  
Director of Communications and Marketing  
[mschaefer@iasaedu.org](mailto:mschaefer@iasaedu.org)

Jason Nevel  
Assistant Director of Communications  
[jnevel@iasaedu.org](mailto:jnevel@iasaedu.org)

Marjorie Gladish  
Graphic Designer  
[mgladish@iasaedu.org](mailto:mgladish@iasaedu.org)

[www.iasaedu.org](http://www.iasaedu.org)







## Message From the Executive Director

# New Faces at ISBE; IASA Will Update Superintendents Toolkit

**Dr. Brent Clark**

Since I last wrote a column, we've had substantial changes at the Illinois State Board of Education. Eight new ISBE board members—including one active and two retired superintendents—were seated on February 26 along with new state superintendent Dr. Carmen Ayala, who headed Berwyn North School District #98.

We look forward to working with these newly-named individuals to advance public education policy and funding to better and higher levels than ever seen in Illinois. It's never going to be easy work, but it's certainly crucial work for the betterment of the students we all serve. In next month's edition, we'll plan to feature Dr. Ayala and learn more about her vision for ISBE.

Also starting earlier in February, and featured in this month's magazine, is Deputy Governor Jesse Ruiz, who is now tasked with streamlining the interactions from pre-K through higher education. Certainly taking down the silos between the agencies could lead to a more efficient educational system.

If you haven't recently checked out the IASA Job Bank<sup>SM</sup>, take a quick look. It's been under improvement for the past year, and it is full of new features that you will find are easier to use. This powerful website connects employers with job seekers, helping you to find qualified applicants.

Next, the Superintendent's Toolkit available on the IASA website is being updated now and should be completed by the end of the month. This will include documents such as sample crisis communications letters, legislative talking points, Vision 20/20, safety tips and more. So take a look and hopefully you'll find some helpful materials.

Finally, we are managing north of a couple thousand pieces of legislation related to education and it has many of our members on edge wondering how this legislative session is going to end. Trust me, it's a daunting endeavor right now, but we will get through this slog, with something like 70 calendar days to go. I very much appreciate each of you engaging (calling & texting) your legislators and speaking to them about the impact of various proposed bills. Every legislator should be in their home districts the week before and after Easter Sunday so that's an excellent opportunity to visit with them in person.

Looking to the future, we are really making a focus of highlighting the amazing work that superintendents and school districts are doing all across the state; so if you have a story that you'd like to share, please don't hesitate to reach out to us.

Have a great week!

*Brent Clark*

**LM**



# Dr. Carmen Ayala Named State Superintendent of Education

## Eight New ISBE Board Members Sworn In

Dr. Carmen Ayala was sworn in as the 30th State Superintendent of Education, effective March 1, 2019. Also, the Illinois State Board of Education (ISBE) swore in eight new Board members and welcomed one returning member at its regular business meeting in February.

Governor Pritzker named Darren Reisberg as chair of the Board. Chairperson Reisberg appointed Susan Morrison as chair of the Education Policy Planning Committee and Jane Quinlan as chair of the Finance and Audit Committee. The Board elected Donna Simpson Leak as vice chair of the Board and Cristina Pacione-Zayas as secretary of the Board. Below is biographical information on each member compiled by ISBE.



### Dr. Carmen I. Ayala, State Superintendent of Education

Dr. Ayala has more than 30 years of education experience, most recently serving as the superintendent of Berwyn North SD #98. She previously served as an assistant superintendent for Plainfield District 202; as a director in Community Consolidated School District #300; and as an assistant superintendent, director of Bilingual Services, and teacher in Aurora East School District #131. She began her career at Chicago Public Schools, serving as a teacher for five years. Dr. Ayala received her Bachelor of Arts from Mundelein College, her MBA from Dominican University, and her Ph.D. in educational leadership and policy studies from Loyola University of Chicago. A special feature on Dr Ayala will appear in the April issue of *Leadership Matters*.



### Darren Reisberg Chair of the Board

Reisberg currently serves as the vice president for strategic initiatives and deputy provost at the University of Chicago. He served the university as vice president and secretary and was the first executive director of the university's Institute of Politics. He currently serves on the institute's Board of Advisors. Reisberg previously served as general counsel and deputy superintendent of ISBE. In those roles, he counseled the State Superintendent of Education and State Board of Education on legal, policy and operational matters. He also was an employment and labor attorney at the Chicago law firm of Sidley Austin LLP and worked as a judicial law clerk for U.S. District Court Judge Rebecca R. Pallmeyer. Reisberg received his Juris Doctor from Yale Law School and his Bachelor of Arts in political science at Duke University.

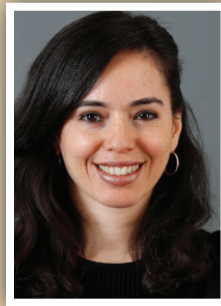




**Dr. Donna Simpson Leak**  
**Vice Chair of the Board**

Dr. Leak currently serves as superintendent of Community Consolidated Schools District #168. She previously served as assistant superintendent and superintendent of schools in Rich Township High School District #227, where she oversaw all functions of the district, including curriculum and instruction, federal and state grants, district improvement, and campus restructuring initiatives. Leak has been a member of the National Council of Supervisors of Mathematics Board for several years and is a lead instructor with the Professional Learning Community academies. Leak received her Ph.D.

in administration and supervision from Loyola University, Master of Arts in educational administration from Governor's State University, and Bachelor of Science in mathematics from the University of Illinois at Chicago.



**Dr. Cristina Pacione-Zayas**  
**Secretary of the Board**

Dr. Pacione-Zayas currently serves as the director of policy at Erikson Institute, where she generates systemic solutions leading to equitable opportunities and positive outcomes for young children, families, and communities. Pacione-Zayas previously led the Latino Policy Forum's Education Department with a focus on improving education policy in the birth-to-third-grade continuum that will produce positive outcomes for Latino and immigrant children. She managed a network of eight community schools in the Little Village neighborhood of Chicago, representing more than 1,500 youths and 650 adults, as the community schools director at Enlace Chicago. She received her

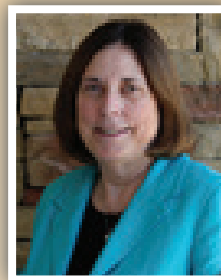
doctorate in educational policy studies, Master of Education in educational policy studies, and dual Bachelor of Arts degrees in sociology and Spanish from the University of Illinois at Urbana-Champaign.



**Susan Morrison**  
**Chair of the Education Policy Planning Committee**

Morrison has worked as an Illinois educator and advocate for children for almost 40 years. She began her career as a social studies teacher, working for 10 years in Homer and Girard. Morrison taught middle and high school social studies and had administrative experience as a building principal and director of curriculum and instruction. She was also selected as the first state director for AdvancED at the University of Illinois. Morrison's statewide leadership responsibilities have included positions as state director of school improvement, state director of gifted education, state director of education to careers and program director for many state and federal programs. She retired as

deputy superintendent/chief education officer at ISBE in June 2015. Morrison received her Master of Arts in educational administration from the University of Illinois Springfield, her bachelor's degree from Cornell College and a specialist degree in the superintendency from Eastern Illinois University. She holds a Professional Educator License endorsed for teacher, principal and superintendent.



**Dr. Jane Quinlan**  
**Chair of the Finance and Audit Committee**

Dr. Quinlan currently is regional superintendent for the Champaign-Ford Regional Office of Education 9, where she previously was the assistant regional superintendent. She served as the vice president of the Illinois Association of Regional Superintendents of Schools from 2011–13. She previously served as director of ROE SchoolWorks, the professional development division of Champaign-Ford ROE and Vermilion ROE. Quinlan also has worked as a reading and language arts specialist at Education Service Center 13, where she later became assistant director and director. She received

her Ph.D. in educational organization and leadership and her Master of Education in reading from the University of Illinois at Urbana-Champaign and her bachelor's degree in elementary education from Eastern Illinois University in Charleston.



### **Dr. Christine Benson**

Dr. Benson has 35 years of teaching and administrative experience in elementary, middle and high schools in Illinois. She served as central office administrator for seven years, focusing on budget management, curriculum development and grants. Benson served as superintendent for six years at Mendota High School, five years in the Ottawa ESD #141 and six years in the Streator ESD #44. She received her Doctor of Education from Northern Illinois University and her Master of Science in education administration and Bachelor of Music Education from Illinois State University.



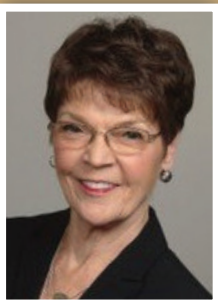
### **Cynthia Latimer**

Latimer has more than 33 years of administrative and classroom experience in Aurora school districts. She began her career as a special education teacher in Aurora East USD #131 and later worked in Aurora West USD #129 for 10 years. Latimer went on to serve as principal of W.S. Beaupre Elementary School from 1990 to 1993 and Abraham Lincoln Elementary School from 1993 to 2000. She then served as chief officer for special populations at District 129, working closely with social workers, psychologists, speech and language pathologists, teachers, and nurses throughout the district. Latimer was promoted to assistant superintendent in the Division of Student Services in 2006, and she became the assistant superintendent in the Division of Teaching and Learning in 2008. She held this role until her retirement in 2014. Latimer received her Master of Science in educational leadership and policy study from Northern Illinois University and her Bachelor of Science in special education from Illinois State University.



### **Dr. David Lett**

Dr. Lett has spent more than 35 years teaching and leading K-12 schools and in higher education. He currently is an adjunct professor on the Education Leadership Department at the University of Illinois Springfield. Lett served as superintendent for Pana CUSD #4 from 2001 to 2017. He previously served as the middle school principal at Seneca Grade School and as an assistant principal at Ottawa Township High School. Lett received his Doctor of Education and Master of Education Administration from Illinois State University and his Bachelor of Science in economics from Illinois Wesleyan University.



### **Jacqueline Robbins**

Robbins served as a UniServ director for two regions at the Illinois Education Association from 2007 to 2017. She previously taught at Dunlap High School, served as community relations manager and instructor of 28 programs at Hult Health Education Center and was a program coordinator and instructor at Illinois Central College. She received her Master of Arts from Bradley University and Bachelor of Arts from Millikin University.



# Aligning Illinois' education system a top priority for Ruiz

By Jason Nevel, IASA Assistant Director of Communications



**Name:** Jesse Ruiz  
**Age:** 54  
**Family:** Married, two children  
**Education:** Bachelor's degree from the University of Illinois at Urbana-Champaign; J.D. degree from the University of Chicago Law School

Illinois' new deputy governor over education, Jesse Ruiz, says developing an aligned and cohesive education system in Illinois will be his top priority.

"Gov. JB Pritzker wanted somebody whose full-time job was to oversee our education system in our state from early childhood all the way through higher education, and also use that position to align priorities across all the various systems, from the Illinois State Board of Education, Illinois Community College Board to the Illinois Board of Higher Education," Ruiz said.

Ruiz, the chairman of the ISBE board from 2004 to 2011, is one of four deputy governors named by Pritzker. The deputies will each oversee a block of state agencies and departments, track their progress meeting the governor's goals and ensure agency and department directors are cooperating. Pritzker described his vision for deputy governors as eliminating "silos" in state agencies.

Ruiz, a lawyer by trade, started on the job in February. One of his first tasks was to interview candidates to be the next state superintendent. Dr. Carmen Ayala, superintendent of Berwyn North School District #98, was named to the post. Ruiz noted Ayala has an impressive career in education, including as a kindergarten teacher, bi-lingual educator, a longtime superintendent who helped narrow performance gaps in her district, as well as an advocate for the Evidence-Based Funding model. Ayala also is the first woman and first person of color to serve in the post in its 48-year history.

"That is pretty amazing," Ruiz said.

As deputy governor over education, Ruiz said, he will play a role in helping shape education policies. He doesn't view

himself as Ayala's boss, but rather says the two will work together collaboratively.

Being new to the job, Ruiz didn't want to delve too far into specifics on how the administration plans to confront issues facing public education or take positions on specific legislation.

He did note funding the Evidence-Based Funding Model is a top priority, as well as increasing funding for early childhood education. The administration is also aware of the teacher shortage and is supportive of looking at changes to the licensure process, removing barriers—while maintaining quality—that make it difficult for students to become teachers and making it easier for out-of-state teachers to transfer to Illinois.

"That's part of the alignment piece, and why it's critical to work with all the colleges of education in our state and see how we can help them recruit more students, graduate more students and remove any impediments students face in becoming teachers," Ruiz said.

Ruiz is not a newcomer to public education. During his tenure as ISBE chairman, he worked extensively on reducing the dropout rate and increasing the graduation rate, with the board raising the legal dropout age from 16 to 17. The state board also clarified rules for enrolling students, making it easier for homeless, migrant and other students in at-risk situations to gain access to public education, according to a 2011 news release from ISBE.

Following his time with ISBE, Ruiz spent the next four years as vice president of the Chicago Board of Education. In June 2015, he became the interim CEO of Chicago Public Schools.

His passion for education comes from his father, he said. His father was a migrant farm worker with a third-grade education who worked 14 hours per day, so he could have a better life. Trying to do that for other children is what led him into public education, he said.

"My father stressed to me to take advantages of the opportunities he never had," Ruiz said. "When I had the opportunity to do public service that is what I've focused on."

LM

# Living Classrooms at Okaw Valley

Partnerships  
With Community  
Open Doors  
for Agriculture  
Students

By Jason Nevel  
IASA Assistant Director  
of Communications

**Dalton McGill isn't taking the education he receives at Okaw Valley High School for granted.**





Since Okaw Valley CUSD #302 opened a 5,000-square foot agriculture center in January, McGill spends his mornings around livestock in a facility that rivals what you might find at a university with an agriculture program.

On the day IASA visited, he wrangled a piglet and brought it over to mom for feeding time. On other days, sheep, goats and cows are tended to.

Sometimes without realizing it, McGill and other Okaw Valley High School students learn a curriculum that includes animal reproduction, agronomy, nutrition and soil science, not to mention vocational skills that prepare them for a career in agriculture.

McGill, a junior, says the hands-on style suits him much better than a traditional classroom.

“It’s really a privilege to get to be out here,” he says. “I’m learning a lot.”

The agriculture building is the latest piece of a unique agriculture program made possible through a community partnership between Okaw Valley CUSD #302, the U.S. Army Corps of Engineers and 13 business and community sponsors that provide students hands-on learning experiences.

The other part is outdoors, where students harvest crops on land donated from the Army Corps of Engineers and also



assist with managing the nearby Lake Shelbyville, performing tasks that includes stocking the lake, timber maintenance and protecting wildlife.

The 507-student district is located in Bethany and Findlay, two rural towns in Moultrie and Shelby counties.

Kent Stauder, Okaw Valley CUSD #302’s superintendent of the past six years, calls the program a “living classroom.” Students have the opportunity to work alongside

biologists and experts in agriculture and get an education typically not available to high school students.

The initiative, he adds, is also creating career pathways for students like McGill and, hopefully, incentivizing them to buy a house and live in the district after high school.

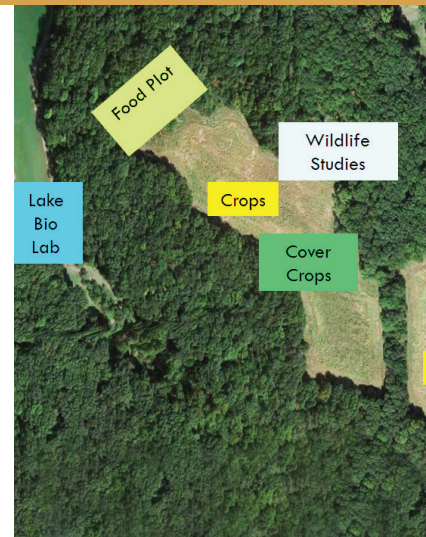
“We’re trying to lay the foundation for future success,” Stauder says.

### Partnership with U.S. Army

The partnership with the U.S. Army Corps of Engineers began in 2015. It was a natural fit for both sides.

“We’ve got small budgets and short staff and weren’t able to do all the things we wanted,” says Jon Summers, operations manager at Lake Shelbyville for the U.S. Army Corps of Engineers. “But more than that, the partnership is a great





### Okaw Valley...cont'd.

learning experience for kids and a way for us to teach them about the outdoors.”

Partnering with the Army Corps also made sense for Okaw Valley, where high school students are required to complete 30 hours of any community service before they graduate.

The district also has a robust FFA chapter. The high school’s agriculture program has 75 students enrolled out of a total of 168 in the building.

“Agriculture is an enormous umbrella,” says Wes Wise, the high school’s agriculture teacher. “It is by far the driving force of our community and where our kids are working.”

Through vision, hard work, collaboration and buy-in from students, the program expanded quickly.

In 2016, the U.S. Army Corps of Engineers granted Okaw Valley an in-kind lease on 40 acres of land around Lake Shelbyville for educational purposes. The plots, which span both Moultrie and Shelby counties, gives students the opportunity to learn how to farm the land.

That wouldn’t be possible without the help of sponsors, Stauder says.

All of the inputs needed to farm 40 acres—seed to grow the crops, tractors to plant and harvest, trucks to haul the crops away, fuel for the vehicles and more—are donated by sponsors.

Furthermore, Wise notes, the students get to learn from people who do the job for a living, an invaluable experience. The corn and soybeans are then sold and the proceeds raise money to fund two, \$2,500 scholarships to Lake Land College in Mattoon. Some students have even gone on to get summer jobs with sponsors.

But it’s not just high school students that benefit. Wise says students across all grade levels volunteer, with elementary students learning more rudimentary tasks like planting trees.

Stauder adds the program truly is a team effort, from the high school’s principal down to language arts teachers. There are many people willing to chip in.

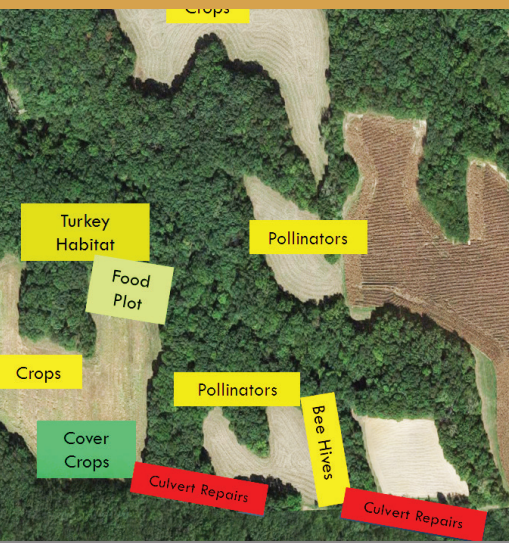
In total, more than 800 Okaw Valley students have been involved in the program the past three school years, volunteering more than 5,000 hours of service valued at over \$200,000. The U.S. Army Corps of Engineers selected Okaw Valley in 2016 for its Excellence in Partnership Award and its 2016 STEM award.



The U.S. Army Corps considers the effort a model program on how to develop community partnerships and Stauder and Wise have been asked to present at U.S. Army Corps meetings and share their program at educational conferences, including the Joint Annual Conference in Chicago.

“We had a vision and just went with it,” Stauder says. Wise, the agriculture teacher, adds: “If you want something to work, you have to grab the bull by the horns.”





## Year-Round Program

Two years after getting the land donation from the U.S. Army Corps of Engineers at no cost to taxpayers, Stauder asked Wise how he wanted the program to evolve.

The next step, Wise envisioned, was the construction of the agriculture facility, which enabled the district to make the program year-round and provide students with more learning experiences similar to what they would receive at a university.

“We wanted to give our students the entire experience of agriculture from as many facets and areas as we could give them,” he says.

The 5,000-square foot agriculture building that sits adjacent to the high school cost \$995,000. Stauder says the district could afford to build the project without going to referendum.

Depending on what day you visit, it’s possible to see cows, sheep, pigs, goats or other livestock inside. Some of the animals are raised from birth to harvest and the livestock is sold, with proceeds going back into the program.

And just like the outdoors program, a combination of community partners, Okaw Valley staff—particularly Wise, who checks on the animals in the evening and weekends—and students make everything possible.

“We could never do any of this without our community partners,” Stauder says.

## Transforming Lives

McGill isn’t the only student grateful for the district’s agriculture program.

Kailey George, a senior, grew up in Findlay but moved to western Illinois during her adolescent years, only to return her sophomore year of high school.

Not surprisingly, George wasn’t thrilled with the idea. She was leaving her friends and old life behind.

But she soon found the move back to Okaw Valley would, in her own words, “transform” her life. As someone who grew up riding horses, the opportunity to work with livestock each day at school was appealing.

Like McGill, George works inside the agriculture building each morning tending to the animals. The opportunity has inspired her to attend college and study agriculture—a career path that may not have materialized if not for the unique community partnership.

“This gives me something to look forward to everyday,” George says. “High school would have been a lot different if not for this.”

Those stories are why Stauder and Wise say they put so much time and effort into the agriculture community partnership. It’s truly opening doors for students.

“There is no better feeling,” Stauder says, with Wise adding, “This is the reason why I got into education.”

**Want to learn more?**  
Click [here](#) for video about the Okaw Valley Agriculture Program.

**IASA 2019 Annual Conference**

55  
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# Communicating and Lobbying with Legislators: How to Make Your Views Known and Affect Change. AAC#781

Tues. May 7, 2019  
8:30am-4:30pm

Illinois State Capitol  
Stratton Building

This exciting and engaging academy is taught in the Illinois Statehouse while the legislature is in session; includes conversations with and presentations by a Senator and a Representative, Senate and House Staffers, and a staff member from the Governor's office. Participants will have the opportunity to attend legislative hearings.

**PRESENTERS:** Diane Hendren, Dir./Governmental Relations, IASA; Calvin C. Jackson, Legislative Consultant, Illinois ASBO; David Wood, Governmental Relations Specialist, Illinois ASBO; Illinois State Legislators & Staff (TBD)

**OUTCOMES:** Participants will understand and be able to work effectively with legislators and their staff, apply rules for giving testimony at legislative hearings, develop working relationships with the Legislative Reference Bureau and the Legislative Information System, and work with the Joint Committee on Administrative Rules.

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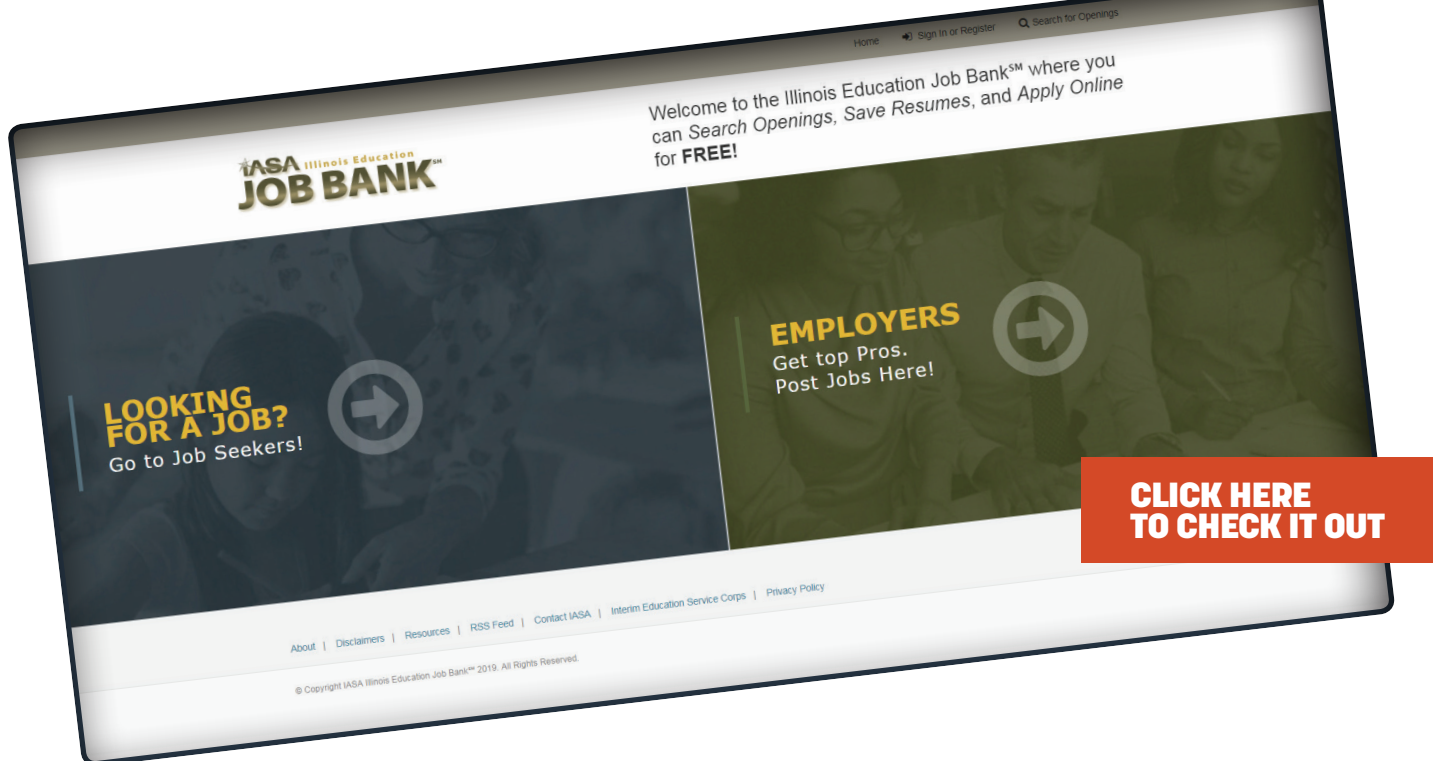


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Presented by Illinois ASBO Professional Development/  
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An approved, required strand for Illinois Administrators' Academy credit.

This seminar meets the requirements for both the Facilities Management Designation Program and the Support Staff Designation Program.



# IASA Unveils New Look for Illinois Education Job Bank<sup>SM</sup>

By Mary Schaefer, IASA Director of Communications & Marketing

The IASA Illinois Education Job Bank<sup>SM</sup> searchable website provides a powerful targeted approach that connects employers with job applicants seeking employment. Its user-friendly and cost-effective integrated design makes it a valuable resource for school districts seeking to find the right employee that matches their job opening.

The new redesign of the Job Bank<sup>SM</sup> website is complete with a new modernized text editor that helps simplify the process of adding your new job listing to the site in order to format wording easily. When reviewing costs for posting a job opening through traditional advertising sources, you will find the Job Bank<sup>SM</sup> is competitively priced with an expanded reach.

Since the Job Bank<sup>SM</sup> was redesigned in February, 574 new jobs have been posted and 474 job seekers have created profiles within the Job Bank<sup>SM</sup>. Historical numbers from 1999 show over 172,000 job seekers have used the site since its inception, with over 137,000 positions posted.

As an employer, if you are seeking a qualified applicant for your school district, be sure to check out the [IASA Education Job Bank<sup>SM</sup>](#) to initiate your search as more job seekers are creating profiles daily within the system.

You will find the site has improved features that make it easy to advertise your current job opening in order to find the right applicants.

**The Job Bank<sup>SM</sup> allows the ability to advertise openings in categories:**

- **Instructional**
- **Administrative**
- **Non-Certified Support Staff**
- **School Service Personnel**

“In the current environment we are facing with the teacher shortage, the expanded format of our Job Bank<sup>SM</sup> is working to connect educators in finding jobs right here in Illinois,” said Dr. Brent Clark, executive director of IASA. “The Job Bank<sup>SM</sup> is well-known throughout the state and qualified educators seeking a new position frequently search the site, making it a valuable resource for districts to utilize when they have job openings.”

The site makes it easy for employers to post job openings, applying the parameters and timeframe set for candidates to apply for an open position.



- **Utilize the RSS feed option to post a listing to your district website.**

A unique feature in the Job Bank<sup>SM</sup> for employers is the RSS feed feature, allowing you to automatically post a job listing to your school district/firm website once it is posted to the Job Bank<sup>SM</sup> saving you time.

- **Add direct links to job postings.**

Also, within your posted job description on the IASA Illinois Education Job Bank<sup>SM</sup> you can include direct links to your school district's website, the city's website and district dashboard or school report card. You can also share your job description on social media channels.

- **An email notice is sent to the ROE when you post a position to the Job Bank<sup>SM</sup>**

Did you know that when your school district posts a job on the Job Bank<sup>SM</sup> an "automated" email notice is sent to your ROE notifying them of the vacancy?

- **Easy procedures for creating job posts.**

The site makes it easy to create job posting templates to save you time when adding posts in the future. As an employer, you can also easily search and filter the jobs you have posted through the Job Bank<sup>SM</sup> (see below)

- **Easily flag your favorite applications.**

The reformatted site allows employers to easily flag your favorite applications to make it easy to filter the applicants you like the most and search candidates by using a series of filters to narrow down the list of profiles stored within the Job Bank<sup>SM</sup>

- **Robust Search Capabilities.**

Job seekers registered with the Job Bank<sup>SM</sup> can flag their profile to allow employers to review their information even before a job is posted. You might even be able to find a qualified candidate without posting a position just by searching through the registered job seekers on the Job Bank<sup>SM</sup>

*continued...*

**For employers:**

**Job Postings Search**

Job Title:

Template:

Job Posting Status:

Posted Date:

Closing Date:

Posted By:

Sort By:

**APPLY FILTERS** **CLEAR FILTERS**

**Your Job Postings**

[Add a New Job Posting](#)

JOB TITLE	STATUS	DATE CREATED	DATE POSTED	DEADLINE	APPLICATIONS	
6th Grade Teacher	Posted	03/18/2019	03/19/2019	N/A	0	
Associate Secondary Principal	Expired	03/15/2019	03/19/2019	06/19/2019	0	

## Hear From Colleagues Who Use The Job Bank<sup>SM</sup> On A Regular Basis:

“ The IASA Job Bank<sup>SM</sup> is an excellent tool in advertising for open positions in the West Carroll School District. Since we are located in Northern Illinois, the Job Bank<sup>SM</sup> assists us in reaching people in Illinois and beyond. The newly redesigned website is easier to read and applies filters in order to narrow down our searches. Thank you for your assistance in finding qualified and impressive candidates for our open positions! ”

—Julie Katzenberger, Ed.S., Superintendent  
West Carroll CUSD #314

“ We have found the IASA Illinois Education Job Bank<sup>SM</sup> to be an invaluable tool when posting positions and seeking qualified candidates. I have utilized this tool for many years. The affordability, ease of use, and quite frankly, the reputation of the IASA Job Bank<sup>SM</sup>, are simply a few of the reasons for its prominent use within our Human Resources Department. I would encourage any school district considering the use of this tool to fully examine all of the benefits it offers when seeking quality candidates from within the state of Illinois and beyond. ”

—Dr. Douglas A. Wood, Superintendent  
Ball-Chatham CUSD #5

“ The IASA Illinois Education Job Bank<sup>SM</sup> is our go-to resource for advertising open positions in our district. We’ve been very happy with the level of candidates that the bank attracts, and it’s very easy and quick to navigate. Every dollar counts in our budget, and it’s so affordable compared to other systems on the market. We will definitely continue to utilize this service from the IASA! ”

—Brenda Donahue, Superintendent  
Marseilles Elementary School District #150

### For job seekers:

The screenshot shows the 'Job Seeker Dashboard' with a sidebar menu on the left containing: DASHBOARD, MY PROFILE, CHANGE PASSWORD, APPLICATION HISTORY, and MY PREFERENCES. The main content area has three tabs: 'Your Saved Job Posts', 'Your Saved Searches', and 'Your Job Alerts'. Below the tabs is a message: 'Not Ready to Apply? Save job postings so you can return to them easily when you want to apply.' A table lists three job postings with their respective options.

JOB TITLE	OPTIONS
General Music Teacher	View Job, Email, Apply, Unsave
.5 FTE K-5 Music Teacher	View Job, Email, Apply, Unsave
10 Month Dean/Assistant Principal FTE 1.0	View Job, Email, Apply, Unsave

### For job seekers:

The screenshot shows the 'Application History' page with the same sidebar menu as the dashboard. The main content area displays a table of applications with their dates and options.

JOB TITLE	DATE APPLIED	OPTIONS
Food Service - Cook	02/09/2019 13:48 PM	View Application
General Music Teacher	02/21/2019 10:29 AM	View Application
General Music Teacher	03/18/2019 10:37 AM	View Application
Employment Coach/Mentor	03/18/2019 12:56 PM	View Application



## The Job Bank<sup>SM</sup> is a powerful search engine that also benefits job seekers.

Job seekers can create a profile with the step-by-step wizard to begin their search for positions by categories of interest. Once their profile is complete they can begin to search from hundreds of job openings throughout the state quickly and easily. Job seekers can create and save customized resumes and supplementary documents for safe storage in order to access them quickly and easily when applying for positions. Job seekers who are searching for instructional positions can narrow their category search by subject areas of interest, grade levels and even employment location as they search through full-time, part-time or even student teaching positions available. Administrative personnel, non-certified support staff and school service personnel have the capability of defining search by job titles. As a job seeker, they have the ability to flag their profile to be searched by employers even before a job is posted.

All job seekers can save their search criteria and sign up for job alerts to receive emails when a job listing is posted that matches their search criteria.

IASA remains proud that the site continues to remain very affordable to employers who seek to advertise positions with the Job Bank<sup>SM</sup>. If you have not used the Job Bank<sup>SM</sup> in the past, be sure to check out its impressive features that will help you find the right candidate to fill your school district's vacancies. If you have questions about the IASA Job Bank<sup>SM</sup> or wish to subscribe, contact Ashleigh Knudson, at IASA at 217-753-2213 or via [jobbank@iasaedu.org](mailto:jobbank@iasaedu.org).

For job seekers:

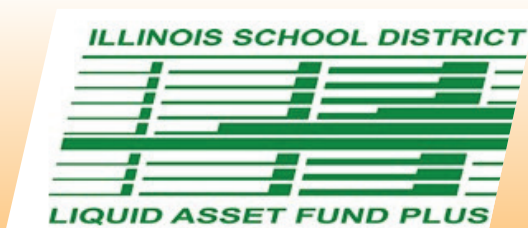
IASA Illinois Education  
**JOB BANK<sup>SM</sup>**

100%

**YOUR PROFILE IS  
100% COMPLETE.**

- ✓ Personal Profile
- ✓ Education Profile
- ✓ Licenses or Certifications
- ✓ Employment Profile
- ✓ Professional Reference Profile
- ✓ Personal Contact Profile
- ✓ Skills Profile
- ✓ Languages Profile
- ✓ Uploaded Documents
- ✓ Additional Profile Information

LM



## ISDLAF+ Monthly Update

Click [here](#) to view the most current ISDLAF+ rates, economic indicators and general economic news brief. To obtain additional information regarding this IASA sponsored service, contact Dr. Donald E. Weber, Senior Vice President, Corporate Relations/ISDLAF+ at 630-657-6435. To check daily rates, visit the ISDLAF+ website at [www.isdlafplus.com](http://www.isdlafplus.com).

## Got Great School Videos?

Send your school videos to [jnevel@iasaedu.org](mailto:jnevel@iasaedu.org). We want to highlight what's going on in your school districts. Include the hyperlink to the video, your superintendent's full name & title, district name & number, and a brief description of your video.



IASA IASB IASBO IPA  
**ALLIANCE LEADERSHIP SUMMIT**

# Hundreds Attend to Advocate

By Mary Schaefer, IASA Director of Communications & Marketing

Hundreds of members engaged in discussions about issues important to public education and learned more about the changing political landscape at the Alliance Leadership Summit held February 26–27 in Springfield...

The Alliance Summit, sponsored by the Illinois Association of School Administrators, Illinois Association of School Boards, Illinois Association of School Business Officials and the Illinois Principals Association, was held at the Wyndham Springfield City Centre.

Alliance attendees gathered to demonstrate their collective voice on key public education issues as legislators begin to make critical decisions on the more than 5,000 bills introduced into the Illinois General Assembly this year.





# And Alliance Leadership Summit in Springfield Advocate for Public Education Interests

The Summit began with a keynote presentation by Dr. Jeff McCausland, retired Col., U.S. Army and founder and CEO of Diamond6, reflecting on strategic leadership and crisis management executed by Abraham Lincoln.

“Vision is a mental picture of what the future ought to be like,” said Dr. McCausland. “Never lose sight of who we are and where we are going including defining your vision for your district, your mission and reviewing your vision statement on a regular basis. Examine how many clicks it takes to find your organization’s mission statement on your district website?” He describes that Lincoln used emotional intelligence to make great achievements. He got all members in his cabinet on board with his strategy through a vehicle of emotional intelligence—empathy, willingness to listen, and investing in them, McCausland added.

A panel of political analysts discussed some of the timely statewide political issues and events and fielded questions from the audience. The Alliance executive directors reviewed accomplishments in the [Vision 20/20](#) long-term plan and initiatives for the future. Alliance lobbyists, along with executive directors, held a detailed discussion on a variety of public education issues that are currently being discussed by the Illinois General Assembly. Members were provided with detailed talking points. A legislative reception was held on Tuesday evening at the State House Inn.

The second day of the Summit included a legislative panel that featured Sen. Jennifer Bertino-Tarrant, State Rep. Terri Bryant, State Rep. Will Davis and State Rep. Tony McCombie. Alliance lobbyists provided tips on what to expect when meeting with legislators at the state capitol and



encouraged members to make those visits to share how Evidence-Based Funding has made a difference in their district and to discuss future needs as they advocate for FY 19 education funding.

Some of the important lobbying points included:

**Budget and Funding**—The Alliance supports continued funding for the Evidence-Based Funding Model. Governor Pritzker has advocated for an additional \$375 million this year. The Alliance also supports the large increase in funding for the Early Childhood Block Grant. We also

*continued...*







believe any capital project initiative should include capital funding for school districts, including appropriations for school construction and maintenance grants and broadband expansion.

**Pensions**—The Alliance supports HB 350 and SB 60 that return the 3% end-of-career pension limitation back to 6%.

**Teacher Shortage**—The Alliance supports addressing the current licensing procedures regarding residency, teacher performance assessments, and testing to remove any unnecessary hurdles that may be discouraging students from entering teaching programs.





Click [here](#) to read the association white papers on issues.

After lunch, education leaders visited with elected representatives and key legislative staff to discuss issues, share district stories and discuss pending needs.

Dr. Gary Kelly, superintendent of DuQuoin CUSD #300, met with Rep. Jerry Costello (D–Belleville) during the Summit along with Keith Hagene, superintendent of Pinckneyville CHSD#101 and Matt Hickam, principal at DuQuoin High School.

“Representative Costello regularly attends our Egyptian Division annual legislative forum and meets with us during our Alliance Legislative Summit. The major issues we discussed were the importance of the state to continue to provide additional funds for the Evidence-Based Funding model, the negative impact the increase in the minimum wage would have on school districts and the ongoing problem with unfunded mandates,” said Kelly. “There is no doubt that continual face-to-face meetings and regular phone contact with our legislators is highly imperative. During these meetings we were able to share our perspective in a meaningful way and provide factual information that assists our legislators as they craft legislation that impacts our schools.”

Tim Schurman, superintendent of Chadwick-Milledgeville CUSD #399, took advantage of the opportunity to meet with Illinois Representatives Tony McCombie and Andrew Chesney.

“Our representatives were very appreciative that we stopped by to meet with them,” said Schurman. “Face-to-face meetings are vitally important to building meaningful relationships with our state legislators, allowing us the opportunity to educate and inform them about important issues facing public education in Illinois. I want my legislators to know me by name and to feel comfortable discussing educational issues with me in person.”

To review more photos and reports on the Summit go to Twitter and search hashtag #ILedsummit19.

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# Spring/Summer Academy/ Workshop Opportunities

The following academies are accepting registrations for spring & summer. The list is growing so check out the PD [Calendar of Events](#) on the IASA website and IASA app for all your needs. If you'd like to schedule an Academy or training session in your area or school district, contact Melissa Arney at 217-753-2213 or [marney@iasaedu.org](mailto:marney@iasaedu.org)



## New Academy Offering Available:

### Evidence-Based Leadership: Using Data to Drive Immediate and Lasting Improvements (AA #3020)

Evidence-based practice is the disciplined and scientific approach of using data in the form of evidence about school or systems effectiveness. This academy will teach school leaders to effectively use data to foster a culture of evidence-based practice, align stakeholders, and ensure allocation of resources toward practices that have proven to accelerate student growth. For the Application/Dissemination, participants will develop a school improvement initiative—preferably a “real life” one—and then a program evaluation plan to evaluate the impact of this initiative. **To schedule this academy in your area, call Melissa at 217-753-2213.**

**ANNOUNCEMENT:** Brand new evaluators of principals—those who will evaluate administrators for the first time in 2019–20—who never completed the “Growth Through Learning” initial training now have opportunities to complete new initial training. Until the replacement training (AA #2000) is written and in place, ISBE has approved two existing administrators’ academies to earn this credential: “Principal Evaluator Competency Skill Building” (AA #1865), AND “Teacher/Administrator Evaluator Retraining: Student Growth” (specifically AA #3001 or AA #3002).

Click on date to register:

### Evidence-Based Leadership: Using Data to Drive Immediate and Lasting Improvements (AA #3020)

[Apr. 24, 2019](#)

Mt. Vernon Elks Lodge, 1107 Jordan St., Mt. Vernon, IL

### Principal Evaluator Competency Skill Building for Pre-Qualified Principal Evaluators (AA #1865)

[Apr. 16, 2019](#)

Middletown Prairie Elementary School, 1301 S Bulldog Dr, Mahomet, IL 61853

### Communicating & Lobbying with Legislators: How to Make Your Views Known and Affect Change (AA #781)

[May 7, 2019](#)

State Capitol—Stratton Building, 401 S. Spring St., Springfield, IL 62706

### Teacher/Administrator Evaluator Retraining: Student Growth (AA #3000/3001/3002)

[July 11, 2019](#)

ROE #11, 730 7th St., Charleston, IL 61920



### NEW SUPERINTENDENTS’ CONFERENCE

July 31–Aug. 1, 2019

Springfield, IL

[www.iasaedu.org](http://www.iasaedu.org)



Scan here with your phone’s QR code reader to get the IASA APP—Don’t have a QR reader? Go to  [Google Play](#) or  [App Store](#) and search for IllinoisASA.



# Curb the Summer Slide with myON<sup>®</sup> Reader!

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# Making a Difference

## How 5 School Districts Are Using EBM Funds to Improve Student Achievement

By Jason Nevel  
IASA Assistant Director of Communications

We continue our series on how school districts across the state are using Evidence-Based Funding (EBF) dollars to improve student outcomes. Telling these stories is important as IASA, along with other educational stakeholders, continue to advocate for increased EBF at the statehouse. You can also find an [interactive map](#) on our website with the stories of all 40 schools we have profiled so far.

### Collinsville CUSD #10

Enrollment: 6,350      FY18: \$1.5 million  
Type: preK–12      FY19: \$1.5 million

Pro-ration cost Collinsville CUSD #10 about \$20 million in state funding, so the district is using its Evidence-Based Funding dollars to dig out of that hole, Superintendent Dr. Robert Green said.

The first EBF payment last school year helped the district reach a new contract with its teacher's union. With the contract settled, the district is now investing dollars to bring back positions that were cut, Green said.

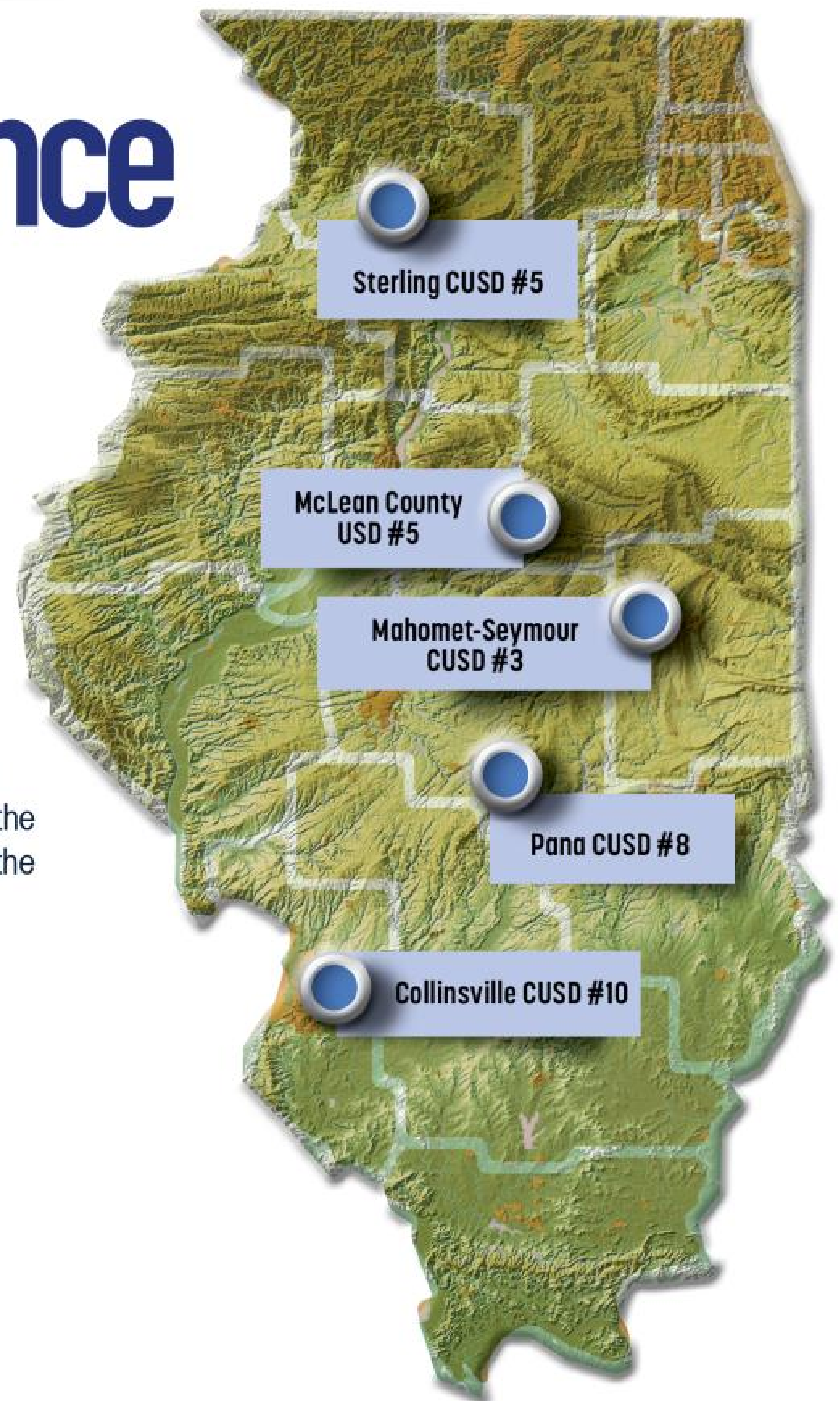
An assistant principal and ESL teacher were both hired with EBF dollars. EBF dollars were also used to hire some additional teachers to provide more academic support for students.

Furthermore, Collinsville CUSD #10 used EBF dollars, as well as some Title I dollars, to hire instructional and data coaches, Green noted.

"You don't have a lot of flexibility with Title I so EBF really gave us some more flexibility," he said.

In addition to personnel, EBF dollars were dedicated to boosting the district's STEM program.

Moving forward, Green said, the district plans to bring back about three staff members per year. The next position will be a counselor at the high school, a principal and another teacher.



### Mahomet-Seymour CUSD #3

Enrollment: 3,113      FY18: \$262,334  
Type: preK–12      FY19: \$224,887

The passage of the Evidence-Based Funding Formula kick started a recovery process for Mahomet-Seymour CUSD #3.

Superintendent Dr. Lindsay Hall said pro-ration in general state aid hit the district hard, making it difficult to put staff and programs in place that are necessary to boost student achievement.

One of the district's first acts with the new EBF dollars, she said, was to create the position of a K–5 instructional coach.



"We knew what the research said about instructional coaching and realized it was an area where we clearly fell short," Hall said.

Mahomet-Seymour is also using its new resources to reduce elementary classroom sizes. Two certified teachers were hired with the new dollars, which has kept classroom sizes from reaching the high 20s.

"We are at a number we are more comfortable with," she said.

Because pro-ration in general state aid lasted years, Hall noted, it will take some time for Mahomet-Seymour to fully climb out of the hole that was dug.

The plan for next school year will be to bring back a counselor at the high school.

"(EBF) has allowed us to have great conversations about what we want to do with things that really impact teaching and learning," Hall said. "Knowing you're able to actually move ahead is a great thing."



### McLean County USD #5

Enrollment: 13,346    FY18: \$353,687  
Type: preK-12        FY19: \$367,878

Providing increased social-emotional supports for students has been the primary focus for how McLean County USD #5 is choosing to spend its new Evidence-Based Funding dollars, Superintendent Dr. Mark Daniel said.

That decision was based on feedback from teachers, staff and principals.

"Overwhelmingly, the faculty and staff said we need to focus more on social-emotional learning," Daniel said. "Our students have greater behavior needs and need more help with coping mechanisms and self-regulation."

The district has identified a number of areas of how it could provide more supports for students. Six social workers were hired. Already, the addition has led to a substantial decrease in referrals, Daniel noted.

Furthermore, two college and career counselors were hired at each of the district's two high schools. The funding for those positions was previously not available.

A social-emotional learning curriculum coordinator was also a new addition, Daniel said.

However, the district recognized, in order to be successful, teachers have to play a big role in providing social-emotional

supports. Therefore, the district collaborated with the teacher's union to provide training.

Lastly, EBF dollars were used to provide professional development opportunities, which was done in conjunction with the union, for teachers on supporting students who have experienced trauma.

"We need to increase student empathy as well as increase self-control," Daniel said. "If we can do both of those things then I think we're on track to prepare our students to truly learn."



### Pana CUSD #8

Enrollment: 1,305    FY18: \$427,565  
Type: preK-12        FY19: \$273,962

The list of ways Pana CUSD #8 is using its new Evidence-Based Funding dollars ranges from adding staff, updating curriculum to creating a new STEM lab, Superintendent Jason Bauer said.

The additional staff hires have included a director of curriculum and paraprofessional. An elementary guidance counselor and junior high teacher will come on board next school year.

Bauer said the elementary guidance counselor and paraprofessional were hired to improve the level of social-emotional supports for students.

A curriculum director is a new position for Pana CUSD #8. Creating that position was necessary to address curriculum needs, facilitate discussions with staff and free up principals to focus on other duties. The junior high teacher will help alleviate classroom sizes, he added.

EBF dollars are also being used to update the district's K-5 reading curriculum. The district's old curriculum was outdated and teachers had to piecemeal classroom materials together.

"We are making sure our teachers have the materials they need and facilitating discussions and providing support," Bauer said.

Creating a STEM lab is another initiative made possible because of EBF, Bauer noted. This summer, the district plans to redesign its junior high library and design the lab.

"We are very grateful for Evidence-Based Funding," Bauer said. "It's changed the narrative in our district. We are actually having discussions about what we can do for kids and not about what programs we have to get rid of."

*continued...*



## Sterling CUSD #5

Enrollment: 3,407    FY18: \$1.2 million  
 Type: preK–12    FY19: \$1 million

In his first year as superintendent in Sterling CUSD #5 in 2008, Dr. Tad Everett said 271 certified teachers worked in the district. By the 2015–16 school year, that number plummeted to 199—the result of substantial budget cuts necessitated by a drop in general state aid.

“We were really struggling,” Everett said. “When EBF passed, it was a game changer for us.”

After the passage of the new formula, Everett said, Sterling CUSD #5 identified key priorities to address with the new dollars. Those included:

- Improve student and staff safety and security.
- Increase supports for students struggling with social-emotional learning.
- Increase supports for struggling learners, with an emphasis on special education, math and class sizes.
- Improve the alignment of the curriculum, instructional practices and assessment system.

Last year, the district hired three elementary teachers, two 6–12 teachers, three special education teachers and

a math interventionist. In addition, the district hired four social workers to improve social-emotional supports for students.

“Our education assessment data was telling us a story that our students were not meeting our standards,” Everett said. “We have been really focused on addressing these priorities, and it’s already starting to make a difference.”

The district has also made safety upgrades the past few years that were, in part, funded by EBF, Everett said. That includes bringing in a school resource officer, updating security cameras, hiring two security guards and making entrances safer.

Moving forward, Everett noted, the district also plans to use EBF to help hire a district-wide director of curriculum and instruction.

“The support we received from our state leaders and legislators, to formally approve and fund the EBF, is so appreciated,” Everett said. “This support has improved our building climates and student outcomes, and we have data showing that. At the end of the day though, as plainly as I can say it, our students have been the real winners of Illinois’ Evidence-Based Funding Model.”

## We Want to Hear From You...

In each edition of *Leadership Matters* we want to profile how districts are using their EBM funds. Please share with us how your school district is using EBM to improve student achievement. Email [jnevel@iasaedu.org](mailto:jnevel@iasaedu.org).

## How You Can Be an Advocate:

Telling the story of how EBF is helping is something superintendents can also do on their own. The IASA Southwestern and Shawnee regions have both created templates to share with elected officials and local media that can be replicated. View a template of what the Southwestern Region did [here](#) and Shawnee [here](#). Also, [here's](#) a template letter to send to local legislators.



## Your School District





Click [here](#) to view the IASA interactive Calendar of Events online.



- IASA Event
- Professional Development Event
- Legislative Event
- Region Meeting  
(Contact your Region President for details)

## March 2019

- |                         |   |
|-------------------------|---|
| Tues.–Thurs. Mar. 19–21 | GA Session  |
| Wed. Mar. 20            | Egyptian<br><a href="#">Principal Evaluator Competency Skill Building...</a><br><a href="#">Finance Knowledge for the Supt...</a> |
| Thurs. Mar. 21          | Central IL Valley   |
| Fri. Mar. 22            | Senate Session<br>Western   |
- 
- |                         |   |
|-------------------------|---|
| Tues.–Thurs. Mar. 26–28 | GA Session  |
| Wed. Mar. 27            | <a href="#">Southern IL Law &amp; Leadership Conference</a> |
| Fri. Mar. 29            | House Session   |

## April 2019

- |                      |                |
|----------------------|----------------|
| Tues. Apr. 2         | House Session  |
| Wed.–Thurs. Apr. 3–4 | GA Session     |
| Thurs. Apr. 4        | Corn Belt      |
| Fri. Apr. 5          | Senate Session |
- 
- |                      |  |
|----------------------|--|
| Tues.–Fri. Apr. 9–12 | GA Session                                   |
| Wed. Apr. 10         | Cook West, Illini                            |
| Fri. Apr. 12         | Lake, Southwestern, Kaskaskia                |
| Fri.–Sat. Apr. 12–13 | <a href="#">Teacher Evaluator Training..</a> |
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|---------------|---|
| Tues. Apr. 16 | <a href="#">Principal Evaluator Competency...</a> |
| Wed. Apr. 17  | Wabash Valley                                     |
- 
- |                |   |
|----------------|---|
| Wed. Apr. 24   | Egyptian<br><a href="#">Evidence-Based Leadership: Using Data to Drive Immediate &amp; Lasting...</a> |
| Thurs. Apr. 25 | Kishwaukee, Central IL Valley   |
- 
- |              |   |
|--------------|---|
|              | IASA Board of Directors  |
| Fri. Apr. 26 | Western, Three Rivers   |
- 
- |               |            |
|---------------|------------|
| Tues. Apr. 30 | GA Session |
|---------------|------------|



## Call for Nominations to the AASA Governing Board

Nominations to the AASA Governing Board are now open!

The number of seats open in each IASA Super Region for the election to be held in 2019 is as follows:

**Northcentral Super Region—1**

One-year unexpired term—July 1, 2019 through June 30, 2020

**Northeastern Super Region—1**

Three-year term—July 1, 2019 through June 30, 2022

**Southern Super Region—1**

Three-year term—July 1, 2019 through June 30, 2022

The AASA Governing Board meets twice per year; AASA National Conference and summer.

Additional information on Illinois' Plan for Electing Representatives to the AASA Governing Board can be accessed by clicking [here](#).

A self-nomination form can also be downloaded by clicking [here](#). Nominations should be received by the IASA office no later than 4:00 p.m. (CST), Friday, March 29, 2019.

**AASA Executive Committee**—The AASA Executive Committee articulates the mission and goals of the association, makes recommendations regarding resolutions submitted by the membership, and evaluates the Executive

Director. As advocates for education, the AASA Executive Committee develops the Association's legislative agenda. Every five years, the committee reviews the composition of the AASA Regions and, if necessary, recommends modifications.

The current Illinois AASA Governing Board and Executive Committee Members and expiration terms are as follows:

**Northcentral Super Region**

Mark R. Cross, Superintendent—Peru ESD #124 (Term expires June 30, 2019)

**Northeastern Super Region**

Dr. Arthur Fessler, Superintendent—Community Cons SD #59 (Term expires June 30, 2021)

Dr. Jennifer Kelsall, Superintendent—Ridgewood CHSD #234 (Term expires June 30, 2020)

Dr. Judith A. Hackett, Superintendent—Northwest Suburban Special Education Organization (Term expires June 30, 2019)

**Southern Super Region**

Dr. Steve Webb, Superintendent—Goreville CUSD #1 (Term expires June 30, 2019)

**AASA Executive Committee**

Dr. Brian Harris, Superintendent—Barrington #220 (Term expires June 30, 2021)





## Dr. Courtney Orzel a Finalist For Women in School Leadership Award



IASA congratulates Dr. Courtney Orzel, superintendent of Lemont-Bromberek CSD #113A, for being named a finalist for the Women in School Leadership Award, given out at AASA's National Conference on Education in February.

The Women in School Leadership Award, sponsored by Horace Mann and AASA, pays tribute to the talent, creativity and vision of outstanding women educational administrators in the nation's public schools.

Also, it was announced at the conference that Marjorie Greuter, superintendent at East Peoria CHSD #309, and Karen Sullivan, superintendent at Indian Prairie CUSD #204, each received the 2019 AASA/Sourcewell Helping Kids Mini Grant.

We also want to congratulate the following superintendents for completing the AASA National Superintendent Certification Program:

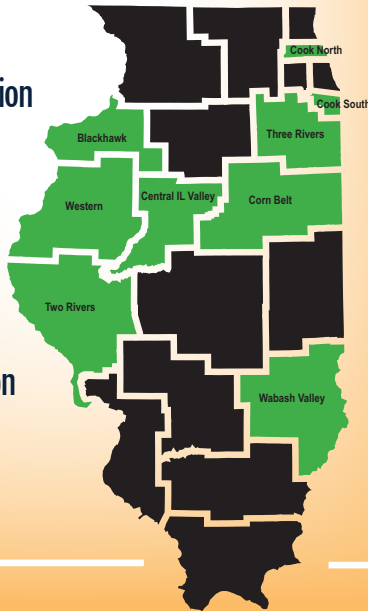
Suzette Hesser, Hoopeston Area CUSD #11  
Dr. Donna S. Leak, CCSD #168 in Sauk Village  
Dr. Nicholas Henkle, Channahon SD #17  
Dr. Bhavna Sharma-Lewis, Diamond Lake SD #76  
Brad Voehringer, Morton Grove SD #70  
Crystal LeRoy, Kenilworth SD #38

In addition, we want to congratulate Dr. Anthony Edison, superintendent of Posen-Robbins ESD #143-5, for graduating from the AASA/Howard University Urban Superintendents Academy.

## *Congratulations* to Regions with 100% Superintendent Membership in IASA

Congratulations to the following IASA Regions for achieving 100% superintendent membership:

Blackhawk Region  
Central IL Valley Region  
Cook North Region  
Cook South Region  
Corn Belt Region  
Three Rivers Region  
Two Rivers Region  
Wabash Valley Region  
Western Region



## Extension Center opens at Vienna High School

Shawnee Community College opened an extension center at Vienna High School in southern Illinois in January.

Vienna HSD #13-3 Superintendent Joshua Stafford said the unique partnership will generate new opportunities for residents in the community and students at Vienna High School.

Shawnee College plans to offer full-degree programs and certificates at the Vienna location.

"We have to strive to have a more literate and educated workforce or we're going to lose businesses and certainly not recruit new ones," Stafford said.

Hosting a community college extension within the high school—at no cost to Shawnee Community College—will also expand dual-credit opportunities for Vienna High School students since professors will be working in the high school, Stafford noted.

In addition to college-level courses, vocational classes will eventually be offered at the extension.



# **ILLINOIS STATE BOARD OF EDUCATION THIRD ANNUAL PUBLIC/NONPUBLIC CONFERENCE**

**This conference is an effort to collaborate on issues common to public and nonpublic schools. This year, the focus will be on *Supporting English Learners* and will include an informative session on the state assessment.**

**This is a conference for:**

- Public school district personnel**
- Nonpublic school staff**
- Representatives of Regional Offices of Education and Intermediate Service Centers**
- Illinois State Board of Education Staff**

**Plan to join your colleagues to hear from experts in these important fields.**

**April 10, 2019  
Radisson Hotel  
8 Traders Circle  
Normal, IL 61761**

**Please register for this event at:**

**<http://webapps.isbe.net/isbeconference/>**