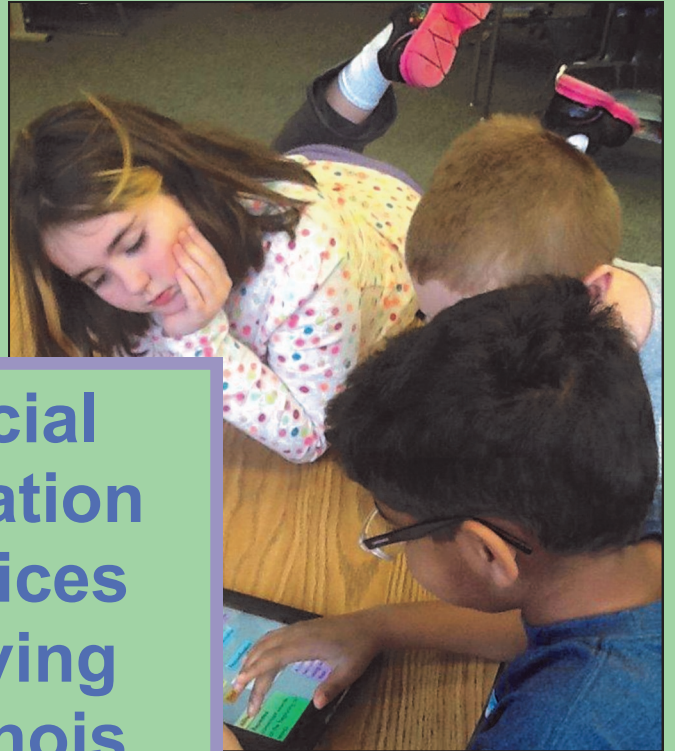
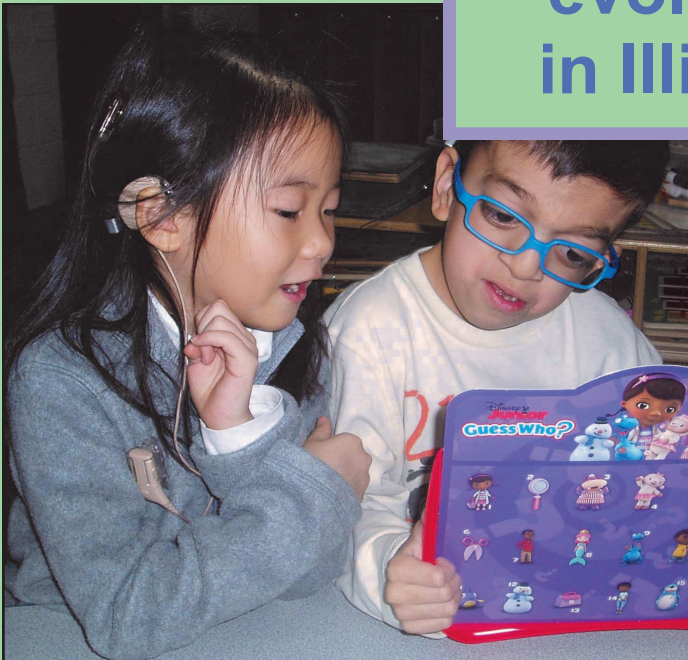


Leadership Matters

IASA
ILLINOIS ASSOCIATION OF SCHOOL ADMINISTRATORS
SEPTEMBER 2015



Special
Education
practices
evolving
in Illinois



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Political game of ‘chicken’ continues in capitol

Property tax freeze, cost shift still items to keep a wary eye on



Message from the Executive Director Dr. Brent Clark

The high-stakes political game of “chicken” continues in Springfield and we remain more than just an interested observer even though public education is the only entity in Illinois to have its budget formally signed into law more than two months into the new fiscal year.

Some observers believe that Governor Rauner’s ability to turn back a concerted veto override effort on the arbitration bill might

pave the way for serious budget negotiations to begin, but no one knows for sure what the fallout, if any, will be from the Democrats’ failure to override the veto in the House. While everyone keeps watching what appears to be a nuclear political showdown between the governor and House Speaker Michael Madigan, we need to keep our eye on the target.

Specifically, we need to be alert to continuing efforts to pass a property tax freeze and also be aware that Rep. Christian Mitchell (D-Chicago) also has introduced a bill (House Bill 4272) to resurrect the cost shift of normal employer pension costs to school districts. While it’s not likely that legislators would deal public education a double whammy, it’s certainly possible that one of the two measures eventually might be included in the final budget resolution. On a more positive note, relief from unfunded mandates might also be part of any “mega deal.”

While the Senate is scheduled to be back in Springfield September 9, the House is not scheduled to return until September 24. That offers a great opportunity for you to reach out to your legislators while they are back in their home districts to let them know the impact a property tax freeze or a cost shift would have on your district.

State Superintendent visits IASA Super Regions

We had great turnouts last week in Naperville and at Rend Lake for the IASA Super Region meetings to visit with State Superintendent Dr. Tony Smith. He fielded questions on all sorts of topics and was quite open and engaged with our members. Thanks to Dr. Smith and to everyone who showed up – and a reminder that the meeting in Bloomington-Normal has been rescheduled for October 27 at the Normal West High School Auditorium. To register, please contact Deana at the IASA office at 217/753-2213 or via



State Superintendent Dr. Tony Smith answers questions at Rend Lake during the recent Southern Super Region meeting. Dr. Smith will conduct the Northcentral Super Region meeting on October 27 in Normal.

email at dcrenshaw@iasaedu.org.

Because of the recent Super Region tour of the state, we won’t have the “Ask the State Superintendent” feature in this edition of *Leadership Matters*, but it will return in October. If you have any questions you would like to submit to Dr. Smith for that column, please email them to IASA Communications Director Mike Chamness at mchamness@iasaedu.org

Still time to register for IASA Annual Conference

We have a diverse lineup of speakers and a great downtown location in Springfield for the IASA Annual Conference scheduled for September 30-October 2. If you have not already registered, please consider doing so. It promises to be a wonderful professional development opportunity as well as a chance to network with your peers from all over the state. And we’ll have fun!

The **August issue** of *Leadership Matters* had profiles of our keynote speakers and this issue contains the full agenda as well as links to those profile stories. To register for the conference please click [here](#). I hope to see you at the conference the end of this month!

Brent Clark



Engage Your Students and Inspire Your Educators

Join us for our sessions at the
IASA Annual Conference

Power Up with Professional Development by Focusing On Shared Leadership

Leading a successful digital conversion takes more than just team work- it takes shared leadership. Join us to learn about why providing professional development is critical to ensure the best return on your investments and how Des Plaines School District 62 has discovered that implementing this model is an efficient and effective way to lead.

Thursday, October 1st at 8:15 AM in Room B9

Building Bolder Schools: It Doesn't Hurt to Be First

Who wants to be the line leader? Ask that in any elementary room and every hand would go flying into the air. And yet, schools seem to be terrified of being the first ones to adopt new ideas in technology. During this presentation, we'll explore the risks, benefits, and transformations that can occur when a district focuses on being first.

Thursday, October 1st at 3:00 PM in Room B9

Focus On Social Media to Shine a Spotlight on Your District

Social media is redefining the relationship schools have with their students and communities inside the classroom as well as outside of it. Explore ways to leverage social media as a communication tool and create a powerful marketing force for your district through creating student, parent, and teacher evangelists.

Friday, October 2nd at 8:30 AM in Room B9

For more information please contact & visit:

Josh_Truman@discovery.com | 312-739-5325 | [@truman_josh](https://twitter.com/truman_josh)

www.discoveryeducation.com



Transforming
Teaching & Learning



Evolving practices in Illinois



Special Education faces same budget, accountability hurdles as general education

**By Melissa Taylor, President
Illinois Alliance of Administrators of Special Education**

The Illinois Alliance of Administrators of Special Education (IAASE) is an influential, progressive organization dedicated to increasing positive outcomes for students with disabilities through legislative activism, high-quality professional development, collaboration, and networking opportunities for its members. With nearly 1,200 members, IAASE is the largest professional organization of special education administrators in the United States. IAASE members represent the organization on key statewide committees and are actively involved at the state and federal levels.

As administrators, we are faced with unprecedented economic conditions coupled with significant education reform. At the same time that financial resources are dwindling in districts across the state, the expectations for accountability and improved outcomes continue to rise. The Office of Special Education Programs has revised the federal



Melissa Taylor is the President of the Illinois Alliance of Administrators of Special Education (IAASE). She has over 20 years of experience in special education, both as a teacher and administrator. She is currently the Director of Student Services for Belleville Township High School

District 201. Melissa has been a member of IAASE for 10 years and IASA for four years.

accountability system for special education to one of Results-Driven Accountability, which shifts the balance away from compliance to an emphasis on results.

Improved outcomes for students come only through collaborative efforts of general education and special education. Almost 300,000 of our 2.1 million Illinois school children receive some level of special



Evolving practices in Illinois



education. That is 14.1 percent of our total enrollment and the number of those being served in general education classrooms continues to rise. The successful implementation of multi-tiered systems of support in Illinois districts has enabled our schools to meet the needs of all students through a prevention-based framework for improving learning outcomes for every student using a layered continuum of evidence-based instruction, intervention and assessment practices and systems.

The issues that are important in Special Education are the same issues that are important in general education. Gone are the days when the two operated in silos, separate from each other. Special Education leaders are working collaboratively with general education leaders to reimagine Special

“The issues that are important in Special Education are the same issues that are important in general education. Gone are the days when the two operated in silos, separate from each other. Special Education leaders are working collaboratively with general education leaders to reimagine Special Education and improve efficiency, improve outcomes, and provide the very best programs and services for all of our students.”

Education and improve efficiency, improve outcomes, and provide the very best programs and services for all of our students. IAASE works collaboratively with the Illinois State Board of Education and other

statewide professional organizations for the benefit of our school and our students.

We took a significant step forward as an organization in 2015 by partnering with IASA to employ a full-time policy analyst/government relations specialist, Shannon Miller-Bellini. The IAASE Executive Board long recognized that in order to effect change and give our members the voice they deserve, we had to increase our presence in Springfield. This is a new endeavor for IAASE, but we believe it is already paying off for our members and we appreciate IASA Executive Director Dr.

Brent Clark and the IASA Board of Directors for sharing our vision and partnering with us to move forward.

Evolving practices in Illinois



Equalization of reimbursement is about fairness



**By Dr. Timothy Thomas
Superintendent,
North Suburban
Special
Education
District 804**

An important issue that special educators throughout Illinois have been grappling with for the past few years is something often referred to as “Equalization of Reimbursement.”

In the eyes of many, at the core of this issue is money. Given challenging economic times, every district closely scrutinizes expenditures, as well as revenue. Obviously no school district wants to be on the negative side of this equation, so any time there is consideration of changing a current

reimbursement method many individuals pay close attention and are more than willing to express a strong opinion. Equalization of Reimbursement certainly is worthy of such scrutiny.

While the financial side of this issue is relevant, the true heart of this issue is related to legal obligation and fairness. As noted in the Individuals with Disabilities Education Act (IDEA), the federal special education law, it "prohibits states from using a funding mechanism that results in placements violating Least Restrictive Environment (LRE) requirements. States also may not use any funding mechanism that distributes funds based on the type of setting in which a child is served."

Therefore, at this most basic legal level, Illinois' current reimbursement system, which provides greater reimbursement for students placed privately, clearly is in contrast to IDEA. Many educators understand that placement in a private setting, the more restrictive setting, generates a greater

reimbursement amount. This can serve as an incentive for districts to make a more restrictive placement recommendation in order to receive the greater reimbursement. This is wrong. Special Education reimbursement should be placement neutral and be consistent with the intent of IDEA.

In addition to the legal component, Equalization of Reimbursement is about fairness. The current system is not fair for many students with disabilities. All students should be given the opportunity to interact with their peers as much as reasonably possible. This is the point of the least restrictive environment. So when a school district chooses to place a student in a more restrictive private school in order to gain additional revenue, it is unfair to the student. The more restrictive placement limits opportunities for the student.

Some individuals have stated that advancing

Equalization of Reimbursement will limit necessary options for some students with significant learning needs. This is an unrealistic fear. There should always be a full continuum of program options for students, including a private placement. Equalization of Reimbursement does not alter an Individualized Education Plan (IEP) team's obligation of making an appropriate program recommendation.



Equalization of Reimbursement promotes a school district receiving the most amount of reimbursement for the neediest students, regardless of placement.

School districts throughout Illinois need to be aware of this important educational issue. Districts should continually be tuned into the significant financial aspect of Equalization of Reimbursement. Much more importantly, they should advocate for fairness for all students and engage in practices that are consistent with the legal intentions of IDEA.



Evolving practices in Illinois

Innovation and commitment support our special needs children



**By Dr. David Kroeze,
Superintendent,
Northbrook
School
District 27**

At no time in history have we been more aware and focused on our children with special needs. All students deserve to receive a quality education, and students with disabilities must receive services designed to meet their unique needs. All of our students should have a fair chance to attain and benefit from a quality educational program. In District 27 this is a core value we live by for all students. How do we achieve this goal of quality services for all our children?

District 27 offers programs within our own district staff that are exceptional at addressing individual needs while also permitting students to take full advantage of activities with all students in the school. At the same time, our economy of scale (because of our small size) does not permit us to offer full service offerings for all student needs.

To address this dynamic, we embrace the support of a cooperative. In our case it is the North Suburban Special Education District (NSSED). We continually benefit from the experience and expertise offered by the cooperative. This can include providing specialized supervision, instructional coaching, support for staff and parents, professional development, and the implementation of innovative practices. The areas of expertise that these specialists bring to the table are invaluable in supporting the goal of the district educational team to provide the most appropriate type and intensity of services to students on Individualized Education Plans (IEPs)

An example of an innovative practice implemented by District 27 and NSSED related to parental engagement is the identification and assistance for children with autism. District 27 staff



members have worked closely with instructional coaches at NSSED to provide a framework of information, identification, supports and services when navigating autism eligibility.

The teams have worked together to support parents at the beginning of the identification process and help all members of the educational team understand the areas of need and the support services available to students. This collaborative process has helped facilitate many difficult and delicate conversations, resulting in greater understanding and acceptance of supports and services on the part of both the educational team and the parents.

We are committed to work collaboratively with the cooperative in order to navigate the challenging economic times and focus on working efficiently and productively on behalf of students with disabilities. In our case NSSED is an effective extension of the district providing a full array of services that support the development of these complex learners.

Our children deserve our best efforts to give them the opportunity to succeed. The blend of in-district and cooperative services provides the best opportunities for our neediest children.

2015-2016 Senate Bill 7 Performance Rankings Tool software available for purchase



Illinois School

Districts continue to comply with requirements of education reforms. As such, the Illinois Association of School Administrators (IASA) has worked to provide support via the Senate Bill 7 Performance Rankings File.

Since the creation of the software, more than 400 school districts have used the software to help with making important staffing decisions. This program gives districts a method of managing district positions aligned to local qualifications, teachers' credentials and performance ratings. The program compiles this local data and creates reports needed to comply with Senate Bill 7.

The annual licensing fee of \$275 for members and \$550 for non-members remains the same this year.

If you would like to purchase the IASA SB 7 Performance Rating file, please click [here](#).

Please note that previous versions of the IASA Senate Bill 7 Performance Rankings File are no longer supported. Also, the service method for the 2015-2016 software will be via email only at sb7@iasasureys.org.



Annual Conference Agenda

Click [here](#) to register!

Wednesday, September 30

- 8:30 a.m. - 3 p.m.** Early Bird Academies
- 10 a.m. - 7 p.m.** Registration Open
- 12:30 - 3:30 p.m.** Developing A Communications Plan (AAC #1568)
- 1:30 - 2:30 p.m.** New Superintendent Mentoring Meetings
- 4:30 - 5:45 p.m.**
Opening Ceremony/ First General Session
Keynote Speaker: Karen Beerer
- 6 - 7:30 p.m.** IASA Welcoming Reception

- 12:30 to 1:30 p.m.** Focus Zones (Breakout Sessions)
- 12:30 - 1:30 p.m.** Knowledge Exchange Theater
- 12:30 - 1:30 p.m.** Things I learned in my first year of the Superintendency
- 1:45 - 2:45 p.m.** Third General Session
Keynote speaker: Dr. Tony Smith, State Superintendent of Schools
- 3 - 4:30 p.m.** Focus Zones (Breakout Sessions)
- 4 - 5 p.m.** High School District Organization Meeting
- 4:30 - 6 p.m.** Association of Illinois Rural and Small Schools Meeting (AIRSS)
- 5 - 6 p.m.** IASA School For Advanced Leadership Alumni reception
- 9 - 11 p.m.** President's Reception

Thursday, October 1

- 6:45 a.m.** Third Annual 'Super' 5K Fun Run/Walk
- 7 - 9 a.m.** Continental Breakfast for all attendees
- 7 a.m. - 5 p.m.** Registration Open
- 8:15 - 9:00 a.m.** Focus Zones (Breakout Sessions)
- 8:15 - 9:00 a.m.** New Superintendent's Roundtable
- 9:00 a.m. - 3 p.m.** Exhibit Hall Open
- 9:15 - 11 a.m.** Second General Session
Keynote speaker: Consuelo Kickbusch
- 11 a.m. - 12:30 p.m.** Lunch inside Exhibit Hall
- 11:15 a.m. - 12:15 p.m.** Knowledge Exchange Theater

Friday, October 2

- 7 - 11:30 a.m.** Registration open
- 8:30 - 9:30 a.m.** Focus Zones (Breakout Sessions)
- 8:30 - 9:30 a.m.** Past Presidents meeting
- 9:30 - 9:45 a.m.** IASA Annual Meeting
- 9:30 - 11:45 a.m.** Closing General Session
Keynote speaker: Mark Anthony Garrett
- 11:45 a.m.** Adjournment

Featured Speakers

Wednesday, September 30

Opening Ceremony/
First General Session
4:30 - 5:45

Karen Beerer

*Leading the Learning
in a Digital Age: Why Now*



Beerer will talk about how to LEAD in digital age

Click [here](#) to read the in-depth profile from the August issue of *Leadership Matters*.

Consuelo Kickbusch

Valuing Diversity



Kickbusch sees public education as ‘great equalizer’ in land of diversity

Click [here](#) to read the in-depth profile from the August issue of *Leadership Matters*.

Thursday, October 1
Second General Session
9:15 - 11 a.m.

Thursday, October 1
Third General Session
1:45 - 2:45 p.m.

Dr. Tony Smith

Moving Forward



New State Superintendent wants to open doors of opportunity for all students

Click [here](#) to read the in-depth profile of Dr. Smith.

Mark Anthony Garrett

*Teachers are Heroes - A new
Paradigm for Service Excellence*



‘Teachers are Heroes’ is Garret’s life story

Click [here](#) to read the in-depth profile from the August issue of *Leadership Matters*.

Friday, October 2
Closing General Session
9:30 - 11:45 a.m.

Little Giants Day Care, Summer Kids Klub fill big need in Giant City district



By Belinda Hill, Superintendent/Principal at Giant City CCSD130 and also Director of the Little Giants Day Care in Carbondale

Giant City Community Consolidated School District 130 has faced many of the same issues that rural elementary districts throughout Illinois have opposed over the last several years. A steady increase of impoverished students and declining enrollment coupled with the decline of general state aid revenues preceded a 38 percent reduction in certified staff members since 2012.

As superintendent, I worked cooperatively with the Board of Education to pursue every avenue of budget cuts and engaged in two unsuccessful referendums to slow the tide of

deficit spending. However, the refusal from our constituents concerning new funding was clear.

Undaunted by the rejections of referendum, the Board and administration decided to pursue alternate avenues of revenue. The district has written and received several smaller competitive grants, but each has a specific priority which restricts the use of monies received.

During this same period, the district received multiple requests for childcare of various ages. Giant City CCSD#130 offers a Pre-K program administered by Southern Illinois University. The half day program left working parents with issues on how to transport and care for children after the three-hour session was concluded. Following the Board's approval, a survey was sent to parents and community members in the fall of the 2014-15 school year. The survey results were unquestionably positive, favoring the start of a day care program.

The results of the survey fueled the wheels of progress. In late fall, I met with an Advisory Committee of community members, parents and staff to receive input concerning the opening of the day care. As the proposed director of the day care, I also met with the local Child Care Resource and Referral Program and the Department of Human Services regarding certification. The program would serve children ages 24 months through 5 years (not eligible for kindergarten).

Over Christmas break, the custodial staff cleaned



Children learned how to make grilled ham and cheese on a hobo stove during Adventure Camp.

out an unused classroom and painted the walls. The spare kindergarten classroom already offered a private bathroom and sink for the program. The location was adjacent to the Pre-K playground already established at the school. Staff members spent time searching classrooms, getting teachers to donate unused items, cruising Goodwill and flea markets, and asking for donations from families to meet the center criteria of the program.

Honestly, I have a background in early childhood, so setting up the day care was the easy part. The scary part was taking the leap to hire staff without any secure revenue.

The district spent the spring advertising, designing policies, setting a menu for younger children and developing a risk management plan. The advertising attracted several families and children for the waiting list. In accordance with DCFS rules, the program would staff one adult for every eight children attending. In April the district hired an assistant director and one staff member to begin services.

Little Giants Day Care began serving children as of May 1, 2015. The day care opened with three children and built clientele slowly. By the second week in July, the day care was full with a waiting list

of two children.

As news spread concerning the beginning of the day care, more requests were filed concerning a program for school-age child care over the summer. After discussions the board and administration decided to open a Summer Kids Klub program as well.

The Summer Kids Klub planned to serve children ages five (must have been in kindergarten the previous school year) through 12 years. Both programs operate from 7:30 a.m. - 5:30 p.m. each week day. The Little Giants Day Care operates year round, while Summer Kids Klub lasted 12 weeks from June through August.

Initially, the Summer Kids Klub program was intended for Giant City families only. The district hoped to fill 50 slots for children. As the spring moved towards the end of school, it became obvious that the quota would not be met, so registration was made available to children outside of the district.

By June, the Summer Kids Klub enrolled 43 children from within the district and surrounding communities. The district hired five workers to rotate covering the 10-hour shifts each weekday.

The districts goals for the program were to provide a safe and fun environment for children that also were affordable to parents. Each week the program focused on different themes such as Ancient

Egypt, Olympic Games or Creation Station (a week of art and drama). Every day children from both programs enjoyed craft/art activities, physical games in the gymnasium, water play, computers, peer tutoring, and literacy readings. Summer Kids Klub and Little Giants provide breakfast, lunch and a snack for all children (with substitutions for the younger children). The daily rate included the cost of meals.



Students enjoyed a fishing trip to a local pond.

“But innovation comes from people meeting up in the hallways or calling each other at 10:30 at night with a new idea, or because they realized something that shoots holes in how we’ve been thinking about a problem.”

--Steve Jobs

Both programs have proved successful. In the first few weeks of daycare, I was very nervous about the amount of salaries leaving the building, while the day care built up clients. The day care budget has slowly worked to a positive balance. By August, the day care generated a surplus of \$1,000 from the first three months of business.

The Summer Kids Klub program has thrived from the beginning, serving an average of 21 to 28 children per day. After paying all of the costs -- including salaries, food, and craft/art supplies -- the program will generate approximately \$12,000 in revenue for the district.

It took a lot of hard work by many people to engage both of these programs. Non-certified staff such as the custodians, secretaries, and bookkeepers all helped to make this a success. A significant amount of work by the administrator also went into the planning, building, insurance, DCFS licensure, etc. to create a functioning

business.

In retrospect, Giant City encountered the perfect storm along this journey. As the district prepared to open Little Giants a local day care in the area suddenly closed its doors. In late May, Southern Illinois University announced the closing of its early childhood lab and child care center. Both of these unforeseen events sent families scurrying to Little Giants for child care slots. However, safe and

Four Steps to Digital Leadership



Dr. Greg Goins, Superintendent and Lead Learner West Frankfort 168. He is also a presenter on Digital Leadership and the host of the "Goin' Digital",

a podcast for K-12 school leaders on the Teach Cow Network. You can follow him at www.drgreggoins.com and on Twitter at [@wfsuper](https://twitter.com/wfsuper).

As the digital age of technology continues to transform our schools, the role of the school district superintendent has also evolved to include a new technology-driven approach



known as Digital Leadership.

Today's Digital Leaders are more than just superintendents and principals. We are also "Connected Educators", "Lead Learners" and "Chief Storytellers." Look no further than Twitter to find all the new and innovative ideas that are currently being implemented by Digital Leaders throughout the country.

So how do you get started on this new path to Digital Leadership? Follow these four steps to begin the journey:

1) Get Connected

As a school district leader, my world officially changed in 2009 when I joined Twitter. At the time, I was simply curious about social media and wanted to find a new way to communicate with our school community. Little did I know then that my Twitter PLN (Professional Learning Network) would introduce me to things like Maker Spaces, Flipped Classrooms, Ed Camps, Twitter Chats, Voxer Groups, Periscope and Google Hangouts on Air. It's simply been a game-changer for my professional growth.

The best way to jump in is to explore Twitter Chats and Voxer Groups. A Twitter chat takes place at a designated time and uses a specific hashtag. There are many to choose from each week and the place to be for superintendents is #suptchat which was created by two amazing Illinois school superintendents -- Mike Lubelfeld, superintendent at Deerfield Public Schools and Nick Polyak, superintendent at Leyden High School. The #suptchat is held the first Wednesday of the month and is a tremendous resource for all school leaders.

Voxer is a free walkie-talkie phone app that allows groups to communicate through voice, text or by sharing images. My favorite group for superintendents is #iSupt -- "A Think Tank for School

Supts" that was created by my friend and colleague, Jay Eitner, a superintendent in New Jersey. Be sure to check it out.

2) Sign The Future Ready Pledge

As Digital Leaders, not only must we keep up with current digital strategies, we also must keep a watchful eye on the future. That's where the U.S. Department of Education's Future Ready Schools initiative can help lead the way. From its website, "Future Ready is a free, bold new effort to maximize digital learning opportunities and help school districts move quickly toward preparing students for success in college, a career, and citizenship."

The first step is to take The Future Ready Pledge that has now been signed by close to 2000 superintendents from around the country. By signing the pledge, district leadership teams may attend regional summits, participate in Leadership Network events and get free access to the interactive planning dashboard. Think of it as the 21st century network for School Technology Plans.

www.futurereadyschools.org

3) Become A Lead Learner

As you might expect, "Lead Learners" strive to learn something new each day and take responsibility for keeping up with an ever-changing digital landscape. It's really an easy concept: If we expect our kids to learn something new every day, then why don't we have those same expectations for others?

Most importantly, "Lead Learners" make it a priority to share new learning experiences with other

affordable child care always seems to be a challenge in rural communities.

In a small school like Giant City the amount of revenue earned is just a tiny piece of our total budget. However, the board and administration all feel that there have been many other positive outcomes from this process. The school has created eight new jobs in our community. Both programs have paid fair wages and provided a safe haven for parents to bring their children. Our staff members have utilized their time with children to teach new vocabulary, provide exposure to interesting activities and ideas, offer nutritious meals and snacks, and to just have fun! Pursuing this course of action may not be the right fit for every district, but in these times of tribulation for public education we may be forced think outside the box of traditional schooling.



Summer Kids Klub children enjoyed making their own lunch during Wild West Week. The hamburger pouches were cooked on a campfire with carrots and potatoes.

Little Giants Daycare General Facts:

- ◆ Little Giants Daycare received a DCFS licensure for 20 children. Each staff member must have at least 6 hours of early childhood college credit. The Director and Assistant Director must have 20 hours of college credit.
- ◆ At this time the district employs an Assistant Director, and two full time employees. We also have a back to work senior citizen from a local social service program. We are cooperating with our local special education cooperative to possibly get some students learning life skills to come and help clean the classroom or work with children. Supt. Hill does not take any salary in her director role.
- ◆ The program is a cash based system. At this time we do not accept subsidies from the state. The program offers full-time child care for \$155 per week and part-time (less than six hours a day) at \$90 per week. Parents must pay a \$50 deposit to enroll.
- ◆ The program serves children ages 24 months to 5 years. They do not have to be potty trained. The program follows Creative Curriculum for Daycare.
- ◆ All parents and children must pass through a secure entrance to drop off and pick up children.

Summer Kids Klub

- ◆ The Summer Kids Klub employed five paraprofessionals and one teacher as the Director. The Director was full time and the other four employees were part-time.
- ◆ Fees: Regularly attending children paid \$22.50 per day. Drop in children paid \$27.50 per day. All parents were expected to pay each Friday or their child could not return on Monday.
- ◆ Each child paid a \$25 deposit to attend.
- ◆ The program took a couple of walking field trips. Summer Kids Klub took twenty-one children cane pole fishing at a local pond. Our insurance provided a one month rider to cover the home owner and our program.
- ◆ The children turned out to be much younger than anticipated so curriculum adjustments were made throughout the summer!

administrators, teachers and even students. Something as simple as a weekly email to share “Tech Tools of the Week” can go a long way toward creating a culture of risk taking and leveraging new ideas. Every expert was once a beginner so encourage your staff to try new things.

As Digital Leaders, we must take the time to learn, share and collaborate with others while modeling digital responsibility in our schools. We should all be “Lead Learners.”

4) Become The Storyteller-in-Chief

Great things are happening in our schools every day, but as leaders we often sit back and allow others to tell those stories for us. That’s not always a good thing. With Twitter, schools can now promote special events and celebrate student success in real time without having to wait on local media outlets to find us. Many innovative districts now use a district hashtag such as #leydenpride, #engage109 and #wfredbirds to establish positive messages and enhance community engagement.

With a free Twitter app on your phone, it literally takes minutes to walk through your schools, take a picture, and share something special in 140 characters or less.

Every school has an amazing story to tell so be sure to tell yours as the Storyteller-in-Chief for your



Photo from 2015 ISTE Conference in Philadelphia. Dr. Greg Goins (left) talks about Digital Leadership on the TeacherCast Broadcasting Network at the 2015 ISTE Conference in Philadelphia with Jay Eitner (center) superintendent in New Jersey and Jeff Bradbury (right) TeacherCast Host.

school district. It will be the most rewarding thing you will do this year.

If you follow these four easy steps, you will soon be on the road to Digital Leadership with a new perspective on Future Ready Schools and a bold, new vision for your school district. So what are you waiting for? It’s time to Get Connected!



Super Region Meeting

Save the Date - Super Region Meeting with State Superintendent Dr. Tony Smith

IASA and new ISBE state superintendent Dr. Tony Smith will host one final super-region meeting to formally introduce Dr. Smith to our membership. The meeting will be held from 10 - 11:30 a.m.

October 27 in Normal

[To register, contact Deana at IASA at 217.753.2213 or dcrenshaw@iasaedu.org](mailto:dcrenshaw@iasaedu.org)

19th ANNUAL SIU EDUCATION LAW and LABOR CONFERENCE

Wednesday, Sept. 23, 2015
SIU Student Center

Click [here](#) for additional Information

The Future of Illinois Public Education: The Role of Charters and Privatization



Click [here](#) to register

SIU SOUTHERN ILLINOIS UNIVERSITY
CARBONDALE DEPARTMENT OF EDUCATIONAL
ADMINISTRATION & HIGHER EDUCATION

"SIU Carbondale's educational administration programs focus on leadership for social justice, organizational change, and research-based decisions."

SIU Southern Illinois
CARBONDALE University

Getting to know your IASA Board of Directors



**Superintendent
Stephen Murphy
Shawnee Region**

School district:
Carbondale Community
High School District 165

**One thing you would like
people to know about**

your school district: Our district has a really unique, urban feel and energy in our rural bubble. Our music program won the State Championship in 2014.

Years as educator: 13

High school: Herrin High School

Colleges or Universities: University of Illinois, Southern Illinois University

Family: Wife Erinn and 7-year-old son Luke. He calls me the Superintendent, and calls himself the Super-duper-intendent.

Favorite hobby: Hiking and going on adventures with my family.

Favorite movie: *The Shawshank Redemption*

Favorite book: *The Gunslinger*

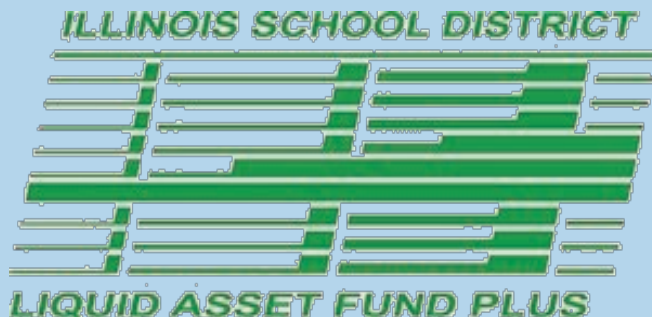
Favorite musical artist: Men without Hats

One thing people probably would be surprised to know about you: I was a chemical engineer before resigning my job to pursue my love of teaching. Go confidently in the direction of your dreams.

Biggest concern about public education: Too many veteran educators are discouraging young people from pursuing careers in education. Yes, times may be tougher than they were in the past...but most people who complain of being burned out were never really on fire in the first place. Teaching is still the most rewarding profession on the face of the earth.

Most encouraging thing about public education: Our society keeps demanding more and more of our public education system. And public educators just keep on delivering the goods. The people in this profession are absolutely amazing. The general public has absolutely no idea what societal problems educators deal with on a daily basis. The reason they are so unaware is because millions of educators rise to the challenge every day for our students and make it look easy.

ISDLAF+ September 2015 Monthly Update



Click [here](#) to view the September 2015 ISDLAF+ rates, economic indicators and general economic news brief. To obtain additional information regarding this IASA sponsored service, contact 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.

With more than 50 years of experience in providing employee benefits to the education community, American Fidelity Assurance Company provides benefits and services developed specifically for school districts and their employees.

From helping simplify plan administration and identifying possible cost-saving opportunities, to understanding the upcoming law and requirements, we are here to help.

American Fidelity Assurance Company Services:

- Section 125 Plans
- Flexible Spending Accounts
- Health Savings Accounts
- Dependent Verification Reviews
- 403(b) Plan Administrative Services
- Disability Income Insurance
- Cancer Insurance
- Accident Only Insurance
- Life Insurance
- Critical Illness Insurance
- Annuities
- Pre-Tax Transportation Benefits
- Patient Protection and Affordable Care Act (ACA) Guidance
- COBRA Administration
- Affordable Care Act Eligibility Software
- Variable Hour Employee Premium Billing
- Employee Notice and Reporting
- Non-Discrimination Testing
- Leave of Absence Administration



Some products and services may be provided by third party contractors or affiliated companies. Sales tax may apply to some services or deliverables. American Fidelity Administrative Services, LLC does not provide tax or legal advice and, given the complexity of federal health and welfare plan rules, we always recommend working with your own legal counsel to discuss how your plans could be affected and to review guidance provided by our AFAS consultants.

SB-29854-0815

Caleb Wilson
Benefit Consultant
333 Salem Place, Suite 130
Fairview Heights, IL 62208
618-589-3914
americanfidelity.com



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You and your firm are invited to participate in the

51st ANNUAL IASA CONFERENCE

Limited Space Available
[Click here for
additional information.](#)

SEPTEMBER 30
to
OCTOBER 2
2015

SPONSOR AN EVENT,
MEAL OR SPEAKER

RESERVE YOUR BOOTH

HOST A HOSPITALITY
SUITE FOR ATTENDEES



We offer unique solutions for Illinois school districts that meet your employee benefits needs.

IASA, IASB and IASBO are proud to announce the sponsorship of Mesirow Financial as their employee benefits broker.

For more information on how our Metropolitan School Employee Benefits Program can help you enhance your benefits offering, please contact Patrick Sheahan at 312.595.7166 or psheahan@mesirowfinancial.com

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Success in Illinois School Districts



Rockford 205 - Dr. Ehren Jarrett, superintendent

MusiCamp Photo: All Rockford Public Schools 6th-8th graders that were interested in beginning band and orchestra classes were invited to MusiCamp, where they got a head start learning new instruments and acclimating to their new middle schools. The students participated in a three day camp the week before school began in order to be matched with an instrument and meet their instructors.

Woodridge 68 – Dr. Cathy Skinner, superintendent

State Superintendent Dr. Tony Smith (right) recently visited DuPage County and selected Thomas Jefferson Junior High School in Woodridge School District 68 as one of his two school stops. Dr. Smith was given a tour of Jefferson, where he learned about the innovative exploratory course offerings and positive results the school has seen. He is pictured here in the STEM lab during a Project Lead the Way computer modeling class.





Membership includes:

◆ Legal Support Program

IASA's in-house attorney provides legal counsel regarding superintendent contracts and legal assistance in job-related legal actions or proceedings.

◆ Return of Dues Program

A payment proportionate to the amount of dues paid during the past 10 consecutive years is made to a member's beneficiary upon an active member's death.

◆ Mentoring

Whether it is through one-on-one contact with the IASA Executive Director or through one of the Field Services Directors, members have quick access to experienced school administrators.

◆ Legislative Advocacy

IASA's governmental relations director tracks legislation that affects public education, lobbies on behalf of IASA's positions and keeps members informed with *Capitol Watch* updates and analysis.

◆ Professional Development

IASA's professional development director offers timely academies, workshops and blogs that provide helpful instruction to deal with emerging issues facing school leaders.

◆ Communications Services

IASA's communications director assists superintendents in the development of talking points, media statements or letters to parents regarding issues that arise in a school district.

◆ Conference Opportunities

IASA's Annual Conference in the fall and its biennial Alliance Leadership Summit in the spring offer members the opportunity to hear from nationally known speakers and to network with colleagues from throughout the state.

Renew your membership or join IASA today

For more information or to join or renew online, go to the IASA website at www.iasaedu.org and click on the Membership Tab at the top of the page.

If you have any questions, please contact Misti at 217.753.2213 or mmurphy@iasaedu.org.



IASA News in Brief



NASS names Lisa Harrod finalist for Superintendent of the Year



Lisa Harrod, superintendent at Manteno 5 in the Three Rivers Region, has been named a finalist for 2015 Superintendent of the Year by the National Association of School Superintendents (NASS).

The award is based on authenticated excellence in the following three areas:

- ◆ Outstanding achievement as a school district superintendent
- ◆ Demonstrated belief in continuous improvement, and
- ◆ Commitment to collaboration and mutual support in the profession

ISBE taking nominations for Thomas Lay Burroughs award for the state's outstanding School Board President

The State Board of Education (ISBE) invites you to nominate your local board president for the Thomas Lay Burroughs Award for the State's Outstanding School Board President. This award was created in 1991 in memory of the late ISBE chairman and is presented each November at the Joint Annual conference in Chicago.

The Burroughs Award is intended to recognize extraordinary leadership on behalf of education at the local level, especially through characteristics similar to those shown by Tom Burroughs. The criteria for this award recognize the following three areas of accomplishment:

- ◆ Leadership on behalf of improved student learning and educational excellence,
- ◆ Leadership on behalf of equal educational opportunities, and
- ◆ Leadership in resolving a crisis or major difficulty.

Nominations must be submitted **by the close of business on Friday, October 9, 2015**. Click [here](#) for additional information.



Notice of Annual Meeting of the Illinois Association of School Administrators

The Annual Meeting of the Illinois Association of School Administrators will be held at 9:30 a.m., Friday, October 2, 2015, at the President Abraham Lincoln Hotel and the Prairie Capital Convention Center. A Treasurer's Report and State of the Association Report will be given at that time.



Illinois Association of School Administrators (IASA) Uses Website to Connect Employers with Job Seekers.

The Illinois Education Job Banksm has been redesigned to combine a more user-friendly interface, professional layout and enhancements such as the ability to apply online and manage resumes and vacancies easier. Whether you are seeking qualified applicants to fill permanent, interim, part or full-time vacancies, the Illinois Education Job Banksm makes posting jobs and finding candidates as easy as **1-2-3!**

With over **1,000** Illinois school districts and other educational institutions subscribing to the Illinois Education Job Banksm, the proof is in the numbers. Since 1999, the Job Bank has provided the opportunity for more than **75,000** vacancies and **100,000** profiles to be posted online.

FOR EMPLOYERS...

You can post vacancies and find candidates with ease and security.

New and enhanced features include the following:

- Quick and easy account setup
- Maintain complete control of job posting information, posting date and duration
- When you post an opening on the IASA Job Bank, the opening is also included on the school district's website without the school district reposting the information simply by setting up the RSS Feed
- Maintain low costs with minimal yearly fee
- Add customized questions to online applications
- Search for candidate features such as languages, skills and more
- Set up and maintain multiple profiles and users
- Save favorite candidates from job applications

FOR JOB SEEKERS...

You can search, save resumes and apply online for **free**.

New and enhanced features include the following:

- Search from hundreds of openings throughout the state
- Create and maintain profiles and resumes in our secure online Job Search Portal
- Save and update your profile information including education, certification, employment, references, skills and more
- Set up convenient e-mail job alerts and notifications
- Save job listings, searches and applications

www.illinoiseducationjobbank.org



Telling the Story of Educational Service and Leadership

Education Leaders Fall Conference & Exhibition October 18-20, 2015 · Peoria, IL



Please encourage your building administrators to attend to the IPA Fall Conference to grow their knowledge and network. The Conference provides a large variety of opportunities to assist them in their jobs of making schools the best they can be. Several conference packages and discounts (including multiples from the same district) are available making it affordable for everyone. Click [here](#) for more information.

Indoor Air Quality Tools for Schools Action Kit



The Action Kit provides best practices, industry guidelines, sample policies and a sample IAQ management plan to improve school air at little or no cost

Get the Action Kit!

Contact Elizabeth Matoushek

314.809.0816

ematoushek@iasaedu.org

September 2015

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1 Super Region Mtg. with State Supt. Dr. Tony Smith Naperville Shawnee Region Mtg.	2	3 Super Region Mtg. with State Supt. Dr. Tony Smith Rend Lake Resort	4	5
6	7	8	9 Illini Region / Cook West / DuPage Region meeting	10 Cook South/ Kishwaukee Region Mtg.	11 Cook North/ Kaskaskia Region Meeting	12
13	14	15	16 IASA Gov't Relations/ Advocacy Committee/ Professional Development mtg.	17 Central Illinois Valley Region meeting	18	19
20	21	22	23	24	25 Western Region Meeting	26
27	28 Three Rivers Region Meeting	29	30 IASA Annual Conference			

Click on a color-coded date to open a link for more information about the event.

IASA Event

Professional Development Event

Legislative Event

Region Meeting (Contact your Region President for details)

October 2015

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	3
4	5	6 Shawnee Region Meeting	7	8	9	10
11	12	13	14 DuPage/ Illini Region Meeting	15	16	17
18	19	20	21	22	23	24
25	26	27 Super Region Mtg. with State Supt. Dr. Tony Smith NORMAL	28	29	30 Southwestern Region Meeting	31

Click on a color-coded date to open a link for more information about the event.

**IASA
Event**

**Professional
Development
Event**

**Legislative
Event**

**Region
Meeting
(Contact your
Region President
for details)**

SIMPLIFIED ACA COMPLIANCE



Worried about the reporting & tracking requirements for ACA?
We've got you covered.

We know the Affordable Care Act is new to everyone so we decided to cut through the noise and build a set of simple but powerful tools that won't break the bank

How does the ISEBC Help?



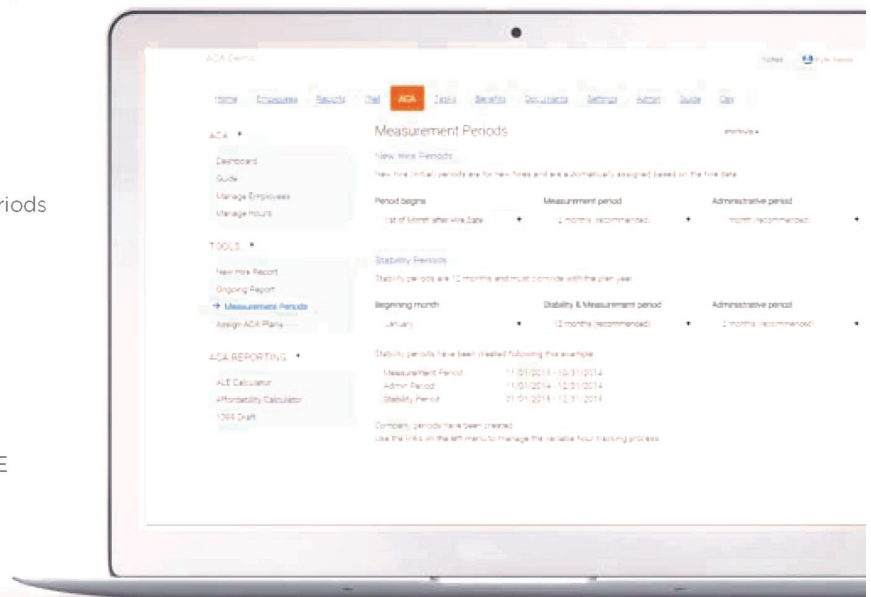
Eligibility tracking for hourly employees

- Set-up stability and administrative periods
- Easily track hours during measurement periods
- Quickly identify eligible employees



The best data collection tool for 1094/1095 reporting

- Track and categorize your employees
- Import health plan enrollment data
- Calculate affordability & your monthly FTE
- Generate 1094-C and 1095-C



A bureaucratic nightmare

So you don't think you need a system; think again. Employers are required to compile monthly hours worked for all hourly employees, categorize owners and seasonal employees and more. Finally companies need to track eligibility periods for all employees as well as offers of coverage & enrollment dates. Did we mention that the data also needs to be totaled on the 1094-C?

We built our ACA tracking tools from the ground up, making them easy to use and the most cost effective solution available. Don't bother spending tens of thousands of dollars on a system that takes months to configure, our ACA dashboard is ready to go out of the box.

Are you a large employer?

You are considered an Applicable Large Employer (ALE) under The Affordable Care Act if your company has 50+ full-time (FT) employees or equivalents. Compliance with the ACA employer mandate in 2015 is based on the size of your company in 2014.

Are you ready to give employees a 1095-C?

ALE's must give every employee a 1095-C each January which details health insurance enrollment and affordability information. The data itself isn't complicated, compiling it from multiple systems, now that's another story.

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INSURANCE SERVICES**

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For additional information, please call Stan Travelstead or Jeremy Travelstead 877-698-2247

Stunning design, sharp communication

Congratulations to Barrington 220 School District, Community Unit School District 308, and Evanston/Skokie School District 65 on their brilliant new websites! Their responsively designed websites adapt to all devices, house family and community resources, and directly connect with social media for modern communication.



Community Unit School District 308
Oswego, IL

Evanston/Skokie School District 65
Evanston, IL

Barrington 220 School District
Barrington, IL

Do you want your district's online presence to look this good?

Contact your Illinois territory representative

Bill Reynolds

bill.reynolds@blackboard.com

814.272.5164