

Leadership Matters

Summer Issue 2017



Budget Impasse Ends!



Superintendents in Illinois Continue to Weather the Storm

New IASA President Focuses on 'Kids First'

This Month...



3 COVER STORY

Budget Impasse Ends! Thanks for your persistent efforts... and thanks to those legislators who stood tall.

The cover collage includes Governor Bruce Rauner (center), and, clockwise from top left, House Republican Leader Jim Durkin, House Speaker Michael Madigan, new Senate Republican Leader Bill Brady, and Senate President John Cullerton.



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Message From the Executive Director

Thanks for your persistent efforts ...and thanks to those legislators who stood tall

Dr. Brent Clark

Thursday, July 6 couldn't have been a much more dramatic day at the Illinois State Capitol, and you have to think that President Abraham Lincoln may have been looking down on us as we collectively worked to end the longest state budget impasse in the nation's history. And, we prevailed! Senate Bill 6 for the budget, Senate Bill 9 for the revenue and Senate Bill 42 for the BIMP (budget implementation) bill all were passed in the House in the final efforts to override the gubernatorial vetoes that had been issued on July 4. The Senate had immediately and nearly effortlessly overrode the vetoes the same day they were issued, but the effort in the House was much more strained and palpable.

In the end, Illinois has a full state budget for the first time in three fiscal years and corresponding revenues to fund it. But, our work is not over, or even close to over.

Here's where it gets tricky: While the General Assembly passed the school funding reform bill (known as Senate Bill 1) on May 31, that bill has become the subject of negotiations and has not yet been sent to the governor for his consideration. Senate Bill 1, which is built around the evidence-based school funding model that was one of the cornerstone pieces of Vision 20/20, is the delivery vehicle for those new funds contained in SB 6 and provided for by SB 9. The governor has routinely expressed his plans to veto SB 1 upon its arrival on his desk. Without a delivery vehicle for the new money for schools no money will flow. Budget bills introduced by both the D's and R's contained language that indicated that school funding had to be delivered through an evidence-based model. So, until we have this issue resolved either through negotiations or a bill that can garner a veto override vote, our work continues.

Negotiations on this exact matter were intense until July 1 but have cooled entirely over the past several days. Knowing the specific requests from the last known negotiators from both sides, I believe that a deal is very attainable if both sides continue to work and focus on completion. If not, it will get very dicey the closer we get to August.

Since the high-pressured votes in the House to pass the original budget bill (SB 6) and revenue bill (SB 9), legislators have come under tremendous personal threat and hateful



commentary. There are some legislators who simply stood tall for their region, voted for their region and are being slammed for such measures. In my mind, no legislator, regardless of whether you agree with them or not, should have their life threaten over their vote. That has to stop and must be reversed or we're on the path to reduced civility and logical thought in our political arenas. Maybe we're already there, but we need to be reversing it where possible.

I would strongly encourage you to support your legislator, publicly, if they voted for the budget, revenue, and a school funding reform bill. And if they didn't, don't try to embarrass them, try to educate them. Of course, I know that there are some that simply do not like public education—we know them and they have self-identified—so we obviously still have more work to do to keep fighting for our schools and students.

In closing, I want to directly commend the hundreds if not thousands of souls that have engaged in the fight for equity and adequate funding for all students. We're not done yet, but I'd go to war with you people any time...warriors for education!

While a major battle lies behind us, there are more hills to climb. So, catch a breather, refill your canteen and we'll be back at it very soon.

Brent Clark



House Speaker Michael Madigan, right, shakes hands with Republican Floor Leader Steven Andersson.



IASA

Academy/ Workshop Opportunities

IASA offers an array of Academies on topics such as Danielson Evaluation Model, Coaching Employees, Communications, Board/Superintendent Relationships, Adaptive Leadership, Strategic Communications, and Essentialism, just to name a few! The following list includes open Academies through December 2017.

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 Deana Crenshaw at 217-753-2213 or dcrenshaw@iasaedu.org

Click on date to register:

Gathering Evidence During Observations & Conferencing Using the Danielson Model (AA #1801)

July 13, 2017	Lake Bluff Elementary SD #65, Administrative Office, 121 E. Sheridan Place, Lake Bluff, IL 60044
July 17, 2017	Elmwood Park High School, 8201 W. Fullerton Ave., Elmwood Park, IL 60707
August 1, 2017	Benton CCSD #47- Event Center, 1000 Forest St., Benton, Illinois 62812
August 9, 2017	Fieldcrest High School, One Dornbush Dr., Minonk, IL 61760
September 15, 2017	Wilco Area Career Center, (Multi-Purpose Room), 500 Wilco Blvd, Romeoville, IL 60446

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

July 31, 2017	Oak Grove #68, 1700 South O'Plaine Road, Green Oaks, Illinois 60048 FULL—check for cancellations
August 2, 2017	Benton CCSD #47- Event Center, 1000 Forest St., Benton, Illinois 62812
October 3, 2017	Wilco Area Career Center (Multi-Purpose Room), 500 Wilco Blvd., Romeoville, Illinois 60048

Special Education Goes to the Supreme Court Presented by Hodges, Loizzi, Eisenhammer, Rodick & Kohn LLP Time: 8:30 a.m.—11:30 a.m.

August 7, 2017	Bloomington SD #87, Education Services Center, 300 E. Monroe Street, Community Room, Main Level, Bloomington, IL 61701
August 8, 2017	O'Fallon District #90, Amelia V. Carriel JH School-Library, 451 N. Seven Hills Rd, O'Fallon, IL 62269
August 16, 2017	Universal Technical Institute, 2611 Corporate West Drive, Lisle, IL 60532

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

August 2, 2017	Eastland Jr./Sr. High School, 500 S. School Dr., Lanark, IL 61046
September 11, 2017	Crystal Lake #47, 300 Commerce Drive, Crystal Lake, IL 60014
November 6, 2017	Deerfield Public Schools District #109, 517 Deerfield Road, Deerfield, IL 60015
November 13, 2017	East Leyden High School, 3400 Rose Street, Franklin Park, IL 60131

Moving from Vision to Action: Learn How to Become an Essentialist (AA #1820)

December 7, 2017	Oak Lawn—Hometown SD #123, 5345 W. 99th Street, Oak Lawn, IL 60453
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Message From the IASA Past President

Illinois superintendents continue to weather the storm

Derek Hutchins
Superintendent, Crab Orchard #3

It has been an honor and also a humbling experience to represent school superintendents from all over our state this past year as the President of the Illinois Association of School Administrators (IASA).

Being a public school superintendent has never been more difficult than today with the unknown of school funding, non-payment of mandated categoricals, ever increasing unfunded mandates, the Every Student Succeeds Act (ESSA), and the growing Charter School movement.

Through all of this, all Illinois superintendents have weathered whatever the storm has brought and worked diligently and tirelessly to provide the best for each of their individual school districts. Your association has also done its best to deliver quality and inspirational professional development by listening to your concerns and tweaking the format for this past year's Annual Conference. We hope you enjoyed it.

In July of 2016, IASA began its inaugural Aspiring Superintendents Academy. To date, thirteen of these aspiring superintendents will begin the FY 18 school year as new superintendents, a great testimony to the program. It was also my distinct honor to be able to present to my friend and colleague, Dr. Jason Henry from Sesser-Valier Community Unit School District #196, the 2017 Illinois Superintendent of the Year Award. Another highlight to the year was to recognize and salute superintendents from each of the IASA regions at the Annual Superintendents of Distinction awards luncheon held at the end of April. The award winners are very deserving and highlight what good works superintendents do each and every day.

Also, I was honored to speak to the fourth class of the two-year IASA School for Advanced Leadership (ISAL) cohort that began in January, bringing to 100 the total number of Illinois superintendents who will have gone through this very challenging and engaging program. And finally, while I am

sad to see the retirement of Dr. Nick Osborne as one of our Field Service Directors, I am sure glad that we had him for the time that we did.

It is paramount that we instill in those who educate our children that what they do is perhaps the most important job that any of us could ever have. We know, we walked the halls as teachers too. I remind my staff each year, if you count down the days to summer break in your rooms, you send the wrong message. Instead, put them down as days that you have left to educate them this year. Changing the mindset of teachers will change the mindset of children and create that environment where learning is not only possible, but demanded.

It has been my pleasure to serve you as your president this past year. My thanks to you for all that you do for the children of the great state of Illinois.

Yours for better schools,



TRS Benefits	Tier 3 (TRS Employees after TRS set implementation date— TBD)	Tier 2 (TRS Employees on or after January 1, 2011)	Tier 1 (Employees before January 1, 2011)
Retirement Age:	67	67	55 with 35 years 60 with 10 years 62 with 5 years
Years of Service to Vest:	10	10	*see above
Annual TRS creditable earnings cap:	Social Security Wage Base	Social Security Wage Base	No Limitation
Average Final Salary:	10 year average	Highest 8 consecutive years in last 10 years	Highest 4 consecutive years of service in last 10 years of service
TRS Rate of Service Credit:	1.25%	2.2%	2.2%
TRS Employee Contribution:	6.2%	9.0%	9.0%
TRS Employer Contribution:	FY 18,19,20: Normal Cost— 2% of Employee Contribution FY 21 and beyond: Normal Cost—2% of Employee Contribution +2% +actuarial figure to determine present value (*TBD by TRS)	.58%	.58%
COLA:	Commences 1 year after retirement at increase of ½ CPI each year	Commences 1 year after retirement at increase of simple 3% or ½ of CPI, which ever is less	Compounded 3% increase with first adjustment occurring the year after attainment of age 61
Defined Contribution Plan	Employee Contribution: 4% Employer Contribution: minimum 2%, maximum 6%, contribution starts 1 year after employment	N/A ... unless pursuant to SB 42, Tier 2 employee elects to leave Tier 2 and enter Tier 3 pursuant to direction of TRS	N/A

The chart above details Tier 3, as well as a simple comparison to Tier 2 and Tier 1. Please note SB 42 allows Tier 2 employees to elect into Tier 3 upon direction of TRS.

Please note that this is a 30,000 level comparison of Tier 1, 2 and 3. As always, when applying for retirement, there are individual considerations that may vary. We fully expect a more detailed analysis and schedule of implementation from TRS in the coming days. If upon review, you should have any question, please do not hesitate to contact me. We will all learn together in the coming days.

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In the wake of the Flint lead crisis, **Gov. Bruce Rauner signed into law SB550** making Illinois the latest state to require lead testing in school drinking water. Schools that are occupied by 10 or more students pre-kindergarten through grade five and constructed before the year 2000 must test all drinking water points of use for lead with results being submitted to the Illinois Department of Public Health.

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New IASA president focuses on ‘kids first’

Rochester’s Bertrand has high expectations despite public education challenges

By Michael Chamness
IASA Director of
Communications

Rochester Superintendent Dr. Thomas E. Bertrand can’t remember when he first knew he wanted to be an educator. It seems to always have been the career path.

“There wasn’t any watershed moment or anything like that, but I’ve wanted to be a teacher as long as I can remember,” said Bertrand, the incoming president of the Illinois Association of School Administrators (IASA). “Neither of my parents were college educated, but they made sure all of us kids had that opportunity.”

Bertrand’s mother, Marilyn, worked for 25 years as a cook at the high school in Quincy, where he grew up, and his father, Harold, worked 42 years in the Ford Tractor Division. Tom credits both parents for instilling in him and his siblings a solid work ethic. He has three brothers and a sister. His brother Dan retired last year as superintendent from the Marengo School District, and Tom plans to retire at the end of the 2017–18 school year after 33 years in education, the last 16 as superintendent of Rochester Community Unit District 3A.

“I am humbled and honored to serve the IASA as president. My vision of IASA is to put members first. Now, more than ever, our superintendents and school administrators need support through collaboration and opportunities to continue to learn and grow. I think our association plays a vital role in that effort,” said Bertrand, who was honored as the Illinois Superintendent of the Year in 2015.



Dr. Brent Clark, executive director of IASA, said Bertrand’s experience and his leadership skills will provide solid leadership for IASA, which is one of the nation’s largest statewide associations for school administrators with more than 1,700 members.

**“It’s not about adults first,
it’s about kids first.
It’s a culture about high
expectations and continuous
improvement. It’s a lot to live
up to, but we want to set
high expectations.
As a superintendent, you can
be the change agent for
your school district.”**

“Tom has been on the IASA Board of Directors for eight years and he has a thorough understanding of the issues facing public education. He has been a strong voice for students and I think he will provide great leadership for our association during these most challenging of times,” Clark said. Bertrand served this past year as associate chair of the Illinois State Board of Education (ISBE) Advisory Committee and also serves on the national American Association of School

I urge you to lead like it is the fourth quarter and the game is on the line. The next generation of school children, teachers and leaders are counting on us.

Administrators (AASA) Governing Board.

Bertrand's tenure as Rochester superintendent includes such accomplishments as a nationally acclaimed anti-bullying program, a digital conversion, a new differentiated professional development program for teachers and administrators, dual-credit classes, creation of its own special education program and even a new campus as the result of five successful referendums. Rochester also is known statewide for its music, art and athletics programs—including the Rockets winning six of the last seven Class 4A state football championships, an unprecedented mark for public schools in Illinois.

But ask the incoming president the mark he'd most like to leave and Bertrand will tell you it's about building a "kids first" culture.

"It's not about adults first, it's about kids first," Bertrand said. "It's a culture about high expectations and continuous improvement. It's a lot to live up to, but we want to set high expectations."

He also has high expectations for IASA. He closed his acceptance speech as Superintendent of the Year a few years ago by quoting Abraham Lincoln and, fittingly given Rochester's pedigree, even mixed in a football metaphor.

"Abraham Lincoln once said, 'I do the very best I know how—the very best I can, and I mean to keep on doing so until the end of my career,' " Bertrand told the audience. "Some of you, like me, may be in the fourth quarter of your career as an administrator...I urge you to lead like it is the fourth quarter and the game is on the line. The next generation of school children, teachers and leaders are counting on us."

Funding remains atop the list of challenges for the coming school year.

"Our goals in funding public schools should be adequacy and equity," said Bertrand, noting that passage in May of school funding reform legislation could help fix the current inequitable school funding system if Senate Bill 1 gets

signed into law. "When it comes to adequacy—the money the state invests in schools—looking back to when I first became a school administrator, I never thought those would be the 'good ol' days,' but they were compared to today."

Bertrand said adapting to the use of technology in schools and dealing with changes to the family unit are other significant issues facing educators.

"Technology has transformed everything around us, and the challenge to us as educators is how we adapt to those changes and stay relevant," he said. "We also have to look at changes to the family unit in terms of how we can best meet the needs of kids. Kids are not any different than when I started, but the grownups are. When I first began as an educator, parents prepared their children for the world. Now, it seems like the trend is to protect children from the world."

Bertrand earned his undergraduate degree from Quincy College, his Master's from Western Illinois University and his Ph.D. from Illinois State University. He served as a teacher, coach, elementary and high school principal, and assistant superintendent before becoming a superintendent.

Bertrand and his wife Michelle have been married for 31 years. Their oldest son, Nathan, is a captain in the U.S. Marine Corps stationed in Camp Lejeune, N.C., their daughter Erica is a stylist in the Springfield area, and their youngest son, Connor, is a recent graduate of Rochester High School and is headed to the University of Illinois.

A desire to teach that goes back farther than his memory remains a strong motivational force for Bertrand. It's why he has been so involved in the professional development program at IASA and why he has continued to teach university classes.

As president of IASA, Bertrand said he looks forward to working with his colleagues from throughout the state.

"I think our school leaders are doing the best work they've ever done despite having fewer resources," he said. "It's an exciting time to be a school leader. As a superintendent, you can be the change agent for your school district."



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Jake Knox and Daniel Rashid, 2015 winners, demonstrate their flaming oscillator (Rubens' tube) which uses propane in a pressurized tube with speaker to visualize sound waves.



Paul Ritter
Pontiac Township High School

Celebrating High School Innovators awards program—Looking for students doing extraordinary things

By Michael Chamness
IASA Director of Communications

Three years ago, Pontiac Township High School collaborated with the University of Illinois on the Celebrating High School Innovators (CHSI) awards program. It was an experiment that has yielded great results and now features Illinois State University and Millikin University as partners. The introductory language on the [CHSI website](#) pretty much sums up the purpose:

“Too much emphasis is put on grades and test scores. Instead, we recognize high school students for accomplishing amazing things, regardless of their GPA, ACT or any other acronym. Have you taken great ideas and made them a reality? Tell us what you’ve done that’s innovative and creative, and you might be chosen as one of the most innovative high school students in Illinois!”

Paul Ritter, a biology, ecology and earth science teacher at Pontiac Township High School who has achieved national recognition, is the director and co-founder of the

CHSI program. It’s just one of many initiatives for Ritter, who won the 2014 White House Presidential Award for Innovation in Environmental Education, and was named the National Environmental Science Teacher of the Year in 2011–12. His International Prescription Pill and Drug Disposal Program (P2D2) was named the number one environmental program in the nation by the United Nations in 2012 for leading his own students to properly dispose of over 3.5 million pounds of pharmaceuticals.

Other significant projects Ritter has led at Pontiac Township High School include the Cell Phone Recycling Program, the ecology class “Adopt a Highway” Project, the Ecology Billboard project, the Student Weather Radio Program, and the Bio-diesel program. Ritter’s courses and projects have been a source of inspiration for many of his students who have gone on to become environmental filmmakers,



Above: excerpts from promotional videos showcasing a few of the 2016 winners. To view click [here](#) (3 minute video) or [here](#) (19 minute video).

When you talk about game-changers...these kids are amazing. They are doing things most only dream of. They have the opportunity to change lives daily.

environmental lawyers and ecology teachers, and have won numerous environmental and service awards.

While Ritter has a very impressive resume, he said he has been blown away by the students and the projects that the CHSI program has discovered.

"I can't believe I get to meet these kids. These kids are some of the most amazing, innovative, inspiring and imaginative kids this state has to offer" Ritter said.

The ideas, innovations and inventions include such things as:

- Researching solutions for wildfire suppression, earthquake detection and passenger safety.
- Creating a new website, The Dawtor, for teens to follow current events. The writers are teens from around the world.
- Designing a band saw that greatly reduces the risk of injury. Permanent rare earth magnets imbedded in work gloves activate a proximity reed switch on the saw, causing pneumatic shears to cut the blade, preventing injury to the operator.
- Customizing battery operated riding toys to allow for the specific conditions of children with disabilities.
- Discovering a profitable way to manufacture a green alternative to corn ethanol, which isn't as environmentally friendly as once thought. With extensive research and help from mentors, it was found that a symbiotic relationship between two bacteria could be developed that would maximize the production of ethanol from cellulose. The process costs 85 percent less than corn ethanol, requires

continued next page...

High School Innovator award winner Tricia Praphu's Shark Tank episode on abc



Trisha Prabhu of Neuqua Valley High School in Naperville, one of last year's winners. Prabhu appeared on the popular ABC show "Shark Tank" last September and won \$100,000. Her app "ReThink" combats cyberbullying on the front end by alerting users about potentially harmful messages before they are posted, allowing the writer to re-think before posting the message.

Applications are open now

The Celebrating High School Innovators awards program is looking for high school students doing extraordinary things.

We're guessing there are several students in each high school that fit this description! We're asking everyone to personally invite high school students to apply for the third annual [Celebrating High School Innovators \(CHSI\) competition](#) by Sept. 1, 2017. Student leaders, creators, and inventors are welcome to apply for this year long competition with five \$1,000 cash prizes.

CHSI is a collaboration between Illinois State University, Millikin University, and Pontiac Township High School. CHSI identifies, fosters and celebrates Illinois high school innovators whose contributions are exceptional and inspirational. You can check out past CHSI winners by visiting our [website](#).

Do you have a student that you think would be interested in applying? Encourage them to join our team!

Innovators ...cont'd.

87 percent less acreage, and the byproducts are worth 891 percent more.

- Launching a project to grow microgreens by utilizing the school's aquaponics system to take on the issue of people in need of food not having many healthy options. Microgreens are the tender shoots of vegetables harvested one to two weeks after germination, and can have four to 40 times the amount of nutrients as their mature counterparts.
- Designing, engineering and running PTHS TV, Pontiac High School's broadcasting studio from the ground up.

The CHSI program looks to honor students who have been able to meet current and emerging social needs through innovation in one of five areas:

-  Arts, Media, & Literature
-  Business Entrepreneurship
-  Social Entrepreneurship
-  Health & Nutrition
-  STEM

A mentoring workshop was held recently at Pontiac Township High School, where students interested in applying could get tips about personal branding, video editing and creating a proposal. The contest is open to public, private and home-school students in grades 9-12. Teams can include up to six students and each team must have an adviser over age 21. The deadline for the Round 1 online submission of a three-minute video or a 1,000-word written idea summary is September 1, after which time there will be online public voting and judging by the CHSI panel to narrow the field to 50. Those 50 finalists then will embark on a seven-month process, culminating in the winners in each of the five categories getting a \$1,000 cash prize in April of 2018. Interested students can apply by clicking [here](#).

The schedule for the students who enter the competition includes:

Saturday, September 30—All applicants are invited for a day of innovation and mentorship on Millikin University's campus. The advancing top 50 applicants will be announced.

Friday, November 3—Coinciding with StartUp Showcase, the top 50 applicants are invited to participate in mentoring workshops and networking on Illinois State University's campus.

Saturday, March 3, 2018—The top 30 applicants are invited again to Millikin's campus for a day of mentorship. Special workshops provided for high school teachers, with the High School Innovation Grant announced and awarded.

Saturday and Sunday, April 7th and 8th, 2018—The top 30 applicants participate in a final display of their innovation and are interviewed on Friday evening. Top 10 finalists are announced at 8:30 am on Saturday and advance to a live "shark tank" competition. These finalists compete for 1st–5th place awards and \$1,000 cash prizes.

Not only does part of the competition resemble the popular "Shark Tank" TV show, but one of last year's winners, Trisha Prabhu of Neuqua Valley High School in Naperville, actually [appeared on the popular ABC show "Shark Tank"](#) last September. Prabhu won a \$100,000 stake from Mark Cuban and Lori Greiner for Prabhu's app ReThink that combats cyberbullying on the front end by alerting alerts users about potentially harmful messages before they are posted, allowing the writer to re-think before posting the message.

It is kids like Prabhu and her efforts to combat cyberbullying that keep Ritter fired up about the program that seeks out innovative students from all over the state.

"When you talk about game-changers, these kids are the game-changers," Ritter said. "These kids are amazing. They are doing things most only dream of. They have the opportunity to change lives daily."



For more stories of past winners click [here](#).



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Boxed Listing w/Logo & Bio		\$169



Sheila Harrison-Williams, PhD
IASA President-Elect
Superintendent, Hazel Crest #152-5

Hazel Crest's reading program aimed at stopping 'summer slide'

By Michael Chamness
IASA Director of Communications

Dr. Sheila Harrison-Williams didn't need scientific studies to understand the phenomenon of "summer slide"—the learning loss that can take place when students do not engage in educational activities during the summer break. She has seen it firsthand in her years as a teacher and later as a superintendent.

That's why she introduced the "Making Magic happen for Our Kids" summer reading engagement program eight years ago in Hazel Crest School District 152 ½. The program includes such opportunities as access to more than 10,000 books through myON, an online digital library for which the district has contracted. Students also have access to Houghton Mifflin Harcourt print and digital reading materials as well as using the Renaissance Accelerated Reader computerized reading comprehension program.

All of that is especially useful during the school year, when students have access to 1:1 digital devices and internet connectivity provided by the schools. However, Harrison-Williams knew that more needed to be done to provide opportunities for all students in the south Cook community of Hazel Crest, where state report card information indicates that 99 percent of students are from low-income homes.

"Experts agree that children who read during the summer months keep their reading skills sharp and are better

prepared for the challenges of the next grade level," said Harrison-Williams. "We have some wonderful online options for our students, but we understand that not every child has internet access away from school. That's why we came up with the idea of our Scholastic Summer Reading Pack."

Every student in grades K-8 receives a book pack that includes four or five paperback books appropriate for the student's grade level. Parents are introduced to the program during parent-teacher conferences and provided with a sample reading packet with activity sheets earlier during the school year. During the final week of school, teachers provide students with an introduction to the program and engage in activities before passing out the packets.

When students return to school in the fall, teachers will have lesson plans for students to discuss, reflect and share their thoughts about the books they read over the summer.

"This book pack will also provide families with an opportunity to spend quality time with their child helping to build comprehension, vocabulary and critical thinking skills," Harrison-Williams said. "I hope that by exposing children to exciting books written by popular authors and featuring a wide range of engaging characters, we can encourage all Hazel Crest students to become lifelong readers and learners. When this happens, the world opens and everything becomes possible for all children."

p-Card

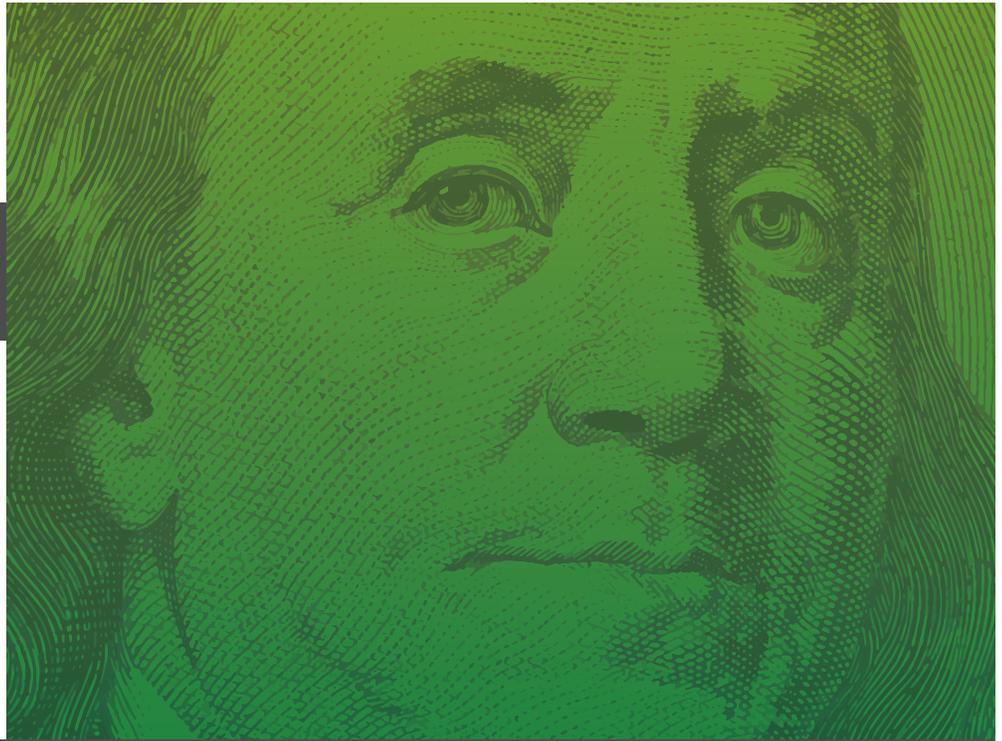
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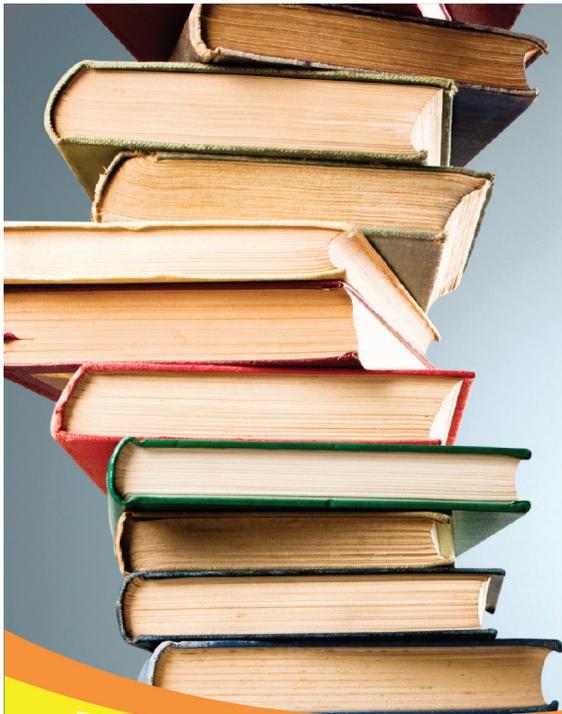
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CSI: Momentum for success

Illinois CSI highlights the journey of five school districts leading the way to transformation

Betheny Lyke, EdD

Executive Director, Illinois Center for School Improvement at American Institutes for Research

As we celebrate the end of another school year, we also are taking a moment to breathe and reflect. I am excited about the great strides made in school districts serving our students across the state. I am particularly proud of districts across Illinois served by the Illinois Center for School Improvement (Illinois CSI) at American Institutes for Research. The districts with which we work—many of them in socioeconomically challenged areas of the state—have made great strides in school improvement. Over the past 4 years, I have watched our staff work alongside district administrators and school staff to collect data, implement best practices, deliver innovative professional development, and provide cutting-edge education to their students. We all have seen the profound effect this has had on school districts, which includes a steady upward trajectory of student outcomes in these schools. Students are showing up for school ready to learn, and are graduating better prepared for college and the workforce.

We have produced a [video series and companion pdf](#) featuring a sampling of districts profiled in past issues of our Annual Review and Illinois CSI staff to share the journey of our work together. [The “Illinois CSI Effect: Leading the Way to Transformation”](#) shows the true importance and impact of our work.

- [From the Leaders](#)
- [Bloom Township High School District 206](#)
- [Cicero School District 99](#)
- [Kankakee School District 111](#)
- [Springfield Public Schools](#)
- [Venice Community Unit School District 3](#)

Continued reflection of this past year brings to mind the implementation of the Every Student Succeeds Act (ESSA). Implementation of ESSA challenges state and local education agencies to evaluate the rapid demographic shift within schools, and demands for school environments to be entrenched in an equity mindset.

Students are showing up for school ready to learn, and are graduating better prepared for college and the workforce.

We know our schools want to achieve excellence in delivering an equitable education system through greater cultural competence, collaborative school climates, and connections. However, we still face challenges providing equitable funding and resources across the state. The work of Illinois CSI seeks to balance the scales by providing the support needed to put systems and structures in place to help districts focus on continuous improvement to increase student achievement as district leaders address funding issues.

We will continue to be at the table to showcase the good things that are happening with districts receiving supports and interventions, and to discuss how to continue fighting this good fight for equity throughout the state. We are proud to partner with district and school leaders, as well as organizations like the Illinois Association of School Administrators to make our shared vision—high-performing districts, high-achieving students—a reality for Illinois students.

We are proud to partner with district and school leaders, as well as organizations like the Illinois Association of School Administrators to make our shared vision—high-performing districts, high-achieving students—a reality for Illinois students.



Illinois CENTER for SCHOOL IMPROVEMENT
at American Institutes for Research

*professional evaluations;
the cornerstone
of growth*



Required: Teacher/Principal Evaluation Academies

Illinois law requires all educators who evaluate teachers and principals to complete retraining every five years. IASA offers academies to strengthen evaluation skills and processes. Done properly, good, professional evaluations offer the best chance for growth and improvement of those being evaluated. Having your evaluators receive the same training and hear the same message at the same time is not only efficient, but it also helps ensure consistency in evaluation processes. IASA has assembled a cadre of veteran educators ready to provide top-notch training.



"The training provided by IASA around teacher evaluation has been nothing short of exceptional. The training has been relevant, timely, and actionable for my staff. I would highly recommend

this training for any district looking to improve evaluation practices to better serve teachers."

Dr. P.J. Caposey
Superintendent
Meridian CUSD 223



"Coaching Teacher Evaluators to Effectively Rate Teachers is an outstanding program for teacher evaluators at all levels! Danielson Framework was used to support professional dialogue

between evaluators and teachers to promote effective teaching in a comfortable environment for our team to take risks and improve their practice. The day provided our team with the skills and the confidence they need to promote teaching and learning in their departments as well as the added benefit of having all administrator hearing the same message on the same day. I would encourage all administrative evaluators to participate in this program—you will leave feeling energized by the work!"

Renee Zoladz, Ed. D.
Associate Superintendent of Instructional
and Personnel Services
Grayslake CHSD 127



"PBL has taken advantage of hosting various administrator academies on the topic of teacher evaluation. IASA presenters are well prepared,

experienced former practitioners, who are adaptable to district needs. It's imperative to the integrity of our evaluation process that all of our administrative staff receives the same high quality training. This allows us to reflect as a group and feel confident that we can insure a high degree of inter-rater reliability."

Cliff McClure
Superintendent
Paxton-Buckley-Loda CUSD 10

Required for **teacher evaluators AND principal evaluators**:

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

Any ONE of the following is required for **teacher evaluators** only:

Teacher Evaluator Competency Skill Building for Pre-Qualified Teacher Evaluators (Domains 2 & 3) (#1448)

Teacher Evaluator Competency Skill Building for Pre-Qualified Teacher Evaluators (Domains 1 & 4) (#1451)

Teacher Evaluator Competency Skill Building for Pre-Qualified Teacher Evaluators (Competencies 3 & 4) (#1452)

Gathering Evidence During Observations and Conferencing Using The Danielson Model (#1801)

Required for **principal evaluators** only:

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

For more information or to schedule an academy, contact Dr. Richard Voltz (rvoltz@iasaedu.org)
or Deana Crenshaw (dcrenshaw@iasaedu.org) 217-753-2213



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swipe icons from
right to left.

3



Click on the
Notifications icon, the
settings wheel, follow
departments, check to
follow IASA and done.

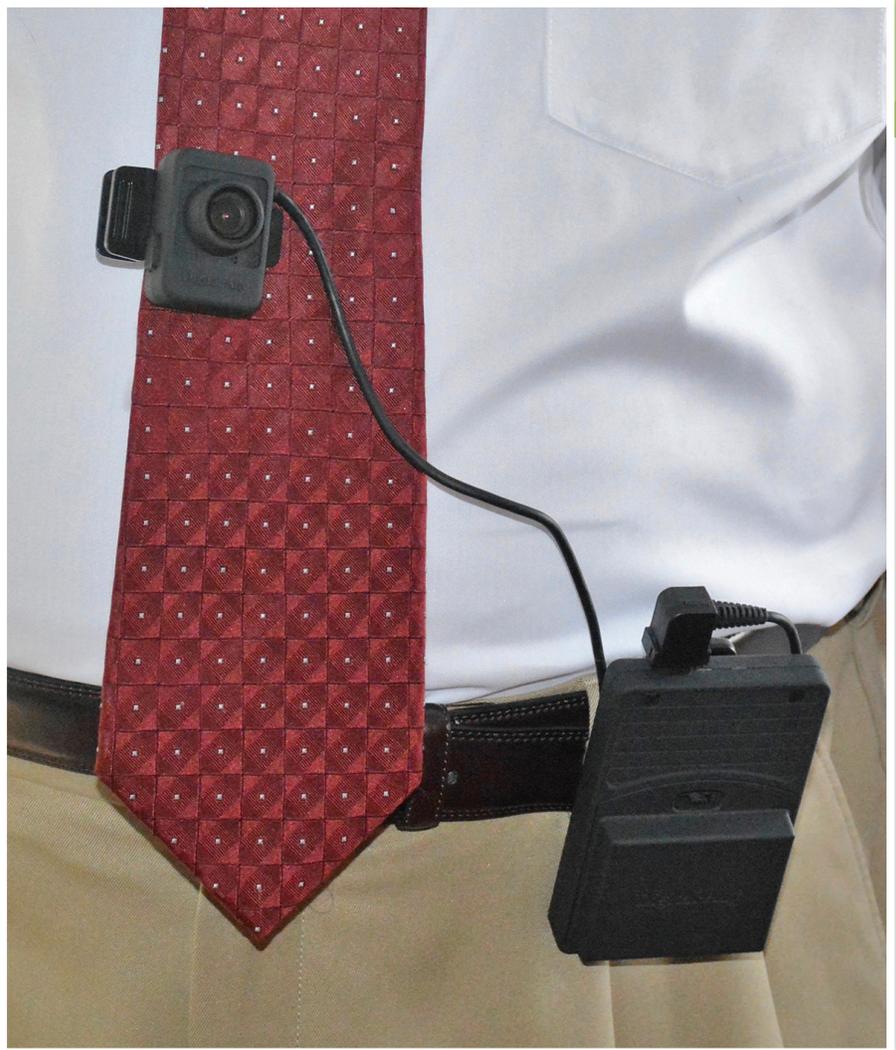
Video surveillance takes on a personal touch

No doubt your schools have video surveillance cameras that can be used to help sort out issues that arise on school buses, in the hallways and parking lots of your schools. Now, to add further protection for your staff and students, the same personal high definition cameras that are being used by law enforcement agencies are available for school personnel.

Digital Ally, a premier manufacturer of high definition cameras has worked for two years with school districts in the Kansas City area to develop a personal camera to meet the needs of school personnel. The EduSee cameras are designed to provide a higher level of security for students.

The high definition cameras are about the size of an ice cube and connect to a recording device similar to a cell phone. This unique system is always recording but does not save video until the user activates the save feature. When activated, video is saved 30 seconds prior to the activation and continues until terminated by the user. The video is uploaded to a secure website and is viewed on specially developed software that allows for individuals to be redacted from video if necessary.

School districts are using the cameras in a variety of ways including documenting incidents within the schools, providing additional security at offsite extracurricular activities, providing documentation in special education



The EduSee high definition camera; wearable video surveillance providing a higher level of security for students and staff

classrooms, providing positive feedback to students in classroom settings or in extracurricular activities.

“The use of EduCams in our classrooms has been transformational, Dr. Kenny Southwick, Deputy Superintendent of the Shawnee Mission School District in Shawnee Mission, Kansas. “Teachers feel supported, parents feel reassured and students know that what goes on in our classrooms is important enough for us to take seriously. EduCams have made the difficult job of an educator a little easier. Our staff knows that what goes on in the classroom can now be accurately and objectively reported,” he said.

The cost of the cameras may qualify to be included in the Risk Management Plan for the school district. If you need assistance on how to modify your plan to include this new security tool, please contact the Illinois Association of School Administrators. For more information on the EduSee cameras please contact Major Hammett at 816-520-7111.

Metropolitan School Employee Benefits Program

In response to the growing cost of health insurance and the need to do more with less resources, the Illinois Association of School Administrators (IASA), the Illinois Association of School Boards (IASB) and the Illinois Association of School Business Officials (IASBO) are proud to introduce the Metropolitan School Employee Benefits Program sponsorship and Alliant/Mesirow Insurance Services as our employee benefits broker.

Located in Chicago, Alliant/Mesirow can provide school districts in Cook and the surrounding DuPage, Kane, Kendall, Lake, McHenry and Will counties an alternative to the high cost of health insurance by offering a more flexible, cost effective and efficient method of providing benefits to your IASA, IASB and IASBO members. The program is called The Metropolitan School Employee Benefits Program (MSEBP) and its focus is on employee benefits cost savings strategies and advanced technology.

Employee Benefits Cost Savings Strategies

- **Evaluation of Current Health Insurance Program** A comprehensive analysis of employee benefits programs, including trend analysis and model plan design alternatives so you can see what factors are driving health care costs and how to control them.
- **Procurement System** Our online bidding and contract management system saves school districts on average 35% on Life/AD&D & Disability programs.
- **Compliance** Stay informed and compliant on legislation impacting the benefits industry as well as assistance with COBRA and FMLA administration.
- **Wellness** Wellness program evaluation, need analysis and customized wellness strategies help to create a healthier, more productive employee population.



Advanced Technology

- **Human Resource Management System** Our integrated HR system manages the employee life cycle from pre-hire to retire by processing payroll, HRIS and benefits data in a single paperless platform.
- **Online Benefits Enrollment Platform** A web-based, state of the art platform for benefits administration that reduces administrative costs, time consuming paperwork and errors while educating employees about their benefit options.
- **Touchpoints Portal** A branded, secure benefits communications website with content that is automatically refreshed. This technology simplifies many time-consuming tasks for HR staff, improves employee communications and saves time, money and energy.

Recent MSEBP Success Stories

DuPage County K-12 School District: Leveraging carrier relationships, Alliant/Mesirow reduced their program costs by over \$500,000. A wellness program is currently in development with specialized consultants.

McHenry County K-12 School District: Employees requested more medical plan options which Alliant/Mesirow was able to procure while also reducing their overall program costs. Additionally, assistance with communication from administration to employees about program offerings was established.

Will County K-12 School District: Participated in one of the largest state pools but desired a customized program with different plan options. Alliant/Mesirow developed a program to meet their specific needs and streamlined the overall program administration.

Cook County K-12 School District: Alliant/Mesirow assisted in the complex task of compliance and reporting under the Affordable Care Act (ACA). With the depth of resources Alliant/Mesirow has to offer, this school district also receives support in enhanced employee communication and education on program options.

Leadership's Reactions

"We are excited that Alliant/Mesirow is bringing quality programs, better customer service and cost savings to our members," said IASA Executive Director Dr. Brent Clark.

"The compliance component and the MSEBP communication strategies have been a huge relief for our school business administrators," said IASBO Executive Director Dr. Michael Jacoby.

"The MSEBP has been well received by our members and we anticipate additional cost-effective solutions as this program continues to expand" said IASB Executive Director Roger Eddy.

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ABOUT US

Mesirow Insurance Services was established in 1972 as part of the Mesirow Financial's diversification to meet more of our clients' financial needs. Since then, we have grown to be the largest independently owned insurance brokerage in the Chicagoland area, and among the top 30 largest insurance agencies in the United States.

Our presence as a nationally recognized insurance brokerage significantly expanded on July 29, 2016, when Mesirow Insurance Services joined Alliant, a Newport Beach, California, based insurance broker. Alliant/Mesirow Insurance Services became one of the largest and most diverse insurance brokerage and consulting operations in the country, according to Business Insurance. This new partnership has placed us in the top ten largest insurance brokerages in the United States with over one billion in annual revenue.

We provide comprehensive insurance services for businesses and individuals. Besides employee benefits services, our areas of expertise include risk management, qualified and non-qualified employee savings plans, and life and disability protection.

For more information, contact:

Patrick Sheahan

Senior Vice President

312 595 7166

Patrick.Sheahan@alliant.com

Renee Formell

Senior Vice President

312 595 7341

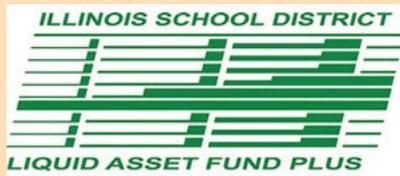
Renee.Formell@alliant.com

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INSURANCE SERVICES

May roadside cleanup efforts



Participating on Saturday, May 13 were the following:
Dr. Jeff Daugherty, Executive Director, BASSC
Ms. Susan Sarfaaty, ROE Superintendent
Dr. Darcy Benway, Superintendent O'Fallon High School #203
Mrs. Peggy Burke, Superintendent Whiteside School District #115
Dr. Susan Homes, Superintendent Smithton CCSD #130
Mr. Jonathan Green, Superintendent Millstadt CCSD #160



ISDLAF+ June/July 2017 monthly update

Click [here](#) to view the June/July 2017 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.

53RD

Annual Conference

MARK YOUR CALENDAR

**FOR
SEPT. 27-29, 2017**

- Reservations
- Hosting
- Sponsorships



Conference will be held at the President Abraham Lincoln Hotel and The BOS Center in Springfield, IL.

Registration and housing for attendees will open in early August.

Illinois Superintendent of the Year applications accepted through September 4

Applications for the 2018 Illinois Superintendent of the Year are now being accepted through the deadline of midnight Monday, September 4. The online application procedures can be accessed [here](#). The Illinois Superintendent of the Year program is part of the AASA National Superintendent of the Year program. The program is designed to recognize the outstanding leadership of active, front-line school superintendents.

A superintendent does not need to be nominated to submit an application. The completed application should include a video of not more than two minutes or a text compilation of the candidate's work associated with IASA as well as the signed acknowledgement form. That is in addition to the items required by AASA, which includes a video highlighting the candidate's accomplishments.

The Illinois Superintendent of the Year Selection Committee will review the applications and will select the state winner in mid-September. The criteria for Illinois Superintendent of the Year include:

- **Leadership for Learning:** Creativity in successfully meeting the needs of students in the school district.
- **Communication:** Strength in both persona and organizational communication.
- **Professionalism:** Constant improvement of administrative knowledge and skills and providing professional development opportunities and motivation to others on the education team.
- **Community Involvement:** Active participation in local community activities and an understanding of regional, national and international issues.

The Illinois Superintendent of the Year will be announced in November at the Joint Annual Conference in Chicago. That winner then will be eligible for consideration of the AASA National Superintendent of the Year award, which will be announced at the National Conference on Education in Nashville, Tennessee February 15-17, 2018. The national contest is sponsored by VALIC and AASA. For more information on the AASA National Superintendent of the Year, please click [here](#). For more information about the Illinois Superintendent of the Year program, please contact Cherry Middleton at cmiddleton@iasaedu.org or at 217-753-2213.



Sun Life Financial in conjunction with American Central Insurance Services are pleased to offer an ancillary benefit offering for board paid life insurance, supplemental voluntary life insurance, and voluntary or contributory vision insurance for the Illinois Schools Employee Benefits Consortium.

Board Paid Life Insurance:

- Offer 10% under currently charged rate with a three year rate lock as long as sold with voluntary life.
- Offer to match current rate if sold without voluntary life with a three year rate lock.
- Allow the school to have varying schedule of benefits to mirror current features as closely as possible.

Supplemental Voluntary Life Insurance:

- Offer consortium block pricing to schools not currently offering voluntary life to employees.
- Benefits include options for \$10,000 units of insurance from \$20,000 to \$500,000; not to exceed five times employee's annual earnings. Additional coverage is available for spouses and children.
- Offer to match current voluntary life rates upon underwriting review for schools that currently offer voluntary life to employees

Voluntary or Contributory

Vision Insurance:

- Offer 5% under currently charged rates with a two year rate lock.
- Offer consortium block pricing to schools not currently offering vision insurance.
- Allow the school to have varying schedule of benefits to mirror current features as closely as possible.

Eligible lives	Elevated School Employee Guarantee Issue Amount
10-99	\$120,000
100-249	\$150,000
250-499	\$180,000

FOR MORE INFORMATION

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Videos from the Districts



Teacher University 2017

Mannheim School District 83 in Franklin Park, IL held its 4th annual Teacher University from June 6–8, 2017. This year's focus was to provide professional development for district K-8 teachers to improve learning and instruction, and prepare for the full implementation of the new social science standards in the 17–18 school year. Our district's Technology Learning Coaches offered training on inquiry-based learning, blended learning, and various technology tools.

Kim Petrasek
Superintendent
Mannheim School District 83



Send your school videos to mchamness@iasaedu.org.
We want to highlight what's going on in your school districts.



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

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- Set up convenient e-mail job alerts and notifications
- Save job listings, searches and applications
- Set up your employment preferences to help employers find your resume when they search the Resume Bank.

www.illinoiseducationjobbank.org

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)

June 2017

Fri. June 2 [Moving from Vision to Action: Learn to Become an Essentialist](#)

Wed. June 7 [Shawnee \(CLOSED\) Moving from Vision to Action: Learn to Become an Essentialist](#)

July 2017

 Mon.– Fri. July 10–14 [Aspiring Superintendents Academy, Springfield](#)

Thurs. July 13 [Gathering Evidence During Observations & Conferencing Using the Danielson Model](#)

Wed. July 26 [IASA Board of Directors Meeting](#)

Thurs. July 27 [IASA Board of Directors Meeting](#)

Fri. July 28 [IASA Board of Directors Meeting](#)

Mon. July 31 [Principal/Teacher Evaluator Retraining—Student Growth](#)

August 2017

Tues. Aug. 1 [\(CLOSED\) Gathering Evidence During...](#)

Wed.– Thurs. Aug. 2–3 [New Superintendents Conference, Springfield](#) 

Fri. Aug. 4 [\(CLOSED\) Teacher/Administrator Evaluator Retraining—Student Growth](#)

Mon. Aug. 7 [\(CLOSED\) Gathering Evidence During...](#)

Tues. Aug. 8 [\(CLOSED\) Teacher/Administrator Evaluator Retraining—Student Growth](#)

Wed. Aug. 9 [Gathering Evidence During Observations... IASA-ISBE Advisory Meeting](#)

Thurs. Aug. 10 [\(CLOSED\) Teacher/Administrator Evaluator Retraining—Student Growth](#)
[\(CLOSED\) Developing a Communications Plan](#)

Mon. Aug. 14 [\(CLOSED\) Essentialism 1/2 Day In Service](#)

Wed. Aug. 16 [\(CLOSED\) Gathering Evidence During...](#)

Thurs. Aug. 17 [\(CLOSED\) Teacher/Administrator Evaluator Retraining—Student Growth](#)

Thurs. Aug. 24 [\(CLOSED\) Gathering Evidence During...](#)

Mon. Aug. 28 [\(CLOSED\) Adaptive Leadership for School Administrators: Dealing with Change](#)

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DR. WENDY ROBINSON,
SUPERINTENDENT,
FORT WAYNE COMMUNITY
SCHOOLS, INDIANA

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Think of Let's Talk! as your always-on listening station — one simple, cloud-based solution that lets you: scan your community for potential communications risks, proactively connect with parents, teachers, students, staff and others, and leverage data from each conversation to make smarter, more informed decisions.

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- **Lead the conversation** Invite community feedback and respond quickly to stakeholder concerns.
- **Break the silos** Open new lines of communication across your school or district.
- **Change the culture** Create an expectation of improved customer service for parents and others.
- **Build a better survey** Develop a research-based survey guaranteed to meet your district's needs.
- **Get the full picture** Our menu of custom communications ensures community-wide participation.
- **Plan your next move** Turn information into action with expert survey analyses and a path forward.
- **Conduct focus groups** Convene stakeholders to learn more about your school or district.
- **Host board retreats** Help school leaders and board members build mutual trust.
- **Deliver your message** Tell your story with custom presentations and press materials.

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