

Leadership Matters



January 2016

**2016 Superintendent of the Year
Dr. Judy Hackett**



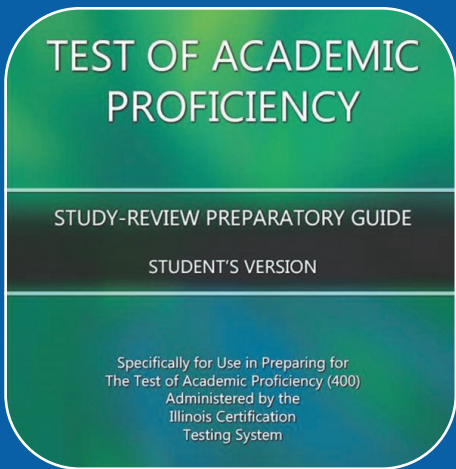
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2016: Plenty of challenges in the New Year, but also hundreds of reasons to be optimistic



Message from the Executive Director Dr. Brent Clark

I hope you had wonderful holidays, were able to spend time with family and friends, recharged your batteries and are ready to tackle the public education challenges that 2016 is sure to present.

Education was expected to be one of the main focal points of the spring session of the General Assembly, but the ongoing budget stalemate just might overshadow everything

else. Of course, the specter of the March primary election and the general election in November also will cast a long shadow and usually limits anything controversial from getting addressed.

Nevertheless, we need to be vigilant as things like a property tax freeze, pension reform and changes to the school funding formula are lurking in the background as possible components for a “mega” budget deal or as stand-alone initiatives.

As you know, Senate Bill 318, the property tax freeze bill sponsored by Senate President John Cullerton easily passed out of that chamber and now sits in the House Executive Committee. It would freeze property taxes for two

years and also would call for the General State Aid formula to lapse in 2017 to be replaced by a new, yet-to-be-devised funding formula. No Senate Republicans voted for the bill because it does not include some of Governor Bruce Rauner’s “Turnaround Agenda” items such as the restrictions on collective bargaining. Still, the bill is being sponsored in the House by powerful Majority Leader Barbara Flinn Currie so it would be a mistake to ignore the possibility it could emerge.

Pension reform reportedly has been part of the discussions in the meetings among the governor and the four legislative leaders. While the state Supreme Court decision striking down the state’s previous attempt at pension reform was unanimous and very strongly worded, the governor and legislators are still looking for possible loopholes. One that they think might pass constitutional muster would be to force public employees, including teachers and school

administrators, to choose between keeping the 3 percent compound COLA and counting future salary increases as part of the pension formula.

Then there is the budget. Or, more accurately, there isn’t a budget – and may not be one. The incredible possibility exists that we may see a FY2017 budget before we see one for this year. While we do have a K-12 budget, and are thankful for that, we are not in the clear because between the two pieces of the budget that have been signed into law (the budget for municipalities and other local units of government being the other) and court ordered payments the state is still spending more than it is taking in.

Previously, budget shortfalls have been handled with across-the-board cuts. But you cannot cut court-ordered social services payments and since only a couple pieces of the budget have been passed and signed any cuts could affect those pieces disproportionately.

This column has to this point been a cautionary tale. But there is good news as we dive headlong into 2016. Despite everything, school administrators, principals, teachers and staff continue to do exceptional work on behalf of the 2.1 million students that we serve. Great things are happening in schools all over this state every day, from the rural areas to the inner cities.

This issue of *Leadership Matters* recognizes and honors some of the school leaders that have been singled out by their peers. They include the 2016 IASA Illinois Superintendent of the Year Dr. Judy Hackett, whose profile story is included in this issue. This issue also includes the 2016 Superintendents of Distinction from our 21 IASA Regions.

These people are being recognized for their outstanding efforts in the field of public education. They not only have persevered in the face of obstacles to public education, but they have excelled. What’s even more encouraging is that they represent hundreds of other educators who also are excelling in these most challenging times.

That’s why I am optimistic about the New Year and committed to making 2016 our best year ever in public education.

Brent Clark



Listen. Learn. Lead.

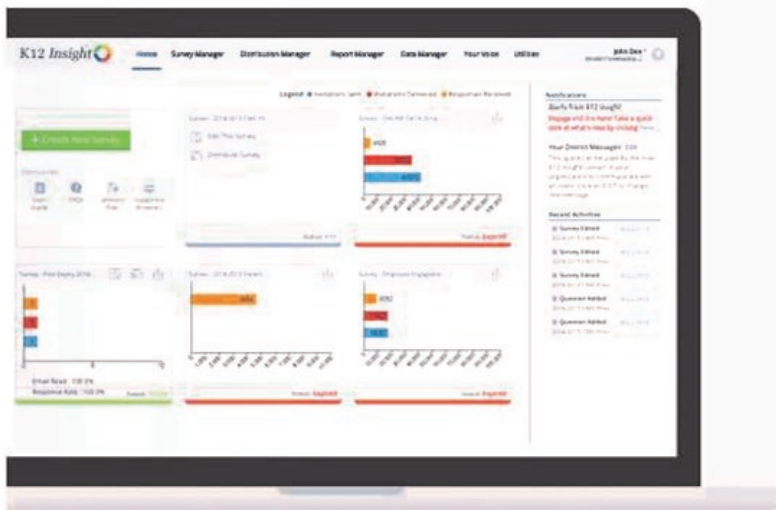
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I want our school board to have the full picture of what customer service is in our district. K12 *Insight* has really moved us quickly in that direction.”



DR. EHREN JARRETT,
SUPERINTENDENT,
ROCKFORD PUBLIC
SCHOOLS, ILLINOIS



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Struggling to Hire Qualified Teachers?

Illinois is experiencing teacher and substitute teacher shortages. Superintendents have indicated difficulty filling full-time teaching positions and finding substitute teachers.

IASA has scheduled meetings in the coming months with State Superintendent Dr. Tony Smith and ISBE staff who have pledged to work with IASA on this matter

ROOM FOR IMPROVEMENT?

In last month's poll we asked Illinois educators about the first year implementation of the PARCC assessments. 57% of respondents categorized Year 1 PARCC assessments as fair or poor. While just 43% categorized the initial roll out as good or excellent.

1. **Which of the options below describes your experience in hiring a qualified teacher?**

- Easy
- Neither Easy nor Difficult
- Difficult

2. **Which of the options below describes your experience in hiring a substitute teacher?**

- Easy
- Neither Easy nor Difficult
- Difficult

3. **How many students are currently enrolled in your school district?**

- Less than 500 students
- 500 to 1000 students
- 1001 to 5000 students
- More than 5000 students

4. **What suggestions or recommendations do you have to remedy the difficulty with hiring?**

[TAKE THE SURVEY NOW!](#)

[SEE THE RESULTS](#)



Passion to help students with special needs drives Illinois Superintendent of the Year

By Michael Chamness
IASA Director of Communications

Looking back, Judy Hackett remembers that she has always been drawn to children with special needs.

“I always loved working with people, children in particular, and in every camp, job or experience growing up, I gravitated towards children who were struggling,” said Hackett, who is in her ninth year as superintendent of the Northwest Suburban Special Education Organization (NSSEO). “I changed my major a few times in school. I was very interested in the business, systems aspect of work, but I was passionate about the needs of children.”

Working in the field of special education, it seems, was more a matter of fate than choice for Hackett – a destiny that included being named IASA’s 2016 Illinois Superintendent of the Year. She characteristically deflected the spotlight in accepting the award in November at the Joint Annual Conference in Chicago.

“This award has always recognized exceptional achievement. This year, it seems to me that it recognizes the achievement of the exceptional –

those exceptional students with disabilities across Illinois who embody courage in the face of unrelenting struggle and hope in the face of daunting odds,” she told the audience of several thousand. “They have always guided me to what is best in humanity and best in myself.”

Hackett’s destiny also was shaped by her parents and her colleagues.

“My parents taught me acceptance and tenacity, to follow my passion for learning and a tremendous work ethic that is genetic. My father was a letter carrier and my mother was a nurse. Their unwavering commitment to their work, family and community has been a constant source of inspiration for me and a model of valuing the reward of service over the pursuit of wealth,” she said. “In the field, I have had the incredible fortune to work with some of the most amazing leaders who continue to guide me, share wisdom and perspective and those include many of my colleagues in IASA and IAASE (Illinois Alliance of Administrators in Special Education) whose careers have been defined by their passionate work on behalf of students.

“My mom, Joan, demonstrates an amazing

positive attitude, youthful enthusiasm and care for others I try to emulate. My two sons, Matt and Zack, are following their passions in teaching philosophy and graphic design, but more importantly are the two great sources of pride and love in my life. Rich, my boyfriend, has continued to be a wonderful support and has shown me the incredible value of balancing the important work we do with life and finding time for what matters most.”



From left, sister Jan, mother Joan, Dr. Hackett, sons Matt and Zack.

In case anyone is counting, that is four times that some form of the word “passion” was mentioned by Hackett. No wonder that is the word mentioned most often used by those who nominated Hackett to be Superintendent of the Year.

NSSEO Board President Frank Fiarito praised Hackett’s focus on providing opportunities for the children in the special education district that serves eight member school districts and also provides services for deaf and hearing impaired students from 48 additional districts. NSSEO has the distinction of being one of the first special education district formed in Illinois some 44 years ago.

“Dr. Hackett is a strategic thinker who stays focused on helping children to become well-adjusted and independent individuals. She is *passionate* about education, truly loves our district’s children, wants what’s best for them, and continually advocates for their welfare on the federal, state and local levels,” Fiarito said. “Under her leadership, NSSEO has partnered with agencies and employers to continually expand opportunities for meaningful and satisfying job training for our students, and job placement for our

graduates.”

Said Dr. Dane Delli of River Trails District 26: “She has consistently and tirelessly advocated for

both special and general education students and her *passion* for serving all children is evident in all that she does...as the superintendent of NSSEO, she has successfully collaborated with all constituency groups in advancing the quality of education that the students in her district receive each day.”

Added retired Arlington Heights District 25 Superintendent Dr. Sarah Jerome: “She is a stellar example of thoughtful, assertive,

energetic leadership for all children – and particularly for those who may have the greatest needs...she is able to make public presentations to Congress, the state legislature, local school boards and small gatherings with equal parts poise, mastery of the facts and compelling *passion* always evident for students with disabilities.”

“This award has always recognized exceptional achievement. This year, it seems to me that it recognizes the achievement of the exceptional – those exceptional students with disabilities across Illinois who embody courage in the face of unrelenting struggle and hope in the face of daunting odds. They have always guided me to what is best in humanity and best in myself.”

--Dr. Judy Hackett ,
2016 Illinois Superintendent of the Year



Hackett, a native of Skokie, began her career as a teacher working in small and large districts from Lake County to the south suburban districts of Chicago Heights. She taught blind and visually-impaired students, worked as a supervisor at AERO Cooperative and also served as an assistant superintendent at the Indian Prairie Community Unit School District in Aurora before being named superintendent of NSSEO in 2007.

Hackett received her Bachelor's Degree in Elementary and Special Education from Northern Illinois University, her Master's in Education Administration from the University of Illinois, a Certificate of Advanced Study in Educational Leadership from Lewis University, and her Doctorate in Educational Administration from NSU. She is thankful for the education opportunities afforded her.

"A dual degree in elementary and special education provided a broader picture of what it takes to educate the whole child, challenge learning and work collaboratively with peers," she said.

Dr. Brent Clark, Executive Director of IASA, noted Hackett's tenacity when it comes to students.

"Judy Hackett has dedicated her career to advocating for – and, when necessary, fighting for – students with disabilities," Clark said. "She is a respected national and state leader in the area of special education and personifies what it means to be the Illinois Superintendent of the Year."

Hackett closed her acceptance remarks at the Joint Annual Conference with this thought: "We must affect the future for education by collectively embracing the diversity of our students. There are limitless possibilities in the 21st century for us to change the landscape and open up even greater possibilities for the future success of our students."

Those who nominated Hackett noted several major accomplishments in her eight-year tenure as superintendent of NSSEO, including:

- ◆ Establishing and expanding partnerships with eight member districts so that their collective focus best aligns with students' and districts' needs across student services.
- ◆ Guiding reform through an ENGAGE.CONNECT.GROW theme that emphasizes the importance of engaging students, families, districts and community partners in the educational process, connecting and aligning practices that are uniquely designed to facilitate growth and success for diverse learners.
- ◆ Leading a progressive organization that includes comprehensive programs, services and supports that address a continuum of student needs through direct, integrated, consultative services, extensive professional development, coaching and diagnostic services for students ranging in age from 3-22.
- ◆ Advancing a comprehensive student-centered transition process that guides post-secondary goals through collaboration with families, community agencies and employers.



Superintendents of Distinction

Saluting this year's award winners

The second annual IASA Superintendents of Distinction have been selected by their regions and are pictured in the following three pages. The winners were selected by their peers based on the same four criteria that are used in the AASA Superintendent of the Year competition: leadership for learning, communication, professionalism and community involvement.

The winners will be honored April 21, 2016 at a luncheon in Springfield along with honorees from the Illinois Principals Association. State Superintendent Dr. Tony Smith will be in attendance as the Illinois State Board of Education (ISBE) helps to coordinate the event. Governor Bruce Rauner attended last year's inaugural event at the Executive Mansion. This year's awards luncheon will be held at the Inn at 835, south of the state capitol because the Executive Mansion is undergoing extensive repairs that will not be completed.

In addition to the Superintendents of Distinction, 2016 Illinois Superintendent of the Year, Dr. Judy Hackett of the North Suburban Special Education Organization, also will be recognized at the luncheon. The 2016 Superintendents of Distinction are considered nominated for next fall's Illinois Superintendent of the Year competition should they choose to fill out that nomination form. Others from around the state also may be nominated for that statewide award.

The awards and the luncheon are being sponsored by Horace Mann.





IASA
Superintendents of Distinction



Dr. Victor Zimmerman
Monticello Unit 25
Abe Lincoln



Dr. Jay Morrow
United Township
HS 30
Blackhawk



Chad Allison
IL Valley Central
Unit 321
Central IL Valley



Tony Ingold
East Peoria 86
Central IL Valley



Dr. David Kroeze
Northbrook Elem 27
Cook North



Dr. Kimako Patterson
Prairie-Hills Elem 144
Cook South



Dr. Nicholas Polyak
Leyden Comm HS 212
Cook West



Dr. Dale Hastings
Milford Public
Schools Unit 124
Corn Belt



IASA
Superintendents of Distinction



Dr. Kathie Pierce
Fenton Comm 100
DuPage



Jeff Mitchell
Wayne City 100
Egyptian



Victor White III
Prairieview-Ogden
CCSD 197
Illini



Michael Kelly
Carlinsville 1
Kaskaskia



Joe F. Burgess, Jr.
Genoa-Kingston 424
Kishwaukee



Dr. Daniel Coles
Wauconda Comm 118
Lake



Craig Mathers
West Carroll CU 314
Northwest



IASA

Superintendents of Distinction



Dr. Steve Webb
Goreville Comm Unit 1
Shawnee



Leigh Lewis
Triad Comm 2
Southwestern



Jay McCracken
Putnam County 535
Starved Rock



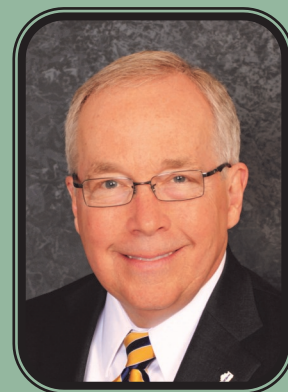
Dr. Jay Plese
Wilmington 209U
Three Rivers



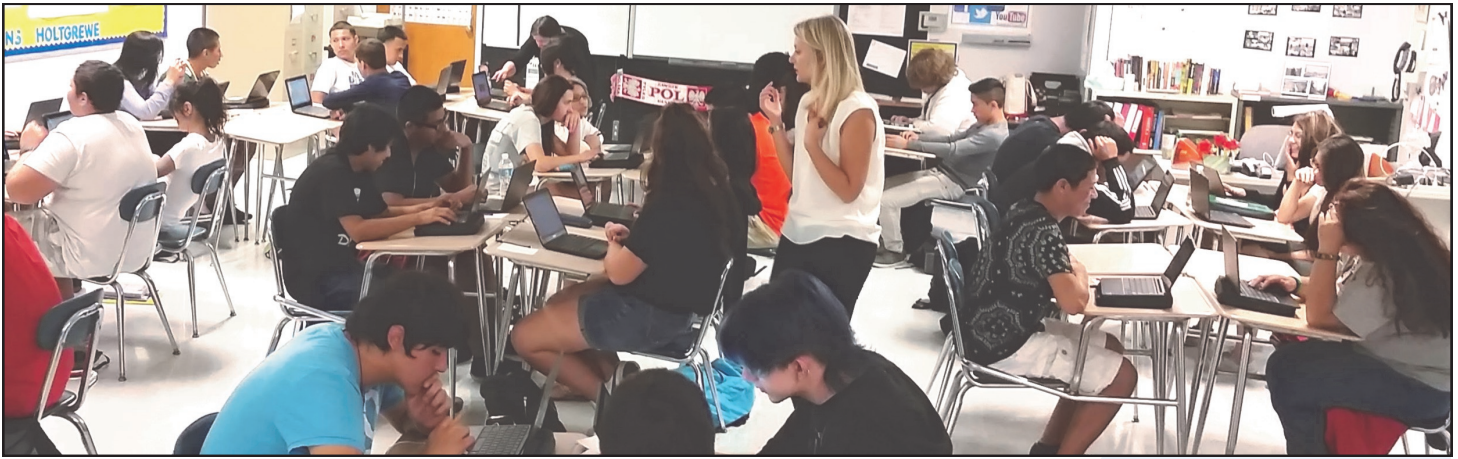
Reginald Clinton
Beardstown 15
Two Rivers



William Fritcher
Teutopolis 50
Wabash Valley



Dr. Jonathan Heerboth
West Prairie CU 103
Western



Bridging the connectivity gap



By Dr. Nicholas Polyak, Leyden Comm HS 212

Since 2012, Leyden Community High School District 212 has been 1:1 with Google Chromebooks and Google Apps for Education. During these past three years education at Leyden, as well as education in general, has continued to become more technologically rich. To give students access to all technology-based educational opportunities, districts must provide a robust

After researching our options, we applied for the Sprint ConnectEd grant. In February of 2014, Sprint and many other prominent companies joined the White House's ConnectEd initiative. At that time, Sprint agreed to provide internet access to 50,000 students across the United States to help bridge the connectivity gap. Earlier this year the district was notified that our grant application was accepted by Sprint.

Because of the grant, the district is purchasing approximately 500 WiFi hotspots that will be distributed to our students who need connectivity. At no cost to the district or to the students, Sprint will provide high speed internet access to those hotspots for the next four years. Each account is capped at

wireless infrastructure.

Although we provide adequate bandwidth to handle our internet usage in the district, many of our students do not have internet access at home. Because of this deficit, these students must either be at school or they must seek out WiFi somewhere else in order to access the internet. As a result, many students arrive early to school and/or stay late in order to do schoolwork and homework.

Recently we surveyed our students about internet access, and nearly 20 percent said they are unable to connect their Chromebooks to the internet at home. We determined that even though we worked hard to put a device in our students' hands, as well as to build a top-notch network at school, we had a connectivity gap when our students left school. With educational resources moving more and more online, we decided it is not acceptable to have many of our students unable to connect to the internet outside of school.



three gigabytes of data usage per month. If a student exceeds that data limit, they do not lose connectivity, but instead move down to a slower plan until the next monthly cycle begins.

Only a particular student's Chromebook

can connect to a particular hotspot as the two devices are specifically paired to recognize each other. Because our students are using their Chromebooks to access the internet, all of their traffic runs through the district's filters and firewalls.

We believe a student's individual family situation should not impact his or her educational opportunities. Through this unique partnership with Sprint, we are able to ensure internet access equity for all students both in and out of our school buildings. We are bridging the connectivity gap.

TAP into qualified teacher candidates, more or less



Dr. James Rosborg is Director of Master's In Education at McKendree University and serves as the Illinois Council of Professors of Educational Administration's consultant to the IASA Board of Directors.

The Illinois Council of Professors in Education Administration (ICPEA) in conjunction with the Illinois Association of School Boards (IASB) has been studying the impact of the changes in the state rules and regulations and their impact on the number of candidates going into education in the state of Illinois, both in the teaching and administration areas. In conjunction with Dr. Patrick Rice of the Illinois Association of School Boards, we surveyed and received data from a cross-section of 14 universities in the state of Illinois. Some of the data we received is cause for concern. Overall, the decrease in university elementary candidates ranged between 17 percent and 83 percent. The

decrease in secondary candidates was between 20 percent and 83 percent and early childhood reports coming in with a decrease of between 20 percent and 71 percent.

The past six years have brought dramatic changes to admission standards of student candidates to enter educational training at universities throughout Illinois. The word "rigor" has become a cliché vocabulary word to support changes in teacher and administrator academic preparation. The Merriam-Webster dictionary defines rigor as (1): "harsh inflexibility in opinion, temper, or judgement: SEVERITY (2): the quality of being unyielding or inflexible: (3): severity of life: AUSTERITY.

Why do we define this term? Mainly to bring attention to the disparity regarding goals and results in academic testing that surrounds this word. In 2010, the Illinois State Board of Education (ISBE) made the decision to raise standards to pass what was called at that time the Basic Skills Test to become a teacher in Illinois. It was renamed the Test of Academic Proficiency (TAP). Much of this was done in the name of the term rigor.

Government, media and business officials felt that this was needed to improve the results of p-12

October 18, 2015 Basic Skills (TAP) Results

202 Examinees

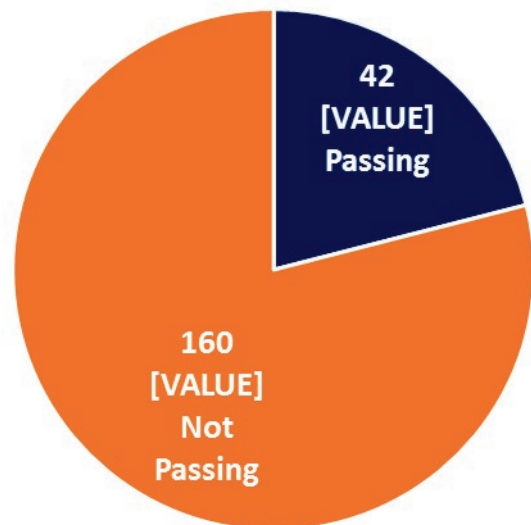


Figure 1: Test 300/400 Basic Skill/Academic Proficiency

students. One cannot argue the goal of raising standards. The disparity lies in how the term rigor is used, and how it is applied to the test. The author feels the goals and objectives of the TAP Test are flawed. Let me explain.

The severity component of the definition of rigor can definitely be used for the TAP test. As recently as October 18, 2015, the results published by the Illinois License Testing System (ILTS) shows a 21 percent passage rate on the TAP test. Of the 202 examinees, only 42 passed. These are individuals that have met university admission requirements and have fared well in high school. Evidence indicates that we have a current and long-term problem with the TAP test that is leading to a future of limited candidates for educational positions. (Note: More specific TAP and ACT results can be found at <http://www.isbe.net/licensure/ppt/bst-act-analysis0512.pdf>.)

Some estimates have reported that a passing score on the TAP Test is equal to an approximate score of 26 on the ACT. The test requires a candidate to be proficient in all academic areas



including reading, language arts, mathematics and writing. Is this needed for an individual to be an effective teacher? From the author's vantage point, there is not the need to be proficient in all testing areas within the college content standard. For example, a math teacher can lack having high academic skills in language arts and yet be an outstanding teacher in the area of mathematics. This also could be said for science and social studies teachers. Likewise, an outstanding language arts teacher does not have to be an expert in mathematics. Illinois needs to change the requirement that a candidate has to pass all four areas of the TAP test. Even changing to an average score for passage would be an improvement.

From an instructional standpoint, there is no need for an elementary teacher to know the concepts of advanced algebra, trigonometry and analytic geometry to be effective in the classroom. We need elementary teachers who love kids and have basic elementary academic skills in the subject matter to be able to translate the love of knowledge, the love of children, along with accurate academic facts to their students. It has been the author's experience that some of the best teachers at the elementary level struggled a little bit academically themselves. These teachers understand the struggles of the slow learners and work hard to make them better learners. While not with all academically talented teachers, administration also experienced some of these intellectually gifted teachers had problems getting information to the student that does not easily understand a concept. History tells us that some of the top academic scholars in the past struggled in certain areas of the curriculum. Our expectations in the name of rigor are now limiting potential outstanding teachers the ability to pass on not only

their knowledge but also their people skills and common sense to students.

We also have the data to know that the changes made at the state level in 2010 have drastically hurt the number of teacher candidates for all students at the university level. For African Americans and Hispanics, the pass rate on the TAP Test is less than 25 percent. We hear all the time from government and media officials that we need more diversity in the classroom. It is the author's opinion that admission standards at the state level have done more to impede minorities in the classroom than any other factor.

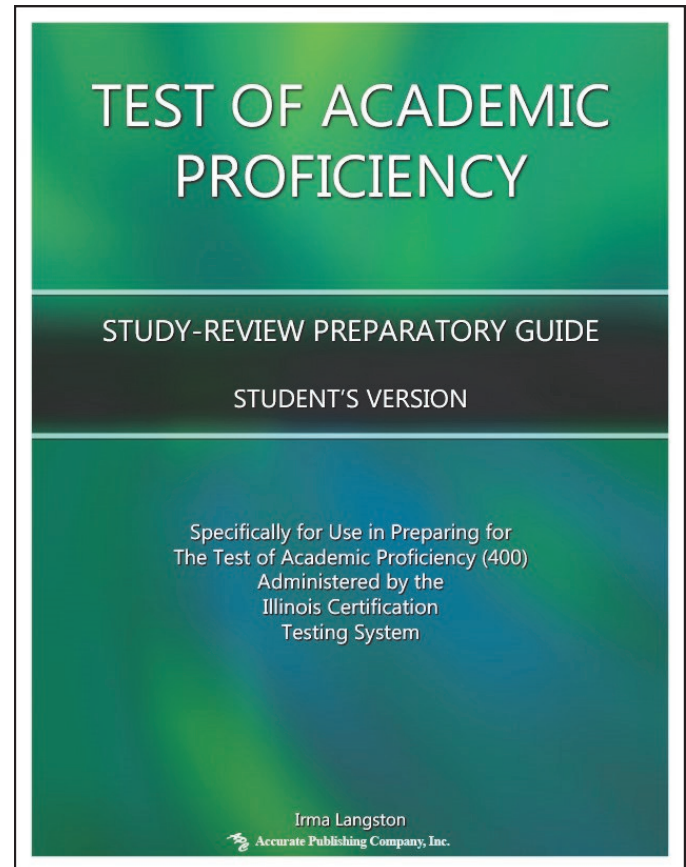
In our survey of 932 elementary candidates at 14 universities, only 39 were African American. Along this same vein of 597 candidates at the secondary level, only 31 were African American. The most troublesome data was the fact that only 10 African American are projected to graduate at the elementary level this coming May, and 10 African Americans at the secondary level. As one compares the state's Title II reports of candidates in 2009, the drop in numbers of candidates is shocking. When the Title II data reports come out for 2015-2016, it is my hopes that this comparison data will be shown to let key stakeholders know the problems we are going to have in the future filling education positions throughout the state of Illinois to go along with a drastic drop of education candidates of all races in Illinois universities.

The focus regarding the TAP should be prioritized to the subject matter and grade level of an individual teacher. Have an individual Basic Skills Test for elementary teachers, middle school teachers, and high school teachers. At the middle school and high school level, the Basic Skills Test should be developed for each academic area instead of high

benchmarks in all academic areas. To improve the quality of education, it is time to quit playing political games and look closely at the realities of our diverse society. In March of 2014, ISBE voted to scrap the policy set in 2010 to limit the number of times (five attempts) perspective teachers could take the required TAP Test. It is the author's opinion that this change was a simple political gesture to push back the critics who now have the research facts that there are proportionately smaller numbers of African American and Latino educators in Illinois schools with no immediate solution to increase the number of candidates to fill future job openings.

This proposal, while not a specific part of the Vision 20/20 recommendations, certainly fits with the spirit of the Vision 20/20 initiative to attract and retain highly qualified educators. Education is a people business that needs governmental support to encourage quality candidates to enter the program.

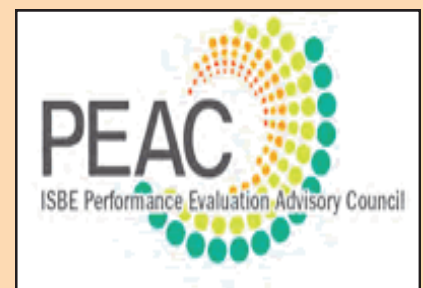
As we refer back to the Merriam-Webster definition of rigor, are we truly looking at the improvement of student achievement or are officials using the definition of rigor to be the "harsh inflexibility in opinion, temper, or judgement along with being unyielding and inflexible"? A positive step was made by ISBE to offer the ACT as an alternative to TAP. This alternative solution requires an ACT Plus Writing composite score of at least 22 (and a minimum score of 16 on the writing sub area or a 19 in the combined English/writing section if candidates took the test prior to writing being reported) or an SAT (critical reading and mathematics) composite score of 1030 (and a minimum score of 450 on the writing sub area). This was definitely a positive move



forward from the rigid TAP test. It is still to be determined whether this will allow more minority candidates into the teaching and educational administrative areas. In addition, more needs to be done to increase the total number of education candidates for all individuals desiring a career in education. Let us move forward by placing "rigor" in the right places and setting rationale goals for teacher/administrative preparation.

PEAC gathering information on assistant principal evaluation

The Performance Evaluation Act Committee (PEAC) is attempting to collect information to help with the development of guidance for assistant principal evaluation. If you have a system in place for the evaluation of assistant principals, the committee would appreciate hearing from you. Specifically, PEAC is looking at who performs the evaluations, the timeline for the evaluations, the process used and any growth measures specific to the duties of assistant principals.



Information may be sent to IASA Associate Director for Professional Development Dr. Rich Voltz at rvoltz@iasaedu.org.

School breakfast is a win for students, district budgets

By Bob Dolgan
Campaign Manager
Illinois No Kid Hungry

For Mike McKenzie, comptroller at Peoria School District 150, serving breakfast in 27 schools wasn't just the right thing to do for students. It was a sound business decision, too.

"More attendance means more state aid for our district," McKenzie said. "There's no doubt breakfast affects attendance."

Many school districts in Illinois have implemented the federal National School Breakfast Program, which since the 1960s has provided reimbursements to states and school districts for morning meals. The availability of the Community Eligibility Provision (CEP), which enables schools to do away with meal applications and receive direct certification, has improved breakfast and lunch efficiency and spurred a slight increase in participation statewide.

"Once CEP was implemented here in Peoria, there was no reason for meal cards and POS machines, we simply count the number of students that get the meal," said Mark Streamer, General Manager, Peoria Public Schools and Sodexo On Site Solutions.

Still, Illinois ranks 40th in the nation in providing breakfast to students. Some school districts have struggled with the financial and logistical issues related to breakfast, even as low-income students are at risk of hunger. More than 1 in 5 children in the state – 643,040 children – are food insecure according to Feeding America's Map the Meal Gap study. That means 1 in 5 children regularly experience limited or inadequate access to food. In short, thousands of children are at risk of coming to school hungry and spending much of the school day without adequate nutrition. School staff members see the benefits of breakfast firsthand.

"Fewer kids are coming down and complaining that they have headaches and stomachaches," said Kathy Ringenberg, school nurse at Lincoln K-8 School in Peoria. "A lot more kids are staying in their classrooms."

The national No Kid Hungry campaign was founded by Washington DC-based Share Our



Strength, a nonprofit organization that works to ensure all American children get the healthy food they need, every day. In Illinois, an array of nonprofit partners have worked with No Kid Hungry to award more than 130 grants to schools, community centers

and faith-based organizations for meal infrastructure in the past three years. It takes the efforts of government agencies, as well as nontraditional partners such as schools, hospitals and libraries, to ensure that all children in Illinois have adequate nutrition, not only breakfast and

lunch while in school but also after school and in summer.

In Peoria, up to 685 students receive a healthy, balanced "breakfast in a bag" every day at Lincoln. In the Peoria School District as a whole, breakfast participation has grown by 482,000 meals in just three years. The efficiency of the school's breakfast line would make Henry Ford proud. In a matter of minutes, students pick up their bagged meals in the hallway and take them to their classrooms.

"The pluses far outweigh the minuses," said McKenzie. "Since serving breakfast, the culture has changed. Students are calm and ready to learn in the morning."

Learn more about school breakfast in Illinois by visiting www.riseandshineillinois.org. Contact Bob at 773-843-7293 or bdolgan@qcf.org.



Holiday season of giving, volunteering and cheer



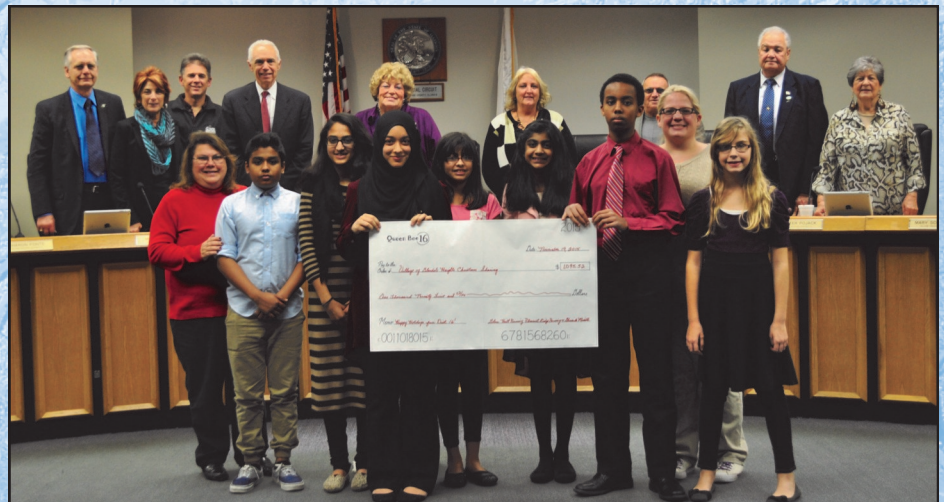
Hononegah Comm 207 Dr. Lynn Gibson, superintendent

Area high schools collaborated in November to offer the first annual Special Olympics High School Hoops Invitational. Students from Hononegah Community High School formed a competitive team coached by student volunteers from the Leo Club. Many students drove to the hosting site to support Hononegah's basketball team. Our players did not disappoint. They showcased

their teamwork on the court and their camaraderie on the bench. A salute to our student volunteers for their help and support of Hononegah's Special Olympics Basketball team.

Queen Bee District 16 Victoria L. Tabbert, superintendent

Queen Bee students participated in a coin drive and donated \$1095.52 to the Glendale Heights Christmas Sharing Program. They presented their donation to the mayor at a village board meeting in November.



Beach Park 3 Dr. Nancy Wagner, superintendent

Beach Park Middle School Band and Choir Concert. Spreading cheer throughout the community.

Holiday season of giving, volunteering and cheer



Mannheim 83 **Kim Petrasek, superintendent**

It has been said that the local school is the heart of a community. Mannheim District 83 has shown its heart with its Project Thanksgiving program that began in 2007. This program provides a full Thanksgiving dinner for families within the district. All staff members are invited to donate to the program in order to support and serve our community. School staff coordinates with a local grocery store to order a full dinner for families that includes a turkey, mashed potatoes, stuffing, gravy, dinner rolls, and a pumpkin pie at a cost of \$65 per dinner. Our local store even participated this year by donating a dinner. When the collection window has closed, the total number of families that can be serviced is calculated and our school social workers identify families in need who would benefit from the program. A volunteer team is organized to coordinate the deliveries on the Wednesday morning before Thanksgiving. This year Mannheim District 83 staff was able to provide dinners for 55 families that might otherwise not have

been able to enjoy a traditional holiday dinner. The Mannheim District 83 Project Thanksgiving program demonstrates how our district works to model our commitment to supporting our community beyond the walls of our classrooms.

Grayslake 46 **Ellen Correll,** **superintendent**

The shot is looking out of the District Office building at the students leaving for winter break last year. The snow was slowly falling in big beautiful flakes, and the buses were lined up for the end of the school day dismissal at Frederick School with whom the District Office shares a parking lot. As the students started filtering out of the building I just happened to snap the photo when the young lady in the pink jacket exuberantly spread her arms out either trying to catch snowflakes or just in relief at the end of the school day and beginning of the holiday break. Either way, this photo is one of our community's favorite photos.



Holiday season of giving, volunteering and cheer



Lincolnwood 74 Dr. Joseph Bailey, superintendent

Students from Lincoln Hall Middle School who belong to STAR (*Students Taking Active Responsibility*) participated in an event titled "Adopt-A-Highway." More than 30 students participated and volunteered to clean up various Lincolnwood roadways and streets. STAR club hosts approximately 10 similar service oriented events each school year, including collecting and packing food for homeless shelters.



Glen Ellyn 89 Dr. John Perdue, superintendent

The Glen Crest Builders Club stuffed hundreds of stockings when they volunteered recently at Operation Support Our Troops. Students and staff pitched in by donating 300 pounds of treats and personal items, DVDs, puzzle books, batteries and iTunes gift cards. More than 90 students are participating in Builders Club activities and any Glen Crest student is invited to participate. The

stockings will be delivered primarily to troops in Afghanistan. Social Studies teacher Craig Hofmann is the club sponsor. OSOT is a Naperville-based non-profit organization that organizes donations for American troops across the globe.

Holiday season of giving, volunteering and cheer



Midwest Central CU 191 Todd Hellrigel, superintendent

Midwest Central CUSD 191 has a program called "Snow Buddies." Nearly all groups, clubs, teachers, and employees adopt a student and are given clothing sizes for the student. They then shop for that student and provide one outfit, a pair of shoes, and a toy to students in need in our district. This year we provided for 237 kids from 90 families. The picture shows a group of students working to put items together for pick-up.



Woodridge 68 Dr. Cathy Skinner, superintendent

Students from Thomas Jefferson Junior High School in Woodridge School District 68, along with one of their social studies teachers recently packed meals for Feed My Starving Children. A total of 163,296 meals were packed by all the volunteers.



Vandalia Richard Well, superintendent

The Vandalia Fellowship of Christian Athletes group volunteered for Operation Christmas Child in the community

Holiday season of giving, volunteering and cheer



Southwestern Region

A group of superintendents from the IASA Southwestern region rang bells in December to help support the Salvation Army.

Unity Point School District 140 Dr. Lori James-Gross, superintendent

Each year staff, students, and community members pick from over 70 names off a Giving Tree at Christmas. Students are blessed with gifts they would never have if it weren't for the wonderful generosity of our Unity Point community. The picture is that generosity in action!



Iroquois County 9 Kenneth Lee, superintendent

Kindergarten students at Nettie Davis Elementary pose for a picture with their fourth grade elves from Woodland Grade School. The elves assisted the kindergarten students in writing letters to Santa.

Holiday season of giving, volunteering and cheer

Naperville 203 Daniel Bridges, superintendent

Naperville 203 helps spread holiday cheer through the annual Holiday Giving Program, in partnership with the Naperville Education Foundation. Community members donate gifts and money for gift cards for low income students. Thousands of students have received books, toys, coats, hats and gloves through the program for more than 15 years. This year, Naperville 203 helped make the season brighter for 911 students.



Palos Heights 128 Dr. Dawn Green, superintendent

Independence Junior High School Giving Tree for Together We Cope and The Crisis Center of South Suburbia

Posen-Robbins Elem 143.5 Dr. Anthony Edison, superintendent

Holiday Gift Giving at Bernice Childs Elementary School



Holiday season of giving, volunteering and cheer



Elmwood Unit 322

Chad Wagner, superintendent

Each year during the holiday season, Elmwood Elementary School sponsors a canned food drive for the Elmwood community. The children bring food items to school, put them under the tree, and students work together to organize all donations. Pictured are students with their Principal, Mr. Frost, packing boxes for delivery. The students filled a bus and delivered to a local church where many community volunteers sorted, filled food baskets, and distributed them within the community. By working together, they hoped to brighten the holidays for those families who need a little extra during this holiday season.

Troy Community Consolidated School District 30-C, Dr. Todd Koehl, superintendent

Troy Shorewood Elementary School's Student Ambassadors organized a "Yes-ember" food drive in their school that they donated to local food banks. This is the first year for Shorewood's Student Ambassadors program. Its goal is to provide its fourth-grade students with the opportunity to be leaders and positively influence changes in their school and community.

In their December "Yes-ember" food drive, the ambassadors said "yes" to continuing their mission of helping others. Earlier this school year, they collected more than 1,123 new hats, gloves, jackets, scarves and socks during their "Socktober" drive. The items were donated to a Joliet homeless shelter.



Holiday season of giving, volunteering and cheer



**LOCKPORT D91
CELEBRATES BY
GIVING TO
OTHERS THIS
SEASON!**



Lockport 91 Donna Gray, superintendent

Each year the Milne Grove Elementary School holds a "Spirit of Giving Garage Sale". Clean and gently used toys, clothing, household items, and furniture are donated and all community members are invited to "shop for free."

Northbrook 28 Dr. Larry Hewitt, superintendent

Students at Greenbriar School in Northbrook School District 28 collected donations following each grade's Winter Sing concert in December for The Wheelchair Foundation. Under the direction of Music Teacher Jeremy Bartunek, the school has raised \$2,500 each of the last three years to purchase wheelchairs for people around the world who could not afford to buy them. This is just one of many fund-raisers done at each of the four district schools during the holiday season.



Lincoln Elem 156 Dr. Daryl Taylor, superintendent

Second grade students at Lincoln Elementary School celebrate the season

Holiday season of giving, volunteering and cheer



Fremont 79 Dr. Jill Gildea, superintendent

Fremont School District 79 students in Mundelein shop for holiday gifts for less fortunate children in the township at a nearby Target in December. Students raised \$60 per child to purchase gifts for 30 children.

Lemont-Bromberek 113A Dr. Courtney Orzel, superintendent

Oakwood School in District 113A works with Operation Care Package whose mission is to ensure “no hero is forgotten.” Students in the EarlyAct Club take part in a service project called “Snowman Soup,” creating a modified assembly line to collaboratively prepare and package hot chocolate treats for the troops. Boxes of the prepared “soup” were shipped overseas to help provide cups of good cheer to our deployed servicemen and women in the military.



Rockford 205 Dr. Ehren Jarrett, superintendent

Washington Academy Students took their caroling on the road and visited the River Bluff Nursing Home to spread holiday cheer. The students of this gifted academy are pictured singing “I Got Socks for Christmas” in front of residents.

Holiday season of giving, volunteering and cheer



Elementary 159 Barbara Suggs Mason, superintendent

Student council officers at Sieden Prairie School pack contributions for a local food pantry.



Sandwich 430 Rick Schmitt, superintendent

Sandwich CUSD 430 Superintendent Rick Schmitt assisted K-12 students collecting food for the annual Sandwich Lions Club-Franklin Mall food drive. Schmitt said, "Multiple hands and a spirit of community service are what helps make for a better holiday season for those in need."

Wood Dale 7 Dr. John Corbett, superintendent

Wood Dale School District 7's Angel Tree Program has been a holiday tradition for more than 25 years. The School Social Workers facilitate the program by choosing students, gaining parent permission, connecting the student's needs with a generous district staff member, and ensuring the present is given directly to the parents. This year over 83 children received a gift purchased by a district staff member, administrator or board member. Another 57 students received gifts from community sponsors. The parents are always grateful knowing they will be able to give their child a gift during this joyous holiday season.



Holiday season of giving, volunteering and cheer



Lockport Township 205 Dr. Todd Wernet, superintendent

Lockport Township High School baseball coach Andy Satunas and baseball players worked with LTHS JROTC Major Steve Brown to collect more than 1000 food items for the Lockport FISH Food Pantry.

Kildeer Countryside CC 96

Julie Schmidt, superintendent

Students from Ivy Hall Elementary School perform a traditional holiday concert for the residents of Belmont Village Senior Living in Buffalo Grove.



Aden Hebron 19 Dr. Debbie Ehlenburg, superintendent

For the past seven years the elementary service learning students collect gifts for needy families within the community. Students write letters to businesses asking for donations. They also write letters to several organizations like 4H, Boy Scouts, National Honor Society, and churches to see if they would be willing to sponsor a family. Lists are made and sent to the sponsors. The gifts are collected and wrapped by the students. Each participating family is provided with bags of wrapped items for the children. This project is done with the assistance of the local food pantry and churches. This year, 33 families with 98 children were served.

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
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- 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

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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.

vpa is a communications firm dedicated to helping its clients improve their relationships with their communities.

VPA is a firm uniquely positioned to assist school districts get their message out to the people they serve in an effective, affordable manner. VPA brings more than 20 years of experience in local, state and federal public affairs to each assignment.

Crisis communications is just a part of our work. Strategic communications help you build trust and improve your relationships.

WE PROVIDE:

- Communications Strategy
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- Public Affairs
- Media Relations
- Crisis Communications
- Internal and External Communications
- Event Management

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**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!

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?



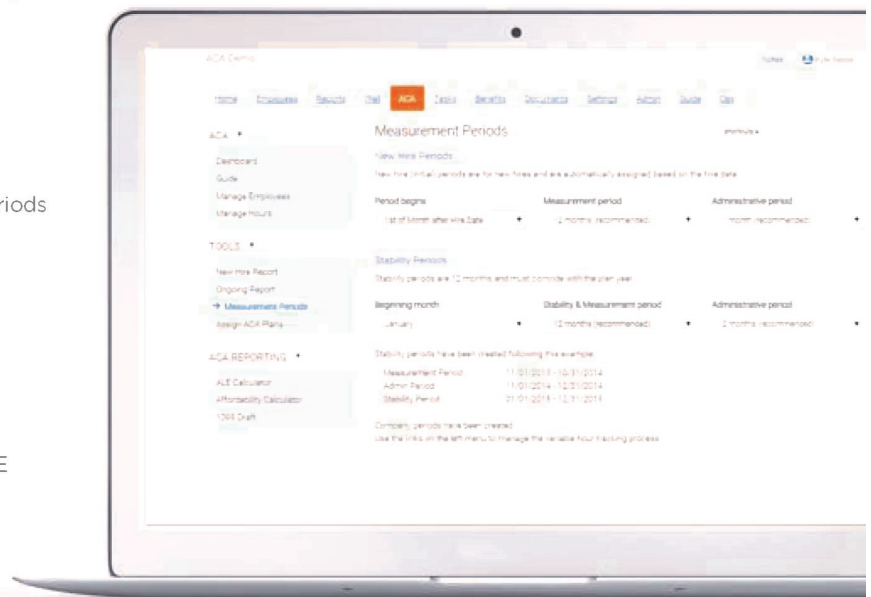
Eligibility tracking for hourly employees

- 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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Est. 1987

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Metropolitan School Employee Benefits Program



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 Mesirow Financial as our employee benefits broker.

Headquartered in Chicago, Mesirow Financial is a diversified financial services firm that will service those school districts in Cook and the surrounding DuPage, Kane, Kendall, Lake, McHenry and Will counties. Mesirow Financial has customized employee benefits programs specific to IASA, IASB and IASBO members in this area. We are calling this program the Metropolitan School Employee Benefits Program (MSEBP).

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.

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.

Investment Advisory services offered through Mesirow Financial Investment Management, Inc., an SEC Registered Investment Advisor. Securities offered through Mesirow Financial, Inc. Member NYSE, SIPC. Insurance services offered through Mesirow Insurance Services, Inc.

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IASA News in Brief



AASA National Conference on Education February 11-13, 2016 in Phoenix, AZ



The 2016 AASA National Conference on Education will be held in Phoenix, AZ on February 11-13, 2016. Registration and housing is open. The preferred hotel for the Illinois delegation is the Sheraton Grand Phoenix Hotel. Go to <http://nce.aasa.org/> for additional information.

Superintendent of the Year Reception

A reception for the 2016 Illinois Superintendent of the Year is scheduled for 5:30 to 7 p.m., Friday, February 12, 2016, at the Sheraton Grand Phoenix Hotel (Valley Overlook room).

Future AASA Conferences:

March 2-4, 2017 - New Orleans

Effingham High School teacher a finalist for Global Teacher of the Year

Congratulations to Effingham Unit 40's Joe Fatheree who was selected as a finalist for The Global Teacher of the Year Project! The program underlines the importance of the teaching profession and symbolizes the fact that teachers throughout the world deserve to be recognized and celebrated.

Superintendent Mark Doan stated, "This is such an honor for Joe. This exemplifies what education is all about, trying to find different avenues for students to be successful."

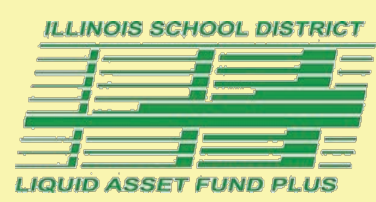


Is your district hiring for the upcoming school year? If you're seeking administrators, classroom teachers, or school service personnel the Educators' Job Fair will feature candidates from both the University of Illinois and Eastern Illinois University.

Date: Monday, March 7th, 2016
Location: Hilton Garden Inn, Champaign, IL

Time: 9:30 a.m. – 3 p.m.
Registration Fee: \$175

Click [here](#) for additional information or to register.



ISDLAF+ December 2015 Monthly Update

Click [here](#) to view the December 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.



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

January 2016

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4	5 Shawnee Region Mtg.	6	7 Corn Belt Region Mtg.	8 Kaskaskia Region Mtg.	9
10	11	12 Abe Lincoln/ Starved Rock Region Mtg.	13 Du Page/ Illini Region Mtg.	14	15	16
17	18	19	20	21 CIV/ Two Rivers/ Kish- waukee Region Mtg.	22 Three Rivers/ Southwestern/ Region Mtg.	23
24	25	26	27	28	29 Western Region Mtg.	30
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)**

February 2016

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1 Shawnee Region Mtg.	2	3	4 Cook South/ Corn Belt Region Mtg.	5	6
7	8	9	10 Cook West/ Illini Region Mtg.	11	12	13
14	15	16	17	18 Central Illinois Valley Region Mtg.	19 Kaskaskia/ Western Region Mtg.	20
21	22	23	24	25	26	27
28	29					

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)**



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.



Call for Presentations

IASA Annual Conference
Sept. 28-30, 2016

**President Abraham Lincoln
Hotel by DoubleTree and the
Prairie Capital Convention
Center
Springfield, Illinois**

Annually, hundreds of school leaders attend IASA's Annual Conference for the purpose of increasing their professional growth.

Key Dates:

*Submission Deadline: May 13, 2016
Presenters Notified: Mid-July 2016*

Questions:

Contact Jodi Gillespie,
Panel Coordinator,
at 217/753-2213 or
jgillespie@iasaedu.org.

The Illinois Association of School Administrators (IASA) is soliciting breakout session proposals for the IASA Annual Conference, scheduled on September 28-30, 2016, at the President Abraham Lincoln Hotel by Double Tree and the Prairie Capital Convention Center in Springfield, IL. This is an opportunity to share your best practices on educational issues with your colleagues. Past sessions have addressed topics such as: assessments; technology; short-term borrowing solutions for schools; retirement planning for school professionals; violence prevention programs; curriculum alignment; hiring and evaluation of personnel; legal updates and school district reorganization. We look forward to reviewing what you have to offer!

Breakout sessions will be held from 8:00 a.m. to 5:00 p.m., Thursday, September 29, 2016 and 8:30 to 9:30 a.m., Friday, September 30, 2016.

Guidelines and Criteria:

- No more than two proposals per person will be considered.
- Speakers do not need to be IASA members in order to submit a presentation proposal; however, if a proposal is accepted for presentation, speakers will be required to pay the full conference registration fee if they are eligible for any class of IASA membership.
- IASA reserves the right to edit session titles and descriptions for marketing purposes.
- All breakout sessions have a moderator that will be assigned by IASA.
- Audio/visual equipment needs must be provided via this proposal. The standard audio/visual equipment provided by IASA includes LCD projector, screen, podium, and a microphone. Computers, internet connections, or other audio/visual equipment will be at the cost of the presenter. There are no exceptions.
- Presenters will be required to provide an electronic copy of their handouts three weeks prior to the conference. There are no exceptions.
- Presenters will be responsible for providing the handouts for the attendees.
- All presentations must adhere to copyright laws.
- Presentations accepted by IASA may not be altered or changed without approval.
- IASA reserves the right to record sessions and make those audio and/or video recordings, available to its members. Likewise, photos will be taken for inclusion on the IASA website. By returning the proposal form, you and the other presenters listed, agree to be recorded.
- IASA will not pay an honorarium, speaker fees or travel expenses.
- Please note that proposals constituting sales promotions for products or services will not be considered (proposals submitted by vendors).

*To submit a proposal for a breakout session,
Please click [here](#) to complete the form.*

Illinois General Assembly Session Calendar

The Spring session of the Illinois General Assembly begins this month. Click on either the House or Senate calendar below to track when the legislature is in session.

2016

ILLINOIS SENATE CALENDAR
99TH GENERAL ASSEMBLY
SENATOR JOHN J. CULLERTON
SENATE PRESIDENT



JANUARY						
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1 NEW YEAR'S DAY STATE HOLIDAY	2
3	4	5	6	7	8	9
10	11	12	13 SESSION	14 SESSION	15	16
17	18 MARTIN LUTHER KING JR. DAY STATE HOLIDAY	19	20	21	22 DEADLINE <i>Senate LRB Requests</i>	23
24 31	25	26	27 SESSION STATE OF THE STATE	28 SESSION	29	30

IMPORTANT DATES						
January 22 - DEADLINE - Senate LRB Requests						
January 27 - State of the State						



ILLINOIS HOUSE OF REPRESENTATIVES
99th General Assembly
Michael J. Madigan, Speaker

January 2016

IMPORTANT DATES

22—Deadline —LRB requests

27—State of State

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
					1 New Year's Day STATE HOLIDAY	2
3	4	5	6	7	8	9
10	11 Perfunctory SESSION	12	13 SESSION S	14 SESSION S	15 Perfunctory SESSION	16
17	18 Martin Luther King Jr. Day STATE HOLIDAY	19	20 Perfunctory SESSION	21	22 Perfunctory SESSION HOUSE DEADLINE LRB—Requests	23
24 31	25	26 Perfunctory SESSION	27 SESSION Governor's State of State S	28 SESSION S	29	30

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