

# Leadership Matters

March 2017



## School Funding Reform Still a Puzzle

In Uncertain National Education Environment, Smith Stands Up for Public Schools

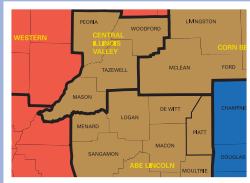
2018 Election Looms Large Over Budget

# This Month...



## 6 COVER STORY

Pieces are on the table, but school funding reform remains a puzzle.



## 10 IASA adds Field Services Directors to meet demand



## 15 In uncertain national education environment, Smith stands up for Illinois public schools



## 24 Illinois support for public education ranks dead last among 50 states

## 8 Professional Development Opportunities

## 12 myON & IASA launch 'Get Illinois Reading' campaign

## 20 CSI Illinois: Using Evidence-Based Practices for School Transformation

## 28 IASA News in Brief

## 30 IASA Calendar of Events

## 31 Videos from the Districts



2648 Beechler Court  
Springfield, IL 62703-7305  
217.753.2213

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

1200 West Main Street  
Marion, IL 62959-1138  
618.364.0501



Scan here with your phone's  
QR code reader to get the IASA APP—  
Don't have a QR reader?

Go to  or   
and search for IllinoisASA.

## Leadership Matters

March 2017

Volume 5, Issue 3

17000-03

IASA Newsletter Editor  
Michael Chamness  
[mchamness@iasaedu.org](mailto:mchamness@iasaedu.org)

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

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





## Message From the Executive Director

# 2018 election looms large over budget, school funding reform

**Dr. Brent Clark**

The recent Alliance Leadership Summit included a wide variety of viewpoints, but they all converged on one point: There is no easy path to political compromise in our state. One journalist on a panel of political analysts predicted it might take until February of 2019 before there is a budget agreement given the deep political divide between Governor Bruce Rauner and Speaker Michael Madigan. That dynamic became apparent again on March 1 when the “grand bargain” stalled in the Senate.

Despite the partisan battles being waged with an eye on the 2018 election, legislators on a summit panel agreed that school funding reform looks closer to happening than it’s ever been in the past 20 years as outlined in a story on Page 6.

The legislative panel gave Illinois Secretary of Education Dr. Beth Purvis high marks for her role as chair of the governor’s School Funding Reform Commission. Said Manar: “I can’t recall a moment when there was a partisan spat in more than 75 hours of meetings. I think Dr. Purvis hit a home run.”

Despite that bipartisanship and overall agreement that the school funding formula is outdated, there was disagreement over whether the best chance for passage would be as a stand-alone bill, such as House Bill 2808 that is co-sponsored by Rep. Will Davis (D-Hazel Crest) and Rep. Robert Pritchard (R-Hinckley), or tying funding reform to the Senate’s “grand bargain” complex package of 13 bills.

State Sen. Jason Barickman (R-Bloomington) noted that the school funding reform was Senate Bill 1 “because it is Number One,” and said tying it to the other Senate bills that make up the “grand bargain” was the best chance for success. Barickman explained that the various pieces of the “grand bargain”—ranging from an income tax increase to a property tax freeze—offered the opportunity to parlay different combinations of votes into passing all of the elements. Because if one fails, they all fail.

Senate President John Cullerton (D-Chicago) and Senate Republican Leader Christine Radogno (R-Lemont) said they still believe the “grand bargain” can be revived. If not, the onus will fall on the House.

Jim Burgett said it was time for educational leaders and citizens to rise up and demand that legislators and the governor reach an agreement. Ralph Martire once again

methodically presented an approach to get the state on a predictable path to fiscal common sense that pretty evenly spreads the pain. Of course, Ralph and Jim both were preaching to the choir.

State Superintendent Dr. Tony Smith emphasized his support for public schools, saying “the common good requires an uncommonly good public school system...first and foremost we need a strong public schools system and then the other options.” Those words were especially important in light of the fact that new U.S. Secretary of Education Betsy DeVos is all about school choice and vouchers.

The governor told attendees his long-term goal is that the state income tax could replace property taxes, adding that more state dollars are necessary to make the school system more equitable.

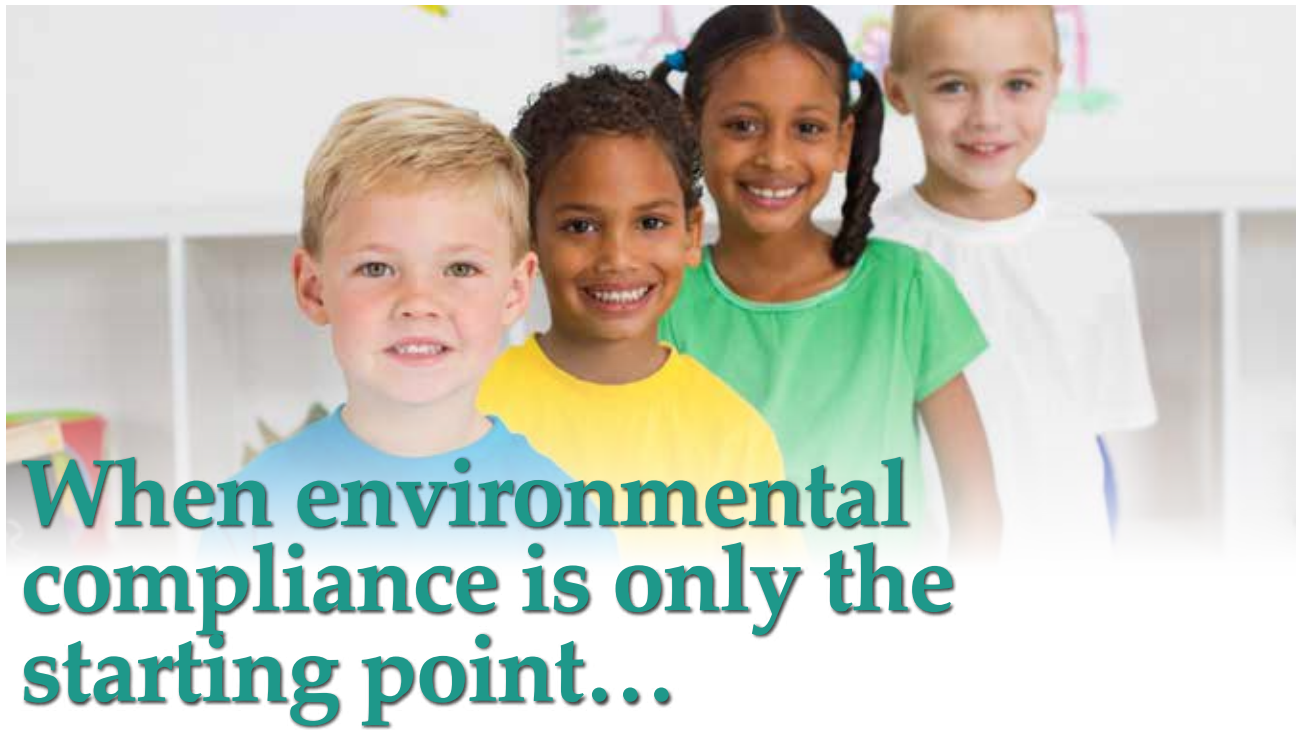
The governor also talked about the state plan that is supposed to complement the federal Every Student Succeeds Act (ESSA). ISBE is on draft number three of the state plan. One of the sticking points revolves around how much weight should be given to growth and proficiency versus achievements not tied to standardized tests. The federal regulations appear to require at least 51 percent tied to growth and proficiency. The governor said he prefers something more along the lines of 80-20.

“K-12 is the bedrock of the education system in this country,” Governor Rauner said. “Every child in every community and every neighborhood deserves a quality education.” It’s kind of hard to argue with that statement. It’s even harder to make it come true.

I believe the governor when he says he wants the state to step up to its responsibility and no longer rank dead last in the country with regard to the percentage of state funding for public schools. Perhaps one creative incentive for legislators would be to set the ESSA state accountability weight for standardized tests at the federal minimum of 51 percent until the state meets its constitutional “primary responsibility” to fund public schools. Accountability should go both ways.

With all of the noise and hubris under the Statehouse dome, one has to wonder if we are going to see actions match words before 2019. Or, is it going to be more studying, blue ribbon task force meetings, and delaying the very actions everyone publicly admits need to be taken now to fix our state’s mounting problems?

*Brent Clark*



# When environmental compliance is only the starting point...

Environmental Consultants, LLC provides coaching to school districts on environmental issues where leadership matters. Our professional services bring knowledge, vision, and understanding along with the highest levels of integrity and ethics. For school districts committed to providing a safe learning environment, better buildings, and a proactive culture of risk management, please contact our firm, or the many school districts we have the pleasure to work for, to discuss what we can do to help your district succeed.

Professional services include:

## **Lead in Drinking Water (SB 0550)**

Since 2003, we have provided lead in drinking water sampling at 229 school buildings throughout the region. Although the State of Illinois law is in its infancy, the basic principles and protocols set forth by the law are not. Because of our years of experience in this field, we are well suited to help school districts address public relations and media concerns. Our preventative maintenance program, customized for each school district, has allowed many districts to take a leadership role in managing their buildings for the benefit of students and staff.

## **Asbestos**

While asbestos has been mandated since the 1980s, many school districts still have difficulty maintaining compliance or even understanding what asbestos management entails. Our staff is fully capable of bringing your district "up to speed" on compliance issues and advising districts on how to avoid the traditional pitfalls associated with renovation projects. Since 2003, our firm has managed approximately \$150,000,000 of asbestos abatement projects with an excellent reputation for delivering projects on time and without change orders.

## **Indoor Air Quality**

Although currently not mandated by law, many school districts understand the far reaching benefits of a "healthy" indoor building environment. For school districts interested in a truly proactive leadership role, our customized indoor air quality program helps them reduce and manage risk to an acceptable level. Our programs incorporate the guidance documents and programs already recommended by the USEPA for school districts. This program provides school districts an excellent tool to communicate goodwill with parents, teachers unions and building staff while promoting transparency. It has been our experience that preventative IAQ programs are substantially more cost effective for districts than the traditional "break-fix" approach.

**Phone: 618.343.3590**  
**Fax: 618.343.3597**



*EC has been a proud corporate partner of the IASA since 2007.*

iASA

**53<sup>RD</sup>**

Annual Conference

**MARK YOUR  
CALENDAR!**

**September 27–29  
2017**

**TAKE ADVANTAGE OF  
YOUR MARKETING  
OPPORTUNITIES:**

[click here  
for more  
info](#)

- Reservations
- Hosting
- Sponsorships

**CALL FOR PRESENTATIONS**

**Key Dates:**

**Submission Deadline: May 12, 2017**

**Presenters Notified: Mid-July 2017**

[click here  
for more  
info](#)

# Pieces are on the table, but school funding reform remains a puzzle

By Mike Chamness  
IASA Director of Communications

The question was put to the legislative panel in terms of a football analogy. How close to the end zone is school funding reform? The panel's consensus was that changing the school funding formula is closer to becoming reality than it ever has been in the past 20 years.

The “grand bargain” that included school funding reform stalled in the Senate on March 1, but both Senate President John Cullerton (D-Chicago) and Senate Republican Leader Christine Radogno (R-Lemont) vowed to keep pushing for a comprehensive bipartisan deal that also would include a budget, income tax increase, property tax freeze and pension reform among other items.

Meanwhile, Rep. Robert Pritchard (R-Hinckley)—who along with Rep. Will Davis (D-Hazel Crest) is co-sponsoring House Bill 2808, the Evidence-Based Funding Model as a stand-alone school funding reform bill—said the ball “is past the 50-yard line and we definitely have momentum.” Davis was even more optimistic, saying “I’d like to think we are in the ‘red zone’ (inside the 20-yard line). There are challenges, of course, but hopefully this attempt will be the one that breaks the logjam.”

Not to mix metaphors, but Sen. Andy Manar (D-Bunker Hill) summarized the status of school funding reform by comparing it to solving a jigsaw puzzle.

“All of the pieces are now on the table and we just have to find a way to put them together. A few years ago we weren’t sure which pieces should even be on the table,” said Manar, who for the past few years has made it his mission to overhaul a system he said was inequitable and helped perpetuate the chasm between school districts that

**“ This is going to take collaboration. There is going to have to be some give and take. The moment we go down that path of saying ‘Don’t do this or that’ it’s over. ”**

—Rep. Will Davis (D-Hazel Crest),  
warning against cherry-picking

have great local property tax wealth and those that rely primarily on state funding.

Sen. Jason Barickman (R-Bloomington) agreed with Manar, his counterpart across the Senate aisle, that there may be reason for optimism this time.

“Every day we’re closer than we’ve ever been. The fact that the House has been at the table is incredibly important, as is the engagement from Governor Rauner,” Barickman said. “This could be the first time in a long time that we will have a bicameral, bipartisan vote on a significant public policy issue. We have two real champions in the House in Bob and Will, but what’s Speaker Madigan going to do? ” Madigan recently formed a House school funding task force to look at the proposals.

All four of the legislators that were on the panel at the recent Alliance Leadership Summit not only served on the governor’s Illinois School Funding Reform Commission, but they all have been among the standard-bearers for school funding reform.

Despite the four sharing that common vision and goal, their discussion of how to get there was a polite microcosm of the larger political and philosophical debate that often gets sidetracked by partisan concerns in the Capitol.

One of the panel members characterized the difficulty in getting even a good bill passed with one word: “Politics.” Another termed the process “sausage-making.”

“It’s easier to kill a bill than to pass one. That’s the law of physics down the

**“ Phone your legislators and say ‘Get the job done!’ Be very simple and direct. ”**

—Sen. Andy Manar (D-Bunker Hill),  
when asked what educators can do.



Four members of the legislative panel at the Alliance Leadership Summit in Springfield fielded questions from the attendees.

street (at the Capitol),” Manar said. “On this issue I think we have a lot of people on the same team, but it’s still a difficult process.”

For example, Pritchard praised the bipartisan, bicameral efforts of the commission, but expressed concerns about adequately funding the plan and said that a property tax freeze must be part of any deal to increase revenues.

“I am excited about the adequacy targets in the plan,” Pritchard said, referring to the 27 research-based elements that mirror those in the Vision 20/20 Evidence-Based Funding Model. “But what services are needed for schools and what do they cost? Those dollars are the key issue and how fast we can move toward those adequacy targets is probably going to be a disappointment to people. Increasing funding for a complete solution would mean a big tax increase, and property tax reform must be included if we are going to talk about increasing taxes.”

Other issues that could prove to be sticking points, according to the legislators, include the hold harmless provisions, high poverty concentration and regional adjustments for wages or cost of living.

“The hold harmless is a political tool to help pass the bill, but it then makes it challenging to find the dollars that are needed to put into the distribution model. It’s a very tricky proposition,” Barickman explained. “Aside from those areas, I sense widespread agreement.”

After fielding questions, suggestions and requests from the audience, the legislators had a request of their own: help from educational leaders in advocating for school funding reform.

**“ Talk to your employees, talk to your citizens. And talk to your legislators. We need encouragement and we need storytellers to help educate people about what’s at stake. ”**

—Rep. Robert Pritchard (R-Hinckley)

“Phone your legislators and say ‘Get the job done!’ Be very simple and direct,” Manar said.

Davis warned against cherry-picking certain items to oppose from the complex, interconnected pieces of the puzzle.

“This is going to take collaboration,” Davis said. “There is going to have to be some give and take. The moment we go down that path of saying ‘Don’t do this or that’ it’s over.”

Pritchard and Barickman both said getting some political cover to take tough votes, such as voting for a tax hike, would be helpful.

“Talk to your employees, talk to your citizens. And talk to your legislators. We need encouragement and we need storytellers to help educate people about what’s at stake,” Pritchard said. “We have some very tough votes coming up. Let your legislators know they have to be statesmen this year.”

*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**:

**Principal/Teacher Evaluator Retraining: Student Growth** (#1779)

---

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 Evaluation Retraining** (under development)

---

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



Your leader in professional development

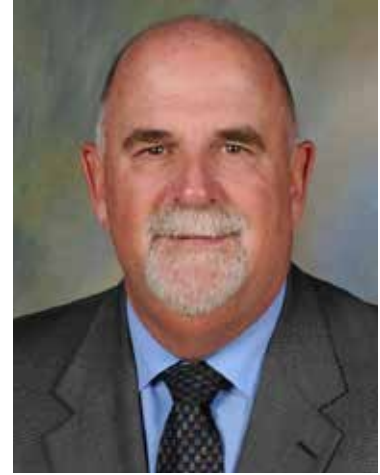
[www.iasaedu.org](http://www.iasaedu.org)



Dr. Nick Osborne



Tim Bleyer



Ralph Grimm

# IASA adds Field Services Directors to meet demand

## Bleyer and Grimm join IASA team as Dr. Osborne retires from FSD role

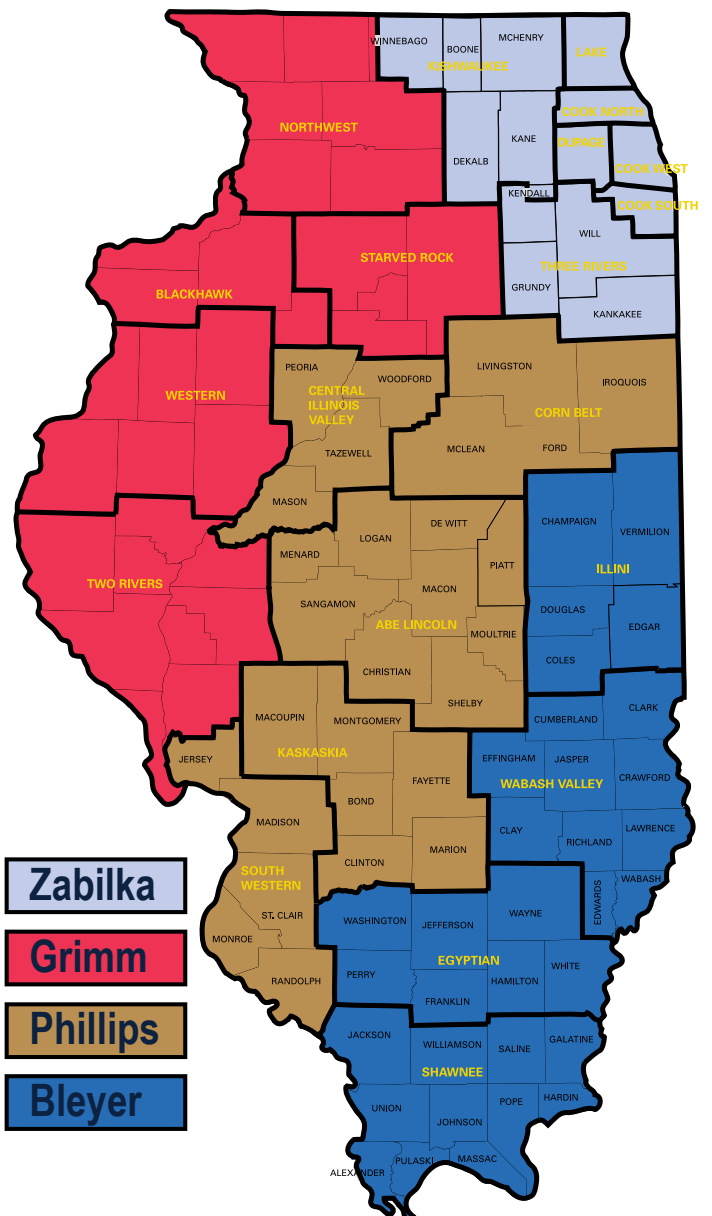
**By Mike Chamness**  
**IASA Director of Communications**

The Illinois Association of School Administrators (IASA) is adding two veteran educational leaders to its cadre of Field Services Directors. Retired Superintendent Tim Bleyer will be Field Services Director for eastern/southern Illinois and retiring Galesburg Superintendent Ralph Grimm will be handling northwestern/western Illinois effective July 1.

Bleyer will be replacing Dr. Nick Osborne, who will be retiring as Field Services Director June 30. Dr. Osborne will continue his part-time work with the IASA School for Advanced Leadership (ISAL), which began its fourth two-year cohort in January.

“With the ever-growing challenges for superintendents, the demand for mentoring by our Field Services Directors has grown, so with Nick’s retirement the IASA Board of Directors decided to add another Field Services Director and divide the state into four areas to give us better coverage,” said IASA Executive Director Dr. Brent Clark. “Nick has provided such great mentoring and assistance to superintendents that he leaves some big shoes to fill, but we are truly blessed to have educators the quality of Tim and Ralph joining the IASA team.”

Bleyer will be assisting superintendents in the Egyptian, Illini, Shawnee and Wabash Valley IASA regions, while Grimm will be taking over duties in the Blackhawk, Northwest, Two Rivers, Starved Rock and Western regions. Dr. Zabilka will handle the Cook North, Cook South, Cook West, DuPage, Kishwaukee, Lake and Three Rivers regions, and



Dr. Phillips' area will include the Abe Lincoln, Central Illinois Valley, Corn Belt, Kaskaskia and Southwestern regions.

"As a new superintendent, I was fortunate enough to have been mentored informally by two of the best superintendents in the state. The superintendency can be a lonely place and having their encouragement and assistance was so valuable to me. It will be a privilege to share my experience and knowledge with other superintendents," said Bleyer, who has been an educator for 33 years, including 12 years as superintendent of Carterville Community Unit District 5. His resume also includes five years as a principal, 10 years as a teacher and six years as an athletics director. He also was a highly successful basketball coach for 16 of those years. "I have the utmost respect for IASA. It is a very professional organization that has its priorities in the right place and I am very excited to be a part of the IASA team."

Among Bleyer's many accomplishments as an educational leader are:

- Helping Williamson County become the first county in the state to approve the school facility sales tax
- Overseeing construction of a new elementary school and high school to replace aging facilities in Carterville and putting the planning and financing in place for a new junior high that has been built since his retirement.
- Instituting a dual credit program with John A. Logan Community College, one of the first such programs in southern Illinois.
- Helping facilitate the development of a county-wide Pre-K program in Williamson County as well as the development of a county-wide school calendar.
- Helping lead the formation of the Southern Illinois Insurance and Wellness Fund.

Bleyer received his Bachelor's, Master's and Education Specialist Degrees from Southern Illinois University—Carbondale. He was a recipient of the Frank Samuel Community Service Award and the Southern Illinois "Leaders Among Us" award. He served as President of the IASA Shawnee Region. Since his retirement he has been working as a part-time Assistant Regional Superintendent in the office of ROE 21 Regional Superintendent Matt Donkin.

Grimm has been an educator for 33 years, including 21 years as a superintendent of Carthage Community Unit School District 338, Canton Union School District 66, West

Central Community Unit School District 235, and his current post at Galesburg Community Unit School District 205, from where he will retire at the end of June. His career also has included four years as a teacher, two years as an assistant principal and six years as a principal before becoming a superintendent.

"During my time as a superintendent, I was blessed in my career to always have veteran superintendents to reach out to when I needed help. There was always an experienced superintendent who was willing to offer advice, provide assistance or lend an ear when I needed to talk to someone about a school-related problem," Grimm said. "One of the things I have said many times is that we want to be better tomorrow than we are today, and better today than we were yesterday. I hope I can help ignite a passion for service leadership to first meet the needs of students and then the needs of our stakeholders. I hope to be able to share my 21 years of experience and the variety of situations I have learned from as a superintendent."

Grimm's accomplishments, among others, in the field of education include:

- Leading development of the Galesburg District Revitalization Plan to help make the district financially viable in both the short and long term.
- Helping guide the consolidation of the former Biggsville and Stronghurst Southern districts into the West Central District.
- Leading the implementation of a data-driven, research-based School Improvement Planning model.
- Adopting an interest-based bargaining model that also was utilized to help solve minor issues before they became big issues.

Grimm received his Bachelor's and Master's Degrees from Illinois State University and his Education Specialist Degree from Western Illinois University. He was named a Superintendent of Distinction by his peers in the Western Division and other honors include being named a winner of the Arnold Salisbury Leadership Award by Western Illinois University and the "Break the Mold" award and the "Those Who Excel" award by the Illinois State Board of Education. Grimm served as President of the IASA Western Region, represented the region on the Vision 20/20 Steering Committee and chaired the committee that developed the Illinois Balanced Accountability Model.



## IASA & myON launch ‘Get Illinois Reading’ campaign

**By Mike Chamness**  
**IASA Director of Communications**

Daylight Saving Time reappears March 12. That means summer isn’t far behind, and for educators that can raise concerns about “summer slide”—and we’re not talking about water slides. Research has shown that reading skills for some students slip during the summer break when they are not in school.

To combat “summer slide,” myON in partnership with IASA has launched its second annual “Get Illinois Reading” campaign. School districts in Illinois can provide unlimited access to myON’s personalized reading platform of more than 11,500 authentic texts for as little as \$1 per student based on the district’s enrollment.

“Research shows that as little as 10 minutes of additional reading per day can dramatically impact a student’s overall reading performance,” noted myON Regional Vice President Greg Hill. “A fun reading program can provide a great foundation for summer and back-to-school success. We are proud to partner with IASA to build a strong community of readers across Illinois.”

The myON platform includes such features as:

- Access to every text anytime, anywhere students can access the Internet. Students also can download books to read offline with the myON App.
- Personalized reading recommendations for every child based on their interests, grade and Lexile level.
- Naturally recorded audio and literacy tools so students can practice close or active reading that include highlighters, sticky notes, a marker, shapes and a journal that follows students from book to book and can be seen by teachers.
- Progress monitoring at the student, class, building and district levels on both reading activity and reading growth.
- Individual logins and unlimited access for every teacher.
- The ability for students to engage in the writing process, including archiving the student writing making it possible track improvement over time.

Dr. James Kim, who heads the Project for Scaling Effective Literacy Reforms at Harvard’s Graduate School of Education, said: “Access to books that match a child’s ability levels and interests, along with monitoring of their comprehension, can help avoid summer reading loss.”

Many districts throughout Illinois are finding success using the myON platform.

Rochester Superintendent Dr. Tom Bertrand said myON has proven to be quite popular with students in the central Illinois district.

“I asked my students which program they liked best for reading and 100 percent said myON. They like the library selection, that they can research assigned topics or people, and they like the contests and challenges we have done so far,” Bertrand said, adding that students really like the wide selection and variety offered by myON.

Nicholas Henkle, Superintendent in the northern Illinois community of Channahon, said myON is an ideal complement to his district’s 21st Century Learning Plan.

“The incredible digital library available on myON has enabled us to better personalize instruction by providing high-interest fiction and non-fiction material in our students’ areas of strength and interest 24/7 and 365 days a year.”

Dr. Steve Webb said myON is especially valuable in his Goreville district in rural southern Illinois.

“We started our 1:1 technology initiative in 2015 and, since we do not have a public library, we wanted to expand options for our children to be able to read books on their devices, or any devices, for that matter, year-round,” said Webb, adding that 600-plus students in the Goreville district have read more than 11,000 books on the myON platform. “Since we partnered with myON last summer, our parents’ and students’ response to their service has been incredible! It has created an excitement and buzz around reading by allowing all of our students to access thousands of books they’re interested in reading any time they want to read. It has taken digital learning to a new level for us.”

# 2nd Annual **Get Illinois Reading** Summer Reading Program



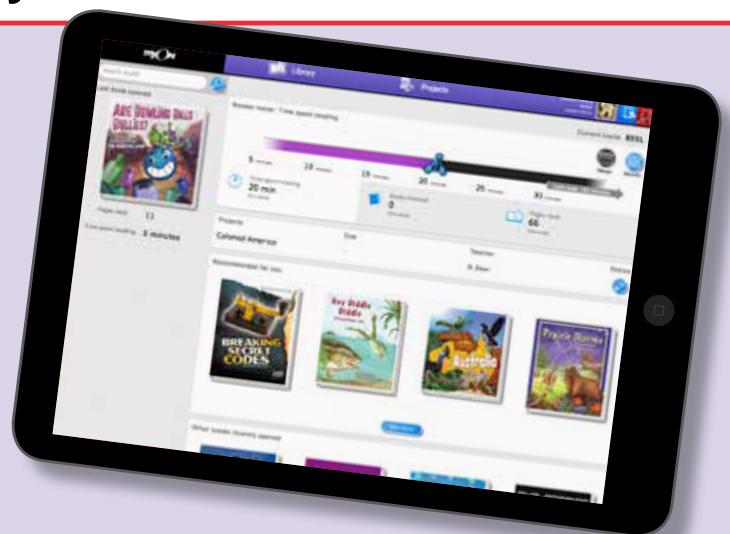
To participate as a District/school, please have a Superintendent or District Administrator attend one of the following webinars to learn details about the program.

- ★ **March 7**  
8:00 AM CST  
[click here to register](#)
- ★ **March 7**  
1:00 PM CST  
[click here to register](#)
- ★ **March 9**  
10:00 AM CST  
[click here to register](#)
- ★ **March 9**  
2:00 PM CST  
[click here to register](#)
- ★ **March 15**  
8:00 AM CST  
[click here to register](#)
- ★ **March 15**  
12:00 PM CST  
[click here to register](#)



**Fight Summer Slide! For \$1 per student you can give every student digital access to 5,700+ books to read any time, any where they want this summer.**

- **EVERY student can read EVERY title concurrently, 24/7**
- **5,700+ authentic Capstone Titles**
- **Enhanced digital scaffolds including audio**
- **70% Nonfiction, 30% fiction, 10% Spanish titles**
- **Real-time data to measure Lexile Level and reading growth**
- **Off-line reading capabilities with myON App for iPad, Chromebook and Android.**
- **Learn more at [www.about.myon.com](http://www.about.myon.com)**



For more details, contact Kim Walsh | 847-687-7409 | [kwalsh@myon.com](mailto:kwalsh@myon.com)

# Get the **Lead** Out... *It's the Law!*

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.

*We will take the worry out of the lead testing requirements, by helping you design a sampling plan that will provide the right solution for all your testing needs.*

*In northern Illinois call*



Save this ad and call now for an appointment to test for lead:

Date: \_\_\_\_\_ Time: \_\_\_\_\_

**McHenry Analytical**

4314-A Crystal Lake Road, McHenry, IL 60050

**Ph: 815.344.4044**

[www.McHenryLab.com](http://www.McHenryLab.com)

*Central and downstate call*



**PDC Laboratories**

2231 W Altorfer Dr, Peoria, IL 61615

**Ph: 800.752.6651 x1719**

[www.PDCLab.com](http://www.PDCLab.com)



Dr. Tony Smith, Illinois State Superintendent of Schools, spoke at February's Alliance Leadership Summit in Springfield.

**“The common good requires an uncommonly good public school system. First and foremost you have to have a strong public schools system and then the other options.”**

—State Superintendent Dr. Tony Smith

## In uncertain national education environment, Smith stands up for Illinois public schools

**By Mike Chamness**  
**IASA Director of Communications**

U.S. Secretary of Education Betsy DeVos recently told the Conservative Political Action Conference (CPAC) that the “education establishment has been blocking the doorway to reforms, fixes and improvements for a generation.”

“So let me ask you, do you believe parents should be able to choose the best school for their child regardless of their ZIP Code or family income? Me too and so does President Trump,” DeVos said, citing “flat-line” test scores and an increased number of drop-outs as evidence the nation’s education system is broken. “We have a unique window of opportunity to make school choice a reality for millions of families.”

Contrast DeVos’ comments at the CPAC to what Illinois State Superintendent of Schools Dr. Tony Smith had to say at the recent Alliance Leadership Summit in Springfield.

“The common good requires an uncommonly good public school system,” Smith told the roomful of school administrators, board members and principals from around the state. “First and foremost you have to have a strong public schools system and then the other options.”

Almost since the day he became Illinois schools chief in 2015, Smith has stressed the importance of public schools as an integral part of the fabric of a community.

“Educators have extraordinary power to elevate the well-being of children and families,” he said.

In addition to community, Smith said he remains focused on the other four points of his original five-point plan for Illinois: funding, quality, autonomy and competence.

He termed the current funding structure for public schools

“inadequate and inequitable” and said he has some optimism that efforts to overhaul the 20-year-old school funding formula will finally bear fruit this spring.

While he believes the state should provide more funding to help reduce the gap between the “haves” and the “have-nots”—something that has been reflected in ISBE’s use

of equity grants in Smith’s two-year tenure—he said other approaches also must be tried.

“Places of concentrated privilege are going to have to participate in a different way,” he said. He also knows the power of public-private philanthropy, having been executive director of the W. Clement & Jessie V. Stone Foundation prior to being named state superintendent on May 1, 2015.

He is an advocate for the site-level accounting that now is required of school districts because, he said, “it will

**“ESSA presents an opportunity for transformation from what we have been saying was wrong with No Child Left Behind. ESSA is not a binary choice of good and bad. It recognizes growth.”**

*continued next page...*

Smith...cont'd.

highlight those districts that are differentiating their resources” to try and close achievement gaps.

When it comes to quality, Smith said merely graduating students cannot be the ultimate goal.

“We need a vision longer than high school graduation. We must prepare students to graduate prepared for college or a career and to be successful,” he said, noting that the “60-by-2025” plan for at least 60 percent of the people over age 18 in Illinois to have a post-secondary degree by 2025 will fall short of its goal. Currently, 42 percent of Illinoisans over 18 have post-secondary degrees. Even if all high school

graduates in the next eight years earned a post-secondary degree, the total percentage would still fall below 60.

Smith also long has been an advocate for autonomy.

“Schools should get credit for work that matters to their community instead of just checking boxes,” he said, noting that federal and state rules sometimes prevent that from happening. “We cannot continue to approach education the way it’s been done for so long. The situation has changed. Now more than half of our students live in poverty, are English Language Learners or have increased stress in their families. We need new tools to do new work.”





Achieving competency includes “collaborating as never before,” innovation and “helping every child reach their full potential.”

One example he gave of a different approach is variable credit.

“If a student fails to meet the standard in one section of a course, why should he have to retake the entire course? Why not just focus on that area where he struggled?” he asked. “Remediation is not a powerful tool.”

Smith’s approach is not built only on a feel-good philosophy. Accountability is also a big part of the equation. He thinks the Every Student Succeeds Act (ESSA) holds promise, especially in the autonomy states have been given.

“ESSA presents an opportunity for transformation from what we have been saying was wrong with No Child Left Behind. ESSA is not a binary choice of good and bad. It recognizes growth,” said Smith, adding that the Illinois state plan has been through three iterations. “There is the far left and the far right, and we sit in a unique position to consider, reflect, and discuss ideas from across the spectrum.”

The stakes for education are especially high in the current environment in Illinois, Smith said.

“We have a big role to play in transforming the landscape of our state.”



# Make IASA your one-stop shop

## for your professional development needs!

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 July 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 Dr. Richard J. Voltz, IASA Associate Director of Professional Development, at 217/753-2213 or [rvoltz@iasaedu.org](mailto:rvoltz@iasaedu.org).



### The Board and Its Superintendent: Building Relationships (AAC #1833)

**March 16, 2017**

IASB Office

2921 Baker Drive

Springfield, IL 62703

<http://www.cvent.com/d/3vq6g0>

Registration  
deadline:  
**Monday,  
March 13**

**ACT NOW!**

Registrations for  
these 3 sessions  
end soon!

**March 20, 2017**

Grayslake Comm #127

400 N. Lake Street

Grayslake, IL 60030

<http://www.cvent.com/d/6vq6gq>

Registration  
deadline:  
**Wednesday,  
March 15**

**March 27, 2017**

Mascoutah #19

421 W. Harnett

Mascoutah, IL 62258

<http://www.cvent.com/d/wvq6g1>

Registration  
deadline:  
**Wednesday,  
March 22**

### Developing a Communications Plan

(AAC #1568)

**April 13, 2017**

Prairie-Hills Jr. High School

16320 Richmond Ave.

Markham, IL 60428

<http://www.cvent.com/d/r5qjvt1Q>

### Principal/Teacher Evaluator Retraining Student Growth

(AAC #1779)

**July 31, 2017**

Oak Grove #68

1700 South O'Plaine Road

Green Oaks, Illinois 60048

<http://www.cvent.com/d/bvqyy9>

### Moving from Vision to Action: Learn How to Become An Essentialist

(AAC #1820)

**April 20, 2017**

Gurnee #56

3706 Florida Ave.

Gurnee, Illinois 60031

<http://www.cvent.com/d/8vq60x>

**April 27, 2017**

Egyptian Region

Elks Lodge

1107 Jordan St.

Mt. Vernon, Illinois 62864

<http://www.cvent.com/d/zvqvr6>



17039



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



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

ILLINOIS ASSOCIATION OF SCHOOL ADMINISTRATORS

# MEMBERSHIP DIRECTORY

**School Service Members can purchase advertising space in the 2017-2018 IASA Membership Directory. The Membership Directory is an indispensable tool for all members. Don't miss out on an entire year's advertising to members and the opportunity to stand out from your competitors by advertising or enhancing your company's listing!**



## EXTEND YOUR BRAND TO WHO MATTERS MOST.

Advertising in the 2017-2018 Illinois Association of School Administrators Membership Directory is now underway!

## REACHING 1,000+

school administrators, superintendents, assistant superintendents, and other administrators throughout the state. Get your company's name in front of the decision makers in Illinois school districts!

- ▶ **ESTABLISH AN IMAGE**  
When it comes to advertising and promoting your business, image counts.
- ▶ **VALUE**  
Grab this opportunity to build relationships with existing and prospective clients and grow your business.
- ▶ **LONGEVITY**  
Your ad will be placed in this invaluable resource offering year-round exposure, referred to time-and-time again.



Contact E&M Consulting, Inc. regarding Advertising Sales  
800.572.0011 // [marc@emconsultinginc.com](mailto:marc@emconsultinginc.com)

## ADVERTISING RATES

SIZE	B & W	COLOR
------	-------	-------

### PREMIUMS

BACK COVER		\$2,599
INSIDE COVERS		\$2,399
FACING INSIDE COVERS		\$2,299
Full Divider		\$2,199
1/2 Divider		\$1,499

### ADDITIONAL AD SPOTS

Full Page	\$1,599	\$2,099
1/2 Page	\$999	\$1,199
1/4 Page	\$699	\$999
Business Card	\$349	\$449

### ENHANCED LISTINGS

Boxed Listing		\$69
Shaded Boxed Listing		\$99
Boxed Listing w/Logo		\$119
Boxed Listing w/Logo & Bio		\$169



# Illinois CSI: Using Evidence-Based Practices for School Transformation

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

Transforming schools is a journey, not a destination. The foundation of our journey to improve student outcomes is implementing and monitoring evidenced-based practices (EBPs).

The Every Student Succeeds Act (ESSA), described [here](#), calls for school support and improvement activities that are federally resourced as part of a statewide system of support to have “demonstrated a statistically significant effect on improved outcomes based on at least one well-designed and well-implemented study” within the field of existing research.

According to ESSA, another criterion for an intervention to be considered evidence-based allows activities with a “demonstrated rationale based on high-quality research findings or positive evaluation” that shows a “likelihood” of improved outcomes. Activities pursued under this criterion must include evaluation efforts, thus expanding the body of supporting evidence.

We do not have to start from scratch by inventing and testing programs on our own. Using EBPs means that we take the programs and practices that research tells us work to improve adult practice and student achievement, and then we implement them in our school districts. But we also know that what works for one district may not be effective in another. We have to look at data to learn about each district’s unique student population and individual strengths and challenges, and then find the EBPs that are the best fit to address identified issues.

To find EBPs that are the right fit for your district, you can visit the federal [What Works Clearinghouse](#), hosted by the Institute of Education Sciences and other educational research databases. Additionally, the [Illinois Center for School Improvement](#) (Illinois CSI) supports practices with “strong,” “moderate,” or “promising” evidence, in specific accordance with ESSA, by bringing research to the forefront with our [online library](#) of research summaries and practical resources.

Like the EBPs you implement in your districts, Illinois CSI’s work of transforming identified school districts is firmly grounded in research. We are ahead of the curve in cultivating EBPs and protocols as supports and interventions for the districts we serve. Our services are rooted in research and tailored for each district, in much the same way you tailor EBPs for your

schools. We empower the districts and schools with whom we work by sharing research and best practices, allowing administrators and school staff to drive their own transformations.

## Districts Receiving Priority Services:

- East Aurora Public School District 131
- Beardstown Community Unit School District 15
- Bloom Township High School District 206
- Bremen High School District 228
- Brooklyn Unit School District 188
- Cahokia Community Unit School District 187
- Chicago Public Schools 299
- Cicero School District 99
- Danville School District 118
- Decatur School District 61
- Dolton Riverdale School District 148
- East St. Louis School District 189
- J. Sterling Morton High School District 201
- Kankakee School District 111
- Madison Community Unit School District 12
- Maywood-Melrose Park-Broadview School District 89
- Meridian School District 101
- North Chicago Community Unit School District 187
- Peoria Public Schools District 150
- Proviso Township High Schools District 209
- Rock Island/Milan School District 41
- Rockford School District 205
- Sandoval Community Unit School District 501
- Scott-Morgan Community Unit School District 2
- Springfield Public School District 186
- Thornton Fractional Township High School District 215
- Thornton Township High School District 205
- Venice Community Unit School District 3
- West Harvey-Dixmoor Public School District 147
- Waukegan Community Unit School District 60

**“ analysis showed that...  
schools...achieved  
higher student attendance  
and graduation rates,  
higher student scores on  
standardized tests, and  
lower rates of truancy than  
prior to collaboration  
with Illinois CSI ”**

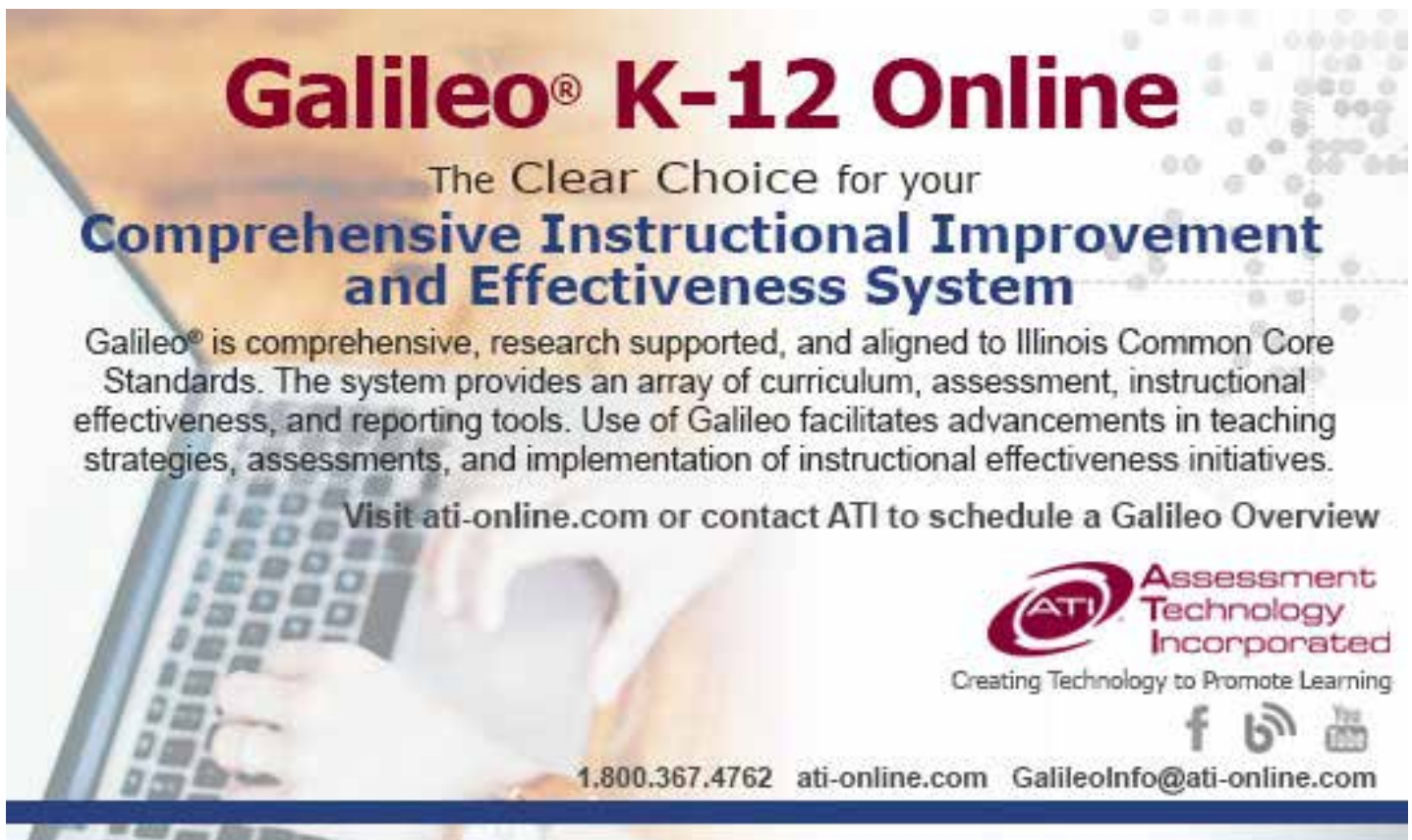
We have found it beneficial to recognize and celebrate victories and milestones on our journey to school transformation, and the data are key to this process. For example, a recent data analysis by our parent company, American Institutes for Research, provided substantial evidence that Illinois CSI's evidence-based approach to systemic improvement works and has led to improvements in student achievement and transformative changes of practice at the district, school, and instructional levels. This evidence is described in our data brief, [Making a Difference for Schools and Students with Illinois CSI Services](#).

Specifically, the analysis showed that the schools served by districts receiving Priority services from Illinois CSI achieved higher student attendance and graduation rates, higher student scores on standardized tests, and lower rates of truancy than same-site ratings measured prior to collaboration with Illinois CSI.

Those of us who work in school improvement know that the implementation of successful, long-lasting, transformative change can result in increased student achievement over time; we also know that seeing this change usually happens after about three to five years of implementation with fidelity. We are happy that the schools we support are seeing that change now, three years after

partnering with us. It is a testament to the dedication of district and school leaders and the staff of Illinois CSI.

We congratulate the superintendents of districts receiving Priority Services who have provided data showing the positive effects our collective work is having on student achievement. We hope that the results inspire you as you implement EBPs in your own districts.



**Galileo® K-12 Online**  
The Clear Choice for your  
**Comprehensive Instructional Improvement  
and Effectiveness System**

Galileo® is comprehensive, research supported, and aligned to Illinois Common Core Standards. The system provides an array of curriculum, assessment, instructional effectiveness, and reporting tools. Use of Galileo facilitates advancements in teaching strategies, assessments, and implementation of instructional effectiveness initiatives.

Visit [ati-online.com](http://ati-online.com) or contact ATI to schedule a Galileo Overview

**ATI Assessment Technology Incorporated**  
Creating Technology to Promote Learning

f b

1.800.367.4762 [ati-online.com](http://ati-online.com) [GalileoInfo@ati-online.com](mailto:GalileoInfo@ati-online.com)



## IASA, IASB, IASBO Offers Members Comprehensive Health Insurance

The Illinois Association of School Administrators (IASA), the Illinois Association of School Boards (IASB) and the Illinois Association of School Business Officials (IASBO) have developed the Illinois Schools Employee Benefits Consortium (ISEBC). This program includes a proprietary fully insured, comprehensive group health insurance plan that will offer member school districts the opportunity to provide employees health benefits at discounted prices.

- **Large Group Purchasing Power**
- **Discounted Health Insurance Premiums**
- **Premium Stability**
- **Discounted Ancillary Premiums**
- **Free HR Consulting**
- **Customizable Benefit Designs**
- **ACA Compliance, Reporting and Filing**
- **Online Benefit Enrollment System**

The ISEBC is able to evaluate Blue Cross Blue Shield, Health Alliance, United Healthcare, Aetna, and HealthLink as network options.

### FOR MORE INFORMATION

*Please contact:*

**Jeremy Travelstead**  
Senior Benefit Administrator  
*Direct: 877.698.2247*  
*Fax: 217.698.9898*  
[jeremy@iasaedu.org](mailto:jeremy@iasaedu.org)

**Stan Travelstead**  
Senior Benefit Administrator  
*Direct: 877.698.2247*  
*Fax: 217.698.9898*  
[stan@iasaedu.org](mailto:stan@iasaedu.org)

**Andrew Novaria**  
Benefit Administrator  
*Direct: 877.698.2247*  
*Fax: 217.698.9898*  
[anovaria@iasaedu.org](mailto:anovaria@iasaedu.org)

**Sherri Stewart**  
Benefit Administrator  
*Direct: 866.549.2247*  
*Fax: 217.599.1205*  
[sstewart@iasaedu.org](mailto:sstewart@iasaedu.org)

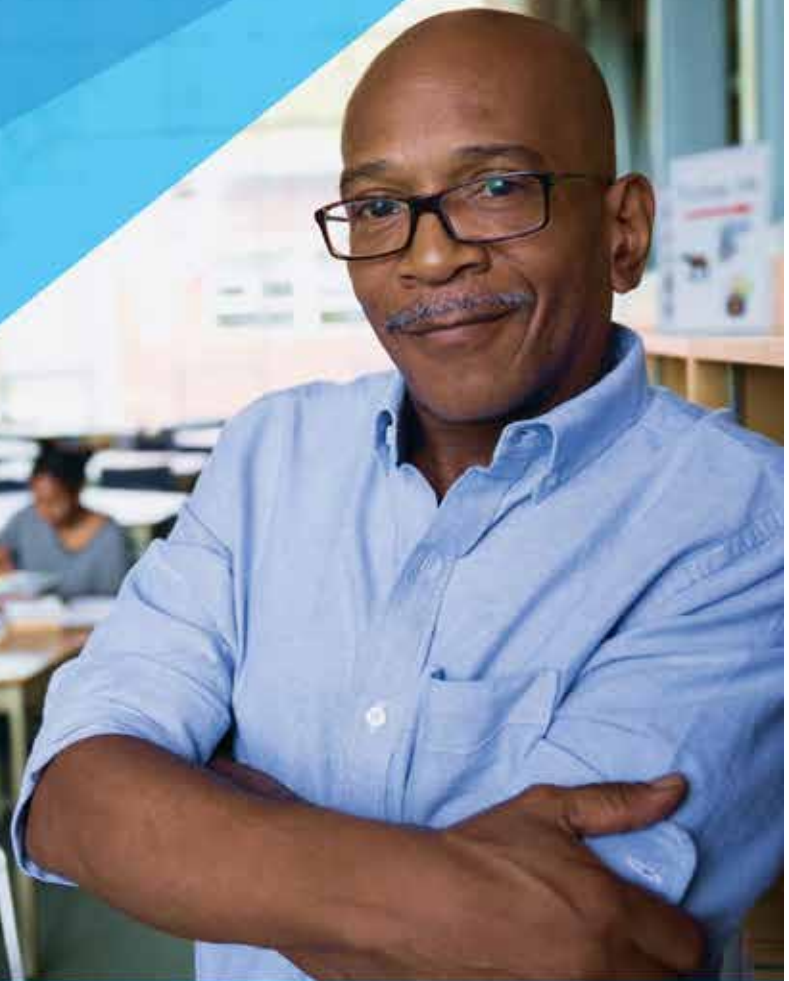
**Dallas Robinson**  
Benefit Administrator  
*Direct: 618.499.5084*  
*Fax: 217.698.9898*  
[drobenson@iasaedu.org](mailto:drobenson@iasaedu.org)



AMERICAN CENTRAL  
INSURANCE SERVICES

Est. 1987

# Driving district & student achievement in Illinois



We're more than K-12 software innovators, more than school information system providers, and more than ERP and district partners.

We're **student success thought leaders**, providing solutions for district achievement for some of the top districts across the nation.

[sungardk12.com](http://sungardk12.com)

[SuccessK12@sungardps.com](mailto:SuccessK12@sungardps.com)

**SUNGARD**<sup>®</sup>  
**K-12**  
District Success Specialists



**David F. Grace, M.B.A., Ed. D.**  
**Assistant Professor Educational Leadership**  
**Eastern Illinois University**

Dr. David Grace has served the school children of Illinois as a teacher, school business manager, principal, and superintendent for 37 years. He is a past recipient of the IASA Exemplary Service to Education Award and the IASBO Presidential Award. For the past five years he has served as Assistant Professor of Ed Leadership at Eastern Illinois University.

## Illinois Support for Public Education Ranks **Dead Last** among 50 States

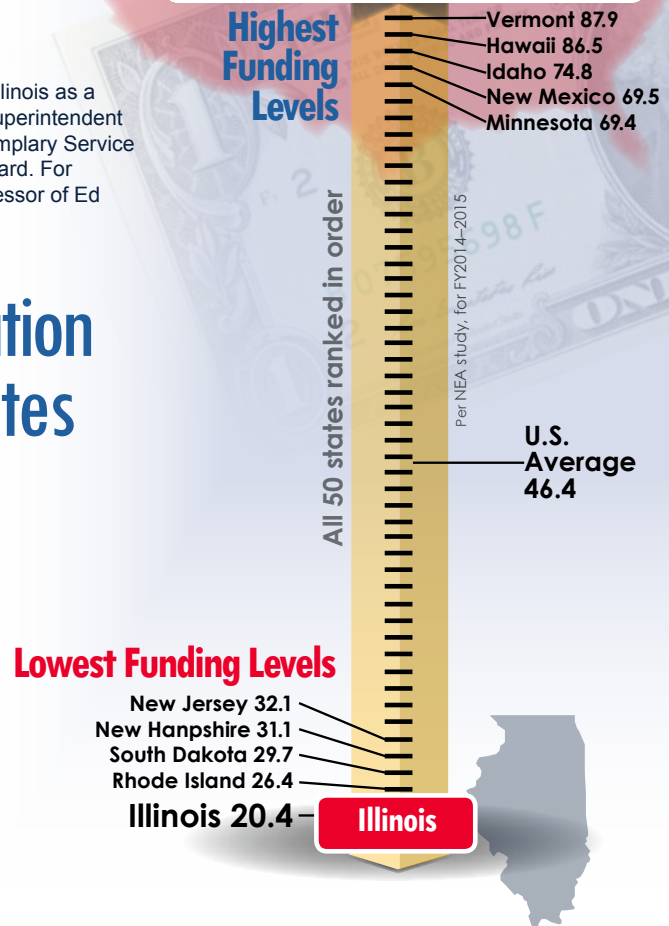
According to the most recent data collected for both 2013–14 and 2014–15 by NEA Research, which ranks states by the percentage of revenue for public K-12 schools from state governments, Illinois ranks 50th out of 50 states—or dead last—in both years. In 2013–14, the State of Illinois provided only 21 percent of the revenues used by its K-12 public schools and Illinois provided only 20.4 percent in 2014–15. The Illinois State Board of Education (ISBE) reported 26 percent in 2013–14 and 24.9 percent in 2014–15. In either case, the numbers place Illinois at the bottom of the 50 States in the percentage of revenue provided to support its K-12 public schools.

This article will attempt to explain some context for this evolution of funding in Illinois and how its public schools have adjusted to survive and continue to provide a quality education for their students. According to a February 4, 2017 study in Education Week, Illinois ranked 15th out of 50 States in their Quality Counts 2017: State Report Cards Map! Clearly, resources are coming from other sources to continue to maintain programs.

Let's first consider context in Illinois and how this has affected its support for its K-12 public schools. Illinois provides aid to Illinois public K-12 schools in two forms: First, through General State Aid (GSA) that is unrestricted in its use; and then through restricted categorical aids for areas such as transportation, bilingual education, special education, early childhood, etc.

The GSA formula is an equalization formula that factors in the ability to pay for education through local taxes and allocates more to districts with less ability to support themselves through local taxes. This formula considers many factors, but primarily considers Average Daily Attendance for students, and the Equalized Assessed Valuation ( $\frac{1}{3}$  of market value) for all of the properties

### How 50 States Rank in Education Funding



in the school district per pupil. Illinois legislators identify a foundation level, or per pupil allocation, to support each district's students.

Since the 2009–10 school year, Illinois legislators have frozen the foundation level that is used to generate the GSA received. In the years from 1999 to 2010 the foundation level had increased each year except one (2002–03). These increases in the foundation level ranged from a 2.31 percent increase in 2000–01 to a 7.5 percent increase in 2007–08. Although these increases were not linked to the CPI-U for each year, they were very similar, with the average increase in the foundation level of 3.647 percent during the same years that the average CPI-U increased an average of 3.6075 percent. By increasing the foundation level each year between 1999 and 2010, school districts were able to better cover inflationary cost increases. The lost inflationary support to Illinois school districts resulting from this frozen foundation level between 2011 and 2016 cumulatively cost districts state wide approximately \$2.9 billion. In other words, if Illinois Legislators had continued to increase the foundation level in a similar fashion to their past history, Illinois K-12 schools would have received approximately \$2.9 billion more in State



# “Real\*” GSA Foundation Levels:

\*includes proration

per student



**“** The State shall provide for an efficient system of high quality public education...public schools through the secondary level shall be free...

**The State has the primary responsibility for financing the system of public education.** ”

—Article 10, Section 1, Illinois State Constitution

Total percent of Illinois education costs actually paid by the State in 2016:



**24.9%**

support between 2011 and 2016. The 2017 Foundation level, adjusted for inflation should be about \$6,891 instead of the still frozen \$6,119.

In addition to the above loss in inflationary buying power, in the years from 2009 through 2015, the state appropriated fewer funds than were claimed based upon the frozen foundation level and thus “prorated” or cut allocations to its school districts. This “proration” resulted in districts receiving less than 100 percent of the funds they were eligible to claim, receiving 98.3 percent in FY 2010, 99.9 percent in FY 2011, 95 percent in FY 2012, 89.2 percent in FY 2013, 88.7 percent in FY 2014, 87.1 percent in FY 2015, and 92.1 percent in FY 2016. This proration resulted in Illinois school districts experiencing a cumulative shortfall in expected revenue from the state amounting to a total of more than \$2.375 billion due to the state’s failure to appropriate what was earned using their stated, albeit frozen, foundation level over this seven-year period. When both figures are added, the shortfall of approximately \$5.275 billion points out a significant reason

that Illinois ranks last in the nation in its support of K-12 school children!

In addition to the above historical shortfalls, state government has continued to struggle with governance gridlock and has failed to produce a budget in each of the past three years. In this environment of uncertainty related to Illinois’ support for K-12 school children, school districts have increasingly turned to a more stable source of support. Over the past 15 years local taxpayers have increased their support for their school districts by a statewide average of 1.04 percent per year. During this same time period, GSA has decreased statewide by 0.36 percent per year on average. In an environment where the state support will not cover inflationary cost increases, school districts have increasingly made significant cuts in cost and have relied increasingly on local taxpayers support. Local taxpayers, in the most recent year reported, levy year 2016, provided 62.8 percent of the funds needed to educate our students and maintain our community schools. GSA provided only 16.3 percent.

continued next page...

## Dead Last...cont'd.

Recently proposed budget compromises in Illinois have proposed changes to the current funding structure by limiting the growth of local taxes without addressing the significant shortfall and underfunded state support. As identified above, local taxpayers statewide have increased their support of their local district's budget by an average of only 1.04 percent per year between the 2002 levy and the 2016 levy.

Local control governance provides input by local taxpayers and decision making by their elected Boards of Education on each district's budget and tax levy. In addition, state legislation currently enables local taxpayers to seek tax caps. Since 1991, all counties in Illinois have had the legislated right to put before their electorate the question of whether to limit property taxes through the Property Tax Extension Law Limit (PTELL). Since 1991, 39 Counties have placed the PTELL question on their county's ballot for referendum and passed this limitation on their county's schools. An additional nine counties have placed this question on their ballots and chose not to approve property tax caps (PTELL)

in their County. Another 54 counties have decided not to even place this question on the ballot. No county has passed PTELL since 2002. How is it supportive of local control for the state to impose property tax limitations on all counties? To consider limiting local taxes without the state increasing state funding for the education of our students in Illinois appears to be counterproductive. A property tax freeze will only further reduce resources available to the state's school children and ensure that Illinois remains dead last in funding its public schools. Illinois should increase state support by assigning an inflation adjusted priority to funding the education of our students and back this up with an appropriation to ensure state support.

## References

<sup>1</sup> <http://www.nea.org/home/66703.htm>

<sup>2</sup> <https://www.illinoisreportcard.com/State.aspx?source=environment&source2=revenuepercentages&Stateaid=IL>

<sup>3</sup> <http://www.edweek.org/ew/qc/2017/2017-state-education-grades-map.html?intc=EW-QC17-LFTNAV>

<sup>4</sup> Fritts, James B., Essentials of Illinois School Finance:

A Guide to Techniques, Issues and Resources, Sixth Edition, 2012, IASB, pp 24-25.

EMPLOYER BENEFIT SOLUTIONS FOR EDUCATION

## Education professionals deserve a specialist.

You take care of your people. We know. Your teachers and staff work hard—pulled in all directions. You search for partners who ease your workload and worry, while giving your colleagues guidance and support. For more than 55 years, the education community has turned to us for employee benefits, education and enrollment they can trust. Maybe you should, too? Consider American Fidelity for a different opinion.

### Help is here.

- Strategic Voluntary Benefits
- Year-Round Enrollment Support
- Online Enrollment Tools

**Whitney Dyson, State Manager**  
Illinois Branch Office  
618-589-3914, ext. 210  
[whitney.dyson@americanfidelity.com](mailto:whitney.dyson@americanfidelity.com)  
[americanfidelity.com](http://americanfidelity.com)

SB-30815-0117

**AMERICAN FIDELITY**   
a different opinion

American Fidelity Assurance Company



**Preparing for the job of the 21<sup>st</sup> Century Superintendent**

*Please share this announcement with other administrators you know who may be considering becoming a superintendent. Thank you!*

**IASA Aspiring Superintendent Academy (ASA)**  
July 10-14, 2017 in Springfield, IL

Feedback from  
2016 participants:

*"An amazing learning experience for anyone who has thought about becoming a superintendent."*

*"A once in a lifetime, not to be missed opportunity to engage in the real work of a superintendent. Through presenters insights, mock situations and artifacts we created, I feel more prepared than ever for the role of the Superintendent! And I'll always know who to call."*

Have you ever wondered what you didn't learn in graduate school but you may need to know in order to be an effective leader? If you are thinking about becoming a school superintendent then #ASuperWeek in July 2017 is for you! The learning classes will be organized to provide for active learning as well as daily reflection time. In addition, there will be many simulations during the week for hands-on learning opportunities.

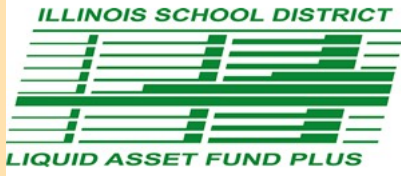
**Learning class topics include:**

School District Leadership  
Communication Strategies  
School District Operations  
Community Engagement  
Action Planning and Next Steps

Additional information on ASA is available by [clicking here](#).

**Completed applications must be submitted [online](#) by *Friday, March 31, 2017.***

*Space is limited so sign up today!*



## ISDLAF+ March 2017 Monthly Update

Click [here](#) to view the March 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](http://www.isdlafplus.com).

## Kishwaukee Region Represented by New Photo in IASA Headquarters

The members of the Kishwaukee region decided to change the image of the Kishwaukee Region at the IASA office to an image of the Kishwaukee River, which represents the region's namesake. One of the region's own members, Kim Suedbeck took several images of the Kishwaukee River and presented them to some members for a vote. "Smoke on the Water" was chosen and presented to Dr. Brent Clark at their January meeting. The new image now hangs on the walls of the IASA offices in Springfield and Schaumburg.



## High School District Organization of Illinois names O'Mara executive director

PALATINE, IL—The High School District Organization (HSDO) of Illinois has named Dr. Kevin O'Mara as the organization's first full-time executive director. Dr. O'Mara, a resident of Oak Park, will assume the role on July 1, 2017.

"I'm honored to continue to serve my colleagues in this way," said Dr. O'Mara. "Public education faces many challenges and we've certainly got a lot of work to do on behalf of students, parents, teachers and administrators of Illinois."

Dr. O'Mara, who will retire in June as superintendent of Argo Community High School District 217 in Summit, is no stranger to the HSDO of Illinois, having previously served as the organization's president. Among his accomplishments on behalf of HSDO, O'Mara worked closely with Illinois legislators to abolish the use of the controversial PARCC exam in Illinois high schools. He has also addressed issues concerning the continued need for graded report cards at the high school level and high school graduation requirements.

The HSDO was established in 2001 to provide Illinois high school districts with a common voice in addressing issues of particular importance to secondary schools.

## In Memorium: Dr. Richard P. DuFour

Dr. Richard P. DuFour, who led Stevenson High School into national prominence and later became one of the country's most respected voices for education reform, died Wednesday, February 8, 2017 at his home in Virginia after a lengthy battle with cancer. He was 69 years old.

Dr. DuFour spent 19 years at Stevenson, joining the school as its principal in 1983 and later serving as superintendent from 1991 until his retirement in 2002. During his Stevenson career, the school earned a reputation as one of America's best high schools, and was named "the most recognized and celebrated high school in the United States in the 1990s" by the U.S. Department of Education.

**FRIDAY,  
MARCH**

**10**

**8 A.M. - 3 P.M.**

**SIU CARBONDALE  
STUDENT CENTER**

**CALLING ALL**

**School administrators and board members, educators, social workers, attorneys and members of the public**

# ILLINOIS SCHOOL FUNDING FAIRNESS CONFERENCE (K-12)



**FEATURING SESSIONS ON:**

**ILLINOIS K-12 FUNDING IN COMPARISON TO OTHER STATES**

Daniel Thatcher, J.D., program principal, National Conference of State Legislatures.

**EVIDENCE-BASED MODEL PRESENTATION**

Ralph Martire, J.D., executive director, Center for Budget and Tax Accountability, who will outline analysis of the potential benefits of the evidence-based model (EBM) of school funding.

**ILLINOIS COMMISSION ON SCHOOL FUNDING REFORM  
PANEL DISCUSSION**

- Illinois Education Secretary Beth Purvis, Ph.D.
- State Sen. Andy Manar, D-Bunker Hill
- State Sen. Jason Barickman, R-Bloomington
- Brent Clark, Ph.D., executive director, Illinois Association of School Administrators

**A USER'S GUIDE FOR BUDGET DEVELOPMENT UTILIZING THE EVIDENCE-BASED MODEL OF EDUCATION FUNDING; PANEL DISCUSSION OF SCHOOL SUPERINTENDENTS**

Brent Clark, Ph.D., executive director, Illinois Association of School Administrators. The purpose of the discussion is to provide attendees with information they will need to develop their first year's budget if the state of Illinois adopts the evidence-based model to fund its K-12 schools.

**HOW DO I REGISTER?**

Online <http://bit.ly/ilschoolfundingfairness>

Call Leslie Brock at Conference and Scheduling Services  
618-536-7751

ACCESSIBLE 618-453-5738

**COST: FREE \*\***

The conference is FREE to attend.

\*\*A package including continental breakfast, lunch and an all-day parking pass is available for \$23.

**CREDIT?**

5.0 PDHs will be available for school administrators and teachers, sponsored by the Department of continuing Education and Professional Development.

More information available on [www.paulsimoninstitute.org](http://www.paulsimoninstitute.org)



Lick Creek Superintendent Brent Boren, right, accepts award from the FBI. Others pictured, from left, are Springfield FBI representative Brad Ware, Lick Creek teacher Drew Robbins and Marion FBI representative Clinton Bigham.

## Lick Creek Middle School wins national FBI Internet Challenge



Lick Creek Middle School in Buncombe was a national winner of the FBI Safe Online Surfing Internet Challenge for the month of October 2016. Lick Creek students posted the best score in the country among schools of similar size. An awards ceremony was held by the FBI at the school February 27.

Under the guidance of Drew Robbins, the math and technology teacher at the middle school, Lick Creek students produced the top results on a quiz, which was part of an internet safety program developed and administered by the FBI.

"We want to thank the FBI for developing this program. Internet safety is something that is extremely important for students to understand given the role the internet plays in today's world," said Lick Creek Superintendent Brent Boren. "We are very proud of Mr. Robbins and our students."

The FBI program is a free monthly educational program that runs each school year from September through May for students in grades 3 through 8. The program meets state and federal internet safety mandates and is designed to provide students with knowledge about how to avoid dangerous situations on the internet. Students take an online pre-quiz, learning about internet safety in a scavenger hunt, and then they take an online post-quiz.

In October of 2016, 74, 834 students from 1,308 schools in 49 states participated. For more information, please log on to <https://sos.fbi.gov>.

# Calendar of Events

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



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

## March 2017

## April 2017

Wed. Mar. 1	Senate Session <a href="#">The Board &amp; Its Superintendent...</a> Northwestern
Thurs. Mar. 2	Senate Session Cornbelt
Fri. Mar. 3	Cook North, Three Rivers
<hr/>	
Tues. Mar. 7	GA Session Shawnee, Starved Rock
Wed. Mar. 8	GA Session DuPage, Illini
Thurs. Mar. 9	GA Session <a href="#">Moving from Vision to Action...</a> <a href="#">Become an Essentialist</a>
Fri. Mar. 10	Kaskaskia
<hr/>	
Mon. Mar. 13	Blackhawk
Tues. Mar. 14	GA Session Abe Lincoln
Wed. Mar. 15	GA Session
Thurs. Mar. 16	GA Session <a href="#">The Board &amp; Its Superintendent...</a> Central II Valley
Fri. Mar. 17	Senate Session Lake, Western
<hr/>	
Mon. Mar. 20	<a href="#">The Board &amp; Its Superintendent...</a>
Tues. Mar. 21	House Session
Wed. Mar. 22	House Session Egyptian
Thurs. Mar. 23	House Session
<hr/>	
Mon. Mar. 27	<a href="#">The Board &amp; Its Superintendent...</a>
Tues. Mar. 28	GA Session
Wed. Mar. 29	GA Session
Thurs. Mar. 30	GA Session
Fri. Mar. 31	House Session

Tues. Apr. 4	GA Session Shawnee
Wed. Apr. 5	GA Session Cook West
Thurs. Apr. 6	GA Session Cornbelt
Fri. Apr. 7	GA Session Southwestern, Kaskaskia
<hr/>	
Wed. Apr. 12	DuPage, Illini
Thurs. Apr. 13	<a href="#">Developing a Communications Plan</a> Schoolmasters
<hr/>	
Thurs. Apr. 20	<a href="#">Moving from Vision to Action...</a> <a href="#">Become an Essentialist</a> Central II Valley
Fri. Apr. 21	Lake, Western
<hr/>	
Mon. Apr. 24	House Session Superintendents of Distinction Luncheon
Tues. Apr. 25	GA Session Board of Directors
Wed. Apr. 26	GA Session
Thurs. Apr. 27	GA Session Egyptian, Kishwaukee <a href="#">Moving from Vision to Action...</a> <a href="#">Become an Essentialist</a>
Fri. Apr. 28	GA Session PEAC



# Videos from the Districts

**ML MODERN LEARNERS**

## How Transparency Can Lead Change

By [Melissa Emmer](#)

01:00 41:56


Podcast: [Play in new window](#) | [Download](#)

Subscribe: [iTunes](#) | [Android](#) | [RSS](#)

### Dr. Art Fessler on How Transparency Can Lead Change

What's one of the hardest moving targets for leaders to hit when it comes to change?

Why would you want to create a branding guide for your district? Why is the common language so important when articulating what change means in your school?



In this episode Will Richardson talks with [Dr. Art Fessler](#), who's the superintendent of the [CCSD59](#) in Arlington Heights, Illinois, which is a district Will has visited on a number of occasions over the past few years to see first-hand their efforts to bring a highly traditional school into the modern world. Out of all the schools he has visited, he believes no one is doing a better job of communicating what real change looks like to the community than this one.

## How Transparency Can Lead Change; Podcast with Will Richardson

I had the great privilege to podcast with Will, discussing our work and progress in D59.  
**Dr. Art Fessler, Superintendent  
Community Consolidated School District 59**



Send your school videos to [mchamness@iasaedu.org](mailto:mchamness@iasaedu.org).  
We want to highlight what's going on in your school districts.

# 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.

Mesirow Financial refers to Mesirow Financial Holdings, Inc. and its divisions, subsidiaries and affiliates. The Mesirow Financial name and logo are registered service marks of Mesirow Financial Holdings, Inc. © 2015, Mesirow Financial Holdings, Inc. All rights reserved. Printed in the U.S.A.



## For Further Information

Please contact:

**Patrick Sheahan**  
Senior Managing Director  
Direct-312.595.7166  
Fax-312.595.7163  
psheahan@mesirowfinancial.com

**Brian Tyrrell**  
Managing Director  
Direct-312.595.6585  
Fax-312.595.7363  
btyrrell@mesirowfinancial.com

**Adriana Duenas**  
Senior Managing Director  
Direct-312.595.6084  
Fax-312.595.4333  
aduenas@mesirowfinancial.com

**Renee Formell**  
Managing Director  
Direct-312.595.7341  
Fax-312.595.4432  
rformell@mesirowfinancial.com







# Be a School Leader Who Listens.

With Let's Talk! you can connect with your school community on critical issues, easily identify threats to your vision and get the clarity you need to lead — all in one place.

JOIN THE MORE THAN **30,000** SCHOOL LEADERS WHO TRUST K12 *INSIGHT* TO HELP THEM BUILD STRONGER RELATIONSHIPS WITH PARENTS, TEACHERS, STUDENTS AND STAFF.



Let's Talk! made it possible to change our district culture, one conversation at a time."



**DR. CHARLES DUPRE,**  
SUPERINTENDENT,  
FORT BEND  
INDEPENDENT  
SCHOOL DISTRICT,  
TEXAS

**K12 Insight** 

#LETSTALK

LEARN MORE 703.542.9600 [www.k12insight.com](http://www.k12insight.com)  
FOLLOW US ON TWITTER  @K12insight