

Leadership Matters

 **IASA**
ILLINOIS ASSOCIATION OF SCHOOL ADMINISTRATORS
JANUARY 2015



2015 Superintendent of the Year
Dr. Tom Bertrand

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2015 promises to be another roller-coaster ride for public education



Message from the Executive Director Dr. Brent Clark

Happy New Year! As the calendar turns, 2015 certainly is shaping up to be a very interesting and important year for public education in Illinois. A new governor will be sworn in on January 12, an Illinois Supreme Court decision on pension reform may be handed down in the next few months, and we are embarking on a grassroots campaign to turn our Vision

20/20 plan into action items that have the potential to change public education laws and policies for the better.

I encourage you to visit the Vision 20/20 website at (www.illinoisvision2020.org). There are many good tools available on the website to help spread the word about our vision -- including such items as a PowerPoint presentation that covers the four pillars, a sample board resolution, a sample letter to the editor, the Vision 20/20 video, FAQs, a Vision 20/20 banner for websites and even an online petition.

Momentum is building as our plan has been endorsed by the Illinois PTA -- 100,000 members strong -- as well as by the Ounce of Prevention Fund and the Illinois Center for Tax and Budget Accountability. Other organizations are reviewing Vision 20/20 and considering coming on board.

If you want to help, I suggest beginning with a board resolution and then seeking organizational and personal endorsements for use on the Vision 20/20 website. That would allow us to publicly demonstrate the growth of support for Vision 20/20. I also would ask that you fly the Vision 20/20 banner on your school website if your board approves the resolution.

Another way you can help is to attend our Alliance Leadership Summit, scheduled for February 17-18 in Springfield. You can get more detailed information and register by clicking



[here](#). In addition to learning more about Vision 20/20 and other legislative issues at the Summit, it is an opportunity for a show of force by educators as the Summit includes legislative visits in the State Capitol.

‘Superintendents of Distinction’ program launched

This issue of *Leadership Matters* includes an in-depth profile of our 2015 Illinois Superintendent of the Year, Dr. Tom Bertrand of Rochester. Included at the end of that profile are links to the [IASA Superintendent of the Year video](#) and also to a video of [Tom’s great acceptance speech](#).

This issue also includes a section highlighting the “Superintendents of Distinction,” a new IASA program designed to recognize the outstanding leadership and efforts made by superintendents all over the state. The State Board is hosting an awards luncheon April 21 at the Governor’s Mansion in Springfield to honor Dr. Bertrand as the state superintendent of the year along with the “Superintendents of Distinction” from our 21 IASA regions.

Brent Clark



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Bertrand develops culture of ‘kids first’

Rochester superintendent named Illinois Superintendent of the Year

By Michael Chamness
IASA Director of Communications

Dr. Tom Bertrand’s 13-year tenure as superintendent of the Rochester School District includes many impressive, tangible accomplishments -- things like a nationally acclaimed anti-bullying program, a digital conversion, a new differentiated professional development program for teachers and administrators, dual-credit classes, creation of its own special education program and even a new campus as the result of five successful referendums.

Rochester also is known statewide for its music, art and athletics programs, including the Rockets’ five straight Class 4A state football championships, an unprecedented streak for public schools in Illinois.

But ask the 2015 Illinois Superintendent of the Year the mark he’d most like to leave on the Rochester School District and Bertrand will tell you it’s about building a “kids first” culture.

“It’s not about adults first, it’s about kids first,” Bertrand said. “It’s a culture about high expectations and continuous improvement. It’s a lot to live up to,

but we want to set high expectations.”

Bertrand expressed mixed feelings about being named Illinois Superintendent of the Year.

“It’s a great feeling to be recognized by your peers. It’s a very humbling experience and in some ways I’m a little uncomfortable because I know how hard many of my colleagues work and the great work they do in their school districts,” said Bertrand, who

has been an educator for 28 years. He served as a teacher, coach, principal and assistant superintendent before becoming superintendent in Rochester in 2002. “I look at this as recognition for our schools and our

community. Our board, staff and our teachers are all marching to the same beat. Those who know me well know that I expect a lot from our principals and teachers, and I consider this award the fruits of *their* labor, not mine.”

Incredibly, Bertrand is only the fifth school superintendent in Rochester since 1936, a fact he said “speaks volumes about the community support for our schools.” It also is a reflection of what Bertrand calls his sandbox analogy.

“The board’s role is to build the sandbox and the superintendent’s responsibility is to play inside of it.

“It’s not about adults first, it’s about kids first. It’s a culture about high expectations and continuous improvement.”

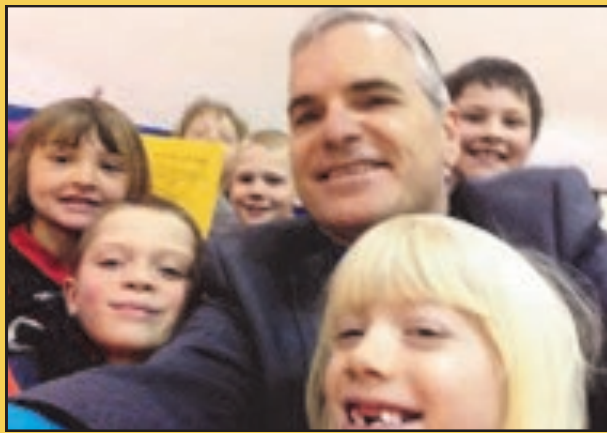
--Rochester Superintendent
Dr. Tom Bertrand, 2015 Illinois
Superintendent of the Year

Well, my board has served as master craftsmen in that respect. They have challenged me to be at my best, supported me when I took risks, and encouraged me to always keep growing,” Bertrand explained in his acceptance speech at the Joint Annual Conference in Chicago. “Most importantly, collectively we have tried to use one yardstick by which we test every problem – is it good for kids?”

Rochester’s move in 2009 to withdraw from a special education cooperative and start its own program is a good example of that philosophy. It was, Bertrand recalled, the most exhaustive project he’d ever undertaken in his career.

“It boiled down to whether we could more effectively serve our children with special needs and do it as efficiently as possible,” Bertrand said. Now, Rochester students with special needs do not have to travel elsewhere for school and they get to go to school and interact with children from the community in which they live.

The digital conversion to Chrome books for grades 4-12 during the 2012-13 school year was another transformation that was great for kids. It also was good for staff, but the learning curve was steep for some and included a five-day summer “boot



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camp,” a process Bertrand described as “tinkering with the engine while flying the plane.”

Going to a differentiated professional development plan for teachers was another project Bertrand thinks will pay big dividends. He said one veteran teacher of some 20 years was a 1 or a 2 on a scale of 10 when it came to transforming her classroom, but now she is a trainer of other teachers and probably would rate herself an 8 or 9 in understanding the digital transformation.

“We talk about differentiated learning plans for kids, but historically we had not practiced what we preached. Now we are doing with staff what we expect them to do with kids,” said Bertrand, acknowledging that everyone, students and teachers alike, learn at

different paces. He also noted that the local teachers union agreed to extend the work day for teachers by 10 hours per year to accommodate more professional development opportunities.

“The bottom line is if you invest in your staff, believe in your staff and even push your staff to the point of making them uncomfortable when you have to, all of the other stuff will take care of itself in a culture of high expectations.”

He credited his father, Harold, who worked in the Ford Tractor Division for 42 years, and his mother, Marilyn, who worked in a school cafeteria for 25 years, with instilling in him, his three brothers and sister “an appreciation for education and a work ethic.” One brother, Dr. Dan Bertrand, is superintendent in Marengo and recently was selected the “Superintendent of Distinction” for the IASA Kishwaukee Region.

While he cannot recall any watershed moment regarding his chosen profession, Tom Bertrand said he wanted to go into education and help kids as long as he can remember. He taught English and Social Studies, coached football and wrestling and became a principal at age 26. He came to Rochester 23 years ago as a principal and became assistant superintendent in 1999.

He was raised in Quincy and earned his undergraduate degree from Quincy College, his



Bertrand credits his father, Harold, and his mother, Marilyn, for instilling an appreciation for education and a work ethic for him and his siblings.



The renovated Rochester campus is the result of five successful referendums during Bertrand's 23 years there.

Master's from Western Illinois University and his Ph.D. from Illinois State University.

He said his career path would not have been possible without the people who encouraged – and pushed – him along the way.

He recalled a 5th grade teacher who encouraged him to write a play titled "The Christmas Crime," and a high school football and wrestling coach who believed he would make a good wrestler. Bertrand said he was not a very good wrestler the first year but advanced to state the next year.

Gerhard Jung was the superintendent who hired him to become a principal at such a young age in Mendon.

"He made me believe I could do the job," Bertrand said. "Somebody believed in me more than I believed in myself, and that's a powerful message."

He also credited two of his college professors for being big influences, Father Aaron Pembleton and Father Ken Capalbo, who officiated 28 years ago when Bertrand married Michelle, his "best friend, my coach and my confidante." They have three children, Nathan (26), Erica (22) and Connor (16).

In his letter of nomination, Rochester School Board President Randy Hawkins wrote: "Dr. Bertrand has successfully transformed what could be termed a 'small-town' school into a shining example of success in all facets of public education...and he is a pillar of community involvement."

"Tom Bertrand is an educator who has dedicated his career to what public education is really about: Kids," said IASA Executive Director Dr. Brent Clark. "His work as the superintendent in Rochester is a testament to that, and he is most deserving to be named Illinois Superintendent of the Year."

Superintendent of the Year."

Bertrand closed his acceptance speech by quoting Abraham Lincoln and, fittingly given Rochester's pedigree, even mixed in a football metaphor.

"Abraham Lincoln once said, 'I do the very best I know how – the very best I can, and I mean to keep on doing so

until the end of my career,' " Bertrand told the audience. "Some of you, like me, may be in the fourth quarter of your career as an administrator...I urge you to lead like it is the fourth quarter and the game is on the line. The next generation of school children, teachers and leaders are counting on us."



"Dr. Bertrand has successfully transformed what could be termed a 'small-town' school into a shining example of success in all facets of public education...and he is a pillar of community involvement."

--Rochester School Board President Randy Hawkins





IASA kicks off 'Superintendents of Distinction' regional award program

The IASA is proud to announce a new program to recognize the outstanding performance of school superintendents in each of its 21 regions. The “Superintendents of Distinction” were selected by their peers in their region based on the criteria set forth by the AASA for its national Superintendent of the Year program. Those general criteria include:

- ◆ Leadership for Learning;
- ◆ Communication;
- ◆ Professionalism; and
- ◆ Community Involvement

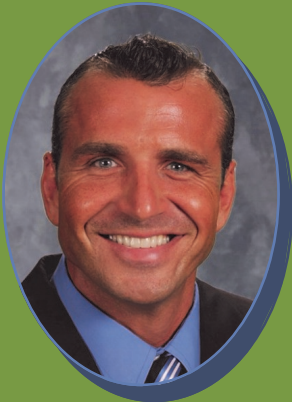
“In addition to honoring the Illinois Superintendent of the Year, our association’s highest honor, we wanted to publicly recognize the extraordinary efforts that so many of our superintendents are making all over the state,” said IASA Executive Director Dr. Brent Clark. “These are school leaders who make a difference day in and day out for their school districts, their communities and, most importantly, for their students.”

The winners will be invited to a joint awards luncheon with the Illinois Principals Association (IPA) to be hosted by the Illinois State Board of Education (ISBE) at the Governor’s Mansion in Springfield on April 21. The winners also will be in the pool of nominees eligible for the Illinois Superintendent of the Year award to be determined in the fall of 2015 if they choose to participate in that nomination process.

The names and photos of the winners from the regions that have made their selections are on the following pages. Winners from regions that have yet to make their selections will be announced in upcoming issues of *Leadership Matters*. Press releases about each of the winners will be issued in April in conjunction with the awards luncheon at the Governor’s Mansion.



Superintendents of Distinction



David Root
Superintendent
Williamsville CU 15
Abe Lincoln Region



Dr. David Moyer
Superintendent, Moline Unit 40
Blackhawk Region



Dr. Judith Hackett
Superintendent
NW Suburban Sp. Ed. Org.
Cook North Region



Dr. Kimberly Boryszewski
Superintendent, Schiller Park 81
Cook West Region



Gary Tipsord
Superintendent
LeRoy Comm 2
Corn Belt Region



Dr. Mark McDonald
Superintendent Downers Grove Comm 99
DuPage Region



Diana Zurliene
Superintendent
Fairfield 112
Egyptian Region



Superintendents of Distinction



James Owens
Superintendent
Westville 2
Illini Region



Dr. Jennifer Garrison
Superintendent
Sandoval 501
Kaskaskia Region



Dr. Dan Bertrand
Superintendent
Marengo HS 154
Kishwaukee Region



Dr. Catherine Finger
Superintendent
Grayslake Comm 127
Lake Region



Tad Everett
Superintendent
Sterling 5
Northwest Region



Dr. Lori James-Gross
Superintendent
Unity Point 140
Shawnee Region



Superintendents of Distinction



Matt Stines
Superintendent
Grant Comm 110
Southwestern Region



Daniel Marena
Superintendent
La Salle 122
Starved Rock Region



Dr. Kent Bugg
Superintendent
Coal City 1
Three Rivers Region



Paula Hawley
Superintendent
Pikeland 10
Two Rivers Region



Marilyn Holt
Superintendent
East Richland Comm Unit 1
Wabash Valley Region



Ralph Grimm
Superintendent
West Central CU 235
Western Region

2014: A year of accomplishments in Illinois



Message from the State Superintendent of Education



This new calendar year is significant for the State Board of Education as we prepare to implement new assessments and continue to develop a new accountability system under our flexibility waiver from the U.S. Department of Education. As we make this transition, I feel it is important to look back at the accomplishments over the past year that have brought us to this point.

Illinois educators have played a key role in the development of the Partnership for Assessment of Readiness for College and Careers (PARCC), participating in item review and the development of other materials for the new PARCC assessments. The roughly 500 school districts, 1,200 schools and 111,000 students who participated in PARCC field-testing last spring provided valuable feedback that will allow a smoother administration in 2015.

To build on the adoption of the new Illinois Learning Standards in English language arts and math in 2010, the Board adopted the Next Generation Science Standards in February. A review of the state's arts and social studies standards is also underway to align them with our college and career readiness goals and expectations.

With your valuable input, we continued to add new metrics and capabilities that improve the functionality and accessibility of our state, district and school Report Cards. In May, the Education Commission of the States (ECS) recognized Illinois for having the best report card out of all 50 states and the District of Columbia for its accessible and comprehensive accountability reports, according to both researchers and parents. The ECS also honored Illinois in July with its Frank Newman Award

for State Innovation to recognize our work to improve the preparation and licensure of school principals.

Once again, Illinois' ACT score ranks among the best in the country, with the Class of 2014 achieving a composite score of 20.7 on the ACT -- the second highest score among the 12 states that tested 100 percent of their graduates. Additionally, the percentage of students meeting all four of ACT's College and Career Readiness Benchmarks increased to 26 percent from 25 percent last year.

We've also closed our equity gap for Latino students on the prestigious Advanced Placement (AP) exams, and Illinois Hispanic and African American student participation in AP tests exceeded the national average, according to the 2014 College Board Program Results. We also ranked 13th in the nation for the percentage of 2013 graduates -- 21.5 percent -- who scored at least a 3 on an AP exam during their high school career. The national average is 20.1 percent.

ISBE could not claim these successes without your continued hard work and dedication. ISBE is partnering with the Illinois Association of School Administrators and the Illinois Principals Association to recognize our state's outstanding school and district leaders, including the 2015 Superintendent of the Year and 21 "Superintendents of Distinction" honorees, during an awards luncheon April 21 at the Executive Mansion in Springfield.

Exceptional leadership is fundamental to our initiatives and the foundation for a high-quality education.

With your cooperation, I am eager to continue our plan to ensure all students are on track to succeed in college and careers through differentiated accountability, informative data, strong leaders and instructors and support for our schools that are most in need.

Here's to a great 2015,

"ISBE is partnering with the Illinois Association of School Administrators and the Illinois Principals Association to recognize our state's outstanding school and district leaders, including the 2015 Superintendent of the Year and 21 "Superintendents of Distinction" honorees, during an awards luncheon April 21 at the Executive Mansion in Springfield. Exceptional leadership is fundamental to our initiatives and the foundation for a high-quality education."

--Dr. Christopher Koch

(See pages 8-11 for the Superintendents of Distinction)

Holiday season of giving, volunteering and cheer



**Homewood 153
Superintendent Dr. Dale Mitchell**

The James Hart School Chamber Orchestra performs songs of the season for residents of Sunrise Assisted Living in Flossmoor.



**Beach Park 3
Superintendent Dr. Nancy Wagner**

Students participate in a mass water bucket challenge fundraising event for ALS at Beach Park Middle School.



**East Alton-Wood River 14
Dr. John Pearson, superintendent**

The Interact Club of East Alton-Wood River Community High School sings Christmas carols to residents at the VIP Manor in Wood River. The group also decorates their trees for them every year.



**East Aurora School District 131
Superintendent Dr. Michael A. Popp**

The East Aurora High School Tomcat with the Jolly Old St. Nick at Las Posadas, a community event that draws more than 3,000 people. Las Posadas means "The Inns" in Spanish and is connected with traditional stories about visiting homes for celebration.

Holiday season of giving, volunteering and cheer



**Prairieview-Ogden CCSD 197
Superintendent Victor White**

Community members and schools have done a lot for Gifford this last year because of the terrible tornado that went through the town. On the one year anniversary of the tornado both 5th/6th grade teams and a lot of community members wore their GIFFORD STRONG shirts.



**Rockford 205
Superintendent Dr. Ehren Jarrett**

Isabella Doll
Jaycox and
Kaylin Janicke

from Auburn High School in Rockford decided to solve the problem of so many kids without winter hats at a neighboring school. The girls recruited friends and parents to help make 1,000 "Happy Heads" Hats for elementary students. They put in many hours of work on these hats. The project was funded by the families with help from Auburn and Jefferson High Schools.



**Morton School District 709
Superintendent Dr. Lindsey Hall**

Students at Lincoln Elementary in Morton District 709 decorated a Christmas tree at their school with mittens, scarves and winter items. These items will be donated to those in need. This is a long tradition at Lincoln Elementary and a great way to decorate a Christmas tree.

Holiday season of giving, volunteering and cheer



Crystal Lake 47

Superintendent Dr. Kathy Hinz

Students donated a whopping 8,100 pounds of food and other items for the annual Community Harvest Food Drive in November. District 47 also partners with the community during the holidays on coat drives/hat and mitten trees, sends care packages to military troops, and purchases gifts for needy families through various community programs.



Fremont 79

Dr. Jill Gildea

Middle school students in the school's community outreach club packed lunches for a local homeless shelter.



Mundelein 75

Superintendent Dr. Andy Henrikson

Mundelein School District 75 intermediate school students created Happy Grams that raised money for a local children's hospital for sick children. Students purchased Happy Grams that they penned for fellow classmates to provide cheer during the holidays.



Hawthorn 73

Superintendent Nick Brown

Townline Elementary School students, in Vernon Hills' Hawthorn School District 73, collected and sorted items for the local food pantry.

Holiday season of giving, volunteering and cheer



Center Cass School District 66 Superintendent Tim Arnold

Middle school students in the "Memory Makers" club have been working with nursing home residents to create mats for the homeless people in our community. Students spent time folding and cutting plastic bags in order to make the loops for the senior citizens at the home to crochet. The picture shows a finished product that will be given to a person who is homeless to keep them warm and hopefully dry.



Rossville-Alvin 7 Superintendent Crystal Johnson

Rossville-Alvin Honor Society and Student Council Members host the annual Yuletide Dinner for senior citizens within the community.

Holiday season of giving, volunteering and cheer



Effingham CU 40 Superintendent Mark Doan

Retiring Central Grade School custodian Jim Moschenrose set up an intricate holiday display again this year. His display was a part of a Christmas Walk at Central Grade School. Donations from the free event were given to the Salvation Army. Mr. Moschenrose has constructed the display for 40 years. He volunteers his time to set up these beautiful scenes. He includes a student favorite- a village scene that is

about 30 feet long and 10 feet wide with two model trains. What a fine example of holiday cheer!!



Tri-City Comm Unit 1 Superintendent Jill Larson

Students in the Student Council sponsored a Food Drive to help families in their community!

Richland 88A Superintendent Dr. Michael Early

Richland Staff worked hard putting together a gift drive for Richland families in need. The families receive food baskets and gifts for their children. A total of 42 families and 73 children were sponsored. Generous donations were received from Richland Student Council, Richland PTC, Lions Club, and an anonymous donor to support the drive this year. These funds were used to provide grocery gift cards to some of our families and to provide additional gifts needed for children.



Holiday season of giving, volunteering and cheer

Woodridge 68

Superintendent Dr. Cathy Skinner

The 5th and 6th grade chorus of William F. Murphy Elementary School in Woodridge School District 68 spread holiday cheer with their annual tour of local senior living facilities. The performance includes a sing-a-long with residents followed by students and seniors visiting with one another.



Dolton West 148

Superintendent Dr. Jayne Purcell

These two Washington Junior High School students were among those who helped some local families during Washington Elementary and Junior High School's Holi-Day of Giving held Friday, December 12, 2014. The students helped families carry the donated items to their cars. Approximately 50 Washington School families received such items as food, coats, hats, gloves, scarves, socks, toys, gift cards, and school uniforms during this event.

Hononegah Comm 207

Superintendent Lynn Gibson

Students from Hononegah Community High School delivered 125 bags of items they collected for the homeless men and women of Carpenter's Place.



Holiday season of giving, volunteering and cheer

J. S. Morton 201

Superintendent Dr. Mike Kuzniewski

Students from our Morton Service Club volunteer throughout the community at several events. They collected hundreds of toys from students and staff which were donated to the Toys for Tots group.

Additional district wide drives included:

- ◆ 658 pairs of socks donated
- ◆ coat drives
- ◆ school wide holiday food drives
- ◆ blankets, clothing and hygiene items



Nettle Creek 24C

Superintendent Dr. Donald McKinney

The students in Mrs. Laura Mueller's 1st grade class headed up a districtwide toy drive. The toys will be donated to a local charity group.



Columbia CUSD 4

Superintendent Dr. Gina Segobiano

Columbia Middle School students joined efforts to raise awareness for world hunger by sponsoring a food drive. The collected items were donated to a local food pantry.



Joliet Twp 204

Superintendent Dr. Cheryl McCarthy

Downtown Joliet was filled with holiday spirit on November 28 as nearly 400 Santa Run participants ran or walked in the annual Joliet Township High School District 204 Alumni Association Santa Run.

Holiday season of giving, volunteering and cheer



Northbrook 28

Superintendent Dr. Larry Hewitt

Greenbriar students decorated holiday cards for patients at the Ann & Robert H. Lurie Children's Hospital in Chicago. The school's Student Council also raised money to donate to the hospital to purchase games and other activities for the children receiving treatment there.



Leyden Comm HS 212

Superintendent Dr. Nick Polyak

Our West Leyden High School Key Club students participated in the Toys for Tots program. For two days, students organized numerous gifts for the program. They checked each gift to make sure it was age appropriate - and then would re-wrap them for the children if necessary. It was a great experience for all involved!

Lake Bluff 65

Superintendent Dr. Jean Sophie

Middle school students sang at the Gazebo at Lake Bluff's Holiday Tree Lighting



St. Charles 303

Superintendent Dr. Donald Schlomann

Students created hand-crafted wood projects at St. Charles East High School. The items are then auctioned off and the proceeds used to help families who are facing economic challenges.



Holiday season of giving, volunteering and cheer



Lemont-Bromberek 113A

Superintendent Dr. Courtney Orzel

Old Quarry Middle School students supported their community by partnering with the Lemont Hope and Friendship Foundation to collect winter clothing for families in the community.



Illini Bluffs Unit District 327

Superintendent Dr. Roger Alvey

The Student Council sponsored a Canned Food Drive at the school bringing over a thousand items to support the local Community Christmas Basket Fund. At the end of collection, the classes held a Tower of Cans competition. The middle and elementary schools also raised funds to support the cause and the Drama Club sponsored an event that brought in toys as well.

Holiday season of giving, volunteering and cheer



Olympia 16

Superintendent Dr. Andrew Wise

Superintendent Wise, Board Member Laura Cremeens, Board President Kevin Frazier, Olympia Principal Matt Nordstrom and Olympia Assistant Principal Matt Hurley served dinner to residents at Peoria South Side Mission on December 17 and December 18. The group also tutored teens with end of the semester exams.

Sandwich 430

Superintendent Rick Schmitt

The Sandwich CUSD #430 administrative team at the Sandwich Fire Department participating in the annual community Franklin Mall food drive.



Orland Park 135

Superintendent Dr. Janet Stutz

Prairie School students collected over 1,400 toys for local families. The toys were donated to the Orland Township who collects and distributes toys and food to local families in need. Center School students also held a food and toy drive to help area families during the holidays. The students collected 15 total boxes that included 262 toys and food items.



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We are grateful for all of those who have been part of our history, and we look forward to continuing the journey with you.





LEADING
OUR SCHOOLS
IN OUR
COMMUNITIES

The Alliance Leadership Summit scheduled for February 17-18 in Springfield will focus on the future of public education in Illinois and will revolve around Vision 20/20, the Statewide School Management Alliance’s ambitious and comprehensive blueprint for public education.

The timing of the Summit offers a perfect opportunity for superintendents, school board members, principals, school business officials and other stakeholders in public education to come together as a unified team to learn and also to engage legislators at this critical time in the history of public education.

Dr. Joseph Scherer, Executive Director of the Superintendents’ National Dialogue: A former teacher, adjunct professor, and Associate Executive Director of the American Association of School Administrators (AASA), Dr. Scherer is a passionate advocate for public education. His presentation is titled “School Leaders: Strong Minds Creating a Vision.”



Governor-elect Bruce Rauner: Mr. Rauner is scheduled to be sworn in as Illinois’ new governor on January 12 and is scheduled to give his first Budget Address on the second day of the Summit. We have invited Mr. Rauner or his designee to address the summit regarding his plan for public education.



IASA IASB IASBO IPA
ALLIANCE LEADERSHIP SUMMIT
 FEBRUARY 17-18, 2015

LEADING
 OUR SCHOOLS
 IN OUR
 COMMUNITIES

Vision 20/20 presentation: This will be an engaging presentation regarding the four pillars of Vision 20/20 -- Highly Effective Educators, 21st Century Learning, Shared Accountability, and Equitable and Adequate Funding.

Political Analyst Panel: This panel, which will discuss the implications of Illinois having a new governor and the upcoming spring legislative session, includes:

Bernie Schoenburg,
 political columnist
 for the capital's
 newspaper, The
 State Journal-
 Register



Jamey Dunn,
 Executive
 Editor of
 Illinois Issues
 magazine



Dave McKinney,
 who for 19 years
 covered politics
 as Statehouse
 Bureau Chief of
 the Sun-Times



Dr. Brent Clark
 IASA



Roger Eddy
 IASB



Jason Leahy
 IPA



Dr. Michael Jacoby
 IASBO

Hot Topics: The Executive Directors of IASA, IASB, IPA and IASBO will participate in a panel discussion regarding items such as Senate Bill 16, the education budget, pension reform and the cost shift.

Legislative Meetings & Reception: Time is set aside for legislative visits to the Capitol and the Alliance will host a legislative reception the night of February 18.

Click on the link below to register for the event:
<http://www.cvent.com/d/q4qywd>

Getting to know your IASA Governmental Relations and Advocacy Committee Members

Supt. Gary Tipsord, Corn Belt Region

School district: LeRoy Comm 2

One thing you would like people to know about your school district: We actively seek opportunities to provide a broad curriculum and authentic learning experiences through partnerships beyond our classrooms. It is essential for our schools to seek expertise and opportunity beyond the walls of our district in order to give students the greatest opportunity to compete in this complex global economy. It is this effort that motivates us.

Years as educator: 24

High school: Octavia

Colleges or Universities: Illinois State University, Eastern Illinois University

Family: Wife Tammy and four daughters

Favorite hobby: Golf

Favorite movie: *For the Love of the Game*

Favorite book: *Fearless*, "The Adam Brown Story"

Favorite musical artist: Third Day

One thing people probably would be surprised to know about you: My oldest and youngest daughters are both named Haley Christine.

Biggest concern about public education: I am concerned that we are either unable or unwilling to change at the rate of the world, and as a result, our students will fail to compete at the level they are capable.

Most encouraging thing about public education: The capacity of educators to show genuine care for the young people whom they serve.



Supt. Dr. Darryl Taylor, Cook South Region

School district: Lincoln Elementary 156

One thing you would like people to know about your school district: Lincoln ESD 156 models the importance of

being a lifelong learner. This is evident in that all Board Members have received Master Board Certification through IASB and over 83% of the staff has an advanced degree.

Years as educator: 29 years

High school: Dunbar Vocational High School, Chicago

Colleges or Universities: Augustana College (BA), Western Illinois University (MA and Ed. S.), and Illinois State University (Ed. D)

Family: Wife Venessa, four daughters Taneisha, Danyale, Jazmin, and Daria

Favorite hobby: Basketball and fishing

Favorite movie: Too numerous to mention

Favorite book: *Other people's children: Cultural conflict in the classroom* by Lisa Delpit

Favorite musical artist: All R&B but especially Smokey Robinson

One thing people probably would be surprised to know about you: I love to fish.

Biggest concern about public education: My biggest concern about public education is the equitable funding needed to educate all students.

Most encouraging thing about public education: The most encouraging thing about public education is that education is a right that everyone can take advantage of.

Do changes in funding have you worried about your 2015 technology budget?

Schoolwires is offering special CMS and webhosting packaging to Illinois Association of School Administrators' members to help alleviate some of the financial burden you may be feeling with the changes in budget and funding.

To learn more about special packaging and pricing contact

Bill Reynolds

Schoolwires Senior Territory Manager

bill.reynolds@schoolwires.com

618.308.0870



Give your Students the Gift of Personalized LITERACY

myON invites all the Illinois Association of School Administrators to learn how schools in Illinois are increasing student engagement and cultivating a love for reading to increase student achievement

Offer your staff, students and families:

- A personalized approach to reading by giving each student access to more than 7,000 enhanced digital books (70% nonfiction, 30% fiction & 10% Spanish) with reading supports and matched to their interests and reading ability.
- Unlimited, anytime access on any Internet-based device for online reading or offline reading leveraging [mobile apps](#).
- **Collaboration** to engage students and families to read together, and provide teachers the ability to differentiate instruction.
- **Real-time reporting** provides key metrics for administrators (i.e. time spent reading, number of books read & Lexile growth) and gives students and teachers ability to track progress and forecast reading growth.
- **Download** our Spotlight and learn how South Berwyn District 100 has implemented myON in a 1:1 environment and have witnessed exponential growth in reading!
- **COMING THIS FALL:** New digital literacy tools to assist with close reading! Real-time reporting allows administrators & educators to measure and monitor growth & students

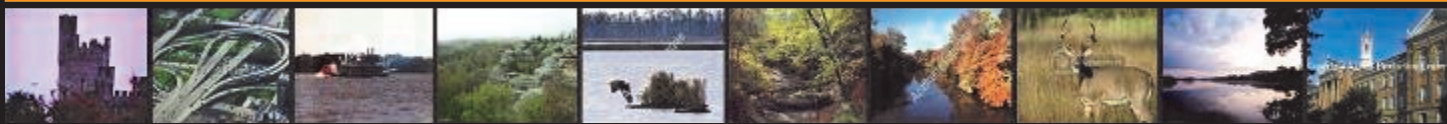
For more information and to preview an exceptional video from Spencer Technology Academy contact Kim Walsh at k.walsh@myON.com or visit TheFutureinReading.myON.com/sales/Illinois



The image features a young man in a pink shirt smiling as he reads on a tablet. Overlaid on the right side of the image are several logos and text elements: the myON logo in blue and red; a gold seal for 'READERS CHOICE AWARD 2014-2015 Award Winner'; a green and white 'District Administration TOP 100 PRODUCTS' logo; a blue starburst logo for 'City of Chicago Winner!'; and a blue penguin icon with the text '@myONreader'. The bottom of the image is decorated with colorful, overlapping circles in yellow, orange, and blue.



IASA News in Brief



In Memoriam

Robert Verdun passed away on December 2. He retired from Shelbyville CUSD 4 in 2011.

SIU Southern Illinois University
CARBONDALE

SAVE THE DATE!

18th Annual Southern Illinois Educational Leadership Conference

Date: March 25, 2015

Location: SIU Carbondale, Student Center

Vision 20/20: Promoting Student Focused Leadership

Keynote: Randy Dunn, President, Southern Illinois University

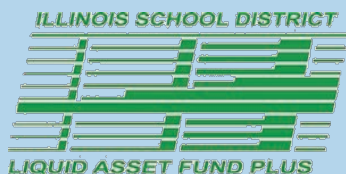
Workshop Sessions will include:

- Legal Issues
- Community and Institution Partnerships
 - Technology and Education
 - Student Success
- Local, State and Federal Funding

Join us as we continue to strengthen the southern Illinois leadership network and school partnerships!

Visit www.continuinged.siu.edu for program updates or to register online!

ISDLAF+ December 2014 Monthly Update



Click [here](#) to view the December 2014 ISDLAF+ rates, economic indicators and general economic news brief. To obtain additional information regarding this IASA sponsored service, contact Emmert Dannenberg, statewide marketing director/ISDLAF+ at 815.592.6948. To check daily rates, visit the ISDLAF+ website at www.isdlafplus.com.



THE PROOF IS IN THE NUMBERS

The Illinois Education Job Bank 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 of full-time vacancies, the Illinois Education Job Bank makes posting jobs and finding candidates as easy as **1-2-3!**

With over **750** Illinois school districts and **225** other educational institutions subscribing to the Illinois Education Job Bank, the proof is in the numbers. Since 1999, the Job Bank has provided the opportunity for more than **60,000** vacancies and **83,000** profiles to be posted online.

www.illinoiseducationjobbank.org



**Illinois Association of School Administrators (IASA)
uses website to connect employers with Job Seekers**



"As a Superintendent, I have utilized the Illinois Education Job Bank consistently. It has become a useful resource in my district for seeking qualified candidates. We utilize the Illinois Education Job Bank to not only seek qualified applicants, but we also use this job bank to post any open positions we may have. I have been extremely pleased with the quality of applicants provided by the Illinois Education Job Bank, as well as their response in answering questions regarding the site!"

- Dr. Kimako Patterson, Superintendent at Prairie-Hills Elementary School District 144



"Without a doubt, the Illinois Education Job Bank is the ONLY site school districts need when posting openings. Candidates in Illinois know that the Job Bank is the site to use, so school districts are confident they are getting the best possible candidates. For the cost and ease of use, the Illinois Job Bank is simply in a class of its own."

- Chad Allison, Superintendent at Illinois Valley Central Unit 321



"I have utilized the Illinois Education Job Bank since it's launch by IASA several years ago. It has and continues to be the staple for educational job postings in Illinois. As a superintendent I really appreciate the service it provides."

- Dr. Keith Oates, Superintendent at Marion Community 2



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

Contact Jeremy Travelstead or Stan Travelstead at 877-698-2247
jeremy@iasaedu.org or stan@iasaedu.org

Board Paid Life Insurance:

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

Supplemental Voluntary Life Insurance:

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

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

Voluntary or Contributory Vision Insurance:

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





Are you ready?

Never has there been a more sweeping package of education reform initiatives than were contained in Senate Bill 7 and in the Performance Evaluation Reform Act (PERA), and many of the teacher evaluation requirements are on the horizon.

Teacher Supervision Advanced Training in the Danielson Model

is designed to help you not only comply with the new laws, but to help improve the evaluation process and, in turn, improve the quality of teaching in your district – the real goal. This training includes:

- ◆ “Six Steps for Successful Teaching Evaluation”
- ◆ Tips on how to “coach” teachers on how to improve
- ◆ How to collect and synthesize evidence
- ◆ How to work with teachers to develop SMART goals
- ◆ New 2013 research and instruction on performance-based teacher evaluation

“The Advanced Danielson training was perfect for evaluators in our district...it deepened our understanding of the legal and practical implications of the Danielson Model and, more importantly, started a discussion with our school leaders that has continued after the training.”
Dr. Nick Polyak, Superintendent of Leyden Community High School 212



“Managing the dynamic improvement of instruction through evidence-based evaluation can be daunting for teacher evaluators. This academy provides administrators with the practical tools necessary to support teachers using the evaluation process as a springboard to enhanced professional practice.”
Dr. Jason Henry, Superintendent of Sesser-Valier 196



“Dr. Voltz engaged, inspired and empowered school and district leaders with his wit, wisdom and words tied to actions related to Danielson’s

Frameworks for Teaching. I recommend that everyone who evaluates teachers using the Danielson Frameworks learn from Dr. Voltz. His deep knowledge and strong ability to relate theory and practice is extremely valuable.”
Dr. Michael Lubelfeld, Superintendent of Deerfield 109



“During my tenure as a superintendent in both a large unit district and now a smaller, high-performing suburban district, we have provided Dr. Voltz’s training for our administration teams. In both instances, he was able to tailor the message to our specific needs. At the end of the day, our team walked out of the room more confident and more knowledgeable about the evaluation process.”
Lonny Lemon, Superintendent of Oak Grove 68



“Utilizing a coaching approach to guide effective feedback and practice, the Teacher Supervision Advanced Training in the Danielson Model provides useful strategies and applications that school leaders can incorporate to more effectually develop distinguished staff...incorporating humor and charisma into the session kept all attendees engaged throughout the day.”
Dr. Art Fessler, Superintendent of Community Consolidated 59 in Arlington Heights

“The Paxton Buckley Loda School District is in the process of implementing many facets of the Danielson Evaluation Model. Dr. Voltz provides this training in a collaborative fashion, sharing his knowledge of best practices and strategies that we can utilize to implement a new evaluation system with integrity.”
Cliff McClure, Superintendent of Paxton-Buckley-Loda School District 10



For more information, contact Kim Herr at 217.753.2213 or by email kherr@iasaedu.org.



January 2015

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	3
4	5	6 Shawnee Region meeting	7	8 Corn Belt Region meeting	9 Kaskaskia Region meeting	10
11	12	13 Abe Lincoln Region meeting	14 DuPage, Illini Region meeting	15 Kishwaukee Region meeting	16	17
18	19	20	21	22 Cook South Region meeting	23 Three Rivers, Western Region meeting	24
25	26	27	28	29	30 Egyptian Region meeting	31

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

**IASA
Event**

**Professional
Development
Event**

**Legislative
Event**

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

February 2015

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2 Shawnee Region meeting	3	4	5 Corn Belt Region meeting	6	7
8	9	10	11 Cook West / Illini Region meeting	12	13	14
15	16	17 Alliance Leadership Summit	18	19	20 Kaskaskia / Western Region meeting	21
22	23	24	25 Egyptian Region meeting	26	27	28

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)**

2014-2015 Senate Bill 7 Performance Rankings File is now available!

Illinois School Districts are working to comply with the requirements of education reforms. IASA has worked to provide support via the Senate Bill 7 Performance Rankings File. This program gives districts a method of managing district positions aligned to local qualifications, teacher's credentials, and performance ratings. The program compiles this local data and creates reports needed to comply with Senate Bill 7.

This software was originally reviewed by the Senate Bill 7 teams from the Illinois Federation of Teachers (IFT) and the Illinois Education Association (IEA). This version builds on the knowledge gained from these users. This includes the inclusion of many suggested improvements that were submitted by these users. Examples of new features include:

- ◆ Sorting data within the program
- ◆ Listing teachers not only in their current position but also for other positions they are eligible to hold in the district
- ◆ Filtering reports to display only current employees

The cost of using this software remains the same as last year. The annual licensing fee will be \$275 for IASA members and \$550 for non-members.

Several podcasts on how to use the software and well as the access request form can be found [here!](#)

Please note that previous versions of the IASA Senate Bill 7 Performance Rankings File are no longer supported as there have been legal changes which are not included in the previous versions of this software. Also, the service method for the 2014 software will be via email only.

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Scott Smith, *National Sales Director*

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WITH:



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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.