

Leadership Matters

IASA
ILLINOIS ASSOCIATION OF SCHOOL ADMINISTRATORS
AUGUST 2015



In this month's issue



A new beginning: a new box of crayons P.



Ask the State Superintendent: Dr. Tony Smith P. 7



IASA Annual Conference Preview P. 9



A look at laws passed that relate to education P. 17

A special welcome to all new superintendents in Illinois this school year. A special layout with their names, photos, school districts and IASA Regions will help you put a face to a new name. **The layout begins on page 24.**

Additional Items

- ◆ Welcome back to school...and the chance to change the world one child at a time! P. 3
- ◆ Kickbusch sees public education as 'great equalizer' in land of diversity P. 10
- ◆ New State Superintendent wants to open doors of opportunity for all students P. 12
- ◆ 'Teachers are Heroes' is Garrett's life story P. 13
- ◆ Beerer will talk about how to LEAD in digital age P. 14
- ◆ Conference agenda P. 15
- ◆ Mandated Consolidation -- the second time around: The 1985-1986 Consolidation Battle P. 20
- ◆ Use student growth metrics to improve instruction P. 21
- ◆ Success in Illinois School Districts P. 30
- ◆ IASA News in Brief P. 33
- ◆ IASA Calendar of Events P. 34



IASA Newsletter Editor
Michael Chamness
mchamness@iasaedu.org

Assistant Editor
Mary Ellen Buch
mbuch@iasaedu.org



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

Volume 3, Issue 7

Welcome back to school...and the chance to change the world one child at a time!



Message from the Executive Director Dr. Brent Clark

Welcome to our Back-to-School issue of *Leadership Matters*! And, thanks to the fact that public education at least has a signed budget, welcome back to the new school year!

This issue is full of good Back-to-School information, including such things as a listing and photos of new superintendents in our state, a story that outlines the laws that have been passed that have an

impact on public education – including the first two major pieces of legislation stemming from our Vision 20/20 initiative -- and a column by Dr. Rich Voltz regarding the use of student growth metrics.

We also have included a new feature titled “Ask the State Superintendent,” where new State Superintendent Dr. Tony Smith will field questions from IASA members on a monthly basis. The questions for this first installment came from Dr. Smith’s recent visit with the IASA Board of Directors. For future editions, we are asking you to submit questions for Dr. Smith to answer. Please send those questions to IASA Director of Communications Mike Chamness at mchamness@iasaedu.org and each month we will ask Dr. Smith to answer a few of your questions.

I have been quite impressed by the down-to-earth approach and passion of Tony Smith as well as his efforts to communicate with stakeholders. He spent well over an hour discussing issues and answering questions from Board members – and he said he planned to appear at each of our IASA Board meetings. He also is one of the keynote speakers for our upcoming IASA Annual Conference, scheduled for September 30-October 2.

Speaking of our conference, this edition of *Leadership Matters* also includes in-depth profiles of our other keynote speakers, including:

- ◆ **Karen Beerer**, Vice President of Discovery Education, whose presentation is titled “Leading the Learning in a Digital Age: Why Now?”
- ◆ **Consuelo Castillo Kickbusch**, founder of Educational Achievement Services, Inc., and a motivational speaker whose presentation is titled “Valuing Diversity.”

Annual Conference Keynote Speakers



Beerer



Smith



Kickbusch



Garrett

- ◆ **Mark Anthony Garrett**, who overcame homelessness, neglect and abuse to become a successful businessman and author of the book “Teachers Are Heroes – 7 Successful Principles for Transformational Teaching.”

Our keynote speakers come from a wide variety of backgrounds and experiences as the features in this edition describe. They promise to be a very dynamic group that will motivate and inspire attendees.

We have moved our conference downtown in Springfield to the President Abraham Lincoln Hotel and the Prairie Capital Convention Center. The location is within easy walking distance of restaurants, shops and historic attractions. We hope you will take advantage of the wonderful, diverse lineup of speakers, breakout sessions and networking opportunities. Registration is available by clicking [here](#) or on the front page of our website (www.iasaedu.org)

Finally, as we head into a new school year, I want to thank you in advance for all that you do help make the IASA vision – “*Maximum Educational Success for All Students*” – a reality despite all of the obstacles that get placed in front of you. If you ever have wondered whether what you’re doing matters, please take a few moments to read the feature stories about Consuelo Kickbusch and Mark Anthony Garrett. As educators, we do have the opportunity to change the world one child at a time.

Brent Clark

Transforming
Teaching & Learning

Spotlight on Success



Discovery Education salutes Des Plaines School District 62 for transforming teaching and learning through professional development. Des Plaines School District was the first adopter in IL of a new professional development model called the Digital Leader Corps (DLC). The DLC supports school systems as they develop teacher-leaders to serve as change-agents powering their district's digital transition. In addition to Des Plaines School District, several districts across the U.S., including Wake County Public School System (NC), Albuquerque Public Schools (NM), Miami-Dade County Public Schools, (FL) Houston ISD (TX), Baltimore County Public Schools (MD), Kent County Public Schools (MD) and DC Everest Area School District (WI), are currently working with Discovery Education to implement the DLC model within their school systems. These districts have successfully instituted shared leadership models in their schools, allowing district leaders to focus on other aspects of the digital transition to impact student achievement more quickly and efficiently.

Experience how districts all over the country are transforming teaching and learning at www.discoveryeducation.com/success

To learn more about their success and partnering with Discovery Education, contact Josh_Truman@discovery.com



A new beginning: a new box of crayons



A message from
IASA President
Dr. Jane Westerhold

Every August for as long as I can remember, I have bought a brand new box of crayons. I have only recently stopped buying them for my 30-year-old daughter. This dustless chalk was developed in response to teacher requests. In 1903, the Binney and Smith Company made the first box of Crayola crayons costing a nickel and containing eight colors. When I was five years old, the 64 box of crayons was introduced,

complete with a built in sharpener (still my favorite box and annual purchase). Several societal issues have been represented over time with the Crayola manufacturers. For example, in response to the civil rights movement, Crayola changed the name of the “flesh” crayon to “peach” in 1962. The year that I graduated from high school, fluorescent colors were added. For those of you doing the math, it was the psychedelic era. Sixteen more colors were added to the box of 72 when my daughter entered kindergarten. The year my husband and I were married, 24 more colors were added.

A new box of crayons is something that all generations understand and a commonality that we share with our students. What I enjoy most about a new box of crayons is the symbolism of a new year, a new start, hope for a brighter future for boys and girls, and a chance to do it all over again in a better way. As superintendents, we have the profound opportunity to make a difference in the lives of children and society as a whole.

Although we have this profound opportunity, it cannot be accomplished in isolation. We might not realize it all of the time, but when we become consumed by our own agendas and the things that keep us awake at night, we really do need each



other. The strong voices that find satisfaction in criticizing public education are not shrinking. A solid public school education is the best hope for our children’s future and we must be united in our messages. As the collaborative minds of many

constructed Vision 20/20 in a most thoughtful effort to fulfill the promise of public education in Illinois schools, each of us must find ways to work together to meet the needs of all children.

I am honored and humbled to serve as this year’s IASA President and look forward to serving an organization that has been near and dear to my heart for many years. As you begin your new year, I hope that you greet the students and staff with a

message of hope and inspiration. I hope that each year you find a renewed sense of commitment and dedication for the IASA vision of “*Maximum Educational Success for All Students.*” And, I hope that you buy a new box of crayons.

“A new box of crayons is something that all generations understand and a commonality that we share with our students. What I enjoy most about a new box of crayons is the symbolism of a new year, a new start, hope for a brighter future for boys and girls, and a chance to do it all over again in a better way. As superintendents, we have the profound opportunity to make a difference in the lives of children and society as a whole.”

Stunning design, sharp communication

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



Community Unit School District 308
Oswego, IL

Evanston/Skokie School District 65
Evanston, IL

Barrington 220 School District
Barrington, IL

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

Contact your Illinois territory representative

Bill Reynolds

bill.reynolds@blackboard.com

814.272.5164

Adequate school funding is issue of integrity for State Superintendent

State Superintendent Dr. Tony Smith met with the IASA Board of Directors for more than an hour at the Board's summer retreat. He fielded several questions and some of that Q/A is reported below. Dr. Smith also agreed to field questions from superintendents around the state as a monthly feature in *Leadership Matters*. If you have a question you would like to ask Dr. Smith for use in *Leadership Matters*, please submit your question by 15th of each month to IASA Director of Communications Mike Chamness at mchamness@iasaedu.org. We will review the questions and select two or three for use in each edition.



Q: If the General Assembly and the governor impose a property tax freeze but do not fully fund the formula, some school districts will really be hurting. Where do you stand on the state's funding of public education?

A: I agree with the Education Funding Advisory Board (EFAB) report. When the state is only providing 25 or 20 percent of the funding for education, that is inadequate. If we provided more money that certainly would be better, but that alone would not transform public education in Illinois. We have extracted as much as we can from the current formula, it no longer works and providing an adequate education for all our children is a base issue of integrity.

Q: Regarding the school funding formula, where do you stand on transportation funding?

A: I think it should remain a separate funding line item. In a state like Illinois to ensure equitable access, you have to have funding for transportation. The dollars it takes to get students to school should not limit the dollars spent on what students do in school. It would be very hard to change my mind on that.

Q: The legislation that has been proposed creates a committee made up entirely of legislators to come up with a proposal for a new school funding system. What will be your role in the committee?

A: I think the State Board is well positioned to participate in that process. I have heard that legislators will be making some changes to the makeup of the committee. Even if we don't have a formal role, I think I would at least be very connected to the committee and that (ISBE) would be serving or

staffing the committee

Q: With a new position of Secretary of Education being established, what are the working relationships between the State Superintendent, the Secretary of Education and the State Board.

A: Of course, I report to the State Board of Education, which is appointed by the governor. (Secretary of Education) Beth Purvis is appointed by the governor and is in the governor's office. There is a political

dimension to my job and that is part of the dance/relationship that takes place. Beth and I co-chaired the governor's education transition team and I think we get along very well. I see her entirely as a partner and ally. As Secretary of Education, her primary role is the coordination and alignment of the 12 state agencies that play a role in education. She is doing a gap/overlap study of those

12 agencies and working to align all education funding in Illinois.

Q: Where do you stand on the issue of charter schools and vouchers?

A: As you know, Governor Rauner has a strong belief in choice. I think he has come to a position of quality choice; choice without quality isn't really choice. I believe if you just start with choice, it is harder to get to overall quality and the conversation has to reside in quality. Ideology can't trump what's best for kids. Our funding structure today is totally inadequate for all schools and for high quality charter schools to get even less is certainly not fair. We need to put all schools on the table together and have a conversation about quality.



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

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

American Fidelity Assurance Company Services:

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



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

SB-29854-0815

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



Our Family, Dedicated To Yours.™





Consuelo Kickbusch

Valuing Diversity

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



Kickbusch sees public education as 'great equalizer' in land of diversity

By Michael Chamness
IASA Director of Communications

When Consuelo Castillo Kickbusch talks about valuing diversity, she speaks not only from her own experience, but from her heart and a vow she made to her dying mother. Overcoming poverty, discrimination and illiteracy in a barrio in Laredo, Texas, Kickbusch became the highest ranking Hispanic woman in the Combat Support Field of the U.S. Army.

Having served 20 years, attaining the rank of Lieutenant Colonel and positioning herself for a promotion to General, Kickbusch retired from the Army in 1996 because of her mother's final wish.

"She wanted me to go home and to fight poverty and discrimination wherever kids might be. She told

me 'We are here to serve.' She died three weeks later," said Kickbusch, who founded Educational Achievement Services, Inc. in 1994. She estimated the company's outreach has had an impact on more than a million children in more than 1,000 school districts.

"People talk about wanting to be a voice for children and school districts have administrators, principals, teachers and staff that have an opportunity to provide support, so the questions become: How far will we go?, and Will we go the extra mile?" Kickbusch said. "Young children are at our mercy. They come to us with hope and the promise that we want what's best for them."

An inspirational speaker who has gotten rave reviews across the country, Kickbusch will be a

Consuelo Kickbusch

Valuing Diversity

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

keynote speaker at the IASA Annual Conference. Her presentation titled “Valuing Diversity” is scheduled for 9 a.m. on October 1.

Although she grew up in Laredo and now lives in Las Vegas, she said Illinois is part of her family’s heritage. Her parents and four brothers lived for five years in a boxcar in Sterling in the 1950s. The boxcars were home to workers at the Northwest Steel and Wire Company. Kickbusch wasn’t born until later in Texas, but she remembers her family talking about the boxcar days.

“My mother realized that the boxcar was home. When my father was at the steel mill, she put up curtains in the boxcar even though it had no windows. My parents did not look at what was missing and they didn’t wallow in it. She could see beyond those conditions,” Kickbusch said. “We must see children beyond what you see first. We must be able to see hope and then be willing to do the hard work to build those ‘curtains’ to provide a quality education.”

Kickbusch credits her parents and a teacher as the major influences that helped her succeed.

“Mr. Cooper carried the title of teacher, but he was an extraordinary educational leader. He actually came into our barrio...and we unfairly had judged him as just another ‘white dude’ or ‘gringo.’ He saw beyond the walls that existed in our community and he saw something in me, beyond the fight that was inside me,” Kickbusch remembered. “He knocked on our door and in broken Spanish introduced himself. He asked if he could help me. Up to that point, we always heard we were bad kids and problems.

“His words were profound. He said ‘We have failed you and I will not be part of that.’ He helped to fill the gaps. Now we have wonderful English Language Learner programs. I still believe that public education is the most concrete form of democracy.”

Being a contributing part of the democracy in the United States is important to Kickbusch. Eight of her 10 siblings also served in the U.S. military.

“My father wanted to be a U.S. citizen. He said ‘This could not be my country, but it is yours. If you cannot give to it, don’t you dare take from it. The only flag I accept is one from a country you love so much you’re willing to die for it.’ My father could not say ‘America’ sitting down.”



“We must see children beyond what you see first. We must be able to see hope and then be willing to do the hard work to build those ‘curtains’ to provide a quality education...What is the equalizer for Illinois or America if it’s not public education? What is the algorithm for brilliance? It’s certainly not language. It’s so much more complex. We need to look at the whole child.”

--LTC (retired) Consuelo Castillo Kickbusch

If her background and upbringing explain Kickbusch’s military career, they also provide great insight into her commitment to public education and the children who depend on public schools – especially those children who at first glance seem to be facing big obstacles to learning, but, like Kickbusch, just need someone to help unearth hidden potential.

“What is the equalizer for Illinois or America if it’s not public education?” Kickbusch said. “What is the algorithm for brilliance? It’s certainly not language. It’s so much more complex. We need to look at the whole child.”

Dr. Tony Smith

Moving Forward

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

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



State Superintendent Dr. Tony Smith will discuss his priorities and vision for Illinois' education system. He will also address critical topics that Illinois school administrators will face during the 2015-16 school year, including finance, budget, assessments and supports.

To read an in-depth profile of the state superintendent that ran in the summer issue of *Leadership Matters* please click [here](#).



Super Region Meeting

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

IASA and new ISBE state superintendent Dr. Tony Smith will host three super-region meetings to formally introduce Dr. Smith to our membership. All meetings will be held from 10 - 11:30 a.m. These super-region meetings will be:

- ★ [September 1 in Naperville \(click to register\)](#)
- ★ [September 2 in Normal \(click to register\)](#)
- ★ [September 3 at Rend Lake \(click to register\)](#)

Mark Anthony Garrett

Teachers are Heroes - A new Paradigm for Service Excellence

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

'Teachers Are Heroes' is Garrett's life story

By Michael Chamness
IASA Director of Communications

"Teachers Are Heroes" is more than a catch phrase for Mark Anthony Garrett. It's even more than the title of his book. Without the caring and nurturing influence of a third-grade special needs teacher, Garrett easily could have fallen through the cracks with no safety net in the inner city of Dayton, Ohio.

"I probably would have ended up in prison...or in a grave," said Garrett, who instead is a successful businessman, motivational speaker and author of the book "Teachers Are Heroes – 7 Success Principles for Transformational Teaching."

Garrett was a special needs child for whom poverty was just one of many challenges. There also was neglect, abandonment, homelessness, and physical and sexual abuse. He was a foster child who was adopted only to have his adoptive mother die of cancer when he was 14 years old. Little wonder that he dropped out of school, joined a gang, got involved with drugs and ended up in and out of juvenile jail.

At age 18, when Garrett put a gun to his head and contemplated suicide, it was the voice of that third-grade teacher that caused him to lower the gun.

"I could hear Miss (Betty Jean) Ritchie telling me 'Mark, you are significant, you are important. One day you are going to grow up and do great things.' In that moment, she was my hero. She opened up my mind to new possibilities."

For many children, there simply is no escape from a background like Garrett's. But attendees at the IASA Annual Conference will hear Garrett talk about the life-changing influence that educators can have. Garrett will be presenting his keynote address titled "Teachers Are Heroes – A New Paradigm for Service Excellence" at 9:30 a.m. on Friday, October 2.

"I am going to talk about resiliency and how you

can unlock the inner hero, that one teacher has the power to change the world one child at a time – a child like me that society says can't make it," said Garrett. "I am just a product of what it is that teachers like Miss Ritchie do, and sharing my story with educators is just my way of trying to pay back," said Garrett. "As a teacher, you just never know what a difference you can make in a kid's life or what potential is locked up inside them."



In reflecting back some 38 years, Garrett said he thinks Miss Ritchie probably had the same commitment to every child, but to an introverted boy who initially spent a lot of time with his head on his desk, her pat on the back and words of encouragement gave him what he remembers as "a sense of hope."

"I think it was just who she was. She was a missionary who didn't even get into teaching until she was 40. She was a person who wanted to be of greater service.

The sign outside her door said 'Special Education,' but she said there are no special education kids, just kids who are special."

Garrett remembered that Miss Ritchie called her classroom a kingdom and told the class that they were kings and queens and in her room everyone would be treated as royalty. The lessons Garrett learned from Miss Ritchie go well beyond reading, writing and arithmetic. She took the art of teaching the "whole child" as her personal mission. And her words still resonate for Garrett.

"She taught from the future backwards, if that makes any sense," he said. "If I would screw up, she would say 'Mark, I know you can do better. One day you are going to grow up and do great things.' She taught us from where she believed we would end up, not where we were.

"In order to grow me, you need to know me. In order to teach me, you must reach me. Before she could help me, she had to know me and I had to trust her. She went the extra mile to get to know me...and for me, it saved my life."

Karen Beerer

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

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

Beerer will talk about how to LEAD in digital age

Karen Beerer vividly recalls one particular conversation she had with her mother.

"I was studying to become a teacher and I said 'There are no politics in education,'" explained Beerer. "My mother still reminds me of that to this day."

Now, with more than 30 years of experience as a teacher and administrator on her resume, Beerer has seen firsthand the influence of politics on local school boards, state legislatures, and Congress. So while her youthful view of education may have changed, she holds firm to an even stronger belief: "No matter what role you have in education, students come first."

That guiding principle has served Beerer well in her role as Vice President for Professional Development for Discovery Education. She will be the leadoff keynote speaker at the IASA Annual Conference with her presentation titled "Leading the Learning in a Digital Age: Why Now?" scheduled for 4:30 p.m. on Wednesday, September 30.

Beerer said given her years as an elementary teacher she tends to turn everything into an acronym and her presentation will focus on the acronym LEAD:

- L:** "Let change begin with us."
- E:** "Ensure that we lead with pedagogy, not technology."
- A:** "Assessment is an important part of instruction."
- D:** "Demanding a culture of 'Yes!'"

One of Beerer's roles at Discovery Education has been to develop and present a series of academies focused on how to create practical Common Core implementation strategies leveraging digital media and technology. As an administrator in Pennsylvania, she was part of the committee that helped marry the Pennsylvania state standards with the Common Core Standards.

While acknowledging that the Common Core has become entangled with politics (there's that word again), Beerer said she believes in rigorous standards for all students.

"Working with educators nationwide has given me

the opportunity to hear multiple perspectives on this issue," Beerer said. "I think we have to be respectful of differing viewpoints on this topic, and keep in mind that, ultimately, all students must be held to rigorous standards, be they the Common Core Standards or another set of standards."



Beerer will be coming to an assessment battleground in Illinois, where Year One implementation of the PARCC exams was met with significant pushback, including a threat by the Chicago Public Schools (CPS) to boycott the assessments. While CPS ultimately administered the federally required exams, the controversy surrounding PARCC remains alive in many communities.

"Various types of assessments, from formative assessments to benchmark exams, can be really useful instructional tools," Beerer said. "That said, I think we are at a point in time where it would be good to have a healthy, informed debate on the role of assessment in instruction. We as educators need to look at what we are assessing with a critical eye, and ask, 'How does this support instruction?'"

Continuing, Beerer explains, "For example, while literacy is a passion of mine, I question weekly spelling tests on Fridays. In my experience as an educator, they have little impact on deeper learning. We need to take a good long look at activities like that and ask, 'Does this really prepare students for life beyond the classroom?'"

Beerer also advocates we rethink traditional test prep models. "I think the best thing we can do as educators is provide students a rich, technologically infused learning experience that mirrors society's use of technology outside the classroom. In this way, we'll be preparing students not only for required assessments, but also for life beyond graduation."

Continuing in this vein, Beerer expressed that

Karen Beerer (continued)

when it comes to change in education integrating technology into classroom instruction can have a transformative effect on teaching and learning.”

“We are living in a digital world,” said Beerer. “It is incumbent on us as educators to create modern digital learning environments that prepare students for success outside the classroom.” To drive that point home, Beerer often asks educators participating in her professional development sessions to take a practice PARCC or Smart Balance online assessment.

“Sometimes, educators will begin the assessment and really struggle,” explained Beerer. “That struggle is productive. It helps the educator develop greater empathy for the students taking the test, because not only are the questions difficult, but also the technological skills needed to navigate the test, skills like keyboard fluency and the ability to drop and drag, are skills students must develop. That brief experience of sitting in the students’ seat helps drive

home the importance of providing authentic learning experiences.”

Of course, providing those 21st century learning opportunities for every student is a daunting challenge in a state like Illinois, which ranks near the bottom in the portion of education funding that is provided by the state. The digital divide between the haves and the have-nots is wide and deep.

As Beerer’s mother understood, politics continues to play a pivotal role in the quest for quality – and equity – in public education. So the woman who once denied that politics were involved in education now urges educators to make their voices heard.

“When it comes to an issue like educating our children, there is strength in numbers,” Beerer said. “Educators need to continue to come together and, with one voice, tell policymakers that we need to create modern digital learning environments that will prepare students for success in our increasingly global economy. But don’t tell my mother I said that!”

Annual Conference Agenda

Wednesday, September 30, 2015

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

Thursday, October 1, 2015

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

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

Friday, October 2, 2015

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

TAKE ADVANTAGE OF YOUR MARKETING OPPORTUNITIES

You and your firm are invited to participate in the

51st ANNUAL IASA CONFERENCE

ILLINOIS ASSOCIATION OF SCHOOL ADMINISTRATORS

SEPTEMBER 30
to
OCTOBER 2
2015

SPONSOR AN EVENT,
MEAL OR SPEAKER

RESERVE YOUR BOOTH

HOST A HOSPITALITY
SUITE FOR ATTENDEES



[Click here for
additional information.](#)

Limited Space Available



Governor signs Vision 20/20 Illinois Balanced Accountability Measure

Student discipline, CO detectors, social media privacy among other new laws



Diane Hendren
Chief of Staff/
Director of
Governmental
Relations

Governor Bruce Rauner signed the Vision 20/20 Illinois Balanced Accountability Measure (IBAM) into law on July 30. **House Bill 2683 (now Public Act 99-193)** implements an accountability model for schools that in addition to using standardized test scores also provides flexibility for school districts to use an evidence-based framework to demonstrate student improvement and growth.

“This is the biggest shift in Illinois school accountability since the

federal No Child Left Behind act was implemented 13 years ago. Unlike NCLB, which only took test scores into account, this is truly a balanced accountability model that looks at those scores and achievement gaps, but also takes into consideration a school district’s professional practice to improve student performance,” said Dr. Brent Clark, Executive Director of the Illinois Association of School Administrators (IASA). “One size fits all doesn’t really work in a state as large and diverse as Illinois and this model allows for school districts to get credit for things like having a strong vocational program or some other program that is valuable to their students and their community.”

The bill passed unanimously in both chambers of the General Assembly and became the second piece of Vision 20/20 legislation to be signed into law as the governor previously signed a bill (**HB 2657/PA 99-58**) designed to streamline the licensure process for teachers and administrators and establish reciprocity with other states in order to increase the pool of qualified candidates for positions in Illinois.

Also, the House and Senate both passed resolutions (**HR 641, SR 743**) establishing August 18 as “Vision 20/20 21st Century Learning Day” in Illinois. That is the day that the Vision 20/20 partners will be launching the 21st Century Learning Center, a free learning resource for teachers, students, and parents. This new program will help transform Illinois teaching and learning by providing high-quality, digital course content for classroom teachers in the

four core content areas of mathematics, science, social studies and English language.

Thumbnail sketches of other laws affecting school districts include:

SB100 Student Discipline: Makes changes concerning student discipline policies and the parent-teacher advisory

DISCIPLINE

committee; the creation of memoranda of understanding with local law enforcement agencies that clearly define law enforcement’s role in schools; what a written expulsion or suspension decision must include; the use of school exclusions by school officials; a prohibition on zero-tolerance policies; when out-of-school suspensions of three days or less may be used; when out-of-school suspensions of longer than three days, expulsions, and disciplinary removals to alternative schools may be used; the provision of appropriate and available support services; the re-engagement of students; the opportunity for a student to make up work; professional development on the adverse consequences of school exclusion and justice-system involvement, effective classroom management strategies, culturally responsive discipline, and developmentally appropriate disciplinary methods that promote positive and healthy school climates; a prohibition on school officials advising or encouraging students to drop out voluntarily due to behavioral or academic difficulties; and a prohibition on issuing a monetary fine or fee as a disciplinary consequence.

Provides that out-of-school suspensions of longer than three days, expulsions, and disciplinary removals to alternative schools may be used only if other appropriate and available behavioral and disciplinary interventions have been exhausted and the student’s continuing presence in school would either (i) pose a threat to the safety of other students, staff, or members of the school community or (ii) substantially disrupt, impede, or interfere with the operation of the school. Provides that school officials shall make all reasonable efforts to address such disruptions to the greatest extent practicable. Has been sent to the governor and is awaiting his signature.

HB152 Carbon Monoxide Detectors: Provides that a school board shall require that each school building in the district be equipped with approved carbon monoxide alarms. Sets forth how the alarms are to be powered. Provides that fire prevention and safety tax levy proceeds or bond proceeds may be used for alarms. Provides that alarms or detectors must be located within 20 feet of a carbon monoxide emitting device, alarms or detectors must be in operating condition and be inspected annually, a school is exempt if it does not have or is not close to any sources of carbon monoxide, and a school must require plans, protocols, and procedures in response to the activation of a carbon monoxide alarm or carbon monoxide detection system. Has been sent to the governor and is awaiting his signature.

content shall focus on government institutions, the discussion of current and controversial issues, service learning, and simulations of the democratic process. Allows school districts to utilize private funding available for the purposes of offering civics education. Has been sent to the governor and is awaiting his signature.

HB494 Criminal History Records Check:

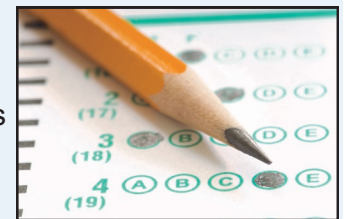
Provides that a conviction for a felony more than seven years prior to application for employment with the school district or non-public school, other than certain enumerated offenses, must not, in and of itself, be an



automatic bar to employment. Provides that a conviction for a felony less than seven years prior to employment, other than those certain enumerated offenses, is reviewable by the employer in accordance with its stated policy. Makes changes to provisions relating to the conviction of certain offenses as grounds for revocation of an educator license, including changing the definitions of terms and providing for disqualification for employment and licensure. Has been sent to the governor and is awaiting his signature.

SB1455 Assessments:

Provides that the State Board of Education shall assess high school students using a college and career ready determination that shall be accepted by Illinois public institutions of higher education for the purpose of student application or admissions consideration. Signed by the governor as Public Act 99-0185, effective January 1, 2016.



HB3428 Advance Placement Exam/Credit:

Provides that beginning with the 2016-2017 academic year, scores of 3, 4, and 5 on the College Board Advanced Placement examinations shall be accepted for credit to satisfy degree requirements by all public institutions of higher education. Provides that each institution of higher education shall determine for each test whether credit will be granted for electives, general education requirements, or major requirements and the Advanced Placement scores required to grant credit for those purposes. Provides that by the conclusion of the 2019-2020 academic year, the Board of Higher Education shall analyze the Advanced Placement examination score

HB3527 Social Media/Right to Privacy:

With respect to the section concerning post-secondary schools and prohibited inquiries, provides that the section does not prohibit a post-secondary school from conducting an investigation or



requiring a student to cooperate in an investigation if there is specific information about activity on the student's account on a social networking website that violates a school disciplinary rule or policy. Requires an elementary or secondary school to provide notification to the student and his or her parent or guardian that the elementary or secondary school may not request or require a student to provide a password or other related account information in order to gain access to the student's account or profile on a social networking website. Requires an elementary or secondary school to provide notification to the student and his or her parent or guardian that the elementary or secondary school may conduct an investigation or require a student to cooperate in an investigation if there is specific information about activity on the student's account on a social networking website that violates a school disciplinary rule or policy. Provides that in the course of an investigation, the elementary, secondary, or post-secondary student may be required to share the content that is reported in order to make a factual determination. Has been sent to the governor and is awaiting his signature.

HB4025 Require Civics Course: Provides that of the two years of social studies required of high school students, at least one semester must be civics, which shall help young people acquire and learn to use the skills, knowledge, and attitudes that will prepare them to be competent and responsible citizens throughout their lives. Provides that course

course granting policy of each institution of higher education and the research used by each institution in determining the level of credit and the number of credits provided for the Advanced Placement scores and file a report that includes findings and recommendations to the General Assembly and the Governor. Provides that each institution of higher education shall publish its updated Advanced Placement examination score course granting policy on its Internet website before the beginning of the 2016-2017 academic year. Has been sent to the governor and is awaiting his signature.

HB165 Student Prayer:

Provides that students in the public schools may, during non-instructional times, voluntarily engage in prayer. Defines "non-instructional time" as time set aside by a school before actual classroom instruction begins or after actual classroom instruction ends. Has been sent to the governor and is awaiting his signature.



HB806 Education: Provides that a student enrolled in grade 7 or 8 may enroll in a course, where the student attends school, offered by the high school that the student would attend provided that the teacher holds a professional educator license endorsed for the grade level and content area of the course. Signed by the governor as Public Act 99-0189, effective July 30, 2015.



SB1410 Immunization

Exemption: Provides instead that children of parents or legal guardians who object to health, dental, or eye examinations, or any part thereof, to immunizations, or to vision and hearing screening tests on religious

grounds shall not be required to undergo the examinations, tests, or immunizations to which they so object if such parents or legal guardians present to the appropriate local school authority a signed Certificate of Religious Exemption, created by the Department of Public Health, detailing the grounds for objection and the specific immunizations, tests, or examinations to which they object. Provides that the grounds for objection must set forth the specific religious belief that conflicts with the examination, test, immunization, or other medical intervention. Requires the local school authority to inform the parent or legal guardian of exclusion procedures, in accordance with the Department's rules, at the time the objection is presented. Provides that those

receiving immunizations shall be provided with the relevant vaccine information statements prior to administering a vaccine. Provides that a healthcare provider may consider including nationally accepted recommendations from federal agencies, the information outlined in the relevant vaccine information statement, and vaccine package inserts, along with the healthcare provider's clinical judgment, to determine whether any child may be more susceptible to experiencing an adverse vaccine reaction than the general population, and if so, the healthcare provider may exempt the child from an immunization or adopt an individualized immunization schedule. Requires parents or legal guardians to submit the certificate to their local school authority, prior to the dates of entering kindergarten, sixth grade, and ninth grade (instead of annually), for each child for which they are requesting an exemption. Signed by the governor as Public Act 99-0249, effective August 3, 2015.

HB1498 Open Meetings Act: Amends the Open Meetings Act. Provides that a public body may hold closed meetings to consider school building safety and security. Signed by the governor as Public Act 99-0235, effective January 1, 2016.

SB7 Concussion

Protocol: Repeals provisions of the School Code concerning concussions and head injuries and student athletes. Instead, sets forth provisions concerning concussions and head injuries and student athletes that apply to public and private elementary and secondary schools, including charter schools. Provides for a school-specific (rather than venue-specific) emergency action plan. Requires the plan to be posted at all venues utilized by the school (rather than all venues). Creates the Youth Sports Concussion Safety Act that applies to youth sports activities sponsored or sanctioned by a youth sports league, other than interscholastic athletic activities. Signed by the governor as Public Act 99-0245, effective August 3, 2015.



SB672 Financial Literacy: Adds the subjects of consumer debt, higher education student loans, and identity-theft security to the list of subjects that are required to be included in the financial literacy component of consumer education. Signed by the governor as Public Act 99-0284, effective August 5, 2015.

SB1793 Suicide Awareness Policy: Provides that the amendatory provisions may be referred to as

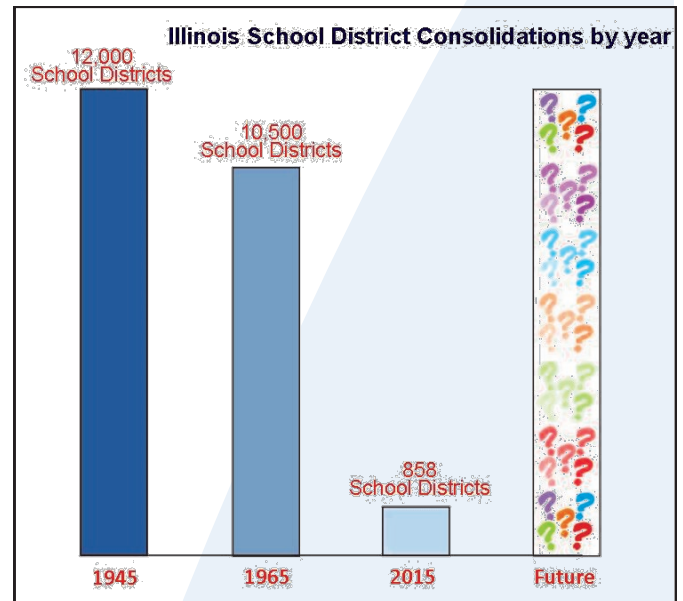
Mandated Consolidation--the second time around: The 1985-1986 Consolidation Battle



Dr. Bill Phillips,
IASA Field
Services Director

While this story is several decades old, the issues and how it was resolved are timeless. School district reorganization has been an issue since World War II, from that point when Illinois had more than 12,000 school districts til now when we have 858, there has been a constant evolution of changes by the legislature in order to reduce the number of school districts. It seems that each succeeding governor takes this issue

and determines that Illinois has too many school districts. However, in our history, only once has Illinois ventured into the realm of “mandated consolidation.”



Introduction

The topic of consolidation in Illinois is not new. Consolidation has been a topic of discussion in the Illinois General Assembly as far back as the mid 1800's. In the mid 1980's, school reform was the main focus of the General Assembly. The legislators wanted to pass a law that would improve the school system in Illinois. One part of this reform effort was decreasing the number of school districts across the state. A few key legislators took the lead in making recommendations for school improvement and consolidation. Governor Thompson and several educational and non-educational interest groups helped form the legislation that was to be Public Act 84-126.

Click [here](#) to view the entire story of the event and how it was resolved in 1985.

New school laws (continued)

(Continued from page 19)

Ann Marie's Law. Requires the State Board of Education to compile, develop, and post recommended guidelines and educational materials for training and professional development (instead of for required training). Removes the requirement that the State Board develop a model youth suicide awareness and prevention curriculum. Removes the requirement that a school board require training in youth suicide awareness and prevention for professional educators. Requires consultation with organizations representing school boards and school personnel in the development of a model policy. Allows a school board to review and update its current suicide awareness and prevention policy to be consistent with the youth suicide awareness and prevention provisions instead of adopting a policy consistent with those provisions. Has been sent to the governor and is awaiting his signature.

SB82 School Board Elections: Permits a congressional township comprising the territory of a school district to pass, by a two-thirds vote of all voters voting on the question, a proposition to elect board members at large and without restriction by area of residence within the district.



With respect to certain community unit school districts, combined school districts, and community consolidated school districts, permits the election of board members at large and without restriction by area of residence within the district if two-thirds of all voters voting on the proposition vote in favor of the proposition. Signed by the governor as Public Act 99-0091, effective January 1, 2016.

Use student growth metrics to improve instruction



Dr. Richard Voltz
Associate Director/
Professional
Development

The Performance Evaluation Reform Act (PERA) requires that all principals/assistant principals and teachers be evaluated using student growth data for at least 25 percent of the individual's summative evaluation rating for the first two years of implementation and at least 30 percent thereafter. The State of Illinois Model Plan (many refer to this as the "Default Plan") stipulates that the percentage for student growth be 50 percent if

the PERA Joint Committee cannot come to agreement on the appropriate percentage. ISBE has published a very good document titled "[ISBE Non-Regulatory Guidance on PERA and SB 7.](#)" This document is a good resource for PERA Joint Committees.

Illinois School Districts' PERA Joint Committees have arrived at a variety of solutions to comply with these new regulations. In many ways Illinois is a local governmental control state and with this PERA legislation there is a wide degree of discretion. Some districts are being very specific about the metrics used to determine student growth while others are being very liberal in their interpretation of [Part 50 Rules and Regulations](#).

All school districts must be in compliance by September 1, 2016 and the bottom 20 percent student achievement districts as determined by ISBE must be in compliance by September 1 of this year.

In working with many school districts in Illinois I have arrived at several very important conclusions concerning the use of student growth metrics for teacher evaluation. In schools (mainly high schools) that have had experience with using common assessments for courses such as an Algebra I exam taken by all students in the district that are enrolled in Algebra I, the conversion to using student growth has been relatively easy. In these schools, the teachers have developed the assessment over time, they have used these assessments on an annual basis, they are used to disaggregating the data to both improve instruction and analyze student performance -- and they work cooperatively and collaboratively with the administrators to improve instruction to maximize student achievement results.

You may have noticed that nowhere in the previous paragraph did I mention that these common assessments were used for teacher evaluation purposes. I believe as soon as the scores are analyzed for summative teacher evaluation purposes the goals of the process change.

It is my recommendation to districts that the goal of PERA should be to improve instruction -- which should increase student achievement -- and that this work should be done in a cooperative and collaborative manner.



There is no definitive research that states there is a direct correlation between the teacher's direct instruction and the achievement of the student. There are many factors that affect student achievement, including parental support, poverty levels, student attendance, prior knowledge, student motivation, etc... There is research showing that overall student achievement will be higher if teachers and evaluators are properly trained and correctly use teaching frameworks such as the Danielson Frameworks. I would recommend that districts support using the model of 70 percent for teacher practice and 30 percent for student growth. Student growth is best used when teachers and evaluators work together to improve instruction. The best solution is when multiple teachers of the same subject or grade level work together in a professional learning community to look deeply into instructional techniques that show data of improved student performance. These techniques are demonstrated and shared with teachers so all can improve their personal performance.

Districts that are using at least one Type I (an assessment that measures a certain group of students in the same manner with the same potential assessment items, is scored by a non-district entity, and is widely administered beyond Illinois) or Type II (an assessment developed or adopted and approved by the school district and used on a district-wide basis that is given by all teachers in a given grade or subject area) along with one Type III (an assessment that is rigorous, aligned with the course's curriculum, and that the evaluator and teacher determine measures student learning) are forming the most collaborative instructional improvement environment.

The standardization of the Type I or Type II assessment gives evaluators and teachers a sense of fairness and a greater degree of authenticity. Fairness is important for the individual teacher. Authenticity is important as a benchmark against valid and reliable questions, standards and normed results.

The real power in this legislation is not the accountability of student assessment results; the power is in the cooperative and collaborative approach of teachers and evaluators to improve the instructional process.



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

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

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

FOR EMPLOYERS...

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

New and enhanced features include the following:

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

FOR JOB SEEKERS...

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

New and enhanced features include the following:

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

www.illinoiseducationjobbank.org

SIMPLIFIED ACA COMPLIANCE



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

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

How does the ISEBC Help?



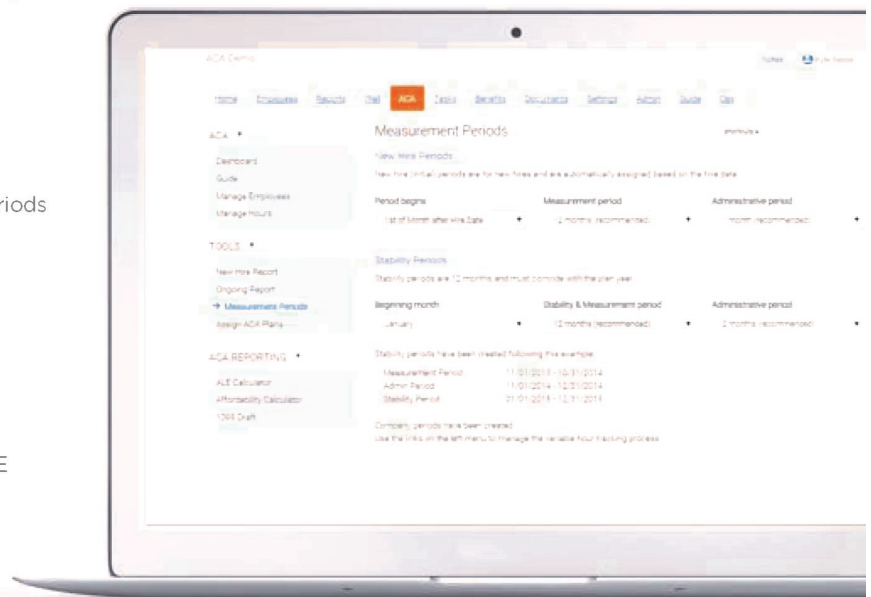
Eligibility tracking for hourly employees

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



The best data collection tool for 1094/1095 reporting

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



A bureaucratic nightmare

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

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

Are you a large employer?

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

Are you ready to give employees a 1095-C?

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

**AMERICAN CENTRAL
INSURANCE SERVICES**

Est. 1987

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

Welcome to our new superintendents!



Dr. Lynda Andre
Edwardsville 7
Southwestern



Craig Benes
Itasca 10
DuPage



Dave Black
Norwood Elem 63
Central IL Valley



Brent Boren
Lick Creek 16
Shawnee



Robert Bowser
Allendale 17
Wabash Valley



Dr. Terri Bresnahan
Berkeley 87
Cook West



Brian Brooks
St. Joseph-Ogden 305
Illini



Larry Bussard
East Richland Comm Unit 1
Wabash Valley



Spencer Byrd
Meridian 101
Shawnee



Dr. William Caron
Scales Mound 211
Northwest



Kathy Clark
Johnston City 1
Shawnee



Dr. Margaret Clauson
Skokie 69
Cook North



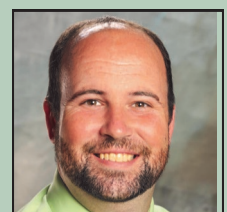
Mike Cushing
Ottawa Twp 140
Starved Rock



Dustin Day
Waverly 6
Two Rivers



Brenda Donahue
Marseilles 150
Starved Rock



Brian Dukes
Pontiac 429
Corn Belt



Margo Empen
Dixon 170
Northwest



Erik Estill
Rome Community 2
Egyptian



Beau Fretueg
Illini Central 189
Central IL Valley



Brian Ganan
Komarek 94
Cook West

Welcome to our new superintendents!



Dr. Alicia Geddis
Danville 118
Illini



Dr. Lori Gehrke
Rockdale 84
Three Rivers



Robert Gold
Big Hollow 38
Lake



Jennifer Hamilton
Damiansville 62
Kaskaskia



Dr. Ty Harting
Community HS 218
Cook South



Wesley Heiar
Prairie Hill CC 133
Kishwaukee



Dale Heidbreder
Central 51
Central IL Valley



Kerry Herdes
South Central 401
Kaskaskia



Dr. Daryl Herrick
Highland Pk/ Deerfield
Twp 113 - Lake



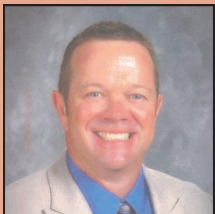
Laura Irwin
Chester-E. Lincoln CC 61
Abe Lincoln



Dr. Janiece Jackson
Lindop 92
Cook West



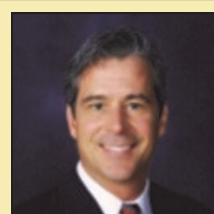
Dr. Carol Kelley
Oak Park 97
Cook West



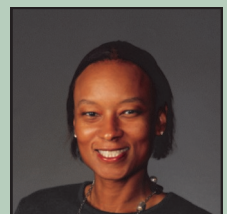
Fred Lamkey
Edinburg Unit 4
Abe Lincoln



Aletta Lawrence
Mount Vernon 80
Egyptian



Dr. Todd Leden
Kaneland 302
Kishwaukee



Dr. Crystal LeRoy
Kenilworth 38
Cook North



Keith Liddell
Carterville CU 5
Shawnee



Michael Maguire
Union Ridge 86
Cook West



Paula Markey
West Central CU 235
Western



Ryan McGuckin
Woodland CUSD 5
Corn Belt

Welcome to our new superintendents!



Lanty McGuire
Moline-Coal Valley CUSD 40
Blackhawk



Robert Meadows
Sangamon Valley 9
Abe Lincoln



Dr. Seth Miller
Westville 2
Illini



Seth Mings
South Pekin 137
Central IL Valley



Dr. Kris Monn
Minooka Comm 201
Three Rivers



David Negron
Maywood-Melrose Pk-
Broadview 89
Cook West



Wes Olson
Bond County 2
Kaskaskia



Dr. Paul O'Malley
Norridge 80
Cook West



Dr. Jerry O'Shea
Marquardt 15
DuPage



Danielle Owens
Pekin Comm HS 303
Central IL Valley



Dr. Dave Palzet
Pleasantdale 107
Cook West



Dr. Lisa Parker
Dunlap Comm Unit 323
Central IL Valley



Jan Percy
Tri-County Joint Agreement
Shawnee



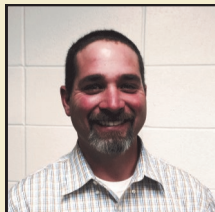
David Reavis
Hardin County Comm 1
Shawnee



Sarah Rexroad
Lincoln-Way Area Sp. Ed.
Three Rivers



Dr. Keely Roberts
Zion 6
Lake



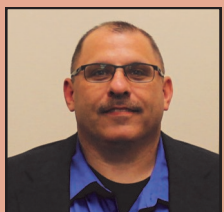
Joseph Salmieri III
Laraway 70C
Three Rivers



Kyle Schumacher
La Grange 102
Cook West

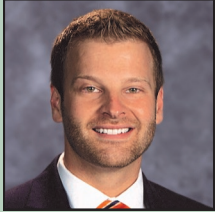


Joseph Simpkins
River Grove 85-5
Cook West



Gavin Sronce
Windsor Comm Unit 1
Abe Lincoln

Welcome to our new superintendents!



Joshua Stafford
Vienna 13-3
Shawnee



Jay Streicher
Somonauk 432
Kishwaukee



Kevin Suchinski
Hillside9 3
Cook West



Shawn Teske
Warren Comm 205
Northwest



Dr. Terri Vandewiele
Silvis 34
Blackhawk



Matt Vollman
Norris City-Omaha-
Enfield 3 - Egyptian



Jakie Walker
Red Hill 10
Wabash Valley



Dr. Catherine Wang
Glencoe 35
Cook North



Dr. Brian Wegley
Northbrook/Glenview 30
Cook North



Terry Wisniewski
Hartsburg-Emden Unit 21
Abe Lincoln



New Superintendents Conference 2015



Transferring Superintendents 2015-16

Region Name	District	Transferring Superintendents
Abe Lincoln	Ball Chatham CU 5	Dr. Douglas Wood
Abe Lincoln	Morrisonville Unit 1	Gary DePatis
Central IL Valley	Delavan Comm Unit 703	Dr. Andrew Brooks
Cook North	Niles Elem 71	Dr. John Kosirog
Cook South	Evergreen Park Comm HS 231	Dr. James Dunlap
Cook South	Palos Heights 128	Dr. Dawn Green
Corn Belt	Cornell 426	Geoffrey Schoonover
Corn Belt	Lexington 7	Dwight Stricklin
DuPage	Elmhurst CU 205	Dr. David Moyer
DuPage	Lombard 44	Dr. Michael Robey
Egyptian	Benton 103	Dr. Aaron Mattox
Egyptian	Grand Prairie 6	Ryan Robinson
Egyptian	Nashville Comm 99	Ernie Fowler
Illini	Oakwood CU 76	Gary Lewis
Kaskaskia	Albers 63	Michael Toeben
Kaskaskia	Litchfield 12	Jeff Strieker
Kaskaskia	Odin 722	Jeff Humes
Kaskaskia	Patoka Comm 100	David Rademacher
Kaskaskia	Salem 111	Leslie Foppe
Lake	Diamond Lake 76	Dr. Bhavna Sharma-Lewis
Lake	Warren Twp 121	Dr. John Ahlgrim
Northwest	Dakota Comm 201	Robert Prusator
Northwest	Freeport 145	Michael Schiffman
Shawnee	Cobden 17	Edwin Shoemate
Shawnee	Jonesboro 43	Dr. Keith Reinhardt
Southwestern	O'Fallon 90	Carry Hruby
Three Rivers	Channahon 17	Nicholas Henkle
Western	Galesburg 205	Ralph Grimm

Microsoft in Education

At Microsoft, we are committed to helping students and educators throughout the world realize their full potential. We believe technology has the power to inspire and motivate students to learn, and the ability to empower teachers to prepare students.

We also recognize technology alone is not the answer and that teachers are central to helping students succeed. By working with schools and key partners in the education industry, we are driven to deliver on this belief.

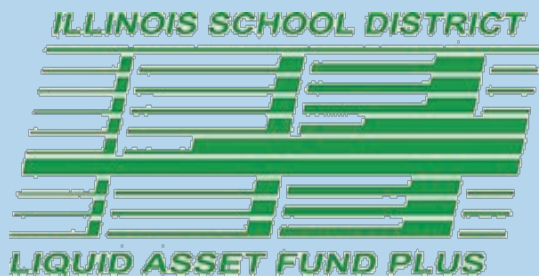
From device to advice, we are committed to education and to ensuring both students and educators have the tools they need to succeed.

www.microsoft.com



ISDLAF+ August 2015 Monthly Update

Click [here](#) to view the August 2015 ISDLAF+ rates, economic indicators and general economic news brief. To obtain additional information regarding this IASA sponsored service, contact Donald E. Weber, Senior Vice President, Corporate Relations/ISDLAF+ at 630.657.6435. To check daily rates, visit the ISDLAF+ website at www.isdlafplus.com.



Indoor Air Quality Tools for Schools Action Kit



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

Get the Action Kit!

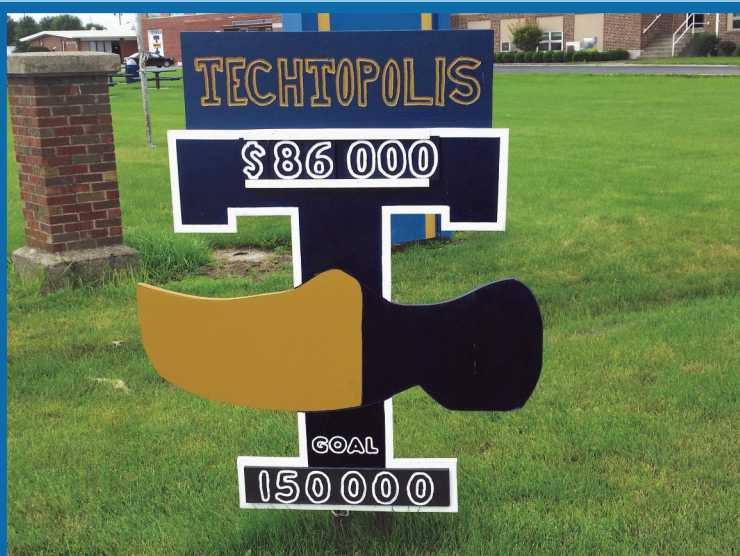
Contact Elizabeth Matoushek
314.809.0816
ematoushek@iasaedu.org



Success in Illinois School Districts



Newark Community 66 - Dr. Diane Cepela, superintendent
Start of Newark's 5K Fundraiser for Technology: Tech-n-color ERace.



Teutopolis Unit 50 - William Fritcher, superintendent
Teutopolis Unit 50 has undertaken a fundraising campaign to change how we teach and learn through the use of technology. Named "Tectopolis" by staff and students, the campaign has generated over \$111,000 in pledges and will make a significant impact in our students' learning.

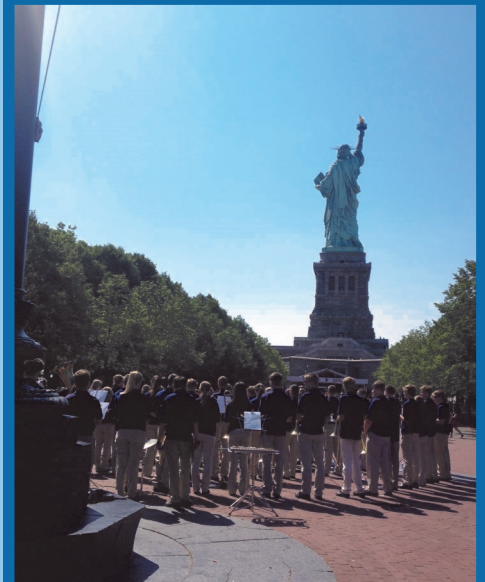


Leyden School District 212
Dr. Nicholas Polyak, superintendent
As we head back to school this year, we are opening a brand new manufacturing lab at West Leyden. The new space generated so much interest in our students that we needed to hire another Metals teacher to run five additional sections of manufacturing this year. This photo is from a check presentation where the Precision Machined Products Association Education Foundation (<http://www.pmpa.org/careers/pmpa-foundation>) presented a check for \$10,000 to our School Board President, Administration, and Industrial Technology Department.

Success in Illinois School Districts



Rockford 205 - Dr. Ehren Jarrett, superintendent
New graduates celebrate by tossing their caps in the air during the Rockford Guilford High School Commencement Ceremony held in May. (Rockford Public Schools District 205, Photo: Alan Leon)



Teutopolis Unit 50
William Fritcher, superintendent
The Teutopolis High School Band took a trip in June to Niagara Falls, New York City, and Washington, DC. The band played a concert at the Statue of Liberty.



Vienna 13-3
Joshua Stafford, superintendent
Vienna High School athletic department hosted a three-day basketball camp June 4-6 at the high school. 58 children participated.

The response to the photo package we ran in the June/July Summer Issue celebrating end-of-the-year happenings and achievements was so well received that we'd like to make it a regular monthly feature in the newsletter. So, at any time if you have a photo (and information) about an event or achievement that you'd like to share, please send it to Mary Ellen Buch (mbuch@iasaedu.org).

19th Annual SIU Education and Law Conference

September
23rd at the
SIUC
Student
Center

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

For more information contact:

Jon Gorgosz

Graduate Assistant

Phone: 618-453-6078

Email: EDLAWCONF@GMAIL.COM

SIU Carbondale – Department of Educational Administration and Higher Education



Southern
Illinois University
Carbondale





IASA News in Brief



AASA National Conference on Education scheduled

The 2016 AASA National Conference on Education will be held in Phoenix on February 11-13, 2016.



Registration and housing opened in mid-July. The preferred hotel for the Illinois delegation is the Sheraton Phoenix Downtown Hotel. Go to <http://nce.aasa.org/> for additional information.

Superintendent of the Year Reception

A reception for the 2016 Illinois Superintendent of the Year is tentatively planned for 5:30 to 7:00 p.m., Friday, February 12, 2016. The location is to be determined.

ISBE looks to expand Teacher Leader Cadre

The Illinois State Board of Education (ISBE) is looking to expand its Teacher Leader Cadre (TLC), a group formed in 2014 to provide a way for administrators and teachers to share information, stay informed and communicate about standards and assessments.

At its most basic level, the TLC serves as a way to stay updated on the most recent developments in standards and assessment. Through the TLC listserv, group members will receive news and resources that they can use to better understand the changes in Illinois education. This fall ISBE will reach out through the listserv to identify teacher leaders who would like to have a more active involvement in the group. The new regional organization structure will hopefully empower the group as more of a community that will allow for networking and sharing resources. ISBE plans to schedule various events within the smaller regions and also hold its 2nd annual statewide workshop next summer.

Any administrator or teacher interested in joining the TLC listserv can send a blank email to assessment@isbe.net with "TLC" in the subject line. Simply joining the listserv will not result in any obligations. Any questions about the group can also be sent to assessment@isbe.net.

IHSA launches new player safety education initiative

The Illinois High School Association has launched a new initiative called *Play Smart. Play Hard.* This initiative seeks to empower student-athletes, parents, coaches and others to get the correct information directly from the IHSA via the PSPH website (www.PlaySmartPlayHard.org). In addition there are audience-specific Toolkits that will be sent to member schools to distribute.

The IHSA would like to list your school district as a supporter of the program. Listed below are ways to show support:

1. Post the Play Smart. Play Hard. Logo on your athletic website with a link to the site. The logo can be downloaded at www.playsmartplayhard.org.
2. Use your social media channels to spread the word. Twitter handle is #PlaySmartHard and Facebook is www.facebook.com/PlaySmartPlayHard
3. Spread the word in any way you can.



FY 2016 IASA Membership Drive

The IASA FY 2016 Membership Drive is still underway! Click [here](#) to renew your membership.

Please contact Misti Murphy at mmurphy@iasaedu.org with any changes so we can keep our database up to date.

August 2015

Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

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

**IASA
Event**

**Professional
Development
Event**

**Legislative
Event**

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

September 2015

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

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

IASA Event

Professional Development Event

Legislative Event

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

SIMPLIFIED ACA COMPLIANCE



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

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

How does the ISEBC Help?



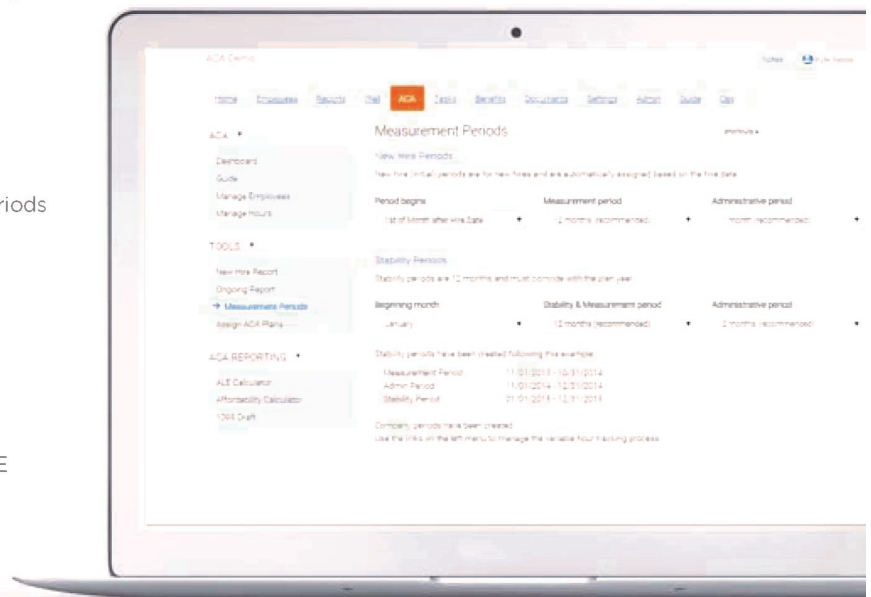
Eligibility tracking for hourly employees

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



The best data collection tool for 1094/1095 reporting

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



A bureaucratic nightmare

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

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

Are you a large employer?

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

Are you ready to give employees a 1095-C?

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

**AMERICAN CENTRAL
INSURANCE SERVICES**

Est. 1987

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



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.

FORECAST5™ ANALYTICS



**POWERFUL DATA ANALYTIC TOOLS
BUILT TO DRIVE DECISIONS WITH QUALITY INFORMATION.**



Collaboration Network
for School District Leaders



Multi-Dimensional Data
Analysis & Visualization



Geographic Referenced
Data on a Google Map



Quantitative Analysis and
Financial Projection Engine

IN PROUD PARTNERSHIP WITH

Scott Smith

SVP Sales and Engagement

P 630.955.7601

E ssmith@forecast5analytics.com



Developing a Communications Plan

**8 hours of Administrator
Academy credit (AA #1568)!**

**IASA Director of
Communications Michael
Chamness presents a course
designed to offer tips on how to
develop messages for your
community and the media, how
to handle crisis communications,
how to spread the good news
that is happening in your school
district and how to develop a communications plan. The course
includes:**



- ◆ **3 hours in-person training, with video examples of best and worst practices and participation in mock press conferences involving real-world school issues**
- ◆ **5 hours of homework, the end result being a written communications plan for your school district -- a project that can be undertaken as a team of administrators from a school district**

**Contact Mary Ellen Buch at 217.753.2213
or mbuch@iasaedu.org
to schedule an Academy
in your area**

