

Leadership Matters

 **IASA**
ILLINOIS ASSOCIATION OF SCHOOL ADMINISTRATORS
NOVEMBER 2014



What's next for public education in Illinois?

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Volume 2, Issue 10



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We have a new governor, so what's ahead for public education?



Message from the Executive Director Dr. Brent Clark

The most expensive and very likely the nastiest election for governor has been decided and our state will have a new governor in Bruce Rauner. Thankfully, we all can watch TV again without being inundated with political attack ads.

But what's next for public education in our state?

Governor-elect Rauner has publicly said he wants to increase funding for public

education as well as higher education and other very important state programs. He also has said he wants to freeze property taxes and roll back the current income tax rate, though he has acknowledged that needs to be done gradually rather than all at once come January 1, 2015. He has been an advocate for vouchers and charter schools.

He said in his victory speech Tuesday night that he had reached out to House Speaker Michael Madigan and Senate President John Cullerton. The dynamics of those relationships and how they ultimately play out will go a long way in answering some of the key issues facing our state because Madigan and Cullerton maintained their veto-proof majorities despite Rauner's success and the Republican wave that swept across the country.

The lynchpin has to be the revenue issue, namely the state income tax. If it is allowed to go from 5 percent to 3.75 percent on January 1 as scheduled, the loss of revenue will blow an estimated \$2 billion hole in this fiscal year's budget and a hole twice that big in FY16. It's unlikely legislators will address the issue during the upcoming veto session (Nov. 19-21 and Dec. 2-4). In fact, some observers think the second week of veto session might even be cancelled.

It's also unlikely legislators will address the tax

issue in a possible lame duck session in early January before the new governor and General Assembly is sworn into office. So it will come down to whether the new governor and the Democrat-controlled General Assembly can reach an agreement during the Spring Session to rescue this year's budget.

The next court hearing on the pension reform lawsuit is set for November 20, and a circuit court ruling on Senate Bill 1 is anticipated before the end of the year. Most observers think it is a slam dunk that the law is overturned in light of the Illinois Supreme Court's strongly worded 6-1 Kanerva decision last summer that protected public employees' right to the

health insurance they had been promised. If the Supreme Court follows its own precedent, the pension reform bill ultimately will be overturned and it's back to Square One for legislators.

Rauner is on record as saying that pension benefits earned to date should be honored, but he would like to see new and current employees moved into a 401 (k) retirement plan. Legal and political issues aside, such a change would have other consequences, including the loss of one of the primary funding sources (employee contributions) for the already underfunded pension systems.

Another result of the pension bill being overturned is the good possibility that it would revive the cost shift issue that Madigan and Cullerton both have advocated. That's an issue we all have to keep our eye on going forward.

Then there is Senate Bill 16, Senator Andy Manar's proposal to overhaul the school funding formula. That proposal is certain to be a hot issue this spring, having passed the Senate last spring. We applaud Senator Manar for opening the public debate about the issue of equity in public education in Illinois.

We have remained neutral on SB 16 because it creates winners and losers among our member's

Governor-elect Rauner said in his victory speech Tuesday night that he had reached out to House Speaker Michael Madigan and Senate President John Cullerton. The dynamics of those relationships and how they ultimately play out will go a long way in answering some of the key issues facing our state because Madigan and Cullerton maintained their veto-proof majorities despite Rauner's success and the Republican wave that swept across the country.

Clark column on future of education continued

school districts. In fact, when we roll out Vision 20/20 later this month one of the main pillars is titled “Equitable and Adequate Funding.” The committee of educators that studied that issue has recommended an evidence-based school funding formula.

The House Elementary and Secondary Education and Appropriations committees have scheduled a Nov. 18 joint hearing on SB 16 at the state capitol. Representative Linda Chapa LaVia, who chairs the House Elementary and Secondary Education Committee, has stated that SB 16 will not be called until at least this spring. Most observers think SB 16 will have to be altered to have a chance to gain passage in the House, and Senator Manar has said he is open to suggestions. We think our proposal can help.

Governor-elect Rauner is taking office at one of

the most critical times in our state’s history. The rhetoric he used to win the primary was tempered during the general election. Coming from his business background and having no previous direct experience in running state government, his management style is to be determined.

He has said that increasing funding and improving public education is one of his top priorities. That’s at least one thing upon which both sides of the political aisle should be able to agree. The motto for Vision 20/20 is “Fulfilling the promise of public education.” But it’s more than just a motto. It’s a promise to the more than 2 million schoolchildren in Illinois. We stand ready to help.

Brent Clark



The Vision 20/20 coalition of partners has scheduled the rollout and launch of the Vision 20/20 public campaign.

Vision 20/20 dates are listed below:

- **September 1 – mid-November:** 40 regional, division and personal meetings;
- **November 18:** Chicago press conference;
- **November 21:** Launch of grassroots campaign at First General Session of the Triple I Joint Annual Conference in Chicago;
- **December 2:** Springfield press conference;
- **December 8:** 8:30 a.m.-12:30 p.m. in the Performing Arts Center at the Naperville North High School campus, 899 Mill Street in Naperville; click [here](#) to register;
- **December 9:** 8:30 a.m.-12:30 p.m. at Sugar Creek Elementary School, 200 North Towanda Avenue in Normal; click [here](#) to register; and
- **December 10:** 8:30 a.m.-12:30 p.m. at the Holiday Inn Convention Center, 222 Potomac Boulevard in Mt. Vernon; click [here](#) to register.

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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.



Illinois Report Card has new look, features



Message from the State Superintendent of Education



The 2014 State, District and School [Report Cards](#) were released on Oct. 31 with new metrics and capabilities to help gauge your schools' achievement and improvement efforts better than ever before. The Illinois State Board of Education listened to your feedback to build upon the Report Card's functionality, including the ability to represent your schools' unique qualities by offering new, relevant and more in-depth information about student outcomes that goes beyond simple test scores.

Thanks to these efforts, we can now say with greater certainty how many of our graduates are ready for college and how many students enter high school on track for post-secondary success. For the first time, schools and districts can now see how many of their graduates remain in college 12 months and 16 months after graduation without spending money on a private tracking service. The 2014 Report Card also newly reports the percentage of students who finish their freshman year on track for college readiness at the state, district and school level. This designation is based on criteria proven to be a reliable predictor of college readiness. A student considered on track at the end of his or her freshman year is almost four times as likely to graduate from high school as a student who is not on track.

This year's Report Card also provides expanded test data that gives you a deeper look at individual

test scores and a more complete and nuanced picture of student performance. Information previously reporting the percentage of students meeting and exceeding standards is now supplemented with detailed information on test performance levels, showing the percentage of students at each performance level across years. You can also now measure achievement gaps in your schools and compare the performance of different subgroups by grade and subject, and the advanced comparison feature allows comparison within a large set of student subgroups. This function is also easily accessible to parents and community members.

This year is also the first in which each school's 5Essentials results are publicly posted on the School Report Card. The 2014 results are benchmarked to 2013 statewide 5Essentials data to allow for year-to-year comparison. The Report Card also links to Illinois.5-Essentials.org and provides in-depth features for examining 5Essentials results, which the public may access as well. We believe this information will lead to more effective engagement with parents and community members. Based on positive feedback from principals and parents, we have also expanded the At-a-Glance Highlights section for schools and made it more prominent on the Report Card.

More details about all of the new Report Card features are available on ISBE's website [here](#). The new Report Card is a valuable tool in showcasing your schools' strengths and pinpointing areas of improvement, and I hope you all take advantage of this great resource.

New Illinois School Report Card New Metrics/Features

New Metrics

Post-Secondary Enrollment

Freshmen on Track

Principal Turnover

Teacher Retention

Illinois 5Essentials

WorkKeys

Expanded At-a-Glance Highlights

ACCESS

IAA

Performance Levels

District Finances

New Features

Illinois.5-Essentials.org

Compare Schools

Achievement Gap

Advance Comparison

Mix It Up at Lunch Day

National campaign uses Ferguson and other current events to encourage students' 'thought diversity'



By Natalie A. Nash, MSC
Director of Communications
Crete-Monee School District 201-U

Pulitzer Prize-winning novelist Jane Smiley said, "A child who is protected from all controversial ideas is as vulnerable as a child who is protected from every germ. The infection, when it comes – and it will come – may overwhelm the system, be it the immune system or the belief system."

Last year, after being asked by my school board to create an opportunity for a district-wide initiative to celebrate diversity in our schools, I felt very fortunate to learn about Mix It Up at Lunch Day. The event, created by Teaching Tolerance (a project of the Southern Poverty Law Center), is a national campaign that helps K-12 teachers develop inclusive school communities by encouraging students to go outside of their comfort zones to get to know someone new over lunch.

Crete-Monee is a diverse school district that serves four distinctly different communities -- rural, suburban, increasingly metropolitan -- and yet, only 30 minutes south of Chicago. How could we really "mix" things up on that day to allow our students to understand and engage in diversity of thought and not simply through the lens of race or gender?

Our high school principal shared that many students had expressed interest in recent events in



Ferguson, Missouri surrounding the death of 18-year-old Michael Brown.

I immediately included our superintendent in the conversation on how to create a forum for students to discuss the protests in Ferguson, the Occupy Wall Street movement and the current student-led demonstrations in Hong Kong. The students were challenged to debate whether or not these activities should be considered riots or acts of civil disobedience. They were also asked to reflect on how they resolve conflicts with each other.

"Try to remain calm," said 17-year-old senior Tayler Boswell. "Arguments always start because one person doesn't understand or see the other person's viewpoint. You never know what's going on in someone's head."

To which Ben Byrd, 17, replied, "Consider other people's opinion and agree to disagree. That could solve a whole lot of conflicts everywhere."

The discussion ended with students creating a *Tree of Peace* in which they documented their ideas for how to generate peace. Ultimately, our students never came to any consensus on the matter. The goal of the activity was never for them to do so, but, for one meaningful instant, to allow themselves to be exposed and challenged by new ideas in a thoughtful, respectful way.



Crete-Monee Superintendent Nathaniel Cunningham with students participating in the Mix It Up at Lunch Day.



Conference Candidats



Hall Davidson, Senior Director of Global Learning Initiatives, Discovery Education, sported Google glasses as he discussed the need for educators to adapt to digital-age technologies.



Jon Gordon, author of "The Energy Bus: Drive your School District with Optimism, Passion, and Purpose," talked about the best leaders being "lifelong learners."



Suhail Farooqui, Founder and CEO of K12 Insight, discussed battling not only budget deficits in public education, but deficits in public trust, which can be even more destructive.



Rafe Esquith, an award-winning teacher at Hobart Boulevard Elementary School in Lost Angeles, talked about what it takes to effectively connect in the classroom with children who face all types of obstacles.

Conference Candids



Scott Kuffel, IASA President and Superintendent of Geneseo Community Unit 228, presided over the Annual Conference General Sessions.



Former IASA Executive Director Dr. Walt Warfield was presented with the IASA Exemplary Service to Education Award.



Graduates from the first two cohorts of the IASA School for Advanced Leadership (ISAL) were recognized during the Second General Session.



State Superintendent Dr. Christopher Koch and key ISBE staff presented a session on issues facing school administrators.



Ryan Ganson (left) sang the National Anthem while Lily, Rachel and Elizabeth Roodhouse recited the Pledge of Allegiance at the Opening Ceremony. The students hail from Geneseo Community Unit School District 228.



Conference Candids



IASA Executive Director Dr. Brent Clark presented the State of the Association report.



IASA Past President Dr. Steve Webb was recognized during the Annual Meeting



Conference Candids



Click [here](#) to view a gallery of all pictures from the IASA Annual Conference. Pictures can be downloaded from the gallery.



IASA President-Elect and Treasurer Dr. Jane Westerhold presented the IASA Treasurer's report at the Annual Meeting.



Conference Exhibitors

**Thank you to our 2014 Conference Exhibitors.
We appreciate your support of IASA and its members.**

- * Ace Sign Company
- * Ameren Illinois
- * American Fidelity Assurance Company
- * Association of IL Rural & Small Schools
- * ASVAB Career Exploration Program
- * AXA Advisors, LLC
- * Brecht's Database Solutions, Inc.
- * BrightBytes
- * Camelot Education
- * Center for Tax and Budget Accountability (CTBA)
- * Computer Information Concepts, Inc.
- * CrisisGo
- * eRate Program, LLC
- * Frederick Quinn Corporation
- * Gaggle
- * GCA Education Services, Inc.
- * GRP
- * Horace Mann Companies
- * Illinois Association of Regional School Superintendents
- * Illinois Energy Consortium
- * Illinois High School Association
- * Illinois Principals Association
- * Illinois Schools Employee Benefits Consortium (ISEBC)
- * Istation
- * J I T Resources Solutions
- * JMO Mobile Modular LLC
- * Lamp Incorporated
- * Learning Sciences International
- * Meemic Insurance Company
- * Metropolitan School Employee Benefit
- * Peachjar
- * Program (MSEBP)
- * Midwest Transit Equipment
- * My Learning Plan, Inc.
- * Netchemia
- * NuToys Leisure Products
- * OpTerra Energy Services
- * PMA Financial Network, Inc./ ISDLAF+
- * Poettker Construction Company
- * Project Learning Tree
- * Quality Network Solutions
- * Renaissance Learning
- * S. M. Wilson & Co.
- * SAFEbuilt Illinois
- * Sandner Group Alternative Risk Solutions
- * School Improvement Network
- * Schoolwires
- * Scientific Learning Corporation
- * Security Alarm Corporation
- * Skyward, Inc.
- * SMART Technologies, Inc.
- * SOCS
- * Southern Illinois University
- * Stalker Flooring
- * Standard for Success
- * Stifel Nicolaus
- * T6 Broadband
- * The Egyptian Trust
- * Thinkgate
- * TIPS
- * Trane

Conference Sponsors



The IASA Annual Conference would not be possible without the generous support of our School Service Members. On behalf of the entire IASA community, it is with sincere gratitude that we acknowledge our 2014 IASA Annual Conference supporters.

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- Amplify
- Environmental Consultants, Inc.
 - K-12 Insight, LLC
 - Schoolwires

Conference Photographer

Lifetouch School Portraits is the official photographer of the Illinois Association of School Administrators. The association appreciates the support and services provided by Lifetouch.

Conference Videos

Heroic Age Studios - provider of the video presentations on the 50th Anniversary of IASA.

Gym Bags

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We're looking for a few Good Leaders!



Cosponsors of ISAL III:

- Ameresco, Inc.
- FGM Architects, Inc.
- Hodges, Loizzi, Eisenhammer, Rodick & Kohn LLP
- PMA Financial Network, Inc./ISDLAF+
- Single Path

We are looking for 25 IASA members who share the vision of "Maximum Educational Success for All Students" to become members of IASA's elite special operations team known as ISAL III – the IASA School for Advanced Leadership III.

Public education in Illinois is at a crossroads. Leadership matters more than ever as resources are shrinking and expectations of excellence are growing. The mission of ISAL III is "To provide IASA members the experiences that build exemplary leadership, knowledge and skill sets essential for ensuring successful student learning at the local level."

Not everyone is cut out to be a member of ISAL III. It is a challenging two-year cohort training journey that will focus on a superintendent's role through five leadership lenses:

- Facilitator of shared moral purpose;
- Change agent;
- Relationship/culture promoter;
- Capacity builder; and
- Coherence maker

The benefits of ISAL III include having a certified professional coach, developing and implementing a personalized Professional Growth Plan for student achievement, conducting a comprehensive needs assessment to determine district and leadership needs, and ultimately attaining designation as an ISAL Fellow.

ISAL III begins in January of 2015. We are asking for your help by using the space below to either nominate yourself or another superintendent that you think has what it takes to become a member of the ISAL III team.

You can learn more about the selection process, participation costs and this unique professional growth opportunity by visiting the ISAL III application site at: www.iasaedu.org. If you have questions regarding ISAL III, please contact the IASA Office at 217/753-2213, or Dr. Nick Osborne at nosborne@iasaedu.org, and Dr. Gary Zabilka at gzabilka@iasaedu.org.

NOMINATION FORM for ISAL III - IASA School for Advanced Leadership III

Name: _____

District: _____

Position: _____

Questions about ISAL III: _____



IASA Office: 217/753-2213
www.iasaedu.org



Getting to know your IASA Governmental Relations and Advocacy Committee Members

Supt. Ray Bergles, Blackhawk Region

School district: Silvis Elementary 34

One thing you would like people to know about your school district: We are the home of the "Hero Street USA Monument." It commemorates that from a single block in Silvis, more men have given their lives in defense of their country than any other single block in the country.

Years as educator: 40

High school: Quigley Seminary North (Chicago)

Colleges or Universities: DePaul (BA); Western Illinois University (MS) and Iowa State (CAS)

Family: Wife of 27 years Doris, sons Joseph 26 and Jay, 24; daughters Jeni, 19 and Jaci, 17

Favorite hobby: Watching Bears, Blackhawks and Cubs games (Wait 'til next year!)

Favorite movie: *It's a Wonderful Life*

Favorite book: *The Power of Positive Criticism* by Hendrie Weisinger

Favorite musical artist: Chicago

One thing people probably would be surprised to know about you: I am not allowed to donate blood since I received human growth hormone treatment when I was in Junior High and High School.

Biggest concern about public education: The lack of good people entering our profession - in part due to the public's disrespect for and the demands being imposed upon educators.

Most encouraging thing about public education: Despite the disrespect and demands upon public education, educators are working harder than ever for the benefit of their students -- academically, socially and emotionally.



Supt. Dr. Ed Condon, West Cook Region



School district: River Forest District 90

One thing you would like people to know about your school district: The District has a long-time commitment to excellence.

Years as educator: 23

High school: Hinsdale

Central High School

Colleges or Universities: University of Richmond (BA), College of William and Mary (MA), University of Virginia (Ed.S.), Loyola

University (Ph.D)

Family: Wife Virginia and two children

Favorite hobby: Cooking

Favorite movie: *Ocean's Eleven*

Favorite book: *Krakatoa* by Simon Winchester

Favorite musical artist: Sting

One thing people probably would be surprised to know about you: I enjoy taking care of our classic car, a 1974 Datsun 260ZX

Biggest concern about public education: Lack of adequate and equitable funding across the State of Illinois.

Most encouraging thing about public education: Ongoing efforts by outstanding educators to ensure students' access to high-quality instruction.

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 boy in a classroom setting, 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' award; a blue starburst 'Winner!' logo; 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.



PRINCIPAL PREPARATION PROGRAM INFORMATION SESSION

November 20, 2014

**SIU Student Services Building
Room 150
5-7 p.m.**

We will have light refreshments!

Please join us to learn more about our Master of Science in Education Administration - Principal Preparation Program. This program prepares professionals for careers as a principal, or an assistant principal or in a related or similar position in Pre-K through grade 12.

Our programs provide our students with the knowledge and skills to apply appropriate theories, policies, and laws to educational leadership and administration.

SIU wants to thank our contract partners for their support!

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From school principals to university presidents, our Educational Administration and Higher Education alumni hold prominent positions in administrative positions around the world.

If you are interested in joining this group of leaders, contact us. We encourage you to get to know us, both as a department and as individual staff members and students.

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For questions or to RSVP, contact:

Judith A. Green, PhD
Director of Educational Administration Programs
618/536-4434 or jagrene@siu.edu

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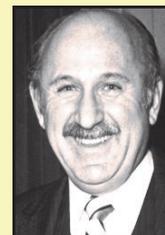


IASA News in Brief



In Memoriam

It is with sadness that we inform you that former IASA Executive Director Dr. John G. Wargo passed away October 25, 2014. Dr. Wargo served as executive director from 1969-1992. Click [here](#) to view his obituary.



2014-2015 Moon Scholarship applications available



Are you a superintendent or an aspiring superintendent? Are you pursuing graduate study to become the best superintendent you can be? Do you know there are scholarships available through IASA to help offset the costs of your coursework?

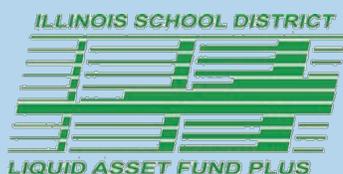
Established in 1993 in memory of Dr. James V. Moon, a former superintendent at Morton High School District, the James V. and Dorothy B. Moon Scholarship program is committed to improving the education and qualifications of school administrators. Since its inception, 80 scholarships totaling nearly \$174,199.78 have been awarded to current or aspiring superintendents.

Practicing school administrators in Illinois qualify if they are college graduates pursuing an advanced degree in educational administration at an accredited college or university. Several scholarships (\$2,500 minimum each) are awarded each year and are paid directly to the college or university to cover tuition, fees and/or textbook expenses.

To obtain more information on the application and awards process, [click here](#) or contact Cherry Middleton, IASA Executive Secretary/Office Manager, at 217/753-2213 or email at cmiddleton@iasaedu.org.

This year's application deadline is Friday, January 2, 2015.

ISDLAF+ October 2014 Monthly Update



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

Join us in Springfield next February for the **ALLIANCE LEADERSHIP SUMMIT**

A jointly sponsored event designed for district leadership teams: the **SUPERINTENDENT**, a **SCHOOL BOARD MEMBER**, a **BUSINESS OFFICIAL** and a **BUILDING PRINCIPAL**



SUPERINTENDENTS, ASSEMBLE YOUR DISTRICT LEADERSHIP TEAM AND MARK YOUR CALENDARS!

Hear from educational experts and political analysts
Discuss educational leadership issues
Engage in the legislative process

ALLIANCE LEADERSHIP SUMMIT

TENTATIVE AGENDA:

TUESDAY, FEBRUARY 17TH

- Dr. Joseph Scherer, Executive Director of the Superintendents' National Dialogue
- Invited to speak: Governor of Illinois
- Hot Topics in Springfield
- Legislative Reception

WEDNESDAY, FEBRUARY 18TH

- Legislative Briefing
- Political Analysts Panel
- Meeting with Legislators at the State Capitol

Ideally, district representatives would include the superintendent, one board member, one principal, and one business official but any combination is welcome with a **maximum of four per district**.

District Superintendents will be responsible for registering the team.
Look for a registration email in early November 2014.

Special note: IASA's Board and several committees will hold meetings on February 19. Additional details to follow directly from IASA.



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

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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.



November 2014

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

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)**

December 2014

| Sun | Mon | Tue | Wed | Thu | Fri | Sat |
|-----|----------------------------------|--|--------------------------|----------------------------------|-----------------------------------|-----|
| | 1 Blackhawk Region Meeting | 2 Egyptian, Shawnee Region Mtg. | 3 | 4 Corn Belt Region Meeting | 5 | 6 |
| | | | Fall Veto Session | | | |
| 7 | 8 | 9 | 10 | 11 Western Region Meeting | 12 Kaskaskia Region Meeting | 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
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(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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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.





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Oct. 13-15: Springfield Area

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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.