

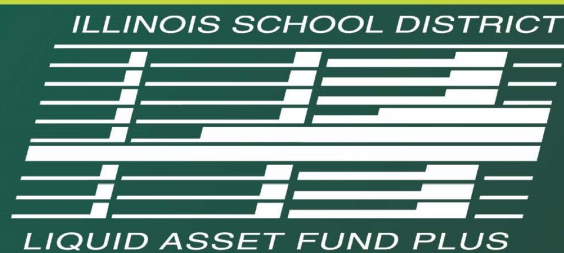
# Annual Report 2014-2015





## Participants Enjoy:

- **Unequaled assistance** with Cash Flow and Investment Planning as well as unique Bond Proceeds Management Services
- **Exclusive Certificates of Deposit Program**
- **Educational seminars** co-sponsored by Illinois ASBO designed to further develop your financial knowledge



Fund Co-Sponsors



Toll-Free: 866.747.4477  
[www.isdlafplus.com](http://www.isdlafplus.com)

# TABLE OF CONTENTS

President's Synopsis	4
Executive Director's Note	5
Membership Services	6
2014-2015 IASA Membership Reports	8
Governing Board and Committees	10
Other Programs	12
2014-2015 IASA Board of Directors	13
IASA Platform	16
Recognition of School Service Member Sponsorships for 2014-15	17
IASA Staff	18
Annual Business Meeting - 2014 Report of the Secretary	20
IASA Past Presidents	24
Independent Auditor's Financial Summary—Statement of Revenues and Expenses Year Ended June 30, 2014	25
Awards and Leadership	26
IASA Bylaws	29
IASA Boundaries Map	37

On behalf of the Illinois Association of School Administrators' Board of Directors and staff, I am pleased to present to the membership the 2014-2015 IASA Annual Report. This report is your guide to the member services, annual awards, and budget information. In addition, you can find historical information on IASA leadership and membership statistics.

I invite you to browse these pages to learn more about what your association has to offer you.

Yours for better schools,

*Brent Clark*

Brent Clark, Ph.D.  
Executive Director  
Illinois Association of School Administrators

## PRESIDENT'S SYNOPSIS



I am continually amazed at the resiliency of my fellow superintendents in the face of challenges that continue to grow almost exponentially. The 2014-15 school year saw General State Aid again funded at an historically low 89 percent of the statutory foundation level, implementation of the new controversial PARCC statewide standardized test and the list of unfunded mandates grow. *“Doing more with less”* appears to have become the state’s new motto for public education.

Nevertheless, my colleagues throughout the state, their staffs, teachers, board members and community members continued to provide the best possible educational opportunities for their students. Consider, for example, that according to the most recent ACT data (2013), Illinois ranked No. 2 in average composite score (20.6 behind only Utah at 20.7) among the 10 states that administered the ACT to all students. Illinois ranked first in English, second in Math and third in Reading and Science.

In their spare time (*snark intended*), superintendents, board members, principals, school business officials and other educators from every IASA region in the state worked collaboratively to produce Vision 20/20, a blueprint for the future of public education in Illinois. We now are in the process of trying to turn that vision into state policy and state law, an effort that will carry on for years to come.

It has been my privilege and honor to represent so many wonderful educators and school leaders in my role as President of IASA. I urge you to continue the fine work you are doing in your school districts as well as your efforts with IASA to fight for what is best for students in all parts of our state.

Yours for better schools,

Scott Kuffel  
Geneseo Comm Unit 228

## EXECUTIVE DIRECTOR'S NOTE



The IASA Annual Report is always a good point to reflect on what has been accomplished across the past year relative to the association's work and goals. The 2014-15 year was a remarkably great year for IASA. It was filled with memorable and long lasting events that will impact education across Illinois for years to come. Although the challenges seem to grow greater, I believe our collective resolve to conquer those obstacles substantially increased and we saw results that are encouraging.

A few of the highlights from the 2014-15 year included the celebration of the IASA's 50<sup>th</sup> Anniversary back in the fall. This was a terrific time to think about and appreciate all of those individuals that had poured so much work into making the association grow and develop over the years up to the point that it exists today. The history of IASA's beginnings and growth over the years was something that all of us can learn from and apply toward the service to members in the future.

Then in November, we won the first round in the public pension litigation at the Circuit Court level in Sangamon County. This litigation was brought against SB1 which sought to take away pension benefits and rights. While encouraged, we knew that the decision would be appealed to the Illinois Supreme Court which it was, later in December.

Also in November during the Triple I Conference, we unveiled the Vision 20/20 plan and went into a public awareness campaign to elicit supporters for a package of solutions to problems that had long plagued our schools. Vision 20/20 was our combined efforts across many fronts and organizations to challenge the status of many wrong-headed state policies.

With November being a busy month, we also announced the 2015 Superintendent of the Year and Dr. Tom Bertrand of Rochester graciously received that recognition and has represented Illinois well in that capacity.

Then in February, the Alliance Leadership Summit was held and we focused on engaging the elected representatives and senators for Vision 20/20. At about that same time we were introducing new pieces of legislation that had been derived from the Vision 20/20 initiative and eventually, some of those have become the law of the land in Illinois. Things like reciprocity in teacher licensure, the new Illinois Balanced Accountability Measure and the iTunes Learning Center have all moved from an idea to the reality of implementation. Other initiatives are still winding their way through the congested process but will eventually come out as yet more progress.

March brought the oral arguments at the Illinois Supreme Court regarding SB1. The entire process took less than one hour but the weight of the constitution was hanging in the balance. It was full of drama and suspense and that suspense would extend into May before the verdict was finally rendered.

In April, we were especially honored to recognize the Superintendents of Distinction at the Governor's Mansion and were pleased that Governor Rauner addressed the group of school leaders.

With May, we not only saw beautiful spring weather but we received a resounding verdict from the Illinois Supreme Court upholding the lower Circuit Court's ruling from November and overturning SB1 in the process. This was a win for justice and the Illinois constitution as much as the public workers who depend on their earned pension.

It all goes by so quickly, that it's somewhat difficult to believe that yet another year has come and gone. The challenges keep coming as we face new issues this year but I'm entirely heartened by the IASA members and our collective will to face the future. In fact, our future is quite hopeful. In all of my years in education, I've never seen a time of greater opportunity for innovation and creativity. To a great degree, we make our future one action and one day at a time. Let's stay focused and keep moving forward together.

On behalf of IASA, I would like to extend my thanks to Past President Scott Kuffel and the Board of Directors for their leadership this past year. It is through our combined efforts that we will live up to the IASA vision of "Maximum Educational Success for All Students."

Warmest regards,

A handwritten signature in black ink that reads "Brent Clark". The signature is written in a cursive, slightly slanted style.

Brent Clark, Ph.D.  
Executive Director

# MEMBERSHIP SERVICES

The IASA membership continues to hold steady with more than 1,000 active members and more than 1,700 total members including over 650 retired members, school service members and full-time professors. The IASA welcomed 71 new superintendents for the 2014-15 school year. While five of these individuals transferred from other states, 66 rose through the ranks of the Illinois public school system. The Association strives to assist these new superintendents and ensure that they are able to transition as smoothly as possible.

IASA introduced a new online monthly magazine, **Leadership Matters**, in January of 2013 and the publication placed third among more than 400 entries in a national contest sponsored by *Association Trends* magazine in October 2013. Members have direct access to the communications director for help in developing talking points, media statements or messages to parents.

We want our members to have quick, easy access to information, and the IASA unveiled a redesigned **Website** ([www.iasaedu.org](http://www.iasaedu.org)) in April of 2014. The revamped website is your 24/7 connection to the Association. We have made several changes to the website and to what now is known as the **Superintendents Corner**, a virtual meeting room that can be accessed from anywhere using a variety of communications devices, meaning superintendents can connect with each other in a secure environment to have discussions, raise issues and solve problems. The **Listserver** also has been reinstated for members who wish to use that forum.

In addition, we continue to provide other IASA popular content and services, such as:

- On-line registration for workshops and membership dues
- Members-only access to documents
- The IASA Video Library
- Podcasts
- Twitter Accounts
- RSS feeds
- Daily News Blog

This year marked the second full year for our **Field Services Directors and our two new Field Services Offices** located in Schaumburg to serve superintendents in the Northeastern Super Region and in Marion to serve superintendents in the Southern Super Region. The Field Services Director for the Northcentral Super Region works out of IASA's main office in Springfield.

Field Services Directors Dr. Gary T. Zabilka (Northeastern), Dr. William H. Phillips (Northcentral), and Dr. Nick R. Osborne (Southern) provide a wide array of services ranging from mentoring new superintendents to providing group and one-on-one assistance to superintendents.

No report on the programs and services would be complete without mentioning the personal services provided to IASA members. These services, though well known by the members, are not reported in any specific detail in order to protect the confidentiality of those members who access these services. For example, the executive director and administrative team are just a phone call away to assist members who need guidance in matters ranging from issues of school administration to matters concerning individual employment contracts.

**The Legal Support and Return of Dues** programs stand ready to assist members during times of intensive personal and professional stress. The **IASA Legal Support Program** works both in concert with and independently from the AASA legal assistance program. The legal support to qualifying members, in cases of employment contract/due process disputes with employers, is in the form of direct access to staff and private counsel through a formula-driven financial reimbursement of private attorney fees.

Further, IASA continues to provide the **Return of Dues Program** to its members. This program is a self-funded insurance program that reimburses the estate of a deceased member, the regular and/or retired dues paid to the Association for the most recent 10 consecutive years. The Return of Dues Program lapses in the 11th year of retirement. Both programs (legal support and return of dues) operate within the financial parameters set several

# MEMBERSHIP SERVICES

years ago, that of being funded from interest earned by the fund accounts.

The **Illinois Education Job Bank<sup>sm</sup>** has been redesigned to combine a more user-friendly interface, professional layout and enhancements such as the ability to apply online and more easily manage resumes and vacancies. The Job Bank<sup>sm</sup> continues to expand in use by both employers and job seekers, and is the leading Internet educational job posting service in Illinois. More than 750 Illinois school districts and 275 other educational institutions are utilizing the Job Bank<sup>sm</sup> services. In cooperation with the Job Bank<sup>sm</sup>, the IASA Interim Education Service Corps provides retired members access to full-time, part-time and interim education employment opportunities at no cost.

**New Superintendent Services** - The New Superintendents' Conference was attended by 46 superintendents in July of 2014. The conference is designed to provide resources on many of the issues that new superintendents will face during their first year. In addition, "**New Superintendent Updates**" are e-mailed to new superintendents as well as any other superintendent that wishes to sign up. Simply call the IASA office to receive the update directly. The update is also posted on the IASA website for all members. These updates cover a variety of topics and include some helpful tips that are both relevant and timely.

**IASA Mentoring Program** - During 2014-15, IASA provided mentors to 68 new superintendents. We are pleased to provide first year superintendents with this service at no cost.

**IASA School for Advanced Leadership** - Nine years ago, an idea was pitched to create a learning opportunity for Illinois superintendents and was initially billed as the University of IASA. Six years ago, that idea began to be transformed into a plan and was soon named the IASA School for Advanced Leadership (ISAL). On December 3, 2010, the initial ISAL class gathered at the IASA headquarters in Springfield to start the maiden voyage of what we believe has been a superior learning experience. The program culminated in August of 2012 with the graduation of 23 ISAL fellows, a talented and diverse group of school leaders that underwent a rigorous two-year immersion into adaptive leadership learning experiences accompanied by highly trained coaches.

A second class, ISAL II, began on January 11, 2013. Twenty two superintendents were selected and as a result, twenty of them completed the program and earned the distinction of the title—ISAL Fellow. This cohort brought the total of ISAL Fellows to 43 superintendents across the State to have earned this prestigious honor.

The third class, ISAL III, began in January, 2015, with the largest group of participants to date—31 superintendents. This cohort will continue throughout this year and into next year, with a scheduled completion/graduation date of May, 2016.

At this time, we are in the process of developing a contact list of those superintendents who would like to be considered for the next cohort, ISAL IV, tentatively scheduled to commence in January, 2017. Currently, there is a list of approximately 15 superintendents who have expressed an interest in being contacted for the next cohort when registration officially begins in July, 2016. The IASA School for Advanced Leadership continues to accomplish its mission by providing quality professional development for practicing superintendents in unique and challenging ways. The two-year ISAL cohort includes:

- A professional coach;
- Developing a personalized professional growth plan for student achievement; and
- Conducting a comprehensive needs assessment to determine district and leadership needs.

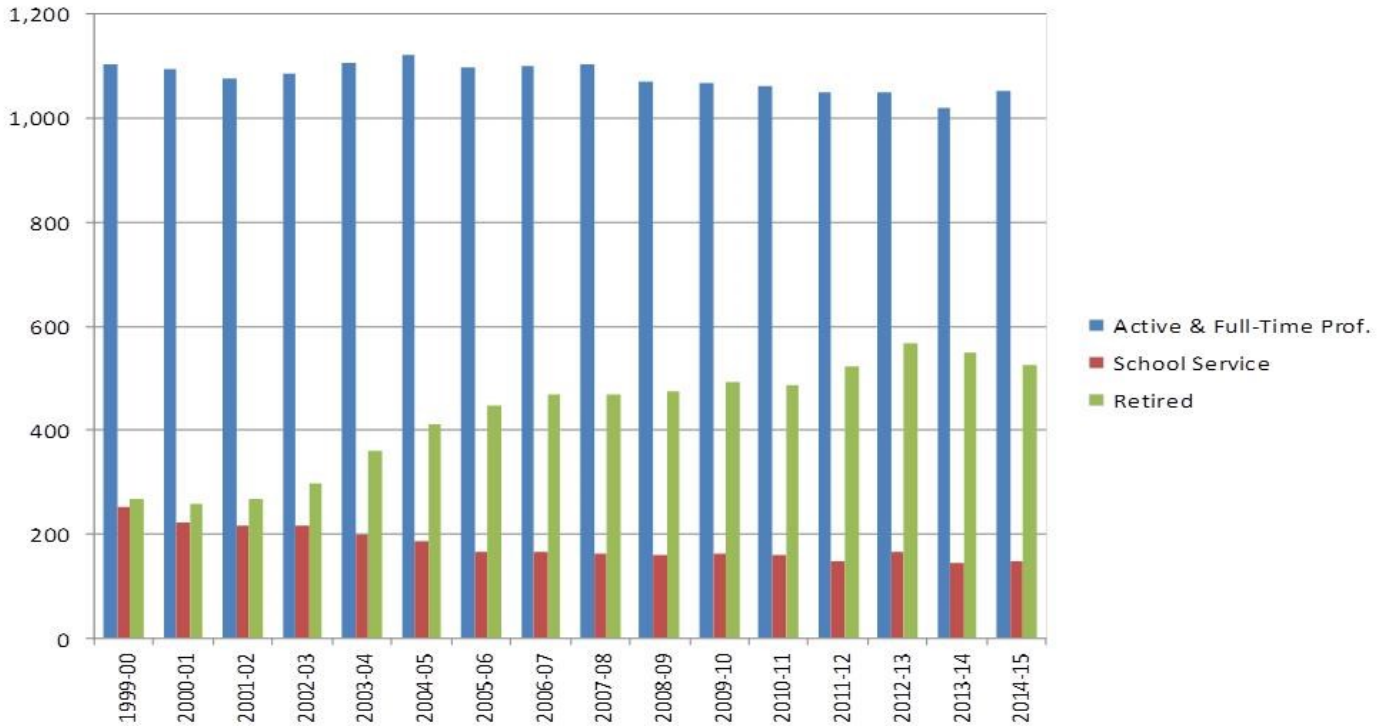
ISAL also studies the superintendent's role through five leadership lenses: facilitator of shared moral purpose, change agent, relationship/culture promoter, capacity builder, and coherence maker.

Interested superintendents needing more information can contact ISAL's Co-Facilitators, Dr. Nick Osborne and Dr. Gary Zabilka, who also serve as Field Services Directors for IASA.

# 2014-2015 IASA MEMBERSHIP REPORTS

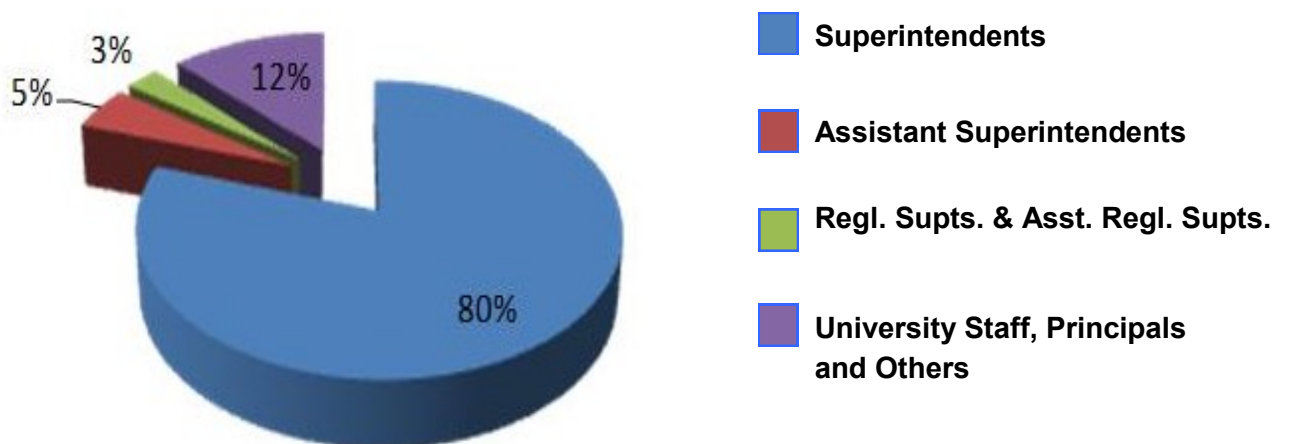
## IASA Membership Review

The following chart identifies growth by membership since fiscal year 2000.



## 2014-2015 IASA Active and Full-Time Professor Membership Analysis

The following chart shows a breakdown of the 2014-2015 Active and Full-Time Professor membership categories. 842 superintendents are IASA members, or 99% of the state's 857 operating school districts.

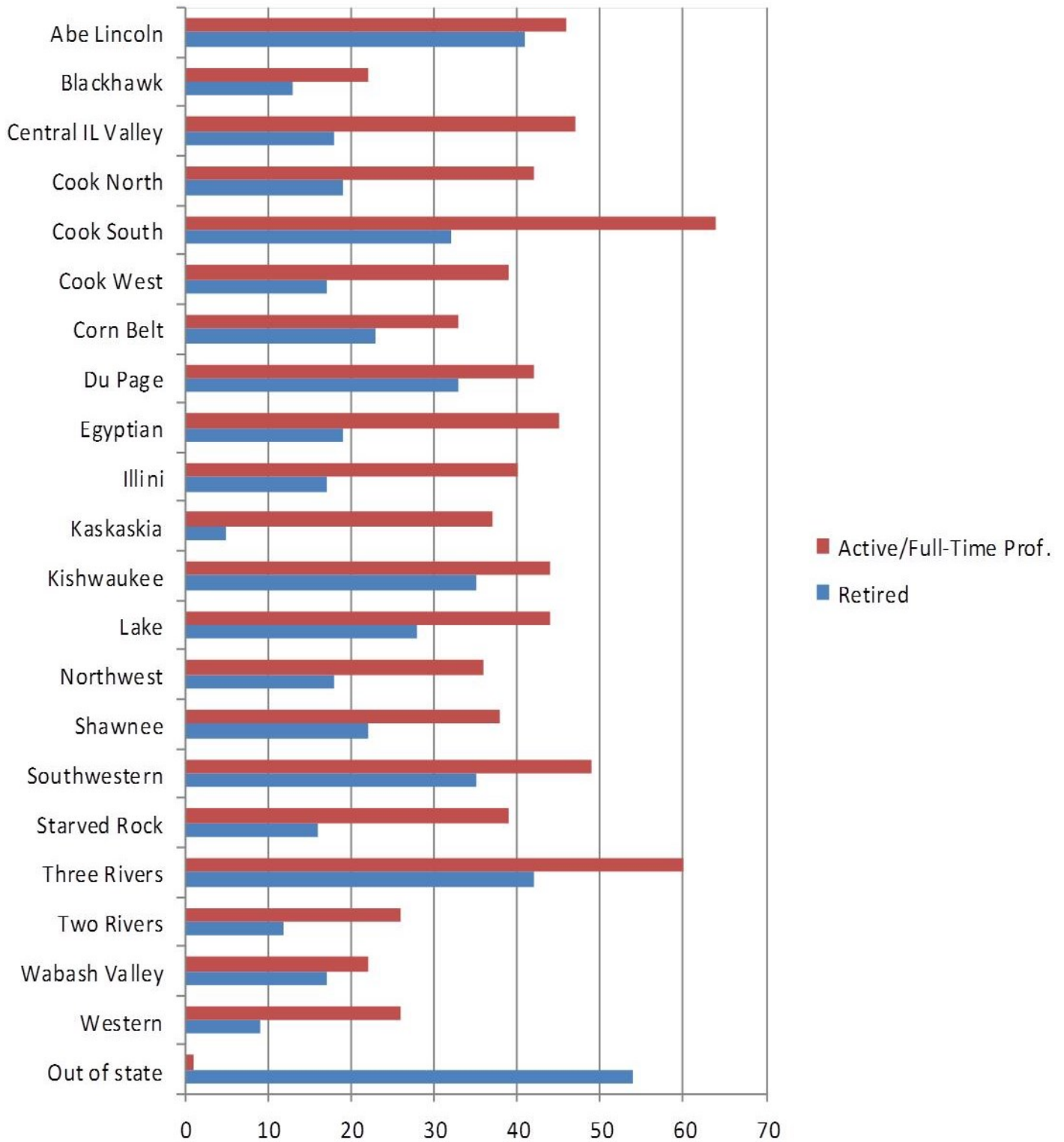




# 2014-2015 IASA MEMBERSHIP REPORTS

## 2014-2015 IASA Regional Membership Analysis

The following chart shows the 2014-2015 membership for Active and Retired Members in each of the IASA Regions.



# GOVERNING BOARD & COMMITTEES

IASA accomplishments are always tied to the commitment of the **IASA Governing Board** members working as both individuals and leaders of the various IASA Committees. The Governing Board is the primary decision-making body of IASA, consisting of members of the 21 regions and up to two at-large representatives.

The three IASA Super Regions are Northcentral, Northeastern and Southern, each consisting of seven IASA Regions from which the IASA Governing Board rotationally elects the IASA President. A map indicating the boundaries of the 21 IASA Regions and three Super Regions is included on page 37 of this report.

Scott D. Kuffel of Genesoe Comm Unit #228, from the Northcentral Super Region is serving as IASA president for 2014-15, with the president for 2015-16 being Superintendent Dr. Jane L. Westerhold of Des Plaines CC #62 from the Northeastern Super Region. The president-elect is Derek Hutchins of Crab Orchard #3 from the Southern Super Region.

In the event that a Super Region has no candidate for the position of president-elect in any given year, the rotation would then pass to the next Super Region in the rotation. The Super Region that declined to put forth a candidate would be eligible for the election of a president-elect during its next turn in the rotation. For the purpose of running for and holding presidential offices of the IASA, a member's Super Region will be determined at the time of the election. Should a member move from the Super Region during the time of serving as the IASA President-Elect, President, or Immediate Past-President, it will have no impact on office eligibility.

The **Governmental Relations and Advocacy Committee (GRAC)** continues to function as the legislative workhorse of the Association. Before being brought before the Governing Board for adoption, the GRAC reviews and develops the resolutions and position statements. A current list of the IASA Resolutions and Position Statements are posted on the IASA website. On the federal legislative front, IASA coordinates with the AASA Legislative Corps.

On the state legislative front, the IASA *Capitol Watch* provides up-to-date reports and commentary on the leading issues and topics at the State Capitol. The *Capitol Watch* debuted in October 2008 and is published during the legislative session and throughout the year on an as-needed basis. In addition, the *Alliance Legislative Report* continues to be delivered via e-mail to increase speed and expand the primary delivery of the *Report*, providing IASA members with an expedited format to forward to other administrators and board members. Efforts to interpret and communicate state legislative intent to the membership have been reviewed and improved.

As a member of the Illinois Statewide School Management Alliance, IASA annually provides its members with the *Digest of Bills Passed* and *New School Laws* in cooperation with the Illinois Association of School Boards.

The **IASA-ISBE Advisory Committee** meets regularly with the State Superintendent of Education and members of the ISBE staff to discuss and review matters of educational policy and programs.

The **Professional Development Committee** is a hands-on, working committee that designs and develops the IASA professional development programs and activities. Even though legislative activities continue to take a high profile position within the IASA, there continues to be a significant amount of activity and need in the area of professional development. In 2007, the Professional Development Committee made a recommendation to the Board of Directors to establish the "Dr. Walter H. Warfield and Dr. Jacob S. Broncato AAC Scholarship" and allow each region to award one scholarship annually. The recipients of this scholarship can attend one IASA Administrators' Academy Credit course at no cost, which will help to ensure that they meet the requirements for certificate renewal.

In addition to offering courses throughout the school year, the IASA School of Professional Development also offers courses as early bird sessions at the IASA Annual Conference and a special mini conference at the Joint Annual Conference.

# GOVERNING BOARD & COMMITTEES

Established activities for new superintendents continue to be well-attended. Based on the numerous comments in letters, phone calls and e-mails, the weekly mailings to the new superintendents have also been well-received. IASA continues to work regularly with the IASB, Illinois ASBO and IPA to meet the professional development needs of its respective members. A guiding principle for the work done here is not to duplicate programs that would compete for the limited time and money administrators have to spend on professional development.

The **Membership and Communications Committee** was merged effective July 1, 2012, and added duties related to communications and public relations to the existing charge of the committee to focus on the recruitment and retention of members in all of the IASA membership categories. Special emphasis remains on active, school service and new superintendents.

Although not required, joint membership in AASA is also encouraged. Within the AASA governance structure, Illinois is being represented by five members on the AASA Governing Board.

The **Governmental Strategies Delegation (GSD)** consists of three representatives from each region, drawn from the **Governmental Relations and Advocacy Committee, IASA-ISBE Advisory Committee, and the Governing Board**. These are not subcommittees, but full committees of the IASA that meet as a working delegation in an advisory capacity to the Governing Board. Although the two Committees and Board function independently, they meet as a full delegation, as needed, to review the IASA strategies for determining priorities and implementing IASA's positions and legislative initiatives, as well as coordinating the work done by the Committees. The GSD meets on an as-needed basis.

The **Membership Strategies Delegation (MSD)** consists of the members of the **Membership and Communications Committee, Professional Development Committee, Region Presidents and Governing Board**. The primary focus of the MSD is to assist in the identification and development of IASA positions and priorities that emphasize non-legislative matters and services to the membership. The MSD meets on an as needed basis.



## OTHER PROGRAMS

In the Spring of 1993, the executive directors of the four statewide educational management associations – Illinois Association of School Administrators, Illinois Association of School Boards, Illinois Association of School Business Officials and Illinois Principals Association – solidified discussions concerning joint efforts, including but not limited to legislation, and formed the **Illinois Statewide School Management Alliance**. The Alliance structure allows the four associations to pool their resources and personnel, thus presenting strong, unified positions on education issues before the Illinois State Board of Education, Illinois General Assembly, and Office of the Governor. Under the umbrella of the Illinois Statewide School Management Alliance, the executive directors of the participating associations coordinate several programs in areas including school finance, insurance, energy, and professional development. Continued improvements in the Alliance relations are achieved through the practice of focusing on matters of mutual interest with respect for each of the Alliance partners' need to maintain autonomy.

The **Illinois Energy Consortium**, a joint energy-purchasing consortium sponsored by IASA, IASB and Illinois ASBO, provides utilities to Illinois school districts at lower costs. It is the Midwest's largest energy purchasing pool. The IEC board consists of the executive director and three representatives from each of the sponsoring associations. For more information, visit [www.illec.org](http://www.illec.org).

The **Illinois School District Liquid Asset Fund Plus ("The Fund")** offers a variety of opportunities to school districts for the investment and management of funds, which includes school districts and community colleges in Illinois. Since its inception, ISDLAF+ is the only investment program sponsored by three separate benchmark associations: IASA, Illinois ASBO, and IASB. Each recognizes the fund as being powerfully and uniquely suited to the needs of Illinois school districts – providing the ideal mix of safety, liquidity, and yield. For more information, visit [www.isdlafplus.com](http://www.isdlafplus.com).

The **P-Card (Procurement Card) Program** continues to grow each year. A popular benefit of the program is the rebate that is given to each participating school district. Rebate amounts are based on the total volume each school spends. In addition, the P-Card streamlines the purchasing process, reduces the purchase order paperwork, increases budget and internal controls, provides better reporting, and reduces the cost of making monthly payments to vendors. While it looks like a credit card, the P-Card does not have a revolving monthly credit. The balance is paid in full every month. For more information about this IASA, IASB, Illinois ASBO, and IPA sponsored program, visit [www.illinois-pcard.com](http://www.illinois-pcard.com).

The **"5Sight" Tool** developed by **Forecast5 Analytics** is a dynamic business intelligence tool that allows school districts to drive decisions with competitive insight and peer analysis opportunities. The Forecast5 platform includes cloud-based business intelligence software, interactive visuals and a collaborative analytics engine. [www.forecast5analytics.com](http://www.forecast5analytics.com)

The **Illinois Schools Employee Benefits Consortium (ISEBC)** and the **Metropolitan Schools Employee Benefits Program (MSEBP)** include a proprietary fully insured, comprehensive group health insurance plan that offers member school districts the opportunity to provide employees health benefits at affordable prices. The customizable benefit packages include flexibility with coverage and deductibles, life insurance, short- and long-term disability, dental, vision and COBRA among other features. ISEBC serves all counties statewide with the exception of Cook and the collar counties. The MSEBP serves the Cook and collar counties.

**BuyBoard** is an online purchasing cooperative designed to streamline the purchasing process and help members make confident buying decisions. It is a free, value-added service that is available to IASA members. The BuyBoard leverages the power of a nationwide network of purchasers to drive down prices of commodities, goods, and services. Because of this, IASA members are able to leverage better pricing from vendors. There are many well-known brand names on the product list. Members can place orders on the secure website or fax purchase orders for same-day processing.

Fiscally, the IASA remains stable. Trust on the part of the Governing Board has allowed the Executive Director to explore sources of business related/non-dues revenue that, in turn, has provided services to school districts and school administrators.

# 2014-2015 IASA BOARD OF DIRECTORS

## OFFICERS



**PRESIDENT**  
**Scott D. Kuffel**  
Superintendent  
Geneseo Comm Unit 228



**PRESIDENT-ELECT**  
**Dr. Jane L. Westerhold**  
Superintendent  
Des Plaines CC 62



**PAST PRESIDENT**  
**Dr. Steve Webb**  
Superintendent  
Goreville Comm Unit 1



**TREASURER AND  
AT-LARGE DIRECTOR**  
**Dr. Sheila Harrison-Williams**  
Superintendent  
Hazel Crest 152-5



**SECRETARY AND  
WABASH VALLEY**  
**Timothy Buss**  
Superintendent  
Wabash Valley #348

## ABOUT THE ILLINOIS ASSOCIATION OF SCHOOL ADMINISTRATORS

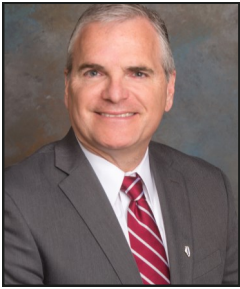
The Illinois Association of School Administrators is the premier advocacy organization for school administrators in the state. Since 1946, the IASA has offered Illinois school administrators the opportunity to join with colleagues throughout the state to improve the quality of public education in Illinois and to maintain the high standards of their profession.

To encourage networking, the state has been divided into 21 IASA Regions. Each region schedules regular meetings at the local level. Each region also selects or elects individuals to represent their region on the IASA Board of Directors and to serve as representatives on IASA's five representative committees.

IASA is a state-chartered association of the American Association of School Administrators (AASA). The two associations work cooperatively in a number of endeavors to serve the needs of members in the local, state and national arenas. IASA members are encouraged to join the AASA and to become active members in its programs and services, but dual membership is not a requirement.

# 2014-2015 IASA BOARD OF DIRECTORS

## MEMBERS



**ABE LINCOLN**  
Dr. Thomas E. Bertrand  
Superintendent  
Rochester Comm Unit 3A



**BLACKHAWK**  
Ronald Jacobs  
Superintendent  
Riverdale CU 100



**CENTRAL IL VALLEY**  
Dr. Chad Allaman  
Superintendent  
District 50



**COOK NORTH**  
Dr. Judith A. Hackett  
Superintendent  
NW Suburban Sp. Ed. Org.



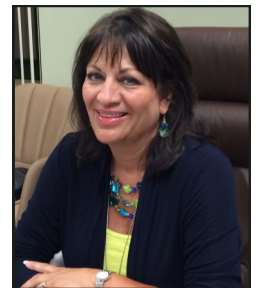
**COOK SOUTH**  
Dr. Kevin J. O'Mara  
Superintendent  
Argo Comm 217



**COOK WEST**  
Dr. Timothy B. Kilrea  
Superintendent  
Lyons Twp 204



**CORN BELT**  
Cliff McClure  
Superintendent  
Paxton-Buckley-Loda 10



**DU PAGE**  
Victoria L. Tabbert  
Superintendent  
Queen Bee 16



**EGYPTIAN**  
Dr. Jason Henry  
Superintendent  
Sesser-Valier Comm 196



**ILLINI**  
Victor R. White, III  
Superintendent  
Prairieview-Ogden CCSD



**KASKASKIA**  
Dr. Scott Doerr  
Superintendent  
Nokomis Comm 22



**KISHWAUKEE**  
Dr. Dan Oest  
Superintendent  
Richmond-Burton Comm 157

# 2014-2015 IASA BOARD OF DIRECTORS



**LAKE**  
**Dr. Catherine M. Finger**  
Superintendent  
Grayslake Comm 127



**NORTHWEST**  
**Dr. Mark D. Hansen**  
Superintendent  
Eastland 308



**SHAWNEE**  
**Derek Hutchins**  
Superintendent  
Crab Orchard 3



**SOUTHWESTERN**  
**Michael S. Sutton**  
Superintendent  
Highland Comm 5



**STARVED ROCK**  
**Daniel F. Marenda**  
Superintendent  
LaSalle 122



**THREE RIVERS**  
**Dr. Jay Plese**  
Superintendent  
Wilmington 209U



**TWO RIVERS**  
**Paula Hawley**  
Superintendent  
Pikeland 10



**WESTERN**  
**Dr. Jonathan Heerboth**  
Superintendent  
West Prairie CU 103

## PERMANENT GOALS

- To be the most respected and effective educational association in Illinois; and
- To be the best school administrator's association in the country



# IASA PLATFORM

## **As leaders in the public educational system we believe:**

- All students must be educated to their fullest potential.
- The public school system must provide all students with the opportunity to develop skills and the desire to be lifelong learners.
- The continuation of American democracy is predicated on an educated and participatory citizenry.
- A quality education is essential for enlightened citizenship, purposeful employment, and meaningful life experiences.
- Public school system graduates must be able to compete successfully in a global economy.
- Public education must ensure and actively promote an appreciation for cultural diversity.
- Schools must be safe environments.
- All citizens must share in the responsibility to support a progressive and technologically advanced public school system.
- The State has the primary responsibility for ensuring adequate & equitable financing of the public school system.
- The appropriation of public funds for education should be limited to the public school system.
- School administrators must always strive for an efficient system of quality educational programs and services.
- All educators must work cooperatively to coordinate the talents of all involved in the process of teaching and learning.
- Administrators must provide leadership and information to boards of education and other policy makers at the local/state and national levels.
- Administrators must involve the whole community in the education of its children.
- The school district superintendent is the educational leader of the school district and the community it serves.
- The school district superintendent must promote ethnic, racial and gender equity.
- The school district superintendent must assist parents in meeting their responsibilities as active participants in the educational process.
- The school district superintendent must be an advocate for the employment and maintenance of a quality teaching and support staff.
- A successful public school system begins with a strong working relationship between the board of education and the superintendent.





# RECOGNITION OF SCHOOL SERVICE MEMBER SPONSORSHIPS

## Sponsorships for 2014-15

IASA would like to extend a special thank you to the sponsors of this year's events. We appreciate the dedication and continued support of our School Service Members that make these and many other events possible.

### **IASA School for Advanced Leadership (ISAL)**

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

### **IASA Calendar Mouse Pad**

- ◆ Hodges, Loizzi, Eisenhammer, Rodick & Kohn LLP

### **IASA New Superintendents' Conference**

- ◆ Amplify
- ◆ Ameresco, Inc.
- ◆ Miller, Tracy, Braun, Funk & Miller, Ltd.
- ◆ ECRA Group, Inc.

### **Superintendents of Distinction**

- ◆ Herff Jones
- ◆ Horace Mann Companies

### **2014 (October) IASA Annual Conference Sponsors**

#### **Legacy**

- ◆ American Fidelity Assurance Company
- ◆ Discovery Education
- ◆ ECRA Group, Inc.
- ◆ First Midstate Incorporated
- ◆ Horace Mann Companies
- ◆ Miller, Tracy, Braun, Funk & Miller, Ltd.

#### **Conference Photographer**

- ◆ Lifetouch School Portraits

#### **Premier**

- ◆ Amplify
- ◆ Environmental Consultants, LLC
- ◆ K12 *Insight*
- ◆ Schoolwires

### **Illinois Superintendent of the Year Reception**

- ◆ Ameresco, Inc.
- ◆ American Fidelity Assurance Company
- ◆ ECRA Group, Inc.
- ◆ Environmental Consultants, LLC

# IASA STAFF

The talents and expertise of the staff are well distributed to address all of the IASA members' needs. The working personalities of the staff are conducive to effective and efficient work in all areas.



**Dr. Brent Clark**  
Executive Director



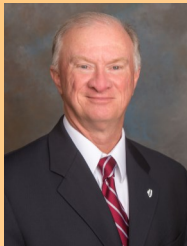
**Sara G. Boucek, J.D.**  
Associate Director/  
Legal Counsel



**Dr. Richard J. Voltz**  
Associate Director/  
Professional Development



**Diane L. Hendren**  
Chief of Staff/ Director of  
Governmental Relations



**Michael Chamness**  
Director of Communications



**Dr. Gary T. Zabilka**  
Field Services Director



**Dr. William H. Phillips**  
Field Services Director



**Dr. Nick R. Osborne**  
Field Services Director



**Shannon Miller Bellini**  
Governmental Relations  
Specialist/Policy Analyst



**Cherry L. Middleton**  
Executive Secretary/  
Office Manager



**Jodi Gillespie**  
Office Assistant



**Mary Ellen Buch**  
Communications/Legislative  
Assistant



**Kim Herr**  
Prof., Development  
Secretary



**Misti Murphy**  
Office Assistant



**Deana Crenshaw**  
Office Assistant





## Horace Mann finds another way to partner with you

No one loves to form partnerships with educators more than Horace Mann. It's why so many school districts welcome our agents into their buildings and why so many teachers take advantage of our insurance and retirement planning expertise.

A new partnership with DonorsChoose.org helps donors find teachers who need financial assistance for classroom projects big and small. Teachers post their projects, donors choose projects to support, and teachers and kids benefit with materials delivered right to their schools. Now that's a partnership that can help everyone.

**To learn more contact your local agent or visit [horacemann.com](http://horacemann.com)**



Auto | Home | Life | Annuity

 **Horace Mann**  
Founded by Educators for Educators

# ANNUAL BUSINESS MEETING

## 2014 REPORT OF THE SECRETARY

The Secretary's Report consists of the Minutes for the IASA Annual Business meeting held October 10, 2014.

### I. Call to Order and Declare a Quorum is Present – President Scott D. Kuffel

President Scott D. Kuffel called the meeting to order at 10:20 a.m., Friday, October 10, 2014, noting that a quorum was present.

### II. Acknowledgement of Dr. Jason D. Henry as Parliamentarian

President Kuffel appointed Dr. Jason D. Henry, superintendent of Sesser-Valier Comm #196, to serve as parliamentarian of the Annual Meeting.

### III. Approval of the October 11, 2013 Annual Meeting Minutes

There being no changes, a motion was made by Dr. Sheila Harrison-Williams to approve the October 11, 2013, Annual Business Meeting Minutes as presented. The motion was seconded by Dr. Catherine M. Finger and the motion carried by a voice vote.

### IV. 2015 Annual Report

#### A. General Finances of the Association – Dr. Jane L. Westerhold, President-Elect and Treasurer

Dr. Jane L. Westerhold reported on the financial health of the association noting that IASA again finished the year ending June 30, 2014 in sound financial condition, and that the auditors continue to caution about the short- and long-term economic challenges facing our nation and state. IASA's investments are holding stable and the investment revenue generated on a monthly basis is currently meeting the monthly mortgage payment for the Springfield office. The Field Offices in Marion and Schaumburg hold no mortgage.

A motion was made by Dr. Thomas E. Bertrand to accept the Independent Auditor's Financial Summary as presented in the FY 2014 IASA Annual Report. The motion was seconded by Ms. Victoria L. Tabbert and approved by a voice vote.

#### B. Executive Director's Report – State of the Association Report and Vision 20/20 Update - Dr. Brent Clark, Executive Director

Dr. Brent Clark thanked the Board of Directors and IASA Staff for their service to IASA. He highlighted three specific areas with the membership as follows:

1. IASA History Video - celebrating IASA's 50<sup>th</sup> Anniversary as a standalone association;
2. Vision 20/20 Initiative, the long-range blueprint for improving public education in Illinois; and
3. Pension Reform Update

# ANNUAL BUSINESS MEETING

A motion was made by Dr. Mark D. Hansen to accept all reports as presented. The motion was seconded by Dr. Sheila Harrison-Williams and approved by a voice vote.

## C. Presentation of the Proposed Bylaws Changes - President Kuffel

President Kuffel reported the IASA Board of Directors at its July meeting approved a proposed change to the IASA Bylaws that would allow at-large members of the Board to hold IASA offices similar to other members representing IASA regions. The change would take effect upon approval by the membership. The proposed changes are noted below.

### **ARTICLE VI – BOARD OF DIRECTORS**

**SECTION 1. GENERAL POWERS.** The affairs of the Association shall be managed by its Board of Directors through the development and implementation of policy and procedures.

### **SECTION 2. MEMBERSHIP, TENURE AND QUALIFICATIONS.**

Members of the Board of Directors shall include the five officers, the elected representatives from the Association's Regions, up to two at-large representatives who represent underrepresented categories of IASA membership and shall include, as ex-officio (non-voting), an IASA Active Member serving in any of the following as an AASA Officer: AASA Executive Committee Member; AASA President; AASA Past President; AASA President-Elect; or AASA Governing Board Member. If no AASA Governing Board Member is a member of the IASA Governing Board or AASA Executive Committee, the Executive Director shall call a meeting of the members of the Illinois AASA Governing Board who are also IASA members, to elect from their own, a person to serve as ex-officio (non-voting) to the IASA Governing Board for a term of three years, beginning July 1, nearest the election through June 30, or until such time that another member of the IASA Governing Board becomes a member of the AASA Governing Board or AASA Executive Committee. Any person serving in an ex-officio (non-voting) capacity from AASA to IASA must be an IASA Active Member.

The Regional and At-Large, if applicable, directors shall be elected for a three-year term as normally scheduled or as vacancies occur by: (1) an election held by the membership of that Region if such election is scheduled and notice of that election is submitted in writing by March 15 by the director to the Association's Executive Director; or (2) a primary and runoff election conducted through the office of the Association by May 1.

Regional and At-Large, if applicable, directors shall assume their responsibilities on July 1 following their election and upon their signed acknowledgement of the IASA Code of Ethics policy.

To be eligible to serve as an officer or a director, a person must be an Active Member of the Association.

# ANNUAL BUSINESS MEETING

**SECTION 3. EXECUTIVE DIRECTOR.** The Board of Directors shall appoint the Executive Director and shall fix the compensation and the term of office.

**SECTION 4. ORDER.** All meetings of the Board of Directors shall be conducted in accordance with Robert's Rules of Order.

**SECTION 5. QUORUM.** A majority of the Board of Directors shall constitute a quorum for the transaction of business at any meeting of the Board of Directors.

**SECTION 6. CONSULTANTS.** The Board of Directors may, at its discretion, appoint persons to meet with and to serve the Board of Directors as consultants. Appointments shall be for one-year terms.

**SECTION 7. REMOVAL.** Any official elected to or appointed by the Board of Directors, including appointments to ad hoc committees, may be removed by the Board of Directors, whenever in its judgment, the best interest of the Association would be served. Removal shall be by a 2/3 vote of a quorum of the Board of Director's members present and voting.

## ARTICLE VII – OFFICERS

**SECTION 1. OFFICERS.** The officers of the Association shall be the President, President-Elect, Secretary, Treasurer and Immediate Past President. All officers shall be Active Members, except for the Immediate Past President, and shall have full membership rights, including the right to vote on the Board of Directors. The President, President-Elect, and Immediate Past President shall not serve as a director elected to represent one of the Association's Regions. The Secretary and Treasurer shall be a director elected to represent one of the Association's Regions. If the At-Large Director is elected to an officer position, the At-Large Member shall continue to represent the State as a whole.

**SECTION 2. GENERAL POWERS.** The IASA Board of Directors does not govern using an Executive Committee. There may be times when, in the best interests of the Association, emergency decisions need to be made. The five duly elected officers, in consultation with the Executive Director, may meet to make decisions requiring expenditures of funds outside of the approved budget or to employ outside counsel or an independent contractor. All meetings of the officers shall include the Executive Director unless the purpose of the meeting involves actions of the Executive Director. All meetings of the officers shall be promptly reported to the full Board of Directors at its next regularly scheduled meeting. A violation of this policy shall be considered a breach of the IASA Code of Ethics and the officer's duties as a Board of Director.

# ANNUAL BUSINESS MEETING

**SECTION 3. ELECTION AND TERM OF OFFICE.** The President-Elect shall be elected annually by the Board of Directors at the last meeting of the operating year and shall hold office for one year. The President-Elect shall become President on July 1 following the term as President-Elect or when the office of the President is vacated.

The Secretary and Treasurer shall be elected to serve terms coterminous with their term as a Regional or At-Large Director. Neither the Office of Secretary nor Office of the Treasurer shall have any term limit. Election of Secretary and Treasurer shall be by the Board of Directors at the last scheduled meeting of the operating year.

Officers shall assume their responsibilities on July 1 following their elections. In the event a vacancy occurs in the office of Secretary or Treasurer, the Board of Directors is notified by the sitting officer of an eminent opening in his or her position, an election will be held by the Board of Directors at its earliest convenience to fill the unexpired term of office. The selection will be made from the members of the Board of Directors and elected by the Board of Directors.

A motion was made by Mr. Daniel F. Marendia, seconded by Dr. Thomas E. Bertrand to approve the proposed bylaws changes as presented above. The motion was approved by a voice vote.

V. Unfinished Business

There was no unfinished business.

VI. New Business

There was no new business.

VII. Adjournment

A motion was made by Dr. Jason D. Henry to adjourn the meeting. Mr. Daniel F. Marendia seconded the motion and the meeting was declared adjourned at 11:03 a.m.

Respectfully submitted,

Tim Buss  
IASA Board of Directors Secretary

# IASA PAST PRESIDENTS

The Past Presidents are listed below for the year of the annual meeting at which they presided.

2014	Steve Webb, Supt., Goreville Comm Unit #1	1978	Charles Caruso, Supt., Deerfield
2013	Kathryn J. Robbins, Supt., Leyden Comm HS #212	1977	Loel Verble, Supt., Anna
2012	David W. Messersmith, Supt., Bushnell-Prairie City #170	1976	David F. Byrne, Supt., Leyden High School, Franklin Park
2011	Gary Kelly, Supt., DuQuoin #300	1975	C. Robert Leininger, Supt., River Bend
2010	Rick Schmitt, Supt., Sandwich #430	1974	John G. Alford, Supt., Elmhurst
2009	Robert E. Gillum, Supt., Ball Chatham CU #5	1973	Earl D. Patton, Supt., Springfield
2008	Thomas F. Leahy, Supt., Quincy #172	1972	Olin W. Stratton, Supt., Highland
2007	Randolph L. Tinder, Supt., Forest Park #91	1971	Maurice P. Clark, Supt., Western Springs
2006	Brent J. McArdle, Supt., Lexington #7	1970	Van Miller, Prof. of Ed. Admin., University of IL—Champaign
2005	Marleis Trover, Supt., Vienna #13-3	1969	E.H. Schultz, Supt., Homewood
2004	Donald E. Weber, Supt., Naperville #203	1968	W.E. McAllister, Supt., Centralia
2003	Harold E. Ford, Supt., Geneseo Comm Unit #228	1967	Virgil H. Judge, Supt., Mattoon
2002	Daniel L. Meyer, Supt., St. Elmo #202	1966	David J. Heffernan, Asst. Supt., Chicago
2001	Michael A. Wright, Supt., Morris #54	1965	Fred C. McDavid, Supt., Peoria
2000	Brock Butts, Supt., Tremont Comm Unit #702	1964	Everett F. Kerr, Supt., Blue Island
1999	R. Craig Whitlock, Supt., United Twp HS #30	1963	J. Harold Voshall, Supt., Pittsfield
1998	Thomas J. Dahncke, Supt., Nashville #49	1962	Harold H. Metcalf, Supt., Bloom Twp HS and Community College—Chicago Heights
1997	Donald L. Gossett, Supt., Libertyville Comm #128	1961	Jewell A. Mann, Supt., Jacksonville
1996	Ronald J. Yates, Supt., Pontiac Twp #90	1960	Ralph E. Clabaugh, Supt., Arlington Heights
1995	H. Darrell Dick, Int. Supt., Antioch Comm #117	1959	Lester J. Grant, Supt., Decatur
1994	William E. Hill, Supt., Charleston #1	1958	L.O. Little, Supt., Quincy
1993	Elise S. Grimes, Supt., La Grange Highlands #106	1957	Guy E. Cornwell, Supt., Taylorville
1992	Jerry L. Parker, Supt., Pekin #105	1956	Oscar M. Chute, Supt., Evanston
1991	Richard M. Carrabine, Supt., Bloom Twp HS #206	1955	J.A. Mason, Supt., Niles Twp HS, Skokie
1990	Howard T. Jackson, Supt., Robinson #2	1954	Franklin C. Thomas, Supt., Barrington
1989	Ronald W. Simcox, Supt., Hinsdale #181	1953	J.L. Buford, Supt., Mt. Vernon
1988	Walter H. Warfield, Supt., Mattoon #2	1952	Hal O. Hall, Supt., Belleville Twp HS and Junior College
1987	Donald E. Barnes, Supt., Western Springs #101	1951	E.H. Mellon, Supt., Champaign
1986	Harold R. Baum, Supt., Valmeyer Comm #3	1950	E.L. Alexander, Supt., Edwardsville
1985	Paul W. Jung, Supt., Des Plaines CC #62	1949	Millard D. Bell, Supt., Wilmette
1984	Thomas K. Oates, Supt., Panhandle Unit #2	1948	Earl H. Hanson, Supt., Rock Island
1983	Karl R. Plath, Supt., Highland Park/ Deerfield #113	1947	Darrell R. Blodgett, Supt., Jacksonville
1982	David McClintock, Supt., Nashville High School #99	1946	M.E. Steele, Supt., Mendota
1980	Robert H. McKinney, Supt., Mannheim Elem #83		
1979	F. Leon Rodgers, Supt., Delavan		



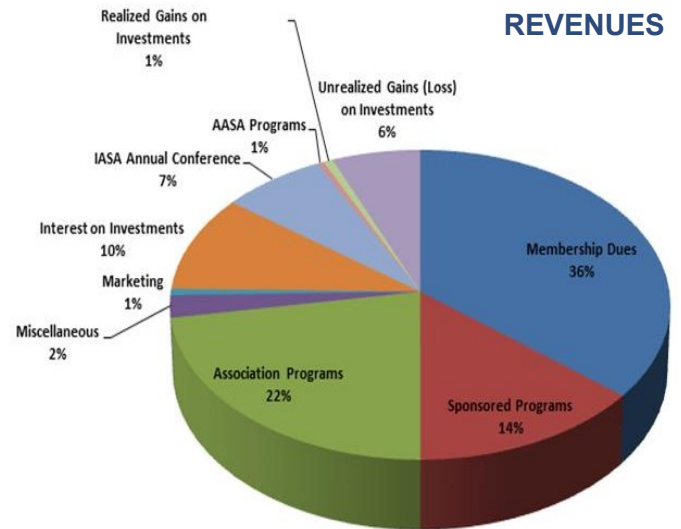
# INDEPENDENT AUDITOR'S FINANCIAL SUMMARY

## FINANCIAL SUMMARY STATEMENT OF REVENUES & EXPENSES

(YEAR ENDED JUNE 30, 2014 IASA'S FINANCIAL PORTRAIT)

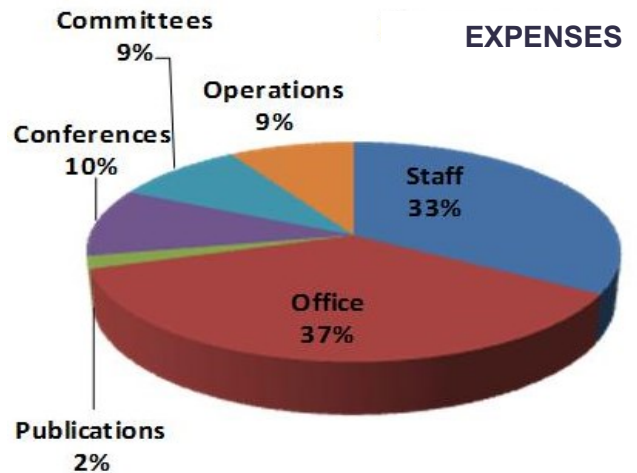
### REVENUES

Membership Dues	\$ 1,149,885.00
Sponsored Programs	444,518.00
Association Programs	712,222.00
Miscellaneous	74,513.00
Marketing	20,700.00
Interest on Investments	323,749.00
IASA Annual Conference	231,376.00
AASA Programs	14,805.00
Realized Gains on Investments	20,803.00
Unrealized Gains (Loss) on Investments	197,751.00
<b>Total Revenues</b>	<b><u>\$ 3,190,322.00</u></b>



### EXPENSES

Staff	\$ 977,773.00
Office	1,072,112.00
Publications	54,138.00
Conferences	292,431.00
Committees	269,169.00
Operations	256,937.00
<b>Total Expenses</b>	<b><u>\$ 2,922,560.00</u></b>



### INCREASE (DECREASE) IN UNRESTRICTED NET ASSETS

<b>Before Other Changes in Net Assets</b>	<b>\$ 267,762.00</b>
<b>Other Changes in Net Assets</b>	
Fixed asset additions	7,179.00
Depreciation expense	(85,996.00)
Payments on loan	134,676.00
Return of dues and legal support reimbursement	(59,739.00)
Prior year benefits	(2,789.00)
<b>Increase (Decrease) in Unrestricted Net Assets</b>	<b>261,095.00</b>
Unrestricted Net Assets - Beginning of Year	8,676,574.00
<b>Unrestricted Net Assets - End of Year</b>	<b><u>\$ 8,937,669.00</u></b>

# AWARDS & LEADERSHIP

The IASA supports scholarship programs for administrators through the **School Administrators Foundation for Education**, a charitable corporation. The seven SAFE Trustees, who are members of the IASA Governing Board, each serve a three-year term. The SAFE Trustees are responsible for conducting the annual fund-raising activities and awarding scholarships.



## JAMES V. AND DOROTHY B. MOON SCHOLARSHIP

The Moon Scholarship, established in memory of Dr. James V. Moon, is committed to improving education and the qualifications of school administrators and provides scholarship-based grants to assist individuals in the pursuit of graduate study leading to improved competency in the superintendency. To date, more than \$184,000 in scholarships have been provided. The following recipients of the scholarship are identified by the year of the award:

### 1992-1993

Carol A. Corcoran  
Thomas W. David  
John J. Struck

### 1993-1994

Connie S. Tockstein  
Jane L. Westerhold

### 1994-1995

Sandra L. Martin  
Frances A. Thoele

### 1995-1996

Leslie L. Hohenstein  
Kelley M. Kalinich

### 1996-1997

Marilyn Kay Ponzer  
David R. Nemeč

### 1997-1998

Steven L. Hamilton  
Eric A. King

### 1998-1999

Beth S. Concannon  
Rita A. Stevenson

### 1999-2000

Jeffrey A. Drayer  
Rhonda Jean Towner

### 2000-2001

Christine M. Benson  
Mary Ellen Grimes  
Victor E. Zimmerman

### 2001-2002

John Hasten  
Christopher D. Mehochko  
Larry Lilly

### 2002-2003

Paula J. Harlan  
Jay C. Morrow

### 2003-2004

None

### 2004-2005

Jane A. Eichman  
Keven D. Forney  
Julie L. Kraemer  
Jason E. Leahy

### 2005-2006

Lynn Carter  
K. Bradley Cox  
Andrew S. Wise

### 2006-2007

Lonny B. Lemon  
John Palan  
Debra Rust  
Quintin Shepherd  
Michael S. Sutton

### 2007-2008

Dan Cox  
Frances Hemker  
Rick Johnston  
Courtney Orzel  
Matthew Seaton  
Curtis R. Simonson  
Victoria L. Tabbert  
Carrie VanAlstine

### 2008-2009

Brad Detering  
Lan Eberle  
Julie Healy  
Joan Hoschek  
Randy Niles  
Jason Stark

### 2009-2010

Adam Bussard  
Paul Hertel  
Aaron Hopper  
Patrick Martin  
Brent Raby

### 2010-2011

Dana Nichols  
Joshua Olsen  
Joe Sornberger  
John Ulferts

### 2011-2012

James E. Garwood  
Nicholas M. Henkle  
Patty Hilliard-Wood  
Carl Johnson  
Kristen Kendrick  
Margaret Lasiewicki  
Timothy M. Page

### 2012-2013

Robert J. Bardwell  
Jhoon "Jake" Chung  
John Pearson  
Carl D. Vallianotos, II  
Adam R. Zurko

### 2013-2014

Christopher J. Adkins  
Erick R. Baer  
Christina Dougherty  
Rebecca Fitzpatrick  
Martha Ryan-Toye  
Karen Steindorf  
Andrew Thomann  
Rodney Winslow

### 2014-2015

Brent Anderson  
Brian DeBernardi  
Todd Dugan  
Julie Harrelson  
Christy Hild  
Christopher Janssen  
Benjamin Lee  
Kelly Mandrell  
Russell Tomblin

# AWARDS & LEADERSHIP

## IASA EXECUTIVE DIRECTORS

The IASA Executive Directors are listed below for the year of their retirement from IASA:

Gerald W. Smith ..... July 1, 1966  
Roy A. Baker ..... August 30, 1969  
John G. Wargo ..... June 30, 1992  
Walter H. Warfield, Emeritus ..... June 30, 2006

## IASA SUPERINTENDENTS OF DISTINCTION

IASA announced a new program to recognize the outstanding performance of school superintendents in each of its 21 regions. The "Superintendents of Distinction" honorees were selected by their peers in their region based on the criteria set forth by the AASA for its national Superintendent of the Year program. Those general criteria include Leadership for Learning, Communication, Professionalism and Community Involvement.

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

The 2015 honorees are identified by the IASA region they represent:

- |  |   |                                    |
|--|---|------------------------------------|
| <b>Abe Lincoln</b> -David Root             | <b>Egyptian</b> -Diana Zurliene         | <b>Southwestern</b> -Matt Stines   |
| <b>Blackhawk</b> -Dr. David Moyer          | <b>Illini</b> -James Owens              | <b>Starved Rock</b> -Daniel Marena |
| <b>Cook North</b> -Dr. Judith Hackett      | <b>Kaskaskia</b> -Dr. Jennifer Garrison | <b>Three Rivers</b> -Dr. Kent Bugg |
| <b>Cook South</b> -Dr. Jeff Stawick        | <b>Kishwaukee</b> -Dr. Dan Bertrand     | <b>Two Rivers</b> -Paula Hawley    |
| <b>Cook West</b> -Dr. Kimberly Boryszewski | <b>Lake</b> -Dr. Catherine Finger       | <b>Wabash Valley</b> -Marilyn Holt |
| <b>Corn Belt</b> -Gary Tipsord             | <b>Northwest</b> -Tad Everett           | <b>Western</b> -Ralph Grimm        |
| <b>DuPage</b> -Dr. Mark McDonald           | <b>Shawnee</b> -Dr. Lori James-Gross    |                                    |



# AWARDS & LEADERSHIP

## ILLINOIS SUPERINTENDENT OF THE YEAR

This award, presented annually by the American Association of School Administrators (AASA), ARAMARK Education and ING, recognizes outstanding leadership among the ranks of superintendents. The recipients are listed beginning with the first year of IASA's sponsorship of this award.

James L. Elliott, Maine Twp HS #207 .....	1991
Jean B. McGrew, Northfield Twp HS #225 .....	1992
Thomas G. Scullen, Indian Prairie CUSD #204 .....	1993
Barbara S. Devlin, Villa Park Elem #45 .....	1994
Joel W. Morris, West Chicago CUSD #94 .....	1995
Robert C. Stevens, Glenbard Twp HS #87 .....	1996
Dorothy M. Weber, Arlington Heights #25 .....	1997
Marvin E. Edwards, Elgin #U-46 .....	1998
John G. Conyers, Palatine CC #15 .....	1999
Gerald D. Chapman, Palatine Twp HS #211 .....	2000
James Burgett, Highland Comm #5 .....	2001
Robert S. Nielsen, Bloomington #87 .....	2002
David B. Van Winkle, Valley View #365U .....	2003
James T. Rosborg, Belleville #118 .....	2004
Frances B. Karanovich, Macomb Comm #185 .....	2005
Thomas F. Leahy, Quincy #172 .....	2006
Kevin L. Settle, Mount Vernon #80 .....	2007
Blondean Y. Davis, Matteson Elem #162 .....	2008
Mark Friedman, Libertyville #70 .....	2009
Edward F. Rafferty, Schaumburg CC #54 .....	2010
Peter Flynn, Freeport #145 .....	2012
Jane L. Westerhold, Des Plaines CC #62 .....	2013
Kelly Stewart, Benton #103 .....	2014
Thomas E. Bertrand, Rochester Comm Unit #3A .....	2015

**The IASA Exemplary Service to Education Award**, now in its eleventh year, is presented during the IASA Annual Conference. Though the award is not yet well known statewide, this will change as the award achieves maturity. It is well on its way to becoming a prestigious award. This award is presented to individuals in recognition of exemplary leadership contributions to Illinois public schools, the field of school administration and students. Past recipients of the award are listed below.

Douglas P. Blair .....	2004	Charles P. Rose .....	2011
Ronald E. Everett .....	2005	ISAL Design Team .....	2012
James T. Rosborg .....	2005	(Gloria J. Davis, Mark Friedman, Lisa Hood,	
Edward L. Allen .....	2006	Thomas A. Kersten, Scott D. Kuffel,	
David F. Grace .....	2006	Nick R. Osborne, Joseph Pacha,	
Representative Roger L. Eddy.....	2007	James T. Rosborg, Diane K. Rutledge,	
Senator James T. Meeks.....	2007	Paul Swanstrom, Don White,	
Don White .....	2007	Richard Voltz and Brent Clark)	
Senator James F. Clayborne, Jr. ....	2008	Lt. Governor Sheila Simon.....	2012
Calvin Jackson .....	2008	Jim Broadway.....	2013
Donald L. Kussmaul .....	2009	Walter H. Warfield .....	2014
Christopher Koch .....	2010		

# IASA BYLAWS

As adopted November 25, 1967 and amended through October 10, 2014.

## ARTICLE I – PURPOSE

The purpose of the Association shall be to conduct conferences, provide in-service education programs and promote education.

## ARTICLE II – OFFICES

The Corporation shall maintain in the State of Illinois a registered office and a registered agent at such office and may have other offices within or without the State.

## ARTICLE III – MEMBERS

**SECTION 1. CLASSES OF MEMBERS.** The Association shall have six classes of members. The designation of such classes and the qualifications of the members of such classes shall be as follows:

- A. Active Member. Active Member status is available to an individual who is employed in Illinois as:
- i. A school administrator in a school system or an educational cooperative of school systems and contributing to the Teachers' Retirement System; or
  - ii. An administrative staff member of the Illinois State Board of Education or the Illinois Association of School Boards, provided such person has previously worked as a school administrator; or
  - iii. A superintendent or assistant superintendent of a regional office of education.

Persons qualified as school administrators who are not currently employed in that capacity may be deemed eligible for Active Member status by the Board of Directors.

Active Members hold all the rights, privileges and responsibilities of the Association, including the right to vote and the right to hold office.

- B. Full-Time Professor Member. Full-time Professor Member status is available only to full-time professors of education or educational administration at an accredited institution of higher education in Illinois and carries the rights to receive regular mailings of the Association and participate in the IASA Return of Dues Program.
- C. Associate Member. Associate Member status is available to an individual who is actively pursuing a career in school administration and is not eligible for Active Member status. Associate Member status carries only the right to receive the Association newsletter.
- D. Retired Member. Retired Member status is available to a person who has retired from the profession of school administration and who was an Active Member at the time of such retirement and carries the right to receive the annual Association directory and the Association newsletter.
- E. School Service Member. School Service Membership shall be available to: manufacturers and distributors of school materials, supplies and equipment; architects; legal firms; publishers of school textbooks and related materials; and to other such businesses that provide services to Illinois schools. School Service Members shall be entitled to regular mailings of the Association newsletter, to inclusion in the annual Association directory as a School Service Member, to a copy of the annual Association directory, and to other services that provide such members with access to Illinois school administrators who are Association members.
- F. Student Member. Student Member status is available to a person who has not achieved certification as a superintendent, has a master's degree, and is currently enrolled as a graduate student in a recognized program in school administration. Verification of such status must be made by a full-time professor of education or educational administration in Illinois at the college in which the student is enrolled, who is a

# IASA BYLAWS

member of the Association. No one may hold Student Member status for more than three years. Student Member status carries only the right to receive the Association newsletter.

**SECTION 2. VOTING RIGHTS.** Each Active Member shall be entitled to one vote on each matter submitted to a vote of the members.

**SECTION 3. DUES.** The annual dues for the Active membership classification shall be .007 of the gross annual salary.

The annual dues for the following membership categories are established by the Board of Directors and contained in the IASA Policy Handbook: Full-Time Professor Member, Associate Member, Retired Member, School Service Member and Student Member.

**SECTION 4. MEMBERSHIP YEAR.** The membership year shall be July 1 through June 30.

**SECTION 5. TERMINATION OF MEMBERSHIP.** Membership shall continue until terminated by any one or more of the following circumstances:

- A. Non-payment of dues;
- B. Formal written resignation by the member; or
- C. Action by the Board of Directors.

## ARTICLE IV – MEETINGS OF MEMBERS

**SECTION 1. ANNUAL MEETING.** There shall be one annual meeting of the Association each year. The Board of Directors shall determine the time and place for the meeting.

**SECTION 2. SPECIAL MEETINGS.** Special meetings of the members shall be held as the Board of Directors deems necessary.

**SECTION 3. NOTICE.** Members shall be provided a written notice no less than 30 days in advance of a proposed meeting.

**SECTION 4. ORDER.** All meetings of the Association shall be conducted in accordance with Robert's Rules of Order.

**SECTION 5. QUORUM.** The members representing 20 percent of the Active Membership shall constitute a quorum at a meeting.

## ARTICLE V – VOTING

At all meetings of the members of the Association, of the Board of Directors and of any committee of the Association, votes shall be cast in person. Proxy voting shall be allowed when a duly authorized alternate, authorized by the elected member of the Board of Directors or of any committee of the Association attends as an alternate with prior notice to the IASA office by mail, e-mail or facsimile transmission. There shall be no voting by mail unless specifically provided for in these bylaws.

## ARTICLE VI – BOARD OF DIRECTORS

**SECTION 1. GENERAL POWERS.** The affairs of the Association shall be managed by its Board of Directors through the development and implementation of policy and procedures.

# IASA BYLAWS

**SECTION 2. MEMBERSHIP, TENURE AND QUALIFICATIONS.** Members of the Board of Directors shall include the five officers, the elected representatives from the Association's Regions, up to two at-large representatives who represent underrepresented categories of IASA membership and shall include, as ex-officio (non-voting), an IASA Active Member serving in any of the following as an AASA Officer: AASA Executive Committee Member; AASA President; AASA Past President; AASA President-Elect; or AASA Governing Board Member. If no AASA Governing Board Member is a member of the IASA Governing Board or AASA Executive Committee, the Executive Director shall call a meeting of the members of the Illinois AASA Governing Board who are also IASA members, to elect from their own, a person to serve as ex-officio (non-voting) to the IASA Governing Board for a term of three years, beginning July 1, nearest the election through June 30, or until such time that another member of the IASA Governing Board becomes a member of the AASA Governing Board or AASA Executive Committee. Any person serving in an ex-officio (non-voting) capacity from AASA to IASA must be an IASA Active Member.

The Regional and At-Large, if applicable, directors shall be elected for a three-year term as normally scheduled or as vacancies occur by: (1) an election held by the membership of that Region if such election is scheduled and notice of that election is submitted in writing by March 15 by the director to the Association's Executive Director; or (2) a primary and runoff election conducted through the office of the Association by May 1.

Regional and At-Large, if applicable, directors shall assume their responsibilities on July 1 following their election and upon their signed acknowledgement of the IASA Code of Ethics policy.

To be eligible to serve as an officer or a director, a person must be an Active Member of the Association.

**SECTION 3. EXECUTIVE DIRECTOR.** The Board of Directors shall appoint the Executive Director and shall fix the compensation and the term of office.

**SECTION 4. ORDER.** All meetings of the Board of Directors shall be conducted in accordance with Robert's Rules of Order.

**SECTION 5. QUORUM.** A majority of the Board of Directors shall constitute a quorum for the transaction of business at any meeting of the Board of Directors.

**SECTION 6. CONSULTANTS.** The Board of Directors may, at its discretion, appoint persons to meet with and to serve the Board of Directors as consultants. Appointments shall be for one-year terms.

**SECTION 7. REMOVAL.** Any official elected to or appointed by the Board of Directors, including appointments to ad hoc committees, may be removed by the Board of Directors, whenever in its judgment, the best interest of the Association would be served. Removal shall be by a 2/3 vote of a quorum of the Board of Director's members present and voting.

## ARTICLE VII – OFFICERS

**SECTION 1. OFFICERS.** The officers of the Association shall be the President, President-Elect, Secretary, Treasurer and Immediate Past President. All officers shall be Active Members, except for the Immediate Past President, and shall have full membership rights, including the right to vote on the Board of Directors. The President, President-Elect, and Immediate Past President shall not serve as a director elected to represent one of the Association's Regions. The Secretary and Treasurer shall be a director elected to represent one of the Association's Regions. If the At-Large Director is elected to an officer position, the At-Large Member shall continue to represent the State as a whole.

**SECTION 2. GENERAL POWERS.** The IASA Board of Directors does not govern using an Executive Committee.

# IASA BYLAWS

There may be times when, in the best interests of the Association, emergency decisions need to be made. The five duly elected officers, in consultation with the Executive Director, may meet to make decisions requiring expenditures of funds outside of the approved budget or to employ outside counsel or an independent contractor. All meetings of the officers shall include the Executive Director unless the purpose of the meeting involves actions of the Executive Director. All meetings of the officers shall be promptly reported to the full Board of Directors at its next regularly scheduled meeting. A violation of this policy shall be considered a breach of the IASA Code of Ethics and the officer's duties as a Board of Director.

**SECTION 3. ELECTION AND TERM OF OFFICE.** The President-Elect shall be elected annually by the Board of Directors at the last meeting of the operating year and shall hold office for one year. The President-Elect shall become President on July 1 following the term as President-Elect or when the office of the President is vacated.

The Secretary and Treasurer shall be elected to serve terms coterminous with their term as a Regional or At-Large Director. Neither the Office of Secretary nor Office of the Treasurer shall have any term limit. Election of Secretary and Treasurer shall be by the Board of Directors at the last scheduled meeting of the operating year.

Officers shall assume their responsibilities on July 1 following their elections. In the event a vacancy occurs in the office of Secretary or Treasurer, the Board of Directors is notified by the sitting officer of an eminent opening in his or her position, an election will be held by the Board of Directors at its earliest convenience to fill the unexpired term of office. The selection will be made from the members of the Board of Directors and elected by the Board of Directors.

**SECTION 4. REMOVAL.** Any official elected or appointed by the Board of Directors may be removed by the Board of Directors, whenever in its judgment, the best interest of the Association would be served. Removal shall be by a 2/3 vote of a quorum of the Board of Director's members present and voting.

**SECTION 5. PRESIDENT.** The President shall preside at all meetings of the members and of the Board of Directors. The President, with approval of the Board of Directors, shall appoint the Chair and Associate Chair(s) of each representative committee and the Chair and members of the operational committees of the Association.

**SECTION 6. PRESIDENT-ELECT.** The President-Elect shall assist the President in the discharge of her or his duties as the President may direct and shall perform such other duties as from time to time may be assigned to her or him by the President.

If the office of the President is vacated, the President-Elect shall become the President for the remainder of the term and shall then serve the term of President to which he or she was elected.

**SECTION 7. SECRETARY.** The Secretary shall sign all corporate papers and perform such other duties as required by the Association. He or she shall furnish all officers for each succeeding year a copy of the complete proceedings of the annual meetings.

**SECTION 8. TREASURER.** The Treasurer shall be responsible for the safekeeping of all monies belonging to the Association. He or she shall be required to sign all checks for payment of bills, except those checks drawn on revolving funds authorized by the Board of Directors to be used in the office of the Association. The Treasurer shall provide bond in the amount set by the Board of Directors for the Treasurer and such persons in the office of the Association as necessary. The bond shall be on file in the office of the Association. Cost of the bond shall be borne by the Association.

**SECTION 9. IMMEDIATE PAST PRESIDENT.** The Immediate Past President shall fulfill duties as assigned by the President. In the event a vacancy occurs in the office of Immediate Past President, the position will be left unfilled for the remainder of the unexpired term.



# IASA BYLAWS

## ARTICLE VIII – EXECUTIVE DIRECTOR

**SECTION 1. EXECUTIVE DIRECTOR.** The Executive Director shall be the Chief Executive Officer of the Association. He or she shall attend all meetings of the Board of Directors except those at which her or his own competency or compensation is being discussed. As the Chief Executive Officer, the Executive Director shall exert leadership in promoting the official policies of the Association; shall make recommendations concerning the employment of all employees of the Association; shall prepare an agenda for all meetings of the Board of Directors along with recommendations concerning each item on the agenda; shall be responsible for investing surplus funds of the organization; shall serve as an ex-officio member without vote on all committees of the Association; and shall perform other duties at the direction of the Board of Directors.

## ARTICLE IX – INDEMNIFICATION OF OFFICERS, DIRECTORS AND STAFF

Every director, officer or employee of the Association shall be indemnified by the Association against all expenses and liabilities, including counsel fees, reasonably incurred or imposed upon such director, officer or employee in connection with any proceeding to which such director, officer or employee may be made a party or in which such director, officer or employee may become involved by reason of being or having been a director, officer or employee of the Association, or any settlement thereof, whether or not such director, officer or employee is a director, officer or employee at the time such expenses are incurred, except in such cases wherein the director, officer or employee is adjudged guilty of willful misfeasance or malfeasance in the performance of the duties of the office or employment. In the event of a settlement, the indemnification herein shall apply only when the Board of Directors approves such settlement and reimbursement as being for the best interests of the Association. The foregoing right of indemnification shall be in addition to and not exclusive of all other rights to which such director, officer or employee may be entitled.

## ARTICLE X – COMMITTEES

**SECTION 1. REPRESENTATIVE COMMITTEES AND DELEGATIONS.** The Association shall have four representative committees: IASA-ISBE Advisory Committee, Professional Development Committee, Membership and Communications Committee, and Governmental Relations and Advocacy Committee. The Association shall have two delegations: Governmental Strategies and Membership Strategies.

The Representative Committee shall include a representative elected from each of the Association's Regions for a three-year term, with one-third of the members being elected annually. The representative shall be elected for the three-year term as normally scheduled or as vacancies occur by: (1) an election held by the membership of that Region if such election is scheduled and notice of that election is submitted in writing by March 15 by the director to the Association's Executive Director; or (2) a primary and runoff election conducted through the office of the Association by May 1. The representative must be an Active Member. Any Region may remove an elected representative by using the same method used to so elect that person.

The Chair and Associate Chair of each committee shall be members of the Board of Directors, appointed by the President and approved by the Board of Directors, except that the Chair of the IASA-ISBE Advisory Committee shall be the President and the Associate Chair shall be the President-Elect.

If a vacancy exists in the membership of a representative committee for more than three months, the President, with approval of the Board of Directors, shall appoint a person from the appropriate Region to complete the vacant term.

The Governmental Strategies Delegation shall include the representatives of the Board of Directors and Officers, IASA-ISBE Advisory Committee and Governmental Relations and Advocacy Committee.

The Membership Strategies Delegation shall include the representatives of the Board of Directors and Officers,

# IASA BYLAWS

Professional Development Committee, Membership and Communications Committee and Region Presidents.

The Chair of the Delegations shall be the President with the President-Elect and Immediate Past President serving as Co-Associate Chairs.

**SECTION 2. OPERATIONAL COMMITTEES.** The Association shall have four operational committees: Budget Committee, Bylaws Committee, Ethics and Welfare Committee, and Contract and Evaluation Committee.

The Budget Committee shall consist of five members. The Treasurer shall serve as Chair of the committee. The President shall appoint, with approval of the Board of Directors, the other four members to a term of one year.

The Bylaws Committee shall consist of three members appointed by the President, with approval of the Board of Directors, to terms of one year. The President, with approval of the Board of Directors, shall designate the Chair.

The Ethics and Welfare Committee shall consist of the President, President-Elect and Immediate Past President. The Immediate Past President shall serve as Chair.

The Contract and Evaluation Committee shall consist of the officers of the Board of Directors. The President shall serve as the Chair.

**SECTION 3. SPECIAL COMMITTEES.** Special Committees shall be appointed by the President, with the approval of the Board of Directors, for specific purposes.

**SECTION 4. REGION PRESIDENTS.** Each Region shall have the right to elect a President from the Active Members of the Region to preside over the business meetings of the Region. The term of Region President shall be set by the Region in advance of the election for the office. The Region Presidents will constitute a special committee of the Association.

The Association President shall serve as Chair of the Regional Presidents with the Association President-Elect serving as Co-Chair. Expenses of meetings called by the Chair shall be reimbursed per guidelines in the IASA Policy Handbook and charged in the budget as Board of Director expenses.

In absence of a Region President, the Director from the Region shall serve as both Director and President.

The term for Director/President shall be that term for which the person is elected to serve on the IASA Board of Directors.

Persons serving as a Director/President shall be listed in appropriate locations in Association publications.

## ARTICLE XI – BOOKS AND RECORDS

The Association shall keep correct and complete books and records of account and shall also keep minutes of the proceedings of its members and Board of Directors and shall keep at the registered or principal office a record giving the names and addresses of the members entitled to vote.

## ARTICLE XII – FINANCIAL RECORDS

**SECTION 1. FISCAL YEAR.** The fiscal year of the Association shall be July 1 through June 30.

**SECTION 2. ANNUAL BUDGET.** The Budget Committee shall prepare a tentative budget with estimated receipts and expenditures for the following fiscal year. The tentative budget shall be available for review by members of the Association by March 15.

The Board of Directors shall hold a hearing on the tentative budget after April 1 and prior to adoption. The Board of Directors shall adopt a budget prior to June 30 for the following fiscal year.

# IASA BYLAWS

**SECTION 3. FINANCIAL REPORTS.** Financial reports shall be submitted to the Board of Directors by the Executive Director and Treasurer on a quarterly basis during the year and shall be filed with minutes of the Board of Directors. An annual financial report shall be made at the time of the annual meeting.

**SECTION 4. AUDIT.** An annual audit of accounts of the Association shall be made by a certified public accountant selected by the Board of Directors.

## ARTICLE XIII – REGIONAL STRUCTURE

**SECTION 1. REGIONS.** The Board of Directors shall provide for the organization and governance of Regions of the Association. The Board of Directors may modify the boundaries of any Region. The existence of any Region may be terminated following a written notice to the Region's Active Members 90 days in advance of the termination.

**SECTION 2. OFFICERS.** The Director of a Region shall serve as the Region President, unless the Active Members of the Region determine that another Active Member shall be elected to serve as the Region President.

**SECTION 3. COMMITTEES.** Each Region may have a committee concerned with each of the following issues: legislation, membership, professional development, resolutions and position statements, and advising the Illinois State Board of Education. The person elected to serve on a representative committee for the Region shall also serve as Chair of the same committee within the Region. The method of selection of regional committee members, other than the Chair, is to be determined by each Region.

## ARTICLE XIV – REPRESENTATIVES TO ORGANIZATIONS

**SECTION 1. NORTH CENTRAL ASSOCIATION OF COLLEGES AND SCHOOLS.** The President, with approval of the Board of Directors, shall appoint an Active Member to the Illinois Committee of the North Central Association of Colleges and Schools in accordance with the rules and regulations of that committee.

**SECTION 2. STATE TEACHER CERTIFICATION BOARD.** The President, with approval of the Board of Directors, shall recommend an Active Member for appointment to the State Teacher Certification Board upon the request of the State Superintendent of Education.

**SECTION 3. JOINT COMMITTEES, COMMISSIONS AND COUNCILS.** The President may designate an Active Member for appointment as an Association representative to joint committees, commissions and councils upon the appropriate request. All appointments will be reported to the Board of Directors.

## ARTICLE XV – SEAL

The corporate seal shall have inscribed thereon the name of the corporation and the words "Corporate Seal, Illinois."

## ARTICLE XVI – LIMITATIONS AND DISTRIBUTION ON DISSOLUTION

**SECTION 1. ORGANIZATION.** The Association is not organized for profit. No part of its net earnings shall inure to the benefit of any private individual. No substantial part of its activities shall be the carrying on of propaganda or otherwise attempting to influence legislation. It shall not substantially participate in or intervene in any political campaign on behalf of any candidate for public office. The Association shall not accumulate out of income amounts which are unreasonable in amount or duration in order to carry out the purposes set forth in these bylaws.

Notwithstanding any other provision of these bylaws, the Association shall not conduct or carry on any activities

# IASA BYLAWS

not permitted to be conducted or carried on by any organization exempt under Section 501(c)(6) of the Internal Revenue Code and its Regulations as they now exist or as they may hereafter be amended, or by any organization contributions to which are deductible under Section 170(c)(2) of such Code and Regulations as they now exist or as they may hereafter be amended.

**SECTION 2. DISSOLUTION.** In case of dissolution of the Association and liquidation of its affairs, any money or other assets remaining after the payment of all obligations shall be transferred or conveyed to one or more educational or charitable organizations having objectives or purposes substantially similar to those of the corporation. The selection of such organization shall be determined by the Board of Directors and in every case the decision of the Board of Directors shall be final and conclusive upon all persons in any way interested.

## ARTICLE XVII – AMENDMENTS

**SECTION 1. APPROVAL.** Any provision of these bylaws may be amended at an annual or special meeting of the Association provided such proposal:

- A. Has been reviewed by the Bylaws Committee;
- B. Has been reviewed by the Board of Directors;
- C. Has been submitted to the membership in writing no less than 30 days in advance of the meeting; and
- D. Receives at least a two-thirds vote of the membership present at the meeting.

**SECTION 2. PROPOSALS FROM MEMBERS.** Amendments may be proposed by members. Such proposed amendments must be presented to the membership for consideration provided the proposed amendment is endorsed by signature of two-thirds of a quorum of the membership and submitted to the office of the Association at least 120 days prior to an annual meeting. The Bylaws Committee and the Board of Directors are required to review the proposed amendment within 60 days and cause it to be submitted in writing to the membership at least 30 days in advance of the annual meeting. A two-thirds vote of the membership present at the meeting is required for passage.

## Proposed Changes to the IASA Bylaws for approval Friday, October 2, 2015

IASA Bylaws as adopted November 25, 1967 and amended through October 10, 2014.

Recommended in part for approval on Friday, October 2, 2015. A complete copy of the Bylaws is available beginning on page 29.

(new language is underscored)

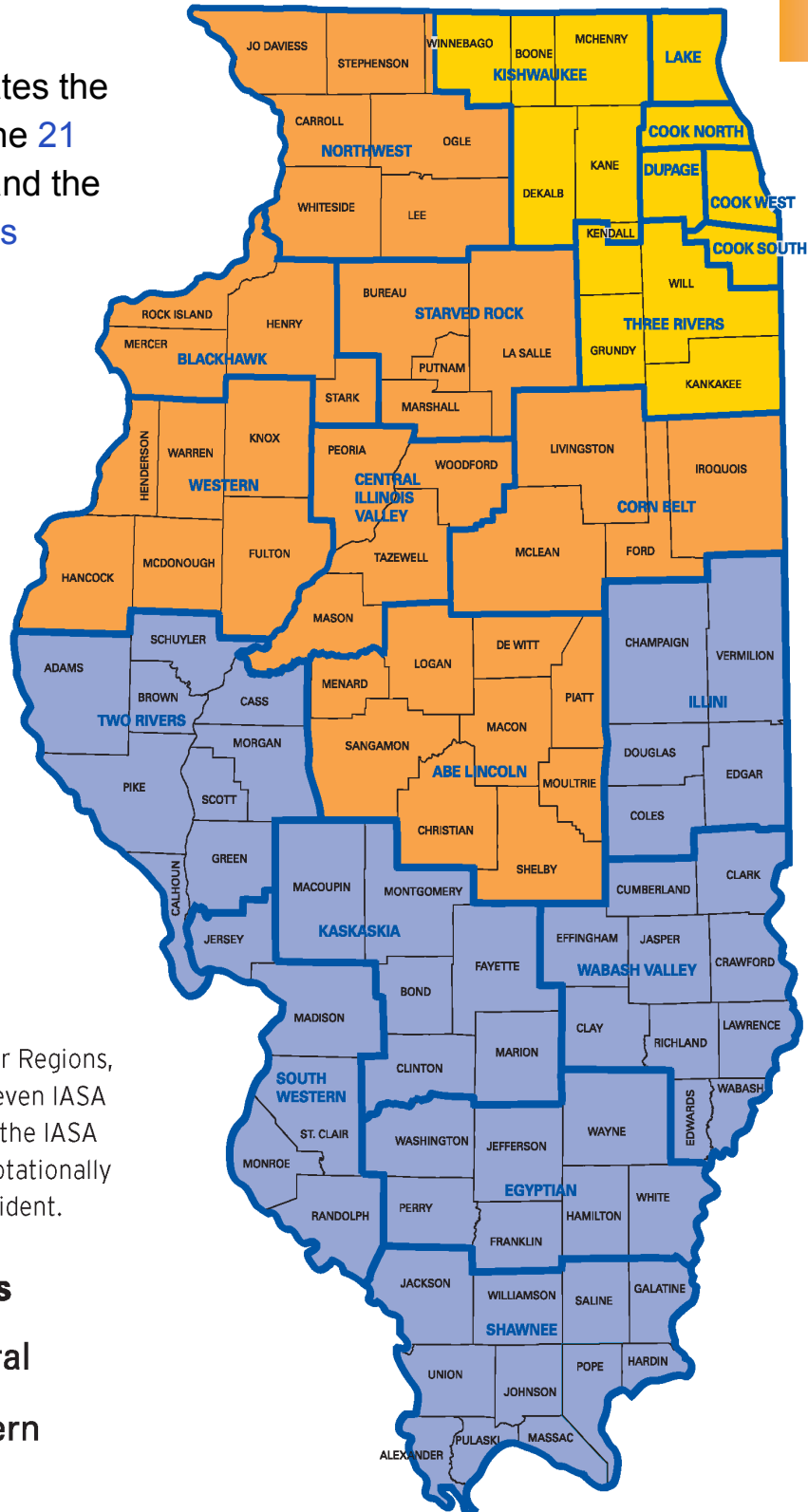
## ARTICLE III – MEMBERS

**SECTION 3. DUES.** The minimum annual dues for the Active membership classification shall be .007 of the gross annual salary. Each March, the multiplier for the following year shall be calculated based on the total Active Membership and increased by .00025 for every 25 Active Members fewer than 1,052.

The annual dues for the following membership categories are established by the Board of Directors and contained in the IASA Policy Handbook: Full-Time Professor Member, Associate Member, Retired Member, School Service Member and Student Member.

# IASA BOUNDARIES MAP

This map indicates the boundaries of the 21 IASA Regions and the 3 Super Regions



IASA has three Super Regions, each consisting of seven IASA Regions from which the IASA Board of Directors rotationally elects the IASA President.

## Super Regions

- Northcentral
- Northeastern
- Southern



Transforming  
Teaching & Learning



## The Road to Student Engagement Starts Here

Discovery Education is the leading provider of high-quality, curriculum-based digital content, digital textbooks, and professional development.

Discovery Education is proud to support the Illinois Association of School Administrators while teaming up with districts across the state to transform teaching and learning and accelerate student achievement.

**Josh Truman**

Director, Education Partnerships  
[Josh\\_Truman@discovery.com](mailto:Josh_Truman@discovery.com)

© 2015 Discovery Education, Inc

## 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](http://www.microsoft.com)





# VISION 20/20

Fulfilling the Promise of Public Education

<http://illinoisvision2020.org>  
[questions@illinoisvision2020.org](mailto:questions@illinoisvision2020.org)

*It is our **responsibility** as educators to reflect upon the current state of education in **Illinois** and take action to create an education system that meets the needs of all **students**.*



**HIGHLY EFFECTIVE  
EDUCATORS**



**SHARED ACCOUNTABILITY**



**21ST CENTURY  
LEARNING**



**EQUITABLE & ADEQUATE  
FUNDING**





217.753.2213  
2648 Beechler Court  
Springfield, IL 62703

847.466.5075  
800 Woodfield Rd.,  
Suite F109  
Schaumburg, IL 60173

618.364.0503  
1200 West Main St.  
Marion, IL 62959

