

Leadership Matters



March 2016



Celebrating Music
in Our Schools Month

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In the spirit of the ‘Oscars’: SAT Implementation in Illinois



Message from the
Executive Director
Dr. Brent Clark

At our most recent meeting of the IASA Board of Directors we heard a very informative presentation regarding the implementation of the SAT in Illinois. Regardless of where you stand on ISBE’s selection of the SAT, I think you will find the information useful and we have included a link to a video of the presentation with this column and also on our website (www.iasaedu.org).

The presenter is Hoor Bhanpuri, Executive Director of the K-12 Illinois Partnership and a representative of the College Board. The College Board is a not-for-profit organization established in 1899 that now includes more than 6,000 of the world’s leading educational institutions as its members. In addition to the SAT, the College Board’s programs include the Advanced Placement Program.

Bhanpuri explained that implementation of the SAT in Illinois most likely will not occur until next school year because it was February by the time the bid process, which included a protest filed by the ACT, was completed. Only then could final contract negotiations begin with ISBE. The implementation also is complicated by the fact that the state does not yet have an FY16 budget with no end in sight for the impasse.

Nevertheless, Bhanpuri said a suite of services now is available free of charge for Illinois students and educators to use through the College Board’s partnership with Khan Academy. Those services include thousands of practice problems, personalized tutorials on test content, full-length SAT practice tests with immediate comprehensive reporting. Free apps also are available in the App Store and Android apps on Google play.

Bhanpuris’ presentation includes an overview of eight major changes that have been made to the SAT during the past couple of years. He also explained the fee waivers available to low-income students as well as a partnership with the National Merit Organization that will automatically link students taking the SAT with more than \$178 million in scholarship funds scholarships from a number of organizations such as the United Negro College Fund, the Hispanic Scholarship Fund, the American



Click image to view video.

Indian Graduate Center, the Asian and Pacific Islander American Scholarship Fund and the Jack Kent Cooke Foundation.

The video runs about 50 minutes. It probably won’t end up being nominated for an “Oscar” next year, but is well worth your or your high school administrators’ time if you or they wish to get up to speed on the SAT implementation plan for Illinois.

Speaking of videos...



We are beginning to transition *Leadership Matters* to include more video content and, in addition to the SAT video, this month’s edition also includes five pages of videos from school districts across the state. These videos run no more than three minutes in length and illustrate accomplishments,

innovative programs and even new ways superintendents are communicating with their communities.

We intend to make this video section a monthly feature, so if you have videos you would like to submit, please send them to Mary Ellen Buch at mbuch@iasaedu.org.

(Continued on page 4)

FY17 education budget

School superintendents recently received a letter from Illinois Secretary of Education Dr. Beth Purvis regarding the K-12 budget for the next school year. IASA put out a *Capitol Watch* that contains the association's apolitical stance on the budget and school funding reform, including relevant references to the Vision 20/20 blueprint for the future of public education that so many of you helped develop. You can access those talking points by clicking [here](#).

While we do not want to end up being pawns in a high-stakes political game of "Chicken," we do need

to maintain an open and honest dialogue with legislators. The House is not scheduled to be back in Springfield until April 4. The next few weeks while they are back in their home districts is a crucial time to have face-to-face discussions with them about the specific consequences for your district – and especially the impact on your students – if we don't have an education budget.

Thank you for not only persevering but continuing to excel despite all of the obstacles facing public educators.

Brent



IASA will be offering an Aspiring Superintendent Academy (ASA) for those school leaders considering the superintendency. This five day summer learning academy will sharpen participants' leadership knowledge and skills and give them a view of the modern superintendency. Aligned with the ISLLC Standards, the program will be a fast-paced, authentic *Learning Academy* where attendees will participate in simulations and produce meaningful activities that reflect the current expectations of superintendents.

Dates: July 11-15, 2016

Location: IASA office in Springfield

Class Topics include:

- School district leadership
- Communication strategies
- School district operations
- Community engagement
- Action planning and next steps

For additional information and application click [here](#).

Smith: Students' talent abundant but opportunity is not

State Superintendent Dr. Tony Smith met February 25 with the IASA Board of Directors in Springfield and discussed a variety of topics. This month's "Ask the State Superintendent" column comes from those discussions.

Smith talked about his desire to have a new funding formula for public schools, noting that "as long as (the formula) is predicated on property taxes, there will always be inequities." He said he understands the political difficulty in revamping the school funding formula that last was changed in 1997 because absent more funding for schools, a shift in funding would result in "winners" and "losers" compared to the current formula.

"I understand why the idea of protecting the resources you have is resonating, but the system of funding is the problem and protecting resources in that context is not what is best for all kids," Smith said. "Finding as common a narrative as we can is a big piece of (finding a solution that could gain political traction). We need to start from a position of what we value and then the formula would come from those values."

"The talent in our state is abundant, but the opportunity is not and we are losing so much potential in those kids that it is hurting all of us. We have to get more resources to the districts that are suffering the most," Smith said. He said that until the school funding formula gets fixed he is committed to finding ways under current law to serve as many kids as possible. In the interim, he said fully funding General State Aid and increasing the foundation level are ways to help districts that rely the most on state aid.

Smith also chairs the Teachers Retirement System (TRS) board, a duty that he did not seek but is part and parcel of being the state superintendent in Illinois. He was asked about the recent decision by the TRS board to increase the employer contribution rate for federally paid school district employees to 38 percent.

Noting that the cost to the state of not increasing the employer contribution rate would have been an estimated \$800 million, Smith stated "There was



Ask the State Superintendent Dr. Tony Smith

nothing as a board that we could do." Attempts in previous years to lower the rate for school districts were derailed politically.

Smith also was asked about what would be included on next fall's school report card in light of the recent switch by the state from ACT to SAT. He said exactly what would appear on the public report card has not yet been determined, but that he was open to having a discussion with stakeholders on that issue.

He said a letter on PARCC would be forthcoming and would outline the process for students to be opted out of taking the statewide assessment that is part of meeting the U.S. Department

of Education requirements.

"Putting (opting out) on kids is not right," said Smith, adding that, in his opinion, there are different categories of opting out. "Some are movements that are beyond the control of school districts, but in other cases school administrators are actively involved in the opt-out efforts."

"Finding as common a narrative as we can is a big piece of (finding a solution that could gain political traction). We need to start from a position of what we value and then the formula would come from those values."

Music in our schools key part of educating the ‘whole child’

By Mark Corey, president Illinois Music Education Association

March is “Music in our Schools” month, a celebration of the many ways that music education deeply impacts children. This year is special as current and future changes in education policy will have profound positive effects for music education. The Illinois Music Education Association (ILMEA) looks forward to the impact these policies will have on our students.

Music is an essential part of our lives. It is both a universal language and humanity’s original form of communication. In a society that increasingly perceives education as job preparation, it is easy to overlook the importance of the study of music. Career readiness is essential to fulfilling physiological and safety needs in the Maslow hierarchy, while music and the arts seek to fulfill higher order needs in the areas of esteem and self-actualization.

The study of music uniquely engages all students to realize the creative process to communicate the composer’s intent. In music, students are continuously critically adjusting their performance in collaboration with their peers. An education that includes music has the potential to not only prepare our students for the [21st century](#), but to be creative citizens with an understanding and appreciation for the human condition.

The ILMEA’s core mission is to advocate for universal access to comprehensive music education,



Members of the All State ILMEA Chorus perform “Cindy”.

to deliver exemplary professional development for educators, and to provide outstanding musical experiences for all Illinois learners as facilitated by licensed music educators. ILMEA is affiliated with the National Association for Music Education which promotes a similar mission on the national level. It is important that IASA members realize that the ILMEA is here to support their efforts to provide a well-rounded education in Illinois schools.

ILMEA’s premiere student musical experience for Illinois students is the festival series, which begins with more than 25,000 student musicians auditioning for placement in our regional festivals and the All-State Festival held annually in January at the Peoria Civic Center. This festival coincides with our premiere professional development event, the Illinois Music

More about the Illinois Music Education Association



Mark Corey is currently President of the Illinois Music Education Association and has taught for 25 years, the past 21 at Addison Trail High School in Addison. Also, he is an adjunct professor at Elmhurst College and an active performing musician.

The [Illinois Music Education Association \(ILMEA\)](#) has more than 5,300 members. The Illinois Music Education Conference (IMEC), which was held in January in Peoria, was attended by more than 10,500 educators, students and parents.

ILMEA is one of the few organizations outside of schools and regional offices of education that is certified by ISBE to provide music specific professional development in Illinois.





Athens High School students perform the song “Public Enemy” from “Anything Goes”.

Education Conference. This year, music educators from across Illinois participated in 330 professional development sessions. This conference is one of the largest providers of music education professional development in the state. ILMEA also provides professional development year round for the Regional Offices of Education, school districts and ILMEA sponsored events.

As the leading advocate for music education in Illinois, ILMEA believes strongly that a well-rounded education includes music for every child. This belief is now a reality with the recent passage of the [Every Student Succeeds Act \(ESSA\)](#). In ESSA, the term “core subjects” is replaced with a list of subjects to be included in a “well-rounded education” that now specifically includes music. This represents the federal government’s recognition of the importance of music education for all children.

In Illinois, ILMEA leadership and members were tasked with adapting the recently released National Core Arts Standards to create the [Illinois Learning Standards for Music](#). These standards were recently presented to the Illinois State Board of

Education. When these standards are ratified, ILMEA will be there to provide resources to teachers and administrators to assist with the implementation of these standards.

March is “Music in Our Schools” month and many music teachers across Illinois are celebrating this event through concerts and programs that promote awareness of music education. This year, music teachers will be elated as they look to an educational landscape that acknowledges the benefits and importance of music. Please join us in this celebration of music education for all children in Illinois.



Members of the Homewood-Flossmoor Marching Band perform in a local parade.



K12 *Insight* helps us move past the anecdotes and distractions. My goal is to ensure each and every stakeholder that their voice counts.”



DR. DANA BEDDEN,
SUPERINTENDENT,
RICHMOND PUBLIC
SCHOOLS, VIRGINIA

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Surveying the state of school music programs.

1. Does your school currently have a music program?
 - Yes
 - No
2. How is your music program funded?
 - Publicly funded
 - Privately funded
 - Other, please specify
3. Did you remove your music program to save money?
 - Yes
 - No
4. Please share any additional comments on your music program.

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SIUC wants to thank our administrator partner organizations and our adjunct faculty for their involvement and support!

ESSA is improvement, but devil will be in the rules



**Sara Boucek,
Associate
Director, Legal
Counsel**

Last week we had the distinct honor to travel the state and discuss the ramifications of the reauthorization of ESEA to the Every Student Succeeds Act (ESSA). It is always refreshing to be in the field and have the opportunity to be face to face on such important

topics.

We were lucky to have Noelle Ellerson, Associate Executive Director for Policy and Advocacy of the American Association of School Administrators (AASA), from Washington D.C. first hand to discuss the impact of ESSA. Her perspective and insight was beyond compare. For those who were unable to attend, her general message will be shared herein.

First and foremost, ESSA was a much needed evolution. Simply, ESSA is a swing in the pendulum from heavy federal overreach back to state/local control. Gone is the day of Adequate Yearly Progress (AYP), corrective action and other punitive measures. As Noelle so eloquently put it, “ESSA maintains a federal role in education, but changes its focus from dictate/prescribe to support/strengthen.”

ESSA maintains the need for rigorous state standards, as well as assessment in grades 3-8 and in high school in ELA, Math and Science, but flips accountability on its head. Yes, accountability is still there, but it kicks it back to the state level to design within broad federal requirements. This is imperative and complementary as we continue work on the Illinois Balanced Accountability Measure (IBAM). Eerily, IBAM foreshadowed the accountability changes that are prevalent in ESSA. Through the work of many on the Vision 20/20 initiative, IBAM is more than just a dream of what is right in accountability. It is now a reality that is currently being developed and will pave the way in this new accountability realm.

With that, ESSA is not immune from the politics. This was a significant improvement but it will now head into a negotiated rulemaking process that can be compared to “putting meat on the bones.” The



President Obama signs the Every Student Succeeds Act.

regulations will dictate how the bill will be implemented. We need to work diligently and purposefully to protect the intent of the law. It is imperative that that the law maintain flexibility and shift back the oversight and control to state and local educational agencies to do what is best for their kids in their own control.

We thank Dr. David Schuler (AASA president and superintendent of District 214 in Arlington Heights) for his tireless work on behalf of all superintendents in this fight. He recently returned from testifying on our behalf on Capitol Hill in this very important matter. Rest assured we will be monitoring this process closely.

In closing, one issue repeatedly popped up last week and that was the TRS contribution rate assessed on employee’s creditable earnings when their earnings are paid with federal funds. We know this continues to be of great concern to us all. Stand for Children recently published a fantastic white paper and fact sheet on the issue in order to better educate our collective legislators. The publication can be accessed [here](#). This is one area to which we can all collectively work together for what is best for Illinois schools and the children we are committed to serving.

If upon review you should have any questions on ESSA and/or TRS related issues, please do not hesitate to reach out. This will remain a work in progress over the next year and we look forward to providing further guidance from now until the full implementation of ESSA on July 1, 2017.

Metropolitan School Employee Benefits Program



The Illinois Association of School Administrators (IASA), the Illinois Association of School Boards (IASB) and the Illinois Association of School Business Officials (IASBO) are proud to introduce the Metropolitan School Employee Benefits Program sponsorship and Mesirow Financial as our employee benefits broker.

Headquartered in Chicago, Mesirow Financial is a diversified financial services firm that will service those school districts in Cook and the surrounding DuPage, Kane, Kendall, Lake, McHenry and Will counties. Mesirow Financial has customized employee benefits programs specific to IASA, IASB and IASBO members in this area. We are calling this program the Metropolitan School Employee Benefits Program (MSEBP).

Employee Benefits Cost Savings Strategies

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Videos from the Districts

Argo 1:1 Initiative

A Day in the Life



**What If...A One-2-One
Learning Project**
Argo Community 217
Dr. Kevon O'Mara, Supt.

SD 74 Stellar Girls Club
Lincolnwood 74
Dr. Joseph Bailey, Supt.



Stellar Girls Club

59 IN :59

DR. ART FESSLER

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**District 59 in :59
School District**
Dr. Art Fessler, Supt.

Videos from the Districts

East Leyden High School Tech Support Internship Class
Leyden Comm HS 212
Dr. Nick Polyak, Supt.



One School, One Book
Somonauk 432
Jay Streicher, Supt.

Explore 204: Tech Revolution
Indian Prairie 204
Dr. Karen Sullivan, Supt.

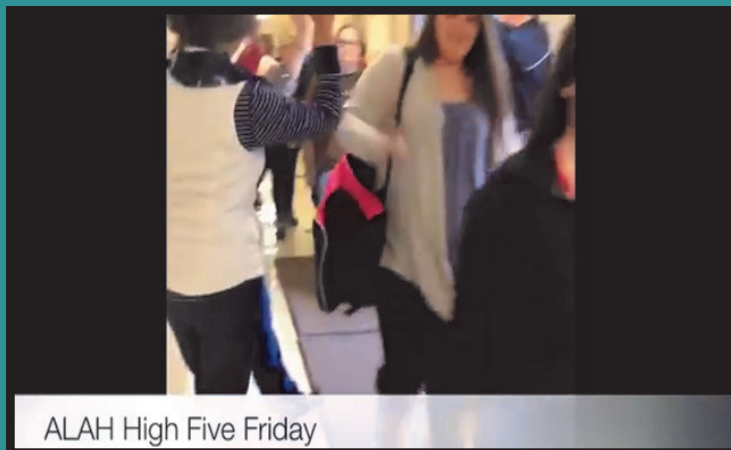


Videos from the Districts



**Oakland Enrichment
Tutorial Program**
Oakland CUSD 5
Lance Landeck, Supt.

**Community SD 155
Hosts Gems Conference**
Community HS 155
Dr. Johnnie Thomas, Supt.



High Five Friday
Arthur 305
Mr. Kenneth Schwengel

ALAH High Five Friday

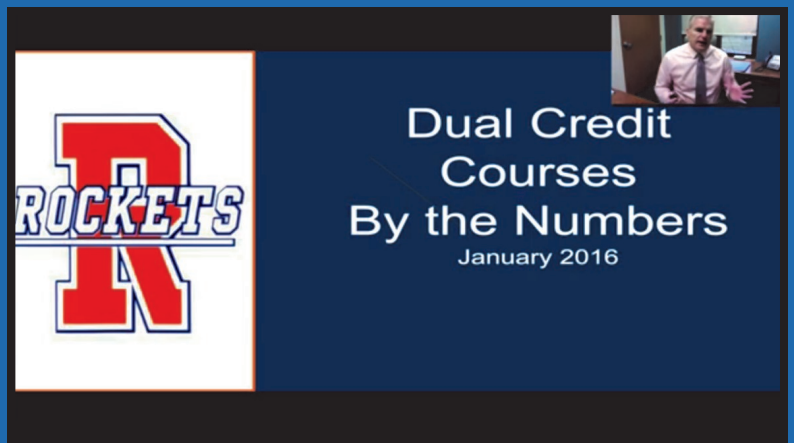
Videos from the Districts

**Fremont students
build, test amusement
rides prototypes**
Fremont 79
Dr. Jill Gildea, Supt.



Hononegah Mythbusters
Hononegah Comm 207
Dr. Lynn Gibson, Supt.

**Dual Credit Courses
By the Numbers**
Rochester Comm Unit 3A
Dr. Thomas Bertrand,
Supt.

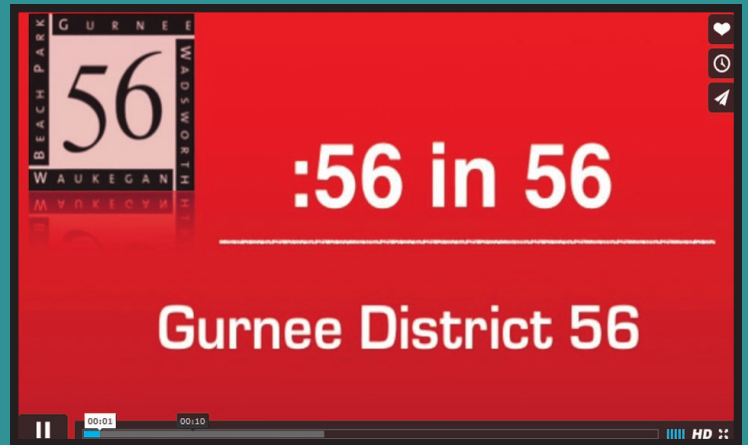


Videos from the Districts



Teach 62 - Katie Koll
Des Plaines CC 62
Dr. Jane Westerhold, Supt.

56 in :56
Gurnee 56
Dr. John Hutton, Supt.



**Send in your videos so we
can highlight your
district next month in
Leadership Matters**

Defcon Two for special education funding



**Dr. Bill Phillips,
IASA Field
Services Director**

In Illinois today, the issue of funding special education programs has become a constant problem for relatively all school districts. Special education has basically three components: federal funds distributed mainly through the Individual Disabilities Education Act

(IDEA), state funding distributed mainly through the various mandated categorical funding line items (MCATS), and a small local levy for special education based upon district type. I will discuss all three types of funding and their current shortcomings. The issue is that special education revenues in no way make up for the expenditures that are inherent in this area.

IDEA funding from the federal government and controlled by Congress was instituted in the late 1970s when the Congress determined that there were substantial number of students in need of special education services to achieve a higher level of academic success. School districts throughout the US were charged with finding and implementing programs for these students. Knowing that this would initiate substantial new expenditures for school districts, Congress initially promised a funding reimbursement level of 40 percent for these new programs holding these newly discovered students.

Over the years, IDEA funding has vacillated according federal reimbursement levels but at no time has ever come close to the initial commitment of a 40 percent reimbursement level. The current reimbursement level is around 17 percent and descending.

In addition, the federal government has instituted another mandate called "maintenance of effort" for all school districts. This requirement requires that local spending levels for special education must be "maintained or exceeded" on an annual basis. Districts not maintaining their prior spending levels face fines in the form of reduced reimbursement levels. Thus, it seems that saving money on special

**Tax-Rate Limitations in Effect for the 1999-2000 School Year
School District Tax Rate Limitations^a
(Chicago School District Number 299 not included)**

Purpose	District Type	Percent Without Referendum	Percent With Referendum
Educational	Elementary	0.92 ^b	3.50
	Secondary	0.92 ^b	3.50
	Unit	1.84 ^b	4.00 ^c
Operations and Maintenance	Elementary	0.25 ^b	0.55
	Secondary	0.25 ^b	0.55
	Unit	0.50 ^b	0.75 ^c
Capital Improvements	All	N/A	0.75 ^d
Transportation	Elementary	0.12 ^e	As Needed ^f
	Secondary	0.12	As Needed ^f
	Unit	0.20	As Needed ^f
Summer School	All	N/A	0.15
Bond and Interest	All	N/A	As Needed
Rent	All	N/A	As Needed
Municipal Retirement/ Social Security	All	As Needed ^g	N/A
Tort Immunity ^h	All	As Needed	N/A
Health Insurance	All	N/A	As Needed
Working Cash	All	0.05	N/A
Fire Prevention, Safety, Energy Conservation, and School Security	All	0.05	0.10
Special Education	Elementary	0.02	0.40
	Secondary	0.02	0.40
	Unit	0.04	0.80
Area Vocational Education	Secondary	N/A	0.05
	Unit	N/A	0.05
Tort Judgment Bonds	All	As Needed ^g	N/A
Leasing ⁱ	All	0.05	0.10
Temporary Relocation	All Eligible	0.05	N/A

education expenditures is not an allowable option from the federal government.

Funding for special education programs from the State of Illinois has been reimbursed through a series of "mandated categorical" (MCAT) line items in the Illinois State Board of Education (ISBE) budget. These various categoricals have received funding priority for many years in the past. However, in the recent past they are beginning to be "prorated" or reduced in required funding levels. There is a current proposal for school funding reform that would remove one of the major MCATS and insert these funds into General State Aid (GSA). This proposal has not been approved by the legislature. This would be approximately a \$300,000 shift of funds from MCATS to GSA. Districts will be affected differently by this switch of funds and this proposal should be measured by individual school districts for its future effect. It is expected that districts with low GSA

formula levels will lose funds to districts with a higher reliance on GSA.

Lastly, let's look at the small local levy that all districts enjoy for reimbursement of local special education expenditures. Since the levy is based upon a district's Equalized Assessed Valuation (EAV), the amounts of local funds that are generated are greatly disparate. However, the allowable tax rate is small and has relatively little impact on a district's ability to generate funds to pay for allowable special education expenditures. The current tax rates for districts as far as the special education levy are four cents per hundred dollars of EAV or two cents for an elementary or high school district. Herein is the basis for this article and my suggestion as to how districts may increase reimbursement levels for special education. While the allowable level without a referendum is two and four cents, the maximum allowable levy amount is 80 and 40 cents, respectively, "with a referendum."

The crux of my suggestion is that districts could voluntarily ask for an increase of the reimbursement levels for special education to a large extent by referendums. This large gap in "allowable without referendum" and "allowable with referendum" levels gives a district a large amount of discretion to raise allowable rates for special education.

I would further suggest that districts could easily quantify their expenditure level for special education versus their revenues from the various sources and make an annual determination of the financial gap between revenues and expenditures for special education purposes. It is my considered opinion this could provide a powerful and logical method of reducing the special funding issues per individual school district. While this has not been tried in very many school districts, the concept of attempting a referendum on local funding for only direct special funding disparities might have traction in communities.



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for current educational
issues relevant to the school
superintendency at
<http://www.twitter.com/illinoisasa>

Developing a Communications Plan

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



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

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



Unsung staff members are the glue for schools

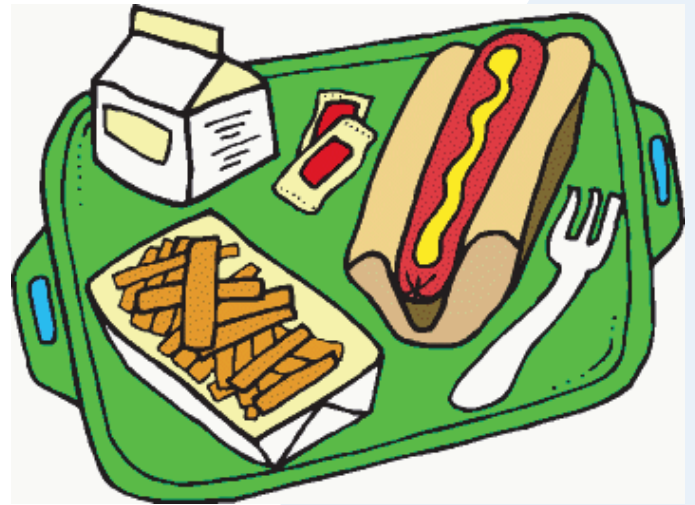


**Millstadt 160
Superintendent
Jonathan Green**

As a first-year teacher I was informed by some of my knowledgeable confidants to make sure I endeared myself to two groups of people: the cafeteria workers and custodians. Since I was a first-year teacher I wasn't really sure what this meant! But I made it a point to get to know each and every one of these people and also appreciate the work they did. I have tried to carry on this knowledge as I have grown from

teacher to principal to superintendent. What you learn is these individuals are the vital cogs in your operation. They are the glue which makes everything stick together and run in an efficient manner.

I have been very fortunate to work in great schools at every stop. What makes a great school? The answer is: Everyone does but only if everyone's committed to making sure things are in place. If the building is not clean, you will have complaints. If the food is not served with a smile, you will have complaints. If the playground monitors do not maintain safety and monitor the area, you will have complaints. Same thing if the paraprofessionals do not attend to the students they are to help. While we all deal with complaints when it comes to our jobs as administrators, we need to look for those shining moments.



Go to the cafeteria and watch the monitor open a milk carton for a student who is struggling. Watch them talk to the kid who has very few friends or sing a song with a group of youngsters. Take a trip to the office and watch a secretary mend a knee, take a student's temperature or console a student. If you want your school to run efficiently and effectively, you better make sure those people involved in your environment are caring not only about the facility, but about the people within the facility.

At the end of the day these are the people who make your school and create your school climate. They give of their time to make sure your students' needs are met. And they do it with a smile for nominal pay. These people are the right guard who makes a key block to spring a big play on the football field or the point guard who makes the right pass for a key basket. The unsung workers in our schools don't get their names published in the paper or credit for the score, but 15 years down the road I guarantee our students will remember them for their help and their kindness.

They don't necessarily give direct instruction to students, but they make sure they are happy, healthy and safe. They are the glue to the environment and teach them about life and how to treat others. They create those other relationships that make students want to come to school. They are the face of your school. You need to make sure you celebrate their efforts and encourage them to continue to do more. Just a simple "Thank You" will go a long way to emphasize to these individuals that what they do makes a difference!



IASA News in Brief



Wabash Valley teacher named finalist for Global Teacher Prize



Joe Fatheree, a former teacher of the year and current high school teacher from Effingham has been named a top 10 finalist for the 2016 Varkey Foundation Global Teacher Prize. The honor awards \$1 million to a remarkable educator who has made a significant contribution to teaching and also illustrates teachers' crucial role in society.

The central Illinois teacher, who has used hip-hop, technology and even video games to get his students excited about learning, will travel to Dubai where the winner will be announced March 13.

IASA to offer free Leadership in Literacy workshops in April

IASA will bring together key ingredients for superintendents as they address Leadership in Literacy. These innovative solutions include resolving grade level reading deficiencies through the Sondag System from Winsor Learning and the influence of reading preparedness on lifelong learning supported by myOn. Academically, nothing is more important in a school district than having students reading at or above grade level and this is a tremendous opportunity for district leaders to learn.

Sondag System publisher Winsor Learning and Amanda Burnette, Senior Consultant renowned Turn-Around Specialist for the South Carolina Department of Education, discuss strategies for closing the literacy gap for underperforming schools and readers. Learn practical strategies for leading the literacy initiative in school districts using the Sondag System-Orton Gillingham multisensory language instruction. Quickly build capacity and avoid obstacles and excuses with these tried and true methods proven to work at the most challenged sites.

Jason Turner, Professional Development Director at MetaMetrics, speaking on behalf of myOn will focus on the importance of reading preparedness, reading on grade level by third grade and understanding the effects of early literacy on lifelong success. He will discuss measuring and monitoring reading growth to differentiate instruction and using measures to ensure students are on a trajectory to college and career readiness. Jason will also speak to the power of incremental, daily summer reading to mitigate the concerns and negative impact associated with summer slide.

IASA is proud to bring this seminar to our membership **FREE** of charge. Please register so that we have accurate counts for lunches. For information contact Kim Herr at 217-753-2213 or kherr@iasaedu.org.

April 18th:

Lisle, Illinois

Click [here](#) to register.

April 19th:

Normal, Illinois

Click [here](#) to register.

April 20th:

Mt. Vernon, Illinois

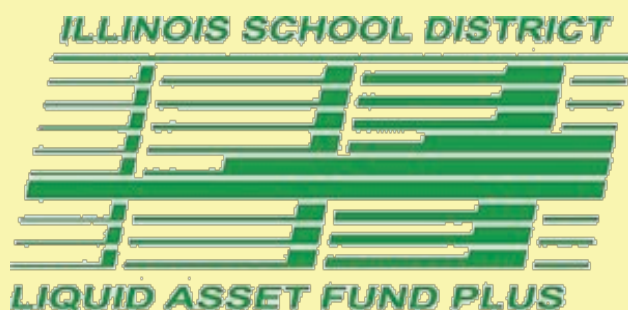
Click [here](#) to register.



IASA News in Brief



ISDLAF+ February 2016 Monthly Update



Click [here](#) to view the February 2016 ISDLAF+ rates, economic indicators and general economic news brief. To obtain additional information regarding this IASA sponsored service, contact Donald E. Weber, Senior Vice President, Corporate Relations/ISDLAF+ at 630.657.6435. To check daily rates, visit the ISDLAF+ website at www.isdlafplus.com.

SIU Southern Illinois University
CARBONDALE

19th Annual Southern Illinois Educational Leadership Conference

Date: March 23, 2016

Location: SIU Carbondale, Student Center

Cultivating Strong Practical P-20 Partnerships

Keynote: Beth Purvis, Illinois Secretary of Education

Breakout Sessions include:

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

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

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

2015-2016 Senate Bill 7 Performance Rankings Tool software available for purchase



Illinois School

Districts continue to comply with requirements of education reforms. As such, the Illinois Association of School Administrators (IASA) has worked to provide support via the Senate Bill 7 Performance Rankings File.

Since the creation of the software, more than 400 school districts have used the software to help with making important staffing decisions. This program gives districts a method of managing district positions aligned to local qualifications, teachers' credentials and performance ratings. The program compiles this local data and creates reports needed to comply with Senate Bill 7.

The annual licensing fee of \$275 for members and \$550 for non-members remains the same this year.

If you would like to purchase the IASA SB 7 Performance Rating file, please click [here](#).

Please note that previous versions of the IASA Senate Bill 7 Performance Rankings File are no longer supported. Also, the service method for the 2015-2016 software will be via email only at sb7@iasasureys.org.



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

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

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

FOR EMPLOYERS...

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

New and enhanced features include the following:

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

FOR JOB SEEKERS...

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

New and enhanced features include the following:

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

www.illinoiseducationjobbank.org

March 2016

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1 Shawnee/ Two Rivers Region Mtg.	2	3 Corn Belt Region Mtg.	4	5
6	7 Blackhawk Region Mtg.	8 Starved Rock Region Mtg.	9 DuPage/ Illini Region Mtg. IASA-ISBE Advisory Committee mtg.	10	11 Cook North/ Kaskaskia Region Mtg.	12
13	14	15 Abe Lincoln Region Mtg.	16	17 Central IL Valley/ Three Rivers Region Mtg.	18 Western Region Mtg.	19
20	21	22	23 19 th Annual Southern IL Educational Leadership Conference	24	25	26
27	28	29	30	31		

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

**IASA
Event**

**Professional
Development
Event**

**Legislative
Event**

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

April 2016

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4	5 Shawnee Region Mtg.	6 Cook West Region Mtg.	7 Corn Belt Region Mtg.	8 Kaskaskia Region Mtg.	9
10	11	12	13 DuPage/Illini Region Mtg.	14	15	16
17	18	19	20 Wabash Valley Region Mtg.	21 Central Illinois Valley Region Mtg.	22 Southwestern / Western Region Mtg.	23
24	25	26 IASA Board of Directors meeting	27	28 Kishwaukee Region mtg.	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)**

vpa is a communications firm dedicated to helping its clients improve their relationships with their communities.

VPA is a firm uniquely positioned to assist school districts get their message out to the people they serve in an effective, affordable manner. VPA brings more than 20 years of experience in local, state and federal public affairs to each assignment.

Crisis communications is just a part of our work. Strategic communications help you build trust and improve your relationships.

WE PROVIDE:

- Communications Strategy
- Editorial Services
(press materials, speeches, talking points and op-eds)
- Public Affairs
- Media Relations
- Crisis Communications
- Internal and External Communications
- Event Management

CONTACT US!

Service and project-based contracting available. Call for pricing information at 217-341-3849 or email us at vpaininois@gmail.com.



**Indoor Air Quality
Tools for Schools
Action Kit**



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

Get the Action Kit!

SIMPLIFIED ACA COMPLIANCE



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

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

How does the ISEBC Help?



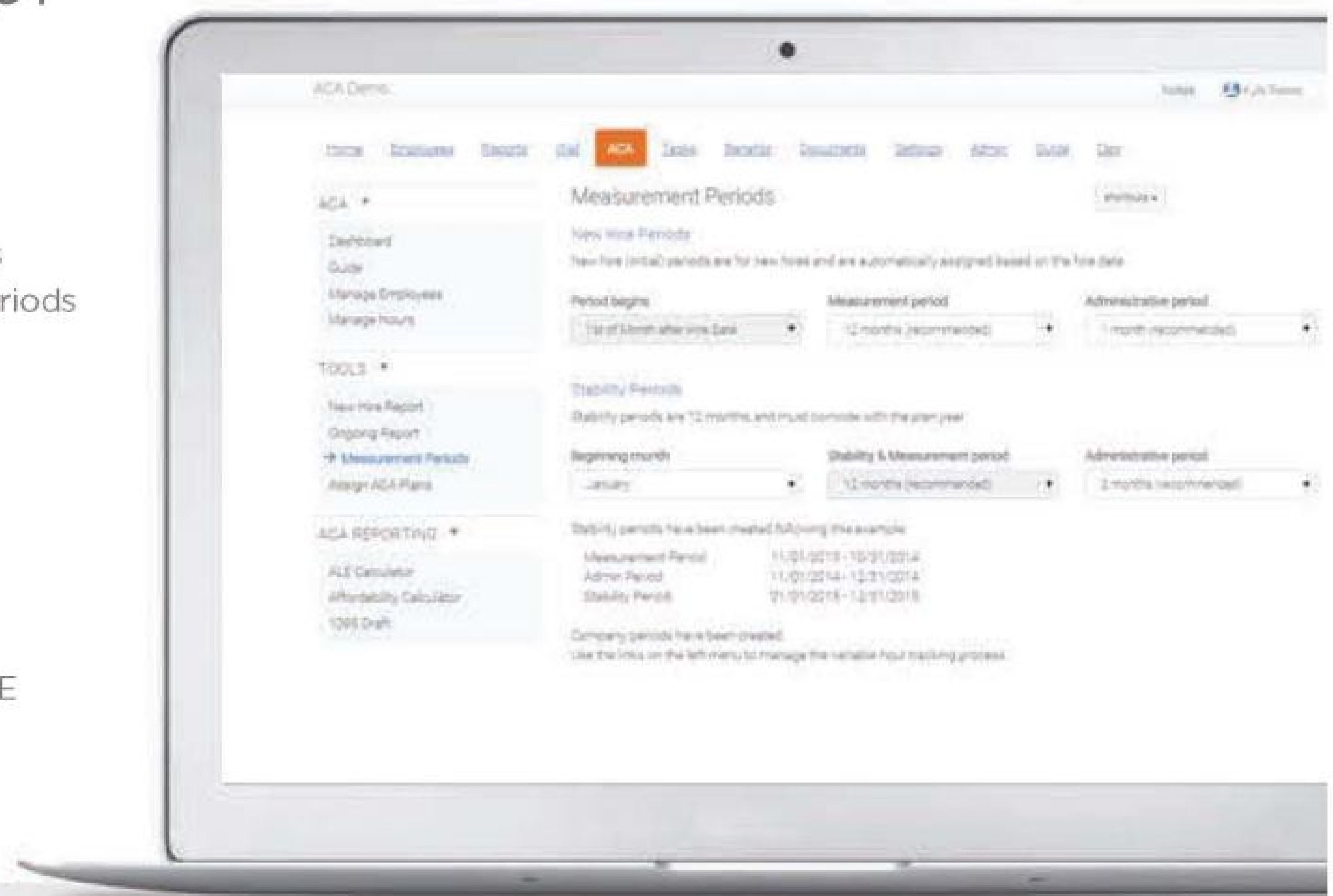
Eligibility tracking for hourly employees

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



The best data collection tool for 1094/1095 reporting

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



A bureaucratic nightmare

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

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

Are you a large employer?

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

Are you ready to give employees a 1095-C?

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

**AMERICAN CENTRAL
INSURANCE SERVICES**

Est. 1987

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



Membership includes:

◆ Legal Support Program

IASA's in-house attorney provides legal counsel regarding superintendent contracts and legal assistance in job-related legal actions or proceedings.

◆ Return of Dues Program

A payment proportionate to the amount of dues paid during the past 10 consecutive years is made to a member's beneficiary upon an active member's death.

◆ Mentoring

Whether it is through one-on-one contact with the IASA Executive Director or through one of the Field Services Directors, members have quick access to experienced school administrators.

◆ Legislative Advocacy

IASA's governmental relations director tracks legislation that affects public education, lobbies on behalf of IASA's positions and keeps members informed with *Capitol Watch* updates and analysis.

◆ Professional Development

IASA's professional development director offers timely academies, workshops and blogs that provide helpful instruction to deal with emerging issues facing school leaders.

◆ Communications Services

IASA's communications director assists superintendents in the development of talking points, media statements or letters to parents regarding issues that arise in a school district.

◆ Conference Opportunities

IASA's Annual Conference in the fall and its biennial Alliance Leadership Summit in the spring offer members the opportunity to hear from nationally known speakers and to network with colleagues from throughout the state.

Renew your membership or join IASA today

For more information or to join or renew online, go to the IASA website at www.iasaedu.org and click on the Membership Tab at the top of the page.

If you have any questions, please contact Misti at 217.753.2213 or mmurphy@iasaedu.org.



Call for Presentations

IASA Annual Conference
Sept. 28-30, 2016

**President Abraham Lincoln
Hotel by DoubleTree and the
Prairie Capital Convention
Center
Springfield, Illinois**

Annually, hundreds of school leaders attend IASA's Annual Conference for the purpose of increasing their professional growth.

Key Dates:

*Submission Deadline: May 13, 2016
Presenters Notified: Mid-July 2016*

Questions:

Contact Jodi Gillespie,
Panel Coordinator,
at 217/753-2213 or
jgillespie@iasaedu.org.

The Illinois Association of School Administrators (IASA) is soliciting breakout session proposals for the IASA Annual Conference, scheduled on September 28-30, 2016, at the President Abraham Lincoln Hotel by Double Tree and the Prairie Capital Convention Center in Springfield, IL. This is an opportunity to share your best practices on educational issues with your colleagues. Past sessions have addressed topics such as: assessments; technology; short-term borrowing solutions for schools; retirement planning for school professionals; violence prevention programs; curriculum alignment; hiring and evaluation of personnel; legal updates and school district reorganization. We look forward to reviewing what you have to offer!

Breakout sessions will be held from 8:00 a.m. to 5:00 p.m., Thursday, September 29, 2016 and 8:30 to 9:30 a.m., Friday, September 30, 2016.

Guidelines and Criteria:

- No more than two proposals per person will be considered.
- Speakers do not need to be IASA members in order to submit a presentation proposal; however, if a proposal is accepted for presentation, speakers will be required to pay the full conference registration fee if they are eligible for any class of IASA membership.
- IASA reserves the right to edit session titles and descriptions for marketing purposes.
- All breakout sessions have a moderator that will be assigned by IASA.
- Audio/visual equipment needs must be provided via this proposal. The standard audio/visual equipment provided by IASA includes LCD projector, screen, podium, and a microphone. Computers, internet connections, or other audio/visual equipment will be at the cost of the presenter. There are no exceptions.
- Presenters will be required to provide an electronic copy of their handouts three weeks prior to the conference. There are no exceptions.
- Presenters will be responsible for providing the handouts for the attendees.
- All presentations must adhere to copyright laws.
- Presentations accepted by IASA may not be altered or changed without approval.
- IASA reserves the right to record sessions and make those audio and/or video recordings, available to its members. Likewise, photos will be taken for inclusion on the IASA website. By returning the proposal form, you and the other presenters listed, agree to be recorded.
- IASA will not pay an honorarium, speaker fees or travel expenses.
- Please note that proposals constituting sales promotions for products or services will not be considered (proposals submitted by vendors).

*To submit a proposal for a breakout session,
Please click [here](#) to complete the form.*

ILLINOIS ASSOCIATION OF SCHOOL ADMINISTRATORS

Take Advantage of Your

MARKETING OPPORTUNITIES

YOU AND YOUR FIRM ARE *invited* TO PARTICIPATE IN THE...

52ND ANNUAL IASA CONFERENCE

SEPTEMBER 28-30, 2016

- ◆ Reserve a Booth
- ◆ Host a Hospitality Suite for Attendees
- ◆ Sponsor an Event, Meal or Speaker

MARKETING OPPORTUNITIES

MARKETPLACE

HOSPITALITY SUITES

SPONSORSHIP OPPORTUNITIES

Meal Sponsorship

Wednesday - Opening Ceremony Speaker, Evening Welcoming Reception

Thursday - Second General Session Speaker, Third General Session Speaker,

Evening President's Reception

Thursday & Friday - Breakout Sessions

Friday - Closing General Session Speaker

Program Booklet

Event Website

Click [here](#) for Details

Communicating and Lobbying With Legislators: How to Make Your Views Known and Affect Change - AAC #781

Presented by: Illinois ASBO Professional Development / Illinois Association of School Administrators (IASA)
An Approved, Required Strand for Illinois Administrators' Academy Credit



Program:

This course will be taught In the Illinois Statehouse when the legislature is in session. A Senator and a Representative will be scheduled to speak with the participants about the legislative process in a hearing room at the Capitol. Presentations by Senate and House Staffers will be scheduled as well as a presentation by a staff member from the Governor's office. Participants will also have the opportunity to attend legislative hearings. As a result of taking this course, participants will understand and be able to work effectively with legislators and their staff, apply rules for giving testimony at legislative hearings, develop working relationships with the Legislative Reference Bureau and the Legislative Information System, and work with the Joint Committee on Administrative Rules.

Presenters:

Diane Hendren, Dir./Governmental Relations, IASA
Calvin C. Jackson, Legislative Consultant, Illinois ASBO
Illinois State Legislators & Staff (TBD)

Seminar Date/Location:

Tuesday, April 12, 2016
Illinois State Capitol - Stratton Building
Room 413
401 S. Spring St.
Springfield, IL 62706
(217) 782-2099

To guarantee special requests, let us know one week prior to the event if you have any special dietary needs. Please list here:

Seminar Schedule:

Registration 8:00am - 8:30am
Program: 8:30am - 4:30pm
Lunch: N/A

Credits:

PD Clock Hours: 7
Designation Points: 7

This seminar meets the requirements for both the Facilities Management Designation Program and the Support Staff Designation Program.

Check this box if you have special needs regulated by the Americans with Disabilities Act. _____
Full Name _____ Badge Name _____
Position _____
School/Firm _____
Address _____
City _____ State _____ Zip _____
Day Phone _____ Cell Phone (for emergency): _____
Fax _____ Attendee's E-mail* _____

*E-mail is required. Your registration confirmation and/or Invoice will be sent to this e-mail address.
NOTE: If you wish to be removed from the seminar fax distribution list, please call: (815) 753-9305 or fax to (815) 516-0184.

PAYMENT INFORMATION

Check #: _____ Payable to: Illinois ASBO
 Purchase Order #: _____
 Charge: Total Amount: \$ _____
 Visa MasterCard Discover AMEX
CC# _____ Exp. _____
Cardholder's Name _____
Signature _____

FEE INFORMATION

\$ 205 IASA Member
 \$ 205 Illinois ASBO Member
 \$ _____
 \$ _____
 \$ _____

Cancellation Policy: For a full refund, you must call 72 hours in advance. Basic Plus, Premium Plus and Student Premiers will be responsible for the full Illinois ASBO Member Fee if you are a "No Show." Others will not be refunded and/or will still be invoiced and responsible for the charges.

Stunning design, sharp communication

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



Community Unit School District 308
Oswego, IL

Evanston/Skokie School District 65
Evanston, IL

Barrington 220 School District
Barrington, IL

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

Contact your Illinois territory representative

Bill Reynolds

bill.reynolds@blackboard.com

814.272.5164