

**MINUTES OF REGULAR MEETING,
BOARD OF EDUCATION, SCHOOL
DISTRICT #225, COOK COUNTY,
ILLINOIS, MARCH 14, 2022**

A regular meeting of the Board of Education, School District No. 225 was held on Monday, March 14, 2022, at approximately 7:00 p.m. at Glenbrook District Office Public Meeting Room 100A, pursuant to due notice of all members and the public.

The president called the meeting to order. Upon calling of the roll, the following members answered present:

Doughty, Glowacki, O'Hara, Seguin, Taub

Absent: Shein, Sztainberg

Also present: Geallis, Gravel, Johns, Markey, Swanson, Williamson

Approval of Agenda for this Meeting

Motion by Mr. Glowacki, seconded by Mr. O'Hara to approve the agenda for this meeting minus 8.00.Q (Intergovernmental Agreement for a Study of Longitudinal Data Sharing Analysis (Oakton and D225))

Upon calling of the roll:

aye: Doughty, Glowacki, O'Hara, Seguin, Taub

nay: none

Motion carried 5-0.

Recognition of Community Visitors

None.

Board and Superintendent Reports

The administration:

- Shared a video of the GBN Advanced Woods class who are making guitars and explained the program
- Shared highlights of meetings and events at the schools and in the community

Appointment of Glenbrook South High School Principal

The administration:

- Stated Dr. Georges will begin July 1, 2022
- Shared a brief description of her qualifications
- Reviewed the hiring process
- Welcomed Dr. Barbara Georges as the new GBS Principal

Dr. Georges briefly thanked everyone and is looking forward to joining the team

Motion to Appoint the Glenbrook South High School Principal

Motion by Mr. Taub, seconded by Mr. Glowcki to approve the appointment of Dr. Barbara Georges as principal of Glenbrook South High School.

Upon calling of the roll:

aye: Doughty, Glowacki, O'Hara, Seguin, Taub

nay: none

Motion carried 5-0.

Appointment of Executive Director for Human Resources

The administration:

- Stated Ms. Romano will begin July 1, 2022
- Shared a brief description of her qualifications
- Reviewed the hiring process
- Welcomed Ms. Romano as the new Executive Director for Human Resources

Ms. Romano briefly thanked everyone and is looking forward to collaborating with staff, union leadership, community, and the administration.

Motion to Appoint the Executive Director for Human Resources

Motion by Mr. Taub, seconded by Mr. Glowcki to approve Angelica Romano as our Executive Director for Human Resources.

Upon calling of the roll:

aye: Doughty, Glowacki, O'Hara, Seguin, Taub

nay: none

Motion carried 5-0.

Reception

There was a brief reception to welcome our two new administrators.

Motion to Approve Consent Agenda Items

Motion by Mr. O'Hara, seconded by Mr. Glowcki to approve the following items on the consent agenda

The administration noted that item O (Approval of the Removal of the School Bus Mask Mandate) is in alignment with the CDC guidelines on public transportation and item P (Dual Credit Intergovernmental (D225 and Oakton) is important for our goals and

initiatives to build our opportunities with our students to get credit towards college, this intergovernmental agreement takes us along that direction and it is a standard agreement that we do every three years.

- A. Appointments
 - a. Certified
 - b. Support Staff
- B. Resignations/Terminations
 - a. Certified
 - b. Support Staff
- C. FOIA
- D. Approval of Accounts Payable Bills
- E. Approval of Payroll Disbursements
- F. Approval of Revolving Fund Reimbursement
- G. Minutes
 - a. February 28, 2022, Regular Board Meeting
 - b. February 28, 2022, Regular Closed Board Meeting
- H. Gifts
- I. Approval of Textbooks
- J. Non-tenured Certified Staff Members to Released, Reduced, Rehired, or Honorably Dismissed
- K. Award of Bids for the Total Classroom
- L. Award of Bids for Security Enhancement Capital Projects for Summer 2022
- M. Additional 2022 Capital Project at the District Administration Building
- N. GBS BPA National Competition Trip to Dallas, TX
- O. Approval of the Removal of the School Bus Mask Mandate
- P. Dual Credit Intergovernmental (D225 and Oakton)
- ~~Q. Intergovernmental Agreement for a Study of Longitudinal Data Sharing Analysis (Oakton and D225)~~

aye: Doughty, Glowacki, O'Hara, Seguin, Taub

nay: none

Motion carried: 5-0.

Establishing the Date for the Organization of the Board of Education Meeting

The administration stated that this is an annual announcement required by Board Policy 2010 to set the date of the organizational meeting of the Board of Education which will be held on April 25, 2022, at the regular board meeting.

Purchase of Student Success Platform

The administration:

- Explained that the district has identified a gap in our ability to help our staff in supporting the needs of our students
- Shared that to best close the gap, there is a need to consolidate our various data sources
- Stated that we have found an all-in-one data platform that will pull student information into one spot to easily scale student support

- Commented that the platform allows staff to see the whole child; to help guide student interventions, monitor student progress, see the student and the district holistically
- Noted the platform will:
 - Allow us to proactively identify and support at-risk students with early warning indicators
 - Help us know what is working, or where further support is needed
 - Allow the district to measure and understand social-emotional learning with research-backed assessments and actionable data reports
 - Provide staff with the tools and strategies needed to make data-driven action
- Reviewed the process
- Shared the implementation timeline
 - Planning (Mar-Apr)
 - Integration (Apr-May)
 - Rollout (Summer-Fall)
- Provided Highlights and Benefits of the System
 - Improved workflow
 - Increased effectiveness
 - We will be able to better serve our students
- Explained this will provide a systematic, efficient, and effective tool to reach our goal to help all of our students

In response to board members' questions, the administration:

- Stated that the system is easy to use
- Shared how the system will help us be proactive with social and emotional learning concerns
- Noted that we can customize the tool to our needs
- Explained that District 34 is currently using Panorama and we will work with the township districts to share the benefits of the system
- Commented on the projected timeline before the system will develop patterns for the district data
- Reviewed what information could be shared with our parents
- Stated that no medical information will be in the Panorama system
- Discussed security concerns and how that will be managed
- Explained who will have access to information
- Discussed the transparent communication plan which will include information on our website (video as well as the SEL survey)
- Agreed that Panorama will be more like the "back office" system
- Provided clarification on the term "intervention" (an educational term); an "intervention" is how we support/coach our students
- Will bring the purchase for action on the consent agenda at the Regular board meeting on April 11

Board members:

- Would like parents to be able to share information through PowerSchool about their students that then could be integrated into Panorama
- Stated that clear and concise communication is critical
- Noted the importance of professional development to make sure we are optimizing usage

- Commented that the focus on Panorama needs to be that this tool will help us more efficiently help our students

District Goals and Initiatives

The administration:

- Stated that in January, the Board met to discuss its goals and initiatives for the next 18 months
- Noted that the Board outlined a number of goals and initiatives with six facets; Strategic Planning, Communications and Stakeholders, Leadership and Capacity, Student Wellbeing, Teaching and Learning, and Facilities and Finances
- Explained the discussion produced numerous action ideas from which the administration developed goal statements and projects
- Stated that this is a collaborative district and we want to work with all stakeholders in laying out a longer strategic plan for the district
- Presented an overview of the goals and initiatives for the next 18 months
 - Strategic Planning
 - Conduct a comprehensive process including stakeholders
 - Conduct a climate and culture assessment
 - Develop a 5-year equity plan
 - Communications and Stakeholders
 - Create a model including workflows to establish the district as the trusted key source of data
 - Increase listening opportunities and engagement in the community
 - Rebranding our website
 - Create templates and tools for crisis communications
 - Leadership and Capacity
 - Work on recruitment and development of all staff
 - Review administrative evaluation process
 - Establish job descriptions
 - Student Wellbeing
 - Design systems and structures to be proactive to support our students
 - Expand Township collaboration
 - Complete the Learning Space Initiative
 - Audit curriculum policies
 - Drop-in center for counseling
 - Assess 1:1 program
 - Review Professional development opportunities
 - Evaluate gaps in achievement
 - Audit college and career readiness and post-secondary pathways programs
 - Facilities and Finance
 - A financial plan to support the long-term goal of providing inter-generational equity, access to a comprehensive high school experience
 - Create a multi-year facility plan
 - Conduct a physical security assessment
 - Conduct cyber security risk assessment
 - Evaluate cafeteria health plans
 - Study solar panels
 - Review Hybrid Driver's Ed cars

Board members:

- Want to reach the silent majority of the community
- Asked that we consider another way to reach those who are not "technically" inclined
- Want efforts dedicated to helping those students who are behind due to COVID
- Discussed teacher retention
- Want to increase the trust, and collaboration with other entities in the community
- Discussed reviewing opportunities for students to make them life-ready, not necessarily college ready for all students
- Stated the importance of communicating the goals and initiative with all stakeholders as well as the progress that is made
- Suggested adding to Dr. Gravel's easily digestible document to include goals and initiatives
- Want expenses to be broken down by per-student costs and the value of the expense to be messaged

In response to board members' questions, the administration:

- Stated that our new website will be able to have translation capabilities
- Commented that college readiness data, as well as other metrics, are important in determining the District's success
- Wants to create a retention matrix
- Noted that the strategic planning needs to be broadly inclusive every step of the way; Explained the role of the Board is to determine the goals, but implementing them and creating solutions need to be very collaborative with all stakeholders
- Outline how progress will be shared with the Board and the community which will include Board presentations, and communications via newsletter and website updates
- Hopes to have a strategic plan in the next 18 months

Review and Summary of Board Meeting

The board president summarized what happened at the meeting and shared the future meeting dates.

Possible Topics for Future Board Meetings

Future Regular Meeting Dates:

**** Monday, March 28, 2022 - 7:00 p.m. - Regular Board Meeting**

** Maybe canceled if deemed unnecessary by the Board of Education and the Administration

Monday, April 11, 2022 - 7:00 p.m. - Regular Board Meeting

Motion to Move into Closed Session

Motion by Mr. Taub, seconded by Mr. Glowacki to move into closed session at approximately 9:33 p.m. to consider the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee of the public body or against legal counsel for the public body to determine its validity; security procedures and the use of personnel and equipment to respond to an

actual, a threatened, or a reasonably potential danger to the safety of employees, students, staff, the public, or public property; litigation, when an action against, affecting or on behalf of the particular public body has been filed and is pending before a court or administrative tribunal, or when the public body finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the minutes of the closed meeting. (Section 2(c) (1), (8), and (11) of the Open Meeting Act).

Upon calling of the roll:

aye: Doughty, Glowacki, O'Hara, Seguin, Taub

nay: none

Motion carried 5-0.

The Board returned to open session at 10:20 p.m.

Adjournment

Motion by Mr. Glowacki, seconded by Mr. O'Hara to adjourn the meeting at approximately 10:21 p.m.

Upon call for a vote on the motion, all present voted aye.*

Motion carried 5-0.

* Doughty, Glowacki, O'Hara, Seguin, Taub

CERTIFIED TO BE CORRECT:

PRESIDENT - BOARD OF EDUCATION

SECRETARY - BOARD OF EDUCATION