



Dr. Jack Barshinger, Superintendent

MINUTES

**BOARD OF EDUCATION
GLEN ELLYN SCHOOL DISTRICT 41
PUBLIC HEARING
AUGUST 8, 2005
DISTRICT 41 ADMINISTRATION CENTER
793 NORTH MAIN STREET, GLEN ELLYN, ILLINOIS**

1. Call to Order: President John Vivoda called the Public Hearing to order at 6:30 p.m.
2. Roll Call: Kevin Cosgrove (participated via phone conference), Terra Howard (participated via phone conference), Debbie Hoffman (participated via phone conference), John Kenwood (participated via phone conference), John Marcheschi and John Vivoda. Carol McElvain entered the meeting at 6:34 p.m. via phone conference. Also in attendance were Superintendent Jack Barshinger; Assistant Superintendent for Teaching, Learning and Accountability; John Correll; Director of Communications, Julie Worthen; Director of Human Resources, Mike Fustin; Recording Secretary, Maureen Stecker; GEEA president, Diane Fanning; GEEA vice president, Sue Schoff; GEEA secretary, Kathy Keller; and District 41 resident, Sherri Shonkwiler.
3. Public Hearing for the Purpose of Considering two (2) Applications for Waiver or Modification of State Board of Education Rules and/or School Code Mandates. Superintendent Jack Barshinger explained that the purpose of this public hearing was to receive testimony related to two proposed waivers of the Illinois School Code:
 - Section 105: ILCS 5/24-2 and the designation of legal school holidays – This is a renewal of a previously approved application to modify the Illinois School Code. Approval of this application is granted for no more than five years and would allow District 41 to have a regular school day, a school improvement day, a parent-teacher conference day, early dismissal, a teacher institute day or an in-service training day on one or all of listed holidays. Dr. Barshinger explained that the decision to have school on a waived holiday is made annually when the Board of Education approves the school calendar. He added that while approval of this request would

provide the District with the ability to waive one or all of the five holidays outlined on the attached narrative, the District is not obliged to do so. (Attachment)

Public Testimony

There were 17 who attended the public hearing; 7 board members, 5 district administrators, 3 representatives from the teachers' union and one resident. There were no state representatives or senators in attendance. There was no public testimony received on this waiver request. In addition, no written comments were provided for consideration.

Board Comment

President Vivoda felt that this was a positive recommendation and an opportunity to enhance the educational experience for students.

- Section 105: ILCS 5/24A-5 and the content of teacher evaluation plans – Dr. Barshinger reported that this is a new application for a waiver of the Illinois School Code. This waiver application specifically requests that a "summative rating" not be used in the teacher evaluation process for tenured teachers, but instead that a professional growth model for teacher evaluation be implemented. The District 41 Board of Education and the Glen Ellyn Education Association have been in collaboration to research and implement a new system for teacher evaluation and have been working with Charlotte Danielson's *A Framework for Teaching* and member districts of the Consortium for Educational Change (CEC) who are 1-2 years ahead of District 41 in the implementation of a professional growth model for teachers. (Attachment)

Public Testimony

There were 17 who attended the public hearing; 7 board members, 5 district administrators, 3 representatives from the teachers' union and one resident. There were no state representatives or senators in attendance. In addition, no written comments were provided for consideration.

District 41 Resident Sherri Shonkwiler, 423 Main Street in Glen Ellyn asked about the difference between the District's current process for teacher evaluation and the new system being considered. Board president John Vivoda and Superintendent Jack Barshinger explained that state standards for teacher evaluation are currently based on a three-tier rating for teacher performance of "excellent", "satisfactory" or "unsatisfactory." The new system is based on a four-tier rating system of "unsatisfactory," "basic," "proficient" and "distinguished."

Dr. Barshinger stated that this request for waiver is not an attempt to lessen the state standards. Instead, the new teacher evaluation system will closely mirror the state's re-certification system and will raise the professional standards. Dr. Barshinger added while approval of this application for waiver will allow the District the opportunity to implement the new system, the District is not obliged to do so. Waivers and modifications of State Board Rules and/or School Code Mandates are limited to five years.

There were no written comments were provided for consideration.

Board Comment

Board members Debbie Hoffman and Carol McElvain said that this is what the District needs in order to begin implementing a better process for teacher evaluation. Board member Cosgrove acknowledged the tremendous amount of work done by the teachers and Board and is looking forward to the implementation. Board members agreed and are looking forward to the change.

4. Adjourn Public Hearing. Terra Howard moved and John Marcheschi seconded to close the public hearing at 6:41 p.m.



Dr. Jack Barshinger, Superintendent

**MINUTES
BOARD OF EDUCATION
GLEN ELLYN SCHOOL DISTRICT 41
SPECIAL MEETING
AUGUST 8, 2005
DISTRICT 41 ADMINISTRATION CENTER
793 NORTH MAIN STREET, GLEN ELLYN, ILLINOIS**

1. Call to Order: President John Vivoda called the special meeting to order at 6:41 p.m.
2. Roll Call: Kevin Cosgrove (participated via phone conference), Terra Howard (participated via phone conference), Debbie Hoffman (participated via phone conference), John Kenwood (participated via phone conference), John Marcheschi and John Vivoda. Carol McElvain entered the meeting at 6:34 p.m. via phone conference. Also in attendance were Superintendent Jack Barshinger; Assistant Superintendent for Teaching, Learning and Accountability; John Correll; Director of Communications, Julie Worthen; Director of Human Resources, Mike Fustin; Recording Secretary, Maureen Stecker; GEEA president, Diane Fanning; GEEA vice president, Sue Schoff; GEEA treasurer, Kathy Keller; and District 41 resident, Sherri Shonkwiler.
2. Public Participation: There was no public participation.
3. Action Item: Superintendent Jack Barshinger reported that a public hearing was held on Monday, August 8, 2005 in compliance with the Illinois School Code requirements for the purpose of receiving testimony on two proposed Applications for Waiver or Modification of State Board of Education Rules and/or School Code Mandates specifically related to:
 - A. Section 105: ILCS 5/24-2 and the designation of legal school holidays
(Attachment)
 - B. Section 105: ILCS 5/24A-5 and the content of teacher evaluation plans
(Attachment)

The Administration recommended that the Board of Education approve the Applications for Waiver or Modification of State Board Rules and/or School Code Mandates specifically related to:

A. Section 105: ILCS 5/24-2 and the designation of legal school holidays


Terra Howard moved and John Marcheschi seconded to approve the waiver for the designation of legal school holidays as presented on the attached. On a roll call vote answering Aye: Marcheschi, McElvain, Cosgrove, Kenwood, Howard, Hoffman and Vivoda. Answering Nay: None. Motion carried.

B. Section 105: ILCS 5/24A-5 and the content of teacher evaluation plans

Carol McElvain moved and Debbie Hoffman seconded to approve the waiver application on the content of teacher evaluation plans as presented on the attached. On a roll call vote answering Aye: Hoffman, Marcheschi, McElvain, Cosgrove, Kenwood, Howard and Vivoda. Answering Nay: None. Motion carried.

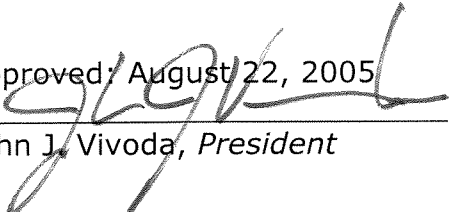
4. Adjourn Special Meeting: *There being no further business Carol McElvain moved and John Kenwood seconded to adjourn the special meeting of the Board of Education at 6:44 p.m. Motion carried on a unanimous voice vote.*

Recorded: August 8, 2005



Deborah M. Hoffman, Secretary

Approved: August 22, 2005



John J. Vivoda, President

ILLINOIS STATE BOARD OF EDUCATION
 Rules and Waivers Unit W-475
 100 North First Street
 Springfield, Illinois 62777-0001
 Phone 217/782-5270

**APPLICATION FOR WAIVER OR MODIFICATION
 OF STATE BOARD RULES AND/OR SCHOOL CODE MANDATES**

This application is to be used for seeking a waiver or modification of State Board of Education rules or of School Code mandates in accordance with Section 2-3.25g of the School Code [105 ILCS 5/2-3.25g]. The completed application must be submitted by certified mail, return receipt requested, to the above address. Please use the instructions on reverse side when completing this application.
Please note that action on incomplete applications will be delayed until all required documentation is received.

1. The application is for: (Check appropriate box(es) below.)

WAIVER OF SCHOOL CODE WAIVER OF ISBE RULE MODIFICATION OF SCHOOL CODE MODIFICATION OF ISBE RULE

2. APPLICANT'S NAME AND NUMBER Glen Ellyn School District 41	CONTACT PERSON Dr. Jack K. Barshinger, Superintendent
APPLICANT'S ADDRESS 793 North Main Street Glen Ellyn, Illinois 60137	CONTACT PERSON'S TELEPHONE NUMBER/EXTENSION 630-790-6400
SUPERINTENDENT/EXECUTIVE DIRECTOR Dr. Jack K. Barshinger, Superintendent	CONTACT FAX NUMBER 630-790-1867
COUNTY DuPage	E-MAIL ADDRESS OF CONTACT PERSON jbarshinger@d41.org
	Can we contact your e-mail address? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

3. Provide citation or language of the rule(s) or School Code mandate(s) which are the subject of this application.

School Code 105 ILCS 5/24-2 - Holidays

If you are requesting a modification, display it here, using strike through or underlining.

(See Attached)

4. Attach a narrative identifying and justifying the specific request.

a. For proposed waivers and modifications of rules or modifications of School Code mandates that are based upon meeting the intent of the rule or mandate in a more effective, efficient or economical manner, a narrative description must provide all of the required information (see Item 4(a) on the reverse side).

(See attached)

b. All proposed waivers/modifications requested to stimulate innovation or improve student performance, **including all proposed waivers of School Code mandates**, shall provide the specific plan for improved student performance and school improvement upon which the request is being based and how the applicant will determine success (see Item 4(b) on the reverse side).

c. Applications requesting waivers from Section 17-1.5 of the School Code must include the amount, nature, and reason for the requested relief and all remedies that have been exhausted by the district to comply with the administrative expenditure limitation.

5. **Public Testimony:** Attach a description of the testimony provided, to include the information enumerated in item 5 on the reverse side.

6. This application is for: INITIAL WAIVER/MODIFICATION RENEWAL OF PREVIOUSLY APPROVED WAIVER/MODIFICATION
 This application requests waiver/modification for 5 years (from 2006-2007 school year through 2010-2011 school year).
 (See Item 6 on reverse side for limits on the duration of waivers/modifications.)

7. Attach a copy of each public notice required. Any request not meeting the requirements will be returned as ineligible for consideration.

8. Compliance with Notice and Hearing Requirements

I certify that a hearing concerning this application and any associated plan for improved student performance and school improvement was held on August 8, 2005, and that the **regular board meeting(s)** were held on August 22, 2005 of that month.
(date)

I further certify that the applicant has met all the notification and hearing requirements enumerated in items A and B on reverse side and that the board of education/board of directors of the applicant identified above approved this application on August 8, 2005.

_____ Date

_____ Signature of Applicant (i.e., District Superintendent/Executive Director/Regional Superintendent)

Attachment
Glen Ellyn School District 41
Waiver Request

Glen Ellyn School District 41 is requesting a modification of ILCS5/24-2 which states that teachers shall not be required to work on legal school holidays. On the dates listed below the district will either hold regular school with student attendance, a parent teacher conference, a school improvement day, an early dismissal day, a teacher institute day or a teacher in-service. Specifically, District 41 would like to modify the section to exclude the dates below from this provision:

- Veterans' Day
- Martin Luther King Jr. Day
- Abraham Lincoln's Birthday
- Casimir Pulaski Day
- Columbus Day

It would be the intent of the District 41 to treat these days as commemorative holidays, during which time the faculty and administrators of the district would coordinate activities which would instruct students on the accomplishments of Veterans, Dr. King, President Lincoln, Mr. Pulaski and Christopher Columbus. We feel these types of activities would add an educational perspective to the meaning of these days for our students. If a parent teacher conference or a teacher in-service were scheduled on the actual holiday, the activities would be performed either the day before the holiday or the day after the holiday.

ILLINOIS STATE BOARD OF EDUCATION
 Rules and Waivers Unit W-475
 100 North First Street
 Springfield, Illinois 62777-0001
 Phone 217/782-5270

**APPLICATION FOR WAIVER OR MODIFICATION
 OF STATE BOARD RULES AND/OR SCHOOL CODE MANDATES**

This application is to be used for seeking a waiver or modification of State Board of Education rules or of School Code mandates in accordance with Section 2-3.25g of the School Code [105 ILCS 5/2-3.25g]. The completed application must be submitted by certified mail, return receipt requested, to the above address. Please use the instructions on reverse side when completing this application.

Please note that action on incomplete applications will be delayed until all required documentation is received.

1. The application is for: (Check appropriate box(es) below.)

WAIVER OF SCHOOL CODE **WAIVER OF ISBE RULE** **MODIFICATION OF SCHOOL CODE** **MODIFICATION OF ISBE RULE**

2. APPLICANT'S NAME AND NUMBER Glen Ellyn School District 41	CONTACT PERSON Dr. Jack K. Barshinger, Superintendent
APPLICANT'S ADDRESS 793 North Main Street Glen Ellyn, Illinois 60137	CONTACT PERSON'S TELEPHONE NUMBER/EXTENSION 630-790-6400
	CONTACT FAX NUMBER 630-790-1867
SUPERINTENDENT/EXECUTIVE DIRECTOR Dr. Jack K. Barshinger, Superintendent	E-MAIL ADDRESS OF CONTACT PERSON jbarshinger@d41.org
COUNTY DuPage	Can we contact your e-mail address? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

3. Provide citation or language of the rule(s) or School Code mandate(s) which are the subject of this application.

School Code ILCS 5/24A-5 Content of Evaluation Plans, specifically Sec. 24A-5c

If you are requesting a modification, display it here, using strike through or underlining.

(See attached)

4. Attach a narrative identifying and justifying the specific request.

a. For proposed waivers and modifications of rules or modifications of School Code mandates that are based upon meeting the intent of the rule or mandate in a more effective, efficient or economical manner, a narrative description must provide all of the required information (**see Item 4(a) on the reverse side**).

b. All proposed waivers/modifications requested to stimulate innovation or improve student performance, **including all proposed waivers of School Code mandates**, shall provide the specific plan for improved student performance and school improvement upon which the request is being based and how the applicant will determine success (**see Item 4(b) on the reverse side**).

(See attached)

c. Applications requesting waivers from Section 17-1.5 of the School Code must include the amount, nature, and reason for the requested relief and all remedies that have been exhausted by the district to comply with the administrative expenditure limitation.

5. **Public Testimony:** Attach a description of the testimony provided, to include the information enumerated in item 5 on the reverse side.

6. This application is for: **INITIAL WAIVER/MODIFICATION** **RENEWAL OF PREVIOUSLY APPROVED WAIVER/MODIFICATION**
 This application requests waiver/modification for 5 years (from 2006-2007 school year through 2010-2011 school year).
(See Item 6 on reverse side for limits on the duration of waivers/modifications.)

7. Attach a copy of each public notice required. Any request not meeting the requirements will be returned as ineligible for consideration.

8. Compliance with Notice and Hearing Requirements

I certify that a hearing concerning this application and any associated plan for improved student performance and school improvement was held on August 8, 2005, and that **the regular board meeting(s)** were held on August 22, 2005 of that month.
(date)

I further certify that the applicant has met all the notification and hearing requirements enumerated in items A and B on reverse side and that the board of education/board of directors of the applicant identified above approved this application on August 8, 2005.

 Date

 Signature of Applicant (i.e., District Superintendent/Executive Director/Regional Superintendent)

ATTACHMENT

GLEN ELLYN SCHOOL DISTRICT 41
Central Services Office
793 North Main Street
Glen Ellyn, IL 60137

APPLICATION FOR WAIVER OR MODIFICATION OF STATE BOARD RULES
AND OR SCHOOL CODE MANDATES

3. **Provide citation or language of the rules(s) or School code mandate(s) which are the subject of this application.**

105 ILCS 5/24A-5 Content of evaluation plans, specifically Sec. 24A-5c:

rating of the teacher's performance as "excellent", "satisfactory" or "unsatisfactory".

If you are requesting a modification, display it here, using strike through or underlining.

rating of the teacher's performance as follows: "~~excellent~~", "~~satisfactory~~" or "~~unsatisfactory~~".

Professional Growth Track-no rating
Professional Assistance Track-satisfactory or
unsatisfactory

4. **Attach a narrative identifying and justifying the specific request.**
b. **All proposed waivers/modifications requested to stimulate innovation or improve student performance, including all proposed waivers of School Code mandates, shall provide the specific plan for improved student performance and school improvement upon which the request is being based and how the applicant will determine success.**

The proposed waiver is intended to improve student performance by improving teacher quality.

The District will implement the Professional Growth System in the fall of 2005. This system will closely mirror the state re-certification system and also will require that administrators be involved with the development and monitoring of goals related to school/district improvement.

We consider the Professional Growth System to be more effective in improving teaching and learning than the current teacher evaluation system that requires a rating be given to the staff member. We have found that, for the experienced and/or tenured teacher, the rating oftentimes gets in the way of meaningful dialogue between teacher and supervisor regarding professional practice. Teachers become preoccupied with the rating itself and focus on it rather than the intent of the process, improving instructional practices. We understand the need to evaluate to determine continued employment; however, our experience has been that very few teachers have actually been dismissed as a result of the current system. We believe that the majority of teachers would be better served through the system we are adopting that does not rely on a rating for improvement. We believe that a staff member who continues in our employ is at least satisfactory or we would take steps to remediate performance. In order to provide a safeguard for our school district, we have mechanisms built into the evaluation system that address marginal staff members. Our intent is to work with the majority of teachers who are interested in improving their skills. We know that student performance is impacted directly by the quality of instruction provided by a skilled teaching staff. Authorities such as Danielson & McGreal (ASCD, 2000) argue persuasively that when teachers are able to engage in meaningful dialogue about their professional growth, teaching and learning in the classroom are positively affected.

The Professional Growth System is designed to promote meaningful dialogue with the supervisor, focusing on professional improvement. The System is differentiated to meet the needs of the career teacher and is focused on continuous improvement of knowledge, skill, and practice. Ratings are useful only at certain points in the System. We know that student performance is impacted directly by the quality of instruction. Authorities argue that evaluation systems which engage teachers in meaningful dialogue regarding their own professional practice and growth, “produced higher levels of satisfaction and more thoughtful and reflective practice while still being able to satisfy accountability demands.” (Danielson & McGreal, 2000)

There are three tracks in the Professional Growth System. The first track is the Pre-tenured Track. The second track, the Professional Growth Track, does not require a rating because teachers in this track have already demonstrated satisfactory or excellent performance. The track requires teachers to set annual action plans for personal growth based upon established Core Teaching Expectations, school improvement plans, and/or district initiatives. Finally the third track, the Professional Assistance Track, requires a rating of satisfactory or unsatisfactory at its conclusion. The rating determines the course of action to be taken at the conclusion of the support plan. In order to be placed in this track, the administrator determines that explicit support is necessary for improvement. If improvement is rated satisfactory, the teacher will be placed in the Professional Growth Track. If improvement is rated as unsatisfactory, the teacher is recommended for remediation as prescribed in the School Code.

Success of the implementation of this waiver plan will be measured in part by an increase in student achievement as measured by ISAT and local assessments.