

**MINUTES OF SPECIAL MEETING,
BOARD OF EDUCATION, SCHOOL
DISTRICT #225, COOK COUNTY,
ILLINOIS, JANUARY 29, 2022**

A special meeting of the Board of Education, School District No. 225 was held on Saturday, January 29, 2022, at approximately 8:00 a.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, Shein, Sztainberg (zoom at 8:05 a.m.), Taub

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.

Upon calling of the roll:

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

nay: none

Motion carried 6-0.

Recognition of Community Visitors

None.

District Initiatives and Goals

Introduction & Review of the process

The administration:

- Stated the goal of today's meetings is to talk about prioritizing initiatives for the next 18 months
 - Provided an explanation of 18 months vs. normal 12 month time period
- Outlined the process of determining the top themes
 1. Polled the Board on "What should be the goals and priorities, over the next 18 months, that would most benefit our students and the Glenbrook community"
 2. Rated the private responses with a tool
 3. Reviewed key ideas

4. Shared top themes
 1. Communication
 2. Teaching and Learning
 3. Strategic Planning
 4. Leadership and Capacity
 5. Student Wellness
 6. Facilities

Overview of Themes and Data

The administration:

- Outlined thoughts on the different themes to be discussed after the overview

Strategic Planning

- Conduct a strategic review and planning process
- Plan for the short, medium, and long terms
- 3-5 year plan to address areas of growth related to diversity, equity, and inclusion

Communication & Stakeholders

- Conduct a strategic review and planning process
- Overhaul our communications strategy
- Strengthen relations with the Glenbrook community
- Greater community engagement
- Improve communication with community and staff

Leadership & Capacity

- Rebuild and solidify the administrative team
- Pipeline for new teachers
- Review, revise, or develop policies
- Strengthen the relations within the Glenbrook community
- Develop guidelines for staff and students so that they can freely express opinions.
No harm culture

Student Wellbeing

- Develop a data system to provide an “early warning” for struggling students
- Student wellness
- Counseling
- Create awareness of long term consequences of drug use

Teaching and Learning

- Innovative Curriculum
- College and Career Readiness
- Equity and Inclusion
- Develop a clear approach to free expression
- Review assessment and teaching
- Equity

Facilities and Finance

- Integrating new technologies that the pandemic has made us better i.e. utilizing more video and interactive ways to engage students
- Investment in the classrooms in both schools and other facilities improvements that will make the biggest impact
- Offer a cafeteria health plan

In response to board members questions the administration:

- Shared how the tool worked to pull out the main themes
- Agreed that this is not the time to wordsmith, but rather gain a clear picture of our goals
- Explained that the Board's role is to provide the administration the high-level goal and the administration's role is to decide how best to accomplish those goals
- Stated that today we will determine the Board's goals
- Noted that at the February 28 Board meeting the administration will share their plan on accomplishing those goals
- Commented that we are working on a tool that will enable us to get quick feedback from staff, students, and stakeholders
- Wants feedback from the Board, today's meeting should be very interactive

Strategic Planning

Discussed:

- The end product is a roadmap, it's a living document with continuous touchpoints to make sure it is relevant
- Core principles
- Getting all stakeholders involved and sharing that feedback with everyone; wanting to gather information is the Board's decision, how this is accomplished is the administration's responsibility
- Having a document that will hold everyone accountable
- Board decisions should be based on the goals of the district; these goals should anchor everything
- Part of the decision-making process should include cost vs. value
- The need to assess the climate (district-wide and nationwide); reminder that we should not ignore those community members who remain silent

Communication and Stakeholders

Discussed:

- Improving internal communication
- A solid strategic plan should be the anchor for all communications
- The need to build strategic communication
- The importance of our relationship with the community and how we foster greater community engagement
- The role the pandemic has played
- Valuable opportunities that we need to take advantage of
- Different types of communication
 - Smarter communication
 - Tailoring messages

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- Color coding
- Branding/sources
- Tools and structure
- Reinforcing messages
- One source of truth that everyone can trust (proactive, reliable, timely)
 - Mindful of stakeholders time
 - Need to be able to find the information
 - A place for stakeholders to feel heard
 - Purposeful and targeted
 - A clear map of who to contact with questions
 - Have a team respond to feedback
- Font size, able to read on cell phone
- Website (repository of information)
 - Historically: Reports on the website as an easy reference (enrich discussions), knowledge management
- Time, access, and feedback
 - Mindful of stakeholders time
 - Need to be able to find the information
 - Stakeholders need to feel they can share and we need to provide feedback

Short break (approximately 10 minutes)

Leadership and Capacity

Discussed:

- Strength of the Administrative Team (district-wide)
 - Development (challenges due to the pandemic)
 - Professional development
 - Talent
 - Teacher shortages
 - Recruiting efforts
 - Review administrative workload, comparison to similar districts, goals, tasks
- Policies
 - Should help support staff in managing situations
 - Need to have a quality robust process to review and communicate
- Invest in leaders at all levels (administrators, teachers, support staff)
 - Continue to review roles, providing authority and maximizing existing personnel
 - Retention and recruitment of staff
 - Want to continue to be a leading district
 - We are a human capital organization
 - Develop a system for future leaders
 - Including:
 - A process
 - Modeling
 - Nurturing, mentoring

- Planning
- Roles and opportunities to be seen as leaders
- Compensation
- Incentives
- Succession planning
- Engagement, rewarding
- Performance management system, evaluations, tracking of performance
- Allow people to grow in their specialty (do not want to lose good people)
- The value of institutional memory
- Importance of growth mindset
 - Importance of keeping current
 - Growing
- Staff needs to feel protected
- How to attract good staff
 - Benefits

Student Wellness

- *This will be a forever goal; will expand past our 18-month goals*

Discussed:

- The need to have a data system to proactively help students
- Study stress keys (mandatory testing, bullying)
- Counseling
 - College/career
 - Obligation to review different careers
 - Stress
 - Township (drugs)
 - Social
 - Academic
 - Review surrounding districts for best practices
 - More structure
- We need to own this work; cannot be outsourced
- Input from students is needed
- Communication:
 - How we can help parents connect with their children
 - Speak with families
- Resources
 - Advertise programs
 - Organize information
 - Needs
 - Communication/How to bring awareness
- Bringing the schools together; Having a District strategy
- How to help those in the community who struggle; What is our role?
- Teach students:
 - Life/school balance
 - Thriving is not just academic, emotionally, learn to fail, how to recover

- How we can help our children
- Culture of caring
- Coping mechanisms
- One size fits all
- How we can leverage alumni

Teaching and Learning

Discussed:

- Addressing students that fall in the gaps
- Learn to have healthy dialogue
 - Respect others opinions
 - Civility
 - Culture of respect
 - Free expression
 - Teachers' role: facilitator
 - How to protect our teachers
 - Reinforce policies/guidelines
 - To channel concerns
 - Communicate policy and channels to all stakeholders
 - Outlining free exchange of ideas
 - Create a safe environment for all
 - Model healthy dialogue
 - Provide professional development
 - What we are required to teach vs how we teach
 - Should/Could we have a Parent/Teacher: Standard of Conduct - Establishing Ways for Parent/Teachers/Students Communication
 - Need to be respectful of parents (all want what is best for their child)
- Assessment and Testing/Data
- Equity
- Curriculum
 - Transparency on how the curriculum is developed (state and national standards need to be communicated)
 - Audited by the state
 - Sources of information
 - A comprehensive evaluation of curriculum
 - Everyone should have access to syllabi
 - Transparency is very important
 - Information should be readily available
- Communication
 - The process to communicate correct information (short term goal)
 - Important to provide corrections to incorrect information

Facilities and Finance

Discussed:

- Investment in our classrooms (facility/furniture)
- Benefits of offering insurance for our employees
- Reinforcing reviewing processes to be more efficient
- Communicating all the good things the district has accomplished
 - Going forward this will be on our website
 - Will work to illustrate past accomplishments
- Embrace technology to enhance education and prepare our students for the future (college/work)
 - What we have learned during the pandemic that we can use going forward with technology
 - Learn when it is time to turn off technology, learn an appropriate balance
- Research and Development of New Opportunities
 - For both students and teachers
 - Encourage innovation
 - Opportunities to partner with hospitals (Biolabs)
 - Intertwined with facilities
 - Integrate technology into facilities
 - Should create a committee to review new opportunities/options
 - Communications
 - Show how facilities have grown over time
 - Virtual tours

The administration:

- Summarized next steps:
 1. Monday: Cabinet will review notes and action items
 2. The administration will review goals
 3. The administration will bring a report to the Board on Feb. 28
- Thanked the Board for a very exciting and energizing conversation focused on future growth and identifying areas of improvement

Closing statement:

We want to continue to find ways to ensure equity of excellence for this community and prepare our students for society.

Review and Summary of Board Meeting

The board president summarized the meeting.

Motion to Move into Closed Session

Motion by Mr. Glowacki, seconded by Mr. Taub to move into closed session at approximately 11:31 a.m. to discuss student disciplinary case (Section 2(c) (9) of the Open Meeting Act).

Upon calling of the roll:

aye: Doughty, Glowacki, O'Hara, Seguin, Shein, Sztainberg (zoom), Taub

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nay: none

Motion carried 7-0.

The Board returned to the open session at 12:03 p.m.

Motion Regarding Student Discipline

Motion by Mr. Glowacki, seconded by Mr. Shein move that the board expel student 01-29-22-01 per Policy 8400 and consistent with SB100 through the first semester of 2022 and 2023 per the conditions, as discussed in closed session and per the recommendations of the disciplinary committee.

Upon calling of the roll:

aye: Doughty, Glowacki, O'Hara, Seguin, Shein, Sztainberg (zoom), Taub

nay: none

Adjournment

Motion by Mr. Glowacki, seconded by Mr. Taub to adjourn the meeting at approximately 12:04 p.m.

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

Motion carried 7-0.

* Doughty, Glowacki, O'Hara, Seguin, Shein, Sztainberg (zoom), Taub

CERTIFIED TO BE CORRECT:

PRESIDENT - BOARD OF EDUCATION

SECRETARY - BOARD OF EDUCATION