

**NEW TRIER TOWNSHIP HIGH SCHOOL DISTRICT 203
REGULAR MEETING OF THE BOARD OF EDUCATION
March 18, 2019
New Trier Township High School
7 Happ Road, Room C234
Northfield, IL 60093**

A **Regular Meeting** of the Board of Education of New Trier Township High School District 203, Cook County, Illinois was held at New Trier High School – Northfield Campus, 7 Happ Road, in Room C234 on Monday, March 18, 2019 at 7:00 p.m.

Members Present

Ms. Cathy Albrecht, Vice President
Mr. Keith Dronen
Ms. Carol Ducommun
Dr. Marc Glucksman
Ms. Lori Goldstein
Mr. Patrick O’Donoghue
Mr. Greg Robitaille, President

Administrators Present

Dr. Paul Sally, Superintendent
Dr. Timothy Hayes, Assistant Superintendent for Student Services
Mr. Christopher Johnson, Assistant Superintendent for Finance & Operations
Dr. Joanne Panopoulos, Assistant Superintendent for Special Education
Mr. Peter Tragos, Assistant Superintendent for Curriculum & Instruction
Mrs. Denise Dubravec, Principal – Winnetka Campus
Mr. Paul Waechtler, Principal – Northfield Campus

Also Present

Mr. Myron Spiwak, Director of Business Services; Mr. George Sanders, Director of Human Resources; Ms. Gail Gamrath, Assistant Principal of the Northfield Campus; Ms. Niki Dizon, Director of Communications; Ms. Athena Arvanitis, Assistant Principal for Student Programs and Operations; Mr. Scott Williams, Assistant Principal for Student Services; Mr. Mike Lee, Assistant Principal for Administrative Services; Mr. Dave Conway, Director of Physical Plant Services; Dr. Stephanie Helfand, Chief Technology Officer; Dr. Chimille Dillard, Director of Curriculum and Instruction; Mr. Ed Zwirner, English Department Coordinator and New Trier Educational Association President-Elect; Mr. Paul Moretta, Athletic Department Coordinator and New Trier Educational Association President; Mr. Andrew Docktor, English Department Faculty; Ms. Tonya Piscitello, MCL Department Faculty; Mr. Cory Calmes, Special Education Department Faculty; Ms. Sheri Donovan, Science Department Faculty; Mr. Bob Zigmund, Post-High School Counselor; Mr. Brian Van Mersbergen, Kinetic Wellness Department Faculty; Mr. Dan Licata, English Department Faculty; Ms. Angela Burns, Library Department Faculty; Ms. Sarah Kropski, Project Specialist for the Media, Speech and Theatre Department and Music Department and President of the New Trier Educational Support Professionals Association; Ms. Lindsey Ruston, Board of Education Secretary; Mr. Mike Hill, Technology Department; Mr. Eric Johnson, Technology Department; and members of the press and community.

BUSINESS MEETING

I. CALL TO ORDER – 5:30 p.m. – Rm. C234

Mr. Robitaille called the Regular Meeting of March 18, 2019 of the Board of Education to order at 5:30 p.m. in Room C234. Roll call was taken and all members were present. Mr. Robitaille asked for a motion to move to Closed Session. Mr. O’Donoghue moved that the Board of Education adjourn to closed session for the purpose of discussing the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the District or legal counsel for the District, including hearing testimony on a complaint lodged against an employee or against legal counsel for the District to determine its validity; collective negotiating matters between the District and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees; and litigation, when an action against, affecting or on behalf of the particular District has been filed and is pending before a court or administrative tribunal, or when the District finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the closed meeting minutes. Dr. Glucksman seconded the motion. Upon a roll call vote being taken, the members voted as follows:

AYE: Mr. Dronen, Ms. Ducommun, Dr. Glucksman, Ms. Goldstein, Mr. O’Donoghue, Ms. Albrecht,
Mr. Robitaille

NAY: none

ABSENT: none

The motion passed.

II. CLOSED SESSION – 5:30 p.m. – Rm. A201A

III. BUSINESS MEETING

Open Session – 7:00 p.m. – C234

Mr. Robitaille called to order the Open Session, Regular Business Meeting of the New Trier High School Board of Education of March 18, 2019, at 7:00 p.m. All members were present.

IV. Minutes

Mr. Robitaille asked for any comments or adjustments on the Minutes for the Regular Meeting on February 19, 2019 (open and closed session). There were no comments or requests for adjustment. Mr. O'Donoghue moved and Dr. Glucksman seconded, the motion to approve the minutes of the Regular Meeting of February 19, 2019 (open and closed session). Upon a roll call vote being taken, the members voted as follows:

AYE: Dr. Glucksman, Ms. Goldstein, Mr. O'Donoghue, Ms. Albrecht, Mr. Dronen, Ms. Ducommun, Mr. Robitaille

NAY: none

ABSTAIN: none

The motion passed.

V. Communications

Mr. Robitaille invited anyone from the audience who wished to address the Board to come forward and fill out a yellow communications request form from the back table. No one came forward to address the Board.

VI. Special Orders of Business

A. Report from Campus Principals

Mr. Paul Waechtler, Principal of the Northfield Campus, shared the following information about events and programs at the Northfield Campus:

- Third quarter ends this Friday, March 22nd and that everyone is looking forward to Spring Break.
- The Alumni Achievement Awards dinner was a great event and reminds everyone what a special place New Trier is and how much it means to alumni. Mr. Waechtler went on to thank Ms. Niki Dizon, Director of Communications, for her work on the event.
- Eligible students will be released from Study Hall after Spring Break. This allows them a little more freedom as they get ready to move over to the Winnetka campus and helps them to learn to use their free time wisely.
- Winter Carnival took place on Friday, March 15th. Mr. Waechtler's youngest daughter and her friends enjoy attending and noted how nice New Trier's students treat them. He also mentioned the wonderful work and oversight of the event by Mr. Chris Pearson, Senior Boys' Adviser Chair and Ms. Susie Paunan, Senior Girls' Adviser Chair. It is a nice way to reach out to the community.
- There was a service assembly to launch New Trier's Spring Service-Learning Initiative titled *Closing the Food Gap: Food for All* and after Spring Break there will be many opportunities for students to fundraise through their adviser rooms and clubs.

Mrs. Denise Dubravec, Principal for the Winnetka Campus, shared the following student events and program updates from the Winnetka Campus:

- Mrs. Dubravec echoed previous comments about the Alumni Achievement Awards celebration. One theme that she noticed was how grateful each person was that their families lived in the District and for the experiences they had while at New Trier. She went on to thank Ms. Liz Mayer, New Trier Educational Foundation Executive Director, and her team for the work that went into putting the event together. Mrs. Dubravec also noted that Ms. Mayer is making a wonderful adjustment and enjoys working with her.
- As Mr. Waechtler noted, the Winter Carnival took place recently and there were new games for the kids and a great opportunity to connect with the community.
- Hiring for several department chair positions is underway. These positions include chairs for the Modern and Classical Languages, English and Post-High School Counseling departments. Ms. Marissa Rubin, Modern and Classical Languages Department Coordinator, has been chosen as the new chair. The English

Department Chair is in the process of being finalized and interviews are just beginning for the Post-High School Counseling Department Chair.

- Lastly, Mrs. Dubravec mentioned a few sports items of note. On Friday, March 15th, New Trier Special Olympics Basketball played Lake Forest. Mr. Dronen's daughter, Anastasia, scored the first points of the game. Many students and teachers cheered the team on. Mr. Augie Fontanetta, Athletic Director, has been busy overseeing the start of our spring sports season.
- Noting that Mr. Dronen will also talk about All-School Forum, Mrs. Dubravec mentioned that the meeting had the District's food vendor, Quest, attend. Many students attended the meeting. Mrs. Dubravec stated that there is a wonderful working relationship with Quest. She noted her appreciation for the company and how they have reached out to develop good and consistent relationships with students. Students typically go directly to Quest with issues or ideas instead of coming to her. There is a student-led group who are the liaisons between students and Quest which allows for students' voices to be heard. Not only does this speak highly of Quest, but also of the initiative by New Trier's students.

FOIA Report

Mr. Chris Johnson, Assistant Superintendent for Finance and Operations, noted that there were three FOIA requests received since the last Board of Education Regular Meeting. The requests have all been closed. They were:

1. Information regarding student discipline.
2. Information regarding custodial services.
3. Contact information for staff members.

B. School Climate Report 2019

Dr. Tim Hayes, Assistant Superintendent for Student Services, presented the School Climate Report 2019. Over the past decade, more focus has been paid to the climate of a school. Much research has been done which supports the thought that positive school climate is beneficial to student learning. Benefits include increased student achievement, improved learning, decreased discipline issues, and improved student well-being. It is well worth the school's time to pay attention to it, understand what students are experiencing, and then work to make the climate as supportive as possible. The state of Illinois requires that every school conduct a yearly Survey of Learning Conditions. New Trier uses the Comprehensive School Climate Inventory (CSCI) to measure school climate which is produced by the National School Climate Center (NSCC). Collecting this type of data was done during the last strategic plan which led to the creation of Parent University and the Equity Team. In the New Trier 2030 Strategic Plan, there are at least four strategies that have direct ties to the data that has been collected and reviewed. Dr. Hayes went on to give some background on the CSCI, noting it was developed in 2002, has been confirmed to be reliable and valid, and measures 11 dimensions of climate for students. Within each of those dimensions, students, parents, and staff answered a series of questions and the results are compiled from the responses. He provided details on the results stating that the responses from students are from their own experiences, while responses from staff and parents come from their perception of students' experiences. The results are shown with an average median score and by a percentage of those who were positive, neutral and negative. Although the response rate for students at Winnetka was 59%, which would be low for a school with lower enrollment, for New Trier, it meant that 1,793 students replied, which the NSCC felt was a very large sample and valid.

Dr. Hayes reviewed the results for each dimension in each response group at each campus. Students at each campus ranked the area of physical safety which consists of the following dimensions: rules and norms, physical security and physical surroundings the highest. Another area that ranked high for students was the supportive environment. They not only feel that they have other students they can turn to if needed, but that they have at least one adult in the building that they can go to; they also thought that the adults in the building model good behavior and the values of the school.

There are two areas that need further examination, the first is social-emotional safety and the other is social media. Dr. Hayes provided more details on each and improvements that could be made in each area. NSCC does provide a comparison sample of the average of 23 other schools, which New Trier could use to see how its school climate is doing, however the CSCI is not a benchmarking survey for other schools, but rather one for one's own school's progress. Next steps include watching the trend data for the CSCI. One interesting trend to note was the increase in the average median score for physical surroundings. There is a gradual increase during the Winnetka Campus construction project and an increase again once it concluded. Another area to delve further into is the experience of those students who identify as a minority. Dr. Hayes also recommended that the school focus on social-emotional learning due to the many positive effects of that work. He would like to see the CSCI data used as a benchmark for

the school as well since the survey is given yearly as it would help in identifying trends. Finally, Dr. Hayes noted that there is work to be done with social media education. He then invited questions from the Board Members.

Dr. Glucksman inquired if Dr. Hayes has conducted a meta-analysis of data from the various surveys that the school facilitates in order to get an overall picture. He wondered what Dr. Hayes' take-away is in terms of getting a complete picture of students from all the data that the school accumulates. Dr. Hayes agreed and noted that he and Dr. Sally have had a similar conversation, as the last three Board Reports he has given start to build a picture of the New Trier community. There are many positive areas about New Trier, however, data from these reports also show areas of improvement that the school needs to focus more of its attention on. Dr. Sally added that what ties all this together is hearing directly from students about their experiences. He also noted that this will be a part of the strategic plan in a measurable way, with Dr. Glucksman noting that continuous quality improvement is important.

Ms. Ducommun researched the Board Policy on cyberbullying. Her question was how are students educated about the risks of going out of bounds regarding the internet, even if their mistake takes place off campus, it could have consequences at school as well. Dr. Hayes responded that this is what the collaborative is focused on doing in the township. Technology is an important part of life and a wonderful tool, but students need to be taught how to use it well. Dr. Hayes feels that it is an area in students' lives that deserves more attention. Ms. Ducommun then asked if it is part of the adviser curriculum. Dr. Hayes responded that it was and that a toolkit was created several years ago to help educate students and that it is also part of the iPad orientation. Dr. Stephanie Helfand, Chief Technology Officer, added that it is part of the Freshman iPad orientation and part of the health curriculum. She went on to note that a township-wide digital citizenship curriculum has also been created that is developmentally appropriate for students in kindergarten through senior year.

Ms. Ducommun then noted how it was interesting to look at the numbers by comparing how students, parents and staff perceive the various areas. She gave the example of social-emotional security, there was a 13 to 14-point difference between what the students and the parents thought, with parents reporting that this area was better than what students reported. She also noted the results of what school personnel perceive. In terms of social media, Ms. Ducommun stated it seems that school personnel think it is less safe than students and parents do. She is curious about the disconnect. In the area of support for learning, she highlighted the high perception of support by school personnel, 91% and 99% at Winnetka and Northfield respectively, while only 2/3 of students feel there is adequate support for their learning, parent responses were slightly higher. There is still a disconnect between what the school offers and what parents and students perceive is available. In regards to respect for diversity, students and parents were scoring in the 75-80% range, teachers at Northfield were also at 75%, but teachers at Winnetka were lower, at 63%.

Dr. Hayes responded with his thoughts that responses may be limited as a faculty member may only be thinking about their particular class or a parent may only answer based on what they have heard their child say. With respect for diversity, there are not many questions that are under that dimension and they may not delve deeply into certain student experiences. Dr. Sally then added, similar to what Dr. Hayes mentioned, that faculty are answering through their own lens of only their students. Teachers do know the supports that are available, but it becomes about access and is the school identifying, correctly, students who use those supports. Ms. Ducommun noted the importance of educating parents about supports such as the Academic Assistance Center (AAC). She believes that those students who utilize this resource tend to be more successful in school. Unfortunately, this same resource is not available at the Winnetka campus due to the variety of classes that are offered. Mr. Waechtler responded that the usage is very high, with hundreds of students accessing the AAC on a weekly basis. Ms. Ducommun believes that there is opportunity for more students to use it and a survey would offer insight on that. The most concerning data to Ms. Ducommun is the first piece that parents perceive their students to be more well off than the students are feeling. She believes that disconnect would be concerning to parents and is to her. Dr. Hayes responded that he thought when parents were responding to two of the different dimensions, that perhaps they were thinking of specifically the friend group that their child is a part of, not all students in the school. Conversation continued between Ms. Ducommun and Dr. Hayes, with Dr. Sally adding his thoughts that continuing to engage parents in a dialogue is important.

Mr. O'Donoghue noted that the subgroups were very small and asked Dr. Hayes if he was concerned by that, to which Dr. Hayes responded that decisions should not be made solely on the CSCI data, but rather it should lead to asking some good follow-up questions. Discussion then continued between Dr. Hayes and Mr. O'Donoghue, with Dr. Hayes noting that results from the past three CSCI surveys are consistent and how this then speaks to Dr. Glucksman's point of observing results in other tools and data collections. Mr. O'Donoghue then noted how it would be helpful to pair up the social-emotional component of this report with the extra-curricular report to see if it is the

same group of students who are of concern in that report. Mr. Robitaille encouraged looking for patterns, using meta-analysis, and looking further at Mr. O'Donoghue's point of small sample sizes. The African-American student sample size is 17, but there is clearly a visual difference in terms of how those students scored New Trier on the climate report versus the other cohorts, whether in the aggregate or the individual cohorts. Combined with the extra-curricular participation report, which said the same thing, though that report did have a larger sample size, there was once again a meaningful difference with African-American students versus everyone else. He thought this was a jumping off point to ask further questions. Mr. Robitaille noted that the report was well-done and conclusive in terms of the consistency of its messages throughout, but that piece really stood out to him. He urged the school to figure this out as, clearly, African-American students are telling the school that they do not have the same experience at New Trier as everyone else does, including other minority groups.

Mr. O'Donoghue brought up the low parent response, to which Dr. Hayes agreed it was an area that needed further work.

Mr. Dronen noted that an important factor is not only a student's experience with other students, but a student's experience with their teachers. He inquired if more diverse teachers are needed and would student responses be different because of that. This needs to be delved into when asking students for further understanding. Dr. Hayes concurred, stating that it is important in a school that students see adults doing a variety of jobs that are either different than them or similar to them. Mr. Dronen wanted to clarify that he was speaking specifically about teaching staff.

Dr. Glucksman noted that this is a segue into the next report about New Trier 2030 and how the committee he served on looked at data from these surveys, that it is an iterative process, and this is where the school should be addressing these concerns, which it is.

Ms. Albrecht noticed that 82% of Northfield students took the survey, while only 58-59% of students took the survey at Winnetka. She wondered what the process is for taking the survey. Dr. Hayes responded that the survey was given in the same way and the data was collected in a consistent manner. Since the survey is anonymous, it is difficult to follow up with an adviser or teacher to ensure that a student has completed it. The survey was given in Kinetic Wellness classes, which helped the response rates. Discussion continued around this topic. Ms. Albrecht pointed out that the more students who took the survey, that might encourage more student discussion, as they need to help solve some of these issues themselves. She suggested ways in which the results could be shared with students. Dr. Hayes stated that his next step was to do meta-analysis and sit down with Student Alliance, Voices in Equity, along with other student groups related to identity and asked them to talk through the data and how that compares to their experiences.

C. New Trier 2030 Annual Plan 2019-2020 Update

Dr. Paul Sally presented an update on the Strategic Planning process. In January, the Board approved the frameworks, goals, core values and the structure. The work currently being done is creating the first Annual Plan, which will be approved at the April Board meeting. The goal of tonight's update is to provide a sense of where the Administration is and the strategies that will be focused on for the Annual Plan. Dr. Sally noted the six framework areas and how they generate strategies. He went on to share the twelve strategies for the 2019-2020 school year and gave a brief explanation of each. Dr. Sally then displayed how each strategy is broken down into the framework areas with many strategies overlapping several different frameworks. The focus now turns to working on the strategies as opposed to the frameworks, however, goals will be reached in each of the framework areas.

Dr. Sally went on to discuss the committees who will take on this work, highlighting six new committees that will form, some are off-shoots of existing committees, while others are new. He also noted the opportunity for many people to get involved. After spring break, staff will receive an email about these committees that will outline what the commitment and goal is for each. There will also be a chance for staff input and what they might be interested in. Much of this work is going to begin shortly and will continue over the summer. Each area has a group that will help shepherd the work in addition to an administrator who is in charge of it. Some of the existing groups are the leadership teams, Curriculum Council, the Communication Committee as well as the Finance and Facilities committees; they will do a lot of the work for some of the areas. Students and parents will be able to engage in the work by joining committees, attending All-School Forum or Superintendent/Parent Forums or offering feedback via parents' groups such as the New Trier Parents' Association, New Trier Fine Arts Association, the Booster Club and the Special Education Parents' Group. For example, the Characteristics of a New Trier Graduate will be brought to

different groups for feedback, then returned to its committee for further review and work. This would also include staff feedback obtained during department meetings, staff meetings or on an Institute Day.

Dr. Sally then shared the Action Plan chart that has been created to track each goal along with a timeline of the work. Some goals may start with research, but the following school year may have more of an action plan that is classroom-focused.

Next steps include determining feasibility, which a number of people have been working on. Their goal was to put together what it would take to do this strategy with integrity and make sure the goal is met. Between this Board Meeting and the April one, the task is to make sure that the Annual Plan will not overwhelm the system. Dr. Sally will then present the strategies that will be accomplished during the 2019-2020 school year at the April Board Meeting for approval. His presentation will include how progress will be reported back to the Board, at either Board of Education meetings or in other ways. Another next step is to construct the committees and determine staff interest for each committee. Dr. Sally then asked for any questions or discussion.

Ms. Goldstein noted that she was very impressed with the amount of work already completed. It is organized in terms of next steps and measures. She commended the administrators for their work, noting that it has been and will continue to be a lot of work, but this is a great start.

Ms. Albrecht thought it was amazingly thorough and the District will have the goals for next year very soon. She noted how impressive it is.

Dr. Glucksman commented that this is an obligatory roadmap that is a framework for New Trier to address continuous quality improvement. All the information can be taken and plugged in, and then in a data-driven way used to determine how the District can make an area better.

Ms. Ducommun was really taken by the report. She was impacted by the level at which Dr. Sally and his team delved into the guts of the organization and where there is room for improvement. She thought it was an honest and forthright statement about areas where New Trier can get better and noted it was a really strong leadership team who could talk about those areas in a public way like in this report. She noted that critical thinking was included and Dr. Sally stated that it was there to set the foundation for work in the 2020-2021 school year. Mr. Tragos, Assistant Superintendent for Curriculum and Instruction, has been working on that piece with Dr. Chimille Dillard, Director of Curriculum and Instruction. It is impressive and Ms. Ducommun has confidence in the group as a leadership team and everyone who will be a part of this.

Mr. Dronen encouraged Dr. Sally and his team to lean on Board Members or community leaders for strategy number nine, which is to identify existing partnerships. They may be willing to make that introduction with local businesses, village government or the park district. He thought this approach may be beneficial to the transition program. He also noted that this does not entirely fall to the responsibility of the school district, that parents could help with these sorts of introductions as well. Dr. Sally thanked Mr. Dronen for his thoughts.

Mr. O'Donoghue commented that he liked the logo as representation of the process itself. He went on to ask if this was a repetitive process or a linear one. Dr. Sally stated that it was an iterative process and the benefit of that is to be able to evaluate the progress each year and redirect the District if need be. The plan will allow the school to try new ideas and Dr. Sally is open to those that might not work perfectly and where redirection would be needed. It also allows for the school to adapt to changing context over the next ten years.

Mr. Robitaille's first impression of the Action Plan table was that it was too much, however, after further review he encouraged the team to continue to move forward as it will be a process of discovery and will involve learning if the Action Plan needs to be scaled back or scaled up. Mr. Robitaille noted that Dr. Sally has the understanding of the Board that the first year is going to be a little bit of an experiment. He went on to state that the outcomes column included very specific and tangible results while others did not. He encouraged Dr. Sally to make the outcome as tangible as possible in order to demonstrate achievement against the goal. Mr. Robitaille provided examples of goals he thought were tangible and others that he thought were not, and was curious as to the evidence that would be brought back to the Board in the cases of those outcomes that are less tangible. Dr. Sally commented that, yes, as the Annual Plan is approved, the Board will have a sense of what the outcomes in the areas will be. He gave the example that Mrs. Dubravec and Mr. Waechtler have already begun to line up their leadership team meetings that will cover certain topics and articles that they will bring to those teams. Finally, Mr. Robitaille noted excitement for this as the

vision of this being a living, breathing Strategic Plan, that would be added to every year, with bold efforts, would be adaptable and iterative, is that and more. He told Dr. Sally well-done to which Dr. Sally thanked him. Dr. Sally encouraged staff to think about participating, it is staff participation that is going to make this happen, especially with getting it into the classroom for teachers and into the offices for support staff. It is that participation that will make this a living and breathing actionable document. Dr. Sally will ask for volunteers and encouraged people to think about participating.

D. Concert Choir Trip to Germany/Czech Republic/Austria

Ms. Athena Arvanitis gave an overview about the proposed Concert Choir trip to Germany, the Czech Republic and Austria. Dr. Sally first noted that there will not be a vote on the trip at this meeting as it was a late add to the agenda. The Administration still wanted a sense from the Board if the proposal is something that should be brought back in April for their approval as international travel requires their approval. Ms. Arvanitis noted that the trip, organized by the Music department, would take place during Spring Break 2020 and it is customary to ask for Board approval of the destination a year in advance. This is a performance and cultural tour where Western music began and was developed. The 2019-2020 curriculum, if the trip is approved and there are enough students traveling, will be modified to reflect the tour experiences by matching music roots of the countries that will be visited. Teachers will need time to make those curriculum changes. Students will perform multiple times while in all three countries. There are several criteria that New Trier considers when organizing trips. One major area is that the travel organization that is used by the group is approved by the District. The company is assessed by their references, along with liability and travel insurance policies that are held by the company, plus the level of support they offer the group when they are out of the country. There are no travel warnings, another benchmark for the District, to any of the proposed countries. The cost of the trip is \$3,900. Mr. David Ladd, Music Department Chair, is currently researching fundraising opportunities and financial assistance that could be available to families that may need help so that their students could participate.

Mr. Robitaille asked for any questions and noted that the Board would vote at the April meeting. He reiterated that the Administration and the Music Department would like a sense of where the Board's thinking is at in respect to this.

Ms. Goldstein inquired how many students this trip would be available to. Her biggest concern is for those students who would not be able to financially afford the trip. Ms. Arvanitis responded that approximately 25 to 40 students would attend, that includes offering the opportunity to those students currently in Concert Choir and those who would be in the class next school year. She noted that a lot of work has been done to help offset costs for those families who need it. This includes donors and those who need financial help apply through the New Trier Fine Arts Association. There are also internal donors who solely support students who wish to travel internationally. In the past, donors have been able to offer up to 50% support of the cost to families who demonstrate significant hardship. Donors are not always able to commit yearly, but Ms. Arvanitis noted that this has been the average over the past five to seven years. Mr. Robitaille then inquired if any students have not been able to go due to financial considerations, Ms. Arvanitis believes a good job has been done to identify those students and replied that, to her knowledge, the answer is no.

Mrs. Dubravec also noted that she and Ms. Arvanitis, along with Mrs. Ami Campbell, New Trier Fine Arts Association President, and Ms. Ducommun have worked to encourage the teachers in the program to communicate as early as possible with families and to think about different fundraisers long in advance to provide students with many opportunities to help support the trip. This also gives enough time for the school to determine any additional resources without relying on particular funding sources for all of the costs, which was a past trend. Ms. Ducommun also added that by knowing about the trip well in advance, students are able to plan their summer work and are able to set money aside.

Ms. Albrecht inquired how this compares to the other trips that have been taken, such as when the orchestra went to Australia, Italy or the Oxford Summer Trip. Dr. Sally clarified that Ms. Albrecht's question was in terms of cost, which it was. Ms. Arvanitis replied that it is comparable to less than. This is due to cost savings as instruments do not have to be taken and transported via planes and tour buses. There is additional cost savings due to the timing of the trip as spring break is cheaper to go to Europe than during the summer.

Ms. Albrecht then asked if the Concert Choir students had not been able to go on the other trips and if it is a new idea to focus on Concert Choir. Ms. Arvanitis replied that if a student was in more than one music area such as Concert Choir and orchestra, they would have an opportunity for more than one trip. Ms. Albrecht then asked if this was a

new segment for just Concert Choir. Ms. Arvanitis responded that the last trip was a domestic one. Ms. Sarah Kropski, Project Specialist for the Media, Speech and Theatre Department and Music Department and President of the New Trier Educational Support Professionals Association, who was in the audience, noted that the last trip for Concert Choir was to Washington, D.C. Ms. Ducommun noted that there was also a vocal component to the Australia trip. Ms. Albrecht said it sounded fabulous and she liked the itinerary. Mrs. Dubravec also noted that conversations have taken place with the Music Department faculty about what the arc of the four-year experience looks like for a student who will be joining the program. This gives parents an idea of what the different experiences look like for their students.

Ms. Ducommun asked if the temperature of the group should be taken, noting that she thought it is a great idea and is a reasonable price, is well laid-out especially with the tour operator from start to finish, including their references and liability. Mr. Robitaille only had questions around if it was safe and does the school have programs to help students who can't afford it. He asked if the other members were generally okay with this and the Board members indicated that they were.

VII. Administrative Items

A. Treasurer's Report for February 2019

Mr. Johnson presented the February 2019 Treasurer's Report. The District is now at a point where it has a stable format for the report after several months of good feedback from the Board of Education and the Finance Committee. One additional change this month is that the 2017-2018 report for cash flow has been updated to match the 2018-2019 format for working cash, which is a request from last month, therefore making it easier to do a year over year comparison. On the report, cash and investment balances total \$98,355,629 for the month. The weighted portfolio yield continues to gradually rise as the District executes its investment strategy and investments with lower rates are replaced with higher rate investments. Interest income, as a result, continues to be high, with \$297,000 posted in the Education Fund last month, bringing the total for the year to over \$1.1 million, which is \$500,000 ahead of last year at this point.

B. Financial Reports for February 2019

Mr. Johnson reviewed the Financial Reports for February 2019. Operating revenue was \$69,426,830 for the first eight months, or 14.93% lower compared to \$81,612,342 last year. The District received large distributions of the 2018 tax levy this month, but the variance due to the early payments in January 2018 are still evident. The budget has a 3.01% increase in operating revenue for the year. The District expects to catch up soon as it is seeing tax payments submitted which will be reported in the March report. Operating expenditures were \$63,433,092 through February, or 2.40% higher than last year's \$61,944,000. The budget for operating expenditures is 2.80% higher than the 2017-18 fiscal year. This is well within acceptable ranges on the operating expenditures side as the District enters the final quarter of the year.

Mr. Robitaille asked for any questions on either report. Ms. Albrecht reiterated that finally, next month, the year-to-date, will catch up with the revenue from the year before. Mr. Johnson agreed and said he has seen two or three distributions of \$20 million this month, which Mr. Myron Spiwak, Director of Business Services, is also watching. Mr. Johnson noted that last year was a unique, one-time situation with the change in the tax law. Mr. O'Donoghue inquired about the historical cash balances for 2018 fiscal year, with Ms. Albrecht confirming that it was due to the ability to pre-pay one's property tax.

C. Board Policy – First Reading (2-80 Board Ethics)

Dr. Sally, Assistant Superintendent for Curriculum and Instruction, presented the first reading on Board Policy 2-80 Board Ethics. The Board Policy Committee reviewed this policy and the main intent was to revise it to reference the oath of office that needs to be taken, although it was implied in the policy, the oath has recently changed, so in working with the District's lawyers, modifications were made to the policy. Wording changes were made on the second page of the document which was last reviewed in 2006. The categories were updated pertaining to the development of educational programs which meet the individual needs of every student. Additions included sexual orientation, gender and disability. Dr. Sally noted that it should be gender identity, not simply gender, to which Ms. Goldstein agreed.

Mr. Robitaille asked for any questions or comments. Mr. O'Donoghue asked if the changes were based on state law changes or from the Policy Committee. Dr. Sally replied changes were based on both. Mr. O'Donoghue noted that he did not like the last sentence under number five. He thought that the updated verbiage of "respect the community's investment in and financial commitment to the school district" did not fully cover the intention of the goal,

particularly when the last part of “are within the financial constraints of the community” was removed. He thought that the new wording does not fully articulate how the community can handle the ask. Mr. Robitaille concurred, stating that he thought the original version said that the District would stay within its means, but with the removal of the last part of the sentence, that is no longer evident.

Dr. Glucksman, who is a member of the Board Policy Committee, explained that the thinking of the committee was in regards to the word “constraint” and not in respect to the phrase of “living within our means,” but more the thought that the budgets are constrained as in there is not enough. The decision was one of wordsmithing, instead of law. Ms. Goldstein, also a member of the Board Policy Committee, went on to say that is why the committee decided to add the word “fiscally” in the first part of the sentence as a way to state that this is what the community expects financially. Mr. Dronen commented that he liked the new wording better than the previous wording. Dr. Sally then noted that the District is constrained by what it can ask for, not just the constraints of the community, but also of state law for what the District can levy. Mr. Robitaille noted that it feels as though something was lost with the wording change, although he is not particularly tied to the word “constraint”, it could be “limitations” or “financial realities.” Ms. Ducommun shared that she wondered what the school was trying to encapsulate in a policy and feels as though the school has moved out of policy and into some other area. Dr. Sally concluded by stating that the policy will return to the committee for further work and the next iteration will be brought to the April Board Meeting.

D. Calendar Update for 2019-2020

Mr. Robitaille asked for clarification on what changes had been made. Dr. Sally responded that the state has determined what the testing dates are for April 2020. He noted that the school aims to publish its calendar well in advance and at next month’s meeting, the 2020-2021 school calendar will be discussed. Dr. Sally has been in discussion with the township superintendents and New Trier’s calendar committee has been working on that particular calendar. April 14th and April 16th are the two official testing days.

Ms. Ducommun asked if there will be an alert so people know that they are changes to the calendar. Dr. Sally said that it will be noted.

Mr. O’Donoghue noted his appreciation for the calendar layout on page three of the document. Dr. Sally responded that it was the standard that the school has moved towards and will keep – with a more classic looking calendar, the twelve month look at the whole school year and finally some details around consistent dismissal times on special days; he thanked Mr. O’Donoghue for his comment. Ms. Ducommun also noted that this is consistent with the plan and the different types of learning that need to be accommodated.

Mr. O’Donoghue moved that the Board of Education approve the Calendar Updates for the 2019-2020 school year as presented. Ms. Goldstein seconded the motion. Upon a roll vote being taken, the members voted as follows:

AYE: Ms. Goldstein, Mr. O’Donoghue, Ms. Albrecht, Mr. Dronen, Ms. Ducommun, Dr. Glucksman, Mr. Robitaille

NAY: none

The motion passed.

E. Superintendent’s Contract

Mr. Robitaille presented on the Superintendent’s Contract, particularly for the benefit of the community and public. In the past few Closed Session meetings, the Board has discussed Dr. Sally’s contract. Mr. Robitaille then provided some background information on the Superintendent search. Dr. Sally was selected and on July 1, 2017, he entered a three-year contract. The Board recently evaluated Dr. Sally’s performance. Mr. Robitaille noted that the Board has been very happy with Dr. Sally’s performance, but more importantly, that the District and the community have been very happy with the way that Dr. Sally has jumped into this job with both feet, taken over the leadership role of the organization and has completed some very significant tasks, items and initiatives for the District in the less than two years that he has been on the job.

Although this is the second year of a three-year contract, it is customary, as long as the Board, District and community are satisfied with the performance of the Superintendent, to not wait until the last day of the expiry of the contract, so therefore, the Board has decided to not wait until next year to renew his contract. This is also an

opportunity to signal to the school and community that the Board of Education has high confidence in Dr. Sally and a strong belief he is the right leader for the District. Mr. Robitaille continued that Dr. Sally is off to a wonderful start as New Trier's Superintendent, he successfully transitioned the Winnetka Campus into its new building, and established a strategic planning process that will give the District clear priorities over the next decade and this contract will give the District the stability, continuity and leadership to put this plan into action. The Board of Education offered Dr. Sally, and he has accepted, a five-year contract, understanding though that the contract is subject to an annual performance review and is subject to annual goals that the Board of Education and Dr. Sally, with the help of the staff, set and are measured against every year. There will an informal mid-year review against the goals with a final year-end review against them as well. Compensation has been set that is consistent with Dr. Sally's peer group. There are eleven schools that New Trier compares itself to on the North Shore and other areas. One school just recently hired a Superintendent, so there was no data regarding salary from that school. When one looks at the total compensation of the first year of Dr. Sally's five-year contract, it will place him eighth out of the group of eleven, and number eleven does not have compensation, so Dr. Sally is eight of ten in terms of his ranking within his peer group of other Superintendents. Dr. Sally is very comfortable with the compensation package that has been offered and has accepted it. The Board is comfortable that Dr. Sally's salary is at least where it should be relative to his peer group. Mr. Robitaille then invited the other Board members to add their thoughts.

Dr. Glucksman noted that in the educational system there are two challenges – recruitment and retention. The recruitment involved a national search firm. After much scrutiny, and a lot of community involvement and focus groups, Dr. Sally was chosen. The retention piece is what is being discussed tonight as when a District finds someone really great, it does not want that person to leave. As the Board President mentioned, it is performance-based and is metric driven, with extreme accountability which brings the discussion to the New Trier 2030 plan. Dr. Sally developed goals that were approved by the Board that tightly link to the Strategic Plan which involves a great deal of accountability. Personally, Dr. Glucksman noted he is delighted with the outcome.

Ms. Goldstein then added that there was a wide search with several good candidates. The Board felt that Dr. Sally stood out, but also wanted to maintain their objectivity, as it is hard not to pick the person that one knows and has been at the school for so long with their history and connections. She feels that the Board was good about that and Dr. Sally has still shined above everybody else. One concern was when a person is a peer with others and then becomes their leader, there can sometimes be disconnect or uncomfortable situations. From what Ms. Goldstein has seen and heard, it has been a great transition and great leadership not only for the administration and the Board, but for the community. Dr. Sally's connections are only growing. Ms. Goldstein noted her support.

Mr. Dronen, so as to spare Dr. Sally any further embarrassment from the Board's kind words, noted that he would not say anything. Ms. Ducommun noted likewise that she was in complete agreement. Mr. Robitaille thanked the Board for their support in the process.

Ms. Ducommun moved that the Board of Education approve the Superintendent's Contract as presented. Ms. Goldstein seconded the motion. Upon a roll vote being taken, the members voted as follows:

AYE: Mr. O'Donoghue, Ms. Albrecht, Mr. Dronen, Ms. Ducommun, Dr. Glucksman, Ms. Goldstein,
Mr. Robitaille

NAY: none

The motion passed.

Dr. Sally then shared that he was thankful for the support of the Board, the community, and the staff. He also thanked the administrative team for all of their support.

VIII. Consent Agenda

- Bill List for the Period, February 1 – 28, 2019
- Personnel Report (Appointments, Change of Status, Resignations, Retirements and Stipends)
- Board Policy – Second Reading (6-230 Library Resource Center and 7-200 Student Discipline)
- IHSA Renewal 2019-2020

Mr. Robitaille asked if any Board member would like to remove items from the Consent Agenda for separate discussion. No one requested to remove an item for separate discussion. Ms. Ducommun moved that the Board of Education approve the Consent Agenda which includes: Bill List for the Period, February 1 – 28, 2019; Personnel Report (Appointments, Change of Status, Resignations, Retirements and Stipends); Board Policy – Second Reading (6-230 Library Resource Center and 7-200 Student Discipline); IHSA Renewal 2019-2020. Mr. O’Donoghue seconded the motion. Upon a roll call vote being taken, the members voted as follows:

AYE: Ms. Albrecht, Mr. Dronen, Ms. Ducommun, Dr. Glucksman, Ms. Goldstein, Mr. O’Donoghue, Mr. Robitaille

NAY: none

The motion passed.

IX. **Board Member Reports**

Mr. Dronen met with the *Special Education Parents Group* on March 13th. It was announced that parents and District personnel met to agree on procedures for maintaining the Adult Plan and Guidelines Handbook. Updates will be made twice a year and will be coordinated by a small group of parents along with New Trier Administrators and faculty. Ms. Joanne Panopoulos, Assistant Superintendent for Special Education, also announced that the District will move forward with a new job skills program that will be on premise. A formal announcement will be sent out soon. Ms. Diane Wojcik, Special Education faculty, provided an overview of transition and vocational services at New Trier.

Mr. Dronen reported on *All-School Forum*. The meeting topic was food and the students were asked a variety of questions about nutrition, cost, variety of food choices, what they would like to see on the menu, how many times they visit the student cafeteria on a weekly basis, what can they share about the food service employees, if they could identify any issues or do they have any suggestions and lastly, what is their most purchased item. Mr. Dronen asked if it is known what item is purchased most and Mrs. Dubravec responded that it was French fries.

Ms. Ducommun shared that she has been on a tour of the *New Trier Parents’ Association* meetings, she started with the freshmen, followed by the sophomores and seniors and will visit the juniors’ meeting in the near future. The freshmen parents noted that they would like an email blast after each Board meeting, and they would also like Board Members’ email addresses included. Parents also questioned why 9th period clubs needed to meet every day of the week as it would free up some scheduling constraints.

Ms. Albrecht noted that the *Facilities Steering Committee* met and discussed the fifteen year facilities plan, which will not be locked in, but will give the District a roadmap of the stages of its facility needs. The committee also discussed potential upgrades to some Athletic facilities.

The *New Trier Educational Foundation* sponsored the Alumni Achievement Awards last week. Ms. Albrecht noted how wonderful it is to hear about their time as students at New Trier and shared an anecdote that one of the alumni told at the dinner.

On Tuesday, March 19th, Ms. Albrecht will attend the *Communications Committee Meeting*. Ms. Niki Dizon, Director of Communications, will led the meeting which will focus on community engagement. Ms. Albrecht will report back at the next Board meeting about what was discussed.

Ms. Goldstein noted that the *Board Policy Committee* will go back to the drawing board regarding the policy that was discussed earlier in the meeting.

Ms. Goldstein mentioned that she, Dr. Hayes and Dr. Sally met today with some members from the *HEROS group*. Their conversation went along with the Climate Survey as well as the Culture, Climate and Equity portion of the Strategic Plan. There were many good ideas discussed for next steps.

Ms. Goldstein reported on *NSSSED*. They hired a new CSBO which is the financial officer, and they named a long-time North Shore Academy administrator as the new principal due to the retirement of the current principal. The meeting also included a professional development presentation by a former New Trier parent regarding funding, or lack thereof, in Illinois for adults with developmental disabilities as a way to raise awareness. Fellow Board members

also received the presentation for their review.

Dr. Glucksman attended the Go Green Wilmette event on Sunday, March 10th. He was struck by the different booths that were there that were solely student-driven from New Trier. They included the environmental club, advocates for recycled clothing, the White Dress Project and the Natural Resources Defense Council.

X. Calendar of Events & Board Members' Requests for Staff Research and Future Agenda Items

Mr. O'Donoghue noted that the April calendar did not have the Special Meeting on it; Ms. Ruston noted she would update the document.

Calendar of Events: Dr. Sally highlighted the following dates:

- The Alumni Achievement Award dinner. Dr. Sally thanked the New Trier Educational Foundation and noted it was a wonderful evening
- He thanked Ms. Dizon and her team for their work on the Annual Report; each household in the community should have received the report. Dr. Sally has received many compliments and has had several conversations regarding it. He is glad that people are reading it as it contains a variety of good information.
- Two upcoming parent events: The first is on Thursday, March 21st at the Northfield Campus regarding Adolescent Mental Health and Depression. Information has been sent out and expert panelists from the area will join the discussion. The second parent night will focus on the topic of Tech and Parental Controls. That event will take place at the Winnetka Campus on April 8th.
- Spring Break will take place from Monday, March 25th through Friday, March 29th.
- State testing will take place on April 9th and April 11th.
- The next Board Meeting will be on Monday, April 15th.
- There will be a Special Board Meeting on Monday, April 29th. At this meeting, the District will say goodbye to Ms. Goldstein and Mr. O'Donoghue and welcome new members and reform as a new Board.

There were no requests for Staff Research and Future Agenda Items.

XI. ADJOURNMENT

Mr. O'Donoghue moved and Ms. Ducommun seconded the motion to adjourn. Upon a voice vote being taken, all members indicated they were in favor.

The meeting adjourned at 8:45 p.m.

Respectfully submitted,

Lindsey Ruston, Secretary

Gregory Robitaille, President