

**North Boone Community Unit School District No. 200**  
Minutes of the Special Meeting of the  
Board of Education  
District Office  
6248 North Boone School Road, Poplar Grove, Illinois 61065  
Thursday, March 14, 2013  
6:00 p.m.

**CALL TO ORDER AND ROLL CALL**

The Special Meeting of the Board of Education was called to order at 6:30 p.m. by President Don Ward. The following members were present:

Present: President Don Ward, Vice President Denise Balsley, Treasurer Laura Zwart, Mr. Collin Crull (arrived 6:18 p.m.) and Mrs. Amy Morris  
Absent: Secretary Tom Kinser and Mr. Glen Gratz

**AUDIENCE TO VISITORS**

*(No Audience to Visitors)*

President Ward appointed Mrs. Amy Morris Secretary *Pro Tempore* in Mr. Kinser's absence.

**APPROVAL OF AGENDA**

A motion was made by Mrs. Zwart and seconded by Mrs. Balsley to approve the Agenda. The motion was carried by unanimous voice vote.

**NEW BUSINESS**

A. Review of New Proposed Teacher Evaluation Process

Dr. Baule stated that the following is an overview of the PERA (Performance Evaluation Reform Act), which required a change in teacher performance ratings this school year and full implementation of PERA by 2015 or 2016. The new teacher evaluation ratings now used are:

- Excellent
- Proficient
- Needs Improvement
- Unsatisfactory

The previous three-point evaluation model was confusing, and both teachers and administration supported the change. Dr. Olds and Mrs. Hanaman were selected to chair the development of this plan. After piloting the new evaluation plan, the final draft will be presented to the Board in June or July for approval.

Mrs. Olds added that this process was not driven by administration but was fully supported and participated in by the teachers. Information on the proposed teacher evaluation plan can be found on the district website at:

<http://www.nbcusd.org/documents/Teacherevaluationdocumentd200.pdf>

The team used Charlotte Danielson's "Enhancing Professional Practice: A Framework for Teaching," a research based set of components of instruction, as the framework for the development of the new plan.

Mrs. Roen explained why and how the new plan was developed and Mr. Nicky explained the basis for the plan and described its different components. Mr. Wesbecher then spoke about the next steps to be taken, the four-point rating system and the evaluation process, including the advantages of the informal observations.

Mrs. Hanaman explained where the district would go from here, piloting the new evaluation system and implementation this fall.

Mrs. Abbeduto added that the proposed new teacher evaluation plan was reviewed for all teachers at the recent Teacher Institute day on February 22<sup>nd</sup>.

Dr. Olds introduced the committee who worked on this plan:

Mrs. Lindsay Abbeduto, Assistant Principal, NBUE/NBMS

Mrs. Pam Boens, Kindergarten Teacher, Manchester Elementary

Mr. Shawn Brady, Social Studies Teacher, NBHS

Mrs. Kelly Hanaman, Science Teacher, NBMS

Mr. Andrew Nicky, Special Education Teacher, PGE

Mrs. Renee Roen, 5<sup>th</sup> Grade Teacher, NBUE

Mr. Michael Wesbecher, Computer Teacher, NBMS

Following are questions posed by Mr. Ward and replies thereto:

What will be the greatest benefit of this process?

- Teacher reflection on certain components of the evaluation in which improvements can be made.
- It is much more difficult to get an excellent thereby challenging the teacher to work harder to get an excellent.
- Development of common forms to be used throughout the district.
- A standardized evaluation plan for all teachers.

What are some of the challenges?

- More work for administrators.
- More record keeping.
- More "formalized" informal observations.
- More conversations between teachers and administrators.

What are the benefits to administrators?

- The chance to work more with teachers to help them be their best.

Dr. Baule stated that the new evaluation plan will be difficult for the best of teachers and is actually a review of a teacher's entire professional practice over the year.

He added that a similar program was established for principal evaluations beginning this year.

Dr. Olds clarified that administration did not choose the committee based on the school at which they worked but rather on their area of education. Volunteers were also requested, and none were turned away. Also, in the development of this plan, information was shared with everyone.

Dr. Baule explained that all administrators were required to be trained and pass exams on five different modules of the evaluation plan. Because of changes implemented by the state, evaluations now bear much more weight than they used to. Staff is now RIF'd by evaluation rather than by seniority. This new evaluation model is much more complicated and a whole new vocabulary is needed for the meaning of the rubrics.

Mrs. Zwart expressed how impressed she was at how collaborative everyone has been in the development of the new evaluation plan.

Mrs. Hanaman added that a major part of the rating for excellent is student driven. The struggle is to increase student achievement.

Dr. Baule added that students are also developing goals, and that helps bring up their scores. Students have to be doing a lot in order for a teacher to be rated excellent. This is a learning process for everyone.

Mr. Ward thanked the teachers and administration for their hard work and added that there is Board member training to go along with this. Every Board member will be required to take a four-hour course.

## 2. Review of 1:1 Tablet Pilot

Mrs. Abbeduto presented a PowerPoint review of the 1:1 tablet. She stated that Project RED (Revolutionizing Education through Technology) was a great resource for the team as they moved through this process. Following are some of the motivational reasons for using the 1:1 tablet:

- Student engagement
- Student productivity
- Immediate feedback to the teacher
- Student success
- Increased scores
- Better attendance
- Lower discipline problems
- Reduce dropout rates
- Reduction in use of paper
- Money savings
- Parents no longer have to purchase expensive graphing calculators

Dr. Olds handed out the following documents:

- Byron CUSD 226 – School Laptops – Responsibilities and Terms
- Leyden CHSD 212 – 1:1 with Chromebooks

Dr. Baule noted the urgency for all students to develop computer skills, as those skills will be required for PARCC testing scheduled to be implemented in the spring of 2015.

Mrs. Abbeduto listed the team members who worked on this project:

Mrs. Elizabeth Blackmer, Special Education Teacher, NBMS

Mrs. Jane Lenser, District Media Specialist

Mrs. Linea Lerch, Language Arts Teacher, NBMS

Mr. Randy Porter, IT

Mr. Jerry Rudolph, IT

Mr. Robert Ullrich, Social Studies Teacher, NBMS

Mr. Jason Williams, Science Teacher, NBMS

Mrs. Abbeduto distributed ASUS tablets to the Board members. She explained that the IT staff obtained a variety of tablets for staff and administrative review. The ASUS tablet was selected as the best fit the needs of our students. A single uniform technology platform is necessary in order for teachers to have more time to teach rather than address several different devices. The life of the tablet is approximately four years.

During this process, several staff members visited Huntley and Byron Middle School to observe their use of 1:1 with tablets and laptops. Messrs. Williams and Ullrich spoke about their experience visiting these schools. The team members determined that the tablet is the mobile computer of choice.

Mrs. Abbeduto stated that they expect to implement the tablets over the summer and anticipated holding several mandatory parent meetings. The pilot program will include all 7<sup>th</sup> grade students and their parents. At first, the tablets will be kept at school but that will change as teachers experiment with online assignments and students become familiar with the devices. If the pilot program is successful, the goal is to ultimately provide tablets to all 5<sup>th</sup> through 12<sup>th</sup> grade students. How this will be implemented has not yet been decided.

All staff will receive training on the selected LMS in June, and any interested teachers will attend the Huntley Tablet Academy in July.

As requested, Mrs. Abbeduto and her team will develop quantitative rates for determining success.

Mr. Ward stated that in the process of developing the budget, the Board members struggle with what they can do to increase student achievement and still have a balanced budget.

Mrs. Abbeduto offered to set up visits for any Board member who would like to observe the 7<sup>th</sup> grade pilot classrooms.

Mrs. Zwart and Mrs. Balsley stressed the importance of continuing the computer rotation.

The floor was then opened to community member for the questions and/or statements.

**ADJOURNMENT**

A motion was made by Mrs. Balsley and seconded by Mrs. Zwart to adjourn the meeting at 9:18 p.m. The motion was carried by unanimous voice vote.

**PRESIDENT** \_\_\_\_\_ *Don Ward* /S/  
**Don Ward**

**SECRETARY PRO TEMPORE** \_\_\_\_\_ *Amy Morris* /S/  
**Amy Morris**

**APPROVED:** 5-6-13