

# ILLINOIS STATE BOARD OF EDUCATION MEETING

November 18, 2011

10:30 a.m.

Hyatt Regency Hotel  
Truffles Room (Blue Level, West Tower)  
151 E. Wacker Drive, Chicago, Illinois

This meeting will also be audio cast on the Internet at: [www.isbe.net](http://www.isbe.net)

## AGENDA

### I. Roll Call/Pledge of Allegiance

A. Consideration of and Possible Actions on Any Requests for Participation in Meeting by Other Means

II. **Public Participation** (*Those speaking to Part 50 will be asked to wait until the agenda item is called.*)

### III. Resolutions & Recognition

### IV. \*Superintendent's Report - Consent Agenda

All action consideration items listed with an asterisk (\*) are considered to be routine and will be enacted in one motion and vote. Any board member who wishes separate discussion on any item listed on the consent agenda may remove that item from the consent agenda, in which event, the item will be considered in its normal sequence.

A. \*Approval of Minutes:

1. Special Meeting - October 12, 2011 (*pp. 2-3*)
2. Plenary Session - October 20, 2011 (*pp. 4-8*)
3. Ad Hoc Rules Committee of the Whole – October 19, 2011 (*pp. 9-10*)
4. Board Operations Committee of the Whole: October 19, 2011 (*p. 11*)
5. Education Policy Planning Committee of the Whole: October 19-20, 2011 (*pp. 12-13*)
6. Finance & Audit Committee of the Whole: October 19, 2011 (*pp. 14-15*)

### *End of Consent Agenda*

### V. Rules for Initial Review

A. New Part 50 (Evaluation of Certified Employees) (*Vicki Phillips*) (***begins on p. 16***)

### VI. Announcements and Reports

1. IBHE Liaison Report (*Dr. Proshanta Nandi – unable to attend*)
2. P-20 Council Report (*Joyce Karon*)
3. Superintendent's/Senior Staff Announcements
4. Chairman's Report
5. Member Reports

### VII. Information Items

A. ISBE Fiscal & Administrative Monthly Reports (*available online at*  
[http://isbe.net/board/fiscal\\_admin\\_rep.htm](http://isbe.net/board/fiscal_admin_rep.htm))

### VIII. Adjourn

This meeting will be accessible to persons with disabilities. Persons planning to attend who need special accommodations should contact the Board office no later than the date prior to the meeting. Contact the Superintendent's office at the State Board of Education. Phone: 217-782-2221; TTY/TDD: 217-782-1900; Fax: 217-785-3972.

**NOTE:** Chairman Chico may call for a break in the meeting as necessary in order for the Board to go into closed session.

**APPROVED**

**Illinois State Board of Education Meeting  
November 18, 2011**

**Chicago Location:** Hyatt Regency Hotel, Truffles Room (Blue Level, West Tower)  
151 E. Wacker Drive, Chicago, Illinois

**ROLLCALL/  
PLEDGE OF  
ALLEGIANCE**

Chairman Gery Chico called the meeting to order at 10:30 a.m. Mr. Chico asked Jean Ladage to call the roll. Dr. Christopher Koch, State Superintendent of Education was in attendance by phone. A quorum was present.

**Members Present in Chicago**

Mr. Gery Chico, Chairman  
Dr. Vinni Hall, Secretary  
Dr. Andrea Brown  
Mr. James Baumann  
Mr. Steven Gilford (*joined meeting at 10:39 a.m.*)  
Ms. Lanita Koster  
Ms. Linda LaBarre

**Members Absent**

Dr. David Fields

**RESOLUTION &  
RECOGNITION**

Chairman Chico recognized and welcomed Jim Carlson, Regional Superintendent from ROE #35, LaSalle County, Dianne Stempinski, Assistant Superintendent from ROE #17 DeWitt-Livingston-McLean Counties, John Meixner, Regional Superintendent from ROE #26 of Hancock-McDonough Counties and Patrick Durley, Assistant Superintendent of ROE # 43 of Marshall-Putnam-Woodford Counties.

**PARTICIPATION  
BY PHONE**

Chairman Chico announced that Superintendent Koch will be participating by telephone for this meeting.

**APPROVAL OF  
THE MINUTES**

**Motion:**

Ms. LaBarre moved that the State Board of Education hereby approves the minutes as presented in the consent agenda. Ms. Koster seconded the motion and it passed with a roll call vote.

**Approval of the Minutes**

The State Board of Education hereby approves the minutes for the October 12, 2011 Special Meeting, October 20, 2011 Plenary Session, October 19, 2011 Ad Hoc Rules Committee of the Whole, October 19, 2011 Board Operations Committee of the Whole, October 19-20, 2011 Education Policy and Planning Committee of the Whole and the October 19, 2011 Finance and Audit Committee of the Whole.

**End of the Consent Agenda**

**NEW PART 50  
(Evaluation of  
Certified  
Employees)**

Superintendent Koch expressed his appreciation to the Performance Evaluation Advisory Council (PEAC) and all those who have worked diligently to gather input on the proposed rules. Dr. Koch noted that ISBE takes the solicitation of public comment process very seriously and he feels these rules provide a good start for implementation of the Performance Evaluation Reform Act (PERA).

**STAFF SYNOPSIS**

Darren Reisberg commented that the Board will be asked today to adopt a motion authorizing solicitation of public comment on the proposed rules for Part 50 (Evaluation of Certified Employees under 24A and 34 of the School Code)

Mr. Reisberg updated the Board on the statutory context in which the agency is working:

January 1, 2010 the Performance Evaluation Reform Act (PERA) became effective when the state was applying for Race To The Top Funds (RTTT). As part of the effort to bolster Illinois' application for RTTT funds, the need to improve policies related to effective teachers and leaders was recognized. In fact, there was a push by the United States Department of Education on all states to improve their policies to ensure that all school have effective teachers and leaders, a critical factor contributing to student achievement.

A team was created representing a number of stakeholder groups; teachers unions, school management, our agency, reform organizations and legislators. The team worked together to draft and support legislation to improve teaching and leadership, and from that the Performance Evaluation Reform Act was created. The PERA incorporated student growth into the evaluations of teachers and leaders for the first time in Illinois history, which was a significant change.

Mr. Reisberg defined for the school districts the timelines for implementing that major policy shift that will be reinforced in the rules. He also pointed out when school districts should be incorporating student growth in to the evaluations as a significant factor and for whom.

Beginning with this coming school year (i.e. 2012-2013), school districts must implement these performance evaluations incorporating measures of student growth for principals and, as applicable, assistant principals.

The law, however, phases in the requirements for teacher performance evaluation systems as follows:

- Beginning September 1, 2012, at least 300 schools in CPS and in the remaining CPS schools by September 1, 2013.
- Those schools covered by funding under Section 1003(g) of Title I of the Elementary and Secondary Education Act ("SIG") awarded to their respective school districts, by the implementation date specified in the grant agreement;
- Beginning September 1, 2015, those school districts whose student performance ranks in the lowest 20 percent among all school districts of their type (excluding CPS); and
- Beginning September 1, 2016, the remaining school districts in the state and those schools in SIG districts not covered by those funds.

Senate Bill 7 tied major employment decisions to performance evaluations, and further stated that if a school district and their union are inclined to accelerate the timeline for incorporating student growth into the evaluation of teachers it can be done as soon as 2013-2014. Statute has laid out a process for the State Board of Education to get input from members of the Performance Education Advisory Council (PEAC) during implementation to ensure that evaluations are done in a way that is best for educators.

Mr. Reisberg noted that the Performance Evaluation Advisory Council will be laying out the minimum requirements for teacher evaluations and principal evaluations/assistant principal evaluations. Those minimum requirements are what the State Board will be considering for administrative rule during today's

meeting.

Mr. Reisberg discussed the PEAC recommendations as given to the State Board staff and then introduced Diane Rutledge and Larry Stanton, the two chairs of the Performance Evaluation Advisory Council.

Diane Rutledge spoke about the complexity of the process and pointed out that research continues to tell us that the most powerful way that we improve student achievement is by having qualified teachers and qualified leaders in our schools.

Dr. Rutledge mentioned that the rules work brings together the alignment of education reform efforts in the state of Illinois. Our work will continue with the Common Core Standards and Longitudinal Data System coming together to create this as an entire system for the state of Illinois. This is just one piece of the puzzle, but it is a big piece of that puzzle.

She stated that this process has worked because of the group of people that came together and were willing to give so much of their time, expertise and efforts. The PEAC is comprised of more than 30 people representing all facets of education in Illinois. There are principals, superintendents and many classroom teachers representing our unions. Special Education and Bilingual educators are represented and the process has been open to other interested parties.

The Council meetings included technical assistance from educational groups across the country bringing their expertise and providing foundational information. There were monthly meetings, webinars, conference calls and subcommittee work. The work was divided into three committees; a teacher, a principal and a technical/training committee. Dr. Rutledge commented that this is only the conclusion of Phase I as the proposed rules are brought to the Board. Following a short break in December the Council looks forward to getting back to work in January on Phase II.

Mr. Stanton commented that there were eighteen formal monthly meetings as well as public forums to solicit feedback. The public forums were attended by approximately 900 people. Mr. Stanton commented on the difficulty of the process for all stakeholders. Success is 10% about strategy and 90% about execution. Mr. Stanton indicated that there is concern over the measures being accurate enough to assess student growth from year to year and whether there is time to adequately train people. Mr. Stanton commented that it seems like we are headed in the right direction, but we all recognize that implementation is going to be a big challenge. Those challenges require due diligence as that execution is where this process will live or die, or be useful to our children.

Linda Tomlinson, Assistant Superintendent for Support Services for All Schools introduced Vicki Phillips who was hired last January as Project Administrator to start the work on this process. Ms. Phillips came to ISBE as a former principal and has now accepted the position as Division Administrator for Educator and School Development.

**PUBLIC  
PARTICIPATION**

**Tim McCollum** a member of the Advance Illinois Educator Advisory Council shared with the Board a report titled "*Advance Illinois Every Student World Ready Transforming Teacher Work*". Mr. McCollum stated that the report is a result of two years of discussion on what they feel it will take to transform teaching. They have created what they consider to be their blue print on how to professionalize education careers; rethink the workplace, stressing and supporting collaboration, innovation, leadership, continual change and attracting the best and brightest, all

toward better results for students. In the report they outline four guideposts: 1. Effective Collaboration, 2. Shared Leadership & Responsibility, 3. Professional Learning & Continuous Growth and 4. Elevated & Evolving Careers. They believe that by following these guidelines Illinois can maximize the impact of recent education reforms. Mr. McCollum thanked the Board for their time.

**Peggy Allan**, the 1989 Illinois Teacher of the Year, Milken National Educator and the immediate past President of the National State Teachers of the Year, provided the Board with information on the collaboration involved in the report.

**Melissa Sievers**, a Special Education and Language Arts Teacher and a finalist for Teacher of the Year in 2009, spoke on Guidepost 1-Effective Collaboration. Ms. Sievers discussed the time teachers will have in the new plan to think, collaborate and plan during their work day.

**Anne McKenna**, a 2<sup>nd</sup> grade bilingual teacher and the 2010 Kohl-McCormick Early Childhood Award winner, discussed Guidepost 2-Shared Leadership & Responsibility. There are few formal systems for a teacher to take on leadership roles or to gain support for their administrators and their callings. Where teacher leaders do exist, they are not always free from other duties to support other teachers.

**Peggy Allan**, explained that the Advance Illinois Report has set up clear objectives to identify and support teacher leaders and ensure that those who have the title, role and responsibilities have the right skills and content knowledge, to support others.

**Carol Bros**, a Golden Apple Fellow of 2008, Apple Distinguished Educator 2009, Google Certified 2008 and Illinois Music Teacher of the Year 2008, spoke on Guidepost 3-Professional Learning & Continuous Growth. Much of teacher professional development is predetermined and not necessarily connected to an individual teacher's need to grow and meet their goals. Teachers spend too much time on vendor-driven trainings focused on technical aspects like inputting assessment data, then fine-tuning or working on new technologies or new strategies specific to a target group of students or a new content.

**Jonnia Jackson**, a McCormick Foundation nominee stated that in the Advanced Illinois Report teachers can advance in their careers without leaving the classroom. There is more than one job description for a teacher. Innovative teachers are given flexibility to advance professional expertise like curriculum development or linking with communities and families to respond to local needs, or collaborating with the district and state policymakers to ground policy and practice. Teachers are encouraged to expand their impact beyond their own classrooms and their contributions are recognized throughout their careers.

**Sue Walter**, Union Professional Development Director for the Illinois Federation of Teachers (IFT), was at the board meeting representing IFT President Dan Montgomery, and their board. Ms. Walter stated that she wanted to address some of the major issues with the Part 50 rules but that she would also be providing detailed written comments during the public comment period.

Ms. Walter commented that throughout the many months of PEAC meetings, the IFT/CTU representatives on PEAC have contributed many hours of their time to ensure that their teachers and the students they teach will benefit from the changes being made to teacher evaluation systems. It has been their hope that the administrative rules and any other guidance documents developed by the

State would provide enough direction to districts, without being overly prescriptive and they believe this hope has been achieved in the rules before the Board in relation to the teacher practice section of the teacher evaluation.

However, they have some concerns that the student growth section of the teacher evaluation rules does not yet provide enough guidance to districts in order for them to effectively design fair and effective teacher evaluation systems. The student growth section should continue to be reviewed and discussed by PEAC with the assistance of assessment experts that are doing this work throughout the country.

Ms. Walter also went on to speak about three major issues which they hope will be revised before the final rules are adopted.

First, she said they appreciate the inclusion of a phased-in approach to the minimum percentage of student growth as a significant factor in teacher evaluations. However, all districts should be provided an opportunity to phase-in the percentage of student growth over a three year period, not just the districts /schools that are required by law to implement performance evaluations first. Therefore, the phase-in of the percentage of student growth should not be connected only to specific calendar years during early implementation.

The second concern IFT has also relates to the phased-in approach. They feel the minimum percentage of student growth should be 20% (not 25%) in each of the first two years and 30% in the third year of implementation.

The third issue they believe should be revised is the section on evaluator training. The evaluator training subcommittee of PEAC spent a great deal of time coming to agreement on the competencies of qualified evaluators. In the current draft of the rules, the required competencies are divided into two sections; evaluating student growth for teachers and evaluating professional practice for teachers. IFT believes it makes sense for critical competencies recommended by the subcommittee to be listed for both growth and practice. (Example: demonstrating a high rate of inter-rater reliability is in the practice section but not the growth section.)

Ms. Walters stated that there are many critical issues that must be addressed by PEAC in the coming months in order for IFT members to feel confident that the new evaluation will be fair, effective and contribute to their professional growth and the achievement of their students. Many of these issues have been discussed by PEAC but recommendations have not been made that would allow them to be included in the rules at this time.

Ms. Walter thanked the members of the Performance Evaluation Advisory Council including co-chairs Diane Rutledge and Larry Stanton. She also recognized Superintendent Koch, Shelley Helton, Vicki Phillips, Linda Tomlinson, Susie Morrison and Darren Reisberg for their leadership and guidance throughout the process. In closing, she thanked the Board for their time and stated that IFT is committed to working with the Illinois State Board of Education and to supporting the continuing work of the Performance Evaluation Advisory Committee in the coming months.

**Mr. Daryl Morrison**, Education Policy and Agency Relations Director for the Illinois Education Association (IEA), expressed IEA's appreciation of the collaborative nature of the process and their pride for being a part of PEAC. They realize it is complicated and difficult work, but believe the process will result in improved evaluation systems for teachers and principals.

Mr. Morrison noted that the IEA is in agreement with the teacher practice/ observation rules and also agrees with the statements made by Sue Walter on behalf of the Illinois Federation of Teachers. He also shared the following points:

The IEA appreciates the phase-in of student growth in teacher evaluations. This recommendation is a result of the PEAC sub-committee's discussion through phone conferences and webinars with assessment experts from all over the country. Every one of the experts advised the phase in of this part of the evaluation system and to lower the stakes as districts implement. This is due to the newness of the field and the absence of research that can assure us that these assessments are reliable and to avoid making serious mistakes that affect the livelihood of teachers. In light of that advice we would like to see the phase-in period extended to all districts as they implement, and not to end at the end of 2014. This will ensure that these systems are implemented correctly, and accomplish everything that these new evaluations are intended to accomplish.

In addition, the experts recommended a lowering of the stakes during the phase in period. The feedback IEA received from the educator forums and thousands of educators reiterated that same point by indicating that they thought the 30% number was too high. IEA believes that student growth should be at 20% during the phase-in period.

Finally, Mr. Morrison added that there is nothing more important to teachers in this process than the quality of the evaluators. Therefore, the training and the pre-assessment certification process is critical. We want to ensure that all the competencies in the student growth section of the training rules remain. The PEAC training subcommittee worked hard on this and we want to add back the competencies that may have been inadvertently dropped when the rules were drafted. Mr. Morrison thanked the Board for their time.

**Mary Anderson**, Executive Director of Stand for Children Illinois was accompanied by their Policy Director, **Jessica Handy**. Ms. Anderson stated that they recognize the incredible amount of work that ISBE staff and the PEAC members have gone through in order to engage the public into drafting these rules. They expressed appreciation for the commitment to meeting the guidelines outlined in PERA. However they wished to share two areas of concern:

During the phase-in period, the definition of significant factor for purpose of incorporating student growth is weakened to the point that it is almost negligible. (Example: When 25% growth is used an educator with proficient or excellent practice ratings would never receive an evaluation other than proficient or excellent, even when student growth is completely unsatisfactory.) We recognize that this will affect relatively few schools, however it is critical that this not become a slippery slope to further dilute the student growth component. Ms. Anderson strongly encouraged the Board against further compromising this credible component.

Secondly, Ms. Anderson pointed out that students with high mobility rates are extremely vulnerable as they are students who are homeless, have insecure housing and come from low income homes. They understand that Phase 2 of the PEAC rules drafting process will address implementation issues around ELLs and students receiving Special Education services. They urged PEAC and ISBE to include provisions to protect students with high mobility rates. Without a rule in place, districts will be permitted to exclude students with high truancy rates or who enter mid-year from these growth calculations. Ms. Anderson stated that they understand the need for fairness; but the benefit of the student must remain at the

forefront of this discussion. She thanked the Board for the opportunity to present to them today and they look forward to continue working cooperatively in this process.

**Jason Leahy**, Executive Director of the Illinois Principals Association reported that the IPA will be commenting on the rules in writing and thanked all of those involved, the PEAC group for their leadership in this process. He stated from IPA's perspective they do agree with the two unions IFT/IEA with regards to being very careful in this process of clarifying student growth factors and their impact on the overall evaluation process. He said he sees the development of these rules in this process as being a beginning. As the study continues he encouraged the Board to watch this very carefully as this is new territory nationally, and our colleagues across the country don't have a lot of answers either, and they are turning to us with the same questions. As we study and research these rules he hopes there will be opportunities for modification to ensure the best outcome for the educator, principals and teachers.

Mr. Leahy said he also wished to speak as a parent: As a parent and thinking about the children ultimately being the recipients of work that is being done, Mr. Leahy cautioned against zeroing education down to just the test scores, and as a parent, he will not appreciate it if his children's teachers are looking at them as a test score and worried about what their scores are looking like. He asked that we take this in to account because the relationship between the student and the teacher is what all of this comes down to, and it has to be much broader and deeper than those individual scores. Mr. Leahy thanked the Board for the opportunity to speak.

Chairman Chico thanked everyone for their comments on this critical matter.

**NEW PART 50  
(Evaluation of  
Certified  
Employees)**

**Motion:**

Dr. Hall moved that the State Board of Education hereby authorizes solicitation of the public comment on the proposed rulemaking for Evaluation of Certified Employees under Article 24A of the School Code (23 Illinois Administrative Code 50) including publication of the proposed amendments in the Illinois Register .

Ms. Koster seconded the motion and it passed with a unanimous roll call vote.

**ANNOUNCEMENTS  
AND REPORTS**

**IBHE Liaison  
Report**

*(No report at this time.)*

**P-20 Council  
Liaison report**

Joyce Karon reported that the P-20 Council held its meeting on Wednesday, October 26, 2011 at the Illinois State Board of Education offices in Springfield. Ms. Karon shared the highlights of that meeting:

- The P-20 Council received a legislative update on educational issues in the veto session from Julie Smith of the Governor's Office and Miguel del Valle.
- Max McGee and Robin Steans of the Data, Assessment and Accountability Committee shared with the P-20 Council a presentation on the final version of the State Report Card.
- Ray Hancock and Laurel Prussing of the Finance and Governance Committee talked about the inequities in school funding.
- Department of Human Services presented a presentation on their

- education programs and how it will tie into the Longitudinal Data System.
- Reviewed the proposal for Teacher and Leaders Effectiveness
- Received a presentation on School College and Career Readiness by John Rico.
- Discussed and reviewed the Longitudinal Data System/Illinois Higher Education Consortium IHEC

## **Superintendents Announcements**

Darren Reisberg updated the Board on North Chicago and East St. Louis, indicating staff continues to work closely with both districts.

North Chicago – Mr. Reisberg reported that he visited North Chicago with Board Member Jim Baumann, Superintendent Koch, Linda Mitchell and several others to view the Great Lakes Navel Base that the Navy has offered as a possible site for a charter school in North Chicago.

Mr. Reisberg stated that ISBE has worked with the districts to release a request for proposals for an operator for that charter school and we will be receiving the final proposals back by mid December.

Mr. Reisberg stated that Susie Morrison and her team are working extremely hard on implementing the district's school improvement grant with the Academy for Urban School Leadership as the lead partner and they are doing great work toward improving the high school.

East St. Louis - Art Culver has been in place for one month as the new superintendent of the district and is establishing himself as the leader of the district. We continue to deal with historical issues of the district and we are busy ensuring the right people are employed at the district and that people are not employed for the wrong reason We are working hard to improve student achievement in the district.

## **Member Reports**

Chairman Chico reported that he visited Egyptian High School in Tamms, Illinois with fellow board member Andrea Brown. Egyptian High School is one of the recipients of the School Improvement Grant (SIG). Mr. Chico and Dr. Brown also attended a session sponsored by SIU on Civic Education in Illinois and he asked participants to share with him their comments and conference work products.

Chairman Chico, Susie Morrison and Superintendent Koch visited another SIG recipient, Juarez High School on the southwest side of Chicago. The Chairman commented that Juarez is putting their SIG money to good use by requiring students to attend the after school program for skill recovery. Ms. Morrison added that great things are happening in the in the SIG districts and Juarez is a great example of that. They have implemented benchmarked and interim assessments throughout the high school and any student not meeting the standards on the interim benchmark assessment comes to the after school sessions and spends time with teachers.

Ms. Koster reported that the Poverty Commission has released its report and there is talk in the media of changing the definition of extreme poverty. She will try to share the Commission's information to the Board by the December meeting. Ms. Koster also noted that she will be attending a NASBE study group on Common Core and Technology.

Dr. Hall commented that the NASBE President has invited her to join a study group this year and she will also be attending the Illinois Board of Higher Education meeting on December 8, 2011. Dr. Hall also noted that the NASBE

conference this year will be held in Chicago.

Mr. Baumann reported that he attended the Milken Award presentation to Brad Abel at John Hersey High School. He also reminded members of the upcoming budget hearing at the James R. Thompson Center in Chicago on November 29<sup>th</sup>.at 3:00 p.m.

Ms. LaBarre attended a meeting between the Illinois Bankers Association and a group called EverFi, regarding a financial literacy program. Banks throughout the state of Illinois are sponsoring a \$5000 financial literacy package that can accompany consumer education programs. The financial literacy program is now in 35 states across the United States and one of the banks in Springfield is sponsoring the program in three schools. Ryan Swift is the speaker from EverFi and he will be attending one our upcoming board meetings to share informational documents and speak about the financial literacy program. Ms. LaBarre indicated she was thankful to attend the Those Who Excel Banquet to be in the company of so many people who care about education. She also attended a PEAC public forum in Bloomington with 200 people in attendance.

**INFORMATION  
ITEMS**

Chairman Chico announced that the monthly Fiscal and Administrative Reports are available on line at <http://isbe.net/fiscal> admin.rep.htm.)

**MOTION FOR  
ADJOURNMENT**

Dr. Hall moved that the meeting be adjourned. Ms. Koster seconded that motion and it passed with a unanimous voice vote. The meeting adjourned at 1:00 p.m.

**Respectfully Submitted,**

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**Dr. Vinni Hall  
Board Secretary**

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**Mr. Gery J. Chico  
Chairman**