

## MORTON UNIT SCHOOL DISTRICT 709

JULY 16, 2019

Minutes of the Committee of the Whole Meeting of the Board of Education of Morton Unit School District 709 held July 16, 2019, at the Morton Education and Administration Center.

The entire meeting can be viewed on [MP-TV](#).

### COMMITTEE OF THE WHOLE MEETING -

President Shad Beaty called the Committee of the Whole Meeting to order at 5:34 p.m.

Members present: Dr. Shad Beaty, Mr. Jeff Schmidgall, Mr. Kevin Austin,  
Mr. Tim Braker, Mr. David Cross, Mr. Tom Neeley, Mr. Bart Rinkenberger

The purpose of this meeting was for the Board of Education to review the goals of Achievement and Climate.

Dr. Hill reviewed the Goal of Achievement – *“Morton District 709 will nurture and challenge each student to reach their potential through the highest quality teaching using evidence based instructional practices, curriculum, programs, and services.”*

Using the District Strategic Dashboard, Dr. Hill reviewed the strategies set forth in Morton Moving Forward and the progress to date-

Morton Moving Forward –

Strategy 1 – Systemic Focus on Reading:

- Implement Readers Workshop
- Implement use of literacy coaches at each elementary building
- Implement full day kindergarten

Strategy 2 - Intentional Transition to Secondary:

- Develop a plan to departmentalize 5<sup>th</sup> and 6<sup>th</sup> grade (implement 2019-20)
- Develop the Jr. High School schedule that increases core instructional time and enhancement opportunities (implement 2019-20)
- Change teacher leadership framework to more sharply focus on instructional improvement.
- Increase differentiation and alignments to standards of core curriculum.

Strategy 3 - Redefine college/career readiness:

- Increase certification programs that align with area workforce shortage needs.
- Increase opportunities for college credit for all students.
- Identify outcomes and data points for college/career readiness using the personal learning profile.
- Align high school schedule to curriculum and student support needs.

Dr. Hill reviewed the Goal of Climate – *“Morton District 709 will maintain a cohesive organizational system which fosters a culture characterized by mutual trust and respect among the board, administration, faculty, staff, students, and community resulting in an organization focused on continuous improvement.”*

Strategy – Organize and Invest in Professional Learning:

- Provide early release time for monthly professional development.
- Develop framework and incentives for teacher leadership.
- Continue collaboration toward an improved evaluation system.
- Implement trauma informed practices in all schools for students and staff.

Dr. Teater reviewed the different assessments used throughout the district during the school year:

- Fountas & Pinnell Benchmark K-6<sup>th</sup>
  - 1 to 1 reading accuracy and comprehension test
  - Administered up to 3-times per year

This assessment began last year with the Reading Workshop series. Teachers were trained to administer the assessment. The assessment provides good feedback to teachers on each students reading ability.

- MAP K-6<sup>th</sup>
  - Computerized Reading and Math test.
  - Administered 3-times per year
- IAR (Replaced PARCC) 3<sup>rd</sup> – 8<sup>th</sup>
  - Computerized State ELA and Math test.
  - Administered 1-time per year
- SAT Suite 8<sup>th</sup> – 10<sup>th</sup> (PSAT) and 11<sup>th</sup> (SAT)
  - Paper/pencil National ELA and Math test.
  - Administered 1-time per year

Target – By third grade, 100% of our students will be reading at or above grade level.

- Fountas & Pinnell Benchmark
  - 71% Meet or Exceed
  - 81% Meet, Exceed or Approaching
- MAP Benchmark Predictor for IAR
  - 54% Meet or Exceed
  - 80% Meet, Exceed or Approaching
  - 71% Above the National 50<sup>th</sup> percentile rank

Mr. Neeley expressed his concern for the 20% currently not meeting, exceeding or approaching. Dr. Hill noted improvement in kindergarten scores this year and believes scores will improve due to the implementation of Readers Workshop.

Target - By the end of elementary, 100% of our students will be meeting or exceeding IL Learning Standards in ELA and Math.

- MAP Reading Benchmark Predictor for IAR
  - 56% Meet or Exceed
  - 83% Meet, Exceed or Approaching
  - 78% Above the National 50<sup>th</sup> percentile rank
- MAP Math Benchmark Predictor for IAR
  - 46% Meet or Exceed
  - 73% Meet, Exceed or Approaching
  - 68% Above the National 50<sup>th</sup> percentile rank

Target – By 8<sup>th</sup> grade, 100% of our students are designated as ready for the next level in ELA, Math, and Science.

- PSAT8 ELA Benchmark
  - 82% Meet or Exceed
  - 85% Meet, Exceed or Approaching
  - 74% Above the National 50<sup>th</sup> percentile rank
- PSAT8 Math Benchmark
  - 58% Meet or Exceed
  - 69% Meet, Exceed or Approaching
  - 63% Above the National 59<sup>th</sup> percentile rank

Target – By the end of 9<sup>th</sup> Grade, 100% of our students will be designated as “ready for the next level.”

- Illinois School Report Card (2018)
  - 95% Designated on Track
    - Earned at least 5 full year credits (10 semester credits)
    - No more than one “F” in core course (ELA, Math, Science, SS)
  - Personal Learning Profile (PLP) (2018 Freshmen)
    - 88% C or Better in 2<sup>nd</sup> Semester ELA Course
    - 81% C or Better in 2<sup>nd</sup> Semester Math Course
    - 83% C or Better in 2<sup>nd</sup> Semester Science Course

Target – By the end of 11<sup>th</sup> Grade, 100% of our students will have the credits and entrance exam requirements needed for acceptance into the post-secondary option they have identified.

Personal Learning Profile (2018 Juniors)

- 89% Met at least 1:
  - 5% 3 or Higher AP
  - 51% C or Better AP Course
  - 78% C or Better in Dual Credit Course
  - 75% C or Better in Algebra 2

- 84% Attendance Rate of 90% or better.
- 96% meets, exceeds, or approaching (64% meets/exceeds) on ELA SAT
- 91% meets, exceeds, or approaching (61% meets/exceeds) on Math SAT

Morton Moving Forward – Strategy 4 – Organize and invest in Professional Learning.

- Provide early release time for monthly professional development – implemented 2018-19
- Develop framework and incentives for teacher leadership – implemented 2018-19
- Continue collaboration toward an improved evaluation system (2019-2021)

Dr. Teater reviewed focus of monthly 2018-2019 Professional Development meetings:

- Fountas & Pinnell, Workshop model, Curriculum, MMF
- DATA (IAR & PSAT8), Differentiation, Curriculum, MMF
- Data (PSAT suite), Professional Learning Communities (PLC's)
- Trauma Informed Schools

Upcoming in 2019-2020:

- Data (MAP & IAR), Fountas & Pinnell, Workshop model, PLC's
- Data (IAR & PSAT8) Differentiation, PLC's
- Data (PSAT suite), PLC's
- Trauma Informed Schools

Dr. Hill noted that for the most part, the early dismissal days have been well accepted and are accomplishing their purpose.

Dr. Smock - Develop Framework and Incentives for Teacher Leadership:

- Elementary Lead Teachers – implemented K-6<sup>th</sup> – 2016-2027
- Jr. High Departmental Instructional Coaches – restructure lead teachers to reflect departmentalization – 2019-2020
  - 2018-2019 – Transformed Department Head positions into Department Instructional Coaches – created new job description and new requirements.
  - Created 6 team leader positions.
  - Encore Team Leader Position – upcoming 2019-2020
- High School Department Heads – upcoming 2019-2020
  - Streamline positions, restructure department head duties, increase instructional improvement focus
- District-Wide – Mentors (for new teachers) and Cooperating Teachers (for student teachers) – upcoming 2019-2020 – expanding roles, improving training, and increasing expectations:
  - Establish Qualifications – mentors will be excellent rated, tenured teachers
  - Re-establish Expectations – veteran teacher stays in classroom with student teachers throughout training
  - Increased Training
  - Increase Compensation – for mentors – from \$250 to \$400

Dr. Smock - Continue Collaboration Toward an Improved Evaluation System:

Aspects currently under consideration:

- Adjust criteria for the “excellent” and “needs improvement” rating areas.

- Differentiate process for consistently excellent teachers.
- \*\*\*Any changes to the evaluation plan must be bargained with the MEA.

Dr. Hill – Building our vision of student success – Key areas identified from District Leadership Summit:

60 were in attendance and 40 responded to the following survey:

Priorities for Educating the whole child:

- Social-Emotional Health – 89% strongly agree
- Academics – 86% strongly agree
- Character/Integrity – 77% strongly agree
- Relationships – 72% strongly agree

At the upcoming follow-up summit, attendees will be analyzing these results and what it means for a Morton graduate in order to be successful.

Dr. Hill introduced an example of a model of a high school transcript that would measure academics along with analytical and creative thinking; complex communication – oral and written; leadership and teamwork; digital and quantitative literacy; global perspective; adaptability, initiative and risk-taking; integrity and ethical decision making; creativity and persistence.

Discussion included how these characteristics would be measured and what this information would mean to colleges and universities.

Dr. Hill noted these questions still need to be answered and administrators are moving slowly as they investigate the possibilities. Most successful students are not straight “A” students, but excel in other areas besides academics. He noted, college representatives are included on the team designing this type of transcript model.

Dr. Hill noted more data will be forthcoming in the fall when the 2018-2019 IAR results are received. This information will include cohort data.

**Closed Session -**

Motion by Dr. Cross, second by Mr. Schmidgall, that the Board of Education enter into closed session for consideration of Personnel. **(5ILCS 120/2 115 ILCS 5/18)**

Roll Call Vote:                      Yea 7                      Nay 0

Motion carried. The board entered closed session at 7:35 p.m.

Motion by Mr. Rinkenberger, second by Dr. Cross, that the Board of Education return to regular session.

Roll Call Vote:                      Yea 7                      Nay 0

Motion carried. The board returned to regular session at 7:59 p.m.

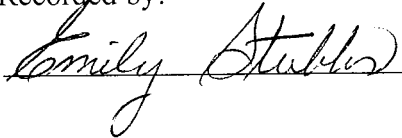
**Adjournment -**

Motion by Dr. Cross, second by Mr. Rinckenberger, that the meeting be adjourned.

Voice Vote:            Yea 7                    Nay 0

Motion carried. The meeting adjourned at 8:00 p.m.

Recorded by:



Respectfully submitted,

---

Kevin Austin, Secretary

---

Shad Beaty, President