

May 23, 2019

The regular Board meeting of the Board of Education of the Oak Park and River Forest High School was held on Thursday, May 23, 2019, in the Board Room of the OPRFHS.

**Call to Order** President Moore called the meeting to order at 6:35 p.m. In the Board Room. A roll call indicated the following Board of Education members were present: Matt Baron, Thomas F. Cofsky, Gina Harris, Ralph Martire, Dr. Jackie Moore, and Sara Dixon Spivy. Also present were Dr. Joylynn Pruitt-Adams, Superintendent; Greg Johnson, Assistant Superintendent for Curriculum and Instruction; Roxana Sanders, Senior Director of Human Resources, and Gail Kalmerton, Executive Assistant Clerk of the Board.

**Secretary Protempore** Dr. Moore moved to appoint Mr. Cofsky, Secretary Protempore, in Mr. Iseli's absence; seconded by Ms. Dixon Spivy. A voice vote resulted in motion carried.

**Closed Session** At 6:36 p.m. on Thursday, May 23, 2019, Dr. Moore moved to enter 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. 5 ILCS 120/2(c)(1), as amended by PA.93—57; 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 meeting minutes. 5 ILCS 120/2(c)(11) Student disciplinary cases 5ILCS 120/2(c)(10); seconded by Ms. Dixon Spivy. A roll call vote resulted in all ayes. Motion carried.

At 7:41 p.m., the Board of Education resumed the open session.

Joining the meeting were Cyndi Sidor, Interim Chief School Business Official; Dr. Gwen Walker-Qualls, Director of Pupil Personnel Services; Christopher Thieme, Director of Technology; Michael Carioscio, Chief Operations Officer; Krystle Jones, and Karin Sullivan, Senior Communications Director.

**Visitors** Mary Haley of the League of Women's Voters and Steve Schering of the Oak Leaves

**Student Recognitions** The Board of Education recognized Sonia Zartman who finished in the top ten at the 36th Annual National Shakespeare Competition celebrating William Shakespeare's birthday in New York City. Over 20,000 students competed in this event. The Board of Education congratulated her teacher, James Bell. Ms. Zartman performed a sonnet and monologue from Henry IV.

**FOIA Requests** Ms. Kalmerton reported that 9 FOIA requests had been received and 7 were resolved.

**Superintendent's Announcement** Dr. Pruitt-Adams made the following announcements:

In June, senior Maeve Doody will compete at the *National Speech and Debate Association National Tournament* in the Humorous Interpretation category. Co-head coach Lynette Welter will receive the Diamond Coach Achievement Award at the tournament.

Senior Claire Ciserella earned an Honorable Mention in the *2019 Jostens Photo Contest*. Her photo, 'Bubble of Green in Chicago,' will be displayed in a New York gallery and featured in the 2020 Jostens Look Book.

Junior Declan Collins and the ensemble of "Chicago" were nominated for *Broadway in Chicago Illinois High School Musical Theatre Awards* for Best Actor and Best Ensemble, respectively.

The Math Team had a stellar performance at the *ICTM State Math Contest*, including third place in the oral competition for senior James Kennedy.

The JV eSports League of Legends teams took first place in the *state tournament*, and the varsity team placed second.

SAFE, which stands for Students Advocating for Equity, received an *Oak Park-River Forest Community Foundation Excellence in Philanthropy President's Award*. The award comes with a \$1,000 grant for the club.

English teacher Laura Young has been chosen to be the *writer-in-residence at the Hemingway Foundation* for the next two years.

**Public Comments**

None

**Consent Items**

Dr. Moore moved to approve the consent items as follows:

- A. Check Disbursements and Financial Resolutions dated May 23, 2019
- B. Monthly Treasurer's Report
- C. Monthly Financials
- D. Gifts and Donations
- E. Personnel Recommendations, New Hires, Stipend Positions, Retirements, Resignations, and Releases
- F. Instructional Materials
- G. Policies for Second Read
  - 1. Policy 2:40, Board Member Qualifications
  - 2. Policy 2:50, Board Member Term of Office
  - 3. Policy 2:60, Board Member Removal from Office
  - 4. Policy 6:55, Student Social and Emotional Development
  - 5. Policy 6:230, Library Media Program
  - 6. Policy 7:185, Teen and Student Dating Violence Prohibited
  - 7. Exhibit 280-E, IASB's Code of Conduct for Members of School Board
  - 8. Policy 2:20, Powers and Duties of the Board of Education; Indemnification
  - 9. Policy 2:260, Uniform Grievance Procedure
  - 10. Policy 4:100, Insurance Management
  - 11. Policy 4:110, Transportation
  - 12. Policy 4:150, Facility Management and Building Programs
  - 13. Policy 4:160, Environmental Quality of Buildings and Grounds

14. Policy 4:30, Revenue and Investments
  15. Policy 6:15, School Accountability
  16. Policy 7:50, School Admissions and Student Transfers To and From Non-District Schools Policy
  17. Policy 7:70, Attendance and Truancy
  18. Policy 7:250 Student Support Services
  19. Policy 7:290, Suicide and Depression Awareness and Prevention
  20. Policy 7:305, Student Athlete Concussions and Head Injuries
- H. Policies for First Read
1. Policy 5:10 Equal Employment Opportunity and Minority Recruitment
  2. Policy 5:260 Student Teachers
  3. Policy 5:250, Leaves of Absence
  4. Policy 6:145 Migrant Students
  5. Policy 7:190, Student Behavior
  6. Policy 8:110 Public Suggestions and Concerns
- I. Open and Closed Minutes of Revision to March 21, April 25 and 29 (retiring and organizational), and May 14, 2019 and a declaration that the closed session audio tapes of November 2017 shall be destroyed.

seconded by Ms. Dixon Spivy. A roll call vote resulted in all ayes. Motion carried.

Acceptance of  
[Enrollment](#)  
[Projections](#)

Dr. Moore moved to accept the 2019-2020 enrollment projections from the RSP Student Enrollment Projection study; seconded by Ms. Harris. A voice vote resulted in all ayes. Motion carried.

**[Mr. Schwartz was available electronically to interact at the Board meeting.](#)**

**[Below is a comparison with the 2018 Kasarda Report.](#)**

School Year	2020 RSP	2018 Kasarda	# Change	% Change
2019-20	3,475	3,512	(37)	-1.05%
2020-21	3,519	3,591	(72)	-2.01%
2021-22	3,492	3,589	(97)	-2.70%
2022-23	3,458	3,568	(110)	-3.08%
2023-24	3,466	3,593	(127)	-3.53%

**Robert Schwartz**

The administration will share this report with Districts 90 and 97 with the thought that all three districts could use the same demographer. architect as well for consideration of the IMAGINE work and the long-term facilities plan.

Enrollment numbers are 97% accurate in year one. In year 5, the accuracy rate could drop to 95%. Greater accuracy is attained with better information from the feeder districts. OPRFHS contracts out for enrollment projections every two years in order to get the most accurate data possible.

A question was raised regarding homelessness and how this was reflected in the report. Parents claim residency in whichever district they reside. Migration occurs—and families lease for two or three months and then move somewhere else. Census data is only as accurate as those providing it. It does not allow the District to know if more than one family occupies a single space.

It was observed that the anticipated bubble of 3,800 students in 2021 will not occur, as this report forecast only 3,500 students.

**Contract with  
HUMANeX Integrated  
Solution for  
Talent Selection  
Leadership  
(PD)  
Development,  
and Culture  
Assessment**

Dr. Moore moved to approve the contract with HUMANeX Integrated Solutions for Talent Selection Leadership Development, and Culture Assessment; seconded by Ms. Dixon Spivy.

Discussion ensued. Ms. Sanders explained that professional development would be based on the results of the assessments. HUMANeX provides the assessments and then teachers and division heads are involved in the feedback sessions based on surveys. Talent 7 focuses on seven areas of strengths. Individualized PD could be offered, which could create the possibility for team development, i.e. TEAMx. A HUMANeX representative would meet with teachers and sit in on classes. Should the District discontinue these services, it would need to be licensed to continue to use these tools. This process would not replace the work of the instructional coaches and no software system can increase the number of diverse candidates, but these tools will help the District identify highly qualified staff from the resources available to the District and help to retain them.

Other questions included 1) what has the District been doing in terms of recruiting quality candidates? And, 2) how will this help to increase the number of minority teachers to reflect the student demographics? HUMANeX would replace the current tool of Frontline Technologies and Hanover Research. Dr. Pruitt-Adams noted that HUMANeX will help the District determine the candidate's skill sets, not just their content knowledge. Currently, the present system presents the application, the resumes, etc., but not the skill sets. This system will remove systemic biases. Now candidates are screened based on what the District thinks is a good candidate.

HUMANeX provides services but the District must choose to do something with the information. Ultimately, this can improve culture and climate. The faculty will become more comfortable with these services this through education. Teachers will take the Planet 7 survey and will receive individual reports on their talents. A suggestion was made to have follow-ups with counselors to explain the "strength-based" results.

Discussion ensued about an ala carte menu. Because there have been previous disappointments with outside vendors doing professional development, Dr. Moore moved to amend the motion to approve only the Blue Arc (Hiring) Component of the contract; seconded by Mr. Baron.

Dr. Moore explained that other resources, Hanover Research and EOS, did not receive any buy-in from the staff that were impacted. She appreciated the hiring arc. Dr. Pruitt-Adams stated that implementing the hiring arch first and then phasing in the other components would be feasible. It had been discussed at the Committee of the Whole meeting. And while all three arcs are integrated and are included in the Talent Management Plan, hiring is the most important.

Differentiating between their services and that of the instructional coaches and CARE team leaders, it was explained that instructional coaches go into the classroom and inform instructions. HUMANeX is based on culture and climate. OPRFHS does not have a research team for assessments nor does it have that capacity. That is why the other arcs would be beneficial. Dr. Moore felt that the new executive director of equity and student success would be able to add another layer for the climate and mentoring piece.

Mr. Martire had approached a professor at Roosevelt University about these types of contracts. Questions that were posed included:

- 1) Are they a one-size-fits all program?
- 2) Have they identified evidence-based best practices?
- 3) Do they have priority X, Y, X?
- 4) Do they say “Here is our program and not look at potential other best practices?”
- 5) Can their program meet the needs and priorities of this high school versus other high schools?
- 6) Can one get false assessments?
- 7) Do their assessments look at OPRFHS’s practices and skills?
- 8) Will its surveys on culture be accurate for men, women across all racial groups or will there be false indicators that would not incorporate a diverse staff?

Dr. Sanders noted that OPRFHS is not the only district that is diverse with which HUMANeX has worked and it works with a variety of industries. It prides itself on working with schools. HUMANeX had asked to see the District’s strategic plan to take into consideration.

Mr. Cofsky’s concern was that the proposal was for the three arcs for three years, so in both dimensions, it was a big jump. To make a change, however, it will take several years to do so.

Mr. Martire noted that District 90 hired a firm to help with hiring practices and the District went to competency-based screening. District 90’s hiring went to 30% diverse. While he believed in a systematic, thoughtful, evidence-based approach, he was unconvinced that this was the right group. A request was made for a white paper, but a marketing piece was received. Other members felt there was a lack of information on the vendor.

Dr. Moore needed more information for all parts and what its expertise was in terms of culture and climate competencies. Mr. Martire noted a Roosevelt University professor might look at OPRFHS for free to see what is the evidence-based focus on culture climate and hiring practices. It would be “extra set of eyes” to validate.

The hiring arch is under \$25,000.

One Board member noted that the administration and faculty needed to collaborate on a culture shift.

Dr. Moore moved to amend the contract with HUMANeX Solutions to just the hiring arc as opposed to the full package for three years; seconded by Mr. Martire.

A roll call vote resulted in all ayes. Motion carried.

**Student Handbook/  
Code of Conduct  
For 2019-20**

Dr. Moore moved to approve the Student Handbook/Code of Conduct for the 2019-2020 school year, as presented and noted suggestions; seconded by Ms. Harris. Discussion ensued.

Suggestions:

1. Include Dr. Ammons telephone number.
2. Add gender identity under discrimination on page 46. Reference EEOC in future language.
3. Cross out word “principal.”

A roll call vote resulted in all ayes. Motion carried.

**Tradition of Excellence  
Award Winners**

Dr. Moore moved to approve the Tradition of Excellence Award selected nominees for the 2019-2020 school year, as presented; seconded by Mr. Baron.

The Tradition of Excellence Committee met to select and recommend to the Board the Tradition of Excellence nominees for 2019. The committee members were as follows:

8 Student Council Officers

Tom Cofsky, Board of Education

Matt Maloney, Faculty Alumni Representative

Susan Johnson, Director of Student Activities

Katie Prendergast, Student Council Sponsor

The nominees were:

Nia (Gilliam) Wordlaw, a 1993 graduate and an Airline Transport Pilot with more than 10,000 hours of flight time and over 15 years of experience. She represents less than one percent of airline pilots in the United State as an African American female. Nia Graduated high school a year early and earned her private pilot’s license at age 18. She cofounded Sisters of the Skies, an international aviation organization comprised of women of color that cultivate and promote women in the industry through scholarship, mentorship, and emotional support. This organization provides scholarships and mentorship to young aviators joining the industry.

Howard Willens, Author and Attorney, graduated in 1949. He was one of the attorneys assisting in the organization and staffing of the Warren Commission. He wrote the only book written about the commission by someone who was part of the management team that supervised the largest criminal investigation in US history. His book titled, *History will Prove Us Right: Inside the Warren Commission Investigation into the Assassination of John F. Kennedy*, was published in 2013, marking the 50th anniversary of JFK’s assassination. While at OPRF, Willens was the captain of the tennis team that won the State Championship in 1948, was valedictorian of his class, and one of the student speakers at that graduation.

Maci Peterson, a 2005 graduate, is the co-founder and CEO of On Second Thought, a messaging app whose patented technology lets users take back text messages before they get to the other person’s phone. Maci was also the founder and editor-in-chief of the former Mwari Magazine, a digital publication for women of the African Diaspora ages 18-24, which grew the circulation to 130,000 readers. In 2010, she served as a Policy Intern with the US Senate Committee on Small Business and Entrepreneurship where she

worked to coordinate the Young Entrepreneur Round Table. She was issued two patents for the delay and recall of mobile communication.

Both Mr. Cofsky and Ms. Johnson spoke of the enthusiasm of the students.

**Board of Education Conference** Dr. Moore moved to approve Board Member Dixon Spivy's participation in Beyond Diversity Program; seconded by Mr. Baron.

Dr. Moore moved to amend the motion to include both Mr. Cofsky and Mr. Iseli participation in this program, if possible; seconded by Mr. Baron.

Dr. Moore moved to approve the amendment as stated; seconded by Mr. Martire. A roll call vote resulted in all ayes. Motion carried.

**Student Discipline** Dr. Moore moved to uphold the administration's recommendation for the suspension of student 05-23-2019; seconded by Mr. Cofsky. A roll call vote resulted in four ayes and 2 nays. Mr. Cofsky and Ms. Spivy voted nay. Motion carried.

**Preliminary Budget** The Preliminary Budget was presented at the Committee of the Whole meeting. This is for informational purposes only.

**Branding Project** The Branding Project was presented at the Committee of the [Whole meeting](#). This is for informational purposes only.

**Update on Educational Technology** The Educational Technology Update was presented at the Committee of the Whole meeting. This is for informational purposes only.

**Recognition of Teachers for Tenure** The Recognition of Teachers for Tenure was presented at the Committee of the Whole Meeting. This is for informational purposes only.

**Future Agenda Items** Ms. Harris suggested that all Board of Education members undergo trainings regarding institutional racism, white bias, i.e., Beyond Diversity trainings, so that they become equipped with language skills. As the conversations become more difficult, it is important to have a common language to communicate one's inner reflection of where they are and what they need to learn.

Videotaping. Mr. Thieme responded to a call for videotaping Board meetings in an effort to be more transparent to the public in real time. The Educational Technology Department was exploring resources for 1) the sensitivity of microphones at the Board table, 2) conference calls, and 3) videotaping Board meetings and hoped to have these issues addressed at the beginning of the next academic year. Board of Education members asked for the different price points on various equipment, suggesting that something basic would be a vast improvement to what is currently in place. Others concurred.

Mr. Martire suggested combining the Strategic Plan Accountability Oversight Committee with the Culture, Climate and Behavior Committee and modifying the facilities plan to make it a full time facilities plan that would report to the Board of Education two times per year.

**Adjournment**

At 10:15 p.m. on May 23, 2019, Dr. Moore moved to adjourn the regular Board of Education meeting; seconded by Mr. Martire. A voice vote resulted in motion carried.

Dr. Jackie Moore  
President

Tom Cofsky  
Secretary Protempore