



Wednesday, November 9, 2022
REGULAR MEETING

BOARD OF EDUCATION, THORNTON TOWNSHIP HIGH SCHOOL DISTRICT NO. 205 HELD AT THORNRIDGE HIGH SCHOOL 15000 COTTAGE GROVE AVENUE, DOLTON, ILLINOIS, AND VIA MICROSOFT TEAMS CONFERENCING AT 6:30 PM

The meeting was called to order at 6:37p.m. President Graham made the following announcement: Call to Order. Tonight's meeting is being streamed live via videoconferencing on WebEx and is video recorded. The Board President declares that an in-person meeting is not practical or prudent because of the current Disaster Proclamation issued by the Governor. Physical presence for the entire Board of Education and community is not feasible due to the disaster.

ANNOUNCEMENT BY
BOARD PRESIDENT

On roll call, Members Banks, Brown, Graham, Lawrence and Moody answered. Members Butler and Whittington were absent. Dr. Nathaniel Cunningham, Superintendent, Dr. Jerry B. Doss, Associate Superintendent of Human Resources; Mr. Toriano Horton, Assistant Superintendent of Business; Mr. Brett Fickes, Assistant Superintendent of Curriculum and Instruction; Mr. Thomas Porter, Executive Director of Special Services; and Mr. Adam Dauksas, legal counsel, were also present.

ROLL
CALL

Report from Curriculum Committee: Mr. Fickes presented an update from the committee. The next meeting will be held in December, date to be determined.

COMMITTEE OF THE
WHOLE

Report from Finance Committee: Mr. Horton stated that items approved at the last meeting, by the committee, will be presented at tonight's meeting for approval. The next meeting will be held 12/06/22.

Report from Policy Committee: None.

Report from Discipline Committee: None.

Report from Facilities Committee: None.

Mrs. Lawrence moved, Mr. Banks seconded, to **Approve the Consent Agenda**, which includes the following:

CONSENT AGENDA

- Approval of Regular Meeting and Executive Session Minutes dated November 9, 2022
- The District 205 bills as presented for payment dated October 13, 2022 through November 9, 2022
- Personnel dated November 9, 2022 (Resignations, Leave of Absence, New Hires and Terminations)

MINUTES

BILLS

PERSONNEL

On roll call, Lawrence, Banks, Brown, Graham and Moody voted aye; nay, none; motion passed.

Ms. Moody moved, Mr. Brown seconded, to **Approve the Consent Agenda Ratification**, which includes the following:

RATIFICATION

On roll call, Moody, Brown, Banks, Graham and Lawrence voted aye; nay, none; motion passed.

- Ms. Lena O’Lidge, Dolton, IL is a concerned resident and Thornridge High School parent. She expressed that she wanted confirmation if the band was still in place or now considered a drumline. She also wanted more information on enrollment numbers. The superintendent will respond to the request.
- Mr. Summers, Thornwood High School student expressed an interest in starting a new Boys Volleyball team. Mr. Holmes will follow-up with the student and possibly begin the process to consider and submit to the Board of Education.

PUBLIC PARTICIPATION

Mr. Fickes presented the following information:

COMMUNICATIONS

- District:
 - Ms. Thornton provided details on transportation and how data is gathered to improve services to students. The district website and app have been updated to show bus routes in real time. Parents are encouraged to visit the site to be kept abreast if there are bus delays. Dr. Cunningham stated that Avidity Communications has been an asset to the district.
 - District 205 acknowledges and truly thanks our Board of Education members every day but especially in recognition of Board Appreciation Day on November 15th. The is theme, “Partners in Excellence”
- Thornridge High School:
 - Speech Team competed at Homewood-Flossmoor after a 5-year hiatus. The team also competed at The Ike’s Early Bird tournament at Eisenhower High School.
 - Hosted a bonfire and senior night
- Thornton Township High School
 - Careers in Trade providing students a strong pathway for success. Administrators met with Laborers’ International Union of North America as there are a multitude of opportunities for students interested in careers within trades.
 - Student Alex Jones, Precision Manufacturing Program, made a tape dispenser to last a lifetime.
 - Diversity Club hosted haunted hallway 2022
- Thornwood High School
 - Participated in Halloween fun
 - IB induction ceremony
 - Science teacher hosted McKinley students in lab project

- Tentative Tax Levy 2022 - Mr. Horton presented the recommended tax levy
- Transition Team Forklift Program- Mr. Fickes presented for the commendable forklift program. Class is held on Saturday for one day training.
- Navistar Diesel Program -
- A.L.I.C.E. – an overview of the training was shared, and that training was provided to all schools. Our district is a certified A.L.I.C.E. school district and are prepared in keeping our students and staff safe.

PRESENTATIONS

Mr. Brown moved, Ms. Moody seconded the **Approval of Emergency “Go Bags”** presented by Mr. Fickes. The bags are filled with items in the event of an emergency evacuation or situation. Kit filled bags will be provided to each classroom at Thornridge High School, Thornton Township High School, Thornwood High School, Outlook

APPROVE THE
EMERGENCY “GO
BAGS”

Academy, PEACE Center and District office. On roll call, Members Brown, Moody, Banks, Graham, and Lawrence voted aye; voted nay, none; motion passed.

Mr. Brown moved, Mrs. Lawrence seconded the **Approval of Barber/Cosmetology Program Supplies** presented by Mr. Fickes. To date, 19 students have submitted applications for the program. Mrs. Graham asked what grade level can apply; Mr. Fickes replied, 11th grade. On roll call, Members Brown, Lawrence, Banks, Graham, and Moody voted aye; voted nay, none; motion passed.

APPROVE THE BARBER/
COSMETOLOGY
PROGRAM SUPPLIES

Mrs. Lawrence moved, Ms. Moody seconded the **Approval of Thornridge High School Athletic Uniforms** presented by Mr. Horton. The uniforms will be provided for cheer, track and football teams. On roll call, Members Lawrence, Moody, Banks, Brown, and Graham voted aye; voted nay, none; motion passed.

APPROVE THE
THORNTRIDGE HIGH
SCHOOL ATHLETIC
UNIFORMS

Ms. Moody moved, Mr. Banks seconded the **Approval of Architects Request for Qualifications Results** presented by Mr. Horton. On roll call, Members Moody, Banks, Brown, Graham and Lawrence voted aye; voted nay, none; motion passed.

APPROVE THE
ARCHITECTS REQUEST
FOR QUALIFICATIONS
RESULTS

Dr. Cunningham stated the following:

SUPERINTENDENT
REPORT

Our district vision is to build an exemplary high-quality organization that produces major gains in student achievement and prepares all students to be productive citizens in a global society. Our district mission is to develop productive citizens who are enrolled, enlisted, or employed at the completion of high school. Our core values are empathy, trust, pride, responsiveness, high Expectations with High Support, Integrity, Commitment to Excellence, Innovation, and Collaboration. These things are designed to impact our student's and community's futures. Our goals district goals this year were based on a publication called "What Matters for Staying On-track and Graduating in Chicago Public High Schools: A Close Look at Course Grades, Failures, and Attendance in the Freshman Year" by the University of Chicago, Consortium on Chicago School Research, Chicago, IL, 2007. In this study of the freshman year of high school, researchers found that graduation was significantly impacted by students being on track (having the prerequisite number of credits by semester). The researchers also found that attendance in this pivotal transition year was a key indicator of whether students would finish high school. It also stated that attendance and studying are more predictive of dropout than test scores or other student characteristics. In fact, 9th-grade attendance was a better predictor of dropout than 8th-grade test scores. Our goal for our schools is that 95% of our freshmen are on track for graduation. A prerequisite is that our students be in school to learn and perform academically.

Our district continues to have some major academic successes for our students. We have students from Harvard to Stanford and all points in between. Not all school districts have students attending top universities like Harvard and Stanford, but we do. Not all school districts have students who earn Gates Scholarships, but we do. Our challenge is that we must get a higher percentage of our students to perform at high levels - defined as grade level and above. One of the biggest hurdles in that challenge is getting kids to come to school. Truancy, the intentional, unjustified, unauthorized, or illegal absence from compulsory education in our district, is rampant in our community. The deliberate absence of our students' own free will happens hourly and daily. How does the data say school attendance impacts our graduation rate?

Most school systems use truancy and average daily attendance (ADA) to track student absences. In tracking truancy, schools only count full days of absences; this completely ignores students who miss individual periods or who come to school late

every day. ADA - The total number of student attendance days divided by the total number of days in the regular school year; it underrepresents absences and the amount of time students are not at school. A student attending every day would equal one ADA. We have developed a new system based on best practices that include the understanding that we want all of our students to attend school every day. The new system of monitoring attendance is more powerful than truancy or average daily attendance, two previously applied methods. Unlike average daily attendance, which counts how many students show up on a given day, or truancy, which measures unexcused absences only, our system identifies how many students miss at least 15 days for any reason, excused or unexcused. It also identifies students who miss partial days. Let me define some vocabulary for you so we can all be on the same page. Defining Regular Attendance as 1 absence or less a month is regular attendance at less than five percent, defining At-Risk Attendance (5.1% - 9.9%), Chronic Absence (10% - 19.9%), and Severe Chronic Absence (20% or More). We must understand the issues and focus on the settings.

With these new attendance measures in place, chronically absent students are less easily lost in daily attendance snapshots. It will assist the school system in educating parents on our attendance expectations and why we have those expectations. Moving to chronic absenteeism as a measurement is a more specific and useful data point to properly address school attendance and the myriad risk factors of absenteeism.

At 7:59p.m., Mr. Brown moved, Ms. Moody seconded to **Go into Executive Session** pursuant to Section 2C of the Illinois Open Meetings Act to consider:

EXECUTIVE SESSION

- The appointment, employment, compensation, discipline, performance, or dismissal of specific employees;
- Student discipline;
- Collective negotiating matters, and
- Pending, probable or imminent litigation.

On roll call, Brown, Moody, Banks, Graham, and Lawrence voted aye; nay, none; motion passed.

At 9:44p.m., Mr. Banks moved, Mr. Brown seconded to **Reconvene Regular Session**. On roll call, Members Banks, Brown, Graham, Lawrence, and Moody voted aye; nay, none; motion passed.

RECONVENE REGULAR SESSION

Ms. Moody moved, Mr. Brown seconded the **Approval of Tenured Teacher Notice to Remedy for Mrs. Serina Donaldson**. On roll call, Members Moody, Brown, Banks, Graham and Lawrence voted aye; voted nay, none; motion passed.

APPROVE THE TENURED TEACHER NOTICE TO REMEDY

Ms. Moody moved, Mr. Banks seconded the **Approval of Board's Semi-Annual Review of unreleased closed meeting minutes for public inspection. The need for confidentiality still exists as to all remaining closed meeting minutes to protect an individual's privacy or the District's interests. The closed meeting minutes, or portions thereof, from the following dates require confidential treatment for June 8, 2022 and September 14, 2022.** On roll call, Members Moody, Banks, Brown, Graham and Lawrence voted aye; voted nay, none; motion passed.

APPROVE THE BOARD'S SEMI-ANNUAL REVIEW

At 9:50p.m., Mr. Banks moved, Mrs. Lawrence seconded to **Adjourn the Meeting**. On roll call, Members Banks, Brown, Graham, Lawrence, and Moody voted aye; nay, none; motion passed.

ADJOURNMENT

President

Secretary