



**Wednesday, April 10, 2024  
REGULAR MEETING MINUTES**

**BOARD OF EDUCATION, THORNTON TOWNSHIP HIGH SCHOOL DISTRICT NO. 205  
HELD AT THORNTON TOWNSHIP HIGH SCHOOL 15001 SOUTH BROADWAY, HARVEY,  
ILLINOIS, AND VIA MICROSOFT TEAMS CONFERENCING AT 6:30 PM**

- The meeting was called to order at 6:37 p.m. President Graham made the following announcement: Any person may record or broadcast an open Board meeting. Special requests to facilitate recordings or broadcast an open Board meeting should be directed to the Superintendent at least 24 hours before the meeting. Recording meetings shall not distract or disturb Board Members or participants. Please know if you participate in public participation, you are part of the Board meeting and may be taped. ANNOUNCEMENT BY BOARD PRESIDENT
- On roll call, Members Banks, Davis, Graham, Lawrence, and Owens answered. Member Brown joined at 7:04 p.m. Member Moody was absent. Dr. Nathaniel Cunningham, Superintendent, Dr. Jerry B. Doss, Associate Superintendent of Human Resources; Mr. Brett Fickes, Assistant Superintendent of Curriculum and Instruction; Mr. Thomas Porter, Executive Director of Special Services; Mrs. Rosaura Duran, Director of Human Resources; Mr. William Garrett, Manager of Operations; and Mr. Adam Dauksas, legal counsel, were also present. ROLL CALL
- Report from Curriculum Committee:** Next meeting will be held April 29, 2024. This will focus on the Ghana trip, honoring retirees, College & Career Tour in TN, Summer Program Updates, and the 2024-2025 Curriculum Handbook. COMMITTEE OF THE WHOLE
- Report from Finance Committee:** Next meeting will be held April 30, 2024.
- Report from Policy Committee:** Met on April 8, 2024.
- Report from Discipline Committee:** None.
- Report from Facilities Committee:** Next meeting will be held April 25, 2024.
- Mrs. Lawrence moved, Dr. Davis seconded, to **Approve the Consent Agenda**, which includes the following: CONSENT AGENDA
- A. Approval of Regular Meeting and Executive Session Minutes dated March 13, 2024 MINUTES
- B. Approval of Special Meeting and Executive Session Minutes dated March 18, 2024
- C. The District 205 bills as presented for payment dated March 13, 2024 through April 9, 2024 BILLS

D. Personnel dated April 9, 2024 (Resignations, Leave of Absence, New Hires and Terminations)

PERSONNEL

E. Ratification(s)

- i) Approval of the Thornton IHSA State Drama Final, Overnight Trip, Rock Falls, IL, March 21-23, 2024
- ii) Approval of the Thornwood Girls Track & Field Tyson & Trinity Gray Invitational, Overnight Trip, University of Kentucky, Lexington, KY, April 4-6, 2024
- iii) Approval of the Thornwood Boys Track & Field, Skippy Keefer Relays & Washington University College Tour, Overnight Trip, St. Louis, MO, April 5-7, 2024

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

The following individuals spoke during Public Participation:

PUBLIC PARTICIPATION

- Ms. F. Crayton of Dolton- spoke about Dolton Park District involvement and passed out calendars to the board. Thanked Dr. Cunningham for getting back to her regarding the Thornridge track. Voiced concerns about the entry gates near Door 2 at Thornridge.
- Mr. D. Bearden of the Faculty Association- Passed out the Staff Survey results to the board. He would like to discuss these at a later date.

Dr. Doss stated there have been 3 FOIA requests since last board meeting and they have all been answered and responded to.

FREEDOM OF INFORMATION ACT (FOIA)

Mr. Fickes presented the following information:

COMMUNICATIONS

- Thornton High School
  - Ramadan “Fast-a-thon”
    - The first Ramadan “Fast-a-thon” held on March 15
    - Students learned about Islam, Ramadan, participated in fasting
  - 3<sup>rd</sup> Quarter Honor Roll Celebration
    - 111 Freshmen, 84 Sophomores, 111 Juniors, and 124 Seniors made Q3 Honor Roll
  - Washington, D.C. Trip
    - 28 Students visited a few universities, museum, and a private White House tour, all covered by Mielle Cares
- Thornwood High School
  - Senior Deven West accepted to Yale University
  - National Speech & Debate Association
    - Jociaya Edwards earned a Special Distinction Degree
  - Athletic Trainer, Maggie Butler
    - Honored with the National #MakingADifferenceOnANDOffTheField Award
- Peace Center
  - 3<sup>rd</sup> Quarter
    - Honor Roll Students & Most Improved Students
  - Bowling Alley Trip

- Students earned this trip with their exemplary attendance and behavior
- Solar Eclipse
  - Students observed this epic event
- Special Olympics
  - Swim Team
    - 2 students were state qualifiers
    - Southern Cook County Qualifying Meet- First time Thornwood was at the state meet

Thornridge Special Olympics Basketball Team State Champions- Mr. Fickes

- Gold medals and trophy earned
- Whole team attended, Coach Jennings spoke and a few students few spoke about how much they enjoyed the event
- Sportsmanship Award to Christopher Pena

PRESENTATIONS

Students were given medals for their exemplary participation (for all presentations)

Mr. Brown moved, Mr. Owens seconded the **Approval of the District 205 Band Summer Camp at Bethune-Cookman University, Overnight Trip, Daytona Beach, FL, June 23-29, 2024-** as presented by Mr. Holmes & Mr. Fickes. Fifty students will attend this culminating experience after a three-week band program. On roll call, Members Brown, Owens, Banks, Davis, Graham, and Lawrence voted aye; voted nay, none; motion passed.

APPROVAL OF DISTRICT 205 SUMMER BAND CAMP AT BETHUNE UNIVERSITY, OVERNIGHT TRIP, DAYTONA BEACH, FL, JUNE 23-29, 2024

Mrs. Lawrence moved, Mr. Banks seconded the **Approval of the Thornwood Marching Band St. Patrick's Day Parade, Overnight and Out of the Country Trip, March 15-18, 2026** as presented by Mr. Holmes. This is for an approval to pursue the trip to Dublin, Ireland. The band was invited to perform. There will be 55 students, 5 chaperones. On roll call, Members Lawrence, Banks, Brown, Davis, Graham, and Owens voted aye; voted nay, none; motion passed.

APPROVAL OF THORNWOOD MARCHING BAND ST. PATRICK'S DAY PARADE, OVERNIGHT AND OUT OF THE COUNTRY TRIP, MARCH 15-18, 2026

Mr. Banks moved, Mr. Brown seconded the **Approval of the Annual D205 Expo** presented by Dr. Ratliff. This will be the second Annual D205 Expo. On roll call, Members Banks, Brown, Davis, Graham, Lawrence, and Owens voted aye; voted nay, none; motion passed.

APPROVAL OF ANNUAL D205 EXPO

Dr. Doss presented and discussed the **First Reading of PRESS Plus Policy Update 113 (30 Day Review)**. The policies are under two categories, draft update, and review/monitoring. The information is available for review for 30 days at the Administrative Office. The policies will be presented at the May Board Meeting for approval.

FIRST READING OF PRESS PLUS POLICY UPDATE 113 (30 DAY REVIEW)

Dr. Cunningham stated the following:

Are We Winning?

According to Chris McChesney's 4 Disciplines of Execution, "If you are not keeping score, you're just practicing."

Two years ago, District 205 stopped practicing administrative evaluation. We started the process of Daily Disciplines of Execution, better known as DDX. We keep score, and one of the questions every administrator must answer monthly is: Are we winning?

The evaluation process is based on the requirements of the state of Illinois, the Silver Strong Evaluation System, and The Four Disciplines of Execution. The district office administration and the principals score each building administrator's monthly DDX presentation. The presentations review the building administrator's wildly important goals, lead measures, scoreboard, and cadence of accountability.

***Wildly Important Goal?***

For District 205, a **Wildly Important Goal (WIG)** is a critical objective of immense significance for the school or team. If achieved, it will substantially impact the school's overall success. A WIG is an outcome that won't be accomplished unless it receives special attention. It goes beyond routine tasks and requires deliberate effort. Rather than juggling numerous goals simultaneously, the focus is narrowed to one WIG. This ensures that effort is concentrated on what truly matters. A WIG is framed as a specific and measurable outcome. It defines a starting point, a finish line, and a deadline. Having a single measure of success simplifies the game and motivates teams and individuals to achieve the WIG. The WIG is the pivotal goal that drives progress and aligns efforts toward achieving extraordinary results.

***What is a Lead Measure?***

A **lead measure** is a critical concept that focuses on the specific actions or behaviors that directly influence the achievement of a **Wildly Important Goal (WIG)**. To understand lead measures, we have to start with Lag Measures. Lags are the results you try to achieve, but they are like looking in the rearview mirror—they tell you what has already happened. Examples include attendance and test scores. On the other hand, **Lead Measures** are the predictive activities that drive progress toward the WIG. Unlike lag measures, lead measures are directly influenced by the team or individual. They are the critical behaviors that, if consistently executed, will lead to achieving the goal. Think of lead measures as the levers that move the WIG forward. Focusing on lead measures allows teams and individuals to influence the outcome of their goals and ensures alignment with the WIG.

***Compelling Scoreboard?***

A **Compelling Scoreboard** is crucial in keeping teams and individuals engaged and motivated. A Compelling Scoreboard is a visible and dynamic representation of progress toward achieving the **Wildly Important Goal (WIG)**. It provides real-time feedback, allowing team members to see whether they are winning or losing. It is engaging; people perform at their best when they know whether they are winning or losing. The scoreboard creates emotional engagement by making progress visible. The right scoreboard ensures everyone is on the same page, focused on the WIG, and aware of lead and lag measures. When team members see their efforts reflected on the scoreboard, it motivates them to stay committed and take necessary actions to move toward success. **An Effective Scoreboard** includes **Simplicity**—Keep it simple and easy to understand. Avoid complexity that confuses or overwhelms; **Relevance, which includes lead and lag measures related to the WIG; Visibility, which makes it visible to the entire team.** Transparency fosters accountability; finally, **Real-Time Updates** regularly update the scoreboard to accurately reflect

progress. A compelling scoreboard transforms abstract goals into tangible, trackable results, driving performance and focus toward achieving extraordinary outcomes.

### ***Cadence of Accountability?***

The **Cadence of Accountability** is a rhythm of regular and frequent team meetings, activities, and processes that focus on the **Wildly Important Goal (WIG)**. These activities occur weekly, sometimes daily. During these activities, team members hold each other accountable for their commitment to move the score toward achieving the WIG. The cadence of accountability ensures **engagement** by ensuring regular meetings create emotional engagement by making progress visible. It ensures the alignment of the team or individual by focusing on the WIG and is aware of lead and lag measures. Cadence of accountability also ensures teams and individuals see their efforts reflected in real-time, motivating team members to stay committed. It focuses on weekly commitments, asking each team member to answer a simple question: "What are the one or two most important things I can do this week that will have the biggest impact on the scoreboard?" They also report on last week's commitments, whether they moved the lead or lag measures, and make new commitments for the upcoming week. Remember, the Cadence of Accountability ensures that teams stay on track, adapt quickly, and focus on achieving extraordinary results.

### ***The Whirlwind?***

The **whirlwind** refers to the **urgent and necessary daily tasks** for running the school. These tasks are often time-consuming and can consume a significant portion of an individual's or team's time and attention. The whirlwind includes activities like handling emails, attending meetings, observations, and addressing immediate issues.

However, the challenge lies in balancing the whirlwind with pursuing **strategic priorities**. While the whirlwind is crucial for maintaining stability, it can also hinder progress toward achieving important long-term goals. The DDX methodology emphasizes creating a high-performance culture by focusing on specific disciplines to execute strategic priorities effectively. In summary, the whirlwind represents the daily operational demands, while the Disciplines of Execution provide a framework for achieving breakthrough results despite these demands.

We are on the right path to achieving our vision and have established this evaluation system to ensure we stay on that path. The presentations are based on school and district data. The district team visits the building in person or virtually to review data and observe the presentations. We are working to create a system of improvement that allows us to work together to achieve the results we want and expect. It is not easy, and sometimes it is even frustrating, but it is what our students and communities deserve for our students. We continue to see our data improve – Again we are not where we want to be, but our hard work has ensured we are not where we used to be. Thank you.

At 7:22p.m., Mrs. Lawrence moved, Dr. Davis 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, Lawrence, Davis, Banks, Brown, Graham, and Owens voted aye; nay, none; motion passed.

At 7:58p.m., Mr. Banks moved, Mr. Owens seconded to **Adjourn the Meeting**. On roll call, Members Banks, Owens, Brown, Davis, Graham, and Lawrence voted aye; nay, none; motion passed. ADJOURNMENT

  
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President

  
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Secretary