



Wednesday, June 12, 2024
REGULAR MEETING MINUTES

BOARD OF EDUCATION, THORNTON TOWNSHIP HIGH SCHOOL DISTRICT NO. 205
HELD AT THORNWOOD HIGH SCHOOL 17101 SOUTH PARK AVENUE, SOUTH HOLLAND,
ILLINOIS, AND VIA MICROSOFT TEAMS CONFERENCING AT 6:30 PM

The meeting was called to order at 6:33p.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 Davis, Graham, Lawrence, and Moody answered. Member Brown joined at 7:36p.m. Members Banks, and Owens were absent. Dr. Nathaniel Cunningham, Superintendent, Dr. Jerry B. Doss, Associate Superintendent of Human Resources; Mrs. Rosaura Duran, Director of Human Resources; Mr. Rob Penman, Director of Research and Assessment were also present.

ROLL CALL

Report from Curriculum Committee: The last meeting discussed August Institute Days, ACT, and school improvement plans. The next meeting will be held on Monday, July 8.

COMMITTEE OF THE
WHOLE

Report from Finance Committee: None.

Report from Policy Committee: None.

Report from Discipline Committee: None.

Report from Facilities Committee: None.

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 May 8, 2024
- B. The District 205 bills as presented for payment dated May 8, 2024 through June 11, 2024
- C. Personnel dated June 11, 2024 (Resignations, Leave of Absence, New Hires and Terminations)

MINUTES

BILLS

PERSONNEL

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

Recommendation for Monthly Late Starts to Support Professional Learning Communities (PLCs)

Good evening,

As the Superintendent of Schools, I plan to implement a strategic change in our school schedule that will enhance professional development opportunities for our educators while minimizing disruption to student learning. Specifically, I plan on implementing monthly late starts for the first semester, dedicated to supporting Professional Learning Communities (PLCs).

Background and Rationale: Professional Learning Communities are essential for fostering collaboration among teachers, improving instructional practices, and ultimately enhancing student achievement. However, providing adequate PLC time within the existing schedule can be challenging. According to research, our current approach of relying on common planning periods and weekly course meetings are insufficient. To address this, the administrative team, including the building principals, recommends the following adjustments:

1. **Monthly Late Starts:** The principals and the Curriculum Department have identified tentative dates August 19, September 9, October 7, November 4, and December 2. I propose instituting an hour late start for all students. During this time, teachers will engage in PLC activities, such as collaborative planning, data analysis, and professional learning. We ensure a sustained focus on teacher growth and student success by dedicating a consistent monthly block for PLCs.
2. **Minimal Impact on Student Schedule:** The proposed late starts will not significantly alter the overall school schedule. Students can arrive at their normal time with academic support activities, sports, activities, or relaxation activities. These days, transportation time will be exactly the same. Only the beginning times of classes will change. Students can arrive, using their own transportation, an hour later on those specific days, allowing teachers to engage in meaningful collaboration without disrupting core instructional time. Again, bus schedules will not change, and there will be no impact on the community, but we will communicate the change effectively to parents and guardians.
3. **Positive Impact on Student Achievement:** Research consistently demonstrates that effective PLCs positively impact student outcomes. We create a more cohesive and supportive learning environment by providing regular opportunities for teachers to share best practices, analyze student data, and align instructional strategies. According to Rettig (2007), Improved teacher collaboration directly translates to improved student learning.

Implementation Plan:

1. **Communication:** We will communicate the rationale and benefits of monthly late starts to parents, staff, and the community. Clear communication channels will ensure everyone understands the purpose behind this change.
2. **Professional Development Focus:** Each monthly late start will focus on a specific area, such as data-driven decision-making, differentiated

instruction, or social-emotional learning. We will provide targeted professional development resources to support these areas.

3. **Monitoring and Evaluation:** We will assess the impact of monthly late starts on teacher collaboration, student achievement, and overall school climate. Based on feedback and data, adjustments can be made.

In summary, implementing monthly late starts for PLCs aligns with our commitment to continuous improvement and student success. I appreciate your support of this plan and look forward to discussing it further at your leisure. I appreciate your dedication to our students, community, and educators.

The following individuals spoke during Public Participation:

- Ms. F. Crayton of Dolton- Stated concerns regarding safety at the Thornridge Track. She invited everyone to the Father's Day event at the Dolton Park.
- Ms. G. Robinson of Dolton- Stated concerns regarding her daughter's

PUBLIC
PARTICIPATION

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)

2024-2025 Recruitment Plan- Mrs. Duran

PRESENTATIONS

- Mrs. Duran outlined a plan on how D205 will recruit new teachers to our district through appropriate funding, support, hiring procedures, and current policies.

Mrs. Moody moved, Mrs. Lawrence seconded the **Approval of the Thornton Township High School Boudreau Room Renovation** as presented by Dr. Cunningham. The basis for this recommendation is to create a captivating space that can be used to foster student development and facilitate high profile visitors to the campus. On roll call, Members Moody, Lawrence, Davis, and Graham voted aye; voted nay, none; motion passed.

APPROVAL OF THE
THORNTON
TOWNSHIP HS
BOUDREAU ROOM
RENOVATION

Mrs. Moody moved, Mrs. Lawrence seconded the **Approval of Bright Arrow Technologies** as presented by Mr. Penman. This is the replacement for Swift K12 and will be used for robo calls, report cards, calls, etc. under a three-year contract for cost savings. On roll call, Members Moody, Lawrence, Davis, and Graham voted aye; voted nay, none; motion passed.

APPROVAL OF
BRIGHT ARROW
TECHNOLOGIES

Mrs. Lawrence moved, Mrs. Moody seconded the **Approval of the Resolution Authorizing Abatement of Working Cash Fund** as presented by Dr. Cunningham. This enables the district to have in its treasury at all times sufficient money to meet demands thereon for ordinary and necessary expenditures for corporate purposes. On roll call, Members Lawrence, Moody, Davis, and Graham voted aye; voted nay, none; motion passed.

APPROVAL OF THE
RESOLUTION
AUTHORIZING
ABATEMENT OF
WORKING CASH
FUND

Mrs. Lawrence moved, Dr. Davis seconded the **Approval of the Student Board of Education Video Production** presented by Dr. Doss. This video will focus on Dr. John Bradley's various contributions, including assisting African Americans to medical school. On roll call, Members Lawrence, Davis, Graham, and Moody voted aye; voted nay, none; motion passed.

APPROVAL OF THE
STUDENT BOARD OF
EDUCATION VIDEO
PRODUCTION

At 7:07p.m., Mrs. Moody 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, Moody, Davis, Graham, and Lawrence voted aye; nay, none; motion passed.

At 8:11p.m., Mrs. Moody moved, Mr. Brown seconded to **Reconvene Regular Session**. On roll call, Members Moody, Brown, Davis, Graham, and Lawrence voted aye; nay, none; motion passed.

RECONVENE
REGULAR SESSION

Dr. Davis moved, Mrs. Moody seconded the **Approval of 2024-2025 Employment Contracts for Administrative and Exempt Personnel**. Recommendations for salary increases were provided to the board. On roll call, Members Davis, Moody, Brown, Graham, and Lawrence voted aye; voted nay, none; motion passed.

APPROVE 2024-
2025 EMPLOYMENT
CONTRACTS FOR
ADMINISTRATIVE
AND EXEMPT
PERSONNEL

Mr. Brown moved, Mrs. Lawrence seconded the **Approval of the Employee Uniform Grievance Complaint Appeal**. The superintendent's decision will be upheld based on the evidence provided. On roll call, Members Brown, Lawrence, Davis, Graham, and Moody voted aye; voted nay, none; motion passed.

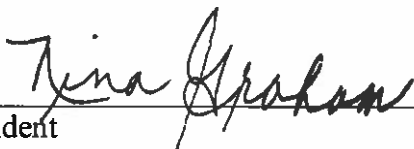
APPROVE
EMPLOYEE
UNIFORM
GRIEVANCE
COMPLAINT APPEAL

Mrs. Lawrence moved, Mrs. Moody seconded the **Approval of the Settlement Agreement with Former Student**. The superintendent's decision will be upheld based on the evidence provided. On roll call, Members Lawrence, Moody, Brown, Davis, and Graham voted aye; voted nay, none; motion passed.

APPROVE STUDENT
APPEAL OF 2024-
2025 ATTENDANCE
PLACEMENT &
DISCIPLINARY
DECISION

At 8:13p.m., Mrs. Moody moved, Mrs. Lawrence seconded to **Adjourn the Meeting**. On roll call, Moody, Lawrence, Brown, Davis, and Graham voted aye; nay, none; motion passed.

ADJOURNMENT



President



Secretary