



Dr. Jack Barshinger, Superintendent

**BOARD OF EDUCATION
GLEN ELLYN SCHOOL DISTRICT 41, DUPAGE COUNTY, ILLINOIS
NOTICE OF PUBLIC HEARING AND SPECIAL MEETING
AUGUST 8, 2005**

NOTICE IS HEREBY GIVEN that the President of the Board of Education of Glen Ellyn School District 41, DuPage County, Illinois, has called a public hearing and special meeting of the Glen Ellyn School District 41 Board of Education on Monday, August 8, 2005, beginning at 6:30 p.m. at the District 41 Central Services Office, 793 North Main Street, Glen Ellyn, Illinois. The purpose of and agendas for the meeting are as follows:

**AGENDA
PUBLIC HEARING**

1. Call to Order
2. Roll Call
3. Public Hearing: Applications for Waiver or Modification of State Board of Education Rules and/or School Code Mandates
 - Section 105: ILCS 5/24-2 and the designation of legal school holidays
 - Section 105: ILCS 5/24A-5 and the content of teacher evaluation plans
4. Public Input
5. Adjourn Public Hearing



05-39-2

Dr. Jack Barshinger, Superintendent

**AGENDA
BOARD OF EDUCATION
GLEN ELLYN SCHOOL DISTRICT 41, DUPAGE COUNTY, ILLINOIS
SPECIAL MEETING
AUGUST 8, 2005**

1. Call to Order
2. Roll Call
3. Public Participation
4. Action Item:
 - a. Approval of Applications for Waiver or Modification of State Board of Education Rules and/or School Code Mandates: Attachment #1
 - Section 105: ILCS 5/24-2 and the designation of legal school holidays
 - Section 105: ILCS 5/24A-5 and the content of teacher evaluation plans
6. Adjourn Special Meeting

Dated: August 4, 2005

ILLINOIS STATE BOARD OF EDUCATION
Rules and Waivers Unit W-475
100 North First Street
Springfield, Illinois 62777-0001
Phone 217/782-5270

APPLICATION FOR WAIVER OR MODIFICATION
OF STATE BOARD RULES AND/OR SCHOOL CODE MANDATES

This application is to be used for seeking a waiver or modification of State Board of Education rules or of School Code mandates in accordance with Section 2-3.25g of the School Code [105 ILCS 5/2-3.25g]. The completed application must be submitted by certified mail, return receipt requested, to the above address. Please use the instructions on reverse side when completing this application. Please note that action on incomplete applications will be delayed until all required documentation is received.

1. The application is for: (Check appropriate box(es) below.)

- WAIVER OF SCHOOL CODE
WAIVER OF ISBE RULE
MODIFICATION OF SCHOOL CODE
MODIFICATION OF ISBE RULE

2. APPLICANT'S NAME AND NUMBER: Glen Ellyn School District 41
CONTACT PERSON: Dr. Jack K. Barshinger, Superintendent
APPLICANT'S ADDRESS: 793 North Main Street, Glen Ellyn, Illinois 60137
CONTACT PERSON'S TELEPHONE NUMBER/EXTENSION: 630-790-6400
CONTACT FAX NUMBER: 630-790-1867
SUPERINTENDENT/EXECUTIVE DIRECTOR: Dr. Jack K. Barshinger, Superintendent
E-MAIL ADDRESS OF CONTACT PERSON: jbarshinger@d41.org
COUNTY: DuPage
Can we contact your e-mail address? Yes No

3. Provide citation or language of the rule(s) or School Code mandate(s) which are the subject of this application.

School Code 105 ILCS 5/24-2 - Holidays

If you are requesting a modification, display it here, using strike through or underlining.

(See Attached)

4. Attach a narrative identifying and justifying the specific request.

a. For proposed waivers and modifications of rules or modifications of School Code mandates that are based upon meeting the intent of the rule or mandate in a more effective, efficient or economical manner, a narrative description must provide all of the required information (see item 4(a) on the reverse side).

(See attached)

b. All proposed waivers/modifications requested to stimulate innovation or improve student performance, including all proposed waivers of School Code mandates, shall provide the specific plan for improved student performance and school improvement upon which the request is being based and how the applicant will determine success (see Item 4(b) on the reverse side).

c. Applications requesting waivers from Section 17-1.5 of the School Code must include the amount, nature, and reason for the requested relief and all remedies that have been exhausted by the district to comply with the administrative expenditure limitation.

5. Public Testimony: Attach a description of the testimony provided, to include the information enumerated in item 5 on the reverse side.

6. This application is for: INITIAL WAIVER/MODIFICATION
RENEWAL OF PREVIOUSLY APPROVED WAIVER/MODIFICATION
This application requests waiver/modification for 5 years (from 2006-2007 school year through 2010-2011 school year).

(See Item 6 on reverse side for limits on the duration of waivers/modifications.)

7. Attach a copy of each public notice required. Any request not meeting the requirements will be returned as ineligible for consideration.

8. Compliance with Notice and Hearing Requirements

I certify that a hearing concerning this application and any associated plan for improved student performance and school improvement was held on August 8, 2005, and that the regular board meeting(s) were held on August 22, 2005 of that month.

I further certify that the applicant has met all the notification and hearing requirements enumerated in items A and B on reverse side and that the board of education/board of directors of the applicant identified above approved this application on August 8, 2005.

Date

Signature of Applicant (i.e., District Superintendent/Executive Director/Regional Superintendent)

Attachment
Glen Ellyn School District 41
Waiver Request

Glen Ellyn School District 41 is requesting a modification of ILCS5/24-2 which states that teachers shall not be required to work on legal school holidays. On the dates listed below the district will either hold regular school with student attendance, a parent teacher conference, a school improvement day, an early dismissal day, a teacher institute day or a teacher in-service. Specifically, District 41 would like to modify the section to exclude the dates below from this provision:

- Veterans' Day
- Martin Luther King Jr. Day
- Abraham Lincoln's Birthday
- Casimir Pulaski Day
- Columbus Day

It would be the intent of the District 41 to treat these days as commemorative holidays, during which time the faculty and administrators of the district would coordinate activities which would instruct students on the accomplishments of Veterans, Dr. King, President Lincoln, Mr. Pulaski and Christopher Columbus. We feel these types of activities would add an educational perspective to the meaning of these days for our students. If a parent teacher conference or a teacher in-service were scheduled on the actual holiday, the activities would be performed either the day before the holiday or the day after the holiday.

ILLINOIS STATE BOARD OF EDUCATION
Rules and Waivers Unit W-475
100 North First Street
Springfield, Illinois 62777-0001
Phone 217/782-5270

APPLICATION FOR WAIVER OR MODIFICATION
OF STATE BOARD RULES AND/OR SCHOOL CODE MANDATES

This application is to be used for seeking a waiver or modification of State Board of Education rules or of School Code mandates in accordance with Section 2-3.25g of the School Code [105 ILCS 5/2-3.25g]. The completed application must be submitted by certified mail, return receipt requested, to the above address. Please use the instructions on reverse side when completing this application. Please note that action on incomplete applications will be delayed until all required documentation is received.

1. The application is for: (Check appropriate box(es) below.)

- WAIVER OF SCHOOL CODE
WAIVER OF ISBE RULE
MODIFICATION OF SCHOOL CODE
MODIFICATION OF ISBE RULE

2. APPLICANT'S NAME AND NUMBER

Glen Ellyn School District 41

APPLICANT'S ADDRESS

793 North Main Street
Glen Ellyn, Illinois 60137

SUPERINTENDENT/EXECUTIVE DIRECTOR

Dr. Jack K. Barshinger, Superintendent

COUNTY

DuPage

CONTACT PERSON

Dr. Jack K. Barshinger, Superintendent

CONTACT PERSON'S TELEPHONE NUMBER/EXTENSION

630-790-6400

CONTACT FAX NUMBER

630-790-1867

E-MAIL ADDRESS OF CONTACT PERSON

jbarshinger@d41.org

Can we contact your e-mail address?

- Yes
No

3. Provide citation or language of the rule(s) or School Code mandate(s) which are the subject of this application.

School Code ILCS 5/24A-5 Content of Evaluation Plans, specifically Sec. 24A-5c

If you are requesting a modification, display it here, using strike through or underlining.

(See attached)

4. Attach a narrative identifying and justifying the specific request.

a. For proposed waivers and modifications of rules or modifications of School Code mandates that are based upon meeting the intent of the rule or mandate in a more effective, efficient or economical manner, a narrative description must provide all of the required information (see Item 4(a) on the reverse side).

b. All proposed waivers/modifications requested to stimulate innovation or improve student performance, including all proposed waivers of School Code mandates, shall provide the specific plan for improved student performance and school improvement upon which the request is being based and how the applicant will determine success (see Item 4(b) on the reverse side).

(See attached)

c. Applications requesting waivers from Section 17-1.5 of the School Code must include the amount, nature, and reason for the requested relief and all remedies that have been exhausted by the district to comply with the administrative expenditure limitation.

5. Public Testimony: Attach a description of the testimony provided, to include the information enumerated in item 5 on the reverse side.

6. This application is for: INITIAL WAIVER/MODIFICATION
RENEWAL OF PREVIOUSLY APPROVED WAIVER/MODIFICATION
This application requests waiver/modification for 5 years (from 2006-2007 school year through 2010-2011 school year).

(See Item 6 on reverse side for limits on the duration of waivers/modifications.)

7. Attach a copy of each public notice required. Any request not meeting the requirements will be returned as ineligible for consideration.

8. Compliance with Notice and Hearing Requirements

I certify that a hearing concerning this application and any associated plan for improved student performance and school improvement was held on August 8, 2005, and that the regular board meeting(s) were held on August 22, 2005 of that month.

I further certify that the applicant has met all the notification and hearing requirements enumerated in items A and B on reverse side and that the board of education/board of directors of the applicant identified above approved this application on August 8, 2005.

Date

Signature of Applicant (i.e., District Superintendent/Executive Director/Regional Superintendent)

GLEN ELLYN SCHOOL DISTRICT 41
Administration Center
793 North Main Street
Glen Ellyn, IL 60137
(630) 790-6400

APPLICATION FOR WAIVER OR MODIFICATION OF STATE BOARD RULES
AND OR SCHOOL CODE MANDATES

- 3. Provide citation or language of the rules(s) or School code mandate(s) which are the subject of this application.**

105 ILCS 5/24A-5 Content of evaluation plans, specifically Sec. 24A-5c:

rating of the teacher's performance as "excellent", "satisfactory" or "unsatisfactory".

If you are requesting a modification, display it here, using strike through or underlining.

rating of the teacher's performance as follows: "~~excellent~~", "~~satisfactory~~" or "~~unsatisfactory~~".

Professional Growth Track-no rating
Professional Assistance Track-satisfactory or
unsatisfactory

- 4. Attach a narrative identifying and justifying the specific request.**
b. All proposed waivers/modifications requested to stimulate innovation or improve student performance, including all proposed waivers of School Code mandates, shall provide the specific plan for improved student performance and school improvement upon which the request is being based and how the applicant will determine success.

The proposed waiver is intended to improve student performance by improving teacher quality.

The District will implement the Professional Growth System in the fall of 2005. This system will closely mirror the state re-certification system and also will require that administrators be involved with the development and monitoring of goals related to school/district improvement.

Glen Ellyn School District 41
Application for Waiver or Modification
Page 2 of 3

We consider the Professional Growth System to be more effective in improving teaching and learning than the current teacher evaluation system that requires a rating be given to the staff member. We have found that, for the experienced and/or tenured teacher, the rating oftentimes gets in the way of meaningful dialogue between teacher and supervisor regarding professional practice. Teachers become preoccupied with the rating itself and focus on it rather than the intent of the process, improving instructional practices. We understand the need to evaluate to determine continued employment; however, our experience has been that very few teachers have actually been dismissed as a result of the current system. We believe that the majority of teachers would be better served through the system we are adopting that does not rely on a rating for improvement. We believe that a staff member who continues in our employ is at least satisfactory or we would take steps to remediate performance. In order to provide a safeguard for our school district, we have mechanisms built into the evaluation system that address marginal staff members. Our intent is to work with the majority of teachers who are interested in improving their skills. We know that student performance is impacted directly by the quality of instruction provided by a skilled teaching staff. Authorities such as Danielson & McGreal (ASCD, 2000) argue persuasively that when teachers are able to engage in meaningful dialogue about their professional growth, teaching and learning in the classroom are positively affected.

The Professional Growth System is designed to promote meaningful dialogue with the supervisor, focusing on professional improvement. The System is differentiated to meet the needs of the career teacher and is focused on continuous improvement of knowledge, skill, and practice. Ratings are useful only at certain points in the System. We know that student performance is impacted directly by the quality of instruction. Authorities argue that evaluation systems which engage teachers in meaningful dialogue regarding their own professional practice and growth, “produced higher levels of satisfaction and more thoughtful and reflective practice while still being able to satisfy accountability demands.” (Danielson & McGreal, 2000)

Glen Ellyn School District 41
Application for Waiver or Modification
Page 3 of 3

There are three tracks in the Professional Growth System. The first track is the Pre-tenured Track. The second track, the Professional Growth Track, does not require a rating because teachers in this track have already demonstrated satisfactory or excellent performance. The track requires teachers to set annual action plans for personal growth based upon established Core Teaching Expectations, school improvement plans, and/or district initiatives. Finally the third track, the Professional Assistance Track, requires a rating of satisfactory or unsatisfactory at its conclusion. The rating determines the course of action to be taken at the conclusion of the support plan. In order to be placed in this track, the administrator determines that explicit support is necessary for improvement. If improvement is rated satisfactory, the teacher will be placed in the Professional Growth Track. If improvement is rated as unsatisfactory, the teacher is recommended for remediation as prescribed in the School Code.

Success of the implementation of this plan will be measured by an increase in student achievement as measured by ISAT and local assessments.