



**Minutes of a Closed Meeting of
The Board of Education of Oswego Community
Unit School District 308, Kendall, Kane and Will Counties, Illinois
Oswego East High School Community Room
September 23, 2013**

9. Closed Session

9.1 Enter Closed Session under statute 5 ILCS 120/2(c)(1): The appointment, employment, compensation, discipline, performance or dismissal of specific employees of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee of the public body or against legal counsel for the public body to determine its validity.

Entered Closed Session at 10:15 p.m.

A roll call was taken at this time.

Members present:

Matt Bauman, Brent Lightfoot, Mike McDowell, Greg O’Neil, Danielle Paul,
Alison Swanson, Bill Walsh

Members Absent:

None

Administration Present:

Superintendent of Schools Dr. Matthew Wendt, Associate Superintendent Dr. Paul O’Malley, Assistant Superintendent for Teaching and Learning Dr. Judy Minor, and Assistant Superintendent for Administrative Services Mr. John Sparlin

Others Present:

Attorney Maureen Lemon, Ottosen Britz Kelly Cooper Gilbert and DiNolfo, Ltd.

Recording Secretary: *Karen Lansky*

Personnel

Mr. Walsh stated there are two things on the agenda tonight which consist of the personnel report and a discussion of Dr. Wendt’s goals. He mentioned that after the personnel report is discussed, Dr. Minor, Dr. O’Malley and Mr. Sparlin will be asked to leave.

Mr. Walsh asked if there were any questions on the personnel report. There we no questions at this time.

Dr. Judy Minor, Dr. Paul O’Malley and Mr. Sparlin left the meeting at 10:18 p.m.

The remainder of closed session continued with a discussion of Dr. Wendt’s goals. Mr. Walsh stated whatever goals are defined to be final will be part of the contract. He discussed that this format is legal and then a new contract would need to be written with a new initiation date.

Maureen Lemon explained whenever new goals are defined; a new contract needs to be written for whatever term is decided upon.

Mr. Walsh stated there are some things that need to be gone through; the board will have to determine percentages; walk through each goal; and determine the final goal and what the dollar amount would be. Mr. Walsh commented that he has discussed this information with Dr. Wendt one on one.

Mr. Walsh asked if Dr. Wendt wanted to comment on the goals' objective portion. Dr. Wendt stated they appeared to align with the priorities which will be discussed with the board in the near future.

Dr. Wendt mentioned concerns on the goals written regarding the retention of faculty and the Everyday Math program. He commented with regard to the Everyday Math program, there is no chance that this will be the recommended program. He asked that Everyday Math be put on the back shelf and focus on a math curriculum review instead.

Mr. Walsh asked if this goal should be possibly reworded from Everyday Math to Math Curriculum from K-12.

Brent Lightfoot stated the board needs to work on setting higher goals and not focus on the day to day type of goals. He suggested a goal might be set defining expectations for a periodic curriculum review.

Dr. Wendt stated the board should approve a curriculum review cycle of what curriculum will be reviewed and when, so both staff and the public know.

Mr. Walsh mentioned a multi-year contract with Dr. Wendt has been discussed. Mr. Walsh stated he agrees that the board needs to set higher goals, but the board should select one or two goals that may be achieved this year as well.

Alison Swanson suggested that the goals be geared toward common formative assessments and the need to start somewhere, even if it is just for math.

Brent Lightfoot asked if the goals may be written so there is not a need for it to be done every year.

Maureen Lemon stated the board may write goals that are comprehensive or they may be broken down by year.

Brent Lightfoot suggested that the goal may be written such as: a five year curriculum review will be developed by Dr. Wendt and for this year at least one subject matter will be reviewed.

Alison Swanson stated she would also like common assessments written into the goals.

Greg O'Neil asked Dr. Wendt what he felt were the top three items for a superintendent to consider as an important goal. Student achievement was certainly one of the top priorities. Mr. O'Neil asked if ACT scores would be a fair measurement as one of the top three goals.

Dr. Wendt stated increasing ACT scores is an important goal, but certain things need to be put into place first before this may be achieved. He mentioned that the staff will first need time to collaborate (PLC time). Dr. Wendt commented he feels goals based on assessments may be achieved over the next one to two years.

Maureen Lemon stated these goals are acceptable for this year but if the board is going to write a multi year contract, then the goals will need to be rewritten for multiple years.

Dr. Wendt stated he is comfortable with the assessment achievement being one of his goals and suggested it be over a multi-year contract to be able to track it's progression over time.

Bill Walsh stated the board should write goals attainable for this year up until June 30, 2014 and put in goals for next year as well so staff does not get concerned over seeing only a one year contract. Mr. Walsh suggested the board write a 1-2 year contract and between now and spring negotiate whatever term contract is desired going forward and that would replace this contract.

Dr. Wendt mentioned to the board, as shared at this evening's facilities and planning advisory committee meeting, the necessity of a discussion about whether the district will have all day kindergarten or not because it impacts the use of East View and boundary lines.

Greg O'Neil commented he felt there was a need for a survey to be given to both staff and the public to be able to look at how Dr. Wendt is perceived and whether he is able to raise this perception or not.

Dr. Wendt commented on the survey administered last year and that it was a good survey and the results need to be looked at again. Dr. Wendt mentioned he now has would like to administer a survey to the students.

Mike McDowell mentioned if a goal might be made to look at increasing the average daily school attendance percentages by a point or two.

Dr. Wendt stated that was a reasonable goal to address this year.

Matt Bauman mentioned establishing the acceptable percentage or bonus number for attaining each of the goals and if this is up to the discretion of the board.

Bill Walsh stated the percentage total is at the discretion of the board and the percentage structure is also for the board to present to Dr. Wendt.

Maureen Lemon stated this is a mutual decision agreed upon with Dr. Wendt.

Dr. Wendt stated he is fine with his goals except for Everyday Math and retention of staff.

Danielle Paul commented she wrote about the retention plan because she feels there should be one because of the issues of the recruitment of teachers and this should come under staff development. Mrs. Paul stated that some staff may need help, but a formal plan should be in place and if a staff member is not achieving according to the plan, it needs to be addressed.

Alison Swanson mentioned the State of Illinois has a plan with the implementation of the Danielson model and every teacher will have to show growth and this does not need to be put into Dr. Wendt's contract. It will need to be approved by the union as well.

Dr. Wendt mentioned he does not disagree with the retention piece, but he was not confident it could be completed by June 30th. Danielle asked if a plan or framework might be written and put into place.

Bill Walsh commented, at a minimum, there needs to be a two year agreement now with the potential to add additional years in the near future.

Dr. Wendt stated there needs to be focus on a goal with multiple pieces. He mentioned the goals should focus on curriculum and academics, the financial component, facilities and growth, and long term staffing.

Matt Bauman asked what the deadline is for narrowing down the goals.

Bill Walsh stated this should be finalized as early as the next board meeting.

Maureen Lemon suggested that at this point, the board might want to allow Dr. Wendt to take this information on goals and objectives and figure out how to break it out into two years and bring back it back to the board to calculate the percentages.

Dr. Wendt stated he would review this information over the next week and return it to the Board.

Alison Swanson inquired into the communication goal and when a reasonable deadline for improving this item might be. It was agreed by April 15th Dr. Wendt would present to the Board on the status of this goal.

Dr. Wendt commented to the board about the “Ask Dr. Wendt” column with the local newspaper, the Ledger. Beginning in October, any citizen may email and ask any question and twice a month, there will be a section of the newspaper where a question will be asked and Dr. Wendt will respond. John Etheridge with the Ledger has formed a good relationship with Brian Graves and will be working on this column. Dr. Wendt said that Mr. Etheridge has asked that the district wait a day before this same information goes live on our website. Dr. Wendt stated in his prior district, this type of column was very popular. Dr. Wendt commented he is very excited about this and it is a positive communication tool for the district.

Board Member Danielle Paul made a motion to leave closed session and the motion was seconded by Mr. Lightfoot.

Final Resolution: 7-0

Aye: Mr. Matt Bauman, Mr. Brent Lightfoot, Mr. Mike McDowell, Mr. Greg O’Neil
Mrs. Danielle Paul, Mrs. Alison Swanson, Mr. Bill Walsh

The Board left closed session at 11:15 p.m.

President

Attest: _____
Secretary