



Wednesday, October 12, 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 6:40p.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, Graham, Moody and Whittington answered. Members Brown, Butler and Lawrence 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. James Petrungaro Dauksas, legal counsel, were also present.

ROLL
CALL

Report from Curriculum Committee: Mr. Fickes reported that the next meeting will be held on 11/3/2022 via WebEx at 4:00pm. Topics for discussion are quarter one grade distributions, a presentation from the math and business division, tablet distribution, partnering with PCs for People for the third year, partnering with the city of Harvey for a coat drive on 10/29/2022 in T-107 at 10:00a.m., and a partnership with local poets to be hosting a weekend event for students at Thornridge High School.

COMMITTEE OF THE
WHOLE

Report from Finance Committee: Mr. Horton reported that the last meeting was held on 10/4/2022. Each action item approved will be presented at tonight's meeting for board approval. The next meeting will be held on 11/1/2022 via WebEx at 4:00pm

Report from Policy Committee: None.

Report from Discipline Committee: None. There will be an upcoming meeting before the next board of education meeting.

Report from Facilities Committee: None.

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

CONSENT AGENDA

- Approval of Regular Meeting and Executive Session Minutes dated September 14, 2022
- The District 205 bills as presented for payment dated September 15, 2022 through October 12, 2022
- Personnel dated October 12, 2022 (Resignations, Leave of Absence, New Hires and Terminations)

MINUTES

BILLS

PERSONNEL

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

The following individuals spoke during Public Participation:

PUBLIC PARTICIPATION

- Mrs. Crayton asked if there was a budget for books for each library. Dr. Cunningham replied that he will answer back to her individually.
- Donkor Parker stated that he had a question for Mr. Butler; Mr. Butler is not in attendance, and he will wait to address.

- There were two FOIA requests since the last board meeting. One has been responded to and one is pending.

FOIA

• District:

COMMUNICATIONS

- Dr. Doss presented the public relations report showing the changes to 2022-2023 registration over the summer to increase enrollment for the school year and to have a better data picture in terms of getting ready for transportation as school started.
- The district will use Strategics elements to communicate with families and staff on our website, social media, and email
- Registration data: Expected enrollment 4,289; actual registered 3,839 which is an increase of 22% from last year as of August 15, 2022

Mr. Fickes presented the following information:

- Thornridge High School:
 - FATAL VISION DRIVING COURSE - Students in Drivers Ed and Health participated in a Fatal Vision Driving Course.
 - Students drove a golf cart while wearing fatal vision goggles.
 - They then underwent a sobriety test given by a Dolton Police Officer
 - HOMECOMING 2022 - A great Homecoming week, with spirit days including Class color, Gender Bender Day, Due/Trio Day, Throwback Thursday and TR Spirit Day! A Pep Assembly ended the week where a student, performed the National Anthem and the crowd showed support for our athletes
 - AVID SENIORS GO TO UNIVERSITY OF NOTRE DAME - Climbing the road to success, the Thornridge AVID Seniors went on a field trip to the University of Notre Dame where they learned about what the university has to offer
- Thornton Township High School
 - STUDENTS VISIT MIELLE - Monique and Melvin Rodriguez graduates, founded Mielle Organics Beauty Products in 2014. Students, Senator Harris and President Graham toured the Merrillville facilities to learn about different functions of Mielle, operations, product development and marketing
 - STUDENTS VISIT PHARMACY IN HOMEWOOD – students had an opportunity to see how a real retail pharmacy is operated and have applied for their Pharmacy Technician license. Special thanks to Mr. Roth for creating these opportunities for students
 - BODY ARMOR SOCCER CHAMPIONS - Won the BODYARMOR tournament for two years in a row!!! Kudos to Coaches Gonzalez and Espinoza for their hard work.
- Thornwood High School
 - NATIONAL HONORS SOCIETY INDUCTION - This year the NHS inducted 39 new members on Thursday, September 29th in our first induction ceremony, back in person since the pandemic.

- MARCHING THUNDERBIRDS - Congratulations to The Marching Thunderbirds for earning the 2nd Place Trophy for the 2022 Chicago Football Classic High School Battle of the Bands.
- YOUNG MALE YOUTH CHAT - On Wednesday, October 5th the Young Male Youth Chat hosted their first guest speaker/panel of the year. The chat was centered around MTSS and culturally responsive Mental Health Support for our most at risk male students recommended by our Deans. The renowned Dr. Obari Cartman whose book about mental health, will be added to the curriculum and the book made available in our library
- FRESHMAN FIELD TRIP TO GSU - Freshmen Clinic: Planning and Thinking High School Success - PaTHSS' 5-week designation was marked with a field trip to Governors State University. With 200+ students and adults in attendance at the musical Red Summer, TWs newest Thunderbirds and Student Ambassadors were nothing short of AMAZING!!!

- Mr. Fickes presented that District 205 Civil Air Patrol Drone Program held a Drone Academy which took place July 18th, students received a certificate of participation – Mr. Fickes
- Mr. Fickes presented that District 205 Soccer Team and Coach David Gonzalez are closing in on 200 wins. Coach Gonzalez is a graduate of Thornton Township High School and has been coaching since 2009 - Mr. Fickes
- Mr. Fickes presented ComEd’s Public Schools Carbon Free Assessment (PSCFA) – NO COST TO SCHOOLS!
 - Program was created as a result of the Illinois Climate and Equitable Jobs Act (CEJA) that was passed in September 2021.
 - CEJA includes provisions to phase out carbon emissions from the energy and transportation sectors. As part of this legislation, public schools can receive a free PSCFA

PRESENTATIONS

Ms. Moody moved, Mrs. Whittington seconded the **Approval of Illinois Empower Workplans for School Improvement for Thornridge, Thornton, and Thornwood High Schools** as presented by Mr. Fickes. On roll call, Members Moody, Whittington, Graham and Banks voted aye; voted nay, none; motion passed.

APPROVE ILLINOIS
EMPOWER WORKPLANS
FOR SCHOOL
IMPROVEMENT FOR
THORNRIDGE,
THORNTON, AND
THORNWOOD HIGH
SCHOOLS

Dr. Moore, Principal, Thornridge High School, Mr. Whitaker, Principal, Thornton Township High School, and Mr. Holmes, Principal, Thornwood High School, presented goals for their schools

Ms. Moody moved, Mr. Banks seconded the **Approval of Cosmetology and Barber Program Equipment Purchases** as presented by Mr. Fickes. On roll call, Members Moody, Banks, Graham and Whittington voted aye; voted nay, none; motion passed.

APPROVE
COSMETOLOGY AND
BARBER PROGRAM
EQUIPMENT
PURCHASES

Mr. Banks moved, Ms. Moody seconded the **Approval of Thornridge High School New Band Instruments & Equipment** as presented by Mr. Horton. On roll call, Members Banks, Moody, Whittington, and Graham voted aye; voted nay, none; motion passed.

APPROVE THORNTRIDGE
HIGH SCHOOL NEW
BAND INSTRUMENTS &
EQUIPMENT

Ms. Moody moved, Ms. Banks seconded the **Approval of Thornton Township High School New Band Instruments & Equipment** as presented by Mr. Horton. On roll call, Members Moody, Banks, Graham and Whittington voted aye; voted nay, none; motion passed.

APPROVE THORNTON
TOWNSHIP HIGH
SCHOOL NEW BAND
INSTRUMENTS &
EQUIPMENT

Ms. Moody moved, Mrs. Whittington seconded the **Approval of Thornridge High School Assembly and Placement of Math Desks** as presented by Mr. Horton. On roll call, Members Moody, Whittington, Banks and Graham voted aye; voted nay, none; motion passed.

APPROVE THORNTRIDGE
HIGH SCHOOL
ASSEMBLY AND
PLACEMENT OF MATH
DESKS

Mr. Banks moved, Ms. Moody seconded the **Approval of Communications Services Agreement with Avidity Technologies** as presented by Mr. Horton. On roll call, Members Banks, Moody, Whittington, and Graham voted aye; voted nay, none; motion passed.

APPROVE
COMMUNICATIONS
SERVICES AGREEMENT

Mr. Horton stated that communications plans will be on our website and social media

Dr. Cunningham presented the following:

SUPERINTENDENT
REPORT

We, the leaders of Thornton Township High School District 205, have decided to improve the learning of our students. We will use the aggregation of marginal gains system, which is the philosophy of searching for a tiny margin of improvement in everything you do. The whole principle comes from the idea that if you break down everything you could think of that goes into improving education and then improving it by 1 percent, you will get a significant increase when you put them all together.

This is the system that you have been under since you entered the student board. Dr. Doss, and Mrs. Barb Green-Kenan have worked to get you to improve a little every day. It is such a marginal gain that you sometimes do not even notice it. They just go about it a little at a time and before you know it – you know what you are doing. No one has to tell you – you are comfortable and knowledgeable.

People believe that they can just stay the same every day if they do not change, but the truth is that you are either improving or declining. If your choices are bad and you are declining just one percent a day you will move nearly to zero, while if you are improving, one percent a day for a year will get you nearly thirty-eight percent better. The effects of small habits compounded over time become significant if you are disciplined and focused.

We must work on creating educational habits that improve your learning. It is said that habits are the compound interest of self-improvement. The same way that money multiplies through compound interest, the effects of your habits multiply as you repeat them. On the other hand, when we repeat one percent errors, day after day, by replicating poor decisions, duplicating tiny mistakes, and rationalizing little excuses, our small choices compound into toxic results. These results can ensure we never meet goals or create systems that improve us. It does not seem that habits make little difference on any given day and yet the impact they deliver over the months and years can be enormous. These positive processes in a well-designed system ensure success. It is only when looking back two, five, or perhaps ten years

later that the value of good habits and the cost of bad ones becomes strikingly apparent. We must ensure that we notice and create systems that benefit us. What matters for us is whether our habits are putting us on the path toward success. You should be far more concerned with your current trajectory than with your current results. Meaning we must work on positive habits in a positive system because - Success is the product of daily habits—not a once-in-a-lifetime transformation. You guys understand this reference because of our reading - our outcomes are the lagging measure of our habits. We will get what we repeat. Time magnifies the margin between success and failure. It will multiply whatever you feed it. Good habits make time your ally. Bad habits make time your enemy.

I come to you today asking you to create allies – by making your habits your friends. Choose to do what assists you – not just what is comfortable.

Faculty Association – Mr. Bearden presented concerns as the first semester closes, regarding challenges that has been faced and need to be addressed

- Our Current Attendance Policy
- Building Safety Concerns
- Communication between Staff and Administration
- Our Faculty Association Survey

At 7:56p.m., Mr. Banks 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, Banks, Moody, Graham, and Whittington voted aye; nay, none; motion passed.

At 8:54p.m., Mr. Banks moved, Ms. Moody seconded to **Reconvene Regular Session**. On roll call, Members Banks, Moody, Graham, and Whittington voted aye; nay, none; motion passed.

RECONVENE REGULAR SESSION

Ms. Moody moved, Mr. Banks seconded the **Approval of Alternative Placement, Student Disciplinary Agreements until June 30, 2023 for the following Students 02-25-2123-01 (PEACE Center), 02-25-2123-02 and 02-25-2123-03 (RISE) until June 2023**. On roll call, Members Moody, Banks, Graham, and Whittington voted aye; voted nay, none; motion passed.

APPROVE STUDENT DISCIPLINE AGREEMENTS

Mr. Banks moved, Ms. Moody seconded the **Approval t of Settlement Agreement with Former Employee Charles Rayburn**. On roll call, Members Banks, Moody, Graham, and Whittington voted aye; voted nay, none; motion passed.

APPROVE THE SETTLEMENT AGREEMENT WITH FORMER EMPLOYEE CHARLES RAYBURN

Ms. Moody moved, Mr. Banks seconded the **Approval to Authorize the Board's Decision to Stand with Administration to Deny Grievances 050922 (Mr. Morgan) and 051022 (Ms. McGhee)**. On roll call, Members Moody, Banks, Graham, and Whittington voted aye; voted nay, none; motion passed.

AUTHORIZE THE
BOARD'S DECISION TO
STAND WITH
ADMINISTRATION TO
DENY GRIEVANCES
050922 AND 051022

At 8:58p.m., Mr. Banks moved, Ms. Moody seconded to **Adjourn the Meeting**. On roll call, Members Banks, Moody, Graham and Whittington voted aye; nay, none; motion passed.

ADJOURNMENT

President

Secretary