

**Lyons Township High School
Community Advisory Council**

7:00 PM – April 16, 2008

Minutes

Documents sent earlier:

1. Agenda for LTCAC meeting on 4/16/08
2. Minutes from LTCAC meeting on 2/20/08
3. Proposed By-law Amendment
4. Lyons Township High School District Superintendent Search: Leadership Profile Assessment

Handouts:

1. Memo re: May 21, 2008 LTCAC Meeting

I. Business Meeting (7:08 PM)

- A. Joyce McFadden called the meeting to order with the following announcements.
 1. Dr. Kilrea will make an introduction and do the Superintendent's report. Then he will leave.
 2. There will be no School Board report since this meeting is designed to be an open forum and they didn't want to inhibit our responses.
 3. Jennifer Bialobok sent an email asking for nominees for the Hall of Fame program. The nomination forms are on the web site on the Alumni section.
 4. Marilyn noted that there were no recommendations from the last meeting's discussion. However, there were many questions. These were compiled and sent to Dr. Kelly, who will respond to them at the May meeting.
 5. The May meeting will deal with these questions and develop topics for next year. It will be a pizza meeting and will be in the North Campus far cafeteria in the basement. There will be signs posted. Please fill in the form to let us know if you are coming so that Joyce Marine will know how much pizza to order.
 6. Most people have turned in their forms stating their interest in returning next year. If you have not, please turn it in so Patti Rocco can start recruiting for next year.
- B. The minutes were approved as submitted.
- C. The By-law amendments were approved as written.
 1. The officer slate for next year is not yet complete. We will email the slate as soon as it is ready.
- D. Superintendent's Report by Dr. Kilrea
 1. Staffing overview. Since 1991, there has been a 35% increase in student enrollment; a 91% increase in special education population; a 19% increase in faculty; and a 232% increase in para-educators, most of whom are assigned to the special education area. The number of custodians and administrators has decreased; and, the number of secretarial staff has remained flat. Most of the increases have been in direct student support.
 2. The Board approved the March agreement with S.E.I.U. Local 73, the Building and Grounds Union.

3. A bid for \$400,000 has been approved to replace all 2100 student lockers at the South Campus.
 4. Next week, there is the PSAE for the juniors on the 23rd and 24th.
 5. There is an ROE (Regional Office of Education) compliance visit on the 23rd. They will do a paper audit including our personnel files, building codes, fire codes, and other Illinois school codes. They will not have access to the areas where students are taking tests.
 6. On March 11th, there was joint township and school board meeting held at Park Junior.
 7. The data consortium is still being discussed.
- E. There was no School Board report.

II. Discussion of Members' Concerns and Issues (7:20 PM)

- A. Q. What kinds of questions were formulated from the last meeting, especially regarding the consortium?
- A. The questions were read from the list sent to Dr. Kelly:

Data Consortium Questions:

1. What, if any, repercussions would there be if a security breach occurred?
2. What would happen if a district withdrew from the database?
3. Would the collected data be shared with the elementary/middle schools?
4. Since privacy is a concern with data sharing, what steps will be taken to prevent an individual student from being labeled early on with no chance for a "clean slate?"
5. How will this program be funded?

Transition Program Questions:

1. When will the new Humanities transition program be evaluated?
2. Is the Board considering adopting this program to transition Math and Science?

Please send any additional questions to Joyce McFadden or Marilyn Kosin.

- B. Comment: This Saturday from 9:00 to 12:30, the League of Women Voters is hosting seminar at the Reber Center to educate ourselves and others on how to reduce carbon emissions.

III. Superintendent's Search (7:25 PM)\

- A. Introduction, Dr. Tim Kilrea
1. Since Dr. Kelly is retiring in June 2009, the Board would like to assure that every opportunity is taken to find the best candidates and is getting ahead of the coming superintendent searches. They have hired the firm of Hazard, Young, Attea and Associates, which is the largest executive search firm for superintendents.
 2. The Board has identified 15 different groups from which to seek input. Hazard, Young, Attea and Associates are to develop the leadership profile from discussions with these groups. They have talked with union reps, students, faculty, support staff, community leaders, etc. The Leadership Profile Form is also on the web site.

- B. Leadership Profile Development, Dr. Jerry Chapman
1. Dr. Chapman spent 36 years in public education in Illinois, starting as a high school mathematics teacher, with the last 11 years as a high school superintendent. He was in the Palatine/Schaumburg District 211. Dr. David Smith was superintendent in the Lake Park District.
 2. It is very helpful for the firm to know something about the school system as well as the candidates. The Leadership Profile will be presented to the School Board and will be based on responses to the paper form and on the results of dialogs with different groups. The report will be based on groups, not individuals.
 3. The firm will bring a slate to the Board in November, and the Board hopes to make a decision by winter break.
 4. There are three components to tonight's dialog:
 - a. What can you tell me about the community and schools that would make it an attractive place for a new superintendent? Why would they want to come here?
 - b. What are the issues that need to be considered and addressed?
 - c. What are the characteristics and qualities required of the new superintendent? What do they need to be successful in this school system?
 5. It is very likely that the next superintendent is not looking for a job. The firm will have to convince them to leave their job and come here.
 6. Questions:
 - a. Q. How far does the firm go in the process?
A. The firm will recruit, screen, reference check, two face-to-face interviews, and discussion before presenting a candidate.
 - b. Q. Are there concerns about the small pool of applicants?
A. The firm did a study in 2006 that reviewed all the superintendents that have been placed during the 21 years of the firm's existence. Eight-five percent of the superintendents were in one of two positions: either still in the job, or retired. Today, we will be lucky to get 20 applicants and we will recruit about half of them. Now, there is tremendous pressure on the job, including more external pressures. so people don't always find the job worthwhile. There are also salary caps. And, there is no pension portability from State to State.
 - c. Q. What is the length of tenure for a superintendent?
A. The average tenure for a suburban superintendent is 4 years, and 2 ½ years for an urban superintendent.
 - d. Q. Are you looking within the State, or out of State?
A. The firm is searching nationwide and has a network of contacts.
 7. A dialog on the three components of the Leadership Profile (III.A.4) was conducted by Dr. Chapman.
 - a. Please turn in your Leadership Profile form.

IV. Adjournment (8:18 PM)