

# INDIAN SPRINGS

*School District 109 — Cook County*

## OFFICE OF ASSISTANT SUPERINTENDENT

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*"An Illinois State Board of Education Model School District"*

## LEGAL NOTICE

Indian Springs School District #109 will conduct its annual RIF Joint Committee Meeting on Thursday, November 9, 2017, at 8:30 a.m. at Lyle School located at 7801 W. 75<sup>th</sup> Street, Bridgeview, IL for the purpose of reviewing the Teacher Evaluation Tool per the Education Reform Act (Senate Bill 7).

**Note:** If you wish to attend this meeting and require assistance in accessing the meeting place because of a disability, please contact Mrs. Crystal Skoczylas at 708-496-8700.

# RIF Joint Committee – ISD #109

November 10, 2017 (8:30 – 11:00 AM) @ Lyle, Room 202

- I. Topics we must consider, and may reach agreement on:**
- a. Criteria for excluding from grouping 2 and placing into grouping 3 a teacher whose last two performance evaluations include a “needs improvement” and either a “proficient” or “excellent”.
  - b. An alternative definition for grouping 4 which must take into account prior ratings and may take into account other factors that relate to the school district’s educational objectives. The alternative description for grouping 4 may not permit the inclusion of a teacher in grouping 4 with a “needs improvement” or “unsatisfactory” rating on either of the teacher’s last two ratings.
  - c. Including within the definition of a rating a performance evaluation rating administered by a school district or joint agreement other than the school district determining the sequence of dismissal.
- II. Topics we must consider, and may make recommendations on:**
- a. Handling rating systems inconsistent with the ratings specified in the School Code (excellent, proficient, needs improvement, unsatisfactory).
  - b. Whether a disproportionate number of teachers with greater seniority have received recent performance ratings lower than prior ratings (this will not impact the order of reductions in force or the District’s authority to carry them out).
    - Upon request by a Joint Committee submitted to the Board of Education by no later than ten days after the distribution of the sequence of honorable dismissal list, a representative of the Board must, within five days of the request, provide to members of the Joint Committee a list showing the most recent and prior performance evaluation ratings of each teacher identified only by length of continuing service in the district and not by name.
    - If, after review of this list, a member of the Joint Committee has a good faith belief that a disproportionate number of teachers with greater length of continuing service with the district have received a recent performance evaluation rating lower than the prior rating, the member may request that the Joint Committee review the list to assess whether such a trend may exist.
    - Following the Joint Committee’s review, but by no later than the end of the applicable school term, the Joint Committee or any member(s) of the Joint Committee may submit a report of the review to the Board and the exclusive bargaining representative, if any.
- III. Other Business**
- a. Department Directors conducting evaluations
  - b. Develop a page or area on SLO for finalization/calculation of the goal



*ISD 109: Responsibly preparing everyone today for a better tomorrow*