

# Board Approves Implementation of 1:1 Resource Allocation

## iPad Selected As Device to Expand Student Learning

Most students in District 34 next year will experience new methods of learning, have constant access to curricular resources, and expand their learning environment beyond the walls of school based upon the Board approved 1:1 resource allocation.

The Board of Education accepted a proposal from a committee of teachers, administrators, and parents to implement a 1:1 resource allocation through a phased in process that will begin next school year.

This will mean that all students in

first through fifth grade, as well as selected middle school grades will have a dedicated iPad to assist in their learning during the 2013–14 school year. The plan is to expand the program to all middle school students the following year.

### Support From GEF For Pilot

With funding support from the Glenview Education Foundation, a non-profit fundraising group that supports District 34, the district has piloted the use of iPads for the past two years. There are currently 1,200 iPads (supported, in part, through funding by the GEF)

being utilized by individual students this school year. That number will move to 3,300 iPads in 2013–14.

“There are many reasons that moving to a one-to-one environment is educationally beneficial for students,” Executive Director of Technology Brian Engle says. “We believe that by providing this tool, students will expand their learning beyond the walls of the schools. Also, teachers will have even more opportunities to differentiate instruction so that student learning can be increased.

*see 1:1 Resource Allocation, page 4*



# Administrators Join District 34 Team

*The Board of Education recently appointed three administrators to help lead the District as it works to achieve its strategic goals in the areas of student growth and teacher effectiveness.*



**Justin Attaway**

Justin Attaway was named Director of Operations and oversees the Buildings

and Grounds Department, which includes custodial services and maintenance, as well as the Transportation Department. He also provides support to the Business Office in the areas of purchasing, financial analysis, budgeting and ensuring budgetary controls. He began his work in the district in April.

Attaway has experience with valuation of commercial properties and analysis of financial statements within his most recent role. He has also worked for the Illinois State Board of Education as a consultant and audited school districts in the areas of state and federal grants, including general state aid and transportation. He holds a bachelor's degree in finance and an MBA from Northern Illinois University. He is currently working to earn his Type 75 Administrative Certificate with the Chief Business Officials (CSBO) endorsement.



**Beth Luther**

Beth Luther was hired as Executive Director of Human Resources. She will oversee all selec-

tion and recruiting of staff, and personnel matters for the school system, which has more than 700 employees. Luther also will ensure the district follows all governmental statutes, regulations and maintenance of employee records.

She is currently Director of Human Resources in Wheaton-Warrenville School District and has more than 10 years executive level experience in human resources and organizational development in both the public and private sector. During her previous human resources experiences, she has worked on teams to redesign performance evaluation systems, worked collaboratively with labor unions, and implemented several training programs for staff.

She holds a bachelor's degree in business management and professional communications from Alverno College and a master's degree in human resource management from the Keller Graduate School of Management at DeVry University. She begins on July 1.



**Frank Rottman**

Frank Rottman was named Pleasant Ridge Principal and will serve as the

instructional leader at Pleasant Ridge following nearly 19 years of experience with District 34. He is currently serving as the interim assistant principal at Springman Middle School. Prior to his role this year at Springman, he was in a teacher support role as an instructional coach for four years within the district. He also has twice served as a summer school principal. He spent 13 years teaching social studies at both Attea and Springman.

During his time as an instructional coach, he provided both new and veteran teachers with instructional guidance to assist with their improvement as educators.

Rottman earned his bachelor's degree from the University of Illinois at Chicago in history. He holds a master's degree from National Louis University in curriculum instruction and design. He begins his new role in the District on July 1.



## **THREE BOARD MEMBERS ELECTED**

The community elected three Board of Education members to four-year terms during the April election including John (Jack) Murphy, Chris Northwick and Catherine Russe. This is the third term for Murphy and the second terms for both Northwick and Russe.

At the organizational meeting of the new Board, Northwick was elected president and Russe was elected vice president.

## **REGISTER YOUR KINDERGARTNER OR NEW STUDENT TODAY**

Parents of students who will be kindergartners or new students to District 34 this fall should have registered their child already for school.

For more information, parents should contact their school or the District office at 847-998-5000.

Children must be 5 years old on or before September 1, 2013 to be eligible for kindergarten. Exceptions are not made to this policy.

# Board and Teachers Approve a Four-Year Contract

*The Board of Education voted to approve a four-year contract, titled the Constitution, with the Glenview Education Association (GEA) following GEA member ratification.*

Among the many benefits of the new contract, it was collaboratively designed to help protect the district from a previously projected future structural deficit, created when expenditure increases outpace revenue increases. The agreement now aligns annual increases of one of the district's major expenditures (teacher salaries) to the Consumer Price Index (CPI). This is significant, as a majority (approximately 88%) of the district's revenue comes from local property taxes and those annual increases are capped at CPI or 5%, whichever is lower.

## Fairness to Teachers and Community

"Our collective goal for this agreement was fairness to teachers and the community," says Board President Chris Northwick. "We wanted the Constitution to be attractive to current and future teachers, while at the same time help us maintain financial stability in the future. We believe we met all of these important goals, as well as set a strong foundation for an enhanced shared governance structure and improved communication in the future – all of which will help advance student learning. While the district still needs to continue to strategically align the community's resources with District 34's educational priorities, the district's financial outlook is helped greatly by the collaborative decisions reached in this agreement and through recent budget cuts."

## Salaries Tied to CPI

The contract provides GEA members with a total salary increase of 2% (CPI plus 0.5%) in the first year of the contract (which is the current school year). In the second and third years of the contract, salary increases will mirror the increase in the CPI. This means a 3.0% increase for the 2013–14

school year and a 1.7% increase in the 2014–15 school year. For the final year of the contract, the 2015–16 school year, salary increases will be equal to the reported CPI announced in January of 2014, with a floor of 1.5% and a ceiling of 4.0%.

The GEA and the Board also agreed to a revamped health insurance plan, which will result in approximately \$500,000 savings during each of the last three years of the contract for an estimated total savings of \$1.5 million.

## Collaborative Structures Improved

In addition to salary and benefit changes, many other agreements were reached as part of the bargaining process. The Board and the GEA renewed their commitment to the Constitution's shared decision-making structure, which has been a hallmark of the Constitution since its inception, and distinguishes the Constitution from the collective bargaining agreements in other school districts. The governance structure will be enhanced, by including additional teachers on the four Constitutional Committees. Both teams indicate they believe the revised membership of these groups will increase communication and build better understanding across the district around the important decisions made by these committees.

There are approximately 400 full-time and part-time professionals represented by the GEA.

Over the life of this contract, the most recent updated financial projections indicate balanced budgets in all four years through fiscal year 2016. The district has been diligently working to reduce expenses over the past several years. In the 2011-12 school year, \$600,000 was cut from the budget and nearly \$700,000 in savings was achieved as part of class sizes increases. Additionally, another \$1.8 million was cut for this school year through strategic budgeting.

## Contract Overview

### TERM

4-Year Contract — July 1, 2012 through June 30, 2016

### GEA SALARY INCREASES TIED TO CPI

2012–13: CPI + 0.5% = 2.0% total increase

2013–14: CPI = 3.0% total increase

2014–15: CPI = 1.7% total increase

2015–16: CPI = unknown % total increase at this time (1.5% floor and 4.0% ceiling)

### HEALTH INSURANCE

Implementation of the new health insurance plan will result in approximately \$500,000 savings in each year of the final three years of the contract for a total savings of \$1.5 million over the three years.

## 1:1 Resource Allocation

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We believe students' problem solving, critical thinking, and communication skills will be enhanced as the device will help facilitate collaborative work between the student, their peers, their parents, and their teachers."

### Impact on Teaching and Learning

As part of the report, concrete examples were outlined to show how the learning tool has increased many aspects of teaching and learning:

- Increased authentic/meaningful learning experiences and assessments for students
- Increased home-to-school connections
- Higher efficiency for teacher collaboration



Most students in District 34 will have an iPad next year.

- More opportunities for students to be self-directed learners
- Increased ability for differentiation of student learning
- Access to critical educational information at all times

One of the examples provided by the committee was of a student who was a struggling reader and how the iPad has helped her engage more fully in learning by allowing her to make connections to the lesson through a video she created.

As a struggling reader and writer, without the relevant support, she likely would not have made this connection. The video was shared with the class, giving this student confidence, and giving other students an example of how to use the iPad to enhance learning.

### No Additional District Cost

This 1:1 resource allocation proposal will be achieved through no additional district funding as the District will move away from the purchase of laptops and that funding will be used for iPad purchases. Additionally, a student fee was added to help assist in purchasing the devices, ongoing maintenance/replacement and instructional applications.



**GLENVIEW 34**  
SCHOOL DISTRICT

### Our Mission

To empower children  
to be self-directed learners  
and responsible decision makers.

### Board of Education

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**Our Mission**  
To empower children  
to be self-directed learners  
and responsible  
decision makers.

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