



STATE OF THE DISTRICT

SPEED S.E.J.A. #802

January 19, 2023



Presenters:

- **Dr. Tina Halliman**
- **Dr. Antonia Hill**
- **Ms. Brenda Murillo**
- **Ms. Sonya Douglas**
- **Mr. Gregory Furgason**
- **Mr. Joseph Kekelik**



SPEED's Vision



SPEED is a progressive special education school district that supports **student and adult learning** in order to **increase the quality of education for all children** within our 15 member districts regardless of their education placement.



SPEED's Mission



A service organization whose primary functions are to **plan, recommend, and provide special education and services** to all member district children and to assist district personnel in providing local programs and services. Functions also include participation in **professional research and study**, support for appropriate legislation, dissemination of **information to parents and communities**, and cooperation with **other service agencies**.



2018-2019 Transformation Begins with You!



**TRANSFORMATION
BEGINS WITH YOU**

2019-2020 Level Up



THEME for 2019-2020



education

2020-2021 Level Up 2.0



THEME for 2020-2021



2021-2022 PIVOT WITH PURPOSE



THEME FOR 2021-2022



PIVOT
with purpose
Cultivating Growth Mindsets

Friends Pivot

Theme for 2022-2023

Blooming with Grace



The seeds you plant matter!



Academic Programming
and Achievement



Finance



Climate and Culture



Communication



Academic Programming and Achievement



GOAL 1: Facilitate a process for the development and implementation of aligning current programs, curriculum and assessments with State and Board goals to improve student growth and achievement.

Outcomes:

Ensure that all students are provided a high-quality learning experience based on multiple research-based assessment tools that demonstrate teaching effectiveness and learning outcomes.

Building capacity of staff and empower Principals as instructional leaders through targeted professional development that will enhance professional practices, growth and student outcomes

Improve culture and climate by empowering staff and recognizing our collective work and efforts leads to a better work environment, collegial dialogue and interaction.

Ongoing Common Core State Standards PD and Teaching and learning cycle with fidelity including data deep dives



Finance



GOAL 2: Assess and oversee the current and future financial needs of the District.

Outcomes:

Secure additional funding sources

Continue to improve the Business Office efficiencies

Long Range Financial Goals

Research and develop a SPEED Foundation

Facilities Infrastructure Improvements & Fiscal Projections



Climate and Culture



**GOAL 3: Create
a culture that
values all.**

Outcomes:

Organize a safety
committee and
create a student
threat assessment

Maintain a
positive, values-
based work
environment.

Innovative
Solutions for the
HR Department

Operational
restructuring by
realigning staffing
plans

Promote and
sustain a high level
of productivity and
safety throughout
a workspace



Communication



GOAL 4: Create trust and respect throughout the District by fostering honest, consistent and transparent communication between and among District staff, families, the Boards and the community.

Outcomes:

Recruit and retain a diverse workforce to meet the needs of SPEED

Migrate iVisions Employee Self Service Portal to iVisions Employee Access.

Implement Frontline's Time and Attendance product to replace the door access system for tracking staff attendance

Deploy PowerSchool Enrollment for online registration replacing Google Forms

Continuous improvement of communication with all stakeholders



Academic Programming and Achievement



What are we doing?

Analyzing, updating and training Teachers/Administrators in curricula materials & products (with fidelity) to improve instructional planning & practices.

Creating a model of excellence for hiring, training and retaining type 39s towards licensure.

Building Leadership Capacity

Targeting Professional development through our leadership Academy with a focus on providing feedback to enhance leadership development based on practices.

Increasing capacity of Program leaders through mentoring internally & externally

Developing a Leadership Plan

Empower teachers in a professional learning community to problem solve and provide action steps towards school improvement.

Establish a Curriculum Team to develop and create a working Scope & sequence with aligned assessments for the purpose of gauging student performance & teaching effectiveness

Professional Development



Targeted PD

Restorative Practices

CPR

CPI/Devereux

Instructional Planning

BIP/IEP – Getting Smart

Unique (n2y) & Bluestreak

Assistive Technology

Leadership Team Targeted PD

Effective Communication –
Administrative Retreat

Finding Your Why

Vision to Purpose

From Rounds to Walks – Improving
Instruction

Mentoring Leaders to Build Capacity

Teacher led Professional Development



Pacing Chart



SPEED S.E.J.A. DISTRICT 802 SPECIAL EDUCATION JOINT AGREEMENT

Scope and Sequence Chart – Reading Kindergarten

Directions: This chart is organized into manageable chunks which will help with lesson planning and assessments.

Content Description	Instructional Focus & Schedule	ASSESSMENT RESOURCES	DIFFERENTIATION & INSTRUCTIONAL STRATEGIES
<p>What will the students be expected to know and do?</p> <p>Lesson 11: Letters & Sounds Kindergarten</p> <p>Weeks 1-4</p> <p>Reading Foundational Skills</p> <p>RF.K.1-Demonstrate understanding of the organization and basic features of print.</p> <p>RF.K.2-Demonstrate understanding of spoken words, syllables, and sounds (phonemes)</p> <p>Reading Literature</p> <p>RL.K.1- With prompting and support, ask and answer questions about key details in a text.</p> <p>RL.K.3- With prompting and support, identify characters, settings, and major events in a story.</p> <p>RL.K.4- Ask and answer questions about unknown words in a text.</p>	<p>Lesson 11</p> <p>8/15-8/31</p> <p>Weekly lessons should include the identified learning standards from the left.</p> <p>Instructional Targets:</p> <ul style="list-style-type: none"> -Print Concepts -Phonological Awareness -Phonics & Word Recognition <p>Vocabulary:</p> <p><i>Beginning, ending, lowercase, sound, capital, letter, word</i></p>	<p>Refer to Differentiated Tasks based on Student instructional Levels:</p> <p>Week 1 Assessment: 8/22</p> <p>Week 2 Assessment: 8/29</p> <p>Week 3 Assessment: 9/6</p> <p>Common Assessment: 9/22</p> <p>Additional Assessment(s):</p> <p>Benchmark Assessments:</p> <ul style="list-style-type: none"> • Reading: Initial Letters • Reading: Final Letters • Early Learning: Upper Case • Early Learning: Phonemic Awareness/Phoneme blend 	<p>GPS: T78-88</p> <p>Phonological Awareness: Identify words in Sentences</p> <p>Comprehension: Identify story elements</p> <p>Vocabulary: Expand oral language through the use of vocabulary</p> <p>High-Frequency Word: the</p> <p>Read Aloud Book- (Fiction)</p> <p>Decodable Text- Short vowel u</p> <p>Letters: c, g, p, s, t, fr</p> <hr/> <p>WEEK 2</p> <hr/> <p>ULS – Match a sound to its corresponding vowel or vowel team.</p>

Blooming with Grace Growing Forward



DISTRICT SERVICES

Create pre/post assessments to assess retainment vs. regression

Develop data collection system to warehouse assessments that will inform instruction

Create cycle of coaching

Facilitate a robust learning cycle conducting rounds for learning



Coaching Cycle





Finance – Goals



Secure
additional
funding
sources

Continue to
improve the
efficiency of the
Business Office

Long-term
Financial Goals

Research and
develop a
Foundation

Facilities
Infrastructure
Improvements
& Fiscal
Projections



Finance – What are we doing?



Revenue Sources

Birth – 5 Illinois

SMPG

Elevating Educators

Rental Unit

Business Office

Cross
Department
Meetings

Digital Files

Customer
Service

Two Partner
Assignments

Financial Plan

Visit Other
Cooperatives

Survey
Districts

SPEED Foundation

Seek Members

Mission
Statement

Legal
Requirements

Fundraising

Facilities Infrastructure Improvements & Fiscal Projections

Grant Projects

Mechanical
Inventory
Replacement
Projections

Master
Facilities 5-year
Fiscal Plan

Funding Sources



GRANT

AMOUNT AWARDED

University of Illinois Extension- SNAP-ED Program	\$3,200
FY2022 School Maintenance Project Grant	\$50,000
FY2023 School Maintenance Project Grant	\$50,000
Elevating Educators	\$290,880
Team Nutrition School Meal Recipe Development	\$10,000
Supply Chain Assistance Funding	\$26,000
The Bilingual Education Grant under the Elevating Educators	\$6,475
Birth to Five Illinois Grant	\$68,000



Business Office Efficiencies



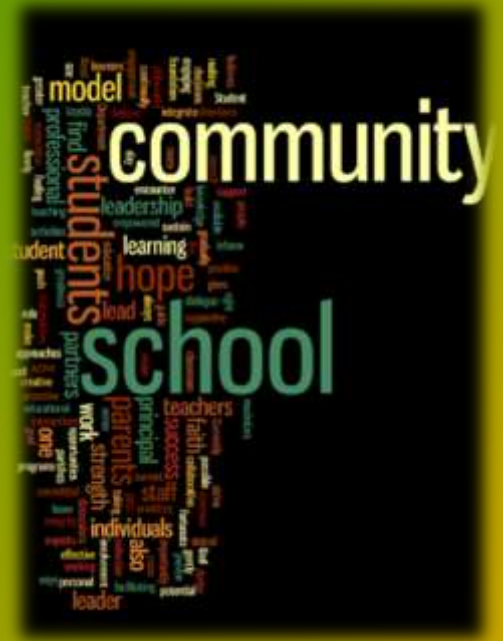
- Cross departmental meetings
- Continue to build digital file records
- Customer Service
- R. A. S. C. I. (Responsible - Accountable - Supportive - Consulted - Informed)





- District Enrollment Needs Survey
- Facility Rental

- Tuition Rate Market Adjustment





- Seeking foundation members
- Create Mission Statement
- Illinois Requirements
- Federal Requirements
- Fundraising

Facilities Infrastructure Improvements and Fiscal Projections



Facilities Grant Projects



Mechanical Replacement Projections



Master Facilities 5-year Plan

Facilities Grant Projects



Grant Project	Status	Contractor	Grant
Replacement of PAL & ELC Playground Pour and Play Surface	Completed August 2022	NuToys Leisure Products	ESSER III
HVAC Bas Replacement Division St.	Completed July 2022	Preision Controls	SMPG 22
Fire Sprinkler 5-year Internal Inspection Division St.	TBD	Central States Auto Sprinkler	SMPG 23

Mechanical Replacement Projects



Building	System	Install Date	Expiration Date	Life Cycle/Years
Division	Fire Tube Boilers (Heat)	2005	2035	30
Ashland	Parking Lot	1990	2010	20
Division	Camera DVR	2019	2024	5

- **2 Buildings**
- **34 HVAC Systems**
- **6 Water Systems**
- **6 Sewage Systems**
- **6 Fire Protection Systems**
- **2 Intrusion Alarms**
- **4 Roof Systems**
- **2 Pavement Systems**
- **4 Electric Systems**
- **2 Public Address Systems**
- **69 Cameras/1 DVR System**
- **2 Playgrounds**
- **8 Vehicles**

Master Facilities Plan



Year 1 – FY23/24	ESTIMATED COST	GRANTS/REBATES/TRANS
Replace rooftop unit #100 Ashland Ave.	\$21,000.00	* Nicor/ComEd Rebate
Asbestos pipe installation remediation Division St.	\$2,000.00	
Camera replacements Division St. (2)	\$3,200.00	
Camera replacements Ashland Ave. (2)	\$3,200.00	
Roof repairs west side Ashland Ave.	\$3,000.00	
Replace parking lot and exterior building lights to LED Division St.	\$4,000.00	* ComEd Rebate/SVPP
Rekey exterior building locks Division St.	\$1,000.00	
Replace supply fan variable frequency drive air handler 4	\$11,500.00	
Replace return fan variable frequency drive air handler 3	\$11,500.00	
Replacement of boiler house pump variable frequency drive inverters (2)	\$8,000.00	
10 year hydraulic oil change for PAL elevator	\$12,000.00	*SMPG 23
5 year internal fire pump inspection Division St.	\$3,000.00	*SMPG 23
Remainder of SMPG 22 Projects; Parking Lot, Asbestos/Treads, Masonary, Roof	\$64,000.00	*SMPG 22

Blooming with Grace Growing Forward



FINANCE

Continue to secure funding

Focus on long-range financial goals in conjunction with Bloom Township Treasurer

Fundraising for SPEED Foundation

Planning for digital platform

Resurfacing the Speed Parking Lot





Climate and Culture



Maintain a positive, values-based work environment

Problem Solving Meeting effectiveness

District wide incentives to motivate & encourage Staff

Teacher led Professional development sessions

Continue implementation of Better Meetings

Innovative solutions for the HR Department

Revamp Onboarding Process

Revamp Substitute Teacher Manual

IASB Procedural Manual

Operational restructuring by realigning staffing plan

Market Salary Analysis for Custodians and Central Office Staff

The 5S+ Safety Methodology to reorganize the B & G Department

Promote and sustain a high level of productivity and safety throughout a workspace

Facilities Safety Plans

Organizational Effectiveness

GCN Training

Market Salary Analysis



SPEED Salary Analysis

Sonya Douglas
HR Director



Market Salary Analysis



				Central Office Admin Staff 2 year Roll-Out					
Name	New Title	Seniority	Current	Year One Adj.	Year One Salary Adj.	Salary % Increase	Year Two Adj.	Year Two Salary Adj.	Salary % Increase
J. C	Receptionist/HR Assistant	4	29,519.14	3,750.00	33,269.14	1.13	3,750.00	37,019.14	1.12
S. F	Accounts Payable /Bookkee	1	40,464.58	3,750.00	44,214.58	1.09	3,750.00	47,964.58	1.09
C.J	Payroll Specialist	14	59,721.14	1,750.00	61,471.14	1.03	1,750.00	63,221.14	1.03
V.J	Human Resources Associat	5	35,951.72	4,500.00	40,451.72	1.13	4,500.00	44,951.72	1.11
Y.W	Accounting Assistant	10	38,823.55	3,750.00	42,573.55	1.10	3,750.00	46,323.55	1.09
M.W	Human Resources Associat	2	36,778.92	3,500.00	40,278.92	1.10	3,500.00	43,778.92	1.09
C.R	Admin Assistant to District F	19	51,569.26	750.00	52,319.26	1.02	750.00	53,069.26	1.02
Vacant	Admin Assistant to District F	<1	36,892.88	3,250.00	40,142.88	1.09	3,250.00	43,392.88	1.08
C.G	Executive Admin Assistant t	3	74,155.19	3,500.00	77,655.19	-	-	77,655.19	-
			403,876.38	28,500.00			25,000.00		

Board Increase

2022-2023 Custodian Adjustment						
Name	New Title	Seniority	Current	Year One Adj.	Year One Salary Adj.	Salary % Increase
A.A	Custodian	10	35,014.63	1,103.52	36,118.15	1.04
T.B	Custodian	<1	29,171.66	232.32	29,403.98	1.02
C.B	Custodian	15	43,259.61	1,103.52	44,363.13	1.03
C.D	Custodian	22	34,609.42	1,103.52	35,712.94	1.04
L. G	Custodian	3	29,488.16	1,355.20	30,843.36	1.05
J.J	Custodian	14	34,609.42	1,103.52	35,712.94	1.04
S.L	Custodian	9	29,171.66	1,684.32	30,855.98	1.06
K.P	Custodian	3	29,488.16	1,355.20	30,843.36	1.04
				9,041.12	273,853.84	

Board Increase

Year One	37,541.12	Year Two	25,000.00	62,541.12
Total Pay-out		Total Pay-out		Total Increase

Operational Restructuring



The 5S+Safety Methodology to Reorganize the Building and Grounds Department



Facilities Safety Plans



Promote and Sustain a High Level of Productivity and Safety Throughout the Workplace



SPEED S.E.J.A. #802
STUDENT THREAT ASSESSMENT PLAN
2022/2023



SPEED S.E.J.A. #802
AUTOMATIC EXTERNAL
DEFIBRILLATOR PLAN
(AED)
2022/2023



SPEED S.E.J.A. #802
RAPTOR VISITOR MANAGEMENT
PROCEDURES
2022/2023

Organizational Effectiveness - Communication



- SURVEYS
- OPENING DAY WELCOME BACK
- RESTORATIVE MINDSET & LANGUAGE
- MERRY MASQUERADE HOLIDAY PARTY
- NEW YEAR NEW YOU 2023 WELLNESS PD



SPEEDFLIX

2022-2023
PRESENTS

Top TV Shows at SPEED 802

Blooming with Grace – Opening Day!



Blooming with Grace – Trunk or Treat!



Blooming with Grace - *A Merry Masquerade*



Blooming with Grace – Wellness Institute



TRAINING



- Districtwide Completion rate of 94%



Blooming with Grace Growing Forward



CLIMATE & CULTURE

Comprehensive Retention & Recruitment Plan

Career Pathways & Grow Your Own Programs

Innovative HR Onboarding Processes

Collective Bargaining Negotiations



Career Pathways



**Grow Your Own
Teacher Programs**



COMMUNICATION & TECHNOLOGY



Recruit and Retain a Diverse Workforce to meet the needs of SPEED

Handshake

Centers for Psychological Services

LinkUp Teletherapy

Frontline Education

Social Media Platforms

Bi-monthly Workforce Remodeling

HR Quarterly Newsletter

Innovative Productivity Solutions

iVisions Employee Access

Frontline Time & Attendance

PowerSchool Enrollment

WestFax Solution

CLEVER

Continuous improvement of communications with all stakeholders

Collective Bargaining Agreement Negotiations

SEL Leadership

District Partnerships

Creative Recruitment Strategies



- HANDSHAKE - 43 UNIVERSITIES FOR CERTIFIED TEACHER SOURCING
- CENTER FOR PSYCHOLOGICAL SERVICES - STUDENT PSYCH EVALUATIONS
- SUPREME SECURITY CONSULTANTS, INC. - SECURITY
- BLAZERWORKS CONSULTANTS
- FRONTLINE EDUCATION - RECRUITING & HIRING
- LINKUP THERAPY VIRTUAL SPEECH THERAPY SERVICES



HR SPEEDY CONNECT NEWSLETTER



SPEEDY CONNECT

NEW VOLUME 1 • JANUARY 2023

 SPEED802

Your HR News and Updates in One Convenient Newsletter



Human Resources

Do you know a colleague who would be great for one of the roles listed in the job board? Well, get in touch and if your referral is promoted, we will give a \$250 bonus!



EAP

Employee Assistance Program (EAP) provides professional and confidential services to help employees and family members address a variety of personal, family, life, and work-related issues.



SPEEDY CONNECT

New Year New You!

We kicked off our New Year with a New motto! A New Year & New You. We hope that during the much needed break that you gave yourself GRACE as you spent time away from our beautiful campus and reconnected with family and friends.





SUPERINTENDENT'S CORNER

Blaney Nelson

Innovation in Education and Lessons Learned Along The Way

- The Secret Weapon in Teacher Recruitment and Retention
- Kids Deserve It!
- What's Your Passion?

Westfax Faxing Solution



Benefits

- Greatly reduces service cost
- Reduces printing costs
- Increases security controls
- Integrates with SPEED's Office 365 Account

Westfax Faxing Solution



Current Costs:

Location	Total Number of Lines	Number of Fax Lines	Fee per Line	Total Taxes	Taxes per Line	Total Cost of Fax Lines	Cost per Fax Line
410 Ashland Ave Chicago Heights	3	1	\$32.98	\$112.84	\$37.61	\$70.59	\$70.59
1125 Division St Chicago Heights	12	5	\$32.98	\$573.75	\$47.81	\$403.95	\$80.79
Totals	15	6		\$686.59		\$474.54	

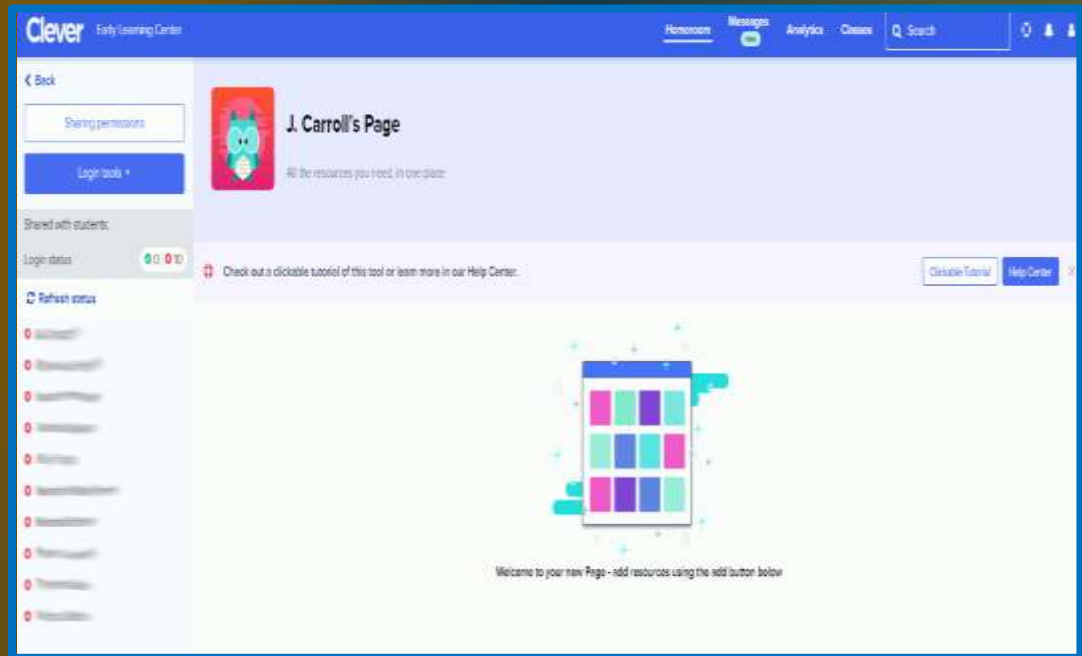
Cost Breakdown:

Product	Setup Cost	Monthly Fee	Yearly Cost	Yearly Savings
Existing Configuration	\$ 0.00	\$ 474.54	\$ 5,694.48	\$ 0.00
Westfax Year 1	\$ 3,900.00	\$ 66.95	\$ 4,703.40	\$ 991.08
Westfax Year 2	\$ 0.00	\$ 70.30	\$ 843.60	\$ 4,850.88
Westfax Year 3	\$ 0.00	\$ 73.82	\$ 885.84	\$ 4,808.64
Westfax Year 4	\$ 0.00	\$ 77.51	\$ 930.12	\$ 4,764.36
Westfax Year 5	\$ 0.00	\$ 81.39	\$ 976.68	\$ 4,717.80

Clever - Digital Learning



- Helps student log into district applications
- Assists Teachers in launching apps
- Integrates with SPEED's digital curriculum



Blooming with Grace Growing Forward



COMMUNICATION

Coaching for Leaders

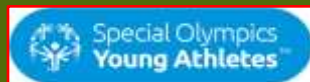
Facilitation of Adult SEL District-wide

Explore New Website Upgrade

Comprehensive Retention &
Recruitment Plan



SPEED District-wide Partnerships



Embrace your Grace,
Cultivate it,
Share it with the world!

Any Questions?

