

STATE OF THE DISTRICT
SPEED S.E.J.A. #802



JANUARY 25, 2024

PRESENTERS:

Dr. Tina Halliman

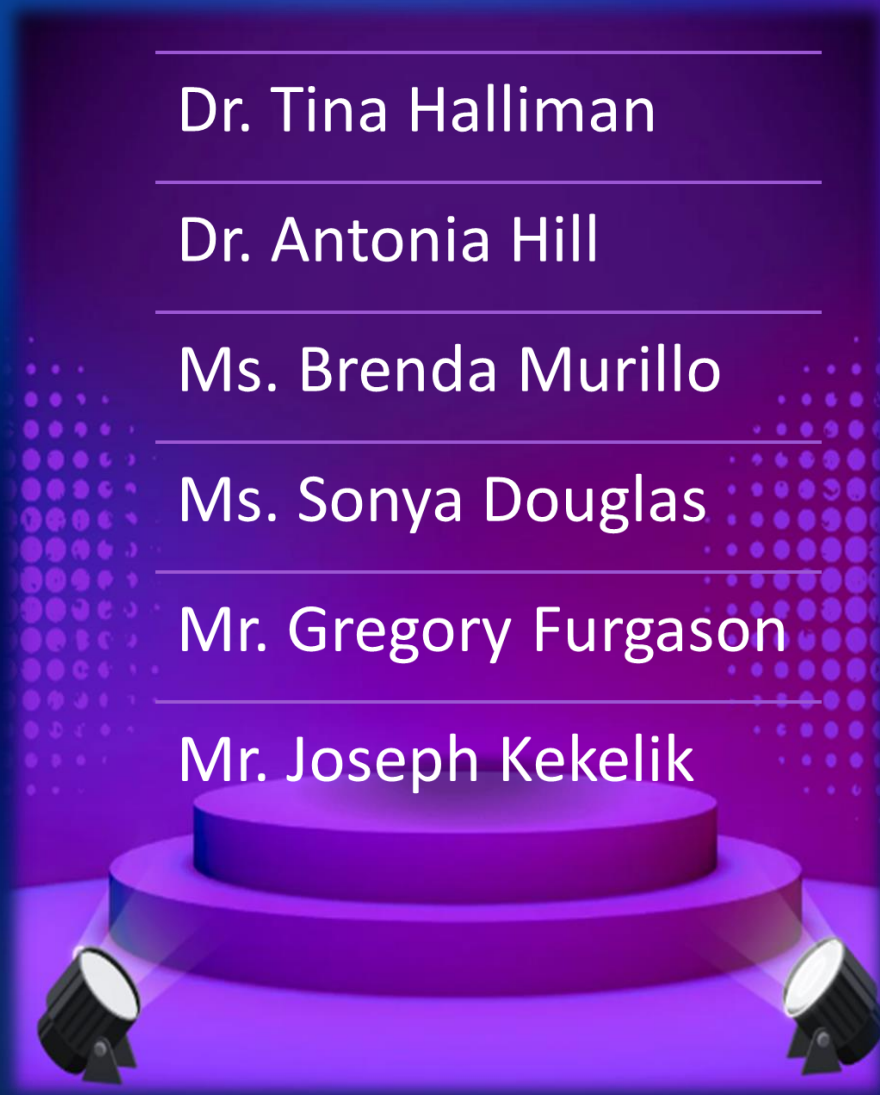
Dr. Antonia Hill

Ms. Brenda Murillo

Ms. Sonya Douglas

Mr. Gregory Furgason

Mr. Joseph Kekelik





Meet Our Team



Joseph Kekelik
Director of Buildings
& Grounds



Dr. Antonia Hill
Director of Programs
& Services



Dr. Tina Halliman
Superintendent



Sonya Douglas
Director of Human
Resources



Brenda Murillo
Director of Business
& Finance



Greg Furgason
Director of
Technology



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**.

THEME FOR

2023-2024





GOALS



Academic Programming & Achievement



Finance



Climate and Culture



Communication

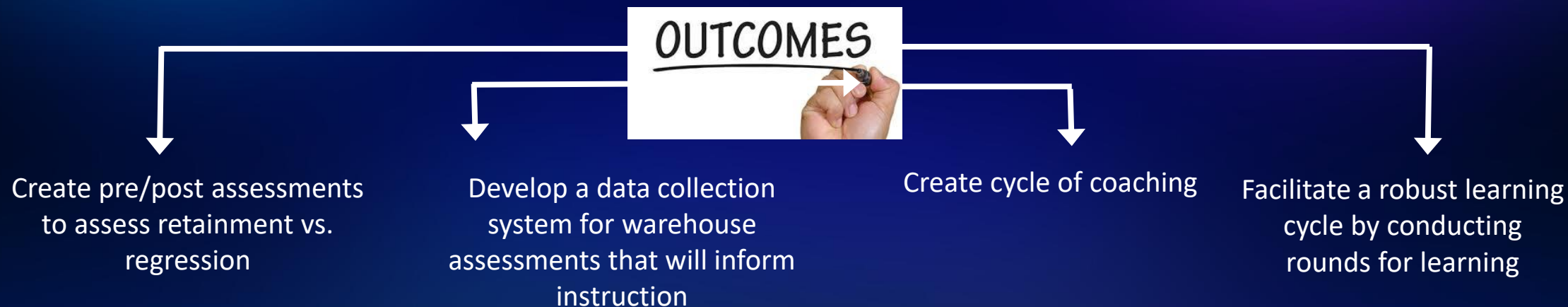


Academic Programming and Achievement



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.





Finance



GOAL 2

Assess and oversee the current and future financial needs of the District and goals to improve student growth and achievement.





Climate and Culture



GOAL 3

Create a culture that values all.

OUTCOMES

Comprehensive Retention and
Recruitment Plan

Innovative HR
Onboarding Processes

Career Pathways and Grow
Your Own Programs

Collective Bargaining
Negotiations



Communication



GOAL 4

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

OUTCOMES

Staff Engagement

Safety
Communication

Technology

Leadership



Academic Programming and Achievement



High Quality Learning Experience

- Services, Instructional Products and Curriculum Materials
- Training
- Personnel Dashboard

Coaching

- Mentoring and Training
- Type 39s & Substitutes
- Partnerships

Cycle of Improvement

- PERA
- CIP
- Learning Rounds

Empowering staff

- Adult SEL
- Instructional Coaches



Professional Development



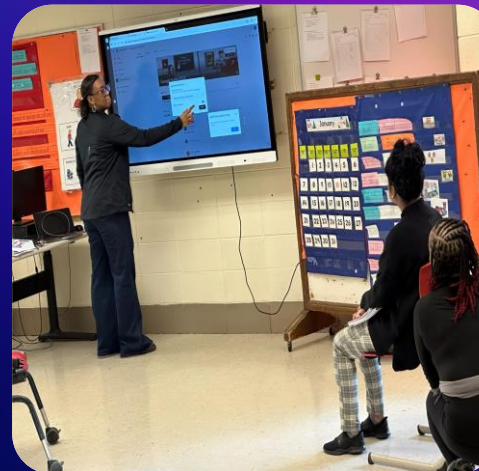
- ✓ Instructional Planning 101
- ✓ Conducting Effective P/T Conferences
- ✓ ABC's of Behavior
- ✓ Overview of Disabilities
- ✓ "Classroom Setup to Avoid Instructional Setbacks"
- ✓ Curricular Training
 - ✓ Unique (n2y)
 - ✓ Read180
 - ✓ BlueStreak
 - ✓ Google 2.0

- ✓ "Accountability with Love" - Impact of Culture & Relationship Building
- ✓ Legal Updates & Mandated Reporting
- ✓ "Lift Your Stress"
- ✓ Adult SEL - "Self-Care Promise"
- ✓ Conducting Effective Learning Walks
- ✓ Devereux- Train the Trainers
- ✓ CPR/First Aid
- ✓ TRS/IMRF



Professional Development

**PROGRAMS &
SERVICES**



Curricular Products & Services

PROGRAMS & SERVICES



High-Frequency Words: List 9
Benchmark Assessment Administration Guide

Benchmarks are formative measures to identify present levels of performance and targets for intervention, as well as track student progress.

High-Frequency Words: List 9 measures a student's ability to read or recognize High-Frequency Words often found in second grade level text, including:

- Regularly spelled diphthongs with oo and ow
- Regularly spelled diphthongs with similar sounds

Frequency of Administration 2-4 times per year

| Scoring and Results | | |
|-----------------------|--------------------|--|
| 17 Total Items | 1 Point Per Item | 17 Total Points |
| Interpretation | Score Range | Description |
| Proficient | 15 - 17 | The student demonstrates a strong understanding of the concepts assessed. |
| Instructional | 10 - 14 | The student demonstrates a moderate understanding of the assessed concepts. Continue to incorporate routine instruction and opportunities to practice. |
| Emerging | 6 - 9 | The student demonstrates a developing understanding of the assessed concepts. Direct skills instruction in this area is appropriate. |
| Pre-Emerging | 0 - 5 | The student does not yet demonstrate the assessed concepts. Instruction in prerequisite skills should be considered. |

Assessment Administration: Assessments can be administered using one of three different methods indicated below. Consider the student's individual accommodations and modifications and use the information provided in this guide to determine which method will provide the most valid results for your student. Use of assistive technology such as eye gaze technology, AAC devices, a switch, keyboard shortcuts and physical manipulatives do not impact the validity of the student's score.

| Student View | Teacher Administered | Offline |
|--|--|---|
| Does the student... complete tasks independently or with minimal redirection? | Does the student... use technology with some teacher support? need directions read aloud by a teacher rather than through text-to-speech? need support to complete tasks? require answer selection support (e.g., eye gaze, fine motor needs)? | Does the student... struggle to use technology even with support? need physical materials to show what they know? |

Formats This assessment is available in two formats. Select the format that best measures the student's understanding of the skill.

- Expressive: Requires verbal responses
- Receptive: Allows answer selection through multiple choice



BLUESTREAK



Devereux
ADVANCED BEHAVIORAL HEALTH

SRA
Reading Mastery
Signature Edition



MOMLOGICS

READ180

ENGAGEMENT & COLLABORATION

**PROGRAMS &
SERVICES**

Questions Responses **43** Settings

 **It's Staff Wellness** 

January 2024 Institute Day - Feedback

Your feedback is valuable for future planning! Please complete and submit.

Program *

☐ ELC

☐ PAL

☐ IES

☐ ALL

☐ Central Office/District Services/ B & G

☐ Other...

Based on your participation, please select the best choice. *



Winter Round Tables
January



Sign Up

Hosted by: **SPEED S.E.J.A #802**

16th 8:30am-9:30am-OT/PT
16th 2:30pm-3:30pm-Nurses
17th 8:30am-9:30am-Social Workers/Psychologists
17th 2:30pm-3:30pm-SLPs
18th 2:30pm-3:30pm-DHH Services



Glowing Up



Create District-wide pre/post assessments to assess retention vs. regression

Establish a continuous cycle of training for Related Service providers in the facilitation of new and improved techniques for stabilization, safety, health and wellness of Students & Staff.

Develop data collection system to warehouse assessments that will inform instruction

Develop interdisciplinary alignment across curriculum and services for a more cohesive and integrated learning experience for students.





Finance



GOAL 2

Assess and oversee the current and future financial needs of the District and goals to improve student growth and achievement.





Finance



Funding

- Nutrition Grants
- Elevating Educators
- SMPG

Financial Goals

- Fund Balance
- Billing
- I. G. A.

Digital Files

- Tax Forms
- On boarding process
- Archives

Foundation

- Key Positions
- Plan
- Fundraiser



Funding & Goals



GOALS

- Competitive Market
- Update IGA
- Fund Balance Goals



| Yr. Awarded | Grant | Project End Date | Award Amount |
|-------------|---|------------------|--------------|
| 2024 | FFVP – ELC | 06/30/2024 | 5,550 |
| 2024 | FFVP- IND | 06/30/2024 | 3,300 |
| 2023 | ELEVATING EDUCATORS | 06/30/2024 | 290,880 |
| 2024 | Supply Chain Assistance Funding – 3 rd Round | 06/30/2025 | 12,773 |
| Applied | HPS Members First Grant Program | 06/30/2024 | 2,500 |
| Applied | SMPG FY2024 | 06/30/2025 | 50,000 |
| | | | |
| | | Total | \$365,003 |



Digital File Management

DOCUMENT MANAGEMENT PROCESS





Foundation

SPEED S.E.J.A. #802
1125 Division Street
Chicago Heights, Illinois 60411-2491



Telephone: 708-481-6100
TDD: 708-481-6100
Fax: 708-481-5713

Dear XXXX,

I am writing to extend a heartfelt invitation to you to join our school foundation, a non-profit organization dedicated to supporting and enhancing the education experience of our students. Our foundation plays a crucial role in fostering academic excellence, innovation, and community engagement within our fifteen-member district's boundaries. By joining you will have the opportunity to make a lasting impact on the lives of students and contribute to the overall growth and success of our education institution.

Your commitment to education and community building aligns perfectly with our school values. We believe that your unique skills and perspectives would enrich our team, contributing to SPEED's 802 continue success. If you are interested in joining SPEED's Foundation, please feel free to contact me at (708) 481-6100 or bmurillo@speed802.org. We look forward to the possibility of working together to create a brighter future for our students.

Thank you for considering our invitation, and we hope to welcome you to our foundation soon.

Sincerely,

Brenda Murillo
Director of Business & Finance
SPEED 802
Chicago Heights, IL 60411

Draft

TIMELINE

KEY POSITIONS

4/24

PLAN

4/24

FUNDRAISE

12/24

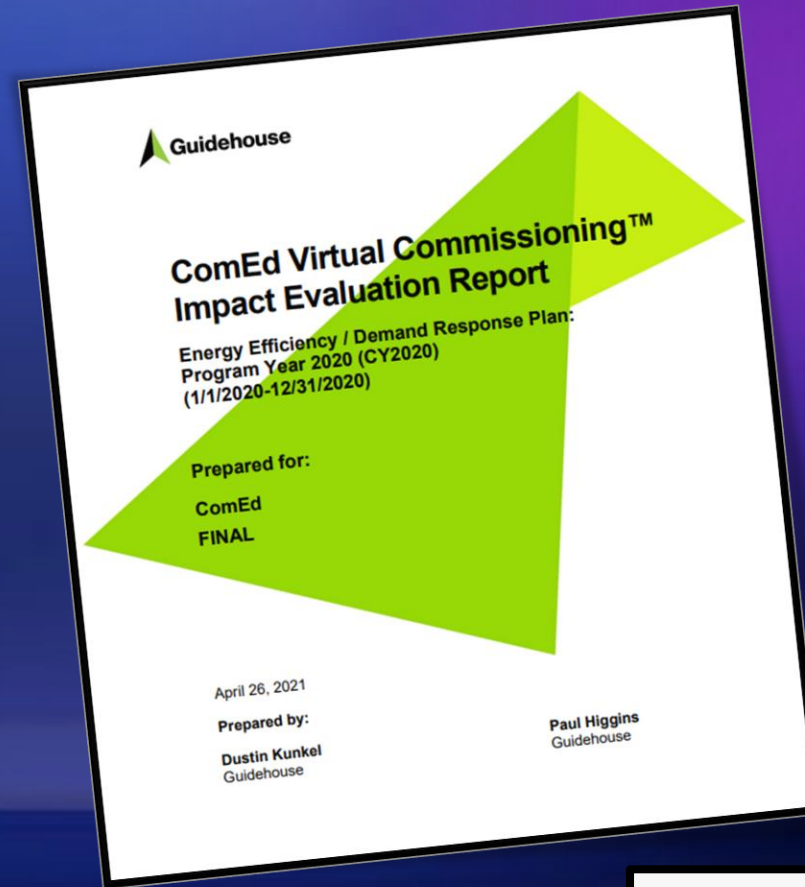


ENERGY CONSERVATION



ComEd Energy Conservation

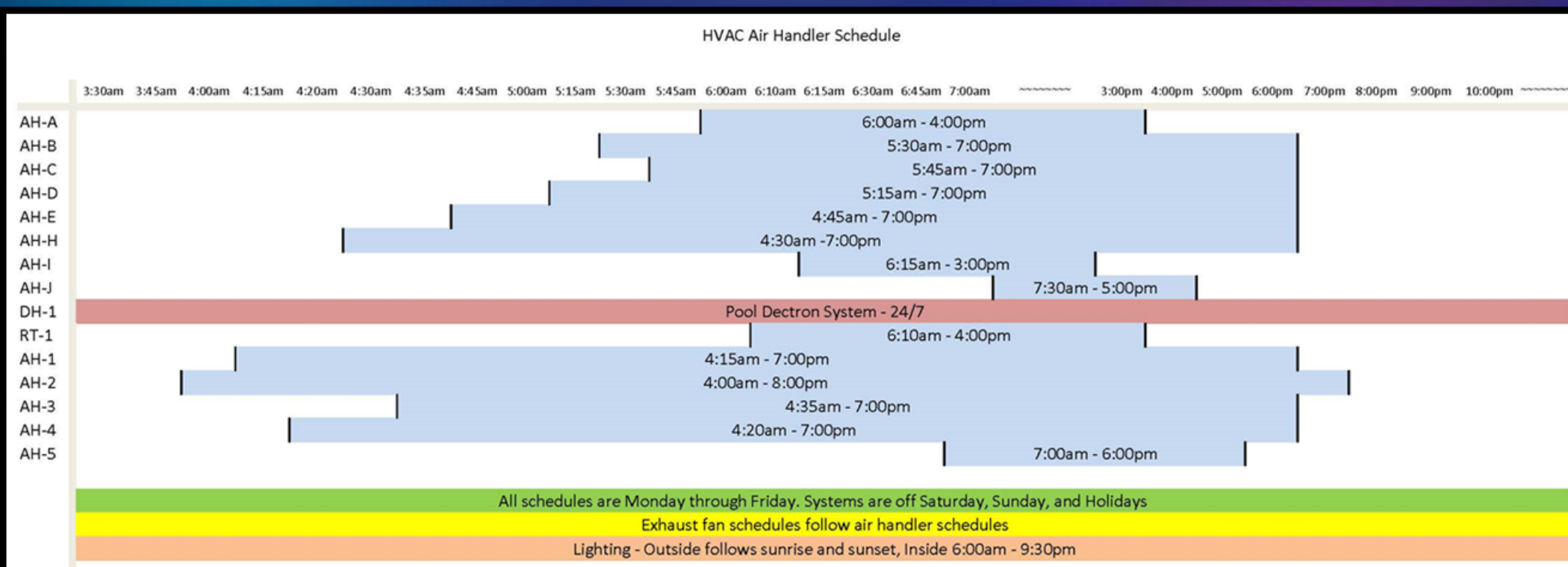
- Virtual Commissioning (VCx) Program
- Carbon Free Assessments





ComEd Virtual Commissioning (VCx0 Program)

- Reduce HVAC Schedules
- Reduce Lighting Usage





ComEd Virtual Commissioning (VCx0 Program) – 1125 Division St.

| Energy Reduction | 2022 kWh | 2023 kWh | Difference kWh | Cost Reduction |
|---------------------|----------|----------|----------------|----------------|
| June - July | 247,124 | 239,754 | -7,370 | \$ 315.21 |
| July - August | 245,759 | 187,720 | -58,039 | \$ 2,482.33 |
| August - September | 254,275 | 193,638 | -60,637 | \$ 2,593.44 |
| September - October | 275,801 | 171,048 | -104,753 | \$ 4,480.29 |
| October - November | 187,144 | 136,051 | -51,093 | \$ 2,185.25 |
| | | | -281,892 | \$ 12,056.52 |



REDUCING PHANTOM POWER USAGE



Long Range Finance for B & G



Long-Range Roof Plan
1125 Division Street



Long-Range Vehicle Plan



Facility Staff & Supply
Plan





Glowing Up



Securing Additional Resources

Contract Management

Monitor Fund Balance Target

Foundation Fundraiser

Develop and maintain
infrastructure improvements
and fiscal projections



Climate and Culture

Recruitment & Retention

Strategic Plan

Staff Incentives

**Staffing Agencies/
Online Resources**

Engagement Surveys

**Retention & Exit
Interviews**

**Flexible Work
Arrangements**

HR Onboarding Processes

**Shield Screening
Services**

Welcome Kits

Mentor Programs

DocuSign

Career Pathways & Grow Your Own

Train the Trainers

**Golden Apple
partnership**

Principal Mentor

**University
Partnership**

Collective Bargaining Negotiations

**Anticipate a
finalized
comprehensive
and competitive
employee package
and contract**



Climate and Culture

Work-Life Balance



Comprehensive Recruitment & Retention



Employee Survey

Letter of Intent

In order to facilitate recruitment and to adequately plan for the 2023-2024 school year, it will be necessary, at this time, for me to know the future intentions of our present staff members. Please complete the information below, sign this page and return it to Sonya Douglas at the Central Office, Human Resources Department on or before April 05, 2023.

Survey Disclaimer

The following questions will be used for general analytical, professional development and staffing purposes solely. Your specific responses will be connected to you in a way to see if SPEED can enhance your career goals while working here. Proceeding to the survey implies that you understand and agree to provisions in this disclaimer. Thank you for all you do here at SPEED S.E.J.A. District #802!!!

Email *

Valid email

This form is collecting emails. [Change settings](#)

Name and Current Position & Program *

Short answer text

I wish to remain as a staff member with SPEED S.E.J.A. School District #802 for the 2023-2024 school year. (Please list up to 3 choices)

☐ Presk - K

☐ 1st Grade

☐ 2nd Grade

☐ 3rd Grade

☐ 4th Grade

☐ 5th Grade

☐ 6th Grade

☐ 7th Grade

☐ 8th Grade

☐ 9th Grade

☐ 10th Grade

☐ 11th Grade

Why are you leaving?



RECRUITMENT PLAN

Speed's Human Resources Department

PRESENTED BY : SONYA DOUGLAS



Climate and Culture



Faster Background
Checks



Personalized
Welcome Kit with
SPEED Swag



Mentor Program

New Hire
Orientation





Climate and Culture

Career Pathways

Mentor Program

SPEED Grow Your Own

**PULSE:
Paraprofessionals Unlocking Licensure
in Special Education**

DEPARTMENT OF
SPECIAL EDUCATION
Illinois State University

The Paraprofessionals Unlocking Licensure in Special Education (PULSE) program is designed for special education paraprofessionals with at least 2 years of classroom experience seeking to earn both their Bachelor's degree in Special Education and their Professional Educator's License (PEL) with an endorsement in Learning Behavioral Specialist I (K-12).

100% online, 2-year program
Financial assistance available
Work while in the program

GET STARTED TODAY
bit.ly/ISU-PULSE

1 in 6
More teachers graduated from Illinois State University

2 largest
Illinois State University is the largest producer of teachers in the Midwest and is the second largest producer in the U.S.

Top 10
Colleges offering degrees in special education in the U.S.

Education IllinoisState.edu

**ONLINE SPECIAL EDUCATION
PROGRAMS FOR
PRACTICING EDUCATORS**

LBS 1 Subsequent Endorsement/Certificate
Designed for general education teachers who already have PELs to earn their LBS 1 endorsement. This 15-credit hour, fully online program can be completed in one year.

PULSE (Online Paraprofessional to PEL)
Designed for special education paraprofessionals with at least 2 years of classroom experience, participants will earn a Bachelor's degree in Special Education and their PEL with an LBS 1 endorsement. This fully online program is streamlined to specifically meet the educational needs of experienced paraprofessionals, who retain their paraprofessional jobs throughout the two-year program. PULSE can help your district retain and upskill your paraprofessionals to become fully licensed special educators.

Low Vision and Blindness Master of Science
Designed for licensed teachers who want to gain specialized skills to work with blind or visually impaired students covering ages three to twenty-one. This fully online program meets the needs of full-time working teachers who progress through the five-semester program in a cohort.

Special Education Master of Science
Designed for practicing special education teachers who have prior training and licensure in special education, this program addresses teacher leadership and action research throughout the coursework.

Director of Special Education (DOSE)
Designed for educational professionals to earn an endorsement as a Director of Special Education. This 12-15 credit hour, post-Master's, non-degree certificate program can be completed in one year fully online.

Contact Us!
Derek Drenckpohl, Student Success and Enrollment Coordinator
(309) 438-7873 | ddrenck@isu.edu



WE ARE HIRING

TOGETHER WE GROW

As you know, here at SPEED we are always looking to grow our teams with talented people, just like you. That's why, we are excited to announce our Employee Referral Bonus Program. Refer qualified candidates and as a "thank you," we will offer you \$250 after new employee has completed 6 months of employment and in good standing.



Climate and Culture

Collective Bargaining Negotiations

Finalizing a Collective Bargaining Agreement



**Collective
Bargaining**

Finalizing!



Glowing Up



Continue to promote a healthy work-life balance

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

Introduce VR experiences to provide a virtual tour of the district, introductions to team members, interactive scenarios to familiarize new hires with their roles and a welcome video from the administrators.

Enhance employee recognition program to establish a culture of appreciation

Establish Key Performance Indicators to celebrate achievements



Communications

Staff Engagement

Health & Wellness

Surveys for Staff Effectiveness

Retention Bonuses

SPEED Swag

SPEED Events

Safety Communication

Standard Response

Standard Reunification

Safety Equipment

COPS Grant

Technology

New Smart Boards

District Website Replacement

New Staff Technology Manual

University Partnership

Leadership

Administrator Retreat

Leadership Academy

Coaching for Leaders



Communications - Staff Engagement



Retiree Luncheon



Fitness Bootcamp with Ray the Trainer



Holiday Gift Distribution



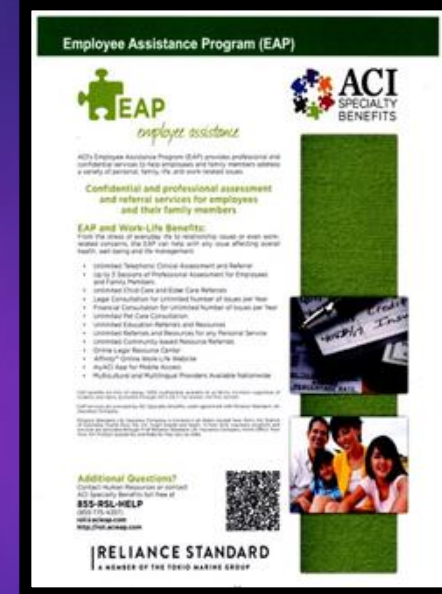
It's Our Time To Shine
Opening Day!



Holiday Denim &
Diamond Party



Flu Shot Wellness
Raffle Winners



EAP



IMPROVED COMMUNICATION SAFETY PLAN





Protocol and Method

- Standard Response Protocol
- Standard Reunification Method

IN AN EMERGENCY TAKE ACTION



HOLD! In your room or area. Clear the halls.

STUDENTS

Clear the hallways and remain in room or area until the "All Clear" is announced.
Do business as usual.

ADULTS

Close and lock the door.
Account for students and adults.
Do business as usual.



SECURE! Get inside. Lock outside doors.

STUDENTS

Return to inside of building.
Do business as usual.

ADULTS

Bring everyone indoors.
Lock outside doors.
Increase situational awareness.
Account for students and adults.
Do business as usual.



LOCKDOWN! Locks, lights, out of sight.

STUDENTS

Move away from sight.
Maintain silence.
Do not open the door.

ADULTS

Recover students from hallway if possible.
Lock the classroom door.
Turn out the lights.
Move away from sight.
Maintain silence.
Do not open the door.
Prepare to evade or defend.



EVACUATE! (A location may be specified)

STUDENTS

Leave stuff behind if required to.
If possible, bring your phone.
Follow instructions.

ADULTS

Lead students to Evacuation location.
Account for students and adults.
Notify if missing, extra or injured students or adults.



SHELTER! Hazard and safety strategy.

STUDENTS

Use appropriate safety strategy for the hazard.

| Hazard | Safety Strategy |
|------------|--------------------------|
| Tornado | Evacuate to shelter area |
| Hazmat | Seal the room |
| Earthquake | Drop, cover and hold |
| Tsunami | Get to high ground |

ADULTS

Lead safety strategy.
Account for students and adults.
Notify if missing, extra or injured students or adults.

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THE STANDARD REUNIFICATION METHOD SRM V3



REUNIFY

A Practical Method to Unite Students with Parents After an Evacuation or Crisis.
The "i love u guys" Foundation



The "i love u guys" Foundation





Safety Equipment & Procedures

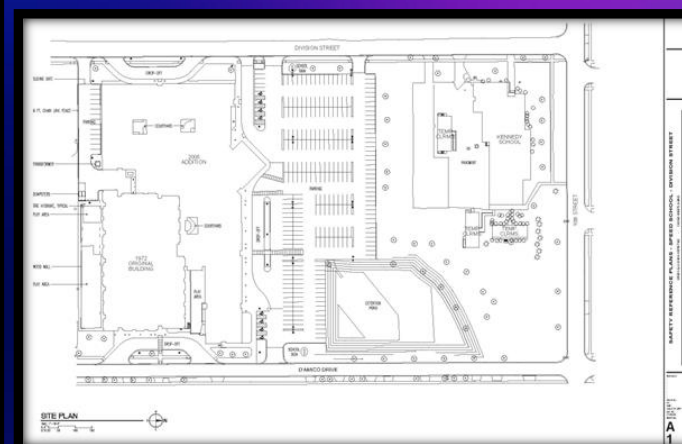
Intruder Response GCN Training

First Responder Bags

First Responder Posted Safety Reference Plans

Security Planters at Main Entrances
(SSSBO Mini Grant)

In-House Playground Inspector

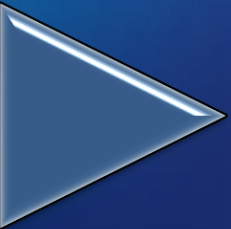





PROPOSED DOJ COPS GRANT



Exterior LED Lighting Upgrade



Upgrade SPEED Building Public Address System



Emergency Communication Mass Notification System





TECHNOLOGY

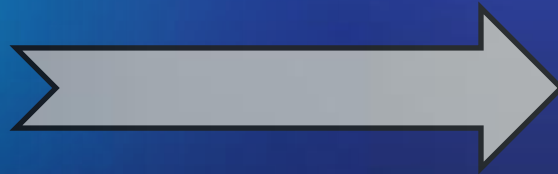
NEW SMARTBOARDS IN USE IN EACH CLASSROOM!





Website Replacement Project

Survey form sent to Parents



Website Features for New SPEED District 802 Website

1. Website Features - Rank top to bottom

Social Media Integration - SPEED's Social Media accounts will show their feeds within the website.

Video Content - Utilize video more within the website.

Built for Mobile - The mobile version of the website is as usable as the full browser experience.

Search - Search function of the website returns valuable results.

News and Announcements Section - A portion of the homepage contains news and announcements.

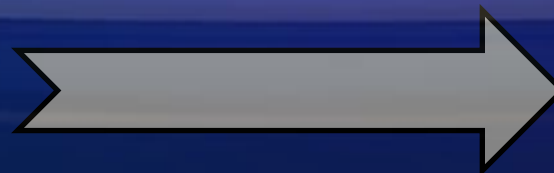
Calendar - There is a calendar with import district information that is easily accessible.

District Contact/Staff Lookup - Easily search for contact information for teachers, administrators, and district staff.

Language Translation - Ability to switch website to another language.

Submit

Parent Responses Received





Website Replacement Committee

Brenda Murillo, Director of Business and Finance

Cynthia Johnson, Payroll and Employee Benefits

Kristina Prete-Stewart – DHH

Lakesha Hall, FEP

Mary Joseph, ELC

Monica Fifer, ELC

Tim Ehrenfeld, PAL

Greg Furgason, Technology Director

Mark Vander Ploeg, Technology

Nancy Walsh, Technology

Jane Cornelius, Technology



2023-2024

Educational Technology Committee

Angela Isaac, Assistive Technology

Lakesha Hall, Home Visitor, FEP

David Hook, Assistant Principal, ALL

Michelle Dunlap, Home Visitor, FEP

Elizabeth Gebbia, Teacher, ELC

Nicole Johnson, Principal, ELC

Joseph Kekelik, Director of Buildings and
Grounds

Sarah Ventura, Teacher, ELC

Kristina Prete-Stewart, Itinerant Teacher,
DHH

Timberly Cole, Paraprofessional, IND



New Staff Technology Manual



Resource that better
assists new staff



Support staff
mentors



Reference for
existing staff



Stored on Shared
Drive for easy access



Glowing Up



Continue Coaching for Leaders
program for Leadership Team

Implementation of new website

Explore educational use of AI with
Staff and Students

Complete Administrator Handbook

Continuous Improvement of communication with all stakeholders

SPEED District-Wide Partnerships





THANK YOU!