

U46 ANNUAL REPORT ₁₈





Table of Contents

Strategic Plan	3
School District U-46 Board of Education	4
The Chief Executive Officer and Cabinet Members	5
Organizational Chart	6
CEO's Message	7
Student Achievement	8
Effective & Engaged Staff	18
Community Engagement	22
Excellence, Efficiency & Accountability	30



Thirty students from the Class of 2018 each received a \$1,000 scholarship from the Superintendent's Scholarship program, which supports outstanding students who are headed to college without a family background of post-secondary education. Dr. José Torres established the Superintendent's Scholarship fund through the U-46 Educational Foundation in 2012. Since then, more than 180 graduates have been honored. "All of these students, and their families, are striving for a better life, a life promised through higher education. We are so proud of these outstanding alumni and excited for their futures," said CEO Tony Sanders. "We are also very appreciative of the generous members of the U-46 community who have donated toward this scholarship fund over the years."

School District U-46 Board of Education

The U-46 Board of Education convenes every other Monday night to review and determine District policies related to curriculum, materials, the budget, construction, maintenance, facilities, and employment. Elected members serve four-year terms. Two U-46 administrators join the Board at the table during meetings: Chief Executive Officer Tony Sanders and Chief Legal Officer Miguel A. Rodriguez, who serves as the Board Secretary.



President Donna Smith
Resident of Hanover Park
Term expires in 2021



Board Member John Devereux
Resident of Bartlett
Term expires in spring 2019



Vice President Sue Kerr
Resident of Bartlett
Term expires in spring 2019



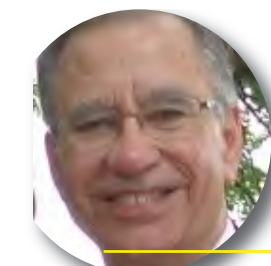
Board Member Melissa Owens
Resident of Bartlett
Term expires in 2021



Secretary Pro Tempore Veronica Noland
Resident of Elgin
Term expires in 2021



Board Member Jeanette Ward
Resident of West Chicago
Term expires in spring 2019



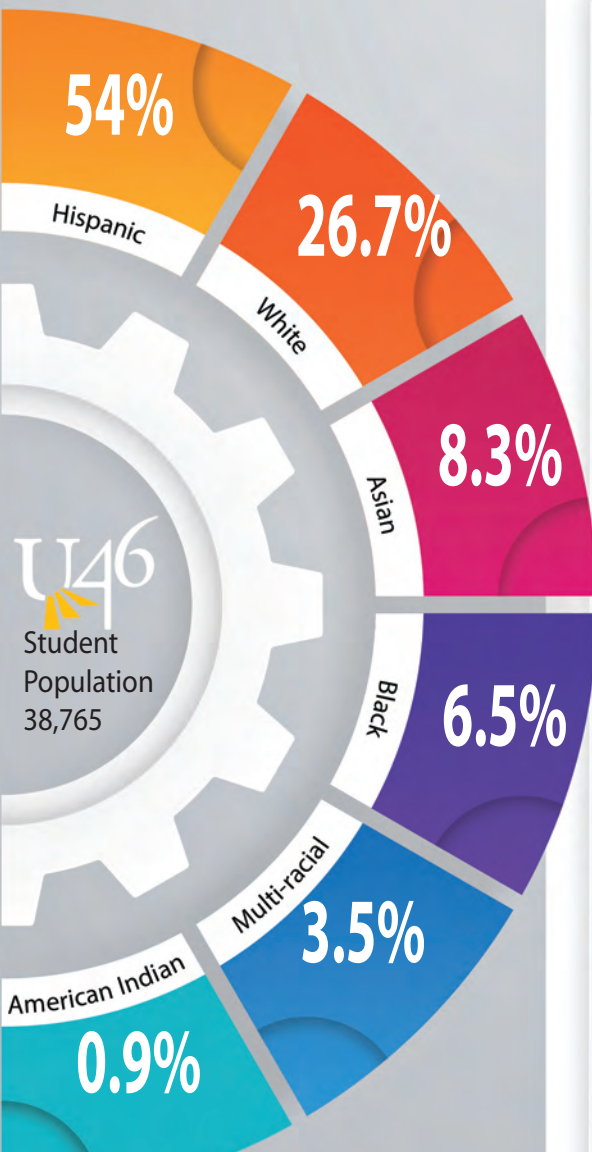
Board Member Phil Costello
Resident of Bartlett
Term expires in spring 2019

Tune in to the Board of Education meetings on YouTube by searching for School District U-46, or attend an open session beginning at 7 p.m. at the U-46 Educational Services Center, 355 E. Chicago St., Elgin. BOE meetings are listed under “upcoming events” on the homepage of u-46.org.

Student Board Advisor Jackson Teetor



Jackson Teetor, a senior at Larkin High School in the Visual and Performing Arts Academy, serves as the Student Advisor to the U-46 Board of Education for the 2018-19 school year. He is a member of the National Honor Society, the Math Honor Society, the math team, and many musical ensembles. He has a deep passion for social justice and is looking to pursue a career as a performing musician. "It is an honor to be chosen from 3,000 members of the class of 2019, and it has continued to be both an honor and a joy to represent nearly 39,000 students across all U-46 schools."



Tony Sanders
Chief Executive Officer



Dr. Suzanne Johnson
Deputy Superintendent of Instruction



Dr. Jeff King
Deputy Superintendent of Operations

The Chief Executive Officer and Cabinet Members

U-46 Cabinet members oversee the District's preschools, elementary and secondary schools; lead our academic, fiscal and operational initiatives; and drive the implementation of the Strategic Plan with our students, staff, and community members.



Miguel Rodriguez
Chief Legal Officer



Steve Burger
Assistant Superintendent of Elementary Schools, Instruction and Equity



Dr. Josh Carpenter
Assistant Superintendent for Teaching and Learning



Ann Chan
Assistant Superintendent of Human Resources



Lela Majstorovic
Assistant Superintendent of Secondary Schools, Instruction and Equity



Melanie Meidel
Assistant Superintendent of Special Projects



Ron Raglin
Assistant Superintendent of Educational Support Programs and Alignment

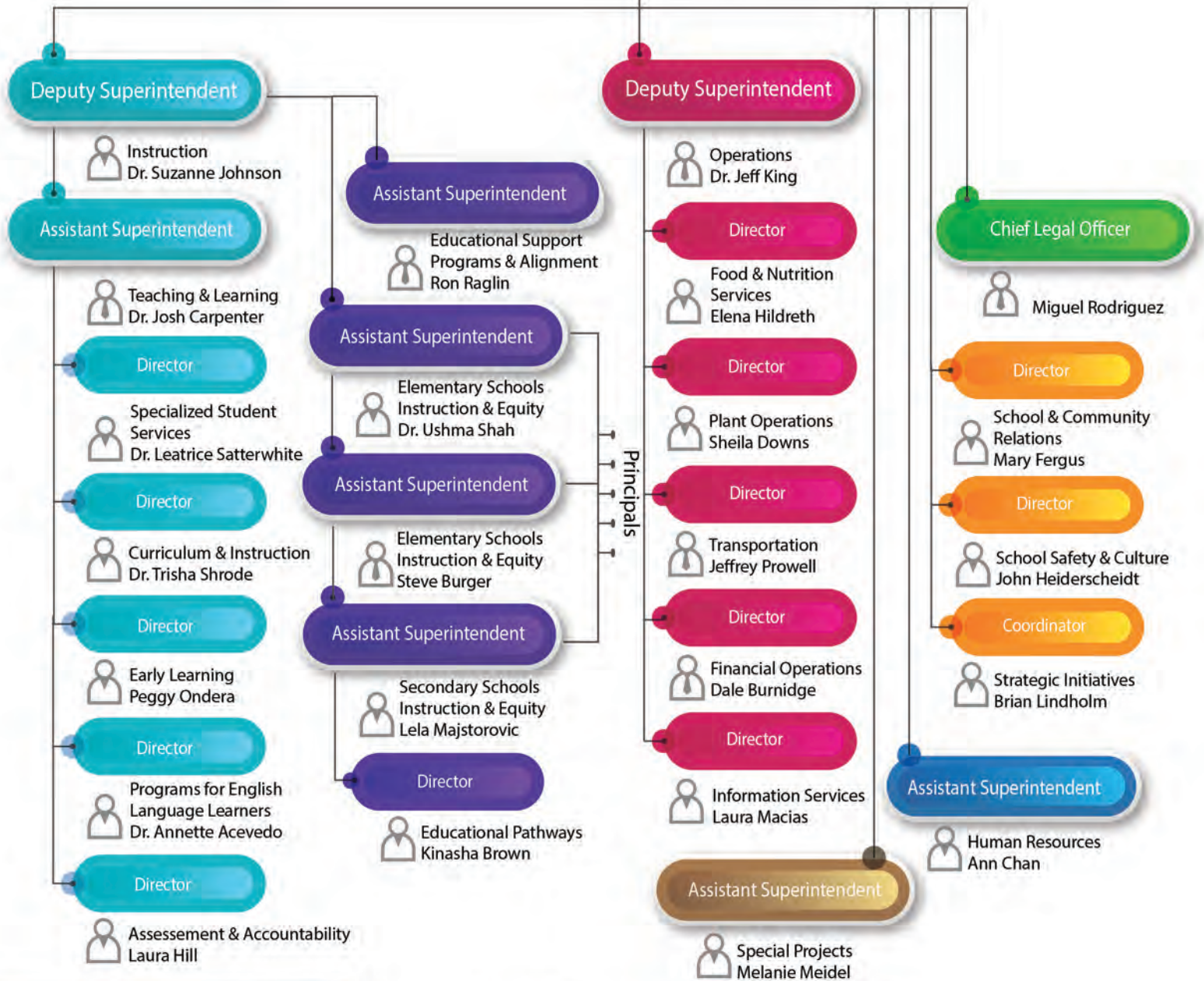


Dr. Ushma Shah
Assistant Superintendent of Elementary Schools, Instruction and Equity

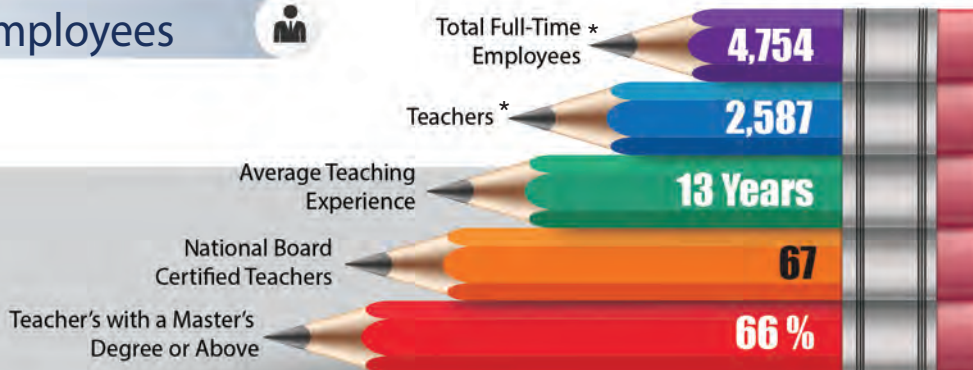
Chief Executive Officer

Tony Sanders

Organizational Chart



Our Employees



*Figures calculated represent full-time equivalent, not headcount.



CEO's Message

Dear School District U-46 Community,

This 2018 Annual Report to staff, students, parents, and community members offers a comprehensive review of the past calendar year. I'm proud of all our accomplishments and grateful to all those who have worked tirelessly for our students.

In 2018, the state calculated our District's share of new funds under the new Illinois Evidence-Based Funding Model. This law provided an additional \$24 million to our District in Fiscal Year 2018 and another \$21 million in state funds in FY19.

Already, we can see the benefits of these new dollars. Upon the start of the 2018-19 school year, we placed guidance counselors in all eight middle schools for the first time in a decade. For the first time ever, we provided one computer for each high school student as well as those middle school students enrolled in higher-level math classes. We also reduced some classroom sizes at the elementary level, something we would not have been able to address without additional resources.

Remember, for decades our District has been underfunded, and in 2018 the state reports the adequacy of our funding was 55 percent, meaning we spend just over half of what best practice research says we should be spending. We have the obligation to continue advocating on behalf of today's students.

The Board of Education will aim to align spending of these new resources to the U-46 Strategic Plan and looks forward to engaging with families and community on those decisions. One goal I believe we all share is to invest those resources in ways that close gaps in

academic performance and keeps them closed.

U-46 received the 2018 Values Driven Award of Excellence from AdvancEd, the not-for-profit organization that serves as an accreditation organization for schools and districts. Please read more about this honor on the following page.

The 2018 Illinois Report Card showed that 45 of our 53 schools earned the state's Commendable Designation. My cabinet members and I started 90-minute on-site data reviews with each school improvement team in the fall of 2018, and we will continue to look at how we can help schools implement the strategies to drive great teaching and learning.

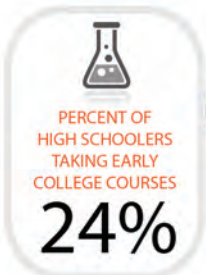
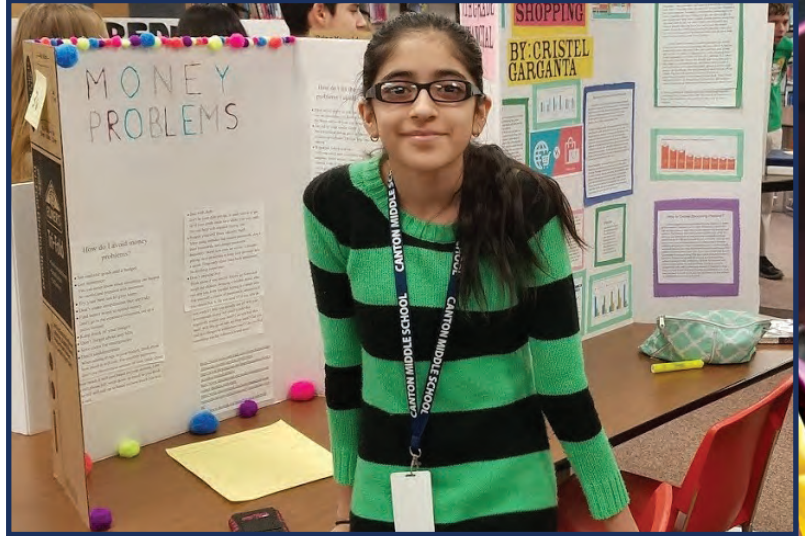
I believe in our faculty and staff. In this Annual Report you can read about some of our award winners, from teacher Marty Angelo at Harriet Gifford Elementary being honored by several organizations, including the Chicago Bears, to April Wells, the Gifted Coordinator for U-46, being recognized by the National Association for Gifted Children.

It is my honor to serve our communities and students, and, along with my wife, Schelli, to be a parent of one U-46 graduate and, unbelievably, one senior, and to have now lived and worked in this District for the past 12 years. I am optimistic about our future and thank you and your families for being part of our District.

All my best,

STUDENT Achievement

*Aspiration:
We will educate the whole
student by providing an
enriched, high-quality
experience that empowers
all graduates to be
competitive members
of the global society.*





Award of Excellence



U-46 received the Midwest AdvancED 2018 Values Driven Award of Excellence. The award recognizes institutions that systematically model a specific set of values, which include dreaming big, standing up for students with a commitment to equity and integrity, being bold and daring, driving potential, being tenacious, and building connections. The District tapped the nonprofit educational institution for accreditation of its five high schools and will next work on elementary and middle school accreditation. The award was presented in November at the 2018 Midwest Region Fall Conference in Schaumburg, where CEO Tony Sanders was joined by Laura Hill, Director of Assessment and Accountability, and Lisa Jackson, Coordinator of Assessment and Accountability. “Public schools are not required to participate in any accreditation protocol,” said Dr. Lori Franke-Hopkins, AdvancED’s Regional Director. “However, School District U-46 and school leaders were interested in improving and willing to take risks, welcoming outside administrators and educators to immerse themselves in each high school’s landscape to determine to what extent the full potential of each student is being met. Courageous leadership was observed throughout all five high school reviews.”

Nearly 11,000 students are on their way to becoming bilingual and biliterate through their participation in the District's award-winning Dual Language program. In 2018, the program served students in kindergarten through 9th grade and will expand each year to serve students through 12th grade.



SCIENCE OLYMPIAD

U-46 sent teams from Larsen, Eastview and Abbott middle schools to the Illinois Science Olympiad in April on the campus of the University of Illinois at Urbana-Champaign. All three schools had teams that won medals in their individual events, and Larsen placed fifth overall in their division against 23 other Illinois teams.

Science Olympiad is an extracurricular enrichment program that covers all areas of STEM. Students work with each other to learn, explore, and build in the areas that they choose to study. The U-46 Educational Foundation supported the 2018 Science Olympiad program.

SPECIAL OLYMPICS

Jeremy Johnson, a freshman in the 2017-18 school year at Streamwood High School, won a gold medal in the 50-meter run of the 2018 Summer Games of the Illinois Special Olympics. Jeremy was one of seven U-46 Bluestars who qualified for the state competition by earning a first place in the regional competition. Jeremy has Down syndrome as well as orthopedic issues that have required braces, casts, and the use of walkers and wheelchairs. His parents say the fact that Jeremy wants to run is a victory itself.



CELEBRATION OF LEADERSHIP

As part of its annual Celebration of Leadership, Hanover Township honored four U-46 students. Jocelyn Ortega Angulo and Hendrick Sotelo, both 2nd-grade students at Parkwood Elementary School in Hanover Park, received the “Rising Star Award” — Jocelyn for advocating for more books in Spanish for the school’s library and Hendrick for regularly volunteering to help guide classmates in math. Jazlyn Saucedo, an 8th-grade student at Tefft Middle School in Streamwood, received the “Junior Leader Award” for her efforts reaching out to students in need of support, especially those struggling with social or emotional problems. And Archana Patel, a junior at Streamwood High School, received the “High School Leader Award” for her service as a class council member, student page, National Honor Society member, and more.



GLENBROOK ELEMENTARY PROBLEM SOLVERS: TOP 10 IN WORLD

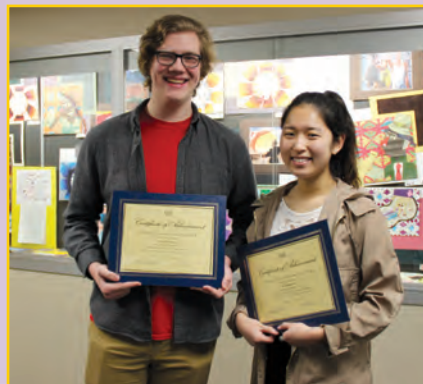
Future Problem Solving Program International is an organization that seeks to develop young people’s ability to design and achieve positive futures through problem solving using critical and creative thinking.



Fourth-grade Glenbrook Elementary School Gifted teacher Ellen Smith took four teams to the statewide competition. One of her teams moved on to the international conference, held in Wisconsin, and placed ninth out of 53 teams. That team — made up of Sarayu Manne, Saranya Ganne, Gurshaan Singh, and Arav Patel, who all had just completed 6th grade at Glenbrook — was the only Illinois team to finish in the top 10 in any division.

MUSICAL STARS

Five students from Larkin and South Elgin high schools were named All-State Musicians by the Illinois Music Educators Association in the spring. Being named an All-State Musician represents the highest musical achievement for high school students in Illinois. The students honored



were South Elgin’s Hannah Kim and David Larsen, both seniors, and Larkin’s Chloe Robbins, Zach Wilder, and Jackson Teetor, all juniors.

“Their success speaks not only to their personal talents, hard work, and dedication, but also to the many dedicated music teachers who have provided our students with a firm musical foundation,” said Jaimie Giraldo, U-46 Coordinator of Fine Arts.



CULINARY STANDOUTS

The Elgin High School culinary team cooked up a victory at the Illinois ProStart Invitational in February. The team advanced to the national competition in Rhode Island in April, where they had to create a three-course meal in 60 minutes. The students — Zenia Santellan Delapaz, Karen Nava, Jacqueline Prado, and Brian Onofre — all graduated in May and enrolled in Kendall College’s highly respected culinary program.

GIFTED HISTORIAN

Zuzanna Lapa won the film category in her age group in a historical competition organized by a Polish organization called the Remembrance Committee of Captain Witold Pilecki. Zuzanna, a freshman during 2017-18 at South Elgin High School's Beacon Academy of

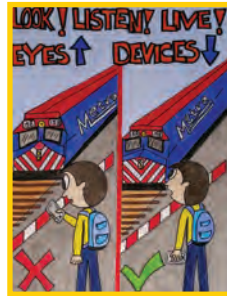
Media and Digital Arts, traveled to Warsaw, Poland, in May to attend the awards ceremony. Her short, Polish-language film told the story of Danuta (Inka) Siedzikówna, a Polish girl orphaned during World War II who joined the country's "Home Army" at the age of 15 to resist German and then Soviet occupation. "I love learning from the past; it shows how complex the human race truly is," Zuzanna said.



ART AND ESSAYS

More than 2,200 students from school districts in Metra's service area submitted entries related to Metra's 2018 railroad safety poster and essay contest under the theme "Eyes Up, Devices Down: Look, Listen, Live." The following five U-46 students were among the top finishers:

- First place, essay: Rumaysa Siddiqui, 4th grade, Sunny-



dale Elementary School, Streamwood.

- First place, poster (pictured here): Javier E. Aranda, 5th grade, Ridge Circle Elementary School, Streamwood.
- Second place, poster: Levi Boyle, 2nd grade, Lincoln Elementary School, Hoffman Estates.
- Third place, poster: Arlyne J. Aranda, 1st grade, and David Aranda, 6th grade, Parkwood Elementary School, Hanover Park.

WINNING THEATER

Bartlett High School's theater production of "Forrest Gump" placed in the Top 10 at the IHSA State Tournament at the Peoria Civic Center after taking first place in sectionals for Group Interpretation. That was the first time a U-46 school won the sectional tournament, and three of the cast members (seniors Lexi Colatorti, Andrew Leardi, and Evan Neilson) received the All-State Cast Award as well. "Theater teaches students countless life skills," said BHS theater coach Mike Miserendino. "Most of the students involved in high school theater do not continue to pursue it post-high school. Students participate in theater programs because they require creativity and imagination, they improve language and memory skills, they increase literacy skills. The arts are vital to providing a well-rounded education for children."





LARKIN VICTORY

It was a historic 2017-18 season for the Larkin High School boys basketball team, which finished fourth in the IHSA Class 4A boys basketball tournament in March. Larkin’s first-ever appearance at the state semifinals for either boys or girls basketball also was the best showing for a U-46 boys basketball team since the Elgin Maroons took second place in 1955.

“The team’s unselfishness stands out to me,” said head coach Deryn Carter, a Larkin graduate himself who has led the team to seven consecutive winning seasons. “Their ability to put individual motives aside and work together to achieve team goals over individual goals was the major reason we were able to have the success we had. The team and players will always hold a special place in my heart.”



PRECISION MANUFACTURING

Brian Kulpa, a junior in South Elgin High School’s Precision Manufacturing program, captured first place in a statewide competition sponsored by SkillsUSA, a school-industry partnership group that promotes job skills training. Brian won a competition designed to test his knowledge and ability on a CNC machine, a computer-controlled milling device. The victory earned Brian a June trip to the SkillsUSA national competition in Louisville, Kentucky. When U.S. Rep. Raja Krishnamoorthi visited the District in August, Brian helped show him around SEHS’s precision manufacturing lab.

AMAZING APP

Bartlett High School junior Patrick Stephen attracted attention — and a trip to Washington, D.C. — by designing a smart phone app that helps student drivers more easily track the 50 hours of practice driving required to test for an Illinois license. Patrick’s app, which he named Student Driver, was judged best in the 6th Congressional District as part of the nationwide Congressional App Challenge, a contest sponsored by the U.S. House of Representatives to encourage students to learn computer coding. “My takeaway from this has been the importance of sticking with something,” Patrick said. “You never know where an idea may lead to, or what you’ll come up with if you keep working at it.”

FRIDAY FLYOVER

Bartlett High School hosted ABC 7's Morning News and its popular "Friday Flyover" segment in October, showing off its school spirit in preparation for a home game that evening against Larkin High School. The flyover also showcased Bartlett High's new stadium with permanent bleachers, a press box, and

lighting for night games. Because thunderstorms were predicted for Friday, the aerial views were captured that Thursday afternoon, but there was a great turnout early the next morning for the live broadcast from the BHS gym with traffic anchor Roz Varon.



SUMMER THEATER

High school students from across School District U-46 stormed the barricades for the Summer Theatre production of "Les Misérables: School Edition" in Larkin High School's auditorium. From its start when 30 students participated in 2016 with a production of "The 25th Annual Putnam County Spelling Bee," the Summer Theatre program has grown to 110 students involved in the cast, crew, and orchestra pit for three performances of "Les Misérables."

BE THE CHANGE

Students enrolled in the Advanced Placement World History and Global Studies course at Streamwood High School created a temporary Genocide Awareness and Prevention Museum with the help from the school's new Be the Change club. The museum explained and honored

the victims and "upstanders" (those who stood up in defense of others) of six genocides during the 20th and 21st centuries, including the Holocaust and genocides in Cambodia, Bosnia, and Rwanda. Students also gathered for an "Action Lab" to make a pledge and discuss current issues in schools, the community, and the nation.

TRANSITIONS GRADUATION

Fourteen students graduating from School District U-46's special education transition programs were honored during an emotional ceremony in May in the Educational Services Center's auditorium. The programs aim to teach students independent living skills to prepare them for life, college, vocational programs, and careers. During the ceremony, students came to the podium to talk about the skills they had acquired, such as cooking, managing their bank accounts, and learning how to use a PACE bus to travel to jobs at stores and hospitals.



MOTOR DAY

About 50 U-46 students from Exceptional Needs classrooms had a blast in May at Motor Day at Canton Middle School. They enjoyed a variety of musical, sensory, and sports activities. Students from Canton, Wayne Elementary School, Liberty Elementary School, Larkin High School, and Bartlett High School were accompanied by their teachers and paraeducators. Canton students volunteered to help with the event, and several “buddies” from the home schools of the visiting Exceptional Needs students came along, too. After an opening ceremony in which a student used her speech-generating device to deliver the Pledge of Allegiance, students bowled, shot baskets, played tic-tac-toe with bean bags, and had their wheelchairs guided under a giant parachute in the gym. They also got to experience different textures and colors at a sensory table and played with musical instruments.



LEADERSHIP SUMMIT

As part of Hispanic Heritage Month, Elgin High School joined with the United States Hispanic Leadership Institute (USHLI) and McDonald's to offer a student leadership summit in September for its seniors and Dual Language students. Students heard from inspirational speakers about the importance of pursuing higher education, learned about scholarship opportunities, and attended a college and career fair featuring representatives from schools including Loyola University Chicago, Bradley University, Valparaiso University, and Southern Illinois University in Carbondale. “Go that extra mile, go that extra step. Try just a little bit harder,” Adrian Calderon, a community outreach manager for USHLI, told about 400 EHS seniors after relating how he grew up in Chicago the youngest of 10 kids with immigrant parents who hadn't even made it to junior high. “It's about creating a culture of education.”





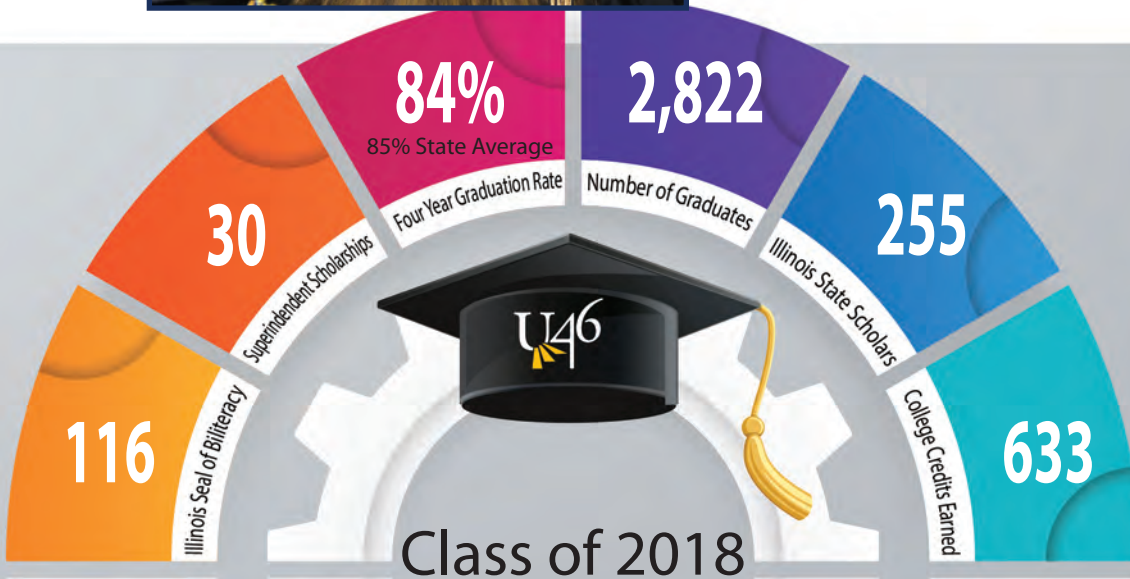
Top Three Institutions Where U-46 Students Enroll in the Fall Immediately Following Graduation:

1. Elgin Community College
2. University of Illinois at Urbana-Champaign
3. University of Illinois at Chicago

Graduates Also Attended:

- Yale University
- University of Chicago
- Boston University
- Princeton University
- Vanderbilt University
- Syracuse University

66% of students enroll in college within 16 months of high school graduation.





"To foster a future of people pursuing what matters most, we must be bold in our passions. Life is not meant to be lived within the constraints of fear. Take risks for what is important to you, and encourage others to do the same."

—Yenashi Castillo-Tristani,
2018 Larkin High
School Graduate



EFFECTIVE & Engaged Staff

*Aspiration:
We will value,
develop, and recruit
a forward-thinking,
highly qualified, and
diverse workforce*



NUMBER OF
EMPLOYEES
4,754*

NUMBER OF
TEACHERS
2,587*

TEACHERS WITH A
MASTER'S
DEGREE
66%

NATIONAL
BOARD
CERTIFIED
TEACHERS
67

*Figures calculated on full-time equivalent, not headcount



PROFESSIONAL DEVELOPMENT



In School District U-46, providing valuable and relevant development opportunities to staff is an effort that gets underway before the new school year begins.

More than 2,400 teachers participated in professional development in early August – with two days devoted to elementary and two days devoted to the secondary level. Teachers were assigned activities aligned to the District Strategic Plan along with the work of the District Professional Development Committee and Instructional Council. At the secondary level, teachers collaborated with job-alike teachers, so algebra teachers were paired with other algebra teachers, etc.

The District also made a large-scale investment with EdTech to train teachers, from kindergarten through 12th grade, in how to integrate technology in the classrooms — hands-on experiences the teachers then brought back to their buildings for the first day of school.

Teachers at the secondary level received training and support in implementing a new digital algebra and geometry resource. In the earliest grades, the District provided more training for kindergarten and 1st-grade educators on the Second Step social and emotional learning curriculum.

Experts offered teachers training in the components and best practices for Multi-Tiered System of Supports, a three-tiered model that is designed to provide students with high-quality instruction and interventions through academic and behavioral supports.

Finally, U-46 offered two PLAYDATES in March and August on Professional Practice Days. PLAYDATE stands for People Learning and Asking Y: Digital Age Teacher Exploration, and the U-46 events gave teachers hands-on time to explore technology tools. Sessions in 2018 were held on Google Classroom; Google Apps and Extensions; Clever; Infinite Campus; Pear Deck; Story Jumper; Green Screen; Postcasting; Video; Schoolwires, and more.

In total, the District offered more than 800 sessions of professional development in 2018. “We know the research tells us in order for teachers to improve practice, there has to be regular, job-embedded professional development,” said Dr. Trisha Shrode, Director of Curriculum and Instruction. “By continually supporting teacher practice, our aim is improved student outcomes.”

EXCELLENCE IS ALL AROUND AT U-46,
 AMONG OUR TEACHERS, ADMINISTRATORS, AND SUPPORT STAFF.
 THE FOLLOWING WERE AMONG THE U-46 EMPLOYEES WHO WERE SPECIALLY RECOGNIZED IN 2018.



Mary Fulin, a 2nd-grade teacher at Otter Creek Elementary School in Elgin, was named the 2018 Kane County Elementary Educator of the Year. Fulin, who graduated from Larkin High School, has taught in U-46 for more than 28 years.

She leads weekly social-emotional lessons to teach her students how to be empathetic and deal with frustration and anger. Students learn that everyone has strengths and that certain areas can be improved. “I love my job, and I look forward to working with each student every day.” Fulin said. “Building a classroom of mutual respect where students feel safe to take risks is important to me.”



Matt Erbach, a precision manufacturing teacher at Streamwood High School, won second place in the 2018 Harbor Freight Tools for Schools Prize for Teaching Excellence. As part of the award, Erbach received \$15,000 and SHS received \$35,000 that will be used to support the school’s skilled trades program. More than 500 skilled trades teachers applied for the award. Erbach has been a teacher in U-46 for more than 10 years. “The classroom environment that I try to foster is one that emulates the working world,” he said.

Peggy Hernandez, who serves as the teacher at the District’s planetarium, was named a Fellow of the Great Lakes Planetarium Association. Hernandez has helped introduce thousands of people to the science and wonder of the universe via planetarium field trips serving roughly 16,000 students each year, as well as presentations to scouting groups, and public programs. “The night sky is naturally interesting and humans are born learners. I can’t think of a better way to get students interested in science than lowering the lights and let the stars do the talking. It works every time,” Hernandez said. “I have the best classroom on Earth.”



Natalie Simons, a health educator and assistant athletic director at Bartlett High School, was named the Illinois School Health Educator of the Year by the Illinois School Health Association.

The Illinois Education Association named Tina Pizzitola as its Educational Support Professional of the Year. Tina is a member of the U-46 Para-Educator Intervention Team and rotates among buildings based on need. “Behavior is a form of communication,” Pizzitola said. “One of the best things we can do for our students is close our mouths, open our hearts, and listen.”

Randal Ellison, the District’s Coordinator for Pre-K-12 Discipline and Educational Options, received the 2018 Excellence in Education award from the Illinois Coalition for Educating At-Risk Youth.

Canton Middle School Principal Jeff Smith was named the Hanover Township Principal of the Year as part of the township’s annual Celebration of Leadership. Smith began his teaching career in U-46 in 1989 and took over as Canton’s principal during the 2010-11 school year.

April Wells, the Gifted Coordinator for School District U-46, was one of two national recipients of the Gifted Coordinator Award from the National Association for Gifted Children. Wells, who graduated from Larkin High School, began her career in U-46 in 2002. “I am deeply committed to supporting the timely and timeless work in gifted education,” Wells said.



Marty Angelo, a 6th-grade teacher at Harriet Gifford Elementary, was one of 16 Chicago-area educators named a Hero in the Classroom by Symetra, Gallagher Benefit Services, and the Chicago Bears. Angelo, who has worked at Harriet Gifford for 22 years, was recognized for going above and beyond for his students — riding the bus with them each day, attending their sports games on weekends, and making home visits after a student is absent too often. “I chose this career because I, too, had teachers in my life who impacted me,” Angelo told his students after he was surprised with the honor.



Bridget McCaffrey, a social worker at Ontarioville Elementary School in Hanover Park, received Hanover Township’s Community Adult Leader of Youth Award. “Each child deserves to learn and grow,” said McCaffrey. “Many students have inside or outside factors that can impede that. I feel it’s my job to do whatever it takes to overcome those obstacles for my students and their families.”



COMMUNITY Engagement

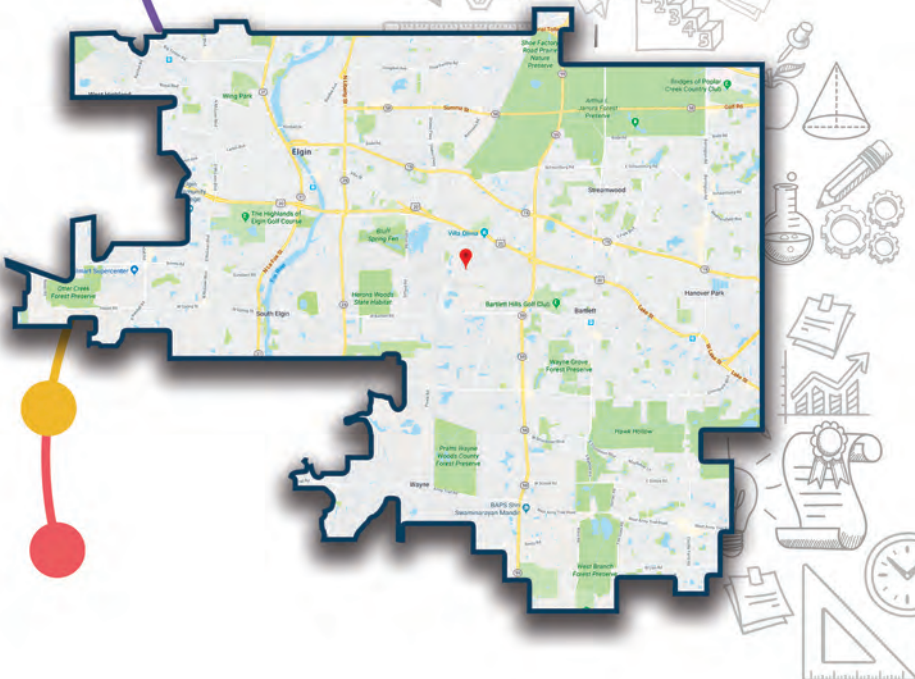
*Aspiration:
We will engage in
meaningful and effective
relationships with all
families and the
greater community.*



U-46 serves families with pre-K-12 students in 11 communities: Bartlett, Elgin, Hanover Park, South Elgin, Streamwood, and Wayne, and portions of Carol Stream, Hoffman Estates, Schaumburg, St. Charles, and West Chicago.

Our boundary is 90 square miles.

It extends into Cook County, Kane County, and DuPage County and serves seven townships.





Alignment Collaborative for Education



School leaders in U-46 are paving the way for greater collaboration with community partners through the Alignment Collaborative for Education. This 4-year-old organization, made up of District, business, and community leaders, initiated several new activities and enhanced other events that support the District's priorities and goals. Alignment does not offer a specific program or product but rather brings people together to support the District and, in doing so, helps maintain strong communities of choice.

Some of the major Alignment accomplishments in 2018, under the leadership of Executive Director Nancy Coleman, include:

- Supported Explore 2018, a curriculum and career expo at the Sears Centre. Community leaders welcomed more than 2,700 8th-graders to the fourth annual event featuring 87 exhibitors who represented all 16 career clusters.
- Helped the Village of Bartlett pilot a summer internship with seven Bartlett High School students from the BHS STEM Academy. Students worked in engineering, village planning, communications, and graphic design. Organizers hope to duplicate the successful partnership with other local municipalities.
- Identified at least 80 potential career-related opportunities, from classroom visits and industry tours to job shadowing and teacher and student externships and internships.
- Applied for grant funding to implement initiatives related to the National Campaign for Grade Level Reading.
- Helped train more than 200 teachers and staff members in Trauma-Informed Care in order to build capacity and understanding for supporting students who have or are withstanding adverse childhood experiences at home or in their community. This "A-Team" will continue to support 26 U-46 resiliency teams.
- Increased community partnerships from about 50 partners in 2017 to more than 120 partners in 2018.



5K FOR A CAUSE

The third annual U-46 Deaf & Hard of Hearing 5K attracted about 180 runners and walkers in May to the Bartlett Nature Center. The DHH 5K builds awareness of the District’s services to students with hearing loss, fosters social interactions, and raises money for the Deaf and Hard of Hearing program. With the help of more than a dozen community sponsors, \$5,000 was raised in 2018. Save the date for your chance to join the fun on May 4, 2019!



VETERANS VOICES

As part of a partnership with the Gail Borden Public Library, 40 area veterans visited more than 100 U-46 classrooms in November to share stories about their experience in the military. The program also allowed U-46 students to express their appreciation for the sacrifices made by veterans, and many classes thanked the veterans with cards, displays, or songs. Amador “Johnny” Vargas, an Elgin

resident and 90-year-old veteran of the Korean War, visited a 5th-grade classroom at Garfield Elementary School. He showed the students his medals and played “America the Beautiful” and “Taps” on his trumpet. He even invited students to try out the instrument.



AVID TRAINING

U-46 hosted 400 educators from across Illinois in June for AVID Regional Path Training at South Elgin High School. AVID, which stands for Advancement Via Individual Determination, is a not-for-profit organization that trains educators in proven college and career readiness strategies, especially for elementary, middle, and high school students who have been traditionally underrepresented in higher education. The District’s Kimball Middle School became an AVID National Demonstration School in 2015, only the third school in Illinois to be so recognized, and was revalidated in 2018. As a result, the school regularly hosts administrators from other schools and districts who want to see the AVID College Readiness System in action. All together, participating schools in the two-day summer training sessions represented more than 10,000 students who are enrolled directly in the AVID elective class in their 16 school districts.



REALTOR BREAKFAST

District administrators and the Citizens' Advisory Council's (CAC) Family and Community Engagement Committee (FACE) hosted nearly 50 local home sellers and brokers at Streamwood High School (SHS) in March to familiarize them with U-46 schools and programs before the busy spring home buying season. CEO Tony Sanders provided attendees of the U-46 Realtor Breakfast with an overview of the District and educational highlights, followed by Streamwood Village President Billie Roth and CAC FACE Co-Chair Phil Novello. But perhaps the most inspiring message came from senior Angelica Mateo-Ella who recounted her successful U-46 journey at Glenbrook Elementary School, Canton Middle School, and onto SHS, which she said felt like her home away from home.



CAREER AND TECHNICAL EDUCATION TOUR

The District's nationally recognized Career and Technical Education programs at Elgin and South Elgin high schools were in the spotlight in August when State Superintendent of Education Dr. Tony Smith and U.S. Rep. Raja Krishnamoorthi were among the 50 leaders who got a first-hand look at how U-46 prepares its students for the working world. Elgin High School welcomed the guests to its culinary arts, automotive, and healthcare services programs, as well as its newly renovated \$1.7 million welding lab, where they heard about how the welding program earned accreditation in 2018 from the American Welding Society, certifying the school's lab as an Accredited Testing Facility. South Elgin High School showcased its automotive, precision manufacturing, and early childhood programs. Visitors to SEHS learned how students in its precision manufacturing program can earn college credit and also earn certification through the National Institute for Metalworking Skills. "We are no longer in a college or career era," said Kinasha Brown, U-46's Director of Educational Pathways. "We are preparing students for college and careers, and that means students can start building job skills in high school to further hone and develop in the workforce and post-secondary education."



PROJECT 2-3-1

Ronald D. O’Neal Elementary School 4th and 6th graders hosted a community walking tour in September to recognize the cultural and historical significance of their school’s neighborhood in Elgin.

Based on information from the award-winning

Project 2-3-1 documentary, students researched the history of homes on Hill, Gifford, Fremont, and Hickory Streets, where African-American residents first settled in the 1860s. Students shared their research with classmates as well as local residents who joined the walking tour.

EHS150

Elgin High School will mark its 150th anniversary with an all-class reunion in 2019, but the celebrations started in 2018 with the launch of Elgin150.com and #EHS150 social media posts, the sale of commemorative calendars, and a Homecoming theme of “EHS Goes Old School: 150 Years of Tradition.” Also in preparation of the milestone, the EHS marching band invited band alumni to perform with them during halftime of the Homecoming game in September. Dubbed the “Pride of Elgin,” the EHS marching band is a popular attraction at parades, ceremonies, and festivals in the Elgin area. It received an Elgin Image Award from the city of Elgin in the spring of 2018 for the “pride and dignity” with which it represents EHS, U-46, and the city.



ARCHITECTURAL TOUR

Students from Channing Memorial Elementary in Elgin looked at their historic neighborhood with new eyes after a tour and architectural scavenger hunt hosted by the Gifford Park Association. More than a dozen Channing classes participated in the inaugural event, during which they learned that the first person to settle in Elgin, James T. Gifford, built his house within walking distance of their school. “This was an amazing experience for students and teachers,” said Channing Principal Josefina Melendez. “It deepened our appreciation for our neighborhood.”

CENTER HOUSE ART SHOW

The artwork of students from Center House, a U-46 program that teaches life and job skills to students with special needs, was showcased in May at the ArtSpace gallery in downtown Elgin. The public art display culminated a yearlong art project between Center House, the Gail Borden Public Library, and ArtSpace. Jay Walsh, a Transition Teacher for Specialized Student Services, noted that producing art is a leisure time activity that is personal and easily accessible to all. “Many students with special needs have a unique view of color that comes out in their artwork,” Walsh said. “Our students are always excited to see their work displayed, and it helps build self-esteem and personal value.”



BHS ACTIVITY COMPLEX

Long envisioned, the Bartlett High School Activity Complex is a reality thanks to the support of the community and \$980,000 in corporate and private donations. The new complex features a field, press box, lighting, and permanent bleacher seating for 1,500 fans. Students, parents, teachers, U-46 administrators, Board of Education members, and community members excitedly gathered for the first “Friday Night Lights” in August. Individuals and companies who helped make the complex a reality were honored at a special dinner before the game. Bartlett High School opened in 1997, but its student athletes had to use facilities at Streamwood High School, about 8 miles away.



VOLUNTEERS OF THE YEAR

The 21st annual Volunteer Reception in April honored several dozen people who generously donate their time and talents. CEO Tony Sanders named two 2018 Volunteers of the Year. One was Phil Novello, a parent at Oakhill Elementary School in Streamwood who is the co-chair of the Citizens’ Advisory Council’s Family and Community Engagement committee. He is also a cornerstone of the Eagle Eyes: Parents in Action group that was formed to strengthen Oakhill’s environment and sense of safety. The other was Vanessa Castelan, also an Oakhill parent, who is a linchpin for the school’s Positive Behavior Interventions and Supports Universal Team and a cheerleader for Districtwide activities and committees, especially those related to the 5Essentials Parent Survey, Dual Language, family literacy, and PTO groups. The Helping Hands award, which recognizes volunteerism at the school level, went to Cynthia Hernandez for her service as president of the Parents and Teachers of Huff Elementary in Elgin, where she helped get teachers and parents involved in regular school events and seminars to support Huff’s students.



PRINCIPAL FOR A DAY

More than 50 community leaders experienced school life from a new perspective in December, serving as a guest Principal for a Day at buildings across the District. Participants included police officers and firefighters; leaders in the areas of medicine, finance, business, and education; and more than a dozen elected officials. The guests then convened for a luncheon sponsored by Marco, a leading technology services provider, at Villa Olivia in Bartlett. The featured speaker was Ralph Martire, executive director of the Center for Tax and Budget Accountability, who was involved in the successful effort to enact Evidence-Based School Funding reform in Illinois focused on equity for all students and schools. The reform brought additional state funding to District U-46: \$24 million during the 2017-18 school year and \$21 million during the 2018-19 school year.





U-46 FOUNDATION

The U-46 Educational Foundation is a non-profit 501(c)(3) organization that has been collecting donations since 2008 to expand opportunities for U-46 students beyond what is possible with tax dollars. In 2018, the Foundation funded projects such as the student-led National Biodiversity Teach-In, which connects classrooms to scientists, lawmakers, artists, and others interested in protecting biodiversity; the middle school physical education program DrumFIT, which teaches students about rhythm and movement while they engaged in cardiovascular fitness; and sensory kits for elementary art students that keep the students on task while enhancing opportunities to play, explore, and engineer ideas. The Foundation partners with other community groups to award grants for several annual events, including the popular TalentFest (pictured here) held in the spring at the Hemmens Cultural Center in Elgin to showcase the talent of U-46 high schoolers.

The Foundation expanded its outreach efforts in 2018 by creating a new “mini grant” program, in which up to \$500 would be awarded to an individual teacher to support innovation. In December, the group



selected eight inaugural mini grants out of a field of 30 submissions, supporting a mentoring program for high schoolers, an elementary parent-student reading club, some additional learning tools for students with special needs, and more.

Additionally in 2018, the District added the Foundation to its annual Employee Giving Campaign. Employee donations to the U-46 Educational Foundation included a “direct give-back!” incentive, with 10 percent of the donation being designated toward a U-46 school of the donor’s choice. The school will receive the funds at the end of the school year to be used at its discretion. The first-time opportunity yielded more than \$6,000 for the Foundation from 85 donors.

The trend to direct donations via estates and wills continued in 2018 with more than \$20,000 for scholarships or general use from longtime friends and former employees of U-46.

Finally, in 2018 the Foundation Board began creating a strategic plan, slated to be unveiled in 2019, to clarify the organization’s mission and vision. That effort has involved focus groups, surveys, and research into how the most successful educational foundations are structured and operated.



SUMMER AT THE LIBRARIES

U-46 partnered with community public libraries again in 2018 to keep elementary students learning and reading over the summer break. The Gail Borden Public Library in Elgin, its Rakow branch, the Bartlett Public Library in Bartlett, and the Poplar Creek Public Library in Streamwood all welcomed groups of students for 90 minutes once a week for six weeks to participate in free STEM-focused learning activities involving Lego bricks, Strawbees, digital tablets, and more. These “hands on, minds on” activities helped keep the more than 1,300 enrolled students engaged with learning and provided them a weekly opportunity to check out new books to read over the summer.



PARENT LEADERSHIP INSTITUTES

More than 125 parents have graduated from the District’s African-American Parent Leadership Institute and Hispanic Parent Leadership Institute since 2010. Graduates have gone on to serve on the U-46 Board of Education and Elgin City Council as well as local and state advisory councils. In 2018, 18 parents were recognized for completing their two years in the District’s Parent Leadership Institute, while another 25 started their two-year commitment to the training.

“Taking part in this program has taught me how to be a more effective leader, become a more informed stakeholder in my child’s learning, and has shown me the inner workings of a school district,” said José Alcantara, a second-year Hispanic Parent Leadership Institute participant who is slated to graduate in 2019.

Parent members attend 16 Saturday-morning sessions over the course of two school years, must attend District meetings, and complete a family engagement project to complete the program.

“The parents who commit to the Parent Leadership Institutes learn how to become stronger advocates for their children and other families, and they serve as an important bridge between U-46 and the communities we serve,” said Karla Jiménez, Coordinator of Family & Community Engagement. “Parent advocates and leaders are critical in creating a positive learning experience for all children and serve as an important role model for their children and other parents.”



CITIZENS’ ADVISORY COUNCIL

With a history that dates back more than 60 years, the School District U-46 Citizens’ Advisory Council, also known as CAC, represents one of the most robust and unique parent and community engagement groups among school districts in Illinois.

Made up of parents and community members, the CAC influenced Districtwide policies with three standing committees in 2018-19: Curriculum; Family and Community Engagement (FACE); and Specialized Student Services. Curriculum committee members help U-46 staff determine and implement new educational programs, and FACE hosted events such as the annual breakfast and informational session for those in the real estate industry.

In both 2017-18 and 2018-19, the Specialized Student Services committee organized popular sessions featuring experts who address challenges faced by parents of students with special needs.

“Their presentations are very informative but the question and answer period after is often the audience’s favorite,” said Rebecca Miller, one of the committee’s co-chairs. “It’s an opportunity to ask a question about your child, hear an expert’s answer, and be assured you are not alone. The special ed parents’ community in U-46 is very supportive of each other, and we are glad to be a part of that.”

EXCELLENCE, Efficiency & Accountability

*Aspiration:
We will advocate for
and utilize systems and
resources that
promote operational
excellence, efficiency,
and accountability.*





Equitable School Funding



Transportation

25,000 students transported daily to 58 schools and programs in U-46 communities
 Routes - 290
 Drivers - 310
 Buses - 351
 Miles driven in a year - 4.3 million
 In terms of size, U-46 is among the top 1 percent of pupil transportation programs in the United States



For several years CEO Tony Sanders and others advocated for more equitable state education funding. After many drafts and failed attempts, the Evidence-Based Funding for Student Success Act was signed into law in August 2017.

The state directed the first related funds — an additional \$24 million — to U-46 in spring of 2018. An additional \$21 million was allocated to the District for FY19. The Board will lead public discussions on how these additional funds can support the District’s vision as outlined in the Strategic Plan.

Already though, School District U-46 has been able to put money into staff and resources as outlined in this section. In several cases, the District was able to reduce the size of a kindergarten, 1st- or 2nd-grade class in a school building by adding another teacher and creating a smaller class, a move that was simply not possible in the past decade. The District expanded its award-winning Dual Language program to the high school setting in 2018, beginning with the freshman class. And the District continues to research and plan for a middle and high school experience that will better prepare students for college and careers, building on the success of the current high school academies. Town Hall events were held over 10 nights in the spring and fall of 2018 to gather feedback on that plan.

The District will continue to engage with staff, parents, and community members on making wise financial decisions to support students today and tomorrow.

CLASS OF
2031



**FDK Parent
Volunteer
Promise**

*A promise to be an
involved family*

2018-19

THE PROMISE

To continue the momentum of the U-46 full-day kindergarten launch in 2016, the District annually encourages kindergarten parents to attend a U46Engage session that offers an overview of the next 12 years and to commit to being involved in their child’s education with the U-46 Parent Volunteer Promise. The Promise looks to engage kindergarten parents in home-based activities such as reading with their child, school-based opportunities such as helping to coordinate fundraisers, and District-wide gatherings such as participating in a U-46 advisory group. Asking parents to commit to five hours in a school year allows them to sample the various forms of involvement at home, school, or the District, and many parents volunteer additional hours.

In 2017, 40 percent of all full-day kindergarten parents signed the Promise. Another 36 percent replied to the District’s post-pledge survey to detail how they fulfilled their Promise. The District is on track for similar results in 2018. The majority of the parents who complete the Promise report their most meaningful takeaway was having conversations with their kindergartner and being able to integrate their child’s daily learning and activities into the discussion.

GUIDANCE COUNSELORS

For the first time since cuts fueled by the national fiscal crisis of 2009, the District restored guidance counselors to each of the eight middle schools. Additionally, the District gave students access to Naviance, a web-based college and career readiness platform, to help them explore their strengths and interests and create a plan for their futures. Jay Svendsen, an Elgin High School graduate, is the new counselor at Canton Middle School in Streamwood and said he was drawn to school counseling because it allows him to reach and help a large number of young people. Svendsen said he has been impressed by the level of support given to the new counselors — and he thinks they are already making a difference. “We have been able to help students who might be struggling with personal issues by offering social-emotional support. Also, with the student groups that we lead, we can present lessons that take a proactive approach to addressing social-emotional issues,” he said. “And Naviance has given us an opportunity to introduce career exploration with our students in a fun and effective way. This is important as we join the District in fostering a future-oriented mindset for our students.”



CHROMEBOOKS

U-46 became a one-device-per-student district in the high school grades with the distribution of more than 12,300 Chromebook computers to start the 2018-19 school year. Also, nearly 1,500 Chromebooks were distributed to middle school students enrolled in an Algebra 1, Algebra 2, or Geometry course to support their learning as part of the District’s updated math curriculum and shift to more online work. The Chromebook purchases were approved by the U-46 Board of Education; each laptop cost about \$340.



FISCAL HEALTH

School District U-46’s financial team created a budget for Fiscal Year 2019 aligned to the Strategic Plan and the District’s efforts toward promoting and achieving academic success for all students — specifically eliminating student achievement gaps and ensuring that all students are prepared to succeed in college and the workplace.

The Board of Education adopted in September a \$558 million spending plan for Fiscal Year 2019, which encompasses the 2018-19 school year. Total revenue for FY2019 is expected to be \$561 million, a 10.2 percent increase, or \$52 million, over the prior year’s budget. The vast majority of the increase — nearly \$50 million — comes from the Evidence-Based Funding for Student Success Act that became law in August 2017. That act set an adequacy target, or cost to educate students within the District, calculated by the Illinois State Board of Education. Federal funding will remain flat. The District is budgeted for a \$0.4 million increase in local taxes and \$2 million increase in local revenue.

Salaries and benefits are budgeted to increase about \$22 million over the prior year’s budget; the majority of the increase is attributed to an average 3 percent salary increase and some new staff positions, including those that had been cut or left unfilled during the national fiscal crisis of a decade ago. Added to the FY19 budget from the prior year is \$5.7 million in school bus purchases, including a catch-up purchase since there were no bus purchases in the prior fiscal year due to the state’s financial challenges. There are no new planned capital leases or debt issuances in FY 2019 which leaves other financing sources at zero. The last issuance of debt and capital lease was completed in fiscal year 2015 and 2016, respectively.

In compiling the budget for the 2018-19 school year, the District’s focus remained centered on improving the educational outcomes for its nearly 39,000 students — the most at-risk students with highly specialized needs, those in the “academic middle,” and those who desire more rigorous courses. The budget included the reduction in some class sizes, addition of guidance counselors to all middle schools, the purchase and distribution of nearly 14,000 Chromebooks for all high schoolers and many middle school students, and the expansion of the Dual Language program to the high school setting, beginning with the freshman class.

U-46 remains committed to an open and transparent budget-development process that begins each spring, and includes a public hearing before going before the Board for approval each fall. Current and past budgets can be found on the District’s website along with other financial information and related Board presentations.

In April, the District’s Financial Operations Department was honored by the Board of Education with an Accent on Achievement for multiple awards it has earned for its clear and transparent financial reports in Fiscal Year 2017 and 2018. Deputy Superintendent of Operations Dr. Jeffrey King and Financial Operations Director Dale Burnidge lead the department’s work on financial reports.

The Association of School Business Officials International (ASBO) awarded the District with a Certificate of Excellence in Financial Reporting for FY2017 and a Meritorious Budget Award for FY2018, the third time the District has received that honor.



REVENUE



Local Sources:
\$323.6 million

State Sources:
\$199.4 million

Federal Sources:
\$38.1 million

Total Revenue:
\$561.1 million

EXPENDITURES



Salaries: \$287.9 million

Employee benefits:
\$101.4 million

Purchase services:
\$36.9 million

Supplies and materials:
\$31.7 million

Capital outlay:
\$38.4 million

Other objects: \$61.1 million

Non-capitalized
equipment: \$633,078

Total expenditures:
\$558.1 million



PLANT OPERATIONS

66 buildings

5.8 million square feet of property



PLANT OPERATIONS

The District's Plant Operations Department completed several building improvements during 2018. Highlights included an upgrade to the bleachers and creation of a press box at the Bartlett High School Activity Complex, renovations to the newly acquired Food and Nutrition Services facility, renovations and expansion of the student welding lab at Elgin High School, and upgrades to the heating and cooling systems at Streamwood High School and Canton Middle School.

FOOD AND NUTRITION SERVICES

In June, the District opened the Food and Nutrition Wellness Center, a commissary that supplies food to more than 40 elementary and preschool programs in the District. The new 40,000-square-foot facility allows for a more diverse and healthier range of food options — such as more fresh fruit, vegetables, and salads. The department serves 1.2 million breakfasts and 3.8 million lunches a year, going through 93,000 pounds of chicken, 58,000 pounds of leafy greens, and 33,000 pounds of red grapes, and more.



More than 720 people liked, loved, shared, or commented on a December Facebook post about a meal being served at elementary schools - chicken and waffles with locally grown butternut squash sprinkled with cinnamon.



LET'S TALK

Let's Talk!, the District's new customer service tool for parents, community members, and U-46 employees is proving to be a successful way to ensure that questions or concerns get addressed and are not lost in an email inbox. In Let's Talk!, these online private communications are called "dialogues" and they can be directed specifically to departments and then routed to the correct individual to respond. The tool keeps track of how long it takes for a response to be sent, and the individual who initiated the Let's Talk! dialogue is asked to complete a customer service survey at the end of the process. From the launch in December 2017 to the end of 2018, the District responded to more than 1,600 dialogues with an average feedback score of 8.4 on a scale of 10 and average response time of 1.5 days. Let's Talk! is available via a link on a number of pages on the u-46.org website as well as a mobile app and in Spanish. During the 2018-19 school year, the District will expand service by adding Let's Talk! to each of the District's school websites.

STAY CONNECTED WITH U-46



• WEBSITE

- The www.u-46.org website is easy to navigate and optimized for use on mobile phones and tablets as well as computers. Visitors can choose from a rotating selection of news from across the District and find updates specific to each school.



• LET'S TALK!

- Have any questions, comments, suggestions, or kudos for U-46 staff? Let's Talk! is the District's online customer service tool where you can contact the District and schools online and get a timely response.



• E-NEWSLETTERS

- Sign up to receive "Your Weekly Update" via email or read it online at the District's website under "Our District/News and Communications." Similarly, CEO Sanders' weekly newsletter to staff can be found on the website under "Our District/Chief Executive Officer."



• SOCIAL MEDIA & U-46 APP

- Follow District U-46 on Facebook, Twitter, and YouTube to get a variety of updates of what's going on in the District and its schools. Another way to receive updates is to download the SDU46 app in the Google Play or Apple App Store.



• INFINITE CAMPUS

- Stay connected with your student's school via Infinite Campus. Check that your family contact information is up to date to make it easier for communication to flow between parents and teachers, school and District administrators.

EXCELLENCE, EFFICIENCY & ACCOUNTABILITY

COMMUNICATIONS AWARDS

The School & Community Relations department earned five awards of merit in 2018 from the Illinois Chapter of the National School Public Relations Association (INSpra) for the District's new website, #U46Classof2018 social media campaign, a video on the Superintendent's Scholarship program, and two printed materials. CEO Tony Sanders, along with three colleagues from across the state, earned an INSpra Award of Excellence in the 2018 statewide Distinguished Service Awards program for the #PassILBudget movement. The statewide Distinguished Service Awards program honors individuals and groups who have consistently gone above and beyond on behalf of their schools and whose efforts have enhanced education and conveyed its importance to the community at large.

POPULAR ON SOCIAL MEDIA



More than 7,600 people watched a Facebook Live video of the Larkin High School drum line welcoming students to the first day of school in August.

A story from the Courier-News in December about the "Kindness Doors" project at Fox Meadow Elementary in South Elgin reached more than 6,000 people on Facebook with more than 180 positive engagements.



U46 ANNUAL REPORT 18



355 East Chicago Street
Elgin, Illinois 60120
847.888.5000
www.U-46.org

