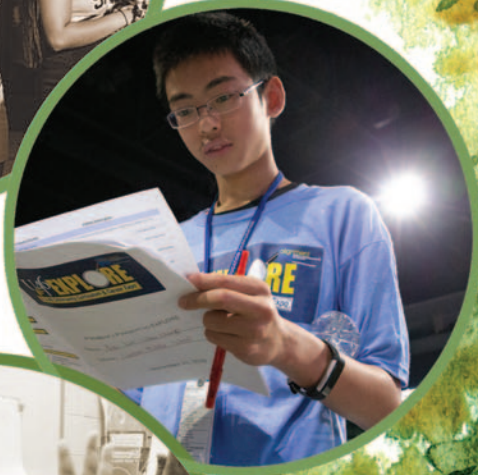


# INVESTING IN OUR FUTURE



# U46 Table of Contents

**PAGE 3**

*Our CEO and Cabinet*

**PAGE 4**

*Our Employees and Board of Education*

**PAGE 5**

*Investing in Our Students of Today and Tomorrow*

**PAGE 6 & 7**

*Academic Spotlight*

**PAGE 8 & 9**

*Images of Success*

**PAGE 10**

*Looking Toward the Future*

**PAGE 11**

*Connect With Us*

## CEO's Message

Dear School District U-46 Community,

This 2019 Annual Report to U-46 staff, students, parents, and community members provides a snapshot of our accomplishments and the amazing work carried out each day on behalf of our students. We have much to celebrate in School District U-46, both in 2019 and as we look forward.

Evidence-based funding from the state, now in its third year, has provided so many more opportunities for our students and our communities — and has deepened our ability to invest in the future. With the addition of 26,000 Chromebooks over the past two years, every student in grades 5 through 12 has a device for school and home. Ninety percent of our classrooms in grades kindergarten through 2nd now have 25 or fewer students, lower than the student-teacher ratio at many area private and charter schools.

We've added instructional coaches in classrooms, and more assistant




principals to our larger elementary schools. We were able to refresh computers for teachers and administrators and embark on \$40 million in capital improvements over last summer, including the completion of library remodels across the five comprehensive high schools.

I want to acknowledge our Board of Education, which has a five-year vision that will challenge us to continue these long-term investments for the betterment of all kids, and in a manner that continues to demonstrate a high value for taxpayers.

Additionally, we are trying new and innovative ways to be eco-conscious, from vegetable gardens to a District-wide energy conservation effort to making the printed version of this annual report half of its regular size and placing more of its content online. You can read more about these efforts at [u-46.org/green](http://u-46.org/green).

I am honored to serve you in my 13th year at School District U-46 and my sixth year as Chief Executive Officer. Along with my wife, Schelli, I am also the proud parent of two U-46 graduates. I thank you and your families for being a part of U-46.

All my best,

  
Tony Sanders

### Student Population:

38,395

Hispanic:  
54.9%

White:  
26%

Asian:  
8.3%

Black:  
6.3%

Multi-Racial:  
3.4%

American Indian:  
0.9%



## From the Ground Up

Members of the Food & Nutrition Services department for the first time planted a nearly 1-acre vegetable garden in 2019 on the grounds of their facility on Bowes Road in Elgin. Department members harvested cucumbers, peppers, zucchini, carrots, and tomatoes and added them to school vegetable and salad bars. The garden also hosted several field trips for U-46 schools, with students helping pick vegetables and then sampling them during a tour of the department's commissary. The garden is expected to host many more field trips in 2020. To learn more about this new garden, as well as several that have been tended for years at U-46 schools, visit [u-46.org/green](http://u-46.org/green).



U-46 serves families in Bartlett, Elgin, Hanover Park, South Elgin, Streamwood and Wayne, as well as portions of Carol Stream, Hoffman Estates, St. Charles, Schaumburg, and West Chicago. 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.

**Tony Sanders**  
Chief Executive Officer

**Dr. Suzanne Johnson**  
Deputy Superintendent of Instruction

**Dr. Jeff King**  
Deputy Superintendent of Operations

**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

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

# U46 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 annual 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. Board of Education meetings are listed under “upcoming events” on the homepage of u-46.org. Residents are invited to attend the meetings, which are held at the Educational Services Center, 355 E. Chicago St., Elgin. Board meetings can also be watched on YouTube by searching for School District U-46.

**President Sue Kerr**  
Resident of Bartlett  
Term expires in 2023

**Vice President John Devereux**  
Resident of Bartlett  
Term expires in 2023

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

**Board Member Donna Smith**  
Resident of Hanover Park  
Term expires in 2021

**Board Member Melissa Owens**  
Resident of Bartlett  
Term expires in 2021

**Board Member Eva Porter**  
Resident of Hanover Park  
Term expires in 2023

**Board Member Kate Thommes**  
Resident of Elgin  
Term expires in 2023

**2019-20 Student Advisor Hallie Furtak**  
Streamwood High School

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

Total full-time employees:  
**4,954\***

Teachers:  
**2,668\***

Average teaching experience:  
**13.5 Years**

National Board Certified Teachers:  
**64**

Teacher's with master's degrees or above:  
**65%**



# Investing in Our Students of Today and Tomorrow

The Evidence-Based Funding for Student Success Act that School District U-46 advocated for at the state level in 2017 has provided new revenue that has allowed the District to provide strategic support for our faculty and our more than 38,000 students. A funding formula grounded in evidence provides our District team with guidance on how our investments might improve outcomes for students today and in the future.

Over the past two school years, the District was able to lower class sizes for kindergarten through 2nd grade students, add more instructional coaches to provide guidance to teachers, and add eight assistant principals at elementary schools that historically have been under-staffed and under-resourced. The new positions have also provided the District the opportunity to recruit, train, and hire administrators who represent the diversity of our students.

One of the elementary schools that added an assistant principal this school year is Heritage Elementary School, where about 76 percent of its 425 students come from low-income homes. Principal Catherine Fletcher, who has headed Heritage for nine years, said her School Improvement Plan Team identified the need for an additional administrator in 2018 while analyzing their school performance results with District Cabinet members.

Meanwhile, Principal Fletcher said she felt stretched on her own as she tried to meet the needs of her staff, support the social-emotional needs of students, and ensure that Heritage classrooms are places where the children can problem solve, feel safe, and learn to regulate their emotions.

Dr. Angel Brooks arrived as her new assistant principal in July 2019, and Principal Fletcher said she is the “perfect fit” for the Streamwood school, providing a fresh perspective and being a strong listener who is able to assess situations with an open mind.

“It’s just incredible to have someone who is a true partner in everything that we do here,” said Principal Fletcher.

While Dr. Brooks had spent much of her educational career in Chicago’s south suburbs, she said she was drawn to U-46 because of its history, size, and innovative programs like Dual Language.

“I’m learning from the

best,” Dr. Brooks said, nodding toward Principal Fletcher. “And I’m here to help her. I’m her right hand, and we’re doing this together, so that our students can grow and our staff will grow, because we’re working and making changes for our future.”

Elementary assistant principals like Dr. Brooks have access to a variety of development opportunities and supports, including whole team meetings focused on strengths-based leadership, District-wide professional learning sessions, monthly cohort meetings with other assistant principals, and 1:1 site coaching visits with the assistant superintendents of elementary schools, instruction and equity. The goal is to prepare the next generation of school leaders in U-46.

“We create a variety of small- and large-group ways for elementary administrators to connect with each other,” said Steve Burger, one of the two assistant superintendents who supports the district’s 42 elementary buildings, “and to reflect on how the Illinois Performance Standards for School Leaders can ground and guide their professional practice.”



Revenue:

Local Sources:  
**\$332.9 Million**

Federal Sources:  
**\$38.8 Million**

State Sources:  
**\$224.3 Million**

Total Revenue:  
**\$596 Million**

## Expenditures:

Salaries: \$303.1 million  
Employee benefits: \$100.6 million  
Purchased services: \$42.2 million  
Supplies and materials: \$37.9 million  
Capital outlay: \$45.9 million  
Other objects: \$56.3 million  
Non-capitalized equipment: \$8 million  
Total expenditures: \$594.3 million

# U46 Academic Spotlight

## Exemplary Schools

Bartlett Elementary School celebrated its 90th birthday in 2019 (festivities pictured below), and both it and Prairieview Elementary School in Bartlett were named “Exemplary” on the 2019 Illinois Report Card, the state’s top designation. The report provides a detailed look at each school’s progress on academics, student success, school culture and climate, and financial investments. Schools that are named exemplary perform in the top 10 percent of all public schools in the state and have no underperforming subgroups. The Illinois Report Card designated 46 other schools in U-46 as “Commendable.”



## Top 100

Bartlett High School was recognized in 2019 by U.S. News & World Report among the top 100 public high schools in the state of Illinois. Schools were rated on six measures: college readiness; breadth of college curriculum; reading and math proficiency; reading and math performance; graduation rate; and performance of underserved students. With nearly 2,500 students, the graduation rate at BHS is 94 percent, and 39 percent of its students took at least one Advanced Placement exam during the period studied. It was ranked 86th among Illinois public high schools.



## Technology

School District U-46 began the 2019-20 school year by distributing 12,000 Chromebooks to all students in 5th through 8th grades. The initiative built on the 1:1 technology program started in 2018 when 14,000 Chromebooks were distributed to high schoolers and middle schoolers enrolled in specific math classes. The technology has improved equity and access for all students, as not all students have access to their own computing device at home. The Chromebooks have also enhanced the tailoring of instruction for students with disabilities and increased access to key content for English Language Learners. Applications such as the Google suite of tools have increased collaboration among students, as well as between teachers and students. And as the District moves forward in developing recommendations for the use of technology over the next five years, it has instituted new professional development opportunities for teachers based on the premise that technology is not an end in itself but that it can enable and enhance the most effective learning behaviors.

By The Numbers:

27

Number of AP courses offered at U-46 High Schools

2,400

Students taking one or more AP exams (1,928 in 2015)

249

AP Scholars\* (218 in 2015)

2,159

Total AP exams resulting in college credit (1,696 in 2015)

81

AP Scholars of Distinction\*\* (77 in 2015)

## Advanced Placement College Credit

\* Granted to students who receive scores of 3 or higher on three or more AP exams

\*\* Granted to students who receive an average score of at least 3.5 on all AP exams taken, and scores of 3 or higher on five or more of these exams

## College and Career Exploration

Students in U-46’s eight middle schools had several opportunities to explore their strengths and interests and how those might be related to college and career paths after high school. A web-based platform called Naviance helps students identify what makes them unique and think more deeply about what that means for their future. School counselors, who were added to middle schools in 2018 thanks to evidence-based funding, help students explore their career options. Additionally, more than 2,500 8th-grade students across the District traveled to the Sears Centre Arena with their classmates, teachers, and principals to Explore 2019, the District’s fifth annual curriculum and career expo. Explore is held in partnership with the Alignment Collaborative for Education, a local non-profit that brings together community resources to support District priorities. Designed to demonstrate the connection between academics and careers, the event featured representatives from more than 90 companies, organizations, hospitals, universities, and non-profits. In total, the exhibitors represented a dozen “career clusters” that 8th graders could explore at a time when they are beginning to recognize their interests and — together with their parents, teachers, and guidance counselors — plan for high school and beyond.

Many of these same expo exhibitors are also increasingly providing our high school students with work-based learning experiences, from one-day job shadowing to internships that can last as long as a summer. These experiences provide students with exposure to a professional career path, allow them to apply knowledge from the classroom in the workplace, and give them the opportunity to build connections and confidence.

All of these initiatives tie into the important work being done at the District level to expand small learning communities to all U-46 high schools. Called Educational Pathways, these learning communities will emphasize rigor and relevance, relationships with peers and staff, and college and career readiness skills. They will also ensure students can explore a field of interest and graduate with early college credit or industry-recognized credentials in addition to a high school diploma. More information on this endeavor can be found at [u-46.org/educationalpathways](http://u-46.org/educationalpathways).



## Dual Language

The District’s award-winning Dual Language program expanded to 10th grade to start the 2019-20 school year as we move to become a K-12 Dual Language district. More than 11,000 preschoolers through sophomores in U-46 are on their way to becoming bilingual and biliterate, better ready to build careers in a global society. Already we are seeing evidence of the power of this program. Dual Language freshmen took the Advanced Placement Spanish language test in the spring of 2019, and nearly half of them (48 percent) passed the test, earning a 3 or higher, without having taken the AP Spanish course.

Also in 2019, the English Language Learners department hosted its fourth annual Dual Language Parent Academy in November at Elgin High School. Two women who are examples of the power of bilingualism, biliteracy, and multiculturalism made the event extra special. Illinois State Superintendent of Education Dr. Carmen Ayala (pictured below with CEO Sanders and Highland Elementary 5th grader Scarlett Cabral) helped launch the workshop, and Sylvia Acevedo, the CEO of the Girls Scouts of the USA and a former rocket scientist with NASA, delivered the keynote address. To learn more visit [u-46.org/duallanguage](http://u-46.org/duallanguage).



# U46 Images of Success



The Bartlett High School students who participated in the after-school program called Mentors of Tomorrow were named the District's 2019 Volunteers of the Year. The students visited Spring Trail Elementary, Sycamore Trails Elementary, and Eastview Middle School to make connections with younger students, provide homework help, and offer other activities to encourage a love of learning.



Karen Osborne, a social worker at Fox Meadow Elementary School in South Elgin, was named the 2019 Kane County Student Support Personnel of the Year. Osborne is a Streamwood High School graduate who was inspired to go into her field after a social worker helped her process the grief associated with losing her father as a teenager. At Fox Meadow, Osborne meets with students in classrooms, small groups, and individually to support their social-emotional and behavioral goals.



Abbott Middle School in Elgin, Canton Middle School in Streamwood, and Eastview Middle School in Bartlett all sent teams to the Illinois Science Olympiad competition in the spring of 2019 at the University of Illinois at Urbana-Champaign. Science Olympiad is an enrichment program held before or after school that covers all areas of STEM. Six of the students earned first place in their events. The team from Abbott, pictured above, placed fourth overall in their division.



More than 60 community leaders participated in U-46's 12th annual Principal for a Day event in December 2019, leaving with firsthand experience of how principals guide school teams to meet the academic, social, and emotional goals of each student. Illinois State Board of Education Chairman Darren Reisberg was the guest principal at Creekside Elementary School in Elgin (he's pictured to the right of Creekside Principal Joel Pollack) and then served as the keynote speaker at a luncheon afterward for administrators and guest principals.



U-46 was honored in 2019 with the Best Communities for Music Education designation from The NAMM Foundation for its outstanding commitment to music education. Standing out among the District's music programs is Joya Dorada de U-46, the District's mariachi band consisting of students from six middle schools and two high schools.



Students from Larkin High School presented its production of "Faculty Portrait," and students from South Elgin High School presented "The Addams Family" at the 2019 Illinois High

School Theatre Festival at the University of Illinois at Urbana-Champaign. The festival is the oldest and largest non-competitive high school theater festival in the United States, and only 21 productions statewide were chosen for inclusion in the event.

# U46 Looking Toward the Future ...

## Equity Plan

School District U-46 continues to make equity integral to who we are and the work we do. The Equity Committee, formed in 2018 and initially led by the late Ron Raglin, set out to aggressively include and value all students, especially those who have been historically marginalized, invisible or forgotten.

In November 2019, the Equity Committee presented a five-year Equity plan to the Board of Education. The plan has four core goals, all aligned to the four pillars of the District's Strategic Plan:

- To close the opportunity gap among students
- To recruit, develop, and retain a diverse, forward-thinking, and culturally proficient workforce
- To create a welcoming and safe environment



- To equitably distribute funds across the District to eliminate barriers to student success.

In 2020, the Equity Committee will create a plan of action to lead the District on a journey toward equity. Steps will include ensuring that curriculum and instruction materials reflect our diverse student population. Also scheduled is developing a long-range staff recruitment plan and a comprehensive professional development plan.

"The plan is very much a living, breathing document subject to change as we deepen our learning and make adjustments and revisions as needed," said Lisa Jackson, a member of the committee and the District's Coordinator of Assessment & Accountability. She says that adding student voices to the effort in 2020 is just one example of how the Equity plan will continue to evolve.

## Facilities Review

A full-scale evaluation of how U-46's facilities are used, and a review of its current and future capacity needs, started in 2019 and is expected to stretch through most of 2020.

The development of a long-range capital plan will prepare the District's high school buildings for the launch of the Educational Pathways program through construction and remodeling. It will also outline priorities and timelines for replacing or updating infrastructure and creating new learning spaces across



U-46 that can easily integrate technology and are flexible enough to accommodate independent small-group and whole-class learning.

The evaluation will help determine the feasibility of shifting 6th grade out of the District's elementary schools and into its eight middle schools.

School District U-46 currently operates 56 school sites, one bus facility, one plant operations building, and one food services commissary. Altogether, the District's buildings comprise an estimated 5.8 million square feet and total property of 830 acres.

## U-46 Educational Foundation

The U-46 Educational Foundation will begin 2020 with a new coordinator leading the non-profit organization, the first time the group has had a full-time employee. The group has distributed nearly \$800,000 in donations since 2008 to expand opportunities for U-46 students beyond what is possible with tax dollars. The new administrator will build on that tradition by enhancing relationships in and among the 11 communities served by U-46 as well as establishing stronger connections with the District's proud and accomplished alumni.

The Foundation partnered with the District's School &

Community Relations department on two exciting initiatives in 2019. In January, members of the Foundation's Board of Directors surprised eight teachers in their classrooms with awards of up to \$500, called Innovation Mini-Grants, to support bright new ideas in teaching and learning. In May, the two groups created a Thank-a-Teacher campaign. Students and parents were invited to honor teachers with a donation. That campaign generated nearly \$6,000 for the Foundation, and 110 teachers were celebrated with pins for their lanyards, customized cards, inspirational posters, or surprise visits from the donors.



## STAY CONNECTED WITH U-46



• **WEBSITE** The [www.u-46.org](http://www.u-46.org) website is easy to navigate and optimized for use on mobile phones, tablets, desktops, and laptops. 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 and get a timely response. During 2019, the District responded to more than 1,800 dialogues with an average feedback score of 8.7 on a scale of 10 and average response time of 2.7 days. You can find a link to Let's Talk on a number of pages on the [u-46.org](http://u-46.org) website and individual school sites, as well as a mobile app in English and Spanish.

• **E-NEWSLETTERS** Sign up to receive "U46Engage: The Newsletter" 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, LinkedIn, 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 Google Play or the Apple App Store.

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

*When Elgin High School's celebrations of its 150th anniversary got underway in April 2019, the first Facebook post of the day brought out a lot of #MaroonPride, reaching more than 120,000 people.*

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