I want to begin by thanking the 2,897 staff members who provided confidential and anonymous feedback during our first administration of the U46 Voice Employee Engagement (Gallup Q12) survey. This week, the cabinet and I received our first high-level overview of the results.

I will be sharing the district-level data from our first survey with you next week. Because individual administrators will have access to the survey results for their school/department, we will be working with Gallup to provide administrators an overview of how to read their reports in January, and begin our conversations about our next steps to make U-46 a great place for all employees to work.

I assure you that we will be engaging all employee groups as we develop action steps to improve employee engagement in U-46. The Board and I recognize that the success of our students relies upon employees who feel engaged in their work.

I look forward to sharing with you in January our U-46 results. In the meantime, I am always open for suggestions on how we can improve engagement. If you have suggestions, please send me feedback via Let's Talk.

All my best,

Tony
Did you know that you could add the District's website calendar to your Google work calendar? Click here for instructions.

**Multilingual and Multicultural Education Department**

**Dual Language Parent Support Groups**

Don't forget about our upcoming Dual Language Parent Support Group meeting! It's being held virtually on Thursday, Dec. 15, at 6:30 p.m. Parents will connect with other Dual Language families, as well as members of the Multilingual and Multicultural Education Department, and will have the opportunity to deepen their understanding of DL programming, ask questions, and problem solve on topics related to their child's biliteracy needs. Support groups will be offered in English and Spanish. Please help spread the word about this engagement opportunity. Downloadable flyers are available in English and Spanish. Questions can be directed to Family Welcome Center Coordinator Brenda Escobedo.

**Gifted Education**

School District U-46 is seeking volunteers to serve on a committee for 3rd grade students who were not identified for placement in 4th grade IGNITE or Dual IGNITE and 6th grade students not identified for Middle School Gifted or Dual Gifted. The committee will be expected to look at various data points for each student whose parents disagree with the Gifted Identification Committee's decision. This Gifted Identification Appeals Committee will meet for one day (six hours total) on Thursday, Jan. 19, 2023, at the Educational Services Center to review the decisions made by the Gifted Identification Committee. Please note that substitute teachers will be provided for the one day of committee work. The Call to Committee application can be accessed here from Dec. 9 through Jan. 9.

**U-46 Educational Foundation**

**Grants**

Grants from the U-46 Educational Foundation fund our teachers’ and staff's bright ideas, creating opportunities that expand student learning and well-being. For the 2022-23 grant program, the Foundation funded more than $23,000 in grants for 22 projects across the District. Funded projects
include supplies for a drama club at Parkwood Elementary School; tablets and software to facilitate Elgin High School's wrestling team to score and film matches; child-sized shovels to expand and maintain the school garden at Horizon Elementary School; and technology that will allow students at Tefft Middle School to transform their computer-generated designs into actual products. You can see the full list of funded projects [here](#), and follow the Foundation's [Facebook page](#) to see pictures and read more about the projects.

**Assessment and MTSS**

**Reminder:** Continuous School Improvement Plans (CSIP) will go to the Board of Education for their annual review in February. In preparation for public viewing, plans must be ready by Jan. 23 to be published by the Assessment Office.

**MAP Winter:**
- Nov. 21 - Dec. 22, 2022 (Grades 2, 4, 5, 7, 9, 10, 11, 12)
- Nov. 21 - Dec. 2, 2022 (Grades 3, 6, 8)
- [MAP Winter 2022 Planning Checklist](#)

**ACCESS:**
- Jan. 11 - Feb. 28, 2023 (Grades K - 12)
- [ACCESS 2023 Planning Checklist](#)
- **Important Note:** Check student Chromebooks by Friday, Dec. 16, to make sure they are ready for ACCESS testing in January. To do so, have students go to the APPS icon (lower left-hand side) and click on DRC INSIGHT Online Assessments. If a message of “Configuration Not Found” appears, notify your building tech immediately - they have instructions on how to fix it. The earlier you do this, the smoother your testing will go in January!
- **Reminder:** Make sure your school has headsets or earbuds with microphones. These are available through the online catalog.

**Assessment Guides:**
- [2022-23 Grades PreK-6 District Assessment Guide](#)
- [2022-23 Grades 7-12 District Assessment Guide](#)

**MTSS Guide:**
- [2022-23 MTSS Implementation Guide](#)

**Testing Dates:**
- [22-23 Assessment Testing Windows](#)

**Weekly Data to Review**

**Trend and Level of Struggle:** Week 1 – Breakthrough Middle School
Our goal is for student work in preK - 8th grade to be at a comprehension level or higher.

### Taxonomy Level of Student Work - High School

Our goal is for 60% of student work in high school to be at an analysis level or higher.

<table>
<thead>
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<th>No Student Work</th>
<th>Retrieval</th>
<th>Comprehension</th>
<th>Analysis</th>
<th>Knowledge Utilization</th>
<th>Classroom Count</th>
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<td>14%</td>
<td>51%</td>
<td>30%</td>
<td>4%</td>
<td>1%</td>
<td>882</td>
</tr>
<tr>
<td>Sep 2022</td>
<td>10%</td>
<td>55%</td>
<td>31%</td>
<td>4%</td>
<td>1%</td>
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<tr>
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<td>40%</td>
<td>35%</td>
<td>6%</td>
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<tr>
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<td>48%</td>
<td>37%</td>
<td>7%</td>
<td>1%</td>
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</tr>
<tr>
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<td>52%</td>
<td>26%</td>
<td>9%</td>
<td>1%</td>
<td>297</td>
</tr>
<tr>
<td>Total</td>
<td>9%</td>
<td>51%</td>
<td>33%</td>
<td>5%</td>
<td>1%</td>
<td>9278</td>
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</table>

### Attendance

Weekly Attendance by Network

U-46 Board of Education

Highlights from each Board of Education meeting, along with PDFs of the presentations delivered during the meeting, can be found [here](#) on the School Board portion of the website. The minutes from each meeting can be found [here](#).

State News

The Dec. 6 Weekly Message from State Superintendent Carmen I. Ayala, Ph.D., is available online [here](#). All editions of the Weekly Message are archived on the Illinois State Board of Education's website [here](#).

Photo of the Week
The student winners of the Voces del Corazón writing contest received their winner's certificates during visits from their principals and District administrators, such as at Kimball Middle School above. See more photos and learn more about the winners here.

Submit Your Kudos!

Send Kudos directly by clicking above or using Let's Talk. Remember, only Kudos with the sender's name will appear in the Weekly; no anonymous messages. Kudos are due by 5 p.m. each Tuesday.

Kudos to Tim Roe, Hall Monitor at Bartlett High School, from Pete Serpe, Assistant Principal for Culture and Climate at Bartlett High School
Tim has gone above and beyond his role as a Hallway Monitor. Tim has taken on additional responsibilities with helping a student transition in and out of his wheelchair at various locations and times of the day. Tim has also led the charge to monitor and report "hot spots" within our school, all in the name of student and staff safety. He is a great example of why the culture at BHS is so positive.

Kudos to Josey Herrera, Principal's Secretary, Gabriela Portillo, Secretary to the Assistant Principal, and Sandra Ruiz, Home-School Liaison, All at Ellis Middle School, from Kelly Reigner, Health Education/PE Teacher at Ellis Middle School
I would like to give a huge kudos for the many responsibilities Josey, Gabriela, and Sandra juggle with our staff and students while keeping a daily smile on their faces. You are appreciated!

Kudos to Salvador Vargas, Level 2 Support, Business Services, from Emily Johnson, Secretary to the Assistant Principal for Humanities and Freshman Success at Bartlett High School
I would like to extend my appreciation to Salvador Vargas. Salvador has always answered the phone with kindness and responds in a prompt manner to my emails. I recognize all of his hard work and dedication to helping me at BHS. Thank you, Salvador!

Kudos to Nick Corn, Coordinator of Grounds, Plant Operations, from Elizabeth Ma, Principal of Ontarioville Elementary School
Thank you to Nick for replacing our broken slide. The new one looks so good and the students love it.

Kudos to Ray Garcia, School Resource Officer at Bartlett High School, from Pete Serpe, Assistant Principal for Culture and Climate at Bartlett High School
Officer Garcia was in the right place at the right time, to be a shoulder to cry on. A BHS student was going through a major crisis at home, and needed support from BHS staff as well as outside resources. Officer Garcia demonstrated effective coordination with a variety of agencies in getting this student and the student's family the help and support they needed. BHS is a better place, and safer place for students in crisis, because of Officer Garcia!

Kudos to Klaas Boes, Lead Painter, and Clayton Harris, Maintenance Painter, Plant Operations, from Nancy Montalbano, ILP Special Education Teacher at Abbott Middle School
A special thank you to Klaas and Clayton, our District painters. Our room looks beautiful again after you patched and painted the wall after our inoperable smartboard was removed from Room 223. How the little things make a big difference! We appreciate you both!

Kudos to Mario Pestana, Coordinator, Multilingual and Multicultural Education, from Joan Riedel, Associate Principal at Larkin High School
A huge shout out to Mario Pestana, who provided Spanish support for our Larkin Incoming Freshman Parent Night this school year. He was invaluable, and we greatly appreciated his support. Thank you so much, Mario - our families appreciated all of your assistance, translation, and handouts during the evening. Muchas gracias!

Kudos to Deborah Laudando, Cafeteria Hallway Monitor at Bartlett High School, from Pete Serpe, Assistant Principal for Culture and Climate at Bartlett High School
Deborah has been nothing short of amazing in a situation of being short staffed in the department. In addition to her taking care of 68 cafeteria tables after four lunch periods, Deborah is able to make connections with students during the lunch periods. When Deborah is not visible, students ask, “Where is she?” and “Is she okay?” Deborah is a great addition to our staff, and she always has a smile to share with staff and students!

Kudos to Heritage Elementary School Parents Melanie and Lamas Patterson from Catherine Fletcher, Principal at Heritage Elementary School, and the Heritage Staff
We want to give a huge shout-out to our parents, Melanie and Lamas Patterson, for the creation of our new partnership with Vistex. We cannot thank you enough for your dedication to Heritage. Our giving week had 10 volunteers coming to read with our Eagles! It was awesome! Thank you!