

Illinois State Board of Education Jesse Ruiz, Board Chair Dr. Christopher Koch, State Superintendent

STATE BOARD OF EDUCATION WORK-STUDY SESSION I

Matteson Holiday Inn – Atrium Cove - 1st Floor Matteson, Illinois

May 17, 2000 11:00 a.m.

Agenda

- A. Call to Order/Roll Call
- B. Student Advisory Council
 - <u>Cover</u>
 - <u>Document</u>

Recess for Lunch (12:00 pm)

- C. <u>Teacher Certification/Assessment</u> (1:00pm)
- D. Special Education
 - <u>Cover</u>
 - Special Education Rules
- E. Adjourn

Illinois State Board of Education

100 North First Street Springfield, IL 62777



Illinois State Board of Education Jesse Ruiz, Board Chair Dr. Christopher Koch, State Superintendent

STATE BOARD OF EDUCATION WORK-STUDY SESSION II

Matteson Holiday Inn –Willow – 1st Floor Matteson, Illinois

May 18, 2000 8:00 a.m.

Agenda

A. Call to Order/Roll Call

B. <u>Federal Legislation</u> (new Washington Education News will be posted next week on the agency website)

- C. Board Priority Reports
- D. Lincoln/Baldrige Learning
- E. Special Education Rules
- F. Adjourn

Illinois State Board of Education 100 North First Street Springfield, IL 62777



Illinois State Board of Education Jesse Ruiz, Board Chair Dr. Christopher Koch, State Superintendent

STATE BOARD OF EDUCATION PLENARY BUSINESS MEETING

Matteson Holiday Inn – Willow – 1st Floor Matteson, Illinois

May 18, 2000 9:45 a.m.*

Agenda

- A. Call to Order/Roll Call
- B. Approval of Minutes: April 19-20, 2000
 - MINUTES OF THE WORK-STUDY SESSION I AND CLOSED SESSION
 - <u>MINUTES OF THE WORK-STUDY SESSION II AND III</u>
 - <u>MINUTES OF THE PLENARY BUSINESS MEETING</u>
- C. Public Participation
- D. Items for Immediate Action
 - 1. Special Education Rules
 - 2. Round Lake Financial Plan / Request
 - 3. Livingston School District Financial Plan
 - 4. <u>SAT Cut Scores</u> <u>Removal of Schools from the AEWL</u>
- E. Items for Future Action
 - 1. Content Area Teacher Standards
 - 2. <u>NCATE 2000</u>
- F. Announcements and Reports
 - 1. Chairman
 - 2. Superintendent
 - 3. Committees
 - 4. Board Members
- G. Informational Item:
 - <u>Cover</u>
 - <u>State Assessment Timelines</u>
- H. Other Business
- I. Adjourn

Illinois State Board of Education

100 North First Street Springfield, IL 62777

MINUTES OF THE WORK-STUDY SESSION I AND CLOSED MEETING STATE BOARD OF EDUCATION MEETING

Holiday Inn Matteson, Illinois May 17, 2000

MEMBERS PRESENT: Ronald J. Gidwitz

David P. Gomez William E. Hill Marilyn McConachie Sandra M. Pellegrino Connie Rogers Vincent J. Serritella Janet Steiner

Glenn W. "Max" M^CGee, State Superintendent of Education

MEMBERS ABSENT:

None

Roll Call The meeting was called to order at 12:15 p.m. by the Chairman, Mr. Gidwitz, who asked Judy Carmody, the staff secretary to the Board, to call the roll. Mrs. Carmody called the roll of members. A quorum was present. (Ms. Pellegrino and Dr. Steiner joined the meeting at 12:20 p.m. and Mr. Serritella at 4:00 p.m.)

Chairman Gidwitz apologized to the audience for the delay in starting the meeting. He indicated that the Board members were requested by the Governor to attend the signing of a bill that is very important to education.

<u>Agenda</u>

Item B. The Chairman called for Agenda Item B., Student Advisory Council.

Chairman Gidwitz indicated that the Student Advisory Council (SAC) is with the Board at this meeting to share their activities of this past year. He reported that two specific projects in which they have been involved will be highlighted with recommendations provided for the Board and agency staff action.

The Chairman welcomed Senator Debbie Halvorson, who is a parent of Stephanine Halvorson, a member of the SAC. Senator Halvorson expressed her support for the Student Advisory Council and encouraged the Board to see how important the SAC is. She thanked the SAC members and Superintendent McGee.

Chairman Gidwitz noted that the Board would hear from the Student Advisory Council and then discuss their recommendations and activities during lunch. He indicated that the Board planned to further address the recommendations during MINUTES OF WORK-STUDY SESSION I AND CLOSED MEETING May 17, 2000 Page 2

the June Plenary Business meeting, and it was his understanding that some of the recommendations were already being addressed by staff.

Superintendent M^CGee introduced Marilyn Holt and Mike Kotner, the SAC advisors from the State Board staff. He thanked the students for their hard work and expressed his excitement about their recommendations and findings related to motivators for high performance on the Prairie State Achievement Exam (PSAE) and their efforts to develop a school safety audit.

SAC members (membership listing -- Addendum II) provided an overview of their work during the past year.

- They shared the results of efforts to develop a student-led school safety audit and planning process for use by schools in implementing school safety plans. This process will be piloted during the 2000-2001 school year with additional information next year.
- They shared the results of a survey conducted in the spring of 2000 to identify incentives that would motivate student performance on the Prairie State Achievement Exam. After surveying over 1600 students in over 20 high schools throughout the state, the SAC discovered the four incentives perceived as most effective include: 1) preferred treatment while applying for jobs; 2) scholarship options; 3) admission to Illinois colleges; and 4) reduction of car insurance premiums. Recommendations that were presented to the Board by the PSAE committee of the SAC include: 1) keeping incentives positive rather than negative or threatening; 2) investigating the attitudes of teachers to determine what is necessary to motivate them to take the test seriously; 3) limiting the number and length of standardized tests; 4) developing student manuals and prep courses if the PSAE is tied to the ACT; 5) considering the PSAE score in substitution for the ACT score in the case of poor performance and in considering admission to college; 6) considering this survey preliminary and completing further testing and analysis; and 7) continuing to increase understanding of ways to improve student motivation.

The Superintendent recommended that the Board take this preliminary data into consideration for future policy decisions regarding PSAE activities. In addition, he recommended that the Board continue to support and endorse the work of the student school safety audit in preventing school violence. He noted that as the Chairman stated, he further recommended this to be an action item on the Board's June meeting agenda.

Superintendent M^CGee commended Marilyn Holt and Mike Kotner for their work this past year with the SAC.

MINUTES OF WORK-STUDY SESSION I AND CLOSED MEETING May 17, 2000

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An audio tape of the meeting is available through the State Board office in Springfield (217/782-9560).

The meeting recessed at 1:30 p.m. and reconvened at 2:05 p.m.

Agenda

Item C.

The Chairman called for Agenda Item C., Teacher Certification/Assessment.

Chairman Gidwitz noted that during this time the Board would be revisiting the topic of Teacher Certification and Assessment for the Standard Certificate. He indicated that during the April Board meeting, staff presented a report addressing issues surrounding the assessment of candidates for the standard certificate. He commented that staff and three representatives from the Connecticut Department of Education would continue that discussion.

Superintendent M^CGee reported that as a follow-up to the Board's discussion in April with Jean Miller from the Interstate New Teachers Assessment and Support Consortium (INTASC), representatives of the Connecticut State Department of Education would provide an overview of their efforts in this area.

The following three representatives from Connecticut shared their experience with Portfolio assessment. (A copy of the handouts from the Connecticut representatives is available through the State Board office in Springfield (217/782-9560.)

- Ray Pecheone, Chief, Bureau of Program and Teacher Evaluation
- Joyce Klauck, Teacher in Residence
- Katie Fisk, Education Consultant, Bureau of Program and Teacher Evaluation

A brief discussion followed for clarification purposes.

The Superintendent indicated that during the Board's June meeting, it is planned to make recommendations associated with the timelines for implementing the standard certificate assessment. He noted that the new system must be in place by 2003. He reported that it is anticipated that the Board would be making policy decisions over the next year that will advance this process.

An audio tape of the meeting is available through the State Board office in Springfield (217/782-9560).

The meeting recessed at 3:05 p.m. and reconvened at 3:25 p.m.

<u>Agenda</u>

Item D. The Chairman called for Agenda Item D., Special Education Rules.

Chairman Gidwitz indicated that a variety of materials have been disseminated for the Board's review over the past two to three weeks to assist the Board members in taking action on the special education rules. He noted that during this time, the Board would have an overview of the recommended rules that are in response to the 1997 reauthorization of the Individuals with Disabilities Education Act (IDEA).

Superintendent M^cGee reported that this is planned to be the final opportunity for extensive discussion on the proposed rules for special education. He indicated that on May 18, the Board would have a brief period of time to address last-minute concerns/issues during the morning Work-Study Session. He commented that staff have worked long and hard on this issue, producing extremely helpful documents to assist in the preparation of the Board to take action and to effectively communicate proposed changes to the field.

The Superintendent noted that he was aware that Mrs. Rogers has had discussions with people in the field concerning these proposed rules and, perhaps, at the close of the discussion she could provide the Board with a summary of that experience.

Deputy Superintendent Gordon Riffel and Division Administrator Jack Shook provided information and responded to Board members' questions and concerns.

The public participation that was presented at this time by Kris Corless was moved to the Plenary Business meeting minutes on May 18, 2000.

- <u>Technology</u> Deputy Superintendent Gary Ey provided a technology demonstration on the <u>Demo</u> "I Learn" software. This provides a financial picture of school districts and allows for comparisons among and between districts.
- <u>Closed</u>
- <u>Session</u> The Chairman called for a motion for the State Board to go into closed session.
- <u>Motion</u> Dr. Steiner moved that "the State Board of Education go into closed session under the exceptions set forth in the Open Meetings Act of the State of Illinois as follows:
 - -- Section 2 (c) (1) for the purpose of discussing information regarding appointment, employment or dismissal of an employee and
 - -- Section 2 (c) (11) for the purpose of discussing litigation.

She further moved that Superintendent M^CGee be included in this meeting and that the Board be authorized to invite anyone else into the meeting as needed."

MINUTES OF WORK-STUDY SESSION I AND CLOSED MEETING May 17, 2000 Page 5

Mrs. Rogers seconded the motion.

Vote on
MotionThe Chairman called for a roll call vote on the motion. The motion passed with
the following votes recorded.

Dr. Hill - yesMr. Gidwitz - yesMrs. Rogers - yesDr. Steiner - yesMr. Gomez - yesMr. Serritella - yesMrs. McConachie - yesMs. Pellegrino - yes

The meeting recessed at 5:35 p.m., and the Board went into closed session at 6:45 p.m.

Adjournment The Chairman adjourned the meeting at 8:45 p.m.

Respectfully submitted,

Marilyn McConachie, Secretary

Ronald J. Gidwitz, Chairman

MINUTES OF THE WORK-STUDY SESSIONS II AND III STATE BOARD OF EDUCATION MEETING

Holiday Inn Matteson, Illinois May 18, 2000

MEMBERS PRESENT:

Ronald J. Gidwitz David P. Gomez William E. Hill* Marilyn McConachie Sandra M. Pellegrino Connie Rogers Vincent J. Serritella Janet Steiner

Glenn W. "Max" M^CGee, State Superintendent of Education

MEMBERS ABSENT:

None

<u>Roll Call</u>	The meeting was called to order at 8:00 a.m. by the Chairman, Mr. Gidwitz, who asked Judy Carmody, the staff secretary to the Board, to call the roll. Mrs. Carmody called the roll of members. A quorum was present. (Mr. Gomez joined the meeting at 8:05 a.m. *Dr. Hill was absent during Work-Study Session III.)
<u>Agenda</u> <u>Item B.</u>	The Chairman called for Agenda Item B., Federal Legislation.
	Superintendent M ^c Gee provided a federal legislative update. He noted that staff member Gail Lieberman was presently working on the Reading Excellence Act proposal.
	An audio tape of the meeting is available through the State Board office in Springfield (217/782-9560).
<u>Agenda</u> Item C.	The Chairman called for Agenda Item C., Board Priority Reports.
	The Superintendent indicated that we have completed the one-page document at the strategy level for all the priority plans as requested by the Board. He provided an overview of the latest happenings/issues related to Board priorities. He emphasized that we have been working on improving the plans, i.e., starting to provide data and specific impact information where possible.
	Superintendent M ^c Gee reported that we are updating all division plans in preparation for the Board Work Conference and are starting the FY01 plans for final development following the Work Conference.

Deputy Superintendent Frank Llano gave a report on teacher quality.

An audio tape of the meeting is available through the State Board office in Springfield (217/782-9560).

<u>Agenda</u> Item D.

The Chairman called for Agenda Item D., Lincoln/Baldrige Learning.

Chairman Gidwitz reported that last month we started our learning in relation to the Lincoln/Baldrige Quality Framework and continuous improvement efforts. He indicated that at this meeting, the Board would have a brief discussion regarding the activities and learning opportunities that have occurred since that time and identify future learning needs of the Board.

The Superintendent reported that we would like to update the Board members on the highly meaningful steps that have been taken since the April Board meeting to orient ourselves to the Lincoln/Baldrige Framework and Continuous Improvement efforts. He indicated that on April 27-28, the union leadership and Policy Council members from the agency participated in the performance excellence training for Lincoln/Baldrige. He commented that we found those two days together to be extremely informative, as well as provide an opportunity for the participants to talk openly and discuss pluses and opportunities for improvement in the agency.

Superintendent M^CGee reported that as a result of that, several messages (mission, vision, values) were identified that will be discussed at the June Work Conference. He noted that they are under review.

The Superintendent indicated that we had drafted and had one brief discussion about the future roll-out or deployment plan that includes the staff development and alignment strategies on this issue. We have already scheduled two opportunities for management and agency teams to do the same orientation we went through in April. Superintendent McGee encouraged all of the Board members to attend one of them, and the dates scheduled are July 20-21 and August 28-29.

The Superintendent commented that he has started and is committed to continuing internal communications to all agency personnel outlining the Board's direction of continuous improvement and customer service. He reported that he has held meetings with all managers to discuss the direction of the agency and to discuss the updating of division plans. He indicated that we would be reviewing the findings of the eight districts that piloted the Lincoln self-assessment and recognition process and its alignment with the quality review process.

Superintendent M^CGee noted that during the IASA, he stressed the Board's commitment to continuous improvement and the use of a Lincoln/Baldrige-like model.

The Superintendent reported that finally, we are in the midst of planning an allagency meeting for June 1. He commented that at that time, he would talk in greater detail about the expectations for the agency to operate in a continuous improvement fashion, focused on students and their achievement, as well as providing valuable service to our customers. He noted that we are organizing internal meeting agendas around the seven components of the Lincoln/Baldrige framework just to keep our "eye on the ball" and continue our learning about the seven components.

Superintendent M^cGee indicated that most importantly, as a result of this effort, we have identified a variety of potential improvement strategies that will maintain collaboration and improvement efforts across the agency. He commented that he truly felt we are communicating better than we ever have and have already progressed in very meaningful ways. He noted that we see the Lincoln/Baldrige framework as it is -- a framework for improvement. The Superintendent reported that while a recognition system is associated with the Lincoln/Baldrige, we are not at all concerned about obtaining an award or being recognized through their process. He indicated that if there comes a day that we feel we are ready and want to move to be recognized, then hurray for us; but that is not our motivation at this time.

Superintendent M^cGee commented that it would not surprise him at all if the deployment of the Lincoln/Baldrige framework is not apparent in every classroom and every school that has received an award. He noted that the very nature of the levels associated with the Lincoln relate to the level of deployment. He indicated that there is only one school district that he is aware of that has had substantial enough deployment to gain a level 3 -- a level of excellence from the Lincoln Foundation.

The Superintendent reported that we want to use this as a process and a target for which to shoot -- extra paperwork is not needed, but some of the key questions contained in the self-assessment and in the criteria will help in determining the gap between where we are now and where we need to go to achieve the vision, "Second to None," and be aligned with our customers -- our schools. He indicated that he was asking for the Board to provide an endorsement of our direction. He noted that the leadership and many staff are ready to embark on a focused journey of continuous improvement. Superintendent McGee commented that the Lincoln/Baldrige framework makes sense and is being used by some of the schools in Illinois and other states.

Dr. Steiner reported on her experience in participating in the April 27-28 session. She stated that she felt the experience was valuable and she still had a lot of questions. Dr. Steiner shared the fact that all participants completed a brief selfassessment that helped to determine an organization's current status in approach and deployment of the Lincoln/Baldrige criteria. She stated that she felt it would be helpful for the Board members to see the self-assessment and take it as they perceive the ISBE's current state.

Chairman Gidwitz asked Mrs. McConachie, as chair of the Strategic Planning Committee, to review the challenges and possible next steps for the Board. He also asked what would it take to engage everyone in this process?

Mrs. McConachie reported that during the April Board meeting, she and Mr. Serritella had asked the Board members to review the materials in their packets pertaining to the Lincoln/Baldrige framework of performance excellence. She indicated that it was the Committee's desire to identify learning needs of the Board.

Mrs. McConachie requested that each Board member identify any issues/concerns relating to the framework as well as the specific learning needs they had pertaining to implementation of a continuous improvement process and the Lincoln/Baldrige Framework.

Dr. Hill indicated that he would like information as to what made this process better than other continuous improvement, quality processes. Mrs. Rogers stated that she was concerned with the actual process and implementation getting to all individuals at all levels in the agency. This is something that everyone should be a part of. In addition, concern regarding the extra time to implement and employ these improvement strategies was expressed.

Mr. Serritella encouraged the Board members to read the criteria. He stated that the next step should involve somebody providing a one-hour overview of the Lincoln/Baldrige criteria during the June Work Conference.

Superintendent M^CGee commented that in summary, we are moving ahead in our learning about performance excellence, and in June we anticipate bringing a draft of a deployment plan to the Board for moving this forward. He noted that we would appreciate the Board's endorsement of our direction.

<u>Agenda</u> Item E.

The Chairman called for Agenda Item E., Special Education Rules.

This time was allotted to review and/or respond to any issues of importance regarding the special education rules prior to the Plenary Business Meeting.

The meeting recessed at 9:15 a.m. and reconvened at 1:00 p.m. Dr. Hill left the meeting at the break before lunch.

AgendaThis item was included in the Plenary Session meeting -- Content Area TeacherItem B.Standards: Teacher Standards and Certification Categories.

<u>Agenda</u>

Item D. The Chairman called for Agenda Item D., ACHIEVE Report.

Superintendent McGee stated that the Achieve review, an external review of education reform in Illinois, was requested and sponsored by the Illinois State Board of Education and planned with staff from ISBE and the Illinois Business Roundtable. He explained that following a review of written documents associated with education in Illinois, the review team spent three days in Illinois interviewing a variety of leaders from government, education, business and other groups as well as ISBE staff.

Superintendent M^CGee introduced Robert Schwartz, President – Achieve, Inc., and Matt Gandal, Achieve staff, who provided information on the Achieve Report and the findings and recommendations of the team. They reviewed key issues and challenges in four major categories – Standards and Assessment, Capacity Building and Professional Development, Accountability, and Public Leadership.

Mr. Schwartz and Mr. Gandal indicated that a technical report containing much greater detail was on its way to Illinois. This report would provide a detailed review of ISAT test items and specific standards and assessment issues.

Superintendent McGee and Chairman Gidwitz thanked Robert Schwartz and Matt Gandal for being present and their efforts.

The Superintendent then requested two superintendents -- Lenore Johnson, Naperville School District #203 and chair of LAQA, and Dr. Kay Green of Kankakee School District #111 -- to participate. Each Superintendent provided their perspective of the Illinois effort in standards-led reform and expressed support for the direction of the State Board of Education.

Chairman Gidwitz and Superintendent McGee thanked Superintendents Johnson and Green for their comments and support.

An audio tape of the meeting is available through the State Board office in Springfield (217/782-9560).

MINUTES OF WORK-STUDY SESSIONS II AND III May 18, 2000 Page 6

<u>Agenda</u> <u>Item C.</u> The Chairman called for Agenda Item C., NCATE 2000.

Superintendent M^CGee indicated that this item in the area of content teacher standards relates to the alignment of Illinois teacher standards with those recently adopted by the National Council for Accreditation of Teacher Education (NCATE 2000).

Division Administrator Mike Long reviewed the recommendations. A brief discussion followed for clarification purposes.

An audio tape of the meeting is available through the State Board office in Springfield (217/782-9560).

Adjournment The Chairman adjourned the meeting at 2:25 p.m.

Respectfully submitted,

Marilyn McConachie, Secretary

Ronald J. Gidwitz, Chairman

MINUTES OF THE PLENARY BUSINESS MEETING STATE BOARD OF EDUCATION MEETING

Holiday Inn Matteson, Illinois May 18, 2000

MEMBERS PRESENT: Ronald J. Gidwitz

David P. Gomez William E. Hill Marilyn McConachie Sandra M. Pellegrino Connie Rogers Vincent J. Serritella Janet Steiner

Glenn W. "Max" M^CGee, State Superintendent of Education

MEMBERS ABSENT:

None

- Roll CallThe meeting was called to order at 9:50 a.m. by the Chairman, Mr. Gidwitz,
who asked Judy Carmody, the staff secretary to the Board, to call the roll.
Mrs. Carmody called the roll of members. A quorum was present.
- <u>Approval of</u> <u>Minutes</u> Dr. Hill moved that "the State Board of Education hereby approves the minutes of the April 19-20, 2000, meetings of the State Board. The motion was seconded by Mrs. Rogers, and it was passed by a unanimous voice vote.

PublicThe Chairman reported that there were representatives from physical educationParticipationwho would like to present the Board with a petition on P.E. waivers. He noted that
they were unable to attend the May 18 meeting as they were teaching. On
May 17, the following individual spoke to the Board regarding this issue.

<u>Kris Corless</u>, representing the Illinois Association for Health, Physical Education, Recreation, and Dance, presented a document containing over 6,500 petition signatures from 357 different towns, cities, and villages in Illinois. These petitions reflect the support of the Illinois public for daily physical education and their opposition to any further expansion of the waiver law in regard to physical education. Ms. Corless requested that the Board closely evaluate and examine waiver requests in detail and indicated that, in many cases, a school cannot meet the State Standards for Learning in Physical Development and Health by replacing physical education with other classes.

AgendaThe Chairman called for Agenda Item C., Public Participation. The followingItem C.individuals spoke to the Board.

<u>Harley Ver Beek</u>, president of the Illinois Coalition of Non-public Schools, indicated that they had invited the Board members and Dr. McGee to attend their annual

meeting last week, and they were disappointed that very few people responded. He reported that they did have a very good annual meeting with Regional Superintendent Kay Pangle providing information on the work that the ROE does and Division Administrator Don Full giving a talk on non-public school recognition.

Dr. Ver Beek commented that some issues that the Coalition is wanting to work with the State Board on, as well as the ROE's and the legislators, are teacher certification (valid and exempt) and to be a part of the process of setting up whatever rules and regulations concern the professional development plan.

Dr. Ver Beek noted that they were pleased that Don Full has taken such an active role in the non-public recognition process. He urged the Board to hire the third person as soon as possible so the staff is complete.

Dr. Ver Beek indicated that this summer they would like to schedule a meeting with the Board Chairman, Vice Chair, Secretary, and Dr. McGee and the executive committee of the Coalition to talk about some of these issues. He noted that they would be willing to schedule it along with another meeting of the Board. He reported that the Coalition decided that they would be much more proactive rather than inactive.

Chairman Gidwitz indicated that the Superintendent would have someone contact Dr. Ver Beek to schedule an appointment.

Mrs. McConachie commented that we have worked together well in the past, and several of the items that were mentioned we have talked about before. She noted that she thought we do need to move ahead on those and not just have them sitting out there as issues.

<u>Donna Baiocchi</u>, Executive Director of ED-RED, responded to the last statement at the last meeting on special education rules. She reported that Mrs. Rogers had met with them and had been very helpful, and she appreciated Deputy Superintendent Gordon Riffel's assistance as well. She commented that many of the final recommendations that are in the rules which were presented on March 17 incorporate ED-RED and IAASE suggestions.

Ms. Baiocchi indicated that it was obvious that a shared goal was to keep within the federal regulations and to retain flexibility and local control. She noted that they do not agree with all of them, but at least they certainly were listened to and many of their comments were accepted.

Ms. Baiocchi reported that the major difference between their position and IAASE was in the area of developmental delay -- changing the age to age 9. She noted that the age change was not going to be recommended in the rules; however, she commented that she was heartened by the discussion on May 17 with the

recognition that 15 states currently do that and with Dr. Riffel's suggestion that there be further study of that issue to see if Illinois should move in that direction. She encouraged the Board to do that study and indicated that she knew it would follow through.

Ms. Baiocchi expressed appreciation that the concerns they addressed at the last meeting were certainly considered. She urged the State Board to move forward with the special education rules so they are not delayed.

<u>Bonnie Reinhart</u>, representing both the Illinois Alliance of Administrators of Special Education (IAASE) and Leyden Area Special Education (LASEC), thanked the Board members, especially Mrs. Rogers, and Dr. Riffel and his staff for taking a look at their comments. These were included in the summary and analysis with a list of those commenting. With this, we did show that we have a big voice, along with ED-RED.

Ms. Reinhart commented that in early 2000, the task force which included parents, advocates, directors, private school personnel, and ISBE staff did work in a spirit of partnership and collaboration. She noted that overall, they were very pleased with the recommended changes that were made at their suggestions. She reviewed those recommendations.

Ms. Reinhart asked the State Board to look at one suggestion that is not occurring after the rules are adopted -- those areas in the federal regulations that reflect 'within a reasonable time' where ISBE is inserting specific times.

<u>Shirley McDonald</u>, on behalf of the Illinois Association of School Social Workers, indicated that their president sent a letter to Dr. McGee, and they appreciated the active response they received even if it was not the one that they wanted. She commented that their concern was at the end of the Board minutes packet last month. There was an excellent summary of the concerns that the school social workers in the State of Illinois have, but when the minutes from the final outcome of the meeting came, all of the summary of the concerns were completely negated, as was indicated in the letter.

Ms. McDonald expressed their concern about the marginalizing of the multidisciplinary conference concept and about the IEP meetings which have now been relegated to whomever the administrative person in charge chooses to bring to the meeting. She indicated that one of the benefits of bringing many professionals together to look at problems of the child during the multi-disciplinary conference is their ability to look at extenuating and extra circumstances, so they are able to give that child the free appropriate public education he or she wants.

Ms. McDonald commented that they would like to make sure that part is not just giving the children more special education or support services but maybe dealing

with some of the community and family issues that may be keeping children from being able to access their education. She indicated that they want to talk about different avenues they might have for making the playing field more even for these children who are in serious need and how they can do that.

Ms. McDonald noted that schools that have very marginal budgets and are struggling are going to be looking at services that are not absolutely required and mandated with social work and psychology except possibly on a contract as - needed basis. She commented that this was not a good way to serve children. She is hoping that we can get Illinois back up to the really proud level it was and stated that the federal regulations for P.L. 94-142 were largely built on what Illinois was already doing in special education. She hoped we could continue and be a preeminent source of service delivery for children in need.

The Superintendent commented that the rules do not deter local districts from using social workers or having a social developmental study included in every IEP meeting, but we did not mandate it. He noted that the local districts still have that option.

<u>Mark Reinstein</u>, Regional Director of the Illinois Education Association (IEA) in Lake County and the IEA staff that works with the Round Lake locals in District #116, introduced Kim Kearby, President of the Education Association of Round Lake. Mr. Reinstein indicated that the union agreed that something or someone is needed to help the District, and they support the creation of a Financial Oversight Panel pursuant to the School Code. He commented that they cannot wait until they can sit down in an unemotional way with people who may be willing to listen to the variety of economies and efficiencies that this union has attempted to bring to bear in the District for quite a few years.

Mr. Reinstein noted that they thought the Board may want to consider making the Oversight Panel effective after July 1, so the calculations for the emergency loan and grant money will be made on current enrollment pursuant to the statute. He asked if the Board acts at this meeting to approve immediately, would they have to use the enrollment as of June 30, 1999, which is several hundred children less than the current school year. He indicated that they raise this issue to make sure that the District receives the maximum it is entitled to.

Mr. Reinstein commented regarding statements made at the last meeting. He noted that the financial future of the District is not dependent on collective bargaining alone but on responsible spending and seeking all avenues of revenue to carry out the charges that the District has. He expressed their belief that it is inappropriate for the State Board, the State Superintendent, or state staff to inject themselves into the collective bargaining process in any way. Mr. Reinstein indicated that what the Board has done by its prior motion is put a precondition to

bargaining on the local school board that immediately sets them up to create an unfair labor practice -- that is preconditioning the economic discussions.

Mr. Reinstein reported that the union was very instrumental in the passing of two referenda and has done a lot of things throughout the year to save the District money. He reiterated that they do want the Oversight Panel and just want to avoid litigation in the future. He indicated that the union wants to be a partner and can be a part of the solution.

<u>Sharon Foster</u>, an executive board member of the Illinois Speech-Language-Hearing Association (ISHA), thanked the Board for listening to all of their many comments over the past months and for recognizing the need to reduce the SLP caseload in Illinois. She indicated that ISBE's recommendation to phase in over several years the proposed change also recognizes the perceived SLP shortages and gives those districts who will be affected opportunities to prepare and market their positions most effectively. However, in light of the highly competitive field for speech-language services, they urge ISBE to view its recommendation to reduce the caseload as a starting point. She noted that the American Speech-Language-Hearing Association's best practice recommendation for a caseload of 40 continues to be supported by ISHA.

Ms. Foster commented that ISBE's leadership as a force for change is critical in viewing severity as a determining factor in deciding caseload size. She indicated that with the inclusion of students with severe and unique needs in the public schools, speech-language pathologists are increasingly called upon to design and implement programs that will address the academic and daily communication needs of these students. She noted that the leadership decisions made at this meeting would do much to determine the quality of services offered in public schools for years to come.

Ms. Foster gave two examples of individuals thinking of working in the schools, and with the proposed caseload maximum of sixty, one individual did not foresee a time when the schools will provide an attractive work environment. She indicated that by specifying time lines that ultimately reduce the caseload maximum to 40 and addressing the effect of severe disabilities on individual caseloads, ISBE will address the needs of those students challenged by one of the most basic human activities, communication. She noted that at the same time, ISBE can meet the needs of school leaders concerned about filling positions by making those positions more marketable in a highly competitive field.

<u>Susan Shea</u>, representing the IEA, indicated that in regard to the special education rules, the IEA thanked ISBE for showing leadership and maintaining the age range as well as keeping the class size at the 50 percent threshold and then ISBE will be reporting to the federal government those students who are in self-contained settings at 60 percent or more. She noted that in the area of SLP, they

support the significant change in the reduction of caseload over a period of time so that it can be phased in and also to address the area of the severity level.

Dr. Shea commented that in the area of developmental delay, they were encouraged on May 17 by Dr. Riffel's remarks that this issue would be studied and not a closed door. She indicated that they believe that the very sites and examples that were used for the reasons ISBE does not want to use developmental delay are the very reasons that they do. She noted that they wanted to register their support for using the term 'developmental delay' up until age 9.

In the area of social work, Dr. Shea continued to say that IEA is very supportive of professionals doing exactly what it is they are trained to do. She indicated that they think it is a mistake to remove the social workers from, or making their participation optional in, the social developmental studies.

Laura Arterburn, on behalf of IFT, indicated that they wanted to applaud the change in the speech-language caseload. She noted that they fully encourage a reduction to at least sixty and to look beyond there to reducing it further and the emphasis on the severity level for students. She commented that the idea that developmental delay will continue to be looked at is very important. Ms. Arterburn indicated that the concern that we are not consistent throughout the state is not a strong reason to avoid raising the developmental delay age to 9; those adjustments can be made if a student goes from one school into the next. She expressed hope that this issue would continue to be reviewed and consider this a very viable change in the future.

Ms. Arterburn conveyed appreciation for the time and effort and the many panels and meetings on the special education rules and regulations. She indicated that she agreed with the individual that spoke on May 17 regarding the P.E. waivers -that there are many instances where substitute provisions can be made for P.E., but they have also consistently opposed those. She commented that they thought it was a very important issue to maintain physical education across the State of Illinois.

<u>Joe Kaczanowski</u>, Acting Regional Superintendent for Suburban Cook County, welcomed the State Board to Cook County. He reported that his office has been operating thus far on a general school service grant. He indicated that thanks to the efforts of this Board and especially Dr. McGee, he received a letter stating that after he presents a plan to the Superintendent, he would be getting an additional \$150,000 to be able to start to perform the duties that the School Code requires of a Regional School Superintendent.

Mr. Kaczanowski thanked the Board's staff for the extraordinary support and help that they have given him. He also thanked the Board members for the confidence

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they have shown in him, and he commented that he has enjoyed being in charge of the R.O.E. since November 8.

<u>Agenda</u> The Chairman called for Agenda Item D.1., Items for Immediate Action, <u>Item D.1.</u> Special Education Rules.

Chairman Gidwitz indicated that the special education rules are identified for immediate action.

Superintendent M^CGee reported that during the past several meetings and on May 17, the rules for special education (in response to the 1997 reauthorization of the Individuals with Disabilities Act - IDEA) were discussed. He recommended that these rules be adopted by the State Board and that their submission to the Joint Committee on Administrative Rules (JCAR) be authorized.

<u>Motion</u> Mrs. Rogers moved that "the State Board of Education hereby adopts the proposed rulemaking for special education (23 Illinois Administrative Code 226).

Further, the State Board authorizes the State Superintendent of Education to make such technical or nonsubstantive changes as the Superintendent may deem necessary in response to suggestions or objections of the Joint Committee on Administrative Rules."

Mrs. McConachie seconded the motion.

<u>Vote on</u>

<u>Motion</u> The motion passed by a unanimous voice vote.

<u>Agenda</u> The Chairman called for Agenda Item D.2., Items for Immediate Action, Item D.2. Round Lake Financial Plan/Request.

Chairman Gidwitz indicated that during the April Board meeting, the Board heard from the Round Lake administrative team and about their request for emergency financial assistance and an Oversight Panel.

Superintendent M^CGee reported that staff had been working diligently on this issue. He expressed appreciation to Division Administrator Chuck Schmitt for attending the Round Lake School District meeting.

Deputy Superintendent Gary Ey gave an update on the Round Lake financial situation. He provided some additional salary information with comparable schools that was requested at the last State Board meeting.

Mr. Ey reported that the School Code states that the appointment of a Financial Oversight Panel must be done within 10 calendar days of action of the Board, so

once the Board approves this request, the Superintendent must appoint a Panel within 10 calendar days. He noted that the action of appointing the Panel does not restrict the timing issue that was brought up earlier -- the June 30th effective date of the enrollment for the School District. Mr. Ey indicated that there is a process to follow once the Panel is in place -- that they will make a recommendation to the State Superintendent for emergency financial assistance which would take one to three months. He commented that they anticipated they would want to leverage the optimum opportunity of the Round Lake schools.

The Superintendent recommended that the State Board grant the petition for emergency financial assistance and the establishment of an Oversight Panel for Round Lake Area Schools -- District #116.

Motion Mrs. Rogers moved that "the State Board of Education hereby adopts the following motion to grant petition for emergency financial assistance and the establishment of a Financial Oversight Panel.

Whereas, pursuant to Section 1B-4 of the School Code (105 ILCS 5/1B-4), Round Lake Area Schools – District 116 has petitioned the State Board of Education for emergency financial assistance and the establishment of a Financial Oversight Panel by affirmative vote of a majority of the full membership of the board of Round Lake Area Schools – District 116 on April 27, 2000; and,

Whereas, Round Lake Area Schools – District 116 was certified by the State Board of Education as being in financial difficulty pursuant to Section 1A-8 of the School Code by Board action on April 16, 1992; and,

Whereas, the most recent financial plan for the District was approved by the State Board on April 20, 2000; and,

Whereas, the State Board has reviewed the current condition of the District and the Petition for Emergency Financial Assistance and the Establishment of a Financial Oversight Panel (Petition); and

Whereas, the State Superintendent has recommended that the Petition be granted; and

Whereas, pursuant to Section 1B-4 of the School Code (105 ILCS 5/1B-4), the State Board finds as follows:

- 1. That allowing the Petition is in the best educational interests of the pupils of the District.
- 2. That allowing the Petition is in the near- and long-term, best financial interests of the District.

- 3. That the District has sufficient pupil enrollment and assessed valuation to provide and maintain recognized schools.
- 4. That allowing the Petition is in the best interests of the other schools of the area and the educational welfare of all the pupils therein.
- 5. That Round Lake Area Schools District 116 has complied with the requirements of Section 1A-8 of the School Code regarding districts certified to be in financial difficulty.

Therefore, the State Board of Education grants the Petition for Emergency Financial Assistance and the Establishment of a Financial Oversight Panel of Round Lake Area Schools – District 116."

Dr. Steiner seconded the motion.

Vote on
MotionThe Chairman called for a roll call vote on the motion. The motion passed with
the following votes recorded.

Dr. Hill - yes	Mr. Gidwitz - yes	Mrs. Rogers - yes
Dr. Steiner - yes	Mr. Gomez - yes	Mr. Serritella - yes
Mrs. McConachie - yes	Ms. Pellegrino - yes	

<u>Agenda</u> The Chairman called for Agenda Item D.3., Items for Immediate Action, <u>Item D.3.</u> Livingston School District Financial Plan.

> Chairman Gidwitz reported that Livingston School District has been certified as being in financial difficulty since 1988. He indicated that the District has demonstrated progress, and there is every reason to believe they will continue in their efforts to achieve and maintain a balanced operating budget.

Division Administrator Chuck Schmitt reviewed the highlights of the financial situation of the District.

The Superintendent recommended that the Board approve, as submitted, the financial plan of Livingston District #4 for 2000-2001 and 2001-2002 school years.

<u>Motion</u> Dr. Hill moved that "the State Board of Education hereby approves, as submitted, the financial plan of Livingston Community Consolidated School District #4 for the 2000-2001 and 2001-2002 school years prepared in compliance with the certification procedures under Section 1A-8 of the School Code. The District shall submit a continuation financial plan by February 15, 2002. Any such plan shall remain consistent with guidelines developed by staff of the State Board of Education.

This approval does not relieve the District board of its responsibility to comply with all applicable laws and regulations, including collective bargaining agreements, nor does it relieve the local board of its duty to assure the best education possible for the pupils of the School District."

Mrs. McConachie seconded the motion.

Vote on

<u>Motion</u> The motion passed by a unanimous voice vote.

<u>Agenda</u> The Chairman called for Agenda Item D.4., Items for Immediate Action, <u>Item D.4.</u> ISAT Cut Scores.

Chairman Gidwitz reported that last year, the Board adopted cut scores for the reading, writing, and mathematics ISAT test batteries. He noted that at this meeting, the Board needs to do the same for science and social science. He asked the Superintendent to share with the Board the basis on which these cut scores are being recommended.

Superintendent M^CGee indicated that as we went through the test with a group of professional educators, we looked at every question, and they talked about the percentage of students that would exceed, meet, be below standards, or on academic warning (definitions listed on page 3-93 in the Board packet). He noted that it is a rigorous procedure and one that is used throughout the country. He commented on the cut scores (listed on page 3-94 of the Board packet). The Superintendent recommended that the Board adopt the cut scores for the science and social science ISAT.

Discussion followed with Deputy Superintendent Lynne Haeffele responding to Board members' questions.

Superintendent M^CGee indicated that the process is being reviewed, and he asked the Board to approve these recommendations.

Motion Mrs. McConachie moved that "the State Board of Education hereby adopts the ISAT cut scores for the areas of science and social science as follows.

The table below shows the recommended score ranges for each performance level:

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	Academic	Below	Meets	Exceeds
	Warning	Standards	Standards	Standards
Science	120-129	130-153	154-178	179-200
Grade 4				
Science	120-141	142-150	151-174	175-200
Grade 7				
Social Science	120-141	142-156	157-183	184-200
Grade 4				
Social Science	120-132	133-156	157-178	179-200
Grade 7				

For example, for 4th grade Science, the recommended 'bar' for meeting the standards is set between 153 and 154. A student scoring 154 or higher would meet the standards. A student scoring 179 or higher would exceed the standards."

Dr. Hill seconded the motion.

<u>Vote on</u> Motion The motion passed by a unanimous voice vote.

- Agenda The Chairman called for Agenda Item D.5., Items for Immediate Action,
- Item D.5. Removal of Schools from the AEWL.

Chairman Gidwitz indicated that the Board has an opportunity to officially remove two schools from the Academic Early Warning List. He noted that this is a great achievement on the part of the schools.

Superintendent M^cGee reported that Harding Elementary School in Monmouth District and Lamoille High School in Lamoille District have worked hard to meet the criterion for removal from the AEWL. He commented that he had already notified the schools that they have met this criterion, and it was his recommendation that the Board take action to enter the removal of these two schools into the official record.

Motion Mrs. Rogers moved that "the State Board of Education hereby authorizes the removal of Harding Elementary School and Lamoille High School from the Academic Early Warning List.

The State Board commends the administration, teachers, students, parents, and community for their active effort to increase student achievement."

Dr. Steiner seconded the motion.

<u>Vote on</u>

<u>Motion</u> The motion passed by a unanimous voice vote.

<u>Agenda</u> The Chairman called for Agenda Item D.6., Items for Immediate Action, <u>Item D.6.</u> Certificate Renewal (not on published agenda).

Chairman Gidwitz indicated that he would like to enter into the record a decision reached by the Board through polling of the members during the period of May 3 through May 5. He reported that that decision had two parts: agreement on a proposed process for working with the State Teacher Certification Board to finalize the rules for certificate renewal agreement on special procedures for allowing eligible teachers to begin accumulating certificate renewal credit beginning July 1, 2000, even though the rules and all of the renewal system elements will not be in place by that time. He also reported that the Certificate Board formally agreed to these same proposals on May 5.

The Chairman noted that a description of the special procedures for credit accrual is attached (see Addendum II). Consistent with this agreement, he appointed the following members of the State Board to serve on the Joint Certification Renewal Subcommittee:

Mrs. McConachie, Mrs. Rogers, and Mr. Serritella.

The three members of the Certification Board who will represent that Board on the Joint Subcommittee are:

Ron Babcock, William Briggs, and Barbara Nouri.

Chairman Gidwitz reported that the Subcommittee would meet on June 14 to consider the public testimony and develop recommendations to the two boards. He indicated that the Boards would meet together on June 15 to consider those recommendations and take action. He noted that if there is an agreement by both boards, we will immediately file the proposed rules, probably on an emergency basis, and if there is no agreement, the boards will jointly determine what additional steps need to be taken.

<u>Motion</u> Mrs. McConachie moved that "the State Board of Education approves these recommendations for certificate renewal and the process."

Mrs. Rogers seconded the motion.

Vote onMotionThe motion passed by a unanimous voice vote.

<u>Agenda</u> The Chairman called for Agenda Item E.1., Items for Future Action, Item E.1. Content Area Teacher Standards. MINUTES OF PLENARY BUSINESS MEETING May 18, 2000

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Superintendent M^CGee indicated that later in the day the Board would have an opportunity to further discuss the content area teacher standards. He noted that this would be a future action item for June.

Motion Mrs. Rogers moved that "the State Board of Education hereby adopts the proposed recommendations for the certification structure and content standards."

Dr. Hill seconded the motion. Final action will be taken at the June Board meeting.

AgendaThe Chairman called for Agenda Item E.2., Items for Future Action,Item E.2.NCATE 2000.

Superintendent M^CGee indicated that this topic will also be addressed later in the day, and it will be an action item in June.

- Motion Mrs. Rogers moved that "the State Board of Education hereby adopts the proposed performance-led standards aligned with NCATE 2000, in accordance with staff recommendations for:
 - 1. the implementation date of fall 2001;
 - 2. a transition period that extends from fall 2001 through spring 2005; and
 - 3. temporary inclusion of selected inputs from the 1995/1997 standards until the spring 2003."

Dr. Hill seconded the motion.

<u>Agenda</u> The Chairman called for Agenda Item F.1., Announcements and Reports, Item F.1. Chairman. There was nothing further to report.

<u>Agenda</u> The Chairman called for Agenda Item F.2., Announcements and Reports, <u>Item F.2.</u> Superintendent.

> Superintendent M^CGee shared his plans for continuous improvement and change in the agency. He stated that we ask local schools to conduct external reviews to seek better ways to meet their school improvement objectives. He said he believes we must be willing to do the same thing - to ask outside groups and individuals to evaluate our efforts to see if there are better ways for ISBE to support school improvement.

The Superintendent indicated that if we are to make Illinois education *Second to None*, we must continue to change the way we do business.

Together, we must:

- Remain thoroughly committed to the Illinois Learning Standards as the foundation for educational excellence;
- Support and live by an attitude of continuous improvement;
- Communicate better internally and externally;
- Deliver first-class service both internally and externally;
- Innovate to overcome challenges and help the schools; and
- Become an efficient organization.

The Superintendent stated:

- He will meet with all of our employees on June 1, 2000 in an Employee Meeting entitled, "<u>Step Up and Make It Happen</u>."
- He will tour the state in a Local Schoolhouse Meeting series in June and September to listen to our customers (the parents, students, teachers, administrators, businesses, community leaders and the public) and educate the community on what everyone can do to improve the quality of public education and help all students achieve the Learning Standards.
- Agency employees will learn and use processes and tools of continuous improvement. Businesses, schools and government agencies around the country are showing what great things can happen when staff all understand and use these processes and tools. ALL ISBE employees will have the opportunity to contribute to building a stronger, more responsive agency.
- He will turn to the ISBE staff, to listen to ideas and to ask them to listen to our customers in formal "summits" later this summer. The summits will be a representative forum to generate specific ideas and suggestions for achieving our goals.

Chairman Gidwitz indicated that the State Board supports the Superintendent 100 percent in this effort to take this agency to the next level. He congratulated and commended the Superintendent for moving forward with these initiatives.

<u>Agenda</u> The Chairman called for Agenda Item F.3., Announcements and Reports, <u>Item F.3.</u> Committees.

Mrs. McConachie provided a report from the Joint Education Committee (JEC) meeting held on May 15. She called the Board members attention to a handout entitled "Illinois Virtual High School" (see Addendum III), and she explained that this is a joint venture of the State Board of Education, the Community College Board, and the Board of Higher Education. She indicated that because this is going to be a cutting-edge, national program, she reviewed what the expectations

are and what the issues involve. Mrs. McConachie noted that many of the issues would come back to the State Board for action in the near future.

The Superintendent commented that he was encouraged by the level of interest and involvement from all of the parties.

Mrs. McConachie noted that there were two or three other key issues at the JEC meeting. She reported that the three boards are working together to submit federal grant proposals on several topics. She noted that Chairman Gidwitz particularly gave them a lot of very direct encouragement about collaboration.

Mrs. McConachie indicated that regarding the Prairie State Exam, there was strong support from the JEC and a direction that everybody sponsors the Exam. She commented that as it turned out the Community College Board and the Board of Higher Education have not yet acted on the Prairie State as sponsors and supporters. She noted that they will do that at their next meetings and then this will cycle down to the local universities and colleges to begin to utilize the Prairie State as it develops a track record.

Mrs. McConachie reported that the teacher institution report card is moving forward. She indicated that the Illinois Century Network is developing well and is an excellent example again of pooling resources to do better as a group. She noted that it was a good model for the Illinois Virtual High School.

Mrs. McConachie commented that we are establishing nine regional support centers, but she noted that we would see a lot of issues arise with the Illinois Century Network not unlike with the Illinois Virtual High School -- around its governance, its structure, and its operation. She indicated that we are doing it on a collaborative basis as a joint venture right now. She noted that it may continue that way or it may need a more formalized structure.

Mrs. McConachie reported that the P-16 issues are moving forward with the JEC. She indicated that the Committee is now meeting monthly.

Mrs. Rogers commended the JEC for meeting monthly and making a difference.

An audio tape of the meeting is available through the State Board office in Springfield (217/782-9560).

AgendaThe Chairman called for Agenda Item F.4., Announcements and Reports,Item F.4.Board members. There was nothing further to report.

<u>Agenda</u> The Chairman called for Agenda Item G., Informational Item: <u>Item G.</u> State Assessment Timelines. MINUTES OF PLENARY BUSINESS MEETING May 18, 2000 Page 16

Chairman Gidwitz reported that the Superintendent will review the FY2000 ISAT timelines for the administration and reporting of ISAT results.

Superintendent M^CGee noted that there is a schedule in the Board packet. He indicated that he hoped in 2001 and 2002, we can move up the date that we release the report cards and that we have the data on the website. He commented that his goal in 2001 will be to have this information released in conjunction with the beginning of school.

The meeting recessed at 11:30 a.m. and reconvened at 11:40 a.m. Dr. Hill left the meeting during the recess.

<u>Work-Study</u> The Chairman called for Agenda Item B., Content Area Teacher Standards: <u>Session III</u> Teacher Standards, Certification Categories.

> Division Administrator Mike Long provided an overview of the recommendations that the Superintendent will request final action on during the June Board meeting. These preliminary recommendations relate to the core and subject-area content standards and their alignment with a proposed certification structure.

Discussion followed for clarification purposes.

An audio tape of the meeting is available through the State Board office in Springfield (217/782-9560).

Adjournment The Chairman adjourned the meeting at 12:10 p.m.

Respectfully submitted,

Marilyn McConachie, Secretary

Ronald J. Gidwitz, Chairman