State Superintendent

Tony Smith, Ph.D

MESSAGE FROM THE SUPERINTENDENT

August 15, 2017

Hello,

I know you are all hoping the funding questions get resolved as quickly as possible. We continue to provide numbers and requested bill analyses to decision-makers. We are hoping for a more adequate and equitable outcome.

All Illinois students, families, and staff have the right to both feel and be safe in every school every day. There is no room for racism, hate, or violence in our schools. In light of the tragic events that occurred this past weekend, I want to remind you of the anti-bias and anti-hate resources (/Pages/Anti-Bias-Anti-Hate.aspx) available on our website. The National Network of State Teachers of the Year (http://www.nnstoy.org/wp-content/uploads/2017/08/NNSTOY-Social-Justice-Book-List.pdf) has a diverse list of books broken down by grade level, and organizations such

as Teaching Tolerance (https://www.tolerance.org/) and Facing

History and Ourselves (https://www.facinghistory.org/) offer lesson plans,

professional development, and other educator resources to help combat bias and build safe and inclusive classrooms, where all members of the school community feel supported as they explore new ideas and question their beliefs.

It is challenging work to understand each child's unique strengths and challenges and fully prepare every child for success. I appreciate all that you do to advocate for your students and communities and to ensure you are best prepared to meet the needs of all your students. Kindergarten teachers will begin to use the Kindergarten Individual Development Survey (KIDS) tool this fall, so I want to emphasize that it is a whole community responsibility to invest in, nurture, and maximize the potential of every child. When one child does not have access to high-quality early learning, it does not just harm that child; it hurts Illinois. In order to guarantee our state's long-term social and economic viability and achieve our state's goal of 60 percent of Illinoisans possessing a high-quality credential or degree by 2025, we have to make sure all children have what they need before kindergarten and up through their college and career. We will be able to use reliable, comparable data on students'

Quick Links

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In Brief

strengths, challenges, and dispositions when they enter kindergarten to identify and more clearly understand where children have access to high-quality early learning opportunities and where they do not have this same access. I see it as my responsibility to the children of Illinois to use this data to advocate for them before they get to school. The data will tell us where more resources are needed so that we can align resources to give all children the same opportunity in Illinois.

I greatly value the collaboration and the conversations that we have had with practitioners to get to the current framework. We at ISBE will continue to engage in dialogue and build tools in partnership with you. Now, as we launch into the school year, we want to make sure you have what you need to begin KIDS observations confidently in your schools and classrooms. ISBE's updated KIDS webpage (http://www.isbe.net/kids) – shares tools for administrators and teachers, including training information and implementation resources. ISBE has committed to five more years of funding for KIDS coaches: Each coach will be assigned a different region of the state, for which they will provide training, support, and resources to new kindergarten teachers and individualized coaching to districts that request those services. Teachers and administrators who are new to KIDS may want to read the KIDS Overview

(/Documents_KIDSWebsiteResources/KIDS_Overview_Admin_Teachers.pdf) and the Quick Start Guide (/Documents_KIDSWebsiteResources/KIDS_Quick_Start_Guide.pdf) to get started. The KIDS Introduction video in English (https://vimeo.com/221633126) and KIDS Introduction video in Spanish (https://vimeo.com/221632443) and the editable letter may be helpful as you are welcoming kindergarten families. Please also be sure to register for the KIDS webinar (https://attendee.gotowebinar.com/register/3099670997710848770) on Aug. 23 at 12:00 p.m. for a discussion about the latest resources and information available to support districts in implementing KIDS. Additional information is available in a recent press release (/Lists/News/NewsDisplay.aspx?ID=1168). If you have any remaining questions about KIDS, you may email KIDS@isbe.net (mailto:KIDS@isbe.net).

I am excited to congratulate Jack Baldermann, the principal of Westmont High School, for being named a finalist for the National Association of Secondary School Principals 2018 National Principal of the Year award. I am amazed by Jack's accomplishments as an administrator the past 25 years. He has fostered a supportive and collaborative school climate, served as an influential mentor to faculty and staff, improved the success of students of color, and boosted the number of underrepresented AP Scholars. To have an Illinois principal as a finalist for National Principal of the Year in spite of our state's budgetary difficulties illustrates the remarkable work of principals and school leaders across Illinois. My deepest appreciation to all of you for your unwavering dedication and innovation. The 2018 NASSP National Principal of the Year will be announced in October for National Principals Month. Learn more about Jack's work here (https://www.nassp.org/recognition/principal-of-the-year/most-recent-finalists?SSO=true).

Finally, I know that many of you are gearing up for the total solar eclipse on Monday, Aug. 21. This event is an exciting educational opportunity, but it is important to view the eclipse safely. The National Science Teachers Association website (http://www.nsta.org/publications/press/extras/sundark.aspx#extras) shares comprehensive information on viewing the eclipse, including educational materials on incorporating Next Generation Science Standards and preparing students for this historic event. NASA (https://eclipse2017.nasa.gov/) also has extensive information and educational resources on the total eclipse.

Have a great week!

Tony



UPCOMING ISBE DATES AND DEADLINES

Please note this is not a complete list of events, meetings, and deadlines. For more events and details, visit the ISBE Meetings page (https://www.isbe.net/Pages/ISBE-Meetings.aspx) or call the Illinois State Board of Education at (866) 262-6663.

Aug. 15: Deadline to submit Annual Pupil Transportation Reimbursement claim

Aug. 16: Illinois State Board of Education meeting (https://www.isbe.net/Pages/Illinois-State-Board-of-Education-Calendar.aspx)

Aug. 23: IDPH and ISBE School Health Update webinars (https://www.isbe.net/pages/school-health-issues.aspx)

Aug. 31: Deadline for Illinois Bicentennial Celebration student video contest submissions

(http://illinois200.marsdigitalmedia.com/index.htm)

Sept. 1: Employee evaluations and salaries due in EIS

Sept. 1: Deadline to file affidavit for school treasurer bonds (https://www.isbe.net/Pages/School-Treasurer-Bonds.aspx)

Sept. 4: ISBE offices closed for Labor Day

Sept. 8: Deadline to submit Intent to Apply for FY 2018 Preschool for All Expansion State RFP

(https://forms.office.com/Pages/ResponsePage.aspx?id=hv5kA8ZJ9Eq1LDNameV30dklixN0yytNnWajlFDYxcJUOFBMMkZJWTIUSU9HN1cyNktJMjBaNEMyRi4u)

Sept. 11-13: Annual Title I Directors Conference (https://www.regonline.com/registration/Checkin.aspx? EventID=2019814)

Sept. 13-14: Illinois State Board of Education meeting (https://www.isbe.net/Pages/Illinois-State-Board-of-Education-Calendar.aspx)

Sept. 18: Deadline to submit FY 2018 Preschool for All **Expansion State RFP**

(https://www.isbe.net/Pages/RFPs.aspx)

Oct. 9: ISBE offices closed for Columbus Day

Oct. 18: Illinois State Board of Education meeting

(https://www.isbe.net/Pages/Illinois-State-Board-of-

Education-Calendar.aspx)

Oct. 25-27: Sharing A Vision conference

(http://sharingavision.org)

Oct. 31: Deadline to submit FY 2018 School District

Budget/Joint Agreement Forms

TITLE GRANTS ADMINISTRATION

Annual Title I Directors Conference Sept. 11-13 in Springfield

The Illinois Association of Title I Directors, in cooperation with ISBE, is hosting the annual Title I Directors Conference on Sept. 11-13 at the Crowne Plaza, 3000 S. Dirksen Parkway, Springfield.

The conference begins with a training on the new ESSA Consolidated application in the afternoon of Monday, Sept. 11. The conference officially begins Sept. 12 with an update on the ESSA State Plan. Numerous breakout sessions hosted by ISBE members and collaborating individuals will be offered Tuesday and Wednesday.

Tuesday's lunch keynote address will be by Principal Baruti Kafele, who is an internationally renowned education speaker and best-selling author whose mission is to close the attitude gap. The conference will close with assessment updates.

Registration information is now available (http://www.regonline.com/registration/Checkin.aspx?EventID=2019814).

NUTRITION PROGRAMS

USDA's Team Nutrition Offers Resources for Back to School

As we enter into the new school year, remember that Team Nutrition (https://www.fns.usda.gov/tn/team-nutrition) has training materials that help schools integrate nutrition education into the classroom while also making connections in the cafeteria, at home, and throughout the community.

Team Nutrition is an initiative of the U.S. Department of Agriculture (USDA) Food and Nutrition Service to support Child Nutrition Programs through training and technical assistance for foodservice, nutrition education for children and their caregivers, and school and community support for healthy eating and physical activity.

Here are some of the great resources:

- Discover MyPlate: Curriculum Training for Teachers \(\begin{aligned} \left\) (https://www.fns.usda.gov/sites/default/files/tn/dmpTeachTrainingGuidev4.pdf): Use this training to help boost educators' confidence in teaching nutrition concepts and conducting food preparation activities with kindergartners. Slides and handouts for the teacher training can be found here (https://www.fns.usda.gov/tn/discover-myplate-nutrition-education-kindergarten#anchor2). After the training, teachers can get started with the Discover MyPlate: Nutrition Education for Kindergarten (https://www.fns.usda.gov/tn/discover-myplate-nutrition-education-kindergarten) kit, which includes a teacher's guide (https://www.fns.usda.gov/tn/discover-myplate-teachers-guide) explaining the six lessons and how they help to meet educational standards.
- Serving Up MyPlate: A Yummy Curriculum (https://www.fns.usda.gov/tn/serving-myplate-yummy-curriculum): MyPlate kits are available for three levels: Level 1 (Grades 1-2), Level 2 (Grades 3-4), and Level 3 (Grades 5-6). Each kit includes a teacher's guide with three lessons.

- MyPlate Guide to School Lunch Infographic (https://www.fns.usda.gov/tn/myplate-guide-school-lunch): Show parents, students, and teachers how a variety of healthy foods from each MyPlate food group is included as part of a school lunch.
- MyPlate Guide to School Breakfast Infographic (https://www.fns.usda.gov/tn/myplate-guide-school-breakfast): Highlight healthy foods
 that are part of a balanced school breakfast. Learn about why eating breakfast is important for learning and how parents can help
 their child eat a healthy breakfast at school.
- From East to West, Eat What's Best: A Pen Pal Program (https://www.fns.usda.gov/sites/default/files/tn/TNevents_eastwest.pdf) is a great activity for kicking off the school year. Help students connect with their peers in a different part of the United States to share information about their favorite fruits, vegetables, and whole grains. Find this and other events ideas for the entire year in the Team Nutrition Popular Events Idea Booklet (https://www.fns.usda.gov/team-nutrition-popular-events-idea-booklet).

SPECIAL EDUCATION SERVICES

Applications Sought for U.S. Senate Youth Program and Hearst Scholarship

ISBE is seeking applicants for the 2017-18 U.S. Senate Youth Program and Hearst Scholarship. Information about the program is now available at www.isbe.net/Pages/United-States-Senate-Youth-Program-Hearst-Scholarship.aspx (http://www.isbe.net/Pages/United-States-Senate-Youth-Program-Hearst-Scholarship.aspx).

The program's first phase brings two students from each state to Washington, D.C., from March 3-10, 2018, to participate in the U.S. Senate Youth Program. Delegates will be immersed in Washington activities throughout their weeklong stay. The William Randolph Hearst Foundation will pay all expenses for the week, including transportation, hotel, and meals. The second phase awards both recipients a \$10,000 college scholarship. The Hearst Foundation requires that to obtain scholarship funds, a student must participate in the Washington Week program and use the funds within four years of enrollment at an accredited U.S. college or university. The student is also encouraged to take courses in history, political science, or related subjects as part of his or her undergraduate program.

The State Superintendent is sending information and applications to schools. Applications are also available on ISBE's website at www.isbe.net/Documents/USSYP_42-60_RSM.pdf (http://www.isbe.net/Documents/USSYP_42-60_RSM.pdf). ISBE must receive a hard copy containing original signatures no later than **4 p.m. on Oct. 4**.

More information about this program is available at http://ussenateyouth.org (http://ussenateyouth.org/) or by contacting Sally Veach at sveach@isbe.net or (217) 782-5589.

EDUCATIONAL TECHNOLOGY

Webinars on Meeting Educational Technology Challenges Coming Up

ISBE is facilitating a webinar on Aug. 30 to provide Illinois school, district, and technology leaders an opportunity to share ideas on advancing digital learning, equitable access, and networking and technology services that address state, regional, and district needs. The webinars are devoted to receiving feedback from participants, which will then be used to help inform the development of state and regional educational technology support systems that enhance teaching and learning. All interested stakeholders are encouraged to join.

Register for the webinar, which will be at 1 p.m. on Aug. 30 (https://attendee.gotowebinar.com/register/7583732303460327425).

If you are unable to attend either webinar, but would like to share ideas or suggestions, please send them to edtech@isbe.net (mailto:edtech@isbe.net).

EARLY CHILDHOOD EDUCATION

FY 2018 Preschool for All Expansion State RFP Released

The FY 2018 Preschool for All Expansion State Request for Proposals (RFP (/Pages/RFPs.aspx#collapse4zone6)) has been released. The due date for submittal is 4 p.m. on Sept. 18. The application must be completed in eGMS. Eligible applicants must submit the FY 2018 Notice of Intent to Submit Proposal – Preschool for All Expansion 3 to 5 Years (https://forms.office.com/Pages/ResponsePage.aspx? id=hv5kA8ZJ9Eq1LDNameV30dklixN0yytNnWajlFDYxcJUOFBMMkZJWTIUSU9HN1cyNktJMjBaNEMyRi4u) to access the RFP system in IWAS in order to apply. The intent to apply deadline is Sept. 8. The following entities outside the City of Chicago may apply: Regional Offices of Education, public school districts, university laboratory schools approved by the Illinois State Board of Education, charter schools, area vocational centers, and public or private not-for-profit or for-profit entities with experience in providing education, health, social, and/or child development services to young children and their families. A separate appropriation has been awarded to City of Chicago District #299. Questions may be directed to the Early Childhood Division at (217) 524-4835 or earlychi@isbe.net (mailto:earlychi@isbe.net).

EDUCATOR EFFECTIVENESS

Educator Licensure Renewal Deadline Quickly Approaching

The grace period for renewing professional educator licenses and educator licenses with stipulations endorsed for career and technical educator ends Aug. 31. All licenses with a July 1, 2017, renewal date must be renewed and registered by Aug. 31 or they will lapse and be invalid for employment. Educators who wish to reinstate a lapsed license must either pay a \$500 penalty fee or complete nine semester hours of endorsement-related coursework.

Administrators, please remind your staff to renew before the deadline and ensure all of your teachers are renewed and registered. To check, log in to ELIS and ensure your educators' "Registered Thru" column shows a date of 6/30/18 or later.

Educators, don't let your license lapse! Log in to your ELIS account today to record your professional development, renew, and register your license for the upcoming five-year cycle.

For questions, please contact ISBE's Educator Effectiveness Division at (217) 557-6763 or licensure@isbe.net (mailto:licensure@isbe.net).

GRANT ACCOUNTABILITY TRANSPARENCY ACT

Required FY 2018 GATA Grantee Pre-Qualification Process

All grantees <u>must complete</u> the registration process and be qualified to do business with the State of Illinois.

The grantee pre-qualification registration portal may be accessed directly on the GATA website (http://www.illinois.gov/sites/GATA/Grantee/Pages/default.aspx).

To be qualified to apply for an FY 2018 grant award, an entity must complete the following four steps:

1. Authentication (New for FY 2018)

The Grantee Portal can be accessed through the Grantee Links heading on the GATA website. A personal or business email address is required to establish an account. Authentication is required through the Illinois.gov authentication portal. It establishes or verifies the relationship between an individual and the organization they represent. Authentication is performed once for each individual associated with a registration. If your email was not previously associated with the organization that you represent, click the "Create a

new account" link below the "Sign in" button. After you have entered the required information, you will receive a confirmation email that will instruct you to click a link to complete the account creation process. For help with the Illinois.gov Authentication Portal, please browse to www.illinois.gov/sites/accounts/Pages/default.aspx (http://www.illinois.gov/sites/accounts/Pages/default.aspx). Additional instructions may also be found at www.illinois.gov/sites/GATA/Grantee/Pages/GranteePortalFAQ.aspx (http://www.illinois.gov/sites/GATA/Grantee/Pages/GranteePortalFAQ.aspx).

2. Registration

Once your Illinois.gov account is created, you must return to the Grantee Portal log-in screen and enter your user name and password to continue. The system will then ask for your organization's DUNS number. If the DUNS number for your organization is on record with GATA from the previous year, the system will associate you with your organization. The process may require the approval of the primary GATA system registrant for your organization. After accessing your entity's registration information, you must click the "Edit" button found near the top of the screen. This will allow you to correct/confirm the listed information and select the appropriate organization type for your entity.

If the DUNS number that you enter is not found in the GATA system, the system will invite you to create a new grantee account for the entity related to that DUNS number. Please confirm that you entered the correct DUNS number before creating a new account. Creation of a new grantee account is accomplished by providing your organization's:

- DUNS number (View instructions on obtaining a DUNS number (https://fedgov.dnb.com/webform));
- FEIN;
- Organization type (NOTE: school districts, special education joint agreements, and education for employment consortiums should select "School District"):
- Secretary of State ID (NOTE: the following types of organizations have been deemed EXEMPT from this requirement: school districts, colleges, universities, Regional Offices of Education, special education joint agreements, and education for employment consortiums);
- Organization name; and
- · Address.

3. Grantee Pre-qualification

All entities must be qualified to do business with the State of Illinois. To be qualified for a grant award, an entity must:

- Be registered in the GATA Grantee Portal system as described above;
- Have a valid DUNS number (View instructions on obtaining a DUNS number (https://fedgov.dnb.com/webform));
- Have a current SAM.gov account (View instructions on obtaining a SAM Cage Code (http://www.illinois.gov/sites/GATA/Documents/How%20to%20Register%20in%20SAMS.pdf));
- Not be on the Federal Excluded Parties List (Verify utilizing the Quick Search (https://www.sam.gov/portal/SAM/? portal:componentId=6fd72bdf-176f-4f82-99b2-bfd794cb124f&interactionstate=JBPNS_rO0ABXc0ABBfanNmQnJpZGdlVmlld0lkAAAAAQATL2pzZi9mdW5jdGlvbmFsLmpzcAAHX19FT0ZfXw%2a%2a&portal:type=action#1))
- Be in Good Standing with the Illinois Secretary of State, as applicable (Verify Good Standing
 (https://www.ilsos.gov/corporatellc/)). (NOTE: The following types of organizations have been deemed EXEMPT from this
 requirement: school districts, colleges, universities, Regional Offices of Education, special education joint agreements, and
 education for employment consortiums.);
- Not be on the Illinois Stop Payment list; and
- Not be on the Department of Healthcare and Family Services Provider Sanctions list.

Pre-qualification status will be verified after Grantee Registration is submitted and nightly thereafter. If an entity has a pre-qualification issue, the specific issue and remediation support is provided through the Grantee Portal. Entities on the Federal Excluded Parties List are not eligible to do business with the State of Illinois.

4. Fiscal and Administrative Risk Assessment (ICQ)

Entities must complete an FY 2018 Internal Controls Questionnaire (ICQ) as the Fiscal and Administrative Risk Assessment. The ICQ is completed annually for each fiscal year. All state agencies will utilize the results of the ICQ. The entity can access the ICQ from the Grantee Portal. The portal provides access to prior year ICQ responses for those entities that received grants in FY 2017. The FY 2018 ICQ template must be completed prior to making application for an FY 2018 grant. The ICQ should be completed by someone with financial or accounting experience.

The status of compliance with each of the requirements described above is displayed in the Grantee Portal for each registered entity. Again, completion of these four steps is required prior to making application for funding for FY 2018.

Entities must also complete a programmatic risk assessment for each grant award in FY 2018. The programmatic risk assessment will be included in each electronic grant application through ISBE. Paper grant applicants will be directed to the IWAS system once applications have been received.

The SAM.gov registration expires annually and must be renewed to maintain your eligibility for funding. Renewal of your cage code at the SAM.gov web site **does not** require a fee.

The ISBE "GATA Grantee Status Report" provides updated status information for all ISBE grantees and can be found under "Resources" on the left side of the ISBE GATA website (/gata). Please direct any questions you might have related to the GATA registration and prequalification process to GATA@isbe.net (mailto:GATA@isbe.net) or (217) 782-5630.

IN BRIEF

Student Opportunities

• Illinois State University, Millikin University, and Pontiac Township High School are presenting the **third annual Celebrating High School Innovators competition**. Rising 9-12th grade students are eligible to apply in five areas: 1) arts, media & literature, 2) business entrepreneurship, 3) social entrepreneurship, 4) health & nutrition, and 5) STEM. Applicants will participate in four rounds of competition during the 2017-18 school year. CHSI will award five \$1,000 cash prizes to the top five areas, along with scholarships to Illinois State University and Millikin University. **Applications are due by Sept. 1**. The first CHSI event is at Millikin University on Sept. 30. All applicants that attend this first event will receive a \$500 scholarship to Millikin University. Please visit CHSInnovators.org (http://chsinnovators.org/) for additional information or email info@chsinnovators.org (mailto:info@chsinnovators.org).

Upcoming Events

- The Illinois Reading Council is holding the **50th annual Illinois Reading Council Conference** Oct. 5-7 in Peoria. The conference will feature many well-known authors, nationally recognized reading professionals, and outstanding Illinois educators who will be presenting more than 350 breakout sessions to inspire reading and writing at all levels. Registration is available online. For more information, visit the Illinois Reading Council (http://www.illinoisreadingcouncil.org/) or call (888) 454-1341.
- The Illinois-Iowa 2017 School Wellness Conference is being held in Rock Island on Nov. 2. The conference is hosted by
 Illinois/Iowa Action for Healthy Kids. View more information about the School Wellness conference here
 (http://www.actionforhealthykids.org/component/events/event/515).
- The second annual **Leap InnovatED Summit** is taking place Aug. 28 at Hyatt Regency McCormick Place in Chicago. The summit will offer sessions featuring experts in education innovation and widespread networking opportunities. For more information and to

register, visit the Leap InnovatED Summit page (http://www.leapinnovatedsummit.org/).

Educator Recognition

- Congrats to Dr. Brian Waterman, principal at Lyons Township High School in LaGrange, and Nicholas Cozzi, owner of Tropical Sno of Western Springs, who have received the 2017 Reaching Out & Building Bridges Award (https://prmediarelease.com/illinois-principals-association-recognizes-lagrange-principal/#sthash.d9xQRltw.TXHfJIZU.dpbs) from the Illinois Principals Association. The award is sponsored by Horace Mann Companies. Great work!
- Congrats to Brandi Bruley, principal at North Elementary School in Taylorville, and Dr. Femi Skanes, principal at the Al Raby School for Community and Environment in Chicago, for receiving 2017 John Ourth and Dr. Fred Singleton Professional Development Scholarships (https://prmediarelease.com/illinois-principals-association-names-professional-development-scholarship-winners/#sthash.3Pl2wLiJ.RWq2gXSF.dpbs), which are sponsored by the Illinois Principals Association. Awesome job!

District Recognition

- Congratulations to the following districts for receiving **District of Distinction** awards from District Administration magazine:
 - Palos SD 118 Eighth Grade Capstone Program; (https://www.districtadministration.com/dod/awards/eighth-grade-capstone-program)
 - Schaumburg SD 54 ELL Writers Hit the Target; (https://www.districtadministration.com/dod/awards/ell-writers-hit-target)
 - Oregon CUSD 220 Open Program (https://www.districtadministration.com/dod/awards/open-program); and
 - Kankakee SD 111 Redesign K12 for College, Careers (https://www.districtadministration.com/dod/awards/redesign-k12-college-careers).

School Opportunities

- Computer Banc has teamed up with Illinois lawmakers and state officials and agencies to help improve children's access to digital literacy. The program repurposes surplus government computers to provide children access to low-cost learning tools at school and at home. The \$85 computers are available for the 2017-18 school year for Illinois. All computers are Grade A condition and warrantied for one full year. For more information, visit the Computer Banc page (http://www.computerbanc.org/) or contact David Fowler, executive director, via email at director@computerbanc.org or by phone at (217) 528-9506.
- The Illinois Farm to School Network has opened registration for the **Illinois Harvest of the Month** program for schools and early childhood education sites. For more information, visit the Illinois Harvest of the Month page (http://harvestillinois.org/).

Professional Development

The Chicago Botanic Garden is offering professional development opportunities to educators with a limited number of scholarships available for 50 percent off the cost of select workshops for educators working at schools with at least 50 percent of the students receiving free or reduced lunch. For more information, visit the Teacher Programs page
 (http://www.chicagobotanic.org/education/teacher_programs) for Chicago Botanic Gardens. To be considered for a scholarship, contact Rebecca Ammann at rammann@chicagobotanic.org (mailto:rammann@chicagobotanic.org).

ISBE Employment Opportunities

Watch for ISBE career opportunities and find instructions for applying (http://www.isbe.net/Pages/Careers-at-ISBE.aspx).