

A Fundamental Shift in Education

On June 13, 2011, Governor Pat Quinn signed into law Public Act 97-0008, previously known as Senate Bill 7 or the Education Reform Act. The new law makes sweeping changes to reductions in force and recall (which will no-longer be based upon seniority, but rather a complex system based upon performance and evaluation), tenure acquisition (which now includes tenure portability, accelerated tenure, and performance-based tenure requirements), teacher dismissal, strikes and impasse procedures, learning surveys, and school board member training (now a requirement under the law).

These changes will fundamentally alter how schools conduct business and staff classrooms, and the law requires important changes to evaluations, evaluation procedure, and the method used to implement evaluations. As with any change, the new law is complex and brings with it issues beyond the new rules. The earlier your schools address these new rules (many of which are already in effect) the better your odds of avoiding danger will be.

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Miller, Tracy, Braun, Funk & Miller, Ltd.



Please join us for an important seminar

The Education Reform Act:

Implications, Adjustments and
Practical Considerations

*September 13, 2011
8:30 a.m. – 1:00 p.m.*

IHotel
*1900 South First Street
Champaign, IL 61820*

Please join us on September 13, 2011 at the IHotel in Champaign, Illinois

Registration & Continental Breakfast

8:30 a.m. – 9:00 a.m.

Reductions in Force & Recall

9:00 a.m. – 10:00 a.m.

(Break)

Surveys, Training & Strikes

10:15 a.m. – 11:30 a.m.

Tenure, Evaluation & Dismissal

11:30 a.m. – 12:30 p.m.

(Lunch)

We strongly encourage the following individuals to consider attending:

- District Superintendents and Assistant Superintendents
- Principals and Assistant Principals
- Board Members
- Regional Superintendents and Assistant Regional Superintendents

Register Online at www.millertracy.com
or RSVP by September 6, 2011 to Kay Lacy
Phone: 217-762-9416 Fax: 217-762-9713
klacy@millertracy.com

* Participation is limited to 150 *

Reductions in Force and Recall

Reductions in force must now be conducted according to groupings based upon performance and other evaluation-based indicators.

There are new guidelines for the hiring of new or vacant teaching positions. Factors considered include, but are not limited to, certifications, qualifications, merit and ability, and relevant experience.

Together with risks associated with performance indicators, we will talk about the groupings, what they mean, and how to handle the new rules.

Surveys, Training and Strikes

In addition to receiving information from school learning surveys filled out by teachers and students, members of the board of education will be required to undergo formalized training on certain topics hosted by approved organizations.

Impasse procedure has also been changed, altering when mediation must take place, how it must be used, and what the union must do prior to strike. We will discuss the process, the requirements, and the procedures required by the new law.

Tenure, Evaluation and Dismissal

In addition to changes to the definition of incompetency and the process the Illinois State Board of Education may follow to deal with incompetent teachers, there are new procedures and processes for evaluation and dismissal.

We will discuss the requirements for tenure, how performance-based tenure now works, tenure portability, accelerated tenure, the power of evaluations and the responsibility now held by evaluators.



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Thomas R. Miller
William F. Tracy, II
Brian A. Braun
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At Miller, Tracy, Braun, Funk & Miller, Ltd., we strive to serve our clients in any way we can. Our firm's practice has expanded greatly over the years to cover the growing and evolving needs of our clients. From our humble beginnings in 1975 with a single attorney and secretary, we have grown into a well-organized, comprehensive legal practice. We now serve our clients with advice in several diverse fields of expertise, in both school law and private practice, and cover a vast array of subjects and issues that arise in each of those fields. We continue to expand our practice as our clients' needs develop, and look forward to expanding into new areas with you.