

Notes to the School Board - February 22, 2010

Good Evening,

My name is Lois Graham and I am the Vice President of the Downers Grove Education Association at North High School and this is Lisa Counter, the Vice President at South High School.

I speak to you this evening not only in support of a colleague and an excellent teacher but also to a larger issue which goes beyond Mr. Klamm, one that affects all teachers in District 99. – the clarity and consistency of the current evaluation process and how it is implemented. Of the 4 evaluative domains and their 22 different components we ask, which areas are valued most?

In my 20 plus years in District 99 I have never seen such an outpouring of support for a faculty member who was being released. The Downers Grove Education Association has launched its own inquiry into this situation. It led us to ask: **What attributes of an excellent teacher do you consider to be most important? What do you really want in a teacher?**

**Is it a teacher who can help students excel - demonstrated by increasing test scores and enrollment? Since education has become so heavily data driven, here is the data:**

- A.P. Chemistry enrollment has doubled in the four years Mr. Klamm has been here.
- His Chemistry scores for the final exam (this last semester) were higher than any other Chemistry 300 class ( at 83%) and they are co-taught –almost half Special Services students.
- His Chemistry 400 scores were above the District average as well at 82%.
- I have seen the wall of fame in the Chemistry room with the long list of names of students scoring “5” on the A.P. Chemistry Exam
  
- He has continued in the tradition of excellence from Golden Apple Award winner Bob Lewis, through another outstanding veteran, Tom Redig.

North’s Web Page opens with these accolades: “Among Best in Nation”, “Top 100 Schools in Illinois”,

“Top Chicagoland School”, “America’s Best High Schools”

Let’s not forget what got us here: Parents who value excellence in education and who instill the responsibility of getting a good education in their children, and Teachers who hold students to the highest standards of excellence.

There are intangible attributes to excellent teaching as well. Here are some other characteristics of Mr. Klamm, shared by his colleagues and supervisors:

- 1. A teacher who goes above and beyond, who teaches with his heart and soul because it is more than just a job.**
- 2. A teacher who teaches all day (before 7:40-and after 3:40).**

3. An expert in his content area
4. A person who think out of the box, and isn't afraid to try a new ideas
5. A teacher who fires a desire to learn and who motivate students to pursue the subject in college and professionally.
6. Creative, engaging, and enthusiastic and passionate – Bell to bell.
7. Enhances critical thinking
8. Resourceful and reflective – wants to improve
9. Committed to his profession, to students, and the Science Department.
10. He is a “key reason that our chemistry program has grown over the last four years.
11. Is an excellent role model  
I could go on if time allowed.

In addition he:

Helped align the Chemistry 300 & 400 curriculums, was instrumental in designing the work keys for the PSAE, redesigned the Chemistry storage area, and has brought pride and recognition to the Tennis programs at North.

We know no one is perfect. But the Association would like to know what it takes to be considered an excellent teacher in District 99?

We as good teachers recognize the differences in our students – their personalities and learning styles and try to meet their needs. As teachers we would like the same consideration regarding our different teaching styles and the many ways we reach out and successfully impact students.

What the association would like the School Board to consider is what we as a District value most in our teachers and how are these values reflected and weighted in terms of our evaluation process.

Our sense is that Mr. Klamm embodies the best of these values and characteristics.